

**CITY OF LOS ANGELES
TARGETED LOCAL HIRE WORKING GROUP**

**PROPOSED MINUTES
Tuesday, June 6, 2017 – 1:00 p.m.
520 Temple Street, Training Rooms A & B**

TARGETED LOCAL HIRE WORKING GROUP MEMBERS

Present

Jackie Goldberg, Chairperson

Kenneth Chauncey
Office of Councilmember Harris-Dawson
Council District 8

Chris Hannan
Los Angeles/Orange Counties Building
and Construction Trades Council AFL-CIO

Carmen Hayes-Walker
American Federation of State, County,
and Municipal Employees

Anna Hovasapian
Office of Councilmember Krekorian
Council District 2

Edward R. Johnson
Office of Councilmember Wesson
Council District 10

Gavin Koon
International Union of Operating Engineers
Local 501

Wendy G. Macy
Personnel Department

Roy Morales (A)
Office of the Chief Legislative Analyst

Jaime Pacheco-Orozco (A)
Economic Workforce Development Department

Molly Rhodes
Service Employees International Union
Local 721

Jacqueline Rodriguez (A)
Office of the Mayor

Teresa Sanchez
American Federation of State, County,
and Municipal Employees

David Sanders
Service Employees International Union
Local 721

Not Present

Maritta Aspen (A)
Office of the City Administrative Officer

Rudy Guevara
Service Employees International Union
Local 721

Cheryl Parisi
American Federation of State, County,
and Municipal Employees

Please Note: The minutes are a summary of the proceedings. The minutes are not verbatim statements by the speakers.

INTRODUCTION

(1) Call to Order

Ms. Jackie Goldberg called the meeting to order at 1:00 p.m. and indicated that a quorum was not yet present. She stated that the meeting would proceed with non-actionable items until such time a quorum was present.

(2) Public Comments

No public comments were made.

ADMINISTRATIVE ITEMS

(3) Minutes

Ms. Goldberg stated that Item #5 would be taken out of order as there was no quorum present to adopt the minutes. Ms. Goldberg then returned to the review and approval of the minutes after discussion under Item #5.

Mr. Jaime Pacheco-Orozco identified typographical errors in the proposed minutes. **A motion was made by Mr. Gavin Koon, seconded by Mr. Chris Hannan, to adopt the minutes as amended; the motion was unanimously adopted.**

(4) Report Back from Staff Regarding the Soft Launch

Ms. Goldberg stated Mr. Vincent Cordero would provide an update related to the soft launch. Mr. Cordero began by thanking the WorkSource Centers and community based organizations that had signed on with the Program as Referral Agencies, and their efforts in identifying and preparing potential Program candidates. He stated the support of the WorkSource Centers, LAUSD Division of Adult & Career Education (DACE), and the Economic Workforce Development Department (EWDD) had been invaluable to ensuring the pilot phases of the Program had been a success.

Mr. Cordero stated that for the period beginning February 2017 and ending May 2017, the Program had received 1,435 applications. He stated 60 individuals had been made job offers or were hired, and the Program was in the process of working to fill another 28 vacancies in multiple departments. He stated that 462 applicants had been randomly selected to be referred to a City department for hiring consideration.

Mr. Cordero stated that the demographic profiles of the applicants during this period also indicated that recruitment in the targeted categories was on track. He stated 1,319 applicants had self-identified in a category under Tier 1, and 116 applicants identified under Tier 2 (no self-identified targeted category). He stated that the largest target categories, in order, were those identifying under a City zip code used in the Public Works project labor agreements, older workers, formerly homeless, and then formerly incarcerated.

Mr. Cordero stated that staff had also been onboarding community based organizations that elected to sign on with the Program as a Referral Agency. He stated that there were currently 34 approved Referral Agencies, including the 17 City WorkSource Centers. He stated that this is an on-going process, and that staff would continue to brief and onboard other interested agencies as requested or required.

Mr. Cordero stated that staff continually receives and evaluates feedback from all stakeholders and users of the Program. He stated staff had been sending satisfaction surveys to the departments, and indicated that the average rating had been 4.2 out of 5, with 5 being highly satisfied with the quality of the candidates and the process. He indicated that staff has also been receiving and addressing direct feedback from the Program's Application Sites at monthly meetings.

Mr. Cordero stated that as a result of stakeholder feedback, the Program would be adding three new Application Sites to streamline processing and provide additional access. He stated the new Application Sites would be the Hollywood WorkSource Center, West Valley WorkSource Center, and the Vernon/LA Trade Tech Work Source Center, based on recommendations from EWDD and with consideration to geographic location. He stated the goal was to have these Application Sites briefed and prepared to begin intake of applicants by the end of July. He also stated that staff would be meeting with the eight WorkSource Centers that were not Application Sites to provide an update and ensure all staff was uniformly informed of the Program, and to gather any feedback. Mr. Cordero stated that staff would also be scheduling feedback sessions with the Program's Referral Agencies as well.

Mr. Kenneth Chauncey, representing the Office of Councilmember Harris-Dawson, asked which City departments were utilizing the Program to hire. Mr. Cordero indicated that Airports had the highest count of hires thus far, and that other City departments that had hired were the Office of the Chief Legislative Analyst (CLA), Fire & Police Pensions, Housing, LACERS, Finance, Personnel, Recreation & Parks, and Planning. He added that General Services, Public Works Bureaus of Contract Administration and Street Lighting, Transportation, and Zoo also had requests that were currently in the selection stage. Ms. Goldberg indicated she had also met with management at the Public Works Bureau of Street Services to encourage use of the Program. She stated she and the Outreach Committee would continue to work towards reaching out to executive management to promote use of the Program.

Ms. Teresa Sanchez of AFSCME stated the next big challenge for the Program was identifying vacancies. She recommended another round of meetings be held with General Managers to promote the Program. She stated that while the Personnel Directors had been briefed about the Program, there were situations where the information would not be relayed to the executive management of the department. Ms. Sanchez suggested perhaps meeting with at least the management of the pilot departments. Ms. Goldberg agreed.

Mr. Adam Hirsch, representing Chrysalis, asked for clarification on the report Mr. Cordero had presented relating to the number of applicants and the number referred. Ms. Esther Chang stated that 462 candidates have been referred, and of these, 60 had been hired and 129 candidates were being actively considered. Mr. Hirsch asked whether any candidates had been disqualified. Mr. Cordero stated the Program had not experienced many applicants that were disqualified in the application review stage. Mr. Hirsch asked whether Referral Agencies would be able to get additional information on their clients to evaluate their success. Ms. Goldberg stated that the Program would be able to provide a general summary of counts for the agencies once enough data had been aggregated.

Mr. Pacheco-Orozco asked whether the Program would be able to further segment the referred and hired applicants by targeted category. Mr. Cordero stated staff had this information but had not had an opportunity to update for the past month as it was early in the month. Mr. Pacheco-Orozco stated it would also be helpful to know the count of City employees that were converted from part-time to full-time.

Ms. Anna Hovasapian, representing the Office of Councilmember Krekorian, indicated the Councilmember was concerned whether the targeted categories count was truly able to determine the direct impact for homeless individuals or veterans, as individuals seemed to be identifying in multiple categories. She stated that some categories might seem to be more inflated due to the multiple counts. Mr. Cordero stated that staff was discerning between those who identified in a single category versus multiple categories, but that any candidate selecting homeless, either as a single or as one of many categories, would be included in the total count for homeless individuals. He indicated additionally that in speaking with agencies, many clients identifying as homeless would generally identify in other categories as well. Ms. Goldberg stated that the identification of categories by candidate self-identification, as the Program did not seek to be overly burdensome and require candidates to prove that they were homeless, or another targeted category. Ms. Goldberg stated organizations like the People Assisting the Homeless (PATH) and Friends Outside, worked directly with homeless populations, and were referring their clients to the Program as Referral Agencies.

Mr. Pacheco-Orozco asked for clarification related to the single category and multiple category counts for those identifying as disabled. Ms. Chang indicated 103 applicants had identified as disabled, with 15 of those applicants indicating the disabled category only, and the remaining 88 applicants indicating disabled and at least one other category.

Ms. Chloe Hanna, representing the Los Angeles Conservation Corps, asked whether it was known how many applications were coming from CBOs versus the WorkSource Centers. Mr. Cordero stated the Program could generate this information and would so in the future.

Mr. David Sanders, representing SEIU 721, asked the Chair if departments had been provided authority to fill additional vacancies. Ms. Goldberg stated this was beyond the purview of the Working Group and asked those members of the Working Group representing Council Offices to assist departments with obtaining permission or authority to hire and fill vacancies.

Ms. Molly Rhodes, representing SEIU 721, stated that the Council had passed a motion as part of the budget review process asking all City departments to report back with information related to full-time vacancies, as needed vacancies, and contract positions. She stated that the instruction was to first report back to the Personnel and Budget Committees.

Mr. Hirsch asked what parties get notified when a hire is made. Mr. Cordero stated that beyond the applicant, there is no notification. He indicated the new employee could choose to share information with their Referral Agency. Ms. Goldberg indicated this was due to confidentiality and privacy policy regarding City employees. Mr. Hirsch asked whether language could be placed on the Program application to have the applicant agree to allow the City to share this information with the referring agency. Ms. Goldberg stated there were privacy concerns related to individual City employee information, and stated the Program would provide aggregate client counts to a referral agency; she stated the Program would provide counts for such categories as number applied, number referred, and number hired. Mr. Hirsch stated that it could prove a challenge to provide support to homeless clients, for instance, without this information. Ms. Goldberg acknowledged this, but indicated that the Program could only provide the overall counts.

Ms. Carmen Hayes-Walker asked whether the Program has had any outreach with Los Angeles County Social Services. Ms. Goldberg stated the County was aware of the City's Program, but indicated the Program could check in with them.

(5) Staff Reports

Ms. Goldberg took this item out of order, after Item #2.

Ms. Maria Koo, Program staff, stated the Program had been working with LAUSD DACE to create opportunities for TLH candidates to receive job preparation and career development services, as referenced in Staff Report 17-02. She stated LAUSD DACE had developed soft skills for personal success course, which was a twenty (20) hour course. She stated the course was competency based to address soft skills such as cognitive skills, interpersonal, and intrapersonal skills. She stated the course would be offered at nine LAUSD schools with multiple cohorts beginning mid-June. She indicated Referral Agencies would be able to refer candidates that were not quite job ready to complete the LAUSD soft skills course. She stated LAUSD had agreed to provide the course for free to candidates referred through the Program and its Referral Agencies.

Mr. Sam Powers, from LAUSD DACE, stated that the course was built based on initial conversations related to the Program and with Ms. Goldberg. He added that providing employability skills would be valuable for LAUSD to offer across the board.

Ms. Goldberg stated the curriculum had already been sent out to the Working Group for review. She asked what the cost would be for an individual not referred through the City's Program. Mr. Powers stated that it would be up to \$15 for those without a referral form. Ms. Goldberg indicated the price would be agreeable for candidates who may not wish to be facilitated through the WorkSource Centers or Referral Agencies.

Mr. Sanders asked whether this course was a requirement for the Program. Ms. Goldberg clarified the course was only for those candidates who had not yet received a job readiness assessment and referral into the Program, and was merely an additional avenue to become job ready and go to a TLH Application Site.

Mr. Chris Hannan, representing the Building & Construction Trades Council, stated his labor organization had an apprenticeship curriculum. He asked Mr. Powers whether LAUSD DACE would have any interest in combining the curriculum with the LAUSD soft skills course, and whether a pilot could be conducted with LAUSD DACE. Mr. Powers stated that while he was not a final decision maker, he would take it back and discuss internally.

Mr. Sanders asked for whether the course would be during the daytime or evening hours. Mr. Powers stated the course was a total of 20 hours over one week or two, depending on the location offering. Mr. Powers indicated two locations were offering in the evening while the remainder of the locations were offering it in the morning hours. Mr. Powers indicated the specific schedules and locations were included on the back of the flyer and referral form that was included as part of Staff Report 17-02.

Mr. Morales asked how the skills taught and assessed in the soft skills course might compare to the intake and assessment process already conducted at the Referral Agencies. Ms. Goldberg stated the assessments would vary from Referral Agency. She stated the Program was tracking where the candidates were being referred from, and assessing whether certain agencies might have higher success rates for their candidates. She indicated the Program would also track those that attended the LAUSD soft skills course as well, and use this data to see where improvements or connections could be made to the intake process or methods for any Referral Agency or to the LAUSD soft skills course.

Mr. Morales asked what the student capacity was for these courses. Mr. Powers stated that LAUSD DACE could accommodate up to 800 students over the summer; he indicated there were nine locations involved in the summer pilot course, with three cohorts per school and up to 25 students per class.

Ms. Hovasapian asked whether those in the applicant pool were able to take this course while waiting for referral and hire opportunities. Ms. Goldberg stated the applicants were welcome to, and that it was recommended that anyone take continuing education or courses to continue to make themselves more competitive.

Mr. Cordero indicated that information related to the soft skills course had also been forwarded to all WorkSource Centers and Referral Agency contacts.

Mr. Pacheco-Orozco asked how the effectiveness of the curriculum would be assessed. Ms. Goldberg stated the Program would be tracking the success of Program candidates who may be hired upon completion of this course and would have quantifiable data; she indicated the larger assessment would be conducted by LAUSD DACE. Mr. Powers stated that LAUSD DACE would be looking to also assess the real world impact this course would have for their clients. He stated LAUSD DACE would be providing a certificate of completion and would be maintaining a list of candidates. He stated they would like to find ways to share and connect information, and would want the course to be a model with the 20-hour instruction to be a standard for this type of assessment.

Mr. Sanders asked how the Program will proceed if it turns out to be that there is not enough recruitment in a category such as formerly homeless or veterans. Ms. Goldberg stated the Program will continue to track this information; she stated more data was needed to have a clearer picture of the progress and to see whether more specialized recruitment might be needed. She stated it would also be notable to see the categories of those that are hired, to determine whether departments were hiring only from certain categories. Ms. Hayes-Walker asked for more information as to how formerly incarcerated individuals were being referred. Ms. Goldberg stated the Program received referrals from organizations working directly with this population, such as the Anti-Recidivism Coalition (ARC) and Friends Outside. Ms. Hayes-Walker asked whether contact could be made with probation offices for those individuals not in touch with an organization and only their probation officer. Ms. Goldberg stated staff could look into developing contacts with probation programs.

(6) Report Back from the Training Subcommittee

Ms. Koo stated the Training Subcommittee convened on May 11th to discuss orientation and onboarding for TLH new hires and their supervisors.

Ms. Koo stated that staff would work with City departments and union partners to coordinate new employee onboarding sessions. She indicated Ms. Sanchez had offered to facilitate union representation at each session. Ms. Koo indicated the new employee orientation would include an overview on City employment and what it would mean to be a civil service employee, resources for career planning, information on career ladders, and an orientation about the Targeted Local Hire Program that would notify the employee of important program milestones and where to go for support.

Ms. Koo stated Ms. Sanchez had also led discussion related to usage of peer groups for support during the administration of the previous Welfare to Work Program. Ms. Goldberg indicated that previous usage of peer groups had been successful in her opinion. She recalled employees would meet on one Friday during the month for a half-day session to come together and share experiences. Ms. Koo stated previous programs had lent themselves more easily to

this type of structure as employees had been hired in group cohorts; she stated the hires under the Targeted Local Hire Program were staggered by date and locations. She indicated however that staff would revisit at such time it would be beneficial or more logistically feasible. Mr. Cordero stated the Program was regardless looking at ways to at least connect TLH hires electronically.

Ms. Koo stated that the second item of discussion at the Training Subcommittee meeting was related to providing supervisor support. She stated the supervisors of TLH employees would set the tone for the Program. She indicated support would be provided for supervisors to assist them with the Program's milestones, such as completing the Program Status Update Forms, which are to be completed at the 2nd and 5th months of the initial on-the-job training period. She stated supervisors would also be encouraged to take advantage of the City's online training portals to learn more about diversity. Mr. Pacheco-Orozco stated it would be helpful to also create a mechanism to connect the TLH supervisors, especially if geographically disbursed, to obtain feedback from issues that they might be similarly facing and addressing. Mr. Cordero agreed and indicated staff would take a look at this as well.

Mr. Sanders asked whether one orientation session would be scheduled for all current 60 hires. Mr. Cordero stated that some of these employees had been working already, while some were about to come on board. He indicated the earlier hires would also be assisting in informing the development of the orientation content. Ms. Hayes-Walker asked that earlier hires also receive an orientation. Ms. Goldberg stated many of the earlier hires was through Airports, as the department had been eager to fill their positions; she stated those hires could be grouped due to their location for an orientation.

Ms. Hovasapian asked that future reports also include a breakdown of where employees are in the Program timeline - how many employees in the Program are now in the on-the-job training period, on probation, or full-time employed.

Mr. Chauncey stated that an Application Site in Council District 8 had recently had to move locations and was concerned about access to the Program for citizens in the South Los Angeles area. Mr. Cordero stated the Program had UAW in South Los Angeles area, and would also be adding the Vernon/LA Trade Tech WorkSource Center to better address need and provide additional access.

(7) Report Back from the Funded Vacant and 900-Hour Subcommittee

Ms. Chang stated that at the last meeting of the Working Group, members had asked staff to survey City departments to identify classifications and positions that could be utilized for a potential apprenticeship program at the City. She stated Mr. Koon and Mr. Hannan had provided a list of 25 City job classifications that could lend themselves to an apprenticeship structure. She indicated staff identified nine City departments/bureaus that would potentially have positions in the identified classifications: Airports, Harbor, Public Works Sanitation, Public Works Street Lighting, Public Works Street Services, General Services, Transportation, Recreation & Parks, and Zoo.

Ms. Chang stated a survey was sent to these departments and bureaus, asking how many vacancies the department had in the apprenticeship classification, and how many vacancies the department could fill in the current or upcoming budget year. She indicated that based on these departments' responses, 87 vacancies in the classifications were identified. She stated 14 vacancies were in classifications related to building operating engineers, while the other 73 were vacancies in building trade classification. She stated the bulk of the vacancies were identified at Airports, Public Works Sanitation, and Transportation.

Mr. Sanders asked how many vacancies Recreation & Parks had indicated. Ms. Goldberg stated while there were none identified under the apprenticeship classifications, Recreation & Parks did have vacancies for custodial and clerical classifications that they were working to fill through the Targeted Local Hire Program.

Ms. Hovasapian asked why DWP was not included. Mr. Cordero stated DWP had expressed it had its own established local hire program and would not be participating in the Targeted Local Hire Program. Mr. Hannan added that DWP classifications are also not represented by the Building Trades and therefore would not be included in the potential apprenticeship agreement with the City. He stated the apprenticeship curriculum through the Building Trades were 4-5 year programs with local college credit. He indicated while the courses were free, there was not technically a formal vehicle for DWP employees, represented by Local 18, to participate. He stated however that anyone could still go to a local community partner or participating school to explore the building trades and find additional information on how to participate in the apprenticeships. Ms. Goldberg asked Mr. Hannan to share additional information with interested Working Group members.

Ms. Rodriguez, representing the Mayor's Office, asked if candidates in the Program's application pool could be referred to any apprenticeship programs while they wait for an opportunity to be hired. Ms. Goldberg stated information could be sent to applicants in the pool.

Mr. Koon stated he and Mr. Hannan would continue working on finalizing an agreement with the City to incorporate apprenticeship positions at the City.

(8) Report Back from the Outreach Committee

Ms. Goldberg stated the committee had conducted five briefing sessions with community organizations interested in signing on with the Program as an official Referral Agency. She indicated the following agencies had attended sessions thus far: Verdugo Jobs Center, Community Build, LIFT Los Angeles, LA Conservation Core, Communities in Schools, LAUSD DACE Navigators, Anti-Recidivism Coalition, HealthRight360, Workforce Connections, PATH, KIWA, Brotherhood Crusade, PV Jobs, and the TAY Collaborative. She stated that currently, the Program now had 34 referral agencies including the 17 City WorkSource Centers. She stated staff had also held debrief sessions with the Application Sites, with another meeting forthcoming that would include the new three Application Sites. She indicated staff had also had an initial outreach meeting with Esperanza Community Housing, had spoken at a LA:RISE partner meeting coordinated by REDF, the USC Price State of the City County Summit, and a recent WorkSource Center Partners meeting. She indicated she had also participated in a meeting with directors from Public Works Street Services to promote the use of the Program.

(9) Report back other classes

Ms. Koo stated that the Chair had previously requested staff take a look at adding more classifications to the Program for additional job pathways.

Ms. Koo stated that staff had reviewed department succession plans to identify classifications where a need existed that could appropriately be addressed with a connection to the Program. She stated classifications were also considered only if they lent themselves to full-time, benefited positions, rather than part-time, exempt, or seasonal classifications. She stated that in order to be compatible for use in the Program, minimum requirements for the classification should be roughly equivalent to six months of on-the-job training.

Ms. Koo indicated that of the classification identified that could be compatible for the Program, as indicated in the attachment, substantial minimum job requirements existed that would be difficult to make equivalent with the other classifications being used for the Program. Given this, she indicated that success stories should be identified with the existing job classifications before expanding to classifications that would require additional requirements.

Ms. Goldberg stated many in the applicant pool should already qualify for a classification such as Accounting Clerk. She stated an ad hoc committee could be set up to take a closer look at that classification as well as Communications Information Representative (CIR), in order to better identify the necessary skillsets that would be a prerequisite to those jobs. She asked for 2-3 volunteers and staff representation. Mr. Cordero stated the minimum qualifications for Accounting Clerk and CIR were notably more extensive than Administrative Clerk (utilized currently in the Program), and that it might be beneficial to develop Program candidates to be able to promote into these positions. Ms. Goldberg indicated that these positions seemed to be continuously vacant; she indicated that it would still be advantageous to take a closer look. Ms. Sanchez and Ms. Hayes-Walker were tasked to be part of this ad hoc committee. Ms. Hovasapian asked that the Animal Care Technician also be considered by the ad hoc committee. Mr. Sanders asked to be part of the subcommittee as well.

(10) Discussion about Full Launch

Mr. Cordero stated that staff had completed Phase I by briefing interested community agencies and groups and onboarding those choosing to be Referral Agencies. He stated there continued to be a steady increase of applications though no formal, public announcement had been made. He indicated 1,400 applications had been received to date, with an average of 100 per week. He stated some of the original Application Sites had been experiencing up to a 2-3 week waiting period, so a decision had been made to add the three new Application Sites to help address the demand. He stated departments had been submitting requests for candidate referrals, with the number of vacancies varying from department to department. He stated that given the volume of applications versus the amount of vacancies available and operational resources available, staff was recommending a smaller, controlled launch for July 1, 2017 in-lieu of the previously imagined fuller, larger scale launch.

Mr. Cordero stated that a more controlled launch would involve removing the banner from the website indicating general applications were not being accepted, and increasing access by adding the three new Application Sites and broadening the onboarding effort for Referral Agencies. He indicated the Referral Agencies would be pivotal in ensuring targeted outreach to potential applicants.

Ms. Goldberg stated the full launch for July 1st had initially been imagined with a press release and announcement with Mayor, Council, and referral partners. She stated that without taking any of those steps, there were already 1,400 applications in the pool. She indicated that based on the application pool size, and the amount of hires made thus far, the demand would far exceed the available supply of positions. She indicated she did not wish to raise expectations unrealistically for populations that have already been experiencing degrees of hopelessness. She stated that if the number of vacancies increased in the future, a larger announcement could be revisited.

Mr. Koon stated he is in agreement with a softer approach as he was concerned there were only a limited number of job classifications available. He indicated additional job classifications should be added to broaden the window of job placement. Ms. Goldberg agreed and asked Mr. Koon to join the ad hoc subcommittee that would be addressing the potential additional

classifications. Mr. Koon agreed. He also stated that City departments would also need to be encouraged to open up vacancies to fill with a firmer hand.

Ms. Hovasapian asked whether the Program would be going to Council to discuss the full launch. She indicated it would be helpful for the Personnel and/or Budget Committees to be informed, with consideration to the budget and to encourage the departments. Ms. Goldberg indicated staff would report to Personnel Committee and Council. Ms. Sanchez supported this though and also mentioned the budget item previously mentioned by Ms. Rhodes. Ms. Sanchez stated there was an enormous amount of pent up community pressure as to when the City would open up the jobs that were promised. Ms. Rhodes stated there were vacancies identified in the budget that had not been swept, and indicated the budget item asking departments to report their vacancies would help address where the jobs were and if they could be filled.

Mr. Chauncey asked whether an Application Site could be designated in each Council District. Ms. Goldberg stated the current nine sites were already referring a large number of applicants into the Program; she stated having 15 Application Sites would overly burden the current process. She indicated that current sites were chosen with consideration to geographic location. Ms. Hovasapian added that the sites were indeed regionally accessible, and as an example, indicated that an original Application Site was located in the Valley, with one of the three new Application Sites also being in the Valley area.

Mr. Hirsch asked whether the referral process would change with the July 1st launch. Ms. Goldberg affirmed that it would not change, and that candidates would still need to be assessed and referred by Referral Agencies. She indicated if jobs opened up in the future, a more direct process could be explored at that time.

Ms. Goldberg summarized staff's recommendation to proceed with a smaller launch on July 1st and asked for additional comments related to the recommendation. None were received and Ms. Goldberg concluded this item.

CONCLUDING ITEMS

(11) Request for Future Agenda Items

Ms. Goldberg asked that the discussion regarding the department vacancy report backs to Council should be added as a discussion item for the next agenda. She asked that the next agenda also include report backs from Outreach and the Funded 900 Hours committees, and a report back from ad hoc subcommittee addressing additional job classifications.

Mr. Morales of the CLA's Office asked Ms. Rhodes for the specific budget item related to the vacancy report back. Ms. Hovasapian stated it was a motion that was made during the budget hearings. Ms. Rhodes stated that the request had been made in Motion 6.

Mr. Pacheco-Orozco asked that an update also be provided once the Program provided the report back to Personnel Committee and Council regarding the Program.

(12) Future Meeting Dates

Mr. Cordero stated staff would reach out to the Working Group members at a later date.

(13) Adjournment

A motion was made by Ms. Hayes-Walker, seconded by Mr. Chauncey, to adjourn the meeting; the motion was unanimously adopted. The meeting adjourned at 2:39 p.m.