



**OAKLAND
WORKFORCE DEVELOPMENT BOARD
SPECIAL MEETING**

Thursday, June 16, 2022

9:00 a.m. – 11:00 a.m.

Teleconference

Please see the agenda to participate in the
meeting



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

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OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

SPECIAL COMMITTEE MEETING NOTICE

Teleconference
Thursday, June 16, 2022
9:00 a.m. – 11:00 a.m.

Pursuant to the Governor's Executive Order N-29-20, all members of the Oakland Workforce Development Board and City Staff will join the meeting via phone/video conference and no teleconference locations are required.

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:

<https://us06web.zoom.us/j/83605886475> at the noticed meeting time.

Instructions on how to join a meeting by video conference is available at: <https://support.zoom.us/hc/en-us/articles/201362193-joining-a-Meeting>

To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location US: + US: +1 408 638 0968 or +1 669 900 6833 or +1 253 215 8782 or +1 346 248 7799 or +1 312 626 6799 or +1 646 876 9923 or +1 301 715 8592.

Webinar ID: 83605886475 [83605886475](https://us06web.zoom.us/j/83605886475)

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

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COMMENT:

To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on the eligible Agenda item. You will then be unmuted, during your turn, and allowed to make public comments. After the allotted time, you will then be re-muted.

Instructions on how to “Raise Your Hand” is available at: <https://support.zoom.us/hc/en-us/articles/205566129-Raise-Hand-In-Webinar>.

To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing “*9” to request to speak when Public Comment is being taken on the eligible Agenda Item. You will then be unmuted, during your turn, and allowed to make public comments. After the allotted time, you will then be re-muted.

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

If you have any questions, please email: owdb@oaklandca.gov

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

SPECIAL COMMITTEE MEETING NOTICE

Teleconference
Thursday, June 16, 2022
9:00 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. 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. Continuance of Meetings using Teleconference (Action)
- d. Approval of Minutes (Action) Meeting 05/12/22

II. ACTION ITEMS

- a. Adopting the Fiscal Year 2022-23 Workforce Development Board Budget and Contract Recommendations

III. PUBLIC FORUM

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

IV. STAFF REPORTS

V. ANNOUNCEMENTS

VI. CLOSING REMARKS & ADJOURN

NEXT SCHEDULED EXECUTIVE COMMITTEE MEETING FRIDAY, JUNE 17, 2022 – 8:30AM-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.



ITEM I.c - ACTION



To: Oakland Workforce Development Board
From: OWDB Staff
Date: June 16, 2022
Re: Continuance of meetings using teleconferencing

RECOMMENDATION

Staff recommends that the 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.

BACKGROUND

Assembly Bill 361 amended provisions of the Brown Act that allows local jurisdictions to meet by teleconference provided the legislative body adopts specific findings in compliance with the new law. The City Attorney's Office has drafted a Resolution for the City Council, and all Oakland Boards and Commissions are instructed to adopt this same Resolution so they may continue meeting via teleconference.

The City Administrator in their capacity as the Director of the Emergency Operations Center (EOC), issued a proclamation of local emergency due to the spread of COVID-19 in Oakland, and on March 12, 2020, the City Council passed Resolution No. 88075 C.M.S. ratifying the proclamation of local emergency pursuant to Oakland Municipal Code (O.M.C.) section 8.50.050, which currently still remains in full effect.

Currently, the City's public-meeting facilities are indoor facilities that are not designed to ensure circulation of fresh / outdoor air, particularly during periods of cold and/or rainy weather, and were not designed to ensure that attendees can remain six (6) feet apart. Holding in-person meetings would encourage community members to come to City facilities and would potentially put the public at high risk of getting very sick from COVID-19. Based on these determinations and consistent with federal, state and local health guidance, conducting in-person meetings would pose imminent risks to the health of attendees

Staff recommends that the 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.

Following adoption of the Resolution, this item will be schedule as a recurring item on future Agendas for the OWDB to re-adopt. This process follows the same process whereby City Council continuously adopt Resolutions declaring a local emergency due to the AIDS epidemic, declaring a medical cannabis emergency, and declaring a local emergency on homelessness.

ATTACHMENTS

II.a.1. – Resolution 21-10-06

OAKLAND WORKFORCE DEVELOPMENT BOARD

RESOLUTION NO. 21-10-06

RESOLUTION RENEWING AND CONTINUING THE OAKLAND WORKFORCE DEVELOPMENT BOARD'S DETERMINATION THAT CONDUCTING IN-PERSON MEETINGS OF THE OAKLAND WORKFORCE DEVELOPMENT BOARD 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.

WHEREAS, on March 4, 2020, Governor Gavin Newsom declared a state of emergency related to COVID-19, pursuant to Government Code Section 8625, and such declaration has not been lifted or rescinded. See <https://www.gov.ca.gov/wp-content/uploads/2020/03/3.4.20-Coronavirus-SOE-Proclamation.pdf>

WHEREAS, on March 9, 2020, the City Administrator in their capacity as the Director of the Emergency Operations Center (EOC), issued a proclamation of local emergency due to the spread of COVID-19 in Oakland, and on March 12, 2020, the City Council passed Resolution No. 88075 C.M.S. ratifying the proclamation of local emergency pursuant to Oakland Municipal Code (O.M.C.) section 8.50.050(C); and

WHEREAS, City Council Resolution No. 88075 remains in full force and effect to date; and

WHEREAS, the Centers for Disease Control (CDC) recommends physical distancing of at least six (6) feet whenever possible, avoiding crowds, and avoiding spaces that do not offer fresh air from the outdoors, particularly for people who are not fully vaccinated or who are at higher risk of getting very sick from COVID-19. See <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>;

WHEREAS, the CDC recommends that people who live with unvaccinated people avoid activities that make physical distancing hard. See <https://www.cdc.gov/coronavirus/2019-ncov/your-health/about-covid-19/caring-for-children/families.html>;

WHEREAS, the CDC recommends that older adults limit in-person interactions as much as possible, particularly when indoors. See <https://www.cdc.gov/aging/covid19/covid19-older-adults.html>;

WHEREAS, the CDC, the California Department of Public Health, and the Alameda County Public Health Department all recommend that people experiencing COVID-19 symptoms stay home. *See* <https://www.cdc.gov/coronavirus/2019-ncov/if-you-are-sick/steps-when-sick.html>;

WHEREAS, persons without symptoms may be able to spread the COVID-19 virus. *See* <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/prevention.html>;

WHEREAS, fully vaccinated persons who become infected with the COVID-19 Delta variant can spread the virus to others. *See* <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/fully-vaccinated.html>;

WHEREAS, the City's public-meeting facilities are indoor facilities that do not designed to ensure circulation of fresh / outdoor air, particularly during periods of cold and/or rainy weather, and were not designed to ensure that attendees can remain six (6) feet apart; now therefore be it:

WHEREAS, holding in-person meetings would encourage community members to come to City facilities to participate in local government, and some of them would be at high risk of getting very sick from COVID-19 and/or would live with someone who is at high risk; and

WHEREAS, in-person meetings would tempt community members who are experiencing COVID-19 symptoms to leave their homes in order to come to City facilities and participate in local government; and

WHEREAS, attendees would use ride-share services and/or public transit to travel to in-person meetings, thereby putting them in close and prolonged contact with additional people outside of their households; and

WHEREAS, on November 4, 2021 the Oakland Workforce Development Board adopted Resolution No. 21-10-01 determining that conducting in-person meetings 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; and

WHEREAS, on December 17, 2021, the Oakland Workforce Development Board adopted Resolution No. 21-10-02, renewing and continuing the determination that in-person meetings of the City Council and its committees would present imminent risks to attendees' health, and electing to continue conducting meetings using teleconferencing; and

WHEREAS, on March 24, 2022, the Oakland Workforce Development Board adopted Resolution No. 21-10-03, renewing and continuing the determination that in-person meetings of the City Council and its committees would present imminent risks to attendees' health, and electing to continue conducting meetings using teleconferencing; and

WHEREAS, on May 5, 2022, the Oakland Workforce Development Board adopted Resolution No. 21-10-04, renewing and continuing the determination that in-person meetings of

the City Council and its committees would present imminent risks to attendees' health, and electing to continue conducting meetings using teleconferencing; and

WHEREAS, on May 12, 2022, the Oakland Workforce Development Board adopted Resolution No. 21-10-04, renewing and continuing the determination that in-person meetings of the City Council and its committees would present imminent risks to attendees' health, and electing to continue conducting meetings using teleconferencing; and now therefore be it

RESOLVED: That the Oakland Workforce Development Board finds and determines that the foregoing recitals are true and correct and hereby adopts and incorporates them into this Resolution; and be it

FURTHER RESOLVED: That, based on these determinations and consistent with federal, state and local health guidance, the Oakland Workforce Development Board determines that conducting in-person meetings would pose imminent risks to the health of attendees; and be it

FURTHER RESOLVED: That the Oakland Workforce Development Board firmly believes that the community's health and safety seriously and the community's right to participate in local government, are both critically important, and is committed to balancing the two by continuing to use teleconferencing to conduct public meetings, in accordance with California Government Code Section 54953(e), a provision of AB-361; and be it

FURTHER RESOLVED: That the Oakland Workforce Development Board will renew these (or similar) findings at least every thirty (30) days in accordance with California Government Code section 54953(e) until the state of emergency related to COVID-19 has been lifted, or the Oakland Workforce Development Board finds that in-person meetings no longer pose imminent risks to the health of attendees, whichever is occurs first.

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

SPECIAL COMMITTEE MEETING

Teleconference
Thursday, May 12, 2022
4:00 p.m. – 5:30 p.m.

MINUTES

Sofia Navarro Director to the OWDB requested a motion to nominate an Acting Chairperson Board Member Eddie Alvarez nominated Board Member John Brauer, Board Member Polly Guy second to have Board Member John Brauer as Acting Chair for today's meeting.

The meeting was called to order by Acting Chair John Brauer on behalf of Chair Derreck Johnson at 4:11 p.m.

Acting Chair John Brauer reviewed the process of how the meeting would proceed via Zoom.

Roll Call: *Gilbert Pete, Ahmed Ali-Bob, Polly Guy, Eddie Alvarez, John Brauer, Beth Hillman, Pete May, Aaron Johnson (quorum met)* Chair Derreck Johnson gave notice of not being in attendance but did join later. Quorum met.

Continuance of Meetings using Teleconference

Acting Chair John Brauer 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.

Staff Member Lindsey stated the resolution is in effect and the City of Oakland is still under local emergency order to ensure the Board is abiding with the law.

Comment:

Board Member Aaron Johnson stated surrounding cities were no longer meeting remotely his understanding of the Governors order on remote meetings had lapsed and requested clarity if the OWDB is compliant.

Deputy City Attorney Naree Chan stated Oakland City Council decided to continue with teleconferencing meetings, she stated this provision of AB61 allows the Board to do that, it requires the Board to adopt the continuance of the meetings at every meeting, all other City committees are following Council.

Comment:

Assata Olugbala stated she would like to see a level of consistency between OWDB and the OUSD regarding remote or in person meetings.

Karla Guerra shared that she preferred having a hybrid option for the public who are not ready or physical able to meet in person but have the option to remotely participate in meetings.

Acting Chair John Brauer requested a motion to accept the recommendation.

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

Board Member Aaron Johnson moved Board Member Gilbert Pete second to accept the teleconference resolution.

Board polled as follows: Gilbert Pete, Ahmed Ali-Bob, Polly Guy, Eddie Alvarez, John Brauer, Beth Hillman, Pete May, Aaron Johnson all ayes item accepted.

APPROVAL OF MINUTES

Acting Chair John Brauer requested a motion to adopt the minutes of Thursday, May 05, 2022.

Board Member Polly Guy moved Board Member Beth Hillman second to accept.

Board polled as follows: Gilbert Pete, Ahmed Ali Bob, Polly Guy, Eddie Alvarez (recused) John Brauer, Beth Hillman, Pete May, Aaron Johnson all ayes' minutes accepted.

Comments:

Board Member Ahmed Ali Bob noted the spelling of his name was incorrect and would like for the mistake to be corrected moving forward.

RECOMMENDATION: ITEM II a. – Summer Youth Employment Contracts

Acting Chair John Brauer read the recommendation that the Oakland Workforce Development Board (OWDB), in collaboration with the Oakland Fund for Children and Youth (OFCY) take the following actions.

1. Approve and authorize program grant agreements for Fiscal Year 2022-23 in an amount not to exceed \$262,572 for the OWDB 2022 Summer Youth Employment Program with the following providers: Lao Family Community Development, Inc. in an amount not to exceed of \$125,000; Youth Employment Partnership, Inc. in an amount not to exceed \$125,000; Trybe, Inc. in an amount not to exceed \$12,572.

2. Authorize staff to allocate any additional funds raised for the 2022 Summer Youth Employment Program to be distributed equally to these organizations without returning to the OWDB for approval.

Staff Member Dovey presented the Background that the OWDB approve funding to three non-profit organizations Lao Family Community Development, Inc., Youth Employment Partnership, and Trybe Inc. Proposals were reviewed by OFCY staff, an outside group of readers and reviewers, OFCY Planning and Oversight Ad-Hoc Review Subcommittee, as well as OWDB staff recommendations are made with consideration to location of services and service to priority populations, strategic alignment, past performance, and reasonableness and feasibility of budget and activities. she stated The City has had a longstanding commitment to providing summer jobs and other work opportunities for Oakland youth 16-21 predominantly in East Oakland, Fruitvale and West Oakland who are not working or have had minimal work experience. The SYEP provides Oakland youth with opportunities to earn money, gain meaningful work experience and improve their job-readiness skills. The City contracts with local youth-serving organizations to recruit and enroll youth in the program and provide youth with high-quality job-readiness training, to identify

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

organizations to serve as work sites for youth, and to act as the employer-of-record/fiscal sponsor for youth whose wages are subsidized through the program, funding total amounts requested was

\$562,572 and will provide services to over 200 youth, it was determined that all of the providers have well developed and described program models, have the capacity to be an employer of record for youth participants, are within an acceptable range of costs per participant and have employer connections to place youth in work experience opportunities and jobs as designed under the current configuration of the Summer

Youth Employment Program (SYEP). This model includes pre-employment and job retention training, paid work experience at the City's new minimum wage rate of \$15.30/hour or higher, and ongoing case management. She stated the Board anticipates securing an additional \$100,000 in private grant funds, she confirmed those funds have been secured, she also mentioned the attached proposed resolution.

Deputy City Attorney Naree Chan mentioned there being a request to make an edit in the resolution under the "Further Resolve" clause that read "that the Board hereby authorizes allocation of any additional funds raised for the 2022 Summer Youth Employment Program to be distributed equally. "Staff would like to cross out "equally" and replace "with distributed based on the organizational capacity and any furtherance of the Summer Youth Program goals."

Comments:

Assata Olugbala expressed her confusion understanding OWDB process of moving items through Rules committee to Council. She inquired about the types of jobs that will be available to the youth, also she recommended a collaboration between OWDB and the Oakland Unified School District regarding measure N, which will allow education career pathways and internship continuance.

Mike Wetzel Acting Manager for Oakland Fund for Children and Youth Services Division stated with the support of combined funding with QWDB & OFCY will service over 200 youth paying minimum wage of \$15.00 an hour or over, with 100 hours of summer employment, 45% of participants are geared toward the Black community, youth who are in school, fulfilling the City's equity goals to assist youth that would most benefit from direct workforce exposure experience and support.

Board Member Pete May asked about the history of funding given to the three providers pre-pandemic and during the pandemic, also, if the additional funds and the \$100,000 are the same funding or separate items?

Staff Member Lindsey stated Lao Family Community Development and Youth Employment Partnership (YEP) have provided services for over eight years, Trybe will be a new provider to the SYEP.

Sofia Navarro Executive Director to the OWDB stated the \$100,000 was secured as of last Friday, May 6th, and there may be additional funding coming to distribute accordingly as staff continue to market the SYEP.

Board Member Eddie Alvarez questioned what type of jobs will be available to the youth.

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

Sofia Navarro Executive Director to the OWDB stated the RFP closed April 29, 2022 the framework is being developed and secured, the current three providers have long established relationships with businesses that provided quality work experience, there will be an extension of other providers who will support some of the work and the City's website is making it easier connecting employers and employees to jobs, also for youth and providers to connect with each other, our August meeting staff will be better prepared to share that information with the Board.

Staff Member Dovey added the RFP process which detailed what type of jobs would be included in this process including what the providers have done in the past, she stated the upcoming reports will be more specific including and identifying the different types of job placement.

Staff Member Lindsey shared a few of the employers that the providers have and are working with she acknowledged the standing long history the providers have with the organizations and businesses providing employment to the youth.

Board Member Eddie Alvarez requested staff to make the type of jobs offered more obvious in the reports which would make it easier for the Board to keep track of where the money is going.

Board Member Gilbert Pete asked for a mid-summer report out at the June meeting informing the Board of the number of youth being served, the age, gender, and the placement locations, and then at the end of the summer program, have the organizations give a presentation informing the Board of the percentage of youth served and those who they were unable to serve and the reasons why not, also, an opportunity for the Board to engage with the youth who participated in the SYEP experience.

Board Member Beth Hillman inquired of the posture of funding making certain the Board does all it can to get the funds out to those who will provide services throughout the community without delay.

Sofia Navarro Executive Director to the OWDB stated staff is looking for the Board's approval on the recommendations, she provided more detail on a previous question regarding the OWDB's process for items going to the Rules Committee and then to Council for approval.

Discussion regarding extending today's meeting.

Board Member Eddie Alvarez made a motion to accept the amendment to the resolution and included the request for a mid- summer report in June and then at the end of the SYEP. Board Member Gilbert Pete second the motion.

Board polled as follows: Gilbert Pete, Ahmed Ali Bob, Polly Guy, Eddie Alvarez, John Brauer, Beth Hillman, Pete May, Aaron Johnson all ayes motion passed.

Acting Chair John Brauer asked for a motion to extend the meeting to 5:30.

Board Member Polly Guy moved Board Member Aaron Johnson second to accept.

Board polled as follows: Gilbert Pete, Ahmed Ali Bob, Polly Guy, Eddie Alvarez, John Brauer, Beth Hillman, Pete May, Aaron Johnson all ayes motion passed.

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

ITEM II b. – General Fund Contract Extension to WIOA Adult and Youth Service Providers Funding Recommendations.

Acting Chair John Brauer stated he would read an updated title into the record:

ADOPT A RESOLUTION AUTHORIZING APPROVAL, APPROPRIATION AND RE-ALLOCATION OF AN AMOUNT NOT TO EXCEED ONE MILLION SEVEN HUNDRED SEVENTY THOUSAND SIX HUNDREDEIGHT DOLLARS (\$1,770,608) TO CURRENT WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) ADULT AND YOUTH SERVICE PROVIDERS FOR OPERATIONAL SUPPORT FROM JULY 1, 2022 THROUGH NO LATER THAN JUNE 30, 2023 WITH THE APPROVAL OF THE CITY COUNCIL, SUBJECT TO FUNDING AVAILABILITY IN THE CITY'S MIDCYCLE BUDGET

Staff recommends the Oakland Workforce Development Board Adopt A Resolution Authorizing Approval And Re-Allocation Of An Amount Not To Exceed Eight Hundred Eighty-Five Thousand Three Hundred Four Dollars (\$885,304) From The General Fund For Fiscal Year 2022-23 To Current Workforce Innovation and Opportunity Act (WIOA) Adult And Youth Service Providers For Operational Support From July 1, 2022 Through December 31, 2022

Sofia Navarro Executive Director of the WDB stated the initial recommendation was to provide operating support to our providers in the amount of \$885,304.00 out of the general fund for a six-month one time allocation, at the Rules Committee Vice Mayor Kaplan proposed a one-year funding extension to be considered, along with the 6-month consideration to be discussed at the May 17, 2022 City Council meeting, if approved the 6-month operating funds will go to WIOA Adult and youth services and will double the amount for one year, Council will take a vote whether the funding will be for six months or one year and then would have to appropriate the funding.

Comments

Assata Olugbala reaffirmed her concern of the order and process of items being presented to Council for approval before the OWDB approves.

Su Dung of LAO Family gave a summary of their summer job program and year around services, she shared several of the long-standing business relationships they have worked with in providing placement for youth.

Tiffany Rose Director of Economic Development Unity Council inquired how the current RFP would impact the proposed extension, she stated if there's an option for six months or 1 year her team would prefer a 6-month extension.

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

Richard de Jauregui Oakland Private Industry Council thanked the OWDB & staff for the one-year extension of contract and six-month renewal of contract with a no cost extension which will assist with stabilizing coming out of the pandemic.

Ronnie Rose of Youth Employment Partnership (YEP) shared that over 300 youth have applied for this year's summer job program, he thanked the OWDB for the no cost extension. He thanked the Board for the 6 months stop gap, and he requested clarification as to what source of the general fund would the extended funding for one year extension come from.

Nino Parker, a homeless black advocate employment and housing asked where are the statistics for employing youth, he shared that no finances are going toward the homeless he also questioned the funds LAO Family has received for revitalizing a building on 12th Street and stated no work has been done.

Su Dung of LAO Family added the grant received from City of Oakland is in process she stated if anyone is needing assistance please call.

Mai Quach thanked staff and Board for their support she shared LAO Family doors are open to anyone in need of support services, she stated housing and employment are tied together, each year their summer program graduate over 300 youth from their internship program.

Rachel Eisner of Civicorps, thanked the OWDB for the reallocation of funds and gave a brief summary of the population her organization serves.

Alexa Jeffress Director EWDD stated she wanted to clarify questions asked earlier that the OWDB isn't an advisory commission. It has approval authority over Workforce programs and funding. The requirement for items to be brought forward is that staff makes a recommendation for items to be brought to both OWDB and City Council, approval by both bodies is required in order for the item to move forward, she stated Council hasn't taken action on these items yet, and that staff has been following the procedure, these items are being brought to the OWDB for action and approval and then subsequently brought to City Council on May 17th, extending the general funding contracts and then on June 7th for the SYEP summer jobs.

Acting Chair John Brauer asked for a motion to move the 6-month resolution recommendation.

Board Member Eddie Alvarez moved and Board Member Polly Guy seconded to accept the recommendations.

Acting Chair John Brauer questioned if the Board moves to adopt and Council decides to extend funding for one year, what happens.

Naree Chan Deputy City Attorney stated the request from staff is for the Board to consider the resolution to provide for up to \$1,770,608 up to one year, in the event that Council decides to move forward with the 12-month option, this is all subject to midcycle budget funds being available. In the event there is no additional gap funding identified in this midcycle budget it would continue with the original \$885,000 gap funding identified.

OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

Board Member Eddie Alvarez moved Board Member Guy second to accept.

Board polled as follows: Gilbert Pete, Ahmed Ali Bob, Polly Guy, Eddie Alvarez John Brauer, Beth Hillman Pete May, Aaron Johnson all ayes recommendation passed.

Discussion regarding moving item to the next meeting in June.

Board Member Eddie Alvarez moved Board Member Pete May second to move item to the June meeting.

Board polled as follows: Derreck Johnson, Gilbert Pete, Ahmed Ali Bob, Polly Guy, Eddie Alvarez, John Brauer, Pete May, Aaron Johnson all ayes motion passed.

INFORMATIONAL ITEM: None

Public Forum:

Nino Parker, a homeless black advocate, clarified his question regarding LAO Family 12th street million-dollar corridor contract. He mentioned that none of the funding and housing services are funneling down to the homeless.

Tiffany Rose asked how the new funding cycle how it will impact this new funding cycle.

Sofia Navarro Executive Director to the OWDB stated as soon as everything is finalized, we will bring the information back to the providers.

ANNOUNCEMENTS

Sofia Navarro Executive Director to the OWDB congratulated LAO Family on their 42nd anniversary celebration providing services to the Oakland community

CLOSING REMARKS & ADJOURN

There being no further business the meeting was adjourned.

NEXT SCHEDULED OWDB EXECUTIVE COMMITTEE MEETING

FRIDAY, JUNE 17, 2022 – 8:30AM-11:00 AM



ITEM. II.a. - ACTION

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

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. 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.

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%
TOTAL	3,312,720	3,801,555	488,835	15%

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/

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 (LFCD), Inc. as the subrecipient to deliver program operations which includes recruiting, enrolling youth who are being served by LFCD, or either referred by other OWDB youth providers or the three regional WDB partners. LFCD 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.

LFCD 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. LFCD 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

Service Providers	OWDB Proposed (6 mo.)	Add'l Council Proposed (12 mo.)	Total General Fund Allocation
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
TOTAL	\$885,304	\$885,304	\$1,770,608

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
Total	100

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

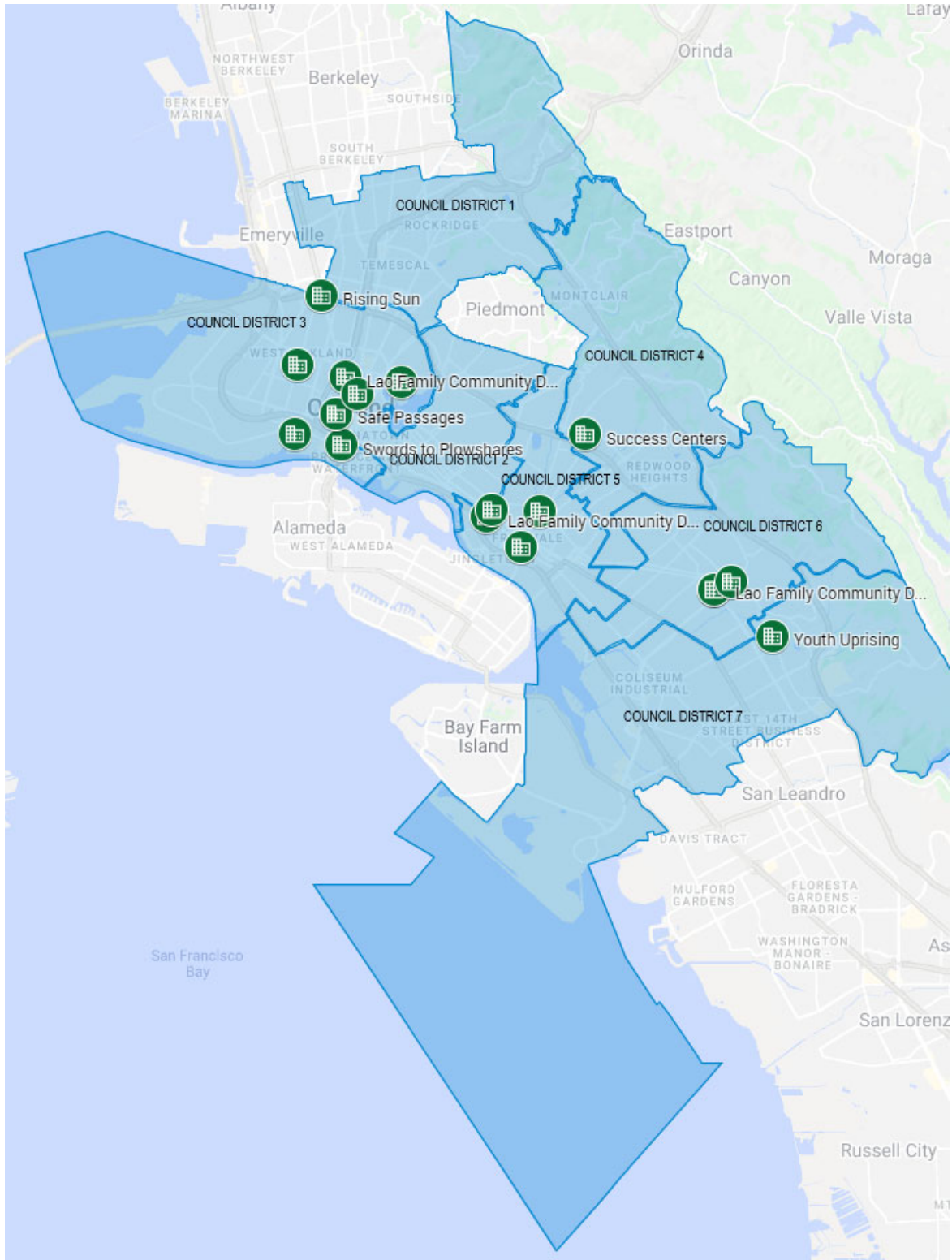
In total, 22 applications were received from 15 Oakland based workforce service providers. Seven (7) applications were received in response to the Affiliate/Specialized subcategory, one (1) application was received for the Comprehensive subcategory, one (1) application was received in response to the 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
	TOTAL	1,671,934	295,182	139,000	2,106,116
Mandela Marketplace	WIOA Adult	125,000			125,000
	TOTAL	125,000	-	-	125,000
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
	TOTAL	1,214,989	247,978	106,000	1,568,967
Success Center	WIOA Adult	37,500	14,897	6,000	58,397
	WIOA Dislocated Worker	37,500	13,176	6,000	56,676
	TOTAL	75,000	28,073	12,000	115,073
Swords to Plowshares	WIOA Adult	75,000	27,310	11,000	113,310
	WIOA Dislocated Worker	75,000	24,157	11,000	110,157
	TOTAL	150,000	51,467	22,000	223,467
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
	TOTAL	1,421,498	70,182	30,000	1,521,680
Civicorps	Oakland Forward	492,697			492,697
	General Fund	100,736			100,736
	TOTAL	593,433	-	-	593,433
Rising Sun	Oakland Forward	69,880			69,880
	TOTAL	69,880	-	-	69,880
Safe Passages	Oakland Forward	447,077			447,077
	TOTAL	447,077	-	-	447,077
Youth Employment Partnership	WIOA Youth	249,970			249,970
	Oakland Forward	500,000			500,000
	General Fund	136,390			749,970
	TOTAL	886,360	-	-	886,360
Black Cultural Zone	WIOA Youth	71,420			71,420
	TOTAL	71,420	-	-	71,420
Genesys Works Bay Area	WIOA Youth	178,550			178,550
	TOTAL	178,550	-	-	178,550
Youth Uprising	WIOA Youth	249,970			249,970
	TOTAL	249,970	-	-	249,970
West Oakland Job Resource Center	Army Base Billboard	345,615			345,615
	TOTAL	345,615	-	-	345,615

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%
TOTAL		6,197,691	13,929,454	7,731,763	125%

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		Fund 2195													
2		Workforce Innovation and Opportunity Act (WIOA)							Fund 2159	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	ESTIMATED REVENUES														
5	Carryover Revenue	1,041,480	953,212	231,927	919,088		3,145,707						0	3,145,707	
6	Estimated FY 2022-2023 Revenue	1,241,382	1,098,032	261,851	1,200,290	500,000	4,301,555	5,896,000	2,722,974	400,000	508,925	100,000	9,627,899	13,929,454	
7	TOTAL REVENUE	2,282,862	2,051,244	493,778	2,119,378	500,000	7,447,262	5,896,000	2,722,974	400,000	508,925	100,000	9,627,899	17,075,161	
8	EXPENDITURES														
9	SERVICE PROVIDER CONTRACTS														
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	Service Provider Subtotal	1,770,258	1,444,041	0	2,039,161	75,000	5,328,460	3,489,577	1,990,608	350,000	345,615	100,000	6,275,800	11,604,260	
32	DIRECT CLIENT SUPPORT*														
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	Direct Client Support Subtotal	348,276	319,606	0	0	334,000	1,001,883	0	0	0	0	0	0	1,001,883	
36	Professional Services														
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	Professional Services Subtotal	3,334	3,333	0	3,333	0	10,000	150,000	84,696	0	0	0	234,696	244,696	
40	CITY OPERATIONS														
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	City Operations Subtotal	160,994	284,264	427,566	76,884	91,000	1,040,708	1,079,600	647,670	50,000	163,310	0	1,940,580	2,981,288	
46	TOTAL EXPENDITURES	2,282,862	2,051,244	427,566	2,119,378	500,000	7,381,051	4,719,177	2,722,974	400,000	508,925	100,000	8,451,076	15,832,127	
47	Fund Balance	(0)	(0)	66,212	0	0	66,211	1,176,823	0	0	0	0	1,176,823	1,243,034	

*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) 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	
			Mandela Marketplace Inc	\$218,818	25	\$8,753	75	Yes	YES	\$125,000	25	3100 E. 10th St.	D5	Fruitvale	W. Oakland and E. Oakland	
			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	Oakland-Special focus on priority zip codes	
			Success Centers	\$350,000	150	\$2,334	72	No	YES	\$75,000	15	2577 MacArthur Blvd	D5/D4	Central East/Laurel Heights	94621,94601, 94603, 94605, 94607, 94612	
			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, 94606	
			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	
			WIOA Youth	1,250,000	Black Cultural Zone	\$250,000	80	\$3,125	71	No	NO	\$71,420	10	7101 Foothill Blvd	D6	East Oakland
	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"> *Organization's strength is having an adequate number of partners. *Strong wrap around services and program offerings. *Organization has strength in past experience with delivering WIOA A/DW programs. *Low overhead is a plus. Any moneys allotted would benefit the organization through staffing and resources for clients. *Qualified Staffing. *Well designed and very impressive program design.
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"> *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. *Multiple locations and capacity to implement the program is encouraging. *Mention of many assessment tools available to youth and tutoring via youth leaders a plus. *Organization has diverse and numerous language access. *Plus for organization's available proposed evening hours for services. *Their project history has demonstrated that they are absolutely qualified to take on this program. *Highly qualified staff with deep connections in the Oakland community that have demonstrated their competence. *Possesses the competency, experience, and education required to effectively perform the duties as enumerated in the Scope of Work; Addressing Green Technology presumably * 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; *Has the experience of successfully performing similar services; *Very well understood and developed understanding of program design based on years of experience, and the number of youth assisted.

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.

4	A/DW Affiliate/Specialized	Mandela 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. *Organization has extensive experience in the community and with experience in the industry—especially locally. *Solid connections, well-established relationships w/ partnerships and resources to enable a client for success. *The organization has a good grasp on measurement and expectation. It has significant partnerships and community backing. *They have a strong focus on educating clients and gaining applicable experience within the trade. *The organization has extensive experience in the community and with experience in the industry—especially locally. *Organization's strengths in project understanding, program design, approach and methodology. *Population organization focuses on is underserved which is all the more reason to recommend funding to them. *Organization demonstrates strong experience in workforce development & WIOA experience. *Greatest strength is its longevity and experience in the community. *The organization has significant experience with very qualified staff leading the programs. *Gave good context to the impacts of the pandemic on services. *Solid detail on understanding of root causes of barriers and explaining previous corrective action. *Very detailed approach to training and clearly a lot of time spent on individualized programs</p>
5	A/DW 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. *Organization has extensive experience in the community and with experience in the industry—especially locally. *Solid connections, well-established relationships w/ partnerships and resources to enable a client for success. *The organization has a good grasp on measurement and expectation. It has significant partnerships and community backing. *They have a strong focus on educating clients and gaining applicable experience within the trade. *The organization has extensive experience in the community and with experience in the industry—especially locally. *Organization's strengths in project understanding, program design, approach and methodology. *Population organization focuses on is underserved which is all the more reason to recommend funding to them. *Organization demonstrates strong experience in workforce development & WIOA experience. *Greatest strength is its longevity and experience in the community. *The organization has significant experience with very qualified staff leading the programs. *Gave good context to the impacts of the pandemic on services. *Solid detail on understanding of root causes of barriers and explaining previous corrective action. *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.

7	A/DW One Stop Operator	OPIC	<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. *OSO seems comprehensive and well thought out *References are strong *Oakland PIC has a long standing and successful track record of partnering with social agencies, private industry etc. *OSO Annual outcomes appear reasonable *They outline a strong partner history of successful innovation in building up the collaboration between agencies.</p>
8	A/DW Affiliate/Specialized	Success Centers	<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 *Many of the staff lacks Bachelor degree and has limited workforce experience. Case managers have not been hired since there was 2 job postings. *This is a well-established organization with tons of existing programming. *They are extremely experienced, with an existing infrastructure for work force development training. *Mentoring & leadership development services are excellent. *The organization is young but understands the responsibility and responsiveness needed to create services necessary for their clients. *The organization has formidable experience within their sector, and many of their staff are former recipients of service. *The organization has a detailed service plan, with strengths in partnerships and locations.</p>

<p>9 A/DW Affiliate/Specialized</p>	<p>Swords to Plowshares</p>	<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 & Logistics, Information and Communications Technologies, and Construction and Green Technology.</p>	<ul style="list-style-type: none"> *clear focus on services for their clients *48 years of service assisting homeless veterans *historical data for success and is looking for future success planning *Comprehensive and thorough process with impressive placement and success rates *They have low overhead and use technology available for their clients with an eye towards future job sectors and job searching. *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. * Comprehensive and thorough process with impressive placement and success rates *Relevant and recognized references and letters of recommendation *Extremely detailed structure and program design *Accessible location by transit with options for parking *Wide-ranging set of partners from supplemental services to training and employment opportunities *Budget seems very reasonable
<p>10 A/DW Affiliate/Specialized</p>	<p>Spanish Speaking Unity Council</p>	<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>	<ul style="list-style-type: none"> *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.

11 **Oakland Forward**

**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.

13	A/DW Affiliate/Specialized	Vietnamese American Community Center	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"> *Competent on how to provide service for their clients but did not communicate specifics. *Organization requested \$200,000 but only \$10,000 for training to serve 270 people. *Several sections of the proposal was very short and not descriptive. *Did not show that they wanted to try anything NEW. *Budget is small but effective for their community.
14	Oakland Forward	Civicorps	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"> *High level of support for high number for youth. *Complete, thorough and impressive application. *Track record and success in connecting youth with high quality and dignified careers in clean and green jobs. *Highly experienced and uniquely qualified to offer training specifically in sustainability industries.

15	Oakland Forward	Rising Sun	<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 nocost 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"> *Mental health, trauma-informed services are integrated comprehensively aren't mentioned in supportive services. *Partnership to employer connections and recruitment. *an impressive history of providing clean and green jobs to east bay youth and providing pathways to future careers. *shown great experience and education to implement this program and high levels of comparable success. *Well detailed spending plan. *Well detailed compliance efforts. *great focus on career pathways through externship program: Managers and community facilitators, makers and innovators, builders and movers, thinkers and researchers. *Well detailed work experience efforts. *impressive environmental impact, and thousands of youth served. *Well detailed budget within bounds. *Nicely aligned with goals of CA volunteers funding. *1/3 of staff are program alumni a plus.
16	Oakland Forward	Safe Passages	<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"> *Applicant has excellent experience in carrying out the scope of work detailed by their past results. *Their well-detailed application proved their ability to build, partner and administer similar programs using trauma-informed care. *Excellent training and education.

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	ESTIMATED REVENUES													
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	TOTAL REVENUE	2,149,437	1,964,652	493,778	2,065,657	500,000	7,173,524	5,896,000	1,837,670	400,000	508,925	75,000	8,717,595	15,891,119
8	EXPENDITURES													
9	SERVICE PROVIDER CONTRACTS													
10	Youth Services													
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	Adult Services													
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	Service Provider Subtotal	1,734,758	1,479,541	0	2,039,311	379,000	5,632,610	4,479,923	1,058,644	350,000	345,615	75,000	6,309,182	11,941,792
33	DIRECT CLIENT SUPPORT													
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	Direct Client Support Subtotal	267,322	233,014	0	0	0	500,336	0	0	0	0	0	500,336	
37	Professional Services													
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	Professional Services Subtotal	3,334	3,333	0	3,333	0	10,000	150,000	131,356	0	0	0	281,356	291,356
41	CITY OPERATIONS													
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	City Operations Subtotal	144,023	248,764	330,334	226,587	121,000	1,070,708	1,079,600	647,670	50,000	163,310	0	1,940,580	3,011,288
47	TOTAL EXPENDITURES	2,149,437	1,964,652	330,334	2,269,231	500,000	7,213,654	5,709,523	1,837,670	400,000	508,925	75,000	8,531,118	15,744,772
48	Fund Balance	(0)	0	163,444	(203,574)	0	(40,131)	186,477	0	0	0	0	186,477	146,346

OAKLAND WORKFORCE DEVELOPMENT BOARD

RESOLUTION NO. 22-

A RESOLUTION OF THE OAKLAND WORKFORCE DEVELOPMENT BOARD (“BOARD”):

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”)

WHEREAS, the Oakland Workforce Development Board (“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. While the City’s budget is adopted for a two-year period, appropriations are divided into two one-year spending plans. The City is approaching the end of the first year of the two-year cycle; and during the second year, the Mayor and City Council conduct a midcycle budget review to address variances in estimated revenues and expenditures, and other changes to the City’s financial condition. The City’s midcycle budget process incorporates departmental adjustments and/or requests (March-April 2022), then release of a proposal from the City of Oakland Administration (May 2022), and the adoption of the budget by City Council in June 2022; and

WHEREAS, the City of Oakland received notice on May 25, 2022 from the State of California Employment Development Department (“EDD”) that its estimated allotment of WIOA Title I formula funds for Fiscal Year 2022-23 for the adult, dislocated worker and youth is Two Million Nine Hundred Thirteen Thousand Seven Hundred Eighty Dollars (\$2,913,780); and

WHEREAS, the rapid response funding allotment has not yet been published but is estimated to be Two Hundred Sixty-One Thousand Eight Hundred Fifty-One Dollars (\$261,851) for Fiscal Year 2022-23 for a total projected Fiscal Year 2022-23 WIOA allocation of Three Million Eight Hundred One Thousand Five Hundred Fifty-Five Dollars (\$3,801,555); and

WHEREAS, an estimated total of Three Million One Hundred Forty-Five Thousand Seven Hundred Seven Dollars (\$3,145,707) in unspent funds from the FY 2021-22 budget has been identified to carry forward to the FY 2022-23 budget as allowed under WIOA funding provisions; and

WHEREAS, the State of California, California Volunteers, awarded the City Five Million Dollars (\$5,896,000) to create a year-round youth and young adult employment program for approximately 240 individuals (150 year-round plus 90 in the summer) over the next 2.5 years to support climate resilience and improve neighborhood conditions as part of the City’s COVID-19 recovery, with a focus on two areas: (1) Clean and Green and (2) Public Safety. This program will also address severe understaffing in the City and ensure our youth and young adults have the opportunity for meaningful, long-term employment, either within the City or with our network of neighborhood partner organizations; and

WHEREAS, the California Workforce Development Board Workforce Accelerator Fund 10.0 awarded the City a grant in the amount of Five Hundred Thousand Dollars (\$500,000) for a 19-month East Bay Youth Technology Apprenticeship (“EBYTA”) project, which provides a paid skills-building bridge and pre-apprenticeship programs for participants ages 15 to 25 years to join (1) a California Department of Labor (“DOL”) approved apprenticeships program, (2) post-secondary education, or (3) information technology (“IT”) entrepreneurship in the tech sector; and

WHEREAS, the FY 2021-23 biennial budget includes an additional general fund appropriation of \$1,000,000 in FY 2022-23 for workforce development, employment training and job placement to be allocated by the Oakland Workforce Development Board and \$220,000 for the Day Laborer program; and

WHEREAS, Army Base billboard revenue in the amount of Three Hundred Forty-Six Thousand Three Hundred Forty-Seven Dollars (\$346,347) annually supports 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, from time to time the City, on behalf of the Oakland Workforce Development 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 2022-23 Workforce Development budget and is authorized to enter into agreements pertaining to acceptance of such funds:

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 2159	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	ESTIMATED REVENUES														
5	Carryover Revenue	1,041,480	953,212	231,927	919,088		3,145,707						0	3,145,707	
6	Estimated FY 2022-2023 Revenue	1,241,382	1,098,032	261,851	1,200,290	500,000	4,301,555	5,896,000	2,722,974	400,000	508,925	100,000	9,627,899	13,929,454	
7	TOTAL REVENUE	2,282,862	2,051,244	493,778	2,119,378	500,000	7,447,262	5,896,000	2,722,974	400,000	508,925	100,000	9,627,899	17,075,161	
8	EXPENDITURES														
9	SERVICE PROVIDER CONTRACTS														
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	Service Provider Subtotal	1,770,258	1,444,041	0	2,039,161	75,000	5,328,460	3,489,577	1,990,608	350,000	345,615	100,000	6,275,800	11,604,260	
32	DIRECT CLIENT SUPPORT*														
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	Direct Client Support Subtotal	348,276	319,606	0	0	334,000	1,001,883	0	0	0	0	0	0	1,001,883	
36	Professional Services														
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	Professional Services Subtotal	3,334	3,333	0	3,333	0	10,000	150,000	84,696	0	0	0	234,696	244,696	
40	CITY OPERATIONS														
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	City Operations Subtotal	160,994	284,264	427,566	76,884	91,000	1,040,708	1,079,600	647,670	50,000	163,310	0	1,940,580	2,981,288	
46	TOTAL EXPENDITURES	2,282,862	2,051,244	427,566	2,119,378	500,000	7,381,051	4,719,177	2,722,974	400,000	508,925	100,000	8,451,076	15,832,127	
47	Fund Balance	(0)	(0)	66,212	0	0	66,211	1,176,823	0	0	0	0	1,176,823	1,243,034	

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

;and be it

FURTHER RESOLVED: That the Board hereby accepts the Fiscal Year 2022-23 WIOA Title I formula funding for Adult, Dislocated Worker, Youth and Rapid Response services in the estimated amount of Three Million Eight Hundred One Thousand Five Hundred Fifty-Five Dollars (\$3,801,555) and is authorized to enter into agreements pertaining to 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 California Employment Development Department, the City Administrator is authorized to accept additional WIOA funding allocations for Fiscal Year 2022-23 above Three Million Eight Hundred One Thousand Five Hundred Fifty-Five Dollars (\$3,801,555) without returning to the Board; and be it

FURTHER RESOLVED: That the Board hereby accepts and appropriates Five Million Eight Hundred Ninety-Six Thousand Dollars (\$5,896,000) from the State's 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; and

FURTHER RESOLVED: That the Board hereby accepts and appropriates 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 for a period of nineteen (19) months; and

FURTHER RESOLVED: That the Board accepts and appropriates 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"); and

FURTHER RESOLVED: That the Board authorizes any Fiscal Year 2021-22 contracted funds not fully spent by service providers by June 30, 2022, to be carried over into Fiscal Year 2022-23; 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 Board hereby authorizes contracts for Fiscal Year 2022-23 workforce development funds with an option to renew every 12 months for up to a three year cycle from July 1, 2022 to June 30, 2025 to provide employment and training services with the following service providers in the amounts set forth below:

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
	TOTAL	1,671,934	295,182	139,000	2,106,116
Mandela Marketplace	WIOA Adult	125,000			125,000
	TOTAL	125,000	-	-	125,000
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
	TOTAL	1,214,989	247,978	106,000	1,568,967
Success Center	WIOA Adult	37,500	14,897	6,000	58,397
	WIOA Dislocated Worker	37,500	13,176	6,000	56,676
	TOTAL	75,000	28,073	12,000	115,073
Swords to Plowshares	WIOA Adult	75,000	27,310	11,000	113,310
	WIOA Dislocated Worker	75,000	24,157	11,000	110,157
	TOTAL	150,000	51,467	22,000	223,467
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
	TOTAL	1,421,498	70,182	30,000	1,521,680
Civicorps	Oakland Forward	492,697			492,697
	General Fund	100,736			100,736
	TOTAL	593,433	-	-	593,433
Rising Sun	Oakland Forward	69,880			69,880
	TOTAL	69,880	-	-	69,880
Safe Passages	Oakland Forward	447,077			447,077
	TOTAL	447,077	-	-	447,077
Youth Employment Partnership	WIOA Youth	249,970			249,970
	Oakland Forward	500,000			500,000
	General Fund	136,390			749,970
	TOTAL	886,360	-	-	886,360
Black Cultural Zone	WIOA Youth	71,420			71,420
	TOTAL	71,420	-	-	71,420
Genesys Works Bay Area	WIOA Youth	178,550			178,550
	TOTAL	178,550	-	-	178,550
Youth Uprising	WIOA Youth	249,970			249,970
	TOTAL	249,970	-	-	249,970
West Oakland Job Resource Center	Army Base Billboard	345,615			345,615
	TOTAL	345,615	-	-	345,615

FURTHER RESOLVED: That the City is hereby authorized to spend such funds in Fiscal Year 2022-2023 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.

**Oakland Workforce Development Board
2022 Meeting Calendar
1 Frank Ogawa Plaza, Hearing Room 4 – 8:30 am-11:00 am**

Thursday - February 3, 2022	Regular Meeting
Friday - March 18, 2022	Executive Committee Meeting
Thursday - May 5, 2022	Regular Meeting
Friday - June 17, 2022	Executive Committee Meeting
Thursday - August 4, 2022	Regular Meeting
Friday - September 16, 2022	Executive Committee Meeting
Thursday - November 3, 2022	Regular Meeting
Friday - December 16, 2022	Executive Committee Meeting

Dates and time subject to change