

**WORKFORCE INVESTMENT ACT (WIA), TITLE 1,
ADULT/DISLOCATED WORKER
CalWORKs
ON-THE-JOB-TRAINING/SUBSIDIZED EMPLOYMENT
for Program Year 2011-12**

STAFF FUNDING RECOMMENDATIONS

Action Item: Review and approve staff funding recommendations for the Workforce Investment Act (WIA), Title I, Adult and Dislocated Worker On-the-Job Training/Subsidized Employment (OJT/SE) program for 2011-12.

Background:

On January 26, 2011 the Sacramento Works Inc. board reviewed and approved the Workforce Investment Act Sacramento Works One Stop Career Center Resource Allocation Plan for 2011-12. The Governing Board reviewed and approved the Plan on February 3, 2011. This Resource Allocation Plan allocated WIA funds to the On-the-Job Training/Subsidized Employment activity. In addition, staff planned to include funding from the Sacramento County Department of Human Assistance (DHA) to support OJT/SE services to eligible CalWORKs recipients.

In March, 2011 the SETA Governing Board approved the release of a Request for Proposals (RFP) to solicit On-the-Job Training/Subsidized Employment (OJT/SE) services through WIA, Title I, and CalWORKs funding. The OJT/SE activity is intended to engage prospective employers in providing appropriate and meaningful training opportunities to low income individuals, dislocated workers, and eligible CalWORKs recipients. It is designed to place customers into full-time jobs in high skill, high growth occupations. OJT is a "hire first" activity that provides a 50% to 100% reimbursement of the wages paid by an employer to an employee during the training period. The percentage of the wage reimbursement and the length of training are based on the occupation, the elements of training, the experience and work readiness of the trainee, and the difficulty of the job.

Evaluation Process:

Eleven proposals were submitted in response to the OJT/SE RFP. Proposals were reviewed and scored by a team of nine evaluators, which included a representative from the Sacramento County DHA. Proposals were evaluated based on the criteria outlined in the OJT RFP. Areas reviewed and addressed included an applicant's demonstrated ability to: (proposal summaries and recommendations sent under separate cover)

- Attain WIA Common Measures, as well as local measures such as enrollment and training completion goals
- Operate, manage, deliver, and evaluate all elements of an OJT/SE program consistent with the goals and strategies of the Sacramento Works, Inc.
- Serve targeted populations and communities
- Develop jobs with prospective employers within the critical occupational clusters recognized by Sacramento Works, Inc.
- Provide all elements of case management, including the provision of supportive services, the tracking and documenting of services, including progress towards goal attainment, and providing follow-up and job retention services

- Partner, coordinate, and collaborate with SWCC and DHA staff

Program cost reasonableness was also evaluated. This was accomplished by comparing proposals to historical costs of similar programs, as well as comparing to the costs of other proposals submitted in response to the RFP.

SETA staff routinely monitors and evaluates WIA funded program services and providers on overall past program performance and ability to meet contractual performance standards. Evaluation criteria reviewed for performance of current SETA-funded applicants included:

- Achievement of planned performance goals (enrollment, training completion, entered employment and retention)
- Ability to enroll and serve target population
- Achievement of Adult and Dislocated Worker Common Measures

For non-SETA funded applicants, references were contacted and asked to provide an assessment of program performance and capabilities. This information was utilized in developing funding recommendations.

Available Funding:

The amount of PY 2011-12 WIA, Title I, program funds for allocation to OJT/SE is still unknown. The amount of funding estimated to be available for allocation is:

\$1,030,000 WIA
\$1,300,000 CalWORKs
\$100,000 NEG

Recommendation:

Approve the staff recommendations as reflected on the attached funding chart with the following stipulations:

1. Provider operating costs must not exceed 40% of participant wages.
2. Reserve \$191,106 in CalWORKs funds to allocate additional slots, negotiate higher wage reimbursement rates, or negotiate longer training durations.
3. If the final WIA, Title, Adult and Dislocated Worker funding is less than the anticipated amount, SETA reserves the right to reduce amounts allocated to providers accordingly.

Sacramento Employment and Training Agency
 Workforce Investment Act (WIA), Title I, Adult/Dislocated Worker
 CalWORKs
 On-the-Job Training/Subsidized Employment

Rank	Agency Name	Funding Request	Funding Requests, FY2011 - 2012					Funding Recommendations			Total Recommended Funding	Number to Serve		Total To Serve	
			Number Served	OJT Hours	% Reimb.	Cost per Participant	SWCC Target	Critical Occupation Clusters	NEG/WIA DW	WIA Adult		CalWORKs-Proposed	NEG/WIA DW		CalWORKs
1	Folsom Cordova Community Partnership	\$344,860	50	400	75%	\$6,897	Rancho Cordova, Mather, Hillsdale	Administration & Support, Human Services, Installation.	\$0	\$160,105	\$184,755	\$344,860		50	50
1	La Familia Counseling Center, Inc.	411,389	65	320	75%	6,329	La Familia	All, green jobs	0	183,887	227,502	411,389		65	65
2	North State Building Industry Foundation	337,610	60	740	30%	5,627	Hillsdale, Citrus Heights, Elk Grove	Clean Energy	337,610	0	0	337,610	60		60
2	Asian Resources, Inc.	450,782	60	300	90%	7,513	Broadway, Citrus Heights	All	0	171,721	279,061	450,782		60	60
2	Bach Viet Association, Inc.	295,526	50	360	90%	5,911	Lemon Hill, South County, Hillsdale	All	0	102,692	192,834	295,526		50	50
3	Lao Family Community Development, Inc.	381,004	52	320	80%	7,327	LH, MS, Franklin, SC, Hillsdale, CH	All	0	173,264	207,740	381,004		52	52
4	Sacramento Chinese Community Service Center, Inc.	193,593	30	400	50%	6,453	Franklin	All							
4	Sacramento City Unified School District	300,000	50	350	100%	6,000	Lemon Hill	Healthcare & Support Services, Tourism & Hospitality							
4	Crossroads Diversified Services, Inc.	330,631	50	600	85%	6,613	Citrus Heights, Mather, Franklin, Rancho	Administration & Support Services, Human Services, Installation.							
4	Greater Sacramento Urban League	396,786	40	540	50%	9,920	GSUL	Administration & Support Services, Information Technology							
4	Lao Family Community of Stockton, Inc.	228,876	35	480	75%	6,539	Hillsdale, GSUL	Distribution, Electronics, Healthcare, Retail							
	Totals	\$3,671,057	542	437	73%	\$ 6,830			\$337,610	\$791,669	\$1,091,892	\$2,221,171	60	277	337

Note: Operating costs must not exceed 40% of participant wages

Note: \$191,106 in CalWORKs funds will be set aside for additional slots, higher wage reimbursement rates or longer training