



## **Youth Committee Agenda**

**September 13, 2022**

**12:00 p.m. – 1:30 p.m.**

**Join ZOOM Meeting – Meeting ID: 977 6001 3094; Passcode: 884311**

**<https://zoom.us/j/97760013094?pwd=N1F1d2JjdXN1SHA0b1NCbWdxU1RmUT09>**

**Join by Dial In: 699-900-9128 or 253-215-8782**

- 12:00 PM PRESENTATION ITEM**  
P1 Pilot City – Derick Lee and Pilot City Alumna
- 12:30 PM CALL TO ORDER AND REMINDER OF POTENTIAL CONFLICT OF INTEREST**  
**PUBLIC COMMENT**  
**INTRODUCTIONS**
- 12:35 PM CONSENT AGENDA**  
C1 Approve July 12, 2022 Youth Committee Minutes
- 12:40 PM ACTION ITEM**  
A1 PY 21-22 WIOA Youth Performance Summary
- 12:50 PM DISCUSSION ITEMS**  
D1 Contra Costa County Youth Center Development - MEASURE X
- 1:05 PM UPDATES/INFORMATIONAL ITEMS**  
U1 Youth Centers - RFI Update
- 1:20 PM CHAIRS' REPORT AND NEXT AGENDA ITEMS**
- 1:30 PM ADJOURN**

**Future Youth Committee Meetings: November 8, 2022, January 10, 2023**

*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;</li> <li>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>	The Youth Committee monitors and reports its progress at regular committee meetings, the WDB Executive Committee and full WDB member meetings as appropriate. 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

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**DATE:** September 13, 2022  
**TO:** Youth Committee  
**FROM:** Noramah Burch, Workforce Services Specialist Youth Program Manager  
**RE:** **Pilot City (Derick Lee and Pilot City Alumna)**

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### **BIOGRAPHY OF SPEAKERS**

Derick Lee is the Founder of PilotCity, an organization on a mission to prototype the city of the future in San Leandro, California by incubating the city's cross-sector innovation ecosystem of government, education, industry and citizenry. Lee's first area of focus will be in education, to build entrepreneurs and intrapreneurs from within city schools. Working with Alameda County Office of Education, San Leandro Unified School District and Hayward Unified School District to deploy business incubators and accelerators, he sees this as the long-term sustainable step in building an emotionally-invested innovation ecosystem with the young citizens that are from the city. Lee is also the Chief Community Officer of ZipPower, deploying a distributed renewable energy network in San Leandro; Career Pathways Manager for the San Leandro Chamber of Commerce; and former Innovation Fellow for the City of San Leandro with the leadership of the nation's 3rd civic Chief Innovation Officer, Deborah Acosta

For any questions, please contact Noramah Burch, Workforce Services Specialist Youth Program Manager at 925-671-4532 or email at [nburch@ehsd.cccounty.us](mailto:nburch@ehsd.cccounty.us)

## **Youth Committee Minutes**

Tuesday, July 12, 2022

Via ZOOM MEETING

### **P1 – PRESENTATION**

Brian Hickey and Steven Addison from Civicorps presented.

Civicorps is a Local Conservation Corps whose mission is to engage young adults, age 18-26, to earn their high school diploma, gain job skills, pursue college and embark on family sustaining careers.

In the Environmental Management & Recycling Social Enterprises pathway, Corps members gain experience and exposure to conservation career pathways while working for some of the largest East Bay employers.

PY 20-21, 252 Youth Participated in Civicorps Programs and \$108,634 in AmeriCorps Education Awards were earned. Corps members earned industry recognized certificates such as Brushcutter and Chainsaw Operations, Class B and Class C Diver's Licenses, Forklift Operator and E-Waste Management.

Land Management & Recycling Social Enterprises provided wildland fire mitigation, trail construction and maintenance, shoreline and waterway improvement and collected hundreds of tons of waste (E-waste, used oil, abandoned tires).

Corpsmembers work on significant projects for major local organizations, gaining paid job training and experience with potential future employers. By focusing on conservation career pathways, Civicorps is working to create opportunities for a diverse group of young people to have a voice and impact within the environmental movement.

Throughout the year, Civicorps connects with past-program participants to provide ongoing support and track their success.

**The Youth Committee met on Tuesday, July 12, 2022 via a ZOOM Meeting. Chair Mike McGill called the meeting to order at 12:37 pm. Chair Mike McGill reminded everyone of potential conflict of interest.**

### **ATTENDANCE**

MEMBERS PRESENT - Mike McGill, Robert Muller, Bill Mahoney, Lynn Mackey, Mayling Alvarado, Shawn Einck, Sean Laurant (Proxy), Drew Douglass, Alejandra Chamberlain (Proxy), G.Vittoria Abbate (Proxy)

MEMBERS ABSENT – Gina Del Carlo (EX), Heather Fontanilla (Ex), Tom Hansen

OTHERS PRESENT: Yolanda Vega, Nichol Carranza (Boar Members) ,Brian Hickey, Steven Addison, Rachel Aisner, Judith Verdin, Alejandro Sandoval (Earn & Learn)

WDB STAFF PRESENT: Tamia Brown, Noramah Burch, Maureen Nelson, Patience Ofodu, Donn Matsuzaki, LaTosha Stockholm, Jed Silver, Rochelle Soriano

### **PUBLIC COMMENT**

None

### **INTRODUCTIONS**

Nichol Carranza, Marathon Petroleum Corporation (Board Member)

LaTosha Stockholm – CCWorks Program Manager  
Alejandro Sandoval – Director of Product Delivery & Expansion of Earn and Learn  
Shawn Einck – Life Skills Empowerment

**CONSENT AGENDA**

**C1 Approve March 8, 2022 Youth Committee Minutes**  
**Motion/Second Bill Mahoney/G.Vittoria Abbate (Proxy)**  
**Motion Approved**

**AYES:** Mike McGill, Robert Muller, Bill Mahoney, Drew Douglass, Lynn Mackey, Shawn Einck, Mayling Alvarado, G.Vittoria Abbate (Proxy), Sean Laurant (Proxy),

**NAYES:** None

**ABSENT:** Tom Hansen

**ABSTAIN:** Gina Del Carlo

**DISCUSSION ITEM**

**D1 Contra Costa County youth Center Development (MEASURE X)**

Youth centers play a critical role in the lives of young people. Today, many people seek out youth centers to help the development of their children. There are many studies that show positive outcomes of being involved in youth programs. Youth centers vary in their activities across the globe and have diverse histories based on shifting cultural, political, and social contexts and relative levels of state funding or voluntary action. The County does not currently operate youth centers. The RYSE Center in west county may be used as a basic model for providing a center in East and Central County.

Board of Supervisor’s Approved the Recommendations for Centers for East and Central County are recommended for funding. Given its focus on children and family services. Employment and Human Services Department (EHSD) would be the host agency for multiple Measure X to contract for the development and operations of youth centers. A significant amount of planning and logistics will be required to develop these centers.

Funding levels include \$5,000,000 for each of the two centers for infrastructure (10 million total one-time), \$1,750,000 for start-up costs through June 30, 2023 and on-going annual appropriations of \$3,500,000 (\$1,750,000 per Center) for operations.

Feedback/Comments:

- Youth participation with youth committee meetings is very impactful and educational
- Possibly “Paid” Youth participation as a member of the Youth Committee can be motivational since there are challenges example transportation
- Early career awareness and exposure can spark ideas especially for young students.

**UPDATES/INFORMATIONAL ITEMS**

**U1 Expansion of Earn & Learn Models – New Funding/New and Enhanced Projects**

**a. California Volunteers Office of the Governor** – The CaliforniansForAll Youth Workforce Program is a Governor’s initiative administered by California Volunteers in partnership with cities and counties across California. The purpose of this initiative is to increase youth employment, develop youth interest in and experience towards a career, and to strengthen city/county capacity to address key areas of climate, food insecurity, and local COVID-19 recovery. Award recipients will recruit, train, and place high need youth (ages 16 – 30) at jobs in a new or existing youth workforce development programs.

The program has three primary goals:

- Increase youth employment (ages 16 – 30)
- Develop career pathways
- Strengthen local capacity to address key areas of food insecurity, climate, and COVID-19 recovery

**b. STEPS** - The California Department of Rehabilitation (DOR) in coordination with the Foundation for California community Colleges (Foundation) is providing federal WIOA Title IV Vocational Rehabilitation funds to design, develop and implement projects that provide work experience and job preparation training for students with disabilities.

STEPS funding supports the facilitation of partnerships between Local Workforce Development Boards and California Department of Rehabilitation (DOR) Districts to increase year-round work readiness and paid work experience opportunities for students with disabilities.

**c. WAF 10 IT Pre-Apprenticeship** - The California Workforce Development Board and the Employment Development Department funded projects that design, develop, and implement projects that accelerate employment and re-employment strategies for California job seekers.

Goals:

- Improve labor market and skills outcomes for the target groups through the development of strategies that fill gaps, accelerate processes, or customize services to ensure greater access to workforce services and employment opportunities.
- Implement, replicate and scale successful innovations that emerged from previous Accelerator projects.
- Create new modes for service delivery and funding alignment that can be replicated across the State and tailored to regional needs.
- Leverage State investment with commitments from industry, labor, public, and community partners.

**d. CCWORK Summer Youth Program** - CCWORKS is a program designed to match qualified job seekers with employment opportunities. We offer temporary paid work experience (WEX) training county-wide through various county departments (continuous), in addition to private and non-profit job sectors (availability varies). The CCWORKS wage is \$15.00 per hour. CCWORKS provides an opportunity for participants to increase work skills and experience, with the long-term goal of sustained employment for self-sufficiency.

The goal of the program is to return job seekers to the workforce by offering employers wage reimbursement for hiring CCWORKS participants. The program is designed to benefit the employer as well as the employee.

**e. WAF 10 EMT for Equity - E4E** will span from June, 2022 through December, 2023 and will utilize \$100,000 of in-kind / matching from WDBCCC. It will also prioritize the recruitment of people of color from underserved communities, foster and out of school youth, people with disabilities, as well as justice-involved individuals (Target Population). The project will produce a replicable and scalable program design and model for using WIOA and Employment Training Panel (ETP) funds to achieve the following outcomes:

- Advance equity by improving supportive service delivery system
- Create wrap-around & support service model for healthcare training programs
- Increase representation of Target Population within the EMT field

**f. DAS Paramedics for Equity** - The program will soon initiate work to get the new apprenticeship program approved by DAS by then end of 2022. The initial 20-person paramedic cohort will launch in the Spring of 2023 and continue for the next two years. It will also prioritize the recruitment of people of color from underserved communities, foster and out of school youth, people with disabilities, as well as justice-involved individuals (Target Population). The project will produce a replicable and scalable program design and model for Employment Training Panel (ETP) funds to achieve the following outcomes:

- Address both health and economic disparities
- Establish WDBCCC as formal and qualified apprenticeship sponsor
- Increase representation of Target Population within the Paramedic field

**CHAIRS' REPORT AND NEXT AGENDA ITEMS**

Send email to Noramah Burch, WDB Staff for any suggested or requested agenda items for consideration.

**Next Youth Committee Meeting      September 13, 2022**

**THE MEETING ADJOURNED AT 1:30 PM**

Respectfully Submitted,  
Rochelle Martin-Soriano, Board Secretary

/rms

**DATE:** September 13, 2022  
**TO:** Youth Committee  
**FROM:** Noramah Burch, Workforce Services Specialist Youth Program Manager  
**RE:** **PY 21-22 WIOA Youth Performance Summary & PY 22-23 Proposed Benchmarks**

**RECOMMENDATION**

That the Youth Committee accept the PY 21-22 WIOA Youth Performance Summary

**BACKGROUND**

WIOA established a set of common performance measures or primary indicators of performance designed to capture the most important aspects of the public workforce system. Local Workforce Development Boards negotiate levels of performance with the California Workforce Development Board and the Employment Development annually. Benchmarks are initially established using a Statistical Adjustment Model that considers local labor market conditions as well as characteristics of the populations being served. For example, if a local area has a high unemployment rate or is serving a challenging population, performance targets would be adjusted down.

**A. CURRENT SITUATION**

WIOA Youth Performance for the previous program year (PY 21-22) is in the process of being validated at the state level and submitted to the Department of Labor. Additionally, negotiations of PY 22-23 Performance is underway.

WIOA Youth Performance Measures (165 WIOA Youth)	PY21-22 Target Benchmarks	PY 21-22 Actual Performance	Expected PY22-23
Employment or Post-secondary Placement Rate (2nd Quarter After Exit)	71%	71.21%	61.4%
Employment or Post-secondary Placement Rate (4th Quarter After Exit)	71%	76.92%	61.5%
Median Earnings (2 <sup>nd</sup> Quarter After Exit)	\$3,490	\$4,356.00	\$2,973
Credential Attainment	60%	46.15%	60.5%
Measureable Skills Gain	56.40%	54.84%	67.8%

Contra Costa WDB’s implementation of the WIOA Youth waiver has resulted in an increase in systems-involved youth being served.



Expansion of Earn and Learn models of service delivery is well-underway with an infusion of non-WIOA funding and the launch of special projects.

**D. ATTACHMENT**

[A1a WDB WIOA Youth Performance Summary slides.pptx](#)

For any questions, please contact Noramah Burch, Workforce Services Specialist Youth Program Manager at 925-671-4532 or email at [nburch@ehsd.cccounty.us](mailto:nburch@ehsd.cccounty.us)



**Workforce**  
Development Board  
Contra Costa County

Workforce Development Board Youth Committee  
Workforce Innovation and Opportunity Act  
PY 21-22 Youth Program Performance Summary

# WIOA Youth Program

The **WIOA Youth Program** administered by the Workforce Development Board (WDB) provides

- comprehensive career & educational planning
- paid work-experience/internships
- GED or HS completion
- Need-based scholarships for training
- work readiness and job search assistance
- post-secondary education prep

## Youth Providers by area served:

- Central – Mt Diablo Unified School District (Youth Employment Services) [Youth Employment Services \(mdusd.org\)](http://mdusd.org)
- East & West County – Contra Costa County Office of Education Youth Services (Workforce Programs) [Youth Services \(YS\) - Contra Costa County Office of Education \(cccoe.k12.ca.us\)](http://cccoe.k12.ca.us)

## Program Year 2021-22 Highlights

**178 disadvantaged Youth/Young Adults ages 16-24**, including current & former foster youth, homeless, youth with disabilities, justice-involved, parenting, and dropouts, were served by the program



# PY 2021/2022 WOIA Youth Demographics

<b>165 Youth Served</b>	<b>%</b>	
Asian	3.0%	
Black/African American	37.58%	
Hispanic/Latino	41.2%	
White	9.7%	
Other	8.5%	
<b>Gender</b>	<b>%</b>	
Female	53.3%	
Male	46.7%	

# Youth Performance Measures

WIOA Youth Performance Measures (165 WIOA Youth)	PY21-22 Target Benchmarks	PY 21-22 Actual Performance	Expected PY22-23
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Median Earnings (2 <sup>nd</sup> Quarter After Exit)	\$3,490	\$4,356.00	\$2,973
Credential Attainment	60%	46.15%	60.5%
Measureable Skills Gain	56.40%	54.84%	67.8%

+Median Earnings – The median earning of program participants who are in unsubsidized employment during the second quarter after exit from the program. The median income is established through direct UI wage records, Federal or military employment records or supplemental wage information.



# Impact of WIOA Youth Waiver

The WIOA Youth Waiver reduced the Out-of-School Expenditure requirement from 75% to 50% to serve more Systems-Involved In-School (homeless, foster, and justice-involved).

## RESULTS

- The number of In-School Youth (ISY) served by WIOA almost doubled between PY20 (33 ISY) and PY21 (61 ISY)
- Increase in WIOA services for systems-involved youth

	PY 20-21	%	PY 21-22	%
Homeless	4	12.1%	16	26%
Foster Youth	18	54.6%	34	58%
Justice-involved	3	9.1%	3	5%

- Application for PY22-23 Waiver Submitted



# PY 2022/ 2023 Youth Funding Initiatives

<b>WIOA Youth Allocation and Discretionary Funding</b>				
<b>Funding Source</b>	<b>WIOA Youth Allocation</b>	<b>Workforce Accelerator (Regional -Oakland is Lead)</b>	<b>California 4ALL/ California Volunteers Office of the Governor</b>	<b>STEPS Grant</b>
<b>\$ Amount</b>	\$1,758,156	\$500,000 Regional	\$2.4M	\$250,000
<b># to Serve</b>	190	30 Regional all 4 WDBs	82	50
<b>Services to Provide</b>	WIOA Youth Services	Youth Web Development and IT Training pathway to Registered Apprenticeship	Community Health Ambassadors & Foster Youth Garden Apprentices	Paid work-experience for high school students with Disabilities

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**DATE:** September 13, 2022  
**TO:** Youth Committee  
**FROM:** Tamia Brown  
**RE:** **Contra Costa County Youth Center Development**

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As discussed at the July 12, 2022 Youth Committee Meeting, Youth Center Development will be a standing discussion item on the Youth Committee Agenda.

Today's update will include a recap of Staff's recent visit to the RYSE Center in Richmond. The Workforce Development Board Director, the Business Services Manager and the CCWORKS Manager toured the RYSE Center and met with Center staff to learn about the components that make RYSE so successful:

- youth voice in decision-making,
- facilities and the environment,
- programs and services, and
- impact measures.

The discussion will also include the role of the Youth Committee in the development of the Youth Centers and touch on some of the following questions that have emerged.

1. What is the role of the Youth Committee in the development of the youth Centers?
2. Are other WDBs involved? Should they be?
3. How to best determine benchmarks and outcomes
4. Should the Youth Committee ask other youth center programs or providers to present at a Youth Committee meeting?

For any questions, please contact Tamia Brown at 925-671-4541 or email at [tbrown1@ehsd.cccounty.us](mailto:tbrown1@ehsd.cccounty.us)



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**DATE:** September 13, 2022  
**TO:** Youth Committee  
**FROM:** LaTosha Stockholm, Workforce Services Specialist CCWORKS Program Manager  
**RE:** **Measure X Youth Centers, RFI**

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### **County Youth Centers – East and Central County RFI Process**

WDB has released the RFI for the Measure X Youth Centers effective August 5, 2022. Details may be found on our website at [Workforce Development Board of Contra Costa County | Building Futures \(wdbccc.com\)](http://www.wdbccc.com), under the new “Youth Centers” tab.

The RFI is to procure an entity or consultant to facilitate community and stakeholder engagement related to the creation of the Youth Centers, per Measure X goal number four (4), intergenerational thriving. This is the first phase of the Youth Centers project.

Once selected, the contractor will lead the efforts in community engagement to explore;

- Priorities and service needs of youth in East and Central Contra Costa County
- The population to be served, including demographics and age ranges
- Which programs and services will be provided
- Best models to address behavioral, academic and mental health of youth
- Levels of staffing needed
- Models for oversight
- Examples of current, similarly situated County Youth Centers
- Potential Youth Center sites

Please note that this contractor will *not* be the individual or entity who *actually operates* the Youth Centers. Instead, based upon the findings during this process, the contractor, in collaboration with the Workforce Development Board, will *then* develop **the RFP to select an organization to develop, administer and operate the East Contra Costa County Youth Center, and/or the Central Contra Costa County Youth Center.**

- The vision of the Youth Centers is to promote intergenerational thriving, through representation of diversity, and advancement of equity and inclusion, as well as to support youth with accessibility to a variety of valuable community resources in effort to boost our youth’s ability to thrive.

The Youth Centers have the opportunity to have great positive impact to our communities, and to our county. For this reason, we plan to strategize with a results based accountability model, which will focus

on measurable goals and performance outcomes for the center. Focus will be on ensuring that youth have a voice in the development, design and services of the Youth Centers.

The deadline for submissions to the RFI is September 20, 2022.

For any questions, please contact LaTosha Stockholm, Workforce Services Specialist CCWORKS Program Manager at 925-671-4541 or email at [lstockholm@ehsd.cccounty.us](mailto:lstockholm@ehsd.cccounty.us)