

Regional Plan Modification 2018-19 Bay Peninsula RPU

Introduction and stakeholder and community engagement process

North Valley Consortium (NOVA), as the current lead for the Bay Peninsula Regional Planning Unit (BPRPU), is submitting this biennial Strategic Local Plan modification, as required under the Workforce Innovation and Opportunity Act (29 US Code 3123). The plan is laid out in accordance with the guidance and requirements outlined in the California Employment Development Department's Workforce Services Directive 18-01: Regional and Local Plans PY 17-21 – Two Year Modifications.

The BPRPU consists of the Workforce Development Boards (WDB) of San Francisco, NOVA, San Jose Silicon Valley Workforce Investment Network (SJSVWIN) and San Benito County, and covers the geographic area of San Francisco, San Mateo, Santa Clara, and San Benito Counties. The four WDBs worked closely together in coordinating their stakeholder engagement process, developing strategies to strengthen the system of reentry and workforce services for formerly incarcerated and other justice-involved individuals, and planning for the successful deployment of Prison to Employment resources.

Extensive and robust community and stakeholder engagement was conducted as part of the development of this regional plan modification. In addition to the partners listed in the "Directory of Planning Partners" and "Interactive Corrections Map," meeting invitations were sent to close to 4,000 additional stakeholders and partners across the region. Listening sessions open to all partners and members of the general public were held in all four counties both during and after business hours to provide the opportunity for input on the topics required for the local and regional plans. Public meeting notices were posted in the AJCC as well as online and on the CWDB website. After hours sessions included the following: OEWD hosted session in San Francisco (10/3/18); NOVA and SJSVWIN hosted session in San Jose (11/7/18); San Benito hosted session in Hollister (11/8/18); General membership meeting of the San Jose Silicon Valley NAACP in Milpitas (12/11/18). In addition, a day session was hosted by NOVA in San Mateo on 11/7/18. Please see the appendix for comments received in each session.

The BPRPU WDBs also held smaller stakeholder sessions with the planning partners who work most closely with justice involved individuals. These planning partners include members of local Community Corrections Partnerships including County Probation Departments; County Sheriffs; Parole Units and California Department of Corrections and Rehabilitation (CDCR) representatives; community-based organizations that serve justice involved individuals both in custody and post release; and core WIOA partners. No state prisons or CALPIA programs are located within the BPRPU.

In addition, WDB staff from across the region participated in a day long planning session hosted by the San Francisco Foundation and the Bay Area Workforce Funders Collaborative, as part of the Project Signal initiative. One focus of the session was workforce services for formerly incarcerated individuals. Funders and service providers had the opportunity to spend the day in discussion with formerly incarcerated individuals and heard from them their perspectives on

system shortfalls and possible solutions. Please see the appendix for a summary of the Project Signal session.

Assessment of need and population size

The region is home to 3.6 million people, with a total labor force of approximately 2.3 million. Based on information provided by corrections partners and available public data, the number of justice-involved individuals falling under local supervision in the region **totals over 34,000 individuals** (please see appendix for numbers by county).

The most recent data available from the CA Department of Finance, CDCR, and the Board of State and Community Corrections (2014) reflects the numbers of state supervised individuals for the four counties within the BPRPU (includes those in prisons, camps, in-state and out-of-state contract beds, and DMH state hospitals) – **for a total of over 13,000 individuals** (please see appendix for numbers by county).

Thus, the region is home to over 47,000 actively supervised individuals.

The following is the breakdown of these figures by county: San Francisco (23.5%); San Mateo (18.5%); Santa Clara (55.9%); San Benito (2.0%).

Data from the CDCR’s *2017 Outcome Evaluation Report: An Examination of Offenders Released in 2012-13* (updated June 2018) provides the number of individuals released from state custody as well as their one, two, and three-year re-conviction rates. The three-year re-conviction rate for the region based on fiscal year 2012-13 was 44%, close to the statewide average for the same fiscal year of 46.1%. Another CDCR report, *Offender Data Points: Offender Demographics for the 24-month Period Ending December, 2017*, provides the numbers released in 2016 by county of commitment. Please also see the appendix for these data by county, as well as demographic data on justice involved populations by county.

The WIOA funded workforce system has only been able to serve a tiny fraction of those 47,000 individuals. The below table reflects the number of self-identifying WIOA clients in reentry served by the region in the last two years. Please note that the San Francisco and San Benito “Total Enrolled” and “Exited” figures includes both WIOA and non-WIOA funded clients.

WDB	New WIOA Enrollments	Total Enrolled (rollover and new)	Exited	Employed after Exit (within 4 quarters)	
NOVA					
7/1/16-6/30/17	69	102	80	61	76%
7/1/17-6/30/18	68	88	58	31	53%
San Benito					
7/1/16-6/30/17	10	14	6	6	100%
7/1/17-6/30/18	10	17	5	5	100%
San Francisco					
7/1/16-6/30/17	n/a	n/a	n/a	n/a	n/a

7/1/17-6/30/18	50	162	93	93	100%
Work2future					
7/1/16-6/30/17	150	274	119	86	72%
7/1/17-6/30/18	117	331	107	73	68%

Services needed and evidence for why those services are needed

Californians for Safety and Justice’s research report, *Repairing the Road to Redemption in California*, found that 76% of individuals with a criminal conviction have experienced barriers to success, including 46% who have experienced difficulty in finding a job and 35% who have experienced difficulty with obtaining an occupational license. Access to gainful employment is strongly correlated with a reduced likelihood that people re-entering society from the criminal justice system will return to crime. Communities with higher employment rates experience lower crime rates and lower rates of recidivism (*Schmitt, J., & Warner, K. 2010. Ex-Offenders and The Labor Market. Washington: Center for Economic and Policy Research.*) However, employers are less likely to hire a candidate with a conviction history. Studies show that an estimated 72% of U.S. employers use background checks to screen their applicants and many are unwilling to hire applicants with convictions. (*Duane, M., La Vigne, N., Lynch, M., & Reimal, E. (2017). Criminal Background Checks: Impact on Employment and Recidivism (p. v). Urban Institute.*)

Input from stakeholders as well as formerly incarcerated (FI) individuals themselves was consistent with these research findings on barriers for individuals in reentry. Based on research, stakeholder input, and the unique challenges of life in the San Francisco Bay Area, the following list identifies needed supports to ensure success for this population:

- Resources specific to challenges of reentry** – FI individuals often need supportive services in order to be successful in job training and initial employment. Furthermore, information about resources for incarcerated individuals is limited. Resource directories on paper become outdated very quickly and there are few resources to be found online for those who are internet-savvy.
- Job training leading to living wage income and career growth potential** - Many career tracks are out of reach due to criminal records. Low wages make survival in the Bay Area, with its high cost of living, untenable. The situation leads to a return to criminal activity or homelessness. Manual labor may seem like the only career path available, which is difficult for disabled or elderly people in reentry. For those who are incarcerated, pre-release training can provide them with a head start in finding a sustainable career pathway.
- On-the-job training and receptive employers**- FI individuals need the opportunity to prove themselves to employers. Many employers are wary of hiring FI individuals regardless of their actual skills sets. OJT offers best chance to develop a portfolio of accomplishment to help overcome stigma.
- Guidance with continuity** – FI individuals need continuous, trusted relationships with case workers who can help navigate critical systems. Assistance should start at incarceration and continue all the way through to reentry and employment.
- Supportive community** - Without trusted family and friends and other forms of community, FI individuals have trouble with reentry, especially after long sentences. Isolation can lead to

limited opportunities as well as feelings of depression and hopelessness. FI individuals also need to hear success stories so that they know success is possible.

The BPRPU's vision is a system that helps and supports FI individuals obtain careers that give them an opportunity to make a livable wage and advance in their careers through viable career pathway training and education programs. The three overarching goals of the BPRPU are: 1) an integrated and well-coordinated system of service providers resulting in seamless referrals to appropriate services; 2) a holistic menu of supportive services needed to ensure clients' success in job training and placement; 3) a culture of continuous improvement and learning, so that the BPRPU can make adjustments and identify best practices to be shared throughout the region. The three main strategies that will be adopted are: 1) in-custody job training and education whenever possible; 2) a focus on smooth connections between in-custody to post-release services; 3) an emphasis on data sharing and communication to ensure a systemic rather than piecemeal approach. Tactics for actualizing these strategies will be described in further detail in the P2E Implementation Grant application.

Regional Alignment of Services

The BPRPU WDBs are currently working with and have a robust history of working with Probation, Parole, and community-based organizations (CBOs) to provide services to justice-involved individuals, including pre- and post-release. Below is an overview of current efforts and partnerships already underway that serve justice-involved individuals and improve their employment outcomes -many of them coordinated with Probation and Sheriff Departments, both in-custody and post-release.

As part of this regional planning process, the BPRPU developed a Google map of reentry resources. This map helps to address the concern raised by stakeholders about a lack of information regarding resources for FI individuals. Containing several thousand entries across the greater San Francisco Bay Area and beyond, the map incorporates local county reentry guides as well as the information from the state's "Interactive Corrections Map." Searchable by topic, the map is a new resource to staff, partners, and justice involved individuals.
<https://tinyurl.com/y9bq9w5v>

Current Programming

Reentry Specialized Access Point: America Works (San Francisco)

San Francisco's Office of Economic and Workforce Development (OEWD) builds partnerships with non-profit, community-based organizations to offer the Specialized Access Point (SAP) program, which provides workforce development services customized to the needs and assets of a special population. OEWD's Reentry SAP is America Works, a national organization established in 1984 and committed to workforce development for justice-involved job seekers. OEWD has contracted with San Francisco America Works since 2017. The Reentry SAP provides services including, but not limited to: counseling and coaching, job readiness training and workshops, interview preparation, referral to expungement and other services, and employment assistance customized to meet the needs of justice-involved job seekers, especially those newly re-entering the workforce. The Reentry SAP delivers services in partnership with the

San Francisco County Adult Probation Department through the Community Assessment and Service Center, where their offices are co-located for coordinated service delivery.

Reentry Resource Center (Santa Clara)

The Reentry Resource Center (RRC) offers services to formerly incarcerated Santa Clara County residents, supporting reentry efforts and building a safer community. The programs offered through the RRC include AB109 Intake and Assessment; Alternative Custody Programs; the Parole Program which offers comprehensive service delivery and intensive case management for parole clients; and the Faith-Based Resource Centers. A comprehensive list of services is available which includes substance treatment referrals, expungement, counseling, housing assistance, a medical clinic and healthcare coverage, referrals to mental health services, peer mentoring, a computer literacy lab, and transitional case management. Clients are also referred to broader community services, including education, employment, and vocational training.

Five Keys Schools and Programs (San Francisco, Santa Clara)

OEWD's Job Readiness Services (JRS) provider for justice-involved individuals is Five Keys Schools and Programs, established in 2003 and located at multiple sites and jails in San Francisco. OEWD has contracted with Five Keys since 2012. Five Keys offers workforce development, JRS, and barrier remediation services at many of its sites, including basic computer skills and GED classes to currently incarcerated individuals. Additionally, Five Keys acts as an important connector within the larger reentry system, cross-referring clients to wraparound and workforce services, including to the Reentry SAP and OEWD Sector Academies for industry-specific training and employment opportunities. Five Keys is a valuable workforce partner due to its strong relationships with wraparound non-profits and commitment to co-locating services within community-based organizations. The organization works closely with the San Francisco Sheriff's Department and San Francisco County Adult Probation Department.

A Memorandum of Understanding was signed effective July 1, 2018 by the County of Santa Clara, the Five Keys Charter School, the City of San Jose /work2future, and NOVA. This MOU covers the collaboration between the agencies to deliver educational services inside the County Jail and to connect to Workforce Development for a continuation of services post-release with a goal of reduced recidivism. 5 Keys is providing the curriculum and instructors for the educational component. All parties will collaborate to address the viability of other in-demand training that could be provided pre-release and devise a strategy for a seamless transition into marketable skills training and career navigation post-release.

JobTrain (San Mateo County)

JobTrain, a non-profit community-based organization and subcontractor for NOVA, has a relationship with the County Sheriff's Department going back more than a decade. One of the first work furlough programs in the state in 2006, the program allowed inmates to leave the jail each day to attend a training program on site at JobTrain. In 2010, JobTrain began delivering Culinary Arts training inside the jail that can continue and be enhanced upon release. In 2012, the new Maple Street Correctional Facility included a complete commercial kitchen in order to expand the number of inmates trained as well as the curriculum. In 2015, Work Readiness, Success Coaching, and Substance Abuse Counseling training were added. Today, they share a

Vocational and Career Navigator with 5 Keys Charter Schools that connects pre- and post-release services.

Community Transition Center (San Benito County)

The San Benito County Community Transition Center (CTC) is the embodiment of a strategic partnership forged by state, county, and community-based entities. The San Benito County Probation Department oversees the CTC facility, where individuals released from custody and/or on probation or parole will receive services, referrals, and peer support to assist them to become productive members of the community. The services provided include custodial alternative supervision, probation risk/needs assessment, behavioral health services, cognitive behavior therapy, health care coverage and public benefits assistance, education, employment, vocational training, faith-based collaborative, housing (also known as a “sober living environment,” or SLE), and food assistance.

While justice involved individuals are still in custody, education and in-custody staff provide them with an array of services including adult education, career and technical education, behavioral health, child support and reentry planning. A pre-release transition plan coordination is completed for every inmate. After release, coordination with the Community & Transitional Center takes place where reentry individuals received the necessary services to adequately transition them back to society. With the support of staff and partners, it is the goal that individuals will obtain meaningful long-term employment at a living wage and transition them successfully out of court supervision.

Outreach Services: Adult, Young Adult, and Sector Academy Programming

OEWD program managers conduct outreach in jail and prison facilities, including to San Quentin State Prison, Santa Rita County Jail, and several San Francisco County Jails. Outreach efforts include representation at semi-annual, prison-to-employment job fairs with individualized referral to appropriate programming, as well as quarterly orientations on OEWD’s Sector Academy programming. OEWD’s Sector Academies provide industry-specific training and employment opportunities in construction, hospitality, health care, and information and communication technology. Outreach in prisons and jails includes an emphasis on OEWD’s CityBuild Construction Training Academy.

Programming Currently in Development

Sector Academy: Construction

OEWD’s CityBuild Construction Academy is in the process of developing a Reentry Construction Training Program in partnership with the San Francisco Sheriff’s Department and will be ready to roll out a pilot in the near future. The pilot will provide currently incarcerated individuals with a tailored transitional job training and placement program inside two San Francisco County jails. This program will serve up to 20 participants in each cycle and will include the opportunity to earn industry-recognized certifications such as OSHA 10, First Aid, CPR, Confined Space, and HAZWOPER. With these skills and certifications, individuals will be eligible for direct access into union apprenticeship programs immediately upon reentry.

Sector Academy: Introduction to Culinary

From their Hospitality Sector Academy, OEWD is in the process of creating an Introduction to Culinary pilot program for implementation in jails and prisons. The program will include exploration of career pathways within the food services industry, introductory courses on culinary technique, and delivery of industry-recognized credentials (i.e. ServSafe) to achieve gainful employment upon reentry. OEWD has cultivated strong industry partnerships with the Golden Gate Restaurant Association to support reentry hiring.

Sector Career Exploration and Career Pathways Program

OEWD is also developing the Career Exploration and Career Pathways (CECP) pilot program to help incarcerated individuals with career planning. Building on current outreach efforts, CECP is a structured prison-to-employment program offered in prisons and jails to provide an overview of San Francisco's growth sectors and accompanying programming in construction, health care, hospitality, and information and communication technology. Through both classroom instruction and demonstrations from OEWD's employer partners, participants will gain a better understanding of entry-level occupations, industry-recognized training programs, and career pathways for these growth sectors.

Services for Incarcerated Youth (work2future)

work2future is partnering with the Santa Clara Probation Department to serve incarcerated youth. Currently County of Santa Clara has two detention facilities for youth ages 15.5-18 years of age. Juvenile Hall has 390 beds and James Ranch Youth Correctional Facility has 96 beds, with both facilities normally at capacity. At Juvenile Hall, youth can participate in career planning and also have access to services including but not limited to substance abuse treatment, anger management, mental health treatment and counseling, and gang intervention refusal skills. work2future is exploring the expansion of services at Juvenile Hall to include vocational training, and to begin offering career planning services at James Ranch Youth Correctional Facility.

Coordination with Partners

Each of the WDBs in the region plans to continue meeting with their local partners regarding services for justice-involved individuals and the Prison to Employment Initiative. Within the region, the CWDB is not currently funding any Forward Focus, Workforce Accelerator, or High Roads Partnerships projects targeting justice-involved individuals. Given the huge geography covered by the Bay Peninsula RPU, locally driven meetings are the most sensible approach to sustained partner engagement.

OEWD, the San Francisco Sheriff's Office, the San Francisco Adult Probation Department, and the California Department of Corrections San Francisco Office have developed a four-pronged approach to reentry workforce development services involving in-custody training, system referral and coordination, data sharing, and policy recommendations. As a demonstration of commitment to the Prison to Employment Initiative, as well as the reentry requirements of EDD Directive 18-01, these key partners are in the process of negotiating a partnership agreement reflecting shared priorities and continued engagement for service design and delivery.

NOVA and work2future also share an MOU with the Santa Clara County Sheriff and Five Keys Charter School, regarding the coordination of in-custody educational services and job search

assistance post-release. Please see the appendix for this MOU as well as letters of support from the Santa Clara Office of Reentry Services, San Benito Probation Department, San Mateo County CDCR, Santa Clara Adult Probation, Santa Clara Juvenile Probation, Santa Clara Sheriff, and JobTrain.

As part of the new round of regional training funds, the BPRPU will address any staff development needs in order to ensure that staff are well equipped to serve FI individuals. Training topics may include motivational interviewing techniques; enhanced awareness of community resources; and better understanding between Probation, Parole, and workforce system partners on how their respective systems work and how to make effective referrals.

Supportive Services and Continuum of Care

As described earlier, the vast majority of FI individuals face a number of barriers to their success, including substance use, mental health issues, poverty, homelessness and the lack of stable housing, lack of transportation, limited educational attainment and limited work history – in addition to the stigma of their conviction records. The BPRPU is committed to assisting those with the greatest barriers to employment and working with a broad coalition of agencies and partners to ensure that clients are able to access comprehensive wrap around services, some of which are detailed above. Each of the four counties has implemented some steps to ensure a continuum of care from in-custody to post-release. The P2E implementation and supportive services grants will help the region to further strengthen that infrastructure and system of services. Depending on the award amount, the region anticipates that P2E funding will increase the number of individuals able to access vocational training while in custody; the number earning industry recognized certificates; the number accessing apprenticeship programs; the number taking part in job readiness activities; and the number accessing vocational and education programs post-release.

Building off best practices identified by current service providers, key partners will establish linkage from jail-based job centers to post-release job centers, such as the San Francisco Community Assessment Service Center (CASC) and the American Job Center of California (AJCC). By connecting in-custody and post-release service providers to the CASC and the workforce system, the programs that serve re-entering individuals will be able to connect participants to the broader system of workforce services including sector pathways. This will allow clients to build upon the skills and employment gains that they gained while incarcerated or in treatment post-release.

Continuation of care is a key element of system linkage, and includes transition planning in advance of release, establishing client relationships with post-release service providers while in-custody, developing referral systems that allow “warm hand-offs” from in-custody to post-release service providers, ongoing case management and strategic sequencing of delivery of services, and ongoing communication and coordination amongst service providers.

Regional Sector Pathways and the Role of Employers

As described previously, a number of in-custody training programs are currently offered or are under development that would directly link individuals to regional sector pathways and in-demand occupations. Information about priority sectors and occupations will continue to be provided to partners through a number of venues – the regional business services team (developed under the Regional Plan Implementation grant); regional Slingshot efforts; local advisory and steering committees; and labor market analyses and reports.

The regional business services team will be a key component of employer engagement related to the P2E Initiative. Having already worked on common messaging to businesses throughout the region, the group will also be able to strategize ways to inform employers about tax credits, bonding, community resources and the benefits of hiring those in reentry. Business services staff regularly come into contact with the business community through the Employer Advisory Council, Chambers of Commerce, economic development organizations, and human resources professional associations.

The BPRPU currently works with a number of employers who are amenable to coaching and hiring the re-entry population following a successful training period. Partner employers will be engaged to hire program participants who have limited work history. They will continue to provide inclusive job-related skills training while guiding participants from entry level positions to career opportunities with self-sufficient wages and benefits. “Earn and Learn” opportunities include on-the-job training placements with industries and employers driving regional employment, resulting in full-time employment. Staff in each local area have a list of employers that they know are “FI Friendly” – those businesses, however, do not always want to advertise this fact. As such, those lists will remain internal resources only to be shared with staff who work to place job seekers.

Data Collection and Outcomes

All clients benefiting from the P2E Initiative will be enrolled in CalJobs for data collection purposes. In addition to that, the region will explore ways in which to better track client progress and share information with relevant partners. Partners expect that data sharing will shorten clients’ time in workforce development and other services by limiting repetition in service delivery.

For example, the San Francisco Sheriff’s Department will identify a small, jail-based cohort with which to develop business processes for tracking clients at multiple touch points and for sharing client information—with appropriate confidentiality disclosures—among partners. Members of the pilot cohort will be tracked as they move from custody to probation and after referral to the workforce system for services. As clients move through the respective systems, partners will share information about the services accessed and relevant case notes, ultimately identifying the clients’ pathways through various services and the number of agency hand-offs required. Through this data collection, partners can identify whether tracking leads to improved client outcomes, pinpoint areas for system improvement, develop replicable business processes, and establish system efficiencies. The results of this pilot project will be shared for potential best practices throughout the region.

NOVA is currently working with a stakeholder group that is exploring ways to enhance information sharing and referrals between partners. In addition, NOVA is negotiating to join CommunityPro, the platform used by Adult Education Programs for sharing customer information. Any resulting best practices from those efforts will also be shared throughout the region.

Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship Partnerships

NOVA and work2future participate in the Multi-Craft Core Curriculum Construction Trades Introduction and Orientation Projects (TIP and TOP) pre-apprenticeship collaborative initiative, in partnership with the Santa Clara and San Benito Counties Building & Construction Trades Council and the San Mateo County Building & Construction Trades Council, funded in part through Proposition 39. NOVA holds a seat on the board for both projects, provides feedback on program delivery, approach, and placement strategies. In addition, NOVA advises on industry trends and hiring/employment projections in targeted career pathways in the construction industry. NOVA has provided career navigation skills to the TOP participants and has done WIOA eligibility and tracking for TIP participants. work2future's MC3' training in Santa Clara County is conducted by Working Partnerships USA, with Trades-qualified instructors utilizing nationally recognized Multi-Craft Core Curriculum. The partners include: Building Trades Council and industry-operated Joint Apprenticeship Training Center; San Jose Evergreen Community College District. work2future has conducted outreach to eligible participants, ensured that they received skills remediation training and assessments, provided case management, supportive, and retention services, and conducted post data collection and reporting.

San Benito shares an MOU with Monterey County for their Prop 39 Round II Grant, to implement an energy efficiency focused "earn-and-learn" MC3 training and placement program targeted disadvantaged and disconnected job seekers, specifically returning veterans, women, at risk youth ages 18-25. The grant was conducted in partnership with the Monterey/Santa Cruz Counties Building and Construction Trades Council for the provision of the MC3 curriculum. San Benito conducted outreach to eligible participants, ensured that they received skills remediation training and assessments, provided case management, supportive, and retention services, and conducted post testing and data collection and reporting.

San Francisco's City Build Academy provides hands-on training and instruction in the 26 building trades through an 18-week Pre-Apprenticeship training in partnership with City College of San Francisco's Evans Center. Labor partners include the Bay Area Plastering Industry Joint Apprenticeship Training Committee, Carpenters' Training Committee of Northern California, Cement Mason Pre-Apprenticeship Training Program, Ironworkers Apprenticeship Training, and Northern California Laborer's Training Center.

Regional Coordination and Alignment Indicators - Self-Assessment

Please see appendix for the regional self-assessment on the coordination and alignment indicators.

APPENDIX:

1. Documentation of stakeholder outreach (attachment)
2. San Francisco Foundation Project Signal report (attachment)
3. Data on population size and need (see below)
4. MOUs and letters of support (attachment)
5. Regional self-assessment on the coordination and alignment indicators (see below)

#3: Data on population size and need

Local supervision numbers by county

County	Probation	Local Jail	PRCS	Juvenile	TOTAL
San Francisco	5,800	1,255	1,284	576	8,915
San Mateo	4,411	1,008	774	277	6,470
Santa Clara	7,626	3,495	5,982	926	18,029
San Benito	511	124	47	42	724
TOTAL	18,348	5,882	8,087	1,821	34,138

State level supervision numbers by county

County	CDCR population	Sentenced population	Non-sentenced population	Total per County
San Francisco	953	188	1,063	2,204
San Mateo	1,264	346	742	2,352
Santa Clara	4,237	1,251	2,955	8,443
San Benito	121	38	86	245
TOTAL	6,575	1,823	4,846	13,244

Numbers released from state custody and 3-year re-conviction rates, by county

County	2012-13 # released	3-year number returned	3-year conviction rate	2016 releases
San Francisco	300	97	32.3%	335
San Mateo	280	118	42.1%	274
Santa Clara	932	449	48.2%	839
San Benito	38	18	47.4%	248
TOTAL	1,550	682	44.0%	1,476

Current demographic information was not available for all sub populations or for all counties.

The below is the November demographics for individuals on state parole in San Mateo County: Males – 95.7%; Females – 4.3%; under age 30 – 35%; 31-40 years of age – 34%; 41-50 years of age 13%; over age 51 – 18%. In addition, the racial/ethnic make up of this population is 26% White, 19% African American, 39% Latino, and 16% Other.

The following is demographic data for Santa Clara County Probation: Males- 80.2%; Females – 20.8%; Average age for males - 35.9 yrs. Median age for males - 33.8 yrs. Average age for females – 34.5 yrs. Median age for females – 32.5. In addition, the racial/ethnic make-up of the male population is 25.5 % White, 11.9% African American, 51.0 % Latino, 7.0% Asian, 3.7% Other. Female population: 33.1% White, 12.8% African American, 43.5% Latino, 6.7% Asian, 3.9% Other.

The following is demographic data for San Francisco Adult Probation:

Males- 89%; Females – 11%; Age distribution is 18-25 years old 9%, 26-35 years old 23%, 36-45 years old 22%, 46-55 years old 28%, 56-65 years old 13%, 66 and over 4%; Racial/ethnic make-up is White – 49%, African American - 30%, Latino – 12%, Asian – 3%, Other – 5%.

#5: Regional self-assessment on the coordination and alignment indicators

	Score
Demand Driven Skills Attainment Indicators	
Indicator A: Region has a team that jointly convenes industry	Learning/ Experimenting
Indicator B: Region has shared sector/occupational focus and shares/pools resources to meet demand in the region	Learning/ Experimenting
Indicator C: Region has a process to communicate industry workforce needs to supply-side partners	Learning/ Experimenting
Indicator D: Region has policies supporting equity and strives to improve job quality	Learning/ Experimenting
Upward Mobility and Equity Indicators	
Indicator E: Region has shared target populations of emphasis	Learning/ Experimenting
Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs	Learning/ Experimenting
Indicator G: Region utilizes shared, common case management strategies such as co-enrollment, navigators, and/or multi-disciplinary teams to developed shared responsibility for providing services and ensuring quality outcomes	No progress at this time
System Alignment Indicators	
Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes	Learning/ Experimenting
Indicator I: Regional decision-making in formalized structures	No progress at this time
Indicator J: Regional organization and evaluation of performance	Learning/ Experimenting

Demand Driven Skills Attainment Indicators: The BPRPU is utilizing its RPI grant to convene a regional business services team and to explore areas of potential collaboration through a Healthcare Taskforce. The BPRPU has also received a new Slingshot grant to advance tech apprenticeships. Through these efforts, there is some joint convening of industry, although not across the entire region. The region has a great deal of overlap between WDB's with regards to sectors and occupations of focus but has not established, nor does it have plans to establish, one regional list.

Upward Mobility and Equity Indicators: The region does share some target populations of emphasis, although this is more determined by WIOA regulations and state initiatives than program focus specific to the region– for example, justice involved individuals for the Prison to Employment Initiative. The region does not share common case management strategies.

System Alignment Indicators: For a variety of logistical reasons, the region has determined that NOVA is the best current fiscal lead for efficiently deploying regional grants and sub contracts.

The region does not have nor does it desire formal regional governance infrastructure. The region does not have a process to jointly evaluate performance, with the exception of tracking regional grant outcomes.