

Funding Recommendations
American Recovery and Reinvestment Act/Workforce Investment Act
Adult/Dislocated Worker Program (Phase 2)

The Sacramento region is facing challenging economic times. The unemployment rate in July, 2009 was over 11.8% in Sacramento County, the highest rate since 1976. The American Recovery and Reinvestment Act of 2009 is an attempt to preserve and create jobs and promote economic recovery. The Sacramento Employment and Training Agency received \$7,682,334 in Recovery Act funding from the U.S. Department of Labor. Ninety percent (90%) of these funds, or \$6,914,101 were allocated by Sacramento Works, Inc. and the SETA Governing Board for direct customer services. In Phase 1 staff recommended an allocation of \$ 4,973,584 to serve 1,085 customers. The remaining funds, \$1,940,517 and \$1,000,000 in funds allocated to SETA by the Sacramento County Department of Human Assistance, are included in this funding recommendation. The goals of these programs are to:

- assist dislocated workers and adults who are most impacted by the recession
- provide investments in workforce development needed for technological advances in green jobs and healthcare
- prepare workers for high wage, high demand, critical occupational clusters that provide self-sufficiency wages, employer paid benefits, and career advancement
- engage and support regional employers through workplace training and business development and retention services

On April 3, 2009, the SETA Governing Board released a Request for Proposals to solicit proposals for occupational skills training, workplace learning/job creation, and business development and innovation. The RFP process is in two phases, with the deadline for Phase 2 occurring on July 23, 2009. Thirty-four (34) proposals were received in response to the Phase 2 solicitation requesting \$10,073,390. Each proposal was reviewed and ranked by an evaluation team made up of members of the Workforce Investment Board, representatives of partner agencies and SETA staff. The evaluation criteria included:

- Effectiveness of the applicant in delivering comparable services
- Demonstrated need for the proposed service
- Number of jobs created and timeliness of job creation
- Number of jobs in critical occupational clusters that are long term, pay benefits and have career ladders
- Reasonable cost per job
- Applicant has the organizational and financial capacity for a quick start-up and implementation of proposed activities
- Applicant is able to identify and reach out to the low-income population and dislocated workers
- The project produces results (jobs with good wages and/or career ladders) within the 18 month funding cycle
- Applicant works with and coordinates through the Sacramento Works Career Center System
- Other funds are leveraged for this project
- Insure that applicants have targeted areas of high unemployment
- The project partners with other ARRA funded projects within the region

The reading teams made an effort to balance out the service levels to ensure diversity in the recommendation in terms of target populations, geography, types of providers, represented and unrepresented workers. An analysis of the proposed service levels by gender and ethnicity indicates that all demographic groups will be served at levels consistent with their percentage of the population.

Based on the results of the evaluation, proposals were ranked into three categories:

Rank 1: Proposals exceeded all of the RFP criteria, proposed services in critical occupational clusters to targeted populations, included partnerships and leveraged funding, contained employment in jobs with self-sufficiency wages as the outcome of the training program, and included a plan for sustaining and continuing the training program at the end of the Recovery Act funding.

Rank 2: Proposals met all of the RFP criteria and qualified for funding through Recovery Act dollars.

Rank 3: Proposals included some design issues, included equipment costs, included long term 100% wage subsidies, or were not evaluated as fundable with the Recovery Act funds.

In Phase 1, SETA/Sacramento Works, Inc. targeted Clean Energy Technology and Green Jobs for funding. In Phase 2, the priority will be on putting people back to work by providing wage subsidies through the Workplace Training/Job Creation activity and providing scholarships and support services through the One Stop Career Center system (69% of funds). In addition the recommendation includes funding for occupational skills training (21%) and Business Development and Retention (10%). The Workplace Training/Job Creation activity provides wage subsidies for unemployed workers in order for them to gain the work readiness or occupational skills that are needed to compete in the labor force. Two types of wage subsidies have been proposed:

Work Experience (WEX) is a 100% wage subsidy to provide a short-term planned, structured learning experience that takes place in the public, private, or non-profit sector for a limited period not exceeding 300 hours. Work Experience is for participants who need assistance in becoming accustomed to foundation skills needed by most occupations in growth industries and can be a combination of classroom and hands-on learning.

On-the-job Training (OJT) is placement in subsidized employment. Occupational skills training is provided at the employment site and is expected to result in full-time, permanent, unsubsidized employment with the employer who is providing the training. OJT provides knowledge or skills essential to the full and adequate performance of the job. OJT is a “hire first” program that provides a wage subsidy of up to 50% of the wages paid by the employer for the first 3-6 months of employment. Wages, benefits, and working conditions must be equal to those provided to regular employees.

In September, 2009, the Sacramento County Board of Supervisors will be taking action on a recommendation from the Sacramento County Department of Human Assistance to allocate \$2,000,000 in Temporary Assistance to Needy Families (TANF) Emergency Contingency Funds (ECF) to SETA to strengthen our ability to put people to work by providing wage subsidies. Staff is recommending including \$1,000,000 of these funds for Recovery Act 2 recommendations, contingent upon approval by the Board of Supervisors, and allocating the remaining funds for the providers funded in Phase 1 of the RFP and in the extension of the Refugee Program service

providers. The ECF funds can be used for non-personnel costs associated with a subsidized employment program. Staff is recommending that all funded applicants take part in a Workplace Learning Workgroup, facilitated by SETA and the County Department of Human Assistance, which will provide technical assistance, ensure that programs receive referrals of CalWORKs eligible job seekers, and monitor performance.

The Occupational Skills Training activity in this RFP allows contracts for group training in critical occupational clusters. In Phase 1, staff recommended that \$2,973,713 or 60% of the available funds be used to provide occupational skills training, primarily targeting new clean energy and green jobs and healthcare. In Phase 2 staff is recommending funding only the Rank 1 providers under Occupational Skills Training and allocating \$794,255 to Scholarships to pay the tuition and support services for job seekers enrolled in Phase 1 and Phase 2 Recovery Act training programs. Job Seekers access these funds by researching schools listed on the Local Training Provider List.

In both phases of the Request for Proposal, staff recommended that support services for job seekers enrolled in the training programs be provided through the Sacramento Works One Stop Career Center system. This recommendation includes an augmentation for each career center to provide them with the funding for these supportive services.

Activity	Amount of WIA/Recovery Act Funding Phase 1	Amount of WIA/Recovery Act Funding Phase 2	Amount TANF ECF Funding Phase 2	Total Recovery Act Phase 2 Amount	Number Served Phase 2
Workplace Training Job Creation	\$1,132,884	\$297,710	\$722,260	\$1,019,970	206
Occupational Skills Training	2,973,713	611,297	0	611,297	120
Business Development and Retention	866,987	237,255	71,250	308,505	97
Scholarships, support services, direct customer services	0	794,255	206,490	1,000,745	Serving all Phase 1 and 2 customers
Total	\$4,973,584	\$1,940,517	\$1,000,000	\$2,940,517	1,434*

*includes Phase 1 and Phase 2 customers

On August 17, 2009, the Sacramento Works, Inc. Planning and Oversight Committee reviewed and approved the staff funding recommendation.

RECOMMENDATION

Approve staff funding recommendations as listed on the attached charts with the following stipulations:

- Customers who are in need of support services will receive them through the Sacramento Works One-Stop Career Center System.
- Subgrants for Phase 2 of this RFP will begin October 4, 2009, contingent upon a Subgrantee meeting SETA's insurance requirements.
- All training providers recommended for funding using TANF ECF funds will be required to provide a 20% match.

Sacramento Employment and Training Agency

Recovery Act/Workforce Investment Act (WIA), Title I, Adult/Dislocated Worker Program (Phase II)
Occupational Skills Training Rankings

Prop Num.	Rank	Agency Name	Funding Request	Funding Requests, FY2009 - 2010				Recommendation for 2009-2010 : Number Served	Funding Recommendation for 2009-2010
				Number Served	Cost per Participant	SWCC Target	Critical Occupation Clusters		
13	1	Center for Employment Training (Occ)	\$357,210	54	\$6,615	All Centers	Medical Assistant and Medical Administrative Assistant	40	\$264,620
23	1	Los Rios Community College District (Occ)	\$519,743	164	\$3,169	All Centers	Welding, Helpdesk/Computer Support, Bookkeeping Junior level, Digital Literacy	50	\$239,083
12	1	The Stride Center/GSUL (Occ)	\$179,323	50	\$3,586	Urban League	A plus PC Technician	30	\$107,594
7	2	CSUS College of Continuing Education (Occ)	\$329,996	85	\$3,882	Mark Sanders, Mather, Lemon Hill, Rancho	Residential Energy Auditor and Commercial Energy Auditor	0	\$0
20	2	Sacramento City USD Skills and Business Education Center (Occ)	\$556,665	300	\$1,856	All Centers	Medical Assistant, Emergency Medical Technician, Emergency Medical Dispatcher	0	\$0
10	2	No. California Teamsters Training and Education Trust Fund (Occ)	\$214,824	64	\$3,357	All Centers	Class B Commercial Drivers License	0	\$0
1	3	Truck Driving Academy (Occ)	\$299,700	60	\$4,995	Citrus Heights, South County	Truck Driving	0	\$0
21	3	Sacramento Food Bank & Family Services (Occ)	\$147,062	40	\$3,677	Urban League, South County	Computer Literacy	0	\$0
14	3	Western Pacific Truck School (Occ)	\$315,630	70	\$4,509	All Centers	Truck Driving	0	\$0
25	3	Kaplan College (Occ)	\$390,000	60	\$6,500	All Centers	Computer Support Technician	0	\$0

Sacramento Employment and Training Agency

Recovery Act/Workforce Investment Act (WIA), Title I, Adult/Dislocated Worker Program (Phase II)
Occupational Skills Training Rankings

Prop Num.	Rank	Agency Name	Funding Request	Funding Requests, FY2009 - 2010				Recommendation for 2009-2010 : Number Served	Funding Recommendation for 2009-2010
				Number Served	Cost per Participant	SWCC Target	Critical Occupation Clusters		
30	3	SATI of Sacramento (Occ)	\$184,840	40	\$4,621	All Centers	Office Skills, Computerized Accounting and Intro to Medical Billing	0	\$0
3	3	Tech Skills of Sacramento (Occ)	\$180,000	200	\$900	All Centers	PX2 and Thought Patterns for a Successful Career	0	\$0
8	3	Educational Environments, Inc., dba EE, Inc. (aka CA Institute of Jewelry Training) (Occ)	\$481,500	90	\$5,350	Citrus Heights, Hillsdale	Customer Relations Specialist, Sales Associate Professional and Management Candidate Professional	0	\$0
16	3	Northern California Construction Training, Inc. (NCCT) (Occ)	\$83,713	50	\$1,674	All Centers	Construction Pre-Apprenticeship Training	0	\$0
Phase II Totals			<u>\$4,240,206</u>	<u>1,327</u>				<u>120</u>	<u>\$611,297</u>

ARRA Proposal Summaries and Recommendations – Phase II

Occupational Skills Training

Truck Driving Academy – Proposal #1

Truck Driving Academy is proposing to train individuals with no prior experience or training for entry level over-the-road or local driver. Classes begin every week. Students who complete the course would possess the requisite skills necessary for a successful career in the trucking industry, as well as a class A commercial driver license. Students who maintain 80% attendance, satisfactory academic progress and complete the two segments of training; Classroom Theory and Behind the Wheel, would achieve their Certificate of Completion.

Truck Driving Academy is proposing to train and place residents of Sacramento County. The population targeted would be both men and women ranging in age between 21 and 60 years, dislocated workers and long term unemployed.

Truck Driving Academy has requested funding in the amount of \$299,700. Truck Driving Academy proposes to serve 60 participants at a cost per participant of \$4,995. Truck Driving Academy predicts average earnings would range between \$29,000 and \$40,000 the first year. Graduates in the past have been promoted into positions such as Dispatchers, Safety Managers, Driver Managers, Merchandising Managers, New Driver Trainers, Owner Operators, Vocational Training Center Instructors, DMV Examiners or Third Party Testers.

Recommendation:

Staff is not recommending funding this proposal. Currently Truck Driving Academy is on SETA's Local Training Provider List (LTPL) and can continue to be used as a training provider by customers who are approved for scholarships by the Sacramento Works Career Center (SWCC) System.

TechSkills of Sacramento – Proposal #3

TechSkills of Sacramento proposes to provide Pre-Employment, Life Skills and Post Employment Retention Training. Upon successful completion of the program the desired outcome for each participant would be identifying and removing barriers that are keeping them from finding gainful employment, find gainful employment and retaining that employment.

The proposed population to be served by this proposal is comprised of two segments; at risk young adults and adults with barriers. The at risk young adults range from 18 – 24 years of age and include young adults emancipated from the foster care system, single mothers, single fathers, welfare recipients, probationary adults and those facing financial barriers. The second segment, adults with barriers, range from the ages of 25 years and up. They include individuals recently released from incarceration, single mothers, single fathers, welfare recipients, and those facing financial barriers.

Tech Skills of Sacramento has requested funding in the amount of \$180,000 to serve 200 applicants at a cost per participant of \$900.

Anticipated Performance Outcomes:

- 60% of participants will find gainful employment either full time or part time. Employment will be tracked and verified after 30 days on the job.
- 20% of the students will pursue the next level education to further increase their

marketability through a High School Diploma/GED or enrolling in college

- the estimated average wage for each individual will range from \$8.00 - \$12.00 per hour.

Recommendation:

Staff is not recommending funding for this proposal. The programs proposed, PX2 and Thought Patterns for a Successful Career do not qualify as Occupational Skills Training. Programs are Job Readiness/Pre-Employment Skills Training in nature and, as such, are prohibited as stand-alone activities. This training would be more appropriately proposed under SETA's Vendors Services List RFQ.

University Enterprises, Inc.– Proposal #7

University Enterprises, Inc., a subsidiary of California State University, Sacramento (CSUS) - College of Continuing Education (CCE), is proposing a training program for dislocated workers for the job classifications of Residential Energy Auditor and Commercial Energy Advisor. The plan of action includes (1) forming partnerships with local industries that have a high potential for hiring workers in this job classification, (2) reviewing and revising the curriculum as necessary, (3) scheduling and initiating programs, (4) evaluating participant progress and outcomes, (5) making recommendations for future improvement, and (6) following and reporting the participants' job search and employment experiences.

The training sessions would be taught at Sacramento State, a location within a three-mile radius of the four SETA One-Stop locations. Specifically, the proposed project would provide training services to adults (age 18 and over) who are defined as dislocated workers that have been affected by the current economic downturn.

University Enterprises, Inc. has requested funding in the amount of \$329,996. They propose to serve 85 participants at a cost per participant of \$3,882. The proposed training would prepare workers for high wage jobs with career advancement opportunities.

Recommendation:

Staff is not recommending funding this proposal. The proposed program offers training in both Residential Energy Auditor and Commercial Energy Auditor. The curriculum has not yet been developed for either of these classes. Program administrative expenditures are scheduled to begin in October, however, training is not scheduled to begin until February. The cost of the classrooms and tech facilities are charged 100% to the proposed budget, however, the classes are not intended to be offered to ARRA/WIA customers only. Applicant does not provide job placement services to participants and did not reflect outcomes or describe how performance measures would be met. Staff will be working with University Enterprises, Inc. - CSUS to qualify these courses for SETA's LTPL once the curriculum is developed and approved.

Educational Environments, Inc. – Proposal #8

Educational Environments, Inc. (EE, Inc.) is proposing a program entitled CAPS (Career Advancement & Productivity). CAPS is designed to expand on a program EE, Inc is currently offering entitled Retail Sales & Management with an emphasis on the jewelry industry. CAPS has been redesigned and compressed to be provided in 8 weeks, full time, and entails classroom instruction. The program includes mandatory group meetings with an emphasis on skill development for critical occupation clusters in the Green Job Market, as well as administrative and support services for all critical occupation clusters listed in the RFP. The location of the proposed project is at the headquarters of EE, inc. located in Carmichael, CA. This program would target low income adults and dislocated workers in the greater Sacramento Area.

EE, Inc. has requested funding in the amount of \$481,500. The program proposes to serve 90 participants at a cost per participant of \$5,350. Anticipated outcomes of this program include preparation and successful job-placement of high-wage and high-demand employment positions within Critical Occupational Clusters.

Recommendation:

Staff is not recommending funding this proposal. The “Career Advancement and Productivity” program offers three specific “concentrations” including a Five Star Customer Relations Specialist, Five Star Sales Associate Professional and Five Star Management Candidate Professional. The emphasis is placed on development of interpersonal services skills and expands to enhance initiative, marketability and opportunity with emphasis in the jewelry industry. The primary training proposed is Job Readiness/Pre-Employment Skills Training in nature, which is prohibited as a stand-alone activity under this RFP. This training would be more appropriately proposed under SETA’s Vendor Services List RFQ.

Northern California Teamsters Training & Education – Proposal #10

Northern California Teamsters Training & Education Trust Fund (NCTAT) proposes to train:

- **30** Students to receive their Class B Commercial Driver License (CDL) with a passenger endorsement (licensing requirement to drive any type of passenger vehicle); or individuals currently possessing a Class A or B could obtain the passenger endorsement by completing this course.
- **24** Students to receive training in *one* of the following construction upgrade courses (must already have a CDL Class A)
 - Material Haul
 - Water Truck/Water Pull
 - Truck Mounted Crane
 - Ready Mix
- **10** Students to receive both their passenger endorsement and one of the construction upgrade courses

NCTAT is located in Rancho Murieta, CA 95683. On 4 acre campus adjoining an 8,000 acre area for simulated for heavy highway construction projects. Program candidates will be recruited from One Stop Career Centers county wide.

NCTAT has requested funding in the amount of \$214,824. The program proposes to serve 64 participants at a cost per participant of \$3,357. NCTAT anticipates a (85%) placement rate at a minimum of \$12.50 per hour within 6 months of the completion of training.

Recommendation:

Staff is not recommending funding this proposal. NCTAT was funded under Phase I of the WIA/ARRA RFP and is currently on SETA’s LTPL for these courses and can continue to be accessed as a training provider by customers who are approved for scholarships by the SWCC System.

The Stride Center/Greater Sacramento Urban League – Proposal #12

The Stride Center (TSC) proposes to train participants for entry into information technology (IT) occupations. TSC and Greater Sacramento Urban League (GSUL) would work in collaboration forming SACRAMENTO INFORMATION TECHNOLOGY CAREERS (SITC) to provide training to participants. SITC career graduates would earn industry recognized technical certificates. The Stride Center locates its training centers in communities with disproportionate levels of unemployment and poverty.

SITC would focus its outreach efforts in the North Sacramento neighborhoods with zip codes 95660, 95815 and 95838. SITC program would not exclusively limit participants to these area codes, but instead would focus enrollment decisions on low income levels and individuals with barriers to employment.

SITC has requested funding in the amount of \$179,323. The program proposes to serve 50 participants at a cost per participant of \$3,586. SITC participants would receive education and credentials, experience, equipment, and job placement assistance. SITC anticipates this training would prepare participants for higher wage careers with opportunity for career advancement, in the information technology field.

Anticipated Performance Outcomes:

- 75% of the graduating students would obtain their A+ Technical Certification
- 80% entered employment rate of graduating students

Recommendation:

Staff is recommending funding for this proposal in the amount of \$107,594 for 30 training slots. The Stride Center has proposed entering into a joint venture with the Greater Sacramento Urban League (GSUL) to provide two A+ PC Technician training courses. The proposed project will be coordinated and staffed by individuals from both The Stride Center and GSUL. The training site will be located at the GSUL offices at 3725 Marysville Blvd., Sacramento, 95838. Through this joint venture, The Stride Center and GSUL will focus their outreach efforts in the North Sacramento low-income neighborhoods with zip codes of 95660, 95815 and 95838. According to the proposal and references, The Stride Center has successfully operated similar training programs in Oakland, San Francisco and Redwood City. Execution of a contract between SETA and The Stride Center/GSUL will be contingent upon SETA's prior approval of The Stride Center/GSUL MOU or formal contract clearly outlining the roles and expectations of each partner in this joint venture.

Center for Employment Training – Proposal #13

Center for Employment Training (CET) proposes to provide comprehensive occupational Healthcare IT and Medical Support Services skills training courses and employment services. The proposed project is for Medical Assistant (MA) and Medical Administrative Assistant (MAA) training, including healthcare technology skills, utilizing up-to-date office training equipment, supplies and materials for database and related occupations required by the healthcare industry.

CET proposed target groups include those dislocated by recent layoffs and low-income adults and those WIA identified individuals with substantial language or cultural barriers, offenders and individuals with less than 11th grade education level. Approximately, 60% of current students are eligible for Pell Grants. This significantly reduces the actual tuition cost. The CET targeted area would be South Sacramento County.

CET requested funding in the amount of \$357,210. The program proposes to serve 54 participants at a cost per participant of \$6,615. CET anticipates the 41 of 54 adults who successfully complete training and externships would be placed into jobs in a variety of healthcare occupations related to their training. The proposed wage at placement is \$14.34 per hour.

Recommendation:

Staff is recommending funding for this proposal in the amount of \$ 264,620 for 40 training slots. CET has proposed training to low-income and dislocated workers in Medical Assistant and Medical Administrative Assistant; both are included on SETA's list of Critical Occupational Clusters (Healthcare and Support Services and Information Technology), reflecting healthy growth potential. The CET is located in a low-income residential area of South Sacramento County at 6853 65th Street and Stockton Boulevard. The primary

boundaries are South Sacramento County, from the area near Mark Sanders Career Center to the north; Sacramento River to the east; Rancho Cordova to the west and Elk Grove and Galt to the south.

Western Pacific Truck School – Proposal #14

Western Pacific Truck School proposes training in a Tractor Trailer Operator Program. With the successful completion of the training program participants would have the qualifications necessary to enter the trucking industry as an entry-level diesel tractor/trailer driver.

Western Pacific Truck School's target population for this project would be any eligible participants in Sacramento (and surrounding areas such as Citrus Heights, Galt, Mather, and Rancho Cordova) who meet State and Federal requirements to be a truck driver, and have an acceptable driving record and background in order to become successfully employed as an entry-level truck driver. Western Pacific Truck School will work with clients from all One Stop Career Centers in the Sacramento Area, specifically targeting low income and dislocated workers.

Western Pacific Truck School has requested funding in the amount of \$ 315,630. This program proposes to serve 70 participants at a cost per participant of \$ 4,509. Western Pacific Truck School anticipates successful graduates will have ample opportunity to become employed in this high demand career. Western Pacific Truck School also anticipates median wage for Heavy Tractor Trailer Truck Drivers in Sacramento County at \$40,724 and in the Sacramento Metro area to be \$42,522 annually based on the California Employment Development Department's Occupational Outlook Report for Heavy Tractor Trailer Truck Drivers.

Recommendation:

Staff is not recommending funding this proposal. This proposal did not include any information regarding training completion or entered employment, nor was there any indication of how Western Pacific Truck School would evaluate the performance of its program. This training provider is currently on SETA's LTPL for this course and can continue to be used as a training provider by customers who are approved for scholarships by the SWCC System.

Northern California Construction Training, Inc. – Proposal #16

Northern California Construction Training, Inc. (NCCT) proposes a building trade's pre-apprenticeship training program that helps prepare individuals for entry into the various construction trades apprenticeship training programs. NCCT will prepare workers for occupations in the construction industry, including electricians, carpenters, operating engineers, laborers, iron and steel workers, plumbers and pipe fitters by providing classroom and hands on construction training.

NCCT's geographical area would consist of the Sacramento Metropolitan Statistical Area (MSA) and the Sacramento Metropolitan region; with primary focus on Sacramento County. NCCT would target training services for adults (age 18 and over) and dislocated workers.

NCCT has requested funding in the amount of \$83,713. This program proposes to serve 50 participants at a cost per participant of \$1674. NCCT's anticipates the median hourly wage for occupations in the construction industry at \$20.22 per hour.

Recommendation:

Staff is not recommending funding this proposal. NCCT has proposed training that would prepare participants to become qualified to join Apprenticeship Programs. Training and services offered includes GED Preparation/Testing, California Drivers License Preparation/Testing, CPR/First Aid Training, classroom and

hands on construction training, bus passes, starter sets of tools and initiation fees for entrance into Apprenticeship Programs. This proposal did not give any indication as to how NCCT plans to provide active job placement assistance other than information provided by Trade Representatives regarding apprenticeship requirements, and potential job opportunities available. Participants are expected to make direct contact with representatives themselves. The proposal did not address a planned entered employment rate.

Sacramento City Unified School District Skills and Business Education Center – Proposal #20

Sacramento City Unified School District Skills (SCUSD) through the Charles A. Jones Career and Education Center (CAJ) proposes to offer career technical training programs for high wage and high demand occupations specifically in the regional Healthcare Industry.

Specific career pathways include:

- a. CNA to LVN
- b. EMT to LVN
- c. Medical Assisting to LVN

Emergency Medical Dispatcher program:

- The scope and practice of the Emergency Medical Dispatcher includes the following:
 - Receiving and processing calls for emergency medical assistance
 - Determining the nature and severity of medical incidents
 - Prioritizing the urgency of the response
 - Dispatching appropriate emergency medical services resources
 - Giving post-dispatch and pre-arrival instructions to callers at the scene of an emergency
 - Relaying pertinent information to responding personnel
 - Coordinating with public safety and EMS providers as needed.

SJUSD/CAJ proposes to serve approximately 75% dislocated workers and 25% qualified low-income participants. These job seekers would include WIA eligible adults, refugees, older workers, veterans, individuals with disabilities, limited English-speakers and those with cultural barriers, CalWORKs and other cash aid recipients, former offenders, homeless individuals, and current or former foster youth. SJUSD intends to spend grant funds on students who reside in the geographic areas of Sacramento, Yolo, Placer and El Dorado Counties with the funds from this grant.

SJUSD had requested funding in the amount of \$556,665. This program proposes to serve 300 participants at a cost per participant of \$1,856.

Recommendation:

Staff is not recommending funding this proposal. The SCUSD – Charles A. Jones Career and Education Center has proposed the same list of Occupational Skills Training courses in Phase II as were funded in Phase I with the exception of the Emergency Medical Dispatching Course. Successful Occupational Skills Training respondents in Phase I were prohibited from submitting proposals in Phase II for the same course(s). Employment data indicates that the Emergency Medical Dispatching, which is 86 hours in length, offers a limited potential growth rate and does not warrant funding at this time.

Sacramento Food Bank & Family Services – Proposal #21

The Sacramento Food Bank and Family Services proposes using already existing facilities to teach basic and advanced computer skills, soft skills for placement and interviewing, and using Job Placement Specialists to place certified students in high paying Administrative and Support Services Jobs.

The Sacramento Food Bank's target population would include Oak Park and South Central Sacramento. Targeted demographics for this project would include recently unemployed and dislocated workers, and employed workers under the 200% poverty level.

Sacramento Food Bank has requested funding in the amount of \$147,062 to serve 40 participants at a cost per participant of \$3,677. Sacramento Food Bank also anticipates 40 of the program participants would enter employment, and would achieve an employment retention rate of 80%.

Recommendation:

Staff is not recommending funding this proposal. The Sacramento Food Bank has proposed "refreshing" its computer equipment and providing basic and advanced computer literacy, and soft skills for job placement and interviewing. They are currently a partner with the Mark Sanders Career Center where they are providing short-term computer skills literacy workshops. The proposed program seeks to expand on the current workshops offered by providing training in Microsoft Office Suite, Excel, Outlook and PowerPoint. This training does not qualify as Occupational Skills Training. The training proposed is Job Readiness/Pre-Employment Skills Training in nature and would be more appropriately proposed under SETA's Vendor Services List RFQ. Further, the Sacramento Food Bank does not currently hold course approval for the proposed computer training.

Los Rios Community College District – Proposal #23

Los Rios Community College District (Los Rios) proposes the JobsForce II Project, an extension of the JobsForce I Project already funded by the American Recovery and Reinvestment Act (ARRA) in Phase I. Through JobsForce II, two of the colleges of Los Rios Community College District propose to offer three intensive, short-term community college certificate programs that will enhance the occupational skills and employability of dislocated adult workers seeking employment in the Sacramento Region. These programs include Bookkeeping, Welding, and Computer Support Technician/Helpdesk. In addition, Los Rios proposes to collaborate with the California Association of Veterans Services Agencies (CAVSA), using online curriculum in digital and technological literacy to prepare veterans and other adult and dislocated workers in Sacramento County to work in emerging technology fields.

Los Rios intends to provide services throughout Sacramento County. The target population for JobsForce is current residents of Sacramento County who are adult dislocated workers seeking employment in the four county region identified by SETA in its Occupational Clusters Report 2009-2010.

Los Rios has requested funding in the amount of \$519,743 to serve 164 participants at a cost per participant of \$3,169.

Anticipated Program Outcomes:

- Placement of 74 trainees in programs leading to community college certificates;
- Placement of an additional 90 participants in online, distance education programs on digital and computer technology literacy;
- Provision of 1701 contact hours of education in three different for-credit certificate programs and one online course;
- Completion of certificates by 90% of initial enrollees;
- Employment of 80% of certificate completers within six months of completion of instruction.
- Estimated wage at placement \$15, employer-paid benefits, and career ladder opportunities

Recommendation:

Staff is recommending funding for Los Rios Community College District in the amount of \$239,083 to train 25 participants in the Computer Support Technician/Help Desk course and 25 participants in the Bookkeeping – Junior Level course. Both training programs are located at Sacramento City College and reflect healthy growth potential. Also proposed was a Welding class at American River College, which staff is not recommending. Los Rios was funded under Phase 1 for a Welding class at Consumnes River College. Finally, staff is not recommending the Digital Literacy Program proposed by Los Rios, a fundamental digital and technological skills program. The training would be offered through a collaboration with Link Americas Foundation. The training proposed is intended to be self-paced with on-line instructor training for two hours per week.

Kaplan College – Proposal #25

Kaplan College proposes to recruit and train participants in the following critical occupations listed in the Critical Occupation Clusters:

Information Technology

- *Computer Support Technician*
 1. Computer Support Specialist
 2. Network and Computer systems Administrators

Healthcare and Support Services

- *Dental Assisting*
- *Medical Assisting*
 1. Home Health Aides
 2. Person and Home Care Aids
- *Medical Office Specialist*
 1. Medical Records and Health Information Technicians

This project would be conducted at Kaplan College on Watt Avenue in Sacramento. Kaplan proposes to serve Recipients of Unemployment Insurance or have exhausted benefits, homeless, veterans, Public Assistance recipient and other low-income, long-term unemployed, and dislocated workers in the Sacramento region.

Kaplan has requested funding in the amount of \$390,000. Kaplan proposes to serve 60 participants at a cost per participant of \$6,500. This program anticipates an entered employment rate of 75% in positions within the approved Critical Occupational Clusters.

Recommendation:

Staff is not recommending funding this proposal. This proposal includes limited information about Kaplan's coordination efforts and collaborative relationships with the Sacramento Works One-Stop Career Center System beyond customer recruitment efforts. Although not recommended for funding under this RFP, Kaplan is currently on SETA's Local Training Provider List and will continue to receive referrals from career centers of individuals who are seeking training for the occupations offered by Kaplan.

SATI of Sacramento – Proposal #30

SATI of Sacramento (SATI) proposes to train participants in Office Skills, Computerized Accounting and Introduction to Medical Billing. SATI is a vocational school, specializing in short-term, hands-on based training and certification. This program proposes to coordinate the enrollment process by referring potential candidates to Career Centers for evaluation, eligibility, assessments and coaching.

This project would be located in the city of Citrus Heights and proposes to serve the Sacramento area, specifically concentrating on areas with high concentration of disadvantaged and those heavily impacted by recession. SATI would target low income adults and dislocated workers, and people with multiple barriers to employment.

SATI has requested funding in the amount of \$184,840. This program proposes to serve 40 participants at a cost per participant of \$4,621. This program anticipates \$12.50 to \$14.00 per hour as a starting salary for graduates.

Recommendation:

Staff is not recommending funding this proposal. The cost of this proposal was unclear. The tuition line-item included in the budget was not reflected on the summary page of the budget nor was it reflected in the total amount of funding requested. Additionally, the In-Kind form and Exhibit E were omitted and the proposal did not include any discussion in the Budget Narrative regarding the total of \$276,000 in tuition costs. Although not recommended for funding under this RFP, SATI is currently on SETA's Local Training Provider List and will continue to receive referrals from career centers of individuals who are seeking training for the occupations offered by SATI.

Sacramento Employment and Training Agency

Recovery Act/Workforce Investment Act (WIA), Title I, Adult/Dislocated Worker Program (Phase II)
Workplace Training/Job Creation Rankings

Prop. Num.	Rank	Agency Name	Funding Request	Funding Requests, FY2009 - 2010				Recommendation for 2009-2010 : Number Served	Funding Recommendation for 2009-2010
				Number Served	Cost per Participant	SWCC Target	Critical Occupation Clusters		
11	1	Volunteers of America of Greater Sacramento and Northern Nev. (WEX)	\$300,000	56	\$5,357	Mather	Food Service Careers	56	\$300,000
5	2	Folsom Cordova Community Partnership (OJT)	\$447,695	75	\$5,969	Rancho Cordova	All critical occupations	30	\$179,070
17	2	North State Building Industry Association (NSBIA) (OJT)	\$392,168	75	\$4,952	All Centers	Construction Careers	30	\$148,560
6	2	Folsom Cordova Community Partnership (Job) (WEX)	\$216,356	30	\$7,212	Rancho Cordova	All critical occupations	0	\$0
18	2	Crossroads Diversified Services, Inc. (Job) (WEX)	\$270,617	40	\$6,765	Franklin, Rancho, South County	All critical occupations	30	\$142,080
2	2	Tech Skills of Sacramento (Job) (OJT)	\$215,360	80	\$2,692	All Centers	Instructional Assistants	30	\$80,760
9	2	Assoc. Gen. Contractors of CA Construction Educ. Foundation (AGC) (Job) (WEX)	\$432,134	60	\$9,603	La Familia	Construction Careers	30	\$169,500
19	3	Sacramento Lao Family Community, Inc. (Job) (OJT)	\$323,362	50	\$6,467	Hillsdale	All critical occupations	0	\$0
15	3	Bach Viet Association, Inc. (Job) (WEX)	\$249,500	25	\$9,980	Lemon Hill	All critical occupations	0	\$0
24	3	Sac Chinese Community Service Center, Inc. (Job) (WEX)	\$276,704	50	\$5,534	Franklin, Rancho	All critical occupations	0	\$0
22	3	Lao Family Community Development, Inc. (Job) (WEX)	\$323,000	50	\$6,460	Lemon Hill	All critical occupations	0	\$0

Sacramento Employment and Training Agency

Recovery Act/Workforce Investment Act (WIA), Title I, Adult/Dislocated Worker Program (Phase II)
Workplace Training/Job Creation Rankings

Prop. Num.	Rank	Agency Name	Funding Request	Funding Requests, FY2009 - 2010				Recommendation for 2009-2010 : Number Served	Funding Recommendation for 2009-2010
				Number Served	Cost per Participant	SWCC Target	Critical Occupation Clusters		
28	3	Roberts Family Development Center (Job) (WEX)	\$246,527	25	\$9,861	Urban League	All critical occupations	0	\$0
34	3	Twin Rivers Unified School District (Job) (WEX)	\$608,364	90	\$6,760	All Centers	Construction Careers	0	\$0
32	3	America at Work (Job) (WEX)	\$300,000	40	\$7,500	OPEN	Construction Careers	0	\$0
Phase II Totals			<u>\$4,601,787</u>	<u>746</u>				<u>206</u>	<u>\$1,019,970</u>

ARRA Proposal Summaries and Recommendations – Phase II

Workplace Training/Job Creation

Proposal #2 - Tech Skills of Sacramento (OJT)

Requesting \$215,360 to provide On-the-Job Training (OJT) to 80 participants at a cost of \$2,692 per participant. OJT is proposed at \$10.80 per hour for an average of 480 hours of training with a 50% employer reimbursement rate.

TechSkills of Sacramento (TOS) is proposing to train Instructional Assistants to work with children with autism at school campuses served by Capital Autism Services.

TOS proposes to work with all sites of the Sacramento Works Career Center system. The geographic area to be served includes all of Sacramento County.

Participants in the program are to include:

- Dislocated workers
- Re-entrants to the workforce
- Public assistance recipients
- Emancipated Youth
- Single Parents
- Those with multiple barriers to employment

It will be composed of one month of “New Employee” classroom training followed by workplace training at three campuses served by Capital Autism services. Much of the workplace training is on a 1:1 ratio between the Instructional Assistant and a qualified trainer. OJT trainees will be given the same opportunities for advancement, receive the same wages and benefits, undergo the same evaluation criteria and be required to follow the same procedures as all other similar employees. Tech Skills proposes to serve all of Sacramento County and collaborate with the entire One-Stop Career Center system. This position is in a Critical Occupation Cluster that provides self-sufficiency wages, employer paid benefits, and career advancement/career ladders.

Proposed Performance Outcomes:

- Tech Skills anticipates that Capital Autism Services will employ all participants after training, for a 100% employment rate
- 80% will retain employment
- Graduates are expected to earn an average of \$12.00 after training

One hundred percent (100%) of the funds requested are for participant costs (OJT wage reimbursement, background checks and TB testing).

Tech Skills has not requested funding for Personnel or Other costs to implement this project. It will be paid by Capital Autism Services for customer recruitment and case management services as a percentage of the employer wage reimbursement.

Recommendation:

Staff recommends funding for this proposal in the amount of \$80,760 (TANF-ECF funding source) to serve a total of 30 participants. Although Tech Skills was funded under Phase I for Occupational Skills Training, it does not have experience with the OJT activity and is recommended funding for a reduced number of participants. It proposes a reasonable cost per participant and lists 46 staff positions dedicated to the program that are paid by other sources of funding.

Proposal#5 – Folsom Cordova Community Partnership (OJT)

Requesting \$447,695 to provide OJT to 75 dislocated workers, low-income and public assistance recipients at a cost per participant of \$5,969. OJT is proposed at \$10.50 per hour for 512 average hours of training with a 50% employer reimbursement rate.

The Folsom Cordova Community Partnership (FCCP) proposes The Bridges OJT program in collaboration with private, public and non-profit sector organizations in the Folsom/Rancho Cordova communities. FCCP proposes to engage and select employers based on the 10 Critical Occupational Clusters identified by SETA and will emphasize emerging career fields in renewable energy sources and green technologies.

The FCCP proposes to serve low-income adults, adults receiving public assistance, and adults classified as dislocated workers. FCCP has developed a collaborative partnership with the Rancho Cordova Career Center.

Proposed Performance Outcomes:

FCCP anticipates 73% of program participants will enter employment, and 80% will retain employment. FCCP also anticipates securing employment opportunities and partnering with employers who pay a living wage (\$12 per hr/\$25,000 annually), offer employer paid benefits and afford employees an opportunity for career advancement.

OJT is a new activity for FCCP and its employer base is limited to the 20 local employers participating in FCCP's Summer Youth program. It anticipates that it will develop a list of 3,000 employment sites and has obtained verbal commitments from several employers, one of which is Red Hawk Casino. ARRA legislation prohibits worksites at specific types of businesses, including casinos.

Proposed Performance Outcomes:

- 73% will enter employment
- 80% will retain employment
- FCCP also anticipates securing employment opportunities and partnering with employers who pay a living wage (\$12 per hr/\$25,000 annually), offer employer paid benefits and afford employees an opportunity for career advancement.

Recommendation:

Staff recommends funding for this proposal in the amount of \$179,070 (\$86,498 from ARRA/WIA and \$92,572 from TANF/ECF) to serve a minimum of 30 participants. FCCP submitted two similar proposals (#5 and #6), but the costs for this proposal is lower by 18%. OJT is a new activity for FCCP and funding is recommended for a reduced number of participants. FCCP is a current SETA Summer Youth and a Community Services Block Grant service provider and has a strong history of serving low income families in the Rancho Cordova community through its Family Resource Center.

Proposal #6 – Folsom Cordova Community Partnership (OJT)

Requesting \$216,356 in TANF-ECF to provide OJT to 30 public assistance recipients at a cost per participant of \$7,212. OJT is proposed at \$10.50 per hour for 512 average hours of training with a 50% employer reimbursement rate.

FCCP proposes the “Pathways to Success” OJT program, similar in program design to the “Bridges” program (proposal #5), but at a higher cost. The FCCP proposed to serve Families who are receiving Temporary Aide to Needy Families (TANF) entitlements utilizing the TANF Emergency Contingency Funds.

FCCP proposes to engage and select employers based on the 10 Critical Occupational Clusters identified by SETA and will emphasize emerging career fields in renewable energy sources and green technologies. FCCP targets the Folsom/Rancho Cordova area and has developed a linkage to the Rancho Cordova Career Center.

Proposed Performance Outcomes:

- 73% will Entered Employment
- 80% will retain employment
- FCCP also anticipates securing employment opportunities and partnering with employers who pay a living wage (\$12 per hr/\$25,000 annually), offer employer paid benefits and afford employees an opportunity for career advancement.

Recommendation:

Staff does not recommend funding for this proposal. FCCP submitted two OJT proposals that are similar, but at differing costs per participant. At a cost per participant of \$7,211 for this proposal, staff has determined that costs for this program are high, particularly the staffing (5 FTEs charged to the grant to serve 30 customers). FCCP indicates a reliance on SWCC staff to provide a good portion of the client services, so the staffing level is not justified. Staff recommends funding for Proposal #5 only.

Proposal # 9 American General Contractors of California (WEX)

Requesting \$684,653 for an 18 month project to provide work experience to 60 customers. The RFP request a 12 month budget, making the request for this program \$432,134 at a cost per participant of \$9,603 (12 month budget). WEX is proposed at \$8.00 per hour for 448 average hours of training.

The Associated General Contractors of California Construction Education Foundation Pre-Apprenticeship Program (AGC-PP), proposes to provide trainees with the skill sets necessary for the successful transition to apprenticeship and viable employment in our region's construction industry in partnership with Juveniles at Risk (JAR), Pathworks Business Development, Inc, Another Choice Another Chance, La Familia Counseling Center, Sacramento ACT, Heritage Peak Charter and the Northern California Laborers Joint Apprenticeship Training Center Program. Participants will be trained in workplace competencies, foundation skills and job-specific skills in the context in which the skills are to be applied. Learning objectives will be presented in a real-world work environment rather than as abstract concepts. Upon successful completion of AGC-PP, graduates will transition to the Northern California Laborers Joint Apprenticeship Training Center Program and skill-related employment.

AGC proposes to serve Juveniles at Risk's diverse, young adult population from urban neighborhoods located throughout South Sacramento. Population to be served specifically includes young adult's age 18-25 years of age.

AGC trainee academic characteristics will include, but are not limited to:

- Young adults who have experienced academic challenges;
- Individuals at high risk of dropping out of traditional educational programs;
- Young adults who have been performing below grade level;
- Some who read and do math at early elementary school grade levels;
- Others who read at two (2) to five (5) years below grade level; and
- Young adults who need to improve their life skills and develop a work ethic.

Proposed Performance Outcomes:

AGC anticipates upon successful completion of AGC-PP, graduates will transition to the Northern California Laborers Joint Apprenticeship Training Center Program and skill-related employment where they will earn \$16.83 per hour with incremental salary increases after completing 500 to 3,000 hours of apprenticeship training, ultimately reaching the level of journeyman, which is at a salary of \$25.89/hour in Sacramento County.

The proposed budget included two staff employed by partner agency Juveniles at Risk (JAR). AGC clarified that the JAR staff would be hired through AGC and placed at the JAR site where the training would be conducted.

Recommendation:

Staff recommends funding for this proposal in the amount of \$169,500 (\$79,665 from ARRA/WIA and \$89,835 from TANF/ECF) to serve a minimum of 30 customers. proposed a high cost per participant of \$9,603 (12 month budget), most of which is attributed to high personnel costs, the inclusion of support services, and a proposed length of training that exceeded the number of hours allowed for WEX. Staff recommendations reflect a lower cost per participant of \$5,650 which was derived by making following proposed budgetary changes:

- Reduced the percentage of time for the Director, Administrative Assistant, and Evaluator from Personnel Costs.
- Reduced the number of subsidized WEX training hours from 448 to 300. Recent guidance on the Recovery Act states that a 100% wage subsidy, or work experience, should be used only for the purpose of work readiness and should be short term.
- Eliminated \$22,945 from Other Costs for Apprenticeship Program Union Initiation fees, and Union Dues for the first two months. These costs are considered support services and can be accessed through the One-Stop Career Centers.
- Eliminated \$4,030 from Direct Participant Costs for Textbooks. Textbooks are considered a support service and can be accessed through the One-Stop Career Centers.

AGC proposed an 18 month budget; however, staff recommendations are based on a 12 month budget.

AGC is located in West Sacramento, but training is proposed at the JAR location in South Sacramento.

Proposal #11 Volunteers of America (WEX)

Requesting \$300,000 to provide Work Experience to 56 participants at a cost of \$5,357 per participant. WEX is proposed at \$8.25 per hour for 492.1 average hours of training.

Volunteers of America (VOA) proposes to implement The Kitchen Academy in collaboration with the County Department of Human Assistance, PRIDE, Industries, and the California Restaurant Association Educational Foundation. Job training will be conducted at the commercial kitchen located at Mather Community Campus (MCC). This project will teach residents of Mather Community Campus skills to enter careers in the hospitality industry, such as cooks, assistant cooks, stock clerks, food production and food service personnel and catering personnel. Students completing the program will be ServSafe Certified as well as certified in the California Restaurant Association's Pro-Start Program.

VOA proposes to serve formerly homeless and low income adults over the age of 18 residing at MCC, an employment-focused transitional housing program that serves single

adults, families with children, and emancipated foster youth. VOA has an established partnership with the Mather Career Center.

VOA proposes to benefit the community with this project by the preparation of 1,500 meals per day for several local homeless shelters and transitional housing programs, for which a \$3.00 fee for meal service will be charged.

Proposed Performance Outcomes:

- 75% Entered Employment Rate
- 80 % employment retention rate
- Employment wages will average \$12.00/hour after the initial orientation period is complete.

Upon training completion, VOA proposes that graduates will receive job referrals and placements through the Mather Career Center, the Department of Human Assistance Employment Services at Mather, The California Restaurant Association Educational Foundation, and PRIDE Industries. SETA requires the service provider to be responsible for unsubsidized job placement.

Recommendation:

Staff recommends full funding for this proposal in the amount of \$300,000 (\$30,744 from ARRA/WIA and \$269,256 from TANF/ECF) to serve a minimum 56 customers. The Kitchen Academy project and service delivery system are well developed, the curriculum is available, and implementation can begin without delay.

Staff recommends reducing the number of subsidized WEX training hours from 492.91 to 300. Recent guidance on Recovery Act states that a 100% wage subsidy, or work experience, should be used only for the purpose of work readiness and should be short term. The reduced number of training hours results in a lower cost per participant of \$3,485. With a lower cost per participant, VOA can increase the number of participants served and/or add additional staff to support the program.

Because VOA has not had experience as a SETA subcontractor, references were contacted. Both reference sources gave VOA an excellent rating. VOA proposed to utilize the Job Club/Job Search program at the Mather One-Stop Career Center for unsubsidized job placement of graduates. The staff recommendation includes a requirement that VOA will have the responsibility for placement of customers in unsubsidized employment, in collaboration with the career center.

Proposal #15 Bach Viet (WEX)

Requesting \$249,500 to provide work experience to 25 participants at a cost of \$9,880. per participant.

Bach Viet Association, Inc. (Bach Viet) proposes to implement a workplace training/job creation program to assist refugees, low skilled workers and those who have been in the

United States for over five years and are no longer considered “refugee”. The Work Experience Program (WEX) will create jobs and provide training in critical industries as identified by SETA. The program will target public assistance recipients, other low-income individuals, and dislocated workers.

The geographic area to be served will be the greater Sacramento area with an emphasis in North and South Sacramento. Bach Viet will work primarily in conjunction with the Lemon Hill One-Stop Service Center, but will utilize the services of other One Stop Service Centers when it is more convenient for customers.

The targeted participant eligibility includes recipients of UI or have exhausted benefits (25%), Veterans (10%), Public Assistance recipient and other low income ((90%), Long term unemployed ((40%), dislocated workers (30%).

Proposed Performance Outcomes:

- Employed – 25 clients will be employed after the completion of Work Experience
- Entered Employment – 20 clients will be employed after the first quarter after completion of Work Experience
- Employment Retention – 15 clients will be employed in quarter 3 after completion of Work Experience
- Average Earnings – The average earnings of the employees after 3 months of employment will be \$15.00.

Recommendation:

Staff is not recommending BachViet Assoc, Inc. for Workplace Training/WEX activity funding. It is not clear from the proposal how an \$8.00/hr WEX for 240 hours will result in \$12/hr employment after three months. Further, services after completion of WEX were not addressed. The cost per participant was not justified and costs were not reasonable for the length and type of services proposed. Bach Viet was awarded ARRA/WIA Workplace Training/On-the-Job Training funding in Phase I.

Proposal #17 North State Building Industry Association (OJT)

Requesting \$392,168 to provide OJT to 75 participants at a cost per participant of \$5,229. OJT is proposed at \$10 per hour for 700 average hours of training with a 50% employer reimbursement rate.

The North State Building Industry Association (NSBIA) proposes to recruit, enroll, and place participants residing in Sacramento County with employers offering training in occupations with benefits and opportunities for advancement in the construction, transportation, and power and energy industries. The OJT positions will be three and six months in duration and will be developed within the greater Sacramento area, but primarily in Sacramento County. NSBIA proposes to contact employers that have been awarded ARRA contracts to ascertain their employment needs.

Populations targeted for recruitment include displaced workers, women, disabled veterans, and TANF/CalWorks clients.

Proposed Performance Outcomes:

- Entered employment rate of 80%,
- Employment retention rate of 80%,
- Average wage at placement of \$13.00 an hour with benefits in positions that leads to future advancement.

After training, half of the participants are expected to transition to work with their OJT employers and another 25% will find jobs, many of which will be training-related, with other employers.

Recommendation:

Staff recommends funding this proposal in the amount of \$148,560 (\$53,492 from ARRA/WIA and \$95,068 from TANF/ECF) to serve a minimum of 30 customers.

NSBIA's proposed budget included support service costs in the amount of \$20,750. To reflect an accurate cost per participant of \$4,952, the support service costs were deducted from the total funding request because support services will be provided by the Sacramento Works Career Centers.

NSBIA does not have OJT experience, but is currently a SETA Summer Youth provider. The proposed OJT training is for careers on SETA's Occupational Cluster list and will target populations that are traditionally hard to serve and underrepresented in the construction, power and energy, and transportation industries. NSBIA is located in Placer County and proposes to recruit employers from the greater Sacramento area; however, all people selected for OJT positions will reside in Sacramento County.

Proposal # 18 Crossroads Diversified Services, Inc. (WEX)

Requesting \$270,617 to provide Work Experience to 40 participants at a cost per participant of \$6,765. WEX is proposed at \$8 per hour for 512 average hours of training.

Crossroads staff will work with employers and local businesses to secure subsidized job placements within the 10 critical occupational clusters identified by SETA, which will provide participants an opportunity to strengthen their work skills, assess their interests and requirements for additional education and training to further develop their ability to advance in their chosen employment field.

Crossroads proposes to target participants with a history of chronic unemployment or significant barriers to obtaining and maintaining employment, including the disabled, recipients of SSDI/SSI, ex-offenders, dislocated workers, CalWorks recipients, veterans, and homeless individuals.

Crossroads will target Citrus Heights, Rancho Cordova, Rosemont, and South Sacramento communities and has secured partnership commitments to the Franklin, Rancho Cordova and South County Career Centers. The Citrus Heights Career Center will be the primary base of operations.

Proposed Performance Outcomes:

- 73% of adults and 80% of dislocated workers will enter employment;
- 80% of adults and 85% of dislocated workers will retain employment;
- Adults will earn an average of \$12 per hour and dislocated workers will earn an average of \$15.80 after training.

Recommendation:

Staff recommends funding this proposal in the amount of \$142,080 (\$47,311 from ARRA/WIA and \$94,769 from TANF-ECF) to serve a minimum of 30 customers.

WEX is a new adult activity for Crossroads, but it has a long history of operating other SETA WIA programs for youth and adults and targeting clients who are hard to serve or face chronic unemployment.

Crossroads proposed a cost per participant of \$6,765, which included training that exceeded the number of hours allowed for WEX. Staff recommendations reflect a lower cost per participant of \$4,736, which was derived by reducing the number of WEX training hours from 512 to 300. Participant FICA, Unemployment Insurance, and Worker's Compensation costs were reduced accordingly. Recent guidance on the Recovery Act states that a 100% wage subsidy, or work experience, should be used only for the purpose of work readiness and should be short term.

Proposal # 19 Sacramento Lao Family Community, Inc. (OJT)

Requesting \$323,362 to serve 50 participants at a cost of \$6,467.24 per participant.

Sacramento Lao Family Community, Inc. (SLFC) proposes to provide job development services in On-the-Job Training (OJT) with local businesses, both private and public. SLFC expects to provide continued On-the-Job Training placements at a 50% reimbursement incentive to insure employer satisfaction and long-term sustainability through on-going job assessment and support during the training placement phase.

The targeted participant eligibility is 100% low-income (80% Asian) adults in the Sacramento region.

Proposed Performance Outcomes:

- 85% successful placement (43) to referred income eligible referrals made through the One Stop services or direct client walk-ins procured through community outreach;

- 80% of the placements made through the proposed workforce development (OJT) placements, will be maintaining employment post 90 days, or have become other employed through other job networking because of the initial placement.

Recommendation:

Staff is not recommending Sacramento Lao Family Community for Workplace Training/OJT activity funding. The Required Response Format presented \$149,000 to serve 50 participants at a cost of \$2,980 per participant. However, the budget presented \$323,362 to serve 50 participants. Actual hours of training were not consistent (320, 480) and the flowchart presented only 25 of 50 (50%) would attain full-time employment. Sacramento Lao Family Community, Inc. is currently funded by SETA for Refugee Services.

Proposal # 22 Lao Family Community Development, Inc. (WEX)

Requesting \$323,000 to serve 50 participants at a cost of \$6,460 per participant.

Lao Family Community Development, Inc. (LFCD) proposes to place low-income individuals with significant barriers to employment that include limited English-skills, lack of education, or little or no work experience in the U.S. into paid workplace training at worksites within three industries identified as critical occupation clusters.

Work Experience (WEX) Program participants will be new arrivals - refugees, asylum-seekers, or recent immigrants or those struggling with generational poverty and are public benefits recipients. Although outreach efforts will target low-income, ethnic communities with a focus in South Sacramento. However, all eligible Sacramento residents are welcome to participate. The targeted participant eligibility includes Asian (70%) public assistance recipients and other low-income.

Proposed Performance Outcomes:

- 50 completing work experience
- 45 low-income individuals will successfully transition into full employment upon completion of the 12-week Work Experience
- 36 low-income individuals will retain employment.
- Average earnings will be at least \$12.00 per hour for all employed clients

Recommendation:

Staff is not recommending Lao Family Community Development for Workplace Training/WEX activity funding. The cost of \$6,460 per participant is high for this activity. It is not clear from the proposal how an \$8.00/hr WEX will transition to a \$12/hr placement. The program proposed using its own system to document services vs. SMARTware. The proposal for services did not follow WEX guidelines. The activities presented were on-the-job training which LFCD was funded in Phase I.

Proposal #24 Sacramento Chinese Community Service Center (SCCSC) (WEX)

Requesting \$276,704 to serve 50 participants at a cost of \$5,534 per participant.

The Sacramento Chinese Community Service Center (SCCSC) proposes to provide Work Experience (WEX) opportunities to qualified recipients of public assistance and low income individuals with the purpose of quickly creating new jobs in Sacramento County. The program will provide training to customers who have significant barriers to employment and assist them in developing the work skills necessary to enhance their employment opportunities and achieve self-sufficiency.

Training is proposed for an average of 240 hours at \$8 per hour. The proposed wage at placement is \$12 per hour. The program will coordinate services with the Franklin and Rancho Cordova Career Centers.

Proposed Performance Outcomes:

- 50 qualified customers will be enrolled in WEX
- 85% of customers enrolled in WEX will complete training
- 73% entered employment rate
- 80% employment retention rate
- 75% of WEX will be within the Sacramento Works recognized critical occupational clusters
- \$25,000 (\$12.00 per hour) will be the average annual earnings

Recommendation:

Staff is not recommending Sacramento Chinese Community Service Center for Workplace Training/WEX activity funding. The cost of \$5,534 per participant is high for the proposed activity. It is not clear from the proposal how \$8.00/hr work experience for 240 hours will result in a \$12.00/hr placement. The proposal for services did not follow WIA work experience guidelines. The activities presented were on-the-job training which SCCSC was funded for in Phase I.

Proposal #28 Roberts Family Development Center (WEX)

Requested \$246,527 to serve 25 participants at a cost per participant of \$9,861.

The Roberts Family Development Center (RFDC) is proposing a new employment program for the formerly incarcerated, their family members and community members. RFDC program is entitled Green Corps. The Roberts Family Development Center Green Corps program will address the following needs 1) Re-entry barriers (expungement, ID cards, etc.), 2) Skill building in returning to employment market, 3) Skills building in Green Technology and Green concept, and 4) Marketing of formerly incarcerated, their family members and community members as Green potential. The target area of the Roberts Family Development Center for the Green Corps program is located in the 95815 and 95811 zip code of North Sacramento. Targeted ethnicity includes Asian (20%)

Black (30%), Hispanic (30%), and White (20%). Targeted eligibility includes Homeless (10%), Public assistance recipients (40%), Offender (40%), and long-term unemployed (10%).

Proposed Performance Outcomes:

- Recruit and prepare 25 formerly incarcerated, family members and community members for green types of jobs.
- At least 75% of the 25 will have re-entry barriers removed.
- All 25 will be employed in critical occupational cluster sectors that provide self-sufficiency wages of \$12.00 an hour, employer paid benefits, and career advancement/career ladders.

Recommendation:

Staff is not recommending Roberts Family Development Center for Workplace Training/WEX activity funding. The cost per participant of \$9,861 is high. It is not clear what training is proposed, what employers will participate, or what the employment retention will be. The proposal for services did not follow WIA work experience guidelines.

Proposal # 32 America at Work

America at Work is requesting \$300,000 to serve 40 participants at a cost of \$7,500 per participant.

America at Work proposes a mentorship/internship in water distribution and treatment that includes WEX and OJT activities under the mentorship of the Rio Linda/Elverta Community Water District.

The program proposes to serve young adults between the ages of 18 to either 27 years old; emancipated, academically unprepared professionally, economically challenged at home; or the returning veterans, and ex-offenders.

Recommendation:

Staff is not recommending America at Work funding. The proposal did not follow the required response format presented in the RFP. Thus, it was difficult to determine what services were actually to be provided by the applicant. The cost per participant on the required response coversheet was \$750. However, the budget reflects \$7,500. The demographic make-up of eligible participants in targeted neighborhood(s) was left blank. It is not clear from the proposal how \$8 to \$8.50 per hour WEX or OJT will result in a \$12/hr placement. Services to 40 participants were proposed. However, the budget demonstrates only 20 would receive paid WEX/OJT wages. A rationale in the narrative was not identified. Proposed WIA performance outcomes were not presented. There did

not appear to be an evaluation process or a self-monitoring plan. All activities presented appeared to be OJT, although the budget showed both WEX and OJT.

Proposal #34 Twin Rivers Unified School District

Requesting \$608,364 to serve 90 participants at a cost of \$6759.60 per participant.

Twin Rivers Unified School District's Adult School Division (TRAS) proposes to collaborate with SHRA and the Neighborhood Stabilization Program to administer a Workplace Learning/Job Creation program to dislocated workers. The project is focused on rehabilitating three distressed properties using certified green technology and listing the property for resale. Revenues from the sale of property will be used for project continued funding. The project proposes to remove the inventory of foreclosed homes in blighted neighborhoods and provide a community classroom to TRAS. Geographically, Twin Rivers plans to serve applicants from the entire Sacramento County area.

Proposed Performance Outcomes:

- 80% Dislocated Workers will enter employment
- 85% Dislocated Workers will retain work
- Average Dislocated Worker wages will be \$32,900 annually (\$15.81/hr.)

Recommendation:

Staff is not recommending Twin Rivers Unified School District for Workplace Training activity funding. Page one of the Required Response Format was missing from the proposal. There is no clear description of how the program would be implemented, nor is there a detailed plan to place participants in unsubsidized employment after completion of the project. Curriculum has not yet been developed or approved for the classroom training. The proposal presents that Twin Rivers intends to almost completely restrict itself to hiring the dislocated worker from the construction cluster and paying them \$8.80/hr. Participant wages were not included in the budget. This rate of pay is very low for this industry. \$186,100 in Equipment (which would need to be returned to SETA at program completion) costs are included in the budget.

Sacramento Employment and Training Agency

Recovery Act/Workforce Investment Act (WIA), Title I, Adult/Dislocated Worker Program (Phase II)
Business Development and Retention Rankings

Prop. Num.	Rank	Agency Name	Funding Request	Funding Requests, FY2009 - 2010					Recommendation for 2009-2010 : Number Served	Funding Recommendation for 2009-2010
				Number Served	Cost per Participant	Cost per Job	SWCC Target	Business Development Sector		
4	1	Opening Doors, Inc. (Bus)	\$219,701	56	\$3,923		0	Tourism/Restaurant Management	43	\$170,000
31	2	Sac Asian Pacific Chamber of Commerce (Bus)	\$300,000	300	\$1,000		0	Green business development	25	\$25,000
29	2	Mutual Assistance Network of Del Paso Heights (Bus)	\$194,843	29	\$6,719		0	Restaurant/Food Service	29	\$113,505
33	2	North State Building Industry Association (NSBIA) (Bus)	\$224,242	700	\$320		0	Construction	0	\$0
27	3	Tree of Hope Funding, Inc. (Bus)	\$165,000	80	\$2,063		0	Small Business Development	0	\$0
26	3	Jackey Care's Housing (Bus)	\$127,611	26	\$4,908		0	Internet Business Development	0	\$0
Phase II Totals			<u>\$1,231,397</u>	<u>1,191</u>					<u>97</u>	<u>\$308,505</u>

ARRA Proposal Summaries and Recommendations – Phase II

Business Development and Retention

Opening Doors, Inc. – Proposal #4

Opening Doors, Inc. proposes the World's Kitchen program, an on the job training program which will create jobs by supporting the development of small "green" businesses in the hospitality industry that provides small scale food preparation and service. It will provide job creation and training services to adults (age 18 and over) and to create 18 to 21 new small business owners and 48 to 56 conventional jobs.

Opening Doors, Inc. World's Kitchen will be available to any qualified individual residing in Sacramento County. They anticipate that a large proportion of clientele will come from in or near the Northern Sacramento or the Florin-Perkins Enterprise Zones. This program will also focus on low income participants.

Opening Doors, Inc. has requested funding in the amount of \$219,701. This program proposes to serve 56 participants at a cost per participant of \$3,923. The programs goal is an 85% overall 90-day success rate to ensure job retention for owners and their employees, providing wages of between \$10.00 and \$25.00 per hour.

Recommendation:

The Opening Doors, Inc. (ODI) proposal is an innovative program that allow graduates to open their own businesses. The World's Kitchen, a "Kitchen Incubator Program", the first non-profit Kitchen facility in the Sacramento region will be operable in the Fall of 2010. This facility will assist small 'green' businesses in often overlooked areas of the hospitality industry. ODI contributes to a 'greener' environment providing training in the following areas:

- Methods of treatment and disposal of cooking oil
- Disposal of food scraps
- Choice of biodegradable or recyclable tableware and serving dishes
- Organic versus non-organic ingredients

For now, ODI will assist small business by locating and establishing themselves in licensed commercial kitchens that will be used on a rental basis until the Kitchen Incubator is operational. Staff is recommending \$170,000 to serve 43 businesses.

Jackey Care's Housing – Proposal #26

Jackey Care's Housing (JCH), a local non-profit organization in Sacramento, has developed a comprehensive employment model designed to address the Adult and Dislocated Workers unemployment problem in Sacramento County. Many of the jobs will be subcontracting opportunities from home based jobs such as Internet research and customer support, mystery shopping, audits, data processing, appointment setting, tow truck operator and direct distribution.

Jackey Care's will serve residents of the City of Sacramento. Jackey Care's proposes to serve Recipients of Unemployment Insurance or those who have exhausted Unemployment Insurance benefits, homeless, veterans, public assistance recipients and other low-income individuals, offenders, those with disabilities, long tem unemployed, and dislocated workers.

Jackey Care's has requested funding in the amount of \$127,611. This program proposes to serve 26 participants at a cost per participant of \$4,908. The anticipated average wage will be \$22,000 annually (\$10/hr).

Recommendation:

Jackey Care's Housing (JHC) proposal contained little or no job creation, few partnerships and no plan for long-term employment. While JCH had a number of collaborative partners, there was no connection to the Sacramento Works Career Center system, no discernible links to employers nor was there a viable job development component.

Tree of Hope Funding, Inc. – Proposal #27

Tree of Home Funding, Inc. (TOHF) is a non-traditional community investment funding resource that supports the financing and growth of small businesses through self-employment and job creation stimulation strategies. TOHF proposes to provide evidence-based business development, stimulate job creation, and business and employee retention support models to clients who are eligible under this specific RFP. TOHF proposes to do this by utilizing site-based coordination with BICs and SBDCs to assist with and provide Outreach, Recruitment, and Orientation; Eligibility Determination and Registration; Assessment Using the CLAPP Principles; Coaching/Mentoring; Business Education; Career Ladder Team Performance Incentives, and Partnership and Subcontracting Opportunities.

TOHF is proposing to serve six geographic areas by coordinating and integrating business client services at the Franklin One Stop/BIC and the newly identified satellite location at the Greater Sacramento Urban League.

TOHF has requested funding in the amount of \$165,000. This program proposes to serve 80 participants at a cost per participant of \$2,063.

Recommendation:

This is Tree of Hope (TOHF) second request for funding under Business Development and Innovation. This proposal targets 20 *"qualifying underperforming business"* and provides service to 80 individuals, yet only 40 individuals would receive screening and coaching. In this proposal TOHF requested \$100,000 for supportive services and scholarship awards; however, these services should be provided to participants by the Career Center coaches that TOHF is required to co-enroll. Without these two services the funding request is reduced to \$65,000. In this proposal TOHF proposed to create a satellite office at the Greater Sacramento Urban League while providing services from the Franklin Career Center.

Staff still believes that Tree of Hope can be an effective partner in connecting small businesses and entrepreneurs in particular geographic regions to specific Business Information Centers. In the last round of funding, staff recommended that Tree of Hope provide services through the Franklin Career Center and is still working to establish the Business Information Center at the Franklin Career Center. Staff feels, before any additional funding is provided, that TOHF demonstrate success by establishing a presence for the Franklin Career Center BIC.

Mutual Assistance Network of Del Paso Heights – Proposal #29

Mutual Assistance Network of Del Paso Heights (MAN) proposes to develop the Firehouse Café and Produce Market, to be located inside the Firehouse Center. The existing Firehouse Community Center, owned and operated by the Mutual Assistance Network, will be renovated to become the Firehouse Center. The Firehouse

Café and Produce Market will bring a new locally owned business into the Del Paso Heights community and serve as a model for other local businesses.

The Firehouse Produce Market will provide community residents a centralized permanent location where they can purchase affordable, quality, fresh fruits and vegetables from local growers. The market will be an additional location for the Farmers' Market growers to sell their produce. The proposed new Firehouse Center business would provide employment opportunities for adults, dislocated workers and youth. The jobs would offer training and health benefits, assisting the workers to gain important skills needed for career advancement.

MAN has requested funding in the amount of \$194,843. Man proposes to serve 29 participants at a cost per participant of \$6,719. All employees will be paid competitive and fair wages. All employees of the Firehouse Café and Produce Market are employees of MAN. Therefore, they are eligible to receive full medical, dental and vision benefits as well as participate in MAN's 401(k) retirement program.

Recommendation:

The Mutual Assistance Network (MAN) proposal was to develop the Firehouse Café and Produce Market that will be located at the existing Firehouse Community Center and is owned and operated by MAN. The Firehouse Café and Produce Market will become self-sustaining businesses that will not require MAN to fund - raise for their future operations and will create jobs in the Del Paso Heights. Staff is not recommending to fund MAN for their request of \$46,000 to subcontract to vendors and/or purchase equipment and produce because these are not allowable costs. Because MAN is proposing to provide services in Del Paso Heights—an underserved area—staff is recommending to fund the proposal with \$76,700 in Temporary Assistance to Needy Families (TANF) Emergency Contingency Fund (ECF) funds and \$36,805 in Recovery Act funding for a total of \$113,505 to serve 29 job seekers.

Sacramento Asian Pacific Chamber of Commerce – Proposal #31

Sacramento Asian Pacific Chamber of Commerce proposes a program entitled Green Connections, and is focused around a 'Supplier Diversity' program. Its purpose is to link small business in Sacramento county specifically for women, minority, disabled and disabled veteran based businesses (52,982 firms 2002 Economic Census) by helping this targeted population identify and acquire contracts to provide 'green' services and products to participating local governments and private industry as these organizations transition and comply with future federal and state regulations to reduce 'greenhouse gases'.

The centerpiece of innovation of Green Connections involves a 'User Friendly' Web 2.0 based platform acting as a 'Gateway' providing seamless and transparent 'One Stop' service for business to become registered and certified to provide services and products. The organization, Sacramento Asian Pacific Chamber of Commerce and the action associated with this grant will take place in Sacramento County.

Sacramento Asian Pacific Chamber of Commerce is requesting funding in the amount of \$300,000. This program proposes to serve 300 participants at a cost per participant of \$1,000. Sacramento Asian Pacific Chamber of Commerce anticipated program outcomes will prepare workers for high wage and high demand critical occupational cluster of green energy technology cluster that provides employer paid benefits and opportunities that provide advancement/career ladders.

Recommendation:

The Sacramento Asian Pacific Chamber of Commerce (SACC) proposal contains limited details on job creation and proposes limited funds going directly to participants. However, the proposal is innovative, focuses on

environmental concerns, and contains highly effective partnerships. One effort entitled- Green Connections, focuses around a 'Supplier Diversity' program. SACC proposes to link small businesses in Sacramento County specifically for women, minority, disabled and disabled veteran based businesses by helping these targeted populations identify and acquire contracts to provide 'green' services and products to participating local governments and private industry as these organizations transition and comply with future federal and state regulations to reduce 'greenhouse gases'. Sacramento Asian Pacific Chamber of Commerce will deploy 'Connect Here', a supplier diversity program website at the 'One Stop' website to connect suppliers of green services and products to emerging small, minority, women, disabled and disabled veteran businesses that can grow by responding to requests for proposals or bids for green product and services. The Connect Here website will provide suppliers with a single source for registration and certification creating a seamless and transparent process for the user. Staff is recommending \$25,000 to serve 25 businesses.

North State Building Industry Association – Proposal #33

North State Building Industry Association (North State BIA) proposes to establish a coordinated information and referral service assisting small businesses to connect to business support services to become more competitive and productive in the "green" construction, power & energy, and transportation industries. North State BIA will recruit 200 small businesses, with a special emphasis on the use of new and emerging "green" technologies, in the construction, transportation, and/or power & energy industries to the various "green" certification programs and small business development and assistance centers in Sacramento County resulting in increased sales, productivity, and profitability for the small businesses.

North State BIA will contact employers for employment opportunities within the greater Sacramento area with a primary focus in Sacramento County. Small businesses served will reside in Sacramento County or do business in Sacramento County.

North State BIA has requested funding in the amount of \$224,242. This program proposes to serve 700 (500 employed participants and 200 small businesses) at a cost per participant of \$320. Displaced workers, veterans, and under represented participants will successfully be working full time with an average wage of \$13.00 with benefits.

Recommendation:

North State Building Industry Association (North State BIA) proposal provided little job creation and while it proposed to serve 700 participants most of the services appear to be job matching. North State BIA has an impressive list of collaborative partners, many of which SETA/Sacramento Works presently has already well developed partnerships. Many of the services offered by North State BIA duplicate either SETA/Sacramento Works Career Center or SETA/Sacramento Works Employer Services.