

Measure HH Grant - Quarterly Report, Q4, April 30, 2024
Live In Peace, Inc.

1. **Program Enrollees:** See HH reporting Spreadsheet with Enrollee Information
Since Q3, we have seen an additional graduate from Year Up and working towards their respective fields. Additionally, we had a student finish their pre-apprentice training and is awaiting his number in the union to come up for a job. Plus, we had a new enrollee join our program by starting an HVAC training program. We continue to see our students utilize our program space and supports as they continue their programs.
2. **Program Outreach:** description of outreach activities and events (e.g., community groups targeted and number of attendees or participants). Outreach activities have included conversations one one-on-one with current Live In Peace program participants. We plan to continue these conversations as students have graduated high school and college and are meeting with their life coaches to plan next steps. Live In Peace has mainly existed through word of mouth through our deep connections with the community and generations of families. Additionally, as many of our seniors, both high school and college, are facing the end of their schooling, we are working diligently with them to create a vision, plan, and pathway for their life post-education.
3. **Career Development:** description of career development and job placement services provided to program enrollees.
We have continued monthly workshops for Google suite, resume building, mock interviews, and public speaking along with other life skills classes like cooking, emotional intelligence, financial literacy, vision boards, and meditation. Additionally, program participants took a First Aid/CPR Training and are all now certified adding additional experience to their resumes. All program participants receive these services as well as individualized courses (life coaching, tutoring, and mentoring) to help them in the fields of their choice. We have partnered with Meta, HIP Housing, NovaWorks, Chegg, Western Allied, Eden Area ROP, Local Unions 467, 104 and 617 to help students get jobs in the plumbing, pipe fitting, etc. and are continuing conversations with employers to guarantee interviews for individuals from our programs.
4. **Support Services:** description of supportive services requested or provided to program enrollees. Through our GAP (Growth and Purpose) program, individuals are provided with a variety of supportive services based on their needs. The GAP program fills in whatever needs one might have, including but not limited to: supplies, scholarships, stipends, tutoring, transportation, daycare, life coaching, career counseling, and mental health support. Additionally, we have been working with individuals to acquire the necessary prerequisites for training programs, i.e. driver's licenses, stable housing and transportation, and tutoring for exams/tests.
5. **Performance Metrics**

- a. **Program Completion rate:** To date, we have seen 20 enrollees for both STEM and Trade Jobs, with two new this quarter. Ten have completed their training programs: one was hired as a sheet metal pre-apprentice at Western Allied Mechanical currently making \$21/hour, which will be increased to at least \$28/hour in November; one completed their program with an interest in engineering and has since enrolled at Foothill while working in aviation maintenance part-time; another completed their training program and is currently working with a life coach to find career path with full-time pay; another completed the Year Up program with an additional course through StreetCode and is currently working full-time in the field making \$28.85/hour (\$60,000 annually); one student completed her CNA program and is working in the field making \$25.30/hour, her child also is now old enough to attend school which has reduced her barrier level to a 1 as the cost of childcare is no longer a barrier; one completed Year Up and is now working at Chegg in her field making \$75k/year (\$36/hour); one graduated from Year Up and is working in their field at Meta, making \$30/hourly; our eighth student completed her medical assisting training and is working in an externship with the goal to be hired within four months at a rate of \$27/hour; one has completed the Year Up program and is working toward a career in her field; and our tenth student finished their pre-apprenticeship in construction and is waiting for their number in the union to come up for a job.
- b. **Job Placement rate:** We are excited at the preparation work that has been done with our partners to ensure opportunities and access to interviews for living wage jobs in the STEM and Trade fields. We have seen 7/10 of individuals who have completed their training get jobs right away, with the remaining two actively working on pursuing their careers. Additionally, with individuals obtaining jobs in their career fields, they are furthering the network for individuals coming up behind them through our program and training opportunities.
- c. **Starting Wage:** Of the students who have completed their training programs, we have seen them hired at wages ranging from \$21-36/hour. For those making less than \$22/hour, there are timelines and trajectories in place for them to be making more should they continue at the same job.
- d. **Living Wage:** See above, section c.

6. Performance Assessment (as applicable)

a. Program successes and outcomes

We are excited about the continued success of this program. The next quarter will see more students complete their training programs and enter the workforce.

One outcome is the partnership with the small business center at the Renaissance Center, providing small business development support, mentorship, networking, and more to young adults in our program. We're looking forward to additional outcomes as these individuals utilize this partnership more fully.

Additionally, through our monthly workshops and specifically our financial literacy class, students have opened bank accounts and are in the process of building lines of credit. We see financial stability as a crucial part of preparing for a career path and we are proud of the success in this area.

b. Program challenges

We are working with individuals as they figure out their career paths, which is what Live In Peace does best. From a reporting standpoint, this is a slow process as sometimes individuals complete their training and find additional paths, training, and schooling that interest them and fit their needs before entering a career in addition to having programs that last longer than a year.

This age group is challenging because they aren't sure what career path they want to follow. Particularly with the unions, it sounds appealing on the front end but the reality of the first couple of years being at the bottom of the totem pole is harder than many realize or understand fully. Helping them to understand the potential success and earnings while working through the hard first years has been difficult for this age group.

We have found that the barriers to accessing jobs are both before and after the programming that HH is funding. The work prior to the training programs often entails work that is hard to quantify, often invisible, very relational, but makes the difference in delivering quality candidates to training programs. Much of that is unseen and not included in this report as HH covers the training programs and the time after those. Similarly, after the training programs, there are barriers to accessing, finding, and acquiring the jobs in addition to the barriers of cost of living and the region we live. We continue to focus on these barriers and work with individuals to ensure they are successful. We are also constantly thinking of program modifications that might need to change in the future should these barriers change.

c. Program refinements and modifications

We have a number of young people who are showing interest in the trades that are not yet qualified for the training programs. We are working with them to complete the requirements and prerequisites. They are not reported within this grant as they are not officially enrolled in the program. However, there is a more solidified and concrete first step or "pre-enrollment" step that we have created to best meet the needs of these individuals.

Final Performance Report:

Observations and recommendations to improve Measure HH Workforce Development Program

- **Additional Trades:** There are some additional trades and career paths that should be included. We have seen successes in living wage jobs outside of STEM and the traditional trades listed in the original grant.
- **Housing:** Despite building careers with living wage jobs and higher than living wage jobs, our students and young adults are having to leave the community to be able to afford housing. Is there a way we could partner with EPA Can Do or any other housing within East Palo Alto to tie in housing as we build living wage jobs? Can people within the HH Funding be on a priority list for housing?
- **Micromobility Providing Living Wage Jobs:** We have applied for Measure K funding for our Bike Shop to bring E-Bikes and Micromobility to East Palo Alto. Should we receive this funding, we see this as an avenue for additional living wage jobs in a very innovative trade.
- **New Partnerships:** We are working to create partnerships with local governments to be completed by the summer, bringing additional jobs to our youth and young adults.
- **Evaluation:** It was evident at the City Council meeting that they hope to get an outside evaluation for this program. We are excited to take a closer look at this evaluation together to learn, grow, and hopefully celebrate. Additionally, we hope to continue with the work and would love to understand the next steps, understanding that a break in funding could impact the momentum and success we are having.

Measure HH Pilot Workforce Development Program Quarterly Report - April 2024

	Status	First Name	Last Name	Program Enrolled	Enrollment Date	Barrier Level	Completion Date	50% Enrollment Payment	50% Enrollment Personnel/Program Payment	Enrollment Invoice Date	50% Completion Payment	50% Completion Personnel/Program Payment	Completion Invoice Date	Age	Gender	Education/Employment Status	Racial Composition
1	Completed	█	█	STEM - Year Up	3/2023	3	1/2024	\$8,782.00	\$3,357.75	7/28/2023	\$8,782.00	\$3,357.75	1/31/2024	█	█	Completed, working in the field, making \$75,000/year (\$36/hour), at Chegg	█
2	Completed	█	█	STEM - Year Up	3/2023	2	1/2024	\$4,282.00	\$3,357.75	7/28/2023	\$4,282.00	\$3,357.75	1/31/2024	█	█	Working in the field, making \$30/hour, at Meta	█
3	Still in Program	█	█	STEM - Year Up	3/2023	1	n/a	\$3,032.00	\$3,357.75	7/28/2023	\$3,032.00	\$3,357.75	4/30/2024	█	█	Still enrolled Year Up	█
4	No longer in program	█	█	Trades	7/2023	1	n/a	\$3,032.00	\$3,357.75	7/28/2023	n/a	n/a	n/a	█	█	enrolled in trades, working part-time not in field	█
5	Completed	█	█	Trades	6/2023	2	9/2023	\$4,282.00	\$3,357.75	7/28/2023	\$4,282.00	\$3,357.75	10/23/2023	█	█	completed HMSE, hired as sheet metal pre-apprentice at Western Allied, currently making \$23/hour	█
6	Completed	█	█	Trades	6/2023	1	9/2023	\$3,032.00	\$3,357.75	7/28/2023	\$3,032.00	\$3,357.75	10/23/2023	█	█	completed HMSE, enrolled in engineering at Foothill, while working in aviation maintenance part-time	█
7	Completed	█	█	Trades	6/2023	1	9/2023	\$3,032.00	\$3,357.75	7/28/2023	\$3,032.00	\$3,357.75	10/23/2023	█	█	completed HMSE, currently working with life coach to find career path	█
8	Still In Program	█	█	Trades	6/2023	2	n/a	\$4,282.00	\$3,357.75	7/28/2023				█	█	completed HMSE, currently enrolled at Foothill continuing interest in trades through Foothill program	█
9	Completed	█	█	STEM - Medical Assisting	7/2023	3, 1	9/2023	\$8,782.00	\$3,357.75	7/28/2023	\$8,782.00	\$3,357.75	10/23/2023	█	█	Completed CNA program and is working in the field making \$25.30 /hour, now that she's working her need is less so we've decreased her to level 1. Her child is in school which also lessens the cost of daycare.	█
10	Completed	█	█	STEM, Year Up - Streetcode Referral	7/2023	1	8/2023	\$3,032.00	\$3,357.75	7/28/2023	\$3,032.00	\$3,357.75	10/23/2023	█	█	Completed YearUp, took a course at StreetCode, currently working full-time in the field making \$28.85 /hour (\$60,000 a year)	█
11	Completed	█	█	STEM - Medical Assisting	3/2023	1	5/2023	\$3,032.00	\$3,357.75	7/28/2023	\$3,032.00	\$3,357.75	7/28/2023	█	█	completed medical assisting training, working in externship, with goal to be hired within 4 months at rate of \$27/hour	█
12	Still in Program	█	█	Trades - Air Plane Mechanic	7/2023	1, 2	n/a	\$3,032.00	\$3,357.75	7/28/2023				█	█	Still enrolled Aviation Institute of Maintenance, through life coaching assessments, his need level has increased to a level 2 for when we invoice upon his program completion. (15 month program)	█
13	dropped	█	█	Trades	9/2023	1	n/a	\$3,032.00	\$3,357.75	10/23/2023	n/a	n/a	n/a	█	█	currently being life coached and tutored in preparation for March start at Eden Area ROP, already been accepted to the program	█
14	Still in Program	█	█	Trades	9/2023	1	n/a	\$3,032.00	\$3,357.75	10/23/2023				█	█	Enrolled in Eden Area ROP, currently in training program	█
15	Still in Program	█	█	STEM - Medical Assisting	7/2023	2	n/a	\$8,782.00	\$3,357.75	10/23/2023				█	█	Still enrolled in CNA program at Bay Area Medical Academy	█
16	Still in Program	█	█	Trades	01/2024	1	n/a	\$3,032.00	\$3,357.75	1/31/2024				█	█	Enrolled at De Anza college for Junior College Trades Program	█
17	Still in Program	█	█	Trades / STEM	1/2024	3	n/a	\$8,782.00	\$3,357.75	1/31/2024				█	█	Enrolled in Canada digital design and Print Shop	█
18	Still in Program	█	█	STEM	1/2024	2	n/a	\$4,282.00	\$3,357.75	1/31/2024	n/a	n/a	n/a	█	█	Enrolled in design certification program, moved out of the area for more affordable housing	█
19	New Enrollee	█	█	Trades HVAC @ JT	3/11/24	3	n/a	\$8,782.00	\$3,357.75	4/30/2024				█	█	Laid off from Google, working on getting a new career in construction through 12-week training program	█
20	New Enrollee (if necessary to fill in for █)	█	█	Trades construction	2/26/24	1	4/19/24	n/a	n/a	n/a	\$3,032.00	\$3,357.75	4/30/24	█	█	Feleni did HMSE and got approved for pre apprentice in Construction. He started and finished the pre apprenticeship program and is now awaiting his number in the union to come up for a job. Pre apprenticeship is unpaid we paid \$200 a week for gas and food while in training.	█
21	New Enrollee (if necessary to fill in for Jashonna)							n/a	n/a	n/a							
22	New Enrollee (if necessary to fill in for Emiliano)							n/a	n/a	n/a							
								Q4 Subtotals	\$8,782.00	\$3,357.75		\$6,064.00	\$6,715.50				
								Q4 TOTAL	\$24,919.25	To be invoiced 4/30/24							
								Q3 Subtotals	\$16,096.00	\$10,073.25		\$13,064.00	\$6,715.50				
								Q3 TOTAL	\$45,948.75	Invoiced 1/31/2024							
								Q2 Subtotals	\$14,846.00	\$10,073.25		\$22,160.00	\$16,788.75				
								Q2 TOTAL	\$63,868.00	Invoiced 10/31/2023							
								Q1 Subtotals	\$51,634.00	\$40,293.00		\$3,032.00	\$3,357.75				
								Q1 TOTAL	\$98,316.75	Invoiced 7/28/2023							

Note: Personal identifying information is redacted for privacy