



## CITY OF STOCKTON

## OFFICE OF THE CITY MANAGER

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December 15, 2021

State of California  
Office of the Governor  
Attn: California Volunteers  
1400 10<sup>th</sup> Street  
Sacramento, CA 95814

**RE: CALIFORNIANSFORALL YOUTH WORKFORCE DEVELOPMENT PROGRAM  
APPLICATION**

To Whom It May Concern,

As requested, here is the name, title, email, and phone number for the best point of contact for the City of Stockton:

Grant Kirkpatrick  
Program Manager III  
[Grant.Kirkpatrick@stocktonca.gov](mailto:Grant.Kirkpatrick@stocktonca.gov)  
(209) 937-8452

**Section 1: Program Goal**

The City hopes to increase the field of young, qualified professionals in Stockton who are prepared for the future economy. In particular, the City is interested in linking at-risk and/or high-need youth to lucrative career pathways with significant growth potential. Additionally, the City is interested in promoting youth interest toward a career in public service. This program directly aligns with the City's One Page Strategic Plan, which includes a strategy for Growing Economy to meet City Council's goals. Specifically, this strategy calls for expanding jobs, reducing barriers to entry, increasing small business development, and fostering and supporting entrepreneurship. The CaliforniansForAll Youth Workforce Development Program will significantly bolster the City's ability to pursue this strategy.

**Section 2: Program Design**

The City of Stockton does not administer traditional workforce development programs via internal departments and/or City staff. As such, the City believes the best path forward is to identify trusted local community organizations with proven track records to carry out the bulk of this work. The City intends to release a Request for Proposals (RFP) that will ask respondents to offer programs that fall within the focus area(s). Because the future programs are dependent on the outcome of the RFP process, the City cannot say what focus areas will be worked on at this time. The criteria used to determine which programs are selected during the RFP process

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will reflect the Youth Workforce Development Program goals and requirements. Emphasis will be placed on programs that have an established track record of success, particularly with high need youth. Examples of current workforce programs supported by the City that align with this program's goals include a solar installation training program administered by GRID Alternatives and an EV bus mechanic program administered via San Joaquin Regional Transit District (both grant-funded).

The City plans to subgrant with community-based organizations (CBOs) in order to execute the program design illustrated in the application. The City has successfully worked with local CBO's to administer programs in the past, including its ongoing \$10.8M Transformative Climate Communities Implementation Grant which involves a coalition of 11 CBO's. Until the City completes the RFP process, the City cannot name the organization(s) it will be sub-granting with, or any prior experience the CBOs have with similar programs. The process through which the City will select CBO partners includes a thorough review of responses, including detailed background research, interviews, and scored evaluations that will give additional points to those organizations with relevant prior experience. Through this process the City endeavors to find the most qualified organizations that are in a position to accept this significant one-time investment and produce substantial results within the short timeframe allotted for funding.

Additionally, the City's sub-grantees will propose the activities in which youth will participate throughout the program. Due to the City's reliance on the RFP to determine which CBOs to become sub-grantee(s), the City cannot provide a description of each job activity youth will be partaking or any partners that will be involved in that process. However, there are specific workforce programs that the City is interested in funding within each Key Area. For 'Climate' the City is interested in arborist certification, solar installation training, and energy- and water-efficient appliance installation training. For 'Food Insecurity' the City would like to see programs that support the development of urban farms and the distribution of organic foods in local schools. Lastly, for local COVID-19 recovery the City will look to support its proposed American Rescue Plan Act-funded projects by pairing them with workforce opportunities through this investment. In addition to these priority areas, the City will encourage respondents to the RFP to include pre-apprenticeship programs that use industry standard developed curriculum.

The City will require that all sub-grantees commence programming no later than June 30, 2022. Sub-grantees may start before then, and preference will be given to those sub-grantees that can begin programming earlier.

### **Section 3: Youth Recruitment/Development**

The City will work with subgrantees to develop recruitment strategies with a focus on disadvantaged youth. The RFP will require the subgrantees to outline a recruitment/outreach plan for reaching and enrolling youth. Additionally, the City will provide the sub-grantees with its standards and expectations for flyers and social media post related to recruitment. The City will also create a page on its website that will describe the goals and design of the CaliforniansForAll Youth Workforce Development Program with links to applications.

The City will require in its RFP that subgrantees consider what wrap around services will be needed for youth seeking to participate. Such services could include low-cost daycare, transportation stipends, workshops for personal and professional development (ex. job readiness training, college readiness, how to manage personal finances, etc.), and bi-weekly

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mentor meetings. Preference will be given to those sub-grantees who demonstrate a full understanding of the wraparound services needed for Stockton's youth.

The City will ensure that subgrantees pay a wage above the state minimum per the Youth Workforce Development Program requirements. In the RFP, the City will encourage respondents to offer higher wages so that participants will be financially incentivized to complete the program. The City cannot give an anticipated length of time that the youth will be serving because that is dependent on the future programs that emerge from the RFP process.

#### **Section 4: Metrics/Outcomes**

The City will be able to provide the required metrics listed above to CaliforniaVolunteers. The required metrics will be provided to the City by sub-grantee(s) ultimately selected through the RFP process. In the event sub-grantees are unable to report any of the metrics listed, then the City will work with California Volunteers to try to find an alternative solution. The City will be able to provide the required metrics listed above to CaliforniaVolunteers. However, the City cannot say whether it will collect additional metrics to determine the success of the program as that will involve further internal conversations with the City's Office of Performance and Data Analytics.

#### **Section 5: Budget/Staffing/Communications**

The City will hire one full-time employee (FTE) to oversee the implementation of the Stockton Youth Workforce Development Program. This position will manage and oversee the program, including all invoicing and administrative requirements as outlined by California Volunteers. They will work closely with subgrantees to support their programs, including boosting outreach efforts and coordinating these efforts within the larger workforce ecosystem. This position will also provide programming for all participants that will include presentations from local business and government leaders with the aim of inspiring and encouraging local youth to pursue careers in strategically critical fields. This program will also promote educational opportunities from local institutions, such as Delta College and University of the Pacific. The City of Stockton commits to using CaliforniaVolunteers developed branding and will participate in CaliforniaVolunteers-organized trainings/curriculum. The City of Stockton will participate in a CaliforniaVolunteers program launch media event.

HARRY BLACK  
CITY MANAGER

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