

WIB BOARD MEMBERS

LARRY BOOTH
Frank M. Booth, Inc.

BRIAN BROADWAY
Sacramento Job Corps

PAUL CASTRO
California Human Development Corporation

N. LISA CLAWSON
Blood Source, Inc.

LYNN R. CONNER –Chair
Parasec

MICHAEL DOURGARIAN
Asher College

ANN EDWARDS
Department of Human Assistance

DIANE FERRARI
Employment Development Department

KEVIN FERREIRA
Sacramento-Sierra Building & Construction
Trades Council

TROY GIVANS
County of Sacramento, Economic
Development

DAVID W. GORDON
Sacramento County Office of Education

JASON HANSON
Sierra Pacific Home and Comfort, Inc.

LISA HARR
Vision Service Plan

THOMAS P. KANDRIS
Package One

MATTHEW KELLY
Northern California Construction Training

DAVID KIEFFER
SEIU-United Health Workers

GARY R. KING – First Vice Chair
SMUD

DANIEL KOEN
California Teachers Association

KATHY KOSSICK
Sacramento Employment & Training Agency

FRANK A. LOUIE
Xerox Corporation

ELIZABETH MCCLATCHY
The Safety Center, Inc.

DENNIS MORIN
Sacramento Area Electrical Training Center

DR. JENNI MURPHY
California State University, Sacramento

JAY ONASCH
California Department of Rehabilitation

KIM PARKER
California Employers Association

DEBORAH PORTELA
Casa Coloma Health Care Center

LORENDA T. SANCHEZ
California Indian Manpower Consortium

ANETTE SMITH-DOHRING
Sutter Health – Sacramento Sierra Region

PETER TATEISHI
Sacramento Metro Chamber of Commerce

MICHAEL R. TESTA
Sacramento Convention & Visitors Bureau

DALE WALDSCHMITT
Pacific Coast Companies, Inc.

TERRY A. WILLS, ESQ.
Cook Brown, LLP

RICK WYLIE – Secretary/Treasurer
Villara Corporation

DAVID P. YOUNGER
Lionakis



SACRAMENTOWORKS

SACRAMENTO WORKS, INC. PLANNING/OVERSIGHT COMMITTEE

Date: Wednesday, January 20, 2016

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. **Consent Item:** Approval of the July 15, 2015, September 16, 2015, and December 16, 2015 Minutes
3. **Public Input Meeting:** Implementation of the Workforce Innovation and Opportunity Act, Adult and Dislocated Worker Program, PY 2016 – 2020
4. Adjournment

Planning/Oversight Committee Members: Anette Smith-Dohring (Chair), Paul Castro, Ann Edwards, Troy Givans, Kathy Kossick, Frank Louie, Jay Onasch

DISTRIBUTION DATE: WEDNESDAY, JANUARY 13, 2016

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

Wednesday, July 15, 2015
8:30 a.m.

1. **Call to Order/Roll Call:** Ms. Smith-Dohring called the meeting to order at 8:32 a.m.

Members Present: Paul Castro, Jay Onasch, Kathy Kossick, Anette Smith-Dohring

Members Absent: Ann Edwards, Troy Givans, Frank Louie

Others present: Lisa Clawson, Edward Proctor, Phil Cunningham, Terri Carpenter, Michelle O'Camb, Roy Kim

2. **Consent Item:** Approval of the May 20, 2015 Minutes

No questions or corrections.

Moved/Castro, second/Kossick, to approve the May 20 minutes.

Voice Vote: Unanimous approval.

3. **Information Item:** SlingShot Project Update

Ms. Trish Kelly and Ms. Evan Schmidt, Valley Vision, provided an overview of the SlingShot program. Ms. Schmidt stated this project supports business startups and entrepreneurial groups. In March, they began the business engagement phase; the summary was included in the agenda packet. They met with business leaders and entrepreneurs in the nine county region and will continue to do more outreach and engagement.

The compact will describe the implementation plan and how the advisory team and businesses will continue to engage. It is anticipated that the compact will be finalized by August.

Another item that has been identified is a resource inventory of the startup resources in the nine county area. They engaged with SourceLink out of Kansas City; SourceLink has a web navigator for entrepreneurs looking for services. This is a nation-wide organization of services available to small business management and entrepreneurs.

Ms. Kelly stated that they are working with the Kaufman Foundation looking at the process of innovation and entrepreneurship; they are providing best practices. The Kaufman Foundation will assist Valley Vision in setting up metrics for this grant. Their assessment will help to see gaps. The ultimate goal is to feed into the aspects of the grant which is innovation. They have been working with larger employers about their role in the innovation ecosystem. The compact will pull all of the areas together. Ms. Kelly stated that during the inventory, it has been interesting to see what other regions are doing.

Ms. Kossick stated that they are doing a great job of coordinating among all of the groups.

Mr. Kim stated that there are several regions focusing on youth, we are the only region focusing on entrepreneurship.

Ms. Schmidt stated that they have developed an advisory committee and a business advisory council. This will assist to determine where the gaps are. They have been identifying what type of services a provider offers depending on where they are in their stage. There are different types of entrepreneurs.

Entrepreneurs and business people want to have a place where they can connect physically, including the rural areas. Once they get in more of a system, the service providers know more about what others do and they are able to share information and fill gaps.

Mr. Onasch stated that a huge gap is to be an entrepreneur in school; he asked if they contacted Sacramento State regarding their programs to adequately train people. Ms. Kelly stated that entrepreneurs are being 'built' through Career Pathways and Next Ed. They are working with the colleges and close partners along the lines of an internship.

Ms. Schmidt stated that Sacramento is a great place for the mature entrepreneur.

4. **Action Item:** Approval of WIA/WIOA "Stretch" Performance Goals

Mr. Kim stated that this item came out of the last meeting where there was discussion to see if we could move our numbers upward. Perhaps we can have some internal 'stretch' marks to use as targets. If we do not meet the stretch marks, the state will not come down and affect our funding. One idea was to have a 10% increase over the state goal.

Ms. Smith-Dohring stated that it is important to include key metrics that are meaningful in the community, such as wages.

Ms. O’Camb stated that providers are monitored frequently and if they fall below a certain level, they are dealt with administratively to ensure they will meet their goals. SETA staff wants to make sure providers are not set up for failure.

Mr. Onasch suggested that staff ask the managers of the Job Centers to increase their goals. The staff at the centers would be a great place to determine the strengths and weaknesses in the community. They can determine threats to performance, what are the weaknesses at the centers, and what kind of training is needed to achieve the goal. It is important to find out what kind of planning is done in the agency to exceed our goals.

Mr. Cunningham suggested having some kind of incentive; perhaps offering some bonus points for those that submit a proposal. Mr. Onasch spoke of the Department of Rehabilitation’s high performing districts and how it changed the mind set of management because it brought out the competitive part in staff. He suggested finding a non-monetary way to reward outstanding behavior.

Mr. Onasch suggested that operators be asked what is meaningful to them to try to measure something that has not been measured before. Ms. Kossick stated that with the upcoming procurement process, it is best to find out what the minimum standard would be and then determine what a good performance measure would be.

Mr. Cunningham suggested that this item be continued to the next agenda for action at that time.

Ms. Smith-Dohring requested year-over-year data for 2012, 2013 and 2014 available at the board meeting.

5. Information Item: WIOA Update

Mr. Kim reviewed the draft planning calendar for the transition process. Although we do not have planning guidance from the State, staff will move forward with planning. The formal procurement process will begin in December with planning meetings. Staff will poll members to determine a good date for a December meeting.

Based on input, staff would develop an RFP that would be released in early March, 2016. Funding decisions would be made in June, 2016 with the new program beginning July 1, 2016. There will be public input meetings and attendees will be provided a matrix with areas where we are soliciting input and what are the needs in the community. Ms. Smith-Dohring asked how the public is informed and Ms. Carpenter stated that a public notice is posted on our web site and all of the service providers are informed. In addition, a public notice will be posted.

Mr. Kim stated that we want to maximize the existing infrastructure but we also want to be responsive to whatever new needs are in the community; that is the purpose of soliciting public input.

Ms. Smith-Dohring asked if SETA staff works with service providers to inform them of upcoming changes. Mr. Kim replied to a certain extent because staff still does not know everything from the state. We work with the service providers with standing meetings. Every training provider knows what is going on and a lot of the service providers have attended the CWA conference. Mr. Kim stated that there is some anxiety and concern because providers do not know what it means for their organizations.

The NAWB comments tend to be more relevant and include their recommendations on what the employer engagement would look like: simple, easy, and it would be a business satisfaction marker.

Mr. Kim stated that the TANF program is a big part of our system as well. In the draft regulations that they released there are a lot of good concepts to provide education and training services. The plan is to provide services for a much longer time to TANF recipients.

6. Information Item: Pending Grants Update

This information shows the different types of discretionary grants submitted for consideration. The second half is whether we have been awarded or not. Mr. Kim extended thanks for managers for their work on the discretionary grants.

7. Information Item: Unemployment/LMI Update

Mr. Kim reviewed the LMI update.

8. Input from the public: None.

9. Adjournment: The meeting was adjourned at 9:40 a.m.

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

Wednesday, September 16, 2015
8:30 a.m.

1. **Call to Order/Roll Call:** Ms. Smith-Dohring called the meeting to order at 8:36 a.m.

Members Present: Paul Castro, Jay Onasch, Kathy Kossick, Anette Smith-Dohring

Members Absent: Lisa Clawson, Ann Edwards, Troy Givans, Frank Louie

Others present: Edward Proctor, Phil Cunningham, Terri Carpenter, Michelle O'Camb, Roy Kim, Ralph Giddings, Maysua Chervankong

2. **Consent Item:** Approval of the July 15, 2015 Minutes

The minutes were reviewed; no questions or corrections.

Moved/Kossick, second/Castro, to approve the July 15 minutes.

Voice Vote: Unanimous approval.

3. **Discussion/Action Item:** Discussion and Approval of WIA/WIOA "Stretch" Performance Goals

Mr. Kim stated that this topic has been discussed at two previous meetings. At the last meeting a request was made to look at historical performance. The handout shows the last five years and whether we were successful. Only two of the last five years have we met or exceeded all performance goals.

Mr. Kim suggested picking one or maybe two performance benchmark that the board thinks is most indicative of success. This would drive a lot of the other performance outcomes.

There was discussion of how the numbers were captured with the service providers. Ms. Carpenter stated that performance is constantly being measured with the youth components. It is an intensive service program; the kids must get a GED or achievement certificate and not all kids hit all of the requirements. However, there are benchmarks.

Mr. Onasch stated that it is important to see what people can do with working with the most disabled population. Most job developers would rather work with

the most job ready people. There is a tendency to have incentives to work with the most severely disabled people. It takes longer to work with someone who is harder to place. It is difficult and he wants the one stops to have an incentive to work with DOR with the job ready disabled people. It could be an internal one if we are required to have that level of detail. This could be a goal that is internally measured. It would be good to see the collaboration between SETA and DOR.

Ms. Smith-Dohring stated that the operators need to have incentives to continue hitting the performance goals. Mr. Kim suggested having a stretch goal for entered employment. It will be measured over a longer period of time under WIOA. The second stretch goal could be wage earned.

Ms. Smith-Dorhing stated that under WIOA, training provided to customers may be more intentional; longer training means higher overall wages and long term employment.

Mr. Kim stated that staff will be bringing policies to future Planning/Oversight Committee meetings; the policies must align with the WIOA.

A question was asked whether it is possible to follow a group of people of four or five years? It would be interesting to follow the progress of a person from 2010 to present. There was discussion of using base wage data to track people.

No action was taken.

4. **Action Item:** Approval to Transfer Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Funds to Adult Funds, Program Year (PY) 2015-16, and Authorize Staff to Submit a Request to the State of California, Employment Development Department

Ms. O’Camb stated that the approval of this item allows the transfer of funds and flexibility in the reporting of statistics. There were no questions.

Moved/Castro, second/Kossick, to approve the transfer of up to \$2,977,341 in WIOA dislocated worker formula funds to the WIOA adult formula funding stream for PY 2015-16, and authorize staff to submit a request to the State of California, EDD.

Aye: 4 (Castro, Kossick, Onasch, Smith-Dohring)

Nay: 0

Abstentions: 0

Absent: 4 (Clawson, Edwards, Givans, Louie)

5. **Discussion/Action Item:** Development of a Priority of Service Policy Under the Workforce Innovation and Opportunity Act (WIOA), Title I, Adult Program

Ms. O’Camb stated that the draft policy follows federal guidance.

Ms. Kossick stated that staff does not yet know what the Employment Development Department's role is with the new act. At a local level, you can add on to the priority service levels.

Our current training cap is around \$5,000 and health care is \$10,000 so it fluctuates according to the position.

No action taken.

6. **Information Item**: Unemployment/LMI Update: No questions.
7. **Information Item**: Sacramento Works Fourth Quarter Dashboard: No comments.
8. **Input from the public**: No comments.
9. **Adjournment**: The meeting was adjourned at 9:50 a.m.

Committee of the Whole

of the

PLANNING/OVERSIGHT COMMITTEE

Minutes/Synopsis

(Minutes reflect the actual progression of the meeting.)

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

Wednesday, December 16, 2015
8:30 a.m.

1. **Call to Order/Roll Call:** Mr. Paul Castro called the meeting to order at 8:34 a.m. There was not a quorum achieved so the committee continued as a Committee of the Whole.

Members Present: Paul Castro, Jay Onasch, Ann Edwards

Members Absent: Troy Givans, Frank Louie, Kathy Kossick, Anette Smith-Dohring

Others present: Phil Cunningham, Patty Perez, Pam Hartley, Michelle O'Camb, Roy Kim

2. **Consent Item:** September 16, 2015 Minutes: No action taken.
3. **Public Input Meeting:** Implementation of the Workforce Innovation and Opportunity Act, Adult and Dislocated Worker Program, PY 2016 – 2020

Mr. Roy Kim shared that this is the first of two public input sessions; the second will be January 20, 2016 at 8:30 a.m. Written testimony is always welcome. The purpose of this meeting is to hear possible suggestions and plans for transition from WIA to WIOA.

A Powerpoint was shown with areas and ideas to provide input. This is for the adult/dislocated worker program. The RFP that results from this planning process will be a result of the testimony received today and in January. The allowable activities in the WIOA Adult/Dislocated Worker program are:

- Career services – basic: available to all participants; no priority
- Career services – individualized: enrollment and priority required
- Training Services – no sequence of service required

Mr. Kim provided sample questions for potential audience input. Attendees were asked to fill out a speaker card and turn it in; testimony will be taken according to the card submitted.

Ms. Edwards arrived at 8:38 a.m.

Speakers before the Committee:

- **David Banuelos, Site Supervisor, LaFamilia Counseling Center:**

Mr. Banuelos stated that when the system went from career center to career center/training model, it created barriers. A lot of people came in looking for career center services. They tried to provide services with minimal staff with minimal funding but they had to turn people away. SETA has a model, no wrong door, but he thinks there are more wrong doors now than before. The model of the training center and career center should be one and the same. There should be access points throughout the county where people get the same services and the same opportunities so there are no additional hardships. Transportation is one of the biggest issues with their customers. LaFamilia's GED program has been very successful and they have run out of funding. They have to figure out a way to serve people for the remainder of the year and inquired whether additional funding for GED services/vocational or college would be available. Customers need direct access to services. Need to refocus so the services are available similarly in the career training model as it was under the career center model.

- **Kevin Daniel, Greater Sacramento Urban League**

Mr. Daniel stated that 70-75% of their customers are looking for GED; he would like to know how to access more funding to provide training for more GED tests. Increasing funding for GED testing would be recommended in the new program. Other areas of the country have co-enrollment with training program and GED training at the same time. He suggested that we think about how to get the two things together. Another thing is a career ladder; how do you take a person from an entry level job and move them to a higher level job? Maybe come in for an evening class to make that move upward possible.

- **Kenneth Green, GED Instructor, Greater Sacramento Urban League**

Mr. Green is a GED Instructor/case manager. As an instructor, he is faced with students that are at such a remedial level that it takes them a while to get to the level at which they can be prepared to take a test. They need books, space, and vouchers. When the students are finally able to sit for the test, many times the vouchers are not available. Many times the students keep taking the practice tests until a voucher is available. The tests are challenging and he can do what is needed to get the students ready for the test. There is a need for support at the basic level in the form of transportation and even food. They need a hand up to assist their students.

- **Jennifer Barrett, Elk Grove Adult and Community Education**

With the change in the funding they made a change from career to training center. One advantage was as an adult school, they had a lot going on already.

In their academic program, the training program proved to be a really good addition. For adults moving forward, they need high school equivalency or a diploma. A disadvantage was the switchover of the GED; it became more challenging for their students to get the GED completed at a rate that was expected. Disadvantage of moving to training center model was having been a career center in the south Sacramento area; people have to travel to go to another job center. This required transportation which was a disadvantage for some of their customers. They have a large ESL population and many of their customers have to travel out of the center to get other services. It would be better to have everything together.

They would get a lot of walk ins and through the grant, they were able to assist people they would not have been able to. One big barrier with the change from training center model is coordination between job centers and training centers. It has been a challenge to figure out how they intersect. This needs to be figured out.

Supportive services are always needed and their students having additional support is critical to ensure their success.

- Robynne Rose-Haymer, Director of Workforce, Goodwill Industries, Sacramento Valley Northern Nevada

Everything already mentioned is very important. She commended David for being the first person to say the system is broken and it hurts the people they serve. Having to send a person elsewhere to get services is not good; it is harming people when we send them away. The folks they serve have many barriers; many are not seen until they trust you. It is difficult to build trust if you have to send people away; it does not engender trust. The people they serve need us; they need us to help them. We need to create a system by which we can serve people better. Their customers face transportation issues and some access points in buses service is difficult to manage. If you miss a connection, you miss a lot. Another thing needed by their customers is short term high impact training programs, 8-10 weeks in length. This provides people a good outcome. Their customers do not have the luxury of time so a training program for 8-10 weeks is better. She attended the Mayor's town hall meetings, would like to see SETA be an intermediary and interact with people that hire. This would be great to have a networking place. In addition, many of their customers need mental health services. There are a lot of people who need to talk to someone to help them through depression or domestic violence situation before they move into training services.

- Charlie Linebarger, Principal, Folsom Cordova Adult School

They found their Golden Ticket students have many more barriers and issues than their other students. They also found that students with wrap around

support are completing at a 12% higher rate than those without wrap around services. There is a direct benefit to students with wrap around support. Behind every student, is a family. If you help the student, you also assist their children. If the student has the education or job, this affects the family as well.

Barriers to customers include transportation and child care; if these are not in place, it does not matter what services are available if there is not support.

- Peter Boateng, Education and Employment Specialist, Folsom Cordova Training Center

Mr. Boateng works mostly with GED and CalWorks population. Before he came to this program, he worked with people with disabilities. He has learned with the population he is working with, most barriers include child care and transportation. As time goes on, he realized that some of his customers are not able to complete the program have disabilities that have not been identified. There needs to be services that include people with disabilities. Identify the population that has challenges. The customers may be ashamed to disclose their disability. It is important to work with the Department of Rehabilitation and Alta California Regional Center. People with disabilities come with a stigma and if they are identified and provided necessary services, they will be successful.

- Ebony Powe, Student Client, Elk Grove Adult Center

Ms. Powe is a participant in the WIA funded program. Ms. Powe has work and employment history but lost her job. She wanted to go to school because she was in a job that had no advancement. She did not complete her high school diploma or GED. She was able to get into a program once she started at the adult center, the staff was very helpful and she learned quickly. She started in May, took her test in August, she passed everything except for math. She had issues with child care and transportation and the staff helped her and gave her some slack. In October she passes her math test and November she was working a minimum wage part-time job. She now has a better job. She's extremely happy right now and was able to obtain her GED within six months.

- Renee John, Employment Services Manager, Folsom Cordova Community Partnership/Training Center

They are a joint venture with Folsom Cordova Adult Education. She thanked SETA for the opportunity to apply as a joint venture. It has turned out to be a great opportunity. The adult school provides the educational component and the partnership provides the background services; they are also a family resource center. One of the great opportunities is being a center providing training and wrap around services. It has been great to have training on site where case management is done as well, especially when it comes to ESL and GED. They have a very robust ESL program. They were impressed when the CAB provided

more money to self-sufficiency. One program that SETA piloted was to have short-term, high impact training combined with subsidized employment. This gives the employer the opportunity to hire a person that is still going through training. She was impressed with information shared about a different Workforce Investment Board in another state where there was a data base of businesses that worked with WIB subcontractors. There could be an inconsistency in the product. If she was impressed with Gloria's thoughts about a WIB in Texas that had this data base. They are really looking forward to providing more services to customers with disabilities.

- Gina Wandell, Teacher, Elk Grove Adult Community Education

She teaches high school equivalency students in the morning and works in the training center in the afternoon. She loves having a person to go to get supportive services that were not available pre-Golden Ticket. The other non-Golden Ticket people, they do not have resources to assist people. She wants to have an on-site assessment process to determine how to better serve people. That would close a big gap right now.

Mr. Castro stated that it was great to hear what other people are dealing with. As the board transitions from WIA to WIOA, we also need to learn how to plan the system that will provide the necessary services. He thanked the audience for attending.

Mr. Kim stated that there is another public hearing on January 20. He encouraged attendees to go beyond the five questions raised today. Staff will continue to reach out for public testimony and written input, particularly input from the business community. Whatever testimony is received will be utilized to prepare the RFP which will be released in the Spring, 2016.

4. Adjournment: The meeting was adjourned at 9:25 a.m.