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SACRAMENTOWORKS

SACRAMENTO WORKS, INC. PLANNING/OVERSIGHT COMMITTEE

Date: Wednesday, April 16, 2014

Time: 8:30 a.m.

Location: SETA Board Room
925 Del Paso Blvd., Suite 100
Sacramento, CA 95815

AGENDA

1. Call to Order/Roll Call
2. **Action:** Approval of the September 19, 2013 Meeting Minutes
3. **Discussion:** Project SlingShot Solving Employment Challenges through Regional Collaboration
 - ✓ Convening Regional Leaders
 - ✓ Brainstorming Process
 - ✓ Timeline
4. **Action:** Approval of the Workforce Investment Act (WIA) Sacramento Works, Inc. Resource Allocation Plan for 2014- 2015
5. Input from the public
6. Adjournment

Committee Members: Lynn Conner (Chair), Paul Castro, Kathy Kossick, Paul Lake, Frank Louie, Anette Smith-Dohring, Dan Throgmorton

DISTRIBUTION DATE: WEDNESDAY, APRIL 9, 2014

SACRAMENTO WORKS 925 Del Paso Boulevard, Suite 100 • Sacramento, CA 95815

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PLANNING/OVERSIGHT COMMITTEE

Minutes/Synopsis

(Minutes reflect the actual progression of the meeting.)

SETA Shasta Room
925 Del Paso Blvd., Suite 100
Sacramento, CA 95815

Thursday, September 19, 2013
8:30 a.m.

1. **Call to Order/Roll Call:** Ms. Conner called the meeting to order at 8:30 a.m.

Present: Paul Castro, Lynn Conner, Kathy Kossick, Frank Louie, Anette Smith-Dohring, Dan Throgmorton

Absent: Leslie Botos, Matt Kelly, Paul Lake.

Others Present: Phil Cunningham, Robin Purdy, Christine Welsch, Edward Proctor, Terri Carpenter, Michelle O'Camb

2. **Action:** Approval of the August 21, 2013 Meeting Minutes

Minutes were reviewed; no questions or corrections.

Moved/Kossick, second/Throgmorton, to approve the August 21 minutes.
Voice Vote: Unanimous approval.

3. **Action:** Approval to Modify Deliverables for Sacramento Works, Inc. Board Initiative Support of Next Economy - Core Business Cluster Engagement and Support

Ms. Purdy introduced Suzanne Mayes from Valley Vision, the staff working on the core business cluster engagement process. Valley Vision has started work on interviewing employers from the IT and Healthcare cluster and have established that it would be less costly and more efficient to modify the deliverables in the contract with SEA.

Ms. Suzanne Mayes provided update on the work accomplished to date, the proposed scope of work and the rationale for requesting a modification of the deliverables.

Ms. Suzanne Mayes reported that they are working on Information Communications Technology employer conversations and focus groups. For each industry cluster it makes sense to come up with a tailored approach. In some cases, clusters will already have groups that are working with those clusters and it makes sense to team up with groups already working with the clusters.

Ms. Purdy stated that this is not a cookie cutter approach. Some clusters will be easy but others take a lot more time and effort to get down the detail needed. If the deliverables are modified, hours can be moved to where they are needed.

Ms. Purdy stated that as an expected outcome, staff has set aside WIA funds to do cohort training at the community college level to provide training where there are training gaps identified. Staff is currently working with Los Rios Community College District and Folsom Lake College on a project management cohort which is in high demand. Staff is hoping to start the project in January and wants to do this with some of the other clusters once the gaps have been identified.

Ms. Conner expressed concern about getting back some results prior to fully committing the \$88,000. Ms. Kossick stated that Valley Vision will be reporting back to this committee on their progress; we can modify the contract once we know the progress in the cluster review. There will be another report out expected in March, 2014.

Dr. Throgmorton inquired whether there is an opportunity to work with Golden Sierra and NCCC. Ms. Purdy stated that they have shown interest. There are areas around biofuels and forest management to create biofuels; she will contact Mr. Buckingham. North Central would be a natural partner in the ag and food clusters.

Ms. Purdy stated that \$10,000 will be taken out for subject matter experts. Staff is not recommending any changes in the original due dates or projected timelines; just changing how the contract is structured to a more efficient way to get the information.

Moved/Smith-Dohring, second/Castro, to approve the modification of deliverables for Sacramento Works, Inc. board initiative support of Next Economy - core business cluster engagement and support
Voice Vote: Unanimous approval.

Mr. Louie and Ms. Smith-Dohring were asked to be the 'champions' for IT, health and life science. A champion is someone that can validate our early thinking, flesh out outreach strategies, and perhaps provide contacts with other companies.

4. **Information:** California Workforce Investment Board Additional Performance Measures

This is something the California Workforce Investment Board (CWIB) has been working on for a while. The CWIB feels that the DOL entered employment levels are not the only performance measures that the state should be looking at and have developed seven additional performance measures. Ms. Purdy stated that this is for information for now. Their timeline is to begin the new performance measures in 2015.

Ms. Purdy reviewed the various performance measures. Staff has found it difficult to measure return on investment but this issue is being worked on.

Mr. Castro would like to see development of a map to show where a young person needs to go to get the training they need for a job. CHDC works with kids where 50-60% of the kids drop out of high school. This way we can work with them earlier to develop the individual elements required. It is important to give kids a way to visualize how they will go from where they are to college or a certain kind of job.

Ms. Welsch reported that there is a site on EDD's website and at the offices to show to show the career progression from a dishwasher to a sous chef. This tells the public that these are the things available in our community and this is the training you need to get to that job.

Dr. Throgmorton stated that the community college district's welding program is a good example of how to map out how to get training to get a job. There is a welding course at Cosumnes River College and the kids in Galt can learn what they need to do to get to Cosumnes. The welding instructors at Cosumnes go to Galt High School and talk to the kids. Teach the kids at the high school level what they need to go forward to college training and then to gainful employment.

5. **Input from the public:** None.
6. **Adjournment:** The meeting was adjourned at 8:59 a.m.

ITEM 3 – DISCUSSION

PROJECT SLINGSHOT: SOLVING EMPLOYMENT CHALLENGES THROUGH REGIONAL COLLABORATION

BACKGROUND:

In November, 2013 the California Workforce Investment Board (CWIB) approved the adoption of the Employment Zone Strategy to encourage and support regional partnerships to engage in new collective actions that can “move the needle” on workforce challenges facing their regions. In February, 2014, the CWIB announced the opportunity for local Workforce Investment Boards to access \$20,000 in seed funding for “Slingshot projects”, defined as collaborative research and development efforts by workforce, economic development, and education stakeholders to identify and then work to solve employment challenges that slow California’s economic engine.

Expectations include:

- ✓ The issue being targeted is a large scale workforce challenge in the region that will take substantial collective effort and innovative strategies to impact. Examples of “large-scale workforce challenge” (illustrative not exhaustive): increasing literacy rates, reducing youth disconnection from school and work, reducing youth offender recidivism, increasing educational attainment levels, increasing income levels, reducing long-term unemployment.
- ✓ Metrics to be employed will include total population scale change (e.g., educational attainment among all working age adults in the region), not only the results with program enrollees.
- ✓ A partnership will craft an overall, long-term approach for tackling the chosen issue, and will seek initial funding for initial strategies in service of that long-term game plan.
- ✓ Partnerships are encouraged to treat this as an R&D approach – to adopt initial strategies that take risks – to try approaches and ideas that go beyond the “usual suspects,” those that the partners believe have a chance of being game changers. Our assumption is that coming out of initial implementation of specific strategies, partnerships will determine either: a) the strategy is scalable; b) the strategy is helpful but one of several needed; or c) the strategy isn’t sufficiently promising and should be dropped in favor of focusing on other strategies.

CWIB will be working with state partners to assemble a much larger, multi-agency pool of funding that can be used to support continuing strategy development to impact the big issues that the regional partnerships identify. Based on what can be assembled, the CWIB envisions the Slingshot partnerships periodically seeking additional funding as strategies are developed.

STAFF PRESENTER: Robin Purdy

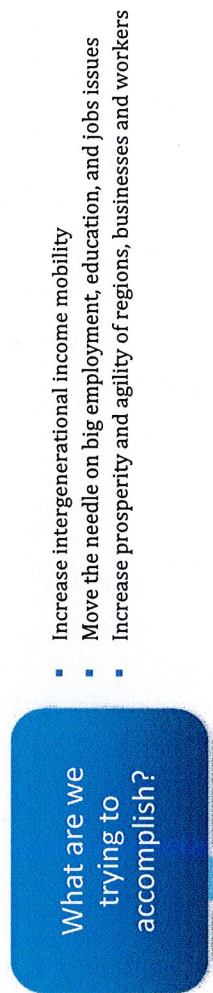
ITEM 3 – DISCUSSION (continued)
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The Sacramento regional Workforce Investment Boards are well-positioned to participate in the Slingshot Initiative. Staff is seeking input and guidance from the Planning/Oversight Committee to structure a process to involve workforce, education and economic development leadership to identify one or two workforce challenges to target.

Discussion items include:

1. Method: survey of local leaders, request for concepts, Regional convening, other?
2. Facilitator
3. Process to select the Challenge/Challenges to submit to CWIB

What Is SlingShot?



- Increase intergenerational income mobility
- Move the needle on big employment, education, and jobs issues
- Increase prosperity and agility of regions, businesses and workers



- Regional SlingShot partnerships or coalitions
- Focus on a vexing employment, education, and jobs issue
- Undertake bold solutions
- Combine proven approaches and experimental new ones
- Measure and adapt
- State Accelerator Grants combined with local match supports the work



- Aligns economic, workforce development & education strategies
- Engages the creativity of diverse partners to come up with "move the needle" solutions
- State provides flexible seed capital for innovative strategies and remove barriers -- creating the space to take risks & accelerate innovation
- Tackles a big, potentially transformative issue through short-term actions, measurement and adjustment
- Builds momentum from early wins



- Robust, lasting regional coalitions tackling tough systemic challenges rather than working at the margins and proliferating boutique programs
- Leveraging investments through a venture fund approach
- Creating flexibility and incentives to align existing and new funding toward shared outcomes, not focusing on outputs - i.e. regionalism is not an end but a means to an end
- Focusing on regional goals impacts, not those of agencies or programs
- Creating a culture of rapid, ongoing experimentation -- using solid measurement to make course corrections

ITEM 4 – ACTION

APPROVAL OF THE WORKFORCE INVESTMENT ACT (WIA) SACRAMENTO
WORKS, INC. RESOURCE ALLOCATION PLAN FOR 2014-2015

BACKGROUND:

The Resource Allocation Plan (RAP) determines how the funding, allocated to Sacramento County through the Workforce Investment Act (WIA) Adult and Dislocated Worker programs, and the CalWORKs funds allocated to SETA by the Sacramento County Department of Human Assistance, is allocated to provide activities and services that assist unemployed individuals gain the skills necessary to enter high demand careers in the region and offer employers the services they need to hire qualified candidates. The RAP is part of the Sacramento Works Five Year Workforce Development Plan. On an annual basis, Sacramento Works, Inc. (SWI) reviews the plan and approves the percentage of funds that will be allocated to each activity for the next fiscal year.

The allocation for Fiscal Year 2014-2015 for the WIA Adult, Dislocated Worker, and CalWORKs programs is projected to be \$12,472,697, an increase from 2013-2014 primarily attributable to additional funding secured from DHA for an expanded subsidized employment program.

The RAP that was reviewed by the Planning/Oversight Committee and approved by SWI in 2013 incorporated changes based on legislative policy changes and interpretations on the definition of the costs associated with “Training”. Changes approved included revising the categories to clearly define activities that are considered “training” activities. Staff is recommending the same categories for 2014-15, and the following percentages in this year’s RAP:

23.1%	Job Center Services
63.9%	Training Services
6.3%	Job Center Support
5.3%	Administration
<u>1.4%</u>	<u>Board Initiatives</u>
100%	Total

The proposed RAP chart and definitions are attached for your review.

RECOMMENDATION:

Approve the Sacramento Works, Inc. Resource Allocation Plan for 2014-15 and forward to the full Sacramento Works Board for approval.

Attachment 1
Recommended Resource Allocation Plan for FY 2014-2015

Job Center Services Activities and Functions	Approved Allocation % for Fiscal Year 2013-2014	Proposed Allocation % for Fiscal Year 2014-2015	Approved WIA Adult, DW, and CWs Funding 2013-2014	Proposed WIA Adult, DW, and CWs Funding 2014-2015	Increase/Decrease from last year
Job Center Services: Costs associated with welcoming customers, providing orientation, registration and eligibility determination, skill review, initial/vocational assessments, career planning and coaching, counseling, referral to social services, information workshops, and labor market information. This activity also includes on-going casemanagement services provided by one-stop staff for customers enrolled in training activities and costs associated with providing employer services.	24.6%	23.1%	\$ 2,883,983	\$ 2,883,983	\$ 0
Training Services: Costs associated with customers enrolled in training, including Scholarships/Individual Training Accounts, Standard On-the-Job Training/Subsidized Employment (OJT/SE), customized training, Expanded Subsidized Employment (ESE), Sacramento Works Training Centers (Work Preparedness Training including Adult Basic Education (ABE), Vocational ESL, GED Preparation/High School Completion and Job Readiness Training and Functional Training including occupational skills training, OJT/SE), cohort occupational skills training, and entrepreneurial training.	61.6%	63.9%	\$ 7,233,274	\$ 7,971,891	\$ 738,617
Job Center Support: Program Monitoring, SacWorks support, Client tracking, reporting and follow-up.	6.7%	6.3%	\$ 786,562	\$ 786,562	\$ -
Administration: General Administration, Personnel, Payroll, Information Systems, Fiscal and Contracts staff.	5.6%	5.3%	\$ 655,469	\$ 655,469	\$ -
Board Initiatives: Funds are approved for Sacramento Works, Inc. Board initiatives, including employer outreach, labor market research, participating in regional workforce plans and initiatives.	1.5%	1.4%	\$ 174,792	\$ 174,792	\$ -
Total	100.00%	100.00%	\$ 11,734,080	\$ 12,472,697	\$ 738,617