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SACRAMENTOWORKS

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

Date: July 12, 2022

Time: 3:00 p.m.

Location: via Zoom

<https://us02web.zoom.us/j/85795511704?pwd=MIFFcVQycml0YjQ5cWkrYzq5c3I4Zz09>

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/85795511704?pwd=MIFFcVQycml0YjQ5cWkrYzq5c3I4Zz09>.

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 6833 US (San Jose).

Find your local number: <https://us02web.zoom.us/u/keyz76DxRU>. Meeting ID: 857 9551 1704,

Passcode: 922687. 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 Committee 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 Committee 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 May 10, 2022, Meeting Minutes and June 14, 2022, Special Meeting Minutes

3. Information Items:

- A. Special Guest: **David Lichtman** - Sacramento Business Journal
- B. Seminars Workgroup (*Spencer Hoke/William Walker*)
- C. Quality Jobs Workgroup (*Ron Orr*)
- D. Employer Meetings Update (*William Walker*)
- E. KPI Report (*Ed Baker/William Walker*)
- F. Membership Workgroup (*Small/Medium Companies*) (*Susan Wheeler*)
- G. 2022 Action Plan (*Ron Ellis*)
- H. 2022 Annual Program (updated) (*Ron Ellis*)
- I. References - Future Initiatives

4. Other Reports:

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

5. Next Meeting 2nd Tuesday, **August 9, 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: Tuesday, July 5, 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, May 10, 2022
3:00 p.m.

Meeting held electronically

1. **Call to Order/Roll Call:** Mr. Ellis called the meeting to order at 3:00 p.m. Roll call was called and a quorum was established.

Members Present: Linzie Fukushima, Ed Baker, Andrea Ollanik, Brittany Jones (*joined at 3:05 p.m.*), Spencer Hoke (*joined at 3:03 p.m.*), Renee John, Kriztina Palone (*joined at 3:15 p.m.*), Ron Orr, Janet Neitzel, Susan Wheeler, Ron Ellis

Member Absent: Fabrizio Sasso

Others Present: Phil Cunningham, Denise Lee, Roy Kim, William Walker, Terri Carpenter, Barry Broome, Mr. Shane 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 March 8, 2022 Meeting Minutes

Mr. Ellis reviewed Items 2-A and 2-B. He reviewed changes to the March 8 minutes, Item B should read Mr. Baker reviewed. Item D in the third paragraph should read, Mr. Orr agreed to lead the discussion. Under Item E it should read as Request for Interest.

Moved/Baker, second/Orr, 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 March 8, 2022 Meeting Minutes, with requested changes

Roll call vote:

Aye: 9 (Fukushima, Baker, Ollanik, Hoke, John, Orr, Neitzel, Wheeler, Ellis)

Nay: 0

Abstention: 0

Absent: 3 (Jones, Palone, Sasso)

3. Information Items:

- A. Special Guest: **Barry Broome** - Greater Sacramento Economic Council
Mr. Ellis introduced Mr. Barry Broome.

Mr. Broome spoke on his early career experience in Ohio with comments on economics and race relations. He would like to see restructuring in SETA by trying to alter the culture of workforce training. He commented that workforce programs and training should not be aimed only at living wage or low wage jobs. We need to build economic plans for greater Sacramento area, by moving away from a government economy in order to change personal incomes. One third of Sacramento households do not have the income to afford their rent. This housing issue can only be fix it on the employment and economic side. The entire system is betting on a low wage commodity-based model. It's an intentional unintentional issue. Money is gong to places that the dependent on low wage labor force which leads to a government dependent economy. Aggie Square is an example of a high wage employer. Low income communities can reach higher wages by being training to reach those wages. GSEC is choosing to build the economy around universities and other stable future-focused institutions. To connect our underserved communities with digital models. We need to work on industries, not employers. He believes that people who are currently underserved can and should be part of training folks for industries of the future. Training for mobilities, engineering people up and give them a chance to fail. People will live up to expectations. Workforce models are skills and living wage based. Our responsibility is to give them a chance at unlimited potential. The workforce models need to pitch people up. Are we running a social service program or a workforce empowerment program? We need to train for industries of the future and train people with world class experience.

Mr. Ellis asked restructuring for workforce training, taking the risk to get people to a thriving wage. Is that what you meant when you said restructure, was there any other aspects of that?

Mr. Broome said he was watching the collapse of New York during COVID-19, how do we get digital skills in people's hands? 100 percent placement rate. Came from zip codes from underserved backgrounds. Gave them curriculum Google and Microsoft use. With professional trainings, all while being remote. Dorothy Stoneman said they will live up to your expectations. Created something with a high bar. 5,000 applied, 500 qualified, and only 40 slots.

Ms. Wheeler asked if there is a sense of percentage in the community of people who need more social service than workforce training, like English language learners.

Mr. Broome said we do not. Where is the data on this? Part of the challenge is, if the WIT Board is a pass through, then who is the architect for training people. We have mental health and social services crisis. We need better data to answer that question. Homelessness is mental health issues with addiction exasperation.

Mr. Orr left the meeting at 3:30 p.m.

Ms. John commented the data came out of CalJobs it has the metric and is publicly available, not aware of any other report sent out to GSEC.

B. Action Plan (*Point-in-time Evaluation #1*) & Annual Program

Mr. Ellis reviewed the six objectives and annual program.

C. Employer Meeting Plans for 2022 Review

a. Employer meeting report: **Old Navy**

Ms. Carpenter reviewed Old Navy is a youth initiative with the Gap Foundation. Places 35 interns for a summer internship, paid by Old Navy. A direct hire program was added, for 30 additional jobs this summer. This Way Onward is a placement program for first time job seekers. Ms. Carpenter, SETA staff and EMRL interviewed the manager, that article will be release next month. We are working with Elica to schedule an interview, they just lost HR manager.

Mr. Walker said Rancho San Miguel would be good to discuss our experience working with them. We are working with Sky River Casino going to hire 2,000 individuals. Galt and Mark Sanders will be the job centers closest to the casino.

Ms. Carpenter reviewed which Committee members are up next to participate in the interviews.

Mr. Ellis clarified Committee members are asked to participate in at least one interview. He introduced Ms. Jazmine Alop, who will represent Ms. Amanda Blackwood.

D. Quality Jobs Workgroup

Mr. Ellis reviewed there were two discussions and a third is planned. Introduced the San Diego model in what is a quality job.

Ms. Wheeler commented the discussion was circling around how the definition will be applied.

E. KPI Workgroup

Mr. Baker reviewed the KPI report. It would be good to be able to apply the initiative to this report to go after those jobs. Total employers served were 34.

Mr. Walker said in regards to the 34 employers, there has been an increased interest to do in-person events. In June there will be an event for 40 employers to participate. We achieved the wage of \$27.12 an hour for March, which matched the wage for Bureau of Labor. Their April wage is \$31 an hour. On February wage was low because we worked with Food4Less because they placed people at \$17 an hour, which drove our wage down. The numbers will go up next quarter, particular in number of employer job fairs.

Ms. Wheeler asked are we looking at these numbers in comparative to where someone is in their career path? Not everyone is going to go to college, how are we going to balance that? If we only focus on high wage jobs, how do we focus on the youth with their first job?

Mr. Ellis commented the KPI report may need to be broken up into client groups.

Ms. Wheeler commented if we are comparing, we need to know we are comparing apples to apples.

Mr. Ellis commented we need we need to compare to a category we can make progress in.

Ms. Wheeler commented we need people in food service, etc., are they going to pay more?

F. Workshops/Seminars Workgroup

Ms. Ollanik said she will proxy for Amanda Blackwood for the Sacramento Works Board, Jazmine Alop will be sitting in for EOC moving forward.

Mr. Hoke gave an update on seminar activity. We want to create a survey for training we want to see across the area, for the SETA team and Board to add input on.

Ms. Carpenter commented we updated the request for information that went out to the Committee, which was shared with their contacts. We have two responses back, California Employers Association & Agular Professional Training out of LA/Ontario. Top subjects from the subcommittee will be included in the survey. A few of those are avoiding the great resignation, diversity and inclusion in the workplace, and managing stress and burnout in remote workplace.

Mr. Ellis said there will be a special meeting on June 14th at 3:00 pm.

G. Membership Workgroup (*Small/Medium Companies*)

Ms. Wheeler reviewed she is following up on referrals from the team. She has talked to the manager for Economic Gardening Program. We are looking to increase the number of micro and small businesses.

Mr. Ellis asked what size of the Committee should be, could it grow to 15 -16 members?

Mr. Kim commented the Chamber also represents small business.

Ms. Kriztine Palone left the meeting at 4:00 p.m.

H. E-Newsletter Update

Ms. Carpenter reviewed the next feature will be Old Navy, coming out next week.

Mr. Ellis asked if this continues to generate leads?

Ms. Carpenter answered yes, we are starting to track those leads on the KPI report and it has 97 responses.

I. OJT Workgroup Update

Mr. Ellis updated Mr. Hoke, Mr. Ellis, Mr. Orr, and Mr. Baker discussed turning it to a subsidized training and employment focus. One aspect is OJT. This would change the focus of seminars.

J. Annual Survey (Employers without 2021 activity)

Mr. Ellis stated we are using the surveys developed last year.

Ms. Carpenter stated the new employer survey was sent out to a group of 50, there have been no responses. The annual survey will be sent out in August.

Mr. Walker commented the last data was from Aconalview. We need to get those surveys out.

Mr. Ellis commented we will see results in September.

Ms. Janet Neitzel and Ms. Renee John left the meeting at 4:09 p.m.

K. References - Future Initiatives

Mr. Ellis reviewed the references.

4. Other Reports

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

5. Next Meeting: A special meeting will be held June 14, 2022 at 3:00 p.m.

6. Adjournment: The meeting was adjourned at 4:12 p.m.

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

Tuesday, June 14, 2022
3:00 p.m.

Meeting held electronically

1. **Call to Order/Roll Call:** Mr. Ellis called the meeting to order at 3:00 p.m. Roll was called and a quorum was established.

Members Present: Spencer Hoke, Renee John, Ron Orr, Janet Neitzel, Ron Ellis, Kriztina Palone (*joined at 3:04 p.m.*)

Member Absent: Jazmine Alop, Ed Baker, Linzie Fukushima, Brittany Jones, Fabrizio Sasso, Susan Wheeler

Others Present: Phil Cunningham, Roy Kim, William Walker, Shane Snyder, Anette Smith, Zachary Stevenson, Lorna Devine, List Hutchinson

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

Moved/John, second/Neitzel, to approve the 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

Roll call vote:

Aye: 5 (Hoke, John, Orr, Neitzel, Ellis)

Nay: 0

Abstention: 0

Absent: 7 (Alop, Baker, Fukushima, Jones, Sasso, Wheeler, Palone)

- B. Approval to Allocate \$3,600 in Employer Outreach Funds to Support Three Business Webinars

Mr. Ellis reviewed the item.

Moved/Hoke, second/ Neitzel, to approve the allocation of \$3,600 in Employer Outreach funds to support three business webinars

Roll call vote:

Aye: 6 (Hoke, John, Orr, Neitzel, Ellis, Palone)

Nay: 0

Abstention: 0

Absent: 6 (Alop, Baker, Fukushima, Jones, Sasso, Wheeler)

3. Other Reports

- A. Committee members: None
- B. Staff: None
- C. Chair: None
- D. Public: None

4. Next Meeting: Will be held July 12, 2022 at 3:00 p.m.

5. Adjournment: The meeting was adjourned at 3:05 p.m.