



## Overview

In accordance with policies and requirements established by the California Workforce Development Board (CWDB), as specified in Workforce Services Directive 18-01, this document provides two-year modifications to the East Bay Regional Planning Unit (EBRPU) 2017-2021 Regional Plan. The EBRPU consists of the Workforce Development Boards of Alameda County and the City of Oakland and Contra Costa County and the City of Richmond. These modifications build on EBRPU's initial regional plan released in 2016 and address the following required areas: (1) Corrections Workforce Partnership (California Workforce Development Board, California Department of Corrections and Rehabilitation, California Prison Industry Authority and the California Workforce Association) and the Prison to Employment Initiative (P2E); (2) compliance with state requirements regarding Multi-craft Core Curriculum pre-apprenticeship partnerships and; (3) Regional Indicators of Coordination and Alignment, self-assessment.

## Stakeholder and Community Engagement

East Bay Regional Planning Unit (EBRPU) partner boards organized regionally and sub-regionally to achieve broad and robust stakeholder and community engagement and collect input to guide the development of this regional plan update. Invitations to attend numerous regional public input sessions, hosted and coordinated by each local workforce board, were distributed to thousands of stakeholders, partners and community members including local service providers and local public agencies serving justice involved individuals and other priority populations, WIOA-mandated partners, regional community colleges, regional adult education, Probation, California Department of Corrections and Rehabilitation's local Division of Adult Parole Operations (DAPO) and many East Bay employers. EBRPU partner workforce boards also leveraged Alameda and Contra Costa County Community Corrections Partnerships' stakeholder lists. Invitations were also sent to the State Board provided *Directory of Planning Partners* and the entities on the State Board's *Interactive Corrections Map*. Informational flyers, translated into multiple languages were included in all outreach and were also posted electronically on EBRPU partner workforce boards' and **EASTBAYWorks** websites and social media platforms.

Regional public input sessions were posted publicly and noticed electronically to the State Board and locally through local workforce board career services networks. In each sub-region, in collaboration with the EBRPU's Regional Organizer, partner boards coordinated, and co-hosted joint public input sessions to gather data to inform local and regional plans. Sub-regional convenings were designed to align with EBRPU's new corrections partners' geographic organization. Informational flyers, translated into



multiple languages were included in all outreach and were also posted electronically on EBRPU partner workforce boards' websites and **EASTBAYWorks** website.

Alameda County and Oakland Workforce Development Boards co-hosted public input sessions on October 26, 2018, October 29, 2018, November 1, 2018 and, November 5, 2018. An afterhours listening session was conducted February 27, 2019.

Contra Costa County and Richmond Workforce Development Boards co-hosted public input sessions November 15, 2018, November, 28, 2015, November 29, 2018 and December 4, 2018. The November 29, 2018 session was conducted afterhours.

Smaller stakeholder sessions were conducted with Community Corrections Partnerships coordinators, Probation, California Department of Corrections and Rehabilitation's Division of Adult Parole Operations and other local public entities serving justice involved individuals.

EBRPU conducted interviews with justice involved individuals and second chance (reentry-friendly) employers to gather data directly from target customers. EBRPU engaged the region's dense network of subject matter experts including advocates, legal services, housing services, behavioral health providers and others. Lastly, EBRPU generated a regional landscape inventory of publicly funded organizations providing services to justice-impacted individuals.

## **Corrections Workforce Partnership/ Prison to Employment Initiative**

### Assessment of Need and Population Size

Across the four local workforce development areas that comprise the East Bay Regional Planning Unit (EBRPU), the supervised population as of 2017 is estimated to be around 15,600 individuals, with over two-thirds (68%) residing in Alameda County and about a third (32%) residing in Contra Costa County.<sup>1</sup> Of the supervised population, about 85% are on adult probation through the County<sup>2</sup> and 15% are on adult parole through the California Department of Corrections and Rehabilitation (CDCR)<sup>3</sup>. Across the region, a

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<sup>1</sup> Chief Probation Officers of California, (2017). California County Probation Data Dashboard. Retrieved January 21, 2019 from [https://public.tableau.com/profile/oconnellresearch#!/vizhome/ChiefProbationOfficersofCaliforniaAnnualDataSurvey\\_0/CPOCProbationSurvey](https://public.tableau.com/profile/oconnellresearch#!/vizhome/ChiefProbationOfficersofCaliforniaAnnualDataSurvey_0/CPOCProbationSurvey)

<sup>2</sup> *Ibid*

<sup>3</sup> California Department of Corrections and Rehabilitation (CDCR) Offender Information Services Branch (2017). Parolee Counts for Parolee Statuses (Parolee, PAL) by Parole Region, District, and Units. Retrieved January 21, 2019 from



disproportionate share of the justice-involved population—African Americans represent about 40% of the region’s probation population, followed by Latinos at about 23%<sup>4</sup>—and also experience higher rates of unemployment, poverty, and homelessness. While the total number of people in the region with justice involvement is not readily known, by some estimates that number is as high as one out of three adults.<sup>5</sup>

In 2017-18, EBRPU enrolled a total of 3,108 individuals into WIOA-funded staff-assisted services. Of those, approximately 250 (8%) self-reported an offender status at program enrollment.<sup>6</sup> It is very likely that these numbers are not reflective of the full number current or former offenders served in the region, as individuals are not obligated to disclose offender status and may perceive disincentives to share this information when initiating workforce development services.

In general, the sense among many workforce and justice stakeholders is that current programs do not provide the level of supports and resources that the supervised population needs to encourage enrollment and completion of training and successful placement and retention in the workplace. For this population, workforce programs present a dilemma; most training and job readiness programs require an unpaid investment of time during which an individual could otherwise be earning money. At the same time, justice-involved individuals face fundamental barriers to employment that are often not addressed through workforce development programming, including lack of access to housing or transportation, difficulties in document recovery, and behavioral health needs. Within the region’s network of publicly-funded, community-based providers, there are 135 organizations serving the supervised population, 48 of which are providing some level of workforce-related services. However, only a handful provide a continuum of workforce services paired with other support services, and few provide earn and learn or on-the-job training opportunities. Addressing this gap using Prison to Employment (P2E) funds will offer justice-involved individuals greater incentives to participate in workforce programs, and a path with fewer barriers and challenges to a sustainable career.

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[https://www.cdcr.ca.gov/Reports\\_Research/Offender\\_Information\\_Services\\_Branch/Monthly/Parole/Paroled1703.pdf](https://www.cdcr.ca.gov/Reports_Research/Offender_Information_Services_Branch/Monthly/Parole/Paroled1703.pdf)

<sup>4</sup> Alameda County and Contra Costa County Probation Departments provided demographic data of the adult probation population in each respective County.

<sup>5</sup> Bureau of Justice Statistics, (2014). Survey of State Criminal History Information Systems. Retrieved February 1, 2019 from <https://www.ncjrs.gov/pdffiles1/bjs/grants/244563.pdf>

<sup>6</sup> Each EBRPU local workforce development board provided data reports from CalJOBS on WIOA clients with formerly incarcerated status.



Based on these data and a variety of qualitative data collection, the EBRPU has identified (1) paid training and work experience; (2) wrap-around and supportive services; and (3) increased coordination among Parole and Probation, community-based organizations (CBOs), reentry employers, and WDB partners as significant regional gaps in reentry workforce development and thus priorities for P2E investment. Each WDB will approach these priorities according to local infrastructure and needs, while also coordinating across the region to share knowledge, collect data and leverage resources

### Proposed Service Strategies

The East Bay Regional Planning Unit (EBRPU) recognizes that partnership with entities who are experts in addressing the unique needs of justice-involved individuals is crucial to Prison to Employment (P2E) success, as is ongoing training, knowledge sharing, and networking. To this end, each EBRPU partner workforce board will mobilize existing service providers with said expertise and where services will be procured, conduct procurement processes that comply with local and state procurement standards for employment and training services for justice-involved individuals.

EBPRU determined that it could best optimize limited P2E resources for the region's justice-involved population by utilizing them to (1) cultivate increased coordination and collaboration amongst partners throughout the region and (2) address gaps and scale promising existing services within the region's reentry workforce development landscape, specifically by increasing the availability of wrap-around and supportive services and furnishing more opportunities for paid training and paid work experience. Data reveals low employment retention rates for justice-involved individuals due to numerous potential causes, such as lack of job readiness or poor matching, poor job quality, lack of post-placement supportive services, lack of post-placement career planning, as well as internal client factors. EBRPU workforce board partners will utilize P2E resources to support strategies noted above that offer potential remedies

Through the P2E initiative, EBRPU plans to increase local workforce board staff capacity to coordinate existing P2E partners, including with Probation and Community Correction Partnerships, launch a new regional partnership with California Department of Corrections and Rehabilitation Division of Adult Parole Operations and, cultivate more expansive reentry employer networks that are currently supported by a variety of grants and other funding from federal, state, local, and philanthropic sources. The addition of funding from P2E will help to infuse crucial and timely support that will effectively integrate these efforts into a more coordinated and seamless local and regional service-delivery system that meets the needs of justice-involved populations.



### Regional Sector Partnerships and Employer Roles

Each of the East Bay Region WDBs intends to commit WDB business services staff resources to building employer partnerships and creating a strong infrastructure of support and information-sharing among those employers and other P2E partners. In addition to developing new partnerships, P2E presents an opportunity to enhance existing employer partnerships through the introduction of paid work experience, subsidized employment, and employer training on best practices for working with justice-involved individuals. While there are many opportunities for entry-level employment for this population, the EBRPU has identified a gap in transitioning justice-involved individuals from those entry-level positions to employment opportunities with family-sustaining wages and career path potential. EBRPU will work to identify within current industry partners who is best-suited to work with justice-involved individuals, particularly in providing these next-step opportunities.

The EBRPU will (1) leverage the existing reentry workforce development efforts of its regional industry sector partnerships AMBayArea (Association of Manufacturers, Bay Area – [www.ambayarea.com](http://www.ambayarea.com)) and the East Bay Health Workforce Partnership ([www.ebhwp.org](http://www.ebhwp.org)); (2) work with regional economic development partners to explore opportunities for partnership with their member businesses; and (3) leverage the local WDBs' strong networks of industry employers to support opportunities for work-based learning, training, and successful employment outcomes. Through regular information sharing, EBRPU will also look for opportunities to expand local employer partnerships across the region and prioritize reentry-friendly industries such as the construction trades, manufacturing, hospitality, and the food preparation industry for targeted cultivation.

### Additional Planning Partners: Corrections Workforce Partnership

All EBRPU partner workforce development boards have existing partnerships with their respective county Community Corrections Partnerships. Partnerships have included EBRPU partner workforce development boards receiving funds directly to provide and coordinate workforce services for AB109-eligible, justice-impacted individuals; EBRPU partner workforce development board staff participation in Community Corrections Partnerships' Executive Committee and Program and Services Committee meetings; and EBRPU partner workforce development board Executive Directors co-chairing a County Re-Entry Strategic Plan with their respective Community Corrections Partnership's Reentry Coordinator.



The Prison to Employment Initiative provides additional opportunities for the EBRPU partner workforce development boards and their respective Community Corrections Partnerships' to collaborate, share information and best practices, co-design service strategies, and improve workforce outcomes for justice involved individuals.

Some EBRPU partner workforce development boards have existing partnerships with California Department of Corrections and Rehabilitation's Division of Adult Parole Operations (CDCR/DAPO). This includes regular participation in monthly Parole and Community Team (PACT) orientation meeting for individuals newly released from prison. It also includes one comprehensive AJCC hosting monthly PACT meetings. These partnerships will continue with increased staffing, warm hand-offs and referral mechanisms. A new regional partnership between EBRPU partner workforce development boards and CDCR/DAPO will facilitate greater collaboration designed to link education, job training and work experience in-prison to post-release jobs by fostering a system of coordinated service delivery to this population that faces a variety of barriers to employment.

There are no state prisons of CALPIA programs located in the EBRPU.

#### Data Collection

Participants served under the Prison to Employment initiative will be entered into CalJobs for data collection and tracking. Data sharing across systems was identified as a current gap in the region EBRPU partner workforce boards will seek to remedy in collaboration with partnering agencies.

### **Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship Partnerships**

The State of California provided guidance to local workforce boards governing the use of *Workforce Innovation and Opportunity Act (WIOA)* funds for pre-apprenticeship training through Workforce Services Draft Directive-178 (WSDD-178), "Quality Apprenticeship and Pre-Apprenticeship Opportunity," March 2018. The directive requires WIOA funds awarded locally for pre-apprenticeship training in the building and construction trades implement the Multi-Craft Core Curriculum (MC3).

Further, per California Unemployment Insurance Code Section 14230(e), WIOA-funded apprenticeships and pre-apprenticeship training must, "to the maximum extent feasible," align with and follow MC3, and work to increase representation of women in pre-apprenticeship training.

As required under WSDD-178, prior to expending WIOA funds on apprenticeship and pre-apprenticeship programs East Bay Regional Planning Unit Workforce Development



Boards will ensure: (a) WIOA funded programs are operated in coordination with at least one regionally-based Department of Industrial Relations-Department of Apprenticeship Standards-approved apprentice program; (b) WIOA funded pre-apprenticeship training in the building and construction trades utilizes the MC3 curriculum; and (3) Pre-apprenticeship program operators funded with WIOA have a plan detailing, in writing, how they will conduct outreach to and ensure the retention of women in the pre-apprenticeship program.

The Alameda County Workforce Development Board (ACWDB) partners with the Alameda County Building and Construction Trades Council (ACBTC) when planning efforts to develop or scale pre-apprenticeship and apprenticeship programs. ACBTC is a coalition of 28 affiliated unions representing workers in various construction trades. ACWDB is currently working with ACBTC's affiliated member unions to determine establishment of referral systems for prospective participants seeking opportunities in the trades. ACWDB also coordinates training vetted by ACBTC, with local pre-apprenticeship providers including: Cypress Mandela, Rising Sun for Opportunity, and Tradeswomen Inc.

ACWDB is in the process of partnering with the Construction Trades Workforce Initiative (CTWI) to develop a talent pipeline into the construction trades, by leveraging Multi-Craft Core Curriculum (MC3). The project aims to target justice-involved individuals within the East Bay Regional Planning Unit for construction pre-apprenticeship programs. CTWI is the non-profit arm of ACBTC and has expertise and relationships with ACBTC's affiliated unions.

ACWDB will continue to develop working relationships with ACBTC and its affiliated partners, including CTWI to ensure pre-apprenticeship programs align with MC3 and opportunities in the trades are available for women and other underrepresented groups. Similarly, ACWDB will ensure training partners reflecting the broader workforce system are also approved, including community colleges, adult schools, and other state approved apprenticeship and pre-apprenticeship programs.

The Oakland Workforce Development Board (OWDB) ensures coordination and partnership with ACBTC through its participation in the East Bay Trades Apprenticeship Program. In response to the requirements of AB 554, and following legislation, a workgroup of representatives from the local Bay Area Apprenticeship Coordinators Association (BAACA), ACBTC, ACWDB, OWDB, Berkeley Adult School, Hayward Adult School, San Leandro Adult School, Tradeswomen, Inc., Rising Sun Energy Center, Cypress Mandela Training Center and the Division of Apprenticeship Standards, have determined that a formal agreement would be created to delineate relationships, processes, and roles and responsibilities; to define integration between local joint



apprenticeship programs, adult schools and community colleges; and for the workforce development boards to align Workforce Innovation and Opportunity Act (WIOA) and other resources with an East Bay trades apprenticeship pathway. Students, job seekers, and employers in the area will be best served by the creation of a trades introduction program based on MC3, administered with the permission of the local Building and Construction Trades Council, under the recognition of the BAACA and the multiple joint apprenticeship programs with jurisdiction in the East Bay region and in cooperation with the region's Workforce Development Boards, adult education schools, community colleges and community-based organizations serving East Bay communities and residents.

The Workforce Development Board of Contra Costa County (WDBCCC) requires any WIOA funded pre-apprenticeship training programs to implement MC3. WDBCCC supports and is on the advisory boards of Future Build and Diablo Valley College Pre-Apprenticeship programs, both of which utilize MC3.

WDBCCC is strengthening partnerships with the Contra Costa County Building Trades Council (CCCBTC), particularly relating to MC3. WDBCCC plans to participate in regular meetings with CCCBTC to improve communication and coordination and to identify and scale best practices in coordinating MC3 and workforce services with other core workforce partners.

The Richmond Workforce Development Board oversees the RichmondBUILD pre-apprenticeship constructions skills training and is a provider of the MC3 curriculum in partnership with CCCBTC. RichmondBUILD operated successful multiple Prop 39 grants and a Pipeline for Ex-Offenders grant utilizing MC3 as the core training component.

CCCBTC affiliated members play a key role in helping to design and update the training curriculum, provide guests speakers to cover Labor history and to provide an in-depth understanding of each craft. They also host site visits to union halls and training facilities.

### **Self-Assessment: Regional Coordination and Alignment Indicators**

Refer to the appendix for the East Bay Regional Planning Unit self-assessment on the California Workforce Development Board's indicators of regional coordination and alignment.





## **APPENDIX**

- A. Stakeholder and Community Engagement Documentation (attachment)
- B. Self-Assessment: Regional Coordination and Alignment Indicators (attachment)
- C. Partnership Agreement: East Bay Regional Planning Unit, California Department of Corrections and Rehabilitation (attachment)
- D. Landscape Inventory: East Bay Organizations Serving Justice-Involved Individuals.

## APPENDIX C

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Partnership Agreement between East Bay Regional Planning Unit and California  
Department of Corrections and Rehabilitation Division of Adult Parole Operations

**PARTNERSHIP AGREEMENT**

**BETWEEN**

**EAST BAY REGIONAL PLANNING UNIT**

**AND**

**DIVISION OF ADULT PAROLE OPERATIONS**

**NORTHERN REGION**

**I. PARTIES**

East Bay Regional Planning Unit, their Local Workforce Development Boards (WDBs) and the America's Job Centers of California (AJCC) in the region providing workforce planning services.

This Partnership Agreement is entered into by and between the following partners:

East Bay Regional Planning Unit, to include Alameda County Workforce Development Board, Workforce Development Board Contra Costa County, Oakland Workforce Development Board, Richmond Workforce Development Board, and the Division of Adult Parole Operations (DAPO), Northern Region.

Nothing in this Partnership Agreement should be construed as limiting or impeding the basic spirit of cooperation that exists between the participating partners.

**II. MISSION**

To create opportunities for the parole population to improve their qualifications for apprenticeship programs, community college career programs, direct job placement as well as Workforce Innovation and Opportunity Act (WIOA) program strategies available to this population. Partners will link education, job training and work experience in-prison to post-release jobs by fostering a system of coordinated service delivery to this population that faces a variety of barriers to employment.

### III. PURPOSE

The Prison to Employment Initiative (P2E) will endeavor to accomplish the major objectives of the California WIOA Unified Strategic Workforce Development Plan in order to reduce recidivism, reduce victimization, facilitate reintegration and enhance public safety. Workforce development partners will provide focused services to the reentry population to ensure:

- Fostering demand-driven skills attainment. Workforce and education programs need to align program content with the state's industry sector needs so as to provide California's employers and businesses with the skilled workforce it needs to compete in the global economy.
- Enabling upward mobility for all Californians, including populations with barriers to employment. Workforce and education programs need to be accessible for all Californians and ensure that everyone has access to a marketable set of skills and able to access the level of education necessary to ensure economic self-sufficiency and security.
- Aligning, coordinating, and integrating programs and services to economize limited resources while also providing the right services to clients, based on each client's particular and potentially unique needs so as to facilitate skills-attainment.

### IV. ORGANIZATIONAL STRUCTURE

All participants acknowledge that the East Bay Regional Planning Unit is responsible for the policies and general direction for the Local WDB and AJCC/One Stops.

The leveraged contribution to this project will be staff time and delivery of program services. DAPO staff will cooperate with AJCC staff to ensure parolees (Justice Involved) are referred to and have relevant information available to progress through training, educational and job opportunities.

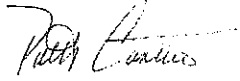
The AJCC leveraged contributions are provided by AJCC staff time and on-site resources to give participants access to computers, phones, current job listings, employer recruitments and valuable workshops. AJCC staff will provide case management and work with participants to develop an employment and training plan, receive job coaching, provide appropriate supportive services, address barriers to employment, and provide access to on-the-job training, occupational training and

employment opportunities. AJCC staff will report services, progress and outcomes in appropriate databases.

V. **DURATION:**

This Partnership Agreement will remain in effect for two years. Renewal of the agreement will be automatic contingent upon continual state funding for the Prison to Employment Initiative.

**East Bay Regional Planning Unit Partnership Agreement Signatories**



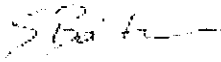
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Patti Castro  
Executive Director  
Alameda County Workforce Development Board  
East Bay Regional Planning Unit

1/31/19  
Date



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Donna VanWert  
Executive Director  
Workforce Development Board Contra Costa County  
East Bay Regional Planning Unit

1/31/19  
Date



\_\_\_\_\_  
Stephen Baiter  
Executive Director  
Oakland Workforce Development Board  
East Bay Regional Planning Unit

1/31/19  
Date



\_\_\_\_\_  
Sal Vaca  
Executive Director  
Richmond Workforce Development Board  
East Bay Regional Planning Unit

1/31/19  
Date

  
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ANGELA KENT


Adult Program Parole Administrator (A)

Division of Adult Parole Operations, Northern Region

California Department of Corrections & Rehabilitation

11/31/19

Date

  
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DAVID BABBY

Regional Parole Administrator or Designee

Division of Adult Parole Operations, Northern Region

California Department of Corrections & Rehabilitation

2/5/2019

Date