

**WORKFORCE DEVELOPMENT
BOARD MEMBERS**

JANET BARD
Ramos Oil Company, Inc.

LARRY BOOTH
Frank M. Booth, Inc.

BRIAN BROADWAY
Sacramento Job Corps

LARRY BURKHARDT
City of Sacramento.

DENNIS CANEVARI
Sheet Metal Workers Local #104

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

DAVID W. GORDON
Sacramento County Office of Education

GARY R. KING – First Vice Chair
SMUD

KATHY KOSSICK
Sacramento Employment & Training Agency

MATT LEGE
SEIU – United Healthcare Workers

FRANK A. LOUIE
Xerox Corporation

ELIZABETH MCCLATCHY
The Safety Center, Inc.

CHARLOTTE MITCHELL
Sacramento County Farm Bureau

DENNIS MORIN
Sacramento Area Electrical Training Center

DR. JAMEY NYE
Los Rios Community College District

JAY ONASCH
California Department of Rehabilitation

KIM PARKER
California Employers Association

FABRIZIO SASSO
Sacramento Central Labor Council

ANETTE SMITH-DOHRING
Sutter Health – Sacramento Sierra Region

PETER TATEISHI
Sacramento Metro Chamber of Commerce

RICK WYLIE – Secretary/Treasurer
Villara Building Systems



SACRAMENTOWORKS

**SACRAMENTO WORKS, INC.
PLANNING/OVERSIGHT COMMITTEE**

Date: Wednesday, August 17, 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 May 18, 2016 Minutes
3. **Action Item:** Discussion and Approval of WIA/WIOA “Stretch” Performance Goals
4. **Action Item:** Discussion and Approval of WIOA High-Growth Industry Sectors and Occupational Clusters
5. **Information Item:** Sacramento Works Performance Report
6. Public Input
7. Adjournment

Planning/Oversight Committee Members: Anette Smith-Dohring (Chair), Janet Bard, Lisa Clawson, Mike Dourgarian, Ann Edwards, Kathy Kossick, Matt Legé, Frank Louie, Jay Onasch

DISTRIBUTION DATE: THURSDAY, AUGUST 11, 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, May 18, 2016
9:30 a.m.

1. **Call to Order/Roll Call**: Ms. Smith-Dohring called the meeting to order at 9:33 a.m.; a quorum was established.

Members Present: Frank Louie, Kathy Kossick, Anette Smith-Dohring, Ann Edwards

Members Absent: Jay Onasch

Others present: Phil Cunningham, Terri Carpenter, Bill Walker, Julie Davis-Jaffe, Michelle O'Camb, Roy Kim, Edward Proctor

2. **Consent Item**: Approval of the January 20, 2016 Minutes

Minutes were reviewed; no questions or corrections.

Moved/Kossick, second/Louie, to approve the January 20, 2016 minutes.

Aye: Kossick, Louie, Smith-Dohring

Nay: 0

Abstention: 1 (Edwards)

Absent: 1 (Onasch)

3. **Action Item**: Approval of the Workforce Innovation and Opportunity Act (WIOA), Sacramento Works, Inc., Resource Allocation Plan for 2016-2017

Each year the Sacramento Works board establishes the allocation plan; this is the initial item and action from today's meeting will go to the full workforce board for approval. SETA received the final allocation which is about a 15% reduction in funds in the amount of \$1.84 million.

Under current State law, there is a requirement that local areas spend at least 35% on 'training' services. Input from the public hearings made clear that the bifurcated approach to the provision of services was not as customer friendly; it was a more difficult way to access services. The new plan allows centers to provide the full menu of services to customers. Another factor is state legislation, and an expanded federal definition of 'training' services. TANF funds can also be leveraged as 'training'

Eighteen proposals were received and staff is in the process of ranking the proposals; most of the incumbents applied. The goal is to maintain the existing infrastructure but to provide improved access to all services for customers.

Mr. Louie inquired whether the budget reduction will affect the size and scale of the program. Ms. Kossick stated that this is our second year of decreases. Mr. Kim stated that we always look at other funding opportunities to bring more funding into the agency. Regardless of the reduction, the CalWORKs program is still investing funds into our system and we appreciate the partnership.

Moved/Edwards, second/Louie, to approve the Sacramento Works, Inc. Resource Allocation Plan for 2016-17, and forward to the full Sacramento Works Board for approval.

Roll call vote:

Aye: 4 (Edwards, Kossick, Louie, Smith-Dohring)

Nay: 0

Abstention: 0

Absent: 1 (Onasch)

4. **Action Item:** Review and Recommend Approval of the Workforce Innovation and Opportunity Act Memorandum of Understanding and Authorize staff to Negotiate Changes Subject to Legal Counsel Approval

Under WIOA, Memoranda of Understanding are a requirement. This item presents the draft template for the new WIOA MOU. Local workforce boards are required to have an MOU with each required partner. The MOUs will be for three years.

Ms. Smith-Dohring stated that since we have to track people for wage attainment, can we track them longer? Ms. Michelle O'Camb replied that we did it at one time but it is difficult to track people after a long period of time; it was done beginning in 2001-2002. Ms. Kossick stated that she will talk to Ms. Diane Ferrari to see if there is a way to track customers for a longer period of time. Mr. Kim stated that during the negotiation process of the MOU, maybe something can be written into the MOU in the EDD agreement to provide more longitudinal data.

Ms. Smith-Dohring stated that this information would be a good way to show how successful Sacramento's programs are to encourage other local areas to change their way of providing services.

Moved/Louie, second/Edwards, to recommend approval to the Sacramento Works Board. Authorize staff to negotiate changes to the MOUs with One-Stop

Required Partners, subject to approval by the SWI's and the SETA Governing Board's legal counsels.

Roll call vote:

Aye: 4 (Edwards, Kossick, Louie, Smith-Dohring)

Nay: 0

Abstention: 0

Absent: 1 (Onasch)

5. **Public Input:** None.

Ms. Kossick stated that at the May 25 board meeting, board members will be asked to determine a committee so we may have more members on this committee.

6. **Adjournment:** The meeting was adjourned at 10:18 a.m.

ITEM 3 - ACTION

DISCUSSION AND APPROVAL OF WIA/WIOA "STRETCH" PERFORMANCE GOALS

BACKGROUND:

At the May 20, 2015, July 15, 2015, September 16, 2015, and March 16, 2016 Planning/Oversight Committee Meetings, there has been an ongoing discussion regarding establishing performance targets (i.e., "stretch" goals) that would 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:

Review Q3 performance dashboard report and continue to discuss the establishment of internal performance targets (i.e., "stretch" goals) and take appropriate action.

ITEM 4 - ACTION

DISCUSSION AND APPROVAL OF WIOA HIGH-GROWTH INDUSTRY SECTORS AND OCCUPATIONAL CLUSTERS

BACKGROUND:

Historically, the Sacramento Works, Inc., Local Workforce Development Board (LWDB), has invested in a sector approach by targeting training resources toward high-growth industry sectors/occupational clusters that have the greatest potential to result in career pathways that ensure self-sufficiency.

The following current priority sectors/clusters, established under the Workforce Investment Act (WIA), were last revised in June 2013:

- Health Services
- Transportation, Production and Manufacturing
- Installation, Maintenance and Repair
- Information and Communications Technology
- Construction and Clean Energy
- Administrative and Support Services
- Agriculture, Food and Hospitality

The priority sectors/clusters are consistent, and significantly overlap, with the Next Economy's six core business clusters, which were recently researched and refreshed with post-recession data. "Education and Knowledge Creation" is the only Next Economy core business cluster that is not included in the current list of LWDB-approved priority sectors/clusters.

On July 27, 2016, the Labor Market Information Division (LMID) of the Employment Development Department presented a comprehensive report to the LWDB, based on data from 2010-2015, showing industry sectors/clusters in the Sacramento area and their potential for increased wages and career opportunities.

Staff is recommending that the LMID report, along with information on the Next Economy's six core business clusters, be utilized by the Planning/Oversight Committee to establish a revised list of priority sectors/clusters under the WIOA.

RECOMMENDATION:

Discuss and approve a recommendation to the full Sacramento Works Board regarding the establishment of WIOA high-growth industry sectors/occupational clusters.

ITEM 5 – INFORMATION

SACRAMENTO WORKS THIRD QUARTER DASHBOARD

BACKGROUND:

Attached for your review is the dashboard and worksheets for the third quarter of the Sacramento Works system.

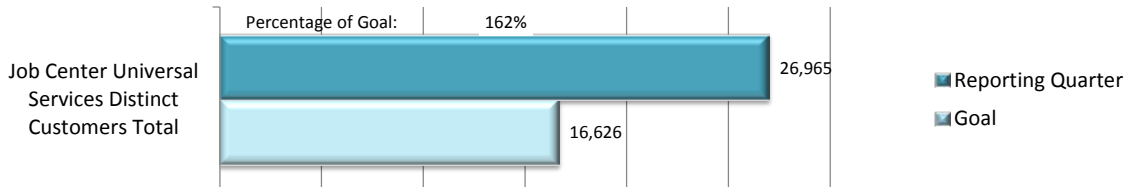
Staff will be available to answer questions.

Sacramento Works System 3rd Quarter (7/1/2015- 3/31/2016) Report

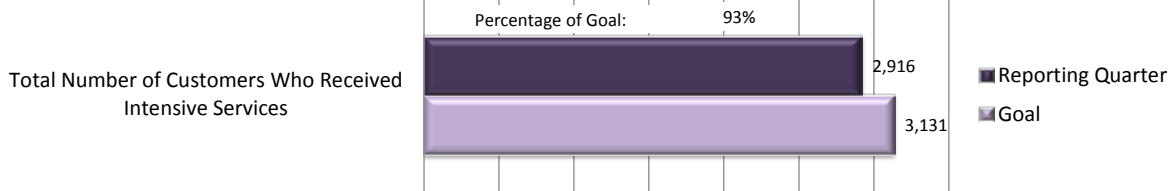
Dashboard Question

Answer

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?

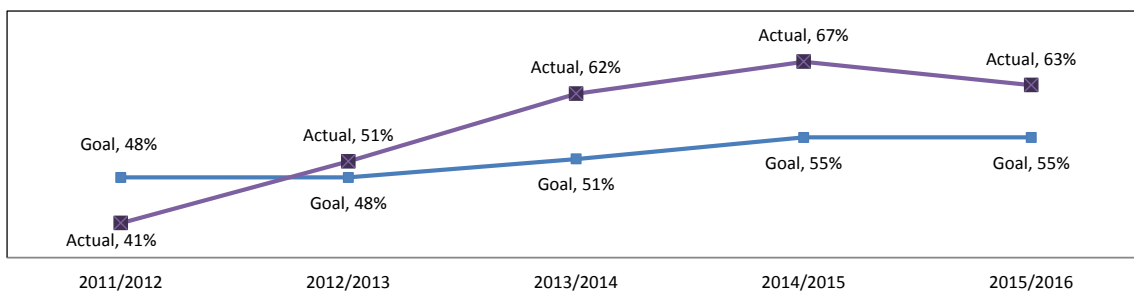


Intensive & Training Services Adult/Dislocated Worker:
Is the Sacramento Works system meeting the enrollment goal?

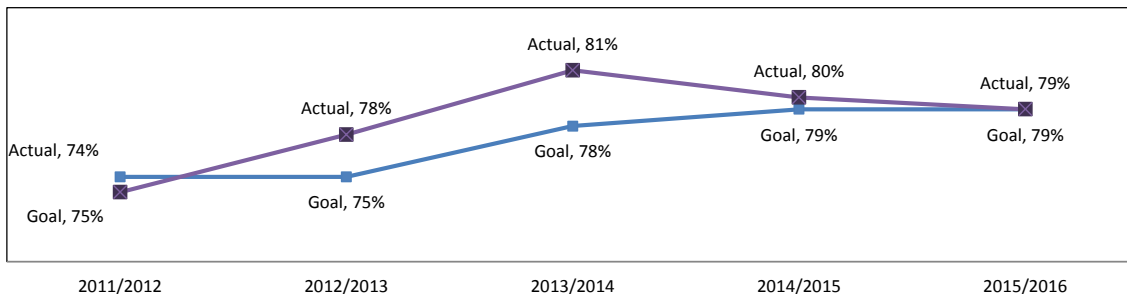


Adult Measure:
Is the Sacramento Works system meeting its performance measures for the Adult/Dislocated Worker program?

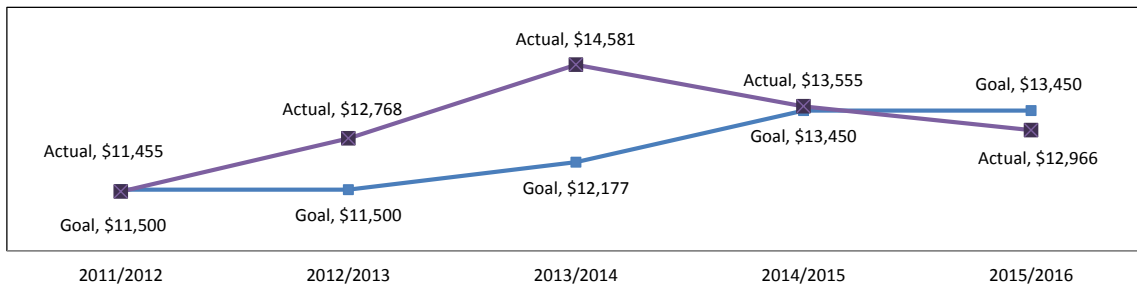
Adult % Entered Employment



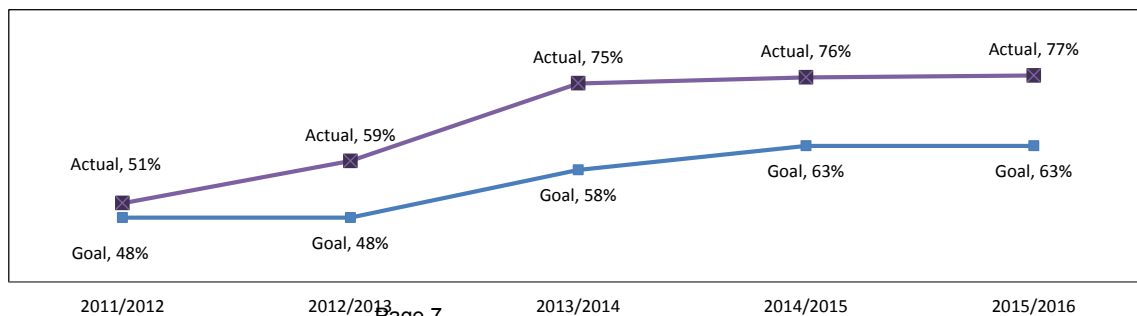
Adult % Employment Retention



Adult Average 6-Months Earnings

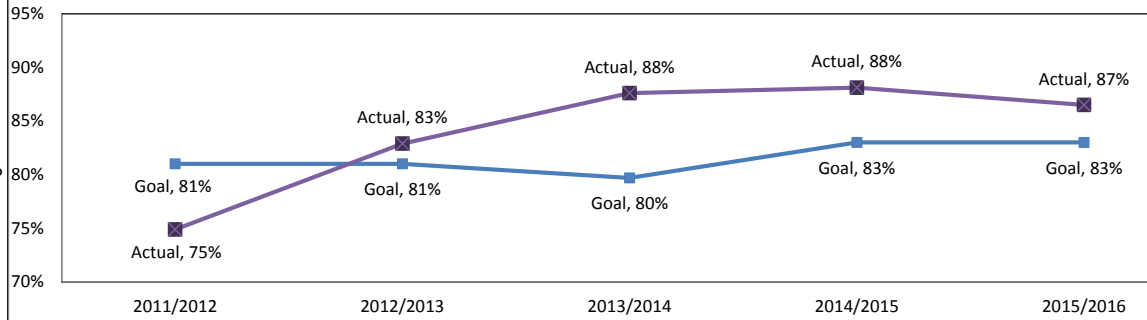


DW % Entered Employment

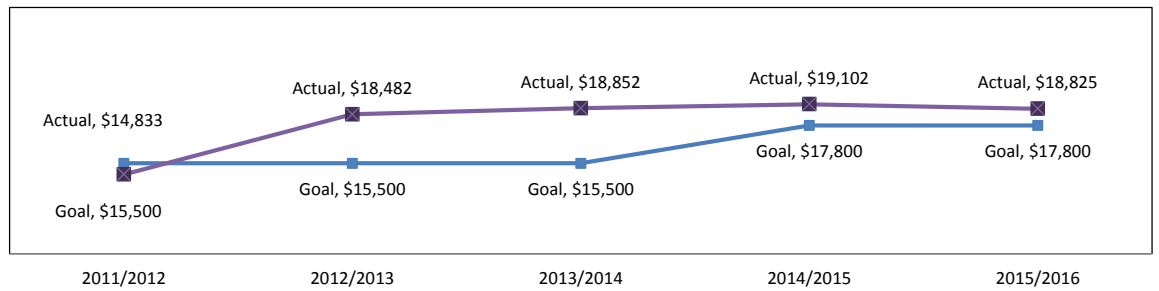


Dislocated Worker Measure:
Is the Sacramento Works system meeting its performance measures for the Adult/Dislocated Worker program?

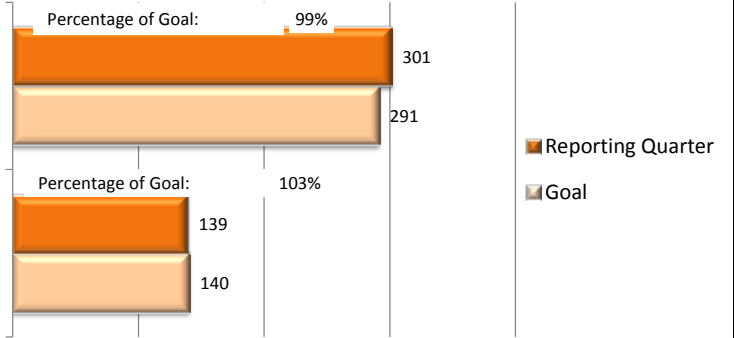
DW % Employment Retention



DW Average 6-Months Earnings

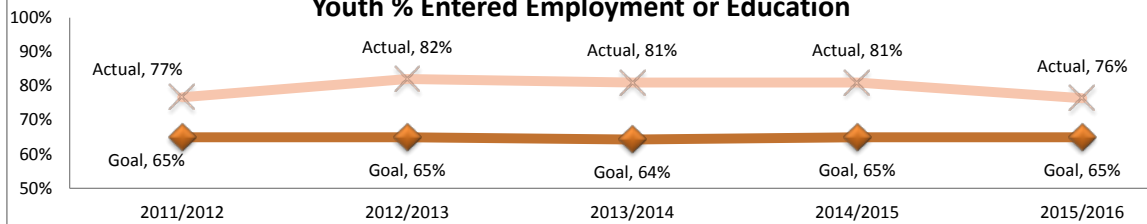


of New Enrollments Quarter 3 Goal (Out of School Youth)

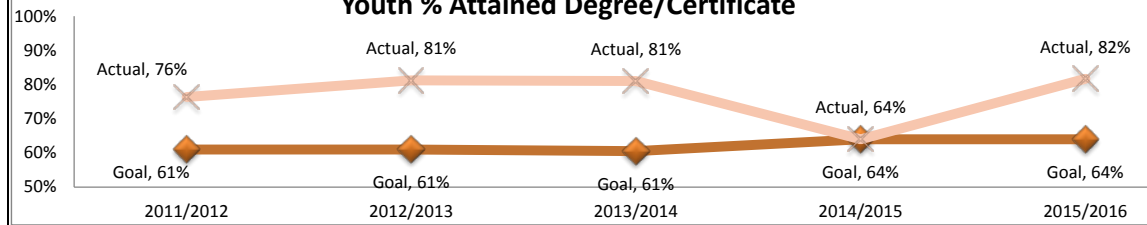


Youth Measures
Is the Sacramento Works system meeting its performance measures for the Youth Worker program?

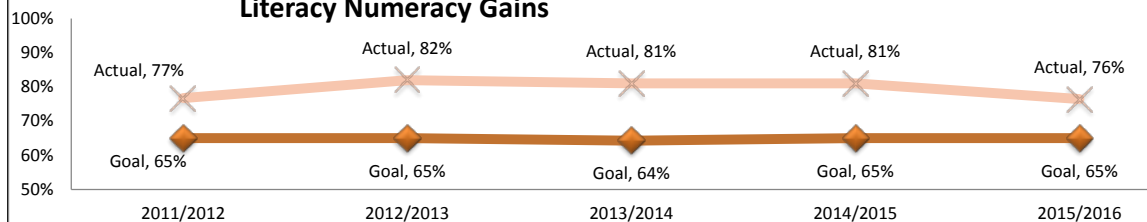
Youth % Entered Employment or Education



Youth % Attained Degree/Certificate



Literacy Numeracy Gains





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

