

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Social Services	(2) MEETING DATE 7/22/2014	(3) CONTACT/PHONE Dawn Boulanger 805-781-1835	
(4) SUBJECT Request to approve a Fiscal Year 2014-2015 renewal service contract (Clerks File) with Henkels & McCoy, Inc. in an amount not to exceed \$123,663 for Workforce Investment Act (WIA) Youth Employment and Training Services. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board approve, and direct the Chairperson to sign, a renewal service contract with Henkels & McCoy for Workforce Investment Act (WIA) Youth Employment and Training Services in the amount of \$123,663 for Fiscal Year (FY) 2014-2015.			
(6) FUNDING SOURCE(S) DSS Realignment trust funds	(7) CURRENT YEAR FINANCIAL IMPACT \$123,663	(8) ANNUAL FINANCIAL IMPACT \$123,663	(9) BUDGETED? Yes
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ___) <input type="checkbox"/> Board Business (Time Est. ___)			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) 19001431		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? N/A	(16) AGENDA ITEM HISTORY <input type="checkbox"/> N/A Date: <u>02/04/2014</u>	
(17) ADMINISTRATIVE OFFICE REVIEW Emily Jackson			
(18) SUPERVISOR DISTRICT(S) All Districts			

County of San Luis Obispo



TO: Board of Supervisors

FROM: Social Services / Dawn Boulanger
805-781-1835

DATE: 7/22/2014

SUBJECT: Request to approve a Fiscal Year 2014-2015 renewal service contract (Clerks File) with Henkels & McCoy, Inc. in an amount not to exceed \$123,663 for Workforce Investment Act (WIA) Youth Employment and Training Services. All Districts.

RECOMMENDATION

It is recommended that the Board approve, and direct the Chairperson to sign, a renewal service contract with Henkels & McCoy for Workforce Investment Act (WIA) Youth Employment and Training Services in the amount of \$123,663 for Fiscal Year (FY) 2014-2015.

DISCUSSION

California implemented the federal Workforce Investment Act (WIA) of 1998 in the year 2000 with the goal of building a comprehensive workforce investment system that would increase employment opportunities, job earnings and retention, while improving occupational skills to sustain California's economic growth in future years. One of the goals of the WIA was to bring together a fragmented group of workforce development programs to create a one-stop system in which employers and job seekers could easily access a wide array of employment and training services. WIA mandated universal access to the one-stop system, with sequential eligibility for employment and training services.

The enactment of WIA also brought about substantial changes to how youth are served in the workforce development system by moving away from one-time, short-term interventions, to a long-term comprehensive system of services that better prepares high-risk youth to make a successful transition to the workforce and continued education. WIA Title I services focus on quality employment and training services to assist eligible youth to find meaningful employment.

On February 4, 2014 the Board awarded Henkels & McCoy (H&M) their initial San Luis Obispo County WIA Youth services contract in the amount of \$123,663. The term of that contract was six months with an expiration date of June 30, 2014. The contract was funded through WIA Youth carryover funds from FY 2012-13. The sole youth provider at that time, Goodwill Industries and its subcontractor Cuesta College, were allocated \$200,000 of carryover funding from FY 2012-13 to expand its youth services for FY 2013-14. In discussions for the use of the remaining carryover funding, the Youth Council of the San Luis Obispo County Workforce Investment Board (WIB) prioritized older and out-of-school youth with serious barriers to employment and the North County area for increased services. The Youth Council is comprised of mandated and voluntary youth services stakeholders including eligible youth, a parent of an eligible youth, WIA Youth service providers, and representatives from County Probation, Office of Education, and Social Services. A Request for Proposal (RFP) was developed in response to areas of opportunity identified by the Youth Council. An Evaluation Committee made of up two Youth Council members and an employee of the requesting County department convened and reviewed the submissions based on the criteria detailed in the RFP. Henkels & McCoy (H&M) was selected to provide targeted youth employment services, funded with FY 2012-13 carryover funds, to older and out-of-school youth (OSY) in the North County area.

The WIA youth employment and training services contract with H&M establishes a comprehensive youth development

system that links local community, youth, and education stakeholders. H&M has partnered with area employers and businesses to create internships for out of school youth, and hire local staff. H&M specifically offers case management, mentoring, and occupational skill straining including portable and stackable industry recognized credential training, such as the National Retail Federation Customer Service training, to provide youth an edge when they apply for jobs.

H&M is an additional provider of WIA Title I youth employment and training services in the County. Cuesta College, through a subcontract with Goodwill Industries, continues to provide youth employment and training services to both in-school and out-of-school youth countywide. Cuesta's current subcontract funding will not be impacted by this renewed out-of-school youth services contract. H&M's services offer key components for improving performance in core employment and educational skills for youth. By offering this level of support, it is anticipated that the local workforce will be strengthened and these outcomes support the County goal of a strong and viable economy.

OTHER AGENCY INVOLVEMENT/IMPACT

This contract was developed in partnership with the WIB. County Counsel has reviewed and approved the contract as to legal form and effect.

FINANCIAL CONSIDERATIONS

The total amount for the Youth Employment and Training Service contract with H&M is \$123,663. Although this contract is for WIA Youth services, it will be funded with 100% DSS Realignment trust funds rather than WIA Title I Youth funding. This will ensure that the WIA funding for the Cuesta College Youth services sub-contract will not impacted. Additionally, through funding this contract the youth enrolled by H&M during the 2013-14 program year will have access to the full array of WIA services through H&M providing continued and follow-up services to these WIA enrolled youth. DSS does not intend to continue the H&M contract using realignment funds beyond this program year. In accordance with WIA and County policies, WIA Youth services will be procured again this program year to identify a service provider for the 2015-16 program year and subsequent years per the awarded contract. This item will not require any additional General Fund support.

Agency	Budgeted FY 14-15	Notes	Sharing Ratios			
			Fed	State	Co	Other
Henkels & McCoy	\$123,663	WIA Youth Programs	0%	0%	0%	100%

RESULTS

FY 2013-2014:

H&M exceeded their performance goal of enrolling 33 WIA youth and made contact with 133 youth and provided basic orientation information about the WIA training program. Of these 133 youth, 34 were met eligibility criteria for WIA Youth services and enrolled into the program. All 34 youth were engaged in an assessment process to develop and Individual Service Strategy plan to guide their training and employment goals.

H&M met their performance goal and conducted Occupational Skills Training which totaled 25 Industry Recognized Credentials earned by 16 youth.

H&M provided services that resulted in 6 youth obtaining unsubsidized employment and 4 youth were enrolled into post-secondary education programs. Additionally, 6 youth were connected with paid work experience/internship opportunities.

Since the program was recently implemented in February 2014, H&M has not yet exited any youth. Therefore data is not yet available regarding the state performance measures outlined below. However, H&M will work through PY 14-15 to continue services to WIA enrolled youth and obtain data on performance measures as follows:

FY 2014-2015:

H&M will provide services that result in a minimum of 67.1% of the total youth served being placed in employment or education in the first quarter after the exit quarter. *(This includes employment, military, post-secondary education and/or advanced training/occupational skills training.)*

H&M will provide services that result in a minimum of 68.7% of youth attaining a diploma, GED, or certificate by the end of the third quarter after the exit quarter.

H&M shall provide services that result in a minimum of 78.7% of youth participants increasing one or more educational functioning levels.

ATTACHMENTS

1. H&M Contract- Clerk's File