



Legislation Details (With Text)

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Title: Actions pertaining to the 2024-2025 CaliforniansForAll Youth Service Corps Grant
1. Approve the 2024-2025 CaliforniansForAll Youth Service Corps Grant and authorize the City Manager or designee to execute all grant related documents.
2. ***RESOLUTION - Adopting the 58th amendment to the Annual Appropriation Resolution (AAR) No. 2023-185 appropriating \$1,702,800 for the OneFresno Youth Jobs Corps Program (Requires 5 Affirmative Votes) (Subject to Mayor's Veto)

Sponsors: Personnel Services Department

Indexes:

Code sections:

Attachments: 1. 24-649 Grant Agreement, 2. 2-SS ID 24-649 Supplement Packet

Date	Ver.	Action By	Action	Result
5/23/2024	1	City Council	ADOPTED	Pass

REPORT TO THE CITY COUNCIL

FROM: SUMEET MALHI, Director
Personnel Services Department

BY: SUSAN CHUDY, Program Administrator
Personnel Services Department

SUBJECT

Actions pertaining to the 2024-2025 CaliforniansForAll Youth Service Corps Grant

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RECOMMENDATION

Staff recommends City Council approve the 2024-2025 CaliforniansForAll Youth Service Corps Grant for the OneFresno Youth Jobs Corps Program (Program), adopt the 58th amendment to the AAR No. 2023-185 appropriating \$1,702,800, and authorize the City Manager or designee to execute all related documents to the administration, modification, monitoring, and closeout of the agreement.

EXECUTIVE SUMMARY

The #CaliforniansForAll Youth Service Corps is a Governor initiative administered by California Volunteers in partnership with cities across California. The City of Fresno ("City") was awarded grant funds and has administered the Youth Jobs Corps Program since the Spring of 2022. The program is designed for Cities to recruit, train, mentor, and hire youth with barriers to employment to prepare them for future career opportunities. On April 24, 2024, the City was awarded \$3,014,593 from California Volunteers to continue the program.

BACKGROUND

The OneFresno Youth Jobs Corps Program was launched in Spring of 2022 with \$7.4 million awarded by California Volunteers and the State of California. The program's goals included identifying the highest need youth for employment opportunities, providing training and wrap-around services, and positioning them on a career pathway for future City or outside organization employment. The City has reached and exceeded the goals stated in the original application.

The City estimated 101 Participants would be hired in the original application; as of April 7, 2024, 325 Participants have been involved at some level in the Program. These participants have worked a total of 266,608.19 hours in service to the City. Of these Participants, 96% met two or more of the criteria determined by California Volunteers: 71% have had difficulty finding employment, 61% identify as low income, 58% were unemployed or out of school, 20% have experienced mental health issues and/or substance abuse, 17% are justice system impacted, and 12% are in the foster care system. To date, The City of Fresno hired 20 Participants as permanent employees and 14 Participants have found employment at outside agencies and companies.

Authorized through the federal Serve America Act (2009) and Executive Order S-24-06, California Volunteers is the State Service Commission for California. California Volunteers is responsible for engaging Californians in service, volunteering, and civic action to tackle our State's most pressing challenges and lift-up all communities.

As part of the City's goal in youth investment and economic development, a workforce development program that invests in the next generation of city workers and leaders is essential. This Program is inclusive and creates opportunities that seek to achieve economic mobility for our most vulnerable population. The Program provides the necessary resources, such as part-time and full-time employment and achieves inclusive investment in our youth.

Strategic objectives to meet this goal include:

- Identify the highest need: 16-30-year-old youth.
- Provide entry-level employment in city government and career paths toward future upward mobility.
- Remove existing barriers to training and employment with the City of Fresno for vulnerable residents.
- Provide career readiness training, case management, and mentorship through existing partnerships for all Participants/Ambassadors in the program.

- Provide Participants/Ambassadors with tools for success in future employment with the City of Fresno or with outside organizations.
- Provide a living wage for Participants/Ambassadors throughout the duration of the program.

The Program provides a focus on public service, highlighting multiple career pathways to become public servants providing essential services to our community. Youth are currently hired into the Ambassador program during the initial stage, as a stabilization phase to provide high ratio supervision, weekly training, career coaching workshop series, and experience working with the community through beautification and customer service. Following the Ambassador phase, Participants are eligible to transfer to assignments within a City department based on career interest.

The City has identified an array of entry-level positions and career paths in various City departments. These pathways will provide both hands-on and technical training to equip each Participant/Ambassador with experience and know-how to qualify for future permanent employment with the City, and potential employment with other organizations.

The City partners with local Community Based Organizations (“CBOs”), chosen through a Request for Proposals (RFP) process, that have similar goals and/or expertise serving our targeted populations. CBOs will provide recruitment, training, case management, and general wrap-around services, while others will serve as a worksite, becoming the employer of record in a joint effort to offer more employment opportunities. We’ve seen and continue to anticipate a wide variety of individual needs surfacing due to varying education levels, job experiences, and backgrounds. The ideal career development program will depend on each Participant/Ambassador’s interest and position.

In addition to the work experience, Participants/Ambassadors are offered a variety of learning experiences, are immersed into a culture of serving, have an opportunity to develop a career mindset, and soft skills through monthly Gatherings. The monthly Gatherings provide program updates, opportunities to learn about city government through a department highlight and participate in their own development through career coaching workshops, financial seminars, and various breakout sessions which typically include the opportunity to apply for jobs online or participate in mock interviews. Participants/Ambassadors can choose the breakout sessions based on their current achievement level and their next goal.

Other important wrap-around services for Program Participants/Ambassadors may include transportation to and from work, in-person training classes, transitional childcare services, temporary emergency housing, uniforms, and small ancillary allocation for preapproved necessities, thus removing as many barriers to employment as possible.

The City developed a comprehensive staffing plan to administer the Program to ensure Participants/Ambassadors can explore City departments and positions in which they are interested. Participants/Ambassadors have a direct link to Program staff to help mitigate any concerns and issues they are experiencing while employed. A key focus of our process included identifying positions that can garner transferrable skills and paths that provide upward mobility within City departments.

ENVIRONMENTAL FINDINGS

By the definition provided in the California Environmental Quality Act Guidelines Section 15378 this item does not qualify as a “project” and is therefore exempt from the California Environmental Quality Act requirements.

LOCAL PREFERENCE

Local preference was not considered based upon conditions of State funding.

FISCAL IMPACT

There is no impact to the General Fund. The program will be funded solely by the Grant, with funding distributed on a reimbursement basis.

Attachment: 58th amendment to the AAR No. 2023-185
Grant Agreement