

**Regional Plan Implementation/Slingshot 3.0  
Cover Page**



<b>EDD Personal Use</b>
Proposal No. _____
<input type="checkbox"/> Local Area <input type="checkbox"/> Non-Local Area

Applicant:	NOVA Workforce Board on behalf of the Bay-Peninsula RPU
Project Name:	Wastewater Career Pathways
<b>Project Cost</b>	
Total Project Budget:	\$400,000.00
Requested Amount:	\$400,000.00
In-Kind/Match:	\$0.00
<b>Location</b>	
Address:	505 W. Olive Avenue, Suite 550
City & Zip Code:	Sunnyvale 94086
County:	Santa Clara
DUNS Number:	047897863
<b>Point of Contact</b>	
Designated Contact Person:	Kris Stadelman
Title:	Director, NOVA
Email:	kstadelman@novaworks.org
Telephone Number:	(408) 730-7233
Fax Number:	(408) 730-7643
<b>Approval of Authorized Representative</b>	
Name:	Kris Stadelman
Title:	Director, NOVA
Signature:	<i>Kris Stadelman</i>
Date:	November 25, 2019

Is Project Serving Participants?	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
If yes, are grant codes needed for:		
<input type="checkbox"/> Veterans	<input type="checkbox"/> Incumbent Workers	
<input type="checkbox"/> Youth	<input type="checkbox"/> Dislocated Workers	
<input type="checkbox"/> Adult		
List the local Boards that need grant codes added to their account and specify population.		
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<b>Checklist: Confirm all required documents are included in the application packet.</b>	
<input checked="" type="checkbox"/> Exhibit D Project Narrative	<input checked="" type="checkbox"/> Letter identifying Local Board to act as Fiscal Agent on behalf of the RPU. Signatures from partner boards must be included.
<input checked="" type="checkbox"/> Exhibit E Funding Expenditure Plan	
<input checked="" type="checkbox"/> Exhibit F Budget Summary	
<input checked="" type="checkbox"/> Exhibit F2 Budget Narrative	
<input checked="" type="checkbox"/> Exhibit G Supplemental Budget	
<input checked="" type="checkbox"/> Exhibit I Workplan	
<input checked="" type="checkbox"/> Exhibit J Partners Roles and Responsibilities	



**Regional Plan Implementation/Slingshot 3.0  
Form D: Project Narrative**

Organization (Applicant) Name	<b>NOVA on behalf of the Bay-Peninsula RPU</b>
Project Name	Wastewater Career Pathways
Address	505 W. Olive Ave, Suite 550, Sunnyvale, CA 94086
Designated Contact Person and Title	Kris Stadelman, NOVA Director
Phone	408-730-7233
Email	kstadelman@novaworks.org

<b>PROJECT NARRATIVE AND WORKPLAN</b>
<b>FRAMEWORK</b>
Describes the RPU and the major objectives of the Regional Plan.

## PROJECT NARRATIVE AND WORKPLAN

### FRAMEWORK

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 region is home to one of the world's most dynamic and innovative economies. It is also home to thousands of people who are disconnected from the region's economic prosperity. The regional strategic plan calls for the development of regional sector pathways for in-demand careers, and promoting access to these pathways for those who are struggling to achieve economic prosperity. The goals of the regional strategic plan are as follows:

Goal 1: Employers are actively engaged with the regional workforce system that understands and appropriately responds to their skilled workforce needs. (Demand-driven skills attainment)

Goal 2: Unemployed and underemployed individuals can (a) easily access and participate in workforce services appropriate for their skill levels, barriers to employment, and career goals; and (b) transition into relevant training opportunities to move up in a career pathway in an in-demand sector or occupation. (Upward mobility)

Goal 3: Regional workforce system partners align and coordinate services and resources to create a "no wrong door" employment and training network easily accessed by workers including high need and historically disadvantaged populations such as farmworkers, ex-offenders those who are limited English proficient, out of school and/or disconnected and foster youth (including former foster youth); as well as employers. (Aligning and coordinating program and services)

The funds from this request will help support career pathways into wastewater jobs - "high road" jobs with good wages, benefits and opportunities for advancement, mostly public sector and unionized, in a sector that is imperative to the well-being of all communities and in which employers report critical workforce shortages. Much foundational work has already been done in identifying occupations, wages, required training and existing training offerings, as well as gaps in the career pathways. BPRPU will partner with community colleges and Baywork (baywork.org), a coalition of 37 water agencies in the San Francisco Bay Area which completed this foundational work. This grant will allow the BPRPU to help "connect the dots" and further the goals of these employers.

Describes progress made to date in the implementation of the regional plan (RPI phase 1.0 and 2.0 successes).

## PROJECT NARRATIVE AND WORKPLAN

### FRAMEWORK

In RPI 1.0, the BPRPU formed a regional business services team in order to better coordinate messaging and outreach to regional employers. All project objectives were met, including the development of a common “elevator pitch,” and working with a marketing firm to develop a web site and collateral that can be used at regional employer events. That group continues to meet regularly for the important functions of information sharing and coordination.

In the more recent RPI 2.0 (Slingshot) grant, the BPRPU with San Francisco as project lead is exploring ways to support Bay Area wide tech apprenticeships (Apprenticeship Bay Area, or ABA). ABA’s goals are to conduct robust landscape analyses; help companies build regional apprenticeship programs; and nurture employer relationships. With regards to the landscape analyses, education partners interviews have been completed and now the WDBs in partnership with Bay Area Council are working on completing employer interviews, including with many of the largest technology employers in the region –Google, Autodesk, Amazon Web Services, Twitter, Microsoft, Lockheed Martin and IBM, to name a few. A number of stakeholder gatherings have been held which included the North Bay and East Bay RPUs to share learnings and to plan for the future. Furthermore, a number of events were held during Apprenticeship Week in November which provided attendees an opportunity to learn more about apprenticeships and to hear directly from apprentices and employers.

Describes the entity/staff that will be responsible for the Regional Organizer (RO) functions (including name of entity or staff) and includes the activities that the RO will be responsible for completing.

Racy Ming is the regional organizer for the RPU and will continue in this role. Her activities include: coordination across the four WDBs in their work together on regional goals and projects; facilitation of RPU meetings; statewide RO meetings and other state meetings; facilitation and tracking of regionally funded contractors, regular reports to WDB directors; meetings and coordination with other partners; state quarterly reports and other state requests for information or coordination; regional grant applications and support for regional projects.

Describes the regional plan implementation activities that will be accomplished, the indicators of regional coordination that will be attained, and how the proposed activities will further the objectives of the State Plan.

## PROJECT NARRATIVE AND WORKPLAN

### FRAMEWORK

Water and wastewater agencies are facing a workforce gap in mission-critical skilled trades. This gap comes from an aging workforce, difficulty hiring qualified applicants, and a lack of internal career pathways to promote within agencies. The gap between hiring needs and qualified applicants affects agencies' ability to deliver essential water and wastewater services.

Survey data was collected from 39 agencies for nine mission-critical occupations, using a three-year period. For each occupation, employers were asked to detail their current number of budgeted positions, vacancies during the past 12 months, and retirement eligibility for workers (without penalty) within the next three years. For each occupation, the following job levels were included: apprentice or trainee, journey level, and supervisory. Based on the survey responses, the combined totals for the nine occupations within the next three years could result in up to 828 open positions due to vacancies and possible retirements for the Bay Area economy. Please see the attached 2018 report, "Water and Wastewater Career Pathways: Connecting People to Water Industry Jobs in the Bay Area."

Baywork is staffed by Jewish Vocational Services (JVS) in San Francisco, and the goal of this RPI 3.0 project will be to advance Baywork objectives further south on the San Francisco Peninsula and to strengthen the regional workforce pipeline. In conversation with the Baywork manager and the co-chair of their Candidate Development Subcommittee, areas where they have limited bandwidth and where the WDBs may be able to assist are: partnering with education partners to expose young people and job seekers to water treatment careers; identifying ways to expand the trainings that are available for these occupations; supporting the development of more employer relationships with water agencies on the peninsula; supporting job seekers through training and work experience. Some potential activities may include making the pathway more visible and understood through activities such as employer events, education events, materials, and promotion in the AJCCs; assisting low income individuals in accessing the pathway through connecting with paid work experience and support for their training; enhancing system coordination and support for expanding the pipeline through information sharing with partners; identifying opportunities to expand training and coordination of job seekers with available opportunities. This request includes a component to fund the work to develop apprenticeship standards and seek approval from DOL, an amount which would be used to leverage funding from Baywork employers and possibly participating community colleges.

In preparation for this application, the BPRPU also talked with employers and the Bay Area Community College Consortium and took a tour of a water treatment plant. San Benito County in particular has been working closely with a local water agency in order to provide paid work experience opportunities which have led to permanent hires. Although there is clearly a role for the WDBs to support this sector and its career pathways, more time will be

**PROJECT NARRATIVE AND WORKPLAN**

**FRAMEWORK**

If focusing on H RTP and ‘high road’ jobs, provide a description of how this will be incorporated into existing efforts or the development of new efforts.

The water and wastewater industries in the Bay Area provide ample occupations that are “high road” unionized jobs with excellent pay, benefits, and the opportunity to advance along a career pathway. The industry, however, is approaching a crisis point in workforce reliability. The number of qualified applicants entering career pathways in water and wastewater skilled trades is declining. This is converging with the significant number of retirements scheduled for the next three to five years, leading to a lack of talent in the most critical water and wastewater jobs. This challenge presents a unique opportunity to link job seekers to high paying, stable jobs that are also frontline environmental stewards and protect the people and the environment of the Bay Area. As detailed previously, this project will work in partnership with Baywork, a major employer coalition, to support and expand these career pathways. Greater detail about the occupations in question, their salary range, industry demand, training and education required, gaps in those career pathways, and recommendations to address those gaps, can be found in the attached report.

As mentioned previously, JVS is staffing and providing oversight of Baywork efforts, and is one of the High Road Training Partnership grantees. The BPRPU has been in conversation with JVS and Baywork executive committee members as well as the BACCC which is also working with Baywork, and will continue the conversation regarding how we can best support and supplement their efforts.

Include a proposed timeline and list entities that will take the lead responsibility for each of the RPI/Slingshot 3.0 activities.

## PROJECT NARRATIVE AND WORKPLAN

### FRAMEWORK

NOVA will serve as fiscal lead for this project and San Benito will serve as project lead. All funded WDBs will be responsible for the steps below. Following funding decisions which will determine the amount of time that can be dedicated, we anticipate the following timeline:

Quarter 1 (April – June 2020): Planning process; attend Baywork committee meetings; confer with BACCC; determine best ways that WDBs can support their efforts with the amount of available funding. Determine goals and measurements of success.

Quarter 2 – 5 (July 2020 – June 2021): WDB staff conduct the work of the plan developed in quarter one which may include employer events and outreach; education events for students; support for jobs seekers entering the pipeline which may be funded by these funds or regular allocation funds; test preparation support; other activities. Iterative sharing of information at regional meetings including with partner organizations; identification of best practices which inform future efforts; tracking of goals and outcome measurements.

Quarter 6 (July – September 2021): Wrap up; determine final steps for this grant, areas for possible sustainability, and possible further work should more resources become available.

Describes systems change and alignment that will be achieved through the implementation of the regional plan.

More effective systems and alignment will occur as the Bay Peninsula advances its regional plan goals of actively engaged employers advocating for their skilled workforce needs, assisting unemployed and underemployed individuals with accessing and participating in workforce services and “on-ramping” to career pathways, and continued and improved coordination between partners to ensure that customers experience “no wrong door” to services.

This RPI 3.0 project will allow the RPU to make progress along all of these goals, by working with an already formed industry coalition with industry champions and education partners to support their efforts to enhance the career pipeline. WDBs are well positioned to make the career pathway more visible and accessible, to assist low income individuals with accessing and completing the required trainings, and to ensure that this information is shared across the workforce system of partners.

### PROJECT PARTNERSHIP

Describes partners involved in the RPI/SlingShot 3.0 including their roles and responsibility in successfully implementing the proposed activities.

## PROJECT NARRATIVE AND WORKPLAN

### FRAMEWORK

The primary partners for this project are:

Workforce Development Boards – will engage with Baywork and relevant community colleges to determine the best ways that WDBs can support wastewater career pathways; outreach to employers as needed; coordination with system partners for completion of mutually agreed upon deliverables and outreach to potential job seekers.

Baywork – employer coalition which will share information, provide input as to how the WDBs and other partners can best partner with them on their objectives; outreach and connection to employers to participate in community outreach events or other activities as mutually agreed upon; use funding toward developing apprenticeship standards to leverage funding from other sources including employer members.

BACCC – will share information and coordinate connections with local community colleges offering wastewater programs in order to accomplish the mutually agreed upon deliverables.

Experience in convening partners, working collectively to develop common plans and outcomes.

The Bay Peninsula’s Workforce Development Boards have a long history of convening partners, developing common plans, and achieving outcomes. As detailed in the original regional plan and the 2019 update, a wide spectrum of community stakeholders including community-based organizations, partner agencies, other public agencies, employers, advocates, elected officials, and justice partners provided input into those documents. Each WDB has been successfully administering grants from the state, DOL, and non-WIOA sources for decades. Each WDB has ongoing communication with multiple stakeholders and partners including employers, local elected officials, community-based organizations, and consumers of services. This track record of success would not have been possible without the WDBs’ ability to work with their partners, develop realistic plans and achieve their objectives. More recently, Bay Peninsula has successfully responded to state requirements for regional planning and grant administration, including the Prison to Employment Initiative.

**REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
EXHIBIT G - SUPPLEMENTAL BUDGET**



STATE USE ONLY	EXHIBIT G
Subgrant Number	
Grant Code	
Start Date	
Modification Date	

Organization:	NOVA Workforce Board on behalf of the Bay-Peninsula RPU
Project Name:	Wastewater Career Pathways

I Equipment					
Item Description	Quantity	Cost Per Item	Total Cost	% Charged to Project	Total Cost Charged to Project
N/A					
<b>TOTAL</b>	0		\$ -		\$ -

\*List equipment items with a useful life of more than one year with a unit acquisition cost of \$5,000 or more charged to the project. Reference WSD 16-16, WSD 16-10, and WSD 17-08 for equipment purchases. The approval of the budget plan contained in the subgrant does not constitute approval of the equipment request. A separate request to purchase equipment must be submitted to the state for prior approval.

II. Contractual Services**		
Description - Type of Service	Cost	Service Provider
Program lead; execute activities to widen career pipeline	\$ 113,333	County of San Benito
Execute activities to widen career pipeline	\$ 83,333	City of San Jose, work2future
Regional Organizer	\$ 60,000	Racy Ming Associates
Share information; work w/WDBs to support ongoing efforts	\$ 20,000	Baywork
<b>TOTAL</b>	\$276,666	

**REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0**  
**EXHIBIT G - SUPPLEMENTAL BUDGET**

\*\*All contractual services must be competitively procured in accordance with federal and state procurement regulations and policies. See Procurement Standards (Sect. 200.318.326) in the Federal Uniform guidance, 2CFR200.

**REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
EXHIBIT G - SUPPLEMENTAL BUDGET**



STATE USE	EXHIBIT F2
Subgrant Number	
Grant Code	
Initial Plan	
Modification Date	

**REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
EXHIBIT F2 – BUDGET NARRATIVE**

**Organization:** NOVA Workforce Board on behalf of the Bay–Peninsula RPU

**Project Name:** Wastewater Career Pathways *Please provide a narrative detail for all grant-funded budget line items listed on Exhibit F - Budget Summary*

**Salaries: Total Salaries Paid + Benefits (WIOA 15%) Total** \$97,740.00

Position	FTE x Monthly Salary x Time	Benefits	Total (FTE X Salary X Time) + Benefits
<i>Sample: Program Manager</i>	<i>.5 FTE X \$4,500 X 12 mo.</i>	<i>24.6%</i>	<i>\$33,642</i>
Employment Training Program Coordinator	.15 x \$6,132 x 18 mo	63.0%	\$26,986
Young Adult Program Manager	.10 x \$6,160 x 18 mo	3.5%	\$11,477
Director	.05 x \$16,202 x 18 mo	63.0%	\$23,769
Accountant	.10 x \$5,903 x 18 mo	63.0%	\$17,318
Employment Training Manager	.07 x \$8,855 x 18 mo	63.0%	\$18,190

**Staff Travel** \$2,000.00

*List Staff traveling, destination/event, and mode of transportation.*

**Operating Expenses** \$17,708.00

*The following are some of the major line items included:*

Item	Cost
Rent*	\$ 12,306.00
Insurance	\$ 0.00
Accounting (payroll services) and Audits	\$ 0.00
Consumable office supplies*	\$ 1000.00
Printing	\$ 300.00

Item	Cost
Communications (phones, web services, etc.)*	\$ 4,102.00
Mailing and Delivery	\$ 0.00
Dues and Memberships*	\$ 0.00
Outreach	\$ 0.00

\*(based on FTE for program staff)

**Furniture and Equipment\*    \$0.00**

Small Amount of Equipment and Furniture	<u>\$0.00</u>
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*Pooled items less than \$5,000 per unit, include a cost allocation - List name of item, cost, and quantity.*

Equipment and Furniture	<u>0.00</u>
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*Greater than \$5,000: List name of item, cost, and quantity to be purchased - prior approval required and added to Exhibit G, Supplemental Budget*

*\*Refer to EDD Directives WSD16-16 - WSD16-10 – WSD17-08 for Procurement Guidelines*

**Consumable Testing and Instructional Materials    \$0.00**

*Explain purpose and planned use.*

**Tuition, Payments/Vouchers    \$0.00**

*Detail costs for (name) programs and sector-specific training and certificate programs at (organization), as well as training costs for outside training providers (organization/location).*

**On-The-Job Training    \$0.00**

*Employer reimbursements for training by an employer that is provided to a paid participant while engaged in productive work in a job that:*

- a) provides knowledge or skills essential to the full and adequate performance of the job;*
- b) is made available through a program that provides reimbursement to the employer of up to 50 percent of the wage rate of the participant, except as provided in section 134(c) (3)(H) of the WIOA Final Rule, for the extraordinary costs of providing the training and additional supervision related to the training; and*
- c) is limited in duration as appropriate to the occupation for which the participant is being trained, taking into account the content of the training, the prior work experience of the participant, and the service strategy of the participant, as appropriate.*

*List employers and industries partnering in the OJTs.*

**Participant Wages and Fringe Benefits    \$0.00**

*State planned number of participants to receive wages and benefits and give detail of Work Experience or Transitional Jobs.*

**Supportive Services    \$0.00**

*Gas cards, bus passes, housing, or any additional immediate assistance not available through any other source. Describe the specific services you will provide.*

**Contractual Services    \$276,666.00**

*Describe services provided by each contractor, cost of individual contract, and name of organization/individual service provider. If the contract is out for proposal, list type of procurement and the date the contract will be awarded. Upon award, you must submit contractual information to EDD in a revised Exhibit G, Supplemental Budget.*

County of San Benito \$113,333: Programmatic lead; in coordination with Baywork execute agreed upon activities to widen career pipeline

San Jose work2future \$83,333: In coordination with Baywork execute agreed upon activities to widen career pipeline

Racy Ming Associates \$60,000: Regional Organizer

Baywork \$20,000: Share information; work with WDBs to identify ways they can best support ongoing efforts.

**Indirect Costs    \$5,886.00**

*Must have an approval of Cognizant Agency.*

City of Sunnyvale Indirect Cost Allocation Plan for FY19/20 = 5.01%

**Other    \$0.00**

*Clearly explain these costs, which do not fit into the specific categories above.*

## REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0 EXHIBIT F - BUDGET SUMMARY



STATE USE ONLY	EXHIBIT F
Subgrant Number	
Grant Code	
Start Date	
Modification Date	

Organization Name:	NOVA Workforce Board on behalf of the Bay-Peninsula RPU
Project Name:	Wastewater Career Pathways

Line Item	Budget Line Item	WIOA 15% Funds	Amount Leveraged	Total Project Budget	Source of Leveraged Fund	Type of Leveraged Fund
A.	Staff Salaries	\$64,011.00		\$64,011.00		
B.	Number of full-time equivalents: 0.5					
C.	Staff Benefit Cost	\$33,729.00		\$33,729.00		
D.	Staff Benefit Rate (Percent): 63.00%					
E.	Staff Travel	\$2,000.00		\$2,000.00		
F.	Operating Expenses	\$17,708.00		\$17,708.00		
G.	Furniture and Equipment			\$0.00		
1	Small Purchas (unit cost of under (\$5,000)			\$0.00		
2	Equipment Purchase			\$0.00		
3	Lease			\$0.00		
H.	Consumable Testing and Instructional Materials			\$0.00		
I.	Tuition Payments/Vouchers			\$0.00		
J.	On-The-Job Training			\$0.00		
K.	Participant Wages and Fringe Benefits			\$0.00		
L.	Participant Support Services			\$0.00		
M.	Contractual Services (must complete Form G)	\$276,666.00		\$276,666.00		
N.	Indirect costs* (complete items 1 and 2 below)	\$5,886.00		\$5,886.00		
O.	Other (describe):			\$0.00		
P.	<b>TOTAL FUNDING**</b>	\$400,000.00	\$0.00	\$400,000.00		

<b>Total Award</b>	<b>\$400,000.00</b>
<b>**Administrative Costs</b>	<b>\$40,000.00</b>
<b>Program Costs</b>	<b>\$360,000.00</b>

\*Indirect Cost Rate must be negotiated and approved by Cognizant Agency, per Appendices III or IV to Uniform Guidance 2CFRPart200.

1	Indirect cost Rate (Percent):	5.01%
2	Name of cognizant Agency:	DOL

\*\*A maximum of 10% of the total project budget will be allowed for administrative costs. The definition of administrative costs I provided in Appendix B of the RFA.

**Regional Plan Implementation/Slingshot 3.0  
EXHIBIT E - FUNDING and EXPENDITURE PLAN**



STATE USE ONLY	EXHIBIT E
Subgrant Number:	
Grant code:	
Start Date:	
Modificaiton Date:	

<b>Organization Name:</b>	NOVA Workforce Board on behalf of the Bay-Peninsula RPU
<b>Project Name:</b>	Wastewater Career Pathways

**I. FUNDING PLAN**

A. Fund Source	WIOA 15%	Cash/In-Kind	Project Total	
B. YOA				
C. Subgrant Number				
D. Fund Source Term	4/1/2020 - 9/30/2021			
E. Grant Code				
F. Total Administration - 10% Cap	\$ 40,000.00		\$ 40,000.00	
E. Total Program Cost	\$ 360,000.00		\$ 360,000.00	
H. Total Subgrant Amount	\$ 400,000.00	\$ -	\$ 400,000.00	

**II. EXPENDITURE PLAN**

Quarter/Year	Quarterly Planned Expenditures	Cumulative Planned Expenditures	Quarterly Planned Match	Cumulative Planned Match	Project Total Planned Expenditures
April - June 2020	\$20,000	\$20,000		\$0	\$20,000
July - September 2020	\$80,000	\$100,000		\$0	\$100,000
October - December 2020	\$80,000	\$180,000		\$0	\$180,000
January - March 2021	\$100,000	\$280,000		\$0	\$280,000
April - June 2021	\$80,000	\$360,000		\$0	\$360,000
July - September 2021	\$40,000	\$400,000		\$0	\$400,000
<b>TOTAL</b>	<b>\$400,000</b>	<b>\$400,000</b>	<b>\$0</b>	<b>\$0</b>	<b>\$400,000</b>

**REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
EXHIBIT I - WORK PLAN**



<b>STATE USE</b>	<b>EXHIBIT I</b>
Subgrant Number	
Grant Code	
Start Date	
Modification Date	

**Organization: NOVA on behalf of the Bay Peninsula RPU**

**Project Name: RPI 3.0**

<b>Objectives/Activities</b>	<b>Estimated Dates</b>
<b>Quarter 1 / APRIL - JUNE 2020</b>	
Planning process; attend Baywork committee meetings; confer with BACCC; determine best ways that WDBs can support their efforts with the amount of available funding. Determine goals and measurements of success.	6/1/20
NOVA as fiscal agent issues contracts to other boards	6/30/20
<b>Quarter 2 / JULY - SEPTEMBER 2020</b>	
WDB staff conduct the work of the plan developed in quarter one which may include employer events and outreach; education events for students; support for jobs seekers entering the pipeline which may be funded by these funds or regular allocation funds; test preparation support; other activities.	6/30/21
Iterative sharing of information at regional meetings including with partner organizations	6/30/21
Identification of best practices which inform future efforts; tracking of goals and outcome measurements	9/30/21
<b>Quarter 3 / OCTOBER - DECEMBER 2020</b>	
WDB staff conduct the work of the plan developed in quarter one which may include employer events and outreach; education events for students; support for jobs seekers entering the pipeline which may be funded by these funds or regular allocation funds; test preparation support; other activities.	6/30/21
Iterative sharing of information at regional meetings including with partner organizations	6/30/21
identification of best practices which inform future efforts; tracking of goals and outcome measurements	9/30/21
<b>Quarter 4 / JANUARY - MARCH 2021</b>	
WDB staff conduct the work of the plan developed in quarter one which may include employer events and outreach; education events for students; support for jobs seekers entering the pipeline which may be funded by these funds or regular allocation funds; test preparation support; other activities.	6/30/21

**REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
EXHIBIT I - WORK PLAN**

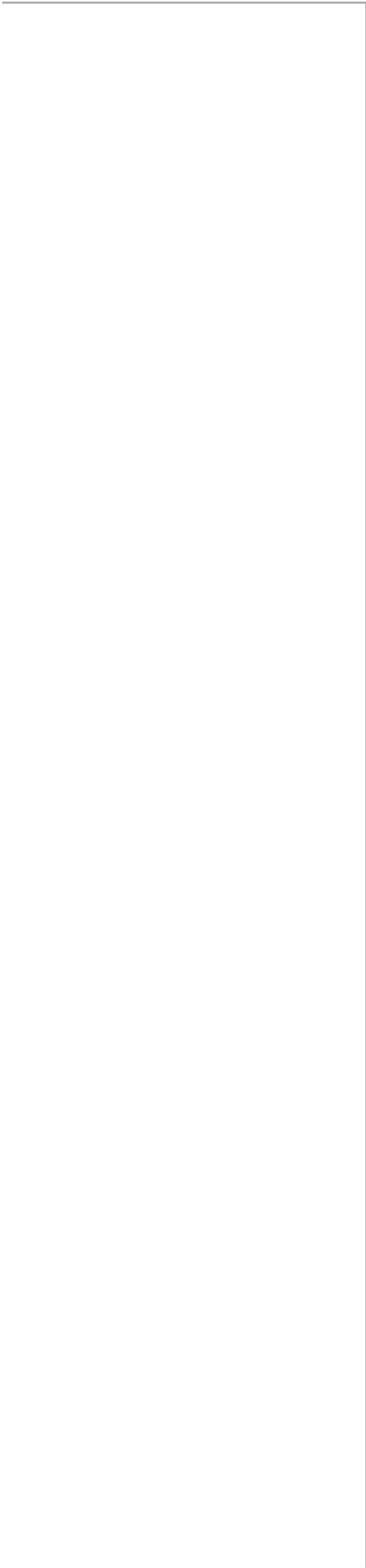
Iterative sharing of information at regional meetings including with partner organizations	6/30/21
Identification of best practices which inform future efforts; tracking of goals and outcome measurements	9/30/21
<b>Quarter 5 / APRIL - JUNE 2021</b>	
WDB staff conduct the work of the plan developed in quarter one which may include employer events and outreach; education events for students; support for jobs seekers entering the pipeline which may be funded by these funds or regular allocation funds; test preparation support; other activities.	6/30/21
Iterative sharing of information at regional meetings including with partner organizations	6/30/21
Identification of best practices which inform future efforts; tracking of goals and outcome measurements	9/30/21
<b>Quarter 6 / JULY - SEPTEMBER 2021</b>	
Wrap up efforts and determine final steps for this grant, areas for possible sustainability, and possible further work should more resources become available.	9/30/21

**REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
EXHIBIT I - WORK PLAN**

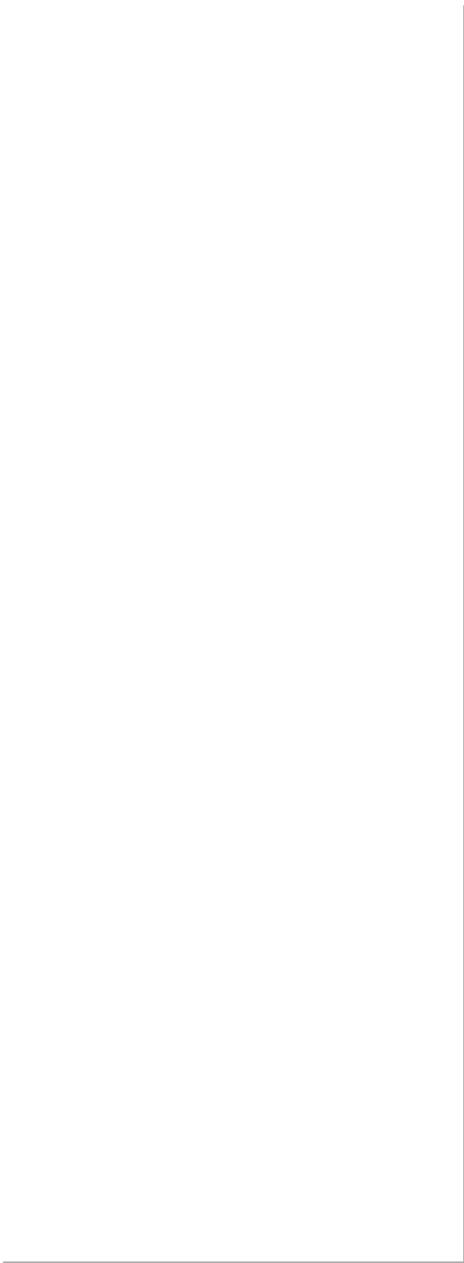
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**REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
EXHIBIT I - WORK PLAN**

**REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
EXHIBIT I - WORK PLAN**



**REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
EXHIBIT I - WORK PLAN**



**EXHIBIT J - REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
Partner Roles, Responsibilities, and Resources Chart**



<b>STATE USE ONLY</b>
Subgrant Number:
Project Number:
Initial Plan:
Modification Date:

**RPU and RPU FA: Bay Peninsula**

A	B	C	D
List Partners	Roles and Responsibilities	Cash/In-Kind Match Amt (If Applicable)	Fund Source Type (Cash/In-Kind)

**Local Workforce Investment Boards**

<b>NOVA</b>	Fiscal agent responsibilities including contracting; execute agreed upon activities to widen career pipeline		
<b>San Benito</b>	Programmatic lead; in coordination with Baywork execute agreed upon activities to widen career pipeline		
<b>work2future</b>	In coordination with Baywork execute agreed upon activities to widen career pipeline		
<b>San Francisco OEWD</b>	Support sharing and dissemination of best practices		

**State Agency Partners**

<b>EDD</b>	Funding and technical assistance; refer clients to training		
<b>DOR</b>	Refer clients for trainings		

**Employers/Industry Champions**

<b>Baywork</b>	Share information; work with WDBs to identify ways they can best support ongoing efforts.		
<b>City of Sunnyvale - Environmental</b>	Pilot recruitment and training strategies		
<b>Santa Clara Valley Water District</b>	Pilot recruitment and training strategies		
<b>Silicon Valley Clean Water</b>	Pilot recruitment and training strategies		

**Education – Universities, Community College**

**EXHIBIT J - REGIONAL PLAN IMPLEMENTATION/SLINGSHOT 3.0  
Partner Roles, Responsibilities, and Resources Chart**

<b>Bay Area Community College Consortium</b>	Support connections to colleges with relevant programs and coordination of possible expansion of offerings		
<b>Gavilan College</b>	Training partner; enhance and support training program		
<b>Foothill College</b>	Explore wastewater training and apprenticeship		
<b>Mission College</b>	Explore wastewater training and apprenticeship		
<b>Education – K-12</b>			
<b>Local County Offices of Education</b>	Partner to provide education and exposure to waste water pathways		
<b>Other Educational Institutions (e.g. ROP, CTE, etc.)</b>			
<b>Additional County Office(s)</b>			
<b>Training Providers not already mentioned</b>			
<b>Economic Development Agencies</b>			
<b>San Mateo Economic Development</b>	Promote program to member cities		
<b>Silicon Valley Economic Development Alliance</b>	Promote program to member cities		
<b>Community Based Organizations / Faith Based Org / Other Non-Profits</b>			
<b>JVS</b>	entity providing staffing to Baywork for regional initiatives		
<b>Others: (list)</b>			
<b>Sunnyvale Employees Association</b>	Promote training and advancement to employees in relevant classifications		
	<b>Total</b>	\$	-





**Memorandum of Understanding  
Regional Plan Implementation/SlingShot 3.0 Grant**

The purpose of this MOU is to designate the applicant and fiscal agent for the Regional Plan Implementation/SlingShot 3.0 grant for the Bay-Peninsula Regional Planning Unit.

The undersigned hereby agree that the NOVA Workforce Development Board will serve as applicant and fiscal agent for this grant on behalf of the RPU.

This agreement is solely for the named grant and shall begin when the grant is awarded and the contract with the State of California is executed and shall terminate on September 30, 2021 or at the completion of the grant, whichever is later.

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Enrique Arreola, County of San Benito

Date



11/22/19

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Joshua Arce, City of San Francisco, Office of  
Economic and Workforce Development

Date

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Monique Melchor, City of San Jose, work2future

Date

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Kris Stadelman, NOVA

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Joshua Arce, City of San Francisco, Office of  
Economic and Workforce Development Date

[SIGNATURE PENDING ATTORNEY REVIEW]

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Monique Melchor, City of San Jose, work2future Date



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Kris Stadelman, NOVA

11/25/19

Date