



AGENDA REPORT

TO: Edward D. Reiskin
City Administrator

FROM: Alexa Jeffress
Director Economic and
Workforce Development

SUBJECT: Informational Report on Workforce
Development 2022-2025 Request for
Proposals

DATE: April 28, 2022

City Administrator Approval

Date: Apr 29, 2022

RECOMMENDATION

Staff Recommends That The City Council Receive An Informational Report With Possible Action By The Council Regarding (1) The Workforce Development Board's Call For Request For Proposals (2) What The Process Was And What Metrics Were Used In Regards To Allocating Funds, (3) And If Any Action Was Taken By The Workforce Development Board Prior To The Release Of Request For Proposals

EXECUTIVE SUMMARY

The Oakland Workforce Development Board (OWDB) is currently conducting 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 Request for Proposals (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. This RFP included Federal Workforce Innovation and Opportunity Act (WIOA) funds and "Oakland Forward" California Youth Workforce Development Program funds, in addition to \$1,000,000 in FY 2022-2023 General Fund funding directed by City Council for Workforce Development services as part of the FY 2021-2023 Biennial Budget.

At the May 17 meeting of the City Council, staff will be recommending that the City Council adopt a resolution authorizing the approval and re-allocation of an amount not to exceed \$885,304 from the General Fund for FY 2022-23 to current WIOA adult and youth service providers from July 1, 2022, through December 31, 2022. Given the challenges workforce service providers have been facing due to economic circumstances and COVID-19-related impacts, this proposed stop gap measure is intended to provide service providers with the necessary financial operational support to continue delivering essential services to Oakland residents and businesses without interruption, while the OWDB is undergoing a competitive RFP process to allocate new workforce funding for Fiscal Years 2022-25.

BACKGROUND / LEGISLATIVE HISTORY

The Oakland Workforce Development Board (OWDB) contracts 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 between the ages of 16-24.

The OWDB budget is made up of multiple funding streams that support workforce development efforts, including Federal, State, City of Oakland, and miscellaneous grants from private businesses and philanthropic support.

On May 24, 2019, the OWDB approved contracts with the current WIOA service providers for a three-year procurement cycle. The first-year contracts were for the period of July 1, 2019 through June 30, 2020, with the option to renew for two additional years through June 30, 2022. The current WIOA contracts will expire June 30, 2022 without further renewals.

On March 24, 2022, the OWDB approved one year no-cost administrative extensions to all current WIOA service providers from July 1, 2022 to June 30, 2023 due to COVID-19 hardships, to allow providers to spend down an outstanding balance of \$3.18 million instead of forfeiting 74 percent of unspent funds per standard reimbursement policy.

ANALYSIS AND POLICY ALTERNATIVES

The OWDB is currently conducting 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. This RFP included WIOA funds and “Oakland Forward” California Youth Workforce Development Program funds, in addition to \$1,000,000 in FY 2022-2023 General Fund funding directed by City Council for Workforce Development services as part of the FY 2021-2023 Biennial Budget.

The RFP was released on March 11, 2022. 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 to allow providers additional time to submit their applications. This extension has impacts on other RFP deadlines and adjustments are reflected in **Table 1** below.

Table 1: Adjusted RFP Tentative Timeline

Activity/Event	Date
OWDB Meeting	November 4, 2021
Stakeholder Engagement	November – January 2022
Special OWDB Meeting	December 17, 2021
RFP Release Date	March 11, 2022

RFP Due date	April 29, 2022
Recommendations to OWDB	Week of June 20, 2022
Committee/City Council Meetings	July 2022
New Contract Period Starts	July 1, 2022

Given the challenges providers have been facing due to the COVID-19 pandemic and related economic impacts, and with OWDB approval, pending the next regular OWDB board meeting, at a City Council meeting on May 17 staff will be recommending that the General Fund portion earmarked as part of the FY 2022-2025 RFP be redirected as a stop gap measure to provide existing service providers the necessary financial operational support to continue delivering essential services to Oakland residents and businesses without interruption, while the OWDB completes its competitive contracting process for Fiscal Years 2022-25. See **Table 2** below for the additional funding amounts for each service provider that staff will recommend in the May 17 Council action.

Table 2. Recommended Service Provider General Fund Re-Allocation

Service Providers	7/1/22 - 12/31/22
Civicorps (Youth)	\$50,368
Lao Family Community Development (Adult & Youth)	\$323,482
Oakland Private Industry Council (Operator & Adult)	\$207,495
Spanish Speaking Unity Council (Adult & Youth)	\$235,764
Youth Employment Partnership (Youth)	\$68,195
TOTAL	\$885,304

FISCAL IMPACT

There is no fiscal impact from receiving this informational report.

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 2019-22 RFP process.

COORDINATION

Contracts and contract amendments are supported by the Department of Workplace and Employment Standards (formerly Contracts and Compliance).

SUSTAINABLE OPPORTUNITIES

Economic: Oakland's Workforce Development system provides qualified workers 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.

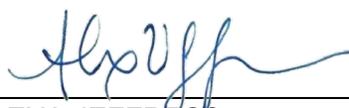
Race & Equity: Oakland's Workforce Development system prioritize services to targeted populations (African American and Latinx) and geographic areas of Oakland (East and West), that have the highest numbers of residents who face disproportionately high levels of unemployment. Per the 2020 OWDB Race and Equity Analysis, the Workforce 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 Receive An Informational Report With Possible Action By The Council Regarding (1) The Workforce Development Board's Call For Request For Proposals (2) What The Process Was And What Metrics Were Used In Regards To Allocating Funds, (3) And If Any Action Was Taken By The Workforce Development Board Prior To The Release Of Request For Proposals

For questions regarding this report, please contact Sofia Navarro, Executive Director, Workforce Development, at (510) 238-3474.

Respectfully submitted,



ALEXA JEFFRESS

Director, Economic & Workforce Development
Department