



AGENDA REPORT

TO: Edward D. Reiskin
City Administrator

FROM: Alexa Jeffress
Director, Economic &
Workforce Development

SUBJECT: FY 2019-2020 Workforce Contracts
Amendment

DATE: 7/1/2020

City Administrator Approval

Date: July 23, 2020

RECOMMENDATION

Staff Recommends That The City Council Adopt A Resolution Authorizing the City Administrator Or His Or Her Designee To Amend Fiscal Year (FY) 2019-2020 Contracts With The Spanish Speaking Unity Council Of Alameda County, Inc., Lao Family Community Development, Inc., And the Oakland Private Industry Council For An Additional Amount Not To Exceed \$230,396.

EXECUTIVE SUMMARY

Adoption of the proposed resolution will authorize the City Administrator to amend the fiscal year (FY) 2019-2020 contracts with the Spanish Speaking Unity Council of Alameda County, Inc., Lao Family Community Development, Inc., and the Oakland Private Industry Council for an amount not to exceed \$230,396 to (1) provide workforce training services to Oakland job seekers and (2) increase funding for the East Bay Works (EBW) regional workforce network to include administrative costs.

The City of Oakland Department of Economic and Workforce Development administers the workforce development contracts to provide job training and employment opportunities for Oakland residents and to assist businesses with finding local talent. Staff requests City Council approval of the proposed resolution to avoid further delay in funding additional training opportunities to help Oakland job seekers find gainful employment.

BACKGROUND / LEGISLATIVE HISTORY

The City of Oakland Department of Economic and Workforce Development administers the Workforce Innovation and Opportunity Act (WIOA), a federal investment, to help adults and youth in Oakland in four categories: 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. In partnership with the Oakland Workforce Development Board (EWDD) a federally required board of WIOA, EWDD accomplishes these goals by facilitating partnerships between local

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businesses and workforce development service providers such as the Spanish Speaking Unity Council of Alameda County, Inc., Lao Family Community Development, Inc., and the Oakland Private Industry Council. The objective of these partnerships is to connect job seekers, particularly those with barriers, to employment opportunities with career pathways that lead to family-sustaining jobs in growing industries.

In addition, the Department, through its OWDB and three other regional Workforce Development Boards (Alameda, Contra Costa County, and Richmond) fiscally supports the East Bay Works (EBW) regional workforce network annually through a Shared Cost Budget. Beginning July 1, 2019, the administrative costs for EBW regional workforce network, which were solely supported through the Contra Costa County Workforce Development in the past, have been reallocated equally to all four boards. The Oakland Private Industry Council serves as the Pay Agent for the East Bay Regional Planning Unit of the EBW regional workforce network.

On July 9, 2019, the City Council adopted Resolution No. 87792 C.M.S, authorizing the City Administrator to negotiate and enter into contracts for Fiscal Year 2019-20 workforce development funds with an option to renew every 12 months for up to a 3 year cycle (July 1, 2019 – June 30, 2022) to provide employment and training services with the following with the following service providers in the amounts set forth below:

- WIOA career services including direct client training and support to (1) Lao Family Community Development, Inc. in the amount of \$660,990; and (2) the Spanish Speaking Unity Council of Alameda County, Inc. in the amount of \$393,342
- WIOA comprehensive career services including direct training and support to Oakland Private Industry Council in the amount of \$498,585
- WIOA one-stop operator to Oakland Private Industry Council in the amount of \$59,995
- Eastbay WORKS professional services to Oakland Private Industry Council in the amount of \$4,336

ANALYSIS AND POLICY ALTERNATIVES

The long-term unemployed struggle to find jobs that match their existing skillset. Likewise, many employers in a range of industries and sectors cannot find skilled workers to fill their current job openings and grow their businesses. Evidence shows that a skills gap exists in today's workforce, and the solution to this problem is education and training.

On June 25, 2019, the City of Oakland adopted its Biennial Budget for Fiscal Years 2019-2021. The budget provided additional General Fund support for workforce development services in the amount of \$250,000 (see **Attachment A**).

The OWDB proposes to deploy the funds as follows in **Table 1** and further discussed below:

Table 1

Service Provider	ECE Career Pathway	East Bay Works Regional Network (WIOA FORMULA FUNDS)	Workforce Training Services	Totals
Lao Family Community Development, Inc.	\$74,500		\$46,744	\$121,244
Oakland Private Industry Council		\$15,664	\$46,744	\$62,744
Spanish Speaking Unity Council of Alameda County, Inc.			\$46,744	\$46,744
Totals	\$74,500	\$ 15,664	\$140,232	\$230,396

The OWDB proposes that \$214,732 of the \$250,000 General Fund allocation support the (A) City of Oakland’s Early Childhood Education (ECE) Career Pathway Program in the amount of \$74,500, (B) other Workforce Training Services in the aggregate amount of \$140,232 for Oakland job seekers through contracted partners the Spanish Speaking Unity Council of Alameda County, Inc., Lao Family Community Development, Inc., and the Oakland Private Industry Council. The remaining balance of the \$250,000 General Fund allocation, in the amount of \$35,268, was previously allocated to support training.

In addition, the OWDB proposes that \$15,664 be allocated to amend the EBW regional workforce network budget to include additional WIOA funds to cover the Oakland Private Industry Council’s administrative fees, which had been taken out of the regional budget for the past several years.

(A) City of Oakland’s ECE Career Pathway Program

There is a significant shortage of Early Childhood Educators nationwide. The City of Oakland’s ECE Pathway Program is a partnership between the OWDB, Health and Human Services, Merritt College and Lao Family Community Development, Inc. The program provides training to parents of Head Start students to become licensed Early Childhood Educators. The training will result in employment with the City of Oakland and will provide parents with a pathway to self-sustaining wages.

(B) Workforce Training Services

The workforce training services funding will support training in the following sectors: healthcare, transportation and logistics, advanced manufacturing, information technology, construction, public service, or hospitality.

Training services include one or more courses or classes, or a structured regimen, that upon successful completion lead to: (1) a certificate, associate degree; or (2) the skills or

competencies needed for a targeted industry sector job, occupation, or skills identified for many types of jobs or occupations, as recognized by employers and determined prior to training.

(C) East Bay Works Regional Network

The WIOA requires states to identify economic regions, and for local areas to coordinate planning and service delivery on a regional basis. The State of California designated the East Bay Regional Planning Unit (RPU) as four local workforce areas consisting of: Contra Costa County, the City of Richmond, Alameda County, and the City of Oakland. Each local workforce board within the State-designated RPU is responsible for complying with the training plan as developed and agreed upon by their RPU.

On July 9, 2019, the City Council adopted Resolution No. 87792 C.M.S., which appropriated an allocation of \$4,336 to the Oakland Private Industry Council to serve as the Pay Agent for the East Bay RPU. Additional costs to Oakland's share of the RPU were identified in the amount of \$15,664 for a total cost share of \$20,000. The increase in cost accounts for the inclusion of the Oakland Private Industry Council's admin fees, which had been taken out of the regional budget for the past several years.

FISCAL IMPACT

The impact of amending the FY 2019-2020 contracts is a total of \$230,396 of 1) the City's General Purpose Fund (1010), Workforce Development Organization (85311), and DP850 Admin Project (1000019) and 2) Workforce Investment Fund (2195), Workforce Development Organization (85311), and OPIC East Bay Works Projects (1004967 – 1004970).

There is no impact of amending the FY 2019-2020 EBW regional workforce network contract. FY 2019-2020 WIOA formula funds received a positive adjustment from the state that will be used for the increase in the contract amount.

It is the intent to transfer the General Purpose Funds in the amount of \$214,732 into a Project TBD to ensure job seekers have access to training funds past June 30, 2020 and allocate \$15,664 of WIOA funds to the Oakland Private Industry Council for administrative fees in connection with their role as Pay Agent for the RPU.

PUBLIC OUTREACH / INTEREST

The City conducted outreach during Request for Proposal (RFP) Contract Compliance procurement process for the three service providers to identify agencies which provide a range of relevant workforce development services to Oakland job seekers, and the community-based organizations designated in this report have been identified as the most capable of addressing the needs of both job seekers and businesses in Oakland.

COORDINATION

The amended contracts were supported by the City Administrator's Office Division of Contracts and Compliance. This report and resolution were reviewed by the Office of the City Attorney and by the Budget Bureau.

PAST PERFORMANCE, EVALUATION AND FOLLOW-UP

Lao Family Community Development Inc., Oakland Private Industry Council, and Spanish Speaking Unity Council of Alameda County, Inc are Equal Employment Opportunity (EEO) compliant. Each have met or exceeded state and local performance goals. All service providers submit quarterly program reports to OWDB program staff. The OWDB Performance Report is included as ***Attachment B***.

SUSTAINABLE OPPORTUNITIES

Economic: Oakland's Workforce Development System prepares Oakland job seekers for gainful employment and career paths leading to family sustaining wages.

Environmental: There are no environmental impacts related to this Program.

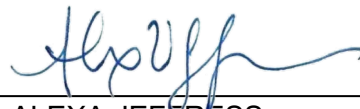
Race & Equity: Oakland's Workforce Development System prioritize services to targeted populations (African American and LatinX) and geographical areas of Oakland (East and West); areas that have the highest numbers of residents, who face disproportionately high levels of unemployment.

ACTION REQUESTED OF THE CITY COUNCIL

Staff Recommends That The City Council Adopt A Resolution Authorizing the City Administrator Or His Or Her Designee To Amend Fiscal Year (FY) 2019-2020 Contracts With The Spanish Speaking Unity Council Of Alameda County, Inc., Lao Family Community Development, Inc., And the Oakland Private Industry Council For An Additional Amount Not To Exceed \$230,396.

For questions regarding this report, please contact Tamara Walker, Program Analyst II, at 510-238-3630.

Respectfully submitted,



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Director, Economic & Workforce Development

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Oakland Workforce Development Board

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Attachments (2):

A: FY 2019-21 Biennial Budget Workforce Training Funds
B: FY 2018-19 OWDB Performance Report