

WDC FINANCE & ADMINISTRATION COMMITTEE

November 5th, 2021



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WELCOME AND INTRODUCTIONS

STRUCTURE, GOALS, & ROLE OF THE FINANCE & ADMINISTRATION COMMITTEE

Angela Dunleavy, Executive Director, FareStart

Marie Kurose, CEO, Workforce Development Council

REGIONAL WORKFORCE DEVELOPMENT TRANSFORMATION

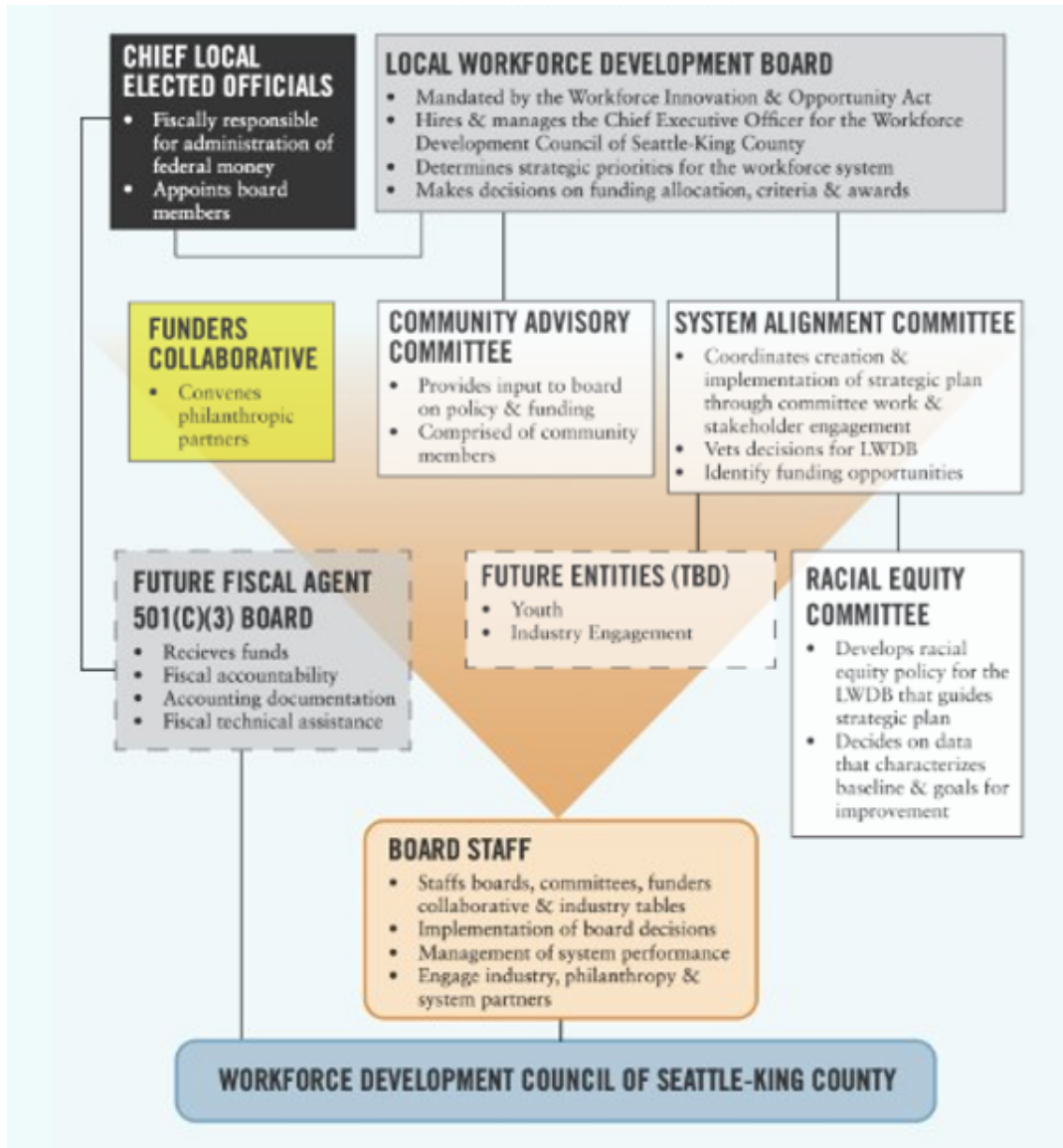


- Strengthen the WDC to become a best in class, innovative, regional workforce development backbone organization that is a catalyst for leveraging and aligning resources to increase equity and maximize outcomes

CREATE ONE BACKBONE ORGANIZATION – REGIONAL BOARD

- Unified regional workforce development strategy & system alignment to increase impact and scale
- Break down silos to minimize administrative costs and redundancies
- Center racial equity and economic inclusion
- Guided by community voice with clear impact measures and racial equity results.
- Coordinated system for engaging employers. Industry tables and strategies to eliminate disparate employment outcomes.
- Pooling or coordination of funding with clear role for different funding to close system gaps, increase efficiency and impact.

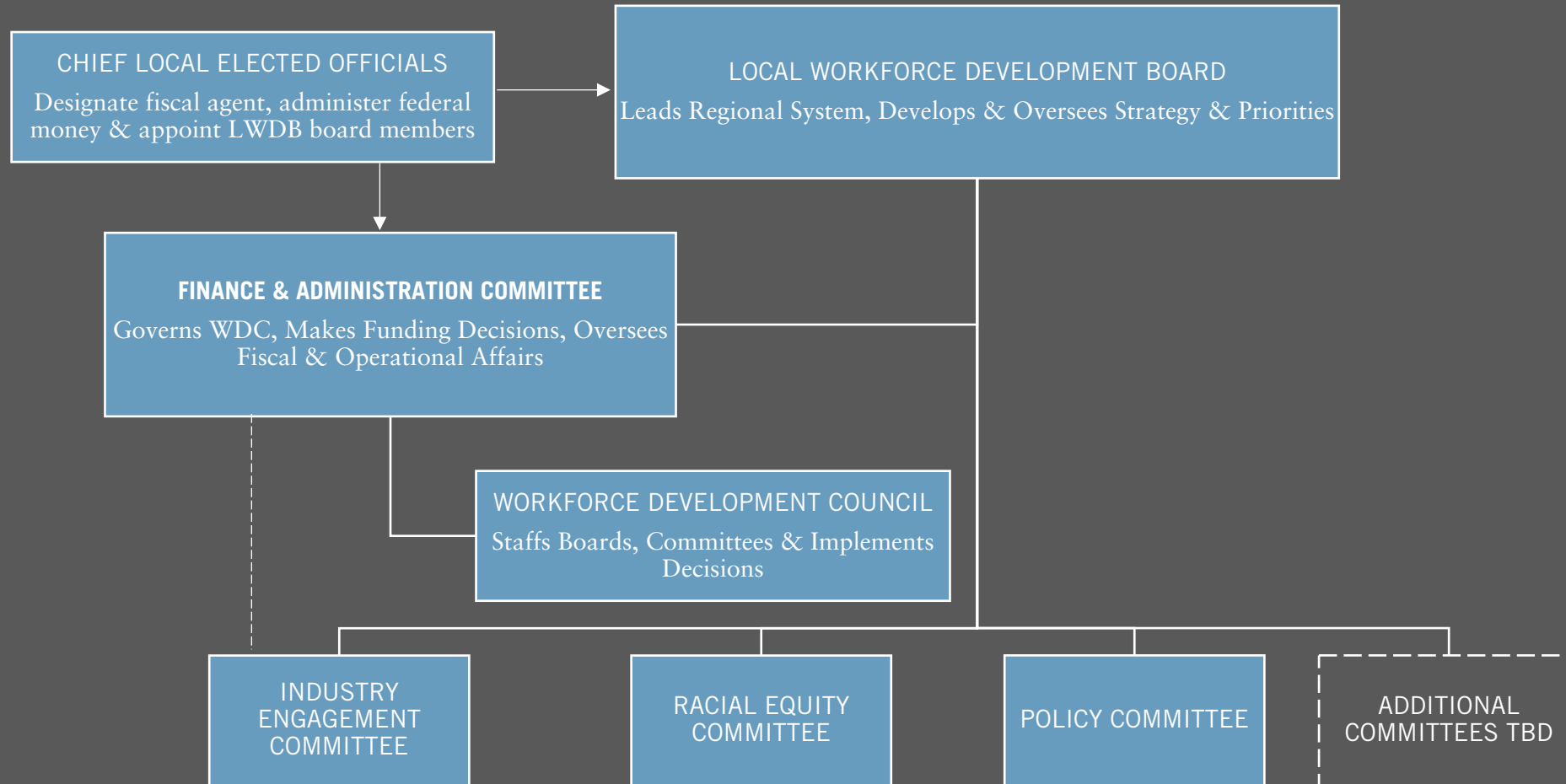
REGIONAL WORKFORCE TRANSFORMATION GOVERNANCE RECOMMENDATIONS 2018



Recommendations:

- Strengthen the LWDB's role as regional policy body
- Separate fiscal agent oversight for operational and compliance issues related to the role of the fiscal agent.
- Establish new LWDB Committees to support transformation priorities

NEW GOVERNANCE STRUCTURE – APPROVED 6/2021



BOARD & COMMITTEE ROLES & RESPONSIBILITIES



FULL BOARD

- System strategy, guidance, & advocacy
- Policy
- Local Plan Approval
- Regional Strategic Plan
- Convening
- CEO hiring/evaluation
- Annual budgeting
- Performance accountability negotiation

FINANCE & ADMINISTRATION

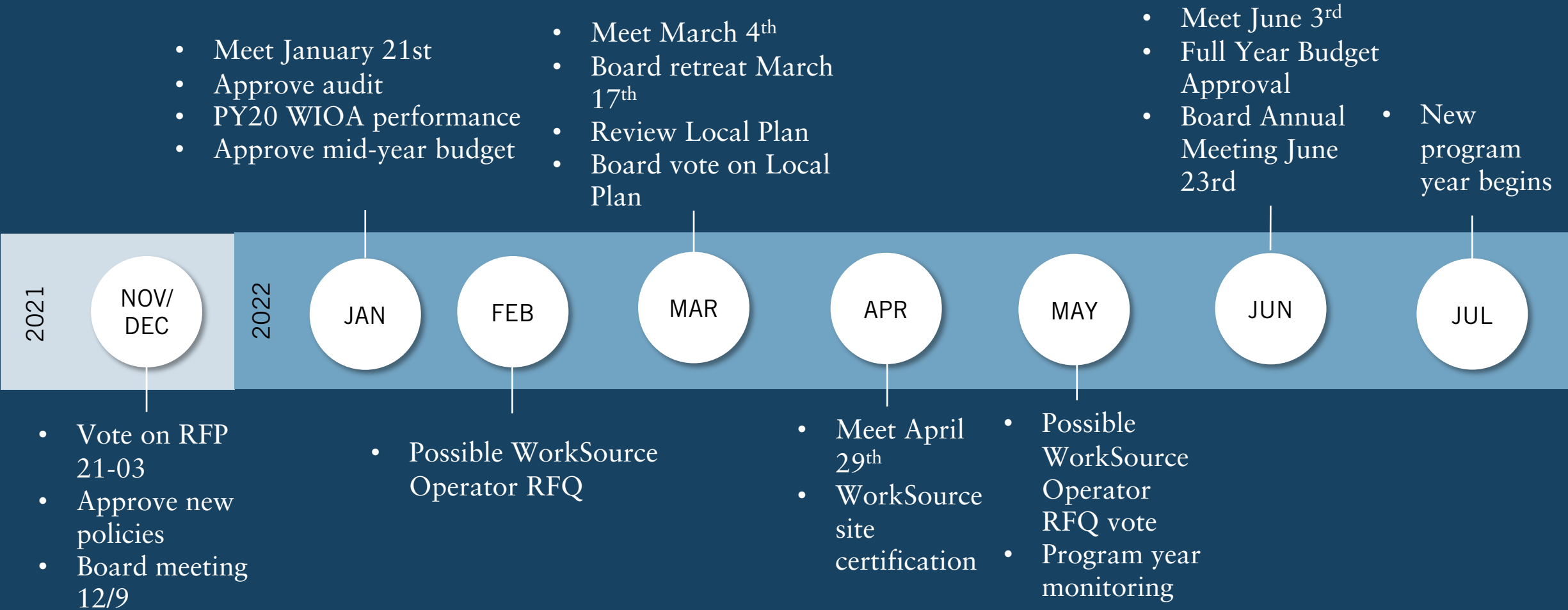
- Fiduciary
- Administrative
- Audit
- Monitoring & compliance
- Procurement
- Operations
- Local policies

FISCAL: INTERNAL BACKBONE



- Aligned financial and procurement systems
- Beyond WIOA compliant
- Building our team
- Audit
- Mid-year budget

PY21 FINANCE & ADMINISTRATION COMMITTEE TIMELINE



CONSENT AGENDA



- Review and approve draft agenda

1. INTRODUCTIONS

2. STRUCTURE, GOALS, & ROLE OF THE FINANCE & ADMINISTRATION COMMITTEE

3. CONSENT AGENDA

- Draft Finance & Administration Committee agenda

4. ACTION ITEMS

- Review and approve
 - i. Accommodations Policy
 - ii. On the Job Training Policy for WIOA Title I Programs
 - iii. TAA & Dislocated Worker Co-Enrollment
 - iv. Adult & Dislocated Worker Incentive Payments Policy
 - v. Procurement Policy
- Review and approve Request for Proposals #21-03 Employment supports for individuals impacted by the criminal legal system

5. ADDITIONAL ITEMS

- Good Jobs Challenge

6. ADJOURNMENT

ACTION ITEMS

WDC POLICY APPROACH

- Alignment with Regional Plan and Centering Racial Equity
- Adopting a pro-eligibility approach
- Removing overly restrictive terms and documentation
- Embracing the widest definition of terms to benefit the maximum number of people

POLICY UPDATES



REVIEW AND APPROVE:

- i. Accommodations Policy
- ii. On the Job Training Policy for WIOA Title I Programs
- iii. TAA & Dislocated Worker Co-Enrollment
- iv. Adult & Dislocated Worker Incentive Payments Policy
- v. Procurement Policy



REVIEW AND APPROVE REQUEST FOR
PROPOSALS #21-03 EMPLOYMENT
SUPPORTS FOR INDIVIDUALS IMPACTED
BY THE CRIMINAL LEGAL SYSTEM

RFP NO. 21-03
EMPLOYMENT SUPPORTS FOR INDIVIDUALS
IMPACTED BY THE CRIMINAL LEGAL SYSTEM




Review Panel Recommendations
Presented to WDC Finance & Administration Committee
November 5th, 2021

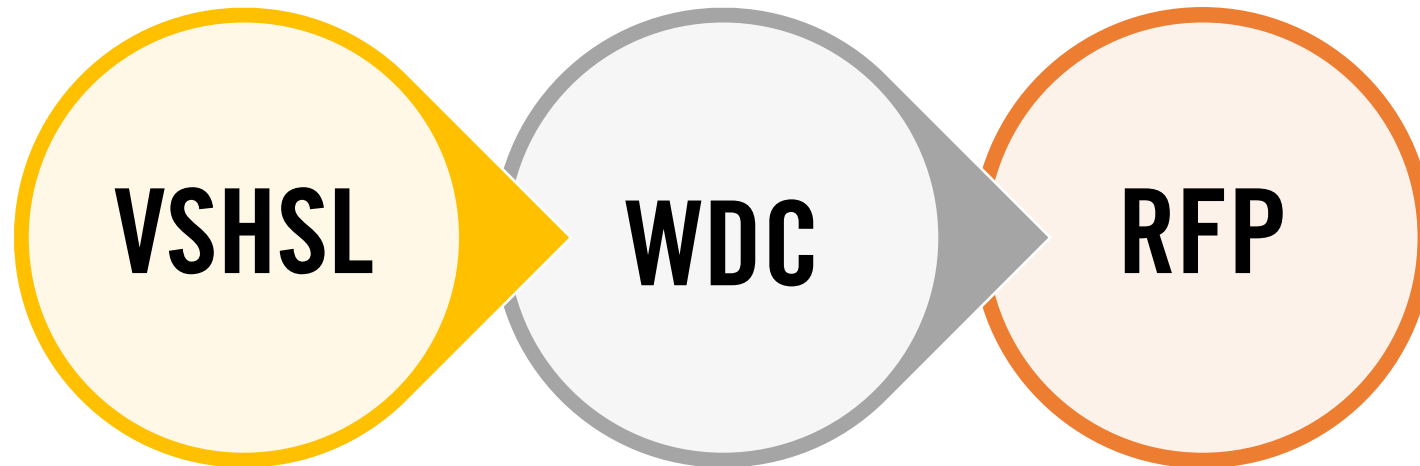
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ACTION ITEM



- 
- A thick yellow arrow pointing downwards, positioned to the left of the list items.
- I. Background**
 - II. The Review Process & Timeline**
 - III. Funding Information**
 - IV. Analysis of Top Proposals**
 - V. Recommendations**
 - VI. Action Requested**
 - VII. Discussion**

BACKGROUND

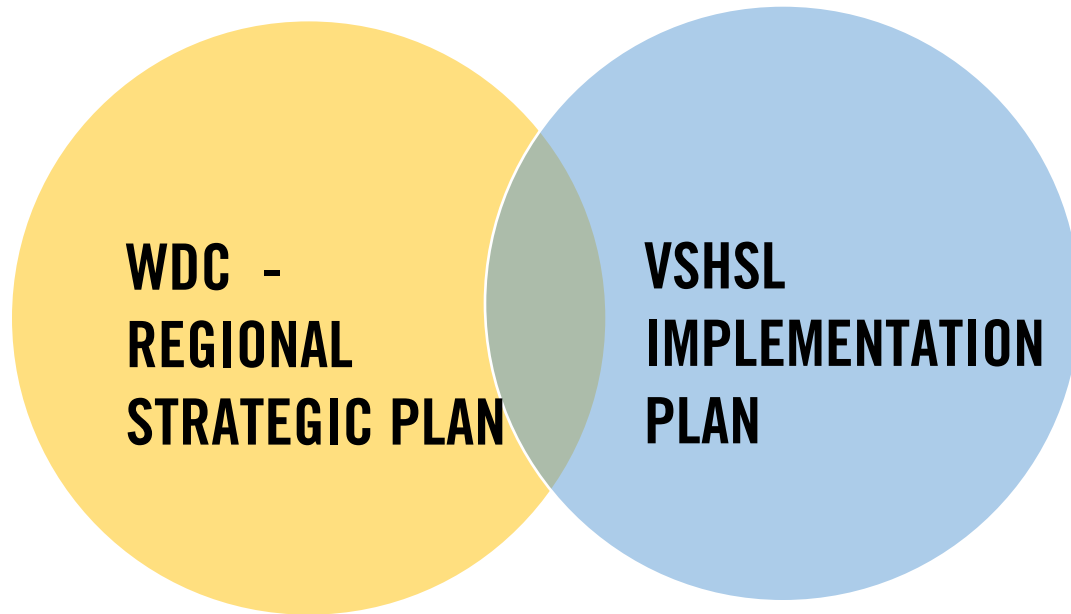


**Veterans, Seniors & Human Services
Levy (VSHSL)**

**The Workforce Development Council
of Seattle-King County (WDC)**

**Employment Support for individuals
impacted by the criminal legal system**

ALIGNMENT



WDC – Regional Strategic Plan

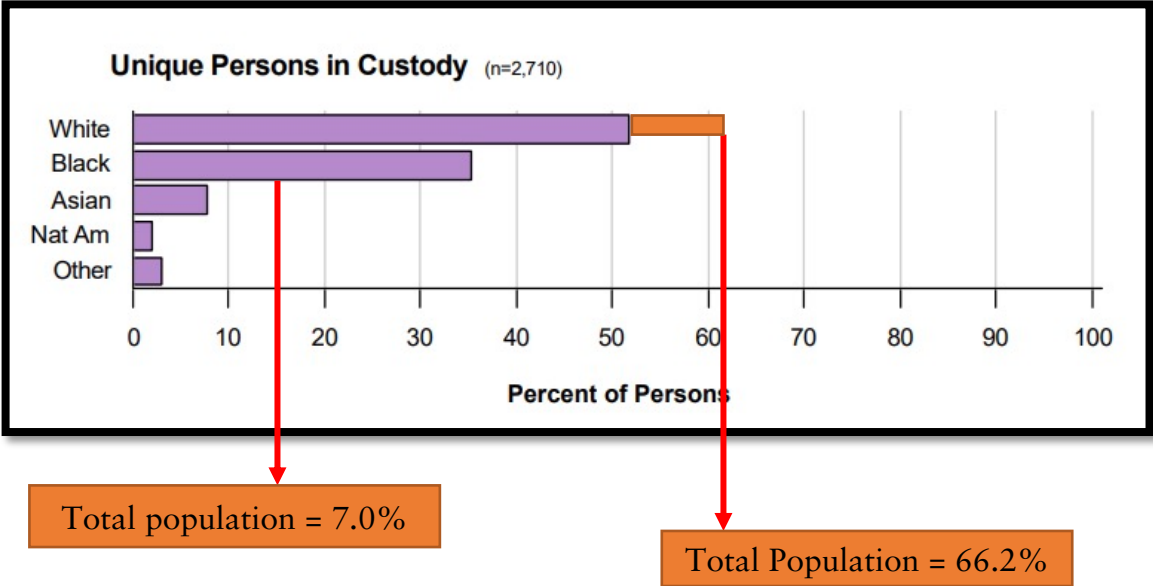
- ✓ Blueprint
 - ✓ Centers Racial Equity
 - ✓ Focus of BIPOC, immigrant & refugee community
 - ✓ Equitable Economic Recovery
 - ✓ Job Quality
- North Stars

VSHSL Implementation Plan

- ✓ Focus on eliminating Racial disparity in health and human services in King County
- ✓ Safety & Justice goal of diverting people from the criminal justice system
- ✓ Commitment to serve Vulnerable Population that includes individuals impacted by criminal legal system

WHY

The criminal legal system disproportionately impacts low-income communities, especially individuals of Black, Indigenous and Latinx origin leading to a huge racial disparity.



This data is from July 2021.

Source - [King County Department of Adult & Juvenile Detention](#)
[United States Census Bureau - King County Quick Facts](#)

GOAL OF THE RFP



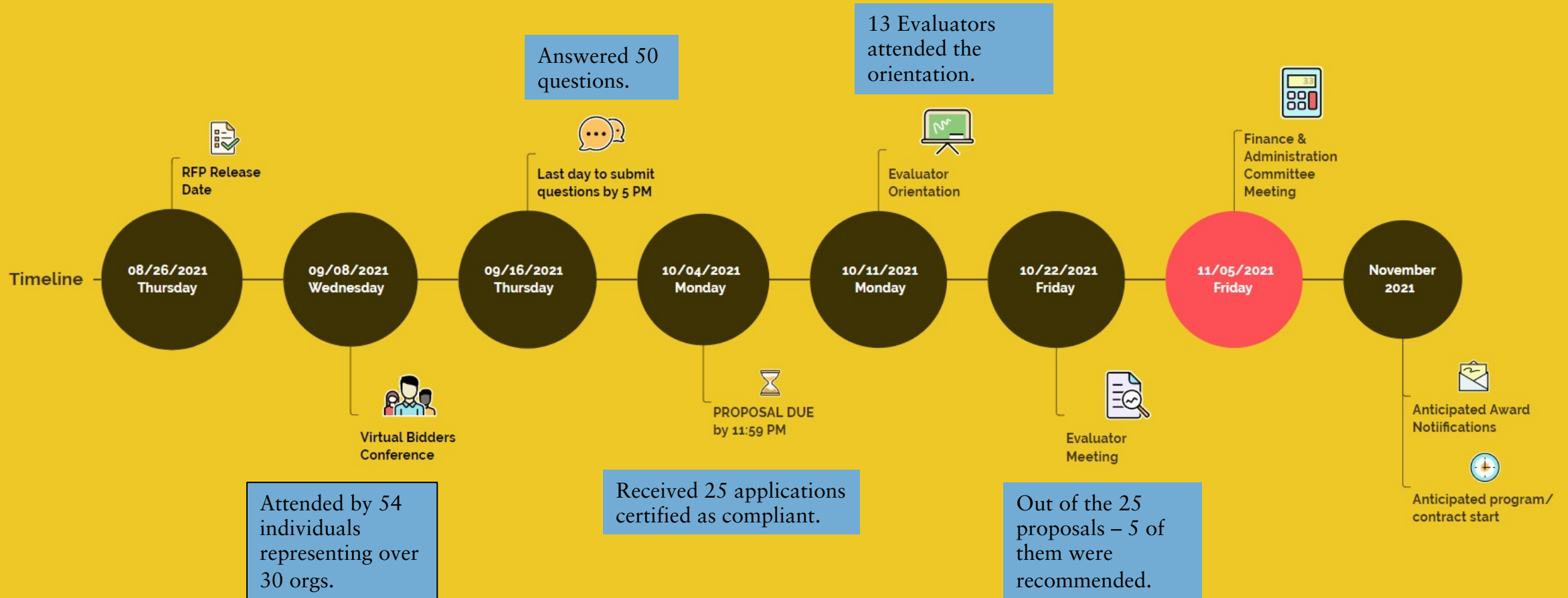
- ❖ Create access to employment, training and education opportunities among individuals who have touched the criminal legal system.
- ❖ Focus on Black, Indigenous and Latinx individuals and communities who are adversely affected by a criminal legal system that disproportionately targets people of color, immigrants and refugees (BIPOC communities).
- ❖ Provide upstream and responsive services through community-led organizations that possess, or tap into, community-centered leadership, peer navigators, and the technical expertise needed to support individuals' journey towards employment and self-determination.

SCOPE OF WORK



1. Peer mentorship and community-based navigation
2. Employment specialist services + case management with longer service eligibility
3. Access to paid apprenticeships, pre-apprenticeships, and training programs for in-demand job sectors:
4. Integrated services with diversion programs
5. Pre-release services/supports for incarcerated individuals
6. Facilitated connection to auxiliary community services
7. Allowing funded programs to access flexible financial assistance (FFA) to meet and support basic needs of participants
8. **Other:** *Organizations may propose additional strategies and program models. If your organization's program model does not align with the strategies above, please describe alternative strategies.*

RFP PROCESS & TIMELINE



AVAILABLE FUNDING



Up to \$1,825,000 is available for the program period of November 1, 2021, until December 31, 2023.

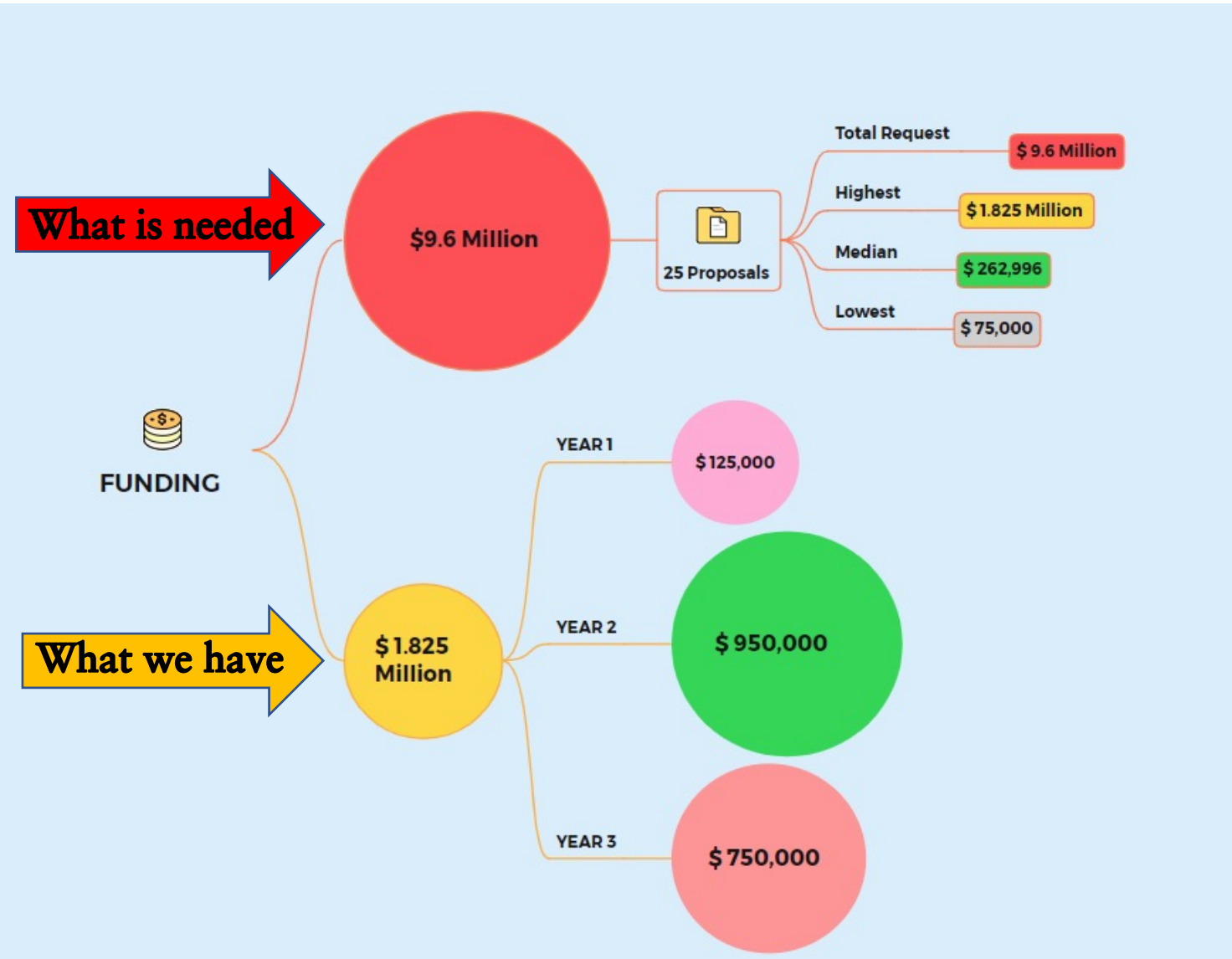
Program Year	2021 <i>(Nov-Dec 31st, 2021)</i>	2022 <i>(Jan –Dec 31st, 2022)</i>	2023 <i>(Jan –Dec 31st, 2023)</i>	Total
Funding Amount	\$125,000	\$950,000	\$750,000	\$1,825,000

FUNDING / BUDGET ANALYSIS



List of Proposals

Count	Name of the Bidder	Amount Requested
1	Chief Seattle Club	\$ 244,380.00
2	Evergreen Goodwill of Northwest Washington	\$ 218,899.00
3	Community Passageways	\$ 177,250.00
4	Neighborhood House	\$ 195,954.00
5	TRAC Associates (Africa Town, Evergreen Empowerment Network)	\$ 350,235.00
6	FareStart	\$ 1,410,217.00
7	Organization for Prostitution Survivors	\$ 161,823.00
8	Weld Seattle	\$ 100,100.00
9	Boys & Girls Clubs of King County	\$ 393,911.00
10	Pioneer Human Services (Weld Seattle, the Seattle Clemency Project, AJAC)	\$ 514,963.00
11	YWCA Seattle King Snohomish	\$ 298,491.00
12	Urban League of Metropolitan Seattle (ULMS)	\$ 265,706.00
13	PACIFIC ASSOCIATES (Interaction Transitions, POCAAN)	\$ 1,825,000.00
14	Unloop	\$ 262,996.00
15	Valley Cities Behavioral Health	\$ 356,269.00
16	YMCA of Greater Seattle	\$ 98,820.00
17	Latino Civic Alliance	\$ 290,166.67
18	InterCultural Children and Family Services	\$ 1,000,558.00
19	Orion Industries	\$ 237,206.00
20	Real Escape from the Sex Trade	\$ 178,676.00
21	Washington Voices	\$ 93,000.00
22	Lutheran Community Services Northwest	\$ 388,315.00
23	Adonai Counseling & Employment Inc.	\$ 286,799.00
24	What's Next - Washington	\$ 173,588.00
25	Your Money Matters	\$ 75,000.00



ANALYSIS OF TOP PROPOSALS



Name of the Organization.	Scope of Work	Council Districts	Operating Budget	Amount Requested	Highlighted Strengths
✓ Chief Seattle Club	1,2,4,5,6,7	1,2,4,5,6,7,8	\$ 5.7 Million	\$244,380	<ul style="list-style-type: none"> • Everyone on the panel had a great respect for their work. • The composition of their staff and leadership team is over 90% BIPOC. Their Board of Directors is 73% indigenous. • They put together a strong program model with focus on peer mentorship, employment support and wrap around services with multiple pathways for providing stable housing. • They recently received funding from King County to support record expungement and payments of Legal Financial Obligations (LFO)
✓ Community Passageways	1,2,3,4,5,6,7	1,2,3,7	\$ 2.4 Million	\$177,250	<ul style="list-style-type: none"> • BIPOC led grassroots organization with a great track record. • Reviewers liked their peer mentorship + credible messenger model, helping the target population to first integrate in the community and then navigate to the right resources.
✓ TRAC Associates Africa Town & Evergreen Employment Group	1,2,3,6,7	1,2,3,4,5,6,7,8,9	\$ 4.8 Million	\$350,235	<ul style="list-style-type: none"> • Of all the consortium models, TRAC Associates' proposal stood out primarily because of the following reasons – <ul style="list-style-type: none"> - choice of consortium partners, - cost per participant, - their history of working deeply in the community and - hiring staff and leadership that is reflective of the community served - program philosophy – “ they always find a way to serve the clients that are referred to them”

ANALYSIS CONT'D



Name of the Organization.	Scope of Work	Council Districts	Operating Budget	Amount Requested	Highlighted Strengths
✓ Organization for Prostitution Survivors	1,2,6,7	1,2,4,5,7,8	\$ 0.97 Million	\$161,823	<ul style="list-style-type: none"> • A very small grassroots organization • Majority of the staff including the entire leadership team are survivors. • Their program model is based on peer mentorship, employment support and connection to auxiliary community services. • They serve a population that has the highest needs and is the farthest away from opportunity.
✓ Weld Seattle	1,2,3,4,5,6,7,8	1,2,3,4,5,6,7,8,9	\$ 1.4 Million	\$100,100	<ul style="list-style-type: none"> • The organization is a grassroots organization founded by and for people impacted by the criminal legal system, • 100% of their staff have lived experience and 50% belong to BIPOC communities. • 100% of individuals served by Weld are legal system impacted. • Weld Seattle is 49% self-funded and • Have a solid program model with housing assistance intertwined with peer mentorship and employment support, which helps them keep their recidivism rate below 3%. • Lastly, they have a very reasonable ask.

RECOMMENDATIONS



The evaluation panel recommends funding the following organizations from November 2021 through December 31, 2023.

Count	Name of the Organization	12-month recommended funding (renewed annually)
1.	Chief Seattle Club	\$ 225,000
2.	Community Passageways	\$ 180,000
3.	TRAC Associates	\$ 284,000
4.	Organization for Prostitution Survivors	\$ 161,000
5.	Weld Seattle	\$ 100,000

The following organizations will be considered if/when additional funding becomes available.

Count	Name of the Organization
1.	Real Escape from the Sex Trade
2.	Neighborhood House
3.	FareStart

ACTION REQUESTED



The committee is requested to consider and approve the recommendations for contract awards. If approved, new contracts will begin in November 2021, and end December 31, 2023.

CONFLICT OF INTEREST



No individual shall participate in the selection, award, or administration of a contract or grant funded by WIOA or other federal, state or county of city funds if a real or apparent conflict of interest would be involved. Such a conflict would arise when the individual, any member of his or her immediate family, his or her partner, or an organization which employs or is about to employ any of the parties indicated herein, has a financial or other interest in the firm selected for an award.

No individual shall cast a vote or participate in any decision-making capacity on the provision of services by such individual (or any organization which that individual directly represents), or any matter which would provide any direct financial benefit to the individual, to the individual's immediate family, or to the individual's organization.



DISCUSSION



OTHER BUSINESS

GOOD JOBS CHALLENGE

GOOD JOBS CHALLENGE

GRANT OPPORTUNITY FROM U.S. ECONOMIC DEVELOPMENT ADMINISTRATION



Goals

- Establishing or strengthening regional systems to train workers through sectoral partnerships
- Advancing equity, creating good paying jobs, helping workers to develop in-demand skills

Awards

- \$500 million total, \$5 - \$25 million grant (24-36 month)
- Due January 26, 2022

Grant Elements

- Sector Partnerships
- System Development
- Program Development & Implementation

Requirements:

- System Lead Entity (Backbone)
- Alignment with region's current Comprehensive Economic Development Strategy (CEDS)
- Committed support of region's executive leadership, elected officials, Labor, employers
- Governor's support



GOOD JOBS CHALLENGE



- Regional Collaborative: Tri-County Partnership (Pierce, King and Snohomish)
 - Seattle-King County Lead Applicant

- Sector focus: Healthcare, Life Sciences, Maritime, Construction

- Approach:
 - Building regional (shared) backbone capacity: data, industry engagement, policies and program implementation
 - Leveraging and enhancing existing industry consortiums (sector partnerships)
 - Intentional focus on racial equity: partnerships, data, approach
 - Workforce boards live at the intersection of systems and training, well positioned to lead innovative recovery.
 - Leverage WIOA funds and ability to serve SNAP, TANF, and WIC recipients.
 - Not a stand-alone Good Jobs Initiative, but a strengthening of systems to leverage and ensure high impact with no duplication.

ADJOURNMENT

Thank you

Our next Board meeting is Thursday December 9th at 9 a.m.

*Our next Finance & Administration Committee meeting is
Friday January 21st*