



## City Council Report

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Sacramento, CA 95814

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**File ID:** 2019-00215

February 26, 2019

**Consent Item 09**

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**Title: Approval of Sacramento Employment and Training Agency (SETA) Governing Board Action to Accept \$18,750 in Funding from the Gap, Inc., to Support the This Way Ahead Program for Young Adults Ages 16-24**

**Location:** Citywide

**Recommendation:** Pass a Motion authorizing the Sacramento Employment and Training Agency (SETA) to receive \$18,750 in funds from the Gap, Inc., to support the This Way Ahead Program for Young Adults Ages 16-24.

**Contact:** Terri Carpenter, Workforce Development Manager, (916) 263-7891, Sacramento Employment and Training Agency; Dawn Holm, Director, (916) 808-5774, Department of Finance

**Presenter:** None

**Attachments:**

1-Description/Analysis

## Description/Analysis

**Issue Detail:** In 2007, Gap Inc. created This Way Ahead Program to help more low-income teens and young adults get a foot in the door for that life-changing first job experience. This Way Ahead Program is a paid life skills and internship program that helps low-income youth land a first job at Old Navy, Gap, and Banana Republic stores.

### This Way Ahead Program Overview

- Youth are recruited by a local nonprofit that runs a job training program
- Store employees volunteer to lead store tours and skill-building workshops
- Youth apply for internships
- Store managers interview youth
- Youth are hired for paid store internships and work 12 hours/week for 10 weeks
- Youth receive ongoing support from nonprofit job coaches, store managers, and store colleagues
- When internships end, qualified interns receive offers for ongoing employment

Currently, Gap, Inc. operates the This Way Ahead Program in 14 cities across the US. In July 2018, SETA was asked to submit an application to be an approved partner to operate the This Way Ahead Program in Sacramento. In November 2018, SETA was notified by Gap, Inc. that SETA's application was approved. SETA was invited to become an official This Way Ahead Program operator for Sacramento, California.

SETA, as the Gap Inc. Program operator for the This Way Ahead Program, will recruit 50 teens and young adults ages 16-24 who face barriers to employment throughout Sacramento for placement in the paid internship program at Gap, Banana Republic, and Old Navy stores. SETA staff will provide 20 hours of work readiness training and coordinate interviews with store managers and case manage the youth during the 10-week summer internship in 2019.

The Gap, Inc. will provide SETA with \$18,750 in funding to support the program. Additionally, Gap, Inc. will provide \$74,125 in wages to support 50 youth at 12 hours per week for 10 weeks in a paid summer internship along with a \$100 gift card to purchase a work outfit from Gap, Banana Republic or Old Navy. SETA will also leverage \$56,250 in [Workforce Innovation and Opportunity Act](#) (WIOA) Youth funding for in-house staff support to operate the program.

In order for SETA to receive funding from the Gap, Inc. to provide services to young adults, the SETA Joint Exercise of Powers Agreement (JPA) requires City Council approval.

**Policy Considerations:** None

**Economic Impacts:** None

**Environmental Considerations:** Not applicable

**Sustainability:** Not applicable

**Commission/Committee Action:** Not applicable

**Rationale for Recommendation:** Under the SETA JPA SETA is required to request authority from its Partners (the City of Sacramento and the County of Sacramento) to accept any form of financial assistance and for the operation and administration by the Agency of any human service program other than those specifically authorized pursuant to the JPA.

**Financial Considerations:** This action will allow SETA to add an additional funding source in the amount of \$18,750 to its operating budget.

**Local Business Enterprise (LBE):** Not applicable