



Memorandum

TO: HONORABLE MAYOR
AND CITY COUNCIL

FROM: Jill Bourne
Jon Cicirelli

SUBJECT: Actions Related to the Youth Service Corps Program
DATE: April 14, 2025

Approved 

Date:
4/22/25

COUNCIL DISTRICT: Citywide

RECOMMENDATION

Adopt a resolution:

- (a) Accepting the \$5,645,628 grant from California Volunteers for the Youth Service Corps to continue the Resilience Corps Program in San José; and
- (b) Authorizing the City Manager or her designee to negotiate and execute agreements, and all other necessary and/or ancillary documents, with the San José Conservation Corps, San José Public Library Foundation, Keep Coyote Creek Beautiful, Trash Punx, Our City Forest, Veggielution, San José Downtown Association, Goodwill of Silicon Valley, South Bay Clean Creeks Coalition, and Guadalupe River Park Conservancy to implement the Resilience Corps program in a combined amount not to exceed \$5,178,373.

SUMMARY AND OUTCOME

The recommended action accepts grant funding in the amount of \$5,645,628 that the City of San José will receive from California Volunteers, the State Service Commission for California, for the Youth Service Corps to continue the Resilience Corps Program through December 31, 2026.

BACKGROUND

In June 2021, the City Council unanimously approved the creation of the Resilience Corps Program. This inter-departmental collaboration, funded primarily by American

Rescue Plan Act resources, centered on providing San José residents living in low-resource census tracts (LRCTs) with paid work experience opportunities.

Immediately following City Council approval of the program on June 23, 2021, a comprehensive outreach effort was conducted to identify program participants residing in San José's LRCTs. These outreach components featured a multi-lingual outreach through social media, Mayor and City Council Offices, nonprofits, universities, community colleges, and community-based partners, as well as extensive in-person outreach at various neighborhoods, community centers, libraries, and parks located in LRCTs.

This multilingual outreach effort has continued through Phases 2 and 3 and will continue to be implemented in Phase 4. These efforts will be supported through the new allocation of funds as described further within this memorandum.

Resilience Corps Phase 1

Phase 1 focused on environmental stewardship, learning recovery, and small business marketing support employment pathways.

- Parks, Recreation and Neighborhood Services (PRNS) designed the pathway program focused on environmental stewardship in partnership with the San José Conservation Corps (SJCC), which implemented the pathway as the employer of record.
- San José Public Library (SJPL) designed the pathway program focused on learning recovery with San José Public Library Foundation (SJPLF), which implemented the pathway as the employer of record.
- The City Manager's Office of Economic Development and Cultural Affairs designed the pathway program focused on small business marketing support employment.

Table 1 shows information about the 207 individuals enrolled in these three pathways.

Table 1 – Resilience Corps Phase 1 Enrollment Data

Pathways	Enrollments	Black, Indigenous, and People of Color	Low Resource Census Tracts¹
Environment / Coyote Creek & Guadalupe River	106	98%	89%
Learning Recovery	61	91%	72%
Small Business	40	93%	93%
Total	207	95%	86%

¹ <https://belonging.berkeley.edu/2021-tcac-opportunity-map>

All activities funded in Phase 1 concluded by June 2023. For all the pathways, 95% of participants achieved a positive outcome such as securing unsubsidized employment, entering/continuing their education, and/or enrolling with work2future or another workforce agency for further training and career counseling support.

Resilience Corps Phase 2

On January 25, 2022, City Council approved the appropriation of \$13.9 million of American Rescue Plan Act funding from the State of California Volunteers Office. This Phase 2 funding was provided under the state banner of the #CaliforniansForAll Program and effectively supported the continuation of the Environmental Stewardship pathway (renamed to the Climate Change pathway) and the Learning Recovery pathway (renamed as the Learning Pathway) that began in Phase 1. As defined by the state, the purpose of the #CaliforniansForAll Youth Jobs Corps (since renamed as the Youth Service Corps) was to strengthen civic engagement by young adults and to address key areas of climate and learning loss while increasing youth employment and providing training and hands-on experience toward a career.

As described below, the state modified the eligibility criteria for Phase 2 of the American Rescue Plan Act funding.

- At least 75% of all participants must have two or more barriers to employment (difficulty finding employment, low-income, unemployed and/or out of school, are or were justice-involved, transitioning from foster care, or engaged with the mental health or substance abuse system, etc.).
- As proposed by the City, individuals living within a LRCT can still be included within the eligibility criteria outlined in the State Program guidelines, as well as first-generation college students.
- Though the City Manager's Office of Economic Development and Cultural Affairs was interested in pursuing the Small Business Pathway, it was not able to do so given the state-imposed restriction prohibiting program participants from undertaking their paid work experience at a for-profit host location. As such, the \$13.9 million of American Rescue Plan Act funding supported the continuation of the Climate Change and Learning Pathways in Phase 2.

Phase 2 of the Climate Change and Learning Pathways launched in summer 2022 and concluded in August 2024. Table 2 shows information about the 402 individuals enrolled in the two pathways within Phase 2.

Table 2 – Resilience Corps Phase 2 Enrollment Data

Pathways	Enrollments	Black, Indigenous, and People of Color	Two or More Barriers
Climate Change	217	90%	92%
Learning Pathway	185	96%	96%
Total	402	93%	94%

In Phase 2, the City Manager's Office of Economic Development and Cultural Affairs continued to provide administrative support for the program. Phase 2 program implementation and outcome highlights for both PRNS and SJPL-led pathways are summarized as follows.

Climate Change Pathway

- The retention rate for Phase 2 was 80%. Over the 26-month duration of the program only 44 participants did not complete the program. Of the 173 participants who completed the program, 148 (86%) achieved a positive outcome (unsubsidized employment, enrollment in post-secondary education, etc.) and 25 participants (14%) completed their work experience but were unable to achieve a positive outcome within three months after exiting from the program.
- SJCC and its partners provided various trainings, including hazardous materials waste handling certification, CPR/first aid, conservation and prevention, financial literacy, leadership, college and career navigation support, and others.
- PRNS implemented an internship model in which Resilience Corps participants continued to receive counseling, training, and guidance from SJCC staff, while working directly in Park Districts to gain valuable experience in City service at City facilities. Thanks to their foundational knowledge of park maintenance acquired in the Resilience Corps, these interns have seamlessly integrated into City teams with minimal training and have been instrumental in supporting park maintenance teams during times when vacancy rates in City positions were high. To date, park maintenance teams have welcomed 100 interns into the program and hired over 30 former interns into permanent positions. The internship program has been further expanded to include opportunities in BeautifySJ, Family Camp, Park Rangers, and the Department of Transportation.

Learning Pathway

- Phase 2 of the Learning Pathway consisted of three cohorts.
 - Cohort 1, comprised of 115 participants, served beginning summer 2022 through Academic Year 2022-23.
 - Cohort 2, comprised of 50 participants, served in Academic Year 2023-24.
 - Cohort 3, comprised of 20 participants, served in Summer 2024.
- Phase 2 funding also supported the initial onboarding of the active cohort for Academic Year 2024-25, but most activities and supports for this cohort are supported in Phase 3.

- The retention rate for Phase 2 was 87%. Over the three cohorts, only 24 participants did not complete the program. Of the 161 participants who completed the program, 132 (82%) shared information about their post-program outcomes through exit surveys and three-month post-employment surveys.
- Of the 132 survey respondents,
 - 123 (93%) achieved a positive outcome (securing new or ongoing employment, continuing pathways in higher education, or both).
 - 77 (58%) enrolled or continued with a post-secondary educational program/institution of higher education.
 - 65 (49%) secured employment at or within three months of the end of their work experience.
- Phase 2 worksite locations included Boys & Girls Club of Silicon Valley, Catholic Charities of Santa Clara County, Mount Pleasant Elementary School District After School, Parks and Recreation, Recreation of City Kids (R.O.C.K.) After School, Think Together, and the San José Public Library. These programs are in LRCTs that support schools and students in seven Local Education Agencies: Alpha Public Schools, Alum Rock Union School District, Berryessa School District, Downtown College Prep, Franklin McKinley School District, Mt. Pleasant Elementary School District, and Oak Grove School District.
- Learning Pathway participants received professional development and training opportunities focused on how to support students in expanded learning programs, career pathway support, financial literacy, and professional skills.

Resilience Corps Phase 3

On April 23, 2024, City Council approved the appropriation of \$5,321,342 from California Volunteers to continue the Resilience Corps into Phase 3. These funds were allocated from the State of California's 2023-2024 budget, based on San José's specific share of the state's population as one of California's 13 largest cities, to support the Youth Service Corps Program. Phase 3 commenced on September 1, 2024, and will be fully expended by December 31, 2025.

Participant eligibility criteria, reporting requirements, and program implementation priorities have remained consistent throughout Phase 3. Table 3 shows information about the 137 individuals enrolled in Phase 3 to date.

Table 3 – Resilience Corps Phase 3 Enrollment Data To Date

Pathways	Enrollments	Black, Indigenous, and People of Color	Two or More Barriers
Climate Change	72	93%	92%
Learning Pathway	65	92%	98%
Total	137	93%	95%

In Phase 3, administrative support for the program transitioned from the Office of Economic Development to the Finance Department. Phase 3 program implementation highlights for both PRNS and SJPL-led pathways are summarized below.

Climate Change

- PRNS continues to serve as the City lead for the Climate Change Pathway with SJCC as the lead subgrantee.
- The model continues to include internship placements into City departments and programs to give participants exposure to City employment and relevant experience for future job pursuits and help build a pipeline of qualified candidates for important and hard-to-fill City jobs, like Park Rangers.
- To date, the program has served 72 participants, with 24 interns gaining valuable work experience in various City programs.

Learning Pathway

- SJPL continues to serve as the City lead for the Learning Pathway with SJPLF as the lead subgrantee. The Learning Pathway continues to focus on expanded learning work experience to accelerate K-8 learning outcomes for youth in LRCTs. Participants continue to be placed with well-established expanded learning program providers, including: Boys & Girls Club of Silicon Valley, Catholic Charities of Santa Clara County, Think Together, and Mount Pleasant Elementary School District. PRNS and SJPL also serve as worksites with participants supporting City-facilitated expanded learning programs.
- An initial cohort of 32 participants were enrolled for Academic Year 2024-25 and 33 more were enrolled in January 2025 for the Spring Semester. Upon completion of the program, participants will receive support in securing employment opportunities in expanded learning, education, or other sectors aligned with their interests and goals.
- In Phase 3, the Learning Pathway team piloted a peer mentorship design element of the program, providing participants who had successfully completed a cohort term with additional work experience focused on helping new participants navigate the program and maximize its benefits.

ANALYSIS

As part of the State of California's 2024-2025 budget, California Volunteers allocated \$5,645,628 to San José based on its specific share of the state's population, to continue the Resilience Corps program into Phase 4. California Volunteers requires the grant agreement to be executed by June 30, 2025. Funds must be expended by December 31, 2026.

In Phase 4, administrative strategy and implementation plans for the Climate Change and Learning Pathway programs will remain mostly consistent. Key changes and enhancements include:

- The Finance Department will provide administrative support for the program. Responsibilities include fiscal monitoring such as reimbursement documentation and submission, and audit documentation.
- The Learning Pathway will maximize the number of participants served through the full academic year program, as opposed to managing summer-only or semester-only cohorts. This shift will effectively meet the needs of expanded learning program providers during the school year and ensure participants receive the full slate of professional development opportunities and wrap around services which are more challenging to build into shorter work experience timelines.

In Phase 4, PRNS will continue to partner with SJCC to implement the Climate Change Pathway, which aims to support the cleanup of watersheds, trails, and parks. This funding will allow the Climate Change Pathway to serve a minimum of 50 participants during the 2026 calendar year.

In Phase 4, SJPL will continue to partner with SJPLF to implement the Learning Pathway, which aims to support K-8 learning outcomes of high-need youth through expanded learning programming. This funding will allow the Learning Pathway to serve a minimum of 50 participants.

EVALUATION AND FOLLOW-UP

No additional follow-up actions with the City Council are expected at this time. Staff will continue to communicate informational updates about the program.

COST SUMMARY/IMPLICATIONS

As required by California Volunteers, Phase 3 funds will be fully expended by December 31, 2025. Phase 4 funds received from the California Volunteers grant will be used to support the expansion and continuation of the Resilience Corps Program. All Phase 4 funds must be expended by December 31, 2026.

Estimated Expenses & Revenue by Fiscal Year						
	FY22-23	FY23-24	FY24-25	FY25-26	FY26-27	Total Grant
Phase 2	\$5,428,568	\$4,071,432				\$9,500,000
Phase 3		\$1,483,187	\$2,619,416	\$1,218,739		\$5,321,342
Phase 4				\$3,561,249	\$2,084,379	\$5,645,628

Budget actions that appropriate Phase 4 of the new grant award amount of \$5,645,628 in 2025-2026 will be brought forward as part of the Recommended Amendments to the

2025-2026 Proposed Operating and Capital Budgets Manager's Budget Addendum released at the end of May. Funding will be distributed as follows:

- PRNS - \$3,879,029 to support the Climate Change Pathway.
- SJPL – \$1,686,399 to support the Learning Pathway; and,
- Finance – \$80,200 to support fiscal monitoring. including reimbursement documentation and submission and audit documentation.

Indirect administrative costs incurred by the City should not exceed 10% of the grant amounts. This category funds a portion of the City staff time associated with the direct implementation of the grant program. A minimum of 50% of the grant amount is required to be allotted to participant wages. Up to 40% of expenditures can be allocated to wrap-around services for participants, such as transportation, job readiness training, case management, or other services designed to help the participants succeed in the program, gain employment, or continue to postsecondary education after completion of the program.

Below is the Spending Plan by Fiscal Year:

Expenses & Revenue	FY 2025-26	FY 2026-27	TOTAL
Revenue from State of California	(\$3,561,249)	(\$2,084,379)	(\$5,645,628)
Youth Service Corps – Climate Change Pathway (PRNS)	\$1,939,515	\$1,939,514	\$3,879,029
Youth Service Corps – Learning Pathway (Library)	\$1,581,634	\$104,765	\$1,686,399
Youth Service Corps – Administration (Finance)	\$40,100	\$40,100	\$80,200

COORDINATION

This memorandum has been coordinated with the City Attorney's Office, City Manager's Budget Office, and the Finance Department.

PUBLIC OUTREACH

This memorandum will be posted on the City's Council Agenda website for the May 6, 2025, City Council meeting.

COMMISSION RECOMMENDATION AND INPUT

No commission recommendation or input is associated with this action.

CEQA

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

PUBLIC SUBSIDY REPORTING

This item does not include a public subsidy as defined in section 53083 or 53083.1 of the California Government Code or the City's Open Government Resolution.

/s/
JILL BOURNE
City Librarian

/s/
JON CICIRELLI
Director of Parks, Recreation
and Neighborhood Services

For questions about the Climate Change Pathway please contact Tyler Shaffer, Resilience Corps Program Manager, Parks, Recreation and Neighborhood Services at (408) 476-4595. For questions regarding the Learning Pathway please contact Amanda Otte, College and Career Pathways Coordinator, San José Public Library at (408) 808-2115.