

WIB BOARD MEMBERS

LARRY BOOTH
Frank M. Booth, Inc.

LESLIE BOTOS
Blood Source

BRIAN BROADWAY
Sacramento Job Corps

BILL CAMP
Sacramento Central Labor Council

COREENA CONLEY
Sacramento Veterans Resource Center

LYNN R. CONNER
Parasec

MICHAEL DOURGARIAN
MDDV, Inc.

MARK ERLICHMAN
California Department of Rehabilitation

DIANE FERRARI
Employment Development Department

TROY GIVANS
County of Sacramento, Economic
Development

DAVID W. GORDON
Sacramento County Office of Education

BERNADETTE HALBROOK
CSUS

JASON HANSON
Sierra Pacific Home and Comfort, Inc.

LISA HARR
Vision Service Plan

BARBARA HAYES
Sacramento Area Commerce & Trade
Organization

MATTHEW KELLY
Sacramento Sierra Building & Construction
Trades Council

GARY R. KING
SMUD

DANIEL KOEN
California Teachers Association

KATHY KOSSICK
Sacramento Employment & Training
Agency

STEVEN M. LADD, Ed.D
Elk Grove Unified School District

PAUL LAKE
County Department of Human Assistance

JAMES E. LAMBERT
Sacramento Builder's Exchange

FRANK A. LOUIE
Xerox Corporation

ELIZABETH MCCLATCHY
The Safety Center, Inc.

DENNIS MORIN
Sacramento Area Electrical Training Center

KIM PARKER
California Employers Association

MARTHA PENRY
California School Employees Association

TANJA POLEY
Area 4 Agency on Aging

DEBORAH PORTELA
Casa Coloma Health Care Center

MAURICE READ
Sacramento Sierra Building & Construction
Trades Council

LORENDA T. SANCHEZ
California Indian Manpower Consortium

ANETTE SMITH-DOHRING
Sutter Health – Sacramento Sierra Region

MICHAEL R. TESTA
Sacramento Convention & Visitors Bureau

DR. DAN THROGMORTON
Los Rios Community College District

KINGMAN TSANG
First Bank

TERRY A. WILLS, ESQ.
Cook Brown, LLP

RICK WYLIE
Beutler Corporation

DAVID P. YOUNGER
Lionakis Beaumont Design Group



SACRAMENTOWORKS

SACRAMENTO WORKS, INC. PLANNING/OVERSIGHT COMMITTEE

Date: Wednesday, September 21, 2011

Time: 8:30 a.m.

Location: SETA – Board Room
925 Del Paso Blvd., Suite 100
Sacramento, CA 95815

AGENDA

1. Call to Order/Roll Call
2. Approval of the July 25, 2011 Meeting Minutes
3. Review of Regional Workforce Investment Strategic Plan
4. Annual Report - One Stop Career Center
5. Approval to Submit a Request to Transfer Workforce Investment Act (WIA) Dislocated Worker Funds to Adult Funds, Program Year (PY) 2011-12
6. Input from the public
7. Adjournment

Committee Members: Lynn Conner (Chair), Coreena Conley, Bernadette Halbrook, Matt Kelly, Kathy Kossick, Paul Lake, Jim Lambert, Frank Louie, Dan Throgmorton.

DISTRIBUTION DATE: THURSDAY, SEPTEMBER 15, 2011

Sacramento Works, Inc.
Planning/Oversight Committee
Minutes/Synopsis

(Minutes reflect the actual progression of the meeting.)

SETA Board Room
925 Del Paso Blvd., Suite 100
Sacramento, CA 95815

Monday, July 25, 2011
3:00 p.m.

1. Call to Order/Roll Call: Ms. Conner called the meeting to order at 3:07 p.m.

Members Present: Lynn Conner, Bernadette Halbrook, Matt Kelly, Kathy Kossick,

Members Absent: Coreena Conley, Paul Lake, Jim Lambert, Frank Louie Dan Throgmorton

Other Present: Robin Purdy, Phil Cunningham, Sandra Brown, Marty Araiza, Cindy Sherwood-Green, William Walker, Edward Proctor, Christine Welsch.

4. Information Item: Update on the Gold Standard Evaluation

Ms. Kossick introduced Mike Midling, Ph.D. from Social Policy Research Associates. Dr. Midling has provided a pilot training for staff. Dr. Midling expressed his appreciation of the program and feels confident that with hard data for the results of the WIA, it will result in more firm funding.

The study will focus on adult and dislocated workers only, and examine impacts on participants' employment, earnings, and other outcomes. The study will be doing wage matching for the people in the study for 5-6 years.

Why conduct the study?

- ◆ Mandated by Congress
- ◆ OMB, GAO, and DOL want evidence of effectiveness
- ◆ Results can lead to program improvements

A study was done for the Job Corps which resulted in the program being found effective; this is why Job Corps funding has not been cut.

Why random assignment?

The most rigorous way to reliably measure net impacts. This measures impacts, not just outcomes, but creates equivalent groups that can be directly compared, and eliminates selectivity bias. It is a fair way of allocating scarce program slots.

Is random assignment ethical?

Yes, if

- There is a compelling need to know

- Nobody is denied services available elsewhere in the community
- There are too many potential participants for existing services
- Program services are not an entitlement
- Applicants are clearly informed at the outset and give their consent
- Review by institutional Review Board ensures protection of applicants' rights.

Dr. Midling stated that he is working with SETA to customize the procedures. There was recently a 'dry run' with 12 department staff.

Key study dates:

- Customize procedures: Summer 2011
- Train SETA and One stop Staff: January 2012
- Begin random assignment: February 2012
- End random assignment: Spring 2013
- Short-term impact report: 2014
- Final Report: 2015

Dr. Midling stated that Sacramento is among the most pro-active of the Workforce Investment Areas that they are working with. Ed Proctor has taken the lead of working with Geographic Solutions. It is important to get the staff buy-in and it was extremely fortunate that they were able to do a pilot run of the program. This is the only workforce investment area that has done that training. This will go a long way to alleviate worry among staff that it will be overwhelming.

Ms. Sandra Brown stated that the recent training was insightful for the coaches. Attendees got to talk about how our system works to help everyone know more about each other. It will be a big deal so it is a good idea to bring out the information slowly.

Ms. Purdy stated that staff is looking at November and March for the start dates. Staff will be randomly selecting 1,300 people over a 12 month period (from the start date). Staff will be coming back with updates.

Mr. Proctor stated that staff needs to know which clients are in the program as soon as possible. Mr. Proctor has been working with Geographic Solutions to ensure that the study will go well. There are four other WIAs that utilize a virtual one stop system and there is a need to gather the same information from the same WIAs. Need to have the system put in place as easy and streamlined as possible.

Dr. Midling stated that his group is looking at doing a nation-wide report with statistically valid data. However, the study will not have the capacity to say with 100% certainty is that one LWIA is doing the right thing due to the statistics. Dr. Halbrook stated that ultimately, we will live and die together.

2. Approval of the May 4, 2011 Meeting Minutes

Minutes were reviewed; no questions or comments.

Moved/Kelly, second/Halbroom, to approve the May 4, 2011 minutes.

Voice Vote: Unanimous approval.

3. Action Item: Approval of the Revised Definitions of the Workforce Investment Act Sacramento Works Resource Allocation Plan 2011-2012

Ms. Purdy stated that there are policy level initiatives in process this year that have resulted in a recommendation by staff to revise the Resource Allocation Plan. These initiatives include the WIA reauthorization and some legislation moving through state and Senate that will track and report out the percentage of dollars that each LWIA puts into retraining/training workers.

Staff is recommending to take OJT out of "Marketing" and move it into "Talent Development and Training;" this will move it from 25% of resources allocated to 46% of resources allocated. Ms. Purdy reviewed the changes to the various areas of concern.

Moved/Kelly, second/Kossick, to approve the resource allocation modifications as follows:

28.5%	Talent Engagement (Recruitment and Referral)
46%	Talent Development (Training)
7%	Talent Job Placement (Employer Services)
2%	Board Initiatives
9%	One-Stop Support
<u>7.5%</u>	<u>Administration</u>
100%	Total

Voice Vote: Unanimous approval.

5. Information Item: Workforce Investment Act Reauthorization Update

Ms. Purdy stated that staff is aware that WIA reauthorization has been introduced into the House of Representatives called the "WIA improvement Act." The revised act makes some changes to the composition of the board, emphasizing labor representation, but a private sector majority is going to stay. The Senate has also has their version of the reauthorization but it is not significantly different. The Career Center system is still the vehicle of program services.

6. Input from the public: No comments.

7. Adjournment: The meeting was adjourned at 3:47 p.m.

**Regional Workforce Strategic Plan
Golden Sierra, North Central Counties, Sacramento and Yolo
Local Workforce Investment Boards
August 2, 2011**

Regional Workforce Investment Board Mission Statements

Sacramento Works, Inc.

Building a dynamic workforce for the Sacramento Region.

Golden Sierra

Striving to be the premier provider of business and job seeker services within the region we serve

Yolo County

Yolo County is a place where existing and new businesses have their employment needs met by a trained and motivated workforce and where residents have the opportunity for a fulfilling and motivated career.

North Central Counties Consortium

Supporting economic vitality in the counties of Colusa, Glenn, Sutter and Yuba

Regional Workforce Investment Board Goals

Goal 1: Conduct Regional Outreach to Employers

ACTION AREAS:

Create a “Regional Brand”

- Create one simple tagline to create regional identity
- Present a clear message to employers on value of services

Collect, track and publicize workforce system successes

- Showcase employers who have hired great workers in high wage jobs

Employer outreach

- Develop a tiered outreach strategy (regional, county, one-stop career center and staff strategies to reach employers)
- Develop a common message and promote specific programs and services

Communicate workforce system value and availability

- Conduct employer focus groups to assess employer needs, define employer perception of the workforce system, and identify what works to make the WIBs visible

RESPONSIBLE LEADERSHIP:

- A Committee made up of one staff and one private sector Board members from each local Board
- Convener: Terri Carpenter, Sacramento

Goal 2: Provide high-quality services through the One-Stop System

ACTION AREAS:

Improve and market the value of the One-stop system

- Create a “Regional Brand” for the career centers in the region
- Focus on capacity building and training for staff and partners
- Promote specific services (Tax Credits, OJT, Employer recruitment)

Design, improve and market the virtual one-stop system website and technology

- Develop a regional Virtual One Stop (VOS) User Group
- Utilize social media and internet tools
- Recommend technology improvements

RESPONSIBLE LEADERSHIP:

- Capital Area Investment Zone (CAIZ) Training Team will add members representing all four WIBs and focus on capacity building. (Convener: Sandra Brown and Ellen Franz, Sacramento)
- A roster of VOS Users made up of VOS coordinators from each local Board will be developed to share information, identify training needs, and coordinate technical assistance. (Convener: Ed Proctor, Sacramento)

Goal 3: Prepare Youth to Thrive and Succeed

ACTION AREAS:

Engage regional employers and academia

- Share information on regional strategies to develop career pathways and promote attainment of diplomas and degrees

Market and deliver work readiness credentials

- Review work readiness credential systems in the region
- Make a recommendation on a minimum standards for work readiness credentials for the region

RESPONSIBLE LEADERSHIP:

Youth Council Chairs and lead staff will meet to make recommendations on work readiness credential

Convener – Janice Holt, Yolo County

Goal 4: Gather and Utilize Workforce Intelligence

ACTION AREAS:

Identify critical economic development and workforce issues and trends

- Share policies and directives on financial assistance awards and training activities
- Make recommendations for regional policies for training and financial assistance

Update critical occupational cluster report

- Use a sector/cluster approach to training
- Focus on career pathways
- Focus training funds on critical occupational clusters

Identify employer and job seeker training and career path needs and gaps

- Conduct research on job loss and emerging jobs
- Identify transferable skills of workers and market to employers

RESPONSIBLE LEADERSHIP:

A Committee made up of staff from each local Board

- Convener: Jason Buckingham, Golden Sierra

Goal 5: Get Ready for the Future

ACTION AREAS:

Regional grant writing

- Get ready for Workforce Innovation Grants: Identify clusters (Small Business/Entrepreneurs) and partners (Community Colleges, Welfare system, business, banks)
- Regional grant management
- Shared responsibility for grant management (oversight and benefit shared)
- Fundraising from corporations, individuals and foundations

RESPONSIBLE LEADERSHIP:

- Start with staff workgroup and report back to WIB Executive Committees
- Convener: Robin Purdy, SETA

**Regional Workforce Investment Board
Action Team Membership**

Goal 1: Employer Outreach		
Terri Carpenter , SETA (Convener)	916-263-7891	Terri@delpaso.seta.net
Laurel Andrews, Golden Sierra	916-865-2438	landrews@edd.ca.gov
Richard Thornhill, SETA	916-227-0367	rthornhill@edd.ca.gov
Jason Buckingham, Golden Sierra	530-823-4635	buckingham@goldensierra.com
Joe Verandez		

Goal 2: High Quality Services – Staff Development		
Sandra Brown, SETA (Convenor)		SDBrown@delpaso.seta.net
Ellen Frasz, SETA	916-263-3907	Ellen@delpaso.seta.net
Wendy Martinez, NCCC	530-749-4894	Wendy.martinez@edd.ca.gov
Carmen Garcia, Golden Sierra	916-965-2453	Carmen.garcia@edd.c.agov
Darlene Galipo	916-746-7722	galipo@goldensierra.com

Goal 2: High Quality Services - Virtual One Stop User Group		
Ed Proctor, SETA (Convener)	916-263-4020	EJProcto@delpaso.seta.net
Tom Livingston, Golden Sierra	916-227-5156	Livingston,Thomas.edd.ca.gov
Robert Myers, EDD	916-227-0327	Myers,robert@edd.ca.gov
Ralph Giddings, SETA	916-263-0563	Ralph@delpaso.seta.net

Goal 3 - Youth Work Readiness		
Janice Holt, Yolo YC (Convener)		
Christine Welsch, Sacramento	916-263-3866	Christine@delpaso.seta.net
Matt Kelly, Sacramento YC	916-924-0424	Labor4@calweb.com
T.A. McAuley, Golden Sierra	916-227-5153	Valderamma- McAuley,T.A. @edd.ca.gov
Mary Renteria, SETA YC	916-227-0341	Renteria,mary@edd.ca.gov
Noramah Burch, Golden Sierra	530-823-4635	burch@goldensierra.com
Christina Nicholson		

Goal 4 - Workforce Intelligence		
Jason Buckingham, Golden Sierra (Convener)	530-823-4631	Buckingham@goldensierra.com
John Harden, SETA	916-263-3893	JEHarden@delpaso.seta.net
Robyn Stalcup, Yolo	530-661-2606	Stalcup,robin@edd.ca.gov
Debra Mills, NCCC	530-749-4806	dmills@edd.ca.gov

Goal 5 - Future Thoughts....		
Robin Purdy, SETA (Convener)	916-263-3860	Robin@delpaso.seta.net
Jerry Egloff, Golden Sierra	916-965-2470	jegloff@edd.ca.gov
Diana Barry, NCCC	530-749-4875	dbarry@edd.ca.gov
Jason Buckingham, Golden Sierra	530-823-4635	buckingham@goldensierra.com

ITEM 5 – ACTION

APPROVAL TO SUBMIT A REQUEST TO TRANSFER WORKFORCE INVESTMENT ACT (WIA) DISLOCATED WORKER FUNDS TO ADULT FUNDS, PROGRAM YEAR (PY) 2011-12

BACKGROUND:

This item addresses the transfer of Workforce Investment Act (WIA) Adult and Dislocated Workers funds for Program Year (PY) 2011-12. Based on a waiver submitted by the Employment Development Department (EDD) and approved by the Department of Labor (DOL) on June 27, 2011, the Local Workforce Investment Areas (LWIA) may transfer up to 50 percent of the WIA formula adult funds and up to 50 percent of the dislocated worker funds allocated to the local area between the adult and dislocated worker funding streams. The DOL granted California an extension of the waiver through June 30, 2012 to permit an increase in the funds transfer limitation found in WIA Section 133(b)(4).

The WIA allows the transfer of funds between adult and dislocated worker funding streams in order to maximize customer service and provide local boards with greater flexibility to respond to changes in their local labor markets.

Staff is recommending that the Board approve a continuation of the transfer of 50 percent of dislocated worker funds to the adult funding allocation for PY 2011-12. The authorization to transfer funds will provide SETA the flexibility to support programs and allocate resources to best serve the employment and training needs of adults and dislocated workers in this region.

The amount of funds to be transferred is \$2,062,290.

RECOMMENDATION:

Approve the submission to the State of California, EDD of the request to transfer \$2,062,290 in WIA Dislocated Worker funds into the WIA Adult funding stream for PY 2011-12.

TRANSFER REQUEST BUDGET PLAN

	Local area: <u>SETA</u>
	Date: <u>9/7/2011</u>

TITLE IB BUDGET PLAN SUMMARY (Adult and Dislocated Worker Funds)

WIA 118; 20 CFR 661.350(a)(13)

Subgrant # K282495	Grant Code	<input type="checkbox"/> 201 → 299 <input type="checkbox"/> 202 → 200	Adult to Dislocated Worker	<input type="checkbox"/> 501 → 499 <input checked="" type="checkbox"/> 502 → 500	Dislocated Worker to Adult
Year of Appropriation 2011					

FUNDING IDENTIFICATION	ADULT	DISLOCATED
1. Formula Allocation	3,446,944	4,124,579
2. Prior Adjustments - Plus or Minus	0	0
3. Previous Amounts Transferred	0	0
4. Current Amount to be Transferred	2,062,289	(2,062,289)
5. TOTAL FUNDS AVAILABLE (Lines 1 thru 4)	5,509,233	2,062,290

TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (Lines 6A through 6E)	5,096,041	1,907,618
A. Core Self Services	1,487,493	556,818
B. Core Registered Services		
C. Intensive Services	964,116	360,901
D. Training Services	2,534,247	948,653
E. Other	110,185	41,246
7. Administration	413,192	154,672
8. TOTAL (Lines 6 plus 7)	5,509,233	2,062,290

QUARTERLY TOTAL EXPENDITURE PLAN (Cumulative)		
9. September 2011__	1,377,308	515,573
10. December 2011__	2,754,617	1,031,145
11. March 2011__	4,131,925	1,546,718
12. June 2011__	5,509,233	2,062,290
13. September 20__		
14. December 20__		
15. March 20__		
16. June 20__		
17. September 20__		
18. December 20__		
19. March 20__		
20. June 20__		

COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	7.50%	7.50%

Roy Kim, Fiscal Chief	916/263-3814	9/7/2011
Contact Person, Title	Telephone Number	Date Prepared

Comments:
