



AGENDA REPORT

TO: Edward D. Reiskin
City Administrator

FROM: Alexa Jeffress
Director, Economic &
Workforce Development
Department

SUBJECT: Workforce Development Board Fiscal
Year 2022-23 Budget and Contracts

DATE: June 13, 2022

City Administrator Approval

Date: Jun 16, 2022

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution:

(1) Adopting The Fiscal Year 2022-23 Workforce Development Budget;

(2) Accepting and Appropriating Five Million Eight Hundred Ninety-Six Thousand Dollars (\$5,896,000) of Youth Workforce Development Program Funds From the Office of the Governor's California Volunteers To Increase Youth And Young Adult Employment Services And Develop Pathways Into Careers In Public Service;

(3) Accepting And Appropriating Five Hundred Thousand Dollars (\$500,000) From The California Workforce Development Board;

(4) Authorizing Grant Award Agreements With Service Providers Competitively Selected By The Oakland Workforce Development Board To Provide Comprehensive Career Services, Adult Career Services, And Youth Career Services From Workforce Innovation Opportunity Act (WIOA) Title I Funds And Other Funds For Fiscal Year 2022-23;

(5) Authorizing The Carryover Of Unspent Fiscal Year 2021-22 Funds To Contracted Service Providers In Fiscal Year 2022-23; And

(6) Authorizing The City Administrator To Apply For And Accept Grants And Contributions For Workforce Development Services Beyond The WIOA Title I Formula Funding And Other Budgeted Funding Sources Up To Two Hundred Fifty Thousand Dollars (\$250,000) Per Instance With The Approval Of The Oakland Workforce Development Board Without Returning to Council

EXECUTIVE SUMMARY

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 competitively selected by the Oakland Workforce Development Board (OWDB) outlined in **Table 3** of this report. Staff also recommends that the City Council authorize the expenditure of FY 2021-

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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 per grant.

The budget reflects federal funding through the Workforce Innovation Opportunity Act (WIOA), significant new grants from the State of California, funding support from the City of Oakland (City), and miscellaneous grants that support summer youth activities, including philanthropic support from Oakland Fund for Public Innovation 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.

With this recommended action, the City will expand its workforce development services by more than double the funding from the last procurement cycle in FY 2019-22, welcoming seven new providers for a total of 14 workforce service providers and 22 distinct programs to Oakland's priority populations and neighborhoods of East Oakland, Central/Fruitvale, and West Oakland. The recommended action will both strengthen the capacity of existing service providers and engage new providers with strong community ties, advancing the City's equity goal of expanding access to City contracts for local organizations.

BACKGROUND / LEGISLATIVE HISTORY

The Oakland Workforce Development Board (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 a 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, discussed below, 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 FYs 2022-2025 was issued on March 11, 2022 by the City of Oakland's Economic & Workforce Development Department (EWDD) 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 process, 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

Adopting the proposed resolution advances the **Citywide priority of housing, cultural and economic security**, as approval of the FY 2022-23 Workforce Development Budget; accepting and appropriating grants, and authorizing grant awards with service providers allows the critical work of the OWDB and programming for workforce to proceed 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 discussion below addresses: (1) the proposed OWDB budget and the sources of funds to be accepted and appropriated, including from the Office of the Governor's California Volunteers, the California Workforce Development Board, and carryover funds; (2) the recommended grant award agreements with service providers selected through RFP; and (3) the request for authorization to pursue additional grant funding without returning to Council.

1. OWDB FY 2022-23 Budget

Funding Sources and Expenditure Categories

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, and miscellaneous grants from private businesses and philanthropic support. The FY 2022-23 OWDB budget, as presented in **Attachment A**, was scheduled for consideration by the OWDB at a special meeting on June 16, 2022.

There are three main expenditure categories in the OWDB budget:

(1) (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 percent of the workforce budget.

(2) (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

Sources of Funding for FY 2022-23

Sources of Funding for FY 2022-23 include: (a) WIOA funds projected; (b) WIOA funds carried over, (c) Workforce Accelerator grant, (d) state of California grant, (e) City General Fund; (f) billboard revenue; and (g) Measure HH and private grant funds. Each source and how that money is proposed to be spent is discussed below.

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

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

1. Adult Program - Serves individuals 18 and older by providing them with job search assistance and training opportunities and to help meet employer workforce needs.
2. 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.
3. Youth Program - Comprehensive youth employment program for serving eligible youth, ages 14-24, who face barriers to education, training, and employment.
4. 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.¹ Rapid Response allocations have not yet been released, therefore, for planning purposes, the FY 2021-22 allocation is used as baseline for this program.

WIOA funds are appropriated through the City’s FY 2021-23 biennial budget, Resolution No. 88717 C.M.S., adopted on June 24, 2021. Based on formula allocation as determined by EDD, 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% |

Using this source of funds, staff recommends entering into Grant Agreements with workforce service providers for programs and services competitively selected through the aforementioned RFP process, which is also discussed in more detail in Section 2 below. See **Table 3** below for the recommended list of providers.

(b) WIOA Funds Carried over 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.

As discussed below, 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.

(c) Workforce Accelerator 10.0 Grant - \$500,000

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 grant will support work to regionalize support for youth who are defined as “Opportunity Youth” ages 15 to 25 years that are disconnected from work or school, 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.

Using this source of funding, staff is recommending the creation of a 14-week bridge/pre-apprenticeship program to be provided by Bitwise Industries and Love Never Fails. These

¹ https://edd.ca.gov/en/jobs_and_training/Information_Notices/wioa-formula-allocations--py-22-23/

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 would serving as the lead for the project and would enter into a grant agreement with Lao Family Community Development (LFCD), Inc. in the amount of \$409,000, as the subrecipient to deliver program operations which includes recruiting, enrolling youth and acting 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. The remaining \$91,000 is allocated to City personnel for project management and oversight. (See also **Table 3** below).

The grant term for Workforce Accelerator 10.0 is 19 months and will run from June 1, 2022 through December 31, 2023. Funding will be budgeted in the Workforce Investment Act Fund (2195), Workforce Development Organization (85311), in a Project to be determined (TBD).

(d) State - California Volunteers Youth Workforce Development Program - \$5,896,000

In April 2022, the City of Oakland was awarded \$5,896,000 from the Office of the Governor's California Volunteers through May 2024.

This source of funds will be used to create a year-round youth and young adult employment program for individuals aged 16-30 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 help to prepare young people for stable careers in public service 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 400 individuals (150 year-round + 250 summer) over the next 2.5 years and creating new pipelines to long-term careers in public service. The program is targeted to begin on July 1, 2022.

Funding will be budgeted in the State of California Fund (2159), Workforce Development Organization (85311), in a Project to be determined (TBD).

(e) Estimated City General Fund -\$2,722,974

As part of the City's FY 2021-23 biennial budget, the City Council awarded \$1,000,000 in FY 2022-2023 to support current Oakland WIOA service providers through these economic challenges. On May 17, 2022, the City Council, passed a resolution that would extend contracts for current providers from July 1, 2022 through June 30, 2023 for a total funding amount of \$1,770,608 as shown in **Table 2**. In addition, \$144,696 will be used to procure a database that will assist with streamlining the contract and invoice process and support workforce staff operations. One million of these funds will be allocated by the OWDB in General Purpose Fund (1010), Workforce Development Organization (85311), Workforce Development Services Project (1006028). The additional \$885,304 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 FY 2021-23 biennial budget, \$220,000 was allocated to the City's Day Laborer program. Resolution No. 88904 C.M.S. adopted on November 16, 2021, authorized 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. Funding will be budgeted in General Purpose Fund (1010), Workforce Development Organization (85311), Day Laborers Project (1000167).

The remaining \$732,366 in general funds will support city operations and the procurement of a database to support contracting and invoice processing in General Purpose Fund (1010), Workforce Development Organization (85311), in various Projects to be determined (TBD)

(f) 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 2021-23 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. (See also **Table 3** below). \$163,310 is allocated to City personnel for project management and oversight. Funding will be budgeted in OBRA Leasing & Utility Fund (5671), Workforce Development Organization (85311), West Oakland Resource Center Project (1000036).

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

The City's FY 2021-23 biennial budget also includes \$400,000 in Measure HH funding to support the summer youth employment program for Oakland youth ages 16 to 21. 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, as approved by the City Council on June 7, 2022. \$400,000 will be budgeted in Measure HH SSBTD Fund (1030), Workforce Development Organization (85311), Measure HH Healthy Kids Project (1003817) and \$100,000 in private grant funds will be budgeted in Miscellaneous Trusts Fund (7999), Workforce Development Organization (85311), Mayor Summer Youth Donation Project (1000500).

Based on the above, staff recommends approval of the OWDB budget as provided in **Attachment A**. Staff also recommends accepting and appropriating \$5,896,000 of Youth Workforce Development Program Funds from the Office of the Governor's California Volunteers, accepting, and appropriating \$500,000 from the California Workforce Development Board and authorizing the carryover of unspent FY 2021-22 Funds to contracted service providers.

2. Selection of Three-Year Workforce Service Providers - FY 2022-25 WIOA and Related Direct Services Request For Proposals

Overview of RFP Process

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 and 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 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

The RFP primary goals were to provide 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 jobseekers' 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 employment 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.

Review Panel

An Independent Review Panel selected from workforce industry experts was identified with no known or perceived conflict of interest with/against the applicants. The Review Panel used objective scoring criteria to score each proposal. Workforce Development staff did not score proposals.

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

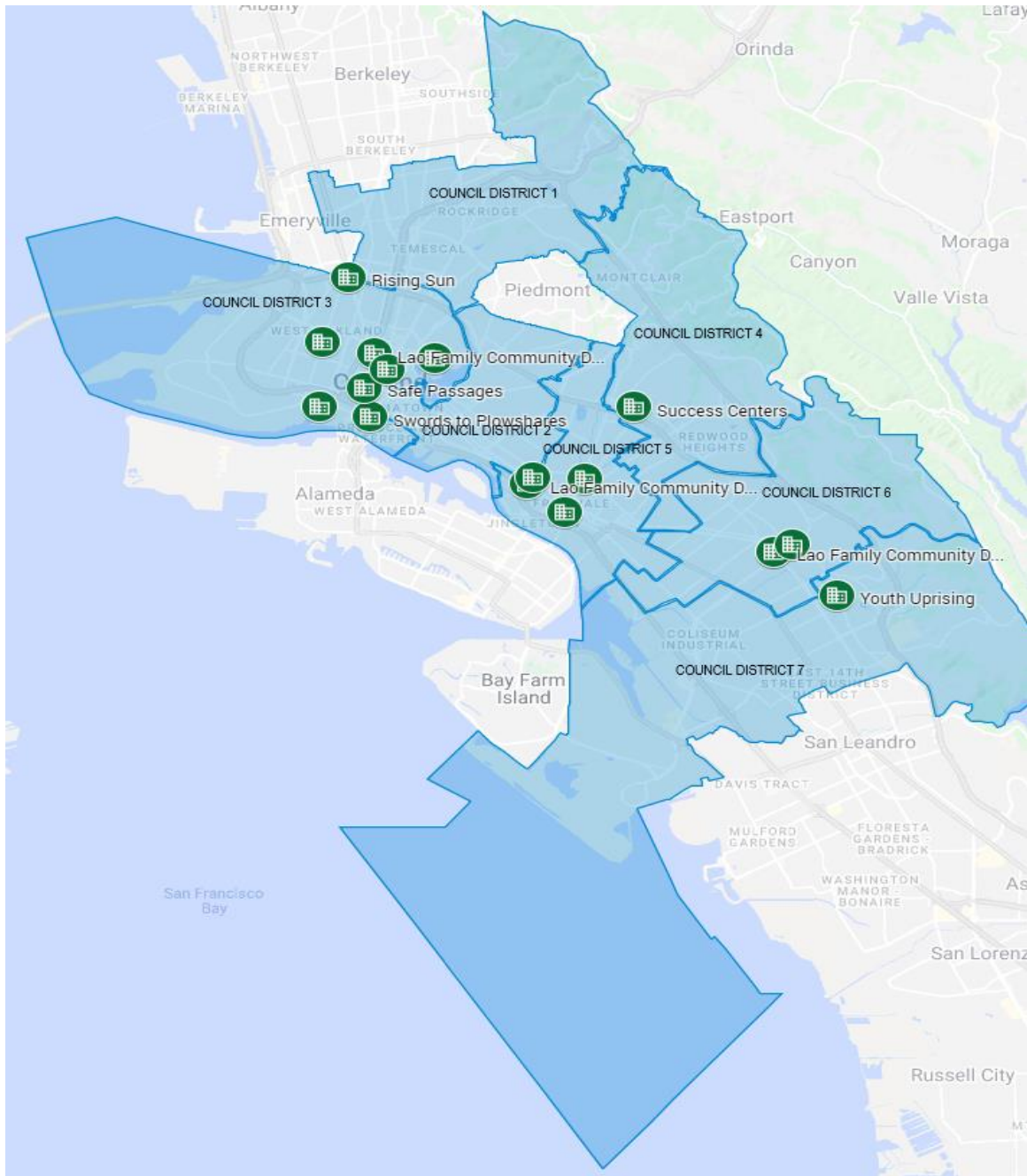
In total, 22 applications were received from 15 Oakland based workforce service providers, of which 20 are recommended for funding. Seven (7) applications were received in response to the Affiliate/Specialized subcategory, one (1) application was received for the Comprehensive subcategory, one (1) application 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. Funding recommendations are based primarily on application ranking by reviewers and funds available within each of the funding categories as identified in the RFP.

Twenty (20) applications are being recommended for funding, including seventeen (17) applicants who received a score of 75 percent or higher as well as an additional three (3) applicants who fell slightly below the threshold and received scores between 70-74. Staff recommend funding the three applicants who scored between 70 and 75 as part of the OWDB's commitment to increase access and provide high quality programs and services to Oakland's underserved communities. 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. See **Figure 1** below for a map of recommended service providers by district.

Figure 1: Map of Recommended Service Providers by District



Based on the above, staff recommends that the City Council 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 Partners | 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 |

3. Applying for, Accepting and Appropriating Grants

From time to time the OWDB may apply for additional 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 per grant without returning to council. This will allow the OWDB to respond more quickly to funding opportunities to support Oakland's workforce needs and is consistent with prior year's authorization granted by City Council.

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% |

PUBLIC OUTREACH /INTEREST

All OWDB meetings are publicly noticed and there is active public participation in both committees and full OWDB meetings. Prior to issuing RFPs for developing the workforce system, the OWDB staff met with community stakeholders to inform the policy principles and conceptual frameworks for service models. Contracted service providers were competitively procured through the FY 2022-25 RFP process, as described more fully above.

COORDINATION

WIOA service providers were competitively procured through the FY 2022-25 RFP process supported by the Department of Workplace and Employment Standards. Additionally, Workforce Development staff also worked closely with the City Attorney's Office for counsel and advice on matters such as proper noticing, board process, and conflicts of interest. The Workforce Development is a division within EWDD.

SUSTAINABLE OPPORTUNITIES

Economic: Oakland's Workforce Development system provides qualified workers, including youth, for Oakland businesses and prepares Oakland residents for gainful employment and career paths leading to family sustaining jobs.

Environmental: This report does not directly address environmental sustainability.

Race & Equity: Oakland's Workforce Development system prioritizes services to targeted populations (African American and Latinx) and geographic areas of Oakland (East and West), that have the highest numbers of residents who face disproportionately high levels of unemployment. Per the 2020 OWDB Race and Equity Analysis, the Workforce Development division identified critical disparities in employment access in Oakland, specifically in "[t]he 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... including the zip codes 94621, 94603, 94605, 94601,94607."

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution:

- (1) Adopting The Fiscal Year 2022-23 Workforce Development Budget;
- (2) Accepting and Appropriating Five Million Eight Hundred Ninety-Six Thousand Dollars (\$5,896,000) of Youth Workforce Development Program Funds From the Office of the Governor's California Volunteers To Increase Youth And Young Adult Employment Services And Develop Pathways Into Careers In Public Service;
- (3) Accepting And Appropriating Five Hundred Thousand Dollars (\$500,000) From The California Workforce Development Board;
- (4) Authorizing Grant Award Agreements With Service Providers Competitively Selected By The Oakland Workforce Development Board To Provide Comprehensive Career Services, Adult Career Services, And Youth Career Services From Workforce Innovation Opportunity Act ("WIOA") Title I Funds And Other Funds For Fiscal Year 2022-23;
- (5) Authorizing The Carryover Of Unspent Fiscal Year 2021-22 Funds To Contracted Service Providers In Fiscal Year 2022-23; And
- (6) Authorizing The City Administrator To Apply For And Accept Grants And Contributions For Workforce Development Services Beyond The WIOA Title I Formula Funding And Other Budgeted Funding Sources Up To Two Hundred Fifty Thousand Dollars (\$250,000) Per Instance With The Approval Of The Oakland Workforce Development Board Without Returning to Council

For questions regarding this report, please contact Honorata Lindsay, Program Analyst III, at 510-238-3383.

Respectfully submitted,



ALEXA JEFFRESS
Director, Economic & Workforce Development
Department

Reviewed by:
Sofia Navarro, Executive Director, Workforce
Development

Prepared by:
Honorata Lindsay, Program Analyst III
Workforce Development

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 | Civicornps | | | | | | 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 Partners | 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 1 = 75 or higher Threshold 2 = 70-74 | 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 | 1 | 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 Partners | \$218,818 | 25 | \$8,753 | 75 | 1 | 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 | 1 | 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 | 2 | YES | \$75,000 | 15 | 2577 MacArthur Blvd | D5/D4 | Central East/Laurel Heights | 94621,94601, 94603, 94607, 94612 |
| | | | Swords to Plowshares | \$350,000 | 90 | \$3,889 | 81 | 1 | 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 | 1 | 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 | | | | | | |
| | Comprehensive | 500,000 | Oakland Private Industry Council | \$500,000 | 214 | \$2,336 | 94 | 1 | 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 |
| One Stop Operator | | 90,000 | Oakland Private Industry Council | \$90,000 | 600 | \$150 | 96 | 1 | 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 | 1 | 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 | 1 | 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 | 2 | YES | \$69,880 | 8 | 1116 36th Street | D3 | W. Oakland | W. Oakland/E. Oakland/Fruitvale |
| | | | Safe Passages | \$447,077 | 50 | \$8,942 | 95 | 1 | 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 | 1 | YES | \$500,000 | 100 | 1900 Fruitvale Avenue | D5 | Fruitvale | 94607, 94621, 94601, 94603, 94605 |
| | | | Youth Employment Partnership | \$500,000 | 65 | \$7,692 | 98 | 1 | YES | \$500,000 | 65 | 2300 International Blvd | D5/D2 | Fruitvale/San Antonio | Central/Fruitvale, W. and E. Oakland |
| | | | Black Cultural Zone | \$250,000 | 80 | \$3,125 | 71 | 2 | NO | \$71,420 | 10 | 7101 Foothill Blvd | D6 | East Oakland | W. Oakland/North Oakland, 94621, 94603, 94605, 94601, 94607 |
| | WIOA Youth | 1,250,000 | Genesys Works Bay Area | \$191,906 | 70 | \$2,741 | 87 | 1 | 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 | 1 | 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 | 1 | YES | \$249,970 | 35 | 1900 Fruitvale Avenue | D5 | Fruitvale | 94607, 94621, 94601, 64603, 94605 | |
| | Youth Employment Partnership | | \$250,000 | 32 | \$7,812 | 107 | 1 | 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 | 1 | YES | \$249,970 | 35 | 8711 MacArthur Blvd | D7 | E. Oakland | E. Oakland | |

Attachment C – Program Descriptions and 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. | <p>*Organization's strength is having an adequate number of partners.</p> <p>*Strong wrap around services and program offerings.</p> <p>*Organization has strength in past experience with delivering WIOA A/DW programs.</p> <p>*Low overhead is a plus. Any moneys allotted would benefit the organization through staffing and resources for clients.</p> <p>*Qualified Staffing.</p> <p>*Well designed and very impressive program design.</p> |
| 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. | <p>*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.</p> <p>*Multiple locations and capacity to implement the program is encouraging.</p> <p>*Mention of many assessment tools available to youth and tutoring via youth leaders a plus.</p> <p>*Organization has diverse and numerous language access.</p> <p>*Plus for organization's available proposed evening hours for services.</p> <p>*Their project history has demonstrated that they are absolutely qualified to take on this program.</p> <p>*Highly qualified staff with deep connections in the Oakland community that have demonstrated their competence.</p> <p>*Possesses the competency, experience, and education required to effectively perform the duties as enumerated in the Scope of Work; Addressing Green Technology presumably</p> <p>* 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;</p> <p>*Has the experience of successfully performing similar services;</p> <p>*Very well understood and developed understanding of program design based on years of experience, and the number of youth assisted.</p> |

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.

- 4 **A/DW**
Affiliate/Specialized **Mandela Partners**
- 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.
- *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
- 5 **A/DW**
Affiliate/Specialized **OPIC**
- 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 training 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.

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's 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> |

9 **A/DW**
Affiliate/Specialized **Swords to**
Plowshares

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.

- *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

10 **A/DW**
Affiliate/Specialized **Spanish Speaking**
Unity Council

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.

*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.

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

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| 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 no cost to their communities, improving local climate resilience and saving residents money. Professional development workshops and coaching round out the summer, transitioning into more robust career exploration during paid, fall-term externships with partnered hosts.</p> | <ul style="list-style-type: none"> *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 youths 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 zip code 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.

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 On The 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, micro certification, 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.
- *Zip code 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 youths 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.