



## **Youth Committee Agenda**

**January 12, 2021**

**12:00 p.m. – 1:30 p.m.**

**Join to Zoom Meeting**

**<https://zoom.us/j/98729673151?pwd=aDJSMUQrRXBESGJIZG42bzUxbXo2QT09>**

**Meeting ID: 987 2967 3151**

**Passcode: 006648**

**Join by Dial In: +1 669 900 9128**

**or +1 346 248 7799**

- 12:00 PM      PRESENTATION ITEM**  
P1      National Youth Employment Coalition  
Rashaun Bennett, Senior Program Associate
- 12:30 PM      CALL TO ORDER AND REMINDER OF POTENTIAL CONFLICT OF INTEREST**  
  
**ATTENDANCE AND ROLL CALL**  
  
**PUBLIC COMMENT**  
  
**INTRODUCTIONS**  
  
**CONSENT AGENDA**  
C1      Approve November 10, 2020 Youth Committee Minutes
- 12:45 PM      DISCUSSION ITEMS & UPDATES**  
D1      WIOA Youth RFP Update  
D2      Quiz: Could You Manage as a Poor American?  
[Take the Quiz: Could You Manage as a Poor American? - The New York Times \(nytimes.com\)](https://www.nytimes.com/2020/11/10/us/politics/could-you-manage-as-a-poor-american-quiz.html)  
D3      Youth Committee meeting calendar
- 1:20 PM      CHAIRS' REPORT AND NEXT AGENDA ITEMS**
- 1:30 PM      ADJOURN**

**Next Youth Committee Meeting: March 9, 2021**

*Any appropriate public records related to an open session item on a regular meeting agenda and distributed by the Workforce Development Board and any of its committees to a majority of members of the Workforce Development and/or its committees, less than 72 hours prior to that meeting are available and for public inspection at 4071 Port Chicago Highway, Concord during normal business hours. The Workforce Development Board will provide reasonable accommodations for individuals with disabilities planning to attend Board meetings. Arrangements can be made by contacting the Board at 925-671-4560*

## Workforce Development Board (WDB) of Contra Costa County Youth Committee Charter

Charter Element	Charter Agreement Information
<b>Business Objective</b>	The primary objective of the WDB Youth Committee is to Increase the number of youth and young adults, 16-24, who are well prepared for postsecondary vocational training, further education, and/or a career, with an emphasis on serving the most vulnerable and underserved populations and those from low-income communities.
<b>Case for Action</b>	<p>It is the vision of the WDBCCC to support a network that creates and promotes dynamic education systems, high-performing businesses, and a prosperous local economy with an abundance of high quality jobs and skilled workers to fill them. Our mission is to promote a workforce development system that meets the needs of businesses, job seekers, and workers, to support a strong and vibrant economy in Contra Costa County. As we advance our work toward realizing our vision a number of key factors drive our work:</p> <ul style="list-style-type: none"> <li>• Good jobs in today's economy and labor market require workers to have a growing level of knowledge and skill in order to compete for them;</li> <li>• The employment gap is widening between those with higher levels of education and credentials and those who lack them;</li> <li>• Jobs are growing at both the high-skill and low-skill end of the labor market, while growth of "middle skill" jobs has been lagging; however, the retirement of baby boomers from the labor force will create openings in nearly every industry and occupation;</li> <li>• The emerging workforce does not have the education and skill-sets needed to perform many of these jobs, as manifested by a continued lag in the educational attainment levels of young people (although beginning to show some signs of improvement, student preparedness for post-secondary education remains very low); and</li> <li>• The difference between supply and demand indicates that there is a "skills gap" between what most emerging workers have to offer and what businesses need, creating the urgency to develop and support new strategies that can better equip and train people for jobs in today's economy.</li> </ul>
<b>Requirements</b>	<p>The WDB Youth Committee will:</p> <ul style="list-style-type: none"> <li>• Work with partners to develop systems that effectively engage employers in career development and work-based learning opportunities for youth and young adults to learn about, explore, and prepare for careers;</li> <li>• Strengthen collaborations between the local workforce system and other programs and systems that seek to help youth with significant barriers to employment;</li> <li>• Develop and implement strategies to direct Workforce Innovation and Opportunity Act (WIOA) and other resources to serve youth and young adults most in need and support their success;</li> <li>• Collaborate with and support career-focused strategies at high schools and community colleges, particularly those aligned with WDB priority industry sectors;</li> <li>• Work with partners to increase opportunities for high school graduates, dropouts and disconnected youth to transition into postsecondary education, training and careers; and</li> <li>• Work with Community Colleges, Apprenticeship Programs, Trade Schools and others to offer more opportunities for disconnected youth to achieve success.</li> </ul>
<b>Boundaries / Guidelines</b>	The Youth Committee advises and influences the direction and implementation of youth services strategies as outlined the WDB 2013-2017 Strategic Plan.
<b>Team Membership</b>	<p>The Youth Committee brings together leaders from business, economic development, education, labor, community-based organizations, youth/young adults and the public sector. The Youth Committee chair(s) is a member of the WDB Executive Committee and some members of the Youth Committee hold a seat on the Workforce Development Board. Other Youth Committee members are recruited and engaged to represent a particular perspective or constituency. The Youth Committee and the WDB work on behalf of the Contra Costa County Board of Supervisors and the businesses and residents of Contra Costa County.</p> <p>The WDB and the Youth Committee also draw upon the knowledge and expertise of other individuals and organizations that are not members of the WDB and occasionally form <i>Ad Hoc</i> committees to conduct specific activities.</p>
<b>Timing</b>	The work of the Youth Committee is aligned with the timeline for the WDB's Strategic Plan.
<b>Resources</b>	The WDB and the Youth Committee provide and/or support convening and networking functions that draw together a wide spectrum of stakeholders that contribute to the health of the local economy and prepare residents for effective participation in the workforce. These include local and regional businesses, economic development experts and organizations, public agencies, education, labor, and community-based organizations.
<b>Review Process</b>	<p>The Youth Committee monitors and reports its progress at regular committee meetings, the WDB Executive Committee and full WDB member meetings as appropriate.</p> <p>Progress against the WDB Strategic Plan is reviewed at regular intervals as determined by the WDB and any of its relevant governing authorities at the local, state, and/or federal level</p>

# Opportunity Youth Community Recommendations for CV-4 Legislation

## Principles for COVID Response Legislation

As Congress considers legislation to aid the recovery from the COVID-19 pandemic (a fourth phase of legislation, or CV-4), we come together as advocates for and with Opportunity Youth (16- to 24-year-olds who are not employed and not in school) to provide recommendations that will help reconnect youth, aid young workers and stabilize the economy. Our recommendations are grounded in the following principles:

- Centering race and gender equity;
- Expanding opportunities for the most vulnerable;
- Investing in capacity building and local decision-making;
- Co-designing solutions with young people; and
- Preparing the next generation of leaders.

All young people need access to:

- Living wages and allowances through employment, training and/or service to participate in the economy and empower themselves;
- Interventions that address systemic issues stemming from mental and behavioral health, economic inequality, homelessness, violence, and substance abuse;
- Positive mentors and experiences that help youth explore their talents and develop a plan for success; and
- Pathways, designed in partnership with adults, that expand access to a wide range of opportunities such as higher education, vocational education, service and careers.

## What CV-4 Must Accomplish

***The COVID-19 pandemic has highlighted both the need to invest in current systems as well as adaptations needed to strengthen our nation and communities.*** The pandemic disproportionately hurts workers and those trying to enter the workforce who were already vulnerable: young workers, people of color, immigrants, gig workers, under-or long-term unemployed and those who work in sectors characterized by unpredictable and low-wage work. For example, [9.2 million workers aged 16-24 are employed in service-sector establishments](#), which have been hugely impacted by the pandemic. Even before the pandemic, [low-wage workers were already in precarious jobs](#), with income inequality in the U.S. reaching its [highest level in 50 years](#) despite a booming

economy. With unemployment projected to hit at least 15 percent, the magnitude of need will dwarf that of even the Great Recession.

Opportunity Youth have struggled to find jobs even during a strong economy, all while having to navigate a strained system. We are already [hearing about the impacts](#) the pandemic is having on organizations that connect Opportunity Youth to work. We also know from previous economic recoveries that, without targeted support, Opportunity Youth's prospects will not improve when the economy improves.

***Unfortunately, the recently passed CARES Act did not have a strong focus on young people.*** The law does not provide the funding needed to meet the existing needs of 4.5 million Opportunity Youth and support youth workers who are vulnerable to mass lay-offs in the face of an oncoming recession. Programs across the country are already underfunded; the pandemic is threatening many of them with layoffs or closure. Now is the time for bold proposals to reconnect Opportunity Youth to pathways that build toward a career with a family sustaining wage as they help restart the economy and rebuild our communities.

## Scale Up Existing Programs and Respond to COVID with Tailored Interventions

The pandemic has highlighted the need to scale up existing programs that work as well as to create new opportunities for people displaced by the pandemic. Below we provide options for both avenues of work. ***All funding recommendations are in addition to current fiscal year 2020 appropriations.***

### Scale Up Existing Programs: Reconnect One Million Opportunity Youth

We recommend starting with the recommendations of the [Reconnecting Youth Campaign](#), which focuses on scaling existing programs to generate 1 million more slots per year to reconnect youth. [Youth disconnection](#) impacts all regions of the country—urban, suburban, and rural. West Virginia has the highest rate (17.0 percent), followed by New Mexico (16.5 percent), and Mississippi (16.4 percent). Native American and Black American teens and young adults have the highest rates of youth disconnection. Yet, Latino/Hispanic, and white and Asian youth also find themselves out of school and work and seeking pathways to opportunity.

The Reconnecting Youth Campaign recommends ***investing \$6.5 billion annually in existing, evidence-based federal programs for young people.*** These funding

levels were developed based on conversations with practitioners and leaders, talking about levels to which they could immediately scale up. Clearly, today levels in addition to the RYC recommendations are needed, but these represent a base for growing our capacity to serve and reconnect young people. ***Specific program and line-item requests are outlined at the end of this memo in a table.***

## Scale Up Existing Programs: Opening Doors Act for Youth Act

In addition, Congress should invest in summer- and year-round employment opportunities, and strengthen local community partnerships. Chairman Scott's Opening Doors for Youth Act (ODFY, H.R. 1748, 115th Congress) proposes a time-tested structure for doing so. [ODFY](#) provides for an influx of investments that is needed on top of funding for WIOA Youth formula funds to address youth disconnection across the nation.

ODFY authorizes:

- \$1.5 billion in formula grants for subsidized summer jobs for in- and out-of-school youth ages 14 to 24, and connects youth in low-income communities and Opportunity Youth with employment opportunities;
- \$2 billion in formula grants for year-round employment opportunities for Opportunity Youth; and
- \$2 billion in competitive grants to transform communities with high rates of youth disconnection into communities of opportunity, through local community partnerships.

## Respond to the COVID Crisis with Tailored Interventions

In addition to meeting pre-pandemic needs, Congress must make transformative federal investments, guided by local decision-making and consistent with the principles detailed above, to help young people recover from the pandemic.

## A Pandemic Plan for and with Opportunity Youth

As part of developing a pandemic plan for Opportunity Youth, states should be required to create a plan that addresses the needs of Opportunity Youth and other young workers. States may have existing coordinating bodies that could craft this plan, such as state workforce development boards, state boards of education, P-20 councils, [Children's Cabinets](#), former [Youth Opportunity sites](#), as well as [philanthropically supported efforts](#), or they could use ad hoc pandemic-related bodies. These groups could be charged with [building a collaborative infrastructure, building diverse stakeholder commitment, and implementing and sustaining collective action among stakeholders](#).

## Education: Postsecondary Bridging for All

The nation's K-12, higher education, and workforce development systems have all suffered extensive disruptions related to the pandemic. More than ever, Opportunity Youth need a variety of postsecondary pathways. A robust national postsecondary-bridging initiative would link longstanding federal efforts across K-12, higher education, and workforce development. Components of this work should include:

- Providing funding through community leads (LEAs, community colleges, municipal agencies, or other intermediaries) to strengthen the local bridging ecosystem.
- Flexible funding that includes access to college/career readiness, evidence-based counseling, retention supports, and career exploration.
- Bridging programs, which can take many forms, including programs focused on K-12 [in-school youth](#), programs focused on [reengaging youth who left school without a diploma](#), programs focused on workforce strategies such as pre-apprenticeship, and blended programs such as the federal [GEAR UP program](#).

In general, bridging models have shown [success for a variety of populations](#) such as at-risk, school-age young people, older people, and chronically disconnected adults. [A Washington state evaluation](#) of their GEAR UP programs found that “contrasting GEAR UP participants with a comparison group of other low-income students, GEAR UP students had more positive outcomes on virtually all measures of enrollment, persistence, and degree attainment.” The cost of these programs range widely, from around \$650 per participant for GEAR UP to more than \$1,000 for more intensive models. To create 1,000,000 opportunities for people affected by the pandemic to enter and succeed in postsecondary education over the next 18 months, ***we recommend \$10 billion available until September 30, 2022, for a postsecondary bridging program funded through the Dislocated Worker Assistance National Reserve or the Department of Education’s Fund for the Improvement of Postsecondary Education.***

## Employment: A National Transitional Jobs Program

Even before the pandemic, labor-force participation rates for young people 16-24 were at record lows. Many young people are not gaining the early exposure to work available to prior generations. The pandemic highlights the need for access to [transitional jobs](#): work experiences that are limited in duration, of low risk to workers and employers, and increase workers’ skills. This decades-old, evidence-based approach will help more young people enter the workforce, even as it helps industry sectors transition out of the pandemic stronger than before.

Transitional jobs can take many forms, such as [subsidized employment programs](#). Recent evaluations of federal transitional-jobs programs have found positive returns on investment:

a [2012 evaluation](#) found that “from the combined perspectives of taxpayers, victims, and participants, CEO’s benefits outweighed the costs by \$4,900 per program group member, resulting in a 2.4 benefit-cost ratio”; a [2018 evaluation](#) found that the “benefit-cost ratio for the program from society’s perspective was 1.20.”

During the 115<sup>th</sup> Congress, Senators. Baldwin and Booker introduced the [Stronger Way Act](#), S. 1938, calling for a national transitional jobs effort that would provide work experiences and services for up to 30 weeks. Building on the wisdom of disability-rights advocates, this program will not only help young people gain attachment to the labor force, but will help employers design jobs and organizational structures that facilitate the success of all workers. Policy elements include:

- Prioritizing youth, workers of color and with multiple barriers to employment
- Providing funding to [labor-management partnership arrangements](#) that bring together business, labor, and government to ensure access to high-quality training and employment opportunities while also ensuring strong employment outcomes
- Creating jobs in the public, private, or nonprofit sectors (target duration of 30 weeks in settings with a transition to hire)
- Support for job developers, navigation services, and employer coaches
- Job-quality guardrails, and conditions on permanent hires
- At least  $\square$  wage rate subsidy

Depending on services offered and wage subsidy rates, a [CLASP survey of programs](#) found costs including wage subsidies and services ranged from \$1,143 to \$2,620 per month in 2019 dollars, or \$10,276 to \$23,556 for a 30-week program. [Another evaluation](#) found an average cost of \$17,161 in 2019 dollars for a six-month experience. Assuming a per-slot cost for a 30-week transitional jobs model of \$20,000, creating transitional job opportunities for 2,000,000 displaced workers over the next 18 months would require a \$40 billion investment, plus start-up and program administration costs of at least 10 percent. ***Thus, we recommend \$44 billion, available until September 30, 2022, for a transitional-jobs program funded through the Dislocated Worker Assistance National Reserve.***

## Support and Expand National Service

In past labor-market disruptions, national and community service has served as an important automatic stabilizer, enabling Americans to continue serving their community while receiving income supports and gaining new skills. The Serve America Act, passed in 2009 at the height of the Great Recession, envisioned AmeriCorps growing to 250,000 slots annually. However, it has been stuck at under 90,000 for many years, far short of what was needed even prior to the pandemic.



***We recommend including the [Climate Resiliency Service Corps Act of 2019 \(HR 5176\)](#) in any upcoming recovery package.***

Rep. Chu introduced the Climate Resiliency Service Corps Act earlier this session and the bill expands National Service through community adaptation, mitigation, preparedness, response, and recovery projects aimed at mitigating the effects of natural disasters and other trends related to climate change. National Service represents a paid opportunity for participants, while also providing hands-on learning through projects benefiting a community. Many National Service programs descend from the Civilian Conservation Corps (CCC), which served as an important economic recovery tool during the Great Depression.

***We recommend including the [Youth Corps Act of 2019 \(HR 1634\)](#) in any upcoming recovery package.***

Rep. Wilson introduced the Youth Corps Act of 2019 earlier this session, establishing a grant program at the Department of Labor to fund environmental and conservation service-based, workforce development programs, and requiring that 75% of participants must be Opportunity Youth. Programs funded by this grant would provide comprehensive support services to participants, engage education, workforce, and other community partners to ensure successful post-program outcomes, perform pressing environmental projects in communities, and pay participants a stipend or wage. DOL would select grantees, in part, based on the economic and environmental needs of the community an applicant proposes to serve. Eligible entities include community-based organizations, community action agencies, community development corporations, entities authorized under WIOA, units of state or local government, institutions of higher education, and Service and Conservation corps.

***We recommend new funding to National Service authorizations through any stimulus or recovery package.***

The National and Community Service Act authorizes seven National Service programs and Corps that have never been appropriated. 42 USC 12572 authorizes an Education Corps, a Healthy Future Corps, a Clean Energy Corps, a Veterans Corps, and an Opportunity Corps. 42 USC 12655 – 12655n authorizes an American Conservation and Youth Service Corps and 42 USC 12656 authorizes an Urban Youth Corps. These programs seek to meet unmet community needs (often related to their title). The legislation authorizes federal agencies other than CNCS to establish National Service programs carrying out these Corps. CNCS would establish an interagency agreement to approve positions and award the Education Award at the end of a completed term of service. The other agency would carry out programs to meet the prescribed outcomes and goals, most likely by partnering with existing nonprofit and national service programs. While the legislation authorizes Congress to appropriate these programs at such sums as deemed necessary, they have never received an



appropriation. Without appropriations many agencies have not acted to establish these programs.

***We recommend Congress support National Service by providing the Corporation for Community and National Service \$500 million of supplemental FY20 appropriations.***

## Access to Trauma Informed, Healing Centered Supports

The Committee Report accompanying the fiscal year 2020 Labor, Health and Human Services and Education Appropriations bill contained language directing the Secretary of Labor to evaluate the incorporation of resilience and [trauma-informed practices](#) into WIOA Youth job training programs to improve youth job placement and retention ratio. The need for resilience and trauma-informed practices will be even more critical during and after the COVID-19 pandemic: young people are more likely to have been working in COVID-affected sectors (either as frontline workers or as those who were laid off), have suffered education disruptions and the loss of social supports, and may be now sheltering in unsafe circumstances, or even in locations in which they experienced previous trauma.

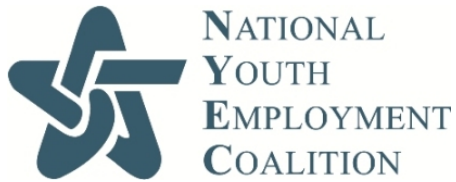
Several non-profits have infused trauma-informed care into their programming and others such as YAP's [advocate model](#) have been proven to promote healing from trauma allowing Opportunity Youth to become successfully reconnected. ***We recommend \$1 billion in additional funding, available until September 30, 2022, and administered by the Department of Labor through a joint arrangement with the Department of Health and Human Services, for funding to assist youth programs in infusing trauma-informed, healing-centered approaches into their programs. This amount is equal to roughly 2 percent of the funds devoted to Opportunity Youth-focused job training funding in this memo, as recommended by the Campaign for Trauma Informed Policy and Practice.***

# Opportunity Youth Community Recommended Funding Levels

Program	FY 2020 Level	Recommended Additional Funding Levels
<b>SCALE UP EXISTING PROGRAMS</b>		
Job Corps	\$1.72 billion	\$1.96 billion
YouthBuild	\$94.5 million	\$750 million
Corporation for National and Community Service	\$1.1 billion	\$650 million
Department of Defense's National Guard ChalleNGe Program	\$200 million	\$277 million
Reentry Employment Opportunities	\$93 million	\$131 million
AmeriCorps National and Civilian Community Corps	\$32 million	\$42 million
AmeriCorps State and National Grants	\$425 million	\$553 million
WIOA Title I Youth Activities	\$913 million	\$2 billion
WIOA Title II Adult Secondary Education Programs	\$657 million	\$74 million
Chafee Education and Training Vouchers	\$43 million	\$66 million
<b>Total Increased Funding for Reconnecting Youth Campaign</b>		<b>\$6.5 billion</b>
Summer Youth Employment Formula Funding	n/a	\$1.5 billion
Year-Round Employment Formula Funding	n/a	\$2 billion

Community Transformation Grants	n/a	\$2 billion
<b>Total Increased Funding for Opening Doors for Youth Act</b>		<b>\$5.5 billion</b>
<b>Additional Requests</b>		
Reentry Employment Opportunities	\$93 million	\$500 million
<b>TAILORED COVID INTERVENTIONS</b>		
National Transitional Jobs Program	n/a	\$44 billion
Postsecondary Bridging for All	n/a	\$10 billion
National Service as an Automatic Stabilizer <a href="#">Youth Corps Act of 2019</a> (HR 1634) <a href="#">Climate Resiliency Service Corps Act of 2019</a> (HR 5176) Appropriate funding to National Service authorizations	\$1.1 billion (CNCS total)	\$500 million, to CNCS as supplemental FY20 appropriations
Access to Trauma Informed, Healing Centered Supports	n/a	\$1 billion, jointly administered by DOL and HHS
<b>Total Increased Funding for Tailored Interventions</b>		<b>\$55 billion</b>
<b>Number of new work and education slots generated</b>		<b>4.35 million</b>
<b>Total requests</b>		<b>\$67.5 billion</b>

## Presented By



## **Youth Committee Meeting Minutes**

**November 10, 2020**  
**12:00 p.m. – 1:30 p.m.**  
**Via ZOOM MEETING**

### **PRESENTATION ITEM:**

#### **P1 Life-Skills Empowerment Group (LEG) – Shawn Einck, President and Educator**

Mr. Einck has a business called “12 Twelve Home Improvement” which provides small upgrades and home improvement services. He is expecting their 501c3 by the end of next month. Late last summer he began developing Life-Skills Empowerment Group (LEG), to go into high schools and possibly middle schools to teach trade and life skills: Automotive Maintenance, Home Maintenance, Personal Finance, Professional Etiquette, Time Management and Organization. Classes are free to schools, except for a seasonal weeklong one class per day for a nominal \$32 fee, also funded with sponsors and donors. Students become LEG members and can use the portal for questions, and sharing how their using their new skills. LEG may be followed on Facebook, Twitter and Instagram. Students get school credit for attending.

**The Youth Committee met on Tuesday, November 10, 2020 via a ZOOM Meeting. Chair Mike McGill called the meeting to order at 12:32 pm. Chair Mike McGill reminded everyone of potential conflict of interest.**

### **ATTENDANCE**

Members Present: Mike McGill, Bill Mahoney, Drew Douglas, Gina Del Carlo, Jose Carrascal, Lynn Mackey, Robert Muller, G. Vittoria Abbate, and Proxies Sean Laurant and Denise Clark

Members Absent: Carol Asch, Mayling Alvarado

WDB Board Members Present: Yolanda Vega

Others Present: Shawn Einck, Joseph Billingsley, Stephanie Roberts, Alicia Bell, Monica Wilson, Alejandra Chamberlain, Shirley Hernandez, Rosalina Rosas, Erin Larkins, Anna Ramos, Angelica Lara

WDB Staff Present: Donna Van Wert, Amrita Kaur, Patience Ofodu, Charles Brown III, Veronica Ramos, Lauren Talbert, Patricia Conley

### **PUBLIC COMMENT**

None

### **INTRODUCTIONS – 1<sup>st</sup> Time at a Youth Committee Meeting and Staffing Updates**

Yolanda Vega – Chair of WDB Board, on the Board since 2007

Alicia Bell – New YEOP Mentor of EDD Workforce Services Branch

Rosalina Rosas – Has new role as Workforce Development Manager for Love Never Fails

Amrita Kaur – New staff with WDB supporting contracts and financials

### **CONSENT AGENDA**

**C1 Approve August 11, 2020 Youth Committee Minutes**

**Motion/Second**      **Vittoria Abbate/Bill Mahoney**

**Motion**      **Approved**

**AYES:** Mike McGill, Bill Mahoney, Drew Douglas, Gina Del Carlo, Jose Carrascal, Robert Muller, G. Vittoria Abbate, Denise Clark

**NAYES:** None

**ABSENT:** Carol Asch, Lynn Mackey, Mayling Alvarado

**ABSTAIN:** None

## **DISCUSSION ITEMS & UPDATES**

### **D1      Virtual Internships and On-line Service Delivery**

Mount Diablo Unified School District - Stephanie Roberts

Youth Employment Services Work Base Learning Coordinators had to pivot due to COVID, with how they traditionally do their internships to a virtual world. Erin Larkins gave a presentation of an overview of their program for summer 2020. Most of their business partners continued support under these circumstances hosting their interns. There were 54 interns who had a 100% virtual work experience; 34 completed a 7 week internship, and 19 completed a 2 week. Of the interns were 75% were first time, first generation students. They were able to use a variety of digital platforms and experience workshops. They also applied for and completed a Diablo Valley College course, and received transferable college credits. They completed a professional portfolio that included an updated resume, cover letter, references page, personal information page, work samples, and a resignation letter. They received a certificate of completion for 150 hours of internship experience. Even when COVID is over, they will likely continue to incorporate some of the things they discovered that work, expanding the opportunities for the students and business partners.

#### Comments or questions:

- Rosalina with Love Never Fails would like to collaborate.
- Were there enough companies to students or vice versa?  
In some places, there were more students than ideal.
- Were these paid internships?  
Yes.
- How many interns can one mentor handle?  
Depends on the partner. Some have said one, others have said 10.
- Patience with Workforce Development Board shared that her intern was impressed with all the programs available on METRIX, and one day would like to own his own business.
- Did any of the employers experience anything of value with the virtual experience?  
One of them was an urban farm normally requiring hands on experience, but instead came up with a crowd-funding source online in order to raise funds for the farm, supporting the work they do.

### Contra Costa County Office of Education (CCCOE) - Denise Clark

Also worked with the METRIX program and worked with some of the essential business internships that did continue. CCCOE can elaborate at the next meeting.

Mike McGill announced that if anybody in the future would like to share their experience, let Noramah know to scheduled, since today's presentation was extremely valuable.

### **D2      WDB Youth Program Budget & Financial Statements**

Donna Van Wert reported on the Youth portion of the Workforce Development Board budget that was included in the Youth Committee packet. There is a carryover/unobligated amount. Lines 14, 15, and 16 show the Youth allocations. The columns to the far right are the approved current budget, rebalance where extra roll over was found, with the allocation which went up about 92,000. There was about a \$228,000 carry over from the 2020-2021 budget. Still working with fiscal in terms of obligation of funds.

The youth contracts were increased a little bit, and getting ready to pull out the RFP for the youth funding, which will stay the same as what was allocated last year. Intended to put the RFP out last year but decided to halt it with COVID, but it will be going out soon. Contracts need to be reproposed every 3-4 years so it will be going out shortly. \$1.2 million will be put out for these contracts. Donna, Mike McGill and Noramah Burch have been working on it.

Comments or Questions:

- Is any of this money a use it or lose it with a deadline date?  
Some of this is carryover and there is an obligation to spend 80% of the allocations within the program year. The carryover will be the first to be used. 80% was not used last year and the carryover is part of that. Most of the funds need to be expended by June 30, 2021. A waiver was received because of COVID because in many cases there was a halt in services.
- Is there an ability to shift funds that are going to expire?  
No. The earliest expiration date is expended first, referred to as first in/first out.
- What was the bulk of the carry over, and what was it compared to previous years, more or less?  
It is significantly more than previous years. There were multiple factors: received a large amount of funds in the spring because of COVID, several providers did not fully expend, and WDB was short staffed. Did not expend in several areas.

**D3 Youth Committee Meeting Calendar**

The Youth Committee Meeting calendar proposal is included in the packet. Donna announced she is retiring in December. So not to overload Board members and staff, there will be two WDB meetings per month. The Youth Committee will meet every other month, alternating with the Business and Economic Development Committee meetings. In addition to this, every month there is an Executive Committee meeting or a full Board of Directors meeting.

Comments:

- Attendance has been increasing and hope that the enthusiasm does not wane.
- More people may attend both the Youth and Business/Economic committee meetings since they will have more time to participate.
- Less meetings is not a bad thing with there being so many of them.
- As a Board member, having more time to attend both Youth and Business meetings will round out the Board experience. Broadens understanding of partners and the community.
- With fewer, be cognizant not to cancel a meeting but reschedule them. Cancelling would make it a 4 month interlude.
- Being in meetings all day leaves less time to think and strategize.

**CHAIR'S REPORT**

Everything has been covered during the meeting. Youth Committee meeting agendas allow a continuum and planning out of meetings, goals to accomplish and kinds of presentations. Youth will be nested somewhere in the Strategic Planning that will be going on in January, ideally done by March.

**Next Youth Committee Meeting:** January 12, 2021

**ADJOURN**

1:28 p.m.

Respectfully Submitted,  
Patricia Conley  
WDB Admin Aide-Project



**The New York Times**

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# Take the Quiz: Could You Manage as a Poor American?

See whether you make  
the kinds of mistakes  
that can cost poor  
families food or health  
insurance.

By Emily Badger and Margot Sanger-Katz  
Jan. 28, 2020

**Do you have paper mail you plan to read that has been unopened for more than a week?**

**Yes**

**No**

26 percent of Americans say yes. But in some states, failing to open your mail and quickly respond can cost you Medicaid coverage or food assistance.

**Have you forgotten to pay a utility bill on time?**

**Yes**

**No**

31 percent of Americans say they've done this. But if you forget to pay monthly health premium bills, you can get locked out of Medicaid coverage in several states.

**Have you received a government document in the mail that you did not understand?**

**Yes**

**No**

Twenty-five percent of Americans say yes. About the same share of low-income households receiving an earned-income tax credit audit letter did not [understand they were being audited](#) by the I.R.S.

**Have you missed a doctor's appointment because you forgot you scheduled it or something came up?**

**Yes**

**No**

*Skip quiz.*

31 percent of Americans have done this. But missing an appointment with a government office could cost you food assistance, Social Security disability or welfare benefits.

IN TEXAS, families risk losing Medicaid if they don't promptly open a letter they may not be expecting, find and copy their recent paystubs, and send them back — all within 10 days of when the letter was issued. In Indiana, families who need dental care must mail a monthly premium [as low as \\$1, less than it usually costs a state](#) to bill and record a payment. [In West Virginia](#), some adults who receive food assistance must document their work hours every month.

These requirements were created in part to ensure that only people who truly qualify receive benefits. In some states, the rules have recently been tightened or soon could be. Yet the complexity and frequency of such tasks can mean that hurdles meant to exclude the ineligible often exclude those who are eligible but who are also disorganized or overwhelmed.

We asked a national sample of 4,400 adults, across the income spectrum, whether they would struggle with these sorts of tasks. (We know that we do). In an online [poll conducted this month for The Upshot](#) by Morning Consult, some of the questions we asked correspond exactly with requirements for programs that aid the poor. Others involve similar tasks familiar to Americans with more means.

We found that a substantial share of people — including the wealthy, including Americans on the left and right — make the kind of mistakes that could cause a loss of government benefits. Many of us sometimes fail to open mail promptly, forget to pay major bills or miss important appointments.

Most programs that make up the American social safety net have become simpler to navigate over time, with more requirements automated, eliminated or moved online. Participation rates today vary depending in part on how much work it takes to get and stay enrolled. Only about [one in four qualifying families](#) receive [cash welfare](#), a number that [has declined](#) since work requirements were added in the 1990s, while about [four in five eligible parents](#) are enrolled in Medicaid, a program that has broadly become more accessible.

Now in an era of partisan gridlock in Congress, the tasks required of participants — “administrative burdens” embedded in each program — are an increasingly [critical policy lever that can raise or lower](#) the number of poor Americans in these programs.

“This is a political tool that is becoming more important at the federal level because Congress isn’t doing anything,” said Pamela Herd, a professor at the McCourt School of Public Policy at Georgetown University who has written a [book](#) with Donald Moynihan, also a Georgetown professor, on administrative burdens. “If you’re going to try to change stuff, especially in the executive branch, this is your best opportunity.”

The Trump administration, citing fraud and the cost of poverty programs, has encouraged states to increase scrutiny of applicants, effectively adding to the complexity of programs. The administration is trying to [shape the Supplemental Nutrition Assistance Program](#), commonly known as food stamps, to prevent states from waiving complex work requirements for some adults. The changes would mean that many more people must regularly submit proof of exactly how many hours they worked — or how much time they spent attending job interviews or volunteering — in exchange for help buying groceries.

The administration has encouraged states to verify the incomes of Medicaid beneficiaries more often, and the added paperwork has contributed to [substantial reductions](#) in [the number of children](#) receiving government health insurance. The administration has also proposed [more frequent checks on the health status](#) of some people receiving Social Security disability, a process that requires piles of paperwork and doctor’s appointments.

“You want to reserve the public resources for the people who are truly eligible for the program,” said Brian Blase, who served on the National Economic Council in the Trump administration and now runs a consulting firm. Mr. Blase has [raised concerns](#) that more ineligible people enrolled in Medicaid after the Obama administration eased the process.

For some politicians and voters, the difficulty of accessing these programs is partly the point. Requirements, they believe, can be a test of personal responsibility, or even a nudge to develop it. Evidence also suggests that the public and Republicans in particular are [more supportive of welfare](#) — and its recipients — when they learn how hard the program is to get into.

Debates about how to structure these programs have long been influenced by a related economic assumption: The more people really need a benefit, [the more effort](#) they'll put into getting it.

“For decades, economists had this view that burdens could quote-‘help’ separate out those that are what one calls truly disadvantaged versus those who might be more marginally needy,” said Hilary Hoynes, a professor of public policy and economics at the University of California, Berkeley. “Our current research suggests it could be exactly the opposite.”

These burdens, she suggested, may instead be tripping up the worst off: hourly workers who can't shuffle their schedules for a meeting; parents dealing with domestic violence, disabilities or low literacy; families without bank accounts to automate monthly payments; households already facing unpaid bills and late notices when another urgent letter arrives in the mail.

“It's not prioritizing, it's triaging,” said Jared Call of the many demands on poor families served by his organization, California Food Policy Advocates.

Brittney Buford, 26, who lives in St. Louis with her three children, says she keeps important documents — like her children's original Social Security cards — under her mattress. She has had trouble applying for food assistance and Medicaid, as well as disability benefits for her daughter Kherris, who was born with heart and lung problems.

She was quick to send her new address and a copy of her lease to the state Medicaid office after moving. But she has been unable to reach her former boss to get copies of her final pay stubs proving her eligibility for food assistance. And

she learned her Medicaid benefits had lapsed just before her daughter was scheduled for lung surgery. She said she never received the renewal packet at her new address.

“Finding all my papers with a 2-year-old and a 1-year-old who’s in the stages of crawling — it was just a hassle,” she said. “Oh my goodness, you had to come with all your original copies or you would have to go and get those copies of everything you need. You’d have to sit around for hours and be sent away.”

Higher-income people have less contact with these kinds of government programs. But they can also buy their way out of many of life’s pesky tasks, handing them off to lawyers, accountants, apps or automated systems.

The Upshot’s survey shows that higher-income people are more likely to have banking accounts and credit cards, as well as ready access to printers, photocopiers and scanners. They’re less likely to have moved in the past year, meaning fewer hiccups with new addresses. They’re more likely to have advance notice of their work schedules. And they are far more likely to have confidence they can track down the last two months of their pay stubs.

“It’s not that the poor need so much more help — it’s that we get so much and they don’t,” said Eldar Shafir, a professor of behavioral science and public policy at Princeton.

Mr. Shafir’s work with Sendhil Mullainathan at the University of Chicago has shown that poverty also [exacts a kind of cognitive tax](#) that can make it hard to deal with precisely these kinds of tasks. That means the poor face more of these burdens in general while also having less mental bandwidth to devote to them.

The types of federal programs that benefit higher-income people, on the other hand, tend to require less paperwork and expertise. Some are simply tucked into tax return line items, like the mortgage interest deduction. It can be easier to apply for farm subsidies than it is to get SNAP benefits, said Joel Berg, a former

official with the Department of Agriculture, the agency that administers both programs.

“Applying for practically every program that aids low-income people is harder than applying for virtually any program that benefits wealthy people,” said Mr. Berg, who is now the C.E.O. of Hunger Free America, an organization that spends half its budget helping people navigate the forms and meetings necessary to get food assistance.

Even the Department of Motor Vehicles, the bureaucracy unavoidable for most of the middle class, has become streamlined over time, with many states automating renewals, moving more functions online, and finding ways to cut long lines. Still, one in five adults in our survey said they’d been stymied at the D.M.V. because they did not bring all the right documents.

A large body of evidence suggests that simplifying programs can raise their participation rates. One study found that students who were given personalized help with the cumbersome Free Application for Federal Student Aid (Fafsa) — including automatically transferring data from their household tax returns — were more likely to [complete the application, enroll in college](#) and receive financial aid.

Other studies have proved the inverse: When the Social Security Administration closed field offices, making it harder to apply for disability, [the number of recipients in the surrounding areas declined](#), with the largest effects for those with less education and lower incomes. [Research on Medicaid](#) has shown that requiring participants to pay even minimal monthly premiums reduces enrollment.

And [one clever study in California](#) suggested that people are often bumped from the state’s food stamp rolls because they stumble over barriers to prove their continuing eligibility. The study found that people randomly assigned caseworker interviews closer to the end of the month were 20 percent more likely to lose their



benefits than people given appointments early in the month — possibly because they had less time to reschedule or to corral missing documents before their benefits were cut off.

If these kinds of errors seem unique to the poor — or unfathomable when the stakes are high — other research shows middle-class people behaving similarly. White-collar workers who can enroll in retirement accounts when they start a new job often put off those decisions and paperwork, and fail to complete them. As a result, they, too, lose valuable benefits because of the pain of obtaining them. When employees are automatically enrolled in a default retirement account, [participation rates and worker savings jump up](#).

It's likely that some of the responses to the Upshot survey would differ if respondents believed that their health care or grocery budgets depended on the answers. But the struggles of higher-income people with retirement accounts and the D.M.V. — or even your own daunting unopened mail stash — suggest a more universal experience of administrative dread.

“The pile of stuff we don’t want to fill out becomes symbolic of our own failure,” said Mr. Moynihan, the Georgetown professor. “There’s a sense of guilt about the task itself and whether it represents something deeper about our own ability to function.”

**DRAFT**

**Workforce Development Board of Contra Costa County**  
**Board Committee Meeting Calendar Year 2021**

**REVISED**

JANUARY				
M	T	W	T	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
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FEBRUARY				
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MARCH				
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29	30	31		

APRIL				
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MAY				
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31				

JUNE				
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JULY				
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AUGUST				
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SEPTEMBER				
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NOVEMBER				
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DECEMBER				
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**Legend:****Full Board****Executive****BED Committee****Youth Committee****Holidays**

(1st Tuesday in Feb, May, Aug &amp; Nov. from 3:00 pm to 5:00 pm)

(2nd Wednesday of alternate month of Full Board from 3:00 pm to 5:00 pm)

(1st Wednesday of the month from 3:00 pm to 5:00 pm)

(2nd Tuesday of the month from 12:00 pm to 1:30 pm)

(Legal holidays)