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925 Del Paso Blvd.  
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Website: <http://www.seta.net>



## **SACRAMENTO WORKS, INC.** Educational Ad Hoc Committee Meeting

**Date:** Wednesday, September 7, 2005

**Time:** 8:00 a.m. – 9:30 a.m.

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

### **AGENDA**

1. Call to Order/Introductions
2. Review of Draft Policy Statement on the Business Sector/Education Sector Relationship
3. Analysis of school districts finding. In-kind/ ROP/ internal district funds
4. Discussion of methods to gather information on the existing programs/needs/players/money flow/employers that are interested and active
5. Discussion of meeting with area superintendents/Los Rios/LEED to elevate the workforce development system
6. Adjournment

**Committee Members:** Larry M. Buchanan, Chair, Dave Gordon, Joan Polster, Bill Camp, Larry Sinor, Michael Dourgarian, Walter DiMantova, Janis Caston, Tim Taylor, Kathy Kossick, Kim Parker, Deanna Hanson.

**Others Interested:** Matt Mahood, Lorenda Sanchez.

**SACRAMENTO WORKS, INC.**  
Educational Ad Hoc Committee Meeting  
Minutes/Synopsis

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

Wednesday, August 10, 2005  
8:00 a.m.

1. Statement of Purpose: Dr. Buchanan called the meeting to order at 8:11 a.m.
2. Introductions

**Members Present:** Larry M. Buchanan, Chair, Michael Dourgarian, Co-Chair  
Dave Gordon, Joan Polster, Bill Camp, Larry Sinor, , Janis Caston, Tim Taylor,  
Kathy Kossick, Kim Parker.

**Members Absent:** Walter DiMantova

**Others Present:** Jim Lambert, Valerie Kerry, Terry Paterson, Christine Welsch,  
William Walker, Robin Purdy, Mike Brunelle, Phil Cunningham, Deanna Hanson,  
Rick Larkey.

3. Organization/Discussion of Available Programs

Mr. Dourgarian stated that the idea for this committee came about from the April WIB board retreat. One of the purposes of this committee is to look at how education can work better with the business sector.

Ms. Kossick stated that the purpose of the WIA is to bring together all of the partners that work in the employment system. We are hoping to take advantage of the membership of the WIB to focus on accomplishing the things that the act was intended to do.

Mr. Lambert stated that he represents the construction industry and he is very discouraged by the lack of communication between education, labor and business. It occurs to him that when education needs something, they get industries involved and then they 'dump' them after they get the information/ services that they need. He hopes that there could be an on-going dialogue between labor, education and business so that collectively we can improve the education process.

Dr. Buchanan spoke of a CD that was distributed. College is only one tool to become an effective adult and not all kids are interested in going to college. Becoming an effective adult and having the ability to support a family is the bulk of what education should be. The WIB board should support coordination between education and business and should ensure that there are programs in

the school districts that are connecting to employers. No one should provide training in an area unless there are jobs available.

Mr. Gordon stated that SCOE receives around \$14 million; some stays in the office to run programs and much of it goes out to the districts to support programs. The only consistent evaluation criteria, occupying a seat, results in reimbursement of expenses. Some of the programs are very strong, some are very weak. SCOE, school districts, LEED, and all of these groups need to come together with a common vision.

Mr. Dourgarian asked how do we make sure that the things that are already being done have adequate connections to employers? Dr. Buchanan stated that SCOE runs the bulk of the programs, so it should be coordinated there. He feels that the WIB board should support this coordination of programs and connection to employers, and that the schools should send brochures over to be distributed at the career centers.

Mr. Gordon stated that there is a common belief that all kids are going to college. The conventional wisdom is that all kids need some post high school training. People perceive that very differently; we have to have a common belief.

Dr. Buchanan added that all kids need to have a work experience before they go to college.

Dr. Caston stated that educational institutions are all driven by the goals that they have. The driving force in the schools and the colleges is the funding received, and the programs requested by the students. Often educators are bogged down in the reality of the small numbers of students that can be accommodated in a particular program, while the number of students needing training is very large. Vocational education is a sidebar conversation.

Ms. Polster has had conversations regarding helping to develop training programs to ensure that the programs are relevant. We need a lot of industry partners to show the type of employment that is available without going to college. The students have to be shown the application of algebra or English in the workplace.

Ms. Parker said the interview process is not taught in the schools. Kids need to learn the basic life skills of the work place. The teachers are being pressured to teach material other than life skills. This would be apropos to all kids regardless of whether they are going to college or not.

Mike Brunelle stated that if all of the pieces can be put together correctly, you can impact a lot of students at the same time. There is an ability to connect all of the partners and they have done so on a smaller level, with small learning communities.

Dr. Buchanan stated that there has to be a real world connection between school and the business world. If there is not a relationship between the kids in training and their employment, there is a huge attrition. People go into a certain employment field when they know someone in that field. The kids need to see a point to going to school.

Mr. Dourgarian said that this committee cannot change funding streams; nor can we change curriculum. What is missing is a connection between school and what comes after school. The basic skills are needed.

Mr. Gordon stated that high schools are highly compartmentalized. The trick to changing this is that the kid that doesn't make the connection between their education and money.

Mr. Taylor spoke of going from a non-accountable system to being accountable to the students to make sure that services were provided. There has to be accountability of the programs/kids/employers in order to change the culture.

Mr. Gordon suggested setting up collaborative accountability systems for schools in order to receive future money.

Dr. Buchanan stated that the superintendents have significant discretion to decide where funds are spent and what programs can be operated. He suggested making a recommendation to the WIB board to meet with the superintendents and support career and technical education in the schools. On a regional basis, he feels that the schools can cooperate. At the adult and ROP level, there has to be referral program. Mr. Gordon needs to take initiative and take a strategic look at what we want schools to do. Dr. Buchanan suggested making a policy statement to the boards and the legislation.

Mr. Gordon cautioned the committee that before we assert our authority, we need to bring together the superintendents to discuss this; do not force the issue. He suggested the following:

- 1) Follow the money. Have someone do analysis on where the school districts are getting money? In-kind/ ROP/ internal district funds? Where is the money coming from?
- 2) Convene a meeting of all of the superintendents and Los Rios, LEED, etc. to get everyone accountable.

Dr. Buchanan said that we also need to know which employers work with the education community. We to know the employers and their willingness to work with education. Who are the labor/employers that have an interest in workforce preparation, vocational training?

Ms. Kossick stated that the local chambers have a lot of information available.

Mr. Dourgarian said that along with gathering this information, he is very interested in where we lack connections to employers. Dr. Caston said that historically, schools utilize employers, thank them and move on. We need to have really good everyday information on what is the real job. What they usually get is the soft skills and it is the same list all of the time. She spoke of developing a curriculum model that is different. The HR people are not involved but the people that actually do the job. They spent two days with training facilitators on what they actually do. Two things happened: 1) employers left feeling that their time hadn't been wasted. 2) They ended up with a curriculum that they could actually use to train the students. We have to learn new ways to interact so that information that is actually used can be collected.

Mr. Gordon suggested having a meeting with the major superintendents and get people on the same page with a common accountability.

Dr. Buchanan suggested going to the superintendents, sharing our vision of what we would like to see, and ask how we can help you to achieve that vision. If we can show a good model, we can take it to the legislature, expand it and have it funded from the governor's discretionary funds. This is one way to get future funding. We will need to know what groups are willing to work with the schools to talk with the kids, participate in the programs, create videos, etc.

Starting with the existing programs, are there any that lack good employer connections right now? Yes, a lot of them. He would like to see the list of programs and the employer connections.

Ms. Polster said that a challenge is that all of the school districts are going to the same employers. We need to be realistic so that we have enough employer participation so that the employers do not get burned out. We need to collaborate and coordinate and there needs to be jobs out there before the training is provided.

Mr. Dourgarian summarized the meeting:

- 1) We craft a policy statement for the WIB to approve this which would go out to the educators in the area talking about our perspective on business/education. It would be the responsibility of this group to draft the policy statement. Ms. Kossick will draft something and get it out to the committee.
- 2) Gather information on the existing programs/needs/players/money flow/employers that are interested and active.
- 3) Convene a meeting with all of the area superintendents to elevate the workforce development system to a senior level.

The vision could include having some outgrowth of this committee to serve as a clearinghouse for vocational training programs and the employer community. We would work with the chambers and other players but have a cooperative relationship.

4. Adjournment: Meeting adjourned at 9:35 a.m.