

Department: Nondepartmental **Program Contact:** Ben Duncan
Program Offer Type: Innovative/New Program **Program Offer Stage:** As Requested
Related Programs: 10017A
Program Characteristics: Out of Target

Executive Summary

This program supports the Countywide Workforce Equity Strategic Plan implementation by focusing on practices and approaches inclusive of people of color and other historically and currently underrepresented groups. It will strengthen and expand the College to County program which seeks to identify and mitigate institutional and structural barriers to equal employment opportunity and helps develop and identify models supporting employees of color and from other underrepresented groups in retention, hiring and promotion, professional development, and shifting organizational culture.

Program Summary

This program offer creates ongoing funds for a 1.00 Workforce Equity Coordinator. Previously the College to County focused portion of this position has been funded at 0.50 FTE through a temporary line item.

The Workforce Equity Coordinator will be responsible for the development, coordination and management of the College to County Mentorship Program. This includes securing organizational departmental participation, job/project development, cultivating relationships with academic and community partners, assisting with target student recruitment, support during application and selection process, cohort curriculum development and implementation, networking facilitation, program evaluation and alumni tracking and recruitment. The position will also pilot and refine structures, metrics and and best practices for countywide mentorship initiative, and support departmental implementation plans, in alignment with the countywide Workforce Equity Strategy.

ODE's College to County Mentorship Program is a workforce development and pipeline initiative that recruits, hires and develops students of color, low-income students, and students with disabilities, many of whom are the first in their family to attend college, through focused mentorship and leadership development opportunities. This program honors and advances the County's commitment to building a diverse workforce, promoting inclusion and being better positioned to fulfill our public service mission for all County clients and residents. The program offers a three month paid internship for substantive work on various County projects across departments. These projects innovate, fill service gaps, and add capacity for existing staff in providing critical services. Students learn, develop and apply the knowledge, skills and abilities required to successfully complete assigned projects while working towards meeting minimum qualifications for permanent positions upon graduation.

Performance Measures					
Measure Type	Primary Measure	FY17 Actual	FY18 Purchased	FY18 Estimate	FY19 Offer
Output	Number of College to County jobs funded through departments	33	35	35	50
Outcome	Departmental workforce equity implementation plans in alignment with county workforce equity strategy	N/A	N/A	N/A	100%

Performance Measures Descriptions

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2018	2018	2019	2019
Personnel	\$0	\$0	\$95,517	\$0
Total GF/non-GF	\$0	\$0	\$95,517	\$0
Program Total:	\$0		\$95,517	
Program FTE	0.00	0.00	1.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was:

Program has been funded out of ODE 10017 budget as a temporary position. This offer creates an ongoing position