

# work2future

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## Community & Economic Development Committee

April 23, 2018

# Key Highlights

- ✓ Nearly **3,100** Clients Secured Employment
- ✓ San Jose Works Serves Nearly **950** Youth
- ✓ Exceeded Federal Performance Outcomes
- ✓ Career Pathway Focus
- ✓ Over **350** “Green” Pre-Apprenticeship Placements

# Nearly 3,100 clients secured employment

- **2,137** (Federally Funded Adult, Dislocated Workers, and Youth)
- **925** (City General Fund At-Risk Youth)

## Barriers:

- Low-income Individuals
- Individuals who are basic skills deficient
- Older individuals
- Long-term unemployed
- Limited English

# San Jose Works Focuses on Career Pathways

- **375** Paid Internships
  - **235** Recruited from High School Career and Technical Education Classes and Placed with Employers in:
    - Advanced Manufacturing
    - Business/Financial Services
    - Construction
    - Health Care and Social Assistance
    - Information and Communications Technology (ICT)
  - **140** interned with City and Nonprofit Organizations
- Nearly **550** Older Youth Placed in Employer-Paid Job Opportunities

# Bentek Manufacturing

- 35 Youth Clients served
- Light Manufacturing and Warehouse Operations
- 100% Completed
- Bentek Paid Youth Additional 20 hours

# NextFlex – FlexFactor

## Advanced Manufacturing Training

**Exceeded**

**Federal Performance Outcomes**

# WIA Performance Outcomes Report 2nd Quarter

Performance Measures	Perf. Goals/a	Actual	Success Rate
<b>ADULT</b>			
Entered Employment Rate	51.5%	57.85%	112.3%
Average Earnings	\$14,200	\$19,287.71	135.8%
Employment Retention Rate	79.0%	83.74%	106.0%
<b>DISLOCATED WORKERS</b>			
Entered Employment Rate	58.5%	65.78%	112.4%
Average Earnings	\$20,100	\$27,049.88	134.6%
Employment Retention Rate	83.0%	86.22%	103.9%
<b>YOUTH</b>			
Placement in Employment or Education	60.0%	60.45%	100.8%
Attainment of a Degree or Certificate	64.0%	81.58%	127.5%
Literacy & Numeracy	N/A	N/A	N/A
Overall Performance - Local Target (100%)	Exceeded 8/8		
Overall Performance - State Target (80%)	Exceeded 8/8		
Projected Overall Performance - Local Target (100%)	Exceed 8/8		
Projected Overall Performance - State Target (80%)	Exceed 8/8		

/a - Negotiated Performance Levels for 2016-2017. \*WIA performance, WIOA unavailable per State with no estimate on availability.



# WIA Performance Outcomes Report 4th Quarter

Performance Measures	Perf. Goals/a	Actual	Success Rate
<b>ADULT</b>			
Entered Employment Rate	51.5%	56.33%	109.4%
Average Earnings	\$14,200	\$18,324.71	129.0%
Employment Retention Rate	79.0%	82.70%	104.7%
<b>DISLOCATED WORKERS</b>			
Entered Employment Rate	58.5%	66.71%	114.0%
Average Earnings	\$20,100	\$24,341.28	121.1%
Employment Retention Rate	83.0%	87.62%	105.6%
<b>YOUTH</b>			
Placement in Employment or Education	60.0%	60.22%	100.4%
Attainment of a Degree or Certificate	64.0%	70.00%	109.4%
Literacy and Numeracy Gains	63.5%	61.70%	97.2%
Overall Performance - Local Target (100%)	Exceeded 8/9		
Overall Performance - State Target (80%)	Exceeded 9/9		
Projected Overall Performance - Local Target (100%)	Exceed 8/9		
Projected Overall Performance - State Target (80%)	Exceed 9/9		

/a - Negotiated Performance Levels for 2015-2016

# Career Pathway Focus

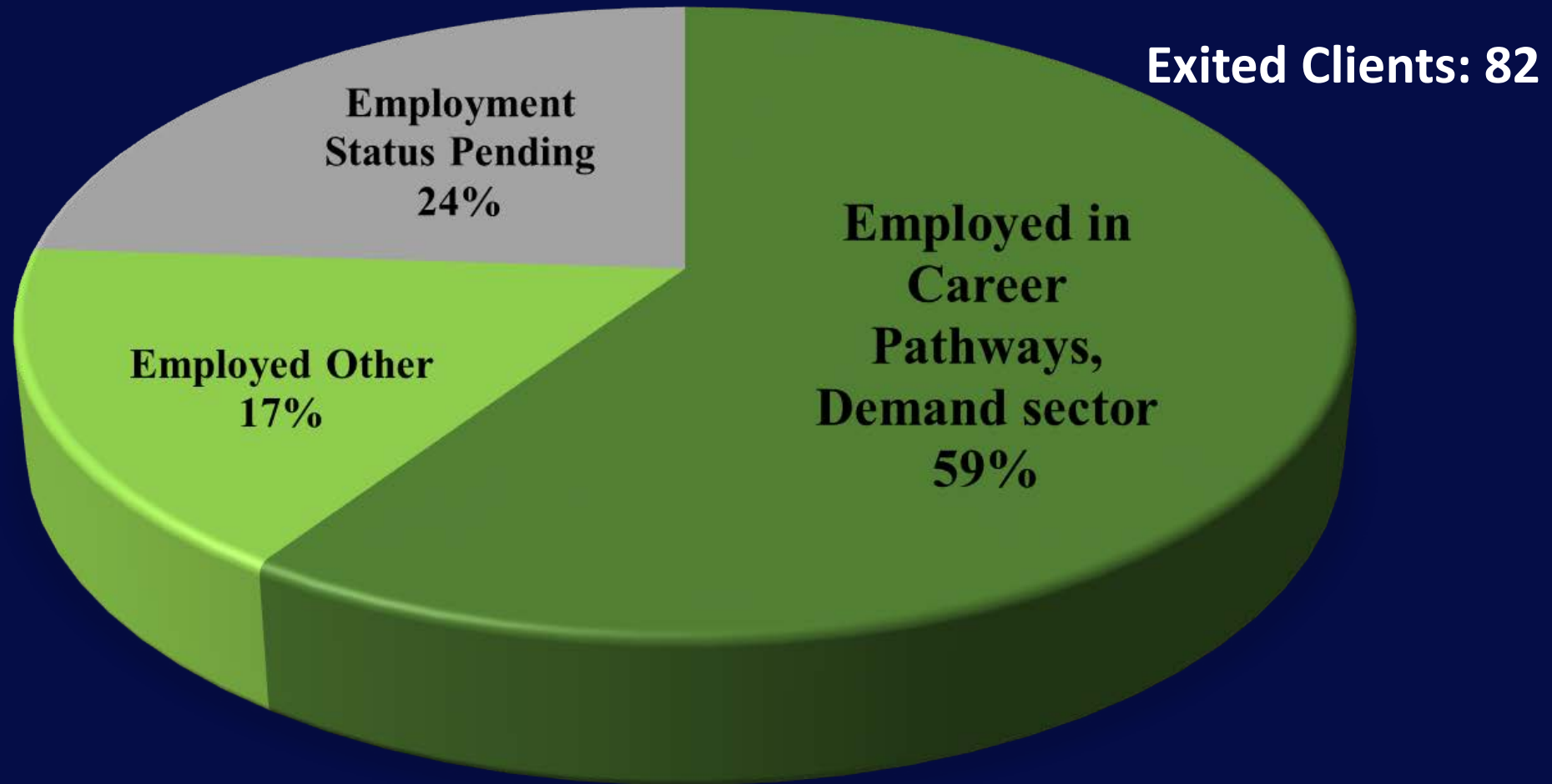
June 2017 Board Recommendation New Service Model:

- Intensive Career-Advising and Case-Management Methodology
- Guidance toward High Growth Sectors and Occupations:
  - Information and Communications Technology
  - Advanced Manufacturing
  - Health Care
  - Construction
  - Business and Finance

# Board Approved Goals

- **75% of Clients Secured Employment**
  - **50% Placed in Demand Sectors/Occupations**
  - **25% Placed in Other Sectors/Occupations**
- The Remainder either:
  - Completed a Training in a Nationally Recognized Credential, or
  - Exited the Program without Completing any Training Program

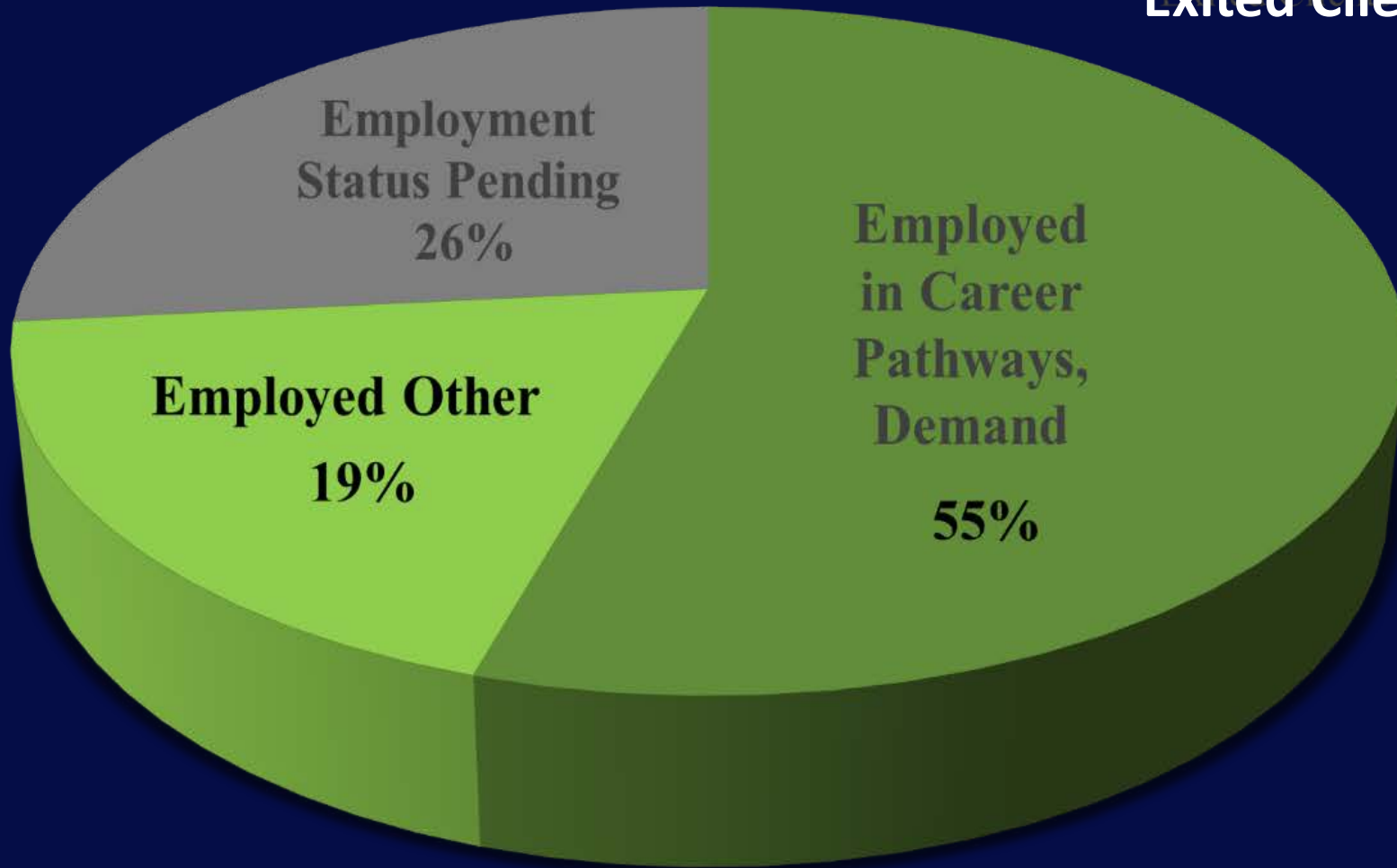
# Youth Clients Outcomes FY 17-18



**July 1, 2017 – December 30, 2017**

# Adult/Dislocated Worker Outcomes FY 17-18

Exited Clients: 328



July 1, 2017 – September 30, 2017

# PeopleShores IT Pilot

- **20** Youth Clients Served to date – Most are OYP Referrals
- Combination of Work Experience and On-the-Job Training
- Skills Gained – Programming, Big Data, Visual Imaging
- Performance is near **90%** Placement



# PeopleShores IT Pilot



- Video Imaging
- Big Data
- Coding



# Over 350 “Green” Pre-Apprenticeship

- Next Generation of Skilled Trades Workers
- Working Partnerships USA, Building Trades, SJECCD, Destination: Home/County Housing Services, work2future Foundation
- Over **375** Participants Overall, over **200** in TOP
- TOP—**90%** Graduation Rate
  - Nearly **60%** in Trades Apprenticeships
  - **85%** Total Placement Rate To-Date



# Advanced Manufacturing Career Pathways Initiative

- Build Talent Pipeline – Engagement with **20** Employers
- Employer Driven
- Priorities:
  - Marketing and Branding
    - ❖ Connections with San Jose Works
  - Shared Assessment Tool
- Upcoming Transition to New Career Pathways Initiative

# Looking Ahead

- **ICT Career Pathways Initiative**
- **San José Works 4.0 – Goal of 1,000 placements**
- **Data Zone Performance Project - Improved Outcomes and Assessment**
- **Anticipated Budget Reductions of 15%**
- **ROI Methodology**
- **Youth Entrepreneurship Summit on May 04, 2018**

**Thank You!**

# Return On Investment

Local Workforce Boards	ROI	Statewide Ranking
North Valley Job Training Consortium (NOVA)	\$3.33	2
work2future	\$1.38	8
City of Oakland Workforce Investment Board	\$1.34	10
San Francisco Workforce Board	\$1.14	11
Alameda County Workforce Investment Board	\$1.13	12
Workforce Development Board of Contra Costa County	\$0.86	20
Santa Cruz County Workforce Investment Board	\$0.50	34
Monterey County Workforce Investment Board	\$0.44	38
San Benito Health & Human Services Agency - CSWD Division	\$0.09	47