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TO RETURN TO THIS PAGE

CLICK ON HERE FOR THE CEO'S REPORT DATED JULY 7, 2015 (EVALUATION OF PREFERENCE PROGRAMS)

CLICK ON HERE FOR THE CEO'S REPORT ON DATED AUGUST 13, 2015 (PREFERENCE PROGRAM FOR SOCIAL ENTERPRISES)

County of Los Angeles
CHIEF EXECUTIVE OFFICE
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SACHI A. HAMAI
Interim Chief Executive Officer

Board of Supervisors
HILDA L. SOLIS
First District

MARK RIDLEY-THOMAS
Second District

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Third District

DON KNABE
Fourth District

MICHAEL D. ANTONOVICH
Fifth District

August 13, 2015

To: Mayor Michael D. Antonovich
Supervisor Hilda L. Solis
Supervisor Mark Ridley-Thomas
Supervisor Sheila Kuehl
Supervisor Don Knabe

From: Sachi A. Hamai
Interim Chief Executive Officer

FEASIBILITY OF ESTABLISHING A PREFERENCE PROGRAM FOR SOCIAL ENTERPRISES THAT EMPLOY PEOPLE RECENTLY RELEASED FROM INCARCERATION (ITEM 3, AGENDA OF MAY 12, 2015)

On May 12, 2015, your Board instructed the Interim Chief Executive Officer (CEO) to work in collaboration with the Directors of Internal Services (ISD), Consumer and Business Affairs (DCBA), Public Social Services (DPSS), Community and Senior Services (CSS), Human Resources (DHR), County Counsel, and other relevant departments, to report back to the Board in 90 days with:

- An analysis on the feasibility of establishing a County preference program for non-profit and for-profit social enterprises that have a history of employing men and women recently released from incarceration, identify specific procurement needs that would be most appropriate in light of safety and security considerations and identify existing contracting policies that could hinder the program, and recommend appropriate changes, as necessary.

Executive Summary

As instructed by your Board, this Office convened a workgroup that consisted of representatives from the aforementioned departments, and included subject matter experts from the Probation and the Sheriff's Departments, as well as CEO-Risk Management, to conduct the above referenced analysis. Below is a brief summary of the finding and recommendations. Additional details are included in the attached Findings and Recommendations.

Feasibility and Vehicle for Establishing a Preference Program

The workgroup determined that establishing a preference program for non-profit and for-profit social enterprises[1] that employ men and women recently released from incarceration would be feasible. The workgroup recommends that the County leverage its existing Transitional Jobs Opportunities Preference (TJOP) Program by expanding the definition of agencies that employ this population. To ensure that current contracting policies do not hinder this program, the current County Ordinance that governs the TJOP Program can be amended to include the applicable programmatic definitions and requirements, and expanded to include for-profit enterprises.

Procurement Opportunities

The workgroup found that there are a limited number of businesses that provide employment opportunities for this transitional workforce population located within the County and State. These businesses primarily provide short-term, wage-paying, subsidized employment that combines real work, skill development, and supportive services to help participants overcome barriers to employment and transition to an unsubsidized competitive employment. All but one of these businesses are in the "services," rather than commodities market.

An additional resource for opportunities would include workforce development program initiatives administered through departments such as Community and Senior Services (CSS), Probation, and the Sheriff that are currently outside of the purchasing and contracting processes. These initiatives are geared to facilitate assistance for workforce training and support, as well as to interact with businesses in the community to provide employment to this population.

The workgroup believes that integrating the workforce development programs into the purchasing and contracting processes will provide for a better chance for long term employment opportunities through a coordinated outreach and by marketing the preference program to these businesses.

[1] Social enterprises are defined in the proposed Ordinance included in the Attachment, pursuant to Supervisor Kuehl's motion of July 7, 2015, Agenda Item 6.

Safety and Security Considerations

As with any County contractor, these businesses and their workers, including the transitional workforce population, would be subject to the County's criminal background check policy, which would not automatically disqualify a person with a criminal record from performing duties as a contract worker. It does, however, require the contracting department to conduct a suitability assessment or job nexus evaluation for those that are identified as having a criminal record to determine whether the nature of the conviction(s) presents a conflict with the duties to be performed by the contract worker.

Conclusion

Through a combination of efforts that include the workforce development programs, and the leveraging of contract preference programs, the County can support businesses, promote their growth and ultimately build their capacity to provide sustainable employment opportunities for our transitional workforce population.

If you have any questions regarding this request, please contact Jim Jones of my staff at (213) 974-8355, or Dave Chittenden, of ISD at (323) 267-2103.

SAH:JJ:SK
CL:MV:kd

Attachment

c: Executive Officer, Board of Supervisors
County Counsel
Sheriff
Community and Senior Services
Consumer and Business Affairs
Human Resources
Internal Services
Probation
Public Social Services
Public Works

Table of Contents

1. Feasibility of Establishing a Preference Program 2
2. Identify Procurement Needs that are Most Appropriate 3
   a. Businesses that Employ a Transitional Workforce Population 3
   b. Survey of Other Counties within the State 4
   c. Workforce Development Program Initiative 4
3. Safety and Security Consideration 6

Potential Next Steps 7

Findings and Recommendations Report

As instructed by the Board, this Chief Executive Office (CEO) convened a workgroup that consisted of representatives from the Internal Services Department (ISD), Consumer and Business Affairs (DCBA), Public Social Services (DPSS), Community and Senior Services (CSS), Human Resources (DHR), County Counsel, and subject matter experts from the Probation and the Sheriff's Departments, as well as CEO-Risk Management to:

- Determine the feasibility of establishing a County preference program for non-profit and for-profit social enterprises that have a history of employing men and women recently released from incarceration;
- Identify specific procurement needs that would be most appropriate in light of safety and security considerations; and
- Identify existing contracting policies that could hinder the program, and recommend changes, as necessary.

The workgroup's findings and recommendations are as follows:

1. Feasibility of Establishing a Preference Program

The workgroup determined that establishing a preference program for non-profit and for-profit social enterprises that employ men and women recently released from incarceration ("transitional workforce population") would be feasible.

The workgroup recommends that the County leverage its existing Transitional Jobs Opportunities Preference (TJOP) Program by expanding the definition of agencies that employ this population. The County Ordinance that governs the TJOP Program can be amended to include the applicable programmatic definitions and requirements, and expand to include for-profit enterprises.

Since both initiatives are intended to achieve the same goals and outcomes (i.e., to promote and facilitate job opportunities for the underemployed population by providing these individuals with opportunities to develop job and social skills necessary to succeed in the workplace), the expansion of the current Program would provide a current and consistent process without the complexities or added tasks associated with implementing a new ordinance or program.

Components for these types of programs typically are designed to help program participants transition towards unsubsidized competitive employment, and include, but are not limited to: counseling services, individual case management, pre-employment job readiness training, daily monitoring of participants while on the job, provision of unsubsidized competitive employment opportunities, and assistance in applying for, obtaining, and maintaining unsubsidized competitive employment. The components would be reviewed and analyzed for agencies requesting the preference.

Exhibit I contains the proposed changes of the existing Ordinance for your Board's consideration. If the changes are acceptable, or any additional modifications are needed, we will work with County Counsel to finalize a version and calendar it for Board approval.

2. Identify Procurement Needs that are Most Appropriate

Before the County's procurement needs could be identified for, and matched, with these types of social enterprises, the workgroup:

- Sought to identify those businesses that employ this transitional workforce population in the County and within the State, and the services that the businesses provide to the community or government;
- Sought to identify a similar contracting preference program(s) in other counties within the State; and
- Reviewed other County initiatives or programs that are in place and specifically designed to promote employment opportunities for this transitional workforce population.

a. Businesses that Employ a Transitional Workforce Population

Through research, the workgroup found 19 businesses that provide employment opportunities for this transitional workforce population located within the County and State. (Exhibit 2)

These businesses primarily provide short-term, wage-paying, subsidized employment that combines real work, skill development, and supportive services to help participants overcome barriers to employment and transition to unsubsidized competitive employment.

All but one of these businesses are in the "services," rather than commodities market.

b. Survey of Other Counties within the State

The workgroup contacted Orange, Ventura, Riverside, Santa Barbara, San Bernardino, San Diego, Alameda, and the City and County of San Francisco. None of these jurisdictions have a preference or related program in their respective purchasing and contracting processes for this transitional employment population.

c. Workforce Development Program Initiative

There are, however, consistencies in workforce development program initiatives administered through departments such as Community and Senior Services (CSS), Probation, and the Sheriff that are currently outside of the purchasing and contracting processes. These initiatives are geared to facilitate assistance for workforce training and support, as well as to interact with businesses in the community to provide employment to this population.

The workgroup believes that integrating the workforce development programs into the purchasing and contracting processes will provide for a better chance for long term employment opportunities through a coordinated outreach and by marketing the preference program to these businesses.

Background

On July 1, 2015 the Workforce Innovation Opportunity Act (WIOA) which supersedes the Workforce Investment Act of 1998, was implemented. Under WIOA, CSS, as the administrator of the County's Workforce Development programs, is required to better align the workforce system with economic development, local business and industry employment needs, and education to create a collective response to economic and labor market challenges. To those means, CSS has established WIOA Business and Professional Services (BPS) in order to build stronger connections to employers, identify the skills employers need, and to align programmatic priorities to prepare unskilled employees to meet their business needs.

Through direct engagement with employers BPS helps identify workforce needs and strategies that leverage our workforce development system and our pool of work ready candidates to meet those needs. The system offers services such as workforce planning, talent management, subsidized employment and On-the-Job training programs, employer development workshops and customized training. The existing preference programs provide an additional tool to encourage businesses and social enterprises to use the County's workforce development system and promote employment opportunities. These programs encourage

hiring of difficult to serve populations such as the homeless and Second Chance (formerly incarcerated) population. The system can alleviate some of the additional challenges of employing this population by providing workforce training and support to ensure the candidates are job-ready and meet employer's needs.

In an effort to level access to employment and ensure successful preparation of the Second Chance population, CSS, working with its partners, is undertaking multiple strategies. The Los Angeles County Jail-Based American Job Center of California (JB-AJCC) is a new, interdepartmental initiative between Los Angeles County's CSS, Sheriff, Probation, and Human Resources departments, as well as its Criminal Justice Coordination Committee (CCJCC), to implement its new, innovative Los Angeles County Jail-Based American Job Center of California (JB-AJCC)—an unprecedented model utilizing population-specific, evidence-based practices to provide a strong bridge for soon-to-be-released inmates from one of the Country's largest jail systems to career services within one of the Country's largest public workforce systems.

This project will provide a strong bridge for those released from incarceration to the County's workforce system and, ultimately, a job that provides a livable wage in the local economy. The project will enroll job-ready jail-inmates, pre-release, into workforce services in one of the County's America's Job Centers of California (AJCC's) where they will receive training and job placement services, building on the efforts undertaken by the Sheriff, with the goal of achieving and sustaining a job on a career path within one of the County's seven high-growth industry sectors. Additionally, working with their partners, CSS is looking to include System Navigators that provide specialized services to this population within each of the County's job centers, connecting this population to workforce development programs, training, education and job opportunities facilitated through our system. Serving this population has been a challenge both in getting buy–in from businesses to provide employment opportunities and from the participants, due to their specialized needs, hence the need for "bridge" transitional job opportunities. Recognizing that social enterprise and non-profit entities that provide transitional opportunities incur higher costs than other businesses due to the need for increased supervision and training, which at times places them at a competitive disadvantage, the use of existing workforce resources in combination with access to capital through contract opportunities can significantly increase businesses willingness to take on this population.

CSS BPS will play an integral role in this endeavor and will expand existing outreach and awareness efforts and access to preference programs by distributing materials and sharing opportunities associated with these programs with businesses as part of their tool box of services.

Through a combination of efforts that include the workforce development programs and the leveraging of contract preference programs, the County can support businesses, promote their growth and ultimately build their capacity to provide sustainable employment opportunities for our local workforce.

3. Safety and Security Consideration

As with any County contractor, these businesses and their workers, including the transitional employment population, would be subject to the County's criminal background check policy, and the requirements to be Live Scanned (fingerprinted).

The Board adopted policy establishes that contractor personnel who work within County facilities or those who possess remote access to medical or criminal information via electronic means are subject to Live Scan consistent with the standards established for sensitive positions working in the County.

Each department is responsible to ensure that no contractor or contract employee is placed in a designated sensitive position if he or she has been convicted of a felony or misdemeanor, except that such conviction may be disregarded if it is determined that there were mitigating circumstances or that the conviction is not related to the position and poses no threat or risk to the County or to the public.

In essence, the County's criminal background check policy does not automatically disqualify a person with a criminal record from performing duties as a contract worker. It does, however, require the contracting department to conduct a suitability assessment or job nexus evaluation for those that are identified as having a criminal record to determine whether the nature of the conviction(s) presents a conflict with the duties to be performed by the contract worker.

In conducting its suitability assessment and determination regarding reported convictions, departments consider several factors including: the nature, seriousness and recency of the offense(s).

Completion of the assessment may result in a variety of different outcomes depending on the individual factors of each case. The range of possible outcomes spans from a determination that the individual's conviction does not have a nexus to the duties that he/she will be performing under the contract, and no action would be necessary; to a determination that the combination of factors related to the particular situation made the individual unsuitable for employment under the County contract. Each of these situations would be handled on a case-by-case basis and in accordance with County rules, polices and guidelines.

Potential Next Steps

If approved by the Board, the potential next steps could be to:

1. Proceed with amending the existing TJOP Ordinance to more clearly identify eligible individuals. Specifically, include the formerly incarcerated population.

2. Implement a marketing and outreach program to ensure employers are fully aware of the preference: its availability, how to apply for it, and how it can affect the award of County contracts.

3. Ensure collaboration between contracting and CCS staff in regard to the innovative programs that directly impact this population.

U:\chron2015\word\operations\preference programs evaluation (2) - attachment

Chapter 2.___ TRANSITIONAL WORKFORCE JOB OPPORTUNITIES PREFERENCE PROGRAM

2.____.010 Introduction.

The board of supervisors finds that it is of benefit to the county of Los Angeles to promote and facilitate job opportunities for that population of people who are homeless, recently released from incarceration and other individuals who have been out of work for an extended period of time. Individuals who have been incarcerated or that have not worked for an extended period of time face considerable barriers when trying to re-enter the workforce. Employment for this population provides people who are the hardest to employ with opportunities to develop job and social skills that are necessary to succeed in the workplace.

Social enterprises, which include nonprofit and for-profit businesses with transitional employment programs incur higher overhead costs than other businesses due to the need for increased supervision, counseling, and training of the hardest to employ. Therefore, such agencies are at a competitive disadvantage in obtaining County contracts, in which estimated cost is a significant factor.

2.___.020 Purpose.

The county of Los Angeles transitional workforce job opportunities preference program is a race and gender-neutral program designed to establish a purchasing and contracting preference for social enterprises who provide transitional and fulltime jobs to the long-term unemployed in the execution of their work under a purchase order or contract with the county of Los Angeles. The transitional workforce job opportunities preference program was designed to promote and foster inclusiveness and economic development, as well as ongoing evaluation to assure that all businesses, including social enterprises that provide transitional employment services, are provided equal opportunities in county purchasing and contracting activities.

2.____.030 Definitions.

For the purpose of this chapter, the following words and phrases are defined and shall be construed as having the following meaning:

A. "County" shall mean the county of Los Angeles or any public entities for which the board of supervisors is the governing body.

B. "Department" shall mean the county department, entity, or organization responsible for the solicitation.

C. "Contractor" shall mean any person, firm, corporation, partnership, or any combination thereof, who submits a bid or proposal or enters into a contract with the county of Los Angeles.

D. "Principal place of business" shall mean the state, county, or city in which a substantial portion of the business's corporate operations take place, or in which the entity's executive and administrative functions are performed.

E. "Social enterprises" shall include nonprofit and for-profit businesses whose primary purpose is the common good and which, "use the methods and disciplines of business and the power of the marketplace to advance their social, environmental and human justice agendas, wherein the organization that applies commercial strategies to maximize improvements in human and environmental well-being," which may "include maximizing social impact rather than profits for external shareholders." And has been certified as a social enterprise as provided in this chapter.

F. "Solicitation" shall mean the county's process to obtain bids or proposals for goods and services.

G. "Supportive services" shall mean services including, but not limited to, counseling services, individual case management, pre-employment job readiness training, daily monitoring of participants while on the job, provision of unsubsidized competitive employment opportunities, and assistance in applying for, obtaining, and maintaining unsubsidized competitive employment.

H. "Transitional job" shall mean short-term, wage-paying, subsidized employment that combines real work, skill development, and supportive services to help participants overcome barriers to employment and transition to unsubsidized competitive employment.

I. "Transitional Workforce" shall be those underemployed or hard-to-employee persons that may be recently released from incarceration, homeless or otherwise have not worked for an extended period of time.

2.___.040 Administration

The chief administrative officer (CAO) with the assistance of county counsel (COCO), and the internal service department (ISD), shall issue interpretations of the provisions of this chapter, and shall issue written instructions on the implementation and ongoing administration of this chapter. Such instructions may provide for the delegation of functions to other departments.

2.___.050 Certification

A. ISD shall certify local social enterprises and maintain records of the certified businesses and their participation in county purchasing and contracting.

B. The entity must be incorporated in the state of California and/or its principal place of business is located in the county of Los Angeles.

C. The entity must have been in operation for at least one year, providing transitional jobs and the related supportive services to program participants.

D. The entity must demonstrate that a minimum of fifty percent of its workers on a county contract or purchase order is, or will consist of at the time of the award, a transitional workforce.

E. The entity must also supply the following information as part of the certification process:

1. A profile of their program participants (e.g., homeless individuals, individuals with addictions, at-risk youth, etc.).

2. A description of the entity's program components designed to help program participants transition towards unsubsidized competitive employment, including a description of the supportive services offered to participants.

3. The number of participants in the program during the last calendar year.

4. Any other information requested by the department.

Each department shall certify transitional employers and maintain records of such certified businesses and their participation in county purchasing and contracting.

2.___.060 Responsibilities and standards.

A. In order to facilitate the participation of transitional employers in county purchases of goods and services, departments shall provide for transitional employer preferences in their purchase of goods and services where responsibility and quality are equal.

B. In solicitations where an award is to be made to the lowest responsible bidder meeting specifications, the preference to the transitional employer shall be [TBD] percent of the lowest responsible bidder meeting specifications, determined according to the instructions issued by the CAO.

C. In solicitations where an award is to be made to the highest scored proposer based on evaluation factors in addition to price, the preference to the transitional employer shall be [TBD] percent of the cost/price component of the evaluation method, determined according to the instructions issued by the CAO.

D. In order for a social enterprise to be eligible to claim the preference, the entity must request the preference in the solicitation response.

2.___.070 Exclusions.

The transitional workforce job opportunities preference shall not be given for the following county purchases:

A. National contracts established for the purchase of equipment and supplies for and by the National Association of Counties, U.S. Communities Government Purchasing Alliance, or any similar or related group purchasing organization.

B. A revolving fund (petty cash) purchase pursuant to the Los Angeles County Fiscal Manual, Section 4.40 or a successor provision.

C. A purchase card purchase pursuant to the Los Angeles County Purchasing Policy Manual, Section P-2810 or a successor provision.

D. A non-agreement purchase with a value of less than $5,000.00 pursuant to the Los Angeles County Purchasing Policy Manual, Section A-0300 or a successor provision.

E. Any contract, funded in whole or in part by the federal government, to the extent of any conflict between the requirements imposed by the federal government relating to participation in a contract by a minority or women business enterprise as a condition of the receipt of the federal funds.

2.___.080 Violations and sanctions.

A. The information furnished by each solicitation respondent requesting a transitional workforce job opportunities preference shall be under penalty of perjury.

B. No person or entity shall knowingly and with intent to defraud, fraudulently obtain, retain, attempt to obtain or retain, or aid another in fraudulently obtaining or retaining or attempting to obtain or retain certification as a social enterprise for the purpose of this chapter.

C. No person or entity shall willfully and knowingly make a false statement with the intent to defraud, whether by affidavit, report, or other representation, to a county official or employee for the purpose of influencing the certification or denial of certification of any entity as a social enterprise.

D. An entity which has obtained county certification as a social enterprise by reason of having furnished incorrect supporting information or by reason of having withheld information, and which knew, or should have known, the information furnished was incorrect or the information withheld was relevant to its request for certification, and which by reason of such certification has been awarded a contract to which it would not otherwise have been entitled, shall:

1. Pay to the county any difference between the contract amount and what the county's costs would have been if the contract had been properly awarded;

2. In addition to the amount described in subdivision 1 of subsection D of this section, be assessed a penalty in an amount of not more than 10 percent of the amount of the contract involved; and

3. Be subject to the provisions of Chapter 2.202 of the county code (Determinations of Contractor Non-responsibility and Contractor Debarment).

E. The above penalties shall also apply to any entity that has previously obtained proper certification, however, as a result of a change in their status would no longer be eligible for certification, and fails to notify the certifying department of this information prior to responding to a solicitation or accepting a contract award.

2.___.090 Appeals for reconsideration of transitional employer certification.

ISD will investigate any complaint of eligibility received by the county concerning the transitional workforce job opportunities preference program.

2.___.100 Applicability.

This chapter shall apply to all solicitations issued 90 days after the effective date of the ordinance codified in this chapter.

Organizations Who Hire the Formerly Incarcerated

EXHIBIT 2

	Company	Website	Contact	Phone No.	What they do	Notes	Where do they Advertise or Recruit from	Government Contracts YES/NO	Location
1	Chrysalis Enterprises is a Transitional Work Program (Chrysalis is a Job Preparation Program) Vendor ID 10946701 and 10946702	http://www.changelives.org/	Nancy Martinez - Employment Specialist Nayeli May - Assistant Director - checking on contracts	(213) 806-6350	Over 130 communities, municipalities and businesses rely on Chrysalis Enterprises for their street maintenance, facilities management and staffing needs. Last year • 512 clients worked transitional jobs • 262,482 on-the-job hours • $2.1 million in wages earned • 22 hours of training and support per client • 141 businesses, communities and municipalities employed Chrysalis clients to fulfill their maintenance and staffing needs - property management; temp staffing; Janitorial; Street/Grounds Maintenance or Graffitti Removal	• 100% of our clients are low-income • 25% of our clients have not received a high school diploma or GED **• 58% of our clients have been incarcerated** • 30% of our clients have a history of substance abuse • 15% of our clients are veterans • 33% of our clients have children	Word of mouth	No Contracts, has Purchase Orders with County	Los Angeles
2	Creative Matters	http://www.fastcompany.com/3026944/from-addicts-to-ad-execs-creative-matters creativemattersagency.com	Wendy North, Office Manager	(310) 842-3725	Copywriting, graphic design, photography, web development, and marketing.	An Ad Agency staffed By Former Addicts. Creative Matters is a social enterprise with a two-fold mission. The first is to provide unprecedented, result generating design to local non-profit and for-profit business at affordable rates. The second is our internship program in conjunction with Beit T'Shuvah (Addiction Treatment Center). Creative Matters develops and mentors people in recovery; giving them a chance to become success stories themselves.	90% are recruited from Beit T'Shuvah AddictionTreatment Center who work with incarcerated inmates	No contracts -Company has designed campaigns for LA Co Sheriff's, County Correctional facilities and Probation Dept.	Los Angeles
3	Delancey Street Vendor ID 16497201 16497202	http://www.delanceystreetfoundation.org/enterrestaurant.php	Richard Zamora Intake Coordinator	(323) 644-4122	Residential Training. LA facility, housing approximately 300 residents, includes a huge ballroom for catering events for up to 500 people, with smaller catering rooms as well.	Self-help organization for former substance abusers, ex-convicts, homeless and others who have hit bottom. Daily operations are not funded and charge no fees. All resources are pooled. There is no staff. The whole place is run by the residents themselves. All money is funneled into the community, and each resident receives food, housing, clothing, education, entertainment and all other services at no cost.	Word of mouth - letters from inmates interested in their program are put on waiting list and interviewed prior to entering program	No Contracts, has Purchase Orders with County	Los Angeles, San Francisco, New York, New Mexico, North Carolina, South Carolina
4	Homeboy Industries Vendor ID 52616201 and 52616202	http://www.homeboyindustries.org/	Jose Albandano Employment Services (does not have information on contracts)	(323) 526-1254	Homeboy Industries is the world's largest and most successful gang-intervention, reentry, and rehab program. They have a Solar Panel Program, Bakery and store with misc. merchandise. Food services, printing	Full-time employment is offered for more than 200 men and women at a time through an 18-month program that helps them re-identify who they are in the world, offers job training so they can move on and become contributing members of the community.	Word of mouth - Fundraising events	Contracts with LA County	Los Angeles
5	Isidore Electronics Recycling Vendor ID 16814801	http://www.isidorerecycling.com/	Kabira Stokes -Owner lulu@isidorerecycling.com Sean Love	(323) 222-3322	E-Waste Recycling Company. The materials that we collect (metals, plastics, circuit boards and wire) are packaged and sold to certified processors, eventually being made into new goods	Provides opportunities to people who face severe barriers to work. We believe in second chances. For those who have served their time and are ready to positively contribute to society, and for the precious resources in our old electronics.	Referrals from Chrysalis	No contracts awarded - they partner with LA Clean Tech	Los Angeles

Organizations Who Hire the Formerly Incarcerated

EXHIBIT 2

	Company	Website	Contact	Phone No.	What they do	Notes	Where do they Advertise or Recruit from	Government Contracts YES/NO	Location
6	LA Kitchen - Program	http://www.lakitchen.org/	Robert Egger regger@lakitchen.org	(213) 989-6999	Culinary Program - L.A. Kitchen incorporates culinary arts, advocacy, food safety, nutrition education, life skills, and professional development into a 15-week vocational program	L.A. Kitchen's culinary job-training program empowers emancipated foster youth and older adults transitioning out of incarceration to thrive in careers in the food service industry. They work directly with farmers and wholesale companies to collect fruits and vegetables that are cosmetically unsalable,. All donations and purchases are gathered at L.A. Kitchen's food processing hub, where staff and volunteers will use it to make healthy meals, snacks, and food products for social services agencies across Los Angele. A pilot of L.A. Kitchen's programs is currently underway at St. Vincent's Meals on Wheels			Los Angeles
7	Martin Outdoor Media	http://www.martinoutdoormedia.com/	Randy Smith, CEO	(310) 559-1600	Bench Advertising Company - Ex-offenders are hired to perform bench maintenance	Once benches are installed, maintenance and cleaning is performed by staff (ex-offenders).	Anti-recidivism Coalition, LACo Probation Camps, the LA Court Diversion Program and other ex-offender groups	LA City contract for approx. 6,000 bus benches	Los Angeles
8	Planting Justice	http://www.plantingjustice.org/		(510) 290-4049	Work in produce gardens	Candidates are incarcerated individuals and high-risk formerly incarcerated individuals released in past 3 years. Work with San Quentin permacultural garden project and then funnel into services provided outside the prison.			Oakland CA
9	Launch Podium	https://launchpodium.com/		(415) 570-7590	LaunchPodium is an online marketing firm that builds websites	Two out of the four full-time workforce are ex-inmates.			San Francisco,
10	KC Bellflower / Good Soil Industries (Kingdom Causes Bellflower	http://www.kcbellflower.org/	Shaun Pruett spruett@kcbellflower.org	(562) 804-2189	Landscaping, moving, temp workers	Formerly homeless, formerly incarcerated			Bellflower
11	The Giving Keys	http://www.thegivingkeys.com	Brit Moore brit@thegivingkeys.com		Jewelry making	Formerly homeless, incarcerated			Los Angeles
12	Goodwill Serving the People of Southern Los Angeles County	http://www.thinkgood.org/	Chuck Scarpi	(562) 435-3411 Ext 249	custodial, retail	Disabled, homeless, formerly incarcerated, veteran, others			Long Beach
13	Mental Health America Los Angeles (Village Cookie Shoppe)	http://www.mhala.org/	Norma Casem	(562) 285-1330 Ext 221	Bakery	Formerly homeless, incarcerated, DD youth			Long Beach
14	Downtown Women's Center	http://www.downtownwomenscenter.org/	Lisa Watson	(213) 680-0600	café, resale shop, accessory/homewares production	Formerly Homeless, formerly incarcerated			Los Angeles
15	Society of St. Vincent de Paul - Council of Los Angeles	http://www.svdpla.org/	Christina Wu	(323) 226-1767	Thrift Store	Formerly incarcerated and low-income			Los Angeles
16	Goodwill of Southern California (Goodwill Industries of Southern California)	http://www.goodwillsocal.org/	Louise Oliver	818 782-2520 Ext 200	doc shredding, e-waste, landscaping, fulfillment	DD, homeless, formerly incarcerated, veteran, others			Los Angeles
17	Weingart Center Association / 360 Solutions	http://www.investinla.org/	Deborah Villar	(213) 689-2221	Pest control	Formerly Homeless, incarcerated			Los Angeles
18	Watts Labor Community Action Committee	http://www.wlcac.org/	Messele Negash	(323) 357-3533	Transit/Shuttle	At-risk youth, ex-offenders, homeless, veterans			Los Angeles
19	Coalition for Responsible Community Development (CRCD)	http://www.coalitionrcd.org/	Mark Wilson	(213) 743-6195	Graffiti abatement	Ex-offenders, homeless, dropouts			Los Angeles

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July 7, 2015

To: Supervisor Michael D. Antonovich, Mayor
Supervisor Hilda L. Solis
Supervisor Mark Ridley-Thomas
Supervisor Sheila Kuehl
Supervisor Don Knabe

From: Sachi A. Hamai
Interim Chief Executive Officer

EXTENSION REQUEST - REPORT BACK ON THE EVALUATION OF PREFERENCE PROGRAMS (ITEM 3, AGENDA OF MAY 12, 2015)

On May 12, 2015, your Board instructed the Interim Chief Executive Officer (CEO) to work in collaboration with the Directors of Internal Services (ISD), Consumer and Business Affairs (DCBA), Public Social Services (DPSS), Community and Senior Services (CSS), Human Resources (DHR), County Counsel, and other relevant departments, to report back to the Board in 60 days with:

1. An evaluation of the effectiveness of the existing preference programs designed to ensure that all businesses have equal opportunity in competing for County contracts, including the Local Small Business Enterprise Preference Program, Transitional Job Opportunities Preference Program, and the Disabled Veteran Preference Program, in achieving their stated purposes;

2. A qualitative analysis comprised of interviews with small businesses that have both been successful and unsuccessful in seeking contracts with the County, in order to identify opportunities for improvement;

3. Recommendations for potential improvements to the programs, with consideration given to increasing the percentage enhancement conferred; and increasing the size of the cap on the preference amount; and a proposal of a format and schedule for a brief annual report to the Board that tracks the yearly performance of these programs.

As part of the qualitative analysis, DCBA convened two focus groups with local small businesses between June 19, 2015 and June 26, 2015. Based on the resultant feedback received from these focus group meetings, we are requesting additional time to adequately address those items brought forth by the participating small businesses in our report. We anticipate returning to your Board by, and are requesting an extension to, July 24, 2015.

If you have any questions regarding this request, please contact Jim Jones of my staff at (213) 974-8355, or Dave Chittenden of ISD at (323) 267-2103.

SAH:JJ:SK
GS:MV:kd

c: Executive Officer, Board of Supervisors
County Counsel
Internal Services
Consumer and Business Affairs
Public Social Services
Community and Senior Services
Human Resources

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