



NOVA WORKFORCE BOARD AGENDA

12:00 Noon to 1:30 p.m., WEDNESDAY, September 22, 2021

Please Note: Meeting will be held via videoconference call:

Link: <https://us02web.zoom.us/j/85916401714?pwd=d3Q5YXNjdHNkMXZRUUdwWUVHckZKUT09>

Meeting ID: 859 1640 1714; Passcode: 070032; Phone #: +1 (669) 900-6833

1. **CALL TO ORDER**
2. **PUBLIC ANNOUNCEMENTS**
3. **APPROVAL OF AGENDA** **Motion**
4. **REPORT FROM THE CHAIR**
 - 4A. Introduction of New Board members: Kirk Vartan of A Slice of New York and Nate Williams of LinkedIn
5. **REPORT FROM THE EXECUTIVE DIRECTOR**
 - 5A. Update on Recruitment for New Director
 - 5B. Update on San Mateo County Workforce Development Plan Project
 - 5C. New Funding Opportunities
6. **PUBLIC HEARING**
 - 6A. Approval of Minutes:
 - 6A1. Approval of Minutes of May 26, 2021 Meeting (**Enclosure**) **Motion**
 - 6A2. Approval of Minutes of July 28, 2021 Study Session (**Enclosure**) **Motion**
 - 6B. GENERAL BUSINESS:
 - 6B1. Approval of Up to \$7.5 Million Funding Request for San Mateo County for Workforce Recovery (**Enclosure**) **Motion**
 - 6B2. Approval of \$500,000 Funding Request for James Irvine Foundation to Serve Dislocated Workers from the Hospitality Sector (**Enclosure**) **Motion**
 - 6B3. Approval of \$3 Million DOL CAREER NDWG Grant Request to Serve Dislocated Workers Impacted by COVID-19 (**Enclosure**) **Information**
 - 6C. DISCUSSION:
 - 6C1. Opportunity for Dialogue among Board Members and Director
 - 6D. GENERAL INFORMATION:
 - 6D1. Grant Status/Status of Funds (**Enclosure**) **Information**
7. **ADJOURNMENT**

SCHEDULED MEETINGS

NOVA Board Meeting, Wednesday, December 1, 2021 at 12 Noon

Pursuant to the Americans with Disabilities Act, NOVA will make reasonable efforts to accommodate persons with qualified disabilities. If you require special accommodation, please contact NOVA at (408) 730-7240 at least one day in advance of the Workforce Board Meeting. Auxiliary aids and services are available upon request to individuals with disabilities. TTY: 711 (CA Relay Service)



NOVA Workforce Board
Draft May 26, 2021 Meeting Minutes

PRESENT: L. Dalla Betta, S. Borgersen, R. Brunson, R. Foust, H. Goodkind, P. Guevara, E. Hamilton, S. Levy, A. Manwani, J. Miner, J. Morrill, L. Parris, and A. Switky

ABSENT: M. Alvarado, T. Baity, C. Cimino, V. Dang, C. Galy, B. Guidry-Brown, L. Labit, M. Lucero, S. Porter, J. Ruigomez, and J. Sugiyama

ALSO PRESENT: K. Stadelman, L. Jackson, C. Stahl, and E. Stanly of NOVA staff; and guests T. Brimacomb and N. Chhay of EDD and K. Vartan of A Slice of New York

Meeting was held remotely via videoconference call.

1. CALL TO ORDER

Co-Chairperson J. Morrill called the meeting to order at 12:05 p.m.

2. PUBLIC ANNOUNCEMENTS

New guest K. Vartan of Slice of New York was welcomed who had expressed an interest in learning more about the Board.

3. APPROVAL OF AGENDA

It was moved by A. Switky, seconded by H. Goodkind and carried by voice vote to approve the agenda as submitted.

4. REPORT FROM THE CHAIR

4A. Introduction of New Board members: New Board members R. Brunson of the Santa Clara County Housing Authority and L. Parris of the San Mateo Adult School were introduced to the Board. Board members and staff introduced themselves to the new members.

5. REPORT FROM THE EXECUTIVE DIRECTOR

Director K. Stadelman reported out on the following items:

5A. Update on NOVA Job Centers Reopening: Since the pandemic began, NOVA staff have continued to provide services albeit remotely. Most staff are working in the office about 20 hours a week with staggered schedules, with the remaining hours devoted to remote work. Starting mid-June, all staff will be working a minimum of 20 hours a week in the office in preparation for in-person services that are expected to begin July 12. In-person services will be offered by appointment only that will include job center/computer access and career advisor meetings. Most workshops will continue to be offered remotely. The goal of this reopening will be to assist customers gain access to the technology they need to conduct an effective job search. NOVA will also be launching an aggressive recruitment campaign to reach out to those individuals who have become isolated from needed reemployment assistance during the pandemic.

5B. Commissioning Board Task Force for San Mateo County COVID-19 Recovery Initiative: This past year, NOVA received a grant from the County of San Mateo to offer a work experience program during the holiday season and conduct a feasibility study on how best to launch a workforce development program in 2021. A report with recommendations was presented to the San Mateo

County Board of Supervisors where NOVA was granted \$50,000 to launch a new think tank of community leaders charged with creating a workforce development plan. The process will entail hosting a small design team in June who will develop intervention strategies that will be rolled out to a larger community group of stakeholders. A new ad hoc Board task force has been commissioned, expected to convene at the end of June/early July, who will serve as a source of input and guidance on this San Mateo County COVID-19 Recovery Initiative going forward. The Board will be updated on the progress of this endeavor on an ongoing basis.

5C. City of Milpitas COVID-19 Workforce Recovery Program: The City of Milpitas economic development approached NOVA about a new COVID-19 Workforce Recovery Program. With a \$40,000 grant, NOVA will serve job seekers who live or work in the City of Milpitas. The project would be in two phases: 1) conduct interviews and surveys to identify practical solutions for workforce training opportunities; and 2) implement these recommendations. The interview questions and surveys developed for the San Mateo County feasibility study will be leveraged as templates for this project, adapting the tools for the particular needs of Milpitas. Recommendations for a training program could entail utilizing an existing training program, procuring a new program locally or online, or modifying the career navigation tools that NOVA currently uses, such as MyPlan.

5D. Board Member Retirements: As a result of COVID-19, many individuals are reevaluating the work that they do and how they do it. In response, the Board has seen changes in membership over the past year. Several members have either retired, moved out-of-state, or taken on new responsibilities that pose scheduling conflicts with continuing to serve on the Board. To address these departures, two new Board members have just joined the Board replacing retiring members, two additional new members are awaiting appointment from the City Council in mid-June representing labor and EDD, and recruitment is taking place to fill private sector seats.

6. PUBLIC HEARING

6A. Approval of Minutes of March 24, 2021 Meeting: It was moved by L. Dalla Betta, seconded by A. Manwani and carried by voice vote to approve the March 24, 2021 Board meeting minutes as submitted.

6B. GENERAL BUSINESS:

6B1. Approval of State Additional Assistance Grant Application for up to \$900,000 to Serve Dislocated Workers from COVID-19 Economically Impacted Industries: The State applied for a National Dislocated Worker Grant (NDWG) to serve airport workers that included a request from NOVA and was declined funding in January by the previous administration. The State was encouraged to reapply by the new administration, but first needed to spend down its large unexpended funding balance. As such, NOVA is applying to the State for an Additional Assistance Grant (AAG) to serve dislocated workers impacted by the economic effects of COVID-19 on the airport/travel industry, as well as on other industries decimated by the pandemic such as hospitality and food services. As part of this project, NOVA intends to partner with several organizations representing the workforce to provide outreach and recruitment for those who may be disconnected from NOVA services and other resources. This funding will also be used to continue to serve dislocated workers laid off from the tech industry. When the State decides to reapply for an NDWG grant, NOVA will have laid the foundation and positioned itself for a larger funding request through this NDWG grant. Given the time sensitive nature of this request and in lieu of a Board meeting, the Executive Committee approved the AAG grant application on behalf of the Board.

6B2. Selection of Current Service Providers through Sole Source Procurement For One Program Year: NOVA currently contracts out services in San Mateo to two service providers that have performed successfully over the years: Central Labor Council Partnership (CLCP) operates the San Mateo Job Center and JobTrain operates a young adult program in Menlo Park. This year, the current contracts will end June 30, 2021 and were due to be competitively procured. Given the impacts of the pandemic on the service-delivery system, NOVA will need time to determine the best model for delivering services going forward. With that in mind, NOVA has requested and been granted permission by the City of Sunnyvale and the State to postpone the competitive procurement for another year and secure a sole source contract, based on exigency, with CLCP and JobTrain for one year only, at level funding, without the option of renewal. A competitive Request for Proposal procurement would then be released next spring. Given the time sensitive nature of this request and in lieu of a Board meeting, the Executive Committee, on behalf of the Board, approved the selection of CLCP and JobTrain, through sole source procurement, to provide career services at the San Mateo Job Center (CLCP) and operate a young adult program in Menlo Park (JobTrain) for one program year, at level funding.

6B3. Briefing on Regional Plan Implementation Grants: The Regional Plan Implementation (RPI) grants were created by the State to support the work of the State-designated Regional Planning Units in implementing their respective regional plans. The State has distributed four RPI grants to date. Because these grants are distributed for regional projects, the individual local workforce boards within the region have less control over these endeavors and are dependent on consensus achieved among the regional partners. The Bay-Peninsula Regional Planning Unit, of which NOVA is a partner, received four RPI grants to promote regional economic prosperity, accelerate income mobility and enhance career opportunities for underrepresented populations. This was achieved through a variety of ways that included: promoting a shared business engagement strategy to more effectively meet the talent needs of the region's employers; creating apprenticeships to train workers, who have worked in underpaid jobs, with earn-and-learn opportunities that will lead to better jobs; and the current skills-based hiring initiative that will train employers to base hiring decisions on proven skills as opposed to credentials and pedigree, providing greater access for all workers. Through these RPI grants, the local workforce boards have also learned to work better together and to appreciate the benefits that each can bring to the regional planning effort.

6C. DISCUSSION:

6C1. Opportunity for Dialogue among Board Members and Director: No topics were identified.

6D. GENERAL INFORMATION:

6D1. Grant Status/Status of Funds: The reports were included in the meeting packet. The reports include both expenditures for NOVA programs, as well as for the regional programs for which NOVA serves as the fiscal lead. This report is also shared with the other two workforce boards as part of the Bay-Peninsula Regional Planning Unit.

7. ADJOURNMENT

The meeting was adjourned at 1:20 p.m.



NOVA Workforce Board
Draft July 28, 2021 Study Session Meeting Minutes

PRESENT: T. Baity, R. Brunson, C. Cimino, R. Foust, L. Labit, N. Leonor, A. Manwani, J. Miner, J. Morrill, and A. Switky

ABSENT: M. Alvarado, D. Bini, S. Borgersen, V. Dang, L. Dalla Betta, C. Galy, H. Goodkind, P. Guevara, B. Guidry-Brown, E. Hamilton, S. Levy, L. Parris, S. Porter, and J. Ruigomez,

ALSO PRESENT: NOVA staff K. Stadelman, J. Cheyer, L. Jackson, C. Stahl, and E. Stanly; and guests N. Chhay and A. Ha of EDD LMID

Meeting was held remotely via videoconference call.

1. CALL TO ORDER

Co-Chairperson A. Switky called the meeting to order at 12:05 p.m.

2. PUBLIC ANNOUNCEMENTS

New Board member N. Leonor from the California Employment Development Department was introduced. This was followed by introductions from Board members present.

3. STUDY SESSION

Over the past several years, the Board has hosted a study session at the July meeting as an opportunity for members to discuss a topic of interest in greater depth, which is not always possible during regular Board meetings.

a. Update on NOVAworks Reopening to In-Person Services

The NOVAworks Job Center offices reopened to in-person services by appointment on July 12. To date, the in-person requests for services have been limited as most customers are preferring to continue to use the virtual services available. However, the demand for services overall, as compared to before the pandemic, has declined significantly. This is expected to change as more current and prospective customers learn of the in-person options, safety concerns over the pandemic subsided, and students return to school freeing up parents, in particular women, to return to the workforce.

b. The discussion topic for this meeting:

What existing trends accelerated during the pandemic?

What trends emerged that we did not anticipate?

What changes are permanent and will affect the labor force?

What should we do differently as a result?

In response to the first three questions, comments included:

- There are many trends that emerged or accelerated during the pandemic that are expected to continue, long after the pandemic ends. The trend of working remotely is expected to continue, with reduction in company real estate and shared workspace more commonplace. Startup companies are hiring workers located in other parts of the state/country, with headquarters located elsewhere. Job seekers looking for work will need to adapt to online interviewing. However, in

other countries where physical space for remote work may be limited, workers are eager to return to the office. The hybrid model of purchasing products online and picking them up at the store is likely to become permanent. The necessity of using technology during the pandemic has resulted in older baby boomers, who may have been resistant in the past, to utilize this mode of communication that will likely become permanent. Remote meetings have resulted in better attendance and offer the flexibility to invite guest speakers from other parts of the country and globe.

- The way education is delivered has changed. And disparities among disadvantaged students emerged during the pandemic. While initially there may have been some reluctance to deliver curriculum remotely, educators embraced the technology and adult education and training is expected to continue to be offered remotely, as well as in-person using a hybrid model. Both faculty and students prefer the remote format as an option. In some situations, enrollment increased during the pandemic because of easier access to online education, especially for those located in distant communities. There has been an increased need for mental health services, but access to these services through telehealth has been difficult due to availability and privacy. Internet connectivity was made available in the school parking lot to ensure equal access to all services. Childcare and senior care will continue to be an issue. Protocols will be instituted, such as required vaccinations, to ensure everyone's safety when schools reopen in the fall to in-person classes.
- Employers want workers to return to the office but will likely offer a hybrid schedule. Some will require masks and vaccinations, which will depend on county public health orders. Google just announced it will delay returning to the office due to the surge, but when workers return, vaccinations will be required. This may become a trend with employers.
- There is more reflection on the whole person in terms of housing, childcare, and food insecurities. There is increased awareness about the needs of disadvantaged workers and their families, undernourished students, and the poor treatment that essential workers have endured. It is a tale of two valleys. No one wants to go back to the way things were before the pandemic. The question is: What can people do with this newfound awareness about those in the community who are struggling to survive?
- Infrastructure is being redefined in different ways that was not anticipated. There was already recognition that the country's infrastructure is crumbling and in need of repair. However, discussions about infrastructure today go beyond roads, bridges, and water and include childcare, medical care, housing, education, and broadband technology.
- Essential workers, who can, are delaying returning to their old jobs. The concern is that employers will replace these now difficult-to-fill jobs with technology that will permanently eliminate these jobs.
- The popularity of telehealth in the health care sector has accelerated during the pandemic which is expected to continue. However, there is concern that the emotional element of delivering health care may be lost. At NOVAworks, this emotional disconnect is also a concern for some customers utilizing the ProMatch networking program. Some are comfortable with Zoom, while others see it as a barrier. New strategies are being utilized to better engage these customers. Staff working in organizations that directly serve customers on a face-to-face basis will also need to adjust and redefine job satisfaction in a different way.

In response to the last question: What should we do differently as a result?, members discussed this in small groups, with a summary of the report-outs as follows:

- The pandemic has resulted in significant changes in our day-to-day lives, both personally and professionally. These changes will continue, and it is difficult to predict what the future will look like. As such, it will be important to exercise agility and flexibility in responding to these changes, specifically, to try something new and, if it doesn't work, try something else. Training for resilience will be key. It will also be important to engage in regional partnerships with anchor institutions to gain insights from others about trends, best practices, and different experiences.
- Digital skills training for customers and staff will be important and should be offered in-person for those who will benefit most from this, as well as virtually with access to high-speed internet. Consumers will need to be offered options, remote vs. in-person, that works best for them. Individuals may bring multiple needs that will require serving the whole person with wrap-around services. Apprenticeships and mentorships will continue to offer invaluable skill development and paid work experience. Reaching out to customers where they are will be important.

c. Reflections on Board vision, mission and purpose statement

Due to insufficient time remaining in the meeting, this discussion item will be postponed for another time.

4. **ADJOURNMENT**

The meeting was adjourned at 1:30 p.m.



Date: September 22, 2021
To: NOVA Workforce Board
From: NOVA Staff
Subject: **Approval of Up to \$7.5 Million Funding Request for San Mateo County for Workforce Recovery**

INTRODUCTION:

NOVAworks has submitted a concept paper to the San Mateo County Manager's Office for the design of a workforce development initiative as a component of the County's pandemic recovery efforts. In anticipation of the award of American Rescue Plan Act (ARPA) funds to San Mateo County, NOVA is expecting an invitation to submit a proposal for up to \$7.5 million to invest over a three-year period. An Ad Hoc Task Force of the NOVA Workforce Board is being convened to provide input and oversight for such a large initiative. NOVA is seeking board approval to respond to an invitation in a timely fashion and in accordance with the feedback from the Task Force.

DISCUSSION:

The economic impacts of COVID-19 have decimated workers in a variety of industries, in particular, the hospitality, travel and entertainment industries. The pandemic has been particularly devastating to Bay Area residents working in traditionally underpaid jobs and who lack entrée to career and educational opportunities because of, in part, racial and ethnic segregation and insufficient access to productive professional networks and skill training.

In response, the County of San Mateo in 2020 launched the SMC Recovery Initiative, a collaboration among local government agencies, community-based organizations and nonprofits, private partners, and residents, to promote inclusive recovery and leverage the collective capacity of the whole community to build a more equitable, healthy, and connected San Mateo County. NOVA is one of 160 partners participating in the recovery and has been a leader in recovery focus areas concerning new and future jobs, vulnerable populations support, and quality, safe and affordable childcare.

NOVA joined the recovery initiative in the fall of 2020 with a County-funded paid work experience program pairing dislocated workers with small businesses seeking additional talent during the holiday season. NOVA then surveyed county residents and small businesses and produced a strategic plan with a series of eight recommendations for addressing immediate job seeker and small business needs and laying the foundation for a more sustainable and equitable economic recovery. The County Board of Supervisors accepted the strategic plan in March 2021.

The County then provided NOVA with funding as a first step in what could be a much larger investment in workforce recovery. This funding was used to convene a diverse cross-section of county leaders to design a set of interventions to address workforce issues as the county emerged from the pandemic. NOVA hired a consultant to support these efforts. This process led to creation of a framework for future workforce investments with a focus on addressing the workforce and supportive service needs of the “whole person” and a process for working with anchor institutions to better connect county residents with NOVA services. The framework includes a focus on equity and providing better access to opportunity for members of historically underserved communities.

Based on this community input process and ongoing dialogue with the County of San Mateo, NOVA has developed a concept draft for the County to invest federal resources in a workforce development network bringing together anchor institutions in underserved neighborhoods for outreach, community-based organizations and government agencies for support services, public and private training providers for in-demand skills and NOVA as the local workforce development board for career navigation and service coordination. An ad hoc NOVA Board task force has now been convened, approved by the Executive Committee, to vet the recommendations from the proposed framework and oversee future workforce recovery efforts in San Mateo County.

NOVA’s request of up to \$7.5 million includes direct service delivery and coordinating workforce development resources for job seeker tuition payments, monthly stipends enabling job seekers to complete training and obtain family-wage employment, childcare subsidies and career navigation training. Following the Board’s approval, the San Mateo County Board of Supervisors is expected to consider this request by the end of 2021. If approved by the Board of Supervisors, this funding represents a new direction for NOVA in its more focused work in the San Mateo County community.

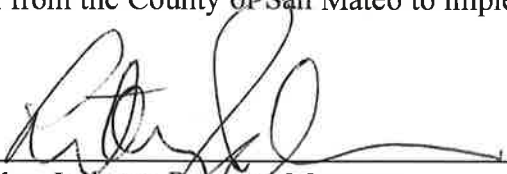
ALIGNMENT WITH STRATEGIC PLAN:

This is in alignment with the NOVA Workforce Board’s vision, mission and purpose statement and priority strategies from its 2021-2024 Strategic Plan.

RECOMMENDATION:

Authorize NOVA staff to request up to \$7.5 million from the County of San Mateo to implement a comprehensive suite of workforce interventions.

Prepared by:


Luther Jackson, Program Manager

Reviewed and Approved by:


Kris Stadelman, Director



Date: September 22, 2021

To: NOVA Workforce Board

From: NOVA Staff

Subject: **Approval of \$500,000 Funding Request for James Irvine Foundation to Serve Dislocated Workers from the Hospitality Sector**

INTRODUCTION:

Seeking to address the workforce needs of dislocated regional and national hospitality workers, NOVAworks is seeking approval to request a \$500,000 grant from the James Irvine Foundation to develop and implement a “success formula” enabling workers to achieve greater career mobility and access to opportunity. NOVA has partnered with the Brookings Institution, the BW Research Foundation, and the Greater New Orleans Foundation to launch a research initiative to identify the workforce and supportive services inputs necessary for career mobility and then implement the “success formula” in the San Francisco Bay Area and in New Orleans. This initiative would be two years and nine months and would focus on Black and Latinx women who were living paycheck-to-paycheck even prior to the pandemic. In response to a May 2021 concept paper outlining this approach, the Irvine Foundation invited NOVA to apply for a \$500,000 grant to address a portion of project expenses.

DISCUSSION:

The COVID-19 pandemic and racial unrest across the county have exposed many society gaps and inequities including the ability of our safety nets to adequately protect workers from an unexpected shock. This is particularly true for the nation’s hospitality workforce which is facing three intersecting crises – economic, health and equity – that cannot be disaggregated. A disproportionate share of dislocated hospitality workers are young, female, Black, Latinx and Indigenous. Many are now at high risk for long-term earnings losses and disconnection from the labor force.

In response, NOVA has joined with the Brookings Institution, the BW Research Foundation and the Greater New Orleans Foundation to form a network of workforce and economic development innovators aiming to pilot a human-centered, strengths-first approach to reimagining the talent development ecosystem.

This Hospitality Mobility Collaborative is employing human-centered design principles to better understand the skills, experiences and aspirations of hospitality workers and to create more

effective workforce interventions. Through that research the team will create a “success formula” including elements required for hospitality workers to achieve greater career mobility.

Those elements could include skills training, career navigation training, stipends for basic human needs, supportive services and access to professional networks. The research phase will proceed for nine months.

NOVA and the Greater New Orleans Foundation will then rigorously test the success formula over a two-year implementation period in the two respective regions. The NOVA implementation partners will include the Si Se Puede Collective, a collaborative of five nonprofits in San Jose that has launched an economic empowerment and career mobility initiative focused, in part, on supporting women in underpaid hospitality jobs. Another regional partner is Local 19 of UNITE HERE, the local union representing hospitality workers in Silicon Valley.

The Collaborative has received preliminary support from a national social venture fund to provide resources to disseminate the data emanating from this research study and enhance the national significance of this initiative.

This research aligns with a 2020 blog post by Annelies Goger at the Brookings Institution and NOVA manager Luther Jackson calling for a new workforce policy narrative that moves away from a narrow focus on a “skills gap” – blaming individuals for systemic failures – to a more holistic focus of closing the opportunity gap.

ALIGNMENT WITH STRATEGIC PLAN:

This is in alignment with the NOVA Workforce Board’s vision, mission and purpose statement and priority strategies from its 2021-2024 Strategic Plan.

RECOMMENDATION:

Authorize NOVA staff to request up to \$500,000 from the James Irvine Foundation to serve dislocated workers from the hospitality sector.

Prepared by:


Luther Jackson, Program Manager

Reviewed and Approved by:


Kris Stadelman, Director



Information Only

Date: September 22, 2021

To: NOVA Workforce Board

From: NOVA Staff

Subject: **Approval of \$3 Million DOL CAREER NDWG Grant Request to Serve Dislocated Workers Impacted by COVID-19**

INTRODUCTION:

The U.S. Department of Labor (DOL) released a new solicitation for the CAREER (Comprehensive and Accessible Reemployment through Equitable Employment Recovery) National Dislocated Worker Grant (NDWG). A total of \$43 million was made available for up to \$3 million per applicant to reemploy dislocated workers impacted by COVID-19. NOVAworks applied for \$3 million, in partnership with the San Francisco and San Jose Workforce Boards, to serve 600 dislocated workers, with a focus on airport workers. Given the competitive nature of these grants, time constraints and in lieu of a scheduled Board or Executive Committee meeting, the Board Co-chairs approved this application submission. This action is being forwarded to the Board at its September 22 Board meeting for information only. Since the application was submitted, NOVAworks was awarded the \$3 million grant.

DISCUSSION:

The economic impacts of COVID-19 have been devastating to workers and businesses. The global shelter-in-place orders have hindered the San Francisco International Airport's (SFO) role as an economic engine for business travel and the region's once-thriving convention business. In 2019, there were 49 events at the San Francisco Moscone Convention Center, the tourism industry supported 56,060 hotel and restaurant jobs, and convention attendees spent \$1.175 billion. In 2020, there were 7 events at Moscone, the industry supported 12,247 hotel and restaurant jobs, and convention attendees spent \$94.6 million. San Jose's convention economy has experienced similar losses. The pandemic has also disproportionately impacted underpaid workers of color. In San Mateo County, 85% of the food preparation and serving workers are people of color. Accommodation and food service worker employment dropped 35.3 percent due to the pandemic. Almost one-half of those workers earned \$30,000 or less in 2019.

On June 28, 2021, DOL released a grant solicitation (ETA-TEGL 25-20) to address the unprecedented unemployment and economic impacts of COVID-19 through the CAREER NDWG opportunity. In response, NOVA, in partnership with the San Francisco and San Jose Workforce Boards, proposed to implement "success formulas" connecting dislocated workers with

opportunities leading to quality jobs with greater career mobility. Built into this approach is a “build back better” equity imperative. The workforce boards in the region will offer an enhanced suite of career and training activities including career assessments and navigational tools, access to apprenticeships and other earn and learn opportunities, occupational skills training, and direct placement into employment. As part of this endeavor, NOVA will be piloting an intensive two-week self-assessment and career exploration process and comparing it to the existing customer-choice model to ascertain the best approach for achieving a successful career search. Also, in addition to the extensive curriculum and over 20 workshops, digital skills training will be included in the menu of services. Low-income job seekers cannot afford to take time out from their job search to participate in career training. In response, supportive services will be offered including access to childcare, clothing, transportation, and financial assistance. This initiative will also partner with a wide range of anchor institutions to scale projects and leverage resources. While the focus of this grant will be on airport workers, workers from other sectors impacted by COVID-19 and the churn indicative of a tech-driven economy will be served. NOVA requested \$3 million for a two-year project to serve approximately 600 customers, with \$2 million allocated to NOVA and \$1 million allocated to San Francisco and San Jose Workforce Boards (\$500,000 each).

While the deadline for applications was not until August 31, the solicitation stated that applications would be reviewed on a first come, first serve basis until all funding was awarded. Given the competitive nature of these grants, limited timeframe and in lieu of a Board or Executive Committee meeting, the Board Co-chairs approved this CAREER NDWG grant application. This approval is now being forwarded to the Board for information only. Since the application was submitted, NOVA was awarded the \$3 million grant.

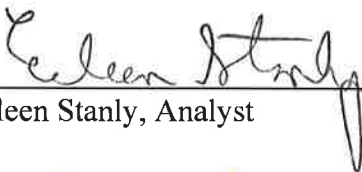
ALIGNMENT WITH STRATEGIC PLAN:

This is in alignment with the NOVA Workforce Board’s vision, mission and purpose statement and priority strategies from its 2021-2024 Strategic Plan.

RECOMMENDATION:

For information only.

Prepared by:



Eileen Stanly, Analyst

Reviewed and Approved by:



Kris Stadelman, Director

NOVA Grant Status Report						
For the Period from July 1, 2020 thru June 30, 2021					Year End	
Source	Title	Period of Performance From	To	PY20 Avail Total	PTD Spend Actual	Balance
WIOA	Adult	07/20	06/22	1,790,253	1,347,534	442,719
WIOA	Dislocated Worker	07/20	06/22	2,040,606	1,488,873	551,733
WIOA	Youth	04/20	06/22	1,759,946	1,199,597	560,349
WIOA	Rapid Response	07/20	06/22	872,627	872,627	-
WIOA	RR Layoff Aversion	07/20	06/22	207,257	207,257	-
	<i>Allocation Subtotal</i>			6,670,689	5,115,887	1,554,802
WIOA	25% Additional Assistance - SV Dislocated Worker	03/20	09/21	2,252,790	2,073,897	178,893
WIOA	25% Addtnl Assist COVID-19 Impacted Indiv Support Svcs	03/20	06/21	167,835	167,835	-
State NDWG	DW Trade & Economic Transition	10/18	09/21	279,712	278,685	1,027
State NDWG	Employment Recovery NDWG	04/20	03/22	410,000	389,119	20,881
DOL NDWG	Silicon Valley DW	01/16	09/20	52,433	52,433	-
CEC	Prospect SV - VTA Project	10/17	12/20	5,290	5,290	-
SMC Gen Fund	San Mateo County Holiday Work Experience - COVID 19	10/20	12/20	122,045	122,045	-
SMC Gen Fund	San Mateo County WEX Strategic Planning- COVID 19	10/20	01/21	87,333	87,333	-
SMC Gen Fund	San Mateo County WEX Strategic Planning- COVID 19	02/21	09/21	62,667	28,026	34,641
Milpitas Gen Fund	City of Milpitas Workforce Recovery	04/21	06/22	40,000	10,758	29,242
	<i>NOVA Subtotal (includes Allocation subtotal)</i>			10,150,794	8,331,309	1,819,485
	<i>*RPU Funding - NOVA Allotment only</i>					
RPU / WIOA	Reg Organizer / Reg Training	04/19	03/21	11,704	11,704	-
RPU / WIOA	RPI 2.0 SlingShot	04/19	03/21	14,034	14,034	-
RPU / CDCR	P2E Direct Services (IDS)	12/19	03/22	250,915	87,398	163,517
RPU / CDCR	P2E Supp Service / Earn & Learn (SSEL)	12/19	03/22	385,648	82,413	303,235
RPU / WIOA	RPI 3.0 SlingShot	04/20	03/22	138,626	33,884	104,742
RPU / WIOA	RPI 4.0 Advanced Equity thru Skills Based Hiring	04/21	09/22	54,995	-	54,995
	<i>RPU Subtotal</i>			855,922	229,433	626,489
	TOTAL			11,006,716	8,560,742	2,445,974
	**NOVA Foundation			262,017	11,471	250,546

Notes: *RPU designates funding received on behalf of 4 WIBs. See attached RPU Grant Status Report for full details

NOVA Grant Status Report

For the Period from July 1, 2021 thru July 31, 2021

Source	Title	Period of Performance		PY20 Avail Total	PY20 Avail Spend - Plan	Accounting Period 1		8% of year Balance of Plan
		From	To			PTD Spend Actual	% Act/Plan	
WIOA	Adult	07/21	06/23	1,566,850	1,342,024	63,382	5%	1,503,468
WIOA	Dislocated Worker	07/21	06/23	2,192,746	1,864,543	63,784	3%	2,128,962
WIOA	Youth	04/21	06/23	1,661,661	1,441,399	76,550	5%	1,585,111
WIOA	Rapid Response	07/21	06/22	946,616	946,616	23,743	3%	922,873
WIOA	RR Layoff Aversion	07/21	06/22	281,996	281,996	2,280	1%	279,716
	<i>Allocation Subtotal</i>			6,649,869	5,876,578	229,739	4%	6,420,130
WIOA	25% Additional Assistance - SV Dislocated Worker	03/20	09/21	178,893	178,893	92,509	52%	86,384
WIOA	25% Additional Assistance - Reemployment & Equity	07/21	09/22	900,000	700,000	-	0%	900,000
State NDWG	DW Trade & Economic Transition	10/18	09/21	1,027	1,027	-	0%	1,027
State NDWG	Employment Recovery NDWG	04/20	03/22	209,535	209,535	22,688	11%	186,847
DOL NDWG	CAREER DWG	08/21	08/22	3,000,000	1,500,000	-	-	3,000,000
SMC Gen Fund	San Mateo County WEX Strategic Planning- COVID 19	02/21	07/21	34,641	34,641	3,847	11%	30,794
Milpitas Gen Fund	City of Milpitas Workforce Recovery	04/21	06/22	29,242	29,242	2,054	7%	27,188
	<i>NOVA Subtotal (includes Allocation subtotal)</i>			11,003,207	8,529,916	350,837		10,652,371
RPU / CDCR	*RPU Funding - NOVA Allotment only							
RPU / CDCR	**P2E Direct Services (IDS)	12/19	03/22	89,541	89,541	1,070	1%	88,471
RPU / WIOA	**P2E Supp Service / Earn & Learn (SSEL)	12/19	03/22	176,042	176,042	1,691	1%	174,351
RPU / WIOA	**RPI 3.0 Slingshot	04/20	03/22	215,059	215,059	951	0%	214,108
RPU / WIOA	**RPI 4.0 Advanced Equity thru Skills Based Hiring	04/21	09/22	169,995	120,000	-	0%	169,995
	<i>RPU Subtotal</i>			650,637	600,642	3,712		646,925
	TOTAL			11,653,844	9,130,558	354,548		11,299,296
	**NOVA Foundation			250,810		2,123		248,687

Notes: *RPU designates funding received on behalf of 4 WIBs. See attached RPU Grant Status Report for full details

**Recent Grant modifications reflected above

P2E - DS: Transferring \$87,494 from NOVA (JobTrain) to San Jose

P2E - SSEL: Transferring \$140,713 from NOVA (JobTrain) to San Jose

RPI 3.0: Transferring RO tasks / San Benito County allotment to NOVA; SF remains Project Lead: In Progress

RPI 4.0: Transferring RO tasks to NOVA; SF remains Project Lead: In Progress

Bay - Peninsula Regional Planning Unit (RPU) Grant Status Report PY21/22						
Grant Expenditures thru July 31, 2021						
Source	Title	Period of Performance		GTD Budget	GTD Spend Actual	Balance of Plan
		From	To			
RPU / CDCR	P2E Direct Services (IDS)	12/19	03/22	1,056,580	674,563	382,017
	<i>NOVA - Fiscal Lead*</i>			176,939	104,100	72,839
	<i>San Benito</i>			41,586	25,907	15,679
	<i>San Francisco</i>			231,431	152,983	78,448
	<i>San Jose - Project Lead*</i>			606,624	391,574	215,050
RPU / CDCR	P2E Supp Service / Earn & Learn (SSEL)	12/19	03/22	740,738	244,173	496,565
	<i>NOVA - Fiscal Lead*</i>			258,454	104,336	154,118
	<i>San Benito</i>			43,243	17,492	25,751
	<i>San Francisco</i>			155,674	20,082	135,592
	<i>San Jose - Project Lead*</i>			283,367	102,263	181,104
RPU / WIOA	Regional Plan Imp 3.0	04/20	03/22	400,000	93,124	306,876
	<i>NOVA - Fiscal Lead/Regional Organizer*</i>			215,059	36,331	178,728
	<i>San Francisco - Project Lead</i>			160,000	49,819	110,181
	<i>San Jose</i>			20,000	2,033	17,967
	<i>Racy Ming Assoc*</i>			4,941	4,941	-
RPU / WIOA	Regional Plan Imp 4.0	04/21	09/22	292,500	-	292,500
	<i>NOVA - Fiscal Lead/Regional Organizer*</i>			169,995	-	169,995
	<i>San Francisco - Project Lead</i>			97,505	-	97,505
	<i>San Jose</i>			25,000	-	25,000
	TOTAL					\$ 2,489,818

***Recent modifications**

P2E - DS: Transferring \$87,494 from NOVA to SJ: APPROVED by CWDB. NOVA / SJ Contract Mod in Progress
P2E - SSEL: Transferring \$140,713 from NOVA to SJ: APPROVED by CWDB. NOVA / SJ Contract Mod in Progress
RPI 3.0: Transferring RO tasks / SB allotment to NOVA; SF remains Project Lead: In Progress
RPI 4.0: Transferring RO tasks to NOVA; SF remains Project Lead: In Progress