



The City of



Economic Development

MEETING NOTES



Creating Jobs Working Group

August 28, 2019, 2:00–4:00 p.m.

San Diego Continuing Education, Educational Cultural Complex
4343 Ocean View Dr., 92113 Room 121.

Meeting Notes

In Attendance: City of San Diego Promise Zone (SDPZ), City of San Diego Economic Development Department (EDD), Jacobs Center for Neighborhood Innovation, San Diego Workforce Partnership, San Diego Continuing Education, San Diego County Office of Education (SDCOE), Workshops for Warriors, Staff of City Councilmember Monica Montgomery, San Diego Unified School District (SDUSD), Able-Disabled Advocacy, Inc., San Diego Symphony, Second Chance, International Rescue Committee (IRC), Outside the Lens, Home Start, Good Neighbor Project.

Welcome and Introductions: Working Group Co-chairs Lydia Moreno, City of San Diego Economic Development Department and Stephen Colon, San Diego Workforce Partnership opened the meeting.

John Alvarado, the Good Neighbor Project

John Alvarado, from the Good Neighbor Project, spoke to the group about his organization and interest in developing a drone surveillance training program to certify students for jobs in the commercial drone industry.

- He discussed replicating a program in NYC that he believes is the best out there.
- John currently has a program at National City Adult School for adults and he wants to get youth from the Promise Zone to attend.
- He is meeting with State Senator Ben Hueso and the Mayor of National City to adopt this program into the Sweetwater School District. He has also spoken with County Supervisor Greg Cox.
- A semester for this program lasts 18 weeks and typically costs \$25 for the student.
- Jobs in this industry can start out at \$30/hour.

Income Sharing Agreements – San Diego Workforce Partnership

Alistair Penny from the SDWP presented on Income Sharing Agreements, a new program at the organization is rolling out to help students get access to education without having to worry about student loans. This type of funding concept has been popularized through coding boot camps, which intakes students without paying for tuition upfront, but requires graduates to pay a portion of their income back to the fund after graduation for a period of a few years, instead of relying on student loans.

An Income Sharing Agreement (ISA) offers access to education without having to worry about student loans. The San Diego Workforce Partnership and UCSD Extension have teamed up to create an ISA fund for San Diego County residents looking to enter the tech industry and will particularly target underrepresented communities. The fund fronts the cost of a student's education, which the student pays back in payments based on a percentage of income over a set period of time.

SDWP's ISA is tailored to support students that come from underrepresented communities. The fund fronts the cost of a student's education, which the student pays back in payments based on a percentage of income over a set period. If a student does not secure a job that pays more than \$40k/year, then they do not owe or their payment is deferred until their wages hit the threshold. This program is more affordable than student loans and the repayment period is short (3-5 years). The program is built around accountability for the student and the two partners involved. SDWP is incentivized to get students jobs that pay \$40k or more, and UCSD needs to get them through the classes, otherwise they do not get paid.

SDWP provides wrap-around services that a typical university does not provide. These services include: free computer and internet access, access to free software, soft skills boot camp, course specific activities, mentorship program, and community support to ensure well-being.

The first cohort included 48 students, half of which are studying digital marketing, while the other half are studying business intelligence. The second cohort begins in September and includes students studying java programming and front-end development.

This program is a good fit for: those stuck in a minimum wage job, unable to access the education necessary to upskill and start a career; those who are recently unemployed who need to build a stronger skillset and need a program to get them there; and those that have taken some community college classes but did not have the resources to pursue the career they wanted to.

SDWP wants to expand the program by offering it to more students and increasing partnerships with organizations that provide training. They are releasing an RFP with the

goal of tackling the training gap in the current priority sector jobs. They will explore: healthcare and biotech; health and safety; education; HVAC and other trades; and the service industry. They are also exploring ISA funded training partnerships with local businesses, trade unions, and refugee organizations. They want to be able to assist refugees who may have had professional careers elsewhere, but need some additional certification to work in this country.

SDWP are also interested in providing ISAs that go beyond tuition. They recognize that supplies, transportation, and more can be a barrier to completing an educational program. SDWP encourages organizations to work together on a proposal for the RFP.

Questions about this program? Contact Alistair Penny at 619-228-2900 or AlistairPenny@workforce.org

SDPZ Career Pathways Expo – Next Steps:

The group decided to postpone the Fall Career Expo until early 2020 to allow more time for planning and preparation.

For now, the group will throw their support the Assemblymember Dr. Shirley N. Weber's 2nd Annual Apprenticeship and Vocational Training Career Expo being held on Thursday, September 19 from 9:30-11:30 AM. This event is focused on disconnected youth and connecting. If any SDPZ Partner works with this population, they are encouraged to bring them to the Expo. If any Partners provide services to this population, sign up for a table at this event. Ernesto Rivera is the point of contact for this event and can be reached at 619-608-6757 or Ernesto.Rivera@sdcoe.net.

Next Meeting Topics:

- Planning out a calendar for the year with Career Expo and other events.
- Discuss the SDWP's Career Crawl and determine if that's something the group could partner on.
- Update the work plans and review the new action plan template.

Next Meeting Date: *September 18, 2019.*

Third Wednesday of each month
Location: San Diego Continuing Education,
4343 Ocean View Dr., 92113 Room 169.