

# County of Santa Clara

## Office of the County Executive

County Government Center, East Wing  
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San Jose, California 95110  
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March 18, 2022

To: Honorable Board of Supervisors  
Jeffrey V. Smith, County Executive

From: Zelica Rodriguez-Deams, Manager, Office of Immigrant Relations  
Rocio Luna, Deputy County Executive

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**Subject: Off-Agenda Report: Expanded Categories of Eligibility for New American Fellowship (NAF) Program**

At the February 8, 2022, Board of Supervisors meeting (Item No. 43), the Board approved a request from Supervisor Lee to the Office of Immigrant Relations (OIR) for an off agenda report that outlines criteria for examining the need and potential impact of expanding NAF to include immigrants with additionally protected statuses.

The pilot expansion of NAF eligibility this Summer is an opportunity to collect data to inform expansion parameters including funding needs.

Below are the criteria OIR will use to evaluate future expansion potential as well as resource needs for the FY 23 New American Fellowship cycle.

### Evaluation Criteria:

Criteria	Indicator
Reach	Diverse pool: Determine if media outreach in five different languages results in increased inclusion and diversity of applicant pool (Latino, Vietnamese, Filipino, and Chinese Communities)
Effectiveness	Collect pre and post-surveys from fellows to determine if they met their goals and achieved program learning objectives.
Efficiency	Determine logistical and onboarding support and additional tools needed to support the permanent expansion of NAF
Impact	Track number of participants that have successfully graduated from the program, sense of trust and belonging in the County of Santa Clara, and development of marketable skills among participants to determine the impact on workforce development; the proportion of fellows that meet their education and work-related goals following fellowship
Sustainability	Determine OIR capacity and resources needed to sustain increased fellow participation for FY 23.

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Every year, OIR reports to the Board of Supervisors on the impact of NAF. This evaluation will allow for the report to include an analysis of program implementation as well as recommendations for the potential expansion of the program. If additional resources are necessary, OIR may return to the Board with a budget modification request to increase funding for the New Americans Fellowship.

Cc: Chief Board Aides  
Miguel Marquez, Chief Operating Officer  
James Williams, County Counsel  
Tiffany Lennear, Clerk of the Board  
Mary Ann Barrous, Agenda Review Administrator