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Blood Source

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Sacramento Job Corps

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**MICHAEL DOURGARIAN**  
MDDV, Inc.

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California Department of Rehabilitation

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Employment Development Department

**TROY GIVANS**  
County of Sacramento, Economic Development

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Sacramento County Office of Education

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Sierra Pacific Home and Comfort, Inc.

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Vision Service Plan

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The Safety Center, Inc.

**MICHAEL MICCICHE**  
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**DENNIS MORIN**  
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**KIM PARKER**  
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**MARTHA PENNY**  
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Sutter Health – Sacramento Sierra Region

**MICHAEL R. TESTA**  
Sacramento Convention & Visitors Bureau

**DR. DAN THROGMORTON**  
Los Rios Community College District

**KINGMAN TSANG**  
First Bank

**TERRY A. WILLS, ESQ.**  
Cook Brown, LLP

**RICK WYLIE**  
Beutler Corporation

**DAVID P. YOUNGER**  
Lionakis Beaumont Design Group



**SACRAMENTOWORKS**

**REGULAR MEETING OF THE SACRAMENTO WORKS, INC. BOARD**

**DATE:** Wednesday, May 25, 2011

**TIME:** 8:00 a.m.

**LOCATION:** SETA Board Room  
925 Del Paso Blvd.  
Sacramento, California 95815

While the Sacramento Works, Inc. Board welcomes and encourages participation in the Sacramento Works, Inc. meetings, it would be appreciated if you would limit your comments to five minutes so that everyone may be heard. Matters under the jurisdiction of the Sacramento Works, Inc. Board and not on the posted agenda may be addressed by the general public following completion of the regular agenda. The Sacramento Works, Inc. Board limits testimony on matters not on the agenda to five minutes per person and not more than fifteen minutes for a particular subject. Meeting facilities are accessible to persons with disabilities. Requests for Assisted Listening Devices or other considerations should be made through the Clerk's office at (916) 263-3827. This document and other Board meeting information may be accessed through the Internet by accessing the SETA home page: [www.seta.net](http://www.seta.net).

**A G E N D A**

**Page Number**

- I. Call to Order/Roll Call**
  - ➔ Member Spotlight (10 Minutes)**
    - Tanja Poley
    - Mike Testa
  - ➔ Proclamation from the California Employment Development Department**
    - Diane Ferrari
- II. Consent Item (2 minutes)**
  - A. Approval of Minutes of the March 23, 2011 Meeting** 3-7
- II. Discussion/Action Items (30 minutes)**
  - A. Approval of Sacramento Work Strategic Plan Update (Robin Purdy)** 8-13

B.	Approval of 2011-2012 Workforce Investment Area Annual Plan Modification (Robin Purdy and Michelle O'Camb)	14
C.	Approval of Funding Recommendations for the Workforce Investment Act (WIA) Title 1 Youth Program Services for Program Year 2011-2012 (Christine Welsch)	15-22
<b>IV.</b>	<b><u>Information Items</u></b> (15 Minutes)	
A.	Preview of Sacramento Works Website (Terri Carpenter)	23
B.	Third Quarter Reports – Sacramento Works One Stop Career Center System	24
C.	Dislocated Worker Report (William Walker)	25-26
D.	Employer Recruitment Activity Report (William Walker)	27-30
E.	Green Job Placement Report (Terri Carpenter)	31
F.	Unemployment Update from the Employment Development Department (Robin Purdy)	32-40
G.	Policy Matters – Senate Office of Research report on the Workforce Investment Act (Kathy Kossick)	41-53
H.	Committee Updates	54
<b>V.</b>	<b><u>Other Reports</u></b> (5 minutes)	55
1.	Chair	
2.	Members of the Board	
3.	Counsel	
4.	Public Participation	

**VI. Adjournment**

**DISTRIBUTION DATE: THURSDAY, MAY 19, 2011**

# *Role of Sacramento Works, Inc., the Local Workforce Investment Board*

*Sacramento Works, Inc., the local Workforce Investment Board is a 41-member board charged with providing policy, planning and oversight for local workforce development initiatives.*

## *Vision:*

*Building a dynamic workforce for the Sacramento Region.*

## *Mission:*

*Sacramento Works partners with the workforce community to serve regional employment needs.*

*Sacramento Works, Inc.*  
*Strategic Business Plan*

## **Goals**

### Goal 1 (Planning/Oversight Committee)

Prepare customers for viable employment opportunities and career pathways in the region by improving the one stop career center system.

### Goal 2 (Employer Outreach Committee)

Support regional employers' efforts to hire, train, and transition employees by enhancing and communicating the availability and value of Sacramento Works' employer and business services.

### Goal 3 (Youth Council)

Prepare youth to thrive and succeed in the regional workforce by providing relevant work readiness and employment programs and engaging regional employers and academia.

ITEM II-A – CONSENT

APPROVAL OF MINUTES OF THE MARCH 23, 2011 MEETING

BACKGROUND:

Attached are the minutes of the March 23, 2011 meeting for review.

RECOMMENDATION:

That your Board review, modify if necessary, and approve the attached minutes.

## **REGULAR MEETING OF THE SACRAMENTO WORKS, INC. BOARD**

### Minutes/Synopsis

SETA Board Room  
925 Del Paso Blvd.  
Sacramento, California

Wednesday, March 23, 2011  
8:00 a.m.

#### **I. Call to Order/Roll Call**

Ms. Parker called the meeting to order at 8:07 a.m.

Members Present: Bill Camp, Mike Dourgarian, Diane Ferrari, Troy Givans, David Gordon, Jason Hanson, Lisa Harr, William Karns, Daniel Koen, Kathy Kossick, Paul Lake, Stephanie Leach, James Lambert, Matt Mahood, Elizabeth McClatchy, Michael Micciche, Dennis Morin, Kim Parker, Tanja Poley, Deborah Portela, Maurice Read, Dan Throgmorton, Kingman Tsang, Terry Wills, David Younger.

Members Absent: Larry Booth, Leslie Botos, Brian Broadway, Coreena Conley, Lynn Conner, Mark Erlichman, Bernadette Halbrook, Barbara Hayes, Matt Kelly, Gary King, Frank Louie, Lorenda Sanchez, Anette Smith-Dohring, Mike Testa, Rick Wylie.

#### **➔ Introduction of New Board Members**

- Stephanie Leach, Kaiser Permanente: Ms. Leach introduced herself and spoke of her past work in the employment and training area.
- Paul Lake, County of Sacramento, Department of Human Assistance: Mr. Lake has worked at DHA and has been a long-time partner with SETA.

**➔ Member Spotlight:** This is a way to allow board members to know about their companies. This is information about themselves and their companies.

- Jim Lambert: Sacramento Builder's Exchange founded in 1901. Mr. Lambert distributed information and spoke of the upcoming design/build program scheduled for early May.
- Mike Micciche: California Human Development Corporation: This organization is a non-profit organization serving 31 counties from the San Joaquin Valley to the Oregon border. CHDP has been in business for 44 years.

**➔ Board presentation:** Presentation on ICT Labor Market Scan

On March 23, 2010, Sacramento Works, Inc. allocated Board Initiative funds in the amount of \$20,000 to the Los Rios Center of Excellence to conduct labor market research on the Information and Communications Technologies (ICT) sector. Ms. Theresa Milan, Director of the Center of Excellence presented the findings of the study. The entire survey can be found at [www.coecc.net](http://www.coecc.net)

## **II. Consent Item**

### **A. Approval of Minutes of the January 26, 2011 Meeting**

No questions or corrections to the minutes.

Moved/Camp, second/McClatchy, to approve the January 26, 2011 minutes as distributed.

Voice Vote: Unanimous approval.

## **III. Discussion/Action Items**

### **A. Update on Sacramento Works Strategic Plan Goals, Strategies, Outputs and Outcomes**

Ms. Robin Purdy reported that this item provides the progress each committee has made since the last board retreat. This is an opportunity to see what the focus of the board will be. The Planning/Oversight Committee is in the beginning stages of determining whether a board retreat will be held. In 2008, the Agency moved to a learning lab model where anyone walking into the doors was provided services. Over the course of the last three years, the economy has changed dramatically and the Resource Allocation Plan was changed to put more money in wage subsidies, coaching and case management. Staff is looking at the results of data to see where the best return on the dollar has been.

The Board inquired when the specific measurements would be put into place. Ms. Purdy replied that they were put into place fall of 2009; staff tracked all Recovery Act outcomes which were included. It was suggested that the plan focus on a few key strategies and measurements. All of the committees want to focus better.

Ms. Conner stated that it is the feeling of the Planning/Oversight Committee to put any strategic plan modifications off until the economy improves.

No action taken on this item.

### **B. Approval to Support and Participate in Regional Proposals to the U.S. Department of Labor**

Ms. Purdy stated that the U.S. Department of Labor recently released four different solicitations for grants. There are efforts underway to respond to each of these grants. SETA is in the process of submitting proposals for these grants. Workforce Investment Boards are encouraged to collaborate and support other organizations in their submission of grant applications. Ms. Purdy reviewed the various grants that are available. SETA will be collaborating with, or partnering with, a variety of organizations.

Mr. Dave Gordon and Mr. Dennis Morin recused themselves from voting.

The California Labor Federation is taking the lead on the grant application; Ms. Purdy is waiting to see a draft. Mr. Hanson would like to provide some insight in the green jobs proposal. Mr. Hanson spoke of the retrofitting training and suggested that whatever job skills ex-offenders are offered that it focuses on the non-residential market.

Moved/Micciche, second/Camp, Review the summaries, determine if the proposals respond to regional workforce needs that Sacramento Works supports, and approve support and collaboration by Sacramento Works, Inc. for proposals consistent with the strategic plan.

After some discussion, Mr. Micciche withdrew his motion.

Moved/Camp, second/McClatchy, to approve support and collaboration by Sacramento Works, Inc. for proposals consistent with the strategic plan.  
Voice Vote: Unanimous approval with two abstentions (Gordon and Morin)

#### **IV. Information Items**

##### **A. Career GPS Career Fair and the Regional P-20 Council**

Mr. Dave Butler, LEED reported that the Regional P-20 Council is an affiliate of the Sacramento Metro Chamber of Commerce. The Career GPS Career Fair will highlight [www.CareerGPS.com](http://www.CareerGPS.com), a unique resource allowing educators and training providers to tailor curriculum and programs to meet specific workforce needs. It is a powerful data base of jobs and training. Those interested can go to [www.LEED.org](http://www.LEED.org) to register for the event.

##### **B. Dislocated Worker Report**

Mr. William Walker reviewed the report. A board member asked what it means when an employer declines services. Mr. Walker replied that some companies decline our services but they assist their employees themselves. Employers do this when there is outsourcing of their services. They provide their own placement services and résumés. Staff does provide information on unemployment services available to employers and employees. Mr. William Walker reported that West Techs, a light construction company, recently dislocated 120 employees.

##### **C. Employer Recruitment Activity Report: No additional report.**

##### **D. Unemployment Update from the Employment Development Department**



Ms. Purdy stated that the career centers are receiving more job orders. People are going back to work but the unemployment numbers are not reflective of this.

E. **Committee Updates**

Youth Council: No report.

Planning/Oversight: No report.

Employer Outreach Committee: Ms. Wills reported that the Committee met earlier this month to talk about the strategic plan. Ms. Wills commended Ms. Terri Carpenter and Mr. William Walker for their work over the years supporting this committee.

Board Development: No report.

V. **Other Reports**

1. Chair: Ms. Parker reported that nine board members still need to take the AB1234 ethics training. Conflict of interest statements are due as well.

2. Members of the Board: Dr. Throgmorton commended staff for collaboration with the Metro Chamber's business walks for outreach to large number of businesses. This is a perfect example of alignment between business and government.

Ms. Kossick reported that Mr. Louie's wife passed away; there was a memorial service last week.

Mr. Camp reported that Mr. Frank Lawson from the Yolo WIB passed away yesterday; Mr. Lawson was a real advocate for unions and job training programs.

3. Counsel: No report.

4. Public Participation: No comments.

VI. **Adjournment**: The meeting was adjourned at 9:45 a.m.

## ITEM III-A – ACTION

### APPROVAL OF SACRAMENTO WORKS STRATEGIC PLAN UPDATE

#### BACKGROUND:

At the Sacramento Works, Inc. Board Retreat in 2009, the board began a strategic planning process that resulted in the creation of three strategic goals:

1. Support regional employers' efforts to hire, train and transition employees by enhancing and communicating the availability and value of Sacramento Works Business Services.
2. To prepare customers for viable employment and career pathways in the region by improving and enhancing the services provided through the Sacramento Works Career Center system.
3. Prepare youth to thrive and succeed in the regional workforce by providing relevant work readiness and employment programs and engaging regional employers and academia.

Each of the Sacramento Work's, Inc. Committees (Employer Outreach, Planning/Oversight, and Youth Council) has reviewed and approved the goal, strategies, planned activities, outputs and outcomes developed by their committees. The updated strategic plan is attached for your review.

#### RECOMMENDATION:

Review and approve the Sacramento Works, Inc. Strategic Plan update.

# Sacramento Works, Inc., Local Workforce Investment Board Strategic Plan

Sacramento Works, Inc., the local Workforce Investment Board for Sacramento County is a 41-member board charged with providing policy, planning and oversight for local workforce development initiatives.

## **Vision:**

Building a dynamic workforce for the Sacramento Region.

## **Mission:**

Sacramento Works partners with the workforce community to serve regional employment needs.

## **Goals:**

### **Goal 1 (Planning/Oversight Committee):**

Prepare customers for viable employment opportunities and career pathways in the region by improving the one stop career center system.

### **Goal 2 (Employer Outreach Committee):**

Support regional employers' efforts to hire, train, and transition employees by enhancing and communicating the availability and value of Sacramento Works' employer and business services.

### **Goal 3 (Youth Council):**

Prepare youth to thrive and succeed in the regional workforce by providing relevant work readiness and employment programs and engaging regional employers and academia.

# Goal 1

## Planning/Oversight Committee

Prepare customers for viable employment opportunities and career pathways in the region by improving the one stop career center system.

### **Strategy 1: Target Services to viable career pathways in critical occupations.**

#### **Indicators:**

1. Update critical occupational cluster report on CareerGPS. Com website quarterly with the most up-to-date regional research available.
2. Provide training and employment services in viable career pathways to at least 90% of participants per year.
3. Measure customer demographics quarterly and compare them to the demographics of the career center customer pool and to the general population demographics.
4. Measure entered employment rates, retention rates, and earning increases for customers exiting training activities and compare them to customers exiting universal access services with a goal of at least a 10% increase in entered employment for customers trained in critical career pathways.

### **Strategy 2: Enhance One Stop Career Center system service delivery**

#### **Indicators:**

1. Establish a system of collecting, tracking, and publicizing the successes of the Sacramento Works One Stop Career Center system, using the website, national workforce associations and local media.
2. Participate in the national evaluation of the WIA Adult and Dislocated Worker program (Gold Standard Review).
3. Focus on outcomes by measuring entered employment and advanced training/education rates, job retention rates and increase in earnings.
4. Survey 40% of employers that receive services from Sacramento Works and achieve a customer satisfaction ranking of 8 out of a possible 9.
5. Survey 40% of job seekers who receive services from Sacramento Works and achieve a customer satisfaction ranking of 4.5 out of a possible 5.

## Goal 2

### Employer Outreach Committee

Support regional employers' efforts to hire, train, and transition employees by enhancing and communicating the availability and value of Sacramento Works' employer and business services.

#### **Strategy 1: Communicate availability and value of Sacramento Works services to the employer community.**

##### **Indicators:**

1. Purchase media advertising to promote benefits and services.
2. Produce and distribute marketing materials.
3. Update print ads featuring new employer testimonials.
4. Explore and implement strategies making use of social networking.
5. Update employer and career center marketing brochures.
6. Engage WIB members to promote Sacramento Works services within their own organization as well as, other boards and professional organizations members are involved with.
7. Engage new business partners to promote and sponsor business related workshops or seminars.
8. Target sponsorships to events and activities reaching employers supporting Critical Occupation Clusters and small businesses.
9. Participate in 'key' career fairs and employer related events in order to promote Sacramento Works to new audiences.

##### **Outcomes:**

- Employer use of services
- Visibility of services among employers

##### **Metrics:**

1. Job Orders—hold level at least constant over a 12-month period.
2. Hires—hold level at least constant over a 12-month period.
3. Number of new employers using a comprehensive array of services—attract 10 new employers.
4. Audience reached with advertising and marketing materials—increase number by 10% annually.
5. Financial investment per audience—increase audience reach by 10% annually and maintain cost of audience reach at \$1.82 or lower.
6. Maintain established baseline of 36% of employers using services are supported by Critical Occupation Clusters.

## **Strategy #2: Enhance Sacramento Works delivery of employer services.**

### **Indicators:**

1. Adjust and improve current employer feedback system to monitor employer satisfaction, service need, employee retention and marketing effectiveness.
2. Adjust and improve current quarterly dash board report produced by employer services staff providing information on employer activity such as recruitment events, job postings, number of hires and wages.
3. Present annual marketing/service improvement plan based on employer feedback and analysis of program activities.

### **Outcomes:**

1. Employer service improvement
2. Employer satisfaction

### **Metrics:**

1. Proportion of employers that participate in the feedback system—measured quarterly.
2. Results of employer satisfaction survey—measured quarterly.
3. Number of returning employers—increase repeat customers by at least 10% annually.

## Goal 3 Youth Council

**Goal:** Prepare youth to thrive and succeed in the regional workforce by providing relevant work readiness and employment programs and engaging regional employers and academia.

### **Strategy #1: Enhance youth employability through soft skills & work readiness training**

#### **Indicator:**

1. Number or percentage of youth participants that receive work readiness training documented through case notes.
2. Continually research summer employment opportunities to work readiness & soft skills.

### **Strategy #2: Engage employers and academia to target youth services toward viable career pathways**

#### **Indicator:**

1. Identify a percentage of WIA youth funds to direct towards Career Pathway strategies.

ITEM III-B - ACTION

APPROVAL OF 2011-2012 WORKFORCE INVESTMENT AREA  
ANNUAL PLAN MODIFICATION

BACKGROUND:

The Sacramento Employment and Training Agency (SETA) submitted the initial Workforce Investment Area Strategic Plan in December, 1999, effective July 1, 2000 for Fiscal Year 2000-2001. The plan has been updated annually for the past eleven years. This year's Workforce Investment Area's Annual Plan Modification addresses changes that are planned for implementation during the current Fiscal Year (FY 2011-2012) and an update on the Sacramento Works, Inc. Strategic Plan.

The Sacramento Workforce Investment Act Annual Plan Modification for 2011-2012 will be sent under separate cover.

RECOMMENDATION:

Approve the Modifications to the 2011-2012 Sacramento Local Workforce Investment Area's Annual Plan.



## ITEM III-C - ACTION

### APPROVAL OF FUNDING RECOMMENDATIONS FOR THE WORKFORCE INVESTMENT ACT (WIA), TITLE I, YOUTH PROGRAM SERVICES, FOR PROGRAM YEAR 2011-2012

#### BACKGROUND:

The Sacramento Works Youth Council's strategic goal is to "Prepare youth to thrive and succeed in the regional workforce by providing relevant work readiness and employment programs and engage regional employers and academia."

The Sacramento WIA funds are allocated in three categories: Universal, Individualized In-School Youth, and Individualized Out-of-School Youth.

#### **Universal Services:**

The Universal Services are delivered via a Universal Youth Specialist stationed at the career centers. The services, without regard to eligibility, focus on providing youth with a variety of "youth" friendly services at the one stop career center services. The Youth Specialists are liaisons between SWCC and neighborhood resources for youth. Universal Youth Specialists are another linkage with academic institutions and the WIA youth services. Youth Specialists conduct outreach and recruitment events and information sessions geared to the needs of local youth. They provide job search assistance and referrals to youth. Youth Specialists do not carry a caseload and are not case managers. The Universal Services Youth team includes a Youth Advocate whom is a former WIA or similar program participant assigned to provide assistance to the Youth Specialist. The position of the Youth Advocate is viewed as a career pathway vehicle into the workforce development industry.

#### **Individualized Services:**

The Sacramento Works Youth WIA program incorporates the following **required WIA Program Elements:**

- **Improving Academic Achievement**
  - Secondary school completion & drop out prevention strategies (In-School Youth)
  - Alternative secondary school services (Out-of-School Youth)
- **Preparing for & Succeeding in Employment**
  - Occupational skills training
  - Work Experience / On-the-Job Training directly linked to academic and occupational learning
- A. Supporting Youth Development**
  - Leadership development opportunities
  - Supportive services

Adult mentoring  
Comprehensive guidance & counseling including alcohol and drug abuse  
Follow-up services for one year

The Sacramento Works Youth Council began the public planning process for the procurement of WIA Youth services in the fall 2010. Public input included presentations of various Youth Council initiatives, options for new strategies and input from the community. These strategies include:

- **Youth-related Green strategies**
- **Career Pathways**
- **Targeting services to very high-risk youth**
- **Service Learning**
- **Integration of WIA youth program elements in career centers and new program concepts.**

The Sacramento Works Youth Council reviewed and incorporated these strategies into the WIA youth program design to be offered as Individualized Services in addition to the above required WIA elements.

On February 4, 2011 a Request for Proposals (RFP) for the WIA Youth Program Services was released. Two bidders' conferences were held to provide an overview of the RFP and the new program design. Thirty-two organizations pre-qualified to submit applications. SETA received thirty-three (33) proposal applications, representing twenty-two organizations. Of those, fifteen (15) were in-school, ten (10) were out-of-school and eight (8) were for Universal Services proposals. Two applicants submitted proposals after the deadline of 4:00 p.m. on March 17, 2011 – California Human Development Corporation and Dr. Ephraim Williams/Family Life Center.

### **Evaluation Process**

Proposals were reviewed and scored based on the criteria outlined in the RFP. Areas reviewed and addressed include:

- Demonstrated ability to attain of WIA Common Measures, enrollment, training completion and placement goals. Sacramento's outcomes for the youth common measures are:
  - **Placement in Employment or Education – 70%**  
Defined as: *Employment, military service, enrolled in post-secondary education and/or advanced training or occupational skills training.*
  - **Attainment of Degree Or Certificate - 62%**  
Defined as: *Attaining a diploma, GED or certificate*

▪ **Literacy Or Numeracy Gains – 40%**

Defined as: *Advancing one or more Adult Basic Education (ABE) or English as a Second Language (ESL) functioning levels.*

- ➔ Case management and participant tracking/documentation of services and progress toward goal attainment
- ➔ Proposed program design is consistent with the Youth Council's goals and strategies
- ➔ Ability to serve targeted challenged youth and communities
  1. Commitment to youth development and a collaborative approach to service delivery
  2. Staffing infrastructure – ensuring that funded agencies have an adequate staff to participant ratio
  3. Ability to provide access to all component elements
  4. Incorporation of the key strategies (green jobs, career pathways, serving higher risk youth, and/or service learning). Proposals that demonstrated the incorporation of the strategy were given additional consideration.

SETA staff routinely monitors and evaluates the WIA Youth program services and past performance for SETA funded operators. References for non-SETA funded applicants are used to develop the funding recommendation.

- Historically, current providers are expected to be fully enrolled by the end of the third quarter (March 31, 2011).
- The performance evaluation includes outcome and frequency of technical assistance, case management and client tracking documentation, and adherence to SETA's payroll process, contract and fiscal policies and procedures.

**Funding Challenges and Available Funding**

Several applicants applied in more than one category. SETA is attempting to increase the number of youth served and expand the number and capacity of youth providers throughout the Sacramento community. This recommendation reflects that intention.

It should also be noted that SETA and the Sacramento Works system currently manages programs and services with discretionary grant funding that targets very high-risk youth and neighborhoods. This includes juvenile probation and parolees and those at risk of involvement in the criminal justice system and gang members from the Oak Park, Del Paso Heights and South Sacramento areas.

The current WIA program year ends June 30, 2011. Annual performance reports will be completed and ready for review by August 2011. SETA has not received notification of

ITEM III-C – ACTION (continued)

Page 4

next year's WIA Youth allocation. It is anticipated that EDD will release this information in May 2011. Additionally, based on the proposed federal budget cuts, it is expected that the youth allocation will be reduced in 2011 and possibly again in 2012. Based on that information, the attached recommendation is based on the estimated available funds of \$2,875,200.

**Available funding:**

Individualized services	\$2,258,200
Universal Services	572,000
Youth Council Initiatives	\$ 45,000
<b>Total</b>	<b>\$2,875,200</b>

**Individualized and Universal Services:** The Sacramento Works Youth Council reviewed a Program Synopsis including a proposal summary from each Individualized applicant's proposal and the RFP review team evaluation.

- Charts outlining the funding recommendations are attached;
- The current providers received an increased allocation in 2009 and 2010 to increase the summer employment opportunities for Sacramento youth. These Recovery Act funds are no longer available and the new allocation reflects this reduction.

**Youth Council Initiatives:**

Outreach to the Community and other Youth Council Initiatives

The Youth Council is reserving \$45,000 for other Youth Council Initiatives including:

- Sponsoring job fairs, community outreach, supporting Career GPS event (\$10,000), and youth leadership training.

On May 17, 2011, the Sacramento Works Youth Council approved the attached funding recommendations.

RECOMMENDATION:

Review and approve the staff funding recommendation for the WIA, Title I, Youth Program, PY 2011-2012 with the program year beginning July 1, 2011.

- If necessary, authorize staff to negotiate contracts subject to a reduced cost per participant.
- Approve with the stipulations attached and that all funding recommendations are subject to satisfactory year-end program performance reviews. Subgrantees that do not meet performance goals and benchmarks will be evaluated in August 2011 and may face deobligation of funds.
- If the WIA Youth allocation is less than the anticipated amount, SETA retains the right to reduce the contracted amounts.

## **WIA Youth Funding Stipulations - 2011**

### **Universal Services**

- Services are for all youth – there is no age category nor eligibility
- Youth Specialists are not case managers nor job developers for Individualized Youth programs
- Funded providers are expected to staff one (1) FTE dedicated to provide SWCC Universal Services
- Youth Advocates will be stationed at the Sacramento Works Career Centers assisting the Youth Specialist and providing services to universal youth.

### **Individualized Services**

- It is expected that the majority of Out-of-School services are provided at the Sacramento Works Career Centers. Therefore, Out-of-School youth staff must be co-located at a SWCC site.
- Out-of-school youth that do not have a GED or high school diploma must be provided services to attain either the GED or high school diploma.

### **Staffing**

- Due to the complexity of the WIA youth program requirements, it is expected that WIA funded staff are dedicated 100% to the WIA Youth Program (not providing classroom training or other program case management services).
- Providers must submit rosters to SETA of WIA funded staff. Funds for unfilled positions (more than 60 days) are subject to deobligation and/or redirection.

## WIA YOUTH FUNDING RECOMMENDATIONS 2011

<b>Universal Services</b>			
Provider	# Served		
Asian Resources, Inc.	440	Career Center Broadway	\$71,500
Crossroads Diversified Services, Inc.	440	Citrus Heights	71,500
Sacramento Chinese Community Service Center, Inc.	440	Franklin	71,500
La Familia Counseling Center, Inc.	440	La Familia	71,500
Sacramento City Unified School District	440	Lemon Hill	71,500
Crossroads Diversified Services, Inc.	440	Rancho Cordova	71,500
Elk Grove Unified School District	440	South County	71,500
Greater Sacramento Urban League	440	Urban League	71,500
SETA	440	Hillsdale	
SETA	440	Mark Sanders	
SETA	440	Galt	
<b>Total</b>			<b>\$572,000</b>

<b>Universal Services</b>	<b>\$572,000</b>
<b>Out-of-School Services</b>	<b>1,283,380</b>
<b>In-School Services</b>	<b>974,820</b>
<b>Youth Council Initiatives</b>	<b>45,000</b>
<b>Grand Total</b>	<b><u>\$2,875,200</u></b>

## WIA YOUTH FUNDING RECOMMENDATIONS 2011

	OUT OF SCHOOL YOUTH	Requested		Recommendation			Career Center / Area
Rank	Provider Name	# served	Amount	Cost per	Amount	# served	
2	Asian Resources, Inc.	110	\$482,716	\$ 4,388	\$ 307,160	70	Broadway & Citrus Heights SWCC, Avondale, Citrus Heights, North Sac & South Sac
2	California Indian Manpower Consortium, Inc.	45	218,485	4,855	145,650	30	All Sacramento County
2	Crossroads Diversified Services, Inc.	60	215,988	3,600			Citrus Heights SWCC, Arden Arcade, North East Sacramento
2	Elk Grove Unified School District	90	314,079	3,490	244,300	70	South County SWCC - Elk Grove & South Sacramento
2	La Familia Counseling Center, Inc.	65	318,435	4,899	293,940	60	LFCC SWCC- South & Central Sacramento
2	North State Building Industry Foundation	50	267,346	5,346	160,380	30	Hillsdale, Urban League & Citrus Heights SWCC - All county
3	Sacramento City Unified School District	70	250,000	3,770	131,950	35	Lemon Hill SWCC - South and East Sacramento
3	Folsom Cordova Community Partnership	30	138,229	4,607			Rancho SWCC, Rancho Cordova
4	Galt Joint Union High School District	40	212,994	5,324			Galt & River Delta
4	Greater Sacramento Urban League	40	368,848	9,221			Urban League SWCC, Del Paso Heights & North Sacramento
Subtotal - Out-of-School			\$2,787,120		\$1,283,380	295	

## WIA YOUTH FUNDING RECOMMENDATIONS 2011

	IN SCHOOL YOUTH	Requested		Recommendation			Career Center / Area
Rank	Provider Name	# served	Requested	Cost per	Funding	# served	
1	City of Sacramento – Dept. of Parks & Rec.	65	\$233,264	3,589	\$ 179,450	50	Lemon Hill SWCC & LaFamilia SWCC, City Sacramento (North & South)
1	Sacramento Chinese Community Service Center	80	\$362,866	4,536	317,520	70	Hillsdale SWCC and North Sacramento & North Highlands
1	Soil Born Farms Urban Agriculture Project	30	\$220,635	6,000	132,000	22	Rancho SWCC/Rosemont, Florin-Perkins & Oak Park
2	Crossroads Diversified Services, Inc.	60	\$223,025	3,717	185,850	50	Rancho SWCC & Citrus Heights SWCC
2	San Juan Unified School District	200	\$340,000	3,200	160,000	50	Encina High School and San Juan High
2	Asian Resources, Inc.	55	\$275,264	5,004			Central Sacramento
2	Elk Grove Unified School District	90	\$244,105	2,712			Elk Grove School District & South Sacramento
3	Lao Family Community Development, Inc.	50	\$236,293	4,726			North Sacramento
3	Lao Family Community Development, Inc.	50	\$236,293	4,726			South Sacramento
4	Galt Joint Union High School District	40	\$205,830	5,145			Galt & River Delta
4	Greater Sacramento Urban League	40	\$269,481	6,737			Urban League SWCC, Del Paso Heights & North Sacramento
4	Sacramento Asian American Minority, Inc.	60	\$ 240,061	4,001			Kennedy High School & South Sacramento
4	Sacramento County Office of Education	60	\$329,503	5,492			All County
4	Target: Excellence	100	\$296,611	2,967			C.K. McClatchy and Central/South Sacramento
4	Twin Rivers USD	140	\$397,417	2,838			Twin Rivers School District
Subtotal - In School			\$4,110,648		\$ 974,820	242	



ITEM IV-A – INFORMATION

PREVIEW OF SACRAMENTO WORKS WEBSITE

BACKGROUND:

Terri Carpenter, SETA's Public Information Officer, will review the new Sacramento Works, Inc. website.

ITEM IV-B – INFORMATION

THIRD QUARTER REPORTS – SACRAMENTO WORKS ONE STOP CAREER  
CENTER SYSTEM

BACKGROUND:

The Third Quarter reports will be sent under separate cover.

Staff will be available to answer questions.

ITEM IV-C – INFORMATION  
DISLOCATED WORKER UPDATE

BACKGROUND:

The most current dislocated worker update is attached; staff will be available to answer questions.

## Dislocated Worker Information PY 2010/2011

The following is an update of information as of May 13, 2011 on the Worker Adjustment and Training Notification (WARN) notices and Non WARN notifications in Sacramento County

	MONTH RECEIVE NOTICE	COMPANY AND ADDRESS	WARN STATUS	# OF AFFECTED WORKERS	SETA'S INTERVENTION
Official	5/26/2010	<b>HAVI Logistics</b> 826 National Drive Sacramento, CA 95834	7/28/2010	103	Retained jobs
Official	6/4/2010	<b>Child Action</b> Sacramento, CA	7/28/2010	85	8/9/2010
Official	6/28/2010	<b>McDonough Holland &amp; Allen PC's</b> 500 Capitol Mall Sacramento, CA	8/31/2010	106	Declined Services
Unofficial	7/1/2010	<b>U.S. Census</b> Sacramento, CA	8/31/2010	50	8/3/2010
Official	7/1/2010	<b>EdFund</b> 10370 Peter A McCuen Blvd Mather, CA 95655	8/27/2010	18	Declined Services
Official	7/1/2010	<b>Zip Realty</b> Emeryville, CA	8/31/2010	39	Declined Services
Official	8/13/2010	<b>O1 Communications, Inc.</b> 1515 K street, Ste. 100 Sacramento, CA	9/30/2010	52	Declined Services
Official	9/7/2010	<b>Beanstalk</b> Sacramento, CA	11/1/2010	82	11/11/2010
Official	9/8/2010	<b>HomeEq Servicing (Ocwen)</b> 4837 Watt Ave North Highlands, CA	11/19/2010	902	10/25-27/2010
Official	9/8/2010	<b>CLARCOR Air Filtration Products</b> 3800 Pell Circle Sacramento, CA 95838	11/22/2010	80	9/28/2010
Official	9/15/2010	<b>Freedom Debt Relief</b> 3947 Lennane Drive Sacramento, CA 95838	3/15/2011	123	10/21/2010 1/4/11 3/2/11
Official	10/4/2010	<b>Cost-U-Less Insurance Center, Inc</b> 2721 Citrus Rd, Ste. B Rancho Cordova, CA 95742	11/30/2010	91	11/15-16/2010
Official	10/8/2010	<b>Wells Fargo</b> 11000 White Rock Rd Rancho Cordova, CA 95670	12/5/2010	123	11/10/2010
Official	10/8/2010	<b>Child Action</b> 9800 Old Winery Rd Sacramento	12/5/2010	80	Retained jobs
Official	11/29/2010	<b>FedEx</b> 9119 Elkmont Way Elk Grove, Ca 95624	1/29/2011	85	Declined Services
Official	12/9/2010	<b>Sutter Medical Center-Sacramento</b> Sacramento, CA	2/4/2011	112	Declined Services
Official	1/25/2011	<b>JCPenney</b> Sacramento, CA	3/28/2011	356	2/2-3/11 2/8 -9/11
Unofficial	2/3/2011	<b>CSEA/Alliance Printing</b> 3947 Lennane Dr Sacramento, CA	2/3/2011	15	2/17/2011
Official	3/30/2011	<b>Child Action</b> Sacramento, CA	6/10/2011	65	4/19/11 4/20/11 4/21/11
Unofficial	4/15/2011	<b>AT&amp;T</b> 2700 Watt Ave Sacramento, CA	5/25/2011	244	4/26-29/11 5/2/11
Official	4/6/2011	<b>Beanstalk</b> 3735 Stephen Dr North Highlands, CA	6/30/2011	78	6/2/2011
Unofficial	5/2/2011	<b>City of Sacramento</b>	6/30/2011	232	5/19/11, 5/25/11 6/2/11, 6/8/11, 6/22/11
Unofficial	5/9/2011	<b>First Data</b>	8/31/2011	145	6/9/11 6/16/11
			<b>Total # of Affected Workers</b>	3,266	

ITEM IV-D- INFORMATION

EMPLOYER RECRUITMENT ACTIVITY REPORT

BACKGROUND:

Staff at Sacramento Works Career Centers and internal Employer Services staff work with local employers to recruit qualified employees. The most current update is attached.

Mr. William Walker will be available to answer questions.

## Employer Recruitment Activity Report

Employer	Jobs	No of Positions
AccentCare	Caregivers	9
Acrobat Staffing	Cooks, Servers, Dishwashers	13
ACS Roofing	Online Marketing Assistant	1
Advance Call Center Technologies	Call Center Technical	70
Advance Kids	Behavior Consultant	1
Advantage Sales and Marketing, LLC	Assembly Person	10
Aeis Solutions	Data Entry Specialist	27
Aerotek	Loan Modification Representative	1
Agile 1	PG&E Test Administrators	3
Agilent Technologies	Manufacturing Engineer Supervisor	1
ALSCO, Inc.	Maintenance Worker	1
Amerikit	Warehouse, Administrative Asst.	3
AppleOne Employment Services	Various Positions	38
AppleOne Employment Services	Bilingual Call Center Reps	10
Benefit & Risk Management Services, Inc.	Group Billing Representative	1
Beutler Corporation	Consolitrades/Flash Cool	70
California Energy Savers	Telemarketing	4
California Redevelopment Association	Member Service Associate	1
Campbell Soup	Maintenance Mechanics	67
Capital Autism Services	Behavioral Tutors	1
Capital Public Radio	Reporter	2
Cenveo	VH Adjuster	1
Child Abuse Prevention Center	Community Ed Training Mgr	1
Child Care Careers	Child Care Aide	10
Comcast	Facilities Coordinator	1
Comcast	Residential Sales Representatives	25
Comfort City	HVAC Installer I	1
Community Services Planning Council	Program Associate	1
Corestaff Services	Medical Collector	2
Crossroads Diversified Services	Pipe Fitter	2
Crossroads Diversified Services	Journeyman Refrigeration Technician	1
CSSC-Janitorial	Janitors	2
Delta Dental of California	Workforce Management Coordinator	1
Dome Printing	Truck Driver	1
Effie Yeaw Nature Center	Executive Director	1
Energuy	Tier I Rater	10
Gemco Mineral, Inc.	Accountant	1
General Produce Company	Outside Sales Representative, Retail Merchandiser	2
Goodwill	Manager Trainee	9
Grocery Outlet	Deli, Clerk, Cashier, Produce etc.	20
H & R Block	Office Managers	3
Hands-On Executive Services	Janitor Custodian	3
HMS Host	Cashiers, Cook, Attendants	12

## Employer Recruitment Activity Report

Employer	Jobs	No of Positions
Indecare in Home Care and Living Assistance	Caregivers	1
Insight Center for Community Economic Development	Workforce Director	1
Insulfoam	Factory Worker	5
Intelligrated	Product Support Engineers	5
JB Radiator Specialties, Inc.	Welder	1
Kustum Steel Fabricators	Welders/ Welder Helper	3
Lewis Group of Companies	Grounds Keeper	1
Mainstay Business Solutions	Customer Service Manager	1
Manpower	Warehouse/Maintenance	10
N Solar Inc	Green Jobs	150
NAMI California	Administrative Assistant	1
Nelson Staffing	General Laborers/Production Workers	40
North Highlands Pharmacy Inc.	Pharmacy Clerk	2
North Western Mutual Financial Network	Assistant to Wealth Management Advisor	1
Oak Park Preschool	Teacher Associate	1
OPDE	Solar Photovoltaic	150
Opening Doors Inc	Slavic Microenterprise Program Manager	1
Pacific Crest Trail Assn.	Development Assistant	1
Pacific Gas and Electric Company	Utility Worker	30
Panda Restaurant Group Inc.	Restaurant Manager	1
Paramount Equity	Insurance Customer Service Rep.	1
PG&E	Utility Equipment Mechanics	31
Planned Parenthood Affiliates of California	Administrative Assistant	1
PRIDE Industries	Custodial Supervisor	1
PRIDE Industries	Janitor	6
Ranstad	Bilingual Customer Service Reps	15
Relationship Skills Center	Program Manager	1
Right at Home in Home Care & Assistance	Caregiver	1
Sacramento Business Journal	Advertising Sales Executive	10
Sacramento Children's Home	Tutor	2
Sacramento Children's Home	On call Child Care Worker	1
Sacramento Children's Home	Home Visitor	1
Sacramento Container Corporation	Maintenance Mechanic	1
Sacramento Employment and Training Agency	Analyst, Educator	2
Sacramento Public Library	On-Call Custodians	5
Sacramento Region Community Foundation	Administrative Coordinator	1
Salvation Army Emergency Shelter	Case Manager & Housing Specialist	2
Salvation Army Sac Metro	On-Call Personal Care Attendant	1
Salvation Army Sac Metro	On-Call Kitchen Aide	1

## Employer Recruitment Activity Report

Employer	Jobs	No of Positions
School Innovations & Advocacy, Inc.	Regional Account Manager	1
School Innovations & Advocacy, Inc.	Executive Assistant	1
Sears	Seasonal Sales Associates/ Cashiers	12
Select Staffing	Customer Service Representative	25
Service Company	Kitchen Staff	15
Solar Power Inc	Solar Photovoltaic	50
St. John Shelter Program	Administrative Assistant	1
St. Johns	Development Associate	1
Staffing Network	Various Positions	13
Stanford Home for Children	Juvenile Justice Crime Prevention Program Practitioner	1
Stanford Home for Children	Behavioral Analyst	1
Stanford Home for Children	Wraparound Specialist	1
Support for Home	Caregivers	10
TeleDirect Call Centers	Customer Service Representative (CSR)	65
Turning Point Christian School	Pre-School Teacher	1
United Animal Nations	Administrative Assistants	1
United Animal Nations	Development Manager	1
US Census Bureau	Bilingual Census Enumerator	30
Utility Partners of America	SmartMeter Installers	40
Vacuum Process Engineering	Drafter/Designer & Technicians	10
Visiting Angels Senior Home Care	Caregivers	10
Volt Workforce Solutions	Bilingual Spanish Customer Service	6
WEAVE, Inc.	Bilingual Counselor	2
Westtec Construction	Skilled Laborer, Welders, Carpenters, Operators	160
<b>TOTAL</b>		<b>1392</b>



ITEM IV-E – INFORMATION  
GREEN JOB PLACEMENT REPORT

BACKGROUND:

Ms. Terri Carpenter will provide an oral report on the Green Job Placement Report.

ITEM IV-F – INFORMATION

UNEMPLOYMENT UPDATE/PRESS RELEASE FROM THE EMPLOYMENT  
DEVELOPMENT DEPARTMENT

BACKGROUND:

The unemployment rate for Sacramento County for the month of March is 12.7%.

Staff will be available to answer questions.

**Monthly Labor Force Data for Cities and Census Designated Places (CDP)  
 March 2011 - Preliminary  
 Data Not Seasonally Adjusted**

<b>Area Name</b>	<b>Labor Force</b>	<b>Employment</b>	<b>Unemployment Number</b>	<b>Unemployment Rate</b>	<b>Census Ratios Emp</b>	<b>Census Ratios Unemp</b>
Sacramento County	659,800	576,400	83,400	12.6%	1.000000	1.000000
Arden Arcade CDP	54,900	48,000	6,900	12.6%	0.083249	0.082638
Carmichael CDP	28,300	25,500	2,800	9.8%	0.044196	0.033389
Citrus Heights city	48,600	44,300	4,300	8.9%	0.076838	0.052031
Elk Grove CDP	34,100	30,500	3,500	10.3%	0.052995	0.042014
Fair Oaks CDP	16,500	15,400	1,100	6.9%	0.026690	0.013634
Florin CDP	12,500	10,000	2,400	19.5%	0.017414	0.029215
Folsom city	26,000	24,500	1,500	5.8%	0.042525	0.018086
Foothill Farms CDP	9,500	7,900	1,600	17.1%	0.013648	0.019477
Galt city	10,700	8,500	2,200	20.2%	0.014787	0.025876
Gold River CDP	4,600	4,500	100	2.5%	0.007807	0.001391
Isleton city	400	300	100	16.7%	0.000606	0.000835
La Riviera CDP	6,700	6,200	500	7.6%	0.010764	0.006121
Laguna CDP	19,700	18,400	1,400	6.9%	0.031834	0.016416
Laguna West Lakeside CDP	5,100	4,700	500	9.1%	0.008082	0.005565
North Highlands CDP	22,100	17,800	4,300	19.4%	0.030952	0.051475
Orangevale CDP	15,300	14,000	1,300	8.6%	0.024229	0.015860
Parkway South Sacramento CD	15,800	12,300	3,400	21.8%	0.021400	0.041180
Rancho Cordova City	30,100	25,700	4,300	14.4%	0.044619	0.052031
Rancho Murieta CDP	2,200	2,100	100	4.3%	0.003619	0.001113
Rio Linda CDP	5,700	4,600	1,100	19.6%	0.007917	0.013356
Rosemont CDP	13,500	12,000	1,400	10.7%	0.020867	0.017251
Sacramento city	210,100	179,100	31,000	14.7%	0.310678	0.371731
Vineyard CDP	5,700	5,300	400	6.5%	0.009185	0.004452
Walnut Grove CDP	500	300	100	29.8%	0.000569	0.001669
Wilton CDP	2,700	2,400	200	8.7%	0.004225	0.002782

CDP is "Census Designated Place" - a recognized community that was unincorporated at the time of the 2000 Census.

**Notes:**

- 1) Data may not add due to rounding. All unemployment rates shown are calculated on unrounded data.
- 2) These data are not seasonally adjusted.

**Methodology:**

Monthly city and CDP labor force data are derived by multiplying current estimates of county employment and unemployment by the employment and unemployment shares (ratios) of

### Data Not Seasonally Adjusted

<b>Area Name</b>	<b>Labor Force</b>	<b>Employment</b>	<b>Unemployment Number</b>	<b>Unemployment Rate</b>	<b>Census Ratios</b>	
					<b>Emp</b>	<b>Unemp</b>

each city and CDP at the time of the 2000 Census. Ratios for cities of 25,000 or more persons were developed from special tabulations based on household population only from the Bureau of Labor Statistics. For smaller cities and CDP, ratios were calculated from published census data.

City and CDP unrounded employment and unemployment are summed to get the labor force. The unemployment rate is calculated by dividing unemployment by the labor force. Then the labor force, employment, and unemployment are rounded.

This method assumes that the rates of change in employment and unemployment, since 2000, are exactly the same in each city and CDP as at the county level (i.e., that the shares are still accurate). If this assumption is not true for a specific city or CDP, then the estimates for that area may not represent the current economic conditions. Since this assumption is untested, caution should be employed when using these data.

**REPORT 400 C**  
**Monthly Labor Force Data for Counties**  
**March 2011 - Preliminary**  
 Data Not Seasonally Adjusted

COUNTY	RANK BY RATE	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	RATE
<b>STATE TOTAL</b>	---	<b>18,023,100</b>	<b>15,801,900</b>	<b>2,221,200</b>	<b>12.3%</b>
ALAMEDA	14	742,600	662,400	80,200	10.8%
ALPINE	20	550	480	70	12.3%
AMADOR	25	17,190	14,820	2,360	13.7%
BUTTE	29	103,900	88,900	15,000	14.4%
CALAVERAS	35	19,630	16,470	3,170	16.1%
COLUSA	58	11,820	8,670	3,160	26.7%
CONTRA COSTA	15	516,500	458,400	58,100	11.2%
DEL NORTE	27	11,480	9,870	1,620	14.1%
EL DORADO	24	89,500	77,700	11,800	13.1%
FRESNO	42	432,700	353,100	79,600	18.4%
GLENN	46	12,540	10,210	2,330	18.6%
HUMBOLDT	18	60,500	53,200	7,300	12.0%
IMPERIAL	57	80,300	60,500	19,800	24.6%
INYO	13	9,500	8,500	1,000	10.5%
KERN	41	358,400	295,500	62,900	17.5%
KINGS	42	60,400	49,300	11,100	18.4%
LAKE	49	24,510	19,730	4,780	19.5%
LASSEN	34	13,380	11,310	2,070	15.5%
LOS ANGELES	19	4,852,500	4,261,900	590,700	12.2%
MADERA	40	65,200	54,000	11,200	17.2%
MARIN	1	130,500	120,000	10,500	8.0%
MARIPOSA	30	9,070	7,740	1,330	14.7%
MENDOCINO	22	42,180	36,920	5,260	12.5%
MERCED	55	106,600	83,800	22,800	21.4%
MODOC	37	4,070	3,390	680	16.7%
MONO	2	9,110	8,360	750	8.2%
MONTEREY	36	208,800	174,400	34,400	16.5%
NAPA	9	72,000	64,500	7,400	10.3%
NEVADA	16	50,190	44,410	5,770	11.5%
ORANGE	4	1,568,300	1,426,300	142,100	9.1%
PLACER	17	173,600	153,500	20,100	11.6%
PLUMAS	51	9,920	7,940	1,980	19.9%
RIVERSIDE	27	904,700	777,500	127,200	14.1%
SACRAMENTO	23	659,800	576,400	83,400	12.6%
SAN BENITO	53	26,900	21,400	5,600	20.6%
SAN BERNARDINO	25	848,300	731,900	116,400	13.7%
SAN DIEGO	8	1,563,000	1,404,000	159,000	10.2%
SAN FRANCISCO	4	454,000	412,600	41,400	9.1%
SAN JOAQUIN	42	295,100	240,800	54,300	18.4%
SAN LUIS OBISPO	7	137,400	123,800	13,600	9.9%
SAN MATEO	3	369,000	337,800	31,200	8.4%
SANTA BARBARA	6	218,700	197,600	21,000	9.6%
SANTA CLARA	9	871,600	781,700	89,900	10.3%
SANTA CRUZ	30	147,200	125,600	21,700	14.7%
SHASTA	39	82,100	68,100	14,000	17.1%
SIERRA	46	1,520	1,240	280	18.6%
SISKIYOU	52	18,990	15,160	3,840	20.2%
SOLANO	20	211,200	185,200	26,000	12.3%
SONOMA	11	255,200	228,800	26,500	10.4%
STANISLAUS	42	235,900	192,400	43,500	18.4%
SUTTER	56	42,500	32,800	9,700	22.9%
TEHAMA	38	24,590	20,430	4,160	16.9%
TRINITY	54	5,200	4,120	1,090	20.9%
TULARE	48	204,200	165,900	38,300	18.7%
TUOLUMNE	30	24,940	21,280	3,660	14.7%
VENTURA	11	428,100	383,500	44,600	10.4%
YOLO	33	98,100	83,600	14,500	14.8%
YUBA	49	27,400	22,100	5,300	19.5%

Notes

- 1) Data may not add due to rounding. The unemployment rate is calculated using unrounded data.
- 2) Labor force data for all geographic areas now reflect the March 2010 benchmark and Census 2000 population controls at the state level.

**Sacramento Arden Arcade Roseville MSA**  
**(El Dorado, Placer, Sacramento, and Yolo Counties)**  
Industry Employment & Labor Force  
March 2010 Benchmark

Data Not Seasonally Adjusted

	Mar 10	Jan 11	Feb 11	Mar 11	Percent Change	
			Revised	Prelim	Month	Year
Civilian Labor Force (1)	1,053,100	1,026,400	1,020,300	1,021,000	0.1%	-3.0%
Civilian Employment	917,500	894,300	891,700	891,200	-0.1%	-2.9%
Civilian Unemployment	135,500	132,100	128,600	129,700	0.9%	-4.3%
Civilian Unemployment Rate	12.9%	12.9%	12.6%	12.7%		
(CA Unemployment Rate)	12.8%	12.7%	12.2%	12.3%		
(U.S. Unemployment Rate)	10.2%	9.8%	9.5%	9.2%		

Total, All Industries (2)	815,700	797,400	798,500	801,400	0.4%	-1.8%
Total Farm	6,900	7,000	7,200	7,200	0.0%	4.3%
Total Nonfarm	808,800	790,400	791,300	794,200	0.4%	-1.8%
Total Private	575,300	564,900	564,200	565,200	0.2%	-1.8%
Goods Producing	69,500	66,700	66,100	67,000	1.4%	-3.6%
Mining and Logging	400	300	300	300	0.0%	-25.0%
Construction	36,800	33,900	33,400	34,300	2.7%	-6.8%
Construction of Buildings	8,600	8,300	8,100	8,100	0.0%	-5.8%
Construction - Residual	4,100	3,500	3,000	3,100	3.3%	-24.4%
Specialty Trade Contractors	24,100	22,100	22,300	23,100	3.6%	-4.1%
Building Foundation & Exterior Contractors	5,300	5,200	5,400	5,600	3.7%	5.7%
Building Equipment Contractors	10,100	9,800	9,800	9,800	0.0%	-3.0%
Building Finishing Contractors	5,500	4,900	4,700	4,700	0.0%	-14.5%
Specialty Trade Contractors - Residual	3,200	2,200	2,400	3,000	25.0%	-6.3%
Manufacturing	32,300	32,500	32,400	32,400	0.0%	0.3%
Durable Goods	21,700	21,600	21,600	21,600	0.0%	-0.5%
Computer & Electronic Product Manufacturing	6,900	6,900	6,900	6,900	0.0%	0.0%
Durable Goods - Residual	14,800	14,700	14,700	14,700	0.0%	-0.7%
Nondurable Goods	10,600	10,900	10,800	10,800	0.0%	1.9%
Food Manufacturing	4,100	4,400	4,400	4,400	0.0%	7.3%
Non-Durable Goods - Residual	6,500	6,500	6,400	6,400	0.0%	-1.5%
Service Providing	739,300	723,700	725,200	727,200	0.3%	-1.6%
Private Service Producing	505,800	498,200	498,100	498,200	0.0%	-1.5%
Trade, Transportation & Utilities	130,800	131,000	129,300	128,600	-0.5%	-1.7%
Wholesale Trade	22,600	21,900	21,900	21,900	0.0%	-3.1%
Merchant Wholesalers, Durable Goods	11,700	11,400	11,400	11,500	0.9%	-1.7%
Merchant Wholesalers, Nondurable Goods	8,400	8,300	8,300	8,300	0.0%	-1.2%
Wholesale Trade - Residual	2,500	2,200	2,200	2,100	-4.5%	-16.0%
Retail Trade	85,700	87,100	85,500	84,700	-0.9%	-1.2%
Motor Vehicle & Parts Dealer	9,900	9,900	9,900	9,800	-1.0%	-1.0%
Building Material & Garden Equipment Stores	7,200	7,000	7,000	7,000	0.0%	-2.8%
Grocery Stores	16,200	16,400	16,300	16,300	0.0%	0.6%
Health & Personal Care Stores	5,300	5,100	5,100	5,000	-2.0%	-5.7%
Clothing & Clothing Accessories Stores	6,600	6,700	6,500	6,500	0.0%	-1.5%
Sporting Goods, Hobby, Book & Music Stores	4,200	4,600	4,500	4,500	0.0%	7.1%
General Merchandise Stores	19,000	19,300	18,800	18,700	-0.5%	-1.6%
Retail Trade - Residual	33,500	34,500	33,700	33,200	-1.5%	-0.9%
Transportation, Warehousing & Utilities	22,500	22,000	21,900	22,000	0.5%	-2.2%
Information	17,400	16,600	16,600	16,600	0.0%	-4.6%
Publishing Industries (except Internet)	2,900	2,900	2,900	2,900	0.0%	0.0%
Telecommunications	9,600	9,000	9,000	9,000	0.0%	-6.3%
Information - Residual	4,900	4,700	4,700	4,700	0.0%	-4.1%
Financial Activities	49,500	46,300	46,100	46,100	0.0%	-6.9%
Finance & Insurance	37,300	34,600	34,400	34,400	0.0%	-7.8%
Credit Intermediation & Related Activities	13,800	12,400	12,400	12,300	-0.8%	-10.9%
Depository Credit Intermediation	8,700	8,300	8,300	8,300	0.0%	-4.6%
Nondepository Credit Intermediation	3,100	2,200	2,200	2,200	0.0%	-29.0%
Credit Intermediation and Related Activities -	2,000	1,900	1,900	1,800	-5.3%	-10.0%
Finance and Insurance - Residual	5,100	4,500	4,400	4,500	2.3%	-11.8%
Insurance Carriers & Related	18,400	17,700	17,600	17,600	0.0%	-4.3%

**Sacramento Arden Arcade Roseville MSA**  
**(El Dorado, Placer, Sacramento, and Yolo Counties)**  
Industry Employment & Labor Force  
March 2010 Benchmark

Data Not Seasonally Adjusted

	Mar 10	Jan 11	Feb 11 Revised	Mar 11 Prelim	Percent Change	
					Month	Year
Real Estate & Rental & Leasing	12,200	11,700	11,700	11,700	0.0%	-4.1%
Real Estate	9,000	8,900	8,900	8,900	0.0%	-1.1%
Real Estate and Rental and Leasing - Residual	3,200	2,800	2,800	2,800	0.0%	-12.5%
Professional & Business Services	100,900	99,600	100,600	100,600	0.0%	-0.3%
Professional, Scientific & Technical Services	52,100	50,500	51,000	50,900	-0.2%	-2.3%
Architectural, Engineering & Related Services	8,600	8,400	8,400	8,400	0.0%	-2.3%
Professional, Scientific, and Technical Services	43,500	42,100	42,600	42,500	-0.2%	-2.3%
Management of Companies & Enterprises	9,600	9,700	9,600	9,600	0.0%	0.0%
Administrative & Support & Waste Services	39,200	39,400	40,000	40,100	0.3%	2.3%
Administrative & Support Services	37,300	37,600	38,100	38,300	0.5%	2.7%
Employment Services	13,400	13,900	14,300	14,000	-2.1%	4.5%
Services to Buildings & Dwellings	9,900	10,000	10,000	10,100	1.0%	2.0%
Administrative and Support Services - Residual	14,000	13,700	13,800	14,200	2.9%	1.4%
Administrative and Support and Waste Management	1,900	1,800	1,900	1,800	-5.3%	-5.3%
Educational & Health Services	98,800	98,800	98,700	99,500	0.8%	0.7%
Education and Health Services - Residual	12,100	11,900	12,200	12,400	1.6%	2.5%
Health Care & Social Assistance	86,700	86,900	86,500	87,100	0.7%	0.5%
Ambulatory Health Care Services	37,300	37,600	37,700	37,800	0.3%	1.3%
Hospitals	22,100	22,700	22,700	22,800	0.4%	3.2%
Nursing & Residential Care Facilities	14,200	14,400	14,400	14,500	0.7%	2.1%
Health Care and Social Assistance - Residual	13,100	12,200	11,700	12,000	2.6%	-8.4%
Leisure & Hospitality	80,600	78,500	79,200	79,700	0.6%	-1.1%
Arts, Entertainment & Recreation	14,500	12,700	12,700	12,800	0.8%	-11.7%
Accommodation & Food Services	66,100	65,800	66,500	66,900	0.6%	1.2%
Accommodation	8,600	8,200	8,300	8,400	1.2%	-2.3%
Food Services & Drinking Places	57,500	57,600	58,200	58,500	0.5%	1.7%
Full-Service Restaurants	26,300	26,800	26,700	26,600	-0.4%	1.1%
Limited-Service Eating Places	28,400	28,500	28,700	28,900	0.7%	1.8%
Food Services and Drinking Places - Residual	2,800	2,300	2,800	3,000	7.1%	7.1%
Other Services	27,800	27,400	27,600	27,100	-1.8%	-2.5%
Repair & Maintenance	7,600	7,600	7,700	7,700	0.0%	1.3%
Other Services - Residual	20,200	19,800	19,900	19,400	-2.5%	-4.0%
Government	233,500	225,500	227,100	229,000	0.8%	-1.9%
Federal Government	14,000	13,600	13,600	13,600	0.0%	-2.9%
Department of Defense	1,800	1,700	1,700	1,700	0.0%	-5.6%
Federal Government excluding Department of Defense	12,200	11,900	11,900	11,900	0.0%	-2.5%
State & Local Government	219,500	211,900	213,500	215,400	0.9%	-1.9%
State Government	111,700	111,500	111,600	112,300	0.6%	0.5%
State Government Education	27,600	27,300	27,800	27,900	0.4%	1.1%
State Government Excluding Education	84,100	84,200	83,800	84,400	0.7%	0.4%
Local Government	107,800	100,400	101,900	103,100	1.2%	-4.4%
Local Government Education	62,700	57,700	59,200	60,200	1.7%	-4.0%
County	19,600	18,500	18,400	18,500	0.5%	-5.6%
City	10,400	9,600	9,700	9,700	0.0%	-6.7%
Special Districts plus Indian Tribes	15,100	14,600	14,600	14,700	0.7%	-2.6%

**Notes:**

(1) Civilian labor force data are by place of residence; include self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding. The unemployment rate is calculated using unrounded data.

(2) Industry employment is by place of work; excludes self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding.

April 15, 2011  
Employment Development Department  
Labor Market Information Division  
(916) 262-2162

**Sacramento Arden Arcade Roseville MSA**  
**(El Dorado, Placer, Sacramento, and Yolo Counties)**  
Industry Employment & Labor Force  
March 2010 Benchmark

Data Not Seasonally Adjusted

	Mar 10	Jan 11	Feb 11 Revised	Mar 11 Prelim	Percent Change Month    Year
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These data are produced by the Labor Market Information Division of the California  
Employment Development Department (EDD). Questions should be directed to:  
Justin Wehner 916/262-2324 or Diane Patterson 916/262-2286

These data, as well as other labor market data, are available via the Internet  
at <http://www.labormarketinfo.edd.ca.gov>. If you need assistance, please call (916) 262-2162.

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**SACRAMENTO-ARDEN-ARCADE-ROSEVILLE METROPOLITAN STATISTICAL AREA (MSA)  
(EL DORADO, PLACER, SACRAMENTO, AND YOLO COUNTIES)  
Government seasonally adds jobs for second consecutive month**

The unemployment rate in the Sacramento-Arden Arcade-Roseville MSA was 12.7 percent in March 2011, up from a revised 12.6 percent in February 2011, and below the year-ago estimate of 12.9 percent. This compares with an unadjusted unemployment rate of 12.3 percent for California and 9.2 percent for the nation during the same period. The unemployment rate was 13.1 percent in El Dorado County, 11.6 percent in Placer County, 12.6 percent in Sacramento County, and 14.8 percent in Yolo County.

**Between February 2011 and March 2011**, the total number of jobs located in the counties of El Dorado, Placer, Sacramento, and Yolo increased by 2,900 to reach 801,400 jobs.

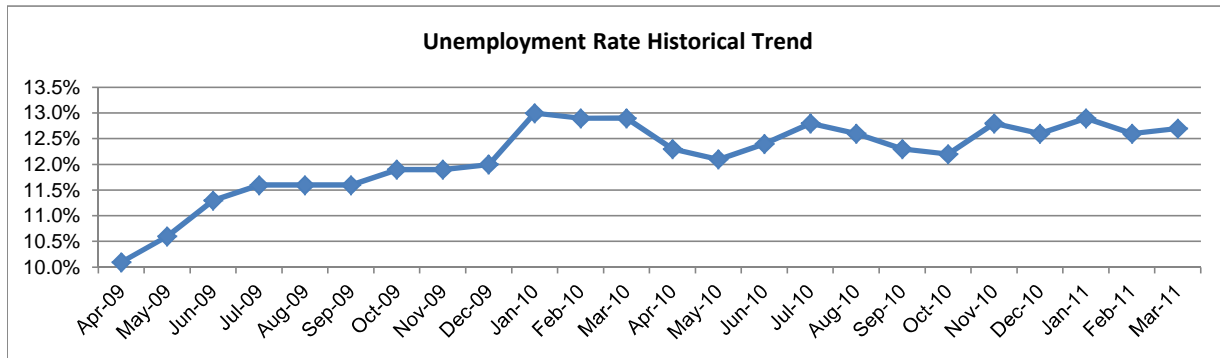
- Government added 1,900 jobs, which compares to an average gain of 1,700 jobs over the prior 21 years. Local government gained 1,200 jobs, followed by state government (up 700 jobs).
- Construction increased by 900 jobs, slightly below its typical 1,000-job increase over the last 21 years. Specialty trade contractors (up 800 jobs) accounted for the bulk of the increase.
- Educational and health services grew by 800 jobs, largely in health care and social assistance (up 600 jobs).
- On the downside, trade, transportation, and utilities netted a loss of 700 jobs. A decline in retail trade (down 800 jobs) offset a 100-job gain in transportation, warehousing, and utilities.

**Between March 2010 and March 2011**, total wage and salary employment in the region decreased by 14,300 jobs or 1.8 percent.

- Government lost 4,500 jobs, with declines in local government (down 4,700 jobs) and federal government (down 400 jobs). State government gained 600 jobs.
- Financial activities decreased by 3,400 jobs, with losses concentrated in finance and insurance (down 2,900 jobs).
- Construction contracted by 2,500 jobs due to losses in specialty trade contractors (down 1,000 jobs), residual construction (down 1,000 jobs), and construction of buildings (down 500 jobs).
- On the upside, educational and health services gained 700 jobs, and total farm expanded by 300 jobs.

**IMMEDIATE RELEASE**  
**SACRAMENTO-ARDEN ARCADE-ROSEVILLE METROPOLITAN STATISTICAL AREA (MSA)**  
**(El Dorado, Placer, Sacramento, and Yolo Counties)**

The unemployment rate in the Sacramento-Arden Arcade-Roseville MSA was 12.7 percent in March 2011, up from a revised 12.6 percent in February 2011, and below the year-ago estimate of 12.9 percent. This compares with an unadjusted unemployment rate of 12.3 percent for California and 9.2 percent for the nation during the same period. The unemployment rate was 13.1 percent in El Dorado County, 11.6 percent in Placer County, 12.6 percent in Sacramento County, and 14.8 percent in Yolo County.



Industry	Feb-2011	Mar-2011	Change		Mar-2010	Mar-2011	Change
	Revised	Prelim				Prelim	
Total, All Industries	798,500	801,400	2,900		815,700	801,400	(14,300)
Total Farm	7,200	7,200	0		6,900	7,200	300
Total Nonfarm	791,300	794,200	2,900		808,800	794,200	(14,600)
Mining and Logging	300	300	0		400	300	(100)
Construction	33,400	34,300	900		36,800	34,300	(2,500)
Manufacturing	32,400	32,400	0		32,300	32,400	100
Trade, Transportation & Utilities	129,300	128,600	(700)		130,800	128,600	(2,200)
Information	16,600	16,600	0		17,400	16,600	(800)
Financial Activities	46,100	46,100	0		49,500	46,100	(3,400)
Professional & Business Services	100,600	100,600	0		100,900	100,600	(300)
Educational & Health Services	98,700	99,500	800		98,800	99,500	700
Leisure & Hospitality	79,200	79,700	500		80,600	79,700	(900)
Other Services	27,600	27,100	(500)		27,800	27,100	(700)
Government	227,100	229,000	1,900		233,500	229,000	(4,500)

Notes: Data not adjusted for seasonality. Data may not add due to rounding  
 Labor force data are revised month to month  
 Additional data are available on line at [www.labormarketinfo.edd.ca.gov](http://www.labormarketinfo.edd.ca.gov)

ITEM IV-G – INFORMATION

POLICY MATTERS – SENATE OFFICE OF RESEARCH REPORT ON THE  
WORKFORCE INVESTMENT ACT

BACKGROUND:

The California Senate Office of Research published Policy Matters, The Workforce Investment Act: How is the Federal Funding Being Spent which is a report on how California's Workforce Investment Boards are allocate the federal workforce development funds. This report provides background information on the purpose of the Workforce Investment Act and identifies some of the workforce development policy issues that are being debated throughout the nation and that will affect how the workforce system operates in the future.



# policy matters

california senate

OFFICE OF RESEARCH

## THE WORKFORCE INVESTMENT ACT: HOW IS THE FEDERAL FUNDING BEING SPENT?

Hundreds of Millions of Dollars Are Allocated Annually to California Through This Federal Act, and Most Local Workforce Investment Boards Report Spending Far Less on Job Training Than on Employment Services at One-Stop Career Centers

Each year California receives hundreds of millions of dollars allocated to the state under the federal Workforce Investment Act of 1998, the nation's principal law directing public resources into employment services and workforce training programs.

The federal act provides direction on the types of employment services and workforce training programs that every state in the nation should provide to workers and job seekers, as well as guidance on the way states may deliver these services at both the state and local level. Most of the money allocated to the states is spent at the local level, by Local Workforce Investment Boards, whose members are appointed by local elected officials of the relevant local governments.

In California, most Local Workforce Investment Boards have reported investing little of their federal funds into workforce training and instead have spent a substantial amount on other employment services provided by One-Stop Career Centers throughout the state. In some Local Workforce Investment Areas, the boards have reported spending less on training than on administrative costs and other operating expenses not directly related to client services.



### **Are the People Who Need Job Training Getting a Seat in the Classroom?**

Most of California's Local Workforce Investment Boards have reported spending a small share of their funding on job training programs—often less than 25 percent of their relevant federal funds—yet recent research suggests that for some groups of workers, job training programs may outperform other types of employment services.

## What Employment Services Are Provided Under the Workforce Investment Act?

Three tiers of employment services and job training programs are offered to workers and those looking for work under the Workforce Investment Act. These tiers are divided into categories according to how prepared a person may be for a new job, and Local Workforce Investment Boards have significant flexibility in determining how rapidly one may move from one tier to the next.

The first two tiers are known as “core” and “intensive” employment services.

- > Core services include job search-and-placement assistance, labor-market information, workplace counseling, and preliminary skills assessments.
- > Intensive services include comprehensive skills assessments, group counseling, individual career counseling, case management, and short-term prevocational services, such as how to write a résumé and prepare for an interview.

Core and intensive employment services have been designed to match workers with employers in a relatively short period of time and, under the federal law, are intended to target those job seekers who are most job-ready. Both types of services are provided through California’s more than 200 One-Stop Career Centers.

## What Is a One-Stop Career Center?

When drafted in 1998, it was envisioned that the Workforce Investment Act would establish a seamless employment-service delivery system in each state. This system would be

operated at the local level, and today these services—known as One-Stop Employment Services—are offered at the state’s One-Stop Career Centers. The goal is to allow workers and job seekers to access these employment services, as well as other relevant government services, including 17 types of federal programs, such as Trade Adjustment Assistance, Welfare to Work, and Vocational Education programs.

While the Workforce Investment Act mandates that various types of services must be provided through the One-Stop Career Centers, how one accesses these services, the range of services available, and the degree to which representatives of all the targeted programs actually participate in



### Job Training Programs Take Many Forms

Programs designed to teach adults new professions may include classroom training, customized training, and on-the-job training. Funding for training is typically distributed through job-training accounts that provide vouchers to job seekers who want to enroll in local programs.

the One-Stops varies dramatically. For example, some One-Stop Career Center partners operate relevant programs at One-Stops with staff physically located at the center, whereas in others, clients gain access to those services via an off-site referral system or through electronic links via on-site computers or telephones.

The Workforce Investment Act requires the Local Workforce Investment Boards to ensure there is at least one One-Stop Career Center operating within each Local Workforce Investment Area, though it also allows local boards the discretion to open additional sites. Currently, California has more than 200 One-Stop Career Centers.

In addition to client service costs, the operation of One-Stops requires various administrative costs; however, the Workforce Investment Act does not provide additional funding for One-Stop Career Centers' administrative costs and other operating expenses beyond the funding allocated to the Local Workforce Investment Boards through their Workforce Investment Act formula funds. (Funding for operations and the share of administrative costs paid by One-Stop partners varies in each Local Workforce Investment Area and within each One-Stop depending on cost-sharing agreements negotiated at the local level.)

## What Kind of Job Training Is Available?

In addition to the core and intensive employment services described earlier, the Workforce Investment Act provides a third tier of services: job training. Job training may be offered to Workforce Investment Act clients

who have been unable to find work after receiving core and intensive services.

Job training programs take many forms, including classroom training, customized training, and on-the-job training. Training funds typically are distributed through individual training accounts that provide vouchers to job seekers; those searching for work then use the vouchers to enroll in eligible training programs made available by the Local Workforce Investment Boards. These boards and the state share responsibility for determining which training providers are eligible to receive the vouchers.

Workforce Investment Act funds designated as training expenditures also may be used for curriculum development and support services—such as subsidized child care and transportation vouchers—that enable a participant to attend and complete the job training.

## How Does Job Training Differ From the One-Stop Employment Services?

Job training programs are designed to help workers gain new skill sets or upgrade existing skill sets, and provide them with other services that facilitate the completion of job training.

The primary intent of job training is to improve earnings potential and employability of workers over the medium- to long-term (whereas the intent of the core and intensive employment services provided at the One-Stops is a more short-term goal, that is, helping those who are looking for work to find a job quickly).

## System Governance and Accountability Under WIA

The Workforce Investment Act (WIA) sets up a system of shared governance, providing policy authority to states and local governments, which are responsible for operating programs funded under the act. The way states divide this authority between state and local governments varies, with some state governments providing substantially more policy direction to the Local Workforce Investment Boards than others.

In California, the system is comparatively decentralized, with the Local Workforce Investment Boards (LWIB) retaining significant autonomy over policy and spending. The boards are supposed to meet the minimum federal requirements contained in WIA and are subject to federal performance measures, which assess job placement rates, employment retention rates, changes in client earnings, and educational attainment. Rules governing the measurement of LWIB performance are determined by the federal government, but actual standards or benchmarks for the LWIBs in California are negotiated by the Employment Development Department and the LWIBs.

In California, the Governor, Legislature, California Workforce Investment Board, and Employment Development Department play different roles in WIA implementation:

- > The Governor appoints members of the California Workforce Investment Board, which is responsible for the development of the state plan, development and implementation of system-wide activities, as well as oversight and evaluation of local board programs and plans.
- > The Legislature appropriates WIA funds annually as part of the budget process; included is a state-level plan for WIA discretionary fund expenditures, which are dependent on gubernatorial and legislative priorities.
- > The Legislature also may statutorily provide policy guidance to both the California Workforce Investment Board and the LWIBs, and has four seats on the state board—two from the Senate and two from the Assembly. Any statutes passed by the Legislature providing policy guidance to the board and LWIBs must be consistent with the federal act.
- > The California Workforce Investment Board certifies whether the LWIBs are meeting the federal performance criteria outlined above.<sup>1</sup>
- > The California Employment Development Department performs statutory and regulatory oversight functions by conducting fiscal and program reviews of the LWIBs to ensure compliance with federal and state requirements.

While overall direction for the statewide system may occur at the state level, running daily operations typically is handled at the local level. The LWIBs set policy direction at the local level and prepare local workforce investment plans in accordance with the requirements of relevant federal and state statutes. Local plans must be consistent with the state plan.

## How the Federal Funding Flows to States and Local Workforce Investment Boards

Federal Workforce Investment Act funds are distributed to the states according to established formulas that weigh unemployment rates and other economic and demographic variables (including how many economically disadvantaged youth and adults and long-term unemployed live in a state). Once the funding is granted, it is appropriated by the state Legislatures that then distribute the overwhelming majority of the money to Local Workforce Investment Boards through the appropriate state agency. In California, the money is distributed to Local Workforce Investment Boards by the California Employment Development Department, which uses formulas that weigh many of the same factors the federal government uses when distributing funding to the state.

California and its 49 Local Workforce Investment Boards receive Workforce Investment Act funding from the U.S. Department of Labor through three revenue streams for three target populations: adults, youth, and dislocated workers.

- > Adult formula funds provide employment services and job training to adults, but when funds are limited, priority is given to services for low-income individuals and public-assistance recipients.
- > Youth formula funds are for programs catering to low-income youth with barriers to employment, including student

dropouts, offenders, runaways, homeless youth, foster children, youth who are pregnant or parenting, and those with basic literacy deficiencies.

- > Dislocated-worker formula funds provide employment services and job training to workers who have been laid off or are about to be laid off, as well as to displaced homemakers and the self-employed who are unable to do business as a result of general economic conditions.

Under federal law, states must distribute a minimum of 85 percent of the adult formula funds, 85 percent of the youth formula funds, and 60 percent of the dislocated-worker formula funds to the states' Local Workforce Investment Boards. The local boards then decide how to spend the funds, how much will be spent on employment-service programs at the states' One-Stop Career Centers, how much will be used to fund workforce training programs, and how much will be spent on administrative and other operating expenses.



**Training Programs Help Workers Gain New Job Skills or Upgrade Existing Work Skills**  
Job training programs can help improve the earning potential of workers and increase their chances of finding a new job in the near future.



States may reserve a maximum of 15 percent of the adult, youth, and dislocated-worker formula funds for a variety of statewide workforce investment activities, while 25 percent of the dislocated-worker formula funds may be used by both the state and the Local Workforce Investment Boards for layoff-mitigation programs.

## The California Legislature Requires Public Reports on How Job Training Dollars Are Spent by the Local Workforce Investment Boards

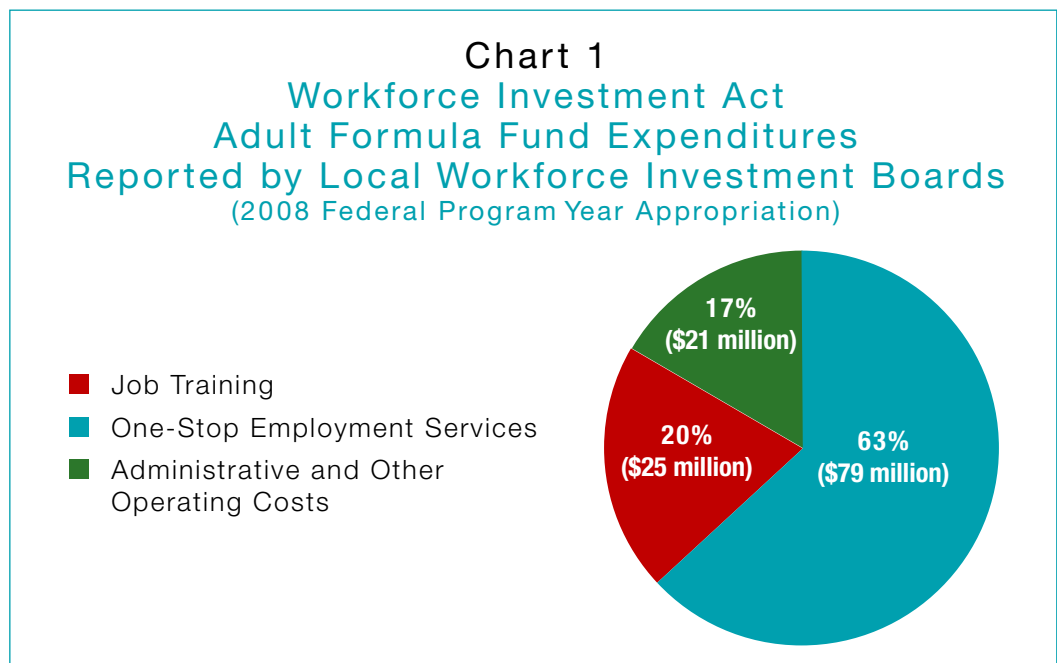
In 2008 the California Legislature passed Senate Bill 302 (Ducheny, Chapter 376, Statutes of 2008), which requires the state’s Employment Development Department (EDD) to report annually on the training expenditures made by each of California’s 49 Local Workforce Investment Boards (LWIB) during the prior fiscal year.

The data analyzed for this report are similar to the data provided to the Legislature by EDD, pursuant to Senate Bill 302.<sup>2</sup>

> The data in this report are based on self-reported expenditures provided by the LWIBs to EDD. The LWIBs provide quarterly expenditure data for job training, core

and intensive services, administrative costs, and other operating costs to EDD by using EDD’s Job Training Automation System. EDD regularly provides policy direction to the LWIBs on how to classify various types of expenditures using federal guidelines and definitions.

- > The data provide information on LWIB self-reported spending patterns for federal appropriations **over the two-year “life” of adult and dislocated-worker formula funds allocated to the state during federal program year 2008**. These funds were placed into contracts with the LWIBs during state fiscal year 2008–09 and were available for expenditure for two years from July 1, 2008, through June 30, 2010.
- > The data differ from the information annually provided to the Legislature pursuant to Senate Bill 302 because that data only provides information on LWIB self-reported expenditures **during a California fiscal year, regardless of the year in which the money was appropriated by the federal government**.



## An Overview of How the 2008 Federal Program Year Funding Was Spent

### Adult Formula Funds

Chart 1 (on the opposite page) provides an overview of aggregate statewide spending patterns reported by Local Workforce Investment Boards (LWIB) for Workforce Investment Act adult formula funds over the two-year life of the funds allocated during the 2008 federal program year.

Of the \$125 million in Workforce Investment Act adult formula funds appropriated to the LWIBs for the 2008 federal program year (which includes transfers between funding streams made by the LWIBs), approximately \$25 million (20 percent) was reported as being spent on job training during state fiscal years 2008–09 and 2009–10. A much larger share of the funds was spent on One-Stop Employment Services than on job training; about \$79 million (63 percent) was spent on core and intensive employment services provided at the One-Stop Career Centers,

and LWIBs, in the aggregate, also reported spending about \$21 million (17 percent) on administrative and other operating expenses combined.

### Dislocated-Worker Formula Funds

Chart 2 (below) provides an overview of aggregate statewide spending patterns reported by the LWIBs for Workforce Investment Act dislocated-worker formula funds over the two-year life of the funds allocated during the 2008 federal program year.

As with the adult formula funds outlined earlier, the LWIBs, in the aggregate, reported spending a small share of the dislocated-worker formula funds on job training programs during the two-year life of the relevant funds.

Of the \$84 million in Workforce Investment Act dislocated-worker formula funds appropriated to the LWIBs for the 2008 federal program year (which includes transfers between funding streams made by the LWIBs), about \$16 million (19 percent) was reported

as being spent on job training. A much larger share went to One-Stop Employment Services: about \$56 million (67 percent) was spent on core and intensive employment services provided at the One-Stop Career Centers,

**Chart 2**  
**Workforce Investment Act**  
**Dislocated-Worker Formula Fund Expenditures**  
**Reported by Local Workforce Investment Boards**  
(2008 Federal Program Year Appropriation)

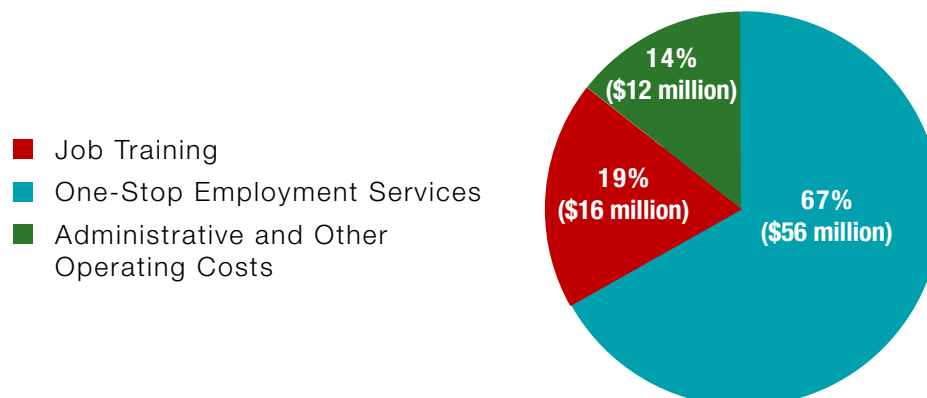
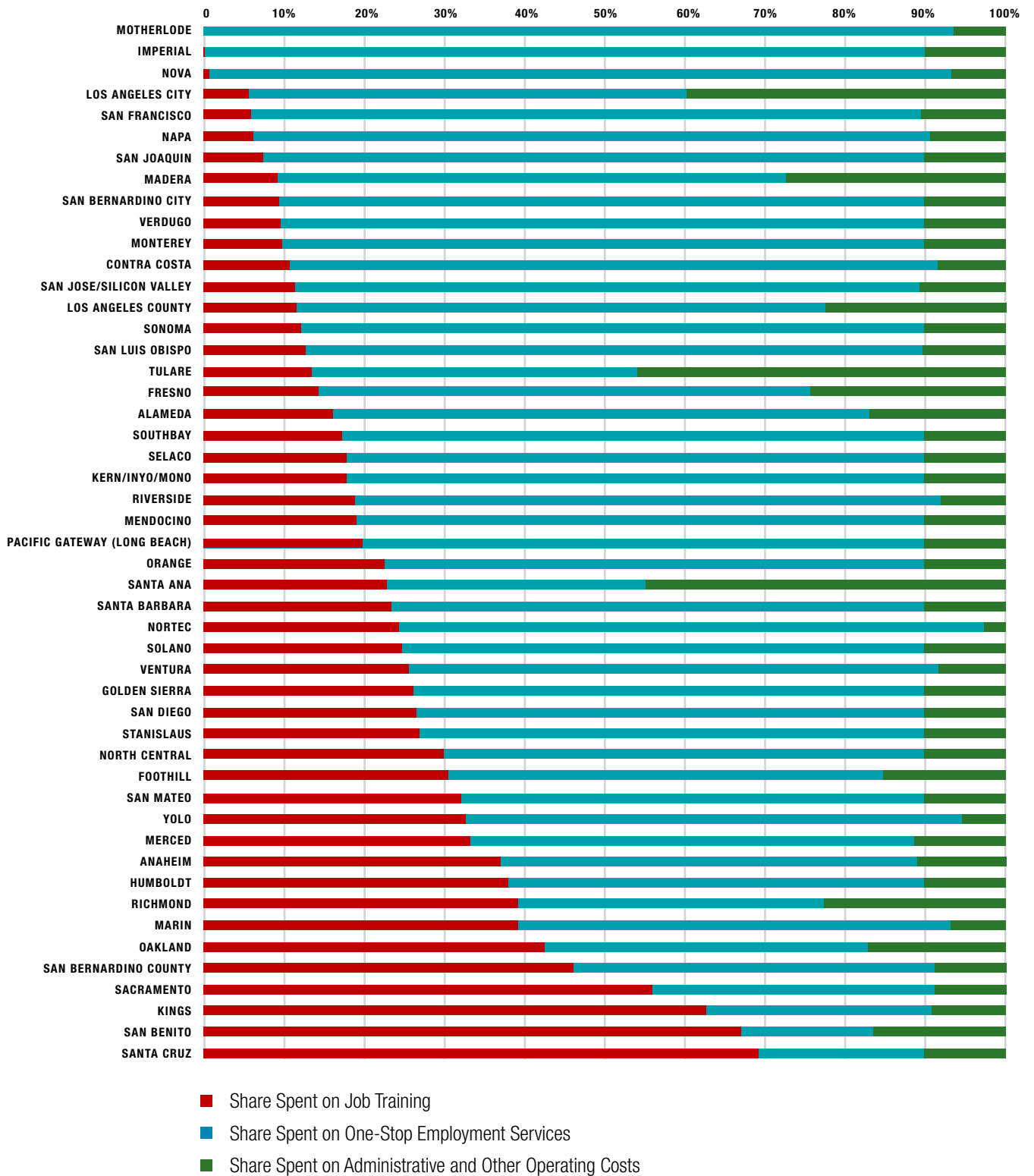


Chart 3

Workforce Investment Act Adult Formula Fund Expenditures  
Reported by Local Workforce Investment Boards  
(2008 Federal Program Year Appropriation)



and about \$12 million (14 percent) went to administrative and other operating expenses combined.

## The Big Picture: Charting the Spending Patterns of California's 49 Local Workforce Investment Boards

Data in Chart 3 (on the opposite page) reflect the share of expenditures spent on One-Stop Employment Services, job training, and combined administrative and other operating expenses reported by each of the 49 individual workforce boards over the two-year life of the Workforce Investment Act's adult formula funds allocated during the 2008 federal program year. Data in Chart 4 (on page 10) provide the calculated values for the data featured in Chart 3, as well as the LWIB-reported expenditure amounts.

The data show that most LWIBs reported spending less than 25 percent of their federal funds on job training and instead spent substantially more of their federal funds on core and intensive services provided through the more than 200 One-Stop Career Centers in the state. A third of the boards reported spending less than 15 percent of their funds on job training. (Similar spending patterns were reported for the 2007 adult formula funds federal program year appropriation, and for the 2007 and 2008 dislocated-worker formula funds federal program year appropriations.)

Charts 3 and 4 also show that some LWIBs reported spending

more on administrative and other operating expenses (combined) than they did on job training; these LWIBs are indicated in Chart 4 with a blue asterisk next to their name. Boards that reported spending more on administrative costs and other operating expenses combined than on job training typically reported spending less than 10 percent of their funds on job training. Some of these boards spent upward of 20 percent of the relevant funds on administrative costs and other operating expenses combined.

Overall, Chart 4 shows variations in the way the LWIBs reported spending their formula funds, with a handful of boards spending a substantial amount on job training and others spending very little. Similarly, some boards reported spending a large amount on administrative and other operating expenses combined, while others did not. Further research may indicate the sources of this variation.



### Most Workforce Investment Act Money Is Spent at the Local Level

Local Workforce Investment Boards decide how to spend their funds, including how much to spend on job training and how much to spend on employment service programs that teach job seekers, for example, how to look for a job and prepare for an interview.

## Chart 4

# Workforce Investment Act Adult Formula Fund Expenditures Reported by Local Workforce Investment Boards (2008 Federal Program Year Appropriation)

Local Workforce Investment Boards (LWIB)	Allocations (Net)	One-Stop Employment Services		Job Training		Administrative and Other Operating Costs	
		Expenditures	%	Expenditures	%	Expenditures	%
MOTHERLODE*	\$509,965	\$478,149	93.76%	\$0	0.00%	\$31,816	6.24%
IMPERIAL*	\$2,039,860	\$1,831,969	89.81%	\$3,905	0.19%	\$203,986	10.00%
NOVA*	\$822,257	\$751,303	91.37%	\$8,155	0.99%	\$62,799	7.64%
LOS ANGELES CITY*	\$14,952,744	\$8,246,647	55.15%	\$756,575	5.06%	\$5,949,522	39.79%
SAN FRANCISCO*	\$2,003,608	\$1,688,832	84.29%	\$106,794	5.33%	\$207,982	10.38%
NAPA*	\$154,299	\$132,259	85.72%	\$8,240	5.34%	\$13,800	8.94%
SAN JOAQUIN*	\$3,362,061	\$2,797,352	83.20%	\$228,503	6.80%	\$336,206	10.00%
MADERA*	\$1,356,106	\$872,932	64.37%	\$121,431	8.95%	\$361,743	26.68%
SAN BERNARDINO CITY*	\$958,125	\$773,476	80.73%	\$88,837	9.27%	\$95,812	10.00%
VERDUGO*	\$678,846	\$547,862	80.70%	\$63,099	9.29%	\$67,885	10.00%
MONTEREY*	\$2,655,719	\$2,131,647	80.27%	\$258,501	9.73%	\$265,571	10.00%
CONTRA COSTA	\$1,568,598	\$1,272,418	81.12%	\$167,320	10.67%	\$128,860	8.22%
SAN JOSE/SILICON VALLEY	\$6,993,207	\$5,497,116	78.61%	\$778,163	11.13%	\$717,928	10.27%
LOS ANGELES COUNTY*	\$10,259,038	\$6,783,162	66.12%	\$1,163,464	11.34%	\$2,312,412	22.54%
SONOMA	\$623,355	\$487,878	78.27%	\$73,141	11.73%	\$62,336	10.00%
SAN LUIS OBISPO	\$342,274	\$265,583	77.59%	\$42,464	12.41%	\$34,227	10.00%
TULARE*	\$3,816,411	\$1,544,469	40.47%	\$508,135	13.31%	\$1,763,807	46.22%
FRESNO*	\$5,737,829	\$3,568,103	62.19%	\$812,564	14.16%	\$1,357,161	23.65%
ALAMEDA*	\$1,511,688	\$1,014,378	67.10%	\$245,028	16.21%	\$252,282	16.69%
SOUTHBAY	\$1,373,824	\$1,004,754	73.14%	\$231,688	16.86%	\$137,382	10.00%
SELACO	\$1,712,145	\$1,241,465	72.51%	\$299,466	17.49%	\$171,215	10.00%
KERN/INYO/MONO	\$4,368,649	\$3,166,308	72.48%	\$765,476	17.52%	\$436,864	10.00%
RIVERSIDE	\$10,459,972	\$7,712,048	73.73%	\$1,901,820	18.18%	\$846,103	8.09%
MENDOCINO	\$266,824	\$190,717	71.48%	\$49,425	18.52%	\$26,682	10.00%
PACIFIC GATEWAY (LONG BEACH)	\$3,498,599	\$2,458,914	70.28%	\$689,826	19.72%	\$349,860	10.00%
ORANGE	\$1,769,181	\$1,188,784	67.19%	\$403,480	22.81%	\$176,917	10.00%
SANTA ANA*	\$1,292,620	\$416,358	32.21%	\$298,903	23.12%	\$577,359	44.67%
SANTA BARBARA	\$913,078	\$603,998	66.15%	\$217,773	23.85%	\$91,308	10.00%
NORTEC	\$2,969,904	\$2,158,775	72.69%	\$727,918	24.51%	\$83,211	2.80%
SOLANO	\$1,009,582	\$657,620	65.14%	\$251,004	24.86%	\$100,958	10.00%
VENTURA	\$1,584,317	\$1,050,220	66.29%	\$410,872	25.93%	\$123,225	7.78%
GOLDEN SIERRA	\$1,596,088	\$1,018,966	63.84%	\$417,514	26.16%	\$159,608	10.00%
SAN DIEGO	\$5,858,973	\$3,713,461	63.38%	\$1,559,615	26.62%	\$585,897	10.00%
STANISLAUS	\$2,423,219	\$1,532,446	63.24%	\$648,451	26.76%	\$242,322	10.00%
NORTH CENTRAL	\$1,702,611	\$1,026,464	60.29%	\$505,887	29.71%	\$170,260	10.00%
FOOTHILL	\$494,606	\$268,605	54.31%	\$152,055	30.74%	\$73,946	14.95%
SAN MATEO	\$952,917	\$548,491	57.56%	\$308,583	32.38%	\$95,843	10.06%
YOLO	\$780,102	\$469,023	60.12%	\$260,038	33.33%	\$51,041	6.54%
MERCED	\$1,648,103	\$900,453	54.64%	\$555,704	33.72%	\$191,946	11.65%
ANAHEIM	\$717,419	\$371,949	51.85%	\$269,230	37.53%	\$76,240	10.63%
HUMBOLDT	\$436,155	\$223,377	51.22%	\$169,163	38.79%	\$43,615	10.00%
RICHMOND	\$567,676	\$218,422	38.48%	\$220,282	38.80%	\$128,972	22.72%
MARIN	\$300,895	\$165,773	55.09%	\$117,894	39.18%	\$17,228	5.73%
OAKLAND	\$2,149,559	\$866,900	40.33%	\$926,769	43.11%	\$355,890	16.56%
SAN BERNARDINO COUNTY	\$4,044,218	\$1,827,684	45.19%	\$1,866,488	46.15%	\$350,046	8.66%
SACRAMENTO	\$7,608,539	\$2,706,319	35.57%	\$4,252,284	55.89%	\$649,936	8.54%
KINGS	\$834,103	\$235,878	28.28%	\$522,381	62.63%	\$75,845	9.09%
SAN BENITO	\$236,165	\$39,001	16.51%	\$160,784	68.08%	\$36,380	15.40%
SANTA CRUZ	\$1,029,068	\$210,655	20.47%	\$715,506	69.53%	\$102,907	10.00%

\*Local Workforce Investment Boards that spent more on administrative costs and other operating expenses combined than on job training.

## Some States Require Substantial Job Training Investments

Little systematic information is available on the amount of money spent on training in other states or by Local Workforce Investment Boards in other states. The U.S. Department of Labor does not track job-training expenditures by the amount expended on training, but there is evidence that some states require a substantial investment in their job training programs.

Florida, Illinois, Michigan, and Wisconsin have enacted statutes or regulations that effectively direct investments into job training programs at the local level:

- > Florida statutorily mandates that its Local Workforce Investment Boards spend at least 50 percent of their formula funds on job training.
- > Illinois has created regulations requiring its local boards to spend 40 percent of their funds on job training.



**Job Training May Lead to a Higher Return on Investment Than Other Employment Services**  
Some workers who receive job training may find better employment opportunities and make better wages than those who only receive core and intensive services, such as job search-and-placement assistance and job counseling, according to some workforce experts.

- > Michigan's No Worker Left Behind program has raised the share of formula funds expended on job training to more than 50 percent by steering Workforce Investment Act funds into job training programs that focus on in-demand occupations.
- > Wisconsin has implemented regulations requiring that at least 35 percent of formula funds be spent on job training.

## Job Training Programs May Lead to a Higher Return on Investment Than Other Employment Services

Given that California's Local Workforce Investment Boards, in the aggregate, have reported spending little of their appropriated funds on job training, policy makers may want to consider whether and to what extent California should adopt policies similar to those in Florida, Illinois, Michigan, and Wisconsin. The Job Training Partnership Act, the forerunner to the Workforce Investment Act, required spending at least 50 percent of the relevant federal funds on human capital development through job training programs. The relevant policy issue is whether spending more on job training would lead to better policy outcomes, such as higher employment rates and higher earnings for recipients of Workforce Investment Act services.

Policy makers need to recognize that increased job training funding may come at the expense of reduced WIA expenditures for the One-Stop Career Centers and an overall reduction in the

number of clients served depending on the cost-sharing agreements in place at the One-Stops; however, directing more funds to job training may lead to a higher return on investment.

Recent research<sup>3</sup> from nationally recognized experts on workforce training, including those at the Robert M. La Follette School of Public Affairs at the University of Wisconsin—Madison, and the Ray Marshall Center for the

Study of Human Resources at the University of Texas at Austin, suggest that job training programs may outperform job-search and job-placement-assistance services over the medium- to long-term. For some groups of workers, the job training programs appear to have a greater impact on wages and employability than the types of services typically provided at the One-Stop Career Centers.

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## Endnotes

1. Performance benchmarks are negotiated between the state, federal government, and Local Workforce Investment Boards (LWIB). The federal government, through the U.S. Department of Labor, negotiates with the California Employment Development Department (EDD) to set statewide performance benchmarks; the state, through EDD, negotiates with the LWIBs to set performance benchmarks for each of the LWIBs. During the recertification process, the California Workforce Investment Board determines whether or not the LWIBs are meeting their benchmarks, using data collected by EDD. Ultimately, the Governor of California makes the decision about LWIB recertification based on recommendations received from the California Workforce Investment Board and EDD.
2. Monetary figures for training expenditures analyzed for this report are based on the federal definition of training found in the federal Workforce Investment Act of 1998 (WIA). Figures for One-Stop Employment Services include spending for services defined as core and intensive employment services under WIA. Monetary figures for administrative and other operating expenses include the costs defined as administrative costs under the Workforce Investment Act as well as other operating expenses not directly related to client services. Administrative costs include accounting, procurement, payroll, and audit functions. Other program operating costs may include salaries and benefits for managers and staff not directly providing services to clients, as well as marketing, advertising, program planning, design, supplies, and management information systems. The other costs reported by the California Employment Development Department (EDD) are not defined as administrative costs under WIA, nor are they program costs that may be counted as direct client-service expenses. EDD typically reports administrative and other operating expenditures separately, but in this report they are combined for simplicity. All of the expenditure data are based on figures provided by the LWIBs to EDD.
3. Carolyn J. Heinrich et al., “New Estimates of Public Employment and Training Program Net Impacts: A Nonexperimental Evaluation of the Workforce Investment Act Program,” Robert M. La Follette School of Public Affairs, University of Wisconsin—Madison, La Follette School Working Paper no. 2009-013, June 2009. Christopher T. King, T. Carter Smith, and D. G. Schroeder, “Evaluating Local Workforce Investments: Results for Short- and Long-Term Training in Austin (TX),” paper presented at the Association for Public Policy Analysis and Management’s (APPAM) 31<sup>st</sup> Annual Research Conference, Washington, D.C., November 2009. Christopher T. King et al., “Texas Workforce Investments: Returns for Participants, Taxpayers, and Society,” *Texas Business Review*, June 2010. Burt S. Barnow and Christopher T. King, “The Workforce Investment Act in Eight States,” Nelson A. Rockefeller Institute of Government, report prepared for the U.S. Department of Labor, Employment, and Training Administration, February 2005.

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**Written by Daniel Rounds.** The California Senate Office of Research is a nonpartisan office charged with serving the research needs of the California State Senate and assisting Senate members and committees with the development of effective public policy. It was established by the Senate Rules Committee in 1969. For more information and copies of this report, please visit [www.sen.ca.gov/sor](http://www.sen.ca.gov/sor) or call (916) 651-1500.

## ITEM IV-H – INFORMATION

### COMMITTEE UPDATES

#### BACKGROUND:

This item provides an opportunity for a report from the following committees:

- Youth Council – Matt Kelly
- Planning/Oversight Committee – Lynn Conner
- Employer Outreach Committee – Terry Wills
- Board Development Committee – Kingman Tsang



## ITEM V - OTHER REPORTS

1. CHAIR'S REPORT: The Chair of the Sacramento Works, Inc. Board, on a regular basis, receives numerous items of information concerning employment and training legislation, current programs, agency activities, and miscellaneous articles.

The important information from the material received and meetings attended will be shared with the entire Board and the method proposed by the Chair is to give a verbal report at each regular meeting. It will also allow time for the Board to provide input on items that may require future action.

2. MEMBERS OF THE BOARD

This item provides the opportunity for Workforce Investment Board members to raise any items for consideration not covered under the formal agenda. It also provides the opportunity for Board members to request staff to research or follow up on specific requests or to ask that certain items be placed on the next agenda.

3. COUNSEL REPORT: The Sacramento Works, Inc. Legal Counsel is the firm of Phillip M. Cunningham, Attorney at Law. This item provides the opportunity for Legal Counsel to provide the Sacramento Works, Inc. Board with an oral or written report on legal activities

4. PUBLIC PARTICIPATION: Participation of the general public at Sacramento Works, Inc. Board meetings is encouraged. The Sacramento Works, Inc. Board has decided to incorporate participants of the audience as part of its agenda for all meetings. Members of the audience are asked to address their requests to the Chair, if they wish to speak.