



Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: Nanci Klein

SUBJECT: SEE BELOW

DATE: May 11, 2022

Approved

Date

5/27/2022

SUBJECT: ANNUAL AUTHORIZATION FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT PROGRAM AND PROJECTS FOR 2022-2023

RECOMMENDATION

Adopt an annual resolution authorizing the City Manager or her designee to negotiate and execute the following agreements relating to the Workforce Innovation and Opportunity Act (WIOA) Program and projects:

- (a) All contracts, amendments, agreements, leases, subleases, and memorandums of understanding with contractors, consultants, vendors, and partners providing services to the WIOA Program and workforce programs funded by other sources, including, but not limited to, novations or assignments, case management contracts, and consultant contracts for the period July 1, 2022 to June 30, 2023 in accordance with procurement procedures and requirements mandated by the state and federal governments for WIOA grant recipients and with established City procurement procedures and requirements, that have been reviewed and approved, as required, by the work2future Workforce Development Board (work2future Board), so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement.
- (b) All memorandums of understanding with Required and Additional One-Stop Partners for the period July 1, 2022 to June 30, 2026 in accordance with Section 121 of the WIOA, including but not limited to memorandums of understanding with other workforce development boards, regional memorandums of understanding, partnership agreements, cost-sharing agreements, regional consultant agreements, and memorandums of understanding with cities, and the County of Santa Clara for its unincorporated area, whose residents receive services from the work2future One Stops, a partner of the America’s Job Center of CaliforniaSM, so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement, if any.
- (c) All amendments to City Council-approved agreements that have been reviewed and approved, as required, by the work2future Board so long as monies have been appropriated

and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement.

- (d) All grant applications, grant agreements, subgrant agreements, and any documents necessary to accept the grant for discretionary funding applied for and approved by the work2future Board, for multi-year periods so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement.
- (e) All Eligible Training Provider List, Youth Career Technical Training, Youth Workshops, Adult Workshops, and Adult Cohort agreements and multiple-scope agreements that combine two or more of the above agreements that have been reviewed and approved as required by the work2future Board, for the period from July 1, 2022, to June 30, 2023, subject to annual appropriation of funds by the Workforce Development Board (WDB).
- (f) All agreements specified in sections (a) through (e) above with a term end date beyond the fiscal year in which the contract begins (an end date beyond June 30, 2023), so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement.

All agreements specified in sections (a) through (e) above that do not involve a disbursement of funds (no-fund agreement) with an end term beyond the fiscal year in which the agreement begins (beyond June 30, 2023).

OUTCOME

Approval of this action will ensure that the workforce development services provided to the community through the funding and contractual partnerships under the management of the work2future program will be delivered in a timely and efficient manner to meet the immediate needs of individuals seeking employment assistance. City Council has approved the omnibus resolution annually since 2000.

EXECUTIVE SUMMARY

work2future, the federally authorized WDB administered by the City of San José (City), provides workforce development services to San José as well as seven other Santa Clara County cities and the County of Santa Clara's unincorporated areas. In addition, work2future has been certified by the State of California as a High Performing Board for the period of July 1, 2020 to June 20, 2023. work2future also has a Board of Directors to oversee and ensure that it is in compliance with federal regulations and that approves its annual budget.

TOTAL CLIENTS SERVED FROM JULY 2021 TO JUNE 2022	
WIOA Adult/Dislocated Worker/Youth	1,000
San José Works	675
Other Discretionary Grants*	205
TOTAL SERVED	1,880

* This includes all clients under the Resilience Corps Program

work2future has met all federally mandated performance outcomes, including the number of adult and dislocated worker clients that enter employment, are retained in employment, and have average earnings of a specific amount (see Attachment A). For youth, the current performance outcomes require a percentage of youth to enter employment or education and earn a degree or credential. work2future also provides rapid response services for laid-off workers and services to the area’s businesses. work2future focuses on employer engagement, intensive career advising, and case management, and focused training options and supportive services so that clients will achieve occupations in high-growth sectors. work2future is confident that this career pathway strategy will result in exceeding its performance goals for this reporting period fiscal year 2021-2022.

The COVID-19 pandemic affected the way work2future provides its services. The County of Santa Clara’s shelter-in-place order necessitated that work2future quickly develop and implement an online service delivery strategy. As the agency moves forward, work2future will provide both an online and in-person hybrid model to clients.

work2future also provides workforce services to San José youth through the San José Works program. The San José Works program places underserved youth into employment that is either subsidized using City General Funds or unsubsidized, with the employer paying the youth. San José Works also provides youth with wraparound services such as career counseling, supportive services, entrepreneurship training, wage theft, anti-harassment, and youth rights training.

work2future continues to participate in the Resilience Corps program. As part of the small business Resilience Corp pathway, its participating youth receive a paid work experience opportunity and training in technology areas such as social media, digital marketing, e-commerce, and website design after which the youth are paired with a local San José small business or non-profit to grow their social media and online presence.

work2future has begun conducting outreach for the upcoming San José Works 8.0 program which will begin in summer 2022. The program plans to provide 375 paid internships related to demand occupations and growth sector industries.

Staff recommends that the City Manager’s authority to negotiate and execute various types of contracts, agreements, amendments, and memorandums of understanding be reauthorized for fiscal year 2022-2023. All such agreements comply with federal, state, and local laws, rules, and

policies, and have been approved by the work2future Board. There must be an unexpended and unencumbered balance of the appropriation sufficient to pay the expenses of each agreement.

BACKGROUND

work2future, the federally authorized WDB administered by the City of San José and certified by the State of California as a High Performing Board for the period of July 1, 2020 to June 20, 2023 once again met all its federally mandated performance outcomes (see Attachment A), while maintaining full compliance with a complex array of federal and state program and fiscal requirements.

Despite challenges associated with the COVID-19 pandemic, including the mandatory closure of work2future and partner facilities, a total of 1,240 youth, adults, and dislocated workers secured employment between July 1, 2020 and June 30, 2021 after using work2future services. In addition to San José, work2future's service area includes seven other Santa Clara County cities and the County of Santa Clara's unincorporated areas, comprising approximately two-thirds of the county's labor force.

work2future has a private sector-led Board of Directors comprised of 19 members, representing the diversity of Silicon Valley's employers, including well-known companies such as Nextflex, Manex, Kaiser Permanente, and Cobham Advanced Electronic Solutions. The work2future Board also includes required representation from labor, including Santa Clara County Electrical Joint Apprenticeship Training Center and International Brotherhood of Electrical Workers; California Employment Development Department (EDD); Department of Rehabilitation; and community colleges.

The work2future Board is empowered through the WIOA to oversee and ensure adherence to federal regulations and an annually adopted budget. The work2future Board provides guidance and direction to staff and approves the federally mandated Local and Regional Strategic Plans which were updated in March 2021. work2future submitted updates to the Local and Regional Plans as part of two-year modifications required by WIOA. The Local Plan¹ and Regional Plan² are currently awaiting state approval.

The Mayor of San José is the federally designated local Chief Elected Official (CEO), and the City of San José is the fiscal agent for the program. The CEO's responsibilities include the appointment of members to the work2future Board and approving, along with the work2future Board, the previously referenced local and regional strategic plans.

¹ Local Plan Link - <https://www.work2future.org/wp-content/uploads/2022/01/work2future-LOCAL-PLAN-2021-24.pdf>

² Regional Plan Link - <https://www.work2future.org/wp-content/uploads/2022/01/work2future-REGIONAL-PLAN-2021-24.pdf>

Enhanced Access and Outreach to COVID-19 Impacted Neighborhoods

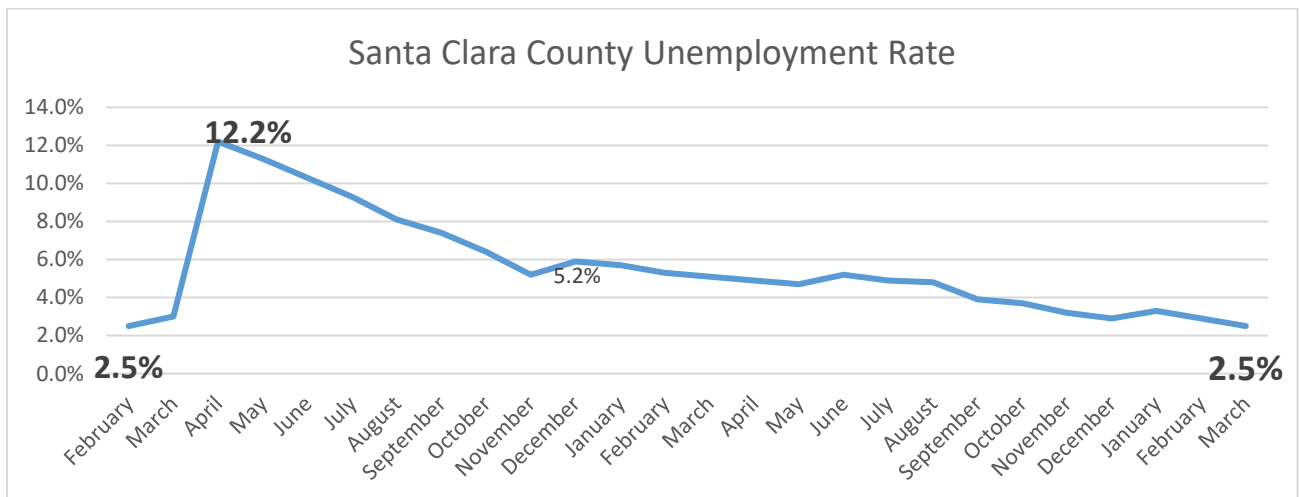
Since the onset of the COVID-19 pandemic, regional and local labor markets have experienced unprecedented swings in key employment indicators.

Santa Clara County	February 2020	April 2020	November 2020	April 2021	March 2022
Employed	1,028,300	884,600	957,200	953,500	1,012,800
Unemployed	26,800	122,500	52,700	49,400	30,100
Labor Market Participation	1,055,100	1,007,100	1,009,900	1,002,900	1,042,900
Unemployment Rate	2.5%	12.2%	5.2%	4.9%	2.5%

By mid-April 2020, at the peak of unemployment after the COVID-19 stay-at-home orders were issued, the region’s unemployment rate had increased almost five-fold from 2.5 percent in February to 12.2 percent in April. In the metro area, the leisure and hospitality sector experienced the largest employment decline losing almost 49,000 jobs, a nearly 50 percent loss, in the same period. The educational/health services sector lost 16,000 jobs, construction 15,400 jobs, retail trade 15,000, and professional and business services 14,200 jobs.

Though from April 2020 to November 2020 there was a notable and significant decline in the unemployment rate (from 12.2 percent to 5.2 percent), this trend was interrupted from time to time afterward due in part to the COVID-19 Delta and Omicron variants.

Nonetheless, by March 2022 the unemployment rate had returned to pre-pandemic levels.



However, as certain aspects of our economy have recovered and the number of job opportunities has increased, finding workers remains challenging for employers. In March 2022, there were about 11.5 million job openings nationwide while the number of unemployed was six million. In

Santa Clara County, analysis of the latest available job opening numbers indicates there were nearly 25 percent more openings in March 2022 than in the previous March, while at the same time the number of people looking for work fell by 50 percent over the same time period (25,700 in March 2022 vs. 51,100 in March 2021).

It should also be noted that the pandemic accelerated a five-year trend of employers reducing requirements for a college degree in postings for middle-skilled jobs. A recently released study found that nearly half of middle-skilled jobs saw significant reductions in degree requirements and an increased focus on specifying skills needed. As this trend continues, it should open more opportunities to job seekers without degrees to pursue occupations for which they nonetheless have the requisite work experience and skills.

Further, as employers have responded to tightening labor markets, the federal Bureau of Labor Statistics has reported wages rising in much of the country. In Santa Clara County, the average wage increase between the third quarter of 2020 and the third quarter of 2021 was 11.3 percent.

However, the benefit of rising wages to workers has been offset by the high rates of inflation that materialized in mid-2021, including the highest rates of inflation in 40 years. High inflation has been especially devastating for lower-income households. A significant percentage of their expenses are for necessities—food, utilities, gas, and housing—which collectively have seen some of the largest price increases, thus eroding the impact of wage growth mentioned above.

Most significantly, the economic stress of the pandemic has clearly strained some communities much more than others. The hardest hit were people in low-wage occupations, many of whom lost their jobs—specifically in the leisure and hospitality and retail sectors—thus aggravating their already low-income circumstances. This was especially true in the Hispanic and African American communities, who tend to be overrepresented in low-wage jobs.

This disproportionate impact is evident in rates of unemployment and income as well:

- In January 2022, Hispanic unemployment in the San José metropolitan area was 85 percent higher than non-Hispanic unemployment. Estimates of Black unemployment were 43 percent higher than estimated White unemployment; and
- A 2021 study by United Way of California found that, while 25 percent of all 2019 households in Santa Clara County had income below the “real cost” of living, 52 percent of the county’s Hispanic households, 47 percent of African American households, 21 percent of Asian American/Pacific Islander, 15 percent of Native American/Alaska Native, and 15 percent of White households fell below that standard.

As described further below, work2future along with its large network of workforce partners, continued to support thousands of clients by advising them on the shifting labor markets, particularly with respect to in-demand quality jobs that offer pathways to economic

sustainability, the skills needed for these jobs, as well as providing the resources to support the learning of such skills.

Key Operational Highlights

work2future has undertaken a concerted effort to allow non-enrolled clients to access workshops, online training, counseling, and employment opportunities. Although those accessing these services were not included in work2future's enrollment figures, an additional 5,000 individuals not enrolled in work2future availed themselves to job opportunities and training services.

- Over 2,000 clients enrolled/served. For the current year (July 2021 - May 2022) the agency has already served a total of 1,818 clients and anticipates serving approximately 200 additional clients by June 2022.
- Over 200 clients were served through the Resilience Corps program, with over 85 percent of these clients residing in low resource census tracts and nearly 94 percent being Black, Indigenous, People of Color (BIPOC). The current retention rate is approximately 87 percent.
- San José Works 7.0 which started in July 2021 provided over 375 high school youth with subsidized paid internships, with 100 percent of these in a high growth, high wage sector or related demand occupations. Over 94 percent of the youth were BIPOC and retention was 90 percent. Of note is that nearly all of the San José Works youth during the COVID-19 pandemic were connected to remote paid internships. An additional 300 older San José Works youth (ages 16-29) were connected to unsubsidized employment opportunities.
- work2future in partnership with Facebook served 30 young adults—80 percent BIPOC—providing them with digital marketing training and paid work experience opportunities with San José small businesses. Eighty-seven percent have just completed the 24-week program.
- In addition to work2future's formula funds, through the Prison to Employment program and Coronavirus Relief Funds, the agency served an additional 76 clients. Approximately 80 percent of these clients were BIPOC.

Despite the sudden shift to remote delivery of its services, work2future exceeded all of its federally mandated performance measures for fiscal year 2020-2021 and is on course to meet all such measures for fiscal year 2021-2022 (See Attachment A).

Other important shifts and enhancements to work2future's operations include the following:

- Relocation of One-Stop San José Career Center to the Eastside. To significantly enhance client access to work2future services, the agency relocated its San José Career Center in January 2022 to Eastside San José, at the Environmental Innovation Center on Las Plumas Avenue. At this new location, work2future is offering its full menu of workforce services, as well as services from various other organizations, including Working Partnerships USA's Trades Orientation Program.
- Enhanced Partnership with the San José Public Library Department. Beginning in November 2020, a formal partnership was established with the San José Public Library (SJPL), specifically at the Tully Road, Alum Rock, and Dr. Martin Luther King, Jr. branches, where work2future provided training to SJPL staff that has enabled them to provide employment services focused on developing job search skills, accessing unemployment benefits, preparing a resume, enhancing interviewing skills, and exploring career opportunities.
- New Service Delivery Models. Last year the agency conducted a request for proposal to bring on new contractors for its youth and adult programs. In addition, work2future just completed a second request for proposal that will launch a new youth-serving model focused on in-school youth 16-21 years of age. This new model assist young adults in securing their high school diploma or general education development equivalent, as well as continue to post-secondary education or employment in a demand sector or related occupation. This new in-school model will be operated by the International Rescue Committee and will launch summer of 2022.
- Mentoring Program Included for San José Works. During the COVID-19 pandemic, work2future successfully piloted a mentoring program for San José Works youth. In this last program year, 78 youths were paired with a mentor, some of whom worked with companies such as Intel, Hewlett Packard Enterprise, and Bank of America. Given the lessons learned over the last two years and the success of this effort to date, work2future will connect over 100 youth to mentors for next year's program commencing June 2022.
- Extensive Community Engagement. Throughout the pandemic, work2future has been actively involved with the Bridge to Recovery Initiative, a network of 60 community partners. The focus of this partnership is to better align resources, understand client needs, and leverage funds whenever possible. This network provided critical support in referring clients for the Coronavirus Relief Funded training and workforce program.

Similarly, work2future Board members convened a Youth Forum of over 20 community partners to focus on the needs of underserved youth, primarily ages 16–24. This initiative is expected to lead to new partnerships and improvements in service delivery, including

more accessible wraparound services and needs such as mental health, housing, and food; enhanced two-way client referrals; and leveraging of additional workforce resources.

It should be noted that youth enrollments have fallen below anticipated levels since the relocation of work2future's youth career center from the Shirakawa Community Center to the Kirk Community Center in December 2017. The closure of work2future offices and the volatile labor market brought on by the pandemic further exacerbated this issue. However, the partnerships and initiatives arising from the Youth Forum, combined with the recent relocation to the San José Environmental Innovation Center at Las Plumas Avenue and the anticipated hiring of a dedicated multilingual outreach specialist, are expected to increase work2future's enrollments and overall quality of services for youth ages 16–24.

- Increased, Multilingual Social Media Presence. work2future has expanded its social media channels and has done so in multiple languages, including Spanish and Vietnamese. It is closely partnering with the Mayor and City Council offices to tap into their social media channels as well.

Looking Ahead

Over the next six to nine months, work2future will undertake the following set of new and/or expanded initiatives:

- Expanded Multilingual Outreach in Low Resource Census Tracts.³ During the initial phase of shelter-in-place, work2future staff was present at various food distribution and vaccination sites. Beginning in summer 2021, and with strict adherence to social distancing requirements, staff participated in various community meetings and conducted outreach at various events held at city parks and other locations. In addition, work2future will hire a full-time, Spanish-speaking staff person dedicated to outreach and providing and coordinating job readiness and entrepreneur workshops in low resource census tracts. This individual will work with partners to receive and cross-refer clients and will also look to serve as a key connection to individuals that historically have not availed themselves of work2future services.
- Job Fairs in Areas with a Large Number of Low Resource Census Tracts. To further augment work2future's outreach efforts, the agency and its partners are holding a series of career fairs in districts characterized by a large number of low-resource census tracts. The first of these job fairs was on April 20, 2022 at the San José Career Center with 145 job seekers as well as 45 employer and service provider representatives in attendance. A

³ <https://belonging.berkeley.edu/2022-tcac-opportunity-map>

second job fair in partnership with San José Community College was held on May 3, 2022 with over 220 job seekers and 70 employer representatives attending. Another job fair associated with San José Works will be held at the Tully Road Library and an additional job fair is planned for June at the Mexican Heritage Plaza.

- Entrepreneurship and Literacy Workshops and Training. Starting in spring 2022 at the San José Career Center, work2future will offer entrepreneurship, computer literacy, and financial education classes to all members of the public in partnership with various organizations that have strong ties to the Eastside community. It is expected that these classes will be offered in the evenings and will be available in Spanish.
- Implementation of the Californians for All Workforce Program. The State of California has provided to the City approximately \$14 million of one-time funding to support Phase 2 of the Resilience Corps program launched in August 2021. Phase 2 will focus on the environment and learning loss mitigation pathways and is scheduled to launch in late spring 2022. In total, Phase 2 will serve 275 young adults ages 18-30 who experience barriers such as receiving social services benefits, English language learners, recently incarcerated individuals, and emancipated foster youth. As with Phase 1, multilingual outreach will be focused on low-resource census tracts.
- Implementation of a Healthcare Training and Work Experience Pilot. As approved by City Council on March 1, 2022, work2future will receive \$625,000 through the Google Community Benefit Agreement. work2future will work closely with the SJPL, the Department of Parks Recreation and Neighborhood Services, and the Housing Department to recruit individuals for this pilot effort focusing on healthcare occupations such as phlebotomist, medical assistant, and emergency medical technician. Key employer partners in this effort may include Kaiser Permanente, Regional Medical Center, and other medical providers. In addition, work2future has recently submitted in partnership with six other workforce development boards a combined \$35 million grant application to the Economic Development Administration. work2future will focus on the healthcare field and may consider the information technology sector. work2future anticipates hearing from the Economic Development Administration regarding its grant application this summer.
- Distribution of No-Cost, Online Training Licenses (in English and Spanish). For over 10 years, work2future has offered its enrolled clients online access to a training tool featuring over 5,000 courses that range from accounting to project management and financial analysis to hardware and software troubleshooting. In the upcoming months, work2future will distribute these licenses to hundreds of clients (without requiring that they be enrolled) at no cost to the recipients. The Spanish version of the training has

recently been finalized and work2future will offer licenses to Spanish-speaking individuals.

- CAREER National Dislocated Worker Grant. The United States Department of Labor has awarded funding to work2future to address workforce impacts resulting from the COVID-19 pandemic. The funded project, known as the CAREER National Dislocated Worker Grant, will assist dislocated workers with opportunities leading to quality jobs with greater career mobility. Services will include training activities, career assessments, resume development and interviewing skills, occupational skill training, and direct placement into employment. work2future will serve a total of 100 participants under this grant which started in April 2022.
- Upcoming Demand Sector/Occupational Trainings. work2future offers individuals occupational skills training, cohort training, and on-the-job training for in-demand occupations. In particular, work2future will continue its long-standing training programs with Pacific Gas and Electric and the building trades. The Pacific Gas and Electric's PowerPathway program placed over 85 percent of trainees who complete the program into high-paying jobs with Pacific Gas and Electric and the building trades. Likewise, work2future will continue its successful building trades pre-apprenticeship program, the Trades Orientation Program which has historically served a significant percentage of women of color. The program has enjoyed an 86 percent graduation rate and an 88 percent placement rate in construction apprenticeship or other employment. The Trades Orientation Program anticipates training 90 individuals in the coming months at the new San José Career Center with the first cohort starting in May 2022

ANALYSIS

(a) Contracts and Agreements

Staff recommends that City Council authorize the City Manager or her designee to negotiate and execute all contracts, amendments, agreements, leases, subleases, and memorandums of understanding with contractors, consultants, and vendors providing services to the WIOA Program and programs operated by work2future, including, but not limited to novations or assignments; training vendor contracts; case management contracts; and consultant contracts.

Such agreements must comply with procurement procedures and requirements mandated by the state and federal governments for WIOA grant recipients and with established City procurement procedures and requirements. In addition, the agreements must be reviewed and approved, as required, by the work2future Board and may be executed so long as monies have been appropriated and there is an unexpended and unencumbered balance of such appropriation sufficient to pay the expenses of the agreement.

Under WIOA, work2future must enter into memorandums of understanding with Required and Additional One-Stop Partners for a three-year period, with the agreement reviewed every three-year period to ensure appropriate funding and delivery of services. Other WIOA memorandums of understanding are on an ad-hoc basis. These memorandums include, but are not limited to:

- Memorandums of understanding with other workforce development boards
- Regional memorandums of understanding
- Partnership agreements
- Cost-sharing agreements
- Regional consultant agreements to share training and labor market research tools
- Memorandums of understanding for other cities in Santa Clara County, and the County of Santa Clara for its unincorporated area, whose residents receive services from work2future.
- Required partners specified in WIOA Title I include programs authorized under the following:
 - Title II of the WIOA, Adult Education and Literacy
 - Title III of the WIOA, Wagner-Peyser Act (State of California Employment Development Department)
 - The Title IV of the WIOA (State of California Department of Rehabilitation)
 - Senior Community Services Employment Program (Sourcewise)
 - Migrant Seasonal Farmworkers Program (Center for Employment and Training)
 - Community Services Block Grant (Center for Employment and Training)
 - The Job Corps
 - Career and Technical Education under the Perkins Act
 - Veterans employment services under Chapter 41 of Title 38, United States Code
 - Employment and training activities carried out by the federal Department of Housing and Urban Development.
 - Trade Adjustment Assistance
 - Unemployment Compensation Programs
 - County of Santa Clara departments and agencies, including but not limited to the Social Services Agency's CalWORKS and CalFresh Programs
 - Local child support agencies
 - English Language Learners, Foreign Born and Refugees
 - Re-entry services providers who serve persons leaving jail and prison
 - Community-based organizations, and
 - Labor organizations

WIOA allows federal funds received by local areas during a program year to be expended during that program year and the succeeding program year. To meet the needs of clients and businesses that work2future serves, there must be sufficient flexibility to begin agreements in one fiscal year and end agreements in the following fiscal year to provide a continuum of services consistent with and in alignment with work2future's programs. The nature of some work2future services is

such that programs offered to clients can be initiated during various periods within the fiscal year. The coordination of vendor training programs such as the Eligible Training Provider List, Youth Career Technical Training, Youth Workshops, Adult Workshops, and Adult Cohort Training is dependent on when the client is determined to be eligible and the type and length of the training program selected. No-fund agreements that provide work experience to Youth Program participants are dependent upon a school year and summer schedule. In addition, adult programs are subject to similar variables. Under these circumstances, the time to perform and complete services necessitate extending the agreement beyond the fiscal year.

The City Manager or her designee will ensure that sufficient funds have been appropriated and are available and that agreements are in accordance with federal and state laws and regulations.

(b) Grant Applications and Grant Agreements

During fiscal year 2022-2023, work2future will endeavor to obtain additional discretionary funding through grant applications. Funding proposals may require partnerships with other public, private, and community-based organizations as a prerequisite for funding. In other instances, funding may be awarded to work2future for activities that may be undertaken by community-based organizations, institutions of higher education, or vendors to be selected through a subsequent request for proposal processes. These grants can support City operations through the payment of overhead and in support of Citywide services that align with WIOA activities.

As discretionary grants may be for terms of up to four years, staff recommends that the City Council authorize the City Manager or her designee to negotiate and execute all grant applications, grant agreements, subgrant agreements, and any documents necessary to accept a grant for discretionary funding applied for and approved by the work2future Board, for multi-year periods not to extend beyond June 30, 2027, pending appropriation of grant funds by City Council.

(c) Council Reporting

The work2future program is housed within the Office of Economic Development and Cultural Affairs. The department and work2future make an annual comprehensive presentation on formula and discretionary funding availability, contracting and program activities and performance, and client services to the Community and Economic Development Committee.

CONCLUSION

work2future provides important services to jobseekers, businesses, and employers in its service area as well helping youth seeking to improve their circumstances through employment or education. work2future recently relocated to the Eastside of San José where it will engage in targeted outreach to the low resource census tracts where it will undertake multilingual face-to-

face outreach. work2future is continuing its partnership with the City's Office of Racial Equity, SJPL, and Parks, Recreation, and Neighborhood Services and will enhance connections for clients and their families where it will support individuals with extremely low-income and basic skill deficiencies through earn and learn approaches and entry-level incumbent worker training. work2future is also pursuing alternative funding sources, partnerships, and legislative opportunities to expand its ability to serve non-WIOA eligible populations. work2future will continue to be community focused in its work by convening with partners and community-based organizations.

With the adoption of an annual resolution authorizing the City Manager or her designee to negotiate and execute agreements relating to the WIOA Program, the services that work2future provides can continue in a timely way. Individuals and businesses seeking work2future's services have immediate needs and this resolution will ensure that these needs can be met efficiently.

EVALUATION AND FOLLOW-UP

No additional follow-up action with the City Council is expected at this time. work2future will provide a program update to the Community and Economic Development Committee scheduled for March 2023.

CLIMATE SMART SAN JOSÉ

The recommendation in this memorandum aligns with one or more Climate Smart San José energy, water, or mobility goals.

PUBLIC OUTREACH

WIOA activities represented in this report involve a wide variety of public outreach including working with various community-based organizations, private sector businesses, educational entities, and other governmental organizations.

The work2future Board is comprised of 19 private and public sector members and has sought public input at all work2future Board and committee meetings on each of the projects detailed above. All work2future and supporting committees meetings are covered by the Brown Act and are subject to public notice requirements and public comment sections on their meeting agendas.

This memorandum to City Council will be posted on the City's website for the June 7, 2022 Council meeting.

COORDINATION

This report has been coordinated with the City Attorney’s Office and the City Manager’s Budget Office.

COMMISSION RECOMMENDATION/INPUT

No commission recommendation or input is associated with this action.

FISCAL/POLICY ALIGNMENT

This action supports Initiative 7 of the City’s Economic Development Strategy, “Prepare Residents to Participate in the Economy through Training, Education, and Career Support.”

CEQA

Not a Project, File No. PP17-004, Government Funding Mechanism, or Fiscal Activity with no commitment to a project which may result in a potentially significant impact on the environment.

/s/
NANCI KLEIN
Director of Economic Development and
Cultural Affairs

For questions, please contact Monique Melchor, work2future Director, at (408) 794-1108.

Attachment:

Attachment A: work2future WIOA Performance Summary for WIOA clients: PY 2019-2022

Attachment A

Federal Performance Results

WIOA PROGRAM YEAR	2019-2020			2020-2021		
Performance	Actual	Required	Success Rate	Actual	Required	Success Rate
ADULT						
Entered Employment 2 nd Quarter	68.4%	56.0%	122.1%	68.7%	62.0%	110.9%
Entered Employment 4 th Quarter	65.8%	55.0%	119.6%	64.1%	61.0%	105.1%
Median Earnings	\$8,573	\$5,800	147.8%	\$9,239	\$6,250	147.8%
Credential Attainment Rate	69.2%	54.0%	128.1%	65.8%	55.0%	119.6%
DISLOCATED WORKER						
Entered Employment 2 nd Quarter	69.2%	62.0%	111.6%	70.3%	65.0%	108.1%
Entered Employment 4 th Quarter	66.7%	64.0%	104.2%	65.2%	67.0%	97.3%
Median Earnings	\$11,434	\$8,800	129.9%	\$12,318	\$7,800	157.9%
Credential Attainment Rate	69.9%	58.0%	120.5%	65.3%	65.3%	112.6%
YOUTH						
Entered Employment or Ed 2 nd Q	80.9%	61.0%	132.6%	71.6%	71.0%	100.8%
Entered Employment or Ed 4 th Q	75.6%	63.0%	120.0%	67.1%	67.5%	100.0%
Median Earnings	baseline	baseline	baseline	\$6,476	\$3,390	191.0%
Credential Attainment Rate	91.0%	54.0%	168.5%	88.2%	57.5%	153.5%
For each program year provided State Performance is met at 90%						
				2021-2022 3rd Quarter		
WIOA PROGRAM YEAR 2021 -2022 3RD QUARTER				Actual	Required	Success Rate
Adult						
Entered Employment Rate 2 nd Quarter				62.0%	63.6%	102.6%
Entered Employment Rate 4 th Quarter				61.0%	55.4%	90.8%
Median Earnings				\$6,250	\$11,347	181.6%
Attainment of Credential				55%	50%	90.9%
Measurable Skill Gain				45%	94.4%	209.8%
Dislocated Workers						
Entered Employment Rate 2 nd Quarter				65%	90.5%	139.2%
Entered Employment Rate 4 th Quarter				67%	76.4%	114.0%
Median Earnings				\$7,800	\$10,362	132.8%
Attainment of Credential				58.0%	100.0%	172.4%
Measurable Skill Gain				47.0%	40.0%	85.1%
Youth						
Entered Employment Rate 2 nd Quarter				71.0%	80.0%	112.7%
Entered Employment Rate 4 th Quarter				67.5%	69.0%	102.2%
Median Earnings				\$3,390	\$5,428	160.1%
Attainment of Credential*				57.5%	N/A	N/A
Measurable Skill Gain*				47.0%	40.0%	85.1%
Overall Performance - State Target 90% Met/Exceeded: 12/15 Projection:15/15						

* work2future CALJOBS system has not yet reported numbers for the 3rd Quarter.