



CITY OF DURHAM | NORTH CAROLINA

MEMORANDUM

Date: September 5, 2017

To: Thomas J. Bonfield, City Manager

Through: Keith Chadwell, Deputy City Manager

From: Andre Pettigrew, Director, Office of Economic & Workforce Development (OEWD)

Subject: Contract with Eckerd Youth Alternatives, Inc. to Deliver Services for the Workforce Innovation and Opportunity Act (WIOA) Youth Program

Executive Summary

This item has been prepared in order to complete a contract for service with Eckerd Youth Alternatives, Inc. to deliver services 150 youth for the Workforce Innovation and Opportunity Act (WIOA) youth program. The contract is for \$390,000.00.

Recommendation

The Office of Economic and Workforce Development (OEWD) recommends that City Council authorize the City Manager to execute a contract with Eckerd Youth Alternatives, Inc., to deliver services for the WIOA youth program in an amount not to exceed \$390,000.00.

Background

Eckerd Youth Alternatives is a not-for-profit organization. Operating in more than 100 contracted programs in 15 states, Eckerd Youth Alternatives is fully accredited by the Council on Accreditation (COA) and AdvancED™ and is making available opportunities for life-changing workforce development, child welfare, behavioral health, and juvenile justice services to more than 22,500 participants and families every year.

Eckerd Youth Alternatives, Inc. currently operates 76 reentry and workforce development programs including operating WIOA youth programs in 9 states for over 40 workforce development boards. Eckerd Youth Alternatives, Inc. also has a 49-year history guiding and training justice-involved youth and adults. Eckerd Youth Alternatives, Inc.'s work in providing comprehensive workforce and social services to justice-involved individuals led to \$4.5 million in funding from the US Department of Labor, and it serves as the lead agency overseeing reentry projects operating in Florida, South Carolina, and Washington, DC.

Issues/Analysis

If the proposed contract is approved, Eckerd Youth Alternatives, Inc. would be responsible for the deliverables in the Statement of Work, renewable annually for up to two additional years based on performance and funding availability. Durham youth are in need of career services and support to align their skills with those needed by today's employers. To address this need, the Durham Workforce Development Board (DWDB) will contract with Eckerd Youth Alternatives,

Inc., which will serve as the Contractor for the WIOA youth program to meet the individual needs of youth in our workforce system including the following:

- Delivering workforce preparation services;
- Providing occupational training opportunities;
- Providing supportive services assistance;
- Providing career counseling;
- Implementing Career Pathways for WIOA youth grounded in employer partnerships; and
- Maintaining administrative/ programmatic obligations associated with receipt of DWDB funds.

Outcomes include the following:

WIOA Performance Measures		
Outcome	Requirement	Target
<i>Entered Employment</i>	Measured in 2 nd quarter after exit (additional one quarter lag in reporting)	65%
<i>Employment Retention</i>	Measured in 4 th quarter after exit (additional one quarter lag in reporting)	60%
<i>Average Earnings</i>	Measured as median earnings in 2 nd quarter after exit only (median defined as the numerical value separating higher half from lower half of earnings)	\$TBD
<i>Credential Rate</i>	Percentage of participants who obtain a recognized post-secondary credential or diploma during participation or within 1 year after exit	57%
<i>In-Program Skills Gain</i>	Percentage of participants in education leading to credential or employment during PY, achieving measurable gains (measured in real time)	TBD%

Financial Impact

The contract for service with Eckerd Youth Alternatives, Inc. will not exceed \$390,000.00. The WIOA contract supports the training, placement, and supportive services for youth eligible in the WIOA program. The source of the funding is the WIOA Youth dollars from the US Department of Labor through the NC Department of Commerce Division of Workforce Solutions to the City and the Durham Workforce Development Board.

Alternatives

The City Council could choose not to approve the contract. In so doing, the City would be without a provider of the services as outlined in the background section for the WIOA youth program. If another provider is not identified through the RFP process, this would require the Office of Economic and Workforce Development to directly manage the program, which is

inconsistent with the language in the federal WIOA law that states that services should be provided under contract or voucher.

UBE Summary

The Equal Opportunity/Equity Assurance Department reviewed the proposal submitted by Eckerd Youth Alternatives, Inc. of Clearwater, Florida; and they have determined that Eckerd Youth Alternatives is in compliance with the Ordinance to Promote Equal Business Opportunities in City Contracting.

UBE Requirements

No M/UBE or W/UBE goals were set.

WORKFORCE STATISTICS

Workforce statistics for Eckerd Youth Alternatives, Inc. are as follows:

Total Workforce	864	
Total Females	624	(72%)
Total Males	240	(28%)
Black Males	89	(10%)
White Males	119	(14%)
Other Males	32	(4%)
Black Females	167	(19%)
White Females	370	(43%)
Other Females	87	(10%)

Attachment

Proposed contract with Eckerd Youth Alternatives d/b/a Eckerd Kids