



AGENDA STAFF REPORT

Control: 26001326

MEETING DATE: 05/19/2026

LEGAL ENTITY TAKING ACTION: Board of Supervisors

BOARD OF SUPERVISORS DISTRICT(S): All Districts

SUBMITTING AGENCY/DEPARTMENT: OC Community Resources

DEPARTMENT CONTACT PERSON(S): Dylan Wright, 714-480-2788
Renee Ramirez, 714-480-6483

SUBJECT: Approval of Adult & Dislocated Worker Workforce Contract with Career Team, LLC

CEO CONCUR	COUNTY COUNSEL REVIEW	CLERK OF THE BOARD
Concur	Approve agreement to form	DISCUSSION
		3 Votes Board Majority

Budgeted: N/A	Current Year Cost: N/A	Annual Cost: FY 2026-27 \$4,185,000
Staffing Impact: No	Funding Source: FED (Department of Labor): 100%	Sole Source: No
Current Fiscal Year Revenue: N/A		County Audit in Last 3 years: No
Levine Act Review Completed? Yes		
Prior Board Action: 05/20/2025 #42		

RECOMMENDED ACTION(S):

1. Authorize the County Procurement Officer or Deputized designee to execute Contract with Career Team, LLC to provide Workforce Innovation and Opportunity Act Title I Career Services for the Adult and Dislocated Worker Programs in an amount not to exceed of \$4,185,000, effective July 1, 2026, through June 30, 2027, with the option to renew for three additional one-year terms.
2. Authorize the County Procurement Officer or Deputized designee to execute future amendments to the Contract with Career Team, LLC that either (1) are ministerial, non-material, or otherwise administrative in nature, program-specific and consistent with the original scope of work, as determined by the OC Community Resources Director or designee; or (2) increase the Contract amount up to the maximum annual allocation awarded by the State of California Employment Development Department for the Contract term, without further Board of Supervisors action; provided all amendments are in accordance with applicable County policies, State of California Employment Development Department guidance or regulations, and state contract terms.

SUMMARY:

Approval of the Contract with Career Team, LLC will provide comprehensive career services to Adult and Dislocated Workers countywide (excluding the cities of Anaheim and Santa Ana, which are governed by their own Local Workforce Development Boards) under the Workforce Innovation and Opportunity Act.

BACKGROUND INFORMATION:

The OC Community Resources/Workforce & Economic Development Division (OCCR/WEDD) is responsible for implementing programs under the Workforce Innovation and Opportunity Act (WIOA). WIOA Title I is a federal law aimed at improving access to employment, education and training and support services for adult and dislocated workers seeking to enter or re-enter the workforce. A dislocated worker is defined as an individual who has been terminated from their last employment and is unlikely to return to their previous industry or occupation. Displaced homemakers, self-employed individuals and the spouses of a member of the Armed Forces on active duty may also qualify for dislocated worker services.

On October 16, 2025, OCCR/WEDD released a Request for Proposals (RFP) #012-2933801-JM for WIOA Title I Career Services for the Adult and Dislocated Worker Program, as required under WIOA. A total of eight proposals were received by the solicitation deadline of December 10, 2025. Seven proposals were deemed responsive, and one proposal was deemed non-responsive. Responsive proposals were evaluated and scored by a seven-member evaluation panel with subject matter expertise in workforce development, program design and administration. The Orange County Preference Policy (OCPP) was applicable and incorporated into this solicitation. No OCPP qualified proposals were submitted.

The seven responsive proposals were evaluated based on the following criteria:

Evaluation Criteria for Scoring	Points
Background, Qualifications and Experience	86
Key Personnel/Proposed Staffing	86
Scope of Services	118
Performance	118
Partnerships and Innovations	86
Quality/Effectiveness of Work Plan/Project Approach	86
Infrastructure	20
Total Written (Weighted 80%)	600
Interview (Weighted 20% - 6 questions)	400
Total Possible Points	1000

After the evaluation process was completed, the highest-rated respondents were:

Respondent	Final Rank
Career Team, LLC	1
Managed Career Solutions	2
Eckerd Youth Alternatives, Inc.	3

Based on the total scores, the evaluation panel recommended award of the Contract to Career Team, LLC (Subrecipient). The Subrecipient is the current provider for WIOA Title I Career Services for Adult & Dislocated Workers and has been under contract with OCCR/WEDD to deliver these services since July 2022. The Subrecipient was notified of their selection on March 4, 2026, prior to approval of the 2026 Contract Policy Manual. The final scores and RFP Summarized Score Sheet are available as Attachment A.

The proposed Contract MA-012-26010339 (Contract) with Subrecipient has a term effective July 1, 2026, through June 30, 2027, in an amount not to exceed \$4.185 million, with the option to renew for three additional one-year terms.

On May 20, 2025, the Board of Supervisors (Board) approved the Contract renewal with the Subrecipient for an annual total amount not to exceed \$3.875 million, for the term effective July 1, 2025, through June 30, 2026.

Under WIOA, performance accountability is measured at the system level and not by individual provider services. The State of California negotiates annual performance targets with the U.S. Department of Labor, local workforce areas and Orange County, taking into consideration past performance, expected outcomes and the specific needs of adult workers. These objectives serve as benchmarks for measuring the program’s effectiveness over two years. Subrecipient’s performance has been confirmed as satisfactory and is depicted in the tables below.

ADULT CAREER SERVICES

Service	FY 2025-26 Goal (Current)	FY 2025-26 Year-To-Date Performance (As of 3/31/26)	Status	FY 2026-27 Goal (Proposed)
Adult Enrollments	581	674	Exceeded	592
Employment Rate (2nd Quarter After Exit)	70%	60.7%	On Track to Meet	70%
Employment Rate (4th Quarter After Exit)	67%	58.5%	On Track to Meet	67%
Median Earnings (2nd Quarter After Exit)	\$8,200	\$9,219	Exceeded	\$8,200
Credential Attainment (within 4 Quarters)	75%	81.8%	Exceeded	75%
Measurable Skills Gain	65%	73.2%	Exceeded	65%

DISLOCATED WORKER CAREER SERVICES

Service	FY 2025-26 Goal (Current)	FY 2025-26 Year-To-Date Performance (As of 3/31/26)	Status	FY 2026-27 Goal (Proposed)
Dislocated Worker Enrollments	665	614	On Track to Meet	753
Employment Rate (2nd Quarter After Exit)	73%	68.4%	On Track to Meet	73%
Employment Rate (4th Quarter After Exit)	75%	72.2%	On Track to Meet	75%
Median Earnings (2nd Quarter After Exit)	\$11,500	\$14,110	Exceeded	\$11,500
Credential Attainment (within 4 Quarters)	76%	73.5%	On Track to Meet	76%
Measurable Skills Gain	65%	68.1%	Exceeded	65%

The Subrecipient will provide career services that include individualized assessments, customized coaching, job placement, and supportive resources that empower participants to build skills, gain

confidence, and succeed in the workplace (Services). The agreed upon Scope of Services outlined in the Contract are in alignment with Prevention and the Outreach and Supportive Services Pillars' best practices, guiding principles and commitment as detailed in the Homeless Service System Pillar Report. Services are coordinated through the following, but not limited to, established locations:

1. OC Workforce Solutions Center – Brea
2. OC Workforce Solutions Center – Laguna Niguel
3. Joint Forces Training Base – Los Alamitos
4. Theo Lacy Facility – Orange
5. James A. Musick Facility – Irvine
6. OC Probation South County Field Services Office – Laguna Hills
7. Orange County Social Services Agency Regional Center – Garden Grove, Laguna Hills
8. Tustin Temporary Emergency Center – Tustin
9. Emergency Shelters operated by Mercy House – Buena Park, Costa Mesa, Huntington Beach
10. OC Workforce Solutions Mobile Unit – Countywide

OCCR/WEDD is requesting the Board authorize the County Procurement Officer or Deputized designee to execute Contract with the Subrecipient for Services in an amount not to exceed \$4.185 million, effective July 1, 2026, through June 30, 2027, with the option to renew for three additional one-year terms.

OCCR/WEDD is also requesting delegated authority to execute future amendments to the Contract with the Subrecipient that are ministerial, non-material or administrative, program-specific and consistent with the original scope of work as determined by the OCCR Director, or designee, in accordance with applicable County policies, Employment Development Department guidance or regulations, state contract terms and/or increase the Contract amount up to the maximum annual allocation from the State of California Employment Development Department for the term of the Contract.

OCCR/WEDD has verified there are no concerns that must be addressed with respect to Subrecipient's ownership/name, litigation status or conflicts with County interests. This Contract does not currently include subcontractors, pass through or other providers. See Attachment C for Contract Summary Form. An analysis was completed to verify the Contract provides the County with persons specially trained, experienced, expert and competent to perform the special services in accordance with the law.

FINANCIAL IMPACT:

Appropriations for this Contract will be included in Budget Control 012 of the FY 2026-27 Budget. The proposed Contract includes a provision stating the Contract is subject to, and contingent upon, applicable budgetary appropriations approved by the Board for each fiscal year during the term of this Contract. If such appropriations are not approved, this Contract may be terminated or reduced with 10 days' notice without penalty to the County.

STAFFING IMPACT:

N/A

REVIEWING AGENCIES/DEPARTMENTS:

Office of Care Coordination

ATTACHMENTS:

Attachment A - RFP Summarized Score Sheet

Attachment B - Contract MA-012-26010339 with Career Team, LLC
Attachment C - Contract Summary Form