

CAREER CENTERS

BROADWAY

915 Broadway
Sacramento, CA 95818
(916) 324-6202

CITRUS HEIGHTS

7640 Greenback Lane
Citrus Heights, CA 95610
(916) 676-2540

FRANKLIN

7000 Franklin Blvd., Suite 540
Sacramento, CA 95823
(916) 262-3200

GALT

1000 C Street, Suite 100
Galt, CA 95632
(209) 744-7702

GREATER SACRAMENTO URBAN LEAGUE

3725 Marysville Blvd.
Sacramento, CA 95838
(916) 286-8600

HILLSDALE

5655 Hilldale Blvd., Suite 8
Sacramento, CA 95842
(916) 263-4100

LA FAMILIA COUNSELING CENTER

5523 34th Street
Sacramento, CA 95820
(916) 227-2577

LEMON HILL

5451 Lemon Hill Avenue
Sacramento, CA 95824
(916) 433-2620

MARK SANDERS COMPLEX

2901 50th Street
Sacramento, CA 95817
(916) 227-1395

MATHER

10638 Schirra Avenue
Mather, CA 95655
(916) 228-3127

RANCHO CORDOVA

10665 Coloma Rd., Suite 200
Rancho Cordova, CA 95670
(916) 942-2165

SOUTH COUNTY

8401 - A Gerber Road
Sacramento, CA 95828
(916) 689-3560

Administrative Offices & Employer Services

925 Del Paso Blvd.
Sacramento, CA 95815
(916) 263-3800

Website: <http://www.seta.net>



SACRAMENTO WORKS, INC. PLANNING/OVERSIGHT COMMITTEE

Date: Friday, May 20, 2005

Time: 8:30 a.m.

Location: SETA Board Room
925 Del Paso Blvd.
Sacramento, CA 95815

AGENDA

1. Call to Order/Roll Call
2. **ACTION ITEM:** Approval of Minutes of the March 18, 2005 Meeting
3. **ACTION ITEM:** Approval of Committee Plan in Response to Sacramento Works, Inc. Board Retreat
4. **ACTION ITEM:** Approval of Collaboration with Faith-Based and Community Organizations
5. **REPORT BACK:** 3rd Quarter Report on the One Stop system:
 1. Core Services Reports from SMARTware (Melissa Noteboom)
 2. Intensive Services Reports (Bette Blanchard)
 3. Job Seeker Customer Satisfaction Reports (Ellen Franz)
 4. Employer Customer Satisfaction Reports (Ed DeHerrera)
6. Input from the public
7. **Next Meeting:** Friday, June 17, 2005, 8:30 a.m.
8. Adjournment

Committee Members: Larry Suddjian (Chair), Rick Dibble, Dr. Jim Hernandez, Matt Kelly, Randall King, Kathy Kossick, Jim Lambert, Jack Padley, James Pardun, Joan Polster.

DISTRIBUTION DATE: MONDAY, MAY 16, 2005

Sacramento Works, Inc.
Planning Oversight Committee
Minutes/Synopsis

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

March 18, 2005
8:30 a.m.

1. Call to Order/Roll Call: The meeting was called to order at 8:33 a.m.

Members Present: Larry Suddjian (Chair), Joan Polster, Rick Dibble, Dr. Jim Hernandez, Matt Kelly, Jim Lambert, Jack Padley, James Pardun.

Members Absent: Randall King, Kathy Kossick

Others Present: Phil Cunningham, Christine Welsch, Robin Purdy, Bill Walker, Roy Kim, Cindy Sherwood Green, Bette Blanchard, Melissa Noteboom, Rick Larkey.

Dr. Jim Hernandez was welcomed to the committee.

2. **ACTION ITEM:** Approval of Minutes of the February 15, 2005 Meeting

Minutes were reviewed; no questions or comments.

Moved/Pardun, second/Hernandez, to approve the February 15, 2005 minutes.
Voice Vote: Unanimous approval.

3. **ACTION ITEM:** Sacramento Works Board Retreat

Ms. Purdy stated that Virginia Hamilton will be the facilitator for the retreat which will be held at the Radisson Hotel, April 20, 2005. Staff is asking the board to come up with a theme and identify how the day will go.

Mr. Suddjian stated that Sacramento is very lucky because our WIB is doing much more and better than other WIBs. We set a good example of what other boards could do.

Mr. Pardun said that #3 encompasses the other ones. He was pleased to read in the newspaper about interviews that were conducted by our staff for a cruise line. Ms. Terri Carpenter stated that MMC was recently approved as our PR firm. In our first meeting we discussed that Norwegian Cruise Lines called our career center to hire 3,000 people. MMC thought that this would be a good PR opportunity and wrote an article promoting it. Seventy percent of the people that came in for interviews were hired. A follow-up article was in this past Tuesday's paper. Mr. Pardun congratulated the Broadway One stop getting a system in

order that when a job order comes in, the orders are being referred to the employer services unit. Mr. Suddjian asked that this be sent to the national workforce investment system to show how there is cooperation in the Sacramento area.

Mr. Dibble reported that Home Depot is making a good effort to hire veterans.

The board chose #3 as the theme for the board retreat. No action was taken.

4. **ACTION ITEM:** Approval of Performance Incentive Policy

Ms. Bette Blanchard reviewed this item and stated that at the last meeting, staff proposed an incentive policy to improve operator performance. Staff found that San Diego has followed a similar incentive plan.

Ms. Poster asked that other than a monetary reward, is there any other type of incentive? There will be a formal ceremony and the board will provide the reward. The incentive money will be banked over the year and will be awarded in the next year's funding.

Moved/Polster, second Dibble, to approve the performance incentive policy beginning next fiscal year.

Voice Vote: Unanimous approval.

5. **REPORT BACK:** Resource Allocation Plan: Staffing and expenditure report

Mr. Roy Kim stated at the February meeting, a resource allocation plan was approved. This committee requested information about allocations according to component.

Carlos Lopez, Center for Employment Training, stated that one of the challenges of an organization is the start-up of a training program. In many times, there is no opportunity for a start-up program. They are starting a business occupations program to begin a 26-week program. He is hoping that the Planning/Oversight Committee may have a process by which organizations can apply for start-up funds. It is their interest in not starting up this new program in a deficit. He asked if there is a process on a small level to provide for start-up funds for a new program or perhaps one can be considered.

Mr. Suddjian agreed that this concept could also be utilized by other organizations to expand their base of operations. Ms. Purdy stated that the only source of funds she can think of is the governor's discretionary 15% program funds which have been utilized for startup. She wants to research and look at the regulations to see how this can be accommodated. Staff will come back and report to the committee to see if funds can be set aside for startup programs in the critical industries. She has ideas but needs to do some research. Mr.

Suddjian suggested that staff check with some of the other workforce investment boards. Mr. Cunningham stated that this concept is in the realm of possibilities but the difficult thing would be finding the funds.

Mr. Pardun stated that staff would have to do some really serious study to ensure that the program would be meeting a need in the employer community. We have to be fairly sure that the program will work out.

Mr. Dibble suggested that when looking at this, consider a partnership with the chamber of commerce. Each chamber has resources and opportunities to expand education.

6. **REPORT BACK:** Update on WIA Governor's Discretionary Grant Applications

Ms. Purdy stated that there was no new information on the 15% program. The only Sacramento area program that was funded was Quality Care Health Foundation but they are targeting the San Diego area. Mr. Dibble stated that the Veterans' Employment-Related Assistance Program (VEAP) did not require that the proposer go to the WIB. However, it was presented to the WIB and it was decided that this was in accordance with our goals. Mr. Dibble reviewed the process and the fact that there just were not enough funds to cover all of the programs in the state.

7. **INFORMATION ITEM:** Customer Satisfaction Reports (Job Seeker and Employer)

Ms. Melissa Noteboom reviewed the job seeker survey. The surveys have been developed and administered by the CAIZ which is a consortium between SETA, Golden Sierra and Yolo. Ms. Ellen Franz is the person that actually develops this survey. The last page of the job seeker is a memo regarding national mystery shopper program. This is something the CAIZ has wanted to do on a regional level.

Mr. Ed DeHerrera reviewed the employer customer satisfaction survey. Ten employers were surveyed for this report. Mr. DeHerrera stated that the employers are surveyed only every 90 days. This information is also shared with the career centers.

Mr. Pardun stated that Golden Sierra seems to show better in both employer and customer satisfaction. Ms. Noteboom stated that the number of surveys tabulated is MUCH smaller than SETA's so that is probably the reason. In addition, they are serving a much smaller population. Our career centers have done a great job of capturing the surveys.

8. **INFORMATION ITEM:** Sacramento Works Public Relations and Marketing

Ms. Terri Carpenter reviewed the work plan. Based on MMC's input, the print ads are being modified to make them more personal. The success stories and testimonials are a key part of the campaign. Staff is asking for input from the Planning/Oversight Committee on how to get the customers in the career centers. At the last Employer Outreach Committee meeting, there was quite a bit of discussion regarding ensuring that we have enough customers to be available for the employers. Mr. Pardun suggested a joint meeting with this committee and the Employer Outreach Committee.

Mr. Walker stated that MMC suggested that we provide pictures of our board members and we are trying to schedule a photo shoot at the retreat since most of the board members will be there. Mr. Walker stated that the Norwegian Cruise Lines article is the first of many articles that Bob Shallit will be writing.

9. Input from the public

Ms. Bernadette Tarallo, part of the team from the UC Davis, was introduced. Ms. Tarallo stated that they have been contracted to do the statewide review of the WIBs. This team will be contacting board members to set up individual interviews. This process will take one year, and they are already six months into this study.

10. **Next Meeting:** Friday, April 15, 2005, 8:30 a.m. It was suggested that perhaps a joint meeting with the Employer Outreach Committee could be held to gather ideas in customer recruitment.

11. **Adjournment:** The meeting was adjourned at 9:30 a.m.

ITEM 3- ACTION

APPROVAL OF COMMITTEE PLAN IN RESPONSE TO SACRAMENTO WORKS, INC. BOARD RETREAT

BACKGROUND:

Sacramento Works, Inc., the local workforce investment board for Sacramento County held a strategic planning retreat on April 20, 2005. The updated goals for Sacramento Works, Inc for 2005-2006, the committee action plan and the notes from the retreat are attached for your review.

RETREAT THEME: **Becoming Sacramento's Workforce Resource**

- ➔ How do we connect workforce development to economic development and regional planning?
- ➔ Is the system driven by employer demand?
- ➔ Will the supply of workers be able to meet the demands of employers?

RECOMMENDATION:

Staff is recommending that each committee discuss the goals and action plan and develop a committee plan to present to the full board at the June 1 meeting.

Sacramento Works Board Retreat

Minutes/Synopsis

Radisson Hotel
500 Leisure Lane, Room 303
Sacramento, CA 95815

Wednesday, April 20, 2005
8:45 a.m.

Welcome: Mr. Randall King and Mr. Mike Dourgarian welcomed board members. Mr. Dourgarian introduced Virginia Hamilton, Executive Director of the California Workforce Association.

Members Present: Walt DiMantova, Maurice Read, Jim Pardun, Kathy Kossick, Francisco Rodriguez, Larry Suddjian, Kingman Tsang, Peter Gregerson, Bruce Parks, Gerry Lawrence, Jack Padley, Joan Polster, John Koogle, Mark Ingram, Kim Parker, Larry Buchanan, Anne Moore, Mike Dourgarian, Rick Dibble, Deborah Portela, Joanne McDermott, Barbara Hayes, Anette Smith-Dohring, Mark Erlichman.

Youth Council Members Present: Kamika Whetstone, Bina Lefkovitz, Rick Larkey, Mike Brunelle, Pattie Espinosa, Anthony Simpson, Jr., Yolette Barnes.

Others Present: Virginia Hamilton, Judy Branaman, Mike Micciche, Robin Purdy.

Ms. Virginia Hamilton reported on the status of the Workforce Investment Act reauthorization. She also discussed potential state legislation.

Local WIB Accomplishments:

- x Increased private sector involvement
- x Outreach to employers
- x Quality of board members and meetings
- x Fantastic public/private partnerships in nursing and construction
- x Identified critical industries
- x Streamlined board meetings/agendas
- x Alignment with the goals that were set up two years ago.
- x More clarity regarding board purpose/customer services
- x Better relationships among board members and service providers
- x Quality of one-stop presentations

The board discussed where it has spent the most energy, and what members have learned over the last two years.

Break: 10:00 – 10:10 a.m.

Strategic Directions

Ms. Hamilton inquired what is the business of the WIB. What would a community with a competitive workforce advantage look like? The seven characteristics were reviewed.

1. **Forward thinking community leaders.**
2. **Business investment in human capital.**
3. **Strong and diverse economy.**
4. **Each community has an infrastructure for employers and workers.**
5. **Effective and articulate education system.**
6. **Clearly defined and accessible work paths.**
7. **Ready willing and able workforce.**

Board members broke into groups. Each group took one goal, talked about whether the goal still makes sense, is there some tweaking to be done, something missing, something that needs to be added? Each group modified existing goals as follows:

GOAL 1 – Facilitate Workforce Development for Critical Industries

The Board will take a proactive role in engaging the business community by assessing the regional labor market, identifying critical industries, and facilitating plans to train *and retain* workers for critical industries.

GOAL 2 – Develop Private-sector Driven Initiatives to Increase Employer Involvement and Satisfaction

The Board will increase employer *interest*, involvement and satisfaction with the workforce system by developing a comprehensive business led employer outreach and marketing plan and measuring employer customer satisfaction.

GOAL 3 – Coordinate the development of A Workforce system that Creates, Attracts, and Sustains Higher paying Careers/Professions

By engaging the business community, labor, educators and workforce professionals by focusing *strategic* attention and *aligning* resources on minimizing barriers to employment (literacy, childcare, transportation, and housing), promoting career ladders, and preparing a workforce that creates, attracts, and sustains higher paying *careers/professions*.

GOAL 4 – Ensure Youth are Prepared to Compete in the Local Economy

The Board will ensure that local youth are prepared to compete in the local economy by supporting *the workforce development system*, education, employer and community partners to ensure that all K-12 students have a quality education and an introduction to the world of work.

GOAL 5 – Evaluate and Improve the One-Stop System and Processes

The Board will evaluate the one stop system and make recommendations to continuously improve the *process* to make it more effective, efficient and relevant to current and future needs of employers *and job seekers*.

Board members agreed on these revisions.

Lunch from 12:00 – 12:40 p.m.

Strengths of this board:

- Good at goal setting/results oriented.
- Positive participation from the private sector
- Good staff support.
- Experience; this board has really matured in the last four years.
- Strong one-stop system.
- Combination of partners and private business that can influence the results.
- Growing education partnership; the education members are getting more active.
- The people are all nice!
- There's a lot of respect between board members. There is trust between/among board members.
- A lot of diversity.
- Good track record.
- We host the capitol.

Weaknesses of the Board:

- Funding is continually shrinking.
- Restrictions on funding misalign with the goals of the WIA.
- Over-regulated, which curbs creativity and responsiveness.
- No marketing.
- No good accountability system in place dealing with employer needs
- Distractions/uncertainty in Washington, D. C.
- Most of the partners in this area are regional in scope. The WIBs are more local. There could be a lot more efficient way to work as a regional area. We have to work together with the other workforce development areas.
- Our public perception is still weak; the public still does not know who we are.
- Continuity of identify problem. Have to be consistent throughout the country so that there is name recognition.
- Struggle with miscommunications between committee and the board.
- Disconnected integrated systems.
- Still need to engage our local political people.

Opportunities:

- Engage more elected officials on our board.
- Integration of services.
- Expectation to continue job growth.
- Opportunity to fill all of the jobs from retiring staff.
- Business community has identified that economic development is the number one priority.

Reducing duplication between organizations. There should not be competition but collaboration.
System redesign in a lot of other systems so this would be a good way to be integrated.
Have an opportunity to be a model region.
Partnership for Prosperity: the WIB is also involved in this so it's an opportunity for economic development.
Utilizing the resources of our youth in ensuring that they are involved in decision making at all levels in our community.

Threats:

Washington, D. C./Sacramento
The economy/housing
Ongoing changes
Retirement of staff in all of the critical industries.
Shortage of skilled labor pool.
The youth of today have an entirely different set of values so we have to learn how to deal with it.
People are still not accessing our services.
Need to be better organized.
Turf issues.
Threat of large employers leaving the region unless the business community is more hospitable.

Ms. Hamilton asked board members to consider underlying contradictions in Sacramento County.

Underlying contradictions:

What is standing in the way?

1. There are resources but there is no authority.
2. We don't know how to implement big. We don't know how to implement the resources that are available on a large scale.
3. There is no real connection between the WIBs in the region. A lot of the initiatives are regional.
4. Sacramento has/had a good economy
5. Belief that Sacramento has it all together so that we don't need extra funds/assistance.
6. The people that need us the most are not accessing the system or the services.
7. A lot of the resources are being utilized by people who are not employable and would be better served with social services dollars.
8. There is no collaboration of partners at the state or federal level.
9. The goals are long term but we are driven by short-term expectations and measurements.
10. There are two systems for youth: WIA eligible and non-WIA eligible.

11. There are not a lot of services available for youth as there are for adults.

The board members broke into six groups and were asked to answer the following question:

What are innovative practical actions that will move us toward our goals and address the contradictions?

Action items were developed and are summarized in an attached matrix.

Analogies for what the board has done today

- 1) An ant colony
- 2) Elephant with an enormous memory
- 3) Beehive
- 4) Lots of feathers stuck together
- 5) A mountain climber taking it step by step.

Board members were asked to summarize today's board retreat in one word. Some of the final thoughts include:

productive	open communication	enlightening
affirmation	reconnecting	potential
wealth of knowledge	informative	work in progress
enlightened	purpose	helpful
energetic priority	reenergized	trust
focused	encouraged	very informative
fun	teamwork	strategic
daunting	HELP!!!	ready for next year
Afraid to leave the room since her committee has the bulk of the work!		

Ms. Parker asked board members to provide the names of business owners/decision makers to bring to the employer focus group on May 8. She wants to target 60 people and would like to have them in the critical industries but it's important that employers that currently do not utilize the career centers.

The meeting was adjourned at 2:35 p.m.

Sacramento Works, Inc.

Sacramento Works Committees

Executive Committee	Youth Council	Employer Outreach Committee	Planning and Oversight Committee	Ad Hoc Committee
Committee works on developing "Characteristics of a Community with a Competitive Workforce Advantage":				
* Forward Thinking Community Leaders * Strong and Diverse Economy	* Effective, Articulated Education System	* Business Investment in Human Capital * Clearly Defined and Accessible Career Pathways	* Integrated Infrastructure * Ready, Willing and Able Workforce	* Support Development of an Effective, Articulated Education System
Committee works on Sacramento Works, Inc. Goals:				
Coordinate the development of a workforce system that creates, attracts and sustains higher paying careers and professions	Ensure youth are prepared to compete in the local economy	Develop a private sector initiative to increase employer involvement and satisfaction	Evaluate and improve the one-stop system and processes	Facilitate workforce development for critical industries
Sacramento Works Committee Action Plans				
Regional Workforce Investment Board Summit focused on economic and workforce development (component of Partnership for Prosperity?)	Develop continuum of activities to engage more youth in the workforce system	Quantify and promote our success	Develop integrated database of job seekers that connects people to jobs	Educational Summit
Establish strategic agreements with neighboring Workforce Investment Boards	Ensure that career centers are more youth friendly	Outreach to employers	Catalog existing career training and support programs	Engage school superintendents with the board
Engage and educate local elected officials. Improve perception by elected officials of the workforce system	Showcase positive, successful youth to show models, promote image, "tell our story"	Employability <i>Work Success</i> Skills Institute: Identify the employability <i>work success</i> skills needed by employers & develop programs to teach them	Implement new soft skills programs in the Career Centers to prepare and certify unskilled job seekers for jobs (use with WorkKeys)	Connect with school superintendents
Systematically engage appropriate stakeholders and leverage 501 ©3 status for fund development	Recruit a pool of qualified youth workers	Support efforts to coordinate Employer symposiums/summits for Critical Industries (Convergence – Los Rios Community College)	Create a team to develop/pursue more regional collaborative funding opportunities	Include non-traditional educators/trainers in the process
Joint Meeting of WIB and Youth Council	Prepare youth workers for jobs		Be aggressive in pursuing new resources	

- Encourage one-stop visits by board members

Seven Characteristics of a Community with a Competitive Workforce Advantage

Forward Thinking Community Leaders

Each community with a competitive workforce advantage has a set of community leaders who care about and are engaged in workforce issues. This leadership includes local elected officials, business, non-profit and faith-based leaders, and “civic entrepreneurs,” all of whom understand that the needs of business and the skills of its workers are critically important to the economic health of the region. There is strategic rather than reactive political leadership. Community planning is based on data, and leaders have a deep understanding of the demographics of its workforce and the present and future skill requirements of its key industries.

What WIBs do:

- Engage and inform County Boards of Supervisors, Mayors and City Councils
- Convene summits about workforce issues
- Publish “State of the Workforce” reports
- Invite elected officials to WIB meetings and One-Stop tours
- Convene focus groups with key industry clusters
- Participate in community planning efforts

Business Investment in Human Capital

Each community with a competitive workforce advantage has businesses in which workers are viewed as assets. Employers invest in training workers to meet present and future needs. Employers work with others in their industry -- both other companies and organized labor -- to anticipate training and skills development needs. Employees are aware of opportunities for advancement and are given incentives to improve their skills.

What WIBs do:

- Convene employers in the same industry to discuss skills needs
- Connect employers to public resources for skills upgrade training
- Act as a broker with community colleges/higher education and University Extensions for curriculum design
- Provide data about prevailing wages, occupations, future trends
- Act as human resource departments for small business

Strong and Diverse Economy

Each community with a competitive workforce advantage uses workforce as part of their economic development strategy. The community has both a business retention and a growth strategy, as well as the more traditional business attraction approach. There are multiple sectors represented in the region. There is “life cycle” diversity within the region -- a mix of older established industries, growing sectors, and new and emerging industries. Investments in economic development are strategic and focus on employers with high wage jobs in addition to businesses with high sales tax revenue.

What WIBs do:

- Have cross representation on WIBs and Economic Development corporations and agencies
- Participate in overall economic development planning
- Cross-train front line staff in One-Stops and economic development organizations
- Collect and provide information about the community’s workers and their skills
- Participate in co-developed employer retention surveys with economic development

Integrated Infrastructure

Each community with a competitive workforce advantage has an infrastructure for both employers and workers. In addition to physical infrastructure for businesses -- such as roads, water, and electricity -- it includes a diverse housing supply, access to affordable quality childcare, health care and adequate regional transportation. Residents have access to a One-Stop career center system that helps them find and keep jobs. There are sufficient cultural and recreational opportunities and other “quality of life” assets.

What WIBs do:

- Participate in a broad range of regional and community planning efforts
- Include a broad range of partners and services in One-Stops
- Advocate for changes in public policy and administrative procedures
- Engage local elected officials in problem solving
- Have cross representation on WIB and community boards and agencies

Effective, Articulated Education System

Each community with a competitive workforce advantage has a K-12 system that works. High school graduates have the requisite skills to enter the labor force or go on to college. The education system is responsive to employer needs. The system is well articulated from high school to community college and higher education programs. Residents have easy access to higher education and non-degree occupational training that prepares them well for jobs in the community. All students have access to the supportive services they need, career guidance, caring adults, leadership opportunities and academic excellence.

What WIBs do:

- Establish and nurture strong youth councils that work for all youth
- Catalyze dialogue between employers and education
- Collect and provide information about skills needs
- Include youth in One-Stop system services
- Provide accessible information about careers
- Provide accessible information about performance of job training programs and providers

Clearly Defined and Accessible Career Pathways

Each community with a competitive workforce advantage has ongoing communication between industry and education/training entities. Education & training programs are designed with a deep understanding of how people move within occupational clusters. Students, job seekers and workers see clear career pathways within occupational groupings and understand how skills build upon one another to meet the needs of business. There are strong connections to union apprenticeship programs. Employers within an industry understand their career pathways and encourage skill development within the worker pipeline.

What WIBs do:

- Convene employers within an industry to study career pathways
- Collect and disseminate information about career pathways and occupation requirements
- Partner with labor unions
- Train career guidance counselors and others in career information

Ready, Willing, and Able Workforce

Each community with a competitive workforce advantage has employers who can recruit local residents for available jobs. The labor pool has the knowledge, skills and ability needed by employers. Job training programs produce workers who meet employers’ needs. Job applicants have minimally acceptable soft skills. People have the willingness to perform jobs. Economic Development uses information about the available labor pool as a key component of their business attraction strategy.

What WIBs do:

- Develop measures to evaluate the quality of job training programs
- Ensure quality in One-Stop career centers
- Develop customized training to meet employer needs
- Partner with community colleges and other education programs to deliver quality training
- Reach into all communities and constituencies to connect people to jobs and training
- Find funding to meet community needs for training



california workforce association

1029 K Street, Suite 24
Sacramento, CA 95814

(916) 325-1610
(916) 325-1618 fax

www.calworkforce.org

ITEM 4 - ACTION

APPROVAL OF COLLABORATION WITH FAITH-BASED AND COMMUNITY ORGANIZATIONS

BACKGROUND:

On January 29, 2001, Executive Order 13198 was issued by President George W. Bush, creating the Office for Faith-Based and Community Initiatives in the White House. The purpose of the Office is to make government a partner with local faith-based and community-based organizations in addressing social issues.

Connecting with the Workforce Investment System. The Department of Labor has encouraged local Workforce Investment Boards to utilize two different facets of faith-based and community-based organizations: their leadership and their services.

1. Local leaders of grassroots faith-based and community organizations can offer a crucial perspective on what unemployed and underemployed individuals need to join the workforce and become self-sufficient.
2. Grassroots organizations can be powerful partners as service providers because they often:
 - a. Exist as part of established networks that are already trusted and credible neighborhood and community institutions.
 - b. Use volunteers to leverage program dollars for maximum effectiveness.
 - c. Provide services in the context of personal attention and relationships that can guide and support program participants engaged in major life transitions, including the transition into the workforce.
 - d. Share common goals with the Local Workforce Investment Board and One-Stop System.

During the past four years, Sacramento Works, Inc. has worked closely with community organizations to develop the Sacramento Works One Stop Career Center system. Asian Resources, Inc., La Familia Counseling Center, and the Greater Sacramento Urban League are host agencies for one stop career centers and provide on-the-job training to job seekers. Sacramento Chinese Community Service Center, Stanford Home for Children, Crossroads, and Sacramento Lao Family provides training to youth or adults through the one-stop system. SETA, as a partner in the one stop career center system, has utilized federal funding through the Community Services Block Grant and Refugee Employment Social Services to fund community and faith-based organizations to assist people with significant barriers to deal with homelessness, language barriers, mental health issues and substance abuse. These organizations include Frances House of Sacramento, Wind Youth Services, St. John's Shelter for

Women and Children, Hmong Women's Heritage Foundation, Slavic Community Center, Southeast Asian Assistance Center and Sacramento Cottage Housing.

In order to educate local faith-based and community organizations about the workforce investment system, including available grants and opportunities for partnership with One-Stop Career Centers, the U.S. Department of Labor established an informational website at www.dol.gov/cfbci. Recently the website listed grant announcements for proposals from faith and community based organizations that are working with local workforce investment boards. The release of these Requests for Proposals has resulted in many new faith and community based organizations approaching staff regarding opportunities for collaboration as:

1. **Intermediary agencies:** Organizations or individuals that will work with local faith-based and community-based organizations to assist them in building organization capacity through leadership development, organizational development, funding, development of programs and services and community engagement.
2. **Service Providers:** Faith or community based organizations that can provide social services to distressed populations or communities, for example prisoners re-entering the community, at risk youth, and homeless individuals.

To assist in educating potential partners at the local level, the Sacramento Works, Inc. Planning and Oversight Committee has set aside time at the May 20, 2005 meeting to hear from interested parties and to discuss:

- ✓ How reach out to faith and community based organizations,
- ✓ How to share information with the community about potential federal and state funding,
- ✓ The types of programs and services that are best met by faith and community based organizations, and
- ✓ Develop the criteria that will be used to enter into collaborations with faith and community based organizations.

Several individuals have been invited to address the board regarding ideas for connecting with faith and community based organizations and concepts for collaborations with Sacramento Works, Inc. These individuals will be in attendance at the May 20 meeting.

- Luanna Duarte and Karen Rothstein, Grant Joint Union High School District
- Betty Parks, Parks and Associates
- Richard Dana, Mutual Assistance Network
- Tim Taylor, Elk Grove Unified School District
- Donald Clark, Deacon
- Seth Francois, CAC, Inc.

RECOMMENDATION:

Receive input from faith and community based organizations on the types of programs and services best met by community providers, brainstorm ideas for sharing information with the faith-based community, and brainstorm criteria for collaboration with faith-based and community-based organizations.

NEW BEGINNINGS FAITH-BASED COLLABORATIVE

EXECUTIVE SUMMARY

Betty Parks, Parks & Associates

There are approximately 6,000 kids in foster care in the city of Sacramento. Statistics shows that the Sacramento County has one of the highest numbers in emancipated youth living on the streets at any given time in the area. News facts report that the State of California's fiscal predicament could affect the efforts of overhaul services for the roughly 175,000 abused and neglected children under state protection, with 91,000 of them in foster care

The Casey Great Start goal is to connect and bring together, key churches, Christian leaders of all denominations, community base stakeholders and public government entities, which will create a program environment of compassion, conviction, and service to the emancipated youth and foster care system. The vision is to collaboratively forge together a more effective performance outcome and to bridge the gap for budget shortfalls and a decrease in needed services for foster and emancipated youth.

In 2004, Casey Great Start Program (CGS), along with Parks and Associates, executed a strategy to encourage greater teamwork between church leaders and CGS to meet the growing needs of foster and emancipated youth. The Casey Faith Based Collaborative (Collaborative) was formed along with eight (member) churches, located throughout Sacramento County. The member churches have signed a formal agreement to work with CGS and are currently seeking to form a Community Development Corporation (CDC), which will provide structure and greater leverage to secure funding and other resources. The long-range goal of the Collaborative is to identify and address ongoing community issues, and to establish a faith based credit union to strengthen financial economic development within the faith base community, and to serve as an instrument to teach and establish financial literacy among foster and emancipated youth.

The first short-term goal has been to develop "Host Home" and a mentorship program. The "Host Home" program will serve as temporary transitional housing for those youths making the transition to adulthood. The mentors will work with the host home families to provide ongoing guidance, friendship, and encouragement to the youths when needed. We have successfully identified several host home families and an alliance of church members who will serve as mentors. We will continue in the process of recruiting additional host families to meet our goal. We have also developed a resource guide of all the services and programs provided by each member church. This guide is shared among all member churches and will eventually be distributed to various public agencies such as Department of Human Assistance and Social Services.

CGS has connected with a community base organization, namely the Citizens Acting Collectively (CAC) (*Note: CAC is a nonprofit organization offering charitable benefits to the community*) are currently involved in a project to renovate a house that will provide transitional housing for emancipated foster youth/young adults. The house is owned St. Paul Church of God in Christ, located in Del Paso Heights. St. Paul, along with CAC, are supporters of the Casey Faith based Collaborative.

The Collaborative is seeking community partners, volunteers, and other resources to assist in the renovation of this house, as well as the construction of individual units, which would serve as a place where emancipated youth can receive life skill training as well as develop employment skills. To date the Collaborative has developed a relationship with Citizens Acting Collectively, and has engaged in conversation with Mercy Housing, Sacramento Employment and Training Agency (SETA), and the Grant Union School District's Construction Apprenticeship Program. The relationship with the construction program will afford an opportunity to provide hands-on training and jobs, which will help the youths to successfully transition into adulthood. The Collaborative is also seeking, through SETA and Mercy Housing, to develop relationships with Department of Human Assistance (DHA), and Department of Social Services (DSS),

Other Proposed Projects:

Faithbased Credit Union

Development and implementation of a faith based credit union, which would serve not only members of the Casey Faith based Collaborative, but also the community. The credit union would also serve as a vehicle to teach emancipated youth and other interested parties financial literacy, and help others purchase a home or buy an automobile.

Multifamily Housing Program (MHP)

This proposed project is based on a grant proposal, which is currently being written by Betty Parks and Jerri Keys (associate). This is a Calvary Christian Church project to develop and construct 16-20 new apartments, with mix income, located in Del Paso Heights. This project will include supportive services for residents, with a tot (children) lot, laundry room, residents meeting facilities and assigned parking. The project will be developed in a townhouse style with 2 and 3 bedroom apartment units. The project will target special needs population of homeless families, displaced teenage parents, and emancipated youth. Calvary is a member church and all Casey Collaborative Faith based member churches, as well as County agencies, will be allowed to refer individuals in need of housing to this program.

Conclusion

The MHP project is a sample of what is being done for one member of the Casey Faith based Collaborative, and what can be done for each of our member churches once we have developed a legitimate Community Development Corporation (CDC).