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SACRAMENTOWORKS

**SACRAMENTO WORKS, INC.
EMPLOYER OUTREACH COMMITTEE**

Date: May 10, 2022

Time: 3:00 p.m.

Location: via Zoom

<https://us02web.zoom.us/j/86282067847?pwd=VThtN3htQU56S3VBU1N2L3M0bVZadz09>

In response to the AB361 (Brown Act Section 54953) relating to the COVID-19 Pandemic, the Sacramento Employment and Training Agency Sacramento Works Employer Outreach Committee is conducting this meeting on Zoom at

<https://us02web.zoom.us/j/86282067847?pwd=VThtN3htQU56S3VBU1N2L3M0bVZadz09>.

Members of the public may join the meeting by clicking the link above or typing the meeting address above into their web browser, or Dial by your location: +1 669 900 6833US (San Jose). Find your local number: <https://us02web.zoom.us/u/kwDOPjfgn>. Meeting ID: 862 8206 7847, Passcode: 336417. Members of the public are encouraged to participate in the meeting by submitting written comments by email to: Monica.Newton@seta.net. Any member of the public who wishes to speak directly to the board regarding any item on the agenda may contact Monica Newton at (916) 263-3753, or Monica.Newton@seta.net. Please include in your request which item you would like to participate on. Additionally, during the meeting any questions or comments may be submitted via the Q&A or chat features on Zoom. Public comments will be accepted until the adjournment of the meeting, distributed to the Employer Outreach Committee and included in the record.

In the event of disruption which 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.

Closed captioning will be available. This document and other Board meeting information may be accessed through the Internet by accessing the SETA home page: www.seta.net.

AGENDA

- 1. Call to Order/Roll Call**
- 2. Action Items**
 - A. Approval of Findings and Authorization to Extend Use of Tele-conferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing (*Legal Counsel*)**

B. Approval of March 8, 2022 Meeting Minutes

3. Information Items:

- A. Special Guest: **Barry Broome** - Greater Sacramento Economic Council
- B. Action Plan (*Point-in-time Evaluation #1*) & Annual Program
- C. Employer Meeting Plans for 2022 Review (*Terri Carpenter/William Walker*)
 - a. Employer meeting report: **Old Navy** (*Terri Carpenter*)
- D. Quality Jobs Workgroup (*Ron Orr*)
- E. KPI Workgroup (*Ed Baker/William Walker*)
- F. Workshops/Seminars Workgroup (*Andrea Ollanik/Terri Carpenter*)
- G. Membership Workgroup (*Small/Medium Companies*) (*Susan Wheeler*)
- H. E-Newsletter Update (*Terri Carpenter*)
- I. OJT Workgroup Update – (*Ron Ellis*)
- J. Annual Survey (Employers without 2021 activity)
- K. References - Future Initiatives

4. Other Reports

- A. Committee members
- B. Staff
- C. Chair
- D. Public

5. Next Meeting 2nd Tuesday, **July 12, 2022 at 3:00 PM**

6. Adjournment

Committee Members: Ed Baker, Ron Ellis, Andrea Ollanik, Linzie Fukushima, Spencer Hoke, Renee John, Brittany Jones, Janet Neitzel, Ron Orr, Kriztina Palone, Fabrizio Sasso, Susan Wheeler (12)

**This meeting is open to all members of the Sacramento
Works, Inc. Board and the public.**

DISTRIBUTION DATE: Wednesday, May 4, 2022

ITEM 2-A- ACTION

APPROVAL OF FINDINGS AND AUTHORIZATION TO EXTEND USE OF TELECONFERENCING PROCEDURES FOR COMMITTEE MEETINGS DURING DECLARED STATE OF EMERGENCY AND/OR WHILE STATE OR LOCAL OFFICIALS CONTINUE TO IMPOSE OR RECOMMEND MEASURES TO PROMOTE SOCIAL DISTANCING

BACKGROUND:

California Governor Gavin Newsom has issued the long-existing state of emergency related to COVID-19, which remains in effect. Governor Newsom had previously authorized local agencies, by Executive Order, to conduct meetings under the Brown Act utilizing Zoom or other remote procedures to conduct meeting by modified teleconference procedures. In September 2021, the legislature signed and passed into law AB 361, which amended Section 54953 of the Brown Act to similarly authorize teleconferencing of Committee Meetings, provided necessary procedures are followed.

Under AB 361, in the event of disruption which 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 legislative body shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

AB 361 also authorizes public agencies to continue to hold subsequent meetings via teleconference procedures during any state of emergency that directly impacts the ability of the members to meet safely in person or while State or local officials continue to impose or recommend measures to promote social distancing. The Governor's declared continuing state of emergency remains active and continues to serve to protect members of the public from unnecessary risk and exposure to COVID-19. In addition, Sacramento County continues to follow recommendations of the federal CDC promoting social distancing outside of the home and especially indoors. Given these circumstances, in order to allow for the next Committee meeting to be held by teleconference procedures consistent with AB 361, the Committee must make the following findings no later than 30 days after the first teleconferencing meeting and every 30 days thereafter by majority vote:

- a. The legislative body has reconsidered the circumstances of the state of emergency.
 - i. Any of the following circumstances exists: The state of emergency continues to directly impact the ability of the members to meet safely in person.
 - ii. State or local officials continue to impose or recommend measures to promote social distancing.

RECOMMENDATION:

Authorize the continued use of teleconferencing for Sacramento Works Employer Outreach Committee meetings under AB 361, occasioned by the continuing state of emergency issued by Governor Newsom and the continuation of local and federal recommendations promoting social distancing outside of the home and especially indoors and, based thereon, make the following findings in support of this action:

- a. The Committee has reconsidered the circumstances of the state of emergency.
- b. The following circumstances exist:
 - i. The state of emergency continues to directly impact the ability of the members to meet safely in person.
 - ii. State or local officials continue to impose or recommend measures to promote social distancing.

PRESENTER: Legal Counsel

Employer Outreach Committee
Minutes/Synopsis
(Minutes reflect the actual progression of the meeting.)

Tuesday, March 8, 2022
3:00 p.m.

Meeting held electronically

1. **Call to Order/Roll Call**: Mr. Baker called the meeting to order at 3:02 p.m. Roll was called and a quorum was established.

Members Present: Linzie Fukushima, Ed Baker, Andrea Ollanik, Brittany Jones, Spencer Hoke, Renee John, Ron Orr, Janet Neitzel, Susan Wheeler, Ron Ellis

Member Absent: Kriztina Palone, Fabrizio Sasso

Others Present: Phil Cunningham, Denise Lee, Roy Kim, William Walker, Terri Carpenter, Anette Smith, Mr. Snyder

2. **Action Item**

- A. Approval of Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing
- B. Approval of January 11, 2022 Meeting Minutes

Mr. Ellis reviewed items A and B.

Moved/Ellis, second/Hoke, to approve the following action items:

- A. Approval of Findings and Authorization to Extend Use of Teleconferencing Procedures for Committee Meetings During Declared State of Emergency and/or While State or Local Officials Continue to Impose or Recommend Measures to Promote Social Distancing
- B. Approval of January 11, 2022 Meeting Minutes

Roll call vote:

Aye: 10 (Fukushima, Baker, Ollanik, Jones, Hoke, John, Orr, Neitzel, Wheeler, Ellis)

Nay: 0

Abstention: 0

Absent: 2 (Palone, Sasso)

3. **Information Items:**

- A. Special Guest – **Anette Smith** (SETA/Sacramento Works, Inc. Board Chair)

Mr. Baker introduced Ms. Anette Smith, Director of Diversity, Equity, and Inclusion for Roth Staffing Companies, and the Chair of the Sacramento Works Board.

Ms. Smith spoke about her passion for workforce development, engagement, planning, and ensuring we are moving people from poverty to success in our communities. SETA and the Sacramento Works Board have a unique role to play in that process. Investing in the community in underserved groups is important work. The organization is at a pivotal moment with the search for a new Executive Director. The Sacramento Works Board compiled four priority goals. She is thrilled beyond measure by the work, focus, and engagement the Employer Outreach Committee (EOC) is doing in the community. Her goal for the rest of the year is to implement the loftier goals of the Board.

Mr. Ellis asked how are we informing employers of what SETA is doing and how could we become better at that.

Ms. Smith responded that we need to make sure we are hearing and understanding what the needs of the employers are. To make sure we are training people for livable wages, not just training them.

Mr. Baker asked if there is anything other than defining what a quality job is that the EOC should have on the committee's radar.

Ms. Smith commented the Key Performance Indicators (KPI) tracking is fantastic work. She would like to see it in the next Board agenda packet. The EOC is right on target. This is a good starting place, looking at the quality job definition. We can dive deeper into that definition.

Ms. Wheeler asked what Ms. Smith is seeing in the shortage of workers in the staffing world.

Ms. Smith replied the great reset/resignation has affected Roth Staffing; sourcing talent is difficult. Clients are inflexible and they are stuck on a certain list of qualifications that one person cannot hold. Consulting has become a big factor in working with clients. Increased interest in Roth DEI journey. There are good talking points for EOC using SETA to help diversify the workforce.

Mr. Ellis asked for the status of the Executive Director position process.

Ms. Smith replied interviews are scheduled to be held in two weeks. A national search has been in process. The Sacramento Works Board was surveyed. There has been a lot of interest in the Executive Director position, due to SETA's reputation and increased interest in working in the Sacramento area.

B. Action Plan

Mr. Baker reviewed the EOC action plan has been aligned with the Board's action plan and priorities.

Mr. Ellis commented the EOC action plan was presented at the February Board meeting, with one correction from the Board to participate in defining what are quality jobs and employers.

Mr. Baker asked if there are EOC members or employers lined up for interviews in the coming months?

Ms. Carpenter replied yes, we do.

Mr. Baker commented there will be a survey for a point in time evaluation. He asked if the survey would go out to EOC members only?

Mr. Ellis replied that the survey will be sent to EOC and staff. It can be shared with the Board.

C. Membership Workgroup

Ms. Wheeler reviewed the progress of the outreach for businesses listed on the Sacramento Business Journal list. She has done some cold introductions. There has been one interest generated, Mr. Shane Snyder with Society for the Blind. She reviewed the list again for any contacts. She approached Lucus Public Affairs and Biz Haven.

Mr. Kim commented on the list regarding the construction sector; if they are residential or even if we don't have a direct contact we could work through North State Building Industry Association.

Ms. Wheeler commented we can contact her client as well.

Mr. Sean Snyder gave a brief introduction as Director of Programs at the Society for Blind.

D. Discussion/Work Groups

Mr. Baker reviewed we are working on a couple of initiatives: quality jobs definition, sponsors for events, and on-the-job training. Mr. Sasso and Ms. Neitzel have already stepped forward to volunteer for the quality jobs discussion workgroup. Mr. Ellis and Mr. Baker have agreed to be in working groups. He encouraged the other committee members to participate. There is interest from SETA staff to be a part of the workgroup meetings as well.

Ms. Wheeler, Ms. John, Mr. Hoke, and Ms. Neitzel volunteered to participate in the quality jobs workgroup.

Mr. Ellis asked if Tuesday at 3:00 p.m. would work for a meeting time one to two weeks from today. Ms. Wheeler is unavailable for the next two weeks. Ms. Neitzel is available except on the 5th of April. Ms. John can join us every other week. Mr. Ellis will be leading the group.

Mr. Baker asked if anyone else has stepped up to sponsorships or OJT.

Mr. Ellis replied we will start the sponsorship once we have more information. He asked if there is interest from the committee for the OJT group?

Mr. Baker and Mr. Hoke volunteered for the OJT workgroup.

E. Seminars Workgroup

Ms. Ollanik reviewed the events and the joint partnership with Valley Vision in early February. Panelists included Ms. Carpenter, Ms. John, and Mr. Hoke. There were 150 people registered, and 30 attended. Another event coming up on March 31st is on hiring practices in agencies. Request for Proposals (RFP) have been sent out for topics and facilitator suggestions; the RFP is due March 31st.

Mr. Baker commented it is included in the reference section of the agenda.

Ms. Ollanik reviewed the progress of the requested touch base opportunities on what SETA offers, and traditional training. The goal is to have it occur once a month or quarter. This is being built by Ms. Carpenter and Mr. Walker.

Ms. Carpenter asked that if the committee comes across opportunities for SETA Sacramento Works to reach out to them. They would like to participate in any way possible and support the committee agency/services.

Ms. John commented on a poll that went out at the end of the last webinar about what topics employers would be interested in. Employer training panel benefits was one that about 50 percent of attendees were interested in. We are talking to the chamber about it. SETA does assist with that. Talking about a webinar for May.

Ms. Carpenter suggested bringing in Robert Myers with ETP to support the presentation. SETA has had success with ETP and was just awarded another contract with them.

Ms. John corrected there were 75 registered and 30 attendees for the February event.

F. Employer Meeting Plans for 2022 Review

Ms. Carpenter reviewed last week there was an employer meeting with Mr. Walker, Ms. Neitzel, and CalHR.

Ms. Neitzel reviewed the meeting went well and it's a great relationship. They work a lot with SETA and had nothing but wonderful things to say about SETA and its staff. They have ideas for moving forward that are outside the box and are robust with SETA leading the way. This will be different than anything else produced.

Mr. Walker commented that CalHR is an excellent partner.

Ms. Carpenter reviewed for upcoming interviews, we are working with Elica, and Ms. Wheeler is next to participate in employer interviews. We are looking to do an interview with SMUD.

Mr. Walker reviewed he is looking to interview Alcal Construction, they have accepted several of SETA's referrals and hired those individuals.

G. E-Newsletter Update

Ms. Carpenter reviewed that the interviews drive the e-newsletter. We need to make sure we have new employers in the queue. And then it becomes a rotating cycle. We have a very low opt-out rate. The newsletter that was just sent included a point-in-time survey. We have been getting two to three responses each time, and are tracking the response.

H. Annual Survey

Ms. Carpenter commented the survey is in process.

I. KPI Work Group

Mr. Baker mentioned the additional data in the January column.

Mr. Walker said what popped out were the 0's in the January 2022 report under virtual and in-person events. These should start taking off in March. We do have an in-person event coming up, partnering with Yolo County. A couple of virtual events from February will be added to the report. Recruitment/outreach should pick up too. We have 82 hires that took place with Rancho San Miguel. They attributed their hiring success to SETA.

Ms. Carpenter suggested that should be our next employer success story to queue up.

Mr. Baker stated the average wage leveled off. There is a different mix of jobs each time this measurement is taken.

Ms. Neitzel said it's interesting to see a large number of attendees for virtual events. 300 attendees showed up at the AJCC in Stockton last week for a virtual event.

Mr. Walker said it will increase for us as things open up. Sacramento was locked down more strictly than other areas.

J. References (SACOG Data)

Mr. Ellis stated it's a collection of data from SACOG that is relevant to EOC topics. Items we might want to be aware of as we have discussions.

Ms. Andrea Ollanik left the meeting at 3:54 p.m.

4. Other Reports

- A. Committee members: No Report
- B. Staff: No Report
- C. Chair: No Report

Ms. John asked what is the next step for the definition of quality jobs?

Mr. Ellis replied it will be taken to the Board for review along with the other committee's reports.

- D. Public: No Report

5. Next Meeting: Will be held May 10, 2022 at 3:00 p.m.

6. Adjournment: The meeting was adjourned at 3:56 p.m.