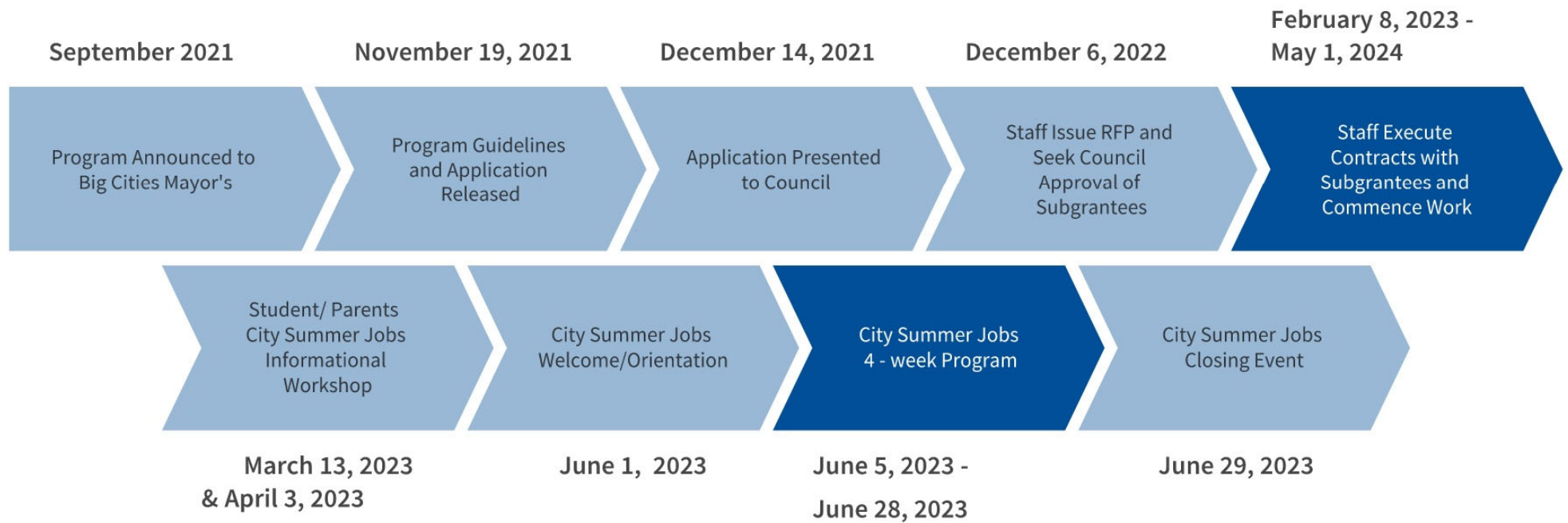




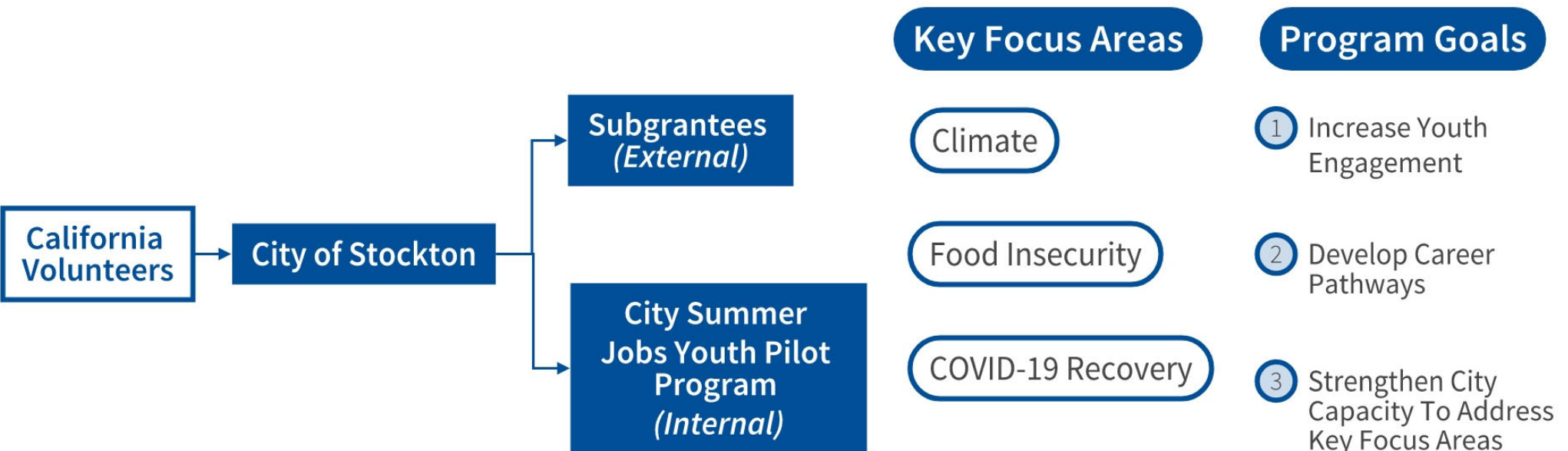
CA4ALL YOUTH WORKFORCE GRANT

February 7, 2023
Agenda Item 15.2

Background



Stockton Youth Workforce Development Program



Process to Identify Subgrantees

- **Request for Proposals**

- Staff issued a Request for Proposals (RFP) on August 8, 2022 and received responses on October 6, 2022.
- The RFP invited local workforce entities to submit their programs for consideration to receive the CA4All grant funding. The only requirement was that their program meet the requirements of the grant itself.
- City received 7 proposals, of which 4 were deemed acceptable and are recommended to receive grant funding.

Recommended Subgrantees (External)

1 Rising Sun Center for Opportunity

- Will fill 20 positions with low-income youth through their Climate Careers program, which will offer energy- and water-efficiency upgrades to households.
- Budget: \$249,400

2 San Joaquin A+

- Will provide career-connecting learning opportunities to 70 youth that are aligned with local workforce needs, paid internships and apprenticeships, and supportive services.
- Budget: \$925,000

3 Parents by Choice

- Using agency-owned small businesses in Downtown Stockton, they will create a youth workforce program to provide jobs to 70 youth. Opportunities include retail, customer service, maintenance, and food service.
- Budget: \$654,888

4 Greater Valley Conservation Corps

- GVCC employs 60 local youth between ages of 18-26 for an earn while you learn experience to receive paid training and college & career readiness. Will use funding to increase wages and provide critical wrap around services to increase retention & success.
- Budget: \$777,517

220 Youth Served in Total

Summer Jobs Youth Pilot Program (Internal)

- **New Program to Engage Local Youth**

- City staff will design and roll out a Summer Jobs Youth Program to connect 16-19 year old kids (High School age) with paid opportunities within the City.
- This program will be roughly a month long, and will include an educational/skill building component
- Initially, this program will be grant funded via CA4All, but will eventually be City funded.
- Target of 225 youth participants
- Budget: \$750,000

- **Administration & Contingency**

- The remaining funds (approx. \$1M) will be split between administrative costs (\$300K) and a contingency fund (\$700K) to be used for covering unanticipated costs or to fund another external program.

Rising Sun

Center for Opportunity

- What - Rising Sun's Climate Careers is best categorized as an “earn and learn program”. Through Climate Careers Summer Program, Rising Sun will recruit and train youth as Energy Specialists to serve Stockton households with free Green House Calls, a residential energy efficiency and water conservation service. The program provides 20 job openings for youth who are low-income and a targeted age bracket of 15-24.
- How - Youth will be trained by Rising Sun staff in a series of workshops, which equates to about 40 hours of hands-on/educational training. The training program is designed for entry level youth, who will be trained on all necessary concepts to be successful in the field of work e.g customer service, safety and security, safe installations, etc.
- Outcome - Youth will also be provided with professional development support, and have an opportunity to segue into an externship opportunity with local community partners. 85% of participants will go on to work in greenhouse jobs.

95% of youth from the 2022 cohort reported Rising Sun's opportunity was their **first green job**.

97% of youth from the 2022 cohort **rated their** overall **experience** with the program as **very satisfied**, and **or extremely satisfied**.

Rising Sun - Success Story



David started as an Energy Specialist for the 2022 Spring Satellite Green House Call program, where he was trained to lead daily phone banking and grassroots outreach efforts in South Stockton. At first, he was very shy to speak with residents but his team pushed him to step out of his comfort zone, and due to his persistence and growth, he helped deliver over 25 energy-efficient kits to South Stockton residents and contributed to the accrual of over 250 sign-ups for our in-person Summer program.

In June, he was promoted to the Leader In Field Training (LIFT) position where he captained the training for smart powerstrip installation and troubleshooting for his Energy Specialist team. By the end of the Summer Program, David noticed he was a lot more confident in his knowledge and capabilities. In August, he was placed with Catholic Charities as an Environmental Justice Extern for a 10-week externship opportunity funded by Rising Sun.

During this time, he designed multiple blog posts where he outlined strategies to reduce energy consumption at home and social media content where he guided viewers on how to stay healthy during the heat waves and the available cooling centers in Stockton. David is a true Climate Leader in Stockton!

Benefit to the Community



Energy Efficiency Devices

The Climate Careers Program has saved residents over 400,000 kWh of energy and more than 18 million gallons of water since expanding to Stockton.



Learning Opportunity

Provides an opportunity for Stockton residents to gain knowledge and valuable information about energy/water conservation and green initiatives.



Zero Cost Efficiency

Residents will receive water/energy saving devices and service provided at no-cost.

San Joaquin A+

- What - Through Early College High Schools, San Joaquin A+ Youth Development Program will provide career-connected learning opportunities aligned with local workforce needs, paid internships and apprenticeships to support 70 youth ages 14-19.
- How - On-the-job training will be provided by employers. Youth will serve in entry-level positions in the Agriculture and Education sectors and also receive training and support in the form of career assessments, career exploration, financial planning, work-readiness, and resume and interview preparation.
- Outcome - In addition to the specialized skills youth will learn on-the-job, youth will gain soft/professional skills and career readiness skills that will be instrumental in whatever careers they end up choosing. Youth also earn college credit while in high school.

Students in Early College High Schools **are more likely to be employed full-time** 10 years after entering high school.

Students in the program **complete associate and bachelor degrees at significantly higher rates** (and save substantially more on college tuition).

San Joaquin A+ Success Story



“Already in the few weeks we have been open, we have seen what a difference this model and program can make. Our students and teachers are trailblazers, and they are so excited to be a part of the very first class at TEACH!,” said Megan Filice, the lead administrator for TEACH! Academy. “After more than a year of planning, we are so happy to welcome our students to this beautiful campus we share with the Teachers College of San Joaquin, and to provide them with a fulfilling education experience that gives them an on-ramp to college and a fulfilling career.”

“Teachers have made a difference in my life, and I want to make a difference in the lives of my students, one day, too,” ninth-grader Rudy Serrano said. “Being a student at TEACH! Academy will help me do this. It also means I have the opportunity to be able to earn college credit while I’m still in high school.”

Parents by Choice

- Parents by Choice Youth Workforce Program will serve seventy (70) youth ages 16 – 30.
- How - Youth participants will work in the following areas: culinary arts/food preparation, customer service, retail operations, maintenance and custodial services and as coffee shop baristas.
- Outcome - Youth participants will receive training in job readiness skills, personal and career development. Youth will gain these skills through attending trainings, field trips and outings, through a relationship with a mentor and through on the job experience.

90 % of participants will receive training and **job placement within the first 30 days** of program entry.

95% of youth will receive services and support to **achieve** at least one personal goal related to **improved health, reduced substance abuse, enhanced resiliency and/or improved self-esteem.**



Parents by Choice Success Story

In our Plaza Perks Coffee Shop, we've had 15 employees in the two years of operations. This was an employment model that didn't have the short timeline of the program we're proposing, so some youth stayed in this position for as long as 18 months. We are pleased to say that none of these employees have been discharged for cause or laid off. This success has been due to engaging youth in mutually beneficial ways to understand them, their background, and their future goals. We have trained supervisors to lead in positive, non-punitive ways and to treat employees with respect. We feel that our modes of “trauma-informed employment” have been successful and we believe we can replicate it throughout our Workforce Development program.

Benefit to the Community



New Downtown Businesses

More than 15 businesses have either been **created in or have relocated** to the Courthouse Plaza in Downtown Stockton.



Increase Downtown Visitors

This Youth Workforce Development Program will support our efforts to bring **more visitors** and businesses to **Downtown Stockton**.



Improvement of Downtown Core

Through the agency owned small businesses at the Courthouse Plaza, the Youth Workforce Development Program will continue to **improve the downtown core** by bringing life and energy to our building and the surrounding neighborhood.

Greater Valley Conservation Corps (GVCC)

San Joaquin County Office of Education

- What - GVCC seeks to employ 60 youth as Corpsmembers.
- How - Professional staff will provide Corpsmembers training, assistance with academic instruction; green jobs, life skills, soft skills, safety, and equipment training; case management; career exploration; and job placement.
- Outcome - Corpsmembers will receive skills in proper personal protective equipment (PPE) use, heat illness prevention, bloodborne pathogen exposure, COVID-19 safety, OSHA30, CPR/first aid; OSHA10, flagger/traffic controls, S-212 chainsaw training; forklift; and e-waste training.

85% of Corpsmembers will transition into full-time positions, vocational internships, and/or postsecondary education.

The **program** will **bolster** local **youth engagement in climate recovery** and **food insecurity** efforts.



GVCC Success Story

Katie Yang enrolled into the Greater Valley Conservation Corps to learn job skills, life skills and receive industry recognized training while working her way through San Joaquin Delta College. GVCC was a logical choice for her employment plan because of the flexible schedule offered and an added opportunity to earn while she learned. As a Corpsmember, Katie excelled at each task that she took on and quickly became an environmental steward during waste diversion amnesties, city cleanup projects and community outreach events. Just prior to graduating from Delta College, Katie won the GVCC Scholarship Program and used the dollars awarded, along with multiple AmeriCorps education stipends, to support her admission into CSU Sacramento. Katie continued to work and commute to GVCC while successfully finishing her bachelor's degree in Sacramento. During this time, GVCC promoted her to a Corps Leader position where she earned the responsibility of overseeing teams during a variety of conservation projects.

This year Katie accepted full-time Crew Supervisor position for the Sacramento Regional Conservation Corps and successfully transitioned out of GVCC Stockton. Katie is currently supervising larger crews on Caltrans projects, city-wide cleanups, and ongoing recycling programs. Katie still plans to pursue a career in psychology but for now she is enjoying the life of youth development programs and environmental conservation.

Recommendation

- 1 Approve a resolution authorizing the City Manager to execute agreements with four (4) subgrantees totaling \$2,606,804 to implement youth workforce programs with the CA4All Youth Workforce grant funds