



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

Thursday, October 24, 2019
8:00 a.m. – 9:00 a.m.

Oxnard AJCC
2901 N. Ventura Road, 3rd Floor
Ventura Meeting Room
Oxnard, CA 93036

AGENDA

- 8:00 a.m. **Check-in and Networking Opportunity**
- 8:15 a.m. **1.0 Call to Order and Agenda Review** Tracy Perez
- 8:18 a.m. **2.0 Public Comments** Tracy Perez
Procedure: The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only.
- 8:25 a.m. **3.0 WDB Chair Comments** Tracy Perez
- 4.0 WDB Member Recognition and Appreciation**
 Richard D Trogman (Past Member)
- 8:30 a.m. **5.0 Consent Items** Tracy Perez
 5.1 Approve Workforce Development Board Minutes: August 22, 2019
- 8:35 a.m. **6.0 Action Items** Tracy Perez
- 6.1 **RECOMMENDATION THAT THE WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY (WDB) APPROVE A WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) BALANCED BUDGET PLAN UPDATE FOR PROGRAM YEAR 2019-2020 INCLUDING A REQUEST TO THE STATE TO MOVE \$200,000 FROM DISLOCATED WORKER FUNDING TO ADULT SERVICES.**
- 6.2 **RECOMMENDATION THAT THE WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY (WDB) APPROVE THE COMPREHENSIVE YOUTH SERVICES (RFP #1920.02). REQUEST FOR PROPOSAL (RFP) FOR PY2020-2021 FOR APPROXIMATELY \$1,070,000 IN WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I CORE YOUTH FUNDS.**

8:50 a.m. **7.0 WDB Administration**

8:55 a.m. **8.0 WDB Member Comments**

Committee
Members

9:00 a.m. **9.0 Adjournment to Planning Session**

Tracy Perez

Next WDB Meeting (Note Location)
December 5, 2019 (8:00 a.m.-10:00 a.m.)
AJCC Riverpark - Ventura Room,
3rd Floor, 2901 North Ventura Rd,
Oxnard, CA 93036

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Development Board of Ventura County staff at (805) 477-5306 at least five days prior to the meeting. TTY line: 1-800-735-2922.

For information about the Workforce Development Board of Ventura County, go to www.workforceventuracounty.org



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

MEETING MINUTES

Thursday, August 22, 2019

8:00 a.m. to 10:00 a.m.

Ventura County Office of Education
5100 Adolfo Road (Salon C), Camarillo, CA

WDB Members Present

Tracy Perez, WDB Chair	CAPT Douglas King	Alex Rivera
Peter Zierhut, WDB Vice Chair	Dona Toteva Lacayo	Patty Schulz
Greg Barnes	Laura Martinez	Jesus Torres
Jesse Cuevas	Anthony Mireles	Carolyn Vang-Walker
Greg Gillespie	Bill Pratt	Stephen Yeoh
Marilyn Jansen	Rosa Serrato	Celina Zacarias
Victoria Jump		

WDB Members Absent

Vic Anselmo	Dona Toteva Lacayo	Tony Skinner
Brian Gabler	Gregory Liu	Bruce Stenslie
Jeremy Goldberg	Jaime Mata	Richard Trogman
Cindy Guenette	Alex Rivera	

WDB Administration Staff

Rebecca Evans, Executive Director	Patricia Duffy	Ma Odezza Robite
Norman Albances	Patrick Newburn	

Guests

Michael Bastine	South Central Coast Regional Coalition
David Fleisch	Ventura County Civic Alliance
Adele Hermann	Ventura County Community College District
Marybeth Jacobsen	Workforce Education Coalition
Yvonne Jonason	Employment Training Panel (ETP)
Capt. Kirk Lagerquist	Naval Base Ventura County
Melissa Livingston	Human Services Agency, Chief Deputy Director

David Navarro	United Staffing Associates
Adilene Polis	SCCRC
Cynthia Sosa	United Staffing Associates
Tina Thomas	Ventura Child Support Services
Alexandria Wright	Ventura County Community College District

1.0 CALL TO ORDER AND AGENDA REVIEW

WDB Chair Tracy Perez called the meeting to order at 8:10 a.m. No changes were made to the agenda.

2.0 PUBLIC COMMENTS

No public comments were made.

3.0 WDB CHAIR COMMENTS

- WDB Chair Tracy Perez welcomed and thanked members that could make it today and the speaker/presenters for today.
- Chairman Greg Liu welcomed new board member, Laura Martinez, Director of Human Services and a United States Airforce Veteran.

Ms. Martinez was appointed to the Workforce Development Board on July 30, 2019 by the County Board of Supervisors to serve a three-year term representing the board in the Agricultural Business Sector.

- Chair, Tracy Perez and Vice Chair, Peter Zierhut recognized and thanked outgoing board member, Capt Douglas King. Highlights of his term were:
 - Captain King was appointed to the Board in October 2015.
 - 37 Years in United States Navy, as a Naval Seabee Combat Warfare Specialist with advanced degrees in Civil Engineering and as a Professional Engineer.
 - Retired from Navy and commission on July 3, 2019.
 - Served as Chief Staff Officer, Naval Base Ventura County.
 - Served on WDB as Non-Voting Member.
 - Active on the WDB Membership Committee.

4.0 CONSENT ITEMS

4.1 Approve Workforce Development Board Minutes: June 6, 2019

4.2 Receive and File: WDB Committee Reports/Minutes

4.3 Receive and File: 2018 -2019 Year-End Reviews

Motion to approve the Consent Items: Jesus Torres

Second: Kathy Harner

Abstain:

Motion carried.

5.0 ACTION ITEMS

The WDB considered background information, asked questions, and discussed the following items before taking action. The meeting packet with background information for each action item is available on the WDB website at: www.workforceventuracounty.org.

5.1 **Recommendation that the Workforce Development Board of Ventura County (WDB) Recommend that the County Board of Supervisors approve the State-Approved Ventura County Workforce Innovation and Opportunity Act (WIOA) Regional and Local Workforce Development Plans Update for Program Years 2017-2021 – Two Year Modifications**

Motion to approve: Greg Gillespie

Second: Bill Pratt

Motion carried unanimously.

5.2 **Recommendation that the Workforce Development Board of Ventura County (WDB) approve the creation of a Standing Committee for Finance and Resource Development**

Motion to approve: Victor Dollar

Second: Stephen Yeoh

Motion carried unanimously.

5.3 **Recommendation that the Workforce Development Board of Ventura County (WDB) Approve the Appointment of One Non-WDB Member: Stan Mantooth, and Reappointment of One Non-WDB Member: Linda Fisher-Helton to the Programs Committee for three-year terms**

Motion to approve: Patty Schulz

Second: Jesse Cuevas

Motion carried unanimously.

5.4 **Creation of Ad Hoc Committee to Research on WDB Models**

Peter Zierhut asked Rebecca Evans if there is a set timeframe. Rebecca replied in six months.

Motion to approve: Bill Pratt

Second: Celina Zacarias

Motion carried unanimously.

6.0 PRESENTATIONS

6.1 **VCCA Presentation (State of the Region Report) - Key Indicators for Workforce Development**

Chair Tracy Perez introduced David Fleisch, the Director for Transportation Department at Ventura County Public Works Agency who presented key indicators for workforce development based on the recent State of the Region Report.

He gave brief highlights on the status of the agricultural sectors, creative economy, employment growth, job sectors, salaries by sectors, wages and cost of living, gender differences in pay, cost of childcare, public school enrollment, socio-economic disparities index, educational attainment, English learners, cost of rent, housing affordability, transportation, time spent commuting,

- 1 in 5 of Agricultural workers in the county has the lowest salary.
- 22,000 jobs back from the 2007-2010 loss.
- Women earn less in Ventura county.
- Local government jobs have pay discrepancies.
- Cost of childcare increases.
- Public school enrollment goes down.
- Cost of living for younger families increases.
- Bachelor degree graduates earn twice more of what high school graduates earn.
- Does not have vocational data
- Average rent is \$2100.
- Homeless count has gone up last several years- number is most likely higher than chart
- 35 minutes spent commuting means the person works out of County.
- Average commute time continues to go up.

A member asked if the report was based on Ventura County employees only. Rebecca Evans replied that the data was from the residents of Ventura County.

A member also asked about the status of homeless in the county. Melissa Livingston replied that there is a more aggressive count and that healthcare is being provided to the homeless. She also mentioned about “Couch Surfers” and that more families are living in vehicles or garages, similar to the time when there was the Thomas Fires, people lived in back rooms of people’s homes.

A member asked if the data were taken from students who are homeless or those running away from home. Melissa Livingston provided background of the foster care population such that if they are not living in foster homes, they become homeless/”emancipation.”

6.2 High Impact Industry and Occupational Overview for Ventura County

Chair Tracy Perez introduced Alexandria “Alix” Wright, the Director of Ventura County Community College District Economic & Workforce Development Division who presented an overview of high-impact industries and concomitant occupational clusters based on the research afforded by Comprehensive Economic Development Strategy for Ventura County and our VCCCD Economy Overview.

Alix Wright presented briefly the workforce trends. She mentioned that Oxnard has greater number of job openings compared to other cities.

Rebecca Evans asked the speaker how to define high impact industries. Alix Wright replied that these industries are: manufacturing, agriculture, and smart city development.

6.3 Connecting with our Partners: Child Support Services in Ventura

Chair Tracy Perez introduced Tina Thomas, the Operations Manager at the Ventura County Department of Child Support Services who will gave a brief overview of the child support program, how our partnership could benefit both departments and discuss county demographic data for the non-custodial parents in our caseload.

Tina Thomas showed a brief video from Youtube of what services are offered by their department. She later presented that out of 20, 000 cases in Ventura County, only 18,000 are non-custodial caseloads, 50% of non-custodial can pay, under 40% of non-custodial parents do not have employers, 20% self-employed and pay periodically, and 20% do not work. Also, about 89% of non-custodial parents are males while 11% are females.

A member asked for the difference between the Department of Child Support Services versus the Department of Child Protective Services. Tina Thomas replied that Child Support Services enforces and collects support while the latter provides protection.

She also informed that about 70% of caseloads are non-welfare cases wherein customers come willingly to their office.

She also mentioned that the Department of Child Support Services looks forward to partnership with WDB.

Career Services access to clients of Child Support Services is a focus area within the Local and Regional Plan Update required by the State.

6.4 Summary of Local and Regional Plan

Rebecca Evans presented a summary/highlights of the local and regional plans updates.

The WDB Regional 2-Year Plan Modification narrative adds information covering:

- Expanding strategic and comprehensive partnerships to serve justice-involved individuals and assisting them obtain employment.
- Creating a new Employer Outreach and Marketing position which will centralize Ventura County's approach to recruiting employers and educating them about hiring ex-offenders.
- Expanding employment opportunities through pre-apprenticeship and apprenticeship models.
- Refining job quality indicators and targeting expanded priority-of-service populations.
- Expanding coordination efforts serving low-income residents, CalFresh recipients, and other public assistance clients.
- Expanding intake and enrollment practices beyond core programs to encompass a wider array of customers.
- Exploring braided and blended funding opportunities to better serve low-income residents.
- Collaborating with Department of Child Support Services to create a comprehensive system of services for noncustodial parents and their workforce needs.
- Provision of services to English Language Learners, the Foreign Born, and Refugees.

For more information of the PLA presentation today a copy of the presentation and handouts may be viewed in the meeting packet on the WDB website at www.workforceventuracounty.org.

7.0 WDB ADMINISTRATION

WDB Executive Director Rebecca Evans reported on the following administration updates:

- On the Calendar

- September 3-5, 2019
California Workforce Association Conference
Meeting of the Minds in Monterey Hunting Genius
Monterey Marriott Hotel, Monterey CA
- WDB Planning Meeting on October 24, 2019

8.0 WDB MEMBER COMMENTS

Rebecca Evans invited the attendees to the Farmworker Resource Program Launch Event on August 22, 2019 at 6:00 p.m. at the HSA Oxnard Community Service Center, 1400 Vanguard Drive, Oxnard. This event is organized by Talia in her new role as the lead manager for the Farmworker Resource Program in Human Services Agency.

Also, she invited the attendees to the Ventura Region Roundtable on Workforce Development with State Partners and representatives from the State Labor & Workforce Development Agency, California Department of Social Services, and California Adult Education Program. This will focus on conversation around how to serve English Language Learners by leveraging Workforce Development, CalWORKs, Cal Fresh Employment & Training, Adult Education and other programs. It will be on August 28 at 10:00 a.m. at AJCC Riverpark - Ventura Room.

Rebecca Evans introduced New Manager, Norman Albances, and clarified that Tracy Johnson's position will not be filled/replaced.

9.0 ADJOURNMENT

Motion to adjourn regular meeting at 9:55 a.m.: Anthony Mireles
Second: Stephen Yeoh
Motion carried by WDB Chair Tracy Perez

Next WDB Strategic Planning Meeting:

October 24, 2019 (8:00 a.m.-11:30 a.m.)
AJCC Riverpark - Ventura Room,
3rd Floor, 2901 North Ventura Rd, Oxnard



WORKFORCE DEVELOPMENT BOARD

2901 N. Ventura Road, Oxnard, CA 93036

(805) 477-5306

workforceventuracounty.org

TO: WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

**FROM: REBECCA EVANS
EXECUTIVE DIRECTOR, WORKFORCE DEVELOPMENT BOARD**

DATE: OCTOBER 24, 2019

SUBJECT: RECOMMENDATION THAT THE WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY (WDB) APPROVE A WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) BALANCED BUDGET PLAN UPDATE FOR PROGRAM YEAR 2019-2020 INCLUDING A REQUEST TO THE STATE TO MOVE \$200,000 FROM DISLOCATED WORKER FUNDING TO ADULT SERVICES.

RECOMMENDATION

Recommend that the Workforce Development Board of Ventura County (WDB) Approve a Workforce Innovation and Opportunity Act (WIOA) Budget Plan Update for Program Year 2019-2020 including a request to the State to move \$200,000 from Dislocated Worker funding to Adult Services.

BACKGROUND

The Workforce Innovation and Opportunity Act (Act) and WDB Bylaws require that the local board develop a budget for the purpose of carrying out the duties and priorities of the local board.

Each Program Year (PY), the WDB reviews and approves a tentative budget, identifying revenues and planned expenditures for the administration of employment and training programs in Ventura County. As necessary information is known (e.g., funding allocations, prior year carry-in funds), the approved tentative balanced budget is updated by the WDB, reflecting current program needs and recommending new programs/services with available uncommitted funds.

The WDB approved the Budget Plan for Program Year 2019-2020 on June 6, 2019. This an update to that plan based on final funding allocations and carry over amounts from PY 2018-2019.

DISCUSSION

Considerations for discussion and approval of the plan:

- WIOA Formula Fund allocations for Ventura County for PY 2019-2020 reflect overall reductions in core funding.
- Projected year-end rollover amounts are less than in prior years. Final actual year-end close out confirms the amount of 2018-2019 rollover in each of the funding categories. The WDB usually makes adjustments to the budget plan following the year-end close (typically around October, depending on the circumstances).

- The WDB could decide to make a mid-year budget plan adjustment, with corresponding changes in authorized expenditures for the remainder of the year (e.g., reduce WIOA programs and services and/or reduce costs for other WDB initiatives).
- In recent years, with a low local unemployment rate and fewer numbers of Dislocated Workers accessing services, we have seen a need for more funding to be used in Adult Services and therefore request a transfer of funding from Dislocated Worker funding to Adult Services.
- Adjustments by the WDB usually are recommended to the WDB by the Executive Committee.

If you have questions or need more information, please contact Rebecca Evans, Executive Director of the Workforce Development Board at (805) 477-5306.

FY 2019-20 WIOA BUDGET PLAN
PRESENTED AT 10/10/19 WDB EXECUTIVE MEETING

		Dislocated Worker	Adult	Youth	Rapid Response	Reg Organizer/ Training Coordinator (WDB-1144)	Slingshot 2.0/ Regional Plan Implem. (WDB-1145)	VEAP (AFS-1151)	Workforce Accel 6.0 (AFS-1117)	Regional Plan Implem. (WDB-1122)	Prison 2 Employment Imp (AFS)	NDWG 2018 Temporary Jobs (WDB-1143)	NDWG 2018 Workforce Dev (WDB-1140)	FY 19-20 Plan	5/9/19 Approved FY 19-20 Plan	Change	FY 18-19 Actual
						4/1/19- 9/30/20	4/1/19- 9/30/20	6/1/19- 12/31/20	2/1/18- 9/30/19	1/1/18- 9/30/19	7/1/19-6/30/22	12/6/18- 12/31/20	12/6/18-12/31/20				
Revenue Projection:																	
FY19 -20 Grants (Based on FY 19/20 DW, AD, YTI	-2.0%	1,915,927	1,386,440	1,506,029	278,343	157,300	180,000	488,635	250,000	350,000	710,197	333,333	277,071	7,833,275	6,555,962	1,277,313	8,120,805
FY 19 -20 Mgmt. Reserve:(2.0% DW, Adult, Youth)		(38,319)	(27,729)	(30,121)	-	(25,000)	(14,000)	(200,000)	(29,000)	(31,000)	(450,000)	-	-	(845,169)	(96,169)	(749,000)	(168,412)
Proposed Transfer DW to Adult		(200,000)	200,000	-	-	-	-	-	-	-	-	-	-	-	-	-	(535,838)
Balance rolled over from prior year grants:		58,544	21,533	38,746	1,659	(12,898)	-	-	(177,244)	(290,600)		(4,103)		(364,363)	(312,122)	(52,241)	
Total Available Grants to be Spent		1,736,152	1,580,244	1,514,654	280,002	119,402	166,000	288,635	43,756	28,400	260,197	329,230	277,071	6,623,743	6,147,671	476,072	7,341,631
Grants %		26.2%	23.9%	22.9%	4.2%	1.8%	2.5%	4.4%	0.7%	0.4%	3.9%	5.0%	4.2%	100.0%			
WIOA Career Srv FTEs to Allocated to Grants		7.70	6.95	0.10	0.50	-	-	-	0.25	-	0.30	0.10	0.10	16.00	23.00	(7.00)	26.00
% Direct FTES Allocated to Grants		48.1%	43.4%	0.6%	3.1%	0.0%	0.0%	0.0%	1.6%	0.0%	1.9%	0.6%	0.6%	100.0%			
WIOA Admin FTES Allocated to Grants		1.44	1.44	1.62	0.48	0.06	0.30	0.12	-	-	0.30	0.06	0.18	6.00	7.00	(1.00)	6.00
% WIOA Admin FTES Allocated to Grants		24.0%	24.0%	27.00%	8.00%	1.0%	5.0%	2.0%	0.0%	0.0%	5.0%	1.0%	3.0%	100.0%			
Expenditure Projection:		Admin Core Grant Allocation	35%	35%	20%	10%											
Salaries and Benefits:																	
WIOA Career Srv (16 FTE's)	1,901,699	915,192	826,050	11,886	59,428	-	-	-	29,714	-	35,657	11,886	11,886	1,901,699	2,701,025	(799,326)	2,529,737
WDB Admin (6 FTE's)	825,351	198,084	198,084	222,845	66,028	8,254	41,268	16,507	-	-	41,268	8,254	24,761	825,351	943,284	(117,933)	766,904
Staff Cost from HSO		-	-	-	-	72,000	-	100,000	-	-	30,000	-	-	202,000	3,000	199,000	
Salaries Reduction		(20,000)	(30,000)	(15,000)	-	-	-	-	-	-	-	-	-	(65,000)	(809,121)	744,121	
Subtotal Salaries and Benefits		1,093,277	994,135	219,730	125,456	80,254	41,268	116,507	29,714	-	106,924	20,139	36,646	2,864,050	2,838,188	25,862	3,296,641
Direct Expenses:																	
Grant Specific Contracts																	
EDC-VC Business Services		-	-	-	90,000	-	90,000	-	-	786	-	-	-	180,786	150,000	30,786	166,215
Boys and Girls Club: Core Program		-	-	535,000	-	-	-	-	-	-	-	-	-	535,000	525,000	10,000	597,506
PathPoint: Core Program		-	-	535,000	-	-	-	-	-	-	-	-	-	535,000	525,000	10,000	593,214
Goodwill		-	-	-	-	-	-	-	-	-	70,000	301,515	231,340	602,855	-	602,855	-
VACE (100k 3 yrs)		-	-	-	-	-	-	-	-	-	35,000	-	-	35,000	-	35,000	-
AFS-CalWORKs Activities		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Subtotal - Contracted Program Expense		-	-	1,070,000	90,000	-	90,000	-	-	786	105,000	301,515	231,340	1,888,641	1,200,000	688,641	1,356,935
Client Expenses:																	
ITA / OJT (30% required - 10% leverage)		342,000	240,000	-	-	-	-	50,000	-	-	33,000	-	-	665,000	615,977	49,023	817,852
ITA / OJT Committed 18-19 Spent in 19-20		23,000	92,000	-	-	-	-	100,000	-	-	-	-	-	215,000	20,000	195,000	62,096
Others/Childcare/Trans - JTA		15,000	15,000	-	-	-	-	-	-	-	5,000	-	-	35,000	40,000	(5,000)	30,872
Subtotal - Client Expense		380,000	347,000	-	-	-	-	150,000	-	-	38,000	-	-	915,000	675,977	239,023	910,820
Other Allocated/Contracted Expenses																	
Contractual Services		-	-	-	-	13,000	20,000	-	5,000	17,590	-	-	-	55,590	548,744	(493,154)	155,277
Outreach - theAgency	75,000	26,250	20,250	22,500	6,000	-	-	-	-	-	-	-	-	75,000	75,000	-	184,525
Outreach/Conference -WDB	39,935	12,000	12,000	7,000	4,000	2,867	2,068	-	615	2,456	-	-	-	43,006	39,935	3,071	41,325
WDB Expense - Non Staff	8,000	4,000	2,000	2,000	-	-	-	-	-	-	-	-	-	8,000	8,000	-	9,578
Outreach/Meeting/Conf-AFS	17,000	5,000	3,500	-	3,000	-	-	-	615	-	-	1,375	4,125	17,615	17,000	615	2,485
Subtotal - other allocated expense		47,250	37,750	31,500	13,000	15,867	22,068	-	6,230	20,046	-	1,375	4,125	199,211	688,679	(489,468)	393,189
Subtotal- Program/Clients Expenses		427,250	384,750	1,101,500	103,000	15,867	112,068	150,000	6,230	20,832	143,000	302,890	235,465	3,002,853	2,564,656	438,196	2,310,214
Total Direct Program Expense		1,520,527	1,378,885	1,321,230	228,456	96,121	153,336	266,507	35,944	20,832	249,924	323,029	272,111	5,866,902	5,402,845	464,058	5,957,585

		Dislocated Worker	Adult	Youth	Rapid Response	Reg Organizer/ Training Coordinator (WDB-1144)	Slingshot 2.0/ Regional Plan Implem. (WDB-1145)	VEAP (AFS-1151)	Workforce Accel 6.0 (AFS-1117)	Regional Plan Implem. (WDB-1122)	Prison 2 Employment Imp (AFS)	NDWG 2018 Temporary Jobs (WDB-1143)	NDWG 2018 Workforce Dev (WDB-1140)	FY 19-20 Plan	5/9/19 Approved FY 19-20 Plan	Change	FY 18-19 Actual
41	Overhead/Administration:	29.00%	27.00%	26.00%	6.00%	3.00%	2.00%	2.00%	1.00%	1.00%	1.00%	1.00%	1.00%	100.00%			
42	Communication/Voice/data70,000	20,300	18,900	18,200	4,200	2,100	1,400	1,400	700	700	700	700	700	70,000	70,000	(0)	64,249
43	AInsurance16,000	4,640	4,320	4,160	960	480	320	320	160	160	160	160	160	16,000	16,000	(0)	18,409
44	Facilities Maint.96,000	27,840	25,920	24,960	5,760	2,880	1,920	1,920	960	960	960	960	960	96,000	96,000	(0)	94,402
45	Membership and dues12,000	3,480	3,240	3,120	720	360	240	240	120	120	120	120	120	12,000	12,000	(0)	11,282
46	Education allowance (consolidated with line 6-0	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
47	AIndirect cost recovery(County A87)78,331	22,716	21,149	20,366	4,700	2,350	1,567	1,567	783	783	783	783	783	78,331	78,331	(0)	82,146
48	ABooks and Publication5,000	1,450	1,350	1,300	300	150	100	100	50	50	50	50	50	5,000	5,000	(0)	15,548
49	Office Equip./Supp. & Furniture/Fixtures<500012,000	3,480	3,240	3,120	720	360	240	240	120	120	120	120	120	12,000	12,000	(0)	8,119
50	AMail Center - ISF7,000	2,030	1,890	1,820	420	210	140	140	70	70	70	70	70	7,000	7,000	(0)	7,124
51	APurchase Charges - ISF4,000	1,160	1,080	1,040	240	120	80	80	40	40	40	40	40	4,000	4,000	(0)	3,645
52	ACopy Machine - ISF7,100	2,059	1,917	1,846	426	213	142	142	71	71	71	71	71	7,100	7,100	(0)	2,586
53	AIInformation Tech - ISF9,000	2,610	2,430	2,340	540	270	180	180	90	90	90	90	90	9,000	9,000	(0)	7,295
54	AComputer Services Non ISF28,000	8,120	7,560	7,280	1,680	840	560	560	280	280	280	280	280	28,000	2,000	26,000	28,056
55	Building Lease/Rental80,000	23,200	21,600	20,800	4,800	2,400	1,600	1,600	800	800	800	800	800	80,000	80,000	(0)	89,283
56	AStructure Charges - ISF7,000	2,030	1,890	1,820	420	210	140	140	70	70	70	70	70	7,000	7,000	(0)	7,916
57	Mileage Reimb. - Staffs only24,000	6,960	6,480	6,240	1,440	720	480	480	240	240	240	240	240	24,000	24,000	(0)	20,346
58	Conference/Seminars - AFS Staffs5,000	1,450	1,350	1,300	300	150	100	100	50	50	50	50	50	5,000	5,000	(0)	10,435
59	Conference and Seminars - WDB Staffs20,000	5,800	5,400	5,200	1,200	600	400	400	200	200	200	200	200	20,000	20,000	(0)	26,275
60	AFiscal/HR/BTD/ET (HSA)250,000	72,500	67,500	65,000	15,000	7,500	5,000	5,000	2,500	2,500	2,500	2,500	2,500	250,000	280,000	(30,000)	264,899
61	Attorney Fees8,000	2,320	2,160	2,080	480	240	160	160	80	80	80	80	80	8,000	8,000	(0)	2,453
62	Other Misc. Admin Services5,000	1,450	1,350	1,300	300	150	100	100	50	50	50	50	50	5,000	5,000	(0)	693
63	Subtotal Overhead743,431	215,595	200,726	193,292	44,606	22,303	14,869	14,869	7,434	7,434	7,434	7,434	7,434	743,431	747,434	(4,003)	765,160
64	Planned Total Grant Expenses	1,736,122	1,579,611	1,514,523	273,062	118,424	168,204	281,376	43,378	28,267	257,359	330,463	279,545	6,610,334	6,150,279	460,055	6,722,745
65	Current Approved FY 19-20 Plan Grant Expenditures	1,907,126	1,514,695	1,527,080	298,063	105,238	114,858	-	13,576	-	-	191,058	478,585	6,150,279			
66	Change in Expenditures (Decrease)/Increase	(171,004)	64,916	(12,557)	(25,000)	13,186	53,346	281,376	29,802	28,267	257,359	139,405	(199,040)	460,055			
67	Work in Progress: Grant Bal (Over)/Under	30	633	131	6,940	978	(2,204)	7,259	378	133	2,838	(1,233)	(2,474)	13,410	(2,608)	16,018	



WORKFORCE DEVELOPMENT BOARD

855 Partridge Drive, Ventura, CA 93003

(805) 477-5306

workforceventuracounty.org

TO: WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

FROM: REBECCA EVANS, WDB EXECUTIVE DIRECTOR

DATE: OCTOBER 24, 2019

SUBJECT: RECOMMENDATION THAT THE WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY (WDB) APPROVE THE COMPREHENSIVE YOUTH SERVICES (RFP #1920.02). REQUEST FOR PROPOSAL (RFP) FOR PY2020-2021 FOR APPROXIMATELY \$1,070,000 IN WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) TITLE I CORE YOUTH FUNDS.

RECOMMENDATION

Recommend that the Workforce Development Board of Ventura County (WDB) approve of the Comprehensive Youth Services (RFP #1920.02). Request for Proposal (RFP) for PY2020-2021 for approximately \$1,070,000 In Workforce Innovation and Opportunity Act (WIOA) Title I Core Youth Funds.

BACKGROUND

The WDB last issued the Comprehensive Youth Services Request for Proposals (RFP) on October 4, 2016. Six proposals were received and reviewed. After carefully reviewing the reader scores, comments and ranking of the proposals, along with other relevant criteria (i.e., WIOA funding, direction, performance, and training), the proposals from PathPoint and Boys and Girls Clubs of Greater Oxnard and Port Hueneme were recommended and approved by the Executive Committee and by the WDB in February 2017. The County of Ventura Board of Supervisors approved and appropriated funds for the two contracts on June 20, 2017.

The two contracts of June 20, 2017 specify the initial base performance period of the contract is from July 1, 2017 — June 30, 2018 and may be extended for two option years upon mutual agreement of the parties, subject to all terms and conditions listed therein and subject to the appropriation of funds by the Board of Supervisors.

1. Base term: July 1, 2017 - June 30, 2018
2. Option term 1: July 1, 2018 - June 30, 2019
3. Option term 2: July 1, 2019 - June 30, 2020

At the conclusion of the Option Term two (June 30, 2020), Program Year (PY) 2019-2020, it is necessary to make a decision regarding issuing a new request for proposal (RFP) for PY2020-2021.

DISCUSSION

All WIOA Title I Adult, Dislocated Worker, Rapid Response and Youth program operators in the American Job Center of California (AJCC) delivery system are required to meet applicable local, state, and federal requirements including negotiated local area performance goals and required state rapid

response reporting for a successful and sustainable regional workforce system. WIOA Title I programs for Adults, Dislocated Workers, and Rapid Response are managed by the Human Services Agency (HSA), Adult and Family Services Department (AFS); and Youth programs are managed by independent contracts with agencies outside County government. Levels of performance will be determined by the WDBVC on an annual basis.

The WDB has established the Programs Committee as a standing committee, responsible for providing oversight to all WIOA career services and programs. The Programs Committee will review and recommend new and updated policies, as well as oversight of and recommend provider contracts, that are required to ensure continuous improvement and alignment with mandated guidance from WIOA law, Federal Register - Code of Federal Regulation (CFR); Department of Labor - Training and Employment Guidance Letters (TEGL); and Employment Development Department directives (WSD). The Programs Committee as an oversight committee provides recommendations to the WDB, and is not authorized to approve policy or contracts.

Per WIOA legislation, Local Boards (WDB) may directly provide some or all of the youth workforce service activities. The Workforce Development Board of Ventura has chosen to award contracts to youth service providers. As such, WIOA states that WDBVC must award such grants or contracts through a competitive process that does the following:

- Takes into consideration the ability of the youth service provider to meet performance accountability measures.
- Meets the procurement standards specified in Uniform Guidance and the DOL Exceptions.
- Follows state and local procurement laws.

The WDBVC must also identify youth service providers based on criteria in the State Plan (Title 20 CFR Section 681.400). The State Plan establishes that Local Boards should select service providers that do the following:

- Employ proven recruitment strategies of effective outreach, engagement, enrollment, and retention of OS youth.
- Demonstrate meaningful partnerships with eligible training providers, institutions of higher education, and employers from in-demand industries.
- Offer a continuum of services that allow participants to obtain a GED/High School diploma, enroll into postsecondary education, and obtain employment within their chosen career path.
- Utilize career pathways and sector strategy models with a structured sequence of activities, as well as multiple entry and exit points that provide adequate supportive services.
- Use structured work-based learning, such as paid and unpaid work experiences and career exploration that leads to gainful employment.
- Provide intensive case management and support services to help youth overcome complex barriers, successfully complete the program, and retain employment.
-

As a result, the WDBVC has structured the RFP to ensure compliance with WIOA requirements. Additionally, the WDBVC is committed to ensuring strong outcomes and return on investment of WIOA funds. Recent State monitoring reports outline some concerns around performance and documentation that we are working with contractors to improve and correct. Continued training and support for contracted providers and enhanced performance reports for the WDB will be implemented in the upcoming program year.

Key changes in the RFP for Program Year 2020-2021 include:

Key Changes	Rationale
Increased emphasis on work-based learning	<p>WIOA legislation requires that youth service providers use structured work-based learning, such as paid and unpaid work experiences and career exploration that leads to gainful employment.</p> <p>The State Plan also emphasizes the production of a million “middle-skill” industry-valued and recognized postsecondary credentials, including industry-recognized certificates, or certifications, or certificates of completion of apprenticeship, or professional licenses.</p> <p>Specific language was added to encourage participation in Work Based Learning opportunities including internships and apprenticeships.</p>
Alignment with designated industry sectors	<p>Under the leadership of the WDB, the region has identified four priority sectors for targeted strategies and actions: Business Services, Clean/Green, Healthcare and Manufacturing. The industry clusters offer a framework to understand employment opportunities in the County, to engage employers, and to develop career pathways and training opportunities that are consistent with the needs of Ventura County.</p> <p>Language was added stating that sector strategies must be developed to support Ventura County’s designated industry sectors and to educate and connect youth and jobseekers to employment within these sectors.</p>
Move from 3 to 2 service area regions	<p>Grouping the 10 cities (and their surrounding communities) of the Ventura County region into West and East provides an equitable split of resources, based on youth population (age 16-24). In the current contracts, 50% of funding is contracted to one provider solely for Oxnard and Port Hueneme, and 50% of the funding is contracted to one provider to serve all 8 cities that comprise the rest of the Ventura County region.</p> <p>The two regions in the revised RFP ensure that all cities and communities receive equal access to larger overall shares of funding with 53% of funding designated to West County areas (Oxnard, Ventura, Camarillo, Ojai, Port Hueneme) and 47% to East County areas (Fillmore, Santa Paula, Piru, Moorpark, Thousand Oaks, Simi Valley, Oak Park)</p> <p>Contractors are required to provide access to services in all communities and to accommodate transportation needs and mitigate any barriers to services based on location. Organizations responding to the RFP are allowed to collaborate with multiple organizations to serve a region and one organizations can apply to serve more than one region.</p>
Ability to serve in-school youth	<p>Currently, the WDBVC has selected to serve 100% out-of-school youth. Unfortunately, the WDBVC learned through conversations with current youth service providers that in-school youth are being turned away due to funding structures.</p> <p>WIOA allows for 25% of funding to be allocated toward in-school youth. Expanding the opportunity to serve in-school youth will ensure both in-and out-of-school youth can be served. Examples of in-school youth include, but are not limited to: youth in alternative school, youth in post-secondary, etc.</p>

Presented for your consideration is the finalized Comprehensive Youth Services RFP #1920.02 for PY2020-2021 that was approved by the WDB Programs Committee and the WDB Executive Committee on October 10, 2019 to bring to the full WDB for approval. It is recommended that WDB approve the RFP attached to this action item. If approved by the WDB, County staff will release an RFP for WIOA Title 1 Youth services on or before October 31, 2019. Contract awards will be announced by March 2020, The County of Ventura Board of Supervisors will consider approval of contracts in late Spring, and services are to begin on July 1, 2020, and operate through June 30, 2021 with option for renewal.

If you have questions or need more information, contact Rebecca Evans at (805) 477-5306, email rebecca.evans@ventura.org.



**WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY
&
COUNTY OF VENTURA HUMAN SERVICES AGENCY**

Present a

Request for Proposals for

**COMPREHENSIVE YOUTH SERVICES
(RFP #1920.02)**

RELEASE DATE: October 31, 2019

DUE DATE: **December 2, 2019, 5:00 p.m.**

BIDDERS CONFERENCE*: November 1, 2019, 10:30 a.m. – 12:00 p.m.
America's Job and Career Center Oxnard
Ventura Room
2901 N. Ventura Road, 3rd Floor
Oxnard, CA 93036
*RSVP requested

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SECTION I – PROGRAM INFORMATION

The purpose of this RFP is to identify an experienced and qualified organization(s) to act as the WIOA Youth Program Operator in Ventura County. The selected contractor will be responsible for: (a) providing workforce services and support to youth in the community, and (b) fulfilling the purpose and intent of the WIOA. All programs must be responsive to WIOA regulations, local labor market demands, local standardized system policies, and operational directives. Successful programs will drive and deliver measurable outcomes, provide a quality customer experience, creatively leverage partner resources and operate with maximum cost efficiency and effectiveness.

A. INTRODUCTION & BACKGROUND

The Workforce Development Board of Ventura County (WDB) - County of Ventura Human Services Agency (HSA) is releasing this competitive solicitation to seek qualified organizations to operate one or more Department of Labor (DOL) Workforce Innovation and Opportunity Act - WIOA Youth Activities (CFDA #17.259) in Ventura County. Programs will serve new and carry-in WIOA-eligible in-school (IS) and out-of-school (OS) youth ages 14-24.

The Workforce Innovation and Opportunity Act provides for services and activities to increase the education, educational skill attainment and employment of participants, in an effort to improve the quality of the workforce, reduce welfare dependency and enhance the productivity of our community.

Overview of the Workforce Innovation and Opportunity Act. The Workforce Innovation and Opportunity Act (WIOA) was signed into law on July 22, 2014. It repeals the Workforce Investment Act of 1998 and replaces it with new authorization language that is in effect from July 1, 2015 through June 30, 2020. Section 2 of the Act describes the objectives of the legislation:

The purposes of this Act are the following:

1. To increase, for individuals in the United States, particularly those individuals with barriers to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market.
2. To support the alignment of workforce investment, education, and economic development systems in support of a comprehensive, accessible, and high-quality workforce development system in the United States.
3. To improve the quality and labor market relevance of workforce investment, education, and economic development efforts to provide America's workers with the skills and credentials necessary to secure and advance in employment with family-sustaining wages and to provide America's employers with the skilled workers the employers need to succeed in a global economy.
4. To promote improvement in the structure of and delivery of services through the United States workforce development system to better address the employment and skill needs of workers, jobseekers, and employers.
5. To increase the prosperity of workers and employers in the United States, the economic growth of communities, regions, and States, and the global competitiveness of the United States.
6. For purposes of subtitle A and B of title I, to provide workforce investment activities, through statewide and local workforce development systems, that increase the employment, retention, and earnings of participants, and increase attainment of recognized postsecondary credentials by participants, and as a result, improve the quality of the workforce, reduce welfare dependency, increase economic self-sufficiency, meet

the skill requirements of employers, and enhance the productivity and competitiveness of the Nation.

To review the full text, the WIOA can be accessed using the following link:
<http://www.gpo.gov/fdsys/pkg/PLAW-113publ128/pdf/PLAW-113publ128.pdf>

B. PROGRAM OVERVIEW

The purpose of this RFP is to identify an experienced and qualified organization(s) to act as the WIOA Youth Program Operator in Ventura County. The selected contractor will be responsible for: (a) providing workforce services and support to youth in the community, and (b) fulfilling the purpose and intent of the WIOA.

All programs must be responsive to WIOA regulations, local labor market demands, local standardized system policies, and operational directives. Successful programs will drive and deliver measurable outcomes, provide a quality customer experience, creatively leverage partner resources and operate with maximum cost efficiency and effectiveness.

Responses to this Request for Proposals (RFP) must include program designs that meet the employment and training needs of our community's disconnected, in-school and out-of-school youth, the performance outcomes of the Workforce Innovation and Opportunity Act and the priorities of the WDB. All proposals will be evaluated on the basis of their ability to demonstrate the following:

- Provision of service to:
 - High school dropouts
 - Runaway youth
 - Homeless youth
 - Youth in foster care
 - Court-involved youth
 - Migrant youth
 - Indian and Native American youth
 - Youth with disabilities
 - Veterans and veterans' spouses
 - Youth with limited English
- Emphasis on developing basic skills (reading, writing, math) and preparing youth for careers/career pathways, including non-college options
- Creation and maintenance of partnerships with business, education and community-based organizations
- Development of self-sufficiency, motivation, altruism, personal accountability, investment in the future, vision, confidence
- In-school youth may be served on a limited basis. Out-of-school youth must constitute the majority of expenditures with minimum amounts by region listed in Section I.D. The Contractor must be able to separately track and report on all expenditures for in-school youth vs. out-of-school youth.

These activities include client outreach/recruitment, eligibility determination, case management, training, supportive services, employment and/or placement in higher education and follow-up services as well as data entry and report preparation as required in the approved CalJOBS automated case management system. Applications must include evidence of employer linkages

for subsidized and unsubsidized training and job placement. All program participants must meet WIOA eligibility requirements.

Contractors will be responsible for providing comprehensive services and activities to participants as required under WIOA, federal and state regulations and local policies.

The WDB encourages the formal coordination of services through the use of individual partners/sub-contractors and the resulting promotion of linkages among educational, for-profit and non-profit agencies. All proposals are expected to leverage such services to augment or supplement WIOA funds. Proposals that have leveraged resources greater than the minimum will receive bonus points. Ensuring the participation of public adult education and community colleges in the provision of training services is a prime consideration of this RFP.

Designated Industry Sectors. Under the leadership of the WDB, the region has identified four priority sectors for targeted strategies and actions: Business Services, Clean/Green, Healthcare and Manufacturing. These four sectors were identified through industry meetings and regional data analysis as having ongoing business needs for skilled local talent, potential for growth and opportunities for living wage jobs with career paths.

The industry clusters offer a framework to understand employment opportunities in the County, to engage employers, and to develop career pathways and training opportunities that are consistent with the needs of Ventura County.

Sector Strategies will be developed to support Ventura County's designated industry sectors and to educate and connect youth and jobseekers to employment within these sectors.

The Youth Program Operator(s) will be required to ensure connectivity to the designated industry sectors.

Work Based Learning. The best education and training programs do four things: they work closely with employers, offer paid work experience, teach skills that apply to more than one job, and provide a credential that actually means something in the industry.

- Work-based Learning is employer-driven with the goal of unsubsidized employment after participation. Generally, work-based learning involves a commitment by an employer or employers to fully employ successful participants after they have completed the program. It can be an effective training strategy that can provide additional opportunities for participants and employers in both finding high quality work and in developing a high-quality workforce. Internships and other work experience opportunities for youth are one of the best ways to ensure that there is a job at the end of an education and training pathway.
- Contractor will promote career pathways: enabling progressive skills development through education and training programs, using multiple entry and exit points, so that each level of skills development corresponds with labor market gains for those being trained or educated. Career pathways will work best within sector strategies: aligning workforce and education programs with leading and emergent industry sectors' skills needs.
- The WDB of Ventura County, in alignment with the CWDB, is committed to expanding pre-apprenticeships and apprenticeship opportunities in the Ventura region.
- WIOA funded youth service providers, in Ventura, are encouraged to utilize pre-apprenticeship and apprenticeship training opportunities for their WIOA customer training needs.

- Pre-Apprenticeship and Apprenticeship Training Programs must be on the Eligible Training Provider List (ETPL) to utilize WIOA funds for training. To be included on the ETPL, "A pre-apprenticeship training program must have an affiliation with a Joint Apprenticeship Training Council (JATC), meet the definition of occupational skills training, and lead to an industry-recognized certificate, credential, or license upon completion. This type of pre-apprenticeship training program can be listed on the ETPL." (Pre-Apprenticeship Training Programs on the ETPL- WSIN16-46; see https://www.edd.ca.gov/Jobs_and_Training/pubs/wsin16-46.pdf)

C. DEFINITIONS

In-Demand Industry Sector: Is an industry sector that has a substantial current or potential impact (including those jobs that lead to economic self-sufficiency and opportunities for advancement) on the state, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors.

In-Demand Occupation: Is an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the state, regional, or local economy, As Appropriate.

Individual Training Accounts (ITA): ITAs can be used to fund the related instruction component of the RA for eligible apprentices. ITAs can also fund pre-apprenticeship training if the sponsor is on the ETPL.

On the Job Training (OJT): OJT provides reimbursements to employers to help compensate for the costs associated with skills upgrade training for newly hired employees and the lost production of current employees providing the training (including management staff). OJT training can assist employers who are looking to expand their businesses and who need additional staff trained with specialized skills. OJT employers may receive up to 50% reimbursement of the wage rate of OJT trainees to help defray personnel training costs.

Pre-Apprenticeship Programs: A pre-apprenticeship is a program designed to prepare individuals to enter and succeed in a registered apprenticeship program, which includes:

- Training and curriculum that aligns with the skill needs of employers in the economy of the State or region
- Access to educational and career counseling, and other supportive services
- Hands-on, meaningful learning activities that are connected to education and training activities, such as exploring career options, understanding how skills acquired through coursework can be applied to a future career
- Opportunities to attain at least one industry-recognized credential; and
- A partnership with one or more registered apprenticeship programs that assists in placing individuals who complete the pre-apprenticeship into a registered apprenticeship program

Registered Apprenticeship: Registered Apprenticeship is an employer-driven, "learn while you earn" model that combines on-the-job training with job-related instruction in curricula tied to the attainment of industry-recognized skills standards. The OJT is provided by the employer who hires the apprentice, although some employers also provide the job-related instruction. WIOA funds may be used to support placing participants in both the classroom and OJT portions of the program. WIOA funds can also be used to provide supportive services to participants that help an individual succeed in a Registered Apprenticeship program.

Work Experiences and Internships: A work experience or internship is a planned, structured training experience that takes place in a workplace for a limited period of time. Work experiences or internships may be paid or unpaid, as appropriate and consistent with other laws, such as the Fair Labor Standards Act. A work experience or internship may be arranged within the private for-profit sector, the non-profit sector, or the public sector. For youth, work experiences may also include:

- Pre-apprenticeship programs;
- Summer employment and other employment activities available throughout the school year;
- Internships and job shadowing; and
- On-the-job training (OJT)

Transitional Jobs: Transitional jobs are a type of work-experience local boards may provide under WIOA, and are considered an individualized career service. Transitional jobs are time-limited and wage-paid work experiences that can be subsidized. These jobs are in the public, private, or nonprofit sectors.

D. FUNDING SOURCE AND MAXIMUM AMOUNT BY SERVICE AREA

Funding for these programs is made available from the County's allocation of WIOA formula funds under WIOA Youth Activities programs (CFDA #17.259). The prime source of funding is from the U.S. Dept. of Labor (DOL), pass through the California Employment & Development Department (EDD). Contracts will be issued a **subaward** of federal funds, and as such have increased monitoring and compliance requirements as outlined in 2 CFR 200.

At the time of RFP issuance, it is estimated that the total available funds is approximately \$1,070,000. The County reserves the right to adjust award amounts on the basis of its final allocation, approved WDB budget and on the responses to this RFP.

Total available funds (estimated at \$1,070,000) will be apportioned among two geographic regions and based on the ratio of the relative population of youth in each region. Proposed programs may serve more than one region. Proposed programs may involve multiple organizations collaborating to serve the region with a lead applicant serving as legal contract recipient and fiscal lead for the partnership. Listed below are the regions and the associated estimated funding for each. City designations within the regions include service to the unincorporated areas, or "spheres of influence," within each region. For example, Region 1 would also include service to the El Rio area of Oxnard.

Region 1- West

Cities	% of funds	Estimated Total Funding
Oxnard/Ventura/Camarillo/ Ojai/Port Hueneme	53%	\$567,100 <ul style="list-style-type: none"> • Minimum Work Experience Amount: \$143,675 • Minimum Out-of-School Youth Amount: \$425,325

Region 2-East

Cities	% of funds	Estimated Total Funding
Fillmore/Moorpark/ Thousand Oaks/ Simi Valley/Santa Paula/ Piru/Oak Park	47%	\$502,900 <ul style="list-style-type: none"> • Minimum Work Experience Amount: \$127,410 • Minimum Out-of-School Youth Amount: \$377,175

In addition, the following funding requirements and restrictions apply:

- Selected contractors will be required to submit separate budgets for in-school vs. out-of-school youth with updated amounts during contract finalization. Contractors will be required to track expenditures and separate in-school vs. out-of-school youth during invoicing.
- Bidders should plan for required minimum work experience/training expenditure amounts in their budget as outlined above. Actual dollar amounts that must be spent on work experience/training will be provided by WDB to contractors annually at the time of contract development, based on the annual approved WIOA budget.
- Proposed programs must provide a minimum of 15% in Leveraged Funds (cash, in-kind and other leveraged resources). Bidders who can demonstrate leveraged funds greater than 15% will receive up to 5 bonus points.

E. PERIOD OF SERVICE

Contracts are expected to be awarded in June 2020 for the base contract period of July 1, 2020, through June 30, 2021. WIOA program operations are expected to commence upon contract start date.

The contract(s) may be renewed for up to two additional option years, in 12-month increments, through June 20, 2023. Should option year renewals be exercised, the County of Ventura (County) reserves the right to award a option year renewal contract with the selected contractor(s) for this service without the need for further competitive procurement, subject to approval by the WDB and the County of Ventura Board of Supervisors, the availability of sufficient funds and satisfactory performance by the contractor.

F. ELIGIBLE APPLICANTS

This RFP is made available to interested applicants from for-profit organizations, non-profit organizations, educational institutions and public agencies with direct or related experience in operating a youth/workforce development program and who are familiar with the WIOA and its regulations, as well as other federal and State laws regarding job training, job placement assistance and supportive services to job seekers.

The County reserves the right to conduct a pre-award interview, site inspection and/or telephone conference call to verify information contained in the proposal, and to determine if the proposed facilities are appropriate for the services to be provided. The bidder agrees to provide the County with information the County determines as necessary for an accurate determination of the prospective contractor's ability to perform services.

Applicants must have the ability to manage federal funds in compliance with all federal (2 CFR 200 and DOL WIOA), state (EDD) and local (WDB and County of Ventura) compliance requirements. Selected providers must be able to ensure that all costs are reasonable, allowable and necessary, and must be able to track participants, use the CalJOBS system, and maintain sufficient documentation to verify allowability of expenses. Selected Contractor(s) are responsible for repayment of any costs disallowed by the County, EDD or DOL.

Local Boards must identify youth service providers based on criteria in the State Plan (Title 20 CFR Section 681.400). The State Plan establishes that Local Boards should select service providers that do the following:

- Employ proven recruitment strategies of effective outreach, engagement, enrollment, and retention of youth.
- Demonstrate meaningful partnerships with eligible training providers, institutions of higher education, and employers from in-demand industries.
- Offer a continuum of services that allow participants to obtain a GED/High School diploma, enroll into postsecondary education, and obtain employment within their chosen career path.
- Utilize career pathways and sector strategy models with a structured sequence of activities, as well as multiple entry and exit points that provide adequate supportive services.
- Use structured work-based learning, such as paid and unpaid work experiences and career exploration that leads to gainful employment.
- Provide intensive case management and support services to help youth overcome complex barriers, successfully complete the program, and retain employment.

G. SCOPE OF WORK

1. Program Elements and Components

Training programs should include sufficient resources to ensure each participant's success and achievement of mandated performance outcomes. Because of the limitations of WIOA resources, contractors will be expected to enlist other community partners to provide services and resources to participants in order to maximize the available resources and provide a comprehensive array of services responsive to the unique needs of the target population.

Contractors must make available, but need not necessarily directly provide, the following fourteen WIOA program elements to each youth. Each youth is to receive all services directly relevant to his/her needs. Proposals should include a description (see attached WIOA Program Elements Chart) as to how their program will incorporate and provide the following service elements, as prescribed by WIOA Sec. 129(c)(2)(A-N), especially (C) and (E), for work experience:

- Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies leading to completion of requirements for secondary school, recognized equivalent, or for recognized post-secondary credential
- Alternative secondary school services or dropout recovery services
- Paid and/or unpaid work experiences including summer and year-round employment opportunities, pre-apprenticeship programs, internships, job shadowing and on-the-job training opportunities. Work experience must be linked to an Individual Service Strategy (ISS) and to activities that meet DOL Performance Indicators (see below).
- Occupational skills training, with potential priority given to programs leading to recognized post-secondary credentials aligned with in-demand industry sectors/occupations
- Education offered concurrently or sequentially and in the same context as workforce preparation activities and training for specific occupation or occupational cluster
- Leadership development opportunities, which may include community service and peer-centered activities that encourage responsibility and other positive social and civic behaviors, as appropriate

- Supportive services, including transportation, childcare, *etc.*, that are necessary to enable the youth to participate in activities. The rationale for supportive services must be included in each youth's Individual Service Strategy.
- Adult mentoring for the period of participation and a subsequent period for a total of not less than 12 months
- Follow-up services for not less than 12 months after participant exit, as appropriate. Post-exit services may include career planning, referral to supportive services, job search assistance and counseling.
- Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate
- Financial literacy education
- Entrepreneurial skills training
- Services that provide labor market and employment information about in-demand industry sectors or occupations available in the local area
- Activities that help youth prepare for, and transition to, post-secondary education/training

Partnerships with other service providers are essential for program success and continuity. Communication linkages, information sharing, referral procedures, background checks and issues of confidentiality must be addressed. Partnerships may be established via a sub-contract or provided in-kind to the WIOA contractor via a signed Memorandum of Understanding (MOU). Proposals involving a collaboration or partnership must include signed letters of agreement (contract or MOU) with each entity. The agreement, whether developed as an umbrella agreement with a variety of agencies, or independently with a particular partner, must contain, at a minimum, the following information and must clearly designate the roles and responsibilities of the agency:

- A description of what services will be provided by each partner and how such services will be documented
- Primary agency responsible for ensuring case management and reporting
- Explanation of how the costs of services and the operating costs of the partnerships will be funded
- Duration of the agreement and procedures for amending it
- Assurance of appropriate security and background clearance for employees working with youth
- A description of how participant transportation for access to services will be addressed

Contractors will be expected to use an Individual Service Strategy to determine the appropriate services for each participant. Through this process, contractors will ensure that each participant has the opportunity to achieve agreed upon goals and that appropriate documentation on the progress toward those goals is maintained. Contractors are expected to utilize best practice approaches to building self-motivation and empowered choice-making among youth participants.

Participants should be provided access to needed support services such as drug and alcohol treatment, health services, transitional housing, psychological counseling and specialized assessment in areas for conditions such as learning disabilities and visual/hearing impairments.

Program designs that include participation in hands-on, paid, work-based learning opportunities, such as internships, work experience or job shadowing are required. Industry partnerships with local employers that expose youth to high-demand occupations are also encouraged, as are training opportunities linked to local educational or training providers.

The Contractor(s) will be required to ensure connectivity to the designated industry sectors as outlined above.

The Contractor will also be required to promote career pathways: enabling progressive skills development through education and training programs, using multiple entry and exit points, so that each level of skills development corresponds with labor market gains for those being trained or educated. Career pathways will work best within sector strategies: aligning workforce and education programs with leading and emergent industry sectors' skills needs.

Because the WDB, in alignment with the CWDB, is committed to expanding pre-apprenticeships and apprenticeship opportunities in the Ventura region, Contractors are encouraged to utilize pre-apprenticeship and apprenticeship training opportunities for their WIOA customer training needs. Pre-Apprenticeship and Apprenticeship Training Programs must be on the Eligible Training Provider List (ETPL) to utilize WIOA funds for training as outlined in EDD [WSIN16-46](#).

2. Participant Recruitment and Eligibility

Contractors are responsible for the recruitment of sufficient numbers of eligible youth to meet their enrollment obligations. Contractors will be responsible for conducting initial WIOA eligibility determinations.

Program enrollments are limited to WIOA-eligible youth, ages 14 to 24, in-school and out-of-school residents of Ventura County who have one or more barriers to employment. The DOL prioritizes services for veterans and their eligible spouses who also meet the WIOA-eligible youth criteria.

Contractors will be expected to enroll new participants for Program Year 2020-2021, but may also need to assume responsibility for participants transitioning from 2019-2020 (exact numbers to be determined) and exited participants in their 12-month follow-up/post-exit phrase (exact numbers to be determined). Any current contractor who is not granted a subsequent contract will turn over to the County all relevant files and paperwork so that the County can arrange continuing services and follow-up for carry-over participants. It is expected that any remaining contractor(s) will assume responsibility for such participants. Budgets will be augmented as necessary to cover this eventuality.

3. In-School Youth

In order to receive services as an IS youth, an individual must meet the following eligibility criteria:

- Attending school, including secondary and postsecondary school.
- Age 14-21 years old (A youth with disabilities who is in an individualized education program at the age of 22 may be enrolled as an IS youth [TEGL 21-16 and EC 56026]).
- Low income individual.
- Meets one or more of the following barriers:
 - a. Basic skills deficient.
 - b. An English language learner.
 - c. An offender.
 - d. A homeless individual or runaway.
 - e. An individual in foster care or who has aged out of the foster care system or who has attained 16 years of age and left foster care for kinship guardianship or adoption, a child

eligible for assistance under Section 477 of the Social Security Act, or in an out-of-home placement.

- f. Pregnant or parenting (custodial and non-custodial parent including noncustodial fathers).
- g. An individual with a disability.
- h. An individual who requires additional assistance to complete an educational program or secure and hold employment.

A youth participant's eligibility is determined at intake; therefore, the youth remains eligible for youth services until exited. For example, an individual who is an in-school youth and between the ages of 14-21 at the time of enrollment, and is now beyond the age of 21, is still considered an in-school youth until exited.

Under WIOA, a youth who receives or is eligible to receive a free or reduced lunch under the Richard B. Russell National School Lunch Act, is considered to be low-income.

4. Out-of-School Youth

An out-of-school youth is defined as a WIOA-eligible youth, age 16-24, who is not attending school and meets at least one of the following criteria:

- School dropout
- Within compulsory school age, but has not attended for at least the most recent school year calendar quarter
- Recipient of a secondary school diploma or its recognized equivalent who is low-income **and**
 - Basic skills deficient **or**
 - English language learner
- Subject to the juvenile justice system
- Homeless, a runaway, in foster care or aged out of foster care, or in an out-of-home placement
- Pregnant or parenting
- Disabled
- Low-income and requires additional assistance to enter or complete an educational program or secure employment

Low income for OS youth may include an individual living in a high-poverty area, which is defined as a census tract with 25% or more of the population living in poverty.

Bidders are reminded that submitted budgets must include the minimum amounts required for work experience/training as listed above.

5. Performance Goals/Industry-Recognized Credentials

Contractors are responsible for achieving successful participant and program outcomes for the following Department of Labor (DOL) Performance Indicators and EDD state Directive WSD19-03 (found at https://edd.ca.gov/Jobs_and_Training/pubs/wsd19-03.pdf) and will undertake to retain participants in the program until they have achieved all possible Performance Indicators:

- Achieving employment or involved in education/training activities or unsubsidized employment in the **second** quarter after exit from the program
- Achieving employment or involved in education/training activities or unsubsidized employment in the **fourth** quarter after exit from the program

- Median earnings of participants in unsubsidized employment in the second full calendar quarter after exit from the program
- Attainment of a recognized postsecondary credential (including registration in an apprenticeship), a secondary school diploma, or its recognized equivalent either in the program or **within one year** after program exit (only counts if the individual has obtained/retained employment, or is in an education/training program leading to post-secondary credential within one year after exit from the program)
- Participation in a program year in education/training programs leading to: a recognized post-secondary credential or employment and is achieving measurable skill gains toward such a credential or employment
- The Department of Labor has yet to establish one or more primary indicators of performance that indicate the effectiveness of core programs in serving employers.

WIOA emphasizes attainment of credentials that attest qualification or competence and that are issued to an individual by a third party (such as an educational institution or an industry or occupational certifying organization) with the relevant authority or assumed competence to issue such a credential.

Applicants are to describe specific strategies in their responses to this RFP to show how their program design leads to the attainment of the performance goals and credentials. Contracts will require documented attainment of outcomes that will be evaluated by the WDB on a quarterly basis. Given the required performance standards under WIOA, if, at any time, the Contractor's performance falls below the performance goals, the contractor may be subject to corrective action and/or the recapture of funds, in accordance with WDB policy.

6. Incentive Payments Policy

Contractors may provide cash or other appropriate incentives for youth to recognize and award the achievement of a defined goal in compliance with WDA requirements. Justification for the payment must be documented and identified by the contractor. Such payments will be in accordance with (1) the WDB's *Incentive Policy* and (2) the contractor's own individual incentive policy as established in a separate exhibit of the final contract. Note also the WDB's *Work Experience Policy for Youth* participants. (See: [2018-09 WDB-VC Policy on Incentives for WIOA Youth Programs](#))

7. Participant Payments/Employer of Record

Service providers must have the capacity to provide direct monetary payments to youth, including hourly wages or stipends. This can be done directly by the funded agency or through partnership with another entity, including a payroll-processing firm. The employer of record must adhere to all child labor laws regarding hours of employment, working conditions, etc. For more information, see the following website: <https://www.dir.ca.gov/DLSE/ChildLaborLawPamphlet.pdf>.

8. General Contractor Responsibilities

To ensure compliance with the provisions noted above, contractors will be responsible for the following:

- Contractor(s) will meet regularly (no less than quarterly) with WDB staff to discuss: enrollments, participant retention, program design, outcomes (employment and education), program expenditures, staffing, and other elements that have the potential to impact the quality of the programs and services provided under the contract. Contractor(s) will utilize any

WDB-prescribed reporting tools and will ensure timely data entry in the appropriate database(s).

- If the Contractor is not meeting expected performance levels, WDB staff may request corrective action plans and/or conduct additional monitoring.
- Regional collaboration and reporting will be required under WIOA. The WDB expects that program operators will be required to participate in regional work. The level of participation and specific roles that they will play will be determined on a project by project basis.
- Contractor(s) will be expected to provide reports as needed. Contractor(s) will respond to regular and ad hoc reporting requests in a prompt and timely manner.
- Maintaining ongoing coordination and communication with County representatives and participating in all training and contractor meetings as directed by the County.
- Ensuring Contractor staff have appropriate knowledge and skills properly to operate and document all services, activities and outcomes in the approved WDA automated case management system.
- Preparing and submitting to the County on a timely basis invoices for direct and sub-contracted partner expenses.
- Reporting on progress indicators as directed by County.
- Providing a quality control process to ensure that all program deliverables are met prior to participant exit and that minimum case management standards are maintained.
- Demonstrating and maintaining working relationships with other organizations in the region to provide comprehensive services to youth.
- Ensuring youth have access to services and service locations given any geographic or transportation barriers.
- Ensure that services are provided to all youth within a region by the contractor or partner organizations and that cities with high rates of poverty or high numbers of opportunity youth have ready access to WIOA services.
- Ensure that all staff have appropriate security and background clearance for employees working with youth.

9. Leveraged Funds

Providers are required to seek leveraged funds (in-kind or cash contributions and other leveraged resources) from non-WIOA and other non-federal sources to assist in the operation of this project. An amount that is at least 15% of the amount of the funding requested must be supplemental from in-kind services, equipment, space, or cash contributions from funds that are being leveraged from other sources. In-kind/leveraged funds must be clearly described in the budget narrative and on the budget form.

MOUs from partners should specify what resources (cash, in-kind, program slots, staff support, equipment, space, transportation, materials, etc.) the partner is adding to the program and the estimated dollar amount of leveraged funds. Up to five bonus points will be awarded to those proposals that indicate leveraged funds greater than 15%.

10. Automated Case Management

Contractors will receive training in, and have access to, the state's CalJobs automated on-line data management system. Contractors will enter and maintain current information on all participants as required by the contract and State and local guidance. Contractors will complete, input and upload all required documentation into the County's electronic case management system (CalJOBS). This includes entry of individual participant data such as eligibility determination, demographic data, activities, case notes, Individual Services Strategy and participant outcomes. The County will provide training to Contractor staff on these functions.

11. Site Requirements

Contractors will need to identify a minimum of one physical location in Ventura County at which participant services will be provided. The location must be compliant with the Americans with Disabilities Act (ADA) and accessible by public transportation. Successful contractors will need to complete and submit a State Department of Rehabilitation Accessibility form prior to enrolling any WIOA clients. Contractors will need to ensure access to services and service locations given any geographic or transportation barriers in the region.

12. Branding

WIOA-funded programs will follow the branding guidelines issued at the federal, state and local level. Youth programs will be described as the WIOA Youth Program, unless otherwise directed by WDB staff.

13. Budgets

The budget and the accompanying narrative should address each of the following items:

- The cost of providing follow-up contact and post-exit services to participants
- The amount requested for participant incentive payments (as distinct from supportive services)

H. SOLICITATION & DEADLINE

Respondents to this RFP will compete for funds by submitting a competitive proposal complying with the requirements contained herein. Completed proposals must be submitted online in the Bonfire system at <https://ventura.bonfirehub.com> **no later than December 2, 2019 at 5:00 p.m.** Pacific Time. Please note that they system will not accept late proposals.

Bidders are responsible for making certain their proposals are received in the online proposal submission portal prior to the proposal submission deadline. No oral, telegraphic, facsimile, telephone or email proposals or modifications will be considered.

Interested applicants may submit a proposal to serve youth in one or more regions of Ventura County, as specified above in Section I.D.

I. BIDDERS CONFERENCE/TECHNICAL ASSISTANCE

A Bidders' Conference to answer questions about the RFP, the application process, program specifications, and contract requirements will be held from **10:30 a.m. to 12:00 p.m. on November 1, 2019** in the Ventura Room at America's Job and Career Center at 2901 N. Ventura Road, Oxnard, CA 93036. **Please RSVP your attendance to Bidder's Conference via e-mail to Holly.Shaw@ventura.org, with your name, agency name and number attending.** Attendance at the Bidder's Conference is optional, but strongly recommended.

If there are any significant interpretations, direction, or revisions to the RFP, such changes will be posted to the Bonfire system along with the questions and answers from the Bidder's conference.

All inquiries regarding this RFP must be submitted in writing in the Bonfire system no later than 5:00 p.m. on November 8, 2019 to allow sufficient time for preparing responses. Submit questions via the Question and Answer function in the Bonfire system.

J. AWARD PROCESS TIMETABLE

Activity	Date*
RFP Released in Bonfire	October 31, 2019
Bidders' Conference**	November 1, 2019, 10:30 – 12:00 p.m.
Last Date to Submit Questions	November 8, 2019, 5:00 p.m.
Proposal Submission Deadline***	December 2, 2019, 5:00 p.m.
Notification to Selected Contractors	February/March 2020
Contract Approval by the Board of Supervisors (<i>tentative</i>)	June 2020
Contract Start Date	July 1, 2020

* Please note all time references are Pacific Time

** Bidders' Conference will be held in the Ventura Room at America's Job and Career Center at 2901 N. Ventura Road, Oxnard, CA 93036

*** Completed proposals must be submitted online in the Bonfire portal per instructions. No oral, telegraphic, facsimile, or telephone proposals or modifications will be considered.

SECTION II – RFP GUIDELINES

A. RESPONSIVE BIDDER

A "responsive bidder" means one whose bid or proposal substantially complies with all requirements of the RFP and shows evidence that the bidder will adhere to all required State and County regulations, insurance requirements, contract conditions and reporting requirements governing the proposed activity.

Any proposal may be declared non-responsive if it fails to conform to the technical submission requirements of the RFP listed in Section III.

The bidder agrees to provide the County with any other information the County determines as necessary for an accurate determination of the prospective contractor's qualifications to perform services.

B. ACCEPTANCE OF PROPOSAL CONTENT

The contents of a successful proposal will become contractual obligations if procurement action ensues. Failure of a successful bidder to accept these obligations in a contractual agreement may result in cancellation of the award. The County of Ventura reserves the right to negotiate additional provisions to those stipulated in the proposal, recommend and/or award in amount(s) less than stated in the RFP and negotiate a reduction or increase in service levels commensurate with funding availability.

The successful bidder must have the ability to negotiate the terms of the contract agreement with the County within thirty days following selection. The County of Ventura Board of Supervisors will make the final decision on contract award.

C. REJECTION OF PROPOSALS

Failure to furnish all information requested in this RFP, or to follow the proposal format requested, may disqualify the proposal. Any exceptions to the Scope of Services required by this RFP must be justified in the proposal.

The County reserves the sole and exclusive right to reject any or all proposals received in response to this RFP, or to cancel this RFP, in whole or in part, with or without cause, if it is in the best interest of the County to do so.

A bidder's submitted proposal may be withdrawn by written request prior to the proposal submission deadline.

D. EVALUATION AND SELECTION PROCESS

All proposals will be subject to a standard review process. County staff will conduct an initial review of all proposals received to determine if they are complete, in the required format and comply with all requirements of this RFP. Failure to meet all of these requirements may result in a rejected proposal.

Each proposal that passes the initial review will be evaluated and scored by a selection panel of subject matter experts comprised of WDB members, WDB committee members, County Workforce Administration staff and/or other outside workforce or education professionals. The review panel may interview finalists for the contract award. The selection panel will review and

score each proposal using the assigned section scores listed below. A site visit by County staff of the recommended contractor's proposed worksite may be conducted prior to contract award.

Narrative responses to each of the sections listed below, the Program Elements Chart and the completed budget forms will be reviewed to determine compliance with the requested information and the feasibility and reasonableness of the proposed program design, cost and expected outcomes. The evaluation criteria listed below are more fully described in Section III-Submission Package, Narrative section.

EVALUATION CRITERIA	POINT VALUE
1. Demonstrated Ability/ Staffing Qualifications	15
2. Budget/Leveraged Resources	25
3. Program Design	30
4. Performance Indicators Outcomes	20
5. Program Administration and Operation	10
Bonus Points	
6. Leveraged Funds > 15%	Up to 5
TOTAL	105 points

Narrative responses to each of the sections and the completed budget forms will be reviewed to determine compliance with the requested information and the feasibility and reasonableness of proposed program design, cost, and expected outcomes. Each evaluation criterion is described in full in Section III-Submission Package, Narrative section.

It is County of Ventura policy that evaluators will not solicit or receive any communication from any potential contractor regarding any proposal under consideration.

E. PROTEST RIGHTS

Upon written request, any unsuccessful bidder is entitled to an explanation as to why its proposal may have been irregular and/or the basis for the award of the contract to the successful bidder. **Protests shall be in writing and received within ten (10) calendar days following the announcement of intent to award contract.**

It is the bidder's responsibility to ensure receipt by County at the designated address. **A postmark will NOT be accepted as meeting the deadline requirements.** No extensions may be provided to this protest provision. Protests shall be addressed to:

Tina Knight, Contracts & Grants Manager
County of Ventura
Human Services Agency
855 Partridge Drive
Ventura, CA 93003

The protest shall state the reason for the protest, citing the law, rule, regulation, or practice on which the protest is based. A written response will generally be sent to the protester within ten (10) business days after receipt of the written protest. Prior to the award of a contract, if any bidder

files protest against the awarding of the contract, the contract may not be awarded until either the protest has been withdrawn or HSA has decided the matter.

F. AWARD AND COMMENCEMENT OF WORK

Recommendation for award is contingent upon successful negotiation of the contract and resolution of any protests. The successful bidder shall be required to sign the negotiated contract, which will be in the form and content as approved by County.

The final authority to award a contract rests solely with the County of Ventura. The successful bidder shall not be allowed to begin work under any negotiated contract until such time as the contract has been approved by the County of Ventura. The successful bidder must agree to all terms, insurance coverage provisions, and conditions of the contract with HSA.

If only one proposal is received and it is deemed that such proposal meets requirements for funding, County reserves the option to award such entity a contract on a sole-source basis. In the event no proposals are received, or proposals received do not meet requirements for funding under this RFP, County reserves the right to be the contractor of last resort, or to designate another qualified entity to operate the program on a sole-source basis.

G. LIMITATIONS

The County of Ventura does not pay for any costs incurred in the preparation of a proposal or to procure or contract for services or supplies in advance of the contract term start date.

The County reserves the sole and exclusive right to accept or reject any or all proposals received as a result of this RFP, to negotiate with all qualified sources, or to cancel in part or in its entirety this RFP, with or without cause, or to issue a new RFP, if it is in the interest of the County to do so. A bidder may be required to enter into negotiations and to submit any price, technical or other revisions of the proposal as may result from negotiations.

H. METHOD OF PAYMENT

A **cost reimbursement** contract will be developed. The contractor will be reimbursed monthly in arrears for approved and allowable contract costs in accordance with a detailed line item budget approved by the County. The County may choose to negotiate other contract payment methods. Applicants must have the ability to maintain sufficient cash flow (i.e. lines of credit, cash reserve on hand) to meet ongoing financial obligations of program operation, pending reimbursement monthly from the County, in arrears net 30 days, of approved and allowable claims for services rendered. No cash advances are provided.

I. PROHIBITION OF COLLUSION

Respondents to this Request for Proposals shall not engage in any actions, conversations or agreements with other parties that would be considered in restraint of free and open competition. Such activities that are intended to limit open competition by deceiving, misleading, or attempting to otherwise divide the market for the services being requested through this RFP are prohibited. If collusion is determined, it may be grounds for disqualification from the competitive process.

J. PROPOSALS PROPERTY OF COUNTY

All proposals become the property of the County of Ventura upon opening and shall not be returned to the bidder. All materials received relative to this RFP will be kept confidential, until such time an award is made, or the RFP is canceled, at which time all materials received will be made available to the public. Proposals received will be subject to Government Code §6250, the

Public Information Act. Offerors should mark information they consider proprietary or confidential in the event it is exempt from the requirements of the Act.

K. ADDENDA AND SUPPLEMENT TO RFP

If revisions or additional information to this RFP become necessary, HSA will upload addenda or supplements in the Bonfire system, as needed.

L. ADDITIONAL REQUIREMENTS

1. Continuous Operation. The selected contractor(s) shall operate the project continuously throughout the term of the contract with HSA. Personnel shall be qualified in accordance with the applicable requirements of the agreement and any future amendments thereto.

2. Restriction on Letters of Support. All bidders responding to this RFP are specifically prohibited from soliciting letters of support from HSA staff. Bidders are hereby notified that HSA maintains a policy that prohibits its employees from providing letters of support, recommendations or advocacy for an outside agency, firm, or individual engaged in a competitive procurement process managed by HSA.

3. Monitoring. The County shall have the right to monitor the work being performed by the Contractor(s) at any time during the Contractor's usual working hours. Additionally, a formal WIOA subrecipient monitoring is conducted annually. The length, type and scope of monitoring may vary based on the subrecipient risk assessment.

4. Required Certifications. If a bidder is recommended for contract award under this RFP, they shall be required to certify and provide certain documents as identified below *prior* to contract award.

Signed copies of each of the following forms:

- Drug Free Workplace certification pursuant to 20 CFR Section 667.200(d)
- Debarment and Suspension pursuant to regulations implementing Executive Order 12549
- Certification Regarding Prohibition on Lobbying using federal funds.

5. Insurance Requirements. The recommended bidder will need to submit evidence of the following insurance requirements effective on or before start of the contract:

- A. Commercial General Liability "occurrence" coverage, naming the County of Ventura as additionally insured, in the minimum amount of \$1,000,000 combined single limit (CSL) bodily injury & property damage each occurrence and \$2,000,000 aggregate, including personal injury, broad form property damage, products/completed operations, broad form blanket contractual and \$50,000 fire legal liability.
- B. Commercial Automobile Liability coverage in the minimum amount of \$1,000,000 CSL bodily injury & property damage, including owned, non-owned, and hired automobiles. Also to include Uninsured/Underinsured Motorists coverage in the minimum amount of \$100,000 when there are owned vehicles. Contractor must have on file evidence of auto insurance in the minimum amount of \$100,000 CSL bodily injury & property damage for all employees and volunteers associated with the contract.
- C. Workers' Compensation coverage, including a Waiver of Subrogation in full

compliance with California statutory requirements, for all employees of Contractor and Employer's Liability in the minimum amount of \$1,000,000.

- D. Professional Liability coverage in the minimum amount of \$500,000 each occurrence and \$1,000,000 aggregate (if applicable).

Additional information regarding insurance requirements can be found in the Human Services Agency Contracts Manual. A copy of the Contracts Manual is available at www.vchsa.org on the Request for Proposals page at <https://www.ventura.org/human-services-agency/requests-for-proposal-rfps-and-related-solicitation-documents/>.

6. Living Wage. The recommended Contractor will be subject to the County of Ventura Living Wage Ordinance. The Ordinance requires the payment of a living wage and accompanying paid time off to all covered employees engaged in providing services pursuant to a service contract as defined in Sec. 4952(f) of the County's Living Wage Ordinance.

7. Misrepresentation. Misrepresentation during the procurement or contracting process in order to secure the contract will disqualify a bidder or contractor from further consideration in the procurement or contracting process. Failure to comply with contract requirements once a contract has been awarded will constitute a material breach of the contract and may result in the suspension or termination of the affected contract and debarment from future County contracting opportunities for a period not to exceed three years. Other penalties may also apply.

8. Additional Pre-Award Submission Requirements. *As applicable, the successful bidder shall also submit to the County prior to contract award the following documents:*

- Most recent Audit
- Articles of Incorporation or business license
- Grievance procedures for participants
- Handicapped Access Survey

9. Possible Site Visit/Interview- The County will have the right to review the work being performed by the Contractor(s) at any time during the Contractor's usual working hours. The County may also request an interview with applicants, if deemed necessary by reviewers. County will also have the right to site visits and on-site programmatic and fiscal monitoring during the contract period.

10. Proposal Modifications. Any Offeror who wishes to make modifications to a proposal already received by County must withdraw their proposal in order to make the modifications and must resubmit the full proposal package to the County. Modifications must be signed by the Offeror's authorized representative, and must conform to the terms and conditions of this solicitation. It is the responsibility of Offeror to ensure that modified proposals are resubmitted before the Submittal Deadline. Offerors may withdraw their proposals, at any time prior to the due date and time, by submitting notification of withdrawal signed by Offeror's authorized agent. Proposals cannot be changed or modified after the proposal deadline has passed.

SECTION III – SUBMISSION PACKAGE

SUBMISSION INSTRUCTIONS

Completed proposals must be submitted online per instructions in the Bonfire system at <https://ventura.bonfirehub.com>.

Offerors are responsible for making certain their proposals are received in the online proposal submission portal prior to the proposal submission deadline. No oral, telegraphic, facsimile, or telephone proposals or modifications will be considered.

Proposals must be submitted in the online system **no later than December 2, 2019 at 5:00 p.m.** Pacific Time. Please note that they system will not accept late proposals.

APPLICATION INSTRUCTIONS

Applications submitted in response to this RFP must include the items and be in the order as listed below. All of the items combined comprise your completed Application pursuant to this RFP.

1. Executive Summary: Please complete as indicated, signed and uploaded in PDF. Clearly indicate the Region(s) and/or targeted groups you are applying to serve, the amount of funding requested and number of youth to be served. The document is available for download in the RFP materials in the Bonfire system.

2. Narrative Section: Please provide a response to the narrative section that fully addresses each of the evaluation criteria listed. The narrative is limited to **15 pages**, using a minimum 12 pt. font, with 8½" x 11" page size with each page clearly and consecutively numbered. Points may be deducted for narratives exceeding the page limit.

3. Program Budget: Please complete and submit the Microsoft Excel line item budget template and upload in Excel. The budget template is available in the RFP Documents in Bonfire and also available for downloading and use at <http://www.ventura.org/human-services-agency/request-for-proposal-rfps>. No other budget forms will be accepted. Budgetary expenses are to be divided into two categories: administrative costs and program costs. Administrative/Indirect costs should not exceed 10% of the total budget. Any leveraged funds as well as their source(s) should be identified in the budget. The budget should be reasonable and accurate and provide a clear and concise description of your costs relating to the proposed project. Applicants may provide supplemental information to further clarify their budget, as needed in the Narrative and/or Other Attachments sections.

4. WIOA Youth Program Elements Chart: As part of your response to Narrative question #2, complete and submit the **WIOA Youth Program Elements Chart**, identifying how and by whom each of the required elements will be addressed/provided.

5. Financial Audit: Please submit your most recent financial audit prepared in accordance with the applicable requirements of your fund source(s). For example, compliance with the Single Audit Act and 2 CFR 200 may be for entities receiving over \$750,000 in federal funds. If an audit has not been completed for the most recent fiscal year, you may submit your prior year's audit and current IRS tax return (form 990). The audit will be reviewed to determine applicant's financial position, compliance with regulatory requirements and documentation of solvency. If within the last three years there has been an audit exception, disallowed cost and/or questioned costs for the performance of any government (*i.e.*, Federal, State, County) contract or grant, applicant must provide an explanation along with the audit.

6. Other Attachments, as applicable (optional): Please include only supplemental information that will provide further information about the proposal or your firm's qualifications, as applicable (e.g. position descriptions, staff resumes, MOUs with partners, letters of commitment/support, sample evaluations/forms, etc.).

DRAFT



Attachment 1 - EXECUTIVE SUMMARY

1. Bidders Legal Name

Firm Name	
Address	
Telephone	
E-mail Address	

2. Program Name:	3. Funding Requested: \$
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4. Briefly summarize your proposed program design (700 character max):

Region(s): Summary:	# of Clients to be Served:	(out-of-school)	(in-school)

5. Chief Executive Contact

Name of Chief Executive	
Title	
Telephone	Email:

6. Primary Application Contact

Name of Primary Contact	
Title	
Telephone	Email:

7. Legal Status Information

Federal Employer Identification Number (EIN)		DUNS # <i>(if applicable)</i>	
California Tax I.D. No.		Women or Minority Owned Business Status? <i>(attach proof)</i>	Yes No

An unsigned proposal will be rejected

I certify that the information provided in this proposal is true and correct to the best of my knowledge and that I have been duly authorized by applicants' governing body or other authority to file this proposal. This proposal is submitted as firm and fixed offer valid for 120 days of the submission date.

Signature: _____ Date: _____

Printed Name and Title: _____

Attachment 2 - NARRATIVE

Please provide a written response to each section below. Your responses will be reviewed and scored according to these evaluation criteria. All proposals will be reviewed for demonstrated capacity to provide the services/activities sought through this solicitation. Applicants are advised to present concise and well-articulated responses to all areas of the application. Program designs should include all required program services as outlined in this document and present realistic strategies to ensure attainment of the WIOA performance measures. Supporting documents, agreements, forms or other evidence may be included separately as attachments to the narrative section. Limit narrative section to 15 pages (2 pts deducted for each page over limit).

1. Demonstrated Ability (15 Points)

Describe your agency's previous experience in providing employment and training services to disadvantaged youth and your ability to document accurately and account for all program expenditures. Include a description of your presence in the community and understanding of the needs of the region, successful local collaborative partnerships and overall service outcomes in recent program years. Your response should be directly related to the ability of the proposed program to meet DOL performance measures for youth in the program activities as described herein. Describe your organization's experience and capacity to manage significant federal subaward funds, and any history of successful management of other large state and/or federal grants you may have received. Please include your organization's ability to abide by regulations outlined in 2 CFR 200 and WIOA, particularly around allowable expenses and activities. Please list any failed procurements, cancelled contracts or related monitoring findings and their resolution.

- Of particular importance are the expertise, certifications and skills of the staff that will be working directly with your participants. Resumes of existing staff or job descriptions including the qualifications and minimum requirements for program staff should be included and should describe the minimum education and work experience requirements for all critical staff positions. Indicate your ability to provide on-going services to youth currently in the WIOA Youth program who may need transitional assistance in order to achieve WIOA mandated outcomes. Describe the method for ensuring that staff have appropriate security and background clearance for employees working with youth.

Provide an estimate of the number and duties of staff positions that will be dedicated to the program. For example, include the anticipated ratio of participants to case managers, instructors, and/or counselors and related fiscal and administrative support staff who will be providing program and expenditure reports. Indicate how your agency and/or partners are qualified to provide the services requested in this RFP. As noted above, County will provide limited initial "train the trainer" instruction to WIOA contractors to ensure they have the requisite skills to properly operate the WIOA case management system. Further re-training of contractor staff will be the responsibility of the contractor.

2. Budget/Reasonableness of Cost/Leveraged Resources (25 Points)

Complete and submit along with your narrative responses the Attachment 2- Budget Form, found at the HSA website, www.vchsa.org.

Provide a budget narrative that addresses the major line items in the budget and provide a justification of how budget items are necessary to achieve the project goals and objectives. Provide detailed justification for any equipment purchases being planned (equipment is defined as items with a per unit acquisition cost of \$5,000 or more and a useful life of at least one year).

Identify the total cost per youth enrolled. Identify in your narrative the amount of funds you will dedicate to incentive payments for youth and the amount and type of resources that will be dedicated to providing follow-up services to youth after they have been exited from the program.

List any partner agencies you will work with and the specific elements of services they will provide to the project. Include as an attachment to your proposal any agreements with partner agencies you plan to implement should this proposal be funded. If these agreements are not currently available, list those agencies, with contact information, with whom you intend to establish partnership agreements.

Identify the dollar amount of Leveraged Funds (in-kind, cash match, etc) that will be dedicated to the program. A minimum of 15% percent of WIOA funds requested to operate the program must be provided by the applicant. Such contributions may be cash or in-kind. Please identify the source(s) and value(s) of such funds. Leveraged Funds will need to be properly documented and will be verified during fiscal monitoring conducted by the County. Invoices submitted for reimbursement will need to include the dollar value of such leveraged resources.

3. Program Design (30 Points)

Describe your proposed youth services program design, including a description and length of all activities, the number of planned participants and any certification(s) available to participants upon successful completion of the program. The success of your proposal will rest principally on the perceived viability of the program design you describe in this section. Therefore be as specific as possible in addressing each of the elements noted below.

As part of your response to this section, complete and submit **Attachment 3-WIOA Youth Program Elements Chart**, identifying how and by whom each of the required elements your program will address. A copy of the Program Elements Chart is available on the HSA website.

Describe each element of the program design. Include, for example, the objective assessment and testing process; development and maintenance of the Individual Services Strategy (ISS) the job search assistance provided to participants; subsidized work activities; and education services, counseling and training.

Describe your proposed service delivery and design in relation to each of the activities listed below, including any unique areas of your proposed program design and attributes relevant to the services described in this document. Indicate if these will be provided directly by the Contractor or through a partner agency.

- Describe your strategies to identify, recruit and enroll the individuals that you will be serving and identify the specific strategies and resources you will use to ensure sufficient numbers of eligible clients are recruited to meet your enrollment goals.
- Describe how you will provide career exploration to each youth. Note the amount of time, delivery system and staffing resources dedicated to this activity. Identify the specific industries or occupations you will focus on and how they align with expanding demand for workers.
- Describe your process for conducting orientation, eligibility and testing of youth, indicating the location where such services will be provided and how you will accommodate those youth lacking transportation to distant sites.
- Identify how you will provide a paid work experience component and identify who the "employer of record" will be.

- Identify any partners or sub-contractors and whether services provided by such partners will be paid for out of funds available through this contract or other resources.
- Provide details on the services to be provided by the education system, community-based organizations or any other partners brought in to support your program.
- Describe any applicable strategies to re-connect and/or re-engage out-of-school youth into educational services. Include experience using best practices to build self-motivation with youth.
- Describe your case management strategies, level of resources and frequency of contact with youth during the program.
- Identify any academic or vocational training provided to participants.
- Include details on how diverse learning styles and academic abilities will be identified and accommodated.
- Describe your employment development strategy for securing subsidized and/or unsubsidized jobs for the youth.
- Describe what type of assessments or tests will be used.
- Describe your use of tutors, volunteers, mentors and peers.
- Identify a minimum of one physical location at which services will be provided

4. Performance Outcomes (20 points)

Describe your program strategy to achieve a successful outcome for each of the applicable performance goals listed in Section I.G.4 above.

5. Program Administration and Operations (10 points)

For each element below, describe your internal control and oversight procedures and timelines. Describe staffing resources and/or partner roles to ensure effective collaboration and oversight between the Contractor and any partner(s) or subcontractors.

- Administration, Reporting and Documentation
- Program Operations
- Program Quality Control
- Contract Closeout

Total Points 100

BONUS POINTS:

For applicants requesting consideration of one or more of the bonus areas, please respond to the following:

6. Leveraged Funds (Up to 5 bonus points)

Indicate in your narrative and budget the amount and source of all Leveraged Funds that you and project partners will commit to this program. Please include the amount of Leveraged Funds, type (e.g. in-kind services, cash match, etc.), their source(s), valuation methods and a description of how the leveraged resources help accomplish the project's overall goals and milestones should be identified in the budget narrative. Please explicitly identify the amount of leveraged funds that exceed the required amount of 15% of WIOA funds being requested. (See item #2, above). Bonus points will be awarded on the basis of the additional amount of in-kind/leveraged resources committed to this project that exceeds the required level and the extent to which Leveraged Funds support project goals and outcomes.

Total Possible Points with Bonus 105

Attachment 3 - BUDGET

Complete the Microsoft Excel line item budget template and upload in Excel. The budget template is available in the RFP Documents in Bonfire and also available for downloading and use at <http://www.ventura.org/human-services-agency/request-for-proposal-rfps>.

Attachment 4 - FINANCIAL AUDIT

Please attached **one copy** of your most recent audited financial statements prepared in accordance with the applicable requirements of your fund source(s). If an audit has not been completed for the most recent fiscal year, you may submit your prior year's audit and current IRS tax return (form 990).

Attachment 5 - OTHER ATTACHMENTS

Include only supplemental documents (resumes, job descriptions, letters of support, MOUs/Partnership Agreements, program evaluation materials, federally negotiated indirect costs rate agreement, etc.), as applicable to support your application.

WIOA PROGRAM ELEMENTS CHART

Activity	Description	Duration of Activity (Hours/Months)	Partners Involved	Funding Source
1. Tutoring, etc.				
2. Alt. Secondary School Services, etc.				
3. Work Experiences				
4. Occupational Skills Training				
5. Education for Occupation				
6. Leadership Development				
7. Supportive Services				
8. Adult Mentoring				
9. Follow-up Services				
10. Comprehensive Guidance				
11. Financial Literacy				
12. Entrepreneurial Skills				
13. Labor Market Information				
14. Transition to Post-secondary				

Expand and adapt as needed.