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OFFICE OF THE CITY CLERK
OAKLAND

2010 DEC -2 PM 4:31

CITY OF OAKLAND

AGENDA REPORT

TO: Office of the City Administrator
ATTN: Dan Lindheim
FROM: Community and Economic Development Agency
DATE: December 7, 2010

RE: **A Supplemental Report Regarding a Resolution (1) Appropriating \$285,000 From A Workforce Investment Act Grant For The Oakland Green Jobs Initiative To Train And Place Oakland Residents In Green Jobs For Fiscal Year 2010-2011, (2) Authorizing Contracts With Men Of Valor In The Amount Of \$35,000, CivicCorps In The Amount Of \$49,600, Growth Sector In The Amount Of \$40,000, Urban University In The Amount Of \$89,400, And Cypress Mandela Training Center In The Amount Of \$25,000 To Collaboratively Provide Employment Training And Job Placement Services, (3) Authorizing A Contract For Up To \$20,000 To Evaluate Program Performance Without Returning To Council, And (4) Allocating \$26,000 For City Administration**

SUMMARY

At the meeting of the Community and Economic Development (CED) Committee on November 16, 2010, staff requested adoption of a resolution authorizing the City Administrator to appropriate funds and enter into contracts with specific organizations for the implementation of the project and delivery of services for the Oakland Green Jobs Initiative. This implementation action followed up on the August 24th, 2010 approval of Resolution No. 82962 C.M.S., which authorized the City Administrator to accept the Fiscal Year 2008 Earmark of \$285,000 from the Department of Labor Employment and Training Agency (DOL-ETA) for the Oakland Green Jobs Initiative. As a specifically earmarked grant, the City does not now have discretion to choose among potential service providers and still accept the award under the DOL-ETA grant conditions.

The CED Committee asked staff to provide a supplemental report with evaluations of past performance for the contractors to be funded through the Oakland Green Jobs Initiative. This supplemental report is limited to contractors that have had contracts within the last three years with the City of Oakland. Two other project partners – Growth Sector and Urban University – have not held direct contracts with the City of Oakland previously.

KEY ISSUES AND IMPACTS

Service Providers proposed for inclusion in the Oakland Green Jobs Initiative which have currently or recently received funding from the City of Oakland include:

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Organization	Project	Funding Entity	Contract Dates	Description
Cypress Mandela	Oakland Green Jobs Corps	City of Oakland	01-01-2009 to 07-31-2010	Provide training leading to certification in conjunction with Laney college to prepare students for employment in the green industry
	16-Week Pre-Apprenticeship Training Program	City of Oakland	09-30-2009 to 06-30-2010	Provide students with 640 hours of training leading to employment
CiviCorps	CiviCorps Charter School - community-based afterschool program	Department of Human Services – Oakland Fund for Children and Youth	07-01-2009 to 06-30-2010	Provided academic support, meaningful learning opportunities, physical and emotional safety
	Oakland Litter Abatement	CEDA Redevelopment Agency	01-05-2009 to 01-04-2011	Remove litter from streets designated by the City.
	Graffiti Abatement	City Manager - Nuisance Abatement Division	08-2010 to 10-2010	Remove graffiti within the graffiti hot spots (designated by the City)
	Recycling and Related Services	Public Works Agency - Recycling	08-01-2007 to 07-31-2013	Recycling; Internship; Oil Recycling; Recycling Collection; Multi-family Residential Recycling Support; Bike Locker Cleaning
Men of Valor	Pathways out of Poverty: A life Transformative Training Program	Department of Human Services - Oakland Community Action Partnership	01-01-2010 to 01-01-2011	Provide Employment and Vocational Training for 30 men with barriers to employment between the ages of 18-35
	Graffiti Abatement Projects and Vacant Lot cleaning	Neighborhood Initiative Services Division	01-01-2008 to - 12-31-2010	Provide a host of services that will prepare men living in high crime areas OPD beats 33 and 34 to function in the community as responsible, productive, law abiding fathers.
	Weed and Seed Program	Neighborhood Initiative Services Division	01-01-2008 to 12-31-2010	Provide a host of services that will prepare men living in high crime areas OPD beats 33 and 34 to function in the community as responsible, productive, law abiding fathers.

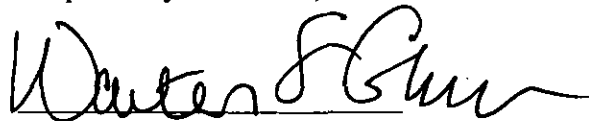
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Based on the evaluations received from the other City funding bodies listed in the table above, Cypress Mandela, CiviCorps, and Men of Valor all appear to have met or exceeded program goals under their previous funding awards. Those detailed evaluations are included as *Attachment A* to this supplemental report. Moving forward, staff with CEDA's Workforce Development unit intend to evaluate the providers proposed for funding under this award with a critical eye, to promote maximum performance under these and all future workforce development contracts.

ACTION REQUESTED OF THE CITY COUNCIL

Staff recommends that Council authorize the City Administrator to appropriate the U.S. Department of Labor Employment and Training Administration congressional earmark grant of \$285,000 and enter into contracts with Men of Valor in the amount of \$35,000, CivicCorps in the amount of \$49,600, Growth Sector in the amount of \$40,000, Urban University in the amount of \$89,400, Cypress Mandela in the amount of \$25,000 to collaboratively provide employment training and job placement services, \$20,000 for an independent contractor yet to be determined to provide a thorough and professional evaluation of the program and performance, and \$26,000 for the City of Oakland via the Community Economic Development Agency and administered the Oakland Workforce Investment Board.

Respectfully submitted,



Walter S. Cohen, Director

Community and Economic Development Agency

Reviewed by:

Gregory Hunter, Deputy Director
Economic Development and Redevelopment

Prepared by:

Mike Wetzel, Program Analyst II

APPROVED AND FORWARDED TO THE
CITY COUNCIL



Office of the City Administrator

Item: _____
City Council
December 7, 2010



THE CITY OF OAKLAND REPORT

Agency Name:	Cypress Mandela Training Center, Inc.
Project Name:	16 - Week Pre-Apprenticeship Training Program
Amount of Funding :	\$224,000
Funding Source:	City of Oakland
Report:	Service Period: September 30, 2009 - June 30, 2010

The Cypress Mandela Training Center submits this Report, reflecting all data quantified and activities that transpired during the service period from September 30, 2009 –June 30, 2010:

- a) The service period was from September 30, 2009 –June 30, 2010.
- b) 124 students were enrolled into the program during the **(Two Cycles)** from September 30, 2009 –May 31, 2010; and 68 students are enrolled in the current **(Third Cycle)** session scheduled to end on October 14, 2010 (for a total of 192 students enrolled in all three training cycles).
- c) Each student has received 640 hours of training for each training cycle: totaling 1280 hours for the two training cycles already completed. By the completion of the **Third Cycle** session, currently underway, each student would have received 640 hours of training (totaling of 1920 hours for all three cycles).
- d) 56 students were placed into jobs as of June 30, 2010. We are aggressively continuing efforts to place the remaining unemployed graduates through the economic downturn by having them participate in our job club, where we invite various contractors and representatives from the Building Trades to visit CMTC. The Job Club entails strengthening inter-personal communication skill development (interviewing techniques/coaching, and business etiquette), job search, and participating in meeting the contractor day/job fairs for each member. The demand for having qualified and well trained students by CMTC to meet highway/construction labor needs, has already begun to improve. Therefore, the prospect for those graduates to be hired is expected to begin to open up during the third and fourth quarters of 2010.

Barriers

We have identified various obstacles that have hindered participants during the training cycle such as: housing, homelessness, anger management, financial (students' train for 16 plus weeks without any stipend to help support themselves), child-care, DUI and other type of felony convictions, no driver licenses, no transportation, substance abuse, depression, family problems, learning disabilities, server and deep psychological problems, institutionalized negative social behavioral patterns, and the lack positive images with in immediate family structure or community. In addition, the lack of support from home and their environment (with no constructive role models to look-up to) only seems to compound the issues facing participants, and usually, do not manifest themselves until the

first or second week of training.

- e) There were 49 students who dropped out of the program from the previous two training cycles as a result of the above mentioned barriers. Each of these students were asked the question about their ability to complete the rigorous training program, during the interview phase, and they all assured us they would have no problems completing the 16-week program. After investigating those students who dropped from the program, we discovered that they were either transient, had severe financial and legal problems, cell/home phone numbers disconnected, or moved altogether from their initial residence/sub residence.
- f) **Summary of Accomplishments:** Cypress Mandela Training Center has met and exceeded the established goals and objectives thus far for the Two Cycles that ended on May 20, 2010. The Third Cycle is currently in session and is already on target for meeting the established goals and objectives. The completion date for **(Cycle Three)** is scheduled for October 14, 2010 (see data table 1-A, on page 4). The following is a list of our accomplishments for a nine month service period:
- CMTC participated in, and conducted nine outreach activities to recruit low-income and disadvantaged residents from Alameda County.
 - We were impressed and encouraged by the results of our outreach activities that yielded (508) perspective applicants attending the orientations. Although we were overwhelmed by the large turnouts, staff managed to serve and process all 508 applicants, which included the current **(Third Cycle)** training in session.
 - CMTC has increased our training capacity by including CPR/First Aid, and the number of individuals served.
 - Students toured several major construction projects with in Alameda County, such as the Bay Bridge, the Caldecott Tunnel and 880 freeway expansion projects.
 - We have successfully placed graduates into livable-wage employment opportunities with union contractors, in spite of all the severe layoffs and economic downturn nation-wide.
 - Hosted Special Guest Visitors: White House Staff, U.S. Congressional Delegation and Federal Officials; U.S. Energy Czar, Carol Browner; Congress Woman Barbara Lee, Mayor Ronald Dellums.
 - Special Guest Visitors: American General Contractors Association, Building Trades Association, Central Labor Council, and several foundations and community based organizations.
 - Featured in the San Francisco Chronicle Article March 12, 2010 (see attached Article).
 - Featured in the Foundation Black & Veatch Professional Magazine 1st Quarter 2010 (see attached Article).
 - CMTC maintained 20% objective for women.

Activities/Goals and Objectives of Project

The Three Cycles 16 - Week Pre-apprenticeship Training:

Program Goal I: Both Cycles One and Two activities included: recruitment and outreaching services to faith based programs, community based organizations, public school systems, job fairs, veterans association, and specialized recruitment for women (Tradeswomen, Inc.) and minorities (United Nation) for the main orientation.

Program Goal II: Included orientations services about our construction training, assessments, interviewing/counseling and referral services to women, minorities, ex-offenders and other disadvantaged individuals.

Program Goal III: Included the hands-on pre-apprentice highway/construction training, life skills and math components that increased each participant's knowledge and skills. All students were certified in 40-hour Hazardous Waste, 24-hour Asbestos Remediation, 32-hour Lead Abatement, and 24-hour Workers Occupation Safety & Health (WOSH) training, OSHA 10-hour, Mold Remediation, and First Aid/CPR. The environmental courses are augmented by our life skills training, and hands on construction component, which covers carpentry, safety training, basic electrical, basic plumbing, operating engineering, cement masonry, surveying, ironwork and industrial Hygiene. In addition, all students received six (6) units of college credits from Laney College.

Program IV: Included resumes development, inter-personal communication skill development (interviewing techniques/coaching, and business etiquette), job search and placement services to all graduates. For those graduates who were not hired initially, they participated in our job club until placed.

Program V: Included job retention assistance and follow-up services to all placements.

Program VI: Included on-the-job mentoring to women, minorities, ex-offenders to ensure their continued participation and success in highway and construction projects.

Objectives of Project

Program Goal I: Provided outreach and recruitment services to women, minorities, ex-offenders and individuals from the targeted population:

Objective I (A): Provided outreach to 360 individuals (projected outreach number was 125 individuals) during the **(Two Cycles)**, and 148 for the current **(Third Cycle)** 16-weeks training session. The total number for all **(Three Cycles)** of outreach provided to individuals was 508.

Objective I (B): Provided outreach to minimum of 20% women during the execution of the program.

Objective I (B): Provided and participated in nine outreach activities to recruit low-income and disadvantage residents from Alameda County as of June 30, 2010.

Program Goal II: Provided assessment and orientation services to the construction industry as well as counseling and referral services to women, minorities, ex-offenders and disadvantaged individuals to increase their participation in highway and construction projects.

Data Table 1-A Cypress Mandela Training Center Pre-Apprenticeship Training Program

Training Data for Cycles One and Two of training (September 30, 2009 - May 20, 2010):		
	Objective/Projected for Year	Actual for Year
Recruitment/Outreach	125	360
Percentage Women	20%	20%
Assessed	115	261
Referrals		15
Enrolled	117 (39 per cycle)	124
Trained	100	75
Placed		54
Training Data for the current Cycle Three of training (June 14, 2010 - June 30, 2010):		
	Objective/Projected for Year	Actual for Year
Recruitment/Outreach	125	148
Percentage Women	20%	20%
Assessed	115	120
Referrals		17
Enrolled	117 (39 per cycle)	68
Trained	100	Still in Session
Placed		Still in Session

Conclusions

The overall condition of the project remains fundamentally sound in spite of all the severe lay-offs and economic downturn. The Cypress Mandela Training Center has met and exceeded the stated goals and objectives outlined for the year long service period from September 30, 2009 - June 30, 2010. Although training individuals with multiple barriers is challenging, it is also very rewarding to see these students make a life change from negative habits, reinforced by their training from CMTC to become self-sustaining, sufficient and law abiding taxpaying citizens. The results from CMTC work on this project are evident that the funding from the City of Oakland was well spent. In addition, students return to their respective communities proud and encourage others to join the CMTC program. We are grateful and thank the City of Oakland for your funding and support.



THE OAKLAND GREEN JOBS CORPS FINAL REPORT

Agency Name:	Cypress Mandela Training Center, Inc.
Partners	Cypress Mandela Training Center, Inc., Laney College, Growth Sector, Inc. (in conjunction with the City of Oakland)
Project Name:	Oakland Green Jobs Corps
Amount of Funding :	\$85,000
Geographical Area:	Oakland
Final Report	July 31, 2010

The Cypress Mandela Training Center (CMTC) submits this final report, reflecting all data quantified and activities that transpired on the Oakland Green Jobs Corps project.

Cohort #1

The orientation for Cohort #1 was held on February 27, 2009. Class for Cohort #1 began on March 18, 2009. 42 students were enrolled (33 were Oakland Residents) in Cohort #1 of the Oakland Green Jobs Corps for the Spring Semester 2009. In Cohort #1 (spring 2009 semester), 28 students completed and graduated from Laney College, while the remaining 12 students received participation certificates on July 24, 2009 for a total of 42 students. The students received 9 weeks of instructions through Laney College and Cypress Mandela in Basic Electric; Applied Math for Electricians; Solar Photo-Voltaic Technology and Installation; Green Construction Principles and Methods; Bio-diversity, Sustainability and Social Justice; and Energy Efficiency and Auditing.

The curriculum is designed to train students for entry level 1 or 2 positions as solar installers, weatherization or energy auditing technicians. Only one of our graduated is actively working in solar manufacturing, as an Associate Assistant Project Manager, while another graduate's hiring date has been pushed back until late December 2009 or January 2010. With such high expectations for the students who trained for 25 plus weeks (green construction and Solar Photo-Voltaic Technology and Installation) in an industry that is not hiring, is extremely frustrating and demoralizing.

Employment Barriers

Many barriers persist in keeping our recent Oakland Green Jobs Corps graduates from entering into the green construction trades, Solar and renewable energy sectors. These barriers include:

- *Downturn in economy:* Many local companies are going out of business or freezing positions until late December 2009 or January 2010, due to the dramatic slow-down in residential installations. The economy has also fueled high unemployment across the nation, and has reached 17.5% in Oakland alone.
- Companies, especially Solar and energy companies are reluctant to hire ex-felons due the risk factors associated with hiring and insuring them on residential projects. In addition, our graduates from Cohort #1 were also rejected for having driving infraction on their records, including DUI's dating back three years and any misdemeanor that appeared on their respective background checks.
- *Incarceration:* 2 (two) students who completed and graduated from Cohort #1 (spring 2009 semester) this past July, 2009 are incarcerated that is a barrier to placement and retention.

- *Relocation:* 4 (four) students moved out of the area is another example of a barrier for placement.

To date, the Cypress Mandela Training Center has successfully placed 36 Students in Green Construction and Solar from Cohort #1 and #2. We are continuing our efforts to place the remaining students through the economic recession.

Cohort #2

The orientation for Cohort #2 was held on July 16, 2009 with a record number of 280 people showed-up and expressed interest in training. This provided an excellent pool of candidates to select from.

Class for Cohort #2 began on August 3, 2009 with 34 Students enrolled in Cohort #2 of the Oakland Green Jobs Corps.

Cohort #2 started instructional training with Bio-diversity, Sustainability and Social Justice and Solar Photo-Voltaic Technology and Installation. The instructional training resumed for Cohort #2 on February 19, 2010 (with Basic Electricity - lecture/lab, Technical Math for Electricians, Green Construction Materials and Techniques, Energy Management and Efficiency in Buildings), and is scheduled to end April 2, 2010. The continuity of flow for Cohort #2 was disrupted by Laney College's class scheduling, resulting in some students having to either continue on in the next Cohort, or discontinue altogether with the advance training.

Training Barriers

- Many of our students entering into the program have issues such as housing, homelessness, *anger management, financial, child-care, DUI and other type of felony convictions, transportation, substance abuse, depression, family problems, learning disabilities, server and deep psychological problems, institutionalized negative social behavioral patterns, and the lack positive images within immediate family structure or community.*
- Training 18-24 years poses a variety of challenges including *lack of discipline and focus, immaturity, transient behavioral patterns, poor decision making skills,* as well as same issues mentioned above. There are exceptions with some of our students 18-24, serving as model students and citizens but in need of employment opportunities.

Cohort #3

The orientation for Cohort #3 was held on May 20, 2010 with over 148 people expressing an interest in training. Class for Cohort #3 began on June 1, 2010 with 29 Students enrolled in Cohort #2 of the Oakland Green Jobs Corps and ended on July 23, 2010. Cohort #3 instructional training changed from offering Solar Photo-Voltaic Technology and Installation, Basic Electricity - lecture/lab, and Technical Math for Electricians, to include Weatherization, Green Construction Materials and Techniques, Energy Management and Efficiency in Buildings, and Bio-diversity, Sustainability and Social Justice. The course changes reflect the lack of hiring opportunities in the Solar Photo-Voltaic industry overall. The market showed growth in the areas of energy auditing and weatherization, and adjustments were made to capture the shift in market demand.

Training Barrier(s)

- The economy continues to struggle as a whole, with severe cuts in services and programs as well as layoffs. Many of our graduates from the 16-weeks pre-apprenticeship program are not able to continue on into the advances 9-weeks of training because of the **financial constraints** they face daily. Even, those students who do manage to remain in the advance training, they must deal with these **financial**

constraints that include homelessness, eroding or no family support structure(s), not being able to pay for food or transportation cost, unemployment support checks ended, as well as the demand from family members to set-aside their education goal(s) to help contribute back to the house-hold. The pressures these students faced are substantial and pose a key barrier to employment.

Data for Oakland Green Jobs Corps (Goal for Project was 42 Participants)

Cohort #1 (March 18, 2009 - July 24, 2009):

Total Number of Participants: 42

Number of Oakland Residents: 24

Total Number of Placements: 31

Eleven (11) of the participants have either moved out of area, continuing with education, incarcerated or other

Cohort #2 (a) (August 3, 2009 - December 2009):

Total Number of Participants: 35

Number of Oakland Residents: 15

Total Number of Placements: 26

Nine (9) of the participants have either moved out of area, continuing with education, incarcerated or other.

Cohort #2 (b) (February 19, 2010 - April 2, 2010):

Total Number of Participants: 18

Number of Oakland Residents: 9

Total Number of Placements: 9

Eight (8) of the participants from Cohort 2(b) needed two more classes to complete program, and continued on into Cohort #3

Cohort #3 (June 1, 2010 - July 23, 2010):

Total Number of Participants: 29

Number of Oakland Residents: 10

Total Number of Placements: 11

Eighteen (18) of the participants from Cohort #3 are actively pursuing leads, or interviewing with companies.

Total Participants = 124

Total Placed = 77

Total Oakland Residents = 58

In closing, although training individuals with multiple barriers is challenging, it is also very rewarding to see these students make the transition from compliancy to sufficiency. Another rewarding aspect is students working on projects in the City of Oakland, which is consistent with the mission of the Oakland Green Jobs Corps.

OAKLAND AFTER SCHOOL 2009-10 PROGRAM PROFILE Civicorps Charter

PROGRAM FUNDING		# OF YOUTH SERVED		FREE & REDUCED LUNCH	ENGLISH LEARNERS
OFCY GRANT	21 CCLC/ASES	08-09	09-10	N/A	N/A
\$79,800	NA	N/A	219		

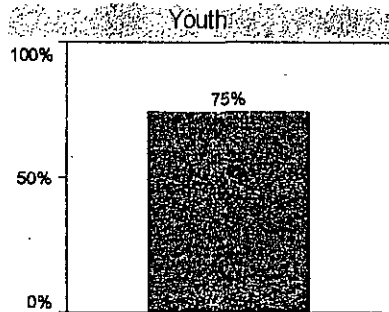
PROGRESS TOWARD TARGETED ANNUAL ATTENDANCE		PARTICIPANT RETENTION RATE	
08-09	09-10	08-09	09-10
N/A	71%	N/A	81%

SITE VISIT QUALITY SCORES			STAKEHOLDER SURVEYS		
Did not meet expectations: 0 to 1.85 Met expectations: 1.86-2.49 Exceeded expectations: 2.50-3.00	PROGRAM	OVERALL AVERAGE		Satisfaction	Safety
				ACADEMIC SUPPORT	2
EQUITY, ACCESS, & INCLUSION	2	2	PARENT	95%	95%
MEANINGFUL LEARNING OPPORTUNITIES	2	2.05	TEACHER	N/A	N/A
PHYSICAL & EMOTIONAL SAFETY	2	2.01			
OVERALL	2	2.02			

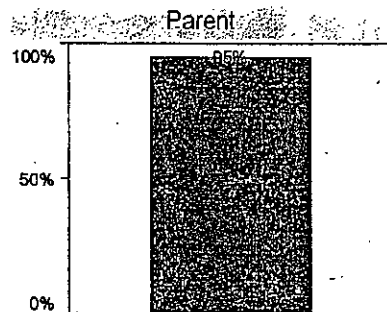
*Additional site-level data available in the *Oakland After School Program Evaluation Findings Report 2009-10*

Stakeholder Feedback

Increased Feelings of Safety

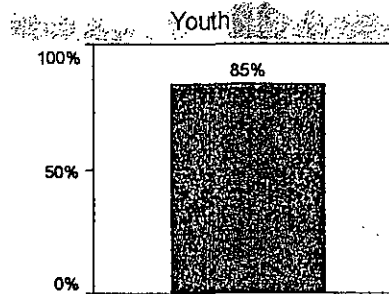


% of youth reporting that they feel safe in after school program

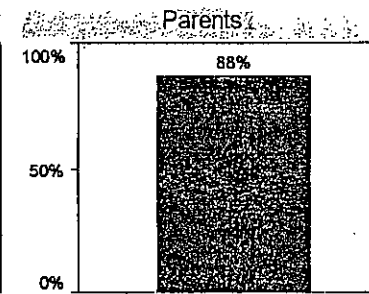


% of parents agreeing that their student is safe in after school program

Improved Social Skills

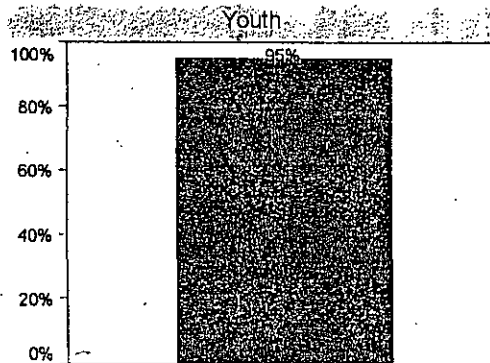


% of youth reporting improved social skills, including getting along with other people and meeting new friends

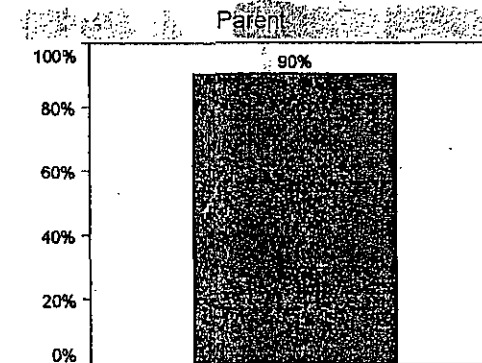


% of parents responding that their child's social skills have improved while in after school

New Opportunities

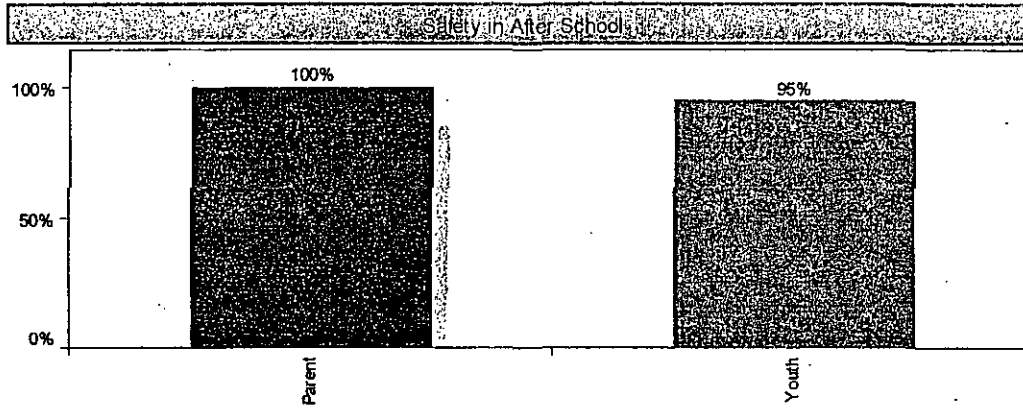


% of youth responding that they learned new things in after school program

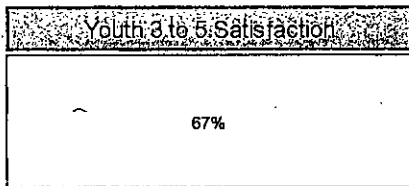


% of parents whose child has the opportunity to try new things and is growing in new areas

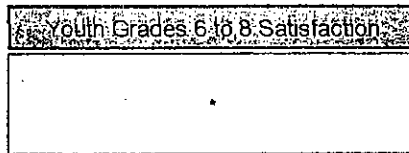
Program Quality Elements



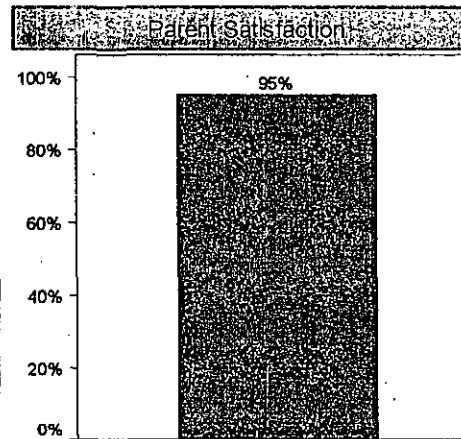
% of parents who responded that they worry less about their student in this program, % of youth who learned how to keep themselves safe in the program



% of youth that responded, 'Yes, I am happy to be here'



% of youth that responded, 'I have fun at this after school'



% of parents who responded that they were satisfied with the after school program

Civics Corps Charter

East Bay Conservation Corp – Renaissance After School Cooperative

Project Description:

The East Bay Conservation Corps Charter Elementary after-school program is an educational enrichment program that imparts and enhances critical academic and leadership skills needed for succeeding in school. Students participate in modern dance, capoeira and martial arts and drumming and music appreciation. They also select from classes in theater design, Spanish, graffiti arts, Science, and world cultures. In addition to those activities, students attend homework centers three days per week and enjoy daily physical activity sessions. A safe and encouraging learning environment for personal growth is maintained every day to assist students to develop as artists, scholars, and citizens. Strengths of the program include partnerships with the Destiny Arts Center and the Museum of Children's Art to implement project-based, arts-integrated service-learning projects.

Program and Staff Strengths:

Youth customers are encouraged to identify their own special interest, something they will want to do more of outside of school. Then, the youth build their confidence in something they enjoy doing. The boys are helped to resolve their conflicts without violence or abusiveness by staff. A special trainer was hired to build conflict resolution skills.

Staff members reflect the cultural diversity of the youth customers and show their respect for each other's differences. In this way they serve as role models for the youth. Staff members have built strong positive relations with each other and with the parents, which helps to market the program to prospective students. Each staff member looks for special touches to enhance their students' experiences. The newspaper class students, for example, receive press passes to show when doing stories.

In addition to a carefully designed, comprehensive curriculum, the program includes free time breaks, essential to students letting off steam and doing something more active. The first break occurs at the start of the program each day. The curriculum is presented in a flexible manner to allow youth customers to learn in a wide variety of ways.

Program and Staff Opportunities for Improvement:

Involving more people with special expertise to train the youth would enhance their learning. Take youth off site to experience what they are learning in the community, such as a photo shoot or playing on grass in a park. Staff members need more time for planning their activities. Staff would benefit from opportunities to attend development workshops. Ensure that funds are available to continue and possibly expand the popular gardening program. Complete the study in process to examine two approaches to providing the optimal learning experience for the youth customers, then choose which one works best.

Youth Evaluator Comments:

El-iza El Henson & Blanca Lopez

Civicorps is located at 1086 Alcatraz Avenue in Oakland. Civicorps is an after school program that provides youth ages five to ten, who attend the school, a variety of different activities. This program runs Monday through Friday from 2:30pm-6:00pm, and on Wednesdays from 1:00pm-6:00pm. The classes offered at this program include cooking, dance, Spanish, sports, drumming, science, martial arts, yoga, arts and crafts, games, knitting, and photography. Recruiting is not a major concern for this program, according to the program manager, because there is always a waiting list for youth to get into the program.

While observing this program we noticed that there were a lot of youth running around. Once they all got settled down we started to see their classes. We didn't get to see all of their offered programs due to the fact that all of the classes weren't fully developed. While in these classes we observed a focused and enthusiastic group of young people.

While interviewing the program manager, Kelly, we asked her an assortment of questions. When we asked what the main goal of this program is she responded saying, "One of our main goals is to combine the after school program with the normal school day." She also stated, "As a parent I really like and appreciate the activities offered." In conclusion, Civicorps was an inspiring program for the youth. Not only was their attendance good, but also the students were really interested in the classes. We were also impressed by the amount of activities it offered the youth. Personally, I would recommend this program to any youth looking to have fun with other youth their age.

Initial Outcomes of OFCY-Funded Care and Service


The following responses for each survey question represent the percentage of child/youth customers that indicated they changed "for the better" because of the OFCY services they received. The service productivity score is calculated by the number of targeted changes achieved minus the number missed. The Performance Logic Model (PLM) "At A Glance" dashboard on the next page provides each grantees service productivity initial outcomes and survey sample size.

- 45% This program makes my school work better:
- 45% This program helps me get along with adults better:
- 67% This program helps me learn new things better:
- 66% This program helps me stay safe better:
- 43% This program helps me get along with other kids better:
- 59% This program makes me feel good about myself (more):
- 45% This program helps me solve my problems better:
- 54% This program helps me finish my homework (more):
- 66% This program makes me a part of my school community (more):



Performance Logic Model – At A Glance Dashboard

Below is the Performance Logic Model (PLM) "At A Glance" dashboard. It answers 11 evaluation questions about the effort and effect of OFCY-funded services and care. The PLM dashboard provides readers the data to answer each evaluation question and indicates how the grantee did in meeting the OFCY performance goals. Definitions of data elements are found after the table of contents in this grantee summary section. More in-depth explanation can be found in the main report.

OFCY Performance Logic Model Evaluation System											
Performance Accountability Model	Logic Model	OFCY Evaluation Questions	Answers to OFCY Evaluation Questions CIVICORPS (EBBC) ASP				Met Performance Goals				
E F F E C T	Inputs Grants	What did OFCY grant for services?	OFCY Funds Spent	Match	Total	Percent Match	Youth Stipends & Grants				
			\$95,000	\$95,000	\$190,000	100%	\$0				
	Inputs Spent	What did OFCY spend on services?	OFCY Funds Spent	Matching Funds Spent	Total Funds Spent	Percent of OFCY Funds Spent	Percent of Total Funds Spent		Yes		
			\$95,000	\$211,317	\$306,317	100%	181%				
	Staff	Who were the staff providing services?	Staff Surveyed	Years Experience	Years Schooling	Female	Male		Yes		
			9	6.5	15.0	25%	75%				
	C U S T O M E R S	Customers	Who are our youth customers?	Unduplicated Number of Customers	Male	Female	Unknown			Yes	
					204	47%	53%		1%		
				0-5 yrs	6-10 yrs	11-14 yrs	15-20 yrs		Parent		
					6%	83%	11%		0%		0%
African Americans				Hispanic Americans	Asian-Pacific Islander Americans	Native American	Caucasian Americans				
				75%	8%	4%	1%	12%			
Multiracial Americans	Other	RRRA Child/Youth Asset Level	Staff rated Growth in Participation-Home/School/Community								
		1%	0%	LOW	74%						
Strategies	What service strategies did we conduct?	COMPREHENSIVE AFTER SCHOOL PROGRAMS				Yes					
Activities	How much services did we provide?	Planned Hours of Service	Actual Hours of Service	Percent of Contracted Services Delivered	Hours of Service per Customer	Staff rated Growth in Expectation Level	Yes				
		32,530	34,684	107%	170	72%					
Outputs	How much did the services cost to deliver?	Cost per Hour of OFCY Funds	Cost per Hour of Total Funds	Cost per Customer of OFCY Funds	Cost per Customer of Total Funds	Number of New Caring Adults Connected to Child/Youth	Yes				
		\$2.74	\$8.83	\$468	\$1,502	9.59					
E F F E C T	Customer Satisfaction	Were our youth and parent customers satisfied with our services?	Average Satisfaction of Children & Youth (0-100% on 4 items)		Average Satisfaction of Parents (0-100% on 4 items)		Customer Level of Participation in Services	Yes Satisfaction > 70%			
			75%		85%		High				
	Service Productivity Initial Outcomes	Were our services effective in producing change for the better for our customers?	Service Productivity (% of targeted changes achieved minus % missed)		Children & Youth Report on Changes	Parent Report on Changes	Staff Report on Customer	No Service Productivity > 60%			
			Asset development changes		77%	85%					
			Grantee selected changes		70%	82%					
Service Quality and Reliability	Were our services equally effective for all our customers?	Service Quality Score of Asset Development Fall '08 - Spring '09		Reliability Score	Reliability Level	SPI Score	Yes, Quality Score > 1 Yes Average SPI > 600				
		1.1		0.54	Low	824					
Survey Sample	How many customers did they survey?	Children & Youth Surveys	Parent Surveys	Staff Surveys	RRPA Surveys	Total Surveys	Good Sample Size				
		122	117	140	55	434					



CITY OF OAKLAND - PUBLIC WORKS AGENCY
CONSULTANT PERFORMANCE EVALUATION FORM

SCHEDULE L

Consultant Name & Address: Civicorps Schools, 101 Myrtle St. Oakland, CA 94607

Type of Services/Work Provided: Recycling and Related Services

Project Complexity (Standard or Difficult): Standard

Consultant Lead Project Manager: Bruce Groulx

Project Name: Various - Recycling Hotline interns; oil recycling and multi-family recycling support; recyclables collection from City facilities; bicycle locker cleaning

City Project No: Various

Final Value of Consultant Contract: \$193,000

Duration of Consultant Contract (Start & end dates): August 1, 2007 - July 31, 2010

Final Value of Construction Contract: N/A

City Construction Resident Engineer (with phone #): N/A

Date of Evaluation: April 7, 2010

City Project Manager/Evaluator (with phone #): Mark Gagliardi (510-238-6262)

Reviewed and Approved By (with phone #): Becky Dowdakin (510-238-6981)

Ratings Guidelines:

- **Poor - Work required extensive revisions, included numerous & significant errors; consultant was unable or unwilling to perform consistently, required an inordinate amount of supervision, and/or failed to meet professional standards/project objectives.**
- **Needs to Improve - Performance was marginal; work required more review and included more errors than would normally be anticipated; level of service or expertise below average.**
- **Average - Performance and work were satisfactory; services provided were at least of industry standard; no significant errors or problems; professional service objectives met.**
- **Excellent - Performance was clearly above standard; expectations exceeded; objectives were met with an added level of service and/or with a higher level of professional expertise.**

Please rate the Consultant on the following topics by checking the appropriate box:

<u>QUESTIONS</u>	<u>Poor</u>	<u>Needs to Improve</u>	<u>Average</u>	<u>Excellent</u>	<u>Not Applicable</u>
1. Quality of Design/Work	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Ability to meet the Project Objectives	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Knowledge, Expertise, and State-of-the Art Technologies	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Innovation of Design/Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5. Thoroughness of Design/Work	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Quality Control of Work	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Ability to React and Respond to Problems/Issues	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Ability to Maintain to the Project Schedule and to Time Commitments	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Ability to Maintain to the Project Budget	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
10. Accuracy of Cost Estimating	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
11. Constructibility of the Design/Work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
12. Quality of Construction Support Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
13. Accuracy and Timeliness of Billings and other Documents	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
14. Sufficient and Appropriate Staffing of the Project by the Consultant	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
15. Ability to Manage and Coordinate Sub-Consultants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

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 CONTRACT ADMINISTRATION
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Consultant Performance Evaluation

<u>QUESTIONS</u>	<u>Poor</u>	<u>Needs to Improve</u>	<u>Average</u>	<u>Excellent</u>	<u>Not Applicable</u>
16. Ability and Ease of Communicating with City Staff	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
17. Ability to Communicate with the Community and to Make Presentations	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
18. Willingness, Flexibility, and Attitude in Working with the City	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
19. Ability to Follow City Directives (i.e. Architectural Design Concept, other Requirements, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
OVERALL RATING	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Additional Comments (attach additional information, as necessary): _____

Note: The Project Coordinator/Manager shall complete this evaluation form for each primary consultant within 60 days upon the completion of an individual project or assignment. Interim evaluations shall also be prepared for projects of a long duration (i.e. over one year) or if the consultant's performance merits notification of any deficiencies.

Information is to be submitted to and kept on file by the PWA Contract Administration Division for five (5) years. A copy of the evaluation shall also be provided to the consultant. These forms may be used, in part, as a reference to evaluate the consultant for future City professional services contracts.

Consultants with an overall evaluation of "Poor" or "Needs to Improve" are given an opportunity to 1) appeal the evaluation to the Assistant Director of Public Works, or his designee, and/or 2) append the evaluation with a one-page statement that explains or refutes the City's finding.

To the extent permitted by law, the City shall treat the evaluations as confidential information.

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Men of Valor: Acts Full Gospel Church

Oakland Community Action Partnership

Funding Entity: Oakland Department of Human Services

Manager: Estelle Clemons/ Di Anne Love

Contact info: eclemons@oaklandnet.com.

dlove@oaklandnet.com; 238-2272

Project Name: Pathways out of Poverty: *A Life Transformative Training Program*

Services: Provide Employment and Vocational Training for 30 men with barriers to employment between the ages of 18-35

Start and End Dates:

January 1, 2010 through December 31, 2010 year 1

January 1, 2011 through December 31, 2011 year 2

Amount of Funding: 50,000 a year (\$100,000 for 2 years)

Contracted Service Levels: 30 Served and 20 (65%) Obtain Employment

Achievements compared to contracted service levels as of September 2010: 20 served and 20 obtained a job.

FILED
OFFICE OF THE CITY CLERK
OAKLAND

2010 DEC -2 PM 4:31

CORRECTED 11/16/2010

APPROVED FOR FORM AND LEGALITY


DEPUTY CITY ATTORNEY

OAKLAND CITY COUNCIL

RESOLUTION No. _____ C.M.S.

A RESOLUTION (1) APPROPRIATING \$285,000 FROM A WORKFORCE INVESTMENT ACT GRANT FOR THE OAKLAND GREEN JOBS INITIATIVE TO TRAIN AND PLACE OAKLAND RESIDENTS IN GREEN JOBS FOR FISCAL YEAR 2010-2011, (2) AUTHORIZING CONTRACTS WITH MEN OF VALOR IN THE AMOUNT OF \$35,000, CIVICCORPS IN THE AMOUNT OF \$49,600, GROWTH SECTOR IN THE AMOUNT OF \$40,000, URBAN UNIVERSITY IN THE AMOUNT OF \$89,400, AND CYPRESS MANDELA TRAINING CENTER IN THE AMOUNT OF \$25,000 TO COLLABORATIVELY PROVIDE EMPLOYMENT TRAINING AND JOB PLACEMENT SERVICES, (3) AUTHORIZING A CONTRACT FOR UP TO \$20,000 TO EVALUATE PROGRAM PERFORMANCE WITHOUT RETURNING TO COUNCIL, AND (4) ALLOCATING \$26,000 FOR CITY ADMINISTRATION

WHEREAS, \$285,000 of the Workforce Investment Act (WIA) funding was granted to the City by the US Department of Labor for the purpose of providing comprehensive green jobs training and placement for formerly incarcerated individuals; and

WHEREAS, the Mayor and the Oakland Workforce Investment Board have approved the budget and service providers for the Oakland Green Jobs Initiative for the fiscal year 2010-2011 to train and place formerly incarcerated Oakland residents in green jobs; now, therefore, be it

RESOLVED: That the City Council hereby appropriates the \$285,000 grant received from Workforce Investment Act funds to provide employment training and placement in green industries for formerly incarcerated individuals for fiscal year 2010 – 2011 WIA fund; and be it further

RESOLVED: That the City Council hereby authorizes the City Administrator or his designee to negotiate and enter into contracts with the following service providers in the following amounts to collaboratively provide employment training and job placement services:

Fund: 2195

Org: 88549

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Organizations	Amount Awarded
Men of Valor	\$35,000
Civic Corps	\$49,600
Growth Sector	\$40,000
Urban University	\$89,400
Cypress Mandela Training Center	\$25,000
TOTAL	\$239,000

and be it further

RESOLVED: That the City Council hereby authorizes the City Administrator or his designee to select a contractor and negotiate and enter into a contract in an amount not to exceed \$20,000 to conduct an evaluation of program performance with respect to grant services without returning to the Council; and be it further

RESOLVED: That the City Council hereby appropriates \$26,000 from the grant for City administration; and be it further

RESOLVED: That the City Administrator or his designee is hereby authorized to take whatever action is necessary with respect to said funding and said contracts consistent with this Resolution and its basic purpose.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - KERNIGHAN, NADEL, QUAN, DE LA FUENTE, BROOKS, REID, KAPLAN, AND
PRESIDENT BRUNNER

NOES -

ABSENT-

ABSTENTION-

Attest:

LATONDA SIMMONS
City Clerk and Clerk of the Council
of the City of Oakland, California