



BOARD OF SUPERVISORS  
AGENDA LETTER

Agenda Number:

**Clerk of the Board of Supervisors**  
105 E. Anapamu Street, Suite 407  
Santa Barbara, CA 93101  
(805) 568-2240

**Submitted on:**  
**(COB Stamp)**

**Department Name:** Social Services  
**Department No.:** 044  
**Agenda Date:** July 1, 2025  
**Placement:** Administrative Agenda  
**Estimated Time:**  
**Continued Item:** No  
**If Yes, date from:**  
**Vote Required:** Majority

---

**TO:** Board of Supervisors  
**FROM:** Department Director: Daniel Nielson, Social Services Director  
Contact Info: Luis F. Servin, Executive Director, Workforce Development Board  
**SUBJECT:** Agreements with Eckerd Youth Alternatives, Inc. dba Eckerd Connects to operate the America's Job Center of California, the Workforce Innovation and Opportunity Act Adult and Dislocated Worker Career Services, and the High Road Construction Careers: Resilient Workforce Fund Program

---

**County Counsel Concurrence**

As to form: Yes

**Other Concurrence:** Risk

As to form: Yes

**Auditor-Controller Concurrence**

As to form: Yes

**Recommended Actions:**

That the Board of Supervisors:

- a) Approve and authorize the Chair to execute an Agreement with Eckerd Youth Alternatives, Inc. dba Eckerd Connects (not a local vendor), to assume the role of America's Job Center of California Operator, and Adult and Dislocated Worker Career Services Provider in Santa Barbara County for a total contract amount not to exceed \$4,307,219 for the period of July 1, 2025 through June 30, 2028;
- b) Approve and authorize the Chair to execute an Agreement with Eckerd Youth Alternatives, Inc. dba Eckerd Connects (not a local vendor), to provide High Road Construction Careers: Resilient Workforce Fund Program services for a total contract amount not to exceed \$215,498.26 for the period of July 1, 2025 through March 31, 2026;
- c) Authorize the Director of Social Services, or designee, to adjust the Line Item Budget of the Eckerd Youth Alternatives, Inc. dba Eckerd Connects for America's Job Center of California Operator, and Adult and Dislocated Worker Career Services Provider, and High Road Construction Careers: Resilient Workforce Fund Agreements, without exceeding the total contract amounts;

- d) Authorize the Director of Social Services, or designee, to extend the High Road Construction Careers: Resilient Workforce Fund contract with Workforce Development Board of Ventura County and Agreement with Eckerd Youth Alternatives, Inc. dba Eckerd Connects, and agreements with Eckerd Connects for America's Job Center of California Operator, and Adult and Dislocated Worker Career Services Provider, and to allocate the amount of unused funds from the previous Fiscal Year budget to the next Fiscal Year budget, subject to appropriations and budget approval;
- e) Authorize the Director of Social Services or designee, subject to appropriations and budget approval, to amend the Agreements with Eckerd Youth Alternatives, Inc. dba Eckerd Connects for America's Job Center of California Operator, and Adult and Dislocated Worker and High Road Construction Careers: Resilient Workforce Fund by increasing the maximum contract amount in an amount not to exceed amount of unused funds from previous Fiscal Year to the next Fiscal Year; and
- f) Determine that the activities are not a "Project" subject to California Environmental Quality Act (CEQA) review per CEQA Guideline Section 15378(b)(5), since these activities are an organizational or administrative activity of government that will not result in direct or indirect physical changes in the environment.

**Summary Text:**

This item is on the agenda in order to approve the following Agreements with Eckerd Youth Alternatives, Inc. dba Eckerd Connects (Eckerd):

1. America's Job Center of California (AJCC) Operator, and Adult and Dislocated Worker Career Services (ADWCS) Provider in Santa Barbara County for a total contract amount not to exceed \$4,307,219 for the period from July 1, 2025 through June 30, 2028.
2. Agreement with Eckerd to provide High Road Construction Careers: Regional Workforce Fund (HRCC: RWF) Program services for a total contract amount not to exceed \$215,498.00 for the period of July 1, 2025 through March 31, 2026.

The State requires Local Boards to select AJCC and ADWCS Providers through a competitive process at least once every four years. The Santa Barbara County Workforce Development Board (SBCWDB) is seeking approval to contract with Eckerd as the AJCC, ADWCS, and HRCC: RWF service provider. Eckerd will deliver career services to job seekers throughout Santa Barbara County utilizing local staff who live and work our community. The AJCC Operators and the ADWCS fulfill two distinct and separate roles within the local AJCC system. AJCC Operators are responsible for coordinating service delivery among all AJCC partners and service providers within our local workforce development area. The role of the ADWCS and HRCC: RWF operator includes providing basic and individualized career and training services to adult job seekers.

**Discussion:**

The Department of Social Services recommends that the Board of Supervisors (BOS) execute an agreement with Eckerd as the new program operator for the WIOA Adult and Dislocated Worker programs, AJCC Operator, and the HRCC:RWF program. This recommendation follows a competitive procurement process conducted by an external consultant, Racy Ming Associates.

### **Procurement Process and Selection Process:**

In accordance with the Federal Workforce Innovation and Opportunity Act (WIOA), the SBCWDB underwent a thorough and multi-pronged process to identify the strongest possible provider for the WIOA AJCC Operator and ADWCS for Santa Barbara County.

The WDB, through external consultant, Racy Ming Associates, initiated a Request for Proposals (RFP) to identify a qualified service providers. A panel composed of workforce development practitioners and subject matter experts from across California reviewed and rated each submission using standardized criteria. Eckerd received the highest overall score and was determined to be the most capable organization to deliver these critical workforce services. In addition to the panel review, Eckerd delivered a presentation to the SBCWDB Executive Committee and participated in an interview with its members. Following this engagement, the SBCWDB Executive Committee recommended Eckerd's selection to the full Workforce Development Board.

In accordance with the roles and responsibilities outlined in the Federal WIOA, the negotiated Agreements are now presented to the Board, acting as the WIOA-designated Chief Local Elected Official, for approval

### **Performance and Accountability:**

Eckerd's performance will be measured against the state-negotiated WIOA performance indicators, which include employment rates, median earnings, credential attainment, and measurable skills gains. The SBCWDB will monitor these metrics to ensure program quality, effectiveness, and compliance with federal and state standards.

### **Background:**

#### **AJCC Operator and ADWCS Provider**

The WIOA was signed into law on July 22, 2014. It supersedes the Workforce Investment Act of 1998 taking effect July 1, 2015 with the goal of providing job seekers access to employment, education, training and support services to succeed in the labor market and to match employers with skilled workers they need to compete in a global economy.

In accordance with WIOA, each local workforce areas must competitively select AJCC Operators and ADWCS Providers, the SBCWDB entered into a contractual agreement with consultant Racy Ming Associates to perform the tasks that would guarantee a fair and open solicitation process in line with WIOA.

On December 27, 2024, the SBCWDB released a Request for Proposal (RFP) to identify qualified service provider(s). As a result of the release of the RFP, three (3) proposals were received by the submittal due date of February 7, 2025. An Evaluation Panel comprised of workforce practitioners and experts from across the state evaluated all proposals. After the panel reviewed and rated the proposals, the highest-ranked organization was invited to an interview conducted by the SBCWDB Executive Committee. Based on this in-depth review, the Executive Committee recommended Eckerd as the AJCC Operator and ADWCS Provider. Subsequently, on March 25, 2025 the SBCWDB voted to accept the recommendation and directed SBCWDB staff to negotiate the Agreement with Eckerd.

### **HRCC: RWF**

The California Workforce Development Board (CWDB) oversees a suite of investments and policy initiatives to advance construction careers as a reliable pathway to the middle class for disadvantaged

Californians. The HRCC program prioritizes partnerships that link local building and construction trades councils to workforce boards, community colleges, and community-based organizations, creating structured pathways with a standard core curriculum and critical supportive services to state-certified apprenticeships in a variety of crafts.

The Workforce Development Board of Ventura (WDBVC), SBCWDB, along with the Workforce Development Board of San Luis Obispo County applied for these funds and were awarded \$4,246,962 in HRCC: RWF. This contract is intended to provide the framework for reimbursing the entities (including SBCWDB in the amount of \$1,118,665) for the costs of implementing and administering the HRCC: RWF in Santa Barbara County. WDBVC is the designated fiscal agent for the contract as they are the grant recipient for the special funds for the regional projects of this contract.

On September 12, 2023, the BOS voted to accept the funding and authorize an agreement with program operator, Managed Career Solutions (MCS), to begin offering services. Following the competitive procurement process of a new WIOA ADWCS, the SBCWDB terminated the contract with MCS effective June 30, 2025. The SBCWDB will require the new WIOA ADWCS operator (Eckerd) to assume the role of operator for this HRCC: RWF program.

HRCC: RWF Program focuses outreach and apprenticeship services toward women, English Language Learners, those who are homeless/housing insecure, veterans, people with disabilities, disadvantaged youth (aged 18-24 with barriers to employment and/or education), immigrants/refugees, formerly incarcerated individuals, and those from low-income households. Other populations are not excluded from the Program. The Program provides pre-apprenticeship training to 500 individuals throughout the region and in-person and virtual training on Multi-Craft Core Curriculum (MC3) that is focused on building and construction trades, such as carpentry, electrical, plumbing and pipefitters, sheet metal, etc.

Eckerd will enroll and provide ongoing support to individuals participating in the MC3 pre-apprenticeship trainings in Santa Barbara County, including, but not limited to, career coaching, dissemination of local labor market information on construction-related careers, connection to the local trades' unions, as well as supportive services to aid individuals participating in the Program. Upon completion of the MC3 training, Eckerd will help graduates with the following: apply for registered apprenticeships with the local trades, continue with further construction careers occupational training, obtain permanent employment, continue post-secondary training, and other career services as needed.

### **Performance Measure:**

#### **1. ADWCS Goals:**

##### **a. Enrollment Goals**

Enroll the following unduplicated number of participants:

	New Enrollments	Carryover Participants
Year 1	161	81
Year 2	161	65
Year 3	161	48
TOTAL	483	194

##### **b. WIOA State Performance Goals**

Meet or exceed State's negotiated annual performance goals.

<b>WIOA Title I Adult</b>	<b>2025/2026 Projected Goals</b>
Employment Rate 2nd Quarter After Exit	72.0%
Employment Rate 4th Quarter After Exit	73.0%
Median Earnings 2nd Quarter After Exit	\$8,185 Quarterly Earnings
Credential Attainment 4th Quarter After Exit	66.9%
Measurable Skill Gains	57.0%

<b>WIOA Title I Dislocated Worker</b>	<b>2025/2026 Projected Goals</b>
Employment Rate 2nd Quarter After Exit	72.7%
Employment Rate 4th Quarter After Exit	71.0%
Median Earnings 2nd Quarter After Exit	\$9,200 Quarterly Earnings
Credential Attainment 4th Quarter After Exit	60.0%
Measurable Skill Gains	50.0%

*The performance measure listed represent final goals for Fiscal Year 25/26. Performance Measures are negotiated by SBCWDB with the State every two years. The final performance goals for FYs 2026/2027, 2027/2028, have not yet been negotiated with the State. Once negotiated, performance goals will be updated accordingly.*

**c. Additional Yearly Performance Goals**

DSS staff have established additional performance indicators to ensure a strong return on investment and adequate levels of service and outcomes for the participants served. Eckerd must meet or exceed the County departmental goal of Employment Rate in the 2<sup>nd</sup> Quarter After Exit of 77.3% for both Adult and Dislocated Workers. This goal is to be measured against the State's published weighted performance report.

**2. HRCC: RWF Goals:**

The following performance measures are included in the Agreement with Eckerd:

<b>Participants by County</b>	<b>Santa Barbara</b>
Enrolled in Training	40
Completion of MC3	34
Apprenticeship Placement	35
Career Advancement	4
Non-Trades Employment	25

**Fiscal and Facilities Impacts:**

**ADWCS**

DSS appropriated funds in its FY 2025-26 budget to make payments under these agreements with Eckerd. DSS will include these agreements in its budget in FY 2026-2027 and FY 2027-2028, as applicable.

The agreement to operate AJCC, which will not exceed \$4,307,219 over a three-year period beginning in FY 2025-2026, will be funded with annual allocations of WIOA Adult and Dislocated Worker Formula Grant funds awarded by DOLETA and passed through the State of California Employment Development Department. The agreement contains non-appropriation clauses in the event that no or insufficient funds are appropriated or funds are not otherwise available for payment during the term of the agreement. There is no impact to the General Fund.

#### **HRCC:RWF**

The SBCWDB will receive a total of \$1,118,665 through reimbursement from the WDBVC, which is the Fiscal Agent for the HRCC program. There is no impact to General Fund.

#### **Fiscal Analysis:**

<b><u>Funding Source</u></b>	<b><u>FY 2025-26</u></b>	<b><u>FY 2026-27</u></b>	<b><u>FY 2027-28</u></b>	<b><u>Total</u></b>
<b><u>State (HRCC: RWF)</u></b>	\$ 215,498.26			<b>\$ 215,498.26</b>
<b><u>Federal (ADWCS)</u></b>	\$ 1,450,605.00	\$ 1,178,688.00	\$ 1,192,526.00	<b>\$ 3,821,819.00</b>
<b><u>Federal (AJCC)</u></b>	\$ 161,800.00	\$ 161,800.00	\$ 161,800.00	<b>\$ 485,400.00</b>
<b><u>Total</u></b>	<b>\$ 1,827,903.26</b>	<b>\$ 1,340,488.00</b>	<b>\$ 1,354,326.00</b>	<b>\$ 4,522,717.26</b>

#### **Special Instructions:**

Please scan, email and send one duplicate original Agreement, and a copy of the minute order to:

DSS Contracts Unit

C/O Tricia Beebe

2125 S. Centerpointe Parkway, 3<sup>rd</sup> Floor

Santa Maria, CA 93455

[tbeebe@countyofsb.org](mailto:tbeebe@countyofsb.org)

#### **Attachments:**

**Attachment A** – Agreement with Eckerd Connects – AJCC WDB One Stop

**Attachment B** – Agreement with Eckerd Connects – HRCC RWF

#### **Contact Information:**

Tricia Beebe

Procurement and Contracts Supervisor

[tbeebe@countyofsb.org](mailto:tbeebe@countyofsb.org)

Luis Servin

WDB Executive Director

[lservin@countyofsb.org](mailto:lservin@countyofsb.org)