



SUMMARY REPORT

Agenda Date: 10/22/2019

To: Sonoma County Board of Supervisors

Department or Agency Name(s): Human Services

Staff Name and Phone Number: Katie Greaves, 565-8501 and Cristin Tuider, 565-8504

Vote Requirement: 4/5th

Supervisorial District(s): All

Title:

Workforce Alliance North Bay and Solano County Workforce Development Board Contracts

Recommended Action:

- A) Authorize the Director of the Human Services Department to execute contracts with Workforce Alliance of the North Bay for \$325,895 and with Solano County Workforce Development Board for \$242,782 for Prison to Employment Grant activities for the period October 1, 2019 through March 31, 2022. (Majority Vote)
- B) Adopt a Budget Resolution authorizing budgetary adjustments to the Human Services Department's FY 2019-2020 budget in the amount of \$288,995 to reflect new funding from the California Workforce Development Board to administer the Prison-to-Employment (P2E) program. (4/5th Vote Required)

Executive Summary:

The Workforce Development Boards in the North Bay Planning Unit (Sonoma, Lake, Marin, Mendocino, Napa, and Solano Counties) were required by the California Workforce Development Board to develop a two-year update to their 2017-2020 Regional Workforce Plan specifically focused on the workforce needs of justice-involved individuals as outlined in the State of California's Prison to Employment Initiative.

The North Bay Planning Unit applied for a Prison to Employment Initiative grant in order to provide the workforce services outlined in the two-year update, and was subsequently awarded \$872,157 for the period of July 1, 2019, through March 31, 2022. The funding will be divided among the three workforce boards: Sonoma County, Solano County, and the Workforce Alliance of the North Bay (Lake, Marin, Mendocino, and Napa Counties), with the Sonoma County Workforce Investment Board acting as fiscal lead.

Solano County will receive an additional \$10,000 for Prison to Employment (P2E) grant planning, using the region's separate P2E Planning grant funds, for which Sonoma County is also the fiscal lead. This will bring the contract with Solano County to \$242,782.

Discussion:

The Prison to Employment Initiative is a grant program included in the State of California's 2018 Budget that provides \$37 million over three budget years to operationalize integration of workforce and reentry services in the state's 14 labor regions. The goal of the initiative is to improve labor market outcomes by creating a systemic and ongoing partnership between rehabilitative programs within the California Department of Corrections and Rehabilitation (CDCR) and the state workforce system by bringing CDCR under the policy

umbrella of the State Workforce Plan

<https://cwdb.ca.gov/plans_policies/WIOA_Unified_Strategic_Workforce_Development_Plan/>.

The North Bay Regional Planning Unit (RPU) was required by the California Workforce Development Board to provide a two-year update to its Regional Workforce Plan specifically focused on the provision of workforce services to justice-involved individuals, defined as individuals who are on parole, probation, mandatory supervision, or post-release community supervision and are supervised by, or are under the jurisdiction of, a county or the CDCR. The Sonoma County Board of Supervisors approved the Regional Workforce Plan Two Year Update on July 9, 2019.

During the development of the update, the North Bay RPU applied for funding from the Prison to Employment Initiative to provide workforce services to justice-involved individuals. The grant activities focus on two areas:

- Regional Implementation and Direct Services
- Regional Supportive Services and Earn and Learn Grants

The North Bay RPU has been awarded \$872,157 to carry out grant activities for the period of July 1, 2019, through March 31, 2022.

The total funding amount was allocated among the three Workforce Boards based on the percentage of justice-involved individuals in each area, and approved by the California Workforce Development Board as follows:

- Sonoma County Workforce Investment Board - \$303,479
- Solano County Workforce Development Board - \$242,782
- Workforce Alliance of the North Bay (WANB), comprised of Napa, Lake, Mendocino, and Marin Counties - \$325,895

The Sonoma County Human Services Department receives 10% of the funding allocated to act as the fiscal agent for the administration of the funds.

WANB, Solano, and the Sonoma Workforce Boards will support the objectives and carry out applicable activities as outlined in the Prison to Employment Grant Work Plan, including the strategies listed in the next section. WANB will be subcontracting with the four Probation Departments in the WANB service area. Solano Workforce Development Board, 501(c)(3) organization, will be using existing staff to provide services as well as subcontracting services to a community-based organization located in Solano County. Sonoma County Human Services will be using existing staff to provide services to customers starting before they exit the Main Adult Detention Facility.

Prison to Employment Regional Implementation and Direct Services Plan

1. Develop consistent communication, collaboration, and information-sharing systems among partners to promote sustainable and successful implementation of Prison to Employment services and activities
2. Increase and improve efforts to identify, recruit, enroll, and track the progress of justice-involved individuals receiving direct employment services
3. Use training to increase the capacity of Workforce Development Board staff and partners to better serve the justice-involved population
4. Align training opportunities for justice-involved individuals with regional labor market trends and

needs

Regional Supportive Services / Earn & Learn (SSEL) Plan

1. Align and fund services to reduce barriers for justice-involved individuals to access employment services and maintain employment
2. Provide paid Earn & Learn training services that will accelerate career development success and advancement for individuals with justice involvement

The Probation Departments of all six counties that comprise the North Bay Region were actively involved in the planning for this grant and all continue to play a role as Workforce Boards move into implementation. The Sonoma County Probation Department will continue to act as an active partner in Sonoma County's Prison to Employment initiative through outreach and warm handoff referrals of individuals as they prepare to exit detention to Human Services vocational counselors who will provide an extensive array of supportive services as well as vocational training and job placement.

Prior Board Actions:

July 9, 2019: Approved the Two-Year Update to the 2017-2020 Regional Workforce Innovation and Opportunity Act (WIOA) Workforce Plan for the North Bay Regional Planning Unit, including Sonoma, Marin, Lake, Mendocino, Napa, and Solano Counties.

FISCAL SUMMARY

Expenditures	FY 19-20 Adopted	FY20-21 Projected	FY 21-22 Projected
Budgeted Expenses		415,559	167,603
Additional Appropriation Requested	288,995		
Total Expenditures	288,995	415,559	167,603
Funding Sources			
General Fund/WA GF			
State/Federal	288,995	415,559	167,603
Fees/Other			
Use of Fund Balance			
Contingencies			
Total Sources	288,995	415,559	167,603

Narrative Explanation of Fiscal Impacts:

There is no impact to the General Fund. Revenue will be budgeted at \$872,157 as follows: Year 1 (FY 19-20) will be \$288,995, Year 2 (FY 20-21) will be \$405,559, and Year 3 (FY 21-22) will be the balance of \$167,603. Expenditures will be divided into three years and also further divided between three recipients, as follows: \$303,479 for Sonoma County Human Services Department, \$242,782 for the Solano County Workforce Development Board contract, and \$325,895 for the WANB contract. The funding for HSD will provide .20 FTE support toward a current Employment & Training Counselor, and direct services in the form of On-the-Job Training and Supportive Services for participants. No additional staffing positions in support of this funding will be requested.

Staffing Impacts:			
Position Title (Payroll Classification)	Monthly Salary Range (A-I Step)	Additions (Number)	Deletions (Number)

Narrative Explanation of Staffing Impacts (If Required):

N/A

Attachments:

- Budget Resolution
- Contract with Workforce Alliance of the North Bay
- Contract with the Solano County Workforce Development Board

Related Items “On File” with the Clerk of the Board:

None