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Department of Rehabilitation

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Ironworkers Local 118

**FABRIZIO SASSO**  
Sacramento Central Labor Council

**ANETTE SMITH – Chair**  
Five Star Bank



**SACRAMENTOWORKS**

**Meeting of the Sacramento Works  
Youth Committee**

**Date:** Thursday, March 10, 2022

**Time:** 3:00 p.m.

**Location:** via Zoom

<https://us02web.zoom.us/j/84366706454?pwd=VFBJNndUa1NTa3RvRVlyQjkwYnVrdz09>

In response to the AB361 (Brown Act Section 54953) relating to the COVID-19 Pandemic, the Sacramento Works Youth Committee is conducting this meeting on Zoom at <https://us02web.zoom.us/j/84366706454?pwd=VFBJNndUa1NTa3RvRVlyQjkwYnVrdz09>.

Members of the public may join the meeting by clicking the link above or typing the meeting address above into their web browser, or listen to the meeting on One tap mobile +16699006833,84366706454# US (San Jose). Meeting ID: 843 6670 6454. Passcode: 096358. Find your local number: <https://us02web.zoom.us/u/kCjOzyiD0>. Members of the public are encouraged to participate in the meeting by submitting written comments by email to: [Monica.Newton@seta.net](mailto:Monica.Newton@seta.net). Any member of the public who wishes to speak directly to the board regarding any item on the agenda may contact Monica Newton at (916) 263-3753, or [Monica.Newton@seta.net](mailto:Monica.Newton@seta.net). Please include in your request which item you would like to participate on. Additionally, during the meeting any questions or comments may be submitted via the Q&A or chat features on Zoom. Public comments will be accepted until the adjournment of the meeting, distributed to the Youth Committee and included in the record.

In the event of disruption which prevents broadcasting of the meeting to members of the public using the call-in or internet-based service options, or in the event of a disruption which prevents members of the public from offering public comments, the Board shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

Closed captioning will be available. 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).

**AGENDA**

1. Call to Order/Roll Call
2. **ACTION ITEM**: Approval of Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing (Legal Counsel)
3. **ACTION ITEM**: Approval of the January 13, 2022 Minutes

4. **ACTION ITEM:** Approval of 2021-2022 Youth Committee Goals
5. **INFORMATION ITEM:** Summary of WIOA Youth Program Enrollments for PY 2021-2022
6. **DISCUSSION/ACTION ITEM:** Discussion on Sacramento Works Board Action Plan
7. Public Input
8. Adjournment

**Members:** Staci Anderson, Jacobe Caditz, David Gordon, Lisa Hutchinson, Gary King, Brandon Louie, Claudia Negrete, Johnny Perez, Tina Reynolds, Jane Ross, Lorenda Sanchez, Randi Kay Stephens, Pedro Vargas, Joyce Veal, Jackie White

**DISTRIBUTION DATE: Thursday, March 3, 2022**

Sacramento Works Youth Committee meeting hosted by:  
David Gordon (Chair)

## ITEM 2 - ACTION

### APPROVAL OF FINDINGS AND AUTHORIZATION TO EXTEND USE OF TELECONFERENCING PROCEDURES FOR COMMITTEE MEETINGS DURING DECLARED STATE OF EMERGENCY AND/OR WHILE STATE OR LOCAL OFFICIALS CONTINUE TO IMPOSE OR RECOMMEND MEASURES TO PROMOTE SOCIAL DISTANCING

#### BACKGROUND:

California Governor Gavin Newsom has recently extended until March 31, 2022 the long-existing state of emergency related to COVID-19. Governor Newsom had previously authorized local agencies, by Executive Order, to conduct meetings under the Brown Act utilizing Zoom or other remote procedures to conduct meeting by modified teleconference procedures. Recently the legislature signed and passed into law AB 361, which amended Section 54953 of the Brown Act to similarly authorize teleconferencing of Committee Meetings, provided necessary procedures are followed. The Sacramento Works Youth Committee on March 10, 2022 will be the first board meeting conducted utilizing the AB 361 Procedures, which are reflected in the Notice for the Committee Agenda.

Under AB 361, in the event of disruption which prevents broadcasting of the meeting to members of the public using the call-in or internet-based service options, or in the event of a disruption which prevents members of the public from offering public comments, the legislative body shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

AB 361 also authorizes public agencies to continue to hold subsequent meetings via teleconference procedures during any state of emergency that directly impacts the ability of the members to meet safely in person or while State or local officials continue to impose or recommend measures to promote social distancing. The Governor's declared continuing state of emergency remains active and continues to serve to protect members of the public from unnecessary risk and exposure to COVID-19. In addition, Sacramento County continues to follow recommendations of the federal CDC promoting social distancing outside of the home and especially indoors. Given these circumstances, in order to allow for the next Committee meeting to be held by teleconference procedures consistent with AB 361, the Committee must make the following findings no later than 30 days after the first teleconferencing meeting and every 30 days thereafter by majority vote:

- a. The legislative body has reconsidered the circumstances of the state of emergency.
- b. Any of the following circumstances exists:

ITEM 2 - ACTION (continued)

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- i. The state of emergency continues to directly impact the ability of the members to meet safely in person.
- ii. State or local officials continue to impose or recommend measures to promote social distancing.

RECOMMENDATION:

Authorize the continued use of teleconferencing for Sacramento Works Youth Committee meetings under AB 361, occasioned by the continuing state of emergency issued by Governor Newsom and the continuation of local and federal recommendations promoting social distancing outside of the home and especially indoors and, based thereon, make the following findings in support of this action:

- a. The Committee has reconsidered the circumstances of the state of emergency.
- b. The following circumstances exist:
  - i. The state of emergency continues to directly impact the ability of the members to meet safely in person.
  - ii. State or local officials continue to impose or recommend measures to promote social distancing.

PRESENTER: Legal Counsel

# Sacramento Works Youth Committee

## Minutes

*(The minutes reflect the actual progression of the meeting.)*

Meeting held electronically

Thursday, January 13, 2022

3:00 p.m.

1. **Call to Order/Roll Call:** Mr. David Gordon called the meeting to order at 3:01 pm. The roll was called and a quorum achieved.

Members Present: Jacobe Caditz, Brandon Louie, Tina Reynolds, Jane Ross (*joined at 3:05p.m.*), Lorenda Sanchez (*joined at 3:09 p.m.*), Staci Anderson, Jackie White (*joined at 3:04 p.m.*), Gary King, Lisa Hutchinson, David Gordon

Members Absent: Joyce Vea, Pedro Vargas, Claudia Negrete, Johnny Perez, Randi Kay Stephens

Others Present: Terri Carpenter, Denise Lee, Phil Cunningham, Roy Kim, Jessica Medina, Erika Martinez

2. **ACTION:** Approval of Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing.

Moved/Reynolds, second/Anderson, to approve the Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing.

Roll call vote:

Aye: 7 (Caditz, Louie, Reynolds, Anderson, King, Hutchinson, Gordon)

Nay: 0

Absent: 8 (Vea, Vargas, Negrete, Perez, Stephens, White, Ross, Sanchez)

3. **ACTION:** Approval of the October 14, 2021 Minutes

The minutes were reviewed; no questions or concerns.

Moved/Hutchinson, second/Louie, to approve the October 14, 2021 Minutes

Roll call vote:

Aye: 8 (Caditz, Louie, Reynolds, Anderson, King, Hutchinson, Gordon, White)

Nay: 0

Abstention: 0

Absent: 7 (Vea, Vargas, Negrete, Perez, Stephens, Ross, Sanchez)

4. **ACTION ITEM:** Approval of Appointment of Youth Committee Member

Ms. Carpenter reviewed the SCOE applicant, Shawn O'Briant, Vocational Specialist. He is the replacement for Michael Laharty.

Mr. Gordon noted Mr. O'Briant works in a different department in SCOE than Ms. White.

Moved/Reynolds, second/Anderson, to approve the Appointment of Shawn O'Briant as a Youth Committee Member, pending approval from SETA Governing Board and Sacramento Works Board

Roll call vote:

Aye: 9 (Caditz, Louie, Reynolds, Anderson, King, Hutchinson, Gordon, White, Ross)

Nay: 0

Abstention: 0

Absent: 6 (Vea, Vargas, Negrete, Perez, Stephens, Sanchez)

5. **ACTION ITEM:** Approval of 2021-2022 Youth Committee Goals

Ms. Carpenter reviewed the committee goals. Goal one, amplifying youth voice is the consistent top priority. Pedro Vargas is the lead on the project.

Ms. Reynolds stated one of the main discussions was to get more youth participating on the Youth Committee. A possible recruitment tool would be to provide a stipend for attending meetings. Another idea was to have committee members mentor the youth to guide them through the meetings.

Mr. Louie suggested assessing what has worked well and looking for other ways to connect with youth-led efforts in the community including connecting with pre-existing youth leadership in the community. The mentorship opportunity would provide the needed guidance giving youth tools to more actively participate.

Ms. Carpenter asked if the youth voice could be amplified with the creation of a subcommittee consisting of the youth and a mentor. Would it be beneficial for one or two youth representatives to attend the Youth Committee meetings, then report out to the subcommittee? Or would that dilute their participation opportunities?

Ms. Reynolds liked both options. It is important for them to have experience of a full committee meeting.

Mr. Louie suggested integrating aspects of both ideas could be another option with the goal to promote the most participation.

Ms. Anderson commented there has to be something tangible for the youth. What is needed from them and the voice they represent?

Ms. Reynolds suggested we bring the youth to the table to talk about communications; help with social media posts.

Ms. Anderson said they are the experts on what is happening with the youth. The committee needs to provide the tools.

Ms. White agreed.

Ms. Anderson said there needs to be preparation between meetings in order to cultivate participation.

Ms. Reynolds suggested asking the youth what they would like to cover, and what they can bring to the table.

Ms. Anderson said there will be a focus group at the end of the month; the information gained from the event can be brought back to the Youth Committee.

Ms. Carpenter shared the information that was developed by the Youth Voice Subcommittee and noted the need to add more youth members. There needs to be a chair/co-chair for the group since Pedro Vargas is no longer available due to school priorities to serve as the Co-Chair for the subcommittee.

Mr. Gordon said the Youth Committee needs to invest more into the group than it has been. PRO Youth has been helping out with the youth mental health board. Rather than depending on just the board to mentor, we should bring on an outside mentor/facilitator as well. The stipend is a great way to pull in interest.

Ms. Carpenter commented we do have resources to provide stipends.

Ms. Anderson would like to discuss what staffing is needed.

Ms. Carpenter reviewed the second goal, to increase learning opportunities for youth. Throughout the past year SETA tracked the number of internships created through SETA. There are a lot of youth-oriented organizations on the committee; should we track those internships as well? Are we looking at outreach mechanisms to develop more paid internships?

Mr. Gordon asked Ms. Carpenter for a summary of the goal. Where are we? What would it take to reach the goal in the next twelve months?

Ms. Carpenter replied last year we had over 20 internships. We have approximately 100 internship placements. This year we are already set to place

25 internships for the mental health program. If we rely on SETA alone we have met the goal. We can look outside of what SETA creates for an additional 20 internships.

Mr. Gordon asked what would committee members do to contribute to achieving the goal.

Ms. Carpenter asked do we count the internships from Elk Grove, PRO Youth, etc.? Do we expand the number we count beyond SETA? We would need to track organization's internships. We can do more outreach to create additional opportunities.

Ms. Ross would like to know what is the baseline and what are we counting. She would like to create new partnerships.

Mr. King asked what is the baseline from all the youth serving organizations? What on top of that baseline can we grow by 20?

Ms. Carpenter stated through partnerships is where we create more than one or two internships at a time. The goal needs to be refined to establish the baseline. She will provide last year's number at the March meeting to use as a baseline, and look at partnerships to create 20 new internships from last year.

Mr. King asked if it is clear the barriers for internships made available.

Ms. Carpenter replied yes, SETA uses the Community College Foundation InternSource to process internship payroll and serve as the employer of record. The current employment demands present an opportunity for internships, including paid internships, as the need for employees at every level is high. The barriers are the same: liability, payroll, and do employers have the time to work with the interns.

Ms. Ross commented Kaiser's internships tend to grow and fade depending on circumstance.

Ms. Carpenter said there are more virtual internships now. COVID-19 has played a big role, especially in addressing the concern for safety. Outside of the pandemic, the barriers are time and money.

Mr. Louie asked what can the Youth Committee do to lower barriers for organizations in order to create more internships.

Ms. Carpenter stated SETA works with them to bring down the barriers, working with issues and coordinating payroll; this is part of every program we launch. We have an internship guide for organizations to use. When wages are covered it becomes easier to place interns.



Mr. Louie asked Ms. Carpenter to share those resources.

Mr. Gordon asked Ms. Carpenter to return in March with more information to create realistic goals.

Ms. Carpenter reviewed the third priority. Ms. Ross was working on this with Mr. Matt Perry before he retired.

Ms. Ross did research into digital literacy vs. digital skills. Results came back with everything from ethics to java script. We need to narrow down the target, especially after the pandemic. What was the committee's intent with this goal? Is it teaching youth the effective and moral use or technical skills?

Ms. Reynolds commented she can connect with her professional contacts in social media to train on how to use and manage social media.

Ms. Ross shared that her first thought was what is your digital footprint. The material Mr. Perry compiled was on what digital knowledge is needed to obtain a job and skills to keep a job.

Ms. Reynolds commented due to COVID-19, literacy levels have escalated. Breaking down what can be used in the future would be more helpful.

Ms. Ross spoke on technology competency. Bridging the gap of what the youth knows and what is actually being used in the workplace, such as Google and Microsoft.

Ms. Carpenter stated from the discussions last year the focus was on existing programs and resources. We need to asset map what is being used and share with the youth. The goal needs to be redefined.

Ms. Ross commented, we need to identify skills and resources.

Mr. Louie suggested the Board start this by asset mapping and identify areas of priority, and then push it out to the youth to pull them into the conversation of what is needed.

Ms. White agreed the goal is too broad. What is the objective, to get a job or to elevate digital skill levels for the job?

Mr. Kim shared the link for digital inclusion: <https://digitalinclusionsac.org/>

Ms. Carpenter asked if it is to increase skills.

Mr. Kim suggested it would be good to assess what has been accomplished and

find something to focus on that complements what is happening in the community.

Mr. Gordon agreed with Mr. Louie's idea. Mr. Gordon recommended taking this goal off the priority list until we have more information and move forward with the first two goals.

Moved/Reynolds, second/Ross, to approve the first two goals of the 2021-2022 Youth Committee Goals, as amended.

Roll call vote:

Aye: 10 (Caditz, Louie, Reynolds, Anderson, King, Hutchinson, Gordon, White, Ross, Sanchez)

Nay: 0

Abstention: 0

Absent: 5 (Vea, Vargas, Negrete, Perez, Stephens)

6. **INFORMATION ITEM:** Summary of WIOA Youth Program Enrollments for PY 2021-2022

Ms. Carpenter shared the enrollment summary report. This year's deadline of enrollment for providers is January 28. There are three programs that are not on track to meet enrollments. Lao Family has zero enrollments with seven pending. Elk Grove Unified School District had staffing issues this year and we have worked with them to develop additional strategies to enroll youth in adult education. Folsom Cordova lost all their youth staff this year. SETA is supporting La Familia's new staff and they should meet their enrollment goal. There are three providers that are not expected to meet their contractual numbers.

Ms. Reynolds asked if SETA has reached out to Lao Family?

Ms. Carpenter replied yes, they have not responded.

Ms. Reynolds asked is there anyone else in the community we can reach out to?

Ms. Carpenter said the Director has been contacted. They have strong performance in other areas. There were seven enrollments after the e-mail was sent to the Director.

7. **Public Input:**

Mr. Kim introduced Ms. Denise Lee, Interim Executive Director for SETA.

Ms. Lee gave a brief self-introduction.

8. **Adjournment:** The meeting was adjourned at 3:58 p.m.

ITEM 4 – ACTION

APPROVAL OF 2021-2022 YOUTH COMMITTEE GOALS

BACKGROUND:

Based on the environment of COVID-19 and other factors impacting the youth in our community, the following goals were approved for the Committee work in 2020-2021. Based on the Committee discussion at the January meeting, the goals have been updated and are being recommended for approval for the Committee work in 2022:

1. Develop strategies to amplify the youth voice in all SETA-Sacramento Works activities and programs that serve youth.

Action: The Youth Voice Subcommittee to make recommendations on how to improve the engagement with youth and what services are needed most by the youth in our community.

2. Increase learn and earn work-based opportunities for youth.

Action: Create 20 new internship opportunities by identifying priority industry-sector employers that are willing to place youth in paid internships. Establish a baseline of all internships created through the work of SETA/Sacramento Works through December 2022.

<b>Program</b>	<b>Internships/Paid Work Experience Opportunities</b>
WIOA Youth Program	303
STEPS	70
This Way Onward	58 (38 Paid Internships/20 Direct Hires)
SMUD	25
Grow Your Own Mental/Behavioral Health Talent Initiative	55 (35 Paid Internships/20 On-the-Job Training placements)
<b>Baseline Total – December 2022</b>	<b>511</b>

RECOMMENDATION:

Approve the 2021-2022 Youth Committee goals.

ITEM 5 – INFORMATION

SUMMARY OF WIOA YOUTH PROGRAM ENROLLMENTS FOR PY 2021-2022

BACKGROUND:

The WIOA program providers were funded to serve 288 Out-of- School Youth and 15 In-School Youth. All providers were to be fully enrolled by January 31, 2022.  
Summary of WIOA Youth Program Enrollments:

**WIOA Youth Program PY 2021-2022  
Youth Enrollment Summary Report**

<b>Out-of-School Youth Provider</b>	<b>Goal</b>	<b>Actual</b>
Lao Family Community Development	20	20
Waking the Village	21	21
Elk Grove Unified School District	42	39
Sacramento City USD	25	26
California Human Development	20	22
Folsom Cordova Community Partnership	24	12
JUMA Ventures	17	17
International Rescue Committee	20	19
Goodwill Industries	18	18
La Familia Counseling Center	24	23
Asian Resources, Inc.	17	17
North State Building Industry Foundation	24	30
Greater Sacramento Urban League	16	17
<b>In-School Youth Provider</b>	<b>Goal</b>	<b>Actual</b>
City of Sacramento	15	16

## ITEM 6 - DISCUSSION/ACTION

### DISCUSSION OF SACRAMENTO WORKS BOARD ACTION PLAN

#### BACKGROUND:

At the November 17, 2021 Board Meeting, the Board approved the attached Sacramento Works Board Action Plan for 2022, and selected the following category as the Board's priority for 2022:

- Develop and define quality jobs and livable wages in partnership with the business community

The Executive Committee met on January 24, 2022, and assigned specific action plan tasks to Committees. The assignments were approved by the full Board on January 26, 2022, and each Committee was asked to review the specific action plan tasks and provide feedback on tasks that fall within their respective areas.

In addition, the Board adopted as its top priority – ***develop a standardized definition of quality jobs and employers***, and requested that Committees discuss and respond with potential definitions. To help inform the discussion, a one-page state document defining job quality is attached.

#### RECOMMENDATION:

Discuss the Sacramento Works Board Action Plan and take appropriate action.

## Sacramento Works Board Action Plan 2022

Develop a roadmap of programs to ensure equity and lead to quality jobs	Review Board structure and processes to enable our organization to be creative, agile, dynamic, and equitable.	Develop and define quality jobs and livable wages in partnership with the business community.	Define set of data, goals, outcomes, and success stories that will consistently show ROI to the community	Seek strategic partnerships that provide targeted populations opportunities to quality jobs and expand and enhance Sac Works capacity.
Adopt Strategies for job readiness curriculum	Recruit members from high demand industries (BD)	Create a business support network (EO)	Research and develop Sacramento Works outcome dashboard	Connect with Sac County homeless leadership
Develop and deploy digital literacy training and tools	Increase program awareness of board members (EX/BD)	Explore possibility of investing in CRM or other tech to support business (PO/EO)	Improve our story telling capability	Implement an Aggie Square partnership
Replicate GSEC Coding Bootcamp	Initiate and complete board member composition review (BD)	Support COVID vaccine mandate deployment – Tabled	Develop and focus on job retention measurements	Coordinate strategic outreach to small and medium size businesses
Increase funding and access to OJT programs	Research and ID key industries for pipeline development (EX)	Pair Board members to program areas to leverage individual networks (ALL)	Develop and publish entry level job index	Create award program with Board initiative funds.
Develop and implement a turnkey internship program	Bring youth voice on the Board (YTH/EX/BD)	Adopt standard toolbox for wants and needs of employers (EO)		Build partnerships around specific projects.
ID and articulate career pathways specifically for youth	Hold summit of select public and private industries (EO)	Develop a standardized definition of “quality” jobs and employers (ALL) – Priority #1		
Coordinate internships leading to employment	Develop and complete entry level job index report (EO)	Develop a SETA Virtual Bootcamp for employers (EO)		
		Conduct and publish a private sector wage and benefit survey (EX/EO)		

NOTE: All Committees to review and provide feedback on tasks that fall within their respective areas.

California's economy is the fifth-largest in the world and generates tremendous wealth and prosperity. At the same time, income inequality continues to rise, and people of color are overrepresented in low-wage, dead-end jobs. In 2017, the median wage was \$11.05 per hour, and one in three California workers earned less than \$15 per hour. The decline in economic opportunity and upward mobility exacerbates income inequalities that prevent workers—especially people of color and those who are historically marginalized—from thriving and achieving economic prosperity.

For these workers, simply connecting to a job is not enough. English-language proficiency, immigration status, criminal background, transportation, and childcare challenges prevent workers of color from accessing training and quality employment opportunities. Furthermore, systemic barriers, such as geographic segregation, discrimination, and hiring bias limit opportunities for people of color to achieve economic prosperity. Employers also use practices such as misclassification and subcontracting to increase profits, resulting in an increase in the number of working poor—those who work full-time but cannot earn enough to make ends meet.

High road training partnerships (HRTPs) are raising industry standards by building partnerships that connect workers and communities to safer, healthier, and more highly skilled jobs and a supportive workforce development infrastructure to reach socio-economic success. HRTPs increase the capacity of firms and workers to adapt and compete by addressing industry challenges like mass retirement and the effects of technological advances on the fundamental nature of work.

## WHAT IS A QUALITY JOB?

Quality jobs provide family-sustaining wages, health benefits, a pension, worker advancement opportunities, and collective worker input and are stable, predictable, safe and free of discrimination. Quality jobs have the potential to transform workers' lives and create resilient, thriving firms and communities and a more just and equitable economy.

## LOW-WAGE WORKER PROFILE

- 76%** are workers of color
- 40%** are immigrants
- 47%** have some college experience

### Compared to the total California workforce, low-wage workers are:

- *twice* as likely to work part-time;
- *less* likely to be members of a union;
- *less* likely to receive employer-provided health insurance or retirement benefits;
- *more* likely to live in households with incomes below the federal poverty line; and
- *more* likely to experience high blood pressure, obesity, other chronic illnesses, and premature death.

Source: Low-Wage Work in California Data Explorer

## CREATING A WORKFORCE DEVELOPMENT SYSTEM THAT ENSURES JOB QUALITY

### Family-Sustaining Wages

Family-supporting wages include healthcare, a pension, and paid sick leave and ensure that workers can procure basic necessities such as housing and food for themselves and their families in any location.

### Career Pathways

Clearly defined career ladder opportunities lead to family-sustaining wages for workers. Workers must have access to quality education, training, and support services that provide the skills to access opportunities to enter and advance within a specific occupation.

### Stable and Predictable Schedules

Work schedules are reliable, predictable, and stable and include enough hours to ensure a family-sustaining income. Workers receive reasonable advance notice of their schedules, clearly defined shifts, and a consistent number of hours.

### Worker Voice and Agency

Worker knowledge and expertise is valued and respected. Worker expertise is necessary to the development, design, and implementation of training programs to adequately address industry demand and workforce needs. Workers should also have the right to organize and join unions and other organizations to protect their interests.

### Healthy Work Environment

A safe and healthy work environment is key to improving worker relations, morale, job satisfaction and productivity. Adequate training and protection reduce the risk of on-the-job injuries, prevent fatalities, and lessen the impact of long-term health conditions. Socially conscious training that incorporates racial equity practices in a community context helps employers make workplaces safer and meet environmental sustainability standards that improve public health.

**Job quality has significant social and economic benefits. Quality jobs can lead to economic stability and better physical and mental health outcomes for workers. A worker with a quality job is less likely to experience stress and anxiety, scheduling instability, or economic insecurity and more likely to experience job and overall life satisfaction, and good physical and mental health.**

## THE H RTP APPROACH CREATES AN ECOSYSTEM OF ECONOMIC PROSPERITY

### Workers

Quality jobs would lead to economic mobility and positively affect workers' and their families' physical and mental health and well-being, relationships, and social and household lives.

### Employers

Quality jobs would reduce absenteeism, lower turnover rates, and increase productivity and profits, resulting in the ability to thrive and compete in a high road economy.

### Worker Organizations

Quality jobs would improve worker satisfaction, increase membership, strengthen worker power in the workplace, and create a more competitive workforce that lifts industry standards.

### Communities

Quality jobs would increase the spending power of workers and help circulate money through local economies to support businesses, increase the number of jobs, create healthy, environmentally sustainable, thriving communities, and grow the economy.