

AGENDA

**Sacramento Employment and Training Agency
SACRAMENTO WORKS, INC. BOARD
Regular Meeting**

Wednesday January 22, 2025 9:00 a.m.
925 Del Paso Boulevard, Suite 100, Board Room,
Sacramento, CA 95815

PUBLIC COMMENT PROCEDURES

In response to AB 2449, the Sacramento Employment and Training Agency (SETA) Sacramento Works Board is conducting this meeting utilizing a hybrid approach, permitting members of the public to participate in person or via Zoom. Public comments will be accepted until the adjournment of the meeting, distributed to the members of the Board and included in the record.

In the event of disruption that prevents broadcasting of the meeting to members of the public using the call-in or internet-based service options, or in the event of a disruption which prevents members of the public from offering public comments, the Board shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

In-Person Public Comment

Members of the public are encouraged to participate in the meeting by completing a speaker card or submitting written comments by email to SETA's Clerk of the Boards, Anzhelika.Simonenkova@seta.net. Any member of the public who wishes to speak directly to the Board regarding any item on the agenda may contact Anzhelika Simonenkova at (916) 263-3753, or Anzhelika.Simonenkova@seta.net. Please include in your request the item(s) on which you would like to participate.

Zoom Public Comment

Members of the public may participate in the meeting via Zoom by clicking the [Zoom link](#), or listening to the meeting on one tap mobile +16699006833, 88617109142# US (San Jose).

Meeting ID: 886 1710 9142
Passcode: 482199

[Find your local number](#)

During the meeting any questions or comments may be submitted via the chat features on Zoom.

Accommodations

Request for Assisted Listening Devices or other considerations should be made through the Clerk's office at (916) 263-3753. Closed captioning will be available.

This meeting is digitally recorded and available to members of the public upon request.

This document and other Board meeting information may be accessed through the Internet by visiting the SETA webpage: www.seta.net/board/board-agendas.

BOARD MEMBERS

Crystal Bethke
County of Sacramento,
Economic Development

N. Lisa Clawson
CHAIR
Kaiser Permanente

Ronnie L. Cobb
SearchPros Staffing

Ronald J. Ellis
2SS.com

David W. Gordon
Sacramento County
Office of Education

Kim Gusman
VICE CHAIR
California Employers
Association

Vivian Hernandez-Obaldia
California Department of
Rehabilitation

Lynn Hosokawa
Villara Building Systems

Michael Jasso
City of Sacramento

Frank A. Louie
Sacramento Asian Chamber of
Commerce

Anita Maldonado
SECRETARY/TREASURER
Sacramento Employment
and Training Agency

Victor McGee
Sacramento Job Corps Center

Jamey Nye
Los Rios Community
College District

Johnny Perez
Clutch Contracts & Consulting

Karl Pineo
Ironworkers Local 118

Jeff Richard
Employment Development
Department

Laurie Rodriguez
SMUD

John Randall Rojas
District Council 16 of
Northern CA and Nevada

Jennifer Saetern
Department of Human
Assistance

Fabrizio Sasso
Sacramento Central Labor
Council

Shelly Valenton
Sacramento Regional Transit

CALL TO ORDER
ROLL CALL
Introduction of New Members

I.	CONSENT ITEM:	
	A. Approval of Minutes of the September 25, 2024 Regular Board Meeting	4-23
	B. Approval of Signature Authorization Removal and Addition for Sacramento Works, Inc. Checking Account (Mario Maslac)	24
II.	ACTION/DISCUSSION ITEM:	
	A. Board Members Engagement on Committees, Committee Structure and Chair Assignments (Lisa Clawson)	25-28
III.	INFORMATION ITEMS:	
	A. SETA Strategic Plan (Anita Maldonado)	29
	B. Workforce Innovation and Opportunity Act (WIOA) Reauthorization Update (Roy Kim)	30-33
	C. WIOA Annual Performance Report (Roy Kim)	34-35
	D. Certification of the Sacramento Works Job Centers (Roy Kim)	36-37
	E. Youth Voice Committee Members Presentation (Youth Voice Committee Members)	38
	F. Dislocated Worker Report (William Walker)	39-42
	G. Employer Recruitment Activity Report (William Walker)	43-54
	H. Unemployment Update/Press Release from the Employment Development Department (Cara Welch)	55-60
	I. Committee Updates:	61
	✓ Youth Committee (David Gordon)	
	✓ Planning/Oversight Committee (Jamey Nye)	
	✓ Employer Outreach Committee (Ron Ellis)	
	J. SETA Governing Board Agenda	62-65
IV.	OTHER REPORTS:	66-71
	A. Chair	
	B. Members of the Board	
	C. Counsel	
	D. Deputy Director	
	E. Staff	
	F. Public Participation	
V.	ADJOURNMENT	

DISTRIBUTION DATE: Thursday, January 16, 2025

Sacramento Works Board meeting hosted by:
 Lisa Clawson (Chair), Kim Gusman (Vice Chair),
 Anita Maldonado (Secretary/Treasurer)

**SACRAMENTO WORKS BOARD
MEETING ATTENDANCE
FY 2024-2025**

(X-present; A-absent; *special meeting)

BOARD MEMBER	Represented Sector	9/25 2024	11/27 2024	1/22 2025	3/26 2025	5/28 2025	7/23 2025	# of meetings attended
Crystal Bethke	Economic Development	X						
Lisa Clawson	Private Business	X						
Ronnie L. Cobb	Private Business							
Ronald Ellis	Private Business	X						
David Gordon	Adult Education	X						
Kim Gusman	Private Business	X						
Vivian Hernandez-Obaldia	Vocational Rehabilitation	X						
Lynn Hosokawa	Private Business	X						
Michael Jasso	Economic Development	A						
Frank Louie	Private Business	X						
Anita Maldonado	Other	X						
Victor McGee	Labor/Workforce	A						
Jamey Nye	Higher Education	A						
Johnny Perez	Private Business	A						
Karl Pineo	Labor	A						

Jeff Richard	Wagner-Peyser	X						
Laurie Rodriguez	Private Business	X						
Randy Rojas	Labor	X						
Jennifer Saetern	Other	X						
Fabrizio Sasso	Labor	X						
Shelly Valenton	Private Business	X						
Kristin Gibbons	Other							
Sara Miles	Labor	A						

Sacramento Works, Inc.

Local Workforce Development Board Strategic Plan

Sacramento Works, Inc., the local Workforce Development Board for Sacramento County, is a 27-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.

A High-Quality Job:

Is one that 1) includes a sustainable and economically competitive compensation package, 2) offers a safe, thriving, and inclusive environment, and 3) gives employees from diverse backgrounds a path of opportunity and growth.

(Adopted 5/25/11; updated 3/25/23)

CONSENT ITEM I-A

Approval of Minutes of the September 25, 2024 Regular Board Meeting

RECOMMENDATION:

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

BACKGROUND:

Attached are the minutes of the September 25, 2024 regular meeting for review.

MINUTES/SYNOPSIS

Sacramento Works, Inc. BOARD Regular Meeting

Wednesday September 25, 2024 9:00 a.m.

925 Del Paso Boulevard, Suite 100, Board Room,
Sacramento, CA 95815

CALL TO ORDER

ROLL CALL

The meeting was called to order at 9:01 a.m. The roll was called and a quorum was established.

Present: Lisa Clawson, Lynn Hosokawa, Ron Ellis, Anita Maldonado, David Gordon, Fabrizio Sasso, Shelly Valenton, Jennifer Saetern, Vivian Hernandez-Obaldia, Jeff Richard, Kim Gusman, Laurie Rodriguez, Frank Louie, Randy Rojas, Crystal Bethke

Absent: Karl Pineo, Victor McGee, Jamey Nye, Johnny Perez, Sara Miles, Michael Jasso (*via Zoom*)

I. **PRESENTATION:** Strategic Planning Updates (Dalberg)

Ms. Maldonado introduced Mr. Joe Dougherty and Ms. Cassie He (present via Zoom) from Dalberg Consultants, who then provided updates on SETA's Strategic Planning. The presentation is attached to these minutes.

The Board suggested surveying SETA's external partners and clients to gather insightful feedback and enhance strategic planning efforts, including developing mission and vision statements.

Ms. Clawson thanked Mr. Dougherty for his presentation and suggested that the Board be provided with Strategic Plan initiatives to assist SETA in achieving these objectives.

II. **CONSENT ITEM:**

A. Approval of Minutes of the July 24, 2024 Board Meeting

Motioned/Sasso, second/Valenton, to approve the minutes from the July 24, 2024 meeting as written.

Roll call vote:

Aye: 15 (Clawson, Hernandez-Obaldia, Maldonado, Hosokawa, Ellis, Valenton, Sasso, Gordon, Rodriguez, Gusman, Rojas, Louie, Bethke, Richard, Saetern)

Nay: 0

Abstention: 0

Absent: 6 (Miles, Pineo, McGee, Perez, Jasso, Nye)

III. **ACTION/DISCUSSION ITEMS:**

A. Approval to Submit Workforce Innovation and Opportunity Act (WIOA) Self-Assessment Reports to the California Workforce Development Board for Certification of America’s Job Centers

Ms. Jackson reviewed the item. She advised that on December 7, 2020, the California Workforce Development Board finalized Workforce Services Directive (WSDD-218), which provides guidance and establishes procedures regarding certification of comprehensive and affiliate/specialized America’s Job Center of California (AJCC) locations.

The Directive describes two levels of AJCC certification: 1) The “Baseline” Criteria is intended to ensure that every AJCC is in compliance with WIOA statutory and regulatory requirements; 2) The “Indicator Assessment” is intended to encourage continuous improvement by identifying areas where an AJCC is exceeding quality expectations, as well as areas where improvement may be needed.

Local Boards must conduct an initial self-assessment and submit the results to the CWDB by November 1, 2024, whereupon the CWDB will make an official decision on the certification status of each AJCC by December 15, 2024. Re-certifications are required every two years. CWDB may offer recommendations for improvement if deficiencies are identified. SETA staff conduct ongoing monitoring and provide technical assistance.

Mr. Kim advised that the Sacramento Works Planning/Oversight Committee approved this item at their September 18, 2024 meeting.

Motioned/Ellis, second/Sasso, to approve the submission of the Workforce Innovation and Opportunity Act self-assessment reports to the California Workforce Development Board for certification of America’s Job Centers and authorize the Chair to sign all documents needed for submission.

Roll call vote:

Aye: 15 (Clawson, Hernandez-Obaldia, Maldonado, Hosokawa, Ellis, Valenton, Sasso, Gordon, Rodriguez, Gusman, Rojas, Louie, Bethke, Richard, Saetern)

Nay: 0

Abstention: 0

Absent: 6 (Miles, Pineo, McGee, Perez, Jasso, Nye)

B. Election of Sacramento Works, Inc. Board Chair

Mr. Cunningham reviewed the item. He advised that the current Chair, Ms. Clawson, appointed a Nominating Committee at the last meeting to recommend the slate of officers to the Sacramento Works Board effective January 1, 2025, as follows:

Ms. Clawson as Chair, Ms. Gusman as Vice Chair, and Ms. Maldonado as Secretary/Treasurer.

Ms. Clawson thanked the Nominating Committee for their recommendations.

There were no other nominations from the floor.

Motioned/Valenton, second/Ellis, to approve the recommendations of the Nominating Committee and elect Ms. Clawson as Chair, Ms. Gusman as Vice Chair, and Ms.

Maldonado as Secretary/Treasurer to the Sacramento Works Board effective January 1, 2025.

Roll call vote:

Aye: 15 (Clawson, Hernandez-Obaldia, Maldonado, Hosokawa, Ellis, Valenton, Sasso, Gordon, Rodriguez, Gusman, Rojas, Louie, Bethke, Richard, Saetern)

Nay: 0

Abstention: 0

Absent: 6 (Miles, Pineo, McGee, Perez, Jasso, Nye)

C. Board Members Engagement on Committees, Committee Structure and Chair Assignments

Ms. Clawson encouraged Board members to attend Committee meetings and to serve on at least one Committee of their interest. She also requested that Board members share their expectations for these meetings and any suggestions for improving engagement.

IV. INFORMATION ITEMS:

A. Dislocated Worker Report

Mr. Walker informed the Board that the Foundation for California Community Colleges would be laying off 368 individuals due to the closure of one of its call centers. These layoffs are seasonal, and the workers are expected to be brought back afterward.

Additionally, Mr. Walker provided an update regarding the closure of Big Lots stores. He noted that three locations in the Sacramento area are closing, although there will still be a distribution warehouse operating in Roseville, CA.

Furthermore, Mr. Walker reported that Buca di Beppo laid off 48 employees and closed its business on the same day.

B. Employer Recruitment Activity Report

Mr. Walker shared a success story about filling positions at the UAW Center for Manufacturing a Green Economy, which will manufacture batteries for electric vehicles, bringing many jobs to the region.

C. Unemployment Update/Press Release from the Employment Development Department:

Mr. Kim corrected the unemployment rate for Sacramento County in July 2024, which was 5.1%.

D. Committee Updates

✓ Youth Committee:

Mr. Gordon advised that they always look for new Youth Voice members ages 16 to 24.

Ms. Mechals mentioned that they continue encouraging Youth Voice members to attend and participate in the Sacramento Works Board meetings. The next meeting of the Youth Committee is scheduled for November 13, 2024, at the Lutheran Social Services location.

Ms. Mechals also confirmed that Youth Voice will present at the next Sacramento Works Board meeting.

- ✓ Planning/Oversight Committee: No report
- ✓ Employer Outreach Committee:
Mr. Ellis provided an overview of the Employer Outreach Committee (EOC) updates included in the packet.

E. SETA Governing Board Agenda: No questions

V. OTHER REPORTS:

A. Chair: No report

B. Members of the Board:

Mr. Sasso asked the Board to adjourn this meeting in memory of Mr. Bill Camp, a former Sacramento Works Board member and his predecessor, who has recently passed away.

C. Counsel: No report

D. Deputy Director:

Mr. Kim introduced the new member to the Board, Ms. Jennifer Saetern from the County Department of Human Assistance, replacing Ms. Gibbons, who had previously resigned.

E. Staff:

Ms. Maldonado introduced the recently hired SETA Public Information Officer, Ms. Tarianna Perez, who then shared her background highlights and current initiatives in her new role at SETA.

F. Public Participation: None

V. ADJOURNMENT: The meeting adjourned at 10:16 a.m. in memory of Mr. Bill Camp, a former Board member.

Note: The minutes reflect the actual progression of the meeting.



Dalberg

SETA Update on Strategic Planning Process for the Governing Board

AUGUST 2024

Agenda

1 Introductions

2 Process

3 What we're learning

4 Open discussion

Dalberg is a social enterprise focused on building a more inclusive and sustainable world

OUR MISSION

To build a more
**inclusive and
sustainable world**
where all people,
everywhere, can reach
their **fullest potential.**

WHO WE ARE

Founded in 2001, Dalberg is an impact advisory group that brings together strategy consulting, design thinking, big data analytics, and research to address complex social and environmental challenges.

In both our client work and our internal operations, we are committed to diversity, equity, and inclusion. We work to bring the voices of the communities we serve into the conversation, and we strive for inclusive solutions that advance a more just and equitable world.

We work with a wide spectrum of clients in the U.S. to catalyze positive change and combat historic and persisting injustices

FOUNDATIONS	NONPROFITS AND NETWORKS	GOVERNMENTS	PRIVATE SECTOR

Your Dalberg team



Joe Dougherty

Partner; Co-lead of Education to Employment Practice



Worked with LA County's Department of Economic Opportunity on a new, \$25 million Economic Mobility Initiative and a plan for centering opportunity in infrastructure projects



Advising Kern County (through Kern Community College District) on a regional development plan under the California Jobs First initiative



Drafted a National Action Plan for Adult Literacy with the Barbara Bush Foundation

Previously: UC Berkeley Haas School of Business; Johns Hopkins University SAIS, Deloitte



Cassie He

Justice Equity and Economic Mobility Fellow



Supported the portfolio evaluation of the Ford Future of Worker's portfolio



Supported an organizational effectiveness evaluation of IREX, a non-profit focused on delivering education and leadership training



Extensive experience in community engagement and advocacy

Previously: Boston Consulting Group

Agenda

1 Introductions

2 Process

3 What we're learning

4 Open discussion

We are engaged in a comprehensive 12 week process

WE ARE HERE



Our stakeholder engagement plan involves a multipronged approach



Interviews

- 9 meetings with senior management
- 2 delegate agencies
- 3 staff focus groups with 3-5 members each



Benchmarking

- Analogous organizations
- Fresno WFD, LA County Office of Education, NoRTEC
- Augmented by desk research



Staff Survey

- SETA wide survey, does not include delegate agencies or partners
- ~20 question survey
- 255 responses, largely representative of SETA staff



Desk research, document review, analysis

Agenda

1 Introductions

2 Process

3 What we're learning

4 Open discussion

Our analysis surfaced three key challenge areas for SETA

WHAT DOES THIS INCLUDE?

1 SETA offers a wide range of services that external and internal audiences may be less aware of

2 SETA manages multiple programs and hundreds of staff and there may be opportunity to strengthen cohesion and culture

3 SETA works with over a hundred partners often in complex and high-risk situations

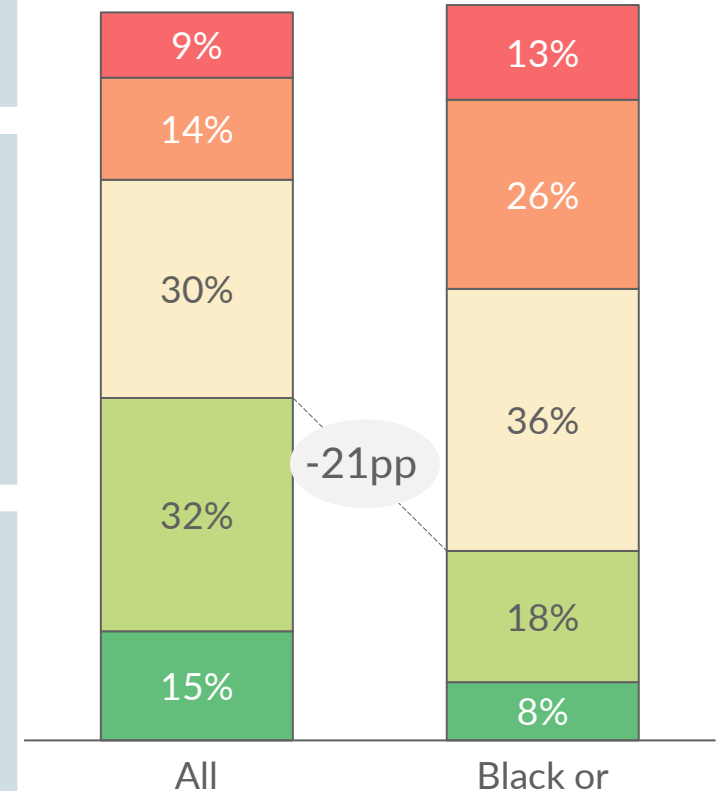
POINTS OF REFERENCE

- “I go on the website and I attend all the meetings but I still need more detail on the actual programs.”
- “I always hear from job seekers that they have never heard of SETA. I say SETA is Sacramento County’s best kept secret”

- “There is a need for more transparency about disciplinary action, how promotions happen, and on expectations from leadership”
- “Would be great to have more channels to track team performance and wellbeing so that we can increase accountability to our staff”

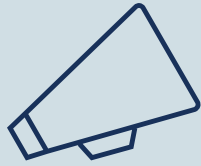
- “I want better collaboration from the job centers. I don’t want to be pitted against each other. Collaboration is what causes programs to thrive.”
- “There is a lack of structure for new programs. We need trainings, particularly for new staff”

I trust SETA leadership will swiftly and appropriately address ethical or serious values violations.



Our strategy will focus on these 3 pillars to support continued achievement of SETA's mission and vision

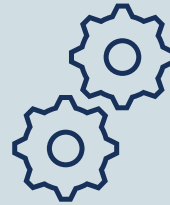
STRATEGIC INITIATIVE 1



AWARENESS

We will enhance the clarity of our messaging for external and internal audiences, ensuring that all stakeholders are well-informed about SETA's activities, purpose, and strategic direction.

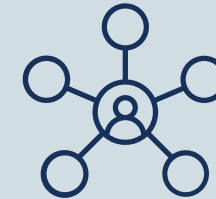
STRATEGIC INITIATIVE 2



COHESION

We will invest in our people and processes to increase internal cohesion and culture, particularly by identifying synergies between teams, strengthening equity programs, and better supporting staff.

STRATEGIC INITIATIVE 3



PARTNERSHIPS

We will intentionally work to provide the necessary supports and resources for the hundreds of subrecipients SETA works with.

Key milestones and next steps

Priorities

- Submit draft strategy document to Steering Committee this week
- Work with Steering Committee to outline specific action steps for strategy document
- Socialize strategy document with other SETA boards and SETA staff
- Roll out strategy document

Date	Key milestones
Aug 9th	All staff meeting
Aug 13 th	Management meeting
Aug 14 th	Community Action Board meeting
Aug 27 th	Policy Council Board meeting
Sept 24 th	Sacramento Works Board meeting

Agenda

1 Introductions

2 Process

3 What we're learning

4 Open discussion

What's on your mind?

- *What are your general reflections from these findings? Do any of them surprise you?*

Are they expected?

- *What do you see is the biggest opportunity to grow impact?*
- *What are the risks or obstacles to achieving that?*
- *What are your aspirations for SETA moving forward?*
- *What are your suggestions or questions for this strategic planning process?*



THANK YOU!

CONSENT ITEM I-B

Approval of Signature Authorization Removal and Addition for Sacramento Works, Inc. Checking Account

Presenter: Mario Maslac

RECOMMENDATION:

Approve the removal of Anette Smith and Jennifer Hernandez from the Sacramento Works, Inc. checking account. Approve Lisa Clawson and Anita Maldonado as authorized signers to the Sacramento Works, Inc. checking account.

BACKGROUND:

On July 22, 2015, the Sacramento Works, Inc. Board (SWB) authorized the Chair and Secretary to open a checking account at Sacramento Credit Union in the name of Sacramento Works, Inc. The Chair, Lynn Conner, and Secretary, Rick Wylie, were assigned as the authorized signers for any payments made from the Sacramento Works, Inc. checking account. The authorized signers have not been officially changed with the bank since 2015. Since Ms. Conner and Mr. Wylie are no longer members of the Board, it was necessary to authorize new signers for the checking account. On May 24, 2023 the board approved to change the authorized signers to Anette Smith (SWB Chair), Lisa Clawson (SWB Secretary), and Jennifer Hernandez (SETA Executive Director).

Due to the departure of Anette Smith and Jennifer Hernandez, it is necessary to update the authorized signers for the Sacramento Works, Inc. checking account. It is recommended to authorize Lisa Clawson (SWB Chair) and Anita Maldonado (SWB Secretary) as the authorized signatories.

The authorized signers approved by the Sacramento Works Inc. Board will need to coordinate a time to go to a Sacramento Credit Union branch at the same time to officially sign the signature card together.

ACTION/DISCUSSION ITEM II-A
Board Members Engagement on Committees, Committee Structure, and Chair
Assignments

Presenter: Lisa Clawson

RECOMMENDATION:

Discuss Board members' engagement on Committees, Committee structure, and Chair assignments, and take appropriate action.

BACKGROUND:

This item provides an opportunity to discuss Board members' engagement on Committees, Committee structure, and Chair assignments.

SACRAMENTO WORKFORCE DEVELOPMENT BOARD OF DIRECTORS

Board member	Sector Represented	Committee
Crystal Bethke Director of Economic Development	<u>Economic Development</u> County of Sacramento	Represented at Employer Outreach
Lisa Clawson Human Resources Leader	<u>Private Business</u> Kaiser Permanente	Planning, Executive, Youth
Ronald J. Ellis Managing Director/Owner	<u>Private Business</u> 2SS.com LLC	Employer Outreach, Executive
David W. Gordon Superintendent	<u>Adult Education</u> Sacramento County Office of Education	Youth, Executive
Vivian Hernandez-Obaldia Regional Director	<u>Vocational Rehabilitation</u> California Department of Rehabilitation	Represented at Employer Outreach
Kim Gusman President	<u>Private Business</u> California Employers Association	
Lynn Hosokawa HR Manager	<u>Private Business</u> Villara Corporation	Employer Outreach
Michael Jasso Assistant City Manager	<u>Economic Development</u> City of Sacramento	Represented at Employer Outreach, Planning
Frank A. Louie Chief Operating Officer	<u>Private Business</u> Sacramento Asian Chamber of Commerce	Planning
Anita Maldonado Executive Director	<u>Other</u> Sacramento Employment and Training Agency	Executive
Victor McGee Center Director	<u>Labor/Workforce</u> Sacramento Job Corps Center	Represented at Employer Outreach
Sara Miles Workforce Development Director	<u>Labor</u> UFCW Western States Council	
Jamey Nye Deputy Chancellor	<u>Higher Education</u> Los Rios Community College District	Planning, Executive
Johnny Perez Director of Client Services	<u>Private Business</u> Clutch	Youth
Karl Pineo Business Manager, Financial Secretary, Treasurer	<u>Labor</u> Ironworkers Local 118, JATC Member	Planning
Jeff Richard Deputy Division Chief	<u>Wagner-Peyser</u> Employment Development Department	
Laurie Rodriguez Director of People Services & Strategies	<u>Private Business</u> SMUD	Represented at Employer Outreach
John Randall "Randy" Rojas	<u>Labor</u>	Planning

Board member	Sector Represented	Committee
Business Representative	District Council 16 of Northern CA and Nevada	
Jennifer Saetern Human Services Division Manager	<u>Other</u> County Department of Human Assistance	
Fabrizio Sasso Executive Director	<u>Labor</u> Sacramento Central Labor Council	
Shelly Valenton Deputy General Manager/CEO	<u>Private Business</u> Sacramento Regional Transit	Planning

COMMITTEES OVERVIEW

Board/Committee Name	Description	Composition	Terms	Meeting Dates
Sacramento Works Executive Committee	Consists of the Sacramento Works Board leadership. Develops policies and operational procedures of the Sacramento Works Board.	<p>7 Members: Chair Vice Chair Secretary/Treasurer 3 Subcommittee Chairs 1 At-Large Member appointed by the Chair and confirmed by the SWB (All members must be SWB members)</p> <p>There are currently 5 members due to one member holding Vice Chair and Secretary/Treasurer position. The Chair position is vacant.</p>	No time limit as long as they are members of the SWB, hold an office, or appointed At-Large Member.	Every other month, 2nd Thursday at 4 p.m. Jan, Mar, May, July, Sep, Nov
Sacramento Works Youth Committee (YC)	The Sacramento Works, Inc. Board has an active federally mandated Youth Committee which is responsible for WIOA youth funds for Sacramento County. YC coordinates and recommends to the Board the strategic planning process for youth employment programs. It recommends the	<p>Members of the YC are appointed by the SWB and SETA Governing Board. Members of YC may, but are not required to be members of the SWB.</p> <p>There are currently 14 voting members.</p>	No time limit, annual chair rotation.	Every other month, 2nd Thursday at 2:45 p.m. Jan, Mar, May, July, Sep, Nov

Board/Committee Name	Description	Composition	Terms	Meeting Dates
	process to select youth providers and makes funding recommendations. The YC conducts oversight and evaluation of youth providers, and coordinates with youth education and workforce development initiatives in the region.			
Sacramento Works Planning/Oversight Committee (POC)	POC coordinates WIOA planning process; identifies critical industries and occupations in the region; provides a forum for identifying and responding to community issues, as well as developing and recommending career pathways; coordinates oversight and evaluation of the Job Center System; develops partnerships and MOUs for the Job Center System.	Members of POC shall be appointed by the Committee Chair in such number as the Committee Chair deems advisable. Members of POC may, but are not required to be members of the SWB. There are currently 7 members.	No time limit, annual chair rotation.	Every other month, 3rd Wednesday at 8:30 a.m. Jan, Mar, May, July, Sep, Nov
Sacramento Works Employer Outreach Committee (EOC)	EOC identifies the needs of local employers, including demand occupations, skill gaps, and training needs. Increases employer involvement and satisfaction. Increases visibility in the business community. Develops a public relations plan to reach out to employers. Quantifies and promotes success of employer involvement. Develops strategic alliances with business associations. Supports efforts to coordinate employer symposiums regionally.	Members of EOC shall be appointed by the Committee Chair in such number as the Committee Chair deems advisable. Members of EOC may, but are not required to be members of the SWB. There are currently 11 members.	No time limit, annual chair rotation.	Quarterly, 2nd Tuesday at 3 p.m. Jan, Apr, July, Oct

INFORMATION ITEM III-A
SETA Strategic Plan

Presenter: Anita Maldonado

BACKGROUND:

This item provides the opportunity for the Executive Director, Ms. Anita Maldonado, to present the SETA Strategic Plan.

INFORMATION ITEM III-B

Workforce Innovation and Opportunity Act (WIOA) Reauthorization Update

Presenter: Roy Kim

BACKGROUND:

Attached is a Stronger Workforce for America Act, Bipartisan, Bicameral Bill Summary for November 2024. Staff will be available to answer questions.

A Stronger Workforce for America Act

Bipartisan, Bicameral Bill Summary

November 2024

A strong workforce development system is vital to strengthening our economy and providing economic opportunity for more Americans. When the Workforce Innovation and Opportunity Act (WIOA) was enacted in 2014, it made critical improvements to streamline the maze of federal workforce development programs and enhance accountability through a single set of performance metrics. However, a decade later, significant challenges persist that hamper the workforce system's ability to fund high-quality services to youth, workers, and employers to help fill job openings in growing and in-demand industries.

A Stronger Workforce for America Act makes critical updates to WIOA that will improve the skills development of workers provided under the law, strengthen connections between employers and the workforce system, and put more Americans on the pathway to a successful career.

Upgrades the skills of more Americans

- Dedicates 50 percent of the adult and dislocated worker funding toward upskilling workers through “individual training accounts” (ITAs), on-the-job learning, and other employer-led and industry relevant initiatives. Allows local areas to count a portion of spending on supportive services for adults and dislocated workers participating in skills development toward this requirement.
- Provides eligible displaced workers with ITAs with a minimum value of \$5,000 to enroll in high-quality reskilling programs and reconnect with the workforce by repurposing existing resources at the Department of Labor.
- Allows states to set-aside funds from their state allocation to establish an “industry or sector partnership and career pathways development fund.” Through the fund, states will establish a competitive grant to support new or existing industry or sector partnerships to fund a range of education, skills development, and employment-related activities, with a non-federal cost sharing requirement based on the size of the participating employers.
- Allows states to set-aside additional funds from their state allocation to establish a “critical industry skills fund.” Through the fund, states will provide reimbursements to employers, sector partnerships, and other intermediaries for upskilling workers in the priority industries selected by the state. Reimbursements will occur only when the workers complete their program and are employed and retained in that industry.
- Raises the cap on “incumbent worker training” so local workforce boards, particularly in areas with low unemployment or high labor force participation, can help the currently employed workforce gain new skills to increase their wages, avoid displacement, and advance their careers.
- Enhances the *Adult Education and Family Literacy Act* (WIOA Title II) by including digital literacy skills as a core component of adult education and emphasizing the use of “integrated education and training” so adult learners can develop basic skills while simultaneously preparing for an in-demand occupation or industry.
- Improves service delivery and skills development opportunities through apprenticeships and industry or sector partnerships, as well as, encourages programs to implement the

principles of universal design for learning.

Delivers greater accountability and program quality

- Streamlines the “eligible training provider list” to ensure programs promote positive outcomes for workers and are aligned with the skill and hiring demands of employers by focusing the eligibility process on employment outcomes and improving consumer choice by elevating high-performing providers through a new “Workforce Innovation Leader” designation.
- Updates the performance indicators to better evaluate program success. The bill makes the percentage employed during the fourth quarter after exiting a program a labor market retention measure to hold programs accountable for ensuring participants have the skills to stay in the workforce. The bill also reforms the “effectiveness in serving employers” indicator to measure the percentage of participants in employer-connected learning such as “on-the-job training” or an apprenticeship.
- Strengthens and fully implements the performance accountability system in the law to hold states and local workforce boards accountable for achieving positive labor market outcomes for program participants and drive continuous improvement across the system, while providing incentive payments to states and local workforce boards that demonstrate significant improvements in outcomes for program participants. Modernizes the delivery of services to jobseekers by directing states to periodically reassess whether their WIOA “local areas” match the labor markets and economic development initiatives of the state, while encouraging the use of virtual services and existing community hubs to reach more jobseekers at a lower cost.
- Promotes program quality improvement and raises the standards for performance and student safety in the Job Corps program by conditioning the award and extension of campus operator contracts on successful performance. Creates a comprehensive program improvement period to enhance Job Corps program quality and set clear steps for the improvement actions that must be taken if a Job Corps campus is not achieving successful student outcomes or keeping students safe. Affords campuses more local control over budgeting and programming and behavioral management and removes overly broad offenses from the list of zero-tolerance offenses while also creating an appeals process for zero-tolerance offenses.

Strengthens pathways to economic opportunity for youth and adults

- Creates a new definition of “opportunity youth”, to replace “out-of-school youth”, by including youth experiencing homelessness and youth in foster care in the definition regardless of school enrollment status, and provides greater flexibility to respond to local needs by requiring 70 percent of youth funds statewide be dedicated towards serving opportunity youth while allowing states to work with their local boards to determine the appropriate percentage for each local area.
- Establishes the Youth Apprenticeship Readiness Grant (YARG) program to increase youth participation in new or existing apprenticeship and pre-apprenticeship programs and support high-quality career pathways for in-school and opportunity youth. Provides \$65 million annually to support these partnerships by repurposing existing resources at the Department of Labor.
- Places a greater emphasis on work-based learning, pre-apprenticeships, and apprenticeships for youth and enhances the quality of summer and year-round employment opportunities

available, while authorizing the use of ITAs for in-school youth to participate in skills development programs outside of the courses offered by their school district.

- Codifies and strengthens a program to help justice-involved individuals released from the nation's prisons transition back to meaningful employment and access skills and career pathways, while identifying and disseminating effective strategies to improve outcomes and reduce recidivism.
- Codifies and strengthens workforce education programs at community colleges that align with in-demand jobs by emphasizing programs with industry partnerships and those that use competency-based assessments to award academic credit for prior learning.
- Codifies the authority to issue dislocated worker grants to entities serving areas with employment and upskilling needs related to widespread substance use disorders, including to support preparation of individuals who have been impacted by substance use disorder in health professions involved in the prevention and treatment of substance use disorders.

Fuels innovation for a skills-based economy

- Authorizes a demonstration authority to allow several states and local workforce boards to receive their Title I funds as a consolidated grant for five years, with flexibility to restructure their state or local workforce system to meet the needs of their workers and employers, while retaining basic workforce protections and programmatic accountability.
- Provides transparency on the credentials that are awarded by eligible providers to include credential-specific information on the awarding entity, industry recognition, the skills and competencies the credential signifies, and the employment and earnings outcomes of participants who receive the credential.
- Facilitates skills-based hiring by authorizing state and local boards to provide on their own, or in partnership with industry associations, technical assistance to employers on implementing skills-based hiring practices, while embedding competency-based assessments in the participant intake process.
- Codifies and enhances Workforce Data Quality Initiative grants to improve state workforce data capabilities by fostering cross-state collaboration, promoting integration between education and workforce longitudinal data systems, improving the timeliness and relevance of labor market data, supporting the adoption of credential navigation tools, and advancing the use of evidence and data to drive decision-making.
- Raises the cap on pay-for-performance contracting and simplifies the process for local workforce boards to contract with programs committed to delivering good outcomes, including for individuals with barriers to employment, while removing the prohibition on states using their governor's reserve on incentives for local boards using pay-for-performance contracting.
- Authorizes studies of pressing issues such as the employment conditions of WIOA program participants, improving workforce services for individuals with disabilities, the effectiveness and use of emerging technology in the workforce development system, alignment between education and workforce development systems, and the effectiveness of Job Corps.

INFORMATION ITEM III-C
WIOA Annual Performance Report

Presenter: Roy Kim

BACKGROUND:

Attached is Program Year 2023 WIOA Local Workforce Development Area Performance Report. Staff will be available to answer questions.

Program Year 2023 WIOA Local Workforce Development Area Performance Tables

Sacramento Employment and Training Agency

Title I Adult

Service Type	Participants Served	Participants Exited	Percent Training-Related Employment	Percent Enrolled in More than One Core Program
Career Services	1,541	1,163	N/A	N/A
Training Services	184	116	N/A	N/A
Total Statewide	1,541	1,163	3.8%	4.3%

Performance	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
Negotiated Target	64.0%	61.0%	\$6,900	65.0%	60.0%
Total Statewide	67.5%	68.5%	\$8,320	75.3%	69.0%

Title I Dislocated Worker

Service Type	Participants Served	Participants Exited	Percent Training-Related Employment	Percent Enrolled in More than One Core Program
Career Services	183	101	N/A	N/A
Training Services	45	14	N/A	N/A
Total Statewide	183	101	4.8%	29.0%

Performance	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
Negotiated Target	73.0%	70.0%	\$8,500	70.0%	60.0%
Total Statewide	73.8%	67.7%	\$10,844	65.5%	81.0%

Title I Youth

Service Type	Participants Served	Participants Exited	Percent Training-Related Employment	Percent Enrolled in More than One Core Program
Career Services	244	208	N/A	N/A
Training Services	35	18	N/A	N/A
Total Statewide	378	298	32.1%	2.9%

Performance	Youth Employment / Education / Training Rate (Q2)	Youth Employment / Education / Training Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
Negotiated Target	73.0%	70.0%	\$4,250	58.0%	50.0%
Total Statewide	71.9%	64.0%	\$4,951	43.4%	48.1%

INFORMATION ITEM III-D
Certification of the Sacramento Works Job Centers

Presenter: Roy Kim

BACKGROUND:

Attached is the certification letter from the California Workforce Development. Staff will be available to answer questions.

Angelo Farooq, Chair

Kaina Pereira, Executive Director

Gavin Newsom, Governor

12/16/2024

Anita Maldonado
Sacramento Employment and Training Agency

SUBJECT: Approval of AJCC Comprehensive and Affiliate/Specialized Certification

Dear Director Anita Maldonado,

The California Workforce Development Board has received and carefully assessed your AJCC Comprehensive and Affiliate/Specialized Certification packet, in accordance with the criteria established in Workforce Services Directive WSD23-05. We are pleased to inform you that each of your Comprehensive and Affiliate/Specialized AJCCs have been approved for certification through June 30, 2027.

If you have any additional questions, please contact your Regional Advisor.

Sincerely,



KAINA PEREIRA, Executive Director
California Workforce Development Board

CC: Gabriel Garcia, EDD Regional Advisor

INFORMATION ITEM III-E
Youth Voice Committee Members Presentation

Presenters: Youth Voice Committee Members

RECOMMENDATION:

Hear the oral report from the Youth Voice Committee members

BACKGROUND:

The Sacramento Works Youth Committee's Youth Voice program is dedicated to empowering young people by providing them with a platform to engage in workforce development. This initiative focuses on fostering leadership, creating opportunities for personal and professional growth, and allowing young voices to influence workforce-related decisions and activities in the community.

As part of the Sacramento Works Board Action Plan, SETA is incorporating youth voices into the Boards.

INFORMATION ITEM III-F
Dislocated Worker Report

BACKGROUND:

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

Dislocated Worker Information PY 2024/2025

The following is an update of information as of November 22, 2024

EMPLOYER	SECTOR/INDUSTRY	DATE OF LAYOFF	STATUS	NO. OF AFFECTED WORKERS	REGION/ LOCATION	Official WARN Notice	Contacted
California Communication Access Foundation 1300 Ethan Way, Suite 105 Sacramento, CA 95825	Communications	7/1/2024	Permanent	7	Sacramento, CA	Yes	Yes
Off Duty Services 6600 Bruceville Rd. Sacramento, CA 95823	Security	7/28/2024	Permanent	10	Sacramento, CA	Yes	Yes
VSP Vision 151 Blue Ravine Rd. Folsom, CA 95630	Healthcare	8/2/2024	Permanent	57	Sacramento, CA	Yes	Yes
Agilent Technologies, Inc. 91 & 110 Blue Ravine Rd. Folsom, CA 95630	Laboratory Technologies	8/9/2024	Permanent	4	Folsom, CA	Yes	Yes
Construction Innovations 10630 Mather Blvd. Suite 200 Mather, CA 95655	Construction	8/20/2024	Permanent	165	Sacramento, CA	Yes	Yes
Coach USA 7701 Wilbur Way Sacramento, CA 95828	Transportation	9/3/2024	Permanent	59	Sacramento, CA	Yes	Yes
Big Lots 6630 Valley Hi Drive Sacramento, CA 95823	Retail	8/1/2024	Closure	12	Sacramento, CA	No	Yes
Big Lots 8700 Rivera Drive Sacramento, CA 95826	Retail	8/1/2024	Closure	20	Sacramento, CA	No	Yes
Big Lots 9500 Greenback Lane Folsom, CA 95630	Retail	8/1/2024	Closure	22	Folsom, CA	No	Yes
Bucca di Beppo 1249 Howe Ave. Sacramento, CA 95825	Restaurant	8/2/2024	Closure	48	Sacramento, CA	Yes	Yes
Sunpower 3200 Dwight Road Suite 900 Elk Grove, CA 95758	Transportation	9/3/2024	Permanent	16	Elk Grove, CA	Yes	Yes

Dislocated Worker Information PY 2024/2025

The following is an update of information as of November 22, 2024

EMPLOYER	SECTOR/INDUSTRY	DATE OF LAYOFF	STATUS	NO. OF AFFECTED WORKERS	REGION/ LOCATION	Official WARN Notice	Contacted
Big Lots 3615 Elkhorn Blvd North Highlands , CA 95660	Retail	10/27/2024	Permanent	15	Sacramento, CA	No	Yes
Big Lots 8539 Elk Grove Blvd Elk Grove, CA 95624	Retail	10/27/2024	Permanent	16	Sacramento, CA	No	Yes
LL Flooring 8777 Elk Grove Blvd Elk Grove, CA 95625	Retail	9/15/2024	Permanent	3	Sacramento, CA	No	Yes
Garcia's Restaurant 6049 Madison Ave Carmichael, CA 95608	Restaurant	9/27/2024	Permanent	51	Sacramento, CA	No	Yes
Cisco Rancho Cordova, CA 95670	IT	11/15/2024	Permanent	69	Sacramento, CA	Yes	Yes
Intel 1900 Prairie City Rd, Folsom, CA 95630	IT	11/15/2024	Permanent	273	Sacramento, CA	Yes	Yes
Foundation for California Community Colleges 1102 Q Street Suite 4800 Sacramento, CA 95811	Education	11/15/2024	Permanent	368	Sacramento, CA	Yes	No
VSP Vision 151 Blue Ravine Rd. Folsom, CA 95630	Healthcare	1/2/2025	Permanent	186	Sacramento, CA	Yes	Yes
Blue Shield of California 3300 Zinfandel Dr. Building A Rancho Cordova, CA	Healthcare	1/27/2025	Permanent	3	Sacramento, CA	Yes	Yes
Hunts & Sons, LLC 5725 Alder Avenue Sacramento, Ca 95828	Trade, Transportation and Utilities	1/2/2025	Permanent	24	Sacramento, CA	Yes	Yes

Dislocated Worker Information PY 2024/2025

The following is an update of information as of November 22, 2024

EMPLOYER	SECTOR/INDUSTRY	DATE OF LAYOFF	STATUS	NO. OF AFFECTED WORKERS	REGION/ LOCATION	Official WARN Notice	Contacted
Advanced Auto Parts 2500 Arden Way, Unit 101 Sacramento, CA 95825	Retail	3/9/2025	Permanent	9	Sacramento, CA	Yes	Yes
Advanced Auto Parts 5135 Auburn Blvd Sacramento, CA 95841	Retail	3/9/2025	Permanent	19	Sacramento, CA	Yes	Yes
Advanced Auto Parts 955 Fee Dr. Sacramento, CA 95815	Retail	3/9/2025	Permanent	13	Sacramento, CA	Yes	Yes
Advanced Auto Parts 10899 Folsom Blvd. Rancho Cordova, CA 95670	Retail	3/9/2025	Permanent	10	Sacramento, CA	Yes	Yes
Advanced Auto Parts 9304 Greenback Lane Orangevale, CA 95662	Retail	3/9/2025	Permanent	6	Sacramento, CA	Yes	Yes
Advanced Auto Parts 3538 Northgate Blvd Sacramento, CA 95834	Retail	3/9/2025	Permanent	8	Sacramento, CA	Yes	Yes
Advanced Auto Parts 5885 47th Ave. Sacramento, CA 95841	Retail	3/9/2025	Permanent	13	Sacramento, CA	Yes	Yes
				1,506			

INFORMATION ITEM III-G
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.

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
Atlas Disposal	9	Front Load Driver	1
	9	Heavy Duty Mechanic	1
	9	Residential Driver	1
	9	Roll Off Driver	1
Amazon	9	Amazon Fresh Grocery Associate	5
Back on Course Educational Services LLC	4	Administrative Specialist	1
	4	Educational Support Specialist	1
	4	Operations Specialist	1
City of Elk Grove	9	Finance and Budget Analyst I/II	1
	6	Mental Health Clinician	1
	9	Police Records Technician I/II	1
	9	Red Light Enforcement Technician	1
	9	Victim/Witness Advocate	1
City of Sacramento	7	Applications Developer	1
	9	Administrative Analyst	1
	9	Administrative Analyst -Cannabis Policy and Enforcement	1
	9	Administrative Analyst Emergency Preparedness	1
	9	Administrative Analyst-Regulatory Public Outreach	1
	9	Administrative Officer	1
	9	Administrative Technician	2
	9	Animal Care Technician	1
	9	Animal Control Officer I	1
	9	Animal Control Officer II	1
	3	Assistant Civil Engineer	2
	3	Building Inspector I	1
	9	Building Maintenance Worker	1
	3	Carpenter	1
	9	Code Enforcement Officer	2
	9	Customer Service Specialist	1
	9	Development Project Manager	1
	9	Development Services Technician I	1
	9	Development Services Technician II	1
	9	Dispatcher I	1

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
City of Sacramento	9	Equal Employment Manager	1
	9	Events Associate	1
	9	General Intern	1
	7	Information Technology Trainee	1
	9	Instrument Technician II	2
	3	Junior Engineer	
	9	Labor Relations Analyst	1
	9	Neighborhood Services Area Manager	1
	9	Office Specialist	1
	9	Park Safety Ranger	1
	9	Park Safety Ranger Supervisor	1
	9	Parking Enforcement Officer	1
	9	Parking Lot Attendant	1
	9	Personnel Technician	1
	9	Planning Director Mobility and Sustainability Manager	1
	9	Police Officer	1
	9	Police Officer Recruit	1
	9	Police Records Specialist I	1
	9	Police Records Specialist III	1
	9	Principal Planner	1
	7	Principal Systems Engineer	1
	9	Program Manager-Community Outreach	1
	9	Program Specialist	2
	9	Recreation Aide	1
	9	Recreation Aide-Youth Workforce Development	1
	9	Senior Accounting Technician	1
	7	Senior Applications Developer DOU/CCB	1
9	Senior Applications Developer Enterprise Applications	1	
9	Senior Code Enforcement Officer	1	
9	Senior Office Specialist	1	

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
City of Sacramento	9	Senior Recreation Aide	1
	9	Senior Staff Assistant	1
	9	Senior Tree Pruner	1
	9	Staff Assistant	1
	3	Street Construction Equipment Operator	1
	9	Supervising Code Enforcement Officer	1
	3	Supervising Construction Inspector	1
	7	Telecommunications Engineer II	1
	9	Ticket Seller	1
	9	Traffic Worker I	1
	9	Tree Pruner Trainee	1
	9	Utilities Operations and Maintenance Leadworker Wastewater Collection	1
	County of Sacramento	9	Assistant Planner
9		Accounting Manager	1
4		Accounting Technician	1
9		Administrative Services Officer I	1
9		Airport Manager	1
9		Assistant Auditor-Controller	1
7		Assistant Chief Information Officer	1
9		Assistant Director of Airports	1
3		Associate Electrical Engineer	1
9		Associate Real Property Appraiser	1
9		Behavioral Health Peer Specialist Program Manager	1
9		Chief Assistant Public Defender	1
9		Chief Financial and Administrative Officer	1
9		Chief of Shelter Medicine	1
9		Chief, Division of Water Resources	1
9		Child Support Officer Level I/II	1
9		Clerk/Recorder Supervisor	1
9	Collection Equipment Operator II	1	

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
County of Sacramento	9	Collection Equipment Operator III	1
	9	Collection Services Program Manager	1
	9	Construction Inspector	1
	3	Construction Management Supervisor	1
	9	Coroner Technician Level I/II	1
	9	County Executive Office Management Analyst III	1
	9	Crime and Intelligence Analyst	1
	9	Deputy Clerk, Board of Supervisors Level I/II	1
	9	Deputy Director, Airport Operations and Maintenance	1
	9	Deputy Sheriff Recruit	1
	3	Electrician	1
	9	Electronics Technician	1
	9	Emergency Medical Services Administrator	1
	9	Emergency Medical Services Administrator	1
	9	Engineering Aide Land Surveying	1
	9	Engineering Technician Level I/II	1
	9	Environmental Specialist Level I/II	1
	9	Epidemiologist	1
	9	Estate Inventory Specialist	1
	9	Facilities Manager	1
	9	Facilities Trades Operations Supervisor	1
	9	Family Service Supervisor	1
	9	Family Service Worker Level I/II	1
	4	Fleet Service Worker	1
	9	Fleet Supervisor	1
	9	Food Service Cook	1
	9	Food Service Worker	1
	9	Highway Maintenance Worker	1
	9	Human Resources Manager I	1
	9	Human Services Division Manager	1
9	Human Services Division Manager Range A/B	1	
9	Human Services Program Integrity Specialist	1	

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
County of Sacramento	9	Human Services Program Specialist	1
	9	Human Services Supervisor	1
	9	Industrial Hygienist	1
	7	Information Technology Applications Analyst III	1
	7	Information Technology Business Systems Analyst III	1
	9	Information Technology Division Chief	1
	4	Information Technology Systems Support Specialist Level I/II	1
	9	Investigative Assistant	1
	6	Lactation Consultant	1
	3	Landfill Equipment Operator I	1
	9	Landfill Equipment Operator II	1
	3	Lead Electrician	1
	9	Legal Secretary I	1
	6	Medical Assistant Level I/II	1
	9	Office Assistant Level I/II	1
	9	Park Ranger	1
	9	Park Ranger Recruit	1
	9	Personnel Analyst	1
	9	Pharmacist	1
	9	Planning Technician	1
	3	Plumber	1
	9	Principal Engineering Technician	1
	9	Principal Planner	1
	9	Printing Services Operator Level I/II	1
	9	Process Server	1
	9	Real Property Appraiser Level I/II	1
	9	Recreation Aide	1
	9	Recreation Leader	1
	9	Retirement Services Supervisor	1
	6	Safety Specialist	1
9	Sanitation District Mechanic III	1	
9	Scale Attendant I	1	
9	Secretary to Member of Board of Supervisors	1	

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
County of Sacramento	4	Senior Administrative Analyst Range A/B	1
	9	Senior Airport Operations Dispatcher	1
	9	Senior Airport Operations Worker	1
	3	Senior Construction Inspector	1
	9	Senior Contract Services Officer	1
	9	Senior Election Assistant	1
	9	Senior Engineering Technician	1
	9	Senior Highway Maintenance Worker	1
	9	Senior Natural Resource Specialist	1
	9	Senior Nutrition Assistant	2
	9	Senior Office Specialist	1
	9	Senior Personnel Specialist	1
	9	Senior Planner	1
	9	Senior Retirement Benefits Specialist	1
	9	Senior Sheriff's Records Specialist	1
	9	Senior Traffic Signal and Lighting Technician	2
	9	Senior Transportation Engineer	1
	9	Senior Utility Billing Services Representative	1
	9	Sheriff's Captain	1
	9	Sheriff's Records Officer I	1
	9	Special Assistant Board of Supervisors	1
	9	Storekeeper - Fleet Services	2
	9	Storekeeper-Fleet Services	1
	3	Supervising Building Inspector	1
	9	Supervising Deputy Clerk, Board of Supervisors	1
	9	Supervising Probation Officer	1
	9	Supervising Waste Management Specialist	1
	9	Traffic Signs Maintenance Worker II	1
	9	Veterans Claims Representative	1
	9	Waste Management Program Assistant	1
9	Waste Management Program Manager II	1	
9	Waste Management Superintendent	1	
9	Workforce Coordinator	1	

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
Los Rios Community College District	4	Account Clerk I	1
	4	Account Clerk II	1
	4	Accountant	2
	4	Accounting Specialist	1
	4	Adapted Physical Education Adjunct Assistant Professor Pool	1
	4	Administration of Justice Adjunct Assistant Professor Pool	1
	4	Administrative Assistant I	1
	4	Administrative Assistant III	1
	4	Administrative Services Analyst	2
	4	Admissions/Records Technician II	1
	4	Alternate Media Design Specialist	1
	4	Anthropology Adjunct Assistant Professor	1
	4	Art Adjunct Assistant Professor	1
	4	Art Adjunct Assistant Professor Pool	1
	4	Art History Adjunct Assistant Professor Pool	1
	4	Athletic Trainer	1
	4	Biology Adjunct Assistant Professor	1
	4	Campus Operations Supervisor	1
	4	Chemistry Assistant Professor	1
	4	Child Development Center Teacher	1
	4	Classified Recruit Training Officer	1
	4	Clerk III	3
	4	College Nurse Clinician	1
	4	Commercial Music Adjunct Assistant Professor	2
	4	Computer Information Science Assistant Professor	1
	4	Confidential Human Resources Generalist	2
	4	Confidential Human Resources Specialist II	1
	4	Confidential Human Resources Specialist III	2

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
Los Rios Community College District	4	Counseling Clerk I	1
	4	Culinary Arts Management Adjunct Assistant Professor Pool	1
	4	Custodian	1
	4	Deaf Culture and Sign Language Studies Adjunct Assistant Professor Pool	1
	4	Dean of Arts	1
	4	Dean of Business, Computer Information Science, and Distance Learning	1
	4	Dean of Humanities and Fine Arts	1
	4	Diagnostic Medical Sonography Adjunct Assistant Professor Pool	1
	4	Director I of Human Resources	1
	4	Director VI of Training Source	1
	4	Director VII of the Apprenticeship Grants Project	1
	4	Director X for TRIO Project & Student Support Services	1
	4	Donor Relations Specialist	1
	4	Early Childhood Education Adjunct Assistant Professor	2
	4	Educational Center Clerk	1
	4	Educational Center Supervisor	1
	4	Electrician Trainee Assistant Professor	1
	4	Emergency Medical Technician Paramedic Adjunct Assistant Professor	1
	4	Employer Engagement Specialist - Special Projects	1
	4	Engineering Adjunct Assistant Professor	1
	4	Engineering Adjunct Assistant Professor Pool	1
	4	English Adjunct Assistant Professor Pool	1
	4	English as a Second Language Adjunct Assistant Professor Pool	1
	4	Facilities Steward	1
	4	Fashion Adjunct Assistant Professor	1
	4	Film and Media Adjunct Assistant Professor Pool	1
	4	Financial Aid Technician	2
	4	Fire Technology Adjunct Assistant Professor Pool	1
	4	Fire Technology Coordinator	1
	4	Geography Assistant Adjunct Professor	1
	4	Geology Adjunct Assistant Professor Pool	1
	4	Groundskeeper	1

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
Los Rios Community College District	4	Hmong Adjunct Assistant Professor Pool	1
	4	Human Development Adjunct Assistant Professor	1
	4	Humanities Adjunct Assistant Professor Pool	1
	4	Information Tech Specialist II-Audio/Video Media Support	1
	4	Information Technology Application Systems Supervisor	1
	4	Information Technology Specialist I - Help Desk Support	1
	4	Information Technology Technician II - Help Desk	1
	4	Instructional Assistant - Anthropology	1
	4	Instructional Assistant - Campus Computer Laboratory	1
	4	Instructional Assistant - Cosmetology	1
	4	Instructional Assistant - Costuming and Makeup	1
	4	Instructional Assistant - Disabled Student Program & Services	1
	4	Instructional Assistant - Foreign Language	1
	4	Instructional Assistant - Learning Resources	1
	4	Instructional Assistant - Photography	1
	4	Instructional Assistant - Writing/English/Reading	1
	4	Instructional Assistant-Mathematics	1
	4	Laboratory Technician - Science	2
	4	Legal Assisting Assistant Adjunct Professor	1
	4	Maintenance HVAC Mechanic	1
	4	Maintenance Technician I	1
	4	Maintenance Technician II	1
	4	Mathematics Adjunct Assistant Professor Pool	1
	4	Media Systems/Resources Technician II	1
	4	Mental Health Advocate	2
	4	Music Adjunct Assistant Professor	1
4	Nursing Assistant Professor - Psychology	2	
4	Outreach Specialist Limited Term	1	

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
Los Rios Community College District	4	Payroll Accountant	2
	4	Personal Activity Adjunct Assistant Professor Pool	1
	4	Philosophy Adjunct Assistant Professor	1
	4	Philosophy Adjunct Assistant Professor Pool	1
	4	Photography Adjunct Assistant Professor Pool	2
	4	Physics/Astronomy Adjunct Assistant Professor Pool	1
	4	Police Captain	1
	4	Police Officer	1
	4	Project Director (X) for TRIO Educational Talent Search	1
	4	Psychology Assistant Professor	1
	4	Radio, TV and Film Adjunct Assistant Professor Pool	2
	4	Real Estate Adjunct Assistant Professor	1
	4	Special Projects - Education Coach II	1
	4	Special Projects - Open Educational Resources Specialist	1
	4	Special Projects-Sustainability Coordinator	1
	4	Student Support Assistant	4
	4	Student Support Specialist	1
	4	Student Support Supervisor	1
	4	Theater Arts Film Adjunct Assistant Professor Pool	1
	4	Theatre Arts Adjunct Assistant Professor	1
	4	Theatre Arts Technical Adjunct Assistant Professor Pool	1
	4	Tutoring Adjunct Coordinator Pool	1
	4	Veterinary Animal Health Technology Adjunct Assistant Professor Pool	1
	4	Veterinary Technology Adjunct Assistant Professor Pool	1
	4	Vice President of Instruction	2
	4	Vice President of Student Services	1
4	Vice President of Student Services & Equity	1	

SETA- Employer Activity Report

The following is an update of information as of November 22, 2024

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication			
Los Rios Community College District	4	Vietnamese Adjunct Assistant Professor Pool	1
	4	Women and Gender Studies Adjunct Assistant Professor Pool	1
	4	Women's Basketball Adjunct Head Coach	1
Morrison Chopping LLC	9	Farmworker - Combine, Harvest, Equipment Operator - Multiple Commodities	9
Resource Staffing Group	9	Call Center - Customer Service Representative	1
	9	Data Entry Clerk	1
	9	Document Management Clerk	1
	9	Office Clerk	1
TTEC Government Solutions, LLC	9	Bilingual Healthcare Customer Service Representative - Remote	2
UAW Center for Manufacturing a Green Economy	9	CMGE Community Director	1
	9	CMGE Workforce Development Director	1
Total			357

INFORMATION ITEM III-H

Unemployment Update/Press Release from the Employment Development Department

BACKGROUND:

The unemployment rate for the Sacramento County for the month of November was 4.8%.

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.

EMPLOYMENT DEVELOPMENT DEPARTMENT
 Labor Market Information Division
 2901 50th Street
 Sacramento, CA 95817

Contact: Cara Welch
 (916) 530-1700

**SACRAMENTO—ROSEVILLE—ARDEN-ARCADE METROPOLITAN STATISTICAL AREA (MSA)
 (EL DORADO, PLACER, SACRAMENTO, AND YOLO COUNTIES)**

Total wage and salary jobs down 200 over the month; up 8,700 over the year

The unemployment rate in the Sacramento--Roseville--Arden-Arcade MSA was 4.8 percent in November 2024, unchanged from a revised 4.8 percent in October 2024, and above the year-ago estimate of 4.5 percent. This compares with an unadjusted unemployment rate of 5.3 percent for California and 4.0 percent for the nation during the same period. The unemployment rate was 4.4 percent in El Dorado County, 4.2 percent in Placer County, 4.9 percent in Sacramento County, and 5.2 percent in Yolo County.

Between October 2024 and November 2024, combined employment in the counties of El Dorado, Placer, Sacramento, and Yolo decreased by 200 to total 1,112,800 jobs.

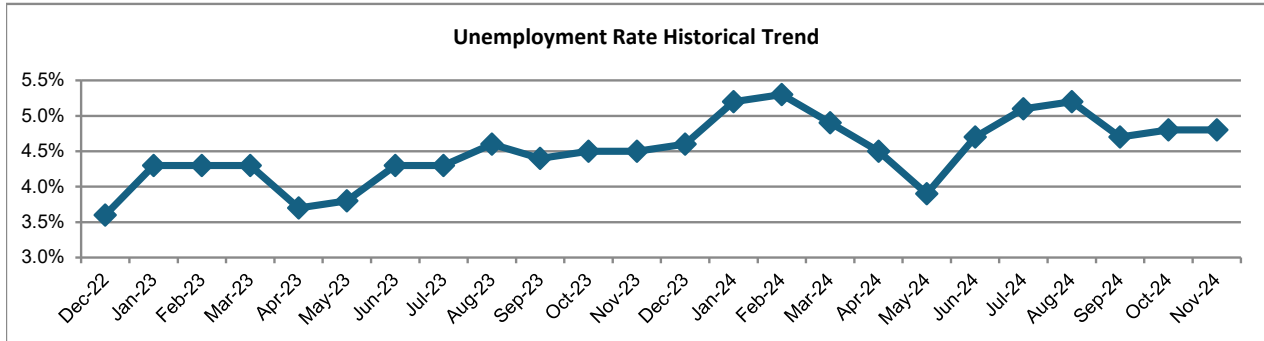
- Construction (down 2,300 jobs) recorded the largest month-over job decline. Specialty trade contractors accounted for 74 percent of the losses, shedding 1,700 jobs.
- In November, farm employment experienced a normal seasonal decline of 1,300 jobs.
- Employment in other services continued to trend down for the third consecutive month, reducing 700 jobs.
- On the upside, trade, transportation, and utilities reported a seasonal gain from October to November, adding 3,600 jobs. Job growth was spread across retail trade (up 2,300 jobs), trade, transportation, and utilities (up 1,200 jobs), and wholesale trade (up 100 job).
- Government continued its upward trend with an increase of 1,200 jobs. Most of the industry growth occurred in local government (up 1,300 jobs). State government (up 100 jobs) and federal government (down 200 jobs) showed little employment change.

Between November 2023 and November 2024, total jobs in the region increased by 8,700, or 0.8 percent.

- Private education and health services (up 13,400 jobs) continued to lead year-over job growth for the region. Healthcare and social assistance grew by 12,800 jobs while private educational services added 600 jobs.
- Government advanced by 4,100 jobs since the previous November. Employment gains were registered in local government (up 3,000 jobs) and state government (up 1,300 jobs). Federal government reported a slight decline of 200 jobs.
- Professional and business services expanded by 1,300 jobs. Professional, scientific, and technical services (up 800 jobs) and administrative and support services (up 600) were responsible for the expansion.
- Meanwhile, construction (down 4,700 jobs), manufacturing (down 1,500 jobs), other services (down 1,400 jobs), information (down 800 jobs), financial activities (down 800 jobs), leisure and hospitality (down 700 jobs) and farm (down 300 jobs) recorded year-over decline.

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 4.8 percent in November 2024, unchanged from a revised 4.8 percent in October 2024, and above the year-ago estimate of 4.5 percent. This compares with an unadjusted unemployment rate of 5.3 percent for California and 4.0 percent for the nation during the same period. The unemployment rate was 4.4 percent in El Dorado County, 4.2 percent in Placer County, 4.9 percent in Sacramento County, and 5.2 percent in Yolo County.



Industry	Oct-2024	Nov-2024	Change		Nov-2023	Nov-2024	Change
	Revised	Prelim				Prelim	

Total, All Industries	1,113,000	1,112,800	(200)		1,104,100	1,112,800	8,700
Total Farm	9,800	8,500	(1,300)		8,800	8,500	(300)
Total Nonfarm	1,103,200	1,104,300	1,100		1,095,300	1,104,300	9,000
Mining, Logging, and Construction	76,000	73,700	(2,300)		78,400	73,700	(4,700)
Mining and Logging	600	600	0		600	600	0
Construction	75,400	73,100	(2,300)		77,800	73,100	(4,700)
Manufacturing	39,700	39,300	(400)		40,800	39,300	(1,500)
Trade, Transportation, and Utilities	170,000	173,600	3,600		173,500	173,600	100
Information	8,700	8,700	0		9,500	8,700	(800)
Financial Activities	48,700	48,600	(100)		49,400	48,600	(800)
Professional and Business Services	136,400	136,000	(400)		134,700	136,000	1,300
Private Education and Health Services	209,700	209,700	0		196,300	209,700	13,400
Leisure and Hospitality	111,100	111,300	200		112,000	111,300	(700)
Other Services	38,000	37,300	(700)		38,700	37,300	(1,400)
Government	264,900	266,100	1,200		262,000	266,100	4,100

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 MSA
(El Dorado, Placer, Sacramento, and Yolo Counties)
Industry Employment & Labor Force
March 2023 Benchmark

Data Not Seasonally Adjusted

	Nov 23	Sep 24	Oct 24	Nov 24	Percent Change	
			Revised	Prelim	Month	Year
Civilian Labor Force (1)	1,141,600	1,142,000	1,134,000	1,132,400	-0.1%	-0.8%
Civilian Employment	1,090,000	1,088,200	1,079,200	1,078,400	-0.1%	-1.1%
Civilian Unemployment	51,600	53,800	54,700	53,900	-1.5%	4.5%
Civilian Unemployment Rate	4.5%	4.7%	4.8%	4.8%		
(CA Unemployment Rate)	4.9%	5.3%	5.4%	5.3%		
(U.S. Unemployment Rate)	3.5%	3.9%	3.9%	4.0%		

Total, All Industries (2)	1,104,100	1,105,700	1,113,000	1,112,800	0.0%	0.8%
Total Farm	8,800	10,100	9,800	8,500	-13.3%	-3.4%
Total Nonfarm	1,095,300	1,095,600	1,103,200	1,104,300	0.1%	0.8%
Total Private	833,300	833,700	838,300	838,200	0.0%	0.6%
Goods Producing	119,200	116,500	115,700	113,000	-2.3%	-5.2%
Mining, Logging, and Construction	78,400	76,300	76,000	73,700	-3.0%	-6.0%
Mining and Logging	600	600	600	600	0.0%	0.0%
Construction	77,800	75,700	75,400	73,100	-3.1%	-6.0%
Construction of Buildings	15,300	15,000	15,100	14,800	-2.0%	-3.3%
Specialty Trade Contractors	54,200	53,500	53,200	51,500	-3.2%	-5.0%
Foundation, Structure, and Building Exterior C	14,600	14,300	14,400	14,100	-2.1%	-3.4%
Building Equipment Contractors	22,900	22,500	22,200	21,500	-3.2%	-6.1%
Building Finishing Contractors	11,000	11,600	11,600	11,100	-4.3%	0.9%
Manufacturing	40,800	40,200	39,700	39,300	-1.0%	-3.7%
Durable Goods	25,500	24,900	24,800	24,800	0.0%	-2.7%
Computer and Electronic Product Manufactur	4,300	4,200	4,200	4,200	0.0%	-2.3%
Non-Durable Goods	15,300	15,300	14,900	14,500	-2.7%	-5.2%
Food Manufacturing	6,200	6,500	6,200	6,000	-3.2%	-3.2%
Service-Providing	976,100	979,100	987,500	991,300	0.4%	1.6%
Private Service Providing	714,100	717,200	722,600	725,200	0.4%	1.6%
Trade, Transportation, and Utilities	173,500	168,100	170,000	173,600	2.1%	0.1%
Wholesale Trade	28,400	28,600	28,600	28,700	0.3%	1.1%
Merchant Wholesalers, Durable Goods	16,400	16,700	16,700	16,800	0.6%	2.4%
Merchant Wholesalers, Nondurable Goods	10,500	10,200	10,200	10,300	1.0%	-1.9%
Retail Trade	102,100	99,900	101,400	103,700	2.3%	1.6%
Motor Vehicle & Parts Dealer	14,800	15,200	15,300	15,400	0.7%	4.1%
Building Material and Garden Equipment and S	8,700	8,700	8,700	8,600	-1.1%	-1.1%
Grocery and Convenience Retailers	20,800	20,700	20,900	21,200	1.4%	1.9%
General Merchandise Retailers	21,700	21,100	21,400	22,600	5.6%	4.1%
Health and Personal Care Retailers	5,400	4,400	4,500	4,600	2.2%	-14.8%
Clothing, Clothing Accessories, Shoe, and Jew	7,200	6,500	6,700	7,200	7.5%	0.0%
Sporting Goods, Hobby, Musical Instrument, B	11,100	11,000	11,200	11,400	1.8%	2.7%
Transportation, Warehousing, and Utilities	43,000	39,600	40,000	41,200	3.0%	-4.2%
Information	9,500	8,700	8,700	8,700	0.0%	-8.4%
Publishing Industries	2,100	2,000	2,000	2,000	0.0%	-4.8%
Telecommunications	2,400	2,300	2,300	2,300	0.0%	-4.2%
Financial Activities	49,400	48,300	48,700	48,600	-0.2%	-1.6%
Finance and Insurance	30,600	29,500	29,600	29,600	0.0%	-3.3%
Credit Intermediation and Related Activities inc	8,300	7,900	7,900	7,900	0.0%	-4.8%
Depository Credit Intermediation including M	5,200	5,000	5,100	5,100	0.0%	-1.9%
Nondepository Credit Intermediation	1,600	1,600	1,600	1,600	0.0%	0.0%
Insurance Carriers and Related Activities	19,300	18,800	18,900	18,800	-0.5%	-2.6%
Real Estate and Rental and Leasing	18,800	18,800	19,100	19,000	-0.5%	1.1%
Real Estate	14,500	14,300	14,500	14,500	0.0%	0.0%
Professional and Business Services	134,700	136,000	136,400	136,000	-0.3%	1.0%
Professional, Scientific, and Technical Services	61,400	62,200	62,500	62,200	-0.5%	1.3%
Architectural, Engineering, and Related Servi	10,900	11,400	11,500	11,500	0.0%	5.5%
Management of Companies and Enterprises	12,800	13,000	12,900	12,700	-1.6%	-0.8%

Data Not Seasonally Adjusted

	Nov 23	Sep 24	Oct 24	Nov 24	Percent Change	
			Revised	Prelim	Month	Year
Administrative and Support and Waste and Ren	60,500	60,800	61,000	61,100	0.2%	1.0%
Administrative and Support Services	56,700	57,200	57,400	57,500	0.2%	1.4%
Employment Services	17,800	16,600	16,600	16,800	1.2%	-5.6%
Services to Buildings and Dwellings	18,400	19,600	19,700	19,800	0.5%	7.6%
Private Education and Health Services	196,300	206,700	209,700	209,700	0.0%	6.8%
Private Educational Services	16,600	16,600	17,100	17,200	0.6%	3.6%
Health Care and Social Assistance	179,700	190,100	192,600	192,500	-0.1%	7.1%
Ambulatory Health Care Services	65,000	69,200	70,100	69,600	-0.7%	7.1%
Hospitals	27,100	29,300	29,400	29,500	0.3%	8.9%
Nursing and Residential Care Facilities	19,200	20,400	21,000	21,000	0.0%	9.4%
Leisure and Hospitality	112,000	111,200	111,100	111,300	0.2%	-0.6%
Arts, Entertainment, and Recreation	19,700	20,200	20,100	20,300	1.0%	3.0%
Accommodation and Food Services	92,300	91,000	91,000	91,000	0.0%	-1.4%
Accommodation	9,100	9,600	9,500	9,400	-1.1%	3.3%
Food Services and Drinking Places	83,200	81,400	81,500	81,600	0.1%	-1.9%
Restaurants and Other Eating Places	78,600	77,100	77,200	77,300	0.1%	-1.7%
Full-Service Restaurants	33,800	34,000	33,900	33,900	0.0%	0.3%
Limited-Service Restaurants and Other Eati	44,800	43,100	43,300	43,400	0.2%	-3.1%
Other Services	38,700	38,200	38,000	37,300	-1.8%	-3.6%
Repair and Maintenance	11,700	11,800	11,700	10,800	-7.7%	-7.7%
Government	262,000	261,900	264,900	266,100	0.5%	1.6%
Federal Government	14,600	14,500	14,600	14,400	-1.4%	-1.4%
Department of Defense	1,700	1,700	1,700	1,700	0.0%	0.0%
Total State and Local Government	247,400	247,400	250,300	251,700	0.6%	1.7%
State Government	136,600	137,100	137,800	137,900	0.1%	1.0%
State Government Educational Services	29,700	27,600	27,900	28,100	0.7%	-5.4%
State Government Excluding Education	106,900	109,500	109,900	109,800	-0.1%	2.7%
Local Government	110,800	110,300	112,500	113,800	1.2%	2.7%
Local Government Educational Services	60,600	58,700	61,000	62,100	1.8%	2.5%
Local Government excluding Educational Serv	50,200	51,600	51,500	51,700	0.4%	3.0%
County Government	20,100	20,800	20,600	21,000	1.9%	4.5%
City Government	10,600	10,900	11,000	10,900	-0.9%	2.8%
Special Districts plus Tribes	19,500	19,900	19,900	19,800	-0.5%	1.5%

Notes:

(1) Civilian labor force data are by place of residence; include self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding. The unemployment rate is calculated using unrounded data.

(2) Industry employment is by place of work; excludes self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding.

These data are produced by the Labor Market Information Division of the California Employment Development Department (EDD). Questions should be directed to: Cara Welch 916-530-1700 or Luis Alejo 916-931-9596

These data, as well as other labor market data, are available via the Internet at <http://www.labormarketinfo.edd.ca.gov>. If you need assistance, please call (916) 262-2162.

REPORT 400 C
Monthly Labor Force Data for Counties
November 2024 - Preliminary
 Data Not Seasonally Adjusted

COUNTY	RANK BY RATE	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	RATE
STATE TOTAL	---	19,337,200	18,313,500	1,023,700	5.3%
ALAMEDA	18	822,200	783,300	38,900	4.7%
ALPINE	47	500	470	30	6.7%
AMADOR	26	14,500	13,740	760	5.2%
BUTTE	35	93,400	88,200	5,200	5.6%
CALAVERAS	15	22,490	21,480	1,010	4.5%
COLUSA	57	10,390	9,150	1,240	11.9%
CONTRA COSTA	19	548,200	521,700	26,500	4.8%
DEL NORTE	40	9,250	8,690	560	6.0%
EL DORADO	13	93,800	89,700	4,100	4.4%
FRESNO	52	458,400	422,900	35,500	7.7%
GLENN	38	12,710	11,950	760	5.9%
HUMBOLDT	19	61,200	58,300	2,900	4.8%
IMPERIAL	58	75,500	61,200	14,300	19.0%
INYO	4	8,650	8,320	330	3.8%
KERN	54	399,600	368,100	31,500	7.9%
KINGS	53	59,100	54,500	4,600	7.8%
LAKE	43	28,770	26,990	1,770	6.2%
LASSEN	26	8,710	8,260	450	5.2%
LOS ANGELES	36	5,042,700	4,748,900	293,700	5.8%
MADERA	50	65,600	60,800	4,800	7.3%
MARIN	2	131,000	126,200	4,800	3.7%
MARIPOSA	26	7,660	7,270	400	5.2%
MENDOCINO	23	37,340	35,420	1,920	5.1%
MERCED	55	120,700	110,500	10,200	8.5%
MODOC	34	3,220	3,040	180	5.5%
MONO	15	9,040	8,640	410	4.5%
MONTEREY	38	216,100	203,300	12,800	5.9%
NAPA	10	70,100	67,000	3,000	4.3%
NEVADA	10	48,540	46,460	2,080	4.3%
ORANGE	6	1,586,000	1,522,000	64,100	4.0%
PLACER	9	195,300	187,100	8,100	4.2%
PLUMAS	42	7,240	6,790	450	6.1%
RIVERSIDE	33	1,170,600	1,107,800	62,800	5.4%
SACRAMENTO	21	733,500	697,600	35,900	4.9%
SAN BENITO	43	32,000	30,000	2,000	6.2%
SAN BERNARDINO	23	1,024,500	972,100	52,400	5.1%
SAN DIEGO	17	1,589,200	1,516,600	72,600	4.6%
SAN FRANCISCO	2	549,800	529,600	20,200	3.7%
SAN JOAQUIN	46	359,500	336,700	22,800	6.3%
SAN LUIS OBISPO	5	135,200	130,000	5,300	3.9%
SAN MATEO	1	435,100	419,700	15,400	3.5%
SANTA BARBARA	10	218,800	209,500	9,300	4.3%
SANTA CLARA	6	1,027,800	986,400	41,400	4.0%
SANTA CRUZ	36	131,700	124,100	7,600	5.8%
SHASTA	31	74,700	70,700	4,000	5.3%
SIERRA	13	1,330	1,270	60	4.4%
SISKIYOU	43	16,360	15,340	1,020	6.2%
SOLANO	31	204,300	193,600	10,700	5.3%
SONOMA	8	246,900	236,800	10,100	4.1%
STANISLAUS	47	249,500	232,800	16,700	6.7%
SUTTER	50	47,200	43,700	3,400	7.3%
TEHAMA	40	26,220	24,640	1,580	6.0%
TRINITY	23	4,670	4,430	240	5.1%
TULARE	56	215,600	194,000	21,500	10.0%
TUOLUMNE	26	20,650	19,580	1,060	5.2%
VENTURA	21	411,800	391,700	20,000	4.9%
YOLO	26	109,800	104,000	5,800	5.2%
YUBA	47	32,700	30,500	2,200	6.7%

Notes 1) Data may not add due to rounding. The unemployment rate is calculated using unrounded data.

INFORMATION ITEM III-I
Committee Updates

BACKGROUND:

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

- Youth Committee – David Gordon
- Planning/Oversight Committee – Jamey Nye
- Employer Outreach Committee – Ron Ellis

INFORMATION ITEM III-J
SETA Governing Board Agenda

BACKGROUND:

Attached for your information is a copy of the most recent SETA Governing Board agenda.

[SETA Governing Board agenda packet](#)

Staff will be available to answer questions.

NOTES:

AGENDA

Sacramento Employment and Training Agency GOVERNING BOARD Regular Meeting

Thursday December 5, 2024 10:00 a.m.

925 Del Paso Boulevard, Suite 100, Board Room,
Sacramento, CA 95815

PUBLIC COMMENT PROCEDURES

In response to AB 2449, the Sacramento Employment and Training Agency (SETA) Governing Board is conducting this meeting utilizing a hybrid approach, permitting members of the public to participate in person or via Zoom. Public comments will be accepted until the adjournment of the meeting, distributed to the members of the Board and included in the record.

In the event of disruption that prevents broadcasting of the meeting to members of the public using the call-in or internet-based service options, or in the event of a disruption which prevents members of the public from offering public comments, the Board shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

In-Person Public Comment

Members of the public are encouraged to participate in the meeting by completing a speaker card or submitting written comments by email to SETA's Clerk of the Boards, Anzhelika.Simonenkova@seta.net. Any member of the public who wishes to speak directly to the Board regarding any item on the agenda may contact Anzhelika Simonenkova at (916) 263-3753, or Anzhelika.Simonenkova@seta.net. Please include in your request the item(s) on which you would like to participate.

Zoom Public Comment

Members of the public may participate in the meeting via Zoom by clicking the [Zoom link](#), or listening to the meeting on one tap mobile +16699006833, 81411555008# US (San Jose).

Meeting ID: 814 1155 5008

Passcode: 298624

[Find your local number](#)

During the meeting any questions or comments may be submitted via the chat features on Zoom.

Accommodations

Request for Assisted Listening Devices or other considerations should be made through the Clerk's office at (916) 263-3753. Closed captioning will be available.

This meeting is digitally recorded and available to members of the public upon request.

This document and other Board meeting information may be accessed through the Internet by visiting the SETA webpage: www.seta.net/board/board-agendas.

GOVERNING BOARD

Rich Desmond
BOARD OF SUPERVISORS
County of Sacramento

Eric Guerra
COUNCILMEMBER
City of Sacramento

Patrick Kennedy
BOARD OF SUPERVISORS
County of Sacramento

Vacant
PUBLIC REPRESENTATIVE

Mai Vang
COUNCILMEMBER
City of Sacramento

CALL TO ORDER
ROLL CALL
PLEDGE OF ALLEGIANCE

Recognition of Long-term Employees:

- *Monica Avila*, Program Officer (25 years)
- *Susan Bacaylan-De La Rosa*, Associate Teacher (25 years)

I. CONSENT ITEMS:

- | | | |
|-----------|---|-----|
| A. | Approval of Minutes of the November 7, 2024 Regular Board Meeting
(Anita Maldonado) | 1-7 |
| B. | Approval of Claims and Warrants (Anita Maldonado) | 8 |
| C. | Approval of Modifications to the Bylaws of the Sacramento County
Head Start/Early Head Start Policy Council (Karen Griffith) | 9 |

II. ACTION ITEMS:

A. General Administration

- | | | |
|----|--|-------|
| 1. | Amendment of Rules of Procedure for the SETA Governing Board
(Legal Counsel/Anita Maldonado) | 10-21 |
| 2. | Appointment of the Public Representative Member to the SETA
Governing Board (Anita Maldonado) | 22 |
| 3. | Approval of Agency 2024-2027 Strategic Plan (Anita Maldonado) | 23 |
| 4. | Approval to Release a Request for Proposals for Labor Negotiations
and Consultation Services for the Sacramento Employment and
Training Agency (D'et Saurbourne) | 24 |
| 5. | Approval of Procurement of the Agency's Workers Compensation
Insurance (Mario Maslac) | 25 |
| 6. | Approval of Reappointment to the Sacramento Works, Inc. Board
(Roy Kim) | 26-27 |

B. Workforce Development Department

General/Discretionary: No items

One Stop Services: No items

Community Services Block Grant:

- | | | |
|----|--|-------|
| 1. | Approval of Community Services Block Grant (CSBG) Program,
Delegate Agency Funding Extension Recommendations for Program
Year 2025 (Julie Davis-Jaffe) | 28-33 |
|----|--|-------|

Refugee Services: No items

C. Children And Family Services Department

- | | |
|----|--|
| 1. | Approval of the SETA Head Start and Early Head Start Health/Safety |
|----|--|

	Screeners Summary Report (Karen Griffith)	34-35
	2. Approval of Selection of General Contractor for Tenant Improvement for the Northview Early Learning Center (Karen Griffith)	36
III.	INFORMATION ITEMS:	
	A. Fiscal Monitoring Reports (Mario Maslac)	37-49
	• Asian Resources, Inc.	
	• North State Building Industry Foundation	
	• Sacramento City Unified School District	
	• Slavic Assistance Center, Inc.	
	• South County Services, Inc.	
	• Women’s Civic Improvement Club of Sacramento, Inc.	
	B. Employer Success Stories and Activity Report (William Walker)	50-61
	C. Dislocated Worker Update (William Walker)	62-65
	D. Unemployment Update/Press Release from the Employment Development Department (Roy Kim/Cara Welch)	66-71
	E. Head Start Reports (Karen Griffith)	72-78
IV.	REPORTS TO THE BOARD:	79-82
	A. Chair	
	B. Executive Director	
	C. Deputy Directors	
	D. Counsel	
	E. Members of the Board	
	F. Public	
V.	ADJOURNMENT	

DISTRIBUTION DATE: Wednesday, November 27, 2024.

OTHER REPORTS ITEM V

A. Chair

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.

B. 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.

C. Counsel

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.

D. Deputy Director

This item provides an opportunity for Mr. Roy Kim, Workforce Development Deputy Director, to provide an oral report on issues not included in the agenda packet.

E. Staff

This item provides an opportunity for SETA staff to provide oral report on issues not included in the agenda packet.

F. 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.

Summary of SETA's DEI Audit

The following is the summary of the staff perceptions of the various aspects of Diversity, Equity, and Inclusion at Sacramento Employment and Training Agency. On the invitation of the Executive Director, a survey was developed, sent to about 600 employees, soliciting voluntary participation in completing the survey. Employees had a window of about 8 days to complete the survey.

Profile

1. Participation rate: Of the 600 employees, 225 (37%) participated
2. Length of Service: 72 (33%) less than 5 years and 80 (35%) over 15 years of service.
3. Gender Distribution: 196 (89%) identified as female

Observations:
Heavily female employees

7. Do SETA's HR hiring and retention practices promote DEI? 132 (60%) Agreed; 89 (40%) unsure or disagreed/SD

Observations:
Large # of neutral responses indicating lack of knowledge

8. Is diversity a top agenda of SETA? 110 (49%) Agreed/SA; 113 (51%) unsure or disagreed/SD

Perceptions of SETA's DEI

1. Does SETA's ethnic diversity reflect the community it serves? 189 (84%) Agreed/strongly agreed.
2. Does SETA's gender diversity reflect its community? 143 (65%) Agreed/strongly agreed.
3. Does your unit reflect ethnic diversity of SETA's community? 175 (80%) Agreed/strongly agreed.
4. Does your unit reflect gender diversity of the community? 143 (65%) Agreed/strongly agreed.
5. Does leadership reflect ethnic diversity of the community? 134 (60%) Agreed/strongly agreed.
6. Does leadership gender diversity reflect the community? 129 (58%) Agreed/strongly agreed.

Observations:
Respondents seem fine with employees diversity.

9. Is SETA a welcoming place to everyone? 151 (68%) Agreed/SA; (32%) unsure or disagreed/SD
10. Are SETA's HR policies FAIR to everyone? 139 (63%) Agreed/SA; 86 (38%) unsure or disagreed/SD
11. Is compensation/salary scheme FAIR? 125 (56%) Agreed/SA; 100 (44%) unsure or Disagreed/SD
12. Are SETA's promotion practices FAIR? 98 (44%) Agreed/SA; 125 (56%) unsure or disagreed/SD
13. Does SETA have a working DEI Plan? 38 (44%) Agreed/SA; 127(56%) unsure or disagreed/SD
14. Are SETA's DEI practices effective? 88 (40%) Agreed/SA; 136 (60%) unsure or disagreed/SD
15. Does SETA provide DEI professional development? 96 (43%) Agreed/SA; 128 (57%) unsure or disagreed/SD
16. Does SETA have a DEI Scorecard/Annual Report that is made public? 55 (25%); 167 (76%) unsure or disagreed/SD

17. Does SETA hold leaders accountable for DEI performance? 67 (30%); 156 (70%) unsure or disagreed/SD

18. How would you rate the need for DEI program? 115 (51%) High/VH; 110 (49%) unsure or Low/VL

19. How would you rate the need for DEI training? 125 (57%) High/VH; 96 (43%) unsure or Low/VL

20. Do staff (irrespective of background) feel a sense of belonging at SETA? 117 (52%) Agreed/SD; 108 (48%) unsure, disagreed/SD

21. Does lack of DEI agenda limits SETA's ability to serve its constituents and fulfill its mission effectively? 97 (44%) Agreed/SA; 123 (56%) unsure or disagreed/SD

22. Ranked Topmost DEI related challenges, 1st to 5th:

1. Equitable Pay
2. Staff Retention
3. Equitable Promotion
4. Equitable Recognition
5. Diversity Hiring

23. Do external stakeholders think SETA's DEI outstanding? 83 (38%) Agreed/SA; 138 (62%) unsure, disagreed/SD.

24. How comfortable in discussing cultural background with colleagues at SETA? 159 (72%) Comfortable/VC; 63 (28%) unsure or Somewhat/Very Uncomfortable.

25. How satisfied with DEI efforts at SETA? 115 (53%) Satisfied/VS; 102 (47%) unsure or Dissatisfied/VD.

26. Ranked DEI related strategies SETA should adopt, 1st being topmost:

1. Training & Professional Development
2. Staff Retention Strategies
3. Leadership DEI Professional Development
4. Strategies to enhance Workplace Culture
5. Hiring Strategies that promote DEI
6. HR/Policies and Practices
7. Diversity Scorecard/Accountability
8. Diversity Plan
9. Accommodation for people with disabilities

27. How would you recommend DEI training for SETA employees? 135 (61%) High/VH; 87 (39%) unsure or high/VH.

28. How would you recommend DEI training for SETA leaders? 149 (67%) High/VH; 73 (33%) unsure or high/VH.

Observations:
DEI training recommended

Observations:
Equitable Pay a concern

Observations

1. Majority considers ethnic and gender diversity of employees okay despite very small male number.
2. Bimodal distribution of length of service with 33-35% less than 5 years and over 15 years.
3. A large number of respondents indicated neutral on the following items, suggesting they were unsure: how HR hiring and retention promote DEI (27%), if diversity is a top agenda (33%), if compensation/salary is fair (25%), if promotion practices are fair (28%), if SETA has a DEI Plan (44%), if SETA's DEI practices are effective (48%), if SETA provides DEI training (39%), if SETA has DEI Scorecard/annual report that is made public (54%), if leaders are held accountable (48%), the need for DEI program (40%), the need for DEI training (38%), employees' sense of belonging (29%), if DEI agenda limits mission fulfillment (40%), if external stakeholders think SETA's DEI is outstanding (56%), Satisfaction with SETA's promotion of DEI (39%), recommendation of DEI training for employees (35%), recommendation of DEI training for leaders (29%). The large number of unsure responses suggests a need for training, communication, and adoption of effective DEI agenda.
4. Equitable pay, staff retention, equitable promotion, equitable recognition, and diversity hiring were ranked as top challenges in that order.
5. DEI training, staff retention, and leadership DEI professional development ranked top 3 strategies for SETA to adopt.
6. Overall, it appears many have never had DEI training but desire such professional development.



Career Cupids: SETA Partnership Helps LRCCD Grads Meet Their Workforce Match

Career Cupids: SETA Partnership Helps LRCCD Grads Meet Their Workforce Match



Los Rios-SETA partnership

They've gone to class, nailed their studies, graduated ... and they're on the hunt for a job. Now what?

That's where the going gets tough for some Los Rios Community College District (LRCCD) grads. Sure, they've put in the work necessary to get the credentials for entry positions in advanced manufacturing,

allied health, hospitality or construction. But sealing the deal with a job offer often represents a whole new challenge.

Labor market statistics in the Greater Sacramento area offer some insight. While unemployment remains low at 3.4 percent, job growth in most sectors has slowed.

A tightening labor market can be especially hard on the population served by California's community colleges, many of them first-generation college students, immigrants, and returning students look to upskill in a new field.

Enter the Sacramento Employment and Training Agency (SETA), part of the workforce development board, tasked with turning knowledge and skills into outcomes... and outcomes into *incomes*.

"They're the hub for providing training throughout the Sacramento area," explains Shinder Gill, PhD, District Dean of Workforce Development at Los Rios Community College.

For several decades, LRCCD has had an established partnership with SETA to provide essential training services to the county's vulnerable populations leading to social and economic mobility.

“SETA has been a solid partner in our Strong Workforce Program (SWP) hosting job developers at our college sites- American River, Cosumnes River, Sacramento City and Folsom Lake – to match students and graduates with solid, high-paying jobs with growth opportunity,” says Dr. Gill.

LRCCD used Strong Workforce Funding to hire three part-time job developers and a job planner to connect with students across the four campuses. These efforts entail everything from setting up a table in the cafeteria or handing out flyers at an event, to speaking directly to students in their classes. The idea is to make them aware that SETA’s services are available to them at no cost. Those services include help with resumes, interview prep, demonstrating job research skills, or even coaching on how to answer behavioral questions.

The role of a job developer is part mentor, part matchmaker. According to Gill, they connect students with opportunities in particular industries, while guiding them on the skills, qualities, and experience that the employer is looking for.

“The whole purpose of SETA is to be sure [students] get a salary that allows them to be self-sufficient and puts them on a path upwards, agrees Workforce Development Planner Ira Ayers, who began at SETA several years ago as a job developer. “We’re not looking at low wage jobs; we’re looking at jobs averaging \$22 an hour, with a trajectory for growth.”

Ayers cites an issue he encountered when he first began at SETA:

“I reached out to numerous employers to identify employment opportunities to refer students to,” he recalls. “I would reach out to students, seeking interested applicants to apply for those positions. Students did not respond for numerous reasons.”

Among those barriers were lack of career confidence, feelings of unpreparedness, and lack of familiarity with the services available. Facing these challenges, Ayers and the team at SETA realized they had to do several things. First: build up a rapport with students so that they know the services SETA offers and trusts its advice. Second: prepare students by exposing them to authentic, on-the-job experience. Finally: make the introductions necessary to get students in front of employers for a chance to interview..

Experience counts

Anderson Nobre graduated from Sacramento City College’s cybersecurity program in 2022, with the hope of working for the State of California. The SETA success story says the advice he got from his job developer made all the difference.

“He looked over my resume and cover letter, and I did some interview prep with him,” recalls Anderson. “But the biggest tip was that my resume was designed for the private sector, and he helped me gear it toward the state.”



Working with his job developer, Anderson created a plan to secure the state job he wanted.

“He ... showed me how to go on to the Cal Career website, set up a profile, and use it as a template to adapt for different jobs. That was a game-changer.”

Nobre’s next steps included landing a Student Assistant position to get the experience the state required, working for six months, and taking additional courses to enhance his IT education. His experience supporting the California Department of Tax and Fee Administration as a student employee proved invaluable, both as a career experience and a résumé-builder.

“It’s extremely difficult for our graduates to compete against those from four-year colleges, so we create a pathway that allows our students to get the experience they need,” Ayers explains. “We collaborate with the internship coordinator on campus as well as utilizing the state platform for student assistant positions to identify internship opportunities.”

Strong Workforce Program funding is pivotal to the effort, incentivizing employers by paying for half of the student’s salary. The arrangement is a win-win for grads and employers, delivering students the on-the-job training they need to rise up within the industry, and giving employers the talent they need to get the job done.

Six months after his student position ended, Nobre was hired as an information technology associate in asset management. Now, he’s earning a living while learning the finer points of auditing and compliance. His goal is to one day become an information technology specialist, and he’s “100 percent, absolutely certain” that the job-hunting skills he’s learned will carry him forward when he’s ready to look for his next position.

Beyond cybersecurity and IT, SETA is sowing success across some of Northern California’s most in-demand industries. When Karen Itzel graduated from Cosumnes River College in May 2023 with a certificate in health information coding, she felt good about her skills, but less confident when it came to seeking a career.

“I had never done this before, and I found the whole process very intimidating,” Itzel reflects.

That all changed when she began working with her job developer, who she found “very motivating.

“He helped me structure my resume, and we did a couple of Zoom practice interviews.”

Thanks in part to the SETA experience, Karen not only landed a job as a medical office rep with Dignity Health, she managed to earn a promotion within three months. Now, she’s working on an associate degree, which will open the door for her ultimate goal: to be a health information coding specialist, perhaps at Stanford Medicine.



It’s all about the outcomes

With success stories like Nobre’s and Itzel’s taking shape, SETA is justifiably proud of its efforts so far. But with so much work to be done, the agency isn’t easing up on the accelerator.

“We are able to meet 176 placements this year, up from 150 last year, and we’ve consistently exceeded our wage objective, with an average starting salary of \$26 per hour,” reports SETA Workforce Development

Manager Lauren Mechals.

Meanwhile, Mechals and SETA are identifying challenges for students *beyond* résumé and interview prep. For many Northern California students, the most tenuous rung on the career ladder is access to basic needs. In fact, Mechals estimates that up to 20 percent of the students that SETA works with need this additional assistance.

“We’ve had to leverage additional funding to be able to bridge gaps in housing, food insecurity, and transportation,” says the manager. “Our job developers need to be good at assessing the customer’s needs ... It may be about money, but it might also be about soft skills.”

With in-person services, including live appointments with job developers, returning, Mechals sees a bright future for the LRCCD partnership.

“The good news now is that we have an entire digital application process so students can meet with job developers in person or on Zoom,” she says. “Our developers can also go into virtual classrooms and talk to students.”