

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

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, March 16, 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 January 20, 2016 Minutes
3. **Action Item:** Approval of the Priority of Service Policy Under the Workforce Innovation and Opportunity Act (WIOA), Title I, Adult Program (Michelle O’Camb)
4. **Discussion/Action:** Discussion and Approval of WIA/WIOA “Stretch” Performance Goals
5. **Information Item:** Sacramento Works Performance Report (Ralph Giddings)
6. Adjournment

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

DISTRIBUTION DATE: THURSDAY, MARCH 10, 2016

Sacramento Works, Inc.
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, January 20, 2016
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, Frank Louie, Jay Onasch, Kathy Kossick, Anette Smith-Dohring

Members Absent: Ann Edwards, Troy Givans,

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

2. **Consent Item:** Approval of the July 15, September 16, and December 16, 2015 Minutes

Minutes were reviewed; no questions or corrections.

Moved/Kossick, second/Onasch, to approve the July 15, September 16, and December 16, 2015 minutes as presented.

Voice Vote: Unanimous approval.

3. **Public Input Meeting:** Implementation of the Workforce Innovation and Opportunity Act, Adult and Dislocated Worker Program, PY 2016 – 2020

1. **Dorinda McMillan, Chief Operating Officer, Woodmack Products:**

Ms. McMillan stated that their business has been in operation for 60 years. They have been utilizing the OJT program since they came from the Bay Area. One thing that changed is the reduction in funding for low-income adults which impacts the ex-offenders they hire. Their business provides ex-offenders an opportunity to learn a trade. The agencies they work with help their new hires with housing and transportation. It is important as more ex-offenders are released that they have opportunities for jobs. It is a risk for them as an employer and they spend a lot of time training their employees; once they get experience, they leave the company. Ms. McMillan stated that she would like to see the funding be more diverse. The funding was reduced from \$2,000. The OJT program is an important part of their survival as a manufacturing company.

2. **Brian Talcott, Program Director, Women's Empowerment:**

Mr. Talcott runs a job readiness program for homeless women. He urged the committee to think of working with the continuum of care. Many providers provide job readiness and would like to see the job training centers partner with them to help their homeless population get off the streets.

Mr. Kim stated that there were a number of audience members that testified at the earlier meeting. This is the time for input and audience members can submit written input.

No other public input was received.

Mr. Kim reminded the audience that the public notice is on the SETA website and to forward any additional comments to Ms. Michelle O'Camb.

4. **Adjournment:** The meeting was adjourned at 8:45 a.m.

ITEM 3

APPROVAL OF THE PRIORITY OF SERVICE POLICY UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA), TITLE I, ADULT PROGRAM

BACKGROUND:

The Workforce Innovation and Opportunity Act (WIOA), Section 134(c)(3)(E), with respect to individualized career services and training services funded with WIOA adult funds, requires that priority of service be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient as defined in WIOA Section 3(5)(B).

In contrast to the Workforce Investment Act, which required priority of service to be provided to recipients of public assistance and other low-income individuals only when funds for adult employment and training activities were limited, WIOA expands the priority to include individuals who are basic skills deficient, and requires priority to be given regardless of a local workforce development area's funding levels. In addition, veterans and eligible spouses continue to receive priority of service for all Department of Labor (DOL) funded job training programs. These requirements were not affected by the passage of WIOA and must still be applied in accordance with guidance and policy previously issued by the Department of Labor and by the Workforce Services Division of the State of California's Employment Development Department (EDD).

Under WIOA Section 134(c)(3)(E) and the "WIOA, Notice of Proposed Rule Making" (NPRM) Section 680.600(b), the Governor and local workforce development boards are required to establish criteria by which the one-stop operator will apply priority of service for adult employment and training activities. In California, the Workforce Services Division of the EDD has authority to act on behalf of the Governor in oversight and management of the State's WIOA Title I funded activities. As a result, on January 22, 2016, EDD released Workforce Services Directive #WSD15-14, WIOA Adult Program Priority of Service, which provides guidance and establishes procedures regarding priority of service for local workforce development boards.

In alignment with the State's directive, staff has developed a draft policy on priority of service for adults served under WIOA employment and training activities for this Local Workforce Development Area (LWDA). The draft policy has been sent under separate cover for reference.

RECOMMENDATION:

Approve the Priority of Service Policy under the WIOA, Title I, Adult Program to move forward to the full Sacramento Works Board for approval.

ITEM 4

DISCUSSION AND APPROVAL OF WIA/WIOA “STRETCH” PERFORMANCE GOALS

BACKGROUND

At the May 20, 2015, July 15, 2015, and September 16, 2015, Planning/Oversight Committee Meetings, there has been a continuing discussion regarding establishing performance targets (i.e., “stretch” goals) that will be internal performance targets that are in addition to the negotiated performance benchmarks established by the State Employment Development Department for the Sacramento Workforce Development Area.

The Committee’s discussions are summarized as follows:

- Review of historical performance over the past five years; all goals met or exceeded in two of the last five years
- Focus on one or two key performance metrics, such as Earnings and/or Entered Employment
- Consider impact on vulnerable populations with multiple barriers to employment
- Incentivize performance, such as bonus points on proposals submitted in response to Requests for Proposals
- Board recognition of high performing service providers

RECOMMENDATION:

Continue to discuss the establishment of internal performance targets (i.e., “stretch” goals) and take appropriate action.

ITEM 5

SACRAMENTO WORKS PERFORMANCE REPORT

BACKGROUND:


Attached for your review is the performance dashboard for the second quarter of the Sacramento Works system.

Staff will be available to answer questions.


Sacramento Works System 2nd Quarter (7/1/2015- 12/31/2015) Report

| Dashboard Question | Answer | | | | | | | | | | | |
|---|---|-------------------|-----------|-----------|-------------------|-------------------|-----------|-----------|-------------------|-----|-----------|-----|
| <p>Sacramento Works Job & Training Center Universal Access: Is the Sacramento Works system meeting the goal of providing universal access services to job seekers this quarter?</p> | <p style="text-align: center;">Percentage of Benchmark: 139%</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>20,263</td> </tr> <tr> <td>Benchmark</td> <td>14,571</td> </tr> </table> | Reporting Quarter | 20,263 | Benchmark | 14,571 | | | | | | | |
| Reporting Quarter | 20,263 | | | | | | | | | | | |
| Benchmark | 14,571 | | | | | | | | | | | |
| <p>Intensive & Training Services Adult/Dislocated Worker: Is the Sacramento Works system meeting the enrollment goal?</p> | <p style="text-align: center;">Percentage of Benchmark: 102%</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>2,105</td> </tr> <tr> <td>Benchmark</td> <td>2,063</td> </tr> </table> | Reporting Quarter | 2,105 | Benchmark | 2,063 | | | | | | | |
| Reporting Quarter | 2,105 | | | | | | | | | | | |
| Benchmark | 2,063 | | | | | | | | | | | |
| <p>Adult and Dislocated Worker Measure: Is the Sacramento Works system meeting its performance measures for the Adult/Dislocated Worker program?</p> | <p>Adult % Entered Employment</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>66%</td> </tr> <tr> <td>Benchmark</td> <td>55%</td> </tr> </table> <p>DW % Entered Employment</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>75%</td> </tr> <tr> <td>Benchmark</td> <td>63%</td> </tr> </table> | Reporting Quarter | 66% | Benchmark | 55% | Reporting Quarter | 75% | Benchmark | 63% | | | |
| | Reporting Quarter | 66% | | | | | | | | | | |
| | Benchmark | 55% | | | | | | | | | | |
| Reporting Quarter | 75% | | | | | | | | | | | |
| Benchmark | 63% | | | | | | | | | | | |
| <p>Adult % Employment Retention</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>79%</td> </tr> <tr> <td>Benchmark</td> <td>79%</td> </tr> </table> <p>DW % Employment Retention</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>88%</td> </tr> <tr> <td>Benchmark</td> <td>83%</td> </tr> </table> | Reporting Quarter | 79% | Benchmark | 79% | Reporting Quarter | 88% | Benchmark | 83% | | | | |
| Reporting Quarter | 79% | | | | | | | | | | | |
| Benchmark | 79% | | | | | | | | | | | |
| Reporting Quarter | 88% | | | | | | | | | | | |
| Benchmark | 83% | | | | | | | | | | | |
| <p>Adult Average Six-Months Earnings</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>\$12,745</td> </tr> <tr> <td>Benchmark</td> <td>\$13,450</td> </tr> </table> <p>DW Average Six-Months Earnings</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>\$19,055</td> </tr> <tr> <td>Benchmark</td> <td>\$17,800</td> </tr> </table> | Reporting Quarter | \$12,745 | Benchmark | \$13,450 | Reporting Quarter | \$19,055 | Benchmark | \$17,800 | | | | |
| Reporting Quarter | \$12,745 | | | | | | | | | | | |
| Benchmark | \$13,450 | | | | | | | | | | | |
| Reporting Quarter | \$19,055 | | | | | | | | | | | |
| Benchmark | \$17,800 | | | | | | | | | | | |
| <p>Youth Measures Is the Sacramento Works system meeting its performance measures for the Youth Worker program?</p> | <p># of New Enrollments Quarter 2 Goal (Out of School Youth)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>237</td> </tr> <tr> <td>Benchmark</td> <td>291</td> </tr> </table> <p># of New Enrollments Quarter 2 Goal (In School Youth)</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>107</td> </tr> <tr> <td>Benchmark</td> <td>125</td> </tr> </table> | Reporting Quarter | 237 | Benchmark | 291 | Reporting Quarter | 107 | Benchmark | 125 | | | |
| | Reporting Quarter | 237 | | | | | | | | | | |
| | Benchmark | 291 | | | | | | | | | | |
| Reporting Quarter | 107 | | | | | | | | | | | |
| Benchmark | 125 | | | | | | | | | | | |
| <p>Literacy/Numeracy Gains</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>71%</td> </tr> <tr> <td>Benchmark</td> <td>60%</td> </tr> </table> <p>Youth % Attained Degree/Certificate</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>68%</td> </tr> <tr> <td>Benchmark</td> <td>64%</td> </tr> </table> <p>Youth % Entered Employment or Education</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td>Reporting Quarter</td> <td>81%</td> </tr> <tr> <td>Benchmark</td> <td>65%</td> </tr> </table> | Reporting Quarter | 71% | Benchmark | 60% | Reporting Quarter | 68% | Benchmark | 64% | Reporting Quarter | 81% | Benchmark | 65% |
| Reporting Quarter | 71% | | | | | | | | | | | |
| Benchmark | 60% | | | | | | | | | | | |
| Reporting Quarter | 68% | | | | | | | | | | | |
| Benchmark | 64% | | | | | | | | | | | |
| Reporting Quarter | 81% | | | | | | | | | | | |
| Benchmark | 65% | | | | | | | | | | | |

Job Seeker Customer Satisfaction Survey:
 Are customers satisfied with the services received? (On a scale from 1-5 with 5 being the highest. Cumulative total from Q1 2015-2016 year.)



150



4.20

- Number of Surveys Completed
- Collective Job Center Average Satisfaction Rating

Employer Services:
 Is the Sacramento Works system meeting the needs of the region's employers?

