

**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

**REGULAR MEETING OF THE
SACRAMENTO WORKS, INC. BOARD**

DATE: Wednesday, May 25, 2016

TIME: 8:00 a.m.

LOCATION: SETA Board Room
925 Del Paso Blvd.
Sacramento, California 95815

While the Sacramento Works, Inc. Board welcomes and encourages participation in the Sacramento Works, Inc. meetings, it would be appreciated if you would limit your comments to five minutes so that everyone may be heard. Matters under the jurisdiction of the Sacramento Works, Inc. Board and not on the posted agenda may be addressed by the general public following completion of the regular agenda. The Sacramento Works, Inc. Board limits testimony on matters not on the agenda to five minutes per person and not more than fifteen minutes for a particular subject. Meeting facilities are accessible to persons with disabilities. Requests for Assisted Listening Devices or other considerations should be made through the Clerk's office at (916) 263-3827. This document and other Board meeting information may be accessed through the Internet by accessing the SETA home page: www.seta.net.

AGENDA

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1. Approval of the Workforce Innovation and Opportunity Act Memorandum of Understanding and Authorize Staff to Negotiate Changes Subject to Legal Counsel Approval (Roy Kim)	6-17
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3.	Approval of the Workforce Innovation and Opportunity Act (WIOA), Sacramento Works, Inc., Resource Allocation Plan for 2016-2017 (Roy Kim)	25-28
4.	Approval of Funding Recommendations for the Workforce Innovation and Opportunity Act (WIOA), Title I, Youth Program, for Program Year 2016-2017 (Terri Carpenter)	29-35
IV.	<u>Information Items</u> (15 minutes)	
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	✓ Planning/Oversight Committee (Anette Smith-Dohring)	
	✓ Employer Outreach Committee (Larry Booth)	
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V.	<u>Other Reports</u>	67
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VI.	<u>Adjournment</u>	

DISTRIBUTION DATE: TUESDAY, MAY 17, 2016

Sacramento Works, Inc. Local Workforce Development Board Strategic Plan

Sacramento Works, Inc., the local Workforce Development Board for Sacramento County, is a 25-member board charged with providing policy, planning and oversight for local workforce development initiatives.

Vision:

Building a dynamic workforce for the Sacramento Region.

Mission:

Sacramento Works partners with the workforce community to serve regional employment needs.

Goals:

Goal 1 (Planning/Oversight Committee):

Prepare customers for viable employment opportunities and career pathways in the region by improving the one stop career center system.

Goal 2 (Employer Outreach Committee):

Support regional employers' efforts to hire, train, and transition employees by enhancing and communicating the availability and value of Sacramento Works' employer and business services.

Goal 3 (Youth Committee):

Prepare youth to thrive and succeed in the regional workforce by providing relevant work readiness and employment programs and engaging regional employers and academia.

(Adopted 5/25/11; updated 5/12/16)

ITEM II-A – CONSENT

APPROVAL OF MINUTES OF THE MARCH 23, 2016 MEETING

BACKGROUND:

Attached are the minutes of the March 23, 2016 meeting for review.

RECOMMENDATION:

That your Board review, modify if necessary, and approve the attached minutes.

REGULAR MEETING OF THE SACRAMENTO WORKS, INC. BOARD

Minutes/Synopsis

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

SETA Board Room
925 Del Paso Blvd.
Sacramento, California

Wednesday, March 23, 2016
8:00 a.m.

I. Call to Order/Roll Call

Ms. Lynn Conner called the meeting to order at 8:02 a.m.

Members Present: Larry Booth, Brian Broadway, Paul Castro, Lisa Clawson, Lynn Conner, Mike Dourgarian, Ann Edwards, David Gordon, Kathy Kossick, Dennis Morin, Dr. Jenni Murphy, Jay Onasch, Kim Parker, Deborah Portela, Anette Smith-Dohring, Rick Wylie, David Younger

Members Absent: Diane Ferrari, Kevin Ferreira, Troy Givans, Jason Hanson, Lisa Harr, Tom Kandris, Matt Kelly, Gary King, Frank Louie, Elizabeth McClatchy, Lorenda Sanchez, Peter Tateishi, Mike Testa, Terry Wills

II. Consent Item

A. Approval of Minutes of the January 27, 2016 Meeting

The minutes were reviewed; no questions or corrections.

Moved/Kossick, second/Smith-Dohring, to approve the January 27, 2016 minutes.

Roll Call Vote:

Aye: 12 (Booth, Broadway, Castro, Conner, Dourgarian, Kossick, Murphy, Onasch, Parker, Portela, Wylie, Younger)

Nay: 0

Abstentions: 4 (Clawson, Edwards, Gordon, Morin)

Absent: 14 (Ferrari, Ferreira, Givans, Hanson, Harr, Kandris, Kelly, King, Louie, McClatchy, Sanchez, Tateishi, Testa, Wills)

III. Discussion/Action Items

A. Approval of the Priority of Service Policy Under the Workforce Innovation and Opportunity Act (WIOA), Title I, Adult Program

Ms. Michelle O'Camb reviewed this item that requests the approval of a draft service policy. The new WIOA expands priority of serve to include individuals who are basic skills deficient and required priority to be given regardless of a local workforce development area's funding level. Veterans and their eligible spouses continue to receive priority of service for all DOL-funded job training programs. This draft policy is developed in alignment with the State's directive

regarding priority of service for local boards. There are no final WIOA regulations at this time; therefore, this policy could be subject to change.

Moved/Clawson, second/Smith-Dohring, to approve the Priority of Service Policy under the WIOA, Title I, Adult Program.

Roll Call Vote:

Aye: 16 (Booth, Broadway, Castro, Clawson, Conner, Dourgarian, Edwards Gordon, Kossick, Morin, Murphy, Onasch, Parker, Portela, Wylie, Younger)

Nay: 0

Abstentions: 0

Absent: 14 (Ferrari, Ferreira, Givans, Hanson, Harr, Kandris, Kelly, King, Louie, McClatchy, Sanchez, Tateishi, Testa, Wills)

IV. Information Items

- A. Sacramento Works Performance Report: Mr. Ralph Giddings reviewed the report and answered questions.
- B. Dislocated Worker Report: No additional report.
- C. Employer Recruitment Activity Report: No additional report.
- D. Unemployment Update/Press Release from the Employment Development Department: No additional report.
- E. Committee Updates
 - ✓ Youth Committee: No report.
 - ✓ Planning/Oversight Committee: Ms. Smith-Dohring stated that the committee met last week to review performance benchmarks.
 - ✓ Employer Outreach Committee: This committee has not met.
 - ✓ Board Development Committee: This committee has not met.

V. Other Reports

- 1. Chair: No report.
- 2. Members of the Board: Ms. Conner stated that she, Ms. Smith-Dohring and Ms. Kossick attended the NAWB conference in Washington DC. Ms. Kossick reported there were multiple workshops to attend. The Sacramento WDB is ahead of the game from other boards. She learned that technology is powerful and what gets people to move; good work is being done in workforce boards.

Ms. Smith-Dohring added about how important our board is to the area. She attended a meeting on tech hiring and health care hiring. Sacramento is a targeted area because of so many health care programs who work together in collaboration for our area. The nursing training program at SETA was very beneficial for our area.

Ms. Conner stated that it is phenomenal when board members get in panel discussions. She suggested the board get into more creative discussions, rather than just yes or no board items. She thoroughly enjoyed the conference as well.

Ms. Diane Ferrari spoke on the upcoming Hire a Vet Job and Resource Fair; 85 employers are expected to be there. There were over 300 attendees last year, and they are hoping to double that number this year.

Ms. Kossick reminded board members to file their conflict of interest statements.

Mr. Booth announced that his business was awarded and entered into the Hall of Fame at the Chamber of Commerce.

3. Counsel: Mr. Cunningham thanked the board for serving on the WIB. He feels this is the best WIB in the nation and has accomplished the most in this area.
4. Public Participation: Ms. Conner stated that today is the last meeting of the Workforce Investment Board. She and Ms. Kossick acknowledged and thank some of the WIB members who are leaving this year: Paul Castro, Dr. Jenni Murphy, Deborah Portela, and David Younger. Ms. Kossick also acknowledged the service of departing board members Kevin Ferreira, Troy Givans, Jason Hanson, Lisa Harr, Tom Kandris, Matt Kelly, Lorenda Sanchez, Mike Testa, and Terri Wills. These members have served anywhere from 2 – 16 years on the Sacramento Works, Inc. board.

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

ITEM II-B - CONSENT

APPOINTMENT OF YOUTH COMMITTEE MEMBERS

BACKGROUND:

The Sacramento Works board's Youth Committee is responsible for the planning and procurement of the Workforce Innovation and Opportunity Act (WIOA) youth services. The Sacramento Works Youth Committee seeks to develop a continuum of services to engage youth in the workforce system; works with community partners to coordinate youth initiatives; and is responsible for the oversight of youth providers. WIOA requires no minimum or maximum number of representatives on the Youth Committee. The WIOA and the State of California has identified the following categories of membership on the Youth Committee:

- Members of the local board with special interest or expertise in youth services or policy;
- Representatives of youth service organizations, including juvenile justice and local law enforcement agencies;
- Representatives of local public housing organizations;
- Education representatives;
- Parents of local youth seeking assistance under WIOA;
- Youth, including former participants and representatives of organizations that have experience relating to youth activities; and
- Representatives of the Job Corps.

Mr. Paul Castro has been an active member of the Youth Committee during his tenure as a Sacramento Works, Inc. board member. While no longer serving on the board, he would like to continue participating on the Youth Committee. Mr. Castro is employed by the California Human Development Corporation. Ms. Lorenda Sanchez completed her service as a Sacramento Works board member as of March 31, 2016. Ms. Sanchez has also expressed interest in serving on the Youth Committee; she is the Executive Director of the California Indian Manpower Consortium.

RECOMMENDATION:

Approve the appointment of Mr. Paul Castro and Ms. Lorenda Sanchez to the Sacramento Works Youth Committee.

STAFF PRESENTER: Terri Carpenter

ITEM III-1 – ACTION

APPROVAL OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT MEMORANDUM OF UNDERSTANDING AND AUTHORIZE STAFF TO NEGOTIATE CHANGES SUBJECT TO LEGAL COUNSEL APPROVAL

BACKGROUND:

Under the Workforce Innovation and Opportunity Act (WIOA), Local Workforce Development Boards (LWDB), with the agreement of the Chief Local Elected Official (CEO) are responsible for entering into a Memorandum of Understanding (MOU) with specified One-Stop Required Partners that provide programs or activities within the local area.

In January, the California Employment Development Department (EDD) released Directive WSD15-12, WIOA Memorandums of Understanding, providing guidance on the development of MOUs and a sample MOU Template that local areas could adapt for their purposes. The Directive separated the MOU development process into the following two (2) phases:

Phase I: Service Coordination: Local Board is to work with all of the required and optional partners in the Local Area to develop an agreement regarding the operation of the local one-stop system as it relates to **shared services and customers**. Phase I is to be completed no later than **June 30, 2016**.

Phase II: Shared Resources and Costs: Local Board should build upon Phase I agreements and determine how to best support their established service delivery model through the **sharing of resources and costs**. Separately negotiated cost sharing agreements are to be completed no later than **December 31, 2017**.

Staff, with the approval of the respective legal counsels for the Sacramento Works, Inc. (SWI), Sacramento's LWDB, and the SETA Governing Board, have prepared the attached draft WIOA MOU for the Sacramento Workforce Development Area based on the sample MOU Template provided by EDD. In addition, in March, April and May, staff convened meetings with all One-Stop Required Partners, and are in the process of compiling a system-wide matrix of services and service locations for all One-Stop Required Partners.

It is anticipated that the overwhelming majority of One-Stop Required Partners will execute the attached draft MOU; however, to ensure that the SWI is able to comply with the requirement of executing MOUs with all One-Stop Required Partners, staff is

PRESENTER: Roy Kim

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recommending that the 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.

The Planning/Oversight Committee will meet on May 18, 2016 to review and take action on this MOU; an oral report will be provided.

RECOMMENDATION:

Review and approve the WIOA Memorandum of Understanding for the Sacramento Workforce Development Area. 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.

PRESENTER: Roy Kim

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I. Preamble/Purpose of MOU

Under the Workforce Innovation and Opportunity Act (WIOA), Sacramento County, including the incorporated cities within its boundaries, has been designated as the Sacramento Workforce Development Area (SWDA). The Sacramento Employment and Training Agency Governing Board (Governing Board) has been designated as the Chief Elected Official (CEO) of the SWDA. Sacramento Works, Inc. (SWI) has been certified as the Local Workforce Development Board (Local Board) for the SWDA. The WIOA requires that each Local Board, with the agreement of the CEO, develop and enter into a Memorandum of Understanding (MOU) with specified One Stop Partners (Partner or Partners) – entities that operate the following programs or activities within the SWDA:

- WIOA Title I Adult, Dislocated Worker, and Youth
- WIOA Title II Adult Education and Literacy
- WIOA Title III Wagner-Peyser
- WIOA Title IV Vocational Rehabilitation
- Carl Perkins Career Technical Education
- Title V Older Americans Act
- Job Corps
- Native American Programs (Section 166)
- Migrant Seasonal Farmworkers (Section 167)
- Veterans
- Youth Build
- Trade Adjustment Assistance Act
- Community Services Block Grant
- Housing & Urban Development
- Unemployment Insurance
- Second Chance
- Temporary Assistance for Needy Families/CalWORKs

The name of each Partner entity, name of representative(s) and contact information are included in Attachment A, which is incorporated herein by reference.

The State of California Employment Development Department has established the “America’s Job Center of California” (AJCC) system as the mechanism for delivering WIOA services within local areas, including the SWDA. The State of California has developed a Workforce Draft MOU. pmc.v2. 2.25.16 (LCL Redline)

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Development Strategic Plan (State Plan) to provide for a locally-driven one stop system to develop partnerships that will provide programs and services to achieve the following three main policy objectives set forth in the State Plan:

1. Foster demand-driven skills attainment
2. Enable upward mobility for all Californians
3. Align, coordinate, and integrate programs and services

In turn, SWI has adopted a Local Plan that further refines the objectives for the SWDA to implement the AJCC system within the SWDA to meet the following local area policy objectives:

1. **Goal 1: Meet the workforce needs of high demand sectors of the state and regional economy and diversify the economy through growth and support of occupational sectors/clusters with high growth potential.**
2. **Goal 2: Build and maintain a world-class talent pool by increasing the attainment of industry recognized credential, with an emphasis on individuals with barriers to employment, and by increasing the number of high-school students who are prepared for post-secondary education, apprenticeships and/or a career.**
3. **Goal 3: Support system alignment, service integration and continuous improvement.**

With the agreement of the Governing Board, this MOU outlines the understanding between SWI and the WIOA Partners concerning the operation of the AJCC in the SWDA. This MOU is intended to establish a cooperative working relationship between SWI and the Partners and define their respective roles and responsibilities in achieving the policy objectives set forth in the State Plan and the Local Plan as they are implemented under WIOA. This MOU will also establish the framework to be used in the SWDA to provide services to employers, employees, job seekers and others seeking workforce services under the newly-implemented WIOA and the AJCC system.

These State and local policy objectives will be met by ensuring access to a high-quality AJCC that provides a full range of services available in the SWDA for all customers seeking the following:

- *Looking to find a job.*
- *Building basic educational or occupational skills.*
- *Earning a postsecondary certificate or degree.*

Draft MOU. pmc.v2. 2.25.16 (LCL Redline)

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- *Obtaining guidance on how to make career choices.*
- *Seeking to identify and hire skilled workers.*

I. **Parties to the MOU.** This MOU is entered into by SWI (subject to the agreement of the Governing Board) and each Partner whose signature appears on a signature page of this MOU. Faxed signatures or signatures provided in electronic, portable document format (pdf) are binding and may be treated as original signatures for all purposes. This MOU may be executed by any Partner in any number of counterparts, but all counterparts shall be considered one MOU, and any signature pages, including facsimile or electronic copies thereof, may be assembled to form a single original document. Upon execution of any counterpart by a Partner, SWI shall provide an executed copy of the counterpart to every Partner who is or becomes a party to this MOU. By executing a counterpart, each Partner to the MOU acknowledges that this MOU accurately reflects such Partner's understanding and authorization to distribute a copy of such executed counterpart to the Governing Board, SWI and any other Partner signatory to this MOU.

II. **One-Stop System, Services.** The SWDA's One-Stop System is a network of One-Stop Partners and Service Providers who coordinate and connect education, training, workforce development and related services to job seekers and businesses throughout the region.

The specific services provided by each One-Stop Partner will be identified on Attachment B, which reflects each Partner's service location(s), services provided, contact person and contact method (i.e., co-location, electronic, etc.) to ensure "direct access" to services. Attachment B includes a map showing all Partners' service locations and a chart showing all Partners' career services with contact person/information for "direct access" purposes. As new Partners execute the MOU, Attachment B will be updated by SWI and circulated to the Governing Board and the other signatory Partners, along with the signature page of the new Partner.

III. **Responsibility of AJCC Partners.** Each Partner signatory to this MOU agrees to:

- Participate in joint planning, plan development, and modification of activities to accomplish the following:
 - Continuous Partnership building.
 - Continuous planning in response to state and federal requirements.
 - Responsiveness to local and economic conditions, including employer needs.
 - Adherence to common data collection and reporting needs.

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- Make the service(s) applicable to the Partner program available to customers through the one-stop delivery system.
- Participate in the operation of the one-stop system, consistent with the terms of the MOU and requirements of authorized laws.
- Participate in capacity building and staff development activities in order to ensure that all Partners and staff are adequately cross-trained.

IV. **Funding of Services and Operating Costs.** Each Partner signatory to this MOU agrees to negotiate with SWI and implement a cost/resource sharing plan by December 31, 2017. Upon execution, the Cost/Resource Sharing Agreement shall be appended to this MOU as Attachment C and incorporated herein. All relevant parties to this MOU agree to share in the operating costs of the AJCC **system**, either in cash or through in-kind services/resources. The cost of services, operating costs, and infrastructure costs of the AJCC will be funded by all AJCC Partners through a separately negotiated cost/resource sharing agreement based on an equitable and agreed upon formula or plan. All Partners will ensure that the shared costs are supported by accurate data, the shared costs are consistently applied over time, and the methodology used in determining the shared costs is reflected in the Cost/Resource Sharing Agreement set forth in Attachment C to this MOU.

Except as provided in Attachment C, this MOU is neither a fiscal nor funds obligation document. Any activities involving reimbursement or contribution of funds between the Parties of this MOU will be handled in accordance with applicable laws, regulation, and procedures. Such activities will be documented in separate agreements, with specific projects between the parties spelled out. The separate agreements will reference this MOU.

This MOU defines in general terms the basis on which the Parties will cooperate, and as such, does not constitute a financial obligation to serve as a basis for expenditures. Expenditures of funds, human resources, equipment, supplies, facilities, training, public information, and expertise will be provided by each signatory to the extent that their participation is required and resources are available.

This MOU in no way restricts the Parties from participating in similar activities or arrangements with other public or private agencies, organizations, or individuals.

This MOU does not obligate the Parties to enter into any agreements, contracts, or other obligations.

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Nothing in this MOU may be construed to obligate the Parties, the State of California, or the United States to any current or future expenditure of resources in advance of the availability of appropriations from Congress. Nor does this agreement obligate the Parties, the State of California, or the United States to spend funds on any particular project or purpose, even if funds are available.

V. **Methods for Referring Customers.** Each Partner agrees to mutually implement processes for the referral/connection of customers to services not provided on-site.

The referral/connection process will:

- Ensure that intake and referral/connection processes are customer-centered and provided by staff trained in customer service.
- Ensure that general information regarding AJCC programs, services, activities and resources shall be made available to all customers as appropriate.
- Describe how customer referrals/connections are made electronically, through traditional correspondence, verbally or through other means determined in cooperation with Partners and operators.
- Describe how each AJCC Partner will provide access to other AJCC Partner staff and career services that can provide meaningful information or service, through the use of co-location, cross training of AJCC staff, or real-time technology (two way communication and interaction with AJCC Partners which results in services needed by the customer).

VI. **Access to Services for Workers, Youth and Individuals with Barriers to Employment.**

The AJCC system will ensure access for workers, youth and individuals with barriers to employment by:

- Offering priority for services to recipients of public assistance, other low-income individuals, individuals who are basic skills deficient, and (consistent with SWI's policy on priority of service) other individuals with barriers to employment, when providing individualized career services and training services with WIOA adult funds.

Each Partner agrees to ensure that the policies and procedures as well as the programs and services provided at the AJCC are operated in compliance with the Americans with Disabilities Act of 1990 and its amendments. Additionally, Partners agree to fully comply with the provisions of WIOA, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, 29 CFR Part 37 and all other regulations implementing the aforementioned laws.

VII. **Shared Technology and System Security.** To the extent allowed by federal and state laws and regulations, the parties agree to share data and technology as well to ensure that all data and systems are secure.

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WIOA emphasizes technology as a critical tool for making all aspects of information exchange possible, including client tracking, common case management, reporting, and data collection. To support the use of technology, and to the extent allowable, each Partner agrees to:

- *Comply with the applicable provisions of WIOA, the California Welfare and Institutions Code, California Education Code, Federal Rehabilitation Act, and any other appropriate statutes or requirements.*
- *The principles of common reporting and shared information through electronic mechanisms, including shared technology.*
- *Commit to share information to the greatest extent allowable under their governing legislation and confidentiality requirements.*
- *Maintain all records of the AJCC customers or Partners (e.g. applications, eligibility and referral records, or any other individual records related to services provided under this MOU) in the strictest confidence, and use them solely for purposes directly related to such services.*
- *Develop technological enhancements that allow interfaces of common information needs, as appropriate.*
- *Understand that system security provisions shall be agreed upon by all Partners.*

VIII. **Confidentiality.** Each Partner agrees to comply with the provisions of WIOA as well as the applicable sections of the California Welfare and Institutions Code, the California Education Code, the Federal Rehabilitation Act, and any other appropriate statute or requirement to assure the following:

- *All applications and individual records related to services provided under this MOU, including eligibility for services and enrollment and referral, shall be confidential and*
- *shall not be open to examination for any purpose not directly connected with the delivery of such services.*
- *No person will publish, disclose use, or permit, cause to be published, disclosed or used, any confidential information pertaining to AJCC applicants, participants, or customers overall unless a specific release is voluntarily signed by the participant or customer.*
- *Each Partner agrees to abide by the current confidentiality provisions of the respective statutes to which AJCC operators and other Partners must adhere, and shall share information necessary for the administration of the program as allowed under law and regulation. Each Partner, therefore, agrees to share client information necessary for the provision of services such as assessment, universal intake, program or training referral, job development or placement activities, and other services as needed for employment or program support purposes.*
- *Client information shall be shared solely for the purpose of enrollment, referral or provision of services. In carrying out their respective responsibilities, each party shall respect and abide by the confidentiality policies of the other parties.*

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IX. **Non-Discrimination and Equal Opportunity.** No Partner shall unlawfully discriminate, harass or allow harassment against any employee, applicant for employment or AJCC applicant for service due to gender, race, color, ancestry, religion, national origin, veteran status, physical disability, mental disability, medical condition(s), age, sexual orientation or marital status. Each Partner agrees to comply with the provisions of the Fair Employment and Housing Act (Government Code Section 12990, et. seq.) and related applicable regulations.

Each Partner will assure compliance with the Americans with Disabilities Act of 1990 and its amendments, which prohibits discrimination on the basis of disability, as well as other applicable regulations and guidelines issued pursuant to the Americans with Disabilities Act.

X. **Grievances and Complaints Procedure.** Each Partner agrees to establish and maintain a procedure for grievances and complaints as outlined in WIOA. The process for handling grievances and complaints is applicable to customers and Partners. These procedures will allow the customer or entity filing the complaint to exhaust every administrative level in receiving a fair and complete hearing and resolution of their grievance. The Partner further agrees to communicate openly and directly to resolve any problems or disputes related to the provision of services in a cooperative manner and at the lowest level of intervention possible.

The parties agree to try to resolve policy or practice disputes at the lowest level, starting with the site supervisor(s) and staff. If issues cannot be resolved at this level, they shall be referred to the management staff of the respective staff employer and the operator, for discussion and

resolution. Conflicts that may arise regarding the interpretation of the clauses of this MOU will be resolved by the Governing Board, and that decision will be considered final and not subject to further appeal or to review by any outside court or other tribunal.

XI. **Effective Dates and Term of MOU.** This MOU shall be binding upon each party hereto upon execution by such party. The term of this MOU shall be three years, commencing on the date of execution by the first three parties (Effective Date). The MOU will be reviewed not less than once every year to identify any substantial changes that have occurred or should occur.

XII. **Modifications and Revisions.** This MOU constitutes the entire agreement between the parties and no oral understanding not incorporated herein shall be binding on any of the parties hereto. This MOU may be renegotiated, amended, or modified at any time by mutual agreement of all the Parties. Any such amendment or modification shall be in writing and agreed to by all Parties.

XIII. **Term and Termination.** The parties understand that implementation of the AJCC system is dependent on the good faith effort of every Partner to work together to improve services to the community. The parties also agree that this is a project where different ways of working together and providing services are being tried. This MOU shall remain in effect for a period of

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three (3) years from the Effective Date. This MOU may be terminated by any Party by providing written notice and explanation to the other Parties at least 30 calendar days in advance of the effective date of termination. The termination of this MOU shall not affect the validity or duration of activities or agreements under this MOU that are initiated prior to such termination or that are continued by the remaining Parties.

XIX. **Renewal.** This MOU may be renewed for additional periods of 3 years, by mutual written consent of the Parties.

XX. **License for Use.** During the term of this MOU, all Partners to this MOU shall have a license to use space of the AJCCs for the sole purpose of conducting acceptable AJCC services as outlined herein.

XXI. **Supervision/Day to Day Operations.** The day-to-day supervision of staff assigned to the AJCCs will be the responsibility of the site supervisor(s). The original employer of staff assigned to the AJCCs will continue to set the priorities of its staff. Any change in work assignments or any problems at the worksite will be handled by the site supervisor(s) and the management of the original employer.

The office hours for the staff at the AJCCs will be established by the site supervisor(s) and the primary employer. All staff will comply with the holiday schedule of their primary employer and will provide a copy of their holiday schedule to the operator and host agency at the beginning of each fiscal year.

Disciplinary actions may result in removal of co-located staff from the AJCCs and each party will take appropriate action.

Each party shall be solely liable and responsible for providing to, or on behalf of, its employee(s), all legally-required employee benefits. In addition, each party shall be solely responsive and save all other parties harmless from all matters relating to payment of each party's employee(s), including compliance with social security withholding, workers' compensation, and all other regulations governing such matters.

XXII. **Press Releases and Communications.** All parties shall be included when communicating with the press, television, radio or any other form of media regarding its duties or performance under this MOU. Participation of each party in press/media presentations will be determined by each party's public relations policies. Unless otherwise directed by the other parties, in all communications, each party shall make specific reference to all other parties.

The parties agree to utilize the AJCC logo developed by the State of California and the Local Board on buildings identified for AJCC usage and on letterhead, envelopes, business cards, any written correspondence and fax transmittals.

DRAFT - Workforce Innovation and Opportunity Act
Memorandum of Understanding for the
Sacramento Workforce Development Area

XXIII. **Personal Property.** Title to any personal property, such as computers, computer equipment, office supplies, and office equipment furnished by a Party to the AJCC under this MOU shall remain with the Party furnishing the property. All parties agree to exercise due care in handling such property. However, each party agrees to be responsible for any damage to its property which occurs in the performance of its duties under this MOU, and to waive any claim against any other Party for such damage, whether arising through negligence or otherwise.

XXIV. **Liability and Risk of Loss.**

a. To the extent permitted by law, with regard to activities undertaken pursuant to this MOU, none of the parties to this MOU shall make any claim against one another or their respective instrumentalities, agents or employees for any injury to or death of its own employees, or for damage to or loss of its own property, whether such injury, death, damage or loss arises through negligence or otherwise.

b. To the extent permitted by law, if a risk of damage or loss is not dealt with expressly in this MOU, such party's liability to another party, whether or not arising as the result of alleged breach of the MOU, shall be limited to direct damages only and shall not include loss of revenue or profits or other indirect or consequential damages.

XXV. **Hold Harmless/Indemnification/Liability.** In accordance with provisions of Section 895.4 of the California Government Code, each party hereby agrees to indemnify, defend and hold harmless all other parties identified in this MOU from and against any and all claims, demands, damages and costs arising out of or resulting from any acts or omissions which arise from the performance of the obligations by such indemnifying party pursuant to this MOU. In addition, except for Departments of the State of California which cannot provide for indemnification of court costs and attorney's fees under the indemnification policy of the State of California, all other parties to this MOU agree to indemnify, defend and hold harmless each other from and against all court costs and attorney's fees arising out of or resulting from any acts or omissions which arise from the performance of the obligations by such indemnifying party pursuant to this MOU. It is understood and agreed that all indemnity provided herein shall survive the termination of this MOU.

DRAFT - Workforce Innovation and Opportunity Act
Memorandum of Understanding for the
Sacramento Workforce Development Area

Signatories

**SACRAMENTO EMPLOYMENT & TRAINING AGENCY
GOVERNING BOARD**

By: _____
Its: Chairperson

Dated: _____

SACRAMENTO WORKS, INC.

By: _____
Its: Chairperson

Dated: _____

ONE-STOP PARTNER

Signature (Authorized Representative)

Dated: _____

Title

ITEM III-2 - ACTION

APPROVAL OF THE OPERATING AGREEMENT FOR THE IMPLEMENTATION OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT BETWEEN SACRAMENTO WORKS, INC. AND THE SETA GOVERNING BOARD

BACKGROUND:

On July 22, 2014, the Workforce Innovation and Opportunity Act (WIOA) was enacted and became Public Law 113-128. On April 16, 2015, the U.S. Department of Labor issued a Notice of Proposed Rulemaking (NPRM) under WIOA as a precursor to final regulations to govern activities to be funded under WIOA.

On April 2, 2015, the Sacramento Employment and Training Agency (SETA) submitted an application to the California Workforce Development Board to designate the County of Sacramento, including the incorporated cities lying within its boundaries, as the local Sacramento Workforce Development Area (SWDA) and to certify Sacramento Works, Inc. as the initial local workforce development board for SWDA. This application, which included designation and initial certification, was approved on June 23, 2015.

The State of California has designated the Sacramento Employment and Training Agency Governing Board (referred to as the Chief Elected Official (CEO)) as both the Grant Recipient and Fiscal Agent of the SWDA under WIOA.

Pursuant to the WIOA the Governing Board, as CEO, has appointed the members of the Board of Directors of Sacramento Works, Inc. as the initial members of the Workforce Development Board for the SWDA effective April 1, 2016. The NPRM authorizes local workforce development boards and elected officials to enter into an agreement that describes the respective roles and responsibilities of each. While the NPRM has not yet resulted in final regulations, it does serve as a guide to implementation of WIOA. Accordingly, staff and legal counsel for both Sacramento Works, Inc. and SETA have developed the attached Operating Agreement, which was patterned after the prior operating agreement between the Governing Board and Sacramento Works, Inc. as the local workforce investment board under the prior Workforce Investment Act (WIA).

The Operation Agreement formulates and adopts certain policies and procedures to govern the manner in which the WDB and the CEO will perform their respective roles and responsibilities in the implementation of WIOA.

- ⇒ Sections 1 through 6 address the Purpose and Term of the Agreement.

- ⇒ Sections 7 through 10 address the Duties and Obligations of the Parties, including procedures for: taking Joint Actions; implementing related actions; appointing and removing members of the WDB; and keeping the other party informed regarding specified other matters.

ITEM III-2 – ACTION (continued)
Page 2

- ⇒ Section 11 provides for Resolution of Disputes between the parties through the mechanism of a joint conference committee that will recommend actions to the two boards, similar to the procedures previously utilized under WIA.

RECOMMENDATION:

Approve the attached Operating Agreement for the Implementation of the Workforce Innovation and Opportunity Act between Sacramento Works, Inc. and the SETA Governing Board.

PRESENTER: Roy Kim

**OPERATING AGREEMENT FOR THE IMPLEMENTATION OF
THE WORKFORCE INNOVATION AND OPPORTUNITY ACT**

BETWEEN

**SACRAMENTO WORKS, INC., ACTING AS
THE SACRAMENTO LOCAL WORKFORCE DEVELOPMENT BOARD**

AND

**THE GOVERNING BOARD OF THE
SACRAMENTO EMPLOYMENT AND TRAINING AGENCY,
ACTING AS THE CHIEF ELECTED OFFICIAL FOR THE
SACRAMENTO LOCAL WORKFORCE DEVELOPMENT AREA**

THIS AGREEMENT, dated for convenience June 2, 2016, is made and entered into by and between Sacramento Works, Inc., which has been certified by the State of California as the local workforce development board under the Workforce Innovation and Opportunity Act (“WIOA”) for the Sacramento Workforce Development Area (SWDA) and is hereinafter referred to as WDB, and the Sacramento Employment and Training Agency Governing Board, which has been designated as the Chief Elected Official under WIOA for the SWDA and is hereinafter referred to as CEO.

WHEREAS, on July 22, 2014 the WIOA was enacted as Public Law Number 113-128 and became effective; and

WHEREAS, on April 16, 2015 the United States Department of Labor issued a Notice of Proposed Rulemaking (NPRM) under WIOA as a precursor to final regulations to govern activities to be funded under WIOA; and

WHEREAS, on or about April 2, 2015, the Sacramento Employment and Training Agency (SETA), a joint-powers agency of the County of Sacramento and the City of Sacramento, submitted an application to the California Workforce Development Board to designate the County of Sacramento, including the incorporated cities lying within its boundaries, as the local SWDA and to certify the WDB as the initial workforce development board for SWDA, which applications were approved on June 23, 2015; and

WHEREAS, the State of California has designated CEO as both the Grant Recipient and Fiscal Agent of the SWDA under WIOA;

WHEREAS, pursuant to the WIOA and Directives issued thereunder by the State of California, SETA has appointed the members of the Board of Directors of Sacramento

Works, Inc. as the initial members of the WDB for the SWDA effective April 1, 2016; and

WHEREAS, Sacramento Works, Inc. is a duly formed and registered California Not For Profit 501(c)(3) Corporation, having its principal place of business in Sacramento, California; and

WHEREAS, the WIOA contains a number of separate provisions that specify the responsibilities of the WDB and the CEO under the WIOA; and

WHEREAS, several provisions of the WIOA require the WDB to take certain actions in “partnership” with, or subject to the “agreement” or “approval” of the CEO (collectively referred to herein as Joint Actions); and

WHEREAS, the NPRM, authorizes local workforce development boards such as WDB and the Elected Officials such as CEO to enter into an agreement that describes the respective roles and responsibilities of the parties; and

WHEREAS, WDB and CEO desire to enter into an agreement to formulate and adopt certain policies and procedures to govern the manner in which they will perform their respective roles and responsibilities in the implementation of Joint Actions under WIOA, including procedures to be followed in the case of disagreement with an agreed upon mechanism for resolution of any dispute between the parties.

NOW THEREFORE, the parties hereto agree as follows:

Purpose And Term

1. The sole purpose of this Operating Agreement is to define the methods by which the parties hereto shall work together to administer, supervise, and direct the operation of local workforce development activities within the SWDA as required by WIOA and related federal regulations and state directives.

2. This document is not intended to and shall not create a joint venture, partnership, corporation, association, limited partnership, limited liability company or any other business entity, and no party hereto, as a result of this agreement, shall have any authority to bind the other party or to subject it to liability to third persons in matters that are within the scope of this enterprise. Each party hereto retains its status as an independent entity with absolute discretion and control over its assets and liabilities, independent of this agreement.

3. Each party hereto shall be entitled to adopt its own internal procedures, operating rules and policies with regard to meetings of its board and to conduct its meetings independent of the other. Each party hereto shall be free to employ its own independent staff, employees, advisors, consultants or agents without the advice or

consent of the other, provided, however, that SETA shall provide administrative staff and employees to support the activities of the WDB, unless and until WDB decides to retain its own independent staff or employees for such purposes. Salary and benefits for SETA staff and employees so provided to the WDB shall be paid by SETA with WIOA funds allocated for that purpose. Except as provided above, neither party shall be accountable to, nor responsible for, nor bound by the acts of the other party's board, agents, employees, advisors, consultants, or independent contractors.

4. Each party hereto shall be free to maintain its own separate principal place of business or office, however, unless and until WDB decides to retain its own independent staff and/or employees, or otherwise be in need of separate facilities, WDB shall be permitted to utilize SETA's facilities to perform activities required under WIOA..

5. The terms of this agreement shall commence on June 2, 2016 and shall remain in full force and effect until modified in writing by the mutual agreement of both parties hereto, dissolved by mutual agreement of both parties hereto, dissolved by a court of competent jurisdiction, dissolved by operation of law, or dissolved by the unilateral written withdrawal of either party hereto after thirty (30) days written notice to the other.

6. The parties hereto agree that this Operating Agreement is supported by valid consideration, including but not limited to, the respective commitments of each party to perform its duties and obligations under WIOA as set forth herein.

Duties and Obligations of the Parties Pursuant to this Agreement

7. To the extent required under the WIOA, the parties hereto shall make every reasonable effort to reach agreement with regard to any Joint Actions, including, but not necessarily limited to, the following:

- A. Development of a local plan.
- B. Oversight of local programs.
- C. Oversight of the one stop delivery system in the SWDA.
- D. Negotiation of Local Performance Accountability Measures.
- E. Selection of One-Stop Operators.
- F. Appointment of youth committee members.
- G. Development of a local WDB budget

8. The parties to this Agreement also agree, although the WIOA does not require such agreement, that they will endeavor to reach agreement on:

- A. Any recommendations made to the State of California concerning designation of local workforce development areas.
- B. Selection of youth providers.
- C. Identification of providers of training services.
- D. Coordination with Education Providers.

9. The responsibility for appointment and removal of WDB members rests solely with the CEO. Nevertheless, the parties recognize that an active, qualified WDB is an important component for success of the local WIOA plan. Accordingly, the WDB shall participate in the appointment process by recruiting qualified individuals and encouraging such individuals to apply for appointment. The CEO agrees to actively seek WDB participation in the recruitment process and to consult with the WDB regarding the recruitment efforts of WDB members. The CEO may remove any member of the WDB, with or without cause, at any time. In addition, the WDB may, at any time, submit a recommendation to the CEO for the removal of any WDB member. Prior to removal of any member of the WDB, the CEO shall notify the WDB of the time and place of the meeting at which such action will be considered. The WDB may submit any advice or recommendations regarding such removal to the CEO at or before such meeting.

10. As to other matters that either party is required to carry out pursuant to the WIOA, the parties hereto agree to keep each other informed and at all times to endeavor to carry out such assignments, tasks, duties or responsibilities with the advice of the other party, including but not necessarily limited to the following:

- A. Workforce Research and Regional Labor Market Analysis
- B. Convening, Brokering and Leveraging
- C. Employer Engagement
- D. Career Pathways Development
- E. Proven and Promising Practices
- F. Technology
- G. Consumer Choice Requirements
- H. Accessibility for Individuals with Disabilities

This applies to all matters except fiscal responsibility for misused funds. The parties hereto agree and recognize that the CEO is solely responsible as the fiscal agent in the local SWDA and, as such, has the sole authority and discretion to enter into, amend, modify, or terminate any contracts for which it shall bear such fiscal responsibility and accountability.

Resolution of disputes

11. In the event in the ordinary course of business the parties are unable to reach agreement on a particular Joint Action, then the matter shall first be returned to the originating board for consideration, together with a statement explaining the rationale of the board that did not agree. Promptly upon reconsideration by the original board, the matter shall be returned to the remaining board for reconsideration. If agreement is still not obtained, then in such an event, each board shall appoint two members to an ad hoc, conference committee that shall meet and confer together with such staff, professional advisors and other persons, as each member of the conference committee deems necessary, and attempt to resolve the issues separating the boards and preventing

agreement. The referral of any item to the conference committee shall be undertaken as rapidly as permissible under the law. The chairperson of each board shall have the authority to appoint the members of the conference committee for their respective board, and the committee may meet as soon as possible, subject to such public notices, if any, as may be required by law regarding such meeting.

The conference committee shall report back to each respective board at the next regular board meeting after the appointment of the conference committee. If after a report back by the conference committee to each respective board, the boards still cannot reach agreement, then the matter shall be deemed withdrawn and a new and different proposal shall be introduced to the respective boards for agreement and the process shall begin anew.

Rights and Independent Activities of Parties

12. The parties hereto shall take no part in the management or control of the other party's business or operation and shall have no right or authority to act for the other party. The parties shall have no right to be consulted with respect to any decisions or other affairs of the other party to or to vote on matters other than the matters on which both parties may vote as set forth in this agreement.

Executed this _____ day of _____, 2016.

“WDB”
SACRAMENTO WORKS, INC.

“CEO”
GOVERNING BOARD OF THE
SACRAMENTO OF EMPLOYMENT
AND TRAINING AGENCY

By: _____

By: _____

Its: Chairperson

Its: Chairperson

ITEM III-3 - ACTION

APPROVAL OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA), SACRAMENTO WORKS, INC., RESOURCE ALLOCATION PLAN FOR 2016-2017

BACKGROUND:

The Resource Allocation Plan (RAP) establishes how the funding, allocated to Sacramento County through the Workforce Innovation and Opportunity Act (WIOA), Adult and Dislocated Worker programs, and the CalWORKs funds allocated to SETA by the Sacramento County Department of Human Assistance (DHA), will support services, activities and functions within the Job Center System. Funds that are allocated provide activities and services that assist unemployed and underemployed individuals gain the skills necessary to enter high demand careers in the region and offer employers the services they need to hire qualified candidates. 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 2016-2017 for the WIOA Adult, Dislocated Worker, and CalWORKs programs is projected to be \$10,215,917, representing a 15 percent decrease (\$1,843,158) from 2015-2016 funding levels. If final allocations are different from projections, then the RAP allocations will be adjusted proportionately. The decrease is attributable to reductions in WIOA Title I, Adult and Dislocated Worker allocations (\$392,531), and anticipated reductions in the CalWORKs GED Preparation/Vocational ESL (\$660,000) and On-the-Job Training/Subsidized Employment (\$790,627) programs.

In 2014, new state legislation required that a larger percentage of funds be expended on training services and adopted a rigid definition of "training" cost. In order to comply with this change in controlling law, the Sacramento Works Job Centers (SWJCs) were bifurcated into a system of Job Centers and Training Centers, where SETA-hosted Job Centers provide core and intensive career services, support services, and access to training scholarships, and Training Centers provide a mix of training services including On-the-Job Training, Occupational Skills Training, Job Readiness Training and GED Preparation/ Vocational English-as-a-Second Language.

This bifurcated approach was compliant with the new 2014 state requirements and provided an effective means of providing training services. However, it was not as efficient as the previous system, which provided customers with more training choices, the ability to respond quickly to changes in labor market demands, and overall better satisfaction from customers and service providers.

PRESENTER: Roy Kim

ITEM III-3 – ACTION (continued)

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The recent WIOA legislation provides an opportunity to redesign the Sacramento Works Job Center (SWJC) system to ensure that it is aligned with WIOA's goals of improving employment, training and education programs and promoting individual and national economic growth. WIOA allows for increased flexibility in the definition of training costs by recognizing that personnel and related operating costs are included in the delivery of training services; and with the inclusion of the Temporary Assistance for Needy Families (TANF) program, WIOA provides the ability to count leveraged TANF-funded services toward the training expenditure requirement. In addition, the State is currently reviewing its State-level training expenditure requirements to allow greater flexibility and alignment with WIOA.

The Planning/Oversight Committee of Sacramento Works, Inc., held two public input meetings to solicit input from employers, job seekers, community stakeholders, education and training providers, community-based organizations and other interested parties regarding the workforce needs of the system. Input received from stakeholders and the public clearly expressed the following:

1. Centers need both career services and access to training services so that customers have direct access to the full menu of services at a single neighborhood-based location.
2. The ability to provide support services significantly increases customers' ability to successfully complete training, enter an occupation and advance along a career path.
3. Additional services for vulnerable populations are needed, particularly for customers who are not eligible for CalWORKs-funded services.
4. Centers that focus on the needs of job seekers in low-income, high unemployment neighborhoods and zip codes are needed.

In response to the input received at the public input meetings and the input received over the past three years, and to implement the requirements of WIOA, staff prepared a Request for Proposals (RFP) that was approved by the SETA Governing Board on March 3, 2016. The RFP allows for the provision of services through neighborhood-based Job Centers that provide access to the menu of career and training services as has been historically provided by SETA through its SWJC system prior to implementation of the bifurcated approach in 2014. The RFP is available for review at www.seta.net/public-notice-rfps/. Eighteen (18) proposals were received by the April 12, 2016, deadline and are currently in the evaluation process.

PRESENTER: Roy Kim

ITEM III-3 – ACTION (continued)
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The RAP reflects the changes necessitated by the RFP. For 2016-17, and the continuing program implementation of the WIOA, staff is recommending the following RAP categories and percentages:

41.9%	Job Center Career Services
44.3%	Training Services
6.7%	Job Center Support
5.6%	Administration
<u>1.5%</u>	<u>Board Initiatives</u>
100%	Total

The proposed RAP chart and definitions are attached for your review. The Planning/Oversight Committee will meet on May 18m, 2016 to review and take action on this Plan.

RECOMMENDATION:

Approve the Sacramento Works, Inc. Resource Allocation Plan for 2016-17, and forward to the full Sacramento Works Board for approval.

PRESENTER: Roy Kim

**Attachment 1
Recommended Resource Allocation Plan for FY 2016-2017**

Job Center Services Activities and Functions	Allocation % for Fiscal Year 2015-2016	Proposed Allocation % for Fiscal Year 2016-2017	WIOA/ CalWORKS Funding 2015-2016	Proposed WIOA/ CalWORKS Funding 2016-2017	Increase/ Decrease from last year
Career Services: Costs associated with welcoming customers, outreach, intake, orientation, registration and eligibility determination, skill review, initial/vocational assessments, career planning and coaching, counseling, short-term pre-vocational services, workforce preparation activities, financial literacy, English language acquisition, other services referral/coordination, information workshops, labor market information, and technology resources. This activity also includes ongoing comprehensive casemanagement services for customers enrolled in training activities and business services.	24.5%	41.9%	\$ 2,954,473	\$ 4,276,620	\$ 1,322,147
Training Services: Costs associated with customers enrolled in training activities, including Scholarships/Individual Training Accounts for occupational skills training, On-the-Job Training/Subsidized Employment (OJT/SE), pre-apprenticeship and apprenticeship, customized training, incumbent worker training and entrepreneurial training.	61.7%	44.3%	\$ 7,440,450	\$ 4,529,500	\$ (2,910,950)
Job Center Support: Program Monitoring and Quality Control, SacWorks support, Client tracking, reporting and follow-up.	6.7%	6.7%	\$ 807,958	\$ 684,466	\$ (123,492)
Administration: General Administration, Personnel, Payroll, Information Systems, Fiscal and Contracts staff.	5.6%	5.6%	\$ 675,308	\$ 572,091	\$ (103,217)
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%	1.5%	\$ 180,886	\$ 153,239	\$ (27,647)
Total	100.00%	100.00%	\$ 12,059,075	\$ 10,215,917	\$ (1,843,158)

ITEM III-4 - ACTION

APPROVAL OF FUNDING RECOMMENDATIONS FOR THE WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA), TITLE I, YOUTH PROGRAM, FOR PROGRAM YEAR 2016-2017

BACKGROUND:

The Sacramento Works Youth Committee began the public planning process for the procurement of the Workforce Innovation and Opportunity Act (WIOA) Youth Program Services in the fall of 2015. Two Public Input Meetings were held on September 9, 2015 and October 14, 2015 to gain input from the community on the types of services needed to better serve the economically disadvantaged and disconnected youth in Sacramento County. Based on the community input and several discussions on the new requirements of the WIOA of 2014, the SETA Governing Board approved the release of the WIOA Youth Funded Program Services Request for Proposals (RFP) on December 4, 2015.

The WIOA Youth RFP focus included:

- Significantly increased services to out-of-school youth 16-24 (a minimum of 75% of WIOA youth funds must be expended on providing intensive services for out-of-school youth)
- Paid or unpaid work based learning activities that include both an academic and occupational education component for both in-school and out-of-school youth (at least 20% of WIOA youth funds must be expended on work experience activities)
- The incorporation of specific WIOA Required Youth Elements into program services and training provided to youth
- Individualized services focusing on career pathways and work-based learning tied to a systematic approach that offers youth a comprehensive set of service strategies to help identify personal and vocational interests and begin to clarify long-term employment goals
- Innovative youth program service strategies which provide support for high-school dropout recovery, child care, housing, comprehensive guidance/counseling and mentoring
- Demonstrated linkages with the public schools, alternative schools, and various training providers to extend and enhance learning opportunities as part of a year-round strategy to improve academic achievement and build connections between work and learning
- Achievement of recognized post-secondary credentials
- Required connection between WIOA-funded youth programs and the One-stop Center System providing information on the full array of appropriate services that are available to youth

PRESENTER: Terri Carpenter

Selection/Evaluation Procedure/Criteria

A proposal evaluation committee comprised of staff, partners and Youth Committee members evaluated each proposal and provided the results of their evaluation. Youth program funding recommendations are based upon an evaluation of each proposal submitted and each applicant agency's past program performance.

Proposal evaluation criteria included program summary, target area, target group, program design, performance benchmarks, statement of capabilities/references, financial management and budget. Total points possible were 105.

All applicants who are either current or recent SETA-funded program operators were evaluated based upon their ability to meet contractual performance standards. Other organizations not currently or previously funded by SETA and service providers who received SETA funds prior to 2013 were evaluated based on information obtained from references submitted in their proposal. Total points possible were 40.

Performance Criteria

Demonstrated ability to attain WIOA Common Measures, enrollment, training completion and placement goals as outlined below:

Program Enrollment Numbers 85%

Defined as the number of participants to be served in the program year.

Placement in Employment or Education 65%

Defined as employment, military service, enrolled in post-secondary education and/or advanced training or occupational skills training.

Attainment of Degree or Certificate 64%

Defined as attaining a diploma, GED or certificate.

Literacy or Numeracy Gains 60%

Defined as advancing one or more Adult Basic Education (ABE) or English as a Second Language (ESL) functioning levels.

FUNDING ALLOCATIONS

SETA has received the Program Year (PY) 2016-17 youth funding allocation of \$3,763,899 a decrease of \$121,488 from the PY 2015-2016 youth allocation. Youth funding recommendations for PY 2016-2017 is \$2,762,911. The remaining funds are allocated to administration, program support, leverage for the Career Pathways Trust grant, MIS, monitoring and fiscal management.

The Sacramento WIOA youth funds are allocated in two categories: Individualized Services for In-School Youth and Individualized Services for Out-of-School Youth.

Individualized Services:

The Workforce Innovation and Opportunity Act identified specific program elements to be incorporated into the delivery of youth services.

1. Secondary School Completion Services
2. Alternative Secondary School Services
3. Paid or unpaid work experience that have academic and occupation education as a component of the work experience
4. Occupational Skills Training that lead to recognized post-secondary credentials that align with in-demand industry occupations
5. Education offered concurrently with and in the same context as workforce activities and training for a specific occupation
6. Leadership development opportunities, including community service and peer-centered activities encouraging responsibility and other positive and civic behaviors
7. Supportive Services
8. Adult Mentoring
9. Comprehensive Guidance and Counseling
10. Follow-up Services for not less than 12 months after program completion
11. Financial literacy education
12. Entrepreneurial skills training
13. Career awareness, career counseling and career exploration services about in-demand industry sectors/occupations
14. Activities that help youth prepare for and transition to post-secondary education and training.

The WIOA Youth Program requires that these elements be part of a comprehensive and community-focused program design providing an age continuum of services to the target population. Program services will address the barriers of the targeted youth and prepare them to obtain employment in a high wage/high growth industry or in an occupation with future career advancement opportunity, enter an education or training program, attain a degree/certificate, achieve measureable skill gains or return to/remain in secondary/alternative secondary school.

FUNDING RECOMMENDATIONS BASED ON AVAILABLE FUNDING AND WIOA PROGRAM REQUIREMENTS

Individualized Services: Attachments: (1) Program summary for each applicant proposal; (2) Funding recommendation chart for In-School and Out-of-School WIOA youth services.

In School Youth Total	\$ 491,240
Out of School Youth Total	\$2,096,671

Youth Committee Initiatives: The Youth Committee reserves funding for other Youth Initiatives including: youth event sponsorships, youth job fair sponsorships, community outreach, community college support of Sacramento Works for Youth initiatives, supporting youth workforce readiness events and youth leadership training.

Youth Committee Initiatives	\$25,000
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Vendor Services: These funds are set aside to ensure that specialized services are available to fill any service delivery gaps, and that the Youth Program complies with the requirement to provide all of the WIOA Program elements, including Secondary school completion (GED prep, ABE, etc.), Counseling, Financial Literacy and Entrepreneurial Skills Training. SETA will be soliciting applications from prospective vendors to provide these services

Vendor Services	\$50,000
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Youth Initiatives	\$100,000
Wages/Supportive Services	

Wages for Youth in Sacramento Works programs: WIOA emphasis is on Work-Experience / On-the-Job Training. These funds will support paid work experience programs such as summer and year-round employment.

Career Pathways: SETA/Sacramento Works is a partner in the California Career Pathways Trust funded Capital Academies and Pathways program with the Elk Grove Unified School District and Sacramento City Unified School District. In leveraging WIOA funding, SETA Career Specialist staff support both school district efforts by developing work-based learning activities, assisting with academy pathway development of industry-led advisory committees and delivering work readiness workshops to students in the classroom. SETA leverages two full time staff to support this effort.

The Youth Committee met and approved the funding recommendations at their May 9, 2016 meeting.

RECOMMENDATION:

Approve the funding recommendations for the WIOA Title I, Youth Program, PY 2016-2017. Approve with the stipulation that all funding recommendations are contingent upon satisfactory year-end program performance reviews.

**WIOA OSY YOUTH FUNDING
PY 2016-2017**

Rank	Out of School Youth Provider	Amount Requested	Proposed Number to be Served	2015-2016 Funding/ Numbers to Serve	2016-2017 Funding	2016-2017		
						Cost Per Participant	# of Youth	Area/Location
1	Elk Grove Unified School District	\$439,740	84	\$190,000 50	\$256,515	\$5,235	49	South Sacramento, Elk Grove/Franklin and Galt AJCCs
1	Asian Resources, Inc.	373,366	50	245,728 56	253,878	7,467	34	Downtown, Midtown, South Sacramento, Rancho Cordova, North Highlands, Arden-Arcade, South Natomas, Del Paso Heights/Franklin and Mark Sanders AJCCs
1	Sacramento Chinese Community Service Center	519,689	50	N/A	162,400	6,496	25	South Sacramento, Midtown, Del Paso Heights, Foothill Farms/Franklin and Hillsdale AJCCs
1	Folsom Cordova Community Partnership	352,424	50	N/A	176,212	7,048	25	Rancho Cordova, Rosemont, Folsom/Rancho Cordova AJCC
1	La Familia Counseling Center	431,444	65	293,940 60	292,072	6,638	44	Downtown, Midtown, South Sacramento/Franklin, Rancho Cordova, Mark Sanders AJCCs
2	North State Building Industry Foundation	252,205	35	160,380 35	165,738	7,206	23	Foothill Farms, North Highlands, Rancho Cordova, Arden Arcade, South Sacramento, Rosemont, Antelope, Carmichael/Hillsdale, Rancho Cordova AJCCs
2	Sacramento City USD	266,500	50	150,800 40	165,230	5,330	31	South Sacramento/Franklin, Galt, Hillsdale, Mark Sanders, Rancho Cordova AJCCs
2	Crossroads Diversified	422,056	60	180,000 50	161,782	7,034	23	Citrus Heights, Carmichael, Fair Oaks, Orangevale, Arden-Arcade, Foothill Farms, Antelope, Elverta, Rancho Cordova, Mather, Folsom/Rancho Cordova AJCC
2	Goodwill Industries	189,173	25	N/A	151,340	7,567	20	Downtown, Midtown, South Sacramento/Franklin and Mark Sanders AJCCs
3	Arbor E&T, LLC, DBA ResCare Workforce Services	585,138	113	N/A	103,560	5,178	20	Rancho Cordova, Arden Arcade, North Highlands, Foothill Farms/Hillsdale and Rancho Cordova AJCCs
4	Greater Sacramento Urban League	317,771	65	N/A	79,004	3,950	20	Del Paso Heights, Rio Linda, North Highlands, Foothill Farms, Arden-Arcade, North Sacramento/Hillsdale AJCC
4	Meristem, Inc.	74,905	45	N/A	33,300	1,665	20	Downtown, Citrus Heights, Fair Oaks, North Highlands, Rio Linda, Elverta, Rancho Cordova, Folsom/Rancho Cordova AJCC
4	Galt Joint Union High School District	143,475	30	N/A	95,640	4,782	20	Galt, Arcohe, Thornton, Acampo, Walnut Grove, Wilton, River Delta/Galt AJCC
Total Out of School Youth		\$4,367,886	722	\$1,220,848 291	\$2,096,671	\$5,923	354	

At least 20% of funds must be expended on paid work experience.

**WIOA ISY YOUTH FUNDING
PY 2016-2017**

Rank	In School Youth Provider	Amount Requested	Proposed Number to be Served	2015-2016 Funding/ Numbers to Serve	2016-2017 Funding	2016-2017		
						Cost Per Participant	# of Youth	Area/Location
1	City of Sacramento Dept of Parks and Rec	\$291,995	65	\$228,000 60	\$269,520	\$4,492	60	South Natomas, North Sacramento, Del Paso Heights, Midtown, South Sacramento/SCUSD Sacramento Works Training Center
1	Sacramento Chinese Community Service Center	443,487	80	362,880 80	221,720	5,543	40	South Sacramento, Del Paso Heights, North Highlands, Foothill Farms, McClellan/Franklin and Hillsdale AJCCs
1	Folsom Cordova Community Partnership	160,005	25	N/A	OSY	6,400	OSY	Rancho Cordova, Rosemont, Folsom/Rancho Cordova AJCC
1	La Familia Counseling Center, Inc.	239,284	40	N/A	OSY	5,982	OSY	Downtown, Midtown, South Sacramento/Franklin, Rancho Cordova, Mark Sanders AJCCs
2	Crossroads Diversified Services	421,356	60	20,000 Carryover ISY	OSY	7,022	OSY	Citrus Heights, Carmichael, Fair Oaks, Orangevale, Arden-Arcade, Foothill Farms, Antelope, Elverta, Rancho Cordova, Mather, Folsom/Rancho Cordova AJCC
4	Galt Joint Union High School District	143,475	30	N/A	OSY	4,782	OSY	Galt, Arcohe, Thornton, Acampo, Walnut Grove, Wilton, River Delta/Galt AJCC
4	Arbor E&T, LLC, dba ResCare Workforce Services	194,811	37	N/A	OSY	5,265	OSY	Rancho Cordova, Arden Arcade, North Highlands, Foothill Farms/Hillsdale and Rancho Cordova AJCCs
4	Gateway Community Charters	197,885	200	N/A	Not funded	989	Not funded	Downtown, Midtown, South Sacramento, South Natomas, North Sacramento, Del Paso Heights, Mather, Rancho Cordova/Hillsdale AJCC
Total In School Youth		\$2,092,298	537	\$610,880 140	\$491,240	\$4,912	100	

At least 20% of funds must be expended on paid work experience.

WIOA YOUTH FUNDING SUMMARY PY 2016-2017			
Out of School Youth Total		\$2,096,671	
In School Youth Total		\$491,240	
Youth Committee Initiatives		\$25,000	
Vendor Services		\$50,000	
Secondary school completion (GED prep, ABE, etc.), counseling, mentoring, financial literacy, entrepreneurial			
Wages/Supportive Services		\$100,000	
In-house Youth Initiatives			
TOTAL WIOA YOUTH FUNDING		\$2,762,911	

ITEM IV-A - INFORMATION
DISLOCATED WORKER REPORT

BACKGROUND:

The most current dislocated worker update is attached; staff will be available to answer questions.

PRESENTER: William Walker

Dislocated Worker Information PY 2015/2016

The following is an update of information as of April 12, 2016 on the Worker Adjustment and Training Notification (WARN) notices and Non WARN notifications in Sacramento County.					
	MONTH RECEIVE NOTICE	COMPANY AND ADDRESS	WARN STATUS	# OF AFFECTED WORKERS	SETA'S INTERVENTION
Official	5/8/2015	Sutter Medical Foundation 8170 Laguna Blvd Elk Grove, CA 95758	7/1/2015	15	6/25/2015
Unofficial	6/4/2015	Bank of America 10850 White Rock Rd. Rancho Cordova, CA 95670	10/30/2015	35	9/30/2015
Official	6/11/2015	Intel 1900 Prairie City Rd. Folsom, CA 95630	7/15/2015	152	Declined
Official	6/26/2015	Raley's 4551 Mack Road Sacramento, CA 95823	9/12/2015	60	Declined
Official	6/15/2015	Insync 3712 Douglas Blvd. Roseville, CA 95661	9/30/2015	148	7/1/2015 8/14/15
Official	7/27/2015	Hank Fisher Properties, Inc. 610 Fulton Avenue Suite 100 Sacramento, CA 95825	9/30/2015	243	10/15/15
Official	10/27/2015	Isola USA Corporation 233 Dwight Rd. Elk Grove, CA 95758	12/28/2015	72	12/8 & 12/9/15
Unofficial	11/9/2015	L3 Narda 107 Woodmere Folsom, CA 95630	11/18/2015	20	11/18/2015
Unofficial	11/16/2015	Cegment 9738 Lincoln Village Dr Sacramento, CA 95827	12/31/2015	25	12/11/2015 2/16/16
Official	12/4/2015	Philips Electronics North America 2870 Kilgore Rd. Rancho Cordova, CA 95670	2/16/2016	60	4/4/2016
Official	12/11/2015	The Collective 13000 Folsom Blvd. Folsom, CA 95630	1/7/2016	20	Packets Delivered
Official	1/6/2016	Macy's (Country Club Mall) 3500 El Camino Avenue Sacramento, CA 95821	3/14/2016	111	3/2/16 & 3/4/16 3/9/16 & 3/11/16
Official	1/12/2016	Kmart 8501 Auburn Blvd Citrus Heights, CA 95610	4/3/2016	86	2/3/16 & 2/5/16 2/10/16 & 2/13/16
Official	1/25/2016	Cardinal Health 3238 Dwight Rd. Elk Grove, CA 95158	3/31/2016	58	3/15 /16 & 3-16-16
Official	1/28/2016	BlueShield of California 3300 Zinfandel Dr. Rancho Cordova, CA 95670	4/28/2016	58	Pending
Unofficial	2/17/2016	Save Mart 2735 Marconi Ave Sacramento, CA 95821	3/3/2016	50	Declined
Unofficial	3/10/2016	Orchard Supply Hardware 905 E. Bidwell St. Folsom, CA 95630	6/1/2016	40	Pending
Official	3/22/2016	ZETA Communications 5321 Luce Avenue McClellan, CA 95652	3/22/2016	122	Declined
Official	4/8/2016	Kohl's Department Store #1375 11051 Olson Dr. Rancho Cordova, CA 95670	6/19/2016	85	Pending
			Total # of Affected Workers	1,460	

ITEM IV-B – INFORMATION

EMPLOYER RECRUITMENT ACTIVITY REPORT

BACKGROUND:

Staff at Sacramento Works Job Centers and internal Employer Services staff work with local employers to recruit qualified employees. The most current update is attached.

Mr. William Walker will be available to answer questions.

PRESENTER: William Walker

EMPLOYER	CRITICAL CLUSTERS	JOBS	NO OF POSITIONS
Critical Occupational Clusters Key: 1=Administrative & Support Services; 2=Architecture & Engineering; 3=Construction; 4=Healthcare & Supportive Service; 5=Human Services; 6=Information Technology; 7= Installation, Maintenance & Repair; 8=Tourism/Hospitality; 9=Transportation & Production; 10=Non-Critical Occupations			
A1 Heating & Air	3	HVAC Technician	1
	3	Journeyman Plumber	1
Accugov Inc.	1	Administrative Assistant	1
Ace Cash Express	1	Customer Service	7
Adecco Employment Services	1	Customer Service Representative, Bi-lingual Spanish	10
Advanced Call Center Technologies	1	Customer Service Representatives	50
	1	Human Resources - Recruiting Admin	1
Aggressive Legal Services, Inc.	1	Intake Specialist I	1
Alhambra	9	Production Operator	5
All For You Home Care	4	Caregiver	1
All Seasons Burial & Cremation	9	Mortuary Transport Driver	1
All State Insurance-Alain Ionescu Office	1	Insurance Sales Representative	1
Allied Barton	1	Security Officer	8
Always Affordable Plumbing	7	Experienced Service Plumber	1
Amazon	10	Part -Time Seasonal Associate	1
American Guard Services	1	Security Officer	5
AmeriGas	1	Customer Care Agent	24
Amware Pallet Services	3	Pallet Repairman	4
Andy Nguyen's	8	Kitchen Helper	1
Anton Building Company	3	Construction Laborer/Project Administrator	1
Arby's GH Restaurants	10	Team Member	7
Avis Budget Group	9	Car Cleaner Detailer (Vehicle Service Attendant)	1
	9	Driver	1
	1	Operations Manager Trainee	1
	1	Rental Sales Associate	1
	7	Truck Technician I - Mobile	1
	1	Vehicle Return Associate	1
Badger Daylighting Corporation	7	Hydrovac CDL Operator	1
Barnes & Noble	1	Assistant Store Manager	1
	1	Barista/Cafe Server	2
	1	Bookseller	2
	1	Community Business Development Manager	1
	1	Head Cashier	1
	1	Merchandise Manager	1
BBC Services, Inc.	3	Carpenter	10
Behavioral Education for Children with Autism	4	Behavior Technician	1
Big Brothers Big Sisters of Greater Sacramento	1	Match Support Specialist	1
BioPhase Solutions Inc.	9	Chemical Operators	7
	9	Material Handlers	7
Boys & Girls Clubs of Greater Sacramento	1	Program Assistant	10
Bozzuto Insurance Agency	1	Insurance Sales Agent	1
Brasher's Sacramento Auto Auction	9	Auction Driver	1
	1	Auto Body Condition Report Writer	1
		Auto Lot Worker - Fleet & Lease	1
	7	Auto Mechanic	1
	1	Dealer Registration Clerk-Front Counter Customer Service	1
	7	Lot Access Agent/Shift Lead	1
	1	Transportation Billing/Data Entry Clerk	1
California Energy Commission	1	Deputy Director, Fuels and Transportation Division	1
California Human Development	1	Education Coordinator	1
California State Lands Commission	1	Public Land Management Specialist I	1
Castle House Distributors	1	Driver/Service Tech	1
CBS13/CW31	1	Administrative Assistant	1
CEPS	1	Account Manager/Assistant Manager	2
Child Action	5	Assessment Unit Clerk (Bilingual)	1
	1	Human Resources Analyst	1
Children's Law Center of California	1	Scanning Clerk	1
	1	Secretary	1

EMPLOYER	CRITICAL CLUSTERS	JOBS	NO OF POSITIONS
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Clarke & Rush	7	Commercial HVAC Lead Installer	1
	1	Construction Office Coordinator Assistant	1
	1	Customer Service Representative	2
	7	HVAC - Home Performance Technician	1
	7	HVAC Lead Installers/Apprentices	1
	7	HVAC Service Technicians Residential & Commercial	4
	7	Insulation/Window Installers	4
	7	Plumber Service Technician	2
	9	Warehouse/Driver/HVAC Trainee	1
	1	Window & Insulation Salesperson	1
Cintas Corporation	10	Route Service Sales Representative	5
Citizen Corporation	3	Journeyman Electrician	1
City of Sacramento	1	Out of School Time Leader	29
Cokeva, Inc.	9	Logistic Operator	5
	10	Sales Executive	1
	3	Technician II	1
College of Continuing Education, Sacramento State	1	Facilities and Logistics Management Specialist	1
Comcast	10	Individual Direct Sales	1
	1	Xfinity Sales Associates	9
Comfort Systems Construction	7	Apartment Renovator	2
Common Ground Business Brokers	1	Business Broker	4
Cooper & Associates Realty	1	Inside Sales Agent	3
Core Commercial	1	Marketing/Graphic Design/Office	1
Cornerstone Staffing Solutions, Inc.	1	Cashier or Checker Stock Clerk	2
	9	Warehouse Clerk	20
Corporate Care	1	Technician	2
Craig Cares	4	Caregiver/Home Health Aide/CNA	1
Crossroads Facility Services	1	Senior Accountant	1
	1	Youth Specialist	1
Culinary Staffing America	1	Food Service Workers	40
Davis Food Co-Op	1	Night Manager	1
Dayles Diesel & Generator Repair	7	Generator Mechanic	1
Denio's Farmers Market and Swap Meet	1	Cashier	5
Denton's Custom Woodworks, Inc.	3	Cabinet Maker & Apprentice/Entry Level	2
Diamond Foods Inc.	9	Engineering Intern	1
	7	Engineering Manager	1
	2	Maintenance Engineer/Supervisor	2
	2	Maintenance Mechanic I 3rd Shift	1
	1	Operations Manager	1
	1	Production Supervisor	1
	7	Safety Manager	1
Dollar General	1	Assistant Store Manager	20
	1	DG Market Sales Associate	20
	1	Sales Associate	20
Dr. Pepper Snapple Group	9	Warehouse Loader	1
E3 CA INC	1	Administrative Assistant	1
Electrofreeze of Northern California	1	Office Administrator	1
Elevate Learning	1	English and/or Math Tutors	50
Empower Efficiency, LLC	1	Local Community Outreach Specialist, Energy Efficiency	1
Environmental Quality Management, Inc.	1	Clean-up Technician Nevada	1
	9	Equipment Operator - Nevada	1
	9	Truck Driver - Nevada	1
Ephraim Williams Family Life Center	1	Receptionist	1
Evergreen Industries Cleaning Services, LLC	1	Cleaning Laborer	2
eVerlife	1	Team Manger	4
Exact Staff Inc.	9	Assembly Line Worker	50
	9	Packaging Associate	25
	9	Warehouse Worker	50

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Express Employment Professionals	1	Accounts Payable Clerk	2
	1	Accounts Receivable Assistant	1
	1	Accounts Receivable Specialist	1
	1	Activities Assistant	1
	1	Administrative Assistant	2
	1	Administrative Assistant (Marketing Dept.)	1
	1	Apartment Leasing Agent	1
	10	Car Wash Technicians	5
	8	Cook	1
	1	Customer Service Representative	2
	9	Delivery Driver	2
	1	Dispatcher	5
	1	Executive Administrative Assistant, Academics/Higher Education	2
	1	Executive Administrative Assistant, Fundraising	1
	1	Front Office & Marketing Administrative Assistant	1
	3	General Laborer	15
	7	HVAC Maintenance Technician	5
	1	Inside Sales Representative	2
	7	Maintenance Technician	2
	7	Maintenance Technicians and Repair Workers, General (Property)	1
	1	Medical Records Administrative Assistant	1
	1	Medical Scheduler	1
	1	Office Manager	1
	1	Outside Sales Representative (Internal Express Team)	1
	1	Receptionist	1
	10	Retail Pricing Collector	5
	1	Sales & Marketing Manager (Salesforce)	1
10	Telemarketer	1	
Fair Oaks Recreation & Park District	1	Recreation Leader I-Camp Counselor	10
	1	Recreation Leader II (Assistant Preschool Teacher)	1
	1	Recreation Leader III-Lead Camp Counselor	2
	1	Senior Recreation Leader (Camp Director)	1
Faneuil/InSync Consulting Services LLC	1	Customer Service Representative	500
Farmers Insurance - Stacy Cronican Insurance Agency	1	Customer Service Representative	2
	1	Sales Representative	4
Finished Floors Inc.	7	Floor Technician	2
Fish Window Cleaning	10	Window Cleaner	2
First Security Services	1	Security Officer	10
Florin Hearing Aid	4	Hearing Aid Specialist	2
Fowler Enterprise LLC	9	Medical Driver	1
Frito-Lay	9	Carton Handler	5
	10	Detailer	1
	10	Merchandiser	1
	9	Route Sales Representative - General	3
Golden Moments Care Home Inc.	1	Caregiver	1
Greater Sacramento Urban League	1	Youth Specialist	1
GRID Alternatives North Valley	1	Outreach Coordinator	1
	3	SolarCorps Construction Fellows	2
	1	SolarCorps Outreach Fellow	1
Grindco, Inc.	3	Concrete Grinding Specialist	1
H&R Block	1	Office Manager/Lead	20
	1	Tax Professional	20
Headway Workforce Solutions	1	Seasonal Assistant Manager	1
Horizon Personnel Services	9	Order Puller	10
Hunter Douglas Fabrication	7	Production Associate/Assembler	9
Infinity Energy	1	Appointment Scheduler	5
	1	Solar Sales Representative	10
J's Communications	1	Outside Sales Representative, B2B	1

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J. Powers Recruiting Inc.	1	Account Executive	1
Jani-King of California	1	Account Executive	1
Jerico	3	Lighting Installer	1
John Jackson Masonry	9	Fleet Mechanic	1
Kair In-Home Social Svc	1	Foster Family Agency Administrator	1
Kelly Services	7	Machine Operator/Mail Handler	40
Ken's Bike-Ski-Board, Inc.	1	Bicycle, Ski & Snowboard Sales	1
Lamonica's Pizza Dough	9	Packaging Associate	10
Leukemia & Lymphoma Society	1	Part Time Outreach Assistant	15
LG Electronics	7	Field Service Technician-Appliances and HVAC	1
Liberty Tax Service #8097	1	Tax Preparer	1
Liqui-Box Corporation	9	Inspector/Packers	20
Lofings Lighting Inc.	9	Warehouse and Delivery	1
Los Rios Community College District	1	Account Clerk I	1
	1	Account Clerk II	2
	1	Account Clerk III	1
	1	Accountant	1
	1	Accounting Adjunct Assistant Professor	1
	1	Accounting Assistant Professor	1
	1	Accounting Specialist	1
	1	Administrative Assistant I	3
	1	Administrative Assistant II	5
	1	Administrative Secretary I	1
	1	Admissions/Record Clerk II	1
	1	Admissions/Records Clerk III	2
	1	Admissions/Records Evaluator I	1
	1	Aeronautics Assistant Professor	1
	1	American Apprenticeship Initiative Grant Project Director	1
	1	Art Assistant Professor (Studio Art)	1
	1	Art History/Humanities Assistant Professor	1
	1	Assistant Financial Aid Officer	1
	1	Associate Vice President of Student Services	1
	7	Audio/Visual Production and Maintenance Technician I	1
	1	Business Assistant Professor	1
	1	Campus Operations Director - Sutter County Center	1
	1	Chemistry Assistant Professor	2
	1	Clerical Assistant	1
	1	Clerk II	1
	1	Clerk III	3
	1	Commercial Music & Sound Recording Technology Assistant Professor	1
	1	Computer Information Science Assistant Professor (Programming)	4
	1	Confidential Executive Assistant	1
	1	Control Center Technician	1
	1	Counseling Clerk II	1
1	Counseling Supervisor	1	
1	Counselor	1	
1	Counselor Articulation Officer	1	
1	Counselor/Coordinator-Workability III Program	1	
1	Custodial Supervisor	1	
1	Custodian	2	
1	Deaf Culture and American Sign Language (ASL) Studies Assistant Professor	1	
1	Dean of College Planning and Research	1	
1	Dean of Communication, Visual and Performing Arts	1	
1	Dean of Distance Education, Virtual Education Center	1	
1	Dean of Fine and Applied Arts	1	

EMPLOYER	CRITICAL CLUSTERS	JOBS	NO OF POSITIONS
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Los Rios Community College District	1	Dean of Kinesiology and Athletics	1
	1	Diagnostic Medical Sonography (DMS) Assistant Professor / Program Coordinator	1
	1	Director, Administrative Services	1
	1	Director of Nursing Programs	1
	1	Distance Education Coordinator Adjunct Pool	1
	1	Early Childhood Education Assistant Professor	1
	1	Engineering Assistant Professor	1
	1	English Assistant Professor	4
	1	Extended Opportunity Programs and Services Coordinator	1
	1	Facilities Planning and Engineering Specialist	1
	1	Faculty Diversity Internship Program Pool	1
	1	Fashion Assistant Professor	1
	1	Financial Aid Clerk II	1
	1	Financial Aid Officer	1
	1	Gerontology Assistant Professor	1
	7	Head Grounds Maintenance Technician	1
	1	Healthcare Interpreting Assistant Professor	1
	1	Horticulture Assistant Professor	1
	1	Hospitality Management/Culinary Arts Assistant Professor	1
	1	Human Resources Assistant III	1
	6	Information Technology Application Systems Supervisor(Student Administration Systems)	1
	6	Information Technology Systems/Database Administrator Analyst II	1
	1	Instructional Assistant - Learning Resources	1
	1	Instructional Assistant - Mathematics	1
	1	Instructional Assistant - Phlebotomy Laboratory	1
	1	Instructional Assistant - Photography	1
	1	Instructional Assistant - Sign Language Studies	1
	1	Instructional Assistant - Writing/English/Reading	1
	1	Instructional Assistant -Foreign Language	1
	1	Instructional Assistant-Campus Computer Laboratory	1
	1	Instructional Assistant-Costuming and Makeup	1
	1	Instructional Assistant-Medical Laboratory Technician	1
	1	Instructional Science Laboratory Supervisor	1
	1	Instructional Services Assistant I	1
	6	IT Business/Technical Analyst I	1
	6	IT Specialist II - Microcomputer Support	1
	6	IT Systems/Database Analyst II	1
	1	Kinesiology and Athletics Assistant Professor/Women's Head Volleyball Coach	1
	1	Laboratory Technician - Science	1
	1	Lead Custodian	1
	3	Lead HVAC Mechanic	1
	1	Lead Library Media Technical Assistant	1
1	Library/Media Technical Assistant	1	
7	Locksmith/Glazier	1	
7	Maintenance Painter-Special Projects	1	
1	Mathematics Assistant Professor	5	
1	Mechanical Electrical Technology Assistant Professor	1	
1	Music (Vocal) Assistant Professor	1	
1	Nursing Assistant Professor	1	
7	Operations Technician	1	
1	Outreach Clerk	1	
1	Outreach Specialist	2	
1	Philosophy Instructor	1	
1	Physical Education/Athletic Attendant	1	

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Los Rios Community College District	1	Police Captain	1
	1	Police Communication Dispatcher	1
	1	Police Officer	1
	1	Printing Services Operator II	1
	1	Printing Services Operator III	1
	1	Psychology Assistant Professor	1
	1	Public Relations Technician	1
	1	Public Services Librarian	1
	1	Real Estate Assistant Professor	1
	1	Recruit Training Officer	1
	4	Registered Nurse	1
	6	Senior Information Technology Systems/Database Administrator Analyst	1
	6	Senior Information Technology Technician - Lab/Area Microcomputer Support	1
	6	Senior IT Technician - Lab/Area Microcomputer Support	1
	1	Sociology Assistant Professor	1
	1	Special Project - Student Personnel Assistant - Health and Wellness Services	1
	1	Special Projects- Inmate Education Specialist	1
	1	Special Projects- Laboratory Technical Support Assistant - Health and Education Labs	1
	1	Special Projects- Work-based Learning Specialist	1
	1	Speech Communication Assistant Professor	1
	1	Speech Language Pathology Program Assistant Professor	1
	1	Student Affairs Specialist	1
	1	Student Personnel Assistant - Assessment/Testing	1
	1	Student Personnel Assistant - Career & Job Opportunity Services	1
	1	Student Personnel Assistant Disabled Student Programs and Services (DSP&S)	1
	1	Student Personnel Assistant - Outreach Services	1
	1	Student Personnel Assistant - Student Life	1
	1	Student Personnel Assistant - Student Services	3
	1	Student Personnel Assistant - Student Services - Athletic Program & Transfer Services Program	1
	1	Student Personnel Assistant - TANF	1
	1	Student Success and Support Program Faculty Coordinator	3
	1	Student Success and Support Program Specialist	3
	1	Studio Art Assistant Professor (Sculpture/3-Dimensional Art)	1
7	Utility Worker	1	
4	Telecommunications Systems Designer	1	
1	Vice President of Student Services	1	
Loss Prevention Specialist LLC	1	Agricultural Loss Control Consultant	1
	1	Construction Loss Control Consultant	1
Marathon Health	4	Family Nurse Practitioner/Physician Assistant	1
	4	Medical Assistant	1
Markstein Beverage Co.	9	Class A Commercial Delivery Driver	1
	1	Merchandiser	1
	9	Night Warehouse Associate	1
Maximus	1	Enrollment Service Representative	1
Merryhill School	1	Preschool Teacher	2
Metropolitan Van and Storage, Inc.	1	Administrative Assistant/Move Coordinator	1
MGA Healthcare Inc.	1	Recruiter	2
Mobile Management LLC (True Connect)	1	Sales Agent/CCR	15
Modis IT Staffing	6	Group Level Processor	20
ModSquad, Inc.	6	Technical Support Specialist	1

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Motivational Systems Inc.	1	Sign Wavers - El Dorado Hills	4
Mutual Assistance Network	1	AmeriCorps Parent Educator	1
	1	Team Leader	1
MV Transportation	9	Driver	1
National Audubon Society	1	Contracts and Government Grants Manager	1
Northcentral Pizza, LLC. dba Domino's Pizza	1	Assistant Manager	1
Northern Sheets LLC	9	Production Workers	3
Orepac Building Products	9	Driver	4
Pacific Health & Home	3	Masonry Installer	2
	3	Skilled Tradesman/Craftsman	2
Pacific Protection INC	1	Unarmed Security Officer	10
Pacific Staffing	1	Call Center Manager - Bilingual Spanish	1
	1	Technical Support Agent	1
Package One	9	Class A Truck Driver	1
Payroll on the Web	1	Administrative Assistant	1
	1	Payroll Specialist	1
	1	Payroll Tax Specialist	1
Paradise Oaks Youth Services	4	Residential Counselor	1
Pep Boys	7	Technicians and Mechanics	10
Pilkington North America Inc.	1	Service Center Administrator	1
Pirtek Power Inn	7	Field Service Technician	1
Powerhouse Science Center	1	Director of Finance & Operations	1
PowerSchool Group LLC	1	Accountant	1
	2	Associate Performance Test Engineer	1
	2	Associate QA Test Engineer	1
	6	Associate Software Engineer	1
	1	Associate Systems Administrator	1
	1	Billing Associate	1
	1	Collections Associate	1
	6	Compliance Application Software Engineer	1
	6	Compliance Database Software Engineer	1
	1	Contracts Administrator	1
	1	Corporate Trainer	1
	1	Customer Support Representative (Tier 1)	1
	6	Desktop Technician	1
	1	Entry Level Accounts Payable Specialist	1
	1	Entry Level Corporate Development Analyst	1
	1	Entry Level Pricing Analyst	1
	1	Entry-Level Project Manager	1
	1	Financial Analyst	1
	1	Inside Sales Account Representative	1
	1	Marketing Campaign Coordinator	1
	1	Product Manager-Consumer	1
	1	Product Marketing and Competitive Intelligence Manager	1
	1	Product Marketing Manager	1
	1	Recruiting Manager	1
	1	Renewals Associate	1
	1	Salesforce Administrator	1
	1	Senior Corporate Recruiter	1
	1	Senior Manager of Human Resources	1
	6	Senior Network Engineer	1
	1	Senior Project Manager	1
6	Senior Systems Engineer	1	
6	Senior UI Interface Designer	1	
6	Systems Engineer II	1	
1	Vice President of Customer Operations- School Systems Group	1	
PrideStaff	3	Machine Operator and Woodworking Craftsman	10
	9	Production and Manufacturing Technician	10
Progressive Insurance	1	Customer Service Call Center Representative- Bilingual Spanish	4
Quality Driver Solutions	9	Class A Driver	15
	9	Commercial Truck Drivers	20

EMPLOYER	CRITICAL CLUSTERS	JOBS	NO OF POSITIONS
Critical Occupational Clusters Key: 1=Administrative & Support Services; 2=Architecture & Engineering; 3=Construction; 4=Healthcare & Supportive Service; 5=Human Services; 6=Information Technology; 7= Installation, Maintenance & Repair; 8=Tourism/Hospitality; 9=Transportation & Production; 10=Non-Critical Occupations			
Ready-Set-Go Children's Center	1	Preschool Teacher	3
Restoration Hardware	1	Client Service Center Supervisor	2
Ready4Change	1	AOD Certified Counselor or Intern	4
Red Lion Inn & Suites	7	Handyman	1
	1	Housekeeper/Custodian/Laundry Worker	4
	7	Night Auditor	1
RPM Automotive	7	Auto Mechanic	1
Sacramento Employment and Training Agency	1	Associate Teacher Infant Toddler	1
	1	Associate Teacher- Tier I	1
	1	Associate Teacher Tier III	1
	1	CFS Education Program Officer	1
	1	CFS--Quality Assurance Analyst	1
	1	Early Head Start Educator	1
	1	Family Services Worker Range I	1
	1	Family Services Worker Range III	1
	9	Head Start Courier/Maintenance	1
	1	Head Start Education Coordinator	1
	1	Head Start On-Call Cook/Driver	1
	1	Head Start Substitute Child Care Teacher	1
	1	Head Start Substitute Teacher Assistant	1
	1	Site Supervisor	1
1	Workforce Development Professional Range 2	1	
Sacramento Home Care	4	Care Giver	6
Sacramento Metro Chamber-Commerce	1	Accounting Clerk	1
	1	Assistant General Manager - Administration	1
	1	Clerk II	1
	1	Community Bus Services (CBS) Dispatcher/Supervisor	1
	1	Director, Office Management and Budget	1
	7	Facilities Maintenance Mechanic	1
	1	Legal Secretary	1
	7	Light Rail Vehicle Technician	1
	7	Lineworker	1
	7	Maintenance Supervisor - Wayside	1
	1	Marketing and Communications Specialist	1
	7	Mechanic A	2
	3	Network Operations Engineer	1
	1	Revenue Clerk	1
	1	Safety Specialist II	1
	1	Senior Human Resources Analyst	1
	6	Senior Information Technology Business Systems Analyst	2
1	Service Worker - Bus and/or Light Rail	1	
1	Transit Agent (Fare Checker)	30	
Sacramento Regional Transit District	1	Director, Office Management and Budget	1
	7	Lineworker	1
	1	Transit Agent (Fare Checker)	30
Safari Kid	1	Toddler Teacher	1
SANA Accounting & Tax Services	1	Accounting Assistant	1
Santa Cruz County Bank	1	SBA Business Development Officer	1
SBS BEAUTY SALON	1	Hair Stylist	1
Security Tech Protective Services	1	Armed Security Officer	10
Serenity Respite	4	Respite Care Provider	10
Serve All Contracting	3	Construction / Maintenance Technician	1
	1	Receptionist / Office Assistant	1
Slingshot Connections	1	Outside Sales	5
Smartguard	1	Security Officer/Patrol Officer	6
Softsol Technologies Inc.	1	Business Analyst	1
	1	Document Prep/Scan Technician	8

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SolarCity	1	Call Center Concierge	20
	3	Electrician	20
	1	Energy Consultant (Inside Sales)	15
	7	PV Installer	20
Southeast Asian Assistance Center	1	Executive Director	1
South Side Art Center	1	Ceramic Lead Artist Instructor	1
Stanford Youth Solutions	1	Therapist	4
Staff Management	1	Area Manager	30
STAR, Inc.	10	Armed Private Security	5
Starbucks Corporation	1	Barista	7
Stations	9	Installer	4
STC Netcom	2	Civil Hand	2
	7	RF Technician	2
Stericycle	1	Customer Service Representative	6
Strategies To Empower People (STEP)	1	American Sign Language Interpreter (ASL Interpreter)	1
	1	Case Supervisor/Facilitator for Supported Living Services	2
	1	Direct Support Professionals	20
	1	Instructor for Supported Living Services	1
	1	Staffing and Scheduling Coordinator for Human Resources Department	1
Sub Sea Systems Inc.	9	Product Manager--Marine Recreation	1
Sun City Roseville Community Association	1	Custodial Worker	1
	1	Line Cook	2
	10	PT Personal Trainer	1
SVS Group, Inc.	1	Event Staff & Security Guards	30
Swing Cushion Covers & More	1	General Office Assistant	1
Teledyne Microwave Solutions	9	Assembler 1	3
	7	Calibration Lab Technician	1
	1	Contracts Administrator	1
	1	Contracts/Pricing Manager 4	1
	1	Data Analyst	1
	3	Electrical Engineer 4	1
	3	Electronic Engineer 2	1
	7	Electronic Technician	1
	7	Machinist 4	1
	9	Product Finisher	1
	1	Senior Contracts Administrator	1
	7	Technical Support 2	1
	7	Technician 1	1
1	Trade Compliance Support Administrator 1	1	
The Firehouse Restaurant	1	Fine Dining Line Cook	1
The Paver Company	3	Construction Foreman	2
The Wheeler Company	1	Office Assistant	1
Therapeutic Pathways	4	Behavior Technician	20
Thoughtful Food Inc.	10	Dishwasher	2
Timco Construction Inc.	3	General Construction Estimator	1
Trinity Fresh	9	Class B Truck Driver	4
	9	Warehouse Loader	2
	9	Warehouse Loader/Selector	4
True Transport Inc.	9	CDL A Truck Driver	4
UC Davis Health System	1	Administrative Support Assistant	10
	1	Care Coordinator/ ED Analyst	1
	1	Custodian/Senior Custodian	11
United Cerebral Palsy	1	Direct Support Professional	5
Utilquest LLC	3	Utility Line Locator	5

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Villara Building Systems	9	Class A and Class C Driver	1
	9	Driver	1
	7	Duct Blaster	1
	7	Fire Sprinkler Installer	1
	1	Human Resources Bilingual Receptionist	1
	7	HVAC Apartments Installer	1
	7	HVAC Commercial Installer	1
	7	HVAC Retro-Fit Lead	1
	7	HVAC Sheet Metal Installer	1
	7	HVAC Start-Up Technician	1
	7	HVAC Warranty and Paid Service Technician	1
	3	Installers (Solar, Plumbing, HVAC, Sheet Metal)	1
	9	Inventory Control Clerk	1
	1	Manufacturing Administrative Assistant	1
	7	Plumbing Finish/Service	1
7	Plumbing Installer	1	
7	Quality Control Load Master/Inspector	2	
Vision Service Plan	1	Customer Care Representative (CCR)	1
Visiting Angels Senior Home Care	4	Caregiver	10
Western States Fire Protection	7	Alarm & Detection Technician	1
	1	Division Administrative Assistant	1
	7	Fire Alarm/Fire Sprinkler Inspector	1
	7	Fire Sprinkler Designer	3
	1	Service Administrator	
9	Shop Foreman	1	
Westlake Charter School	1	Instructional Aide - Substitute	5
Wholesale Outlet, Inc.	9	Delivery Driver	1
	1	Front Counter/Will Call	1
	9	Receiving	1
Woodmack Products, Inc.	9	Entry-Level Production Machine Operator	1
	9	Entry Level Production Welder	1
	9	Janitor & Machine Operator	1
Woodmack Products, Inc.	1	Manufacturing Industrial Janitor	1
	9	Machine Operator	3
	1	Accounting Assistant	1
Yuba Community College District	1	Adjunct Instructors	1
	1	Cashier	1
	1	Custodial Maintenance Worker	1
	1	Custodian	1
	1	Director of Financial Aid	1
	1	Director of TRIO Programs	1
	1	Financial Aid Technician	1
	1	Human Resources Analyst/Academic	1
	1	Interim Chief of Police	1
	1	Library Technical Assistant	1
	1	Nursing Instructor	1
	1	Philosophy Instructor	1
	1	Site Supervisor - Child Development Center	1
	1	Testing Technician	1
	1	X-Ray Technology Instructor	1
Zebra Restoration Services	7	Property Damage Restoration Technician	3
Total			2280

Entry Level Positions
July , 2015 - March 28, 2016

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Ace Cash Express	1	Customer Service	7
Advanced Call Center Technologies	1	Customer Service Representatives	50
Allied Barton	1	Security Officer	8
Aggressive Legal Services, Inc.	1	Intake Specialist I	1
Amerigas	1	Customer Care Agent	24
Avis Budget Group	1	Car Cleaner Detailer (Vehicle Service Attendant)	1
Avis Budget Group	1	Rental Sales Associate	1
Avis Budget Group	1	Vehicle Return Associate	1
Barnes & Noble	1	Barista/Cafe Server	2
	1	Bookseller	2
Boys & Girls Clubs of Greater Sacramento	1	Program Assistant	10
Bozzuto Insurance Agency	1	Insurance Sales Agent	1
Brashers Sacramento Auto Actn	1	Dealer Registration Clerk-Front Counter Customer Service	1
	1	Transportation Billing/Data Entry Clerk	1
Castle House Distributors	1	Driver/Service Tech	1
Children's Law Center of California	1	Scanning Clerk	1
Comcast	1	Xfinity Sales Associates	9
Cornerstone Staffing Solutions, Inc.	1	Cashier or Checker Stock Clerk	2
Culinary Staffing America	1	Food Service Workers	40
Denio's Farmers Market and Swap Meet	1	Cashier	5
Dolar General	1	Sales Associate	20
Elevate Learning	1	English and/or Math Tutors	50
Ephraim Williams Family Life Center	1	Receptionist	1
Evergreen Industries Cleaning Services, LLC	1	Cleaning Laborer	2
Express Employment Professionals	1	Customer Service Representative	1
	1	Receptionist	1
	1	Activities Assistant	1
	1	Sales & Marketing Manager (Salesforce)	1
	1	Inside Sales Representative	2
Fair Oaks Recreation & Park District	1	Recreation Leader I-Camp Counselor	10
Faneuil/InSync Consulting Services LLC	1	Customer Service Representative	500
Farmers Insurance - Stacy Cronican Insurance Agency	1	Customer Service Representative	2
	1	Sales Representative	4
First Security Services	1	Security Officer	10
H&R Block	1	Tax Professional	20
Infinity Energy	1	Appointment Scheduler	5
	1	Solar Sales Representative	10

Entry Level Positions
July , 2015 - March 28, 2016

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Itsilog	1	Cook and Prep	3
J's Communications	1	Outside Sales Representative, B2B	1
Leukemia & Lymphoma Society	1	Part Time Outreach Assistant	15
Liberty Tax Service #8097	1	Tax Preparer	1
Los Rios Community College District	1	Account Clerk I	1
	1	Clerical Assistant	1
	1	Instructional Assistant - Foreign Language	1
	1	Instructional Assistant - Learning Resources	1
	1	Instructional Assistant - Phlebotomy Laboratory	1
	1	Instructional Assistant - Photography	1
	1	Instructional Assistant - Sign Language Studies	1
	1	Instructional Assistant-Writing/English/Reading	1
	1	Instructional Assistant- Costuming and Makeup	1
	1	Instructional Assistant-Medical Laboratory Technician	1
	1	Special Project - Student Personnel Assistant - Health and Wellness Services	1
	1	Student Personnel Assistant-Assessment/Testing	1
	1	Student Personnel Assistant - Career & Job Opportunity Services	1
	1	Student Personnel Assistant Disabled Student Programs and Services (DSP&S)	1
	1	Student Personnel Assistant - Outreach Services	1
	1	Student Personnel Assistant - Student Life	1
	1	Student Personnel Assistant - Student Services	1
	1	Student Personnel Assistant - Student Services - Athletic Program & Transfer Services Program	1
	1	Student Personnel Assistant - TANF	1
	1	Student Personnel Assistant- Student Services	1
	1	Custodian	2
Markstein Beverage Co.	1	Merchandiser	1
MAXIMUS	1	Enrollment Service Representative	1
Mobile Management LLC (True Connect)	1	Sales Agent/CCR	15

Entry Level Positions
July , 2015 - March 28, 2016

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PowerSchool Group LLC	1	Customer Support Representative (Tier 1)	1
	1	Entry Level Accounts Payable Specialist	1
	1	Entry Level Corporate Development Analyst	1
	1	Entry Level Pricing Analyst	1
	1	Entry-Level Project Manager	1
	1	Inside Sales Account Representative	1
Progressive Insurance	1	Customer Service Call Center Representative-Bilingual Spanish	4
Ready4Change	1	AOD Certified Counselor or Intern	4
Red Lion Inn & Suites	1	Housekeeper/Custodian/Laundry Worker	4
Sacramento Employment and Training Agency	1	Associate Teacher- Tier I	1
	1	Workforce Development Professional Range 2	1
Sacramento Metro Chamber-Commerce	1	Accounting Clerk	1
SANA Accounting & Tax Services	1	Accounting Assistant	1
	1	Receptionist / Office Assistant	1
Security Tech Protective Services	1	Armed Security Officer	10
Smartguard	1	Security Officer/Patrol Officer	6
Softsol Technologies Inc.	1	Document Prep/Scan Technician	8
Starbucks Corporation	1	Barista	7
Stericycle	1	Customer Service Representative	6
Sun City Roseville Community Association	1	Custodial Worker	1
SVS GroupP, Inc.	1	Event Staff & Security Guards	30
Swing Cushion Covers & More	1	General Office Assistant	1
Strategies To Empower People STEP	1	Instructor for Supported Living Services	1
The Wheeler Company	1	Office Assistant	1
Villara Building Systems	1	Human Resources Bilingual Receptionist	1
Westlake Charter School	1	Instructional Aide - Substitute	5
Wholesale Outlet, Inc.	1	Will Call/Front Counter	1
Woodmack Products, Inc.	1	Manufacturing Industrial Janitor	1
Yuba Community College District	1	Accounting Assistant	1
	1	Cashier	1
	1	Custodial Maintenance Worker	1
	1	Custodian	1
Amware Pallet Services	3	Pallet Repairman	4
Express Employment Professionals	3	General Laborer	15
Finished Floors Inc.	3	Floor Technician	2
Jerico	3	Lighting Installer	1
Villara Building Systems	3	Installers (Solar, Plumbing, HVAC, Sheet Metal)	1

Entry Level Positions
July , 2015 - March 28, 2016

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All For You Home Care	4	Caregiver	1
Behavioral Education for Children with Autism (BECA)	4	Behavior Technician	1
Craig Cares	4	Caregiver/Home Health Aide/CNA	1
Fowler Enterprise LLC	4	Medical Driver	1
Golden Moments Care Home Inc	4	Caregiver	1
Sacramento Home Care	4	Care Giver	6
Serenity Respite	4	Respite Care Provider	10
Visiting Angels Senior Home Care	4	Caregiver	10

Red Lion Inn & Suites	7	Handyman	1
RPM Automotive	7	Auto Mechanic	1
Villara Building Systems	7	Fire Sprinkler Installer	1
	7	HVAC Apartments Installer	1
	7	HVAC Commercial Installer	1
	7	HVAC Sheet Metal Installer	1
	7	Plumbing Installer	1

Andy Nguyen's	8	Kitchen Helper	1
The Firehouse Restaurant	8	Fine Dining Line Cook	1

Alhambra	9	Production Operator	5
All Seasons Burial & Cremation	9	Mortuary Transport Driver	1
Avis Budget Group	9	Part-Time Driver	1
Brashers Sacramento Auto Actn	9	Auction Driver	1
Cornerstone Staffing Solutions, Inc.	9	Warehouse Clerk	20
Dr. Pepper Snapple Group	9	Warehouse Loader	1
Exact Staff Inc	9	Assembly Line Worker	50
	9	Packaging Associate	25
	9	Warehouse Worker	50
Express Employment Professionals	9	Delivery Driver	2
	9	Production Fabrication	1
Frito-Lay	9	Route Sales Representative - General	1
Horizon Personnel Services	9	Order Puller	10
John Jackson Masonry	9	Fleet Mechanic	1
Lamonica's Pizza Dough	9	Packaging Associate	10
Liqui-Box Corporation	9	Inspector/Packers	20
Lofings Lighting Inc	9	Warehouse and Delivery	1

Entry Level Positions
July , 2015 - March 28, 2016

EMPLOYER	CRITICAL CLUSTERS	JOB	NO OF POSITIONS
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Markstein Beverage Co.	9	Night Warehouse Associate	1
MV Transportation	9	Driver	1
Northern Sheets LLC	9	Production Workers	3
Package One	9	Class A Truck Driver	1
Stations	9	Installer	4
Teledyne Microwave Solutions	9	Assembler 1	3
	9	Warehouse Loader	4
Trinity Fresh	9	Warehouse Loader	2
	9	Warehouse Loader/Selector	4
Villara Building Systems	9	Inventory Control Clerk	1
Wholesale Outlet, Inc.	9	Receiving	1
Woodmack Products, Inc.	9	Entry-Level Production Machine Operator	1
	9	Entry Level Production Welder	1
	9	Janitor & Machine Operator	1

Amazon	10	Part -Time Seasonal Associate	1
Arby's GH Restaurants	10	Team Member	7
Cintas Corporation	10	Route Service Sales Representative	5
Comcast	10	Individual Direct Sales	1
Express Employment Professionals	10	Telemarketer	1
Fish Window Cleaning	10	Window Cleaner	2
Frito-Lay	10	Detailer	1
	10	Merchandiser	1
Slingshot Connections	10	Outside Sales	5
Sun City Roseville Community Association	10	Line Cook	2
Thoughtful Food Inc.	10	Dishwasher	2
Total			1292

ITEM IV-C – INFORMATION

UNEMPLOYMENT UPDATE/PRESS RELEASE FROM THE EMPLOYMENT
DEVELOPMENT DEPARTMENT

BACKGROUND:

The unemployment rate for Sacramento County for the month of March, 2016 was 5.4%.

Attached is a copy of a press release from the Employment Development Department breaking down the job losses and job creations for the regional area.

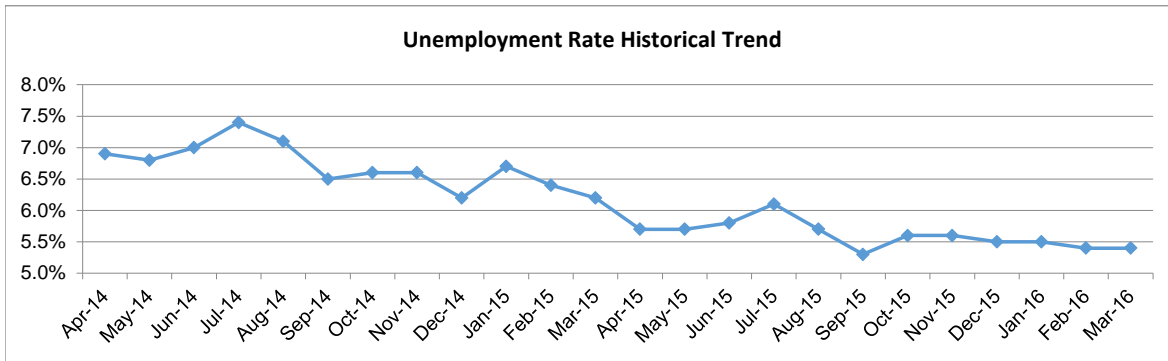
Staff will be available to answer questions.

PRESENTER: Roy Kim

IMMEDIATE RELEASE

SACRAMENTO--ROSEVILLE--ARDEN-ARCADE METROPOLITAN STATISTICAL AREA (MSA)
 (El Dorado, Placer, Sacramento, and Yolo Counties)

The unemployment rate in the Sacramento--Roseville--Arden-Arcade MSA was 5.4 percent in March 2016, unchanged from a revised 5.4 percent in February 2016, and below the year-ago estimate of 6.2 percent. This compares with an unadjusted unemployment rate of 5.6 percent for California and 5.1 percent for the nation during the same period. The unemployment rate was 5.4 percent in El Dorado County, 4.6 percent in Placer County, 5.5 percent in Sacramento County, and 6.5 percent in Yolo County.



Industry	Feb-2016	Mar-2016	Change		Mar-2015	Mar-2016	Change
	Revised	Prelim				Prelim	
Total, All Industries	931,200	935,800	4,600		914,000	935,800	21,800
Total Farm	7,900	8,700	800		9,000	8,700	(300)
Total Nonfarm	923,300	927,100	3,800		905,000	927,100	22,100
Mining, Logging, and Construction	50,700	51,900	1,200		46,600	51,900	5,300
Mining and Logging	500	500	0		500	500	0
Construction	50,200	51,400	1,200		46,100	51,400	5,300
Manufacturing	36,300	36,200	(100)		35,800	36,200	400
Trade, Transportation & Utilities	144,600	144,900	300		143,300	144,900	1,600
Information	14,000	13,900	(100)		14,100	13,900	(200)
Financial Activities	51,500	51,100	(400)		50,300	51,100	800
Professional & Business Services	119,000	119,100	100		117,800	119,100	1,300
Educational & Health Services	144,200	145,400	1,200		138,600	145,400	6,800
Leisure & Hospitality	97,200	97,900	700		94,800	97,900	3,100
Other Services	30,700	30,200	(500)		30,300	30,200	(100)
Government	235,100	236,500	1,400		233,400	236,500	3,100

Notes: Data not adjusted for seasonality. Data may not add due to rounding
 Labor force data are revised month to month
 Additional data are available on line at www.labormarketinfo.edd.ca.gov

**SACRAMENTO—ROSEVILLE—ARDEN-ARCADE METROPOLITAN STATISTICAL AREA
(MSA)**

(EL DORADO, PLACER, SACRAMENTO, AND YOLO COUNTIES)

The greater Sacramento area gained 4,600 jobs over the month; 21,800 over the year

The unemployment rate in the Sacramento--Roseville--Arden-Arcade MSA was 5.4 percent in March 2016, unchanged from a revised 5.4 percent in February 2016, and below the year-ago estimate of 6.2 percent. This compares with an unadjusted unemployment rate of 5.6 percent for California and 5.1 percent for the nation during the same period. The unemployment rate was 5.4 percent in El Dorado County, 4.6 percent in Placer County, 5.5 percent in Sacramento County, and 6.5 percent in Yolo County.

Between February 2016 and March 2016, combined employment located in the counties of El Dorado, Placer, Sacramento, and Yolo increased by 4,600 to total 935,800 jobs.

- Government led month-over job gains by adding 1,400 jobs. Local government (up 1,100 jobs) accounted for 79 percent of the gain. State government was up 300 jobs.
- Education and health services advanced by 1,200 jobs from February to March. Healthcare and social assistance accounted for a majority of the increase, adding 800 jobs. Educational services grew by 400 jobs.
- Construction also added 1,200 jobs over the month. Specialty trade contractors (up 800 jobs) accounted for 67 percent of the increase.
- Four industries experienced month-over declines. Other services was down 500 jobs. Financial activities decreased by 400 jobs. Information and manufacturing cut back 100 jobs each.

Between March 2015 and March 2016, total jobs in the region increased by 21,800, or 2.4 percent.

- Education and health services led year-over job growth, adding 6,800 jobs. Health care and social assistance increased by 7,300 jobs. This gain offset a decline in educational services (down 500 jobs).
- Construction grew by 5,300 jobs from last year. Specialty trade contractors accounted for 72 percent of the increase, adding 3,800 jobs.
- Government expanded by 3,100 jobs from last March. State government grew by 1,700 jobs; local government added 1,100 jobs; and federal government was up 300 jobs.
- Three industries experienced decline over the year. Farm was down 300 jobs. Information cut back 200 jobs. Other services dipped by 100 jobs.

**Monthly Labor Force Data for Cities and Census Designated Places (CDP)
 March 2016 - Preliminary
 Data Not Seasonally Adjusted**

Area Name	Labor Force	Employment	Unemployment Number	Unemployment Rate	Census Ratios Emp	Census Ratios Unemp
Sacramento County	689,600	651,700	37,900	5.5%	1.000000	1.000000
Arden Arcade CDP	44,300	41,500	2,800	6.3%	0.063708	0.073225
Carmichael CDP	29,800	28,000	1,900	6.3%	0.042896	0.049253
Citrus Heights city	43,300	40,800	2,500	5.8%	0.062606	0.066109
Elk Grove CDP	78,500	75,200	3,300	4.2%	0.115430	0.087482
Fair Oaks CDP	16,500	15,700	800	4.7%	0.024089	0.020444
Florin CDP	19,700	18,000	1,700	8.4%	0.027683	0.043810
Folsom city	35,700	34,500	1,300	3.6%	0.052870	0.033508
Foothill Farms CDP	15,900	15,000	900	5.7%	0.023006	0.023675
Galt city	11,000	10,300	700	6.5%	0.015735	0.018722
Gold River CDP	4,100	4,000	100	2.3%	0.006200	0.002541
Isleton city	300	300	0	9.7%	0.000473	0.000867
La Riviera CDP	5,700	5,400	300	5.9%	0.008235	0.008869
North Highlands CDP	17,600	16,800	900	4.9%	0.025707	0.022985
Orangevale CDP	17,200	16,300	1,000	5.6%	0.024970	0.025527
Rancho Cordova City	33,500	31,400	2,000	6.1%	0.048244	0.053744
Rancho Murieta CDP	2,800	2,700	100	3.5%	0.004112	0.002552
Rio Linda CDP	6,700	6,300	400	5.3%	0.009698	0.009363
Rosemont CDP	11,500	10,900	600	5.3%	0.016685	0.015989
Sacramento city	228,400	215,100	13,300	5.8%	0.330031	0.350305
Vineyard CDP	12,600	12,100	500	4.2%	0.018491	0.013869
Walnut Grove CDP	600	600	100	9.8%	0.000889	0.001656
Wilton CDP	1,700	1,700	0	2.6%	0.002610	0.001224

CDP is "Census Designated Place" - a recognized community that was unincorporated at the time of the 2013 Census.

Notes:

- 1) Data may not add due to rounding. All unemployment rates shown are calculated on unrounded data.
- 2) These data are not seasonally adjusted.

Methodology:

Monthly city and CDP labor force data are derived by multiplying current estimates of county employment and unemployment by the employment and unemployment shares (ratios) of each city and CDP at the time of the 2013 ACS Census. Ratios for cities and unincorporated areas were developed from special tabulations based on household population only from the Bureau of Labor Statistics. For smaller cities and CDP, ratios were calculated from published census data.

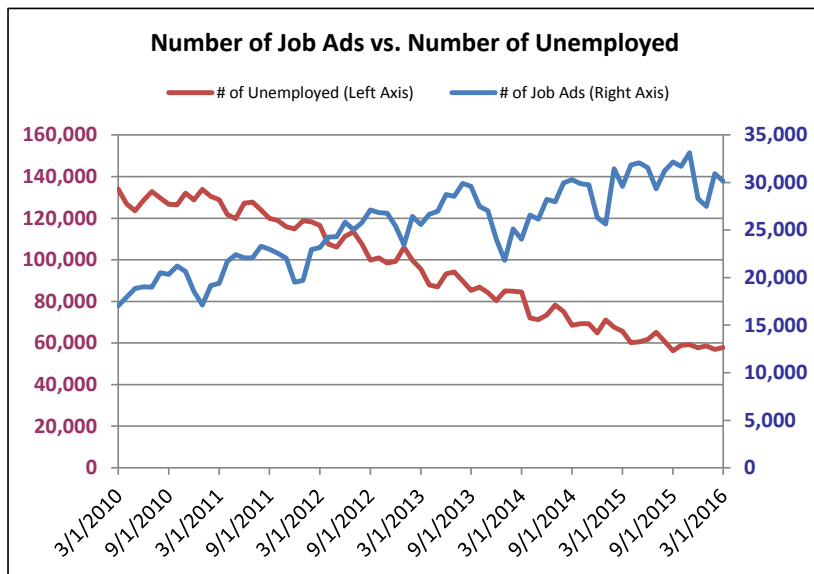
Data Not Seasonally Adjusted

Area Name	Labor Force	Employ- ment	Unemployment Number	Rate	Census Ratios	
					Emp	Unemp

City and CDP unrounded employment and unemployment are summed to get the labor force. The unemployment rate is calculated by dividing unemployment by the labor force. Then the labor force, employment, and unemployment are rounded.

This method assumes that the rates of change in employment and unemployment, since 2013 ACS are exactly the same in each city and CDP as at the county level (i.e., that the shares are still accurate). If this assumption is not true for a specific city or CDP, then the estimates for that area may not represent the current economic conditions. Since this assumption is untested, caution should be employed when using these data.

Recent Job Ads for Sacramento Roseville Arden Arcade MSA Not Seasonally Adjusted - March 2016

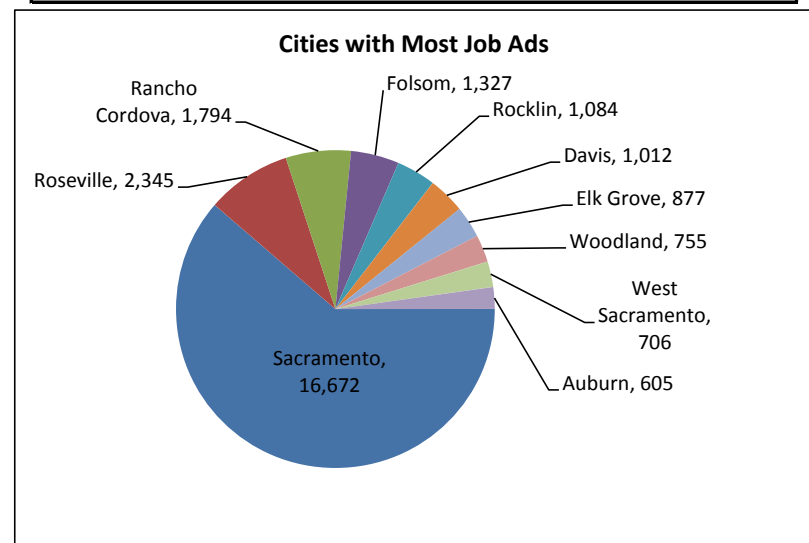


Employers with Most Job Ads

Oracle	785
Sutter Health	522
Dignity Health	487
University of California, Davis	426
Kaiser Permanente	351
Robert Half International	294
Los Rios Community College District	290
Randstad	250
Anthem, Inc.	247
Wells Fargo	217

Occupations with Most Job Ads

Registered Nurses	1196
Heavy and Tractor-Trailer Truck Drivers	841
Retail Salespersons	711
First-Line Supervisors of Office and Administrative Support	616
Computer Systems Analysts	526
Computer User Support Specialists	489
Customer Service Representatives	483
Software Developers, Applications	477
First-Line Supervisors of Retail Sales Workers	474
Medical and Health Services Managers	439



REPORT 400 C
Monthly Labor Force Data for Counties
March 2016 - Preliminary
 Data Not Seasonally Adjusted

COUNTY	RANK BY RATE	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	RATE
STATE TOTAL	---	19,028,200	17,971,100	1,057,100	5.6%
ALAMEDA	7	826,800	791,500	35,300	4.3%
ALPINE	21	660	620	40	5.6%
AMADOR	28	14,530	13,580	950	6.5%
BUTTE	31	101,400	94,100	7,300	7.2%
CALAVERAS	27	20,460	19,180	1,280	6.2%
COLUSA	58	11,080	8,800	2,280	20.6%
CONTRA COSTA	10	551,000	526,100	24,800	4.5%
DEL NORTE	38	9,920	9,070	850	8.6%
EL DORADO	19	89,400	84,600	4,800	5.4%
FRESNO	49	446,600	399,200	47,400	10.6%
GLENN	42	13,420	12,170	1,250	9.3%
HUMBOLDT	17	62,440	59,130	3,310	5.3%
IMPERIAL	57	76,000	61,900	14,200	18.6%
INYO	23	9,080	8,560	520	5.7%
KERN	52	389,400	344,200	45,200	11.6%
KINGS	51	58,200	51,600	6,600	11.4%
LAKE	31	29,150	27,040	2,110	7.2%
LASSEN	36	10,630	9,750	880	8.3%
LOS ANGELES	13	5,007,500	4,756,400	251,000	5.0%
MADERA	47	61,400	55,000	6,400	10.5%
MARIN	2	141,900	137,300	4,600	3.2%
MARIPOSA	39	7,430	6,780	650	8.7%
MENDOCINO	26	40,210	37,810	2,400	6.0%
MERCED	55	115,500	101,000	14,400	12.5%
MODOC	45	3,190	2,870	320	9.9%
MONO	13	8,780	8,350	440	5.0%
MONTEREY	47	215,100	192,600	22,500	10.5%
NAPA	9	74,600	71,300	3,300	4.4%
NEVADA	13	48,740	46,300	2,440	5.0%
ORANGE	5	1,607,500	1,543,300	64,200	4.0%
PLACER	11	178,500	170,200	8,300	4.6%
PLUMAS	56	7,720	6,670	1,050	13.6%
RIVERSIDE	25	1,042,100	980,700	61,400	5.9%
SACRAMENTO	20	689,600	651,700	37,900	5.5%
SAN BENITO	33	30,000	27,700	2,400	7.8%
SAN BERNARDINO	21	932,700	880,300	52,400	5.6%
SAN DIEGO	12	1,569,700	1,495,900	73,800	4.7%
SAN FRANCISCO	3	553,400	535,200	18,200	3.3%
SAN JOAQUIN	40	318,000	289,900	28,100	8.8%
SAN LUIS OBISPO	7	144,500	138,300	6,200	4.3%
SAN MATEO	1	446,100	432,600	13,600	3.0%
SANTA BARBARA	17	222,400	210,700	11,700	5.3%
SANTA CLARA	4	1,028,100	989,400	38,700	3.8%
SANTA CRUZ	40	144,000	131,400	12,600	8.8%
SHASTA	34	74,200	68,300	5,900	8.0%
SIERRA	45	1,290	1,160	130	9.9%
SISKIYOU	50	17,690	15,780	1,910	10.8%
SOLANO	23	206,900	195,200	11,700	5.7%
SONOMA	6	261,700	250,900	10,800	4.1%
STANISLAUS	43	243,300	219,900	23,400	9.6%
SUTTER	53	44,900	39,600	5,300	11.9%
TEHAMA	34	24,600	22,640	1,960	8.0%
TRINITY	37	5,150	4,710	440	8.5%
TULARE	54	202,900	177,800	25,100	12.4%
TUOLUMNE	30	21,600	20,120	1,480	6.9%
VENTURA	13	432,300	410,900	21,500	5.0%
YOLO	28	104,400	97,600	6,800	6.5%
YUBA	44	28,300	25,500	2,700	9.7%

Notes

- 1) Data may not add due to rounding. The unemployment rate is calculated using unrounded data.
- 2) Labor force data for all geographic areas now reflect the March 2015 benchmark and Census 2010 population controls at the state level.

REPORT 400 M
Monthly Labor Force Data for California
Counties and Metropolitan Areas
March 2016 - Preliminary
 Data Not Seasonally Adjusted

Area	RANK BY RATE	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	RATE
STATE TOTAL	---	19,028,200	17,971,100	1,057,100	5.6%
ANAHEIM-SANTA ANA-IRVINE MD (Orange Co.)	7	1,607,500	1,543,300	64,200	4.0%
BAKERSFIELD MSA (Kern Co.)	58	389,400	344,200	45,200	11.6%
CHICO MSA (Butte Co.)	36	101,400	94,100	7,300	7.2%
EL CENTRO MSA (Imperial Co.)	63	76,000	61,900	14,200	18.6%
FRESNO MSA (Fresno Co.)	54	446,600	399,200	47,400	10.6%
HANFORD CORCORAN MSA (Kings Co.)	57	58,200	51,600	6,600	11.4%
LOS ANGELES LONG BEACH GLENDALE MD (Los Angeles Co.)	16	5,007,500	4,756,400	251,000	5.0%
MADERA MSA (Madera Co.)	52	61,400	55,000	6,400	10.5%
MERCED MSA (Merced Co.)	61	115,500	101,000	14,400	12.5%
MODESTO MSA (Stanislaus Co.)	48	243,300	219,900	23,400	9.6%
NAPA MSA (Napa Co.)	11	74,600	71,300	3,300	4.4%
OAKLAND HAYWARD BERKELEY MD	11	1,377,700	1,317,600	60,100	4.4%
Alameda Co.	9	826,800	791,500	35,300	4.3%
Contra Costa Co.	13	551,000	526,100	24,800	4.5%
OXNARD THOUSAND OAKS VENTURA MSA (Ventura Co.)	16	432,300	410,900	21,500	5.0%
REDDING MSA (Shasta Co.)	39	74,200	68,300	5,900	8.0%
RIVERSIDE SAN BERNARDINO ONTARIO MSA	29	1,974,800	1,861,000	113,800	5.8%
Riverside Co.	30	1,042,100	980,700	61,400	5.9%
San Bernardino Co.	25	932,700	880,300	52,400	5.6%
SACRAMENTO--ROSEVILLE--ARDEN-ARCADE MSA	22	1,061,900	1,004,100	57,800	5.4%
El Dorado Co.	22	89,400	84,600	4,800	5.4%
Placer Co.	14	178,500	170,200	8,300	4.6%
Sacramento Co.	24	689,600	651,700	37,900	5.5%
Yolo Co.	33	104,400	97,600	6,800	6.5%
SALINAS MSA (Monterey Co.)	52	215,100	192,600	22,500	10.5%
SAN DIEGO CARLSBAD MSA (San Diego Co.)	15	1,569,700	1,495,900	73,800	4.7%
SAN FRANCISCO REDWOOD CITY SOUTH SAN FRANCISCO MD	2	999,500	967,700	31,800	3.2%
San Francisco Co.	4	553,400	535,200	18,200	3.3%
San Mateo Co.	1	446,100	432,600	13,600	3.0%
SAN JOSE SUNNYVALE SANTA CLARA MSA	6	1,058,200	1,017,100	41,100	3.9%
San Benito Co.	38	30,000	27,700	2,400	7.8%
Santa Clara Co.	5	1,028,100	989,400	38,700	3.8%
SAN LUIS OBISPO PASO ROBLES ARROYO GRANDE MSA (San Luis Obispo Co.)	9	144,500	138,300	6,200	4.3%
SAN RAFAEL MD (Marin Co.)	2	141,900	137,300	4,600	3.2%
SANTA CRUZ WATSONVILLE MSA (Santa Cruz Co.)	45	144,000	131,400	12,600	8.8%
SANTA MARIA SANTA BARBARA MSA (Santa Barbara Co.)	20	222,400	210,700	11,700	5.3%
SANTA ROSA MSA (Sonoma Co.)	8	261,700	250,900	10,800	4.1%
STOCKTON LODI MSA (San Joaquin Co.)	45	318,000	289,900	28,100	8.8%
VALLEJO FAIRFIELD MSA (Solano Co.)	27	206,900	195,200	11,700	5.7%
VISALIA PORTERVILLE MSA (Tulare Co.)	60	202,900	177,800	25,100	12.4%
YUBA CITY MSA	56	73,200	65,100	8,100	11.0%
Sutter Co.	59	44,900	39,600	5,300	11.9%
Yuba Co.	49	28,300	25,500	2,700	9.7%
Alpine Co.	25	660	620	40	5.6%
Amador Co.	33	14,530	13,580	950	6.5%
Calaveras Co.	32	20,460	19,180	1,280	6.2%
Colusa Co.	64	11,080	8,800	2,280	20.6%
Del Norte Co.	43	9,920	9,070	850	8.6%
Glenn Co.	47	13,420	12,170	1,250	9.3%
Humboldt Co.	20	62,440	59,130	3,310	5.3%
Inyo Co.	27	9,080	8,560	520	5.7%
Lake Co.	36	29,150	27,040	2,110	7.2%
Lassen Co.	41	10,630	9,750	880	8.3%
Mariposa Co.	44	7,430	6,780	650	8.7%
Mendocino Co.	31	40,210	37,810	2,400	6.0%
Modoc Co.	50	3,190	2,870	320	9.9%
Mono Co.	16	8,780	8,350	440	5.0%
Nevada Co.	16	48,740	46,300	2,440	5.0%
Plumas Co.	62	7,720	6,670	1,050	13.6%
Sierra Co.	50	1,290	1,160	130	9.9%
Siskiyou Co.	55	17,690	15,780	1,910	10.8%
Tehama Co.	39	24,600	22,640	1,960	8.0%
Trinity Co.	42	5,150	4,710	440	8.5%
Tuolumne Co.	35	21,600	20,120	1,480	6.9%

Notes

- 1) Data may not add due to rounding. The unemployment rate is calculated using unrounded data.
- 2) Labor force data for all geographic areas now reflect the March 2015 benchmark and Census 2010 population controls at the state level.

**Monthly Labor Force Data for Cities and Census Designated Places (CDP)
 March 2016 - Preliminary
 Data Not Seasonally Adjusted**

Area Name	Labor Force	Employment	Unemployment Number	Unemployment Rate	Census Ratios Emp	Census Ratios Unemp
El Dorado County	89,400	84,600	4,800	5.4%	1.000000	1.000000
Cameron Park CDP	8,900	8,400	400	4.7%	0.099797	0.085585
Diamond Springs CDP	5,000	4,700	300	6.8%	0.055621	0.070626
El Dorado Hills CDP	21,500	20,700	800	3.8%	0.245026	0.169084
Georgetown CDP	1,000	900	100	9.4%	0.010742	0.019402
Placerville city	4,700	4,300	300	7.3%	0.050999	0.070532
Pollock Pines CDP	3,100	2,900	100	4.3%	0.034801	0.027652
Shingle Springs CDP	2,600	2,500	100	4.5%	0.029098	0.024025
South Lake Tahoe city	11,600	10,900	700	6.0%	0.129178	0.143933

CDP is "Census Designated Place" - a recognized community that was unincorporated at the time of the 2013 Census.

Notes:

- 1) Data may not add due to rounding. All unemployment rates shown are calculated on unrounded data.
- 2) These data are not seasonally adjusted.

Methodology:

Monthly city and CDP labor force data are derived by multiplying current estimates of county employment and unemployment by the employment and unemployment shares (ratios) of each city and CDP at the time of the 2013 ACS Census. Ratios for cities and unincorporated areas were developed from special tabulations based on household population only from the Bureau of Labor Statistics. For smaller cities and CDP, ratios were calculated from published census data.

City and CDP unrounded employment and unemployment are summed to get the labor force. The unemployment rate is calculated by dividing unemployment by the labor force. Then the labor force, employment, and unemployment are rounded.

This method assumes that the rates of change in employment and unemployment, since 2013 ACS are exactly the same in each city and CDP as at the county level (i.e., that the shares are still accurate). If this assumption is not true for a specific city or CDP, then the estimates for that area may not represent the current economic conditions. Since this assumption is untested, caution should be employed when using these data.

**Monthly Labor Force Data for Cities and Census Designated Places (CDP)
 March 2016 - Preliminary
 Data Not Seasonally Adjusted**

Area Name	Labor Force	Employment	Unemployment Number	Unemployment Rate	Census Ratios Emp	Unemp
Placer County	178,500	170,200	8,300	4.6%	1.000000	1.000000
Auburn city	6,800	6,500	400	5.4%	0.037945	0.044642
Colfax city	1,100	1,000	100	8.8%	0.005861	0.011639
Dollar Point CDP	500	500	0	1.1%	0.003152	0.000685
Foresthill CDP	900	900	0	4.0%	0.005264	0.004451
Granite Bay CDP	11,400	10,900	500	4.3%	0.064164	0.058659
Kings Beach CDP	2,500	2,400	200	6.0%	0.013845	0.018260
Lincoln city	18,500	17,600	900	5.1%	0.103334	0.113436
Loomis town	3,100	3,000	100	3.1%	0.017606	0.011748
Meadow Vista CDP	1,400	1,400	100	3.6%	0.008042	0.006163
North Auburn CDP	5,600	5,300	300	4.6%	0.031381	0.031155
Rocklin city	30,300	28,800	1,400	4.7%	0.169433	0.171575
Roseville city	64,300	61,500	2,800	4.4%	0.361434	0.339981
Sunnyside Tahoe City CDP	1,100	1,000	100	5.1%	0.006069	0.006676
Tahoe Vista CDP	1,000	1,000	0	4.2%	0.005670	0.005136

CDP is "Census Designated Place" - a recognized community that was unincorporated at the time of the 2013 Census.

Notes:

- 1) Data may not add due to rounding. All unemployment rates shown are calculated on unrounded data.
- 2) These data are not seasonally adjusted.

Methodology:

Monthly city and CDP labor force data are derived by multiplying current estimates of county employment and unemployment by the employment and unemployment shares (ratios) of each city and CDP at the time of the 2013 ACS Census. Ratios for cities and unincorporated areas were developed from special tabulations based on household population only from the Bureau of Labor Statistics. For smaller cities and CDP, ratios were calculated from published census data.

City and CDP unrounded employment and unemployment are summed to get the labor force. The unemployment rate is calculated by dividing unemployment by the labor force. Then the labor force, employment, and unemployment are rounded.

This method assumes that the rates of change in employment and unemployment, since 2013 ACS are exactly the same in each city and CDP as at the county level (i.e., that the shares are still accurate). If this assumption is not true for a specific city or CDP, then the estimates for that area

Data Not Seasonally Adjusted

Area Name	Labor Force	Employ- ment	Unemployment Number	Rate	Census Ratios Emp	Unemp
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may not represent the current economic conditions. Since this assumption is untested, caution should be employed when using these data.

**Monthly Labor Force Data for Cities and Census Designated Places (CDP)
 March 2016 - Preliminary
 Data Not Seasonally Adjusted**

Area Name	Labor Force	Employment	Unemployment Number	Unemployment Rate	Census Ratios Emp	Census Ratios Unemp
Yolo County	104,400	97,600	6,800	6.5%	1.000000	1.000000
Davis city	35,100	33,300	1,700	5.0%	0.341537	0.258240
Esparto CDP	1,400	1,300	100	7.2%	0.012881	0.014454
West Sacramento city	25,600	23,700	1,900	7.5%	0.242575	0.284938
Winters city	3,800	3,600	200	5.8%	0.036565	0.032407
Woodland city	29,400	27,400	2,000	6.9%	0.280928	0.299300

CDP is "Census Designated Place" - a recognized community that was unincorporated at the time of the 2013 Census.

Notes:

- 1) Data may not add due to rounding. All unemployment rates shown are calculated on unrounded data.
- 2) These data are not seasonally adjusted.

Methodology:

Monthly city and CDP labor force data are derived by multiplying current estimates of county employment and unemployment by the employment and unemployment shares (ratios) of each city and CDP at the time of the 2013 ACS Census. Ratios for cities and unincorporated areas were developed from special tabulations based on household population only from the Bureau of Labor Statistics. For smaller cities and CDP, ratios were calculated from published census data.

City and CDP unrounded employment and unemployment are summed to get the labor force. The unemployment rate is calculated by dividing unemployment by the labor force. Then the labor force, employment, and unemployment are rounded.

This method assumes that the rates of change in employment and unemployment, since 2013 ACS are exactly the same in each city and CDP as at the county level (i.e., that the shares are still accurate). If this assumption is not true for a specific city or CDP, then the estimates for that area may not represent the current economic conditions. Since this assumption is untested, caution should be employed when using these data.

ITEM IV-D - INFORMATION

COMMITTEE UPDATES

BACKGROUND:

This item provides an opportunity for a report from the following committees:

- Youth Committee – Brian Broadway
- Planning/Oversight Committee – Anette Smith-Dohring
- Employer Outreach Committee – Larry Booth
- Board Development Committee

ITEM V - OTHER REPORTS

1. CHAIR'S REPORT

The Chair of the Sacramento Works, Inc. Board, on a regular basis, receives numerous items of information concerning employment and training legislation, current programs, agency activities, and miscellaneous articles.

The important information from the material received and meetings attended will be shared with the entire Board and the method proposed by the Chair is to give a verbal report at each regular meeting. It will also allow time for the Board to provide input on items that may require future action.

2. MEMBERS OF THE BOARD

This item provides the opportunity for Workforce Development Board members to raise any items for consideration not covered under the formal agenda. It also provides the opportunity for Board members to request staff to research or follow up on specific requests or to ask that certain items be placed on the next agenda.

3. COUNSEL REPORT:

The Sacramento Works, Inc. Legal Counsel is the firm of Phillip M. Cunningham, Attorney at Law. This item provides the opportunity for Legal Counsel to provide the Sacramento Works, Inc. Board with an oral or written report on legal activities

4. PUBLIC PARTICIPATION:

Participation of the general public at Sacramento Works, Inc. Board meetings is encouraged. The Sacramento Works, Inc. Board has decided to incorporate participants of the audience as part of its agenda for all meetings. Members of the audience are asked to address their requests to the Chair, if they wish to speak.