

Racy Ming

5291 Country Lane
San Jose, CA 95129

Summary: Well-seasoned workforce development professional with significant experience working with business leaders and public officials. Ability to strategically address complex programmatic and administrative challenges with a high degree of initiative and politically sound judgment. Long record of cultivating and nurturing successful partnerships across a wide range of stakeholders and organizations, locally, regionally, and at the state level. Ability to head large teams and develop new leaders.

Leadership/ Management Experience: **Division Director, Social Services** **January 2012 – June 2016**
Marin County Health and Human Services
San Rafael, CA

Division Director for Employment and Training programs, leading a 50 person staff to administer Workforce Innovation and Opportunity Act, Marin Employment Connection, TANF Welfare-to-Work (CalWORKs), and General Assistance programs. Director of Marin County Workforce Development Board, a 27-member board of business and community leaders who provide policy oversight to Marin's workforce development system. Oversight of \$12 million annual budget.

- Partner with Probation, Sheriff, Public Defender to reduce criminogenic factors for adults and youth through employment and job readiness activities
- Spearheaded formation of Joint Powers Authority with Napa County for a regional Workforce Development Board, in response to new federal legislation and state initiatives
- Headed team of public transit agencies, economic development and elected officials to improve transit options for low wage workers, resulting in bus route changes

Fulbright Scholar, Criminal Justice and Police Science Award **Mar 2015 – July 2015**
Centre for Economic and Social Inclusion
London, United Kingdom

Selected to take part in the US State Department's Core Fulbright Scholar Program, a competitive, merit-based program for international educational exchange. Based at the Center for Economic and Social Inclusion (now Learning and Work Institute), London.

- Researched privatization of the National Probation Service, homelessness, safety net programs, and the ways that the UK assists ex-offenders in finding employment
- Analyzed and made recommendations regarding the supervision requirements for short term sentenced offenders for the Probation Office serving Kent, Surrey, and Sussex

Program Manager **2004 –2012**
Marin County Health and Human Services
San Rafael, CA

Responsible for the Marin Employment Connection and Workforce Investment Act (WIA) programs, which annually served up to 15,000+ visits from the public, several hundred enrolled clients and Marin County businesses. Staff of 15 and annual budget of up to \$3 million.

- Initiated partnership with Probation Department to form countywide Reentry Taskforce, resulting in new and expanded services for youth and adults in reentry

- Successfully deployed American Recovery and Reinvestment Act funds during the recession of 2008-10
- Partnered regionally with other North Bay counties to successfully write grant proposals and provide oversight of projects to train healthcare workers, people with disabilities, green construction workers

**Research &
Evaluation
Experience:**

Planner/Evaluator **2001 - 2004**
Marin County Health and Human Services
San Rafael, CA

- Developed system to track real time performance data; began producing Year End report to analyze, interpret, and evaluate data
- Managed grant budgets and developed funding proposals

Institutional Research Analyst **1999 -2001**
Mills College
Oakland, CA

- Performed project administration and research for liberal arts college
- Designed projects and surveys, analyzed data, wrote reports and made presentations on retention, graduation rates, staff satisfaction, and other areas

Research Analyst **1998 -1999**
SRI International, Center for Education and Human Services
Menlo Park, CA

- Conducted quantitative/qualitative data analysis and evaluation for national, state and local projects
- Authored final report to the San Francisco Unified School District analyzing market research on effective ways to distribute information to parents.

Education:

Stanford University
Masters of Education, Policy and Administration
Bachelor of Art, Psychology with Honors in Education

**Community
Leadership:**

Center for Volunteer and Nonprofit Leadership, San Rafael, CA
Board Member, 2014-2015

California Reentry Program, San Quentin State Prison, San Quentin, CA
Chair of the Board, 2006-2010

Human Services Commission, Sonoma County, CA
Board of Supervisors appointed Commissioner, 2005-2007

California Student Aid Commission, State of California
Loan Advisory Council Member, 1997-2000

- Selected Publications
And Media: KQED Radio, Perspective Series. March 21, 2014. "The Answer to Evil." Host: Racy M Copley.
<http://www.kqed.org/a/perspectives/R201403210735>
- KQED Radio, Perspective Series. September 23, 2008. "Life Sentences, On the Installment Plan." Host: Racy Ming. <http://www.kqed.org/epArchive/R809230737>
- Ming, R. (2002). Desegregation in a diverse and competitive environment: Admissions at Lowell High School. Urban Education, Vol. 37, Number 2.
- Selected
Presentations: California Workforce Association
Annual Youth Conference, January 2016
Plenary speaker: "More is More: Don't Overlook the Low Hanging Fruit"
- San Francisco Mayor's Office of Workforce and Economic Development
Workforce Leaders Peer Learning Group, Fall 2012
Guest speaker: "Strategic Partnerships in Serving Ex-Offenders"
- San Rafael Leadership Institute
Fall 2011 and Fall 2012
Guest speaker: "Workforce Trends in the United States, California, and Marin"
- San Francisco Mayor's Office of Workforce and Economic Development
Capacity Building Initiative Conference, Spring 2011
Workshop presentation: "Understanding Workforce Investment Act Performance"
- California Workforce Association
Meeting of the Minds Conference, September 2009
Workshop presentation: "Reducing Recidivism through Employment"
- American Educational Research Association
Annual Meeting April 2001
Paper presentation: "Desegregation Politics in a Competitive Admissions Setting"