

Measure HH Pilot Workforce Development Program Quarterly Report - Oct 2023

EXHIBIT A Attachment 1 (excerpt) Performance Reports and Invoicing

Contractor shall submit Performance Reports and invoices to the City on a quarterly basis in accordance with the following schedule:

Report Period	Due Date
March 1 to June 28, 2023	July 31, 2023
July 1 to September 30, 2023	October 31, 2023
October 1 to December 31, 2023	January 31, 2024
January 1 to March 31, 2024	April 30, 2024
April 1 to August 31, 2024, or until end date of agreement	September 30, 2024, or can be combined with Final Performance Report

The Final Performance Report shall be submitted to the City within 60 days of the end date of the agreement, including any approved extension.

Quarterly and final performance reports shall describe the status or outcome of the performance metrics listed in Exhibit A, Attachment 2, and shall follow the report outline in Exhibit A, Attachment 3. Since this agreement is for the Pilot Measure HH Workforce Development Program, an ongoing assessment of success factors, challenges, and areas for program improvements shall be included in the reports.

Contractor shall monitor program enrollees to determine the success rate of enrollees achieving a living wage within 36 months after completing their training program and shall provide status reports to the City upon request during and after the term of this agreement.

Measure HH Grant - Quarterly Report, Q2 October 23, 2023
Live In Peace, Inc.

1. Program Enrollees: See [HH reporting Spreadsheet](#) with Enrollee Information
We also have students who are interested and completing the prerequisites to be able to enroll in training programs and look forward to getting to add them to the program by next quarter.
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 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.
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, public speaking along with other life skills classes like cooking, emotional intelligence, financial literacy, vision boards, and meditation. 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, 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 15 enrollees for both STEM and Trade Jobs, with three new this quarter. Five 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); and our fifth 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.

We had one student who was enrolled in a trades training program but has since moved to working part-time in an unrelated field so we have removed him from our roster to potentially provide the opportunity for a new enrollee if the opportunity arises.

- 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 4/6 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 \$21-28/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. The one individual hired at \$21/hour will have an increase in pay in November to *at least* \$28/hour. We look forward to hearing from him at that time.
 - d. Living Wage: See above, section b.
 - e. Other applicable performance metrics
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.
 - 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 can look like a slow process as sometimes individuals complete their training and find additional paths, training, schooling that interest them and fit their needs before entering a career. We are encouraged by young adults finding their path whatever that journey may look like.
 - c. Areas for improvement or follow-up
 - d. 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.

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PERFORMANCE REPORT

1. Program Enrollees:

Program Enrollees Data	#	%
# of Applicants	12	
Pathway Interests		
Trades – Heavy Metal Summer Experience (HMSE)	3	25%
Trades – Other (e.g. Airplane Mechanic)	3	25%
STEM – Year Up	4	33%
STEM – Other (e.g. Medical Assisting)	2	17%
Employment Status		
Employed in Field	4	33%
Employed (Not in Field)	5	42%
Internship/Externship	1	8%
Not Employed	2	17%
Ethnicity		
Black or African American	1	8%
Hispanic or Latina/Latino/Latinx	8	67%
Native Hawaiian or Other Pacific Islander	2	17%
White	0	0%
Mixed Race or Ethnicity	1	8%
Prefer Not to Answer	0	0%
Gender		
Male	4	67%
Female	8	33%
Prefer Not to Answer	0	0%
Age		
Youngest	17	
Oldest	25	
Median	19	
Highest Level of Education		
Some High School	N/A	N/A
High School Graduate or Equivalent (e.g. GED)	N/A	N/A
Some College	N/A	N/A
Trade/Technical/Vocational Training	N/A	N/A
College Degree	N/A	N/A

	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	Still in Program	█	█	STEM - Year Up	3/2023	3	n/a	\$8,782.00	\$3,357.75	7/28/2023				█	█	enrolled Year Up, working part-time not in field	█
2	Still in Program	█	█	STEM - Year Up	3/2023	2	n/a	\$4,282.00	\$3,357.75	7/28/2023				█	█	enrolled Year Up, working part-time not in field	█
3	Still in Program	█	█	STEM - Year Up	3/2023	1	n/a	\$3,032.00	\$3,357.75	7/28/2023				█	█	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	10/23/23	█	█	completed HMSE, hired as sheet metal pre-apprentice at Western Allied, currently making \$21/hour, will be increased to at least \$28/hour in November.	█
6	Completed	█	█	Trades	6/2023	1	9/2023	\$3,032.00	\$3,357.75	7/28/2023	\$3,032.00	\$3,357.75	10/23/23	█	█	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	10/23/23	█	█	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	10/23/23	█	█	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	10/23/23	█	█	Completed YearUp, took a course at StreetCode, currently working full-time in the field making \$28.85 /hour (\$60,000 a year)	█
11	Still in Program or 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				█	█	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.	█
13	New Enrollee	█	█	Trades	9/2023	1	n/a	\$3,032.00	\$3,357.75	10/23/23				█	█	currently being life coached and tutored in preparation for March start at Eden Area ROP, already been accepted to the program	█
14	New Enrollee	█	█	Trades	9/2023	1	n/a	\$3,032.00	\$3,357.75	10/23/23				█	█	currently being life coached and tutored in preparation for March start at Eden Area ROP, already been accepted to the program	█
15	New Enrollee	█	█	STEM - Medical Assisting	7/2023	2	n/a	\$8,782.00	\$3,357.75	10/23/23				█	█	Enrolled in CNA program at Bay Area Medical Academy	█
16	New Enrollee																
17	New Enrollee																
18	New Enrollee																
19	New Enrollee																
20	New Enrollee (if necessary to fill in for Gael)							n/a	n/a	n/a							
								Q2 Subtotals	\$14,846.00	\$10,073.25							
								Q2 TOTAL	\$63,868.00	To be invoiced 10/31/23							
								Q1 Subtotals	\$51,634.00	\$40,293.00							
								Q1 TOTAL	\$98,316.75	Invoiced 7/28/2023							

Note: Personal identifying information is redacted for privacy

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