

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

(1) DEPARTMENT Social Services	(2) MEETING DATE 4/5/2016	(3) CONTACT/PHONE Tammy Aguilera - 781-1838 Michael Coughlin - 781-1908	
(4) SUBJECT Request to approve a sole source FY 2015-16 new service contract (Clerk's File) for Workforce Innovation and Opportunity Act (WIOA) Youth Services with Eckerd Youth Alternatives, Inc. (Eckerd), in the amount of \$295,116.02. All Districts.			
(5) RECOMMENDED ACTION It is recommended that the Board waive the Board adopted Contract for Services Policy and approve and execute a sole source FY 2015-16 new service contract with Eckerd Youth Alternatives, Inc. (Eckerd) for Workforce Innovation and Opportunity Act (WIOA) Youth Services for a three (3) month period beginning April 1, 2016 and ending June 30, 2016 in the amount of \$295,116.02.			
(6) FUNDING SOURCE(S) WIOA Federal Funds	(7) CURRENT YEAR FINANCIAL IMPACT \$295,116.02	(8) ANNUAL FINANCIAL IMPACT \$295,116.02	(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) 19001636		(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? No	(16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A    Date: _____	
(17) ADMINISTRATIVE OFFICE REVIEW Morgan Torell			
(18) SUPERVISOR DISTRICT(S) All Districts			

# County of San Luis Obispo



TO: Board of Supervisors

FROM: Social Services / Tammy Aguilera - 781-1838  
Michael Coughlin - 781-1908

DATE: 4/5/2016

SUBJECT: Request to approve a sole source FY 2015-16 new service contract (Clerk's File) for Workforce Innovation and Opportunity Act (WIOA) Youth Services with Eckerd Youth Alternatives, Inc. (Eckerd), in the amount of \$295,116.02. All Districts.

## **RECOMMENDATION**

It is recommended that the Board waive the Board adopted Contract for Services Policy and approve and execute a sole source FY 2015-16 new service contract with Eckerd Youth Alternatives, Inc. (Eckerd) for Workforce Innovation and Opportunity Act (WIOA) Youth Services for a three (3) month period beginning April 1, 2016 and ending June 30, 2016 in the amount of \$295,116.02.

## **DISCUSSION**

On July 07, 2015, Board Item #22, the Board approved a service contract with Henkels and McCoy (H&M) Workforce Innovation and Opportunity Act (WIOA) Youth Services for the period of July 1, 2015 through June 30, 2016. WIOA Youth services are provided through a comprehensive youth development system that links local community, youth and education stakeholders. Specific types of services include: tutoring, study skills training, instruction leading to completion of secondary school, alternative school services, mentoring, paid and unpaid work experience, occupational skills training and appropriate supportive services (i.e., clothing assistance and transportation). WIOA focuses youth program services to out-of-school youth, requiring that a minimum of 75% of funding goes towards serving this population. Locally, WIOA Youth program serve transitional age youth 16-24 years old. At least 20% of WIOA Youth funds are required to go to work experience learning opportunities. WIOA Youth programs place emphasis on career pathways for youth, dropout recovery, and education and training that lead to attainment of a high school diploma *and* a recognized postsecondary credential.

In compliance with County and WIOA regulations, the County issued a Request for Proposal (RFP) in October 2014 for FY 2015-16 youth services, with a second and third year option to renew. The RFP was seeking a WIOA Youth Services provider for the provision of WIOA Youth employment, training and education programs county-wide. One proposal was received in response to the RFP, from Henkels & McCoy, Inc. The proposal was reviewed in accordance with the evaluation criteria detailed in the RFP and found to address all areas of requested service provision as outlined in the RFP. The Workforce Development Board Executive Committee approved the Henkels & McCoy WIOA Youth Services proposal on January 14, 2015, directing the Administrative Entity/DSS to commence contract negotiations. Your Board approved the FY 2015-16 WIOA Youth Services Contract with Henkels & McCoy on July 07, 2015 Board Item #22. The contract was approved for the FY 2015-16 July 01, 2015 through June 30, 2016 period with an option to renew for a second and third year.

However, in a letter dated January 29, 2016, Henkels & McCoy notified the County they are shifting their business focus and eliminating their Training Services Division which handles the WIOA Youth contract. They instead will focus and invest in the business markets of Power, Gas Distribution, Communications, and Oil & Gas Pipeline where they have core construction competencies. We received notification of this at the end of January 2016, and the change is to take effect March 31, 2016.

Due to time constraints, and in order to ensure continuity of services to WIOA enrolled youth participants through June 30th, the County is asking to waive the County Contract for Services Policy for the remainder of FY 2015-16 and allow the County to enter into a contract with Eckerd Youth Alternative, Inc. (Eckerd). Eckerd has the experience and infrastructure necessary to handle the program immediately utilizing the current local Henkels & McCoy staffing and resources therefore there will be a seamless transfer of services to participants currently in the WIOA Youth program. The Workforce Development Board approved the scope of work and budget of the Eckerd contract at the March 09, 2016 Executive Committee Meeting. The term of the contract with Eckerd will be for the three (3) month period starting April 1, 2016 through June 30, 2016. The County will go through a RFP process for FY 2016-17 WIOA Youth services.

Eckerd, a private non-profit, was founded in 1968 by Jack and Ruth Eckerd, with the vision of creating healthy and successful alternatives to help children and families lead successful lives. Initial services included outdoor therapeutic programs for both boys and girls and in 1982 expanded to operate Florida's first private juvenile justice program. Their work with families revealed the need for increased education and employment skills to assist families reach higher levels of achievement and in 1984, Paxen, a workforce development program for Eckerd kids, was established with the mission of providing fundamental life, education, and workforce skills that together form the building blocks for better lives. Paxen operates three (3) primary programs:

1. Academic skills
2. Delinquency Services
3. Workforce Development

The Workforce Development division focuses on career readiness, work experience, job placement, and industry-specific training and certification. The WIOA Youth program falls under this division. Eckerd serves over 18,500 youth and families each year with over 800 employees dedicated to providing opportunities for building successful and productive lives of those they serve. For more information about services offered by Eckerd, visit their website at [www.eckerd.org](http://www.eckerd.org).

Specific to this contract, Eckerd will provide the following WIOA youth services, either directly by the WIOA service provider or through partnering with other youth-serving agencies:

1. Tutoring, study skills training, instruction, and evidenced-based dropout prevention and recovery strategies leading to completion of requirements of secondary school, recognized equivalent, or for recognized postsecondary credential;
2. Alternative secondary school services or dropout recovery services;
3. Paid and unpaid work experiences, including summer and year-round employment opportunities, pre-apprenticeship programs, internships, job shadowing and on-the-job training opportunities;
4. Occupational skill training, with potential priority given to programs leading to recognized postsecondary credentials aligned with in-demand industry sectors/occupations;
5. Education offered concurrently and in the same context as workforce preparation activities and training for specific occupation or occupational cluster;
6. Leadership development activities, which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate;
7. Supportive services;
8. Adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months;
9. Follow-up services for not less than 12 months after the completion of participation, as appropriate;
10. Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate;
11. Financial literacy education;
12. Entrepreneurial skills training;
13. Services that provide labor market and employment information about in-demand industry sectors and occupations available;
14. Activities that help youth prepare for and transition to postsecondary education/training.

Access to these program elements will vary by youth need, as determined by individual service strategies devised between the youth and his/her case manager, and by assessment of skills and service needs.

Performance outcomes for WIOA Youth services are linked to in-demand occupations in high-growth sectors. Financial literacy education and entrepreneurial skills training activities are new service areas included as WIOA Youth program eligible activities. Through WIOA Youth programs, youth with disabilities receive extensive pre-employment transition services to obtain and retain competitive integrated employment.

Approval of this contract will ensure that WIOA Youth services will remain available to eligible youth seeking workforce development services which offer key components for improving performance in essential employment and educational skills for local youth seeking work and meet the needs of hiring employers. By offering this level of support, it is anticipated that the local workforce will be strengthened and those working will have employment opportunities that support self-sufficiency. These outcomes support the Department and County goal of a strong and viable economy.

**OTHER AGENCY INVOLVEMENT/IMPACT**

County Counsel has reviewed and approved the contract as to legal form and effect.

**FINANCIAL CONSIDERATIONS**

The total contract amount for Eckerd is \$295,116.02. The funding for this contract is included in the DSS adopted budget for Fiscal Year 2015-16 and will require no General Fund contribution.

Agency	Budgeted FY 15-16	Notes	Sharing Ratios		
			Fed	State	Co
Eckerd Youth Alternatives, Inc	\$295,116.02	WIOA Youth Services	85%	15%	0%

**RESULTS**

**Henkels and McCoy**

***Fiscal Year 2015-16 (July 1, 2015 through March 31, 2016) – Services Provided***

For the period of July 01, 2015 through March 31, 2016, WIOA Youth Services were provided by Henkels and McCoy Training Services. As of December 31, 2015, Henkels and McCoy:

- Served 74 youth participants which placed them on target for their contract goal of 138 youth.
- Provided services which resulted in the attainment of 43 occupational skills credentials including 11 youth receiving their high school diplomas. Training services are provided based on participant need as identified in their individual plan.
- Twenty-two youth were provided work experience opportunities through both paid and unpaid internships.
- Supportive services were provided in 76 instances to meet the needs of youth needing assistance with transportation, clothing, exam fees and interview/job preparation.

***Fiscal Year 2015-16 (July 1, 2015 through March 31, 2016) – State Performance Standards***

Performance Standard	Goal	Current Rate	Notes
Employed or Enrolled in Post-Secondary Education	67.1%	75%	Exceeding
Attainment of diploma, GED or certificate by 3 <sup>rd</sup> Quarter after exit	68.7%	86%	Exceeding
Increase in Educational Functioning Level	78.7%	57%	DSS staff identified tracking issues in the CalJobs system regarding this performance goal. It is anticipated that this goal will be met when new data is entered for the Program Year. In addition, performance goals will be adjusted to reflect State mandated performance goals expectations that were unavailable at the time of initial contract negotiations.

## **Eckerd**

### ***Fiscal Year 2015-16 (April 1, 2016 through June 30, 2016)***

Eckerd will provide WIOA Youth services that result in a total of 100 out-of-school youth and 38 in-school youth being served including carry-in of WIOA enrolled youth from July 01, 2015 through March 31, 2016. Eckerd will continue to provide WIOA Youth services that support the County's achievement of the following State mandated performance goals:

- 65% of the total youth served being placed in employment or education in the first quarter after the exit quarter.
- 64% of youth attaining a diploma, GED, or certificate by the end of the third quarter after the exit quarter.
- 55% of youth participants increasing one or more educational functioning levels.

## **ATTACHMENTS**

1. Clerks File Statement for Contract with Eckerd