



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

Department Name: Social Services
Department No.: 044
For Agenda Of: May 17, 2016
Placement: Administrative
Estimated Time: N/A
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors
FROM: Department Daniel Nielson, Director, Social Services
Director(s) 681-4451
Contact Info: Raymond McDonald, Executive Director, Workforce
Development Board 681-4446
SUBJECT: California Workforce Development Board and EDD Grant Application to
Implement Workforce Training for the Supervised Population

County Counsel Concurrence

As to form: N/A

Other Concurrence: N/A

As to form: N/A

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Authorize the Workforce Development Board, in partnership with the Probation Department, to apply for grant funding made available through awards made by the California Workforce Development Board and the Employment Development Department to implement Workforce Training for the Supervised Population (California Assembly Bill 2060);
- b) Accept anticipated funding in the amount of \$341,374 for the period covering June 30, 2016 to December 31, 2017;
- c) Direct staff to return to the Board of Supervisors to execute a subcontract with Community Solutions, Inc. for provision of services to the supervised population should the grant be awarded; and
- d) Determine that the above actions do not involve any commitment to any specific project which may result in a potentially significant impact on the environment, and therefore it is not a project under the California Environmental Quality Act (CEQA) pursuant to section 15378(b)(4) and (5) as the proposed action is also an organizational or administrative activity.

Summary Text:

The Santa Barbara County Workforce Development Board (WDB), in partnership with the Probation Department, submitted an application for \$341,374 to establish a public/private collaboration to address the employment needs of unemployed and underemployed adults who are on Probation supervision in Santa Barbara County.

If awarded, the requested grant funds would supplement and enhance the services that the supervised population already receive and establish new partnerships to improve employment outcomes. The proposal incorporates innovative best practices including Sector Strategies and Cognitive Behavioral Interventions for Offenders Seeking Employment designed to enhance and improve employment outcomes and support employment retention.

In 2015, the WDB contracted with BW Research to examine the Santa Barbara County labor market and identify industry sectors that are growing or particularly important to the area. WDB identified nine industry clusters, including the Building and Design sector, which offers promising opportunities for the supervised population. As of 2014, the Building and Design sector employed just over 10,000 workers in Santa Barbara County. Over two-thirds of employers in the sector report difficulty finding and hiring qualified workers. The proposed program will focus on training and job placement in the Building and Design sector.

The following four organizations will partner in the implementation of the program:

The Workforce Development Board (WDB) will be the lead organization managing the project and DSS will act as the fiscal agent. The WDB will use grant funds to hire a Business Services Representative (BSR) to develop opportunities for the supervised population. The BSR will be responsible for employer outreach, engagement, and job development. The BSR will have a dedicated budget of grant funds to be used for on-the-job training and employer stipends to encourage skeptical employers to hire probation clients.

Community Solutions Inc. will provide employment preparation, training referrals, job placement and retention support for program participants. CSI will hire a dedicated Employment Specialist through a subcontract with the WDB/DSS. The Employment Specialist will be trained in Dr. Edward Latessa's Cognitive Behavioral Interventions for Offenders Seeking Employment and will work directly with clients referred by Probation.

The Probation Department will be responsible for conducting an initial assessment of clients' risks and needs and referring clients to the Employment Specialist for services. In addition, Probation staff will support clients to meet their employment goals by facilitating access to transportation and making referrals to other providers for supplementary services as deemed necessary by the initial assessment. Probation's Special Projects Manager will provide data collection and analysis throughout the grant period, including enrollment and completion in training, attainment of certificate or degree, placement in temporary and permanent employment, employment retention and recidivism for reporting requirements of the grant.

The Santa Barbara Contractors Association (SBCA) will serve as advisor to the project team to ensure the program design and trainings are relevant and aligned with employer needs. In addition, the SBCA

will help the team connect to industry employers to develop on-the-job training and employment opportunities.

Three training tracks have been developed and participants may be referred by the Employment Specialist depending on their individual needs, interests, and experience:

Track 1: Santa Barbara City College's Construction Technology: The program offers Basic Construction Skills, Beginning Construction, and carpentry courses, green collar training, and basic electrician training. Grant funds will be used to pay for this training.

Track 2: On the Job Training (OJT) with Employers: The BSR will work with the Contractors Association to identify opportunities for participants to receive hands-on training from employers. A portion of participants' wages will be paid for with grant funds. The goal of OJT will be unsubsidized employment at the end of training.

Track 3: Apprenticeship: Representatives from both the *International Brotherhood of Electrical Workers Local 413* and the *U.A. Local Union 114 Plumbers, Pipe Fitters and Welders* sit on the Santa Barbara County Workforce Development Board. Both Unions have competitive apprenticeship programs. Select participants who meet the criteria and show interest will be referred to these apprenticeship programs. These programs do not cost money.

Sustainability will be achieved beyond the term of the grant by taking the following actions:

- Establish designated points of contact, clear referral channels, and data sharing among Partner Organizations.
- Develop a project close-out report that highlights successes and includes recommendations for maintaining high-value programmatic elements.
- Require grant-funded staff to cross-train existing staff across the Partner Organizations to share best practices and integrate key elements of the model.

The proposed model will serve as a first step to cement new community partnerships and improve employment outcomes for the supervised population.

Background:

The California Workforce Development Board (State Board), in partnership with the Employment Development Department (EDD), has announced the availability of up to \$4.3 million in Recidivism Reduction Funds to implement and support recidivism reduction workforce training and development programs targeting the supervised population. The supervised population includes all persons who are on probation, mandatory supervision, or post release community supervision as defined in Penal Code §1234(c) and are supervised by, or are under the jurisdiction of, a county.

The State Board and EDD will fund applications that will expand existing, mature collaborative relationships between county Probation Development and/or Community Corrections Partnerships (probation, courts, mental health services, community colleges, etc.) and Local Workforce Development Boards (local boards) in support of innovative strategies that accelerate educational attainment and reemployment for the supervised population by:

- Increasing labor market and skills outcomes through the development of strategies that fill gaps, accelerate processes, or customize services to ensure greater access to workforce services and employment opportunities.
- Implementing promising new modes and practices in workforce system delivery infrastructure and funding alignment that can be replicated across the State and tailored to regional needs.
- Leveraging State investment with commitments from industry, labor, public, and community partners.

In addition, the State Board is interested in funding applications that further advance the goals of California’s Strategic Workforce Development Plan 2013-2017 - “Shared Strategy for a Shared Prosperity” (Strategic Plan) to prioritizes regional coordination among key partners, sector-based employment strategies, skill attainment through “earn and learn” and other effective training models (including, but not limited to apprenticeship), and development of career pathways. The State Board is interested in funding applications that further advance the goals of its Strategic Plan and build workforce system infrastructure and capacity through:

- Collaboration among partners in development of service delivery strategies and alignment of resources to better connect the supervised population to employment.
- Innovation that creates new or adapts existing approaches or accelerates application of promising practices in workforce development and skill attainment.
- System change that utilizes these funds to incentivize adoption of proven strategies and innovations that are sustained beyond the grant period.

Performance Measure:

The proposal includes the following projected outcomes over the course of the 18 month grant term:

Participants served	150
Participants enrolled in training	45
Completion of training	35
Placement in post secondary education	40
Apprenticeship	3
Placed in Building and Design sector employment	60
Placed in temporary or non industry employment	65
Retained in employment	100

Fiscal and Facilities Impacts:

Budgeted: Yes

Fiscal Analysis:

Funding Sources	Current FY Cost:	Annualized On-going Cost:	Total One-Time Project Cost
General Fund			\$ (39,520.00)
State			\$ 313,624.00
Federal			\$ (136,834.00)
Fees			
Other:			
Total	\$ -	\$ -	\$ 137,270.00

Narrative:

If awarded, the Santa Barbara County Workforce Development Board will receive \$341,374 in grant funds from the State. The funds will cover 1 FTE for 18 months, a subcontract with CSI in the amount of \$140,013, as well as training costs for participants.

The Santa Barbara County Workforce Development Board will contribute \$136,834 in in-kind staff time (Federal dollars) for program oversight, fiscal management, contracting, reporting, facilities, facility-related costs, and staff travel for mandated trainings.

Santa Barbara County Probation Department will contribute \$27,750 in matching funds (State dollars) to cover client supports, training and employment materials, and incentives. Probation will also provide \$39,520 in in-kind staff time (General Fund) for client outreach and referral, managerial oversight, reporting, and travel to mandatory trainings.

Key Contract Risks: N/A

Staffing Impacts:

Legal Positions:

FTEs:

Add 1 grant-funded FTE for 18 month term

Special Instructions:

Please email a copy of the minute order via email to Stephanie Fodor, Administrative Professional, at the Workforce Development Board to s.fodor@sbcsocialserv.org.

Attachments:

Attachment A: Grant Proposal

Authored by: Raymond L. McDonald, Executive Director, Workforce Development Board