

STAFF REPORT TO THE CITY COUNCIL

DATE: Regular Meeting March 22, 2022

TO: Honorable Mayor and Members of the City Council

SUBMITTED BY: Tasha Johnson, Youth Services Network Manager [TJ](#)

APPROVED BY: Cornelius H. Johnson, Interim City Manager

SUBJECT: Mayor's Apprenticeship Program Overview

RECOMMENDED ACTION

It is recommended that City Council receive the presentation and provide direction to staff.

FISCAL IMPACT

The fiscal impact is estimated to range from \$600,000-\$625,000 per year for a cohort of 20 participants.

DISCUSSION

Economically vulnerable populations are struggling to meet the basic needs of housing, food security and access to healthcare; consequently, there is an impact of violence affecting these communities. The City's leadership is intent on offering strategies for addressing healthier outcomes for individuals, neighborhoods and the city. The youth and young adults in the City of Antioch, specifically in the Sycamore area, are being adversely affected by lack of skills and employment opportunity. They face numerous challenges and barriers that must be addressed as the City of Antioch strives to truly realize that opportunity lives here for all youth and young adults. Making available a comprehensive workforce development program not only addresses the needs and helps to prepare a local future workforce, but also builds economic stability for a better quality of life.

The Mayor's Apprenticeship Program (MAP) is a paid workforce development opportunity in the City of Antioch proposed for young adults ages 18-26. The pilot program will employ 20 participants who are underemployed, underserved and underestimated. The young adults selected may possess multiple barriers they are facing and may be justice involved, unhoused, former foster youth and more.

MAP GOALS

- Develop a learning culture that encourages and supports training, continuing education, and professional development
- Strengthen the orientation of young adults to career pathways
- Generate marketable skills for the workforce
- Provide an opportunity to be an active member of the community and become economically self-sufficient

The program elements consist of the following:

- Workforce development training (traditional workshops and experiential learning)
- Job placement in divisions throughout Public Works
- Ongoing support services to address barriers

A third party provider will be secured to deliver training, coaching support and programmatic evaluation.

In addition to secured part-time employment, the MAP will link needs and resources by:
1) identifying and providing referrals to local community-based organizations 2) connecting participants to higher education opportunities and career pathways 3) developing positive self-identity. *Success of the MAP supports the City of Antioch's talent pipeline.*

With City Council concurrence, next steps include:

- City solicitation of a program services provider
- Recruitment of participants
- Onboarding of part-time City employees
- A program start date tentatively identified as July 6, 2022
- A program end date tentatively identified as April 22, 2023

ATTACHMENTS

None