

C-6

January 21, 2020

HONORABLE MAYOR AND CITY COUNCIL
City of Long Beach
California

RECOMMENDATION:

Authorize the City Manager, or designee, to execute an agreement, and any necessary amendments, with Long Beach Community College District, to provide work experience for students at City sites as needed, for a period not to exceed five years. (Citywide)

DISCUSSION

An important goal of the City's 10-Year Blueprint for Economic Development (Blueprint) Jobs and Workforce Development Focus Area, is to ensure the preparedness of the workforce and the competitiveness of businesses through the alignment of economic development, training, education, and community partner efforts. To advance this goal, and to benefit both students and employers, the City is partnering with the Long Beach Community College District (District) to develop a work experience education program that will place District students at work sites that: (a) address talent and skills gaps for the City; (b) align with student career pathways; and (c) prepare students to immediately enter the local workforce after graduation.

As the economy evolves and talent gaps emerge, large and dynamic employers like the City must focus on engaging educational institutions as a partner to recruit, train, and prepare talent. Work experience provides one of the most effective opportunities for employers like the City to work with educational institutions directly to close skill and talent gaps. This type of program also addresses important goals of the Mayor's Internship Challenge and the Economic Inclusion Focus Area of the Blueprint because skill gaps are often more disparate in communities with higher poverty rates and communities of color. Work experience education can help to close these gaps by providing student exposure to job opportunities, access to job sites, engagement with employers, and validation of career goals.

City Council approval is requested to authorize the City Manager, or designee, to enter into an agreement with the District that will allow the District to place students at various City host sites identified and approved by site supervisors on a case-by-case basis, over the term of the agreement. The Vocational Cooperative Work Experience Education (VCWEE) program is unpaid, however, the City agrees to comply with all Fair Labor Standards Act requirements including: (a) work performed is an extension of a trade studied by the student; (b) the work experience benefits the student; (c) the work experience student does not displace regular employees; (d) the City gains not immediate advantage from the student's work; (e) the City makes no promise of future employment; and (f) the student understands they are not entitled to wages for the time spent at the work experience site. Upon execution, the term of the

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agreement will be for a period not to exceed five years. Work experience opportunities are anticipated to begin with the Spring semester, beginning February 6, 2020.

This matter was reviewed by Deputy City Attorney Richard F. Anthony on December 30, 2019, and by Revenue Management Officer Geraldine Alejo on January 2, 2020.

TIMING CONSIDERATIONS

City Council action is requested on January 21, 2020, to ensure placements begin on February 3, 2020.

FISCAL IMPACT

There are no direct costs to the City associated with this recommendation. Indirect costs associated with the VCWEE program include intern supervision and administration costs such as on-boarding assistance for students and host sites. Intern supervision will be funded within current resources and will be based on the department where interns are assigned. Pacific Gateway staff within the Economic Development Department will administer the program. Administration costs will be funded by current resources in the Community Development Grants Fund Group in the Economic Development Department. This recommendation has no staffing impact beyond normal budgeted scope of duties and is consistent with existing City Council priorities. There is no local job impact associated with this recommendation.

SUGGESTED ACTION:

Approve recommendation.

Respectfully submitted,



JOHN KEISLER
DIRECTOR OF ECONOMIC DEVELOPMENT

APPROVED:



THOMAS B. MODICA
ACTING CITY MANAGER