

SANTA CLARA COUNTY COVID BRIDGE TO RECOVERY PROGRAM

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Ilse Pollet

South Bay Consortium for Adult
Education

Giuliana Brahim

Milpitas Adult School

Brad Weisberg

West Valley College



HOUSTON:

WE HAVE A PROBLEM.

THE STRUCTURAL INEQUITY IN SILICON VALLEY

The structural inequity in Silicon Valley manifests itself across most of the institutions and systems in Santa Clara County, whether it be in the criminal justice system, the economy, education, healthcare, or housing. The economic development ecosystem in the County is tilted to advantage Whites over Latinos, Blacks, Asians, and Native Americans- who comprise majority of the vulnerable population in the County. The structural inequity has resulted in a unjust economy as demonstrated below.

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Number of Black women employed by ten large Silicon Valley technology companies in 2016

20%

Households that have less than \$400 in savings for an emergency, with number of households 2x for Latinos and 3x for Blacks

1%

Amount of venture capital dollars (out of \$19 Billion) that went to Black start-up tech firms

34%

Latinos who died from COVID-19; Latinos are 23% of county's 18-and-older population

3

Number of large Silicon Valley technology companies who have no Black employees in 2016

47%

Asian Americans and Asians who work at Google, Hewlett-Packard, Intel, LinkedIn, and Yahoo, but hold 25% executive positions

5%

Latinos who are in high tech executive positions

57%

Latino households who are not self-sufficient

10K

Number of homeless people on any given night

\$248B

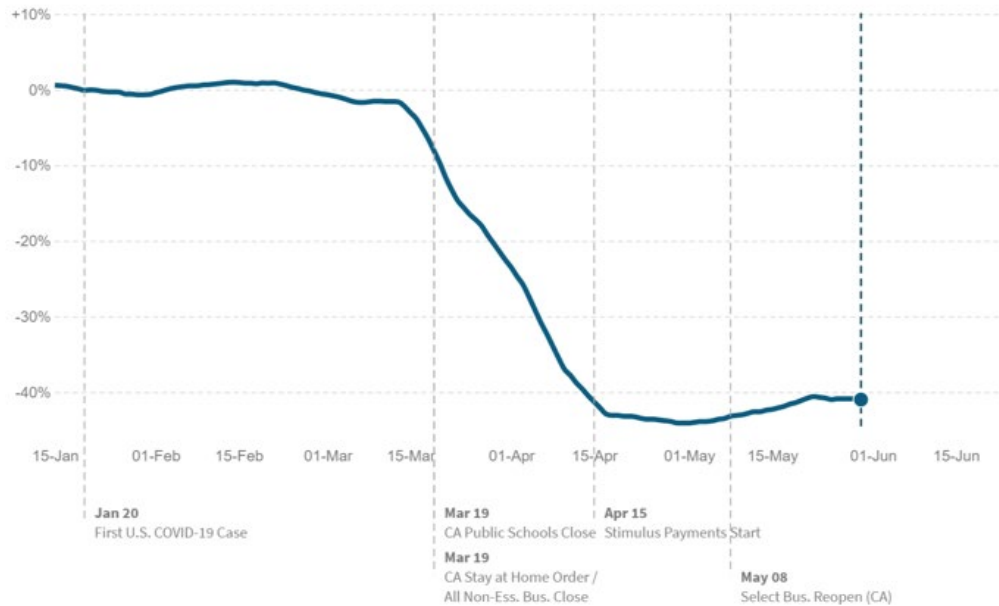
Net worth of the top 10 richest Silicon Valley moguls, all of whom are White men

Source: Silicon Valley Pain Index, SJSU Human Rights

THE IMPACT OF COVID-19 ON LOW INCOME WORKERS IN SILICON VALLEY

COVID-19 has disproportionately impacted the most vulnerable populations exacerbating the systemic social and racial inequality in the Silicon Valley. In Santa Clara County, as of May 30, 2020, employment rates among low-income workers decreased by 41% compared to January 2020. Low-income workers in services especially retail, and restaurants and hotels have been severely affected.

Percent change in employment among low -Income workers in Santa Clara County



*Change in employment rates among low-income workers (median annual after-tax income <\$20,000), indexed to January 4-31 2020. This series is based on data from Earnin and Homebase.

Source: Opportunity Insights, Economic Tracker, <https://www.tracktherecovery.org/>

Percent decrease in employment among low -income workers in Santa Clara County from Jan 2020 to May 30, 2020 categorized by industry

RESTAURANTS AND HOTELS WORKERS 42.5%

RETAIL WORKERS 41.7%

MANUFACTURING WORKERS 34%

HEALTHCARE AND SOCIAL ASSISTANCE WORKERS 33.1%

TRANSPORTATION WORKERS 8.7%

HOW WE AIM TO SOLVE THE PROBLEM

WE ARE A LARGE & GROWING COALITION OF PUBLIC AND PRIVATE SECTOR LEADERS





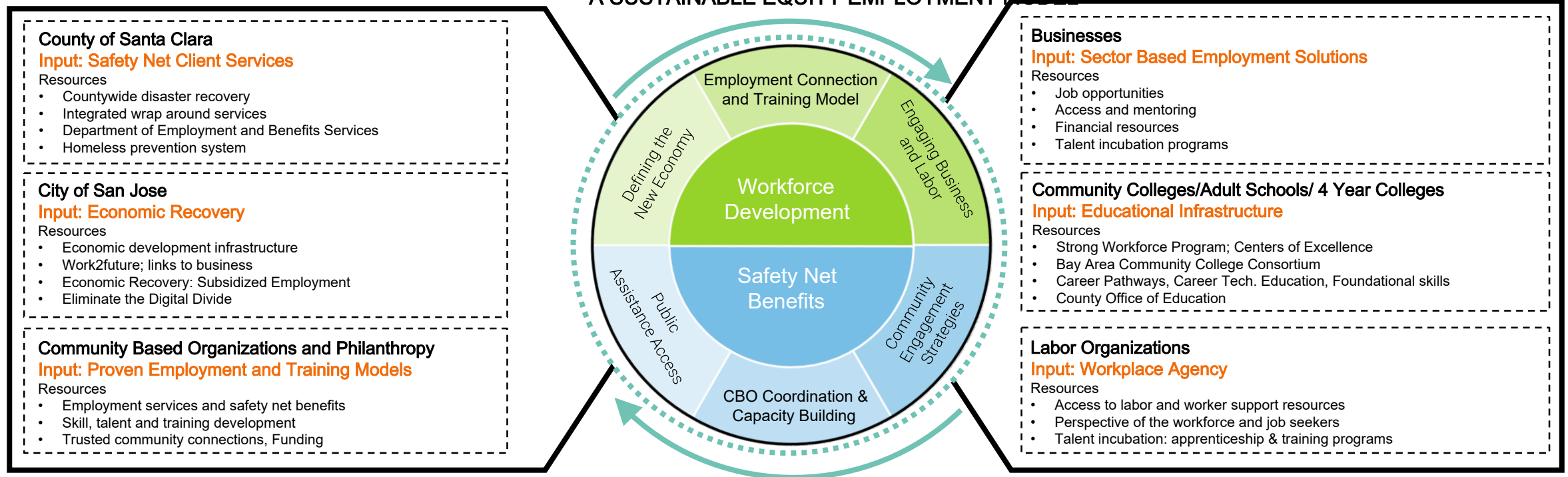
OUR COMMUNITY'S MOST IMMEDIATE GOAL...

- Beyond keeping COVID-19 infections in check, is to put our most economically disadvantaged populations back to work as soon as possible.
- *Our current workforce development system is NOT a system. We have a fragmented stakeholder ecosystem. It is not at scale to address the magnitude of this disaster.*
- The confluence of COVID-19 and the Black Lives Matter movement provides a unique opportunity to build a new end-to-end job training equity access-to-employment model.

WE ARE AN EQUITY EMPLOYMENT COLLECTIVE IMPACT MODEL

Santa Clara County COVID19 Bridge to Recovery Program (C19 BRP) is a workforce coalition that aims to bring all the economic stakeholders together to develop a unified approach to training, job readiness, and access to quality employment and career progression. We will achieve this by aligning all the initiatives of the economic stakeholders behind a twoprong recovery path: a stronger safety net connected to training and job access for all.

COVID19 BRIDGE TO RECOVERY PROGRAM A SUSTAINABLE EQUITY EMPLOYMENT MODEL

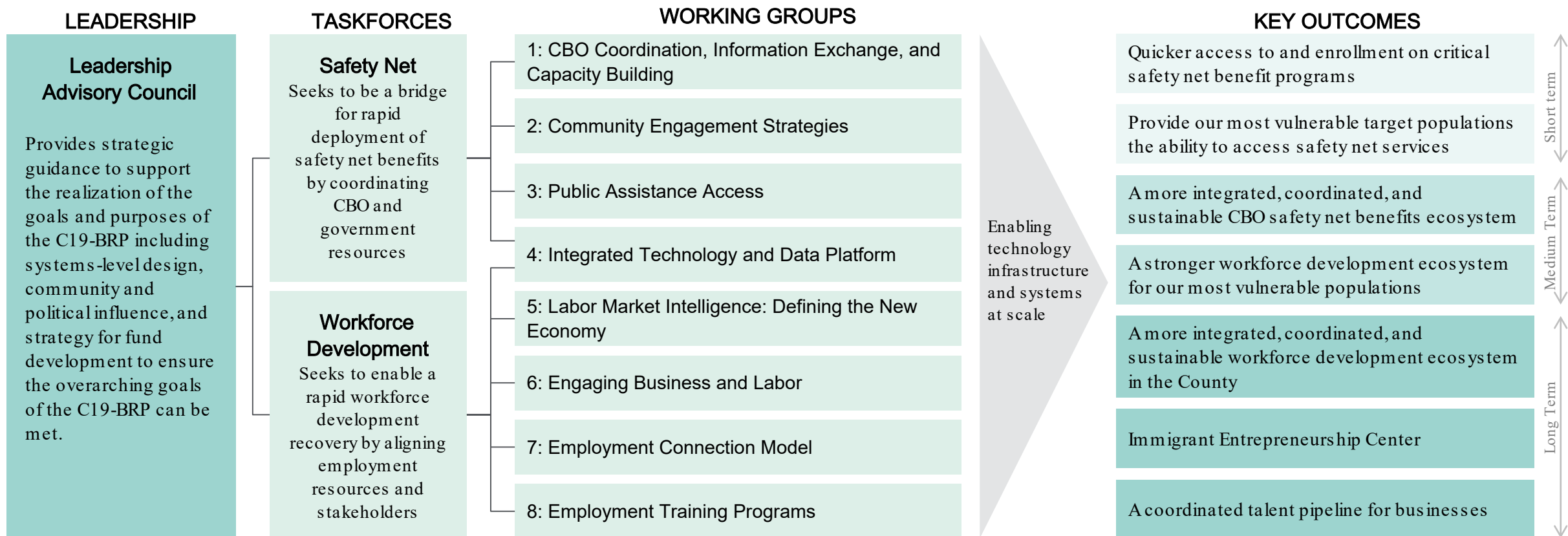


Inclusive and Equitable Recovery of Santa Clara County

- Quicker access to safety net benefits programs
- Integrated CBO safety net benefits ecosystem
- Integrated, coordinated and sustainable workforce development ecosystem
- High quality job creation and business growth
- Entrepreneurship center for undocumented immigrants

OPERATIONAL MODEL

The C-19 BRP is designed through the work of a (a) Safety Net Task Force and a (b) Workforce Development Task Force. The C-19 BRP has a Leadership Advisory Council to ensure coordination of overarching C-19 BRP key outcomes between the Safety Net Task Force and Workforce Development Task Force. The work of C-19 BRP is in close alignment with the Silicon Valley Recovery Roundtable. C-19 BRP's Project Director and Leadership Advisory Council members sit on the Silicon Valley Recovery Roundtable and working groups.



SAFETY NET + WORKFORCE = INTEGRATED & HOLISTIC WORKFORCE DEVELOPMENT AND SAFETY NET BENEFITS

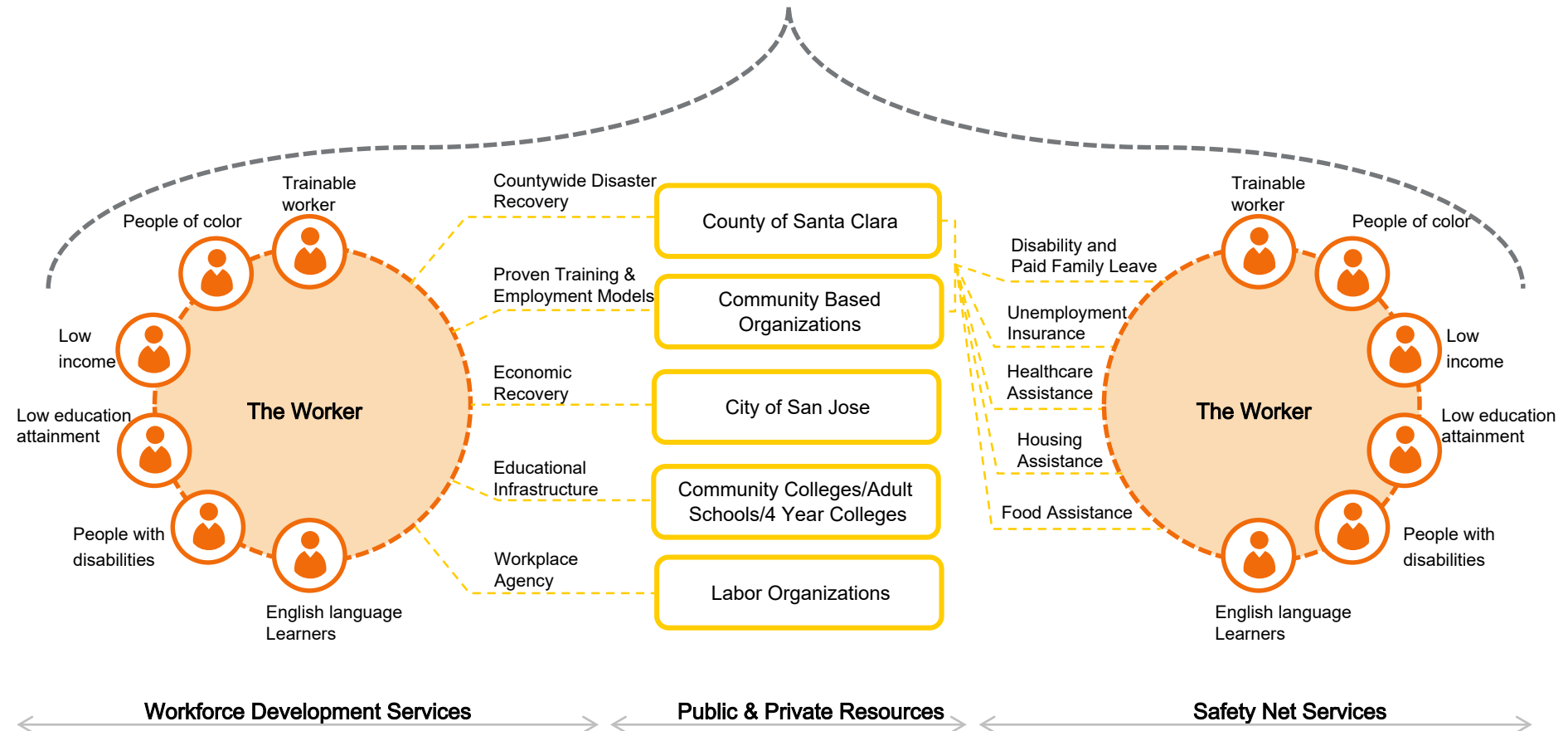
To address the problems and meet community needs that have emerged or been exacerbated due to COVID-19, C19-BRP will build a collective impact model that creates sustainable, large scale local change.

C-19 BRP will integrate technology into the initiative's infrastructure in a way that will coordinate the efforts of different service providers and provide for consistent data management and analysis.

C19-BRP's aim is to establish an integrated technology platform that enables our initiative to provide:

- **disaster recovery client - centered services**
- **a means of cohering the CBO community on a common platform, and**
- ***connection of safety net services with training and employment services to establish an economic mobility ladder out of the recovery.***

C-19 BRP's INTEGRATED PLATFORM FOR WORKFORCE DEVELOPMENT AND SAFETY NET BENEFITS



WEX: A Pilot SUBSIDIZED EMPLOYMENT Program



**How are adult schools
and community colleges
involved?**



SBCAE Participation

1. Training Programs Work Group Chaired by SBCAE College and Adult Ed Reps
→ leadership council
2. SBCAE members participate in work groups/project teams:
 1. Labor Market Information
 2. Employment Connection Model
 3. Entrepreneurship project
 4. Sector Partnerships TBD

Training Programs Work Group: Key Outcomes

- Interoperable, nimble, responsive and navigable system of education and training opportunities
- Regionally coordinated career pathways in priority sectors
- Employment / Job Placement
- Network of education and training providers/information sharing/regional coordination

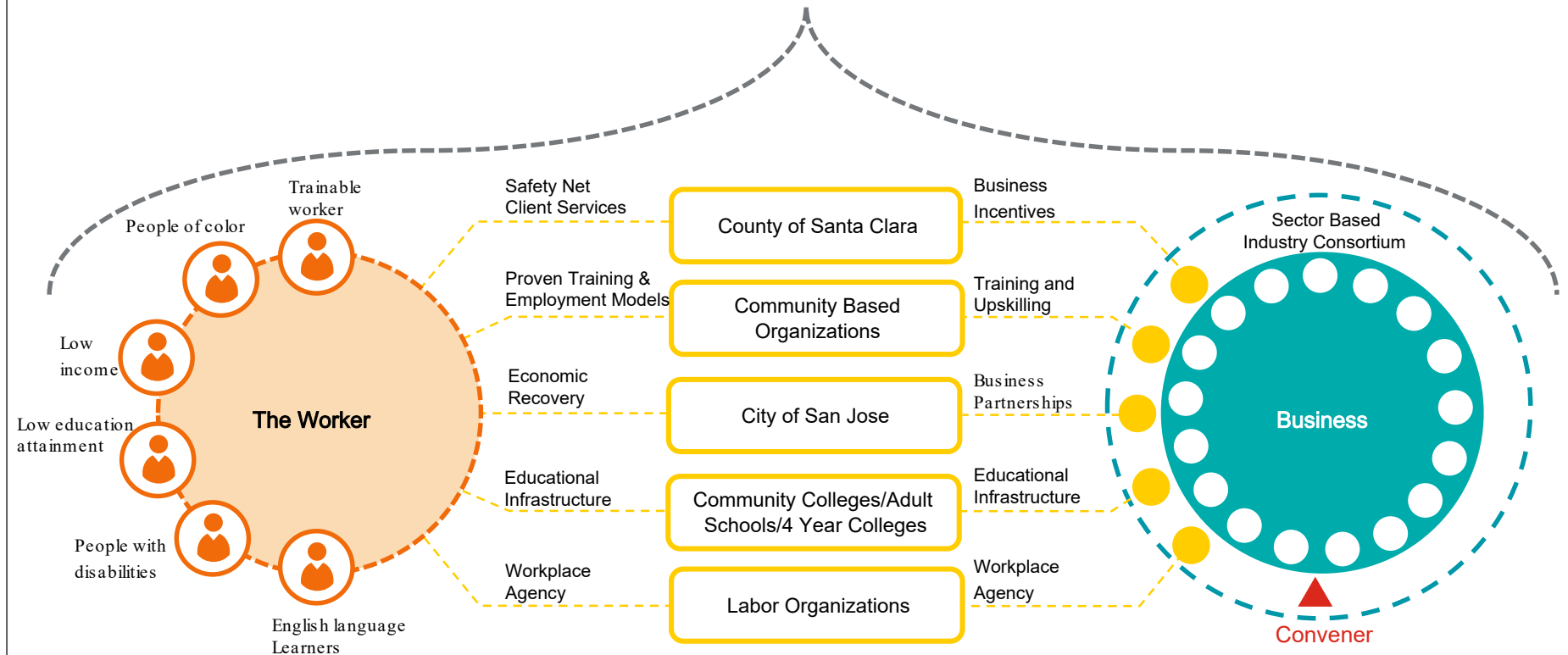
WE HAVE A DUAL COMMITMENT TO EQUITY & BUSINESS ENGA

COVID19 Bridge to Recovery Program's innovative dualcentric implementation framework center's the voice of the worker along with the needs of business.

C-19 BRP leverages proven and scalable models to establish regional partnerships of industry leaders within a sector. These consortia determine their industry needs to remain competitive and thrive. Public-private community partners from economic & workforce development, education, training, labor and other community resources partner with industry to address the shared workforce and broader competitiveness needs of their industry.

C-19 BRP aims to launch and scale Next Generation Sector Partnerships across industries in Silicon Valley and the region.

C-19 BRP WORKFORCE IMPLEMENTATION FRAMEWORK: A SILICON VALLEY INNOVATION EQUITY & BUSINESS ENGAGEMENT



Alignment between BRP and SBCAE

- Training Programs Work Group & SBCAE share many of the same goals + people
- SBCAE Annual Plan: focus on Program Alignment (“Project 3”)
- BRP LMI and Employer Engagement Working Groups provide valuable intel and connections to help identify priority pathways
- Collaborative infrastructure in place to create adult school/community colleges linkages
- BRP expands capacity to engage with community partners
- Human Centered Design = shared value
- Project 3 priority pathways → pilot projects under BRP
- Emerging opportunities: health sector pathways, entrepreneurship/small business, (pre)apprenticeship

What have we learned?



Panel Discussion

- How has participation in BRP changed your understanding of the regional workforce development and training landscape?
- What have you learned about your own organization's place in the ecosystem?
- Has participating in BRP influenced your day to day work in your own organization?
- Any insights on how to move from siloed operations and/or a competitive mindset to increased regional coordination and collaboration?
- What do you think the potential impact of BRP on the region, and the region's most vulnerable population, can be?
- What keeps you engaged in this project?

Q & A

Your questions for the presenters.