

**SUBMITTAL TO THE BOARD OF SUPERVISORS  
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



ITEM: 3.72  
(ID # 13373)

**MEETING DATE:**  
Tuesday, August 25, 2020


**FROM:** SUPERVISOR KEVIN JEFFRIES AND SUPERVISOR JEFF HEWITT:


**SUBJECT:** SUPERVISOR KEVIN JEFFRIES and SUPERVISOR JEFF HEWITT: Launch the Pathways to Employment program to support the community response to the COVID-19 pandemic – All Districts [\$4,000,000 Federal Funding]

**RECOMMENDED MOTION:** That the Board of Supervisors:

1. Establish the Riverside County Pathways to Employment program to provide adults ages 18 and older with an opportunity to participate in a local service program which supports the community response to the COVID-19 pandemic;
2. Provide each adult participant with a paid stipend, training, mentorship, supportive services and wrap-around supports during their term of service;
3. Partner with community-based organizations and government entities to identify service sites that provide opportunities for adults and address critical community needs;
4. Authorize the Director of Housing, Homelessness Prevention and Workforce Solutions (HHPWS), or designee, to execute any and all necessary agreements and documents to implement and administer the Riverside County Pathways to Employment program; and
5. Direct HHPWS to conduct large-scale marketing and outreach effort to ensure that adults from all areas of the county, in particular those residing in unincorporated areas, can effectively access the program.

**ACTION:** Policy

  
Supervisor Kevin Jeffries, Supervisor 1st. District 8/21/2020

  
Supervisor Jeff Hewitt, Supervisor 5th District 8/21/2020

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**MINUTES OF THE BOARD OF SUPERVISORS**

On motion of Supervisor Jeffries, seconded by Supervisor Hewitt and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Jeffries, Spiegel, Washington, Perez and Hewitt  
Nays: None  
Absent: None  
Date: August 25, 2020  
xc: Supvr. Jeffries, Supvr. Hewitt, HHPWS

Kecia R. Harper  
Clerk of the Board

By:   
Deputy

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**BACKGROUND:**

**Summary**

Community Action Partnership (CAP) is part of a national network of more than 1,000 community action agencies. CAP works to strengthen, promote, represent, and serve its community to assure the need of self-sufficiency is identified and addressed. CAP was created as part of the Economic Opportunity Act of 1964, commonly referred to as the "War on Poverty," for the purpose of tailoring services to meet the needs of individuals and families by helping achieve economic stability. Community Action partners with hundreds of public and private entities across the county and administers a wide array of programs designed to train and educate individuals while eliminating poverty in the Riverside County.

The COVID-19 pandemic has had profound effects on the County's economy. 14.8% of our million-person strong workforce is currently unemployed with few options for returning to work in the near term. Many residents are experiencing devastating financial losses as a result of furloughs and layoffs. Low-income residents and those with little to no financial cushion were heavily affected, relying heavily on social service providers and nonprofits to provide basic necessities such as food and housing.

The Community Action Partnership, as the designated anti-poverty institution of the County, proposes to address these COVID financial impacts through the formation of the Pathways to Employment program. Pathways to Employment will target adults ages 18 and over that have been impacted by COVID and lost income/employment during the pandemic by providing job training designed to lift participants out of poverty toward self-sufficiency. Participants will be provided employment opportunities where they will receive a living wage stipend and be provided job training and mentoring opportunities helping them acquire sought-after job skills and experience necessary to succeed in today's changing work environment. Pathways to Employment will match unemployed/underemployed adults with local nonprofits and government entities that are struggling with increases in demand for services. Participating adults will receive a \$5,120 stipend for an 8-week job placement or a \$7,680 stipend for a 12-week job placement. CAP anticipates serving 100 adults per Supervisorial District for a total of 500 adults. The program will include support for the Riverside County Fire Department Volunteer Firefighter / Reserve program in the unincorporated areas to encourage career pathways in the fire service and to provide critical staffing support to this program during the current fire season. Participants assigned to the Volunteer Firefighter / Reserve program will receive placements and stipends to support this public safety effort during COVID-19.

Pathways to Employment participants will benefit from the innovative program in several ways. CAP will tackle unemployment/underemployment by providing work experience at a

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living wage stipend of \$20 per hour. Participants will receive work related training and mentoring from participating nonprofits and government entities and wrap around services from CAP. Supportive services will be provided to participants including transportation, clothing, counseling, technology, and more to ensure success. In addition to receiving immediate economic support through earning a monetary stipend, participants will be assisted with resume development and establishing workforce connections. This project will match participants based on their existing skill set and desire to acquire new job skills and experience in a variety of professions. CAP will provide a case management component and follow up with program participants and employers to ensure both remain engaged throughout the placement and participants remain successful along their career journey. It is expected that Pathways to Employment participants will improve their chances of long-term career success by participating in this program benefiting Riverside County residents, nonprofits, and government entities for years to come.

At a time when talent is at a premium, nonprofits and government entities are looking for new ways to source and cultivate talent. An important component of Pathways to Employment is the support provided to local nonprofits and government entities. CAP will partner with community-based organizations and government entities that have been adversely affected by COVID-19 and provide staffing resources to help them continue to deliver vital services to Riverside County residents during the pandemic. This program will offer a myriad of benefits to participating nonprofits and government entities by matching participants that best fit their organization. By investing in talent development through Pathways to Employment, employers gain a pipeline of skilled workers, increase productivity, and improve the bottom line during the pandemic.

Pathways to Employment will be integrated into Community Action's existing programs and services. CAP will serve as the lead agency for the project for participant recruitment, selection and placement with local nonprofits and government entities. The budget table below details the proposed line item budget.

<b>Activity</b>	<b>Amount</b>
Stipend - \$5,120 for 8 weeks for 300 participants (\$20hr x 32hrs per week)	\$1,536,000
Stipend - \$7,680 for 12 weeks for 200 participants (\$20hr x 32hrs per week) Stipend - set aside for the Fire Department Volunteer Firefighter / Reserve program	\$1,536,000 \$300,000
Supportive Services - \$1,000 per participant (transportation, car repair, etc.)	\$500,000
Staffing - One (1) Community Program Specialist II for 18 weeks	\$19,044
Staffing - Three (3) Community Program Specialists for 18 weeks	\$52,164
Admin Costs (Computers, Software, Phones, Etc.)	\$56,792
<b>Total</b>	<b>\$4,000,000</b>

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**Impact on Citizens and Businesses**

The proposed Pathways to Employment program will utilize CARES Act funding to address adult unemployment and to provide additional workforce support to local nonprofits and government entities that are providing critical community services during the COVID-19 crisis.

**Additional Fiscal Information**

N/A

**Contract History and Price Reasonableness**

N/A

**Attachments**

N/A