



**OAKLAND  
WORKFORCE DEVELOPMENT BOARD  
REGULAR MEETING**

**Thursday, May 4, 2023**

8:30 a.m. – 11:00 a.m.

Hearing Room 4  
Oakland City Hall





Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [owdb@oaklandca.gov](mailto:owdb@oaklandca.gov). or call (510) 238-3474 or (510) 238-3254 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico [LDial@oaklandca.gov](mailto:LDial@oaklandca.gov) o llame al (510) 238-3474 o al (510) 238-3254 Para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

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**OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)**

**REGULAR COMMITTEE MEETING NOTICE**

Thursday, May 4, 2023  
8:30 a.m. – 11:00 a.m.

**PUBLIC PARTICIPATION**

The public may observe and/or participate in this meeting many ways.

**OBSERVE: To observe the meeting by video conference**, please click on this link:

**To listen to the meeting by phone**, please call the numbers below at the noticed meeting time:

**Webinar ID:**

If asked for a participant ID or code, press #.

Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663> - Joining-a-meeting-by-phone.

**COMMENT:**

**Public comment is not available for remote participation at this time. If you would like to comment on an item remotely, please submit written comments 24 hours in advance by email to [owdb@oaklandca.gov](mailto:owdb@oaklandca.gov) or appear in person.**

If you have any questions, please email: [owdb@oaklandca.gov](mailto:owdb@oaklandca.gov)

# OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

## REGULAR COMMITTEE MEETING NOTICE

Thursday, May 4, 2023

8:30 a.m. – 11:00 a.m.

### AGENDA

*Members of the public who wish to address the Board on published issues should do so at the time the agenda item is being discussed by completing a speaker card and submitting it to the Clerk. Raise your hand if you are viewing by video or hit \*9 if you are joining by phone. You will have 2-minutes to speak on the item.*

*Issues that the public wishes to address that are not published on the agenda will be heard during the Public Forum section. Raise your hand if you are viewing by video or hit \*9 if you are joining by phone. You will have 2-minutes to speak on the item.*

#### **I. PROCEDURAL ITEMS**

- a. Call to Order and Roll Call
- b. Chair Remarks
- c. Approval of Meeting Minutes dated February 2, 2022

#### **II. INFORMATIONAL**

- a. Public Meeting Overview
- b. Performance Reports
- c. Oakland Forward Update

#### **III. ACTION ITEMS**

- a. A Resolution Authorizing An Amendment To The Grant Agreement With Youth Employment Partnership, Inc. (YEP) To Provide Job Training And Placement To Young Adults In The Better Neighborhoods, Same Neighbors Workforce Development Program As A Transformative Climate Communities (TCC) Training Partner In An Amount Not To Exceed Two Hundred Eighty-one Thousand And Twenty-Five Dollars (\$281,025) For A Term Beginning February 1, 2023 Through December 31, 2024
- b. A Resolution (1) Adopting The Fiscal Year 2023-24 Workforce Development Budget; (2) Accepting And Appropriating Workforce Innovation And Opportunity (WIOA) Title I Formula Funds For Adult, Dislocated Worker, Youth And Rapid Response Services In The Estimated Amount Of Three Million Seven Hundred Fifty-Two Thousand Three Hundred Thirty-Nine Dollars (\$3,752,339); (3) Appropriating An Additional Two Million Three Hundred Forty-Three Thousand Eight Hundred Ninety-Five Dollars (\$2,343,895) From The General Fund For Workforce Development; And (4) Authorizing The Carryover Of Unspent Fiscal Year 2022-2023 WIOA And General Funds In The Estimated Amount Of Two Million Nine Hundred Twenty-Nine Thousand Six Hundred Thirty-Two Dollars (\$2,929,632) To Contracted Service Providers In Fiscal Year 2023-2024; And (5) Authorizing Contracts With Service Providers Competitively Selected To

Provide Comprehensive, Specialized, Business Engagement And Youth Services From  
WIOA Title I Formula Funds And Other Funds For Fiscal Year 2023-2024

**IV. PUBLIC FORUM**

(For items that members of the public wish to address that are NOT on the agenda)

**V. STAFF REPORTS**

a. Director's Report

**VI. ANNOUNCEMENTS**

**VII. CLOSING REMARKS & ADJOURN**

**NEXT SCHEDULED REGULAR COMMITTEE MEETING  
THURSDAY, AUGUST 3, 2023  
8:30 AM-11:00 AM**

*These WIOA Title I financially assisted programs or activities are "Equal Opportunity Employers/Programs". Auxiliary aids and services are available upon request to individuals with disabilities.*

# OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

## REGULAR COMMITTEE MEETING

Teleconference

Thursday, February 2, 2023

The meeting was called to order by Chair Derreck Johnson at 8:32 a.m.

**Roll Call:** Ahmed Ali Bob, Eddie Alvarez, John Brauer, Peter Gamez, Jason Gumataotao, Polly Guy, Derreck Johnson, Aaron Johnson, Nigel Jones, Pete May, Kalpana Oberoi, Gilbert Pete, Della Randolph, Mark Richards, Omar Sabeh, Ching-Hua Wang *quorum met*)

Absent –Nigel Jones, Omar Sabeh, Mark Richards, Aaron Johnson, Polly Guy

Chair Derreck Johnson gave instructions on how the public meeting will proceed in accordance with California Government Code Section 54953(e), a provision of AB-361

### CONTINUANCE OF MEETING USING TELECONFERENCE - ACTION

Chair Derreck Johnson read staff recommendation that Oakland Workforce Development Board (OWDB) adopt a resolution determining that conducting in-person meetings of the OWDB and its committees would present imminent risks to attendees' health and electing to continue conducting meetings using teleconferencing in accordance with California Government Code Section 54953(e), a provision of AB-361 this resolution is still in effect.

#### Comment:

Board Member Ching-Hua Wang asked for clarification on the recommendation.

Deputy City Attorney Naree Chan stated that Governor Gavin Newsom ended the States Covid state of emergency effective February 28, 2023, beginning March 1, 2023, and that the remote meetings will now be in person. The City Attorney and the City Administrator's office are working together on a transition moving forward on how that will proceed.

Board Member Eddie Alvarez shared he is looking forward to in person meetings also recognizing Mayor Thao's efforts, and the importance of keeping staff as well as the public safe at City Hall.

Chair Derreck Johnson called for a motion.

Board Member Eddie Alvarez moved Board Member Gilbert Pete seconded to accept the recommendation.

**Motion Passed:** Ahmed Ali Bob, Eddie Alvarez. John Brauer, Peter Gamez, Jason Gumataotao, Derreck Johnson, Pete May, Lee McMurtray, Kalpana Oberoi, Gilbert Pete, Della Randolph, Ching-Hua Wang

Ayes - 12

Noes - 0

Absent - *Nigel Jones*, Omar Sabeh, Mark Richards  
Abstention - 0  
Excused – Aaron Johnson, Polly Guy

### **APPROVAL OF MINUTES - ACTION**

Chair Derreck Johnson requested a motion to approve the minutes of Thursday, November 3, 2022.

Board Member Eddie Alvarez moved Board Member Peter Gamez seconded to approve the minutes.

**Motion Passed:** Ahmed Ali Bob, John Brauer, Peter Gamez, Derreck Johnson, Pete May, Lee McMurtray, Kalpana Oberoi, Gilbert Pete, Della Randolph, Eddie Alvarez

Ayes - 10  
Noes - 0  
Absent - Nigel Jones, Omar Sabeh, Mark Richards  
Abstention – Ching Wang, Jason Gumataotao,  
Excused – Aaron Johnson, Polly Guy

### **INTRODUCTION**

New Board Member

Chair Derreck Johnson welcomed new Board Member Dr. Ching-Hua Wang MD. PhD. President of Samuel Merritt University.

Sofia Navarro Director of the OWDB welcomed Dr. Ching-Hua Wang sharing she is looking forward to her contributions on the board as health care is a priority sector for the board.

### **ITEM I a. – ACTION**

Summer Youth Employment Program 2023 Funding Recommendations

Staff Member Dovey read recommendation

1. Approve and authorize program grant agreements in an amount not to exceed \$262,572 for the 2023 Summer Youth Employment Program (SYEP) with the following providers: a. Lao Family Community Development, Inc. in an amount not to exceed of \$125,000 b. Youth Employment Partnership, Inc. in an amount not to exceed \$125,000 c. Trybe, Inc. in an amount not to exceed \$12,572.
2. Authorize staff to allocate any additional funds raised for the 2023 SYEP to be distributed equally to these organizations without returning to the OWDB for approval.

SYEP prioritizes services for youth not connected to the traditional school system, these services focus on youth who are not working, have little to no work experience, ages 16-21, and live in Oakland. The SYEP provides Oakland youth with opportunities to gain work experience and improve their job-readiness skills with employers throughout the City, staff is requesting for approval that Lao Family Community Development, Youth Employment Partnership, Inc. and Trybe, Inc. continue their SYEP for 2023 funding will remain flat to last year for this summer 2023

as a continue action through 2025 approval of contract funds contracts will need to be prepared by May to begin by June 1, 2023.

**Public Comments: None**

Board Member Ching-Hua Wang said she was curious if the board has received outcome data from providers who are receiving funding? Are the providers reporting back? what kind of skills have the youth obtained, how many have gone off to college, how many have received permanent jobs.

Sofia Navarro Executive Director of the OWDB shared that staff prepares an end of year report which tracks information that shows what the outcome were from the partner organizations this information has been shared with the Board and will continue to be shared.

Board Member Pete Gamez inquired about the rationale of the distribution of funds, what was the thought pattern because of the scale proportioning, how much of the \$562,000,00 end up in the hands of the people in the program.

Board Member Della Randolph inquired about the placements and partnerships that staff is working with to get referrals for work site experience, what type of industry enhancements the Department of Rehabilitation has Science, Technology, Engineering, and Mathematics (STEM) industries for youth and young adult that may be interested that will assist with living wage.

Sofia Navarro Executive Director of the OWDB stated that the board relies heavily on partner organizations who have established relationships with youth employer organization.

Board Member Peter Gamez shared on the hospitality sector and that Visit Oakland would like to assist and connect with the providers who work with the hospitality industry for the summer.

Chair Derreck Johnson requested a motion.

Board Member Peter Gamez moved Board Member Ahmed Ali Bob seconded to accept the recommendation.

**Motion Passed:** Ahmed Ali Bob, Eddie Alvarez, John Brauer, Peter Gamez, Jason Gumataotao Derreck Johnson, Pete May, Lee McMurtray, Kalpana Oberoi, Gilbert Pete, Della Randolph, Ching-Hua Wang

Ayes - 12

Noes - 0

Absent - *Nigel Jones*, Omar Sabeh, Mark Richards

Abstention – 0

Excused – Aaron Johnson, *Polly Guy*

**ITEM III.b – ACTION**

The Roadtrip Nation (RTN) Professional Services Agreement

Staff Member Lindsay read recommendation that the Oakland Workforce Development Board enter into a professional services agreement with Roadtrip Nation In an amount not to exceed

One Hundred Twenty-Five Thousand Dollars (\$125,000) to develop and launch a career exploration and storytelling digital community hub designed to support Oakland's youth and young adults seeking job opportunities through November 30, 2028. The online course that guides you through an interest-based approach to careers and puts you in conversation with someone you admire, to discuss the path they found. There are live and digital events with videos and career stories, their interactive events empower students to take the first step of their career journey to discover their interests and build the social skills needed to pursue a fulfilling career. RTN works with the OWDB to identify five local leaders to be interviewed, focusing on a balance across geographic, industry and demographic needs to target audiences within the City of Oakland.

#### **COMMENTS:**

Board Member John Brauer shared he has watched an episode of RTN and was impressed by the production he would like to request one of the leaders be a laborer and that they work with Board Member Eddie Alvarez to identify who that would be.

Board Member Eddie Alvarez stated he also has watched a couple of RTN's videos, he also was impressed, and that it's important for people to know what their workers' rights are.

Board Member Ching-Hua Wang noted that Samuel Merritt University hired Lorna Kendrick, PhD, the first African American dean of the College of Nursing in California at Samuel Merritt University and would like to recommend her as a leader in Oakland.

Board Member Peter Gamez questioned if the board members will we be able to utilize this content on partner and board members business websites.

Board Member Pete May inquired about the social media fanning and what the project accomplished.

Chair Derreck Johnson called for a motion.

Board Member Lee McMurtray moved Board Member John Brauer seconded to accept the recommendation.

**Motion Passed:** Ahmed Ali Bob, Eddie Alvarez, John Brauer, Peter Gamez, Jason Gumataotao Derreck Johnson, Pete May, Lee McMurtray, Kalpana Oberoi, Gilbert Pete, Della Randolph, Ching Wang,

Ayes - 12

Noes - 0

Absent - *Nigel Jones*, Omar Sabeh, Mark Richards

Abstention – 0

Excused – Aaron Johnson, *Polly Guy*,

### **ITEM IIIa.- INFORMATIONAL**

#### **OWDB Summer Youth Employment Program (SYEP)**

Staff Member Dovey presented the background sharing the cornerstone of this effort focuses on investing in the Oakland Summer Youth Employment Program, which provides funds to subsidize jobs and work experience opportunities sponsored through local nonprofit organizations, the level of direct investment in this program varies from year to year, while the funding to support it has historically come from various public, private, and philanthropic sources. services focus on youth who are not working, have little to no work experience, are aged 16-21, and reside in Oakland, given the capacity required to serve as many youth participants as possible, efforts must be made to convene and collaborate with organizations, agencies, departments, and other groups who currently provide their own SYEP opportunities. These convenings focus on fostering alignment, efficiencies, common outcomes, and sharing challenges and obstacles that could be addressed by leveraging resources and information between partners. OWDB has identified 4 goals for these convenings of partners in alignment with City Council's goals for SYEP: 4 main goals building engagement with partners.

1. Support positive employment outcomes across the City of Oakland (1800 youth)
2. Build Capacity among partners (in order to deepen engagement in opportunity communities)
3. Strengthen partnerships and align coordination
4. Create city-wide excitement for summer youth employment programming and to foster hope and pride in these efforts to serve youth.

As of November 2022, additional convenings include OUSD and City-wide departments who conduct similar programming.

Sofia Navarro Executive Director of the OWDB thanked staff for their effort and support on the project, she gave an update on SYEP across the City departments that are not funded by OWDB. She said it is important to leverage resources, staffing and support providers in increasing capacity for the coming years. She asked board members if there is an opportunity within their organizations for employment for our youth along and shared the team is seeking additional fundraising opportunities.

Board Member Eddie Alvarez shared that his non- profit could pick up someone for the summer if staff can reach out to him.

### **IV.b- INFORMATIONAL ITEM**

#### **Director's Report/Update**

Sofia Navarro Director of the OWDB shared that Alexa Jeffress will be leaving the City of Oakland and her last day will be Friday, February 3, 2023, she will step in as Interim Director of Economic and Workforce Development and continue in her current position as Executive Director to the Oakland Workforce Development Board. She went on to state the City is experiencing a deficit for FY 2023-2025 and that vacancies may still continue to be frozen. The Workforce Regional and Local Plan is mandated by Employment Development Department (EDD). The modification plan is coming up for renewal also a special meeting may be upcoming to share the plan. She

acknowledged the job fair put on by OPIC in addition to all the partners who supported the job fair.

Board Member Eddie Alvarez and Chair Derreck Johnson congratulated Sofia Navarro Director to the OWDB for undertaking the interim position and wished her good luck.

Board Member John Brauer congratulated Sofia Navarro Director to the OWDB and stated when the regional plans come back to the board for approval, he will be looking for reference to High Road Construction careers and High Road Training Partnership within the City of Oakland. He asked if Sofia could put Michael Katz and Schindler on notice.

**V PUBLIC FORUM: None**

**VI STAFF REPORTS: None**

**VII ANNOUNCEMENTS**

Board Member Eddie Alvarez requested that the meeting be closed in the memory of David Zachary, he was shot October 2022. David was a member of Carpenter Local Union 713 and he worked with the Oakland Unified School District. A celebration of life will be held on December 10, 2023.

Board Member Peter Gamez March 16 – 26<sup>th</sup> Oakland's Restaurant Week. Economic Impact event on May 10. Tourism economic impact, announcing tourism is back in Jack London Square.

Board Member Gilbert Pete announced hosting recruitment opportunities for OUSD students. if you have not received an announcement, you will receive one.

Staff Member Dovey presented a brief background on the Accelerator Fund Tech Program in partnership with Bitwise, Love Never Fails, subcontracting with service providers LAO Family Community Development, Regional Eastbay Works partners in IT and Web Development. Their first cohort celebration to be held on Tuesday, February 28, 2023, 6:00-8:00 PM at Bitwise, Oakland location. Once invitations are finalized, they will be disseminated to everyone.

Sofia Navarro Executive Director of the OWDB- RFP to find consultants to conduct Oakland's Economic Development Strategic Plan for the next five years. She stated the Workforce Development staff will be available in office on Tuesday, Wednesday and sometimes Thursday.

Chair Derreck Johnson announced his first cohort for Lifeline Culinary On the Job Training Program, two students completed the program with full time jobs with Chop Bar and Town Fair. He gave a "Shout Out" to La Familia. He informed the board that the next program should begin in April/May and he shared the Black College Expo will be at the Marriott Hotel, February 3, 2023, 8:30 a.m.

**VIII. CLOSING REMARKS & ADJOURN**

Chair Derreck Johnson closed in remembrance of David Zachary and thanked everyone for supporting today's board meeting.

NEXT SCHEDULED REGULAR BOARD MEETING

Thursday, May 4, 2023

8:30 a.m. – 11:30 a.m.

NEXT SCHEDULED EXECUTIVE COMMITTEE MEETING

Friday, June 16, 2023

8:30 a.m. – 11:30 a.m.

Meeting was adjourned at 10:07 a.m.

Oakland Workforce Development Board

Legal Training  
Naree Chan  
Oakland City Attorney's Office  
May 2023

1

2

Topics

- Conflicts of interest
- Open meetings
- Rules of procedures

3

Conflicts of interest

- Board members are City public officials.
- Board members have a duty to act in the best interests of the City, not to advance their private interests.

4

Conflict of interest laws

- Local law
  - Oakland Government Ethics Act
- State law
  - California Political Reform Act
  - California Government Code section 1090
- Federal law
  - WIOA conflict rule
  - WIOA regulations conflict rule
  - Federal procurement conflict rule

5

Basic conflict principles

- Board members must "recuse" themselves from Board decisions if they will financially benefit from those decisions.
- Financial benefit can be direct or indirect.
- Conflicts extend to financial benefits to spouse and immediate family members.

6

Typical WDB decisions that could created conflicts

- Decisions involving service providers
  - Developing and approving Requests for Proposals
  - Reviewing proposals
  - Approving contracts
  - Adopting WDB budgets
  - Amending contracts
  - Overseeing and monitoring contracts
  - Terminating contracts
- Decisions involving workforce system policies and programs
  - Adopting plans
  - Creating workforce programs

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### Service provider conflicts

- Do I have a direct financial interest in the service provider?
  - Has the service provider been a source of income to me the past year?
    - Salary?
    - Consulting fees?
    - Sale of goods and services?
    - Loan income?
  - Am I a member of the provider's board of directors?

8

### Service provider conflicts

- Do I have an indirect financial interest in the service provider?
  - Does my employer or business have a financial relationship with the service provider?
  - If so, will the action materially benefit the business – that is, change its stock price or business value?

9

### Policies and programs conflicts

- Would I financially benefit from adoption of the policy or program?
  - Would it affect my personal finances?
  - Would it benefit my employer or business?
    - Mere participation by your business in a workforce programs (e.g., hiring program participants) will not create a conflict.
    - Could be a conflict if a program focuses benefits on your business.

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### What to do if you have a conflict

- Public official with a conflict on a Board item must recuse themselves from participation in the item.
  - Must announce conflict and recusal when the item is called.
  - May not vote on the matter.
  - May not discuss the matter at the meeting.
  - May not discuss the matter with other Board members outside of the meeting.

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### Questions regarding conflicts?

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### Open meetings

Open meetings laws:

- Sunshine Ordinance (local law)
- Brown Act (state law)
- WIOA (federal law)

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### Basic open meeting principles

- Stick to the agenda
- Let the public speak
- No serial meetings

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### Stick to the agenda

- Members of the public are entitled to know in advance what items the Board is considering.
- The Board may not discuss items that are not on the posted agenda.
- Exceptions:
  - Scheduling items for future meetings.
  - Brief announcements by members.

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### Let the public speak

- Members of the public must be allowed to speak on any item before the Board takes action.
- Reasonable time limits: typically two minutes per speaker. Equal time.
- Members of the public may address any topics in open forum.
- Members of the public may take photos or record meeting.

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### No serial meetings

- A "serial meeting" is a series of communications to develop concurrence on a Board action among a majority of Board members outside of a noticed meeting.
- Includes any substantive discussion on the item, not just lining up votes.
- Includes e-mail exchanges.
- Caution against "reply all".
- Rule applies to standing committees as well as the full Board.

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### Questions regarding open meetings?

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### Rules of procedure

- Board follows Rosenberg's Rules of Order.
  - A simplified and updated version of Robert's Rules of Order
- Board Chair controls the meeting.
- Typical procedure for action items:
  - Chair calls the item
  - Staff gives report
  - Chair calls public speakers
  - Members discuss and make motions
  - Members vote on motions

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## Motions

- Action is taken by motion.
- Motions must be seconded.
- Basic or initial motion.
- Secondary motions.
  - "Friendly amendments"
  - Motions to amend
  - Substitute motions
- Up to three motions on the floor at any given time.

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## Voting

- Last motion is voted on first.
- Passage requires majority of those present and voting.
  - Abstention is "not voting".
- Votes must be recorded.
- No proxy voting.

21

## "Call the question"

- Actually a motion to cut off debate.
- Requires an immediate vote - no debate.
- Requires a two-thirds vote to cut off debate.

22

## Questions regarding rules of procedure?



**ITEM II.b.– INFORMATIONAL**

**To: Oakland Workforce Development Board**  
**From: OWDB Staff**  
**Date: May 4, 2023**  
**Re: 2022-2023 WIOA Service Provider Performance**  
**2022-2023 Q1–Q3 Program Summary Report**

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**2022-2023 WIOA SERVICE PROVIDER PERFORMANCE**

**BACKGROUND:**

The City and the Oakland Workforce Development Board (OWDB) contracts with nine (9) organizations to provide workforce development services to Oakland. The overall goals of these workforce organizations are to help Oakland residents develop the skills to attain the knowledge, and access the resources needed to thrive in a career; and provide employers with the skilled workers needed to sustain and competitively grow their businesses.

The OWDB’s Workforce Innovation and Opportunity Act (WIOA) Title I Services provided throughout the city include the following programs:

- Adult Program - Serves individuals 18 and older by providing them with job search assistance and training opportunities and to help meet employer workforce needs. Service Providers must give priority to recipients of public assistance, other low-income individuals, individuals who are basic skills deficient, veterans and their eligible spouses.
- Dislocated Worker Program - Designed to help workers get back to work as quickly as possible and overcome barriers to employment. When individuals become dislocated workers because of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors, the Dislocated Worker program provides services to assist them in re-entering the workforce.
- Youth Program - Comprehensive youth employment program for serving eligible youth, ages 16-24, who face barriers to education, training, and employment.

Guided by the Race and Equity Indicators, the City prioritizes workforce services to BIPOC residents residing in the areas of East, West and Central Oakland. This report is incorporated as a primary local area workforce development board (LWDB) guide when determining local policies.

**ANALYSIS OF REPORT:**

Each Service Provider (SP) proposed and negotiated enrollment goals with OWDB for PY 2022-2023. The report attached reflects the following for Quarter 1 – Quarter 3 (July 1, 2022 – March 31, 2023):

1. Enrollment Goals for each WIOA program
2. Current number of enrollments
3. Percentage of each enrollment goal

These numbers were generated by reports within CalJOBS and cross-referenced with self-reported data. Staff identified reporting discrepancies which both OWDB Staff and SP staff are working together to fix in CalJOBS. In addition, the CalJOBS Admin State team recently updated local area AJCC office locations which are impacting some reporting processes. Final enrollment numbers with outcome information for PY 22-23 will be presented at the August 3, 2023 Board meeting along with the final PY 21-22 Local Area Performance Outcome Results. Outcomes will highlight employment and education placements, credentials attained, and training enrollments and completions.

Please review the attached report (Attachment II.b1) for representation of OWDB’s Service Provider Enrollments Report from Quarter 1 – Quarter 3 (July 1, 2022 – March 31, 2023).

**ATTACHMENT:**

II.b1– REPORT SP Enrollments PY 22-23 Q1-Q3

## WIOA SERVICE PROVIDER ENROLLMENTS REPORT

PY 2022-2023; Q1-Q3 (7/1/2022 through 03/31/2023)

| WIOA Providers                                   | Adult |         |           | Dislocated Worker |         |           | Youth |         |           |
|--|-------|---------|-----------|-------------------|---------|-----------|-------|---------|-----------|
|  | Goal  | Current | % of Goal | Goal              | Current | % of Goal | Goal  | Current | % of Goal |
| Mandela Partners                                 | 25    | 10      | 40%       | N/A               |         |           | N/A   |         |           |
| Oakland Private Industry Council (Comprehensive) | 109   | 105     | 96%       | 108               | 24      | 22%       | N/A   |         |           |
| Oakland Private Industry Council (Affiliate)     | 20    | 30      | 150%      | 20                | 13      | 65%       | N/A   |         |           |
| Swords to Plowshares                             | 15    | 22      | 147%      | 15                | 2       | 13%       | N/A   |         |           |
| Lao Family Community Development                 | 30    | 30      | 100%      | 10                | 11      | 110%      | 24    | 23      | 96%       |
| Spanish Speaking Unity Council                   | 20    | 16      | 80%       | 20                | 1       | 5%        | 35    | 21      | 60%       |
| Black Cultural Zone                              | N/A   |         |           | N/A               |         |           | 10    | 8       | 80%       |
| Genesys Works                                    | N/A   |         |           | N/A               |         |           | 25    | 27      | 108%      |
| Youth Employment Partnership                     | N/A   |         |           | N/A               |         |           | 35    | 12      | 34%       |
| Youth UpRising                                   | N/A   |         |           | N/A               |         |           | 35    | 14      | 40%       |
| <b>TOTALS:</b>                                   | 219   | 213     | 97%       | 173               | 51      | 29%       | 164   | 105     | 64%       |

Attachment II.b1

## **2022-2023 Q1-Q3 PROGRAM SUMMARY REPORT**

The summary below provides an overview of enrollments, exits and outcomes along with participant characteristics provided which occurred within Quarter 1 through Quarter 3 (July 1, 2022 – March 31, 2023) of PY 2022-2023 thus far. Final reports for the full program year are presented annually in November of the following program year. The data presented is a snapshot which may not reflect all SP enrolled participants who have not yet been entered into CalJOBS.

**TABLE 1- PARTICIPANT SUMMARY**

| <b>I.</b> | <b>Participation Summary</b>                                | <b>Enrolled</b> | <b>Exited</b> |
|-----------|---|-----------------|---------------|
| <b>A.</b> | <b>Total Participants</b>                                   | <b>332</b>      | <b>69</b>     |
|           | Participants Carried In                                     | 67              | 43            |
|           | New Participants  | 265             | 26            |
| <b>B.</b> | <b>Eligible Youth 5% Exception</b>                          |                 |               |
|           | Youth 5% Exception  | 4               | 0             |
| <b>C.</b> | <b>In School / Out Of School Youth (Funding Definition)</b> |                 |               |
|           | In School Youth   | 27              | 0             |
|           | Out Of School Youth   | 68              | 25            |
| <b>D.</b> | <b>Program Exit Information</b>                             |                 |               |
|           | Entered Unsubsidized Employment                             |                 | 10            |
|           | Entered Post-Secondary Education                            |                 | 10            |
|           | Individuals Attained Recognized Certificate/Diploma/Degree  |                 | 7             |
|           | Other Exits   |                 | 50            |

**TABLE 2 - PARTICIPANT CHARACTERISTICS**

| <b>II.</b> | <b>Participation Characteristics Summary</b>                     | <b>Enrolled</b> | <b>Exited</b> |
|------------|--|-----------------|---------------|
| <b>A.</b>  | <b>Gender</b>  |                 |               |
|            | Female   | 164             | 42            |
|            | Male   | 167             | 26            |
|            | Did not self-identify  | 1               | 1             |
| <b>B.</b>  | <b>Age</b>   |                 |               |
|            | 14 - 18  | 114             | 17            |
|            | 19 - 21  | 44              | 16            |
|            | 22 - 24  | 41              | 10            |
|            | 25 - 34  | 55              | 11            |
|            | 35 - 44  | 41              | 11            |
|            | 45 - 54  | 12              | 2             |
|            | 55 - 64  | 19              | 2             |
|            | 65 and older   | 6               | 0             |
| <b>C.</b>  | <b>Race/Ethnicity</b>  |                 |               |
|            | Ethnicity Hispanic or Latino                                     | 95              | 25            |
|            | American Indian / Alaskan Native                                 | 5               | 0             |
|            | Asian  | 59              | 9             |
|            | African American / Black   | 125             | 31            |
|            | Hawaiian Native / Other Pacific Islander                         | 3               | 1             |
|            | White  | 28              | 6             |
|            | Other  | 0               | 0             |
| <b>D.</b>  | <b>Veteran Status</b>  |                 |               |
|            | <b>Total Veterans</b>  | <b>23</b>       | <b>3</b>      |
|            | Eligible Veteran   | 23              | 3             |
|            | Campaign Veteran   | 8               | 1             |
|            | Disabled Veteran   | 3               | 1             |
|            | Special Disabled Veteran   | 7               | 1             |
|            | Recently Separated Veteran                                       | 5               | 0             |
| <b>E.</b>  | <b>Labor Force Status</b>  |                 |               |
|            | Employed   | 48              | 15            |
|            | Unemployed   | 284             | 54            |
| <b>F.</b>  | <b>School Status at Participation</b>                            |                 |               |
|            | In School, High School or Less                                   | 87              | 8             |
|            | In School, Alternative School                                    | 6               | 1             |
|            | In School Attending Post High School                             | 8               | 0             |
|            | Out-of-School, High School Dropout                               | 17              | 4             |
|            | Out-of-School, High School Grad                                  | 211             | 55            |
|            | Not Attending School, Within Age of Compulsory School Attendance | 3               | 1             |
| <b>G.</b>  | <b>Unemployment Insurance Status</b>                             |                 |               |
|            | Eligible Claimant, Referred by WPRS                              | 3               | 1             |
|            | Eligible Claimant, referred by REA/RESEA                         | 3               | 1             |
|            | Eligible Claimant, not referred by WPRS/RESEA                    | 23              | 3             |
|            | Exhaustee  | 11              | 3             |

**TABLE 2 CONT - PARTICIPANT CHARACTERISTICS**

**ENROLLED**

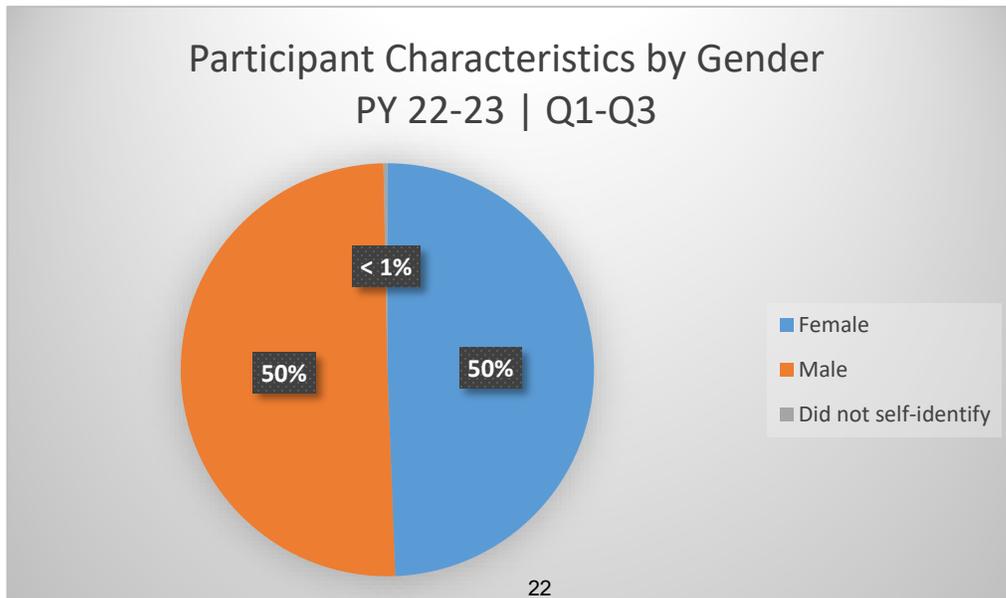
**EXITED**

| H. | Barriers   |     |    |
|----|--|-----|----|
|    | Disabled   | 22  | 6  |
|    | English Language Learner   | 50  | 5  |
|    | Single Parent (including single pregnant women)                      | 6   | 2  |
|    | Displaced Homemaker  | 2   | 0  |
|    | Offenders  | 4   | 1  |
|    | Homeless   | 29  | 5  |
|    | Pregnant / Parenting Youth   | 2   | 0  |
|    | Youth Requires Additional Assistance                                 | 59  | 10 |
|    | Basic Literacy Skills Deficient                                      | 91  | 16 |
|    | Youth in, or aged out of, Foster Care                                | 3   | 2  |
|    | Within 2 years of exhausting TANF lifetime eligibility               | 1   | 0  |
|    | Facing Substantial Cultural Barriers                                 | 2   | 1  |
|    | Eligible Migrant Seasonal Farmworkers as defined in WIOA Sec 167 (i) | 1   | 0  |
|    | Meets Governor's special barriers to employment                      | 2   | 0  |
| I. | Income / Public Assistance   |     |    |
|    | Low Income   | 293 | 63 |
|    | TANF   | 14  | 3  |
|    | SSI  | 9   | 0  |
|    | Receiving Social Security Disability Insurance Income (SSDI)         | 2   | 1  |
|    | State or Local Income-Based Public Assistance (General Assistance)   | 7   | 3  |
|    | Supplemental Nutrition Assistance Program (SNAP)                     | 90  | 22 |
|    | Foster Child (State or Local Payments are Made)                      | 5   | 1  |
|    | Youth living in the High-poverty Area                                | 17  | 3  |
|    | Youth Receives or is Eligible to Receive Free or Reduced Lunch       | 32  | 3  |

**Participant Summary Reference Charts**

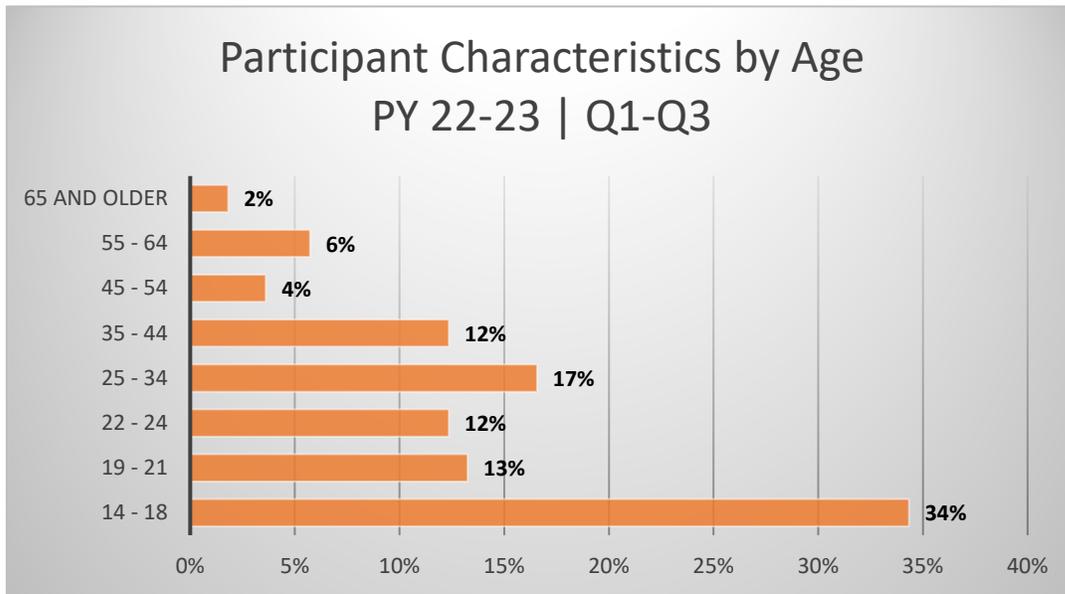
**Gender Identity**

Programs have served those who identify as male and as female equally. Data shows that fifty percent (50%) of clients enrolled identify as male and as female.



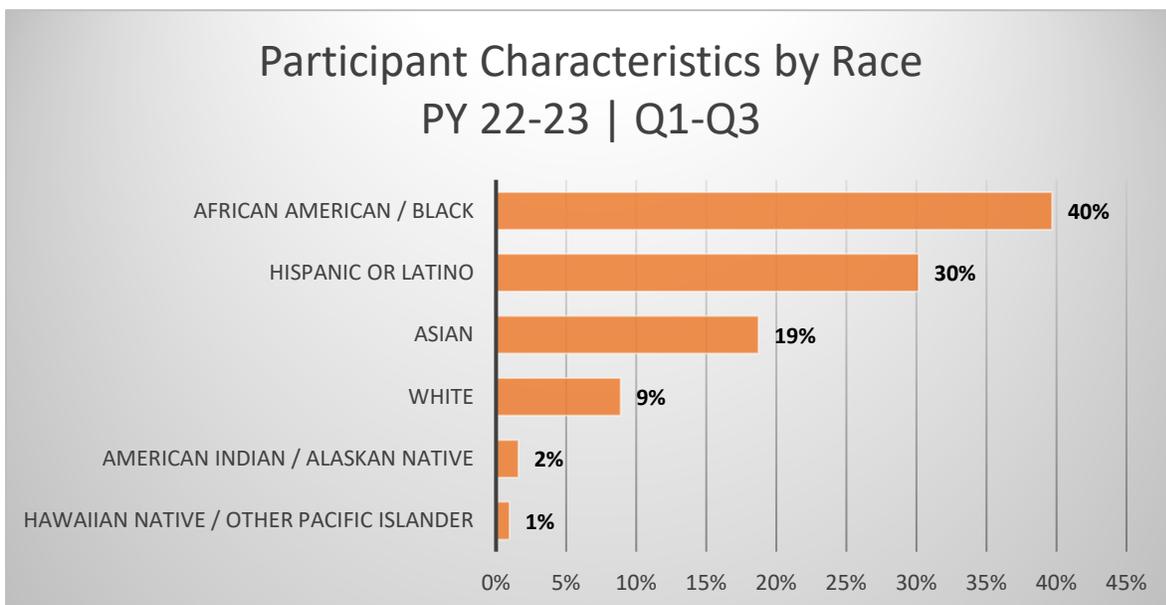
## Age

Almost half of the participants range from ages 14-21 (48%) along with participants between ages of 22-44 account just below (41%). 11% of participants are over the age of 45.



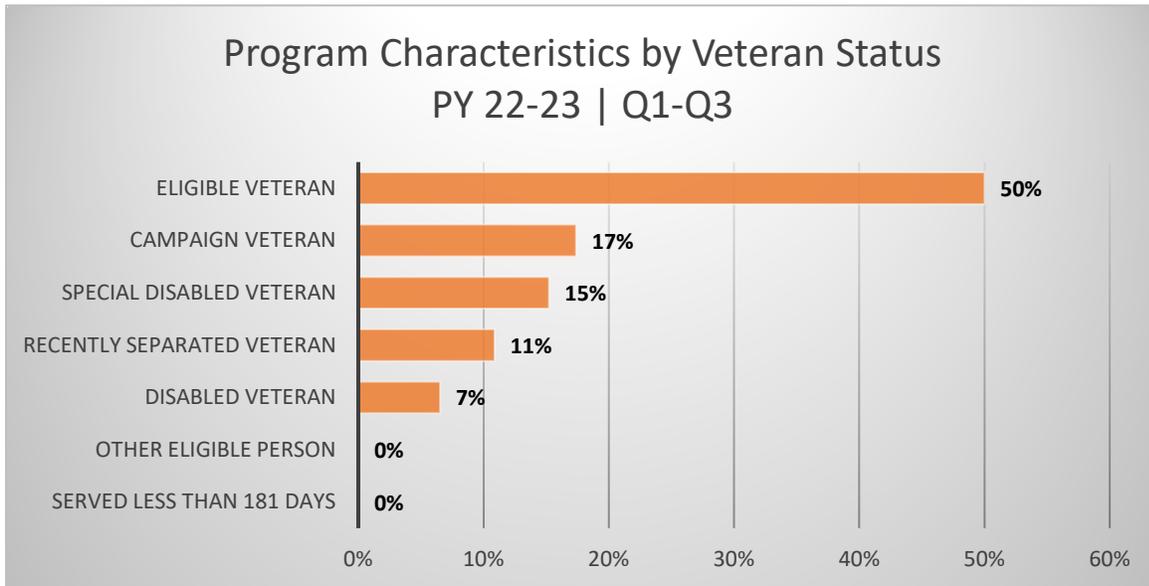
## Race

Most WIOA participants enrolled are made up of African American and Latinx populations (70%), while one-third (30%) of participants are of Asian, Caucasian, American Indian/Alaskan Native and Hawaiian Native/Other Pacific islander descent.



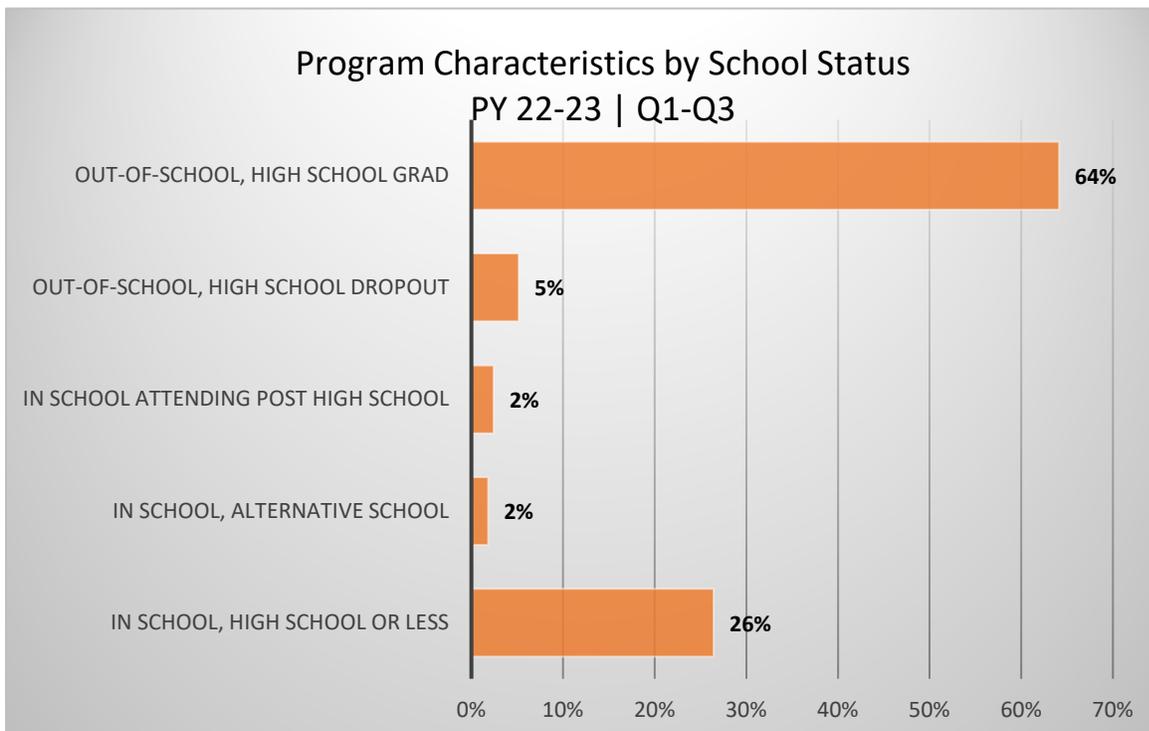
## Veteran Status

Below is the breakdown of the types of veteran participants who were served. Note: Eligible Veteran is defined as all other types not mentioned in the other categories below.



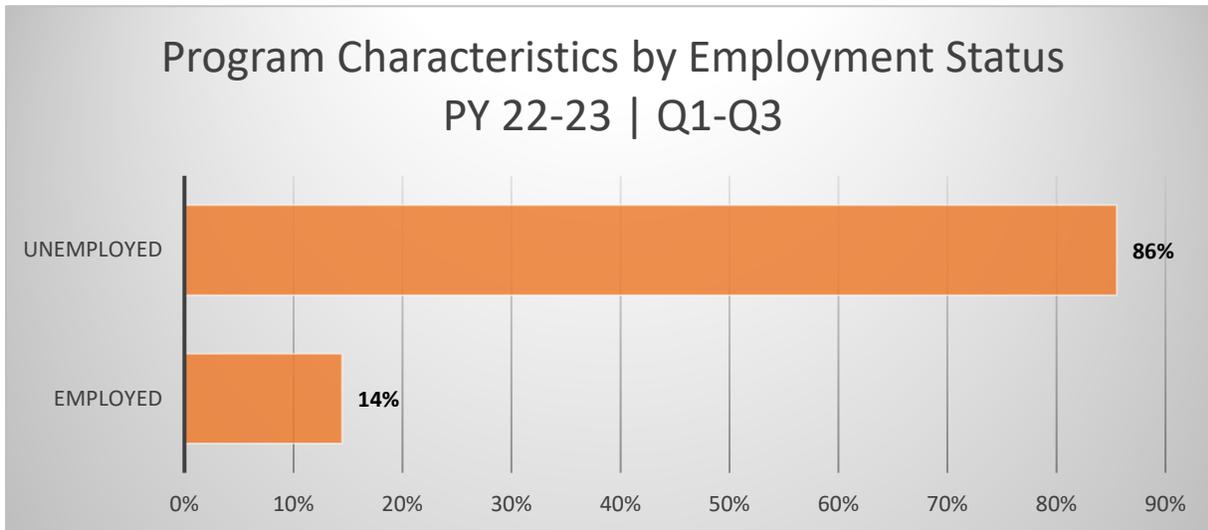
## School Status

Over half of participants who enrolled were out of school high school graduates, with 5% having dropped out of high school, while 31% of youth enrolled are still attending school.



## Employment Status

Most participants were unemployed vs participants who were currently employed at the time of enrollment.



## Home Residence

Nearly half (46%) of participants are enrolled within the priority neighborhoods of East, Central and West Oakland (as highlighted below). Most participants enrolled reside in Oakland (72%). “All other” zip codes served participants in areas outside of Oakland.

| Zip Code  | % Total |
|-----------|---------|
| All Other | 28%     |
| 94607     | 10%     |
| 94601     | 10%     |
| 94605     | 9%      |
| 94621     | 9%      |
| 94603     | 8%      |
| 94606     | 7%      |
| 94612     | 4%      |
| 94610     | 4%      |
| 94619     | 3%      |
| 94609     | 3%      |
| 94602     | 2%      |
| 94608     | 1%      |
| 94611     | 1%      |
| 94618     | 1%      |
| 94130     | 0%      |
| 94623     | 0%      |

The summary below provides an overview of the following services provided which occurred within Quarter 1 through Quarter 3 (July 1, 2022 – March 31, 2023) of PY 2022-2023 thus far:

- Program Activities & Services
- Work Experience – 38% of participants\*
- Training Services – 32% of participants\*
- Youth Services

Final reports for the full program year are presented annually in November of the following program year. \*The data presented is a snapshot which may not reflect all SP enrolled participants who have not yet been entered into CalJOBS.

**TABLE 3 - SERVICES SUMMARY**

| III.      | Participant Services Summary   | Enrolled   | Exited    |
|-----------|--|------------|-----------|
| <b>A.</b> | <b>Total Participants</b>  | <b>332</b> | <b>69</b> |
| <b>B.</b> | <b>Program Activities / Services Summary</b>                                   |            |           |
|           | Basic Career Services (Staff-Assisted)   | 151        | 34        |
|           | Information Only/Workforce Information   | 80         | 17        |
|           | Referred to Other Federal/State Assistance                                     | 3          | 3         |
|           | Individualized Career Services   | 279        | 59        |
|           | Financial Literacy   | 121        | 49        |
|           | English as Second Language Services  | 4          | 0         |
|           | Pre-Vocational Activities  | 13         | 3         |
|           | <b>Work Experience</b>   | <b>127</b> | <b>21</b> |
|           | Employment opportunities, including internships, not limited to summer months  | 114        | 21        |
|           | Pre-apprenticeship programs  | 17         | 0         |
|           | Transitional Job (WIOA Adult, Dislocated Worker, and Dislocated Worker Grants) | 1          | 0         |
|           | Other work experience activities   | 114        | 21        |
|           | <b>Training Services</b>   | <b>107</b> | <b>29</b> |
|           | Occupational Skills Training   | 73         | 26        |
|           | On the Job Training  | 1          | 0         |
|           | Youth Occupational Skills Training   | 33         | 3         |
|           | Job Readiness Training in Conjunction with Other Training                      | 14         | 4         |
|           | <b>Youth Services</b>  | <b>94</b>  | <b>25</b> |
|           | Secondary Education  | 2          | 1         |
|           | Alternative Secondary Education  | 1          | 0         |
|           | Educational Achievement Services   | 27         | 10        |
|           | Leadership Development   | 16         | 7         |
|           | Adult Mentoring Services   | 1          | 1         |
|           | Comprehensive Guidance/Counseling Services                                     | 38         | 8         |
|           | Labor Market and Employment Information  | 114        | 24        |
|           | Postsecondary Transition and Preparatory Activities                            | 0          | 0         |
|           | Established Individual Training Account (ITA)                                  | 68         | 26        |
|           | Support Services   | 104        | 13        |



**ITEM II.c.- INFORMATIONAL**

**To: Oakland Workforce Development Board**  
**From: OWDB Staff**  
**Date: May 4, 2023**  
**Re: Oakland Forward Update**

**BACKGROUND**

In 2022, the City of Oakland was awarded \$5,896,000 for its **Oakland Forward** program through the state of California and the California Volunteers Office. Oakland Forward increases youth and young adult employment by developing pathways into careers in public service in the areas of climate resilience and public safety. The program supports youth and young adults ages 16-30 with a focus on Oakland’s underserved communities in East, Central, and West Oakland and prioritizes service for Black and Latinx youth and young adults. State funding provided to Oakland is available for services through April 2024.

**PARTNERS**

The Oakland Workforce Development Board (OWDB) contracted with nine entities in Fiscal Year (FY) 2022-2023 to implement the program, with six of the partners being local Community Based Organizations (CBOs) and three partners being departments within the City of Oakland. In total, programs funded in Oakland Forward anticipated reaching nearly 400 youth and young adults in the first year of service.

| <b>Oakland Forward – FY 2022-2023 Funding and Enrollment Targets</b> |                         |                        |
|--|-------------------------|------------------------|
| <b>Providers</b>   | <b>FY 22-23 Funding</b> | <b>Enrollment Goal</b> |
| Civicorps  | \$492,687               | 100                    |
| Spanish Speaking Unity Council of Alameda County                     | \$500,000               | 100                    |
| Youth Employment Partnership (YEP)                                   | \$500,000               | 65                     |
| Safe Passages  | \$447,077               | 50                     |
| Lao Family Community Development Corporation                         | \$500,000               | 40                     |
| Rising Sun Center for Opportunity                                    | \$69,880                | 8                      |
| Department of Violence Prevention (DVP)                              | \$426,025               | 10                     |
| Oakland Police Department (OPD) Cadet Program                        | \$269,848               | 10                     |
| Oakland Public Works (OPW)   | \$284,050               | 9                      |
| <b>total</b>   | <b>\$3,489,567</b>      | <b>392</b>             |

The **Youth Employment Partnership's** Oakland Forward project aims to beautify the city of Oakland while enhancing public safety and increasing climate resiliency. During the summer, participants work on city cleanup and illegal dumping hotspot abatement, neighborhood beautification, and environmental stewardship. Year-round cohorts work on neighborhood beautification, street safety, and quality of life improvements, engaging businesses and community members in the work to green and increase public safety on 23<sup>rd</sup> Avenue.

The **Unity Council's** year-round Oakland Forward program delivers a series of environmental/green-focused job training, community projects, and work experience for youth and young adults ages 16 to 30 in Oakland. Programming includes their Roots of Success project, which is a U.S. Department of Labor Registered Pre-Apprenticeship program leading to an Environmental Specialist certification and preparation to work in sectors of the green economy. The project also provides stipend-based, flexible school year exploratory community resilience projects, and job readiness training and placement in summer internships and jobs.

The Moving Oakland Youth Forward Program of **Lao Family Community Development** provides employment, education, economic and health opportunities for participants ages 16 to 30 with a focus on “clean and green” year-round and summer employment opportunities in the public and private sector. The program promotes climate resilience and improves neighborhood conditions in the priority neighborhoods of East 12th St., Central/Fruitvale, Eastmont and Coliseum areas.

**Civicorps'** Conservation Career Pathways Program is a year-round, work-based learning program providing high-impact paid job training, college, and career readiness preparation, and wrap round support services to youth, age 18 to 26, who are disconnected from college and employment opportunities. Youth develop their professional skills and complete their high school education as they train for careers that protect the environment. Through paid job training and exposure to careers in conservation, youth prepare for employment opportunities within an emerging green economy.

The **Safe Passages** Community Stewardship Workforce project addresses barriers to youth employment through academic and career support, resource navigation, trauma-informed coaching and counseling, and work experience training and placement for low-income, predominately African American and Latinx multilingual youth, ages 16 to 24. The project pairs youth participants with Life and Career Coaches who guide and advocate for youth development in workforce readiness, secondary and post-secondary education. Participants learn skills and experience and build a job-ready portfolio to prepare for job seeking, applying, and placement in public sector industries focused on city beautification and revitalization through murals, arts, graffiti abatement, and other environmental justice projects.

**Rising Sun Center for Opportunity's** Climate Careers project offers young leaders the opportunity to gain paid, hands-on work experience while taking climate action. Through Rising Sun's social enterprise model, youth from low-income households provide Green House Calls – energy efficiency and water conservation services and education – at no-cost to their communities, improving local climate resilience and saving residents money. Professional

development workshops and coaching round out the summer, transitioning into more robust career exploration during paid, fall-term externships with partnered hosts.

The City of Oakland’s **Department of Violence Prevention (DPV)**, **Oakland Public Works (OPW)** and the **Oakland Police Department (OPD)** are working through Oakland Forward to increase employment opportunities for young people ages 16-30 and create employment pipelines for Oakland residents into city jobs. The Department of Violence Prevention is working with Center for Employment Opportunities (CEO) to engage 10 justice-involved individuals in work-based experience providing city cleanup and litter abatement activities. Oakland Public Works has launched a city internship program to engage 9 clients in a variety of work experiences in different OPW divisions to build their experience and awareness of career opportunities within the city. The Oakland Police Department is working to build local hiring through the funding by engaging 10 youth and young adults into the Cadet Training program. Based on the efforts by these three city departments in year one of programming, OWDB looks to support expansion of these efforts to other City departments in the upcoming year.

**ENROLLMENT AND PARTICIPATION**

Through the first three quarters of the project, Oakland Forward partners have engaged 170 youth and young adults into services, representing 43% of expected annual enrollment goals. The program launched in summer 2022; however, delays in contracting with providers did impact start dates for some of the providers and impacted overall enrollment.

| <b>Oakland Forward – FY 2022-2023 Enrollment To Date</b> |                        |                            |                            |
|--|------------------------|----------------------------|----------------------------|
| <b>Providers</b>   | <b>Enrollment Goal</b> | <b>Enrollments to Date</b> | <b>Enrollment Goal (%)</b> |
| Civicorps  | 100                    | 59                         | 59%                        |
| Spanish Speaking Unity Council of Alameda County         | 100                    | 28                         | 28%                        |
| Youth Employment Partnership (YEP)                       | 65                     | 25                         | 38%                        |
| Safe Passages  | 50                     | 19                         | 38%                        |
| Lao Family Community Development Corporation             | 40                     | 22                         | 55%                        |
| Rising Sun Center for Opportunity                        | 8                      | 3                          | 38%                        |
| Department of Violence Prevention (DVP)                  | 10                     | 7                          | 70%                        |
| Oakland Police Department (OPD) Cadet Program            | 10                     | 0                          | 0%                         |
| Oakland Public Works (OPW)                               | 9                      | 7                          | 78%                        |
| <b>TOTALS</b>  | <b>392</b>             | <b>170</b>                 | <b>43%</b>                 |

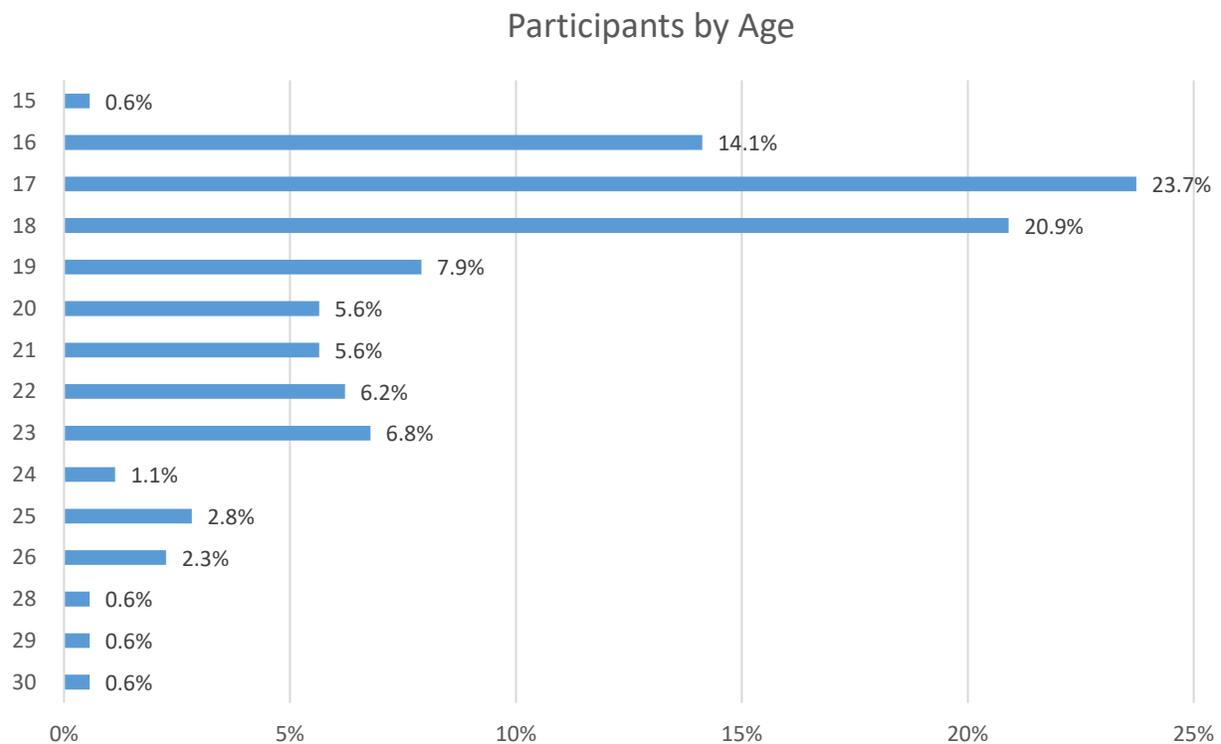
Enrollment data presented above is based on program reporting in March and April 2023, and may not reflect increased program participation or new enrollments across some of the Oakland Forward partners. Programs provide narrative and data reports to OWDB on a quarterly basis, and enroll client data into the CalJOBS data management system on an ongoing basis.

## Demographics

The intention of the funding is to support Oakland youth and young adults ages 16-30. In addition, funds are meant to support people who may have difficulty finding employment, are low-income, are unemployed and/or out of school, are or were justice-involved, are transitioning from foster care, or are engaged with mental health systems. The expectation from California Volunteers is that 75% of participants meet at least two of the criteria listed above. Oakland further prioritized services to reach Oakland residents in five ZIP codes in East, Central and West Oakland – 94621, 94603, 94605, 94601, and 94607 – where a high number of Black and Latinx residents live and are unemployed at higher rates than the general population, as identified by the Department of Race and Equity and OWDB’s 2020 Workforce Development Race and Equity Analysis.

The demographic data below is derived from client data entered by Oakland Forward providers into the CalJOBS data management system.

### Age

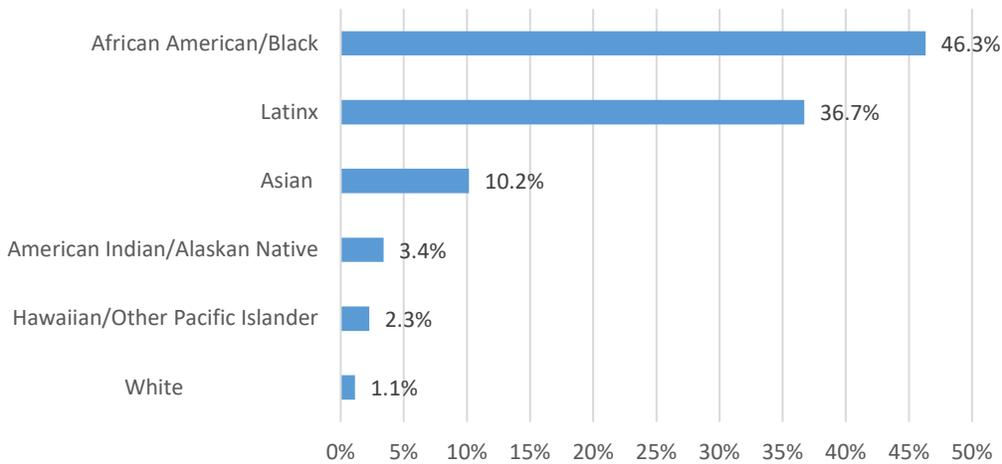


Nearly two-thirds of enrolled participants (67.2%) are under the age of 20, while one-quarter (25.4%) are between the ages of 20 and 24. A small percentage (6.8%) of participants are 25 years and above in age.

### ***Race & Ethnicity***

Oakland Forward prioritizes enrollment for African American and Latinx youth and young adults. Program enrollment through the first three quarters of the grant year show that partners are focusing their efforts to engage these populations into services. Over 4 out of 5 participants (83%) identify as African American or Latinx. The largest race/ ethnicity served by Oakland Forward partners is African American/ Black, representing nearly half (46.3%) of participants.

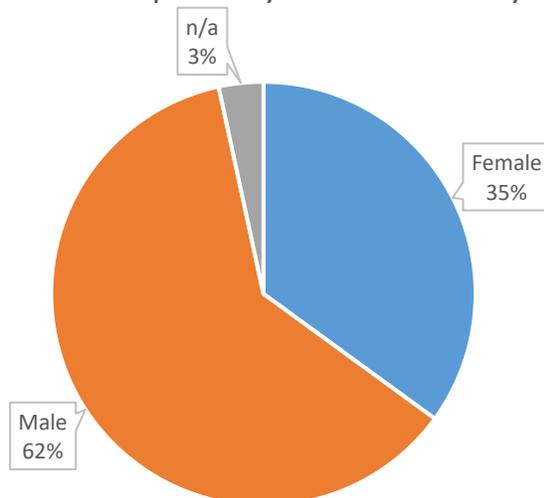
Participants by Race/ Ethnicity



### ***Gender Identity***

Programs have reached a much larger percentage of participants who identify as male than those who identify as female. Data shows that nearly two-thirds (62%) of clients enrolled identify as male, while over one-third (35%) identify as female.

Participants by Gender Identity



### *Home Residence*

Programs focused recruitment and enrollment on priority neighborhoods in Oakland with historically higher rates of unemployment, as represented by the five ZIP codes in East, Central and West Oakland - 94621, 94603, 94605, 94601, and 94607. Two-thirds (67%) of all enrolled participants reside in these five priority zip codes.

| <b>ZIP Code</b> | <b>Participant by ZIP Code</b> |
|-----------------|--------------------------------|
| 94601           | 21%                            |
| 94603           | 15%                            |
| 94607           | 12%                            |
| 94621           | 12%                            |
| 94606           | 11%                            |
| 94605           | 6%                             |
| 94608           | 3%                             |
| 94619           | 3%                             |
| 94609           | 2%                             |
| 94602           | 2%                             |
| 94610           | 2%                             |
| 94612           | 2%                             |
| 94801           | 2%                             |
| 94501           | 1%                             |
| 94541           | 1%                             |
| 94804           | 1%                             |
| 92264           | 1%                             |
| 94505           | 1%                             |
| 94578           | 1%                             |
| 95118           | 1%                             |
| 95610           | 1%                             |
| 95841           | 1%                             |

*\*Priority ZIP Codes are shaded grey in the table above.*

When accounting for participants living in the Chinatown/ San Antonio neighborhoods in ZIP code 94606, over three-quarters (78%) of participants reside in Oakland's most impacted communities. Overall, 90% of participants reside in Oakland, while 10% live in neighboring communities including San Leandro, Hayward, Emeryville, and Alameda, as many former Oakland residents have been displaced to housing outside of Oakland yet still retain ties and connections to the city of Oakland.

**NEXT STEPS**

Staff met with each of the nine program partners individually in recent weeks to discuss program successes, challenges, and their capacity for continued services in fiscal year 2023-2024. Based on performance and spending to date, OWDB staff is recommending that current contracts are continued into next fiscal year to allow programs more time to reach their existing enrollment targets and utilize funding already obligated in support of these clients. Additionally, staff is recommending augmenting contracts with increased funds in year two in order to spend down the state’s initial grant award to the City of Oakland by enrolling nearly 200 additional youth and young adults.

| <b>Oakland Forward – FY 2023-2024 Anticipated Funding and Enrollment Targets</b> |                            |                        |
|--|----------------------------|------------------------|
| <b>Providers</b>   | <b>FY 23-24 Allocation</b> | <b>New Enrollments</b> |
| Civicorps  | \$246,344                  | 50                     |
| Spanish Speaking Unity Council of Alameda County                                 | \$250,000                  | 50                     |
| Youth Employment Partnership (YEP)   | \$250,000                  | 32                     |
| Safe Passages  | \$223,539                  | 25                     |
| Lao Family Community Development Corporation                                     | \$250,000                  | 20                     |
| Rising Sun Center for Opportunity  | \$34,940                   | 4                      |
| Department of Violence Prevention (DVP)  | -                          | -                      |
| Oakland Police Department (OPD) Cadet Program                                    | -                          | -                      |
| Oakland Public Works (OPW)   | \$284,050                  | 9                      |
| <b><i>total</i></b>  | <b><i>\$1,538,872</i></b>  | <b><i>190</i></b>      |

With programming operating through April 2024, additional funding in FY2023-2024 will allow Oakland to reach an additional 190 youth and young adults, to bring the total served through the California Volunteers funding to nearly 600 people throughout the duration of the grant. Coupled with an extension of the current grant year funding to allow for more time to reach year one enrollment targets will allow Oakland Forward to build on the successes of the initial year while reaching more individuals to grow employment opportunities in the public sector and green economy.



**ITEM III.a. - ACTION**

**To: Oakland Workforce Development Board**  
**From: OWDB Staff**  
**Date: May 4, 2023**  
**Re: Contract Amendment – add Youth Employment Partnership to the TCC Workforce Program**

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**RECOMMENDATION:**

That the Oakland Workforce Development Board (OWDB) take the following actions:

1. Approve and authorize an amendment to the contract for Youth Employment Partnership (YEP) to include YEP as a training partner in the Transformative Climate Communities (TCC) grant agreement in an amount not to exceed \$281,025.
2. YEP will work with Black Cultural Zone (BCZ); Cypress Mandela Training Center (CMTC) and West Oakland Jobs Resource Center (WOJRC) to partner and cross refer young adults to the various training programs. The three training partners will focus on conducting outreach, training, job placement and retention for residents in the 94603 and 94621 TCC project area. YEP will recruit 48 young adults; train 35; place 30 in jobs and track 90-day retention for 25.
3. The source of the funding is the Strategic Growth Council Transformative Climate Communities grant that is beginning its third year of a four-year grant, This amendment and the designated amount of \$281,025 is for the remaining two years of the TCC Workforce Program.

**EXECUTIVE SUMMARY**

Staff is requesting that the OWDB approve a total of \$281,025 in funding for the TCC Workforce Program for February 1, 2023 through December 31, 2024. The source of the funds for this recommended contract amendment are the TCC Better Neighborhoods, Same Neighbors (BNSN) grant.

**BACKGROUND**

The Better Neighborhoods, Same Neighbors (“BNSN”) Workforce Development Program has faced challenges in reaching the unemployed and underemployed residents of the TCC area (Zip Codes 94603 and 94621), and enrolling people in training resulting in completion and job placement.

The original proposal for the Workforce Development Program was created prior to the pandemic, which had a major impact on the low-income areas in Oakland, including the TCC defined area. The pandemic caused small businesses to close and not only did people lose their jobs, but it was also difficult to pursue training or employment. Many of the networks and the processes for reaching our community were no longer available. As a result, nonprofits experienced significant challenges in being able to provide the level of services that had existed pre-COVID. It became impossible for nonprofits to implement outreach and training programs when people were not able to meet in person. This factor alone delayed the Better Neighborhoods, Same Neighbors ability to directly connect with the residents most in need of access to training and higher paid jobs. With most of the training reverting to online, the technology gap also excluded those individuals who would most benefit from our well-intended workforce programs. Our partners reported a significant decline overall in training enrollments.

Another challenge has been recruiting residents from the specific BNSN project area that is less than 5 square miles in 94621 and 94603. The partners also reported the challenge of people unwilling to participate in training as opposed to getting a job, even though the job may pay less than one available at the conclusion of training. Committing to several weeks of training with no pay hurts low-income individuals that are still attempting to recover from the pandemic. The partners have expressed this concern stating that it had an impact on their enrollment and completion of training beyond the current grant. In the previously approved workforce program, CMTC and WOJRC would only be paid when residents of the TCC area complete the training and are placed in jobs. This resulted in neither CMTC nor WOJRC being able to submit invoices for their services and raised the question about whether this grant is worthwhile for their agencies to continue.

Because of these challenges, we recognized the need to add another workforce partner who is already serving residents from the 94603 and 94621 zip codes. For the recommended program amendment, we invited **Youth Employment Partnership (YEP)** as an additional workforce partner. YEP has been providing job training, education, job placement, and supportive services to youth and young adults up to the age of 28 years old in Oakland since 1973. YEP serves a number of residents from the 94621 and 94603 zip codes, and partners with CMTC and WOJRC on other grants. As we introduced YEP as another partner, we also recognized the need to set realistic achievable goals that will begin to demonstrate that the program is working for the residents.

YEP addresses many of the challenges that were identified above by providing additional outreach capacity, pay incentives to trainees for completion of classes, and payment of wages during work while learning, along with diversified training for additional career options. With an expanded on-site training facility YEP can offer training in construction and culinary arts through its newly certified commercial kitchen that prepares daily meals for the unhoused cabin site located adjacent to the YEP facility. Through additional partnerships with other agencies, YEP offers the following credentialed programs:

- Construction – NCCER Core credential (via Youth Employment Partnership - YEP)
- Community Health Workers – CHW credential (via City College of San Francisco)
- Culinary Arts – ServSafe Food Handler and ServSafe Food Manager credential (via YEP)
- Medical Assisting – Certified Medical Assistant (via Chabot College)

- Certified Nursing Assistant (via Golden Hearts School for Nursing)
- Warehousing & Logistics – MSSC Certified Logistics Technician (via YEP)

Of course, in addition to the incentive bonuses- trainees also earn wages between \$15.20 per hour to \$22 per hour. Below is a partial wage rate list for YEP’s Young Adult Trainees:

**Construction Trainees** earn between \$17-\$20 per hour: starting at \$17; advancing to \$18 when earning their HSD; increasing to \$19 when they earn an industry recognized certification and earning an extra \$1 per hour every week for having perfect attendance.

**Culinary Trainees** earn between \$16-\$19 per hour: starting at \$16 and advancing to \$17 when earning their HSD; increasing to \$18 when they earn an industry recognized certification and earning an extra \$1 per hour every week for having perfect attendance.

**Warehouse/Logistic Trainees** earn between \$16-\$19 per hour: starting at \$16 and advancing to \$17 when earning their HSD; increasing to \$18 when they earn an industry recognized certification and earning an extra \$1 per hour every week for having perfect attendance.

**Team Oakland Team Leaders** earn between \$19-\$22 per hour depending on experience.

High school age youth trainees:

**After School Jobs and Summer job Trainees** - earn \$15.20 per hour and \$100 for completing pre training and \$25 per week for development trainings.

**Recommended Amendment:**

Based on these challenges and the assessment to date of the BNSN workforce program, we have recommended that going forward the workforce partners have performance goals that are achievable. The three training partners, YEP, CMTc and WOJRC, agree that the recommended amendment to the BNSN Workforce Program is a needed change for the program to be successful.

**FISCAL IMPACT**

This request represents funding from the Strategic Growth Council Transformative Climate Communities grant for the next two years for 2023 and 2024 to add YEP as a training partner.

Attachments:

TCC Workforce Budget  
Resolution No. \_\_\_\_\_

**Workforce Development and Economic Opportunities Plan**

**BUDGET**

|                    |                     |                 |
|--------------------|---------------------|-----------------|
|                    | <b>Direct Costs</b> | <b>Indirect</b> |
| Percent of Request | 100.0%              | 0.0%            |
| Total              | \$ 1,410,000.00     | \$ -            |

Reminder: Applicants should fill in the white cells only. **Do not edit any shaded cells.**

Use the "Grant Funds" and "Leverage" columns to distribute each budget line item across funding sources. "Total Leverage" should equal "TCC Grant Funds".

"Total Project Cost" will calculate based on the "Cost per Unit" and "Number of Units".  
 "Total Leverage" will automatically add all Leverage columns.

**TOTAL:**

|                 |                 |      |      |      |
|-----------------|-----------------|------|------|------|
| \$ 1,410,000.00 | \$ 1,410,000.00 | \$ - | \$ - | \$ - |
|-----------------|-----------------|------|------|------|

| TASK # | COST CATEGORY | COST DESCRIPTION                                | COST PER UNIT | UNITS | TOTAL PROJECT COST | TCC GRANT FUNDS | TOTAL LEVERAGE | [LEVERAGE 1] | [LEVERAGE X] |
|--------|---------------|---|---------------|-------|--------------------|-----------------|----------------|--------------|--------------|
| 1      | Direct Costs  | BCZ Career Services Implementation              | \$ 63,000.00  | 3     | \$ 189,000.00      | \$ 189,000.00   | \$ -           |              |              |
| 1      | Direct Costs  | YEP Program Management                          | \$ 6,200.00   | 3     | \$ 18,600.00       | \$ 18,600.00    |                |              |              |
| 1      | Direct Costs  | CMTC Program Management                         | \$ 6,200.00   | 3     | \$ 18,600.00       | \$ 18,600.00    |                |              |              |
| 1      | Direct Costs  | WOJRC Program Management                        | \$ 6,200.00   | 3     | \$ 18,600.00       | \$ 18,600.00    |                |              |              |
| 1      | Direct Costs  | City of Oakland Program Management              | \$ 29,756.25  | 4     | \$ 119,025.00      | \$ 119,025.00   |                |              |              |
| 2      | Direct Costs  | BCZ Career Services Verified Referrals          | \$ 6,500.00   | 3     | \$ 19,500.00       | \$ 19,500.00    |                |              |              |
| 2      | Direct Costs  | YEP Outreach&Enrollment/48 @\$200               | \$ 9,600.00   | 3     | \$ 28,800.00       | \$ 28,800.00    |                |              |              |
| 2      | Direct Costs  | CMTC Outreach&Enrollment/48 @\$200              | \$ 9,600.00   | 3     | \$ 28,800.00       | \$ 28,800.00    |                |              |              |
| 2      | Direct Costs  | WOJRC Outreach&Enrollment/48@200                | \$ 9,600.00   | 3     | \$ 28,800.00       | \$ 28,800.00    | \$ -           |              |              |
| 3      | Direct Costs  | YEP Enters Training/40 @ \$400                  | \$ 16,000.00  | 3     | \$ 48,000.00       | \$ 48,000.00    |                |              |              |
| 3      | Direct Costs  | CMTC Enters Training/40 @ \$400                 | \$ 16,000.00  | 3     | \$ 48,000.00       | \$ 48,000.00    |                |              |              |
| 3      | Direct Costs  | WOJRC Enters Training/40 @ \$400                | \$ 16,000.00  | 3     | \$ 48,000.00       | \$ 48,000.00    |                |              |              |
| 4      | Direct Costs  | YEP Completes Training/35 @\$500                | \$ 17,500.00  | 3     | \$ 52,500.00       | \$ 52,500.00    |                |              |              |
| 4      | Direct Costs  | YEP Job Placement /30 @1000                     | \$ 30,000.00  | 3     | \$ 90,000.00       | \$ 90,000.00    |                |              |              |
| 4      | Direct Costs  | YEP Job Retention/25 @ \$575                    | \$ 14,375.00  | 3     | \$ 43,125.00       | \$ 43,125.00    | \$ -           |              |              |
| 4      | Direct Costs  | CMTC Completes Training/35 @\$500               | \$ 17,500.00  | 3     | \$ 52,500.00       | \$ 52,500.00    |                |              |              |
| 4      | Direct Costs  | CMTC Job Placement /35 @1000                    | \$ 35,000.00  | 3     | \$ 105,000.00      | \$ 105,000.00   |                |              |              |
| 4      | Direct Costs  | CMTC Job Retention/30 @ \$575                   | \$ 17,250.00  | 3     | \$ 51,750.00       | \$ 51,750.00    |                |              |              |
| 4      | Direct Costs  | WOJRC Completes Training/35 @\$500              | \$ 17,500.00  | 3     | \$ 52,500.00       | \$ 52,500.00    |                |              |              |
| 4      | Direct Costs  | WOJRC Job Placement /25 @1000                   | \$ 25,000.00  | 3     | \$ 75,000.00       | \$ 75,000.00    |                |              |              |
| 4      | Direct Costs  | WOJRC Job Retention/20 @ \$575                  | \$ 11,500.00  | 3     | \$ 34,500.00       | \$ 34,500.00    | \$ -           |              |              |
| 1L     | Direct Costs  | Stipends -training completion and job placement | \$ 79,800.00  | 3     | \$ 239,400.00      | \$ 239,400.00   |                |              |              |

|                   |           |                     |
|-------------------|-----------|---------------------|
| BCZ:              | \$        | 208,500.00          |
| YEP:              | \$        | 281,025.00          |
| CMTC:             | \$        | 304,650.00          |
| WOJRC:            | \$        | 257,400.00          |
| Oakland:          | \$        | 119,025.00          |
| Stipends (admin): | \$        | 239,400.00          |
| <b>Total</b>      | <b>\$</b> | <b>1,410,000.00</b> |

# OAKLAND WORKFORCE DEVELOPMENT BOARD

## RESOLUTION NO. 23-

**A RESOLUTION OF THE OAKLAND WORKFORCE DEVELOPMENT BOARD AUTHORIZING AN AMENDMENT TO THE GRANT AGREEMENT WITH YOUTH EMPLOYMENT PARTNERSHIP, INC. (YEP) TO PROVIDE JOB TRAINING AND PLACEMENT TO YOUNG ADULTS IN THE BETTER NEIGHBORHOODS, SAME NEIGHBORS WORKFORCE DEVELOPMENT PROGRAM AS A TRANSFORMATIVE CLIMATE COMMUNITIES (TCC) TRAINING PARTNER IN AN AMOUNT NOT TO EXCEED TWO HUNDRED EIGHTY-ONE THOUSAND AND TWENTY-FIVE DOLLARS (\$281,025) FOR A TERM BEGINNING FEBRUARY 1, 2023 THROUGH DECEMBER 31, 2024**

**WHEREAS**, the Oakland Workforce Development Board (OWDB or Board) is mandated to oversee the expenditure of the Workforce Innovation and Opportunity Act of 2014 (“WIOA”) funding in partnership with the Mayor as local chief elected official in a designated workforce development area such as the City of Oakland, and the Mayor has designated the City Administrator to act on the Mayor’s behalf on all WIOA administrative matters; and

**WHEREAS**, the OWDB budget is made up of multiple funding streams that support workforce development efforts, including Federal, State, City of Oakland, and miscellaneous grants from private businesses and philanthropic support; and

**WHEREAS**, on November 10, 2022, the Oakland City Council accepted and appropriated Twenty-Eight Million, Two Hundred Thousand Dollars (\$28,200,000) to implement the Transformative Climate Communities (TCC) Program, administered by the California Strategic Growth Council (SGC) and Department of Conservation, for projects within or contiguous to the Better Neighborhoods, Same Neighbors Initiative project area to reduce greenhouse gas (GHG) emissions through the development and implementation of neighborhood-level transformative climate community plans that include multiple, coordinated GHG emission reduction projects that provide local economic, environmental, and health benefits to disadvantages communities, such as East Oakland neighborhoods, pursuant to Resolution No. 87993 C.M.S.; and

**WHEREAS**, implementation of the Better Neighborhoods, Same Neighbors Workforce Development Program relies on the City and several project partners, including the Oakland-based nonprofit organizations Black Cultural Zone (BCZ), Cypress Mandela Training Center (CMTC), and West Oakland Job Resources Center (WOJRC) to conduct outreach, training, job placement and retention for residents in the zip codes of 94603 and 94621 TCC project area; and

**WHEREAS**, the SGC approved the addition of YEP as a TCC partner for the Better Neighborhoods, Same Neighbors Workforce Development Program, effective February 1, 2023; and

**WHEREAS**, the City executed a WIOA grant agreement with YEP in an amount not to exceed One Million, Eleven Thousand Three Hundred Sixty Dollars (\$1,011,360) for a one year term from July 1, 2022 until June 30, 2023, to provide comprehensive employment services to unemployed and underemployed Oakland residents within the Oakland workforce development system pursuant to Board Resolution No. 22-0616 adopted on June 16, 2022; City Council Resolution No. 89238 C.M.S. adopted on June 7, 2022; and City Council Resolution No. 89309 C.M.S. adopted on July 5, 2022; and

**WHEREAS**, YEP currently serves a number of residents from the zip codes 94621 and 94603 and partners with Cypress Mandela Training Center (CMTTC) and West Oakland Job Resources Center (WOJRC) on other grants; and

**WHEREAS**, given the challenges faced by the Better Neighborhoods, Same Neighbors Workforce Development Program in serving residents from the zip codes 94621 and 94603 due to various economic circumstances and COVID-19 related impacts, this resolution would authorize YEP to serve as an additional workforce partner in the Better Neighborhoods, Same Neighbors Workforce Development Program; now, therefore, be it

**RESOLVED:** That the Board authorizes an amendment to the agreement with Youth Employment Partnership, Inc. to provide job training and job placement to young adults as part of the Transformative Climate Communities Program's Better Neighborhood, Same Neighbors Workforce Development Program in an amount not to exceed Two Hundred Eighty-One Thousand and Twenty-Five Dollars (\$281,025) for a term beginning February 1, 2023 through December 31, 2024.

**FURTHER RESOLVED:** That the Board authorizes any FY 2022-23 contracted funds not fully spent by service providers by June 30, 2023, to be carried over into FY 2023-24; and be it

**FURTHER RESOLVED:** That each contract for workforce development activities shall have specific performance benchmarks consistent with program regulations, and that the City shall terminate the contract of a service provider that materially fails to meet contract performance, with funds reallocated to existing service providers or an on-call pool; and be it

**FURTHER RESOLVED:** That the City is hereby authorized to spend such funds in FY 2022-2024 and take other action with respect to the authorized contracts consistent with the Resolution and its basic purposes, subject to review and approval by the City Attorney's Office as counsel to the Board.



**ITEM. III.b. - ACTION**

**To: Oakland Workforce Development Board**  
**From: OWDB Staff**  
**Date: May 4, 2023**  
**Re: Approve FY 2023-24 OWDB Budget and Contracts**

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**RECOMMENDATION**

**A Resolution Of The Oakland Workforce Development Board (Board) Authorizing The Following Actions:**

- 1. Adopting The Fiscal Year 2023-24 Workforce Development Budget;**
- 2. Accepting And Appropriating Workforce Innovation And Opportunity (WIOA) Title I Formula Funds For Adult, Dislocated Worker, Youth And Rapid Response Services In The Estimated Amount Of Three Million Seven Hundred Fifty-Two Thousand Three Hundred Thirty-Nine Dollars (\$3,752,339);**
- 3. Appropriating An Additional Two Million Three Hundred Forty-Three Thousand Eight Hundred Ninety-Five Dollars (\$2,343,895) From Other Funds For Workforce Development; And**
- 4. Authorizing The Carryover Of Unspent Fiscal Year 2022-2023 WIOA And Other Funds In The Estimated Amount Of Two Million Nine Hundred Twenty-Nine Thousand Six Hundred Thirty-Two Dollars (\$2,929,632) To Contracted Service Providers In Fiscal Year 2023-2024; And**
- 5. Authorizing Contracts With Service Providers Competitively Selected To Provide Comprehensive, Specialized, Business Engagement And Youth Services From WIOA Title I Formula Funds And Other Funds For Fiscal Year 2023-2024**

**EXECUTIVE SUMMARY**

Staff recommends that the Oakland Workforce Development Board (OWDB) adopt the Fiscal Year (FY) 2023-24 Workforce Development budget and amend grant agreements with service providers competitively selected by the OWDB as outlined in (*Attachment A*) of this report. The budget reflects federal funding through the Workforce Innovation Opportunity Act (WIOA) and State of California, support from the City of Oakland, and miscellaneous grants that support summer youth activities, including philanthropic support from Oakland Fund for Public Innovation.

The recommendations for service provider contracts are a continuation of a system-wide Request for Proposals (RFP) process, which competitively procured contracts for workforce development services over a three-year period from July 1, 2022 through June 30, 2025. By approving these recommendations, the OWDB can ensure that it continues to provide programs that promote economic stability and equitable access to Oakland's most vulnerable communities. Additionally, the staff recommends that any FY 2022-23 contracted funds not fully utilized by service providers by June 30, 2023, be carried over to FY 2023-24.

## **BACKGROUND / LEGISLATIVE HISTORY**

The OWDB is part of the Public Workforce System, a network of federal, state, and local offices that support economic expansion and develop the talent of the nation's workforce. Working in conjunction with the State of California and the regional collaboration of East Bay Workforce Development Boards (Alameda County, Contra Costa County, City of Richmond and City of Oakland) the OWDB serves as connector, administrator, and regulator of workforce funding resources that are leveraged by service providers to deliver services to workers and employers.

Members of the OWDB are appointed by the Mayor and are tasked with approving the use of workforce development funds and ensuring fidelity around any regulations associated with their implementation. The membership is a cross-section of private business, public institutions, labor trades, and education.

The OWDB budget is made up of multiple funding streams that support workforce development including federal funding through WIOA, grant contributions from the State, funding support from the City of Oakland, and miscellaneous grants from private businesses and philanthropic support.

The overall goals of the OWDB's investments are to help adults and youth develop the necessary skills, obtain the requisite knowledge, and access the resources needed to thrive in careers, and to provide employers with the skilled workers needed to sustain and competitively grow their businesses. The OWDB seeks to provide a coordinated set of relationships among providers and partners in the workforce system that can connect residents, particularly those with barriers to employment, to career pathways leading to family-sustaining jobs in growing industries.

An RFP to procure contract service providers to provide citywide workforce development services for Fiscal Years (FYs) 2022-2025 was issued on March 11, 2022 by the City of Oakland's Economic & Workforce Development Department (EWD) and OWDB. Through this procurement, the OWDB entered into grant agreements with 14 local nonprofit organizations to provide workforce development services for recently displaced and long-term unemployed adults and low-income youth and young adults.

## **ANALYSIS AND POLICY ALTERNATIVES**

### **OWDB FY 2023-24 Budget**

The OWDB budget is made up of multiple funding pools that support workforce development activities in Oakland. Sources of funding include federal funding through WIOA, grant

contributions from the State of California, funding support from the City of Oakland, and miscellaneous grants from private businesses and philanthropic support.

There are two main expenditure categories in the OWDB budget:

(76%) Service Provider Contracts: The City and the OWDB contract with experienced organizations to provide workforce development services to Oakland. The overall goals of these workforce organizations are to help Oakland residents develop the skills to attain the knowledge, and access the resources needed to thrive in a career; and provide employers with the skilled workers needed to sustain and competitively grow their businesses. These funds include participant training, wages, and support to enable an individual to participate in workforce development activities. Approximately 76 percent of the budget is contracted to workforce service providers.

(24%) City Operations: The OWDB and City workforce staff, as the system administrator, are responsible under WIOA Section 107(d) for a range of functions as listed below, including directing funds to be used for industry or sector partnerships (Sec. 134(c)(1)(A)(v)). This represents 24 percent of the total workforce budget. Below are some of the primary OWDB and City staff functions:

- Development of the local plan
- Workforce research and regional labor market analysis
- Convening, brokering, leveraging workforce system partners
- Employer engagement
- Career pathways development
- Identifying and promoting proven and promising best practices
- Technology and data systems
- Program oversight, including oversight of more than a dozen service providers and contracts
- Negotiation of local performance
- Selection of one-stop operators, and providers through a competitive RFP process
- Coordination with education partners
- Budget and administration
- Accessibility for individuals with disabilities

*(Attachment A)* reflects the following budget items:

*Projected WIOA Funds for FY 2022-23 - \$3,752,339*

The OWDB's WIOA Title I Formula revenues consist of four separate funding streams which include:

- Adult Program - Serves individuals 18 and older by providing them with job search assistance and training opportunities and to help meet employer workforce needs.
- Dislocated Worker Program - Designed to help workers get back to work as quickly as possible and overcome barriers to employment. When individuals become dislocated workers as a result of job loss, mass layoffs, global trade dynamics, or transitions in

economic sectors, the Dislocated Worker program provides services to assist them in re-entering the workforce.

- Youth Program - Comprehensive youth employment program for serving eligible youth, ages 14-24, who face barriers to education, training, and employment.
- Rapid Response Program – Provides strategies and activities necessary to plan for and respond to announcements of a business closure, layoff, or mass job dislocations due to natural or other disasters, and to deliver services to enable dislocated workers to transition to new employment as quickly as possible.

As of this writing, the State of California Employment Development Department (EDD) has not yet released its planning budget estimates for the FY 2023-24 WIOA Adult, Dislocated Worker, Youth and Rapid Response programs. Therefore, for planning purposes, the FY 2022-23 allocations are used as baseline.

Estimated WIOA Funds Remaining from FY 2022-23 - \$553,507

Estimated carry forward balances are reallocated into the FY 2023-24 OWDB budget and include any unobligated and de-obligated funds and salary savings from vacant City staff positions. Staff is recommending that allocations and service goals for WIOA service providers listed in (*Attachment A*) remain flat and that OWDB authorize the carryover of unspent FY 2022-23 funds to contracted service providers in fiscal year 2023-24.

Estimated Remaining State of California – California Volunteers Youth Workforce Development Program - \$1,898,677

The City of Oakland was awarded \$5,896,000 from the Office of the Governor’s California Volunteer. These funds will be used to create a year-round youth and young adult employment program to support climate resilience and improve neighborhood conditions as part of our COVID-19 recovery, with a focus on two areas: 1) Clean and Green and 2) Public Safety. Funding for this program will address the severe understaffing in the City and ensure our youth and young adults have the opportunity for meaningful, long-term employment, either within the City of Oakland or with our network of neighborhood partner organizations competitively selected through an RFP process.

Staff is recommending augmenting service provider contracts in the second year, with the goal of fully utilizing the State's initial grant award to the City of Oakland and increasing the amount of funding awarded to service providers by fifty percent of their original award amount through April 2024.

Estimated City General Fund -\$2,385,588

A total of \$442,652 has been allocated in the in FY 2023-25 Biennial Budget for the OWDB consideration. Additionally, \$220,000 has been allocated to the City’s Day Laborer program for FY 2023-24. Currently, Causa Justa:: Just Cause contract is set to expire June 30, 2023. Historically, these funds have been awarded to a local community-based organization through a Request for Proposals (RFP) process. Furthermore, \$193,542 has been allocated to Lao Family Community Development, Trybe and Youth Employment Partnership to support additional

summer employment opportunities. The remaining \$732,366 in general funds will support City operations.

Army Base Billboard - \$544,074

Oakland Army Base billboard revenue is budgeted for oversight and support of the West Oakland Job Resource Center (WOJRC). The FY 2023-24 budget appropriates \$345,615 directly to the WOJRC to support the ongoing operations of the Center that focus on helping local residents learn about and prepare for careers in the building trades and to fulfill job creation, hiring targets and workforce development polices of the City of Oakland. The remaining \$198,459 will support City personnel.

Measure HH and Private Grant Funds - \$826,696

The budget also includes \$826,696 in Measure HH funding and private grant funds to support the summer employment program for Oakland youth. The City will enter into grant agreements with recommended service providers outlined in Table 1.

Table 1: SYEP Funding Allocations

| <b>Agency Name</b>                     | <b>OWDB Funding Amount*</b> | <b>OFCY Funding Amount</b> | <b>Total Program Amount</b> | <b>Youth to be Served</b> |
|--|-----------------------------|----------------------------|-----------------------------|---------------------------|
| Lao Family Community Development, Inc. | \$347,577.05                | \$125,000                  | \$472,577.05                | 100                       |
| Trybe, Inc.                            | \$62,412.28                 | \$50,000                   | \$112,412.28                | 35                        |
| Youth Employment Partnership, Inc.     | \$517,462                   | \$125,000                  | \$642,462                   | 180                       |
| <b>TOTAL</b>                           | <b>\$927,451.33</b>         | <b>\$300,000</b>           | <b>\$1,227,451.33</b>       | <b>315</b>                |

\*OWDB Funding Amount Includes: \$483,911 from Measure HH (1030), \$250,000 from Miscellaneous Donations/Private Grant Funds (7999) and \$193,542 from General Fund (1010)

Attachments:

- A – FY 2023-24 Oakland Workforce Development Board Budget
- B – FY 2022-23 OWDB Budget and Contracts - June 16, 2022, Report
- C – Resolution No \_\_\_\_\_

Attachment A – FY 2023-24 Oakland Workforce Development Board Budget

| A  | B                                    | C  | D                        | E                     | F                | G                    | H                    | I                   | J                 | K                | L                     | M                             | N                  |  |
|----|--------------------------------------|--|--------------------------|-----------------------|------------------|----------------------|----------------------|---------------------|-------------------|------------------|-----------------------|-------------------------------|--------------------|--|
| 1  |                                      | <b>WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)</b> |                          |                       |                  |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 2  |                                      | <b>Fund 2195</b>                                       |                          |                       |                  |                      | <b>Fund 2159</b>     | <b>Fund 1010</b>    | <b>Fund 1030</b>  | <b>Fund 5671</b> | <b>Fund 7999</b>      |                               |                    |  |
| 3  |                                      | <b>Adult</b>   | <b>Dislocated Worker</b> | <b>Rapid Response</b> | <b>Youth</b>     | <b>WIOA Subtotal</b> | <b>CA Volunteers</b> | <b>General Fund</b> | <b>Measure HH</b> | <b>Billboard</b> | <b>Misc Donations</b> | <b>Other Revenue Subtotal</b> | <b>GRAND TOTAL</b> |  |
| 4  | <b>ESTIMATED REVENUES</b>            |  |                          |                       |                  |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 5  | Carryover Revenue                    | 165,526  | 50,263                   |                       | 337,718          | 553,507              | 1,898,672            | 193,542             | 133,911           |                  | 150,000               | 2,376,125                     | 2,929,632          |  |
| 6  | Estimated FY 2023-2024 Revenue       | 1,241,382  | 1,098,032                | 212,635               | 1,200,290        | 3,752,339            |                      | 1,257,046           | 442,775           | 544,074          | 100,000               | 2,343,895                     | 6,096,234          |  |
| 7  | <b>TOTAL REVENUE</b>                 | <b>1,406,908</b>                                       | <b>1,148,295</b>         | <b>212,635</b>        | <b>1,538,008</b> | <b>4,305,846</b>     | <b>1,898,672</b>     | <b>1,450,588</b>    | <b>576,686</b>    | <b>544,074</b>   | <b>250,000</b>        | <b>4,720,020</b>              | <b>9,025,866</b>   |  |
| 8  | <b>EXPENDITURES</b>                  |  |                          |                       |                  |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 9  | <b>SERVICE PROVIDER CONTRACTS</b>    |  |                          |                       |                  |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 10 | Workforce Development Services (TBD) |  |                          |                       |                  | 0                    |                      | 442,652             |                   |                  |                       | 442,652                       | 442,652            |  |
| 11 | Black Cultural Zone                  |  |                          |                       | 71,420           | 71,420               |                      |                     |                   |                  |                       | 0                             | 71,420             |  |
| 12 | Day Laborers Program (TBD)           |  |                          |                       |                  | 0                    |                      | 220,000             |                   |                  |                       | 220,000                       | 220,000            |  |
| 13 | Civicorps                            |  |                          |                       |                  | 0                    | 246,344              |                     |                   |                  |                       | 246,344                       | 246,344            |  |
| 14 | Genesys Works Bay Area               |  |                          |                       | 178,550          | 178,550              |                      |                     |                   |                  |                       | 0                             | 178,550            |  |
| 15 | Lao Family Community Development     | 153,741  | 147,941                  |                       | 249,970          | 551,652              | 250,000              | 58,055              | 203,239           |                  | 86,284                | 597,578                       | 1,149,230          |  |
| 16 | Mandela Partners                     | 135,000  |                          |                       |                  | 135,000              |                      |                     |                   |                  |                       | 0                             | 135,000            |  |
| 17 | Oakland Private Industry Council     | 579,586  | 564,391                  |                       |                  | 1,143,977            |                      |                     |                   |                  |                       | 0                             | 1,143,977          |  |
| 18 | Oakland Public Works                 |  |                          |                       |                  | 0                    | 284,000              |                     |                   |                  |                       | 284,000                       | 284,000            |  |
| 19 | Rising Sun                           |  |                          |                       |                  | 0                    | 34,940               |                     |                   |                  |                       | 34,940                        | 34,940             |  |
| 20 | Safe Passages                        |  |                          |                       |                  | 0                    | 223,539              |                     |                   |                  |                       | 223,539                       | 223,539            |  |
| 21 | Swords to Plowshares                 | 114,410  | 110,157                  |                       |                  | 224,567              |                      |                     |                   |                  |                       | 0                             | 224,567            |  |
| 22 | The Spanish Speaking Unity Council   | 153,741  | 147,941                  |                       | 249,970          | 551,652              | 250,000              |                     |                   |                  |                       | 250,000                       | 801,652            |  |
| 23 | Trybe                                |  |                          |                       |                  |                      |                      | 20,805              | 20,804            |                  | 20,804                | 62,413                        | 62,413             |  |
| 24 | Youth Employment Partnership         |  |                          |                       | 249,970          | 249,970              | 250,000              | 114,682             | 259,868           |                  | 142,912               | 767,462                       | 1,017,432          |  |
| 25 | Youth Uprising                       |  |                          |                       | 249,970          | 249,970              |                      |                     |                   |                  |                       | 0                             | 249,970            |  |
| 26 | West Oakland Job Resource Center     |  |                          |                       |                  | 0                    |                      |                     |                   | 345,615          |                       | 345,615                       | 345,615            |  |
| 27 | EASTBAY Works (OPIC)                 | 7,830  | 7,827                    |                       | 7,823            | 23,480               |                      |                     |                   |                  |                       | 0                             | 23,480             |  |
| 28 | Professional Service Agreements      |  |                          |                       |                  | 0                    | 50,000               |                     |                   |                  |                       | 50,000                        | 50,000             |  |
| 29 | <b>Service Provider Subtotal</b>     | <b>1,144,308</b>                                       | <b>978,257</b>           | <b>0</b>              | <b>1,257,673</b> | <b>3,380,238</b>     | <b>1,588,822</b>     | <b>856,194</b>      | <b>483,911</b>    | <b>345,615</b>   | <b>250,000</b>        | <b>3,524,542</b>              | <b>6,904,780</b>   |  |
| 30 | <b>CITY OPERATIONS</b>               |  |                          |                       |                  |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 31 | EWD Admin/Finance                    | 25,526   | 32,442                   |                       | 25,526           | 83,494               |                      |                     |                   |                  |                       | 0                             | 83,494             |  |
| 32 | Internal Service Fees                |  |                          |                       |                  | 0                    |                      | 120,053             |                   |                  |                       | 120,053                       | 120,053            |  |
| 33 | Program Staff                        | 237,074  | 137,596                  | 212,635               | 254,809          | 842,114              | 284,850              | 474,341             | 92,775            | 198,459          |                       | 1,050,425                     | 1,892,539          |  |
| 34 | O&M                                  |  |                          |                       |                  | 0                    | 25,000               |                     |                   |                  |                       | 25,000                        | 25,000             |  |
| 35 | <b>City Operations Subtotal</b>      | <b>262,600</b>   | <b>170,038</b>           | <b>212,635</b>        | <b>280,335</b>   | <b>925,608</b>       | <b>309,850</b>       | <b>594,394</b>      | <b>92,775</b>     | <b>198,459</b>   | <b>0</b>              | <b>1,195,478</b>              | <b>2,121,086</b>   |  |
| 36 | <b>TOTAL EXPENDITURES</b>            | <b>1,406,908</b>                                       | <b>1,148,295</b>         | <b>212,635</b>        | <b>1,538,008</b> | <b>4,305,846</b>     | <b>1,898,672</b>     | <b>1,450,588</b>    | <b>576,686</b>    | <b>544,074</b>   | <b>250,000</b>        | <b>4,720,020</b>              | <b>9,025,866</b>   |  |
| 37 | <b>Fund Balance</b>                  | <b>0</b>   | <b>0</b>                 | <b>0</b>              | <b>0</b>         | <b>0</b>             | <b>0</b>             | <b>0</b>            | <b>0</b>          | <b>0</b>         | <b>0</b>              | <b>0</b>                      | <b>0</b>           |  |



**To: Oakland Workforce Development Board**  
**From: OWDB Staff**  
**Date: June 16, 2022**  
**Re: Approve FY 2022-23 OWDB Budget and Contracts**

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**RECOMMENDATION**

**That The Oakland Workforce Development Board Adopt A Resolution:**

- 1. Accepting The Fiscal Year 2022-23 Workforce Development Budget;**
- 2. Authorizing The Carryover Of Unspent Fiscal Year 2021-2022 Funds To Contracted Service Providers In Fiscal Year 2022-2023;**
- 3. Accepting And Appropriating Three Million Eight Hundred One Thousand Five Hundred Fifty-Five Dollars (\$3,801,555) Of Fiscal Year 2022-23 WIOA Title I Formula Funding For Adult, Dislocated Worker, Youth And Rapid Response Services And Authorizing Such Agreements;**
- 4. Accepting And Appropriating Five Million Eight Hundred Ninety-Six Thousand Dollars (\$5,896,000) From The California Volunteers To Increase Youth And Young Adult Employment And Develop Pathways Into Careers In Public Service, Particularly In The Areas Of Climate Resilience And Public Safety;**
- 5. Accepting And Appropriating Five Hundred Thousand Dollars (\$500,000) From The California Workforce Development Board Workforce Accelerator Fund 10.0 To Support Opportunity Youth By Providing Paid Skills-Building Bridge And Pre-Apprenticeship Programs In The Tech Sector; And**
- 6. Accepting And Appropriating Three Hundred Forty-Five Thousand Six Hundred Fifteen Dollars (\$345,615) From The Army Base Billboard Revenue To Support The West Oakland Job Resource Center (“WOJRC”)**

**EXECUTIVE SUMMARY**

Staff recommends that the Oakland Workforce Development Board (OWDB) adopt the Fiscal Year (FY) 2022-23 Workforce Development budget (*Attachment A*) and enter into grant agreements with service providers competitively selected and as outlined in **Table 3**.

The budget reflects federal funding through the Workforce Innovation Opportunity Act (WIOA), significant grants from the State of California, funding support from the City of Oakland, and miscellaneous grants

that support summer youth activities, including philanthropic support from New Venture fund on behalf of JP Morgan Chase and Bank of America. t. The service provider contract recommendations reflect the results of a system-wide Request for Proposals (RFP) process that began earlier this year to competitively procure contracts for workforce development services over the next three (3) years, which will support the advancement of economic stability and equitable access to Oakland's most vulnerable residents in the communities of East Oakland, Fruitvale and West Oakland, where a high number of Black and Latinx residents live, and are unemployed at higher rates than the general population. The recommended action will both strengthen the capacity of existing service providers with a long track record of contracting with the City, and engage a number of new providers with strong community ties, expanding the City's capacity to provide job seekers with the skills necessary to attain the knowledge, and access the resources needed to thrive in high quality careers and advancing the City's equity goal of expanding access to City contracts for local organizations.

Staff also recommends that the OWDB authorize the expenditure of FY 2021-22 contracted funds not fully spent by providers by June 30, 2022, to be carried into FY 2022-23 and to authorize the City Administrator to apply for and accept grants up to \$250,000.

### **BACKGROUND / LEGISLATIVE HISTORY**

The OWDB is part of the Public Workforce System, a network of federal, state, and local offices that support economic expansion and develop the talent of the nation's workforce. Working in conjunction with the State of California and the regional collaboration of East Bay Workforce Development Boards (Alameda County, Contra Costa County, City of Richmond and City of Oakland) the OWDB serves as connector, administrator, and regulator of workforce funding resources that are leveraged by service providers to deliver services to workers and employers.

Members of the OWDB are appointed by the Mayor and are tasked with approving the use of workforce development funds and ensuring fidelity around any regulations associated with their implementation. The membership is a cross-section of private business, public institutions, labor trades, and education.

The OWDB budget is made up of multiple funding streams that support workforce development including federal funding through WIOA, grant contributions from the State, funding support from the City of Oakland, and miscellaneous grants from private businesses and philanthropic support.

The overall goals of the OWDB's investments are to help adults and youth develop the necessary skills, obtain the requisite knowledge, and access the resources needed to thrive in careers, and to provide employers with the skilled workers needed to sustain and competitively grow their businesses. The OWDB seeks to provide a coordinated set of relationships among providers and partners in the workforce system that can connect residents, particularly those with barriers to employment, to career pathways leading to family-sustaining jobs in growing industries.

An RFP for contract service providers to provide citywide workforce development services for Fiscal Years (FYs) 2022-2025 was issued on March 11, 2022 by the City of Oakland's Economic & Workforce Development Department (EWD) and OWDB. A bidder's conference took place on March 22, 2022 and the deadline to submit proposal applications was extended from April 22, 2022 to April 29, 2022. Through this procurement, the City will enter into grant agreements with experienced local nonprofit organizations to provide workforce development services for recently displaced and long-term unemployed adults and low-income youth and young adults.

## ANALYSIS AND POLICY ALTERNATIVES

### **OWDB FY 2022-23 Budget**

The OWDB budget is made up of multiple funding pools that support workforce development activities in Oakland. Sources of funding include federal funding through WIOA, grant contributions from the State of California, funding support from the City of Oakland, and miscellaneous grants from private businesses and philanthropic support. The FY 2022-23 OWDB budget, as presented in *Attachment A*, was scheduled for consideration by the OWDB at a special meeting on June 16, 2022.

There are three main expenditure categories in the OWDB budget:

(77%) Service Provider Contracts: The City and the OWDB contract with experienced organizations to provide workforce development services to Oakland. The overall goals of these workforce organizations are to help Oakland residents develop the skills to attain the knowledge, and access the resources needed to thrive in a career; and provide employers with the skilled workers needed to sustain and competitively grow their businesses. 77 percent of the budget is contracted to workforce service providers.

(6%) Direct Client Support: These funds are allocated to service providers and includes financial assistance towards participant training and support to enable an individual to participate in workforce development activities. This represents six (6) percent of the workforce budget.

(17%) City Operations: The OWDB and City workforce staff, as the system administrator, are responsible under WIOA Section 107(d) for a range of functions as listed below, including directing funds to be used for industry or sector partnerships (Sec. 134(c)(1)(A)(v)). This represents 17 percent of the total workforce budget. Below are some of the primary OWDB and City staff functions:

- Development of the local plan
- Workforce research and regional labor market analysis
- Convening, brokering, leveraging workforce system partners
- Employer engagement
- Career pathways development
- Identifying and promoting proven and promising best practices
- Technology and data systems
- Program oversight, including oversight of more than a dozen service providers and contracts
- Negotiation of local performance
- Selection of one-stop operators, and providers through a competitive RFP process
- Coordination with education partners
- Budget and administration
- Accessibility for individuals with disabilities

*Attachment A* reflects the following budget items:

Projected WIOA Funds for FY 2022-23 - \$3,801,555

The OWDB's WIOA Title I Formula revenues consist of four separate funding streams which include:

- Adult Program - Serves individuals 18 and older by providing them with job search assistance and training opportunities and to help meet employer workforce needs.
- Dislocated Worker Program - Designed to help workers get back to work as quickly as possible and overcome barriers to employment. When individuals become dislocated workers as a result of

job loss, mass layoffs, global trade dynamics, or transitions in economic sectors, the Dislocated Worker program provides services to assist them in re-entering the workforce.

- Youth Program - Comprehensive youth employment program for serving eligible youth, ages 14-24, who face barriers to education, training, and employment.
- Rapid Response Program – Provides strategies and activities necessary to plan for and respond to announcements of a business closure, layoff, or mass job dislocations due to natural or other disasters, and to deliver services to enable dislocated workers to transition to new employment as quickly as possible.

On May 25, 2022, the State of California Employment Development Department (EDD) released its planning budget estimates for the Adult, Dislocated Worker and Youth programs. Rapid Response allocations are released at a later time, therefore, for planning purposes the FY 2021-22 allocation are used as baseline. As of this writing, final allocations had not yet been received.

WIOA funds are appropriated through the FY 2021-23 biennial budget, Resolution No. 88717 C.M.S., adopted June 24, 2021. For FY 2022-23 the City is projected to receive an estimated 15 percent increase over last year.

**Table 1 – FY 2022-23 WIOA Planning Estimates**

| WIOA Program (Fund 2195)  | FY 2021-22       | FY 2022-23       | Change (+/-)   |            |
|---------------------------|------------------|------------------|----------------|------------|
|                           |                  |                  | \$             | %          |
| Adult                     | 1,086,612        | 1,241,382        | 154,770        | 14%        |
| Dislocated Worker         | 915,070          | 1,098,032        | 182,962        | 20%        |
| Youth                     | 1,049,187        | 1,200,290        | 151,103        | 14%        |
| Rapid Response (estimate) | 261,851          | 261,851          | 0              | 0%         |
| <b>TOTAL</b>              | <b>3,312,720</b> | <b>3,801,555</b> | <b>488,835</b> | <b>15%</b> |

WIOA formula allocations for Adult, Dislocated Worker and Youth programs can be found at: [https://edd.ca.gov/en/jobs\\_and\\_training/Information\\_Notices/wioa-formula-allocations--py-22-23/](https://edd.ca.gov/en/jobs_and_training/Information_Notices/wioa-formula-allocations--py-22-23/)

The City will enter into a Grant Agreements with workforce service providers for programs and services competitively selected through the aforementioned RFP process.

*Estimated WIOA Funds Remaining from FY 2021-22 - \$3,145,707*

At this time, staff is estimating approximately \$3.1 million in WIOA carryover funds from FY 2021-22. Carry forward balances include unspent contracted service provider funds and salary savings from vacant City staff positions. Staff is requesting that the City Council authorize the carryover of unspent fiscal year 2021-22 funds to contracted service providers in fiscal year 2022-23. Any additional carryforwards are reallocated into the FY 2022-23 OWDB budget.

*Workforce Accelerator 10.0 - \$500,000*

From time to time, the OWDB receives special grants to complement the WIOA funding. On April 18, 2022, the City of Oakland was awarded \$500,000 from the California Workforce Development Board Workforce Accelerator Fund 10.0 Grant. This project will regionalize supports for youth ages 15 to 25 years that are disconnected from work or school (Opportunity Youth), focusing on the tech sector and providing a paid skills-building bridge and pre-apprenticeship programs that will connect participants to a 1) California Department of Labor (DOL) approved apprenticeships program, 2) post-secondary education, or 3) IT entrepreneurship in the tech sector.

This 14-week bridge/pre-apprenticeship program will be provided by Bitwise Industries and Love Never Fails. The programs will offer flexible training schedules that include evening, teacher-led or self-paced instruction with wraparound and support services such as needs based payments to assist with familial financial obligations, quality laptops and hot spots; all barriers that could deter participants from program completion.

OWDB is serving as the lead for the project and is recommending entering into a grant agreement in the amount of \$409,000 to Lao Family Community Development (LFCO), Inc. as the subrecipient to deliver program operations which includes recruiting, enrolling youth who are being served by LFCO, or either referred by other OWDB youth providers or the three regional WDB partners. LFCO will also act as the pay agent for administering supportive services and payments to Bitwise and Love Never Fails as well as monitor and track completion and placements.

LFCO and Bitwise Industries have been collaborating for over a year and providing 6-week pre-apprenticeship classes and full year paid apprenticeship programs featuring 25+ topics. Their mutually supportive efforts have established a substantial partnership to continue working on placing Opportunity Youth within competitive and industrious professions. LFCO has vested processes in place enrolling youth into Bitwise programs, and has also began establishing a relationship with Love Never Fails.

The remaining \$91,000 is allocated to City personnel for project oversight.

The Grant Term for Accelerator 10.0 is 19 months and runs from June 1, 2022 through December 31, 2023.

*State of California – California Volunteers Youth Workforce Development Program - \$5,896,000*

The City of Oakland was awarded \$5,896,000 from the Office of the Governor’s California Volunteer. These funds will be used to create a year-round youth and young adult employment program to support climate resilience and improve neighborhood conditions as part of our COVID-19 recovery, with a focus on two areas: 1) Clean and Green and 2) Public Safety. Funding for this program will address the severe understaffing in the City and ensure our youth and young adults have the opportunity for meaningful, long-term employment, either within the City of Oakland or with our network of neighborhood partner organizations competitively selected through an RFP process.

The goal is to provide year-round and/or summer employment opportunities for approximately 240 individuals (150 year-round + 90 summer) over the next 2.5 years and creating new pipelines to long-term careers in public service.

*Estimated City General Fund -\$2,722,974*

As part of the FY 2021-2023 Biennial Budget, City Council awarded \$1,000,000 in FY 2022-2023 to be allocated by the OWDB in General Purpose Fund (1010), Workforce Development Organization (85311), Workforce Development Services Project (1006028). In order to support current Oakland service providers through these economic challenges, EWD staff recommended in File Item 22-0339 that Council adopt a resolution authorizing the approval and re-allocation of \$885,304 of the \$1,000,000 awarded from the General Fund for Fiscal Year (FY) 2022-23 to current WIOA adult and youth service providers from July 1, 2022 through December 31, 2022. At the May 17, 2022, Vice Mayor Kaplan offered an alternate recommendation that would similarly offer to extend contracts for current providers, but instead would provide a one year, versus six month extension, from July 1, 2022 through June 30, 2023 for a total funding amount of \$1,770,608. The additional \$885,304 in the Council proposal is subject to funding availability in the midcycle budget.

**Table 2 - WIOA Adult & Youth Service Provider General Fund Support**

| <b>Service Providers</b>                            | <b>OWDB<br/>Proposed<br/>(6 mo.)</b> | <b>Add'l<br/>Council<br/>Proposed<br/>(12 mo.)</b> | <b>Total<br/>General Fund<br/>Allocation</b> |
|---|--------------------------------------|--|--|
| Civicorps (Youth)                                   | \$50,368                             | \$50,368   | \$100,736                                    |
| Lao Family Community Development (Adult & Youth)    | \$323,482                            | \$323,482  | \$646,964                                    |
| Oakland Private Industry Council (Operator & Adult) | \$207,495                            | \$207,495  | \$414,990                                    |
| Spanish Speaking Unity Council (Adult & Youth)      | \$235,764                            | \$235,764  | \$471,528                                    |
| Youth Employment Partnership (Youth)                | \$68,195                             | \$68,195   | \$136,390                                    |
| <b>TOTAL</b>  | <b>\$885,304</b>                     | <b>\$885,304</b>                                   | <b>\$1,770,608</b>                           |

Additionally, as part of the biennial budget, \$220,000 was allocated to the City's Day Laborer program for FYs 2021-23. Resolution number 88904 C.M.S. adopted on November 16, 2021, authorizes a grant agreement with Causa Justa::Just Cause and its partners (Street Level Health and Centro Legal de la Raza) in the amount of \$220,000 per year to operate the program.

The remaining \$732,366 in general funds will support city operations and the procurement of a database to support contracting and invoice processing.

Army Base Billboard - \$508,925

Oakland Army Base billboard revenue is budgeted for oversight and support of the West Oakland Job Resource Center (WOJRC). The FY 2021-22 budget appropriates \$345,615 directly to the WOJRC to support the ongoing operations of the Center and to fulfill job creation, hiring targets and workforce development polices of the City of Oakland.

The remaining \$163,310 will support city personnel.

Measure HH and Private Grant Funds - \$500,000

The biennial budget also includes \$400,000 in Measure HH funding to support the summer employment program for Oakland youth ages 16 to 24. The City anticipates securing an additional \$100,000 in private grant funds. These funds will go toward paying for the costs of subsidized jobs. The City will enter into grant agreements with recommended service providers outlined in File Item 22-0403.

**Selection of Three-Year Workforce Service Providers - FY 2022-25 WIOA and Related Direct Services Request For Proposals (RFP)**

The OWDB conducted a required competitive procurement for youth and adult workforce services providers for the upcoming three (3) year cycle from July 1, 2022 through June 30, 2025. This RFP focused on programs and services that address disparities in access to employment and related services in Oakland's historically underserved populations in alignment with Oakland's Equity Indicators Report, OWDB's Equity Analysis and Local Plan, and the City's Economic Recovery Plan.

The OWDB is committed to an RFP process that is transparent, accountable and competitive process that will support the advancement of economic stability and equitable access to services for Oakland's most vulnerable residents in the communities of East Oakland, Fruitvale and West Oakland, where a high number of Black and Latinx residents live and are unemployed at higher rates than the general population. Funding

for the RFP strategies are supported by Federal Workforce Innovation and Opportunity Act (WIOA), and other grant contributions.

Input was solicited from the OWDB at a meeting in December 2021 to define policy principles and conceptual frameworks for the service models described in the RFP. Staff also followed up with current providers and offered briefings to all councilmembers in January 2022 for additional input on the issuance of the RFP and its process.

The RFP was released on March 11, 2022. A bidder's conference took place on March 22, 2022 with approximately 45 individuals in attendance. RFP announcements were posted on City of Oakland's social media page and distributed to organizations registered with the City of Oakland business registration portal. It was also posted on the OWDB website and shared with the OWDB subscribers list, and a press release was shared with City councilmembers and stakeholders. The deadline to submit proposal applications was extended from April 22, 2022 to April 29, 2022 to allow applicants more time to complete their applications.

Primary Goals for all services:

To foster demand-driven skills attainment by:

1. Aligning workforce and education programs with leading and emergent industry sectors' skills needs, by:
  - a. Focusing on identified Emergent Sectors:
    - i. Advanced Manufacturing
    - ii. Healthcare
    - iii. Transportation and logistics
    - iv. Information and communications technologies
    - v. Green technology
    - vi. Food and beverage production
  - b. Gathering, analyzing, and making use of labor market data to inform program offerings, guide job seekers and improve provider accountability.
  - c. Forming strong strategic partnerships and leveraging of other public and private funds.
  - d. Increasing and improving employer engagement, particularly in the emergent sectors and increasing opportunities for employer-driven training.
2. Enabling upward mobility for all Californians and especially populations with barriers to employment by providing career pathways with access to high road, high quality training:
  - a. Support job-seekers' progression from one step to another toward education, credentials, and employment goals.
  - b. Maintain a results-oriented system that delivers high- quality training, placements, retention, and other outcomes.
3. Aligning, coordinating and integrating programs and services, including:
  - a. Coordination with America's Job Centers of California (AJCCs), employers, education and training providers, economic development agencies, labor, philanthropy, community-based organizations, and other private and public entities to leverage resources, design and implement sector strategies, and provide a network of employment, training, and related services.
  - b. Integrate resources and coordinate services at the local level to meet client needs.
4. Providing services that are accessible to priority populations, including African American/Black, Latinx, Asian, Pacific Islander, and Native American, and geographical

areas (East Oakland, Central/Fruitvale, and West Oakland) and advance the economic security and resilience of Oakland's most vulnerable residents.

- a. Provide access to workforce services that will improve employment outcomes for residents with the highest rates of unemployment in zip codes: 94621, 94603, 94605, 94601, and 94607, as identified in the OWDB 2020 Racial Equity Analysis.
- b. Offer services and maintain performance metrics tailored to the needs of Oakland's priority populations and geographical areas.

Adult Category: Strategies for accomplishing these goals

1. Work-based learning opportunities such as on-the-job training, internships, and apprenticeships as training paths to employment.
2. Supportive services to help job seekers lacking necessities to maintaining employment such as transportation, childcare, and housing.
3. Supportive services such as financial and benefits counseling, and career guidance, as well as accommodations for persons with disabilities, to allow all individuals to benefit from workforce opportunities.
4. Improved services to employers to assist them in onboarding workforce
5. Increasing accessibility of services by providing locations in priority zip codes.

Youth Category: Strategies for accomplishing these goals

1. Programs geared to training and connecting youth to public service jobs in climate resilience (green jobs) and public safety.
2. Work-based learning opportunities such as on-the-job training, internships, and apprenticeships as training paths to employment.
3. Supportive services to help job seekers lacking necessities to maintaining employment such as transportation, childcare, and housing.
4. Supportive services such as financial and benefits counseling, and career guidance, as well as accommodations for persons with disabilities, to allow all individuals to benefit from workforce opportunities.
5. Services to employers to assist them in onboarding youth.
6. Additional access to services by providing service locations in priority zip codes.

One Stop Operator: Strategies

1. Innovative programs to improve AJCC systems by:
  - a. Increasing accessibility of services to Oakland's priority populations:
    - i. Individuals residing in Oakland neighborhoods with the highest rates of unemployment (East Oakland, Central/Fruitvale, and West Oakland);
    - ii. Unemployed African American, Latinx, Asian, Pacific Islander, and Native American residents;
    - iii. Currently or former legal/justice-involved individuals (formerly known as re-entry or formerly incarcerated).
  - b. Improving services and connections to employers.
  - c. Promoting work-based training programs.
  - d. Increasing collaboration between Workforce partners.
2. Offer all the required services of WIOA and comply with all WIOA requirements.
3. Improving services for individuals with disabilities

## Proposal Review Process

An Independent Review Panel selected from workforce industry experts made up individuals with professional experience from local workforce development boards and other public workforce institutions was identified with no known or perceived Conflict of Interest with/against the applicants. The Review Panel participated in a mandatory orientation call to discuss its role and responsibilities for each of the RFPs. Using the scoring criteria below, reviewers can assign each proposal a score up to 100 points. Workforce Development staff did not score proposals. The evaluation criteria were based on the following categories outlined in the RFP.

| Evaluation Criteria                                       | Maximum Points |
|---|----------------|
| A. Responsibility and Responsiveness                      | 10             |
| B. Match, L/SLBE & Small & Emerging in Priority Locations | 20             |
| C. Project Understanding and Program Design               | 20             |
| D. Approach and Methodology                               | 30             |
| E. Experience and Qualifications                          | 10             |
| F. Reasonableness of Cost Proposal                        | 10             |
| <b>Total</b>  | <b>100</b>     |

Applicants were asked to address disparities in access to workforce and training services by providing services that are accessible to OWDB's priority populations and geographical areas (East Oakland, Central/Fruitvale, and West Oakland).

## Funding Recommendations

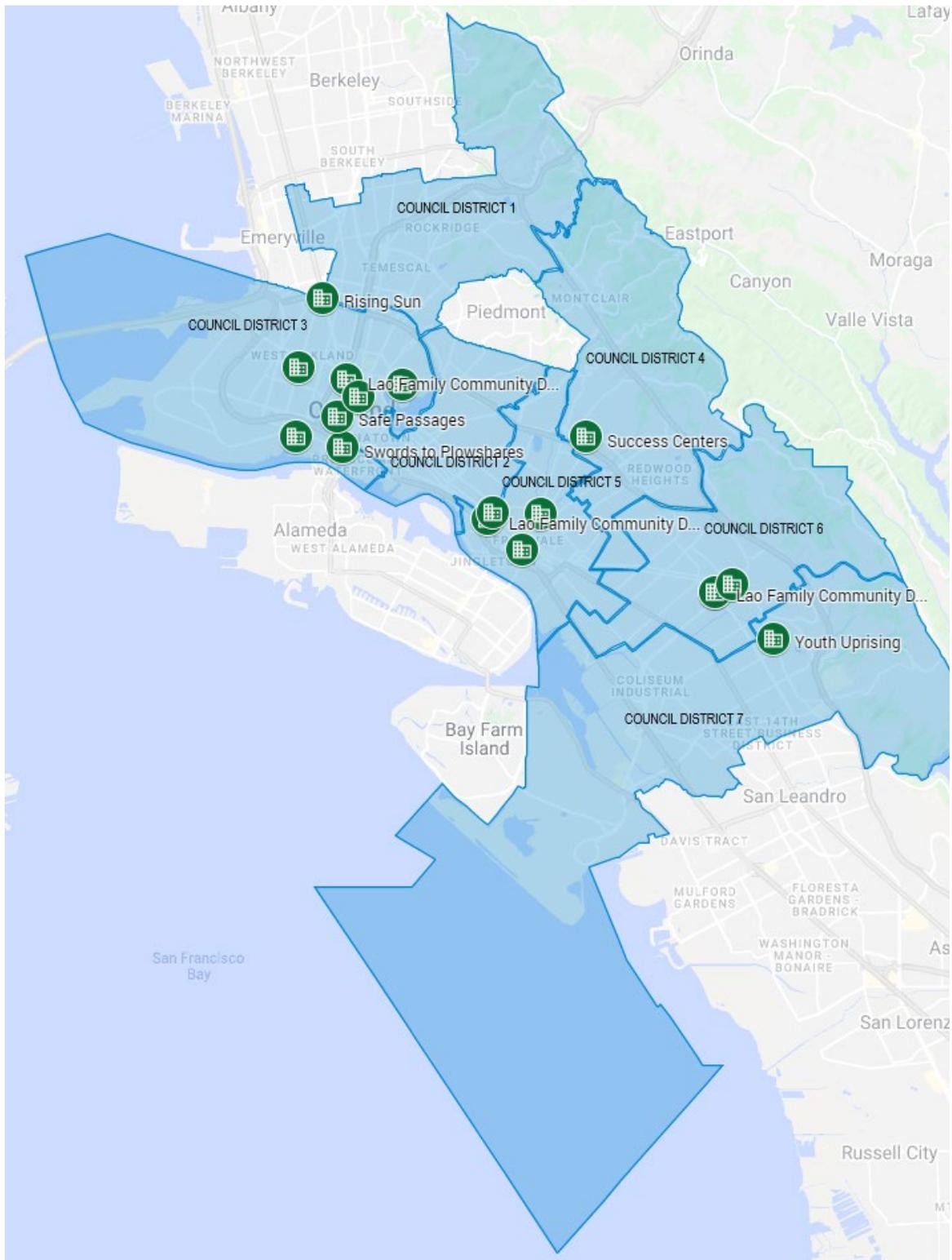
In total, 22 applications were received from 15 Oakland based workforce service providers. Seven (7) applications were received in response to the Affiliate/Specialized subcategory, one (1) application was received for the Comprehensive subcategory, one (1) application was received in response to the One-Stop Operator category, six (6) applications were received in response to Oakland Forward subcategory and seven (7) applications were received in response to the WIOA youth subcategory. 20 of the 22 applications received, reviewed and scored have been recommended for funding. Funding recommendations are based primarily on application ranking by reviewers and funds available within each of the funding categories as identified in the RFP.

17 applicants who received a score of 75 percent or higher have been recommended. Additionally, as part of the OWDB's commitment to increase access and provide high quality programs and services to Oakland's underserved communities, staff is also recommending funding for an additional three (3) applicants who fell slightly below the threshold and received scores between 70-74. These organizations provide comprehensive strategies and robust community programs to target populations identified in the RFP. While these organization's workforce development programs are relatively new, the need to expand workforce programs in these communities are high. Support will be provided to all organizations funded to build capacity and to ensure successful program delivery.

**Attachment B** represents the total aggregate score from the review of the proposals as well as the services area, estimated funding availability, funds requested and recommended funding for each applicant. A description of programs and services in addition to reviewer comments are attached to this memo as **Attachment C**.

The intended outcome will support the advancement of economic stability and equitable access to Oakland’s most vulnerable residents in the communities of East Oakland, Fruitvale and West Oakland, where a high number of Black and Latinx residents live, and are unemployed at higher rates than the general population by providing job seekers the skills necessary to attain the knowledge, and access the resources needed to thrive in high quality careers.

**Map of Recommend Service Providers by District**



Staff recommends that the City Council adopt the Fiscal Year (FY) 2022-23 Workforce Development budget (*Attachment A*) and enter into grant agreements with service providers as outlined in **Table 3** below.

**Table 3 - FY 2022-23 Service Provider Contract Amounts**

| Service Provider                 | Fund                   | Program Operations | Direct Services |                | Total FY 2022-23 Contract Amounts |
|----------------------------------|------------------------|--------------------|-----------------|----------------|-----------------------------------|
|                                  |                        |                    | Training        | Support Svcs   |                                   |
| Lao Family                       | WIOA Adult             | 100,000            | 37,241          | 15,000         | 152,241                           |
|                                  | WIOA Dislocated Worker | 100,000            | 32,941          | 15,000         | 147,941                           |
|                                  | WIOA Youth             | 249,970            |                 |                | 249,970                           |
|                                  | Accelerator 10.0       | 75,000             | 225,000         | 109,000        | 409,000                           |
|                                  | Oakland Forward        | 500,000            |                 |                | 500,000                           |
|                                  | General Fund           | 646,964            |                 |                | 646,964                           |
|                                  | <b>TOTAL</b>           | <b>1,671,934</b>   | <b>295,182</b>  | <b>139,000</b> | <b>2,106,116</b>                  |
| Mandela Marketplace              | WIOA Adult             | 125,000            |                 |                | 125,000                           |
|                                  | <b>TOTAL</b>           | <b>125,000</b>     | <b>-</b>        | <b>-</b>       | <b>125,000</b>                    |
| Oakland Private Industry Council | WIOA Adult             | 371,333            | 131,586         | 53,000         | 555,919                           |
|                                  | WIOA Dislocated Worker | 425,333            | 116,391         | 53,000         | 594,724                           |
|                                  | WIOA Youth             | 3,333              |                 |                | 3,333                             |
|                                  | General Fund           | 414,990            |                 |                | 414,990                           |
|                                  | <b>TOTAL</b>           | <b>1,214,989</b>   | <b>247,978</b>  | <b>106,000</b> | <b>1,568,967</b>                  |
| Success Center                   | WIOA Adult             | 37,500             | 14,897          | 6,000          | 58,397                            |
|                                  | WIOA Dislocated Worker | 37,500             | 13,176          | 6,000          | 56,676                            |
|                                  | <b>TOTAL</b>           | <b>75,000</b>      | <b>28,073</b>   | <b>12,000</b>  | <b>115,073</b>                    |
| Swords to Plowshares             | WIOA Adult             | 75,000             | 27,310          | 11,000         | 113,310                           |
|                                  | WIOA Dislocated Worker | 75,000             | 24,157          | 11,000         | 110,157                           |
|                                  | <b>TOTAL</b>           | <b>150,000</b>     | <b>51,467</b>   | <b>22,000</b>  | <b>223,467</b>                    |
| Spanish Speaking Unity Council   | WIOA Adult             | 100,000            | 37,241          | 15,000         | 152,241                           |
|                                  | WIOA Dislocated Worker | 100,000            | 32,941          | 15,000         | 147,941                           |
|                                  | WIOA Youth             | 249,970            |                 |                | 249,970                           |
|                                  | Oakland Forward        | 500,000            |                 |                | 500,000                           |
|                                  | General Fund           | 471,528            |                 |                | 471,528                           |
|                                  | <b>TOTAL</b>           | <b>1,421,498</b>   | <b>70,182</b>   | <b>30,000</b>  | <b>1,521,680</b>                  |
| Civicorps                        | Oakland Forward        | 492,697            |                 |                | 492,697                           |
|                                  | General Fund           | 100,736            |                 |                | 100,736                           |
|                                  | <b>TOTAL</b>           | <b>593,433</b>     | <b>-</b>        | <b>-</b>       | <b>593,433</b>                    |
| Rising Sun                       | Oakland Forward        | 69,880             |                 |                | 69,880                            |
|                                  | <b>TOTAL</b>           | <b>69,880</b>      | <b>-</b>        | <b>-</b>       | <b>69,880</b>                     |
| Safe Passages                    | Oakland Forward        | 447,077            |                 |                | 447,077                           |
|                                  | <b>TOTAL</b>           | <b>447,077</b>     | <b>-</b>        | <b>-</b>       | <b>447,077</b>                    |
| Youth Employment Partnership     | WIOA Youth             | 249,970            |                 |                | 249,970                           |
|                                  | Oakland Forward        | 500,000            |                 |                | 500,000                           |
|                                  | General Fund           | 136,390            |                 |                | 749,970                           |
|                                  | <b>TOTAL</b>           | <b>886,360</b>     | <b>-</b>        | <b>-</b>       | <b>886,360</b>                    |
| Black Cultural Zone              | WIOA Youth             | 71,420             |                 |                | 71,420                            |
|                                  | <b>TOTAL</b>           | <b>71,420</b>      | <b>-</b>        | <b>-</b>       | <b>71,420</b>                     |
| Genesys Works Bay Area           | WIOA Youth             | 178,550            |                 |                | 178,550                           |
|                                  | <b>TOTAL</b>           | <b>178,550</b>     | <b>-</b>        | <b>-</b>       | <b>178,550</b>                    |
| Youth Uprising                   | WIOA Youth             | 249,970            |                 |                | 249,970                           |
|                                  | <b>TOTAL</b>           | <b>249,970</b>     | <b>-</b>        | <b>-</b>       | <b>249,970</b>                    |
| West Oakland Job Resource Center | Army Base Billboard    | 345,615            |                 |                | 345,615                           |
|                                  | <b>TOTAL</b>           | <b>345,615</b>     | <b>-</b>        | <b>-</b>       | <b>345,615</b>                    |

## Applying, Accepting and Appropriating Grants

From time to time the OWDB may apply for grants. To build capacity and diversify workforce funding sources, staff recommends that the OWDB be allowed to apply for and accept these funds up to \$250,000 without returning to council. This will allow the OWDB to respond quicker to funding opportunities to support Oakland’s workforce needs and is consistent with prior year’s authorization granted by City Council.

Approval of this recommended action advances the **Citywide priority of housing, cultural and economic security**.

### FISCAL IMPACT

The OWDB proposed budget reflects a total budget of \$17,075,161 (FY 2022-23 allocations: \$13,929,454 + FY 2021-22 carryover: \$3,145,707) from federal WIOA, grant contributions from the State of California, funding support from the City of Oakland, and miscellaneous grants from private businesses and philanthropic support. The proposed budget increases support to workforce programming by 125 percent over last year.

**Table 4 - Year-over-year comparison**

| Funding Type          | Program                      | FY 2021-22       | FY 2022-23        | Change (+/-)     |             |
|-----------------------|------------------------------|------------------|-------------------|------------------|-------------|
|                       |                              |                  |                   | \$               | %           |
| Federal WIOA Programs | Adult                        | 1,086,612        | 1,241,382         | 154,770          | 14%         |
|                       | Dislocated Worker            | 915,070          | 1,098,032         | 182,962          | 20%         |
|                       | Youth                        | 1,049,187        | 1,200,290         | 151,103          | 14%         |
|                       | Rapid Response (estimate)    | 261,851          | 261,851           | 0                | 0%          |
|                       | Accelerator 10.0 (NEW!)      | 0                | 500,000           | 500,000          | 100%        |
| State of CA           | California Volunteers (NEW!) | 0                | 5,896,000         | 5,896,000        | 100%        |
| City of Oakland       | General Fund                 | 1,980,699        | 2,722,974         | 742,275          | 37%         |
|                       | Army Base Billboard          | 504,272          | 508,925           | 4,653            | 1%          |
|                       | Measure HH                   | 400,000          | 400,000           | 0                | 0%          |
| Private/Philanthropic | Miscellaneous Donations      | 0                | 100,000           | 100,000          | 100%        |
| <b>TOTAL</b>          |                              | <b>6,197,691</b> | <b>13,929,454</b> | <b>7,731,763</b> | <b>125%</b> |

Through the procurement process, the City of Oakland will expand its workforce development services by more than double from the last procurement cycle, welcoming seven new providers for a total of 13 workforce service providers and 22 distinct programs to Oakland’s priority populations and neighborhoods of East Oakland, Central/Fruitvale, and West Oakland.

### PUBLIC OUTREACH / INTEREST

Attachments:

- A – FY 2022-23 Oakland Workforce Development Board Budget
- B – Independent Review Panel Scores & Recommendations
- C – Program Descriptions & Reviewer Comments

Attachment A – FY 2022-23 Oakland Workforce Development Board Budget

| A  | B                                     | C  | D                        | E                     | F                | G                       | H                    | I                    | J                   | K                 | L                | M                     | N                             | O                  |  |
|----|---------------------------------------|--|--------------------------|-----------------------|------------------|-------------------------|----------------------|----------------------|---------------------|-------------------|------------------|-----------------------|-------------------------------|--------------------|--|
| 1  |                                       | <b>Fund 2195</b>                                       |                          |                       |                  |                         |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 2  |                                       | <b>Workforce Innovation and Opportunity Act (WIOA)</b> |                          |                       |                  |                         |                      |                      | <b>Fund 2159</b>    | <b>Fund 1010</b>  | <b>Fund 1030</b> | <b>Fund 5671</b>      | <b>Fund 7999</b>              |                    |  |
| 3  |                                       | <b>Adult</b>   | <b>Dislocated Worker</b> | <b>Rapid Response</b> | <b>Youth</b>     | <b>Accelerator 10.0</b> | <b>WIOA Subtotal</b> | <b>CA Volunteers</b> | <b>General Fund</b> | <b>Measure HH</b> | <b>Billboard</b> | <b>Misc Donations</b> | <b>Other Revenue Subtotal</b> | <b>GRAND TOTAL</b> |  |
| 4  | <b>ESTIMATED REVENUES</b>             |  |                          |                       |                  |                         |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 5  | Carryover Revenue                     | 1,041,480  | 953,212                  | 231,927               | 919,088          |                         | <b>3,145,707</b>     |                      |                     |                   |                  |                       | 0                             | <b>3,145,707</b>   |  |
| 6  | Estimated FY 2022-2023 Revenue        | 1,241,382  | 1,098,032                | 261,851               | 1,200,290        | 500,000                 | <b>4,301,555</b>     | <b>5,896,000</b>     | <b>2,722,974</b>    | <b>400,000</b>    | <b>508,925</b>   | <b>100,000</b>        | <b>9,627,899</b>              | <b>13,929,454</b>  |  |
| 7  | <b>TOTAL REVENUE</b>                  | <b>2,282,862</b>                                       | <b>2,051,244</b>         | <b>493,778</b>        | <b>2,119,378</b> | <b>500,000</b>          | <b>7,447,262</b>     | <b>5,896,000</b>     | <b>2,722,974</b>    | <b>400,000</b>    | <b>508,925</b>   | <b>100,000</b>        | <b>9,627,899</b>              | <b>17,075,161</b>  |  |
| 8  | <b>EXPENDITURES</b>                   |  |                          |                       |                  |                         |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 9  | <b>SERVICE PROVIDER CONTRACTS</b>     |  |                          |                       |                  |                         |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 10 | Carryover Adult Contracts             | 964,758  | 709,541                  |                       |                  |                         | 1,674,299            |                      |                     |                   |                  |                       | 0                             | 1,674,299          |  |
| 11 | Carryover Youth Contracts             |  |                          |                       | 789,311          |                         | 789,311              |                      |                     |                   |                  |                       | 0                             | 789,311            |  |
| 12 | Black Cultural Zone                   |  |                          |                       | 71,420           |                         | 71,420               |                      |                     |                   |                  |                       | 0                             | 71,420             |  |
| 13 | Causa Justa - Day Laborers Program    |  |                          |                       |                  |                         | 0                    |                      | 220,000             |                   |                  |                       | 220,000                       | 220,000            |  |
| 14 | Civicorps                             |  |                          |                       |                  |                         | 0                    | 492,697              | 100,736             |                   |                  |                       | 593,433                       | 593,433            |  |
| 15 | Department of Violence Prevention     |  |                          |                       |                  |                         | 0                    | 426,025              |                     |                   |                  |                       | 426,025                       | 426,025            |  |
| 16 | Genesys Works Bay Area                |  |                          |                       | 178,550          |                         | 178,550              |                      |                     |                   |                  |                       | 0                             | 178,550            |  |
| 17 | Lao Family Community Development      | 100,000  | 100,000                  |                       | 249,970          | 75,000                  | 524,970              | 500,000              | 646,964             |                   |                  |                       | 1,146,964                     | 1,671,934          |  |
| 18 | Mandela Marketplace                   | 125,000  |                          |                       |                  |                         | 125,000              |                      |                     |                   |                  |                       | 0                             | 125,000            |  |
| 19 | Oakland Private Industry Council      | 368,000  | 422,000                  |                       |                  |                         | 790,000              |                      | 414,990             |                   |                  |                       | 414,990                       | 1,204,990          |  |
| 20 | Oakland Public Works                  |  |                          |                       |                  |                         | 0                    | 284,050              |                     |                   |                  |                       | 284,050                       | 284,050            |  |
| 21 | OPD Cadet Program                     |  |                          |                       |                  |                         | 0                    | 269,848              |                     |                   |                  |                       | 269,848                       | 269,848            |  |
| 22 | Rising Sun                            |  |                          |                       |                  |                         | 0                    | 69,880               |                     |                   |                  |                       | 69,880                        | 69,880             |  |
| 23 | Safe Passages                         |  |                          |                       |                  |                         | 0                    | 447,077              |                     |                   |                  |                       | 447,077                       | 447,077            |  |
| 24 | Success Centers                       | 37,500   | 37,500                   |                       |                  |                         | 75,000               |                      |                     |                   |                  |                       | 0                             | 75,000             |  |
| 25 | Swords to Plowshares                  | 75,000   | 75,000                   |                       |                  |                         | 150,000              |                      |                     |                   |                  |                       | 0                             | 150,000            |  |
| 26 | The Spanish Speaking Unity Council    | 100,000  | 100,000                  |                       | 249,970          |                         | 449,970              | 500,000              | 471,528             |                   |                  |                       | 971,528                       | 1,421,498          |  |
| 27 | Youth Employment Partnership          |  |                          |                       | 249,970          |                         | 249,970              | 500,000              | 136,390             |                   |                  |                       | 636,390                       | 886,360            |  |
| 28 | Youth Uprising                        |  |                          |                       | 249,970          |                         | 249,970              |                      |                     |                   |                  |                       | 0                             | 249,970            |  |
| 29 | Youth Summer Employment Program       |  |                          |                       |                  |                         | 0                    |                      |                     | 350,000           |                  | 100,000               | 450,000                       | 450,000            |  |
| 30 | West Oakland Job Resource Center      |  |                          |                       |                  |                         | 0                    |                      |                     |                   | 345,615          |                       | 345,615                       | 345,615            |  |
| 31 | <b>Service Provider Subtotal</b>      | <b>1,770,258</b>                                       | <b>1,444,041</b>         | <b>0</b>              | <b>2,039,161</b> | <b>75,000</b>           | <b>5,328,460</b>     | <b>3,489,577</b>     | <b>1,990,608</b>    | <b>350,000</b>    | <b>345,615</b>   | <b>100,000</b>        | <b>6,275,800</b>              | <b>11,604,260</b>  |  |
| 32 | <b>DIRECT CLIENT SUPPORT*</b>         |  |                          |                       |                  |                         |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 33 | Training Services                     | 248,276  | 219,606                  |                       |                  | 225,000                 | 692,883              |                      |                     |                   |                  |                       | 0                             | 692,883            |  |
| 34 | Support Services                      | 100,000  | 100,000                  |                       |                  | 109,000                 | 309,000              |                      |                     |                   |                  |                       | 0                             | 309,000            |  |
| 35 | <b>Direct Client Support Subtotal</b> | <b>348,276</b>   | <b>319,606</b>           | <b>0</b>              | <b>0</b>         | <b>334,000</b>          | <b>1,001,883</b>     | <b>0</b>             | <b>0</b>            | <b>0</b>          | <b>0</b>         | <b>0</b>              | <b>0</b>                      | <b>1,001,883</b>   |  |
| 36 | <b>Professional Services</b>          |  |                          |                       |                  |                         |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 37 | EASTBAY Works (OPIC)                  | 3,334  | 3,333                    |                       | 3,333            |                         | 10,000               |                      |                     |                   |                  |                       | 0                             | 10,000             |  |
| 38 | Professional Service Agreements       |  |                          |                       |                  |                         | 0                    | 150,000              | 84,696              |                   |                  |                       | 234,696                       | 234,696            |  |
| 39 | <b>Professional Services Subtotal</b> | <b>3,334</b>   | <b>3,333</b>             | <b>0</b>              | <b>3,333</b>     | <b>0</b>                | <b>10,000</b>        | <b>150,000</b>       | <b>84,696</b>       | <b>0</b>          | <b>0</b>         | <b>0</b>              | <b>234,696</b>                | <b>244,696</b>     |  |
| 40 | <b>CITY OPERATIONS</b>                |  |                          |                       |                  |                         |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 41 | EWD Admin/Finance                     | 58,211   | 54,232                   |                       | 59,902           | 15,316                  | 187,661              | 589,600              |                     |                   |                  |                       | 589,600                       | 777,261            |  |
| 42 | Internal Service Fees                 |  |                          |                       |                  |                         | 0                    |                      | 131,366             |                   |                  |                       | 131,366                       | 131,366            |  |
| 43 | Program Staff                         | 102,783  | 230,032                  | 427,566               | 16,982           | 75,684                  | 853,047              | 470,000              | 486,304             | 50,000            | 163,310          |                       | 1,169,614                     | 2,022,661          |  |
| 44 | O&M                                   |  |                          |                       |                  |                         | 0                    | 20,000               | 30,000              |                   |                  |                       | 50,000                        | 50,000             |  |
| 45 | <b>City Operations Subtotal</b>       | <b>160,994</b>   | <b>284,264</b>           | <b>427,566</b>        | <b>76,884</b>    | <b>91,000</b>           | <b>1,040,708</b>     | <b>1,079,600</b>     | <b>647,670</b>      | <b>50,000</b>     | <b>163,310</b>   | <b>0</b>              | <b>1,940,580</b>              | <b>2,981,288</b>   |  |
| 46 | <b>TOTAL EXPENDITURES</b>             | <b>2,282,862</b>                                       | <b>2,051,244</b>         | <b>427,566</b>        | <b>2,119,378</b> | <b>500,000</b>          | <b>7,381,051</b>     | <b>4,719,177</b>     | <b>2,722,974</b>    | <b>400,000</b>    | <b>508,925</b>   | <b>100,000</b>        | <b>8,451,076</b>              | <b>15,832,127</b>  |  |
| 47 | <b>Fund Balance</b>                   | <b>(0)</b>   | <b>(0)</b>               | <b>66,212</b>         | <b>0</b>         | <b>0</b>                | <b>66,211</b>        | <b>1,176,823</b>     | <b>0</b>            | <b>0</b>          | <b>0</b>         | <b>0</b>              | <b>1,176,823</b>              | <b>1,243,034</b>   |  |

\*Direct Client Support to be allocated to Adult Service Providers as pay agent

## Attachment B - Independent Review Panel Scores & Recommendations

| Category                            | Subcategory           | Total Funding Available | Applicant Name                                       | Request Amount                   | Total Proposed Participants | Cost Per Participant | Avg Score | Threshold Met (Y/N)<br>Score = 75 or higher | Recommended for Funding | Recommended Funding Amount | Recommended Enrollments | Agency Address  | Council District                               | Physical/Neighborhood Location          | Geographical Service Areas   |   |
|-------------------------------------|-----------------------|-------------------------|--|----------------------------------|-----------------------------|----------------------|-----------|---|-------------------------|----------------------------|-------------------------|---|--|---|--|---|
| Adult & Dislocated Worker Services* | Affiliate/Specialized | 950,000                 | Lao Family Community Development                     | \$350,000                        | 70                          | \$5,000              | 89        | Yes   | YES                     | \$200,000                  | 40                      | 7200 Bancroft/2000 San Pablo Ave/2325 E. 12th St        | D5/D6/D3                                       | E. Oakland/Central Oakland/West Oakland | E. Oakland<br>W. Oakland and E. Oakland  |   |
|                                     |                       |                         | Mandela Marketplace Inc                              | \$218,818                        | 25                          | \$8,753              | 75        | Yes   | YES                     | \$125,000                  | 25                      | 3100 E. 10th St.  | D5   | Fruitvale                               | Oakland-Special focus on priority zip codes  |   |
|                                     |                       |                         | Oakland Private Industry Council                     | \$350,000                        | 150                         | \$2,334              | 92        | Yes   | YES                     | \$200,000                  | 40                      | 268 Grand Avenue/7200 Bancroft/1801 Adeline St          | D3/D6  | W. Oakland/E. Oakland                   | 94621,94601, 94603, 94605, 94607, 94612  |   |
|                                     |                       |                         | Success Centers                                      | \$350,000                        | 150                         | \$2,334              | 72        | No  | YES                     | \$75,000                   | 15                      | 2577 MacArthur Blvd                                     | D5/D4  | Central East/Laurel Heights             | 94607, 94621, 94601, 94603, 94605, 94606   |   |
|                                     |                       |                         | Swords to Plowshares                                 | \$350,000                        | 90                          | \$3,889              | 81        | Yes   | YES                     | \$150,000                  | 30                      | 330 Franklin St.  | D2/D3  | San Antonio/W. Oakland                  | 94607, 94621, 94601, 94603, 94605  |   |
|                                     |                       |                         | The Spanish Speaking Unity Council                   | \$350,000                        | 35                          | \$10,000             | 91        | Yes   | YES                     | \$200,000                  | 40                      | 1900 Fruitvale Avenue                                   | D5   | Fruitvale                               | 94607, 94621, 94601, 94603, 94605  |   |
|                                     |                       |                         | Vietnamese American Community Center of the East Bay | \$200,000                        | 270                         | \$741                | 62        | No  | NO                      |                            |                         |   |  |   |  |   |
|                                     |                       |                         | Oakland Private Industry Council                     | \$500,000                        | 214                         | \$2,336              | 94        | Yes   | YES                     | \$500,000                  | 100                     | 268 Grand Avenue/7200 Bancroft/1801 Adeline St          | D3/D6  | Central East/W. Oakland                 | Oakland-Special focus on priority zip codes  |   |
|                                     |                       |                         | Comprehensive  | 500,000                          |                             |                      |           |   |                         |                            |                         |   |  |   |  |   |
|                                     | One Stop Operator     |                         | 90,000   | Oakland Private Industry Council | \$90,000                    | 600                  | \$150     | 96  | Yes                     | YES                        | \$90,000                | n/a   | 268 Grand Avenue/7200 Bancroft/1801 Adeline St | D3/D6                                   | Central East/W. Oakland  | Oakland-Special focus on priority zip codes |
| Youth Services                      | Oakland Forward       | 3,500,000               | Civicorps  | \$492,697                        | 100                         | \$4,927              | 100       | Yes   | YES                     | \$492,697                  | 100                     | 101 Myrtle Street                                       | D3   | W. Oakland                              | 94601, 94602, 94603, 94605, 94606, 94607, 94608, 94609, 94611, 94612, 94619, 94621 |   |
|                                     |                       |                         | Lao Family Community Development                     | \$500,000                        | 40                          | \$12,500             | 95        | Yes   | YES                     | \$500,000                  | 40                      | 2325 E. 12th Street/7200 Bancroft Ave/200 San Pablo Ave | D5/D6/D3                                       | Central East/Fruitvale/E. Oakland       | Oakland-Special focus on priority zip codes  |   |
|                                     |                       |                         | Rising Sun   | \$69,880                         | 8                           | \$8,735              | 71        | No  | YES                     | \$69,880                   | 8                       | 1116 36th Street  | D3   | W. Oakland                              | W. Oakland/E. Oakland/Fruitvale  |   |
|                                     |                       |                         | Safe Passages  | \$447,077                        | 50                          | \$8,942              | 95        | Yes   | YES                     | \$447,077                  | 50                      | 1017 Clay Street  | D3   | W. Oakland                              | 94621, 94603, 94607, 94606, 94605, 94601   |   |
|                                     |                       |                         | The Spanish Speaking Unity Council Inc               | \$500,000                        | 100                         | \$5,000              | 96        | Yes   | YES                     | \$500,000                  | 100                     | 1900 Fruitvale Avenue                                   | D5   | Fruitvale                               | 94607, 94621, 94601, 94603, 94605  |   |
|                                     |                       |                         | Youth Employment Partnership                         | \$500,000                        | 65                          | \$7,692              | 98        | Yes   | YES                     | \$500,000                  | 65                      | 2300 International Blvd                                 | D5/D2  | Fruitvale/San Antonio                   | Central/Fruitvale, W. and E. Oakland   |   |
|                                     |                       |                         | Black Cultural Zone                                  | \$250,000                        | 80                          | \$3,125              | 71        | No  | NO                      | \$71,420                   | 10                      | 7101 Foothill Blvd                                      | D6   | East Oakland                            | W. Oakland/North Oakland, 94621, 94603, 94605, 94601, 94607                        |   |
|                                     | WIOA Youth            | 1,250,000               | Genesys Works Bay Area                               | \$191,906                        | 70                          | \$2,741              | 87        | Yes   | YES                     | \$178,550                  | 25                      | 1721 Broadway Ste, 201                                  | D2   | North Oakland                           | W. Oakland, Hoover-Foster, Uptown Corridor, Coliseum to Eastmont Hills             |   |
|                                     |                       |                         | Goodwill of the San Francisco Bay                    | \$250,000                        | 45                          | \$5,555              | 68        | No  | NO                      |                            |                         |   |  |   |  |   |
|                                     |                       |                         | Lao Family Community Development                     | \$250,000                        | 26                          | \$9,615              | 106       | Yes   | YES                     | \$249,970                  | 35                      | 7200 Bancroft/2000 San Pablo Ave/2325 E. 12th St        | D5/D6/D3                                       | Central East/Fruitvale/W. Oakland       | Fruitvale/E. Oakland/W. Oakland-priority zip codes                                 |   |
|                                     |                       |                         | The Spanish Speaking Unity Council Inc               | \$250,000                        | 35                          | \$7,142              | 102       | Yes   | YES                     | \$249,970                  | 35                      | 1900 Fruitvale Avenue                                   | D5   | Fruitvale                               | 94607, 94621, 94601, 64603, 94605  |   |
|                                     |                       |                         | Youth Employment Partnership                         | \$250,000                        | 32                          | \$7,812              | 107       | Yes   | YES                     | \$249,970                  | 35                      | 2300 International Blvd                                 | D5/D2  | Fruitvale/San Antonio                   | Central/Fruitvale, W. and E. Oakland   |   |
|                                     |                       |                         | Youth Uprising                                       | \$250,000                        | 200                         | \$1,250              | 90        | Yes   | YES                     | \$249,970                  | 35                      | 8711 MacArthur Blvd                                     | D7   | E. Oakland                              | E. Oakland   |   |

\*NOTE: Funding recommendations for Adult & Dislocated Worker services do not include training & support service allocations.

Attachment C – Program Descriptions & Reviewer Comments

| Program Type                 | Applicant Name                   | Program Description   | Reviewer Comments   |
|------------------------------|----------------------------------|---|---|
| 1 A/DW Affiliate/Specialized | Lao Family Community Development | The Bridge to Success (BTS) for Adults is a successful WIOA Adult and Dislocated Worker Service Program that is creating and expanding the employment, education, economic and health opportunities of Adult and Dislocated Workers with intensive employment and educational services. The target population will reflect the general demographics of the Eastmont neighborhood; addressing inequities of access for ethnically and racially diverse adult, dislocated workers, and BIPOC populations with justice involved, homelessness and diverse behavioral health backgrounds including Blacks, Latino, Asian, Pacific Islander and Native American participants.  | <ul style="list-style-type: none"> <li>*Organization's strength is having an adequate number of partners.</li> <li>*Strong wrap around services and program offerings.</li> <li>*Organization has strength in past experience with delivering WIOA A/DW programs.</li> <li>*Low overhead is a plus. Any moneys allotted would benefit the organization through staffing and resources for clients.</li> <li>*Qualified Staffing.</li> <li>*Well designed and very impressive program design.</li> </ul>   |
| 2 Oakland Forward            | Lao Family Community Development | The Moving Oakland Youth Forward (MOYF) Program is an expansion component of Lao Family Community Development's (LFCD) successful WIOA Out-of-School Youth Program and Environmental Science Remediation Management program that will create and expand the employment, education, economic and health opportunities for participants ages 16 - 30 with a focus on “clean and green” year round and summer employment opportunities in the public and private sector. This will promote climate resilience and improve neighborhood conditions in priority neighborhoods: East 12th St Central/Fruitvale, Eastmont and Coliseum areas. Youth are also supported by resources from a CA community access well-being grant that enhances engagement of youth involved in the child welfare system, receiving CalWORKS/TANF grants, reside in Oakland Housing Authority (OHA) public housing, in kinship care circumstances, justice-involved, experiencing homelessness, certified as an unaccompanied asylum/refugee youth, etc. | <ul style="list-style-type: none"> <li>*Organization has the experience of successfully performing similar services. Highly experienced and resourced organization that is embedded in the community. Mission vision and experience are well in alignment with the program.</li> <li>*Multiple locations and capacity to implement the program is encouraging.</li> <li>*Mention of many assessment tools available to youth and tutoring via youth leaders a plus.</li> <li>*Organization has diverse and numerous language access.</li> <li>*Plus for organization's available proposed evening hours for services.</li> <li>*Their project history has demonstrated that they are absolutely qualified to take on this program.</li> <li>*Highly qualified staff with deep connections in the Oakland community that have demonstrated their competence.</li> <li>*Possesses the competency, experience, and education required to effectively perform the duties as enumerated in the Scope of Work; Addressing Green Technology presumably</li> <li>* Has the ability to begin delivering the services proposed by the award date or shortly thereafter, taking into consideration available expertise and any business commitments;</li> <li>*Has the experience of successfully performing similar services;</li> <li>*Very well understood and developed understanding of program design based on years of experience, and the number of youth assisted.</li> </ul> |

### 3 WIOA Youth

#### Lao Family Community Development

The Bridge to Success (BTS) for Youth is a successful Oakland WIOA Out-of-School Youth Program (former name Back on Track) that creates and expands the employment, education, economic and health opportunities for 26 diverse 16-24-year-old youths and 8 Youth Leaders post COVID-19 using the Good Jobs Strategy (GJS). Youth are further supported by a leveraged CA community access well-being grant that enhances engagement of youth involved in the child welfare system, receiving CalWORKS or TANF grants, reside in Oakland Housing Authority (OHA) properties, in kinship care circumstances, justice-involved, experiencing homelessness, certified as an unaccompanied asylum/refugee youth, living in the East, Deep East, and Central/Fruitvale neighborhood areas, etc.

- \*Provides a foundation for a specific demographic that has been underserved in the areas of access to education support and employability skills in the workforce.
- \*Put forth a very strategic plan to serve youth and young adults.
- \*impressive network of more than 500+ employers.
- \*Long history of providing workforce development services.
- \*They know their constituents in both geographical areas and have necessary language capabilities.
- \*Serves all zip codes within the City.
- \*Strong alignment with priority population and target neighborhoods for OWDB.
- \*Robust program design aligned with national best practices and quality assurance standards.
- \*Extensive and individualized assessment process; alignment of supportive services.
- \*Very detailed explanation of robust post-employment supports and alumni engagement.
- \*Strong focus on wraparound support for the whole family; cultural competence and language access; trauma-informed practices.
- \*Strong experience using CalJOBS and program quality monitoring practices; nationally-recognized accreditation.
- \*Strong robust partner network.
- \*Strong array of support for CTE and apprenticeships.
- \*The connections between these training programs and jobs paying a living wage could be made more explicit.
- \*Appreciate the leveraging of Individual Training Accounts (ITAs) for community college training programs. Peer support groups are an asset.
- \*Very robust description of related expertise. Great profile of projects with a diverse set of high-need target populations.
- \*Flow chart was excellent and went well with narrative of necessary participant steps.
- \*Two locations are excellent especially in partnership with CalWorks site and their main headquarter site in Fruitvale area.
- \*Staffing is great w/good resumes and longevity with agency is a plus! The team members reflect the experience that showcases the professional development and training required for this RFP.
- \*They know their constituents in both geographical areas and have necessary language capabilities.

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| 4 | A/DW<br>Affiliate/Specialized | Mandela<br>Marketplace | <p>Mandela Partners' Re-Generate Opportunity (Re-Gen) Program is creating pathways to employment with local food businesses by providing paid kitchen and culinary training for community members facing barriers to employment, with a focus on the reentry population. The 12-week kitchen training program connects system impacted residents to food jobs with competitive pay, positive work environments, and growth opportunities. The Program entails: 1) a 4-week paid hands-on culinary and kitchen training covering the fundamentals of food safety, knife skills, customer service, and self-advocacy; 2) an 8-week internship at partner food businesses, giving participants live kitchen and food service experience that builds off the curriculum they learned in the preceding training; 3) gaining long-term employment at business internship sites, or will be provided with support and resource connections to gain employment through Mandela's broader workforce network.</p>  | <p>*Focuses attention on training incarcerated and formerly incarcerated individuals into fully trained line staff. They have several vital community partners.<br/> *Organization has extensive experience in the community and with experience in the industry—especially locally.<br/> *Solid connections, well-established relationships w/ partnerships and resources to enable a client for success.<br/> *The organization has a good grasp on measurement and expectation. It has significant partnerships and community backing.<br/> *They have a strong focus on educating clients and gaining applicable experience within the trade.<br/> *The organization has extensive experience in the community and with experience in the industry—especially locally.<br/> *Organization's strengths in project understanding, program design, approach and methodology.<br/> *Population organization focuses on is underserved which is all the more reason to recommend funding to them.<br/> *Organization demonstrates strong experience in workforce development &amp; WIOA experience.<br/> *Greatest strength is its longevity and experience in the community.<br/> *The organization has significant experience with very qualified staff leading the programs.<br/> *Gave good context to the impacts of the pandemic on services.<br/> *Solid detail on understanding of root causes of barriers and explaining previous corrective action.<br/> *Very detailed approach to training and clearly a lot of time spent on individualized programs</p> |
| 5 | A/DW<br>Affiliate/Specialized | OPIC                   | <p>Oakland Private Industry Council, Inc. {PIC} proposes to operate an Affiliate America's Job Centers of California career center service in the heart of West Oakland , with a full WIOA service satellite at 268 Grand Avenue. PIC's West Oakland career centers will provide both Basic Career services and Intensive Case Managed services {including vocational training}. Basic Career services {workshops and the like). PIC's training program is a six-step program, which begins with careful assessment and development of an Individual Employment Plan which guides the types and depths of the services that will be provided the enrollee, together with a timeline to calendar benchmarks. This is followed by pre-employment training {workshops for workplace computer training, resume development, etc.}). PIC's Intensive Case Managed services are supported with, educational remediation and advancement opportunities, as well as a menu vocational skills trainings for those wishing to retrain or upgrade employment skills. The Intensive Case Managed Services are also supported with supportive service funding to assist the clients in completing program elements {i.e. transportation, uniforms, tools, books, tuition, emergency financial aid, etc.}). PIC's services culminate in job development and placement with each client. Multiple job opportunities are also supported with work experience, on-the-job training, and other work based learning for eligible clients.</p> | <p>*Focuses attention on training incarcerated and formerly incarcerated individuals into fully trained line staff. They have several vital community partners.<br/> *Organization has extensive experience in the community and with experience in the industry—especially locally.<br/> *Solid connections, well-established relationships w/ partnerships and resources to enable a client for success.<br/> *The organization has a good grasp on measurement and expectation. It has significant partnerships and community backing.<br/> *They have a strong focus on educating clients and gaining applicable experience within the trade.<br/> *The organization has extensive experience in the community and with experience in the industry—especially locally.<br/> *Organization's strengths in project understanding, program design, approach and methodology.<br/> *Population organization focuses on is underserved which is all the more reason to recommend funding to them.<br/> *Organization demonstrates strong experience in workforce development &amp; WIOA experience.<br/> *Greatest strength is its longevity and experience in the community.<br/> *The organization has significant experience with very qualified staff leading the programs.<br/> *Gave good context to the impacts of the pandemic on services.<br/> *Solid detail on understanding of root causes of barriers and explaining previous corrective action.<br/> *Very detailed approach to training and clearly a lot of time spent on individualized programs</p> |

## 6 A/DW Comprehensive OPIC

A/DW Comprehensive: Oakland Private Industry Council, Inc. (PIC) proposes to operate the Comprehensive One Stop Career Center (COSCC) on behalf of the Oakland Workforce Development Board. PIC will work with Lao Family Community Development, Inc. and Unity Council as partners in a coalition of career centers and satellites spread across the City of Oakland and covering the majority of the priority zip codes identified by the City as particularly in need of employment training and job placement services. The COSCC career centers will operate with a commonality of services (under WIOA) as well as the unique additional programs of each. The COSCC provide both Basic Career services and Intensive Case Managed services (including vocational training). PIC's training program is a six-step program, which begins with careful assessment and development of an Individual Employment Plan which guides the types and depths of the services that will be provided the enrollee, together with a timeline to calendar benchmarks. This is followed by pre-employment training (workshops for workplace computer training, resume development, etc.). PIC's Intensive Case Managed services are supported with, educational remediation and advancement opportunities, as well as a menu of vocational skills trainings for those wishing to retrain or upgrade employment skills. The Intensive Case Managed Services are also supported with supportive service funding to assist the clients in completing program elements (i.e. transportation, uniforms, tools, books, tuition, emergency financial aid, etc.). The COSCC's services culminate in job development and placement with each client. Multiple job opportunities are also supported with work experience, on-the-job training, and other work-based learning for eligible clients.

- \*Application is impressive because it brings in all the workforce partners in Oakland to create a wholistic approach to employment and training management.
- \*Good and comprehensive application from incumbent.
- \*Applicant has decades of experience in the role for which they are bidding without significant issues and the ability to launch immediately.
- \*Describes a comprehensive approach to all services in RFP.
- \*Very clear on population, barriers as well as enrollment strategies and process.
- \*Barriers and supportive services are clearly identified as are incentives.
- \*experience with past programs and the target population were excellent.
- \*Established partnerships with Lao Family and Unity Council.
- \*Well rounded collaborations with support service provides
- \*Outline of services is clear, concise, and mirrors WIOA requirements.
- \*Strong, non-WIOA funded collaborations with Oakland USD Adult Education.

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| 7 | <b>A/DW One Stop Operator</b>     | <b>OPIC</b>            | <p>One-Stop Operator: The Oakland Private Industry Council, Inc. (PIC) will provide the eight-step One Stop Operator services for the Oakland Workforce Development Network of key stakeholders (mandated partners) who are signatories to the ongoing Memorandum of Understanding with the City of Oakland for the establishment of the mandated partner network. The activities of the One Stop Operator and the identified 14 mandated partners are prescribed by the Workforce Innovation and Opportunity Act. The services provided will include: 1) coordinating the activities (resources and services) of the fourteen mandated partners; 2) Establishing access to all mandated partner programs through: co-location of services, cross agency information sharing, or direct access through real time technology; 3) Developing cooperative agreements with the mandated partners for these objectives; 4) Engaging in regional partnerships with regional AJCCs, education institutions, economic development agencies, labor and community based organizations; 5) Assisting the OWDB staff in proactively developing new business and employer engagements; 6) Participating in employer and other networking events (i.e., career fairs); 7) Using One Stop Operator facilities for free workshops, business group meetings, etc.; 8) coordinating with the Small Business Assistance Center and Rapid Response Services.</p> | <p>*Comprehensive proposal. PIC has a long standing and successful track record of partnering with social agencies, private industry etc.<br/>         *OSO seems comprehensive and well thought out<br/>         *References are strong<br/>         *Oakland PIC has a long standing and successful track record of partnering with social agencies, private industry etc.<br/>         *OSO Annual outcomes appear reasonable<br/>         *They outline a strong partner history of successful innovation in building up the collaboration between agencies.</p>  |
| 8 | <b>A/DW Affiliate/Specialized</b> | <b>Success Centers</b> | <p>Success Centers will provide workforce development services in Oakland with a focus on the five priority zip codes (94621, 94603, 94605, 94601, 94607) and on populations that experience barriers to employment. Success Centers will provide support with preparing for, securing, and maintaining employment including job readiness training, barrier removal, Employer Spotlights, one-on-one job coaching, and more.</p>  | <p>*Good understanding of workforce services and population<br/>         *Many of the staff lacks Bachelor degree and has limited workforce experience. Case managers have not been hired since there was 2 job postings.<br/>         *This is a well-established organization with tons of existing programming.<br/>         *They are extremely experienced, with an existing infrastructure for work force development training.<br/>         *Mentoring &amp; leadership development services are excellent.<br/>         *The organization is young but understands the responsibility and responsiveness needed to create services necessary for their clients.<br/>         *The organization has formidable experience within their sector, and many of their staff are former recipients of service.<br/>         *The organization has a detailed service plan, with strengths in partnerships and locations.</p> |

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| 9  | A/DW<br>Affiliate/Specialized | Swords to<br>Plowshares              | <p>The Veterans Specialized AJCC will serve unemployed veterans in Oakland seeking stable employment at a family-sustaining wage in growing industries. The priority population will be veterans facing significant barriers to employment, such as homelessness, disability, and poverty. Outreach and recruitment will be targeted to the areas of Oakland most impacted by unemployment and homelessness, with special emphasis on the East Oakland, West Oakland, and Central/Fruitvale areas and the specific zip codes of 94621, 94603, 94605, 94601, and 94607. The job placement and training will focus on the emerging industry sectors of Healthcare, Transportation &amp; Logistics, Information and Communications Technologies, and Construction and Green Technology.</p>   | <ul style="list-style-type: none"> <li>*clear focus on services for their clients</li> <li>*48 years of service assisting homeless veterans</li> <li>*historical data for success and is looking for future success planning</li> <li>*Comprehensive and thorough process with impressive placement and success rates</li> <li>*They have low overhead and use technology available for their clients with an eye towards future job sectors and job searching.</li> <li>*The organization's strength is their longevity working with their client base. They are knowledgeable for their community and clients with an eye towards future job sectors.</li> <li>* Comprehensive and thorough process with impressive placement and success rates</li> <li>*Relevant and recognized references and letters of recommendation</li> <li>*Extremely detailed structure and program design</li> <li>*Accessible location by transit with options for parking</li> <li>*Wide-ranging set of partners from supplemental services to training and employment opportunities</li> <li>*Budget seems very reasonable</li> <li>*organization is large with many different services for clients and families.*The organization is thorough in their data sets and their services are data informed. *functions best as a work readiness program, and their strength is in their training program.*The organization has services and support for many different clients and have been working with the community for a very long time with many different resources available.</li> </ul> |
| 10 | A/DW<br>Affiliate/Specialized | Spanish<br>Speaking<br>Unity Council | <p>The Unity Council (TUC) is proposing a Workforce Innovation and Opportunity Act (WIOA) program for Specialized On-Call Adult America's Job Center of California (AJCC) Career Services that will deliver one-on-one job readiness training, group workshops, vocational certificated training, whole person case management, supportive services, employer engagement, job placement, and follow-up for low-income BIPOC adults, ages 18 and older, in Oakland. TUC will provide services in English, Spanish, Khmer, and Mam to meet the diverse language needs of the populations served. The WIOA Adult Career Development Program (ACDP) will build upon experience and longstanding partnerships to advance a shared goal with the City of Oakland Workforce Development Board (OWDB): that "all Oaklanders have economic security and equitable access to workforce development services." TUC has a 58-year history in Oakland, with a Career Center located in the heart of the Fruitvale neighborhood, providing residents with the tools, knowledge, and resources to transform their lives and ultimately achieve their long-term educational, career, and financial goals. As an anchor organization in Oakland and Fruitvale, TUC is poised to serve the diverse Oakland population.</p> |  |

**Spanish  
Speaking  
Unity Council**

The Unity Council's (TUC) year-round Oakland Forward program will deliver a series of environmental/green-focused job training, community projects, and work experience for 100 BIPOC youth and young adults (ages 16-30) in Oakland. TUC's programming will include:

- 1) Roots of Success U.S. Department of Labor Registered Pre-Apprenticeship program that leads to an Environmental Specialist certification and preparation to work in sectors of the green economy;
- 2) Stipend-based, flexible school year exploratory community resilience projects; and 3) job readiness training and placement in summer internships and jobs.

TUC's three-pronged approach is designed to address the diverse and complex needs of the target population. The first pathway will focus on youth, ages 20-30, who are out of school and have various levels of work experience. It will provide (two cohorts per year) with high-quality training and pre-apprenticeship programming (Roots of Success) that leads to an Environmental Specialist Certificate approved by the U.S. Department of Labor. Youth will receive job readiness training, and youth will be eligible to receive other paid vocational certification training up to \$400, depending on the requirements of specific job prospects. Additionally, TUC will provide supportive services, employer engagement, job placement, and follow-up.

- \*Programs provide a range of integrated services that employ a whole-person care approach to assist individuals and families in achieving economic stability, higher quality of life, and more equitable outcomes.
- \*Budget aligns with the immediate task.
- \*Provides a high level of support with broad access for high number for youth.
- \*Impressive results and great relevant experience.
- \*excellent examples of approach and methodology.

**Spanish  
Speaking  
Unity Council**

The Unity Council (TUC) will deliver multilingual, contextualized job readiness training, subject matter certificated training, whole-person case management, supportive services, employer engagement, job placement, and follow-up for low-income BIPOC youth and young adults, ages 16-24, in Oakland. TUC has a 58-year history in Oakland, with a Career Center located in the heart of the Fruitvale neighborhood, providing residents with tools, knowledge, and resources to transform their lives and achieve their long-term educational, career, and financial goals.

- \*well established as a long-standing institution.
- \*solid educational and training infrastructure.
- \*places youth in jobs in all emerging sectors, including advanced manufacturing, green technology, and climate resilience.
- \*uses “Milestone Completion” tracking/data for participant outcomes-great idea/tool.
- \*Numerous partnerships w/state recognized training certificates in Healthcare, Pre-Apprenticeship Laborers Union, Green Works solar training, AC Transit, excellent network of partners.
- \*Internship stipends are very reasonable.
- \*Strong staff development component.
- \*multi language capacity.
- \*Good mix of priority industry sectors.
- \*Good understanding of WIOA requirements.
- \*Budget narrative looks reasonable.
- \*Strong focus on the target population, including the unique needs of immigrant and indigenous Central American populations; culturally and linguistically competent programming. Fantastic array of training programs available to participants.
- \*Strong history of meeting WIOA service objectives; considerable experience managing public funds and requirements.
- \*Strong description of partner roles and examples of key employers.
- \*Strong educational program with required enrollment in adult school (for those without a HSD), along with ESL and other education support.
- \*Great examples of occupational training and certifications, but lacking some detail on how these certifications lead directly into living-wage jobs and longer-term career ladders.
- \*Great history and past experience.
- \*Understands youth development and challenges they face.
- \*Refreshing to see Foundations are supporting UC youth endeavors with matching grants! Internship stipends are very reasonable!
- \*Proposal described strategies, monitoring and described clearly how funds are to be administered.

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| 13 <b>A/DW<br/>Affiliate/Specialized</b> | <b>Vietnamese<br/>American<br/>Community<br/>Center</b> | VACC's "Path to Self Sufficiency" (PSS) program started in 2015 and helps new arrivals fill in the necessary gaps by bridging the understanding of social norms in VACC's clients newly adopted country; improving their English and digital literacy level so they are more employable; directing and helping with registration into available training programs; providing essential information and assistance; and overcoming transportation issues. VACC does this by creating a "one stop shop" at the Center, where clients and their respective family members can get their social program service needs met in one convenient location.   | <ul style="list-style-type: none"> <li>*Competent on how to provide service for their clients but did not communicate specifics.</li> <li>*Organization requested \$200,000 but only \$10,000 for training to serve 270 people.</li> <li>*Several sections of the proposal was very short and not descriptive.</li> <li>*Did not show that they wanted to try anything NEW.</li> <li>*Budget is small but effective for their community.</li> </ul> |
| 14 <b>Oakland Forward</b>                | <b>Civicorps</b>  | Civicorps' Conservation Career Pathways Program is a year-round work-based learning program providing high-impact paid job training, college and career readiness preparation, and wrap round support services to youth, age 18-26, who are disconnected from college and employment opportunities. Headquartered in West Oakland, Civicorps is a nonprofit that helps youth develop their professional skills and complete their high school education as they train for careers that protect the environment. Through paid job training and exposure to careers in conservation, youth prepare for employment opportunities within an emerging green economy. At Civicorps' Environmental Management and Recycling social enterprises, participants work on conservation projects throughout the East Bay, gaining paid job training and experience with potential employers. | <ul style="list-style-type: none"> <li>*High level of support for high number for youth.</li> <li>*Complete, thorough and impressive application.</li> <li>*Track record and success in connecting youth with high quality and dignified careers in clean and green jobs.</li> <li>*Highly experienced and uniquely qualified to offer training specifically in sustainability industries.</li> </ul>   |

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| 15 | <b>Oakland Forward</b> | <b>Rising Sun</b>    | <p>Climate Careers offers young leaders the opportunity to gain paid, hands-on work experience while taking climate action. Through Rising Sun's social enterprise model, youth from low-income households provide Green House Calls—energy efficiency and water conservation services and education—at no cost to their communities, improving local climate resilience and saving residents money. Professional development workshops and coaching round out the summer, transitioning into more robust career exploration during paid, fall-term externships with partnered hosts.</p>   | <ul style="list-style-type: none"> <li>*Mental health, trauma-informed services are integrated comprehensively aren't mentioned in supportive services.</li> <li>*Partnership to employer connections and recruitment.</li> <li>*an impressive history of providing clean and green jobs to east bay youth and providing pathways to future careers.</li> <li>*shown great experience and education to implement this program and high levels of comparable success.</li> <li>*Well detailed spending plan.</li> <li>*Well detailed compliance efforts.</li> <li>*great focus on career pathways through externship program: Managers and community facilitators, makers and innovators, builders and movers, thinkers and researchers.</li> <li>*Well detailed work experience efforts.</li> <li>*impressive environmental impact, and thousands of youth served.</li> <li>*Well detailed budget within bounds.</li> <li>*Nicely aligned with goals of CA volunteers funding.</li> <li>*1/3 of staff are program alumni a plus.</li> </ul> |
| 16 | <b>Oakland Forward</b> | <b>Safe Passages</b> | <p>The Safe Passages (SP) Community Stewardship Workforce Project (CSWP) will address barriers to youth employment through academic and career support, resource navigation, trauma-informed coaching and counseling, and work experience training and placement for low-income, predominately African American and Latinx multilingual youth, ages 16-24. The CSWP will pair youth participants with Life and Career Coaches (LCCs) who will guide and advocate for youth development in workforce readiness, secondary and post-secondary education. Participants will earn skills and experience and build a job-ready portfolio to prepare for job seeking, applying, and placement in public sector industries focused on city beautification and revitalization through murals, arts, graffiti abatement, and other environmental justice projects.</p> | <ul style="list-style-type: none"> <li>*Applicant has excellent experience in carrying out the scope of work detailed by their past results.</li> <li>*Their well-detailed application proved their ability to build, partner and administer similar programs using trauma-informed care.</li> <li>*Excellent training and education.</li> </ul>  |

## Youth Employment Partnership

YEP's Oakland Forward takes two project approaches to beautify the City while enhancing public safety and increasing climate resiliency:

- 1) Summer city cleanup and illegal dumping hotspot abatement, neighborhood beautification, and environmental stewardship.
- 2) Year-round neighborhood beautification, street safety, and quality of life improvements.

Since 1993, YEP has recruited, trained, and employed over 2,800 Oakland youth in early and first time jobs to clean and green the city through the Team Oakland program, funded by Oakland Public Works. Throughout the summer, youth will work in 5 crews of 11-led by a college-enrolled or graduated young adult-beautifying neighborhoods across the Oakland flatlands, from West to Deep East. Crews remove, bag, and dispose of trash; abate illegal dumping and outreach to neighbors and businesses; paint out graffiti; and complete special environmental projects, such as fire brush removal with Oakland Fire., tree planting and weed removal with OPW Park & Tree Services, or native plant restoration and water quality testing of Oakland's urban watershed with Friends of Sausal Creek. In addition to the crew-based cleanup and beautification, youth complete a robust series of employability, career exploration, and life skills trainings, integrated into their hands-on work experience, to equip them to succeed in school and work.

YEP's Oakland Forward will launch a new, year-round workforce training program to improve city streets, block-by-block, through neighborhood beautification, landscaping, and illegal dumping abatement projects in high priority areas, along with traffic safety improvements on Oakland High Injury Network streets-in alignment with the city's Safe Oakland Streets initiative. Young adults will work in crews to enhance pedestrian, cyclist, and driver safety, by creating high visibility cross walks and speed bumps, installing traffic calming circles with drought resilient vegetation, and building hardened centerlines to reduce left-turn speeds. Crews will also engage in dumping abatement and cleanup, as well as painting, construction, landscaping, and other blight beautification tasks in these high-need neighborhood blocks.

- \*YEP goes above and beyond in outreach and retention practices.
- \*has a large reach across Oakland and San Francisco.
- \*Proven Dropout Strategies & Education Plan.
- \*one of the few organizations that focuses on tutoring and skill study.
- \*This program stands out as one of the more grounded and diverse proposals.
- \*The localized nature of the block-by-block beautification and traffic improvements program really lends itself to including social advocacy and engagement skill building.
- \*the most comprehensive and authentic approach and methodology.
- \*Each response communicates that what is being proposed has been developed through experience, partnership, research and a restless pursuit of 'how can we do this better?'
- \*My initial take on the program from the summary page was 'oh no, they have kids picking up trash and doing landscape work.' They do. But somehow they've brought richness and integrity and opportunity to a program that could easily be counterproductively mundane.
- \*Budget favors compensation for youth and provides a high level of support with broad access.
- \*a very compelling proposal and has demonstrated that it would be an excellent host given its extensive background, highly qualified staff and well developed partnerships.
- \*The diagrams they included showed forethought and made the program easy to understand.
- \*Well developed project understanding and program design.
- \*Mostly excellent detail and well developed approach.
- \*Well detailed and demonstrate excellent expertise and knowledge of their base backed by experienced and knowledgeable team.
- \*Amazing case management to participant ratio (1:10).
- \*Very responsive to identified needs (tiny homes, dorms, evening hours for services).

**Youth  
Employment  
Partnership**

OCC is dynamic wraparound employment+ education+ comprehensive case management+ housing program designed to eliminate key barriers to education, housing, and career-track employment for flatland Opportunity Youth (neither working nor in school), with a focus on Black, Latinx, & homeless youth, 16-24 years old, who have dropped out of high school and are living in priority zip codes 94601, 94603, 94605, 94607, and 94621.

OCC offers occupational skills training, paid hands-on work experience internships with competitive wages, and industry-recognized credential preparation in high-demand career pathway sectors, including Construction, Culinary Arts, and Warehouse & Logistics. OCC will educate, train, certify, support, and place Oakland's most vulnerable youth into high quality jobs with upward mobility.

- \*a full wrap-around approach,
- \*designed to eliminate barriers to education, housing, and career-track employment for 32 opportunity youth with a focus on Black, Latinx, and homeless youth, ages 16-24.
- \*established a robust outreach program to reach the most at-risk population within their community.
- \*narrative was very clear and concise
- \*YEP has the necessary certification/training (onsite) with built in milestones for participant performance outcomes and training.
- \*Target populations is highlighted and within zipcode service needs.
- \*very comprehensive approach for participant services.
- \*Cost per participant is slightly high.
- \*Strong proposal, long history of providing successful workforce development services
- \*The organization's approach seems perfectly aligned with the priorities of this funding opportunity.
- \*Very strong, shared emphasis on both education and work, combined with supportive wraparound services designed for the target population.
- \*Strong alignment with OWDB priority populations; very detailed demographic profile. I appreciate the intentionality about meeting youth where they are and addressing basic needs that affect retention and engagement.
- \* I really appreciate the description of how participant feedback and youth voice have led to improvements in program design.
- \*Also appreciate the intentionality about high school credit recovery/ diploma completion as an important stepping stone for economic mobility.
- \*Strong case management model and use of incentives.
- Incorporates evidence-based youth development practices.
- \*Strong history of quality control.
- \*Great description of partnership roles and past post-program job placement success.
- \*Very robust approach to both secondary and postsecondary education, along with occupational skills training.
- \*Fantastic detail on success of related projects.
- \*Appreciate the attention to trauma-informed practice and wraparound support for postsecondary success for the most underserved student populations.
- \*Scope of work clearly outlined and viable.
- \*Has articulated a very comprehensive approach to education and short & long-term employment within the growth sectors.

**Black Cultural Zone**

The EBAN Leaders In Training Program (EBAN LIT!) will activate a set of programs designed to: a) build community joy, unity and wellness; b) increase community safety, service, and reliance; c) create employment opportunities within our community for its residents, especially youth and young adults; and d) contribute to quality of life and civic engagement. BCZ key goals include: Producing health, wellness, recreational, community, commercial and cultural programming at Liberation Park and with Liberation Park OnThe Road; Building trust, relationships, and connections within the community; Promoting public safety; Increasing collective efficacy; Developing community leaders and “public servants”; and Employing youth and legacy residents.

- \*Unique program which includes the entire Community.
- \* I would give this applicant a grade of: A
- \*established a program benefiting the youth and young adults.
- \* articulated a very comprehensive approach in understanding.
- \* developed and implemented a robust community program in which the entire community will benefit.
- \*Lots of local, unique, community partnerships and outreach within the communities they serve. Interesting vision healing components for self-care provided onsite and through partnerships.
- \*Strong leadership development component.
- \*Strong presence in local community efforts.
- \*Org staff is embedded in the community as well as working with targeted youth.
- \*Strengths include culturally relevant program design, wraparound support for youth wellbeing, and a strong network of partners focused on the priority population.
- \*Strong description of the target population.
- \*strong match with OWDB’s target population/ priority areas.
- \*strong description of recruitment and intake process.
- \*Strong focus on participant wellness/ wellbeing

**Genesys  
Works Bay  
Area**

Genesys Works Bay Area' mission is to provide pathways to college and career success for high school students in underserved communities through skills training, meaningful work experiences, and impactful relationships.

Youth will receive 160-hours of training through Summer Skills Training (Professional Skills & Technology Skills) before being placed into a yearlong, 20-hour/week paid meaningful internship at a leading company, including Salesforce, Okta, and PG&E. Youth can earn high school credit, college credit, microcertification, and industry-recognized certifications while in Summer Skills Training and the internship. While in their internship, interns receive ongoing support and case management from Genesys Works program coordinators and College and Career Counseling (CCC) curriculum. Youth are supported in the development of post-secondary plans with the goal of achieving economic sustainability by age 25.

- \*Overall excellent proposal and budget; very concise and detailed.
- \*has necessary technology business connections for placement.
- \* Overall comprehensive proposal.
- \*very detailed presentation
- \*grade of: A+
- \*very comprehensive approach in understanding the work required.
- \* has supportive programs in place aligned with employment, paid stipends, and case management mental health. They understand the barriers students in urban communities face both academically and when seeking employment.
- \*impressive list of employers
- \*Strong, long term partnerships.
- \*Have strong technology security to minimize misuse of data
- \*Extremely strong program design and focus on work experience and postsecondary readiness.
- \*strong methodology and intentionality about overall goal of providing youth with pathways to higher-wage employment that will allow them to afford to stay in their communities as Bay Area costs rise; strong track record of success.
- \*Very strong and relevant detail on past program performance.

**Goodwill of the SF Bay**

Goodwill of the San Francisco Bay's proposed Youth Employment Services (YES) program, will provide out-of-school youth with an integrated suite of services focused on case management, training, mentorship and support needed for successful onboarding into jobs— equipping participants with skills and tools needed to secure and retain permanent employment, and, ultimately, economic self-sufficiency. Job coaching and career advising will be key components in Goodwill's program design, factors the organization believe are crucial to success in the transition to, and within the initial months of employment, for the target population. Additionally, participants will be coached to increase skills in goal setting and awareness of career pathways that lead to living wage and middle-income jobs. The target population for these services is 18–24-year-old out-of-school youth living in Oakland.

- \*Long history of providing workforce development activities.
- \*Didn't address educational services, youth development.
- \*Doesn't allocate WEX funds in case of WEX outside of Goodwill.
- \*relied heavily on referring out participants for services.
- \*Zipcode eligible but only highlights main office though talks about sending participants for internships at their various store/locations in Oakland.
- \*reflects high level of benefits and success outcomes through S.F. and Contra Costa geographical service areas.
- \*no known partners in place.
- \*Does not provide a cost per client anywhere in the proposal.
- \*Strong connections with employers in warehouse, transportation, security and in-home care industries.
- \*Regular and long-term partnerships. Not leveraging funds but does have letters of support. Has worked with SF and Solano AJCCs in cross referrals. No prior experience with AC AJCCs.
- \*Very strong work readiness and job training model, with proven outcomes for similar programs, but limited detail on training for career pathways and little information provided on connections to education (secondary or postsecondary).
- \* Applicant did not answer a few of the subsections in Approach and Methodology: missing the Educational Services and Youth Development sections.
- \*Strong focus on quality assurance/ data accuracy; individualized client progress reports.
- \*strong plan for referrals for behavioral/ mental health.
- \*Strong experience partnering with AJCCs in SF and Solano that can be replicated in Alameda Co.
- \*Strong record of past placement of program participants into Bay Area jobs; post-placement follow up support.
- \*Career pathways: The proposal mentions select focal industries and provides a rationale for choosing these industries based on average wages; however, the career pathways approach seems to be limited and does not provide detail about common occupational training or certification programs pursued by participants that lead to quality jobs and career pathways

**Youth  
UpRising**

Youth UpRising (YU) is a multi-pronged community transformation hub located in the heart of East Oakland's Castlemont community. Since 2005, YU has been working to transform East Oakland into a healthy and economically robust community by developing the leadership of opportunity youth and young adults and improving the systems that impact them. Ultimately, YU's members receive the support services they need to become change agents for their own lives and contribute to a resilient, healthy, thriving community. YU's Career & Education services program provides workforce development training, job placement, and wraparound supportive services for African American and Latino opportunity youths each year who are currently disconnected from school and/or work, aged 16-24, and living in East Oakland, CA. YU's goal is to prepare youth to transition to permanent career track employment in a variety of high demand local industries including food manufacturing, healthcare, data management, and digital media. Participants will receive a minimum of 5 life skills workshops, 20 hours job readiness training, 5 hours 1-on-1 career coaching, 100 hours of paid job placement, 30 hours of individual case management, 12 hours of mental health services, and unlimited access to wraparound step-down services on our campus. Anticipated outcomes of program completion for participants include: reduction in delinquent behavior; re-engagement in school or work experiences; improved life skills such as independence, responsibility, & financial literacy; preparation for successful employment; direct placement in employment opportunities; and increased future earnings potential.

- \*Stipends and internships are well thought out and cost effective.
- \*agency has necessary connection and partnerships with OUSD and academic connections/outlets in their area.
- \*new processes have been implemented and are obvious in the RFP.
- \*impressive list of employers: Kaiser, Oakland Zoo, East Bay Regional Parks.
- \*Proposal has a lot of strengths in terms of culturally relevant and trauma-informed approach and expertise in serving a very high-need target population.
- \*Excellent description of target population and priority on serving high-need youth, including a large population of justice-involved youth. Large number of youth served by program, and clear demand/ waitlist for services.
- \*Strong detail on youth feedback/ voice, and explanation of how programming design is responsive to youth needs.
- \*Very strong emphasis on in-house mental health services and trauma-informed approach; integrated services through individualized case management.
- \*Comprehensive approach to measuring performance, including mental/ behavioral health outcomes.
- \*Work experience: good model of on-site supportive work experience through social enterprises.
- \*Youth development: strong opportunities for youth leadership and great mentorship model for all youth.
- \*Strong approach to leveraging committed and pending match funds.
- \*Innovative YU Lead program for leadership skills opportunities.
- \*Excellent proposal very clear and concise; hits various zip code areas for East Oakland; flowchart of participants great! Centrally located. OWDB should consider funding full amount requested!
- \*Great collaboration with Probation and OUSD for referrals and Mental Health support for participants.
- \*reflects great employment partners & internships and past job placements.
- \*Has articulated a very comprehensive approach in understanding the work required in the RFP.



**DRAFT FY 2022-23 OWDB Budget**

| A  | B                                     | C   | D                 | E              | F                | G                | H                | I                | J                | K              | L              | M              | N                      | O                 |  |
|----|---------------------------------------|---|-------------------|----------------|------------------|------------------|------------------|------------------|------------------|----------------|----------------|----------------|------------------------|-------------------|--|
| 1  |                                       | Fund 2195                                       |                   |                |                  |                  |                  |                  |                  |                |                |                |                        |                   |  |
| 2  |                                       | Workforce Innovation and Opportunity Act (WIOA) |                   |                |                  |                  |                  | Fund TBD         | Fund 1010        | Fund 1030      | Fund 5671      | Fund 7999      |                        |                   |  |
| 3  |                                       | Adult   | Dislocated Worker | Rapid Response | Youth            | Accelerator 10.0 | WIOA Subtotal    | CA Volunteers    | General Fund     | Measure HH     | Billboard      | Misc Donations | Other Revenue Subtotal | GRAND TOTAL       |  |
| 4  | <b>ESTIMATED REVENUES</b>             |   |                   |                |                  |                  |                  |                  |                  |                |                |                |                        |                   |  |
| 5  | Carryover Revenue                     | 1,062,825                                       | 1,049,582         | 231,927        | 1,016,470        |                  | 3,360,804        |                  |                  |                |                |                | 0                      | 3,360,804         |  |
| 6  | Estimated FY 2022-2023 Revenue        | 1,086,612                                       | 915,070           | 261,851        | 1,049,187        | 500,000          | 3,812,720        | 5,896,000        | 1,837,670        | 400,000        | 508,925        | 75,000         | 8,717,595              | 12,530,315        |  |
| 7  | <b>TOTAL REVENUE</b>                  | <b>2,149,437</b>                                | <b>1,964,652</b>  | <b>493,778</b> | <b>2,065,657</b> | <b>500,000</b>   | <b>7,173,524</b> | <b>5,896,000</b> | <b>1,837,670</b> | <b>400,000</b> | <b>508,925</b> | <b>75,000</b>  | <b>8,717,595</b>       | <b>15,891,119</b> |  |
| 8  | <b>EXPENDITURES</b>                   |   |                   |                |                  |                  |                  |                  |                  |                |                |                |                        |                   |  |
| 9  | <b>SERVICE PROVIDER CONTRACTS</b>     |   |                   |                |                  |                  |                  |                  |                  |                |                |                |                        |                   |  |
| 10 | <b>Youth Services</b>                 |   |                   |                |                  |                  |                  |                  |                  |                |                |                |                        |                   |  |
| 11 | Carryover Youth Contracts             |   |                   |                | 789,311          |                  | 789,311          |                  |                  |                |                |                | 0                      | 789,311           |  |
| 12 | Youth Services (TBD)                  |   |                   |                | 1,250,000        | 379,000          | 1,629,000        |                  |                  |                |                |                | 0                      | 1,629,000         |  |
| 13 | Youth Summer Employment Program (TBD) |   |                   |                |                  |                  | 0                |                  |                  | 350,000        |                | 75,000         | 425,000                | 425,000           |  |
| 14 | Oakland Forward Program (TBD)         |   |                   |                |                  |                  | 0                | 3,500,000        |                  |                |                |                | 3,500,000              | 3,500,000         |  |
| 15 | OPD Cadet Program                     |   |                   |                |                  |                  |                  | 269,848          |                  |                |                |                | 269,848                | 269,848           |  |
| 16 | Department of Violence Prevention     |   |                   |                |                  |                  |                  | 426,025          |                  |                |                |                | 426,025                | 426,025           |  |
| 17 | Oakland Public Works                  |   |                   |                |                  |                  |                  | 284,050          |                  |                |                |                | 284,050                | 284,050           |  |
| 18 | Civicorps                             |   |                   |                |                  |                  |                  |                  | 50,368           |                |                |                | 50,368                 | 50,368            |  |
| 19 | Lao Family Community Development      |   |                   |                |                  |                  |                  |                  | 138,498          |                |                |                | 138,498                | 138,498           |  |
| 20 | Unity Council                         |   |                   |                |                  |                  |                  |                  | 104,266          |                |                |                | 104,266                | 104,266           |  |
| 21 | Youth Employment Partnership          |   |                   |                |                  |                  |                  |                  | 68,195           |                |                |                | 68,195                 | 68,195            |  |
| 22 | <b>Adult Services</b>                 |   |                   |                |                  |                  |                  |                  |                  |                |                |                |                        |                   |  |
| 23 | Affiliate/Specialized AJCC (TBD)      | 475,000   | 475,000           |                |                  |                  | 950,000          |                  |                  |                |                |                | 0                      | 950,000           |  |
| 24 | Comprehensive AJCC (TBD)              | 250,000   | 250,000           |                |                  |                  | 500,000          |                  |                  |                |                |                | 0                      | 500,000           |  |
| 25 | One-Stop Operator (TBD)               | 45,000  | 45,000            |                |                  |                  | 90,000           |                  |                  |                |                |                | 0                      | 90,000            |  |
| 26 | West Oakland Job Resource Center      |   |                   |                |                  |                  | 0                |                  |                  |                | 345,615        |                | 345,615                | 345,615           |  |
| 27 | Carryover Adult                       | 964,758   | 709,541           |                |                  |                  | 1,674,299        |                  |                  |                |                |                | 0                      | 1,674,299         |  |
| 28 | Causa Justa - Day Laborers Program    |   |                   |                |                  |                  | 0                |                  | 220,000          |                |                |                | 220,000                | 220,000           |  |
| 29 | Lao Family Community Development      |   |                   |                |                  |                  | 0                |                  | 138,324          |                |                |                | 138,324                | 138,324           |  |
| 30 | Oakland Private Industry Council      |   |                   |                |                  |                  | 0                |                  | 207,495          |                |                |                | 207,495                | 207,495           |  |
| 31 | Unity Council                         |   |                   |                |                  |                  | 0                |                  | 131,498          |                |                |                | 131,498                | 131,498           |  |
| 32 | <b>Service Provider Subtotal</b>      | <b>1,734,758</b>                                | <b>1,479,541</b>  | <b>0</b>       | <b>2,039,311</b> | <b>379,000</b>   | <b>5,632,610</b> | <b>4,479,923</b> | <b>1,058,644</b> | <b>350,000</b> | <b>345,615</b> | <b>75,000</b>  | <b>6,309,182</b>       | <b>11,941,792</b> |  |
| 33 | <b>DIRECT CLIENT SUPPORT</b>          |   |                   |                |                  |                  |                  |                  |                  |                |                |                |                        |                   |  |
| 34 | Training Services                     | 217,322   | 183,014           |                |                  |                  | 400,336          |                  |                  |                |                |                | 0                      | 400,336           |  |
| 35 | Support Services                      | 50,000  | 50,000            |                |                  |                  | 100,000          |                  |                  |                |                |                | 0                      | 100,000           |  |
| 36 | <b>Direct Client Support Subtotal</b> | <b>267,322</b>                                  | <b>233,014</b>    | <b>0</b>       | <b>0</b>         | <b>0</b>         | <b>500,336</b>   | <b>0</b>         | <b>0</b>         | <b>0</b>       | <b>0</b>       | <b>0</b>       | <b>0</b>               | <b>500,336</b>    |  |
| 37 | <b>Professional Services</b>          |   |                   |                |                  |                  |                  |                  |                  |                |                |                |                        |                   |  |
| 38 | EASTBAY Works                         | 3,334   | 3,333             |                | 3,333            |                  | 10,000           |                  |                  |                |                |                | 0                      | 10,000            |  |
| 39 | Professional Service Agreements       |   |                   |                |                  |                  | 0                | 150,000          | 131,356          |                |                |                | 281,356                | 281,356           |  |
| 40 | <b>Professional Services Subtotal</b> | <b>3,334</b>                                    | <b>3,333</b>      | <b>0</b>       | <b>3,333</b>     | <b>0</b>         | <b>10,000</b>    | <b>150,000</b>   | <b>131,356</b>   | <b>0</b>       | <b>0</b>       | <b>0</b>       | <b>281,356</b>         | <b>291,356</b>    |  |
| 41 | <b>CITY OPERATIONS</b>                |   |                   |                |                  |                  |                  |                  |                  |                |                |                |                        |                   |  |
| 42 | EWD Admin/Finance                     | 58,211  | 54,232            |                | 59,902           | 45,316           | 217,661          | 589,600          |                  |                |                |                | 589,600                | 807,261           |  |
| 43 | Internal Service Fees                 |   |                   |                |                  |                  | 0                |                  | 131,366          |                |                |                | 131,366                | 131,366           |  |
| 44 | Program Staff                         | 85,812  | 194,532           | 330,334        | 166,685          | 75,684           | 853,047          | 470,000          | 486,304          | 50,000         | 163,310        |                | 1,169,614              | 2,022,661         |  |
| 45 | O&M                                   |   |                   |                |                  |                  | 0                | 20,000           | 30,000           |                |                |                | 50,000                 | 50,000            |  |
| 46 | <b>City Operations Subtotal</b>       | <b>144,023</b>                                  | <b>248,764</b>    | <b>330,334</b> | <b>226,587</b>   | <b>121,000</b>   | <b>1,070,708</b> | <b>1,079,600</b> | <b>647,670</b>   | <b>50,000</b>  | <b>163,310</b> | <b>0</b>       | <b>1,940,580</b>       | <b>3,011,288</b>  |  |
| 47 | <b>TOTAL EXPENDITURES</b>             | <b>2,149,437</b>                                | <b>1,964,652</b>  | <b>330,334</b> | <b>2,269,231</b> | <b>500,000</b>   | <b>7,213,654</b> | <b>5,709,523</b> | <b>1,837,670</b> | <b>400,000</b> | <b>508,925</b> | <b>75,000</b>  | <b>8,531,118</b>       | <b>15,744,772</b> |  |
| 48 | <b>Fund Balance</b>                   | <b>(0)</b>                                      | <b>0</b>          | <b>163,444</b> | <b>(203,574)</b> | <b>0</b>         | <b>(40,131)</b>  | <b>186,477</b>   | <b>0</b>         | <b>0</b>       | <b>0</b>       | <b>0</b>       | <b>186,477</b>         | <b>146,346</b>    |  |

# OAKLAND WORKFORCE DEVELOPMENT BOARD

## RESOLUTION NO. \_\_\_\_\_

**A RESOLUTION OF THE OAKLAND WORKFORCE DEVELOPMENT BOARD (BOARD) AUTHORIZING THE FOLLOWING ACTIONS:**

- 1. ADOPTING THE FISCAL YEAR 2023-24 WORKFORCE DEVELOPMENT BUDGET;**
- 2. ACCEPTING AND APPROPRIATING WORKFORCE INNOVATION AND OPPORTUNITY (WIOA) TITLE I FORMULA FUNDS FOR ADULT, DISLOCATED WORKER, YOUTH AND RAPID RESPONSE SERVICES IN THE ESTIMATED AMOUNT OF THREE MILLION SEVEN HUNDRED FIFTY-TWO THOUSAND THREE HUNDRED THIRTY-NINE DOLLARS (\$3,752,339);**
- 3. APPROPRIATING AN ADDITIONAL TWO MILLION THREE HUNDRED FORTY-THREE THOUSAND EIGHT HUNDRED NINETY-FIVE DOLLARS (\$2,343,895) FROM OTHER FUNDS FOR WORKFORCE DEVELOPMENT; AND**
- 4. AUTHORIZING THE CARRYOVER OF UNSPENT FISCAL YEAR 2022-2023 WIOA AND OTHER FUNDS IN THE ESTIMATED AMOUNT OF TWO MILLION NINE HUNDRED TWENTY-NINE THOUSAND SIX HUNDRED THIRTY-TWO DOLLARS (\$2,929,632) TO CONTRACTED SERVICE PROVIDERS IN FISCAL YEAR 2023-2024; AND**
- 5. AUTHORIZING CONTRACTS WITH SERVICE PROVIDERS COMPETITIVELY SELECTED TO PROVIDE COMPREHENSIVE, SPECIALIZED, BUSINESS ENGAGEMENT AND YOUTH SERVICES FROM WIOA TITLE I FORMULA FUNDS AND OTHER FUNDS FOR FISCAL YEAR 2023-2024**

**WHEREAS**, the Oakland Workforce Development Board (OWDB or Board) is mandated to oversee the expenditure of federal Workforce Innovation and Opportunity Act of 2014 (WIOA) funding in partnership with the Mayor as local chief elected official in a designated workforce development area such as the City of Oakland (City), and the Mayor has designated the City Administrator to act on the Mayor's behalf on all WIOA administrative matters; and

**WHEREAS**, the Board's budget is made up of multiple funding streams that support the City's workforce development efforts; and

**WHEREAS**, federal law requires that the Board adopt its own budget, while the Oakland City Charter stipulates that this budget must also be approved by the City Council; and

**WHEREAS**, both the City Council and Board must adopt a budget on or before June 30 of each calendar year; and

**WHEREAS**, the Board is charged with approving the use of WIOA funds that are allocated annually to through the State of California Employment Development Department (EDD), as well as other workforce development funds under the City's purview. The Board must develop a budget that is subject to approval by the Mayor who serves as the Chief Elected Official of an area receiving WIOA funds; and

**WHEREAS**, the City operates on a two-year budget cycle; the budget cycle is based upon a fiscal year calendar that runs from July 1 through June 30 of the following year; and

**WHEREAS**, the City of Oakland has not yet received notice from State EDD of its estimated allotment of WIOA Title I formula funds for Fiscal Year 2023-24 for the adult, dislocated worker, rapid response and youth funding but is estimated to be Three Million Seven Hundred Fifty-Two Thousand Three Hundred Thirty-Nine Dollars (\$3,752,339); and

**WHEREAS**, an estimated total of Five Hundred Fifty-Three Thousand Five Hundred Seven Dollars (\$553,507) in unspent WIOA Title I formula funds from the FY 2022-23 budget has been identified to carry forward to the FY 2023-24 budget as allowed under WIOA funding provisions; and

**WHEREAS**, an estimated total of One Million Eight Hundred Ninety-Eight Thousand Six Hundred Seventy-Two Dollars (\$1,898,672) in unspent State of California, California Volunteers funds for a year-round youth and young adult employment program have been identified to be allocated to the FY 2023-24 OWDB budget through April 30, 2024; and

**WHEREAS**, the Boards's FY 2023-24 budget is expected to includes a General Fund appropriation of One Hundred Ninety-Three Thousand Five Hundred Forty-Two Dollars (\$193,542) for summer youth employment carried over from FY 2022-23; and Four Hundred Forty-Two Thousand Six Hundred Fifty-Two Dollars (\$442,652) for workforce development and job placement and Two Hundred Twenty Thousand Dollars (\$220,000) for the Day Laborer program to be allocated by the Board; and

**WHEREAS**, Army Base billboard revenue in the amount of Three Hundred Forty-Six Thousand Six Hundred Fifteen Dollars (\$346,615) is allocated annually to support the ongoing operations of the West Oakland Job Resource Center (WOJRC);

**WHEREAS**, Oakland Municipal Code (OMC) Section 2.04.040.B requires a Request for Proposals/Qualifications process for all professional services contracts of more than Fifty Thousand Dollars (\$50,000); and

**WHEREAS**, the OWDB has selected, through a competitive request for proposals process, the service providers specified below to provide employment and training services to adults, dislocated workers, youth with WIOA Title I formula funds and other funds received by the OWDB and the City; and

**WHEREAS**, under Senate Bill 734 (2011), 30 percent of the combined adult and dislocated worker funding must be used on eligible training services to assist job seekers with training and employment goals within the first fiscal year; and

**WHEREAS**, WIOA Section 129(a)(4) states the minimum out-of-school youth expenditure rate, minus administrative costs, for the youth formula-funded program is 75 percent of funds; and

**WHEREAS**, WIOA Section 129(c)(4) prioritizes work experience with the requirement that the local workforce development area must spend a minimum of 20 percent of non-administrative youth formula funds on work experience activities; and

**WHEREAS**, funds awarded to contracted service providers must be expended within the fiscal year; and

**WHEREAS**, a total of Two Million One Hundred Twenty-One Thousand Eight Six Dollars (\$2,121,086) is budgeted to support City operations; and

**WHEREAS**, from time to time the City through the Board will have the opportunity to apply for and receive grant funds and contributions above and beyond the WIOA Title I formula funds to help build capacity and diversify funding for the workforce system; now, therefore, be it

**RESOLVED:** That the Board hereby adopts the following Fiscal Year 2023-24 Workforce Development budget and is authorized to enter into agreements pertaining to acceptance of such funds outlined in the budget below:

| A  | B                                    | C  | D                        | E                     | F                | G                    | H                    | I                   | J                 | K                | L                     | M                             | N                  |  |
|----|--------------------------------------|--|--------------------------|-----------------------|------------------|----------------------|----------------------|---------------------|-------------------|------------------|-----------------------|-------------------------------|--------------------|--|
| 1  |                                      | <b>WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA)</b> |                          |                       |                  |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 2  |                                      | <b>Fund 2195</b>                                       |                          |                       |                  |                      | <b>Fund 2159</b>     | <b>Fund 1010</b>    | <b>Fund 1030</b>  | <b>Fund 5671</b> | <b>Fund 7999</b>      |                               |                    |  |
| 3  |                                      | <b>Adult</b>   | <b>Dislocated Worker</b> | <b>Rapid Response</b> | <b>Youth</b>     | <b>WIOA Subtotal</b> | <b>CA Volunteers</b> | <b>General Fund</b> | <b>Measure HH</b> | <b>Billboard</b> | <b>Misc Donations</b> | <b>Other Revenue Subtotal</b> | <b>GRAND TOTAL</b> |  |
| 4  | <b>ESTIMATED REVENUES</b>            |  |                          |                       |                  |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 5  | Carryover Revenue                    | 165,526  | 50,263                   |                       | 337,718          | 553,507              | 1,898,672            | 193,542             | 133,911           |                  | 150,000               | 2,376,125                     | 2,929,632          |  |
| 6  | Estimated FY 2023-2024 Revenue       | 1,241,382  | 1,098,032                | 212,635               | 1,200,290        | 3,752,339            |                      | 1,257,046           | 442,775           | 544,074          | 100,000               | 2,343,895                     | 6,096,234          |  |
| 7  | <b>TOTAL REVENUE</b>                 | <b>1,406,908</b>                                       | <b>1,148,295</b>         | <b>212,635</b>        | <b>1,538,008</b> | <b>4,305,846</b>     | <b>1,898,672</b>     | <b>1,450,588</b>    | <b>576,686</b>    | <b>544,074</b>   | <b>250,000</b>        | <b>4,720,020</b>              | <b>9,025,866</b>   |  |
| 8  | <b>EXPENDITURES</b>                  |  |                          |                       |                  |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 9  | <b>SERVICE PROVIDER CONTRACTS</b>    |  |                          |                       |                  |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 10 | Workforce Development Services (TBD) |  |                          |                       |                  | 0                    |                      | 442,652             |                   |                  |                       | 442,652                       | 442,652            |  |
| 11 | Black Cultural Zone                  |  |                          |                       | 71,420           | 71,420               |                      |                     |                   |                  |                       | 0                             | 71,420             |  |
| 12 | Day Laborers Program (TBD)           |  |                          |                       |                  | 0                    |                      | 220,000             |                   |                  |                       | 220,000                       | 220,000            |  |
| 13 | Civicorps                            |  |                          |                       |                  | 0                    | 246,344              |                     |                   |                  |                       | 246,344                       | 246,344            |  |
| 14 | Genesys Works Bay Area               |  |                          |                       | 178,550          | 178,550              |                      |                     |                   |                  |                       | 0                             | 178,550            |  |
| 15 | Lao Family Community Development     | 153,741  | 147,941                  |                       | 249,970          | 551,652              | 250,000              | 58,055              | 203,239           |                  | 86,284                | 597,578                       | 1,149,230          |  |
| 16 | Mandela Partners                     | 135,000  |                          |                       |                  | 135,000              |                      |                     |                   |                  |                       | 0                             | 135,000            |  |
| 17 | Oakland Private Industry Council     | 579,586  | 564,391                  |                       |                  | 1,143,977            |                      |                     |                   |                  |                       | 0                             | 1,143,977          |  |
| 18 | Oakland Public Works                 |  |                          |                       |                  | 0                    | 284,000              |                     |                   |                  |                       | 284,000                       | 284,000            |  |
| 19 | Rising Sun                           |  |                          |                       |                  | 0                    | 34,940               |                     |                   |                  |                       | 34,940                        | 34,940             |  |
| 20 | Safe Passages                        |  |                          |                       |                  | 0                    | 223,539              |                     |                   |                  |                       | 223,539                       | 223,539            |  |
| 21 | Swords to Plowshares                 | 114,410  | 110,157                  |                       |                  | 224,567              |                      |                     |                   |                  |                       | 0                             | 224,567            |  |
| 22 | The Spanish Speaking Unity Council   | 153,741  | 147,941                  |                       | 249,970          | 551,652              | 250,000              |                     |                   |                  |                       | 250,000                       | 801,652            |  |
| 23 | Trybe                                |  |                          |                       |                  |                      |                      | 20,805              | 20,804            |                  | 20,804                | 62,413                        | 62,413             |  |
| 24 | Youth Employment Partnership         |  |                          |                       | 249,970          | 249,970              | 250,000              | 114,682             | 259,868           |                  | 142,912               | 767,462                       | 1,017,432          |  |
| 25 | Youth Uprising                       |  |                          |                       | 249,970          | 249,970              |                      |                     |                   |                  |                       | 0                             | 249,970            |  |
| 26 | West Oakland Job Resource Center     |  |                          |                       |                  | 0                    |                      |                     |                   | 345,615          |                       | 345,615                       | 345,615            |  |
| 27 | EASTBAY Works (OPIC)                 | 7,830  | 7,827                    |                       | 7,823            | 23,480               |                      |                     |                   |                  |                       | 0                             | 23,480             |  |
| 28 | Professional Service Agreements      |  |                          |                       |                  | 0                    | 50,000               |                     |                   |                  |                       | 50,000                        | 50,000             |  |
| 29 | <b>Service Provider Subtotal</b>     | <b>1,144,308</b>                                       | <b>978,257</b>           | <b>0</b>              | <b>1,257,673</b> | <b>3,380,238</b>     | <b>1,588,822</b>     | <b>856,194</b>      | <b>483,911</b>    | <b>345,615</b>   | <b>250,000</b>        | <b>3,524,542</b>              | <b>6,904,780</b>   |  |
| 30 | <b>CITY OPERATIONS</b>               |  |                          |                       |                  |                      |                      |                     |                   |                  |                       |                               |                    |  |
| 31 | EWD Admin/Finance                    | 25,526   | 32,442                   |                       | 25,526           | 83,494               |                      |                     |                   |                  |                       | 0                             | 83,494             |  |
| 32 | Internal Service Fees                |  |                          |                       |                  | 0                    |                      | 120,053             |                   |                  |                       | 120,053                       | 120,053            |  |
| 33 | Program Staff                        | 237,074  | 137,596                  | 212,635               | 254,809          | 842,114              | 284,850              | 474,341             | 92,775            | 198,459          |                       | 1,050,425                     | 1,892,539          |  |
| 34 | O&M                                  |  |                          |                       |                  | 0                    | 25,000               |                     |                   |                  |                       | 25,000                        | 25,000             |  |
| 35 | <b>City Operations Subtotal</b>      | <b>262,600</b>   | <b>170,038</b>           | <b>212,635</b>        | <b>280,335</b>   | <b>925,608</b>       | <b>309,850</b>       | <b>594,394</b>      | <b>92,775</b>     | <b>198,459</b>   | <b>0</b>              | <b>1,195,478</b>              | <b>2,121,086</b>   |  |
| 36 | <b>TOTAL EXPENDITURES</b>            | <b>1,406,908</b>                                       | <b>1,148,295</b>         | <b>212,635</b>        | <b>1,538,008</b> | <b>4,305,846</b>     | <b>1,898,672</b>     | <b>1,450,588</b>    | <b>576,686</b>    | <b>544,074</b>   | <b>250,000</b>        | <b>4,720,020</b>              | <b>9,025,866</b>   |  |
| 37 | <b>Fund Balance</b>                  | <b>0</b>   | <b>0</b>                 | <b>0</b>              | <b>0</b>         | <b>0</b>             | <b>0</b>             | <b>0</b>            | <b>0</b>          | <b>0</b>         | <b>0</b>              | <b>0</b>                      | <b>0</b>           |  |

;and be it

**FURTHER RESOLVED:** That the Board hereby accepts and appropriates the Fiscal Year 2023-2024 WIOA Title I formula funding for Adult, Dislocated Worker, Youth and Rapid Response services in the estimated amount of Three Million Seven Hundred Fifty-Two Thousand Three Hundred Thirty-Nine Dollars (\$3,752,339), and is authorized to enter into agreements pertaining to the acceptance of such funds; and be it

**FURTHER RESOLVED:** That given possible variances in WIOA allocations from the U.S Department of Labor and the State EDD, the Board is authorized to accept additional WIOA funding allocations for Fiscal Year 2023-24 above Three Million Seven Hundred Fifty-Two Thousand Three Hundred Thirty-Nine Dollars (\$3,752,339); and be it

**FURTHER RESOLVED:** That the Board hereby accepts and appropriates an additional Two Million Three Hundred Forty-Three Thousand Eight Hundred Ninety-Five Dollars (\$2,343,895) in General Funds and other funds; and is authorized to enter into agreements pertaining to the acceptance of such funds; and be it

**FURTHER RESOLVED:** That the Board authorizes an estimated Two Million Nine Hundred Twenty-Nine Thousand Six Hundred Thirty-Two Dollars (\$2,929,632) in Fiscal Year 2022-23 contracted funds not fully spent by service providers by June 30, 2023, to be carried over into Fiscal Year 2023-24; and be it

**FURTHER RESOLVED:** That each contract for workforce development activities funded with WIOA Title I formula funds and other funds shall have specific performance benchmarks consistent with WIOA and program regulations, and that the City shall terminate the contract of a service provider that materially fails to meet contract performance, with funds reallocated to existing service providers or an on-call pool; and be it

**FURTHER RESOLVED:** That the Board hereby authorizes contracts for Fiscal Year 2023-24 workforce development funds through June 30, 2024, with an option to renew for an additional twelve (12) months through June 30, 2025; and be it

**FURTHER RESOLVED:** That the Board is hereby authorized to spend such funds in Fiscal Year 2023-2024 and take other action with respect to the authorized contracts consistent with the Resolution and its basic purposes, subject to review and approval by the City Attorney's Office as counsel to the Board.

PASSED BY THE FOLLOWING VOTE:

AYES -

NOES -

ABSENT -

ABSTENTION -