

Planning/Oversight Committee

Minutes/Synopsis

(Minutes reflect the actual progression of the meeting.)

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

Wednesday, January 15, 2020
8:30 a.m.

1. **Call to Order/Roll Call:** The meeting was called to order at 8:33 a.m. The roll was called and a quorum was established.

Present: Kathy Kossick, Matt Legé, Frank Louie, Dr. Jamey Nye, Anette Smith-Dohring

Absent: Lisa Clawson, Jay Onasch

Members of the public attending:

Eileen Prince, Sacramento City Unified School District
Dr. Gilmore, Sacramento City Unified School District
Roland Rebyuyon, Sacramento City Unified School District
Staci Anderson, PRO Youth
Dean Peckham, SVMl
Gina Wandell, Elk Grove Unified School District
Stephanie Nguyen, Asian Resources, Inc.
Jennifer Barrett, Elk Grove Adult Education
Sherman Haggerty, Volunteers of America
Juan Francisco Prieto, California Human Development
Lisa Miller, PivotSac
Chris Mann, Volunteers of America
Renée John, Folsom Cordova Community Partnership
Roberta Plascencia, La Familia Counseling Center
Amparo Jimenez, La Familia Counseling Center
Jeff Armstrong, NCCT
Susie Alcalá, La Familia Counseling Center
Nancy Macias, La Familia Counseling Center

2. **Action:** Approval of the December 18, 2019 Minutes

The minutes were reviewed; no questions or corrections.

Moved/Kossick, second/Louie, to approve the December 18, 2019 minutes.

Roll call vote:

Aye: 4 (Kossick, Lege, Louie, Nye)

Nay: 0

Abstentions: 0

Absent: 3 (Clawson, Onasch, Smith-Dohring)

3. **Public Input and Discussion on WIOA Title I Adult/Dislocated Worker Program**

Mr. Kim welcomed the attendees and asked them to submit speaker cards. This public hearing will collect information that will then be utilized to prepare the WIOA requests for proposal. Mr. Kim provided a presentation on the various services available through the WIOA funding.

Speakers were asked to consider answers to the following questions:

1. What improvements should be made to the current service delivery system?
2. What are the greatest barriers faced by our customers?
3. Are there groups that are not connected to services or services that are not being provided?
4. Should we emphasize mobile services provided in higher-need areas and outside of physical job centers?
5. Should job centers focus on specific industry sectors?
6. Do job centers have the capacity to be industry specific?

Mr. Kim stated that it is anticipated that the request for proposals will be released March 6 with a contract start date of July 1, 2020.

1. Stephanie Nguyen, Executive Director, Asian Resources, Inc.: Asian Resources has been a pioneer in providing services in Sacramento. It is important to ensure the continuance of core values of what the service providers offer. She likes the industry specific sectors but once you become industry specific you cut yourself off to people that are not interested in that industry. Each provider has an array of services; they do not serve just one kind of individual. Providers give customers options. Transportation is difficult for the customers with barriers and mobility issues.
2. Susie Alcalá, Site Supervisor, La Familia Counseling Center. Ms. Alcalá thanked the committee for the time and effort and support the board gives to the service providers. La Familia has been in business for 47 years. Ms. Alcalá introduced her staff:
Nancy, 1 ½ years at La Familia
Roberto, 5 months at La Familia
Connie Jimenez, 2 years at La Familia

Ms. Alcalá reviewed the process by which case managers provide services to the public. During the last 10 years, technology has overtaken the world and at La Familia it is important to provide options. They provide options to the single mom working at McDonalds that always wanted to have a medical education. This mom came in and spoke with Nancy, went through an assessment, and found

she really did want to go into the medical field. The customer went through funded training. La Familia staff assisted this mom with getting professional clothing. Ms. Alcalá read a statement from the customer on how grateful she was for the assistance provided by La Familia. The best quality of the case managers is that they listen to their customers to what their needs are as well as their aspirations. Ms. Alcalá read a testimony from Ms. Chavez who went from a very shy young girl to an employed adult. La Familia assisted her with resume preparation and interview skills.

3. Juan Francisco Prieto, Regional Manager, California Human Development: Mr. Prieto noted that they have been funded for over a year. He spoke to sample question #4. There is a great need to provide services in the South County area. Transportation is a real issue for residents in the south part of Sacramento County. Their organization diversifies the services offered to customers but they also need support from the board.
4. Sherman Haggerty, Division Director, Employment Services, Volunteers of America: Mr. Haggerty has been with VOA for six years. VOA has been in Sacramento since 1911 providing services to the disenfranchised population. One of their most successful programs is located at Mather Community Campus and has helped thousands of people to work over the years. He suggested an improvement to the service delivery system. VOA had great success at Mather Community Campus, but one restriction was that if the customer had a Bachelor's degree, they were not eligible for retraining. This restriction kept a great number of people from more updated training. Another issue that needs to be addressed is the lack of mental health/drug services. A great number of the population with moderate services can overcome this issue. Mr. Haggerty stated that VOA encourages the provision of mobile services to the new neighborhoods. One of the reasons the program at Mather worked was that all of the services were in one place and one of the major barriers when you're homeless is transportation. It would be great to mobilize services; it would greatly enhance the services provided.
5. Lisa Miller, Pivot Sac: Ms. Miller stated that her organization provides services very similar to the one stop system. She used to work at EDD in compliance services for the one stop center. She thinks one way to improve the employment services delivery system is that employment should not be the end all. People need to earn a wage so they can survive. Child care is really difficult for people and the greatest barrier is homelessness. The programs need to address homelessness, mental health issues, transportation, and child care issues. Services have to be holistic to not only help people be employed but retain employment. Ms. Miller stated that she would like to see a pay for success program which would motivate staff to do whatever they could to get people employed. If the staff member was successful, they would be financially rewarded.

6. Scott King, Director, Goodwill: The first step is helping people find employment. Goodwill serves a lot of ex-offenders and they arrive desperate for jobs. Their role is not only to assist people to get a job but to help them advance. It is easy to criticize an organization but he has found the assistance from SETA to be fantastic. Employment is number one because it solves a number of problems. Upscaling is also very innovative and important. SETA has an opportunity to work with organizations but other medium-large organizations that have jobs. It is incumbent on everyone to help people get jobs and to advance. Goodwill creates career pathways. The skills are not as important as people actually showing up every day. Employers think people with good time management and soft skills is very important. Employers will train people to learn a job but it will not work if the trainee does not come to work. It is important to figure out how to upskill customer jobs. It helps to give people motivation to go on and move forward.

Dr. Nye encouraged all service providers that if they were not willing to speak to at least submit written testimony.

7. Jennifer Barrett, Program Administrator, Elk Grove Adult & Community Education and Gina Wandell, Site Supervisor, Elk Grove Adult & Community Education: Elk Grove has been in partnership with SETA for many years. Sometimes people go through training but it turns out not good for their long-term benefit. It may be practical at the moment but not good for long-range employment. Their program is already looking into industry sectors that need people. In terms of barriers faced by customers, Gina spoke about the barriers faced by their customers. Anything we can do for people to access services and keep them engaged is really important. It is important to have staffing/funds to assist people. It is important to provide services quickly and not have customers come back time after time; early engagement is crucial. She likes how right-to-work documents are not needed for initial services.

Jennifer stated that their program works with the county jail programs. The funding from P2E is exciting. There needs to be funds for post-probationers to help them from reoffending. While there are services available to them, there are serious issues with lack of housing. They are fortunate that they have CSBG funding to help but there is so much that needs to be done.

Ms. Legé left at 9:14 a.m.

8. Chris Mann, Supervisor, Volunteers of America: Mr. Mann began at VOA in 1997 and then returned in 2009. He has seen in the last 10 years that our programs still consider ourselves as case managers and social workers. VOA now looks at itself as a staffing agency. Two of their biggest employers are Blue Diamond and VSP. They have positioned themselves to assist people to be better employed. They have a program called Employment Connect with 35 companies where 80 people were hired in one day. They leveraged themselves

as experts in exactly what their employer was seeking. Mr. Mann encourages SETA to leverage ourselves to know the employers and work with the service providers to find the perfect people. Employers do not have time to look for new employees. Each agency should act like they are an expert in a certain area and seek employers in that certain area for their customers. The issues SETA is seeking assistance in do not matter if there is no relationship with a company and the employer.

Dr. Nye closed the public hearing.

9. Adjournment: The meeting was adjourned at 9:20 a.m.

ITEM 3

OVERVIEW OF THE GOALS OF THE COMMITTEE

BACKGROUND:

This item provides the committee the opportunity to discuss goals that were developed for this committee in June, 2020. The goals for all committees are attached.

Sacramento Works, Inc.

Post-COVID Board and Committee

Draft Response Plan – June 22, 2020

Due to the Pandemic's massive impact on our Community and its businesses, we feel it is imperative that our Board revisit our critical role and actions to help bring about rapid and positive recovery. Key questions we want to seek answers to include:

1. Where do we as a Board need to modify and expand our contribution to the success of SETA/Sacramento Works?
 - a. Do we need to meet monthly in order to more rapidly craft and implement our modified plans?
 - i. Bi-monthly Board-working sessions to develop and refine the new Committee initiatives, until they are effectively launched?
 - b. Do our Committees need to meet more frequently, and should they expand their membership from both Board and non-Board members?
2. What does Sacramento Works leadership need from the Board over the next 12 months? Policy/Resource decisions; fundraising/leveraging; promoting/connecting; oversight/compliance; etc.

Current Committees and possible “key added areas of focus” over the next year:

1. Board Development Committee – Lisa Clawson Chair

- a. Review and refine Board Responsibilities/Commitment Documents
- b. Poll current Board members to a) confirm their ability to meet expanded Responsibilities, and b) seek their ideas regarding future Board and Committee activities and their ideal participation accordingly.
- c. Redeploy annual self-evaluation tool, and an annual report therein.
- d. Seek new Committee and Board applicants that can fulfill our current and future needs.
 - i. Key goal: new non-board Committee members are great future candidates for Board positions.

2. Youth Committee – David Gordon Chair

- a. How do we identify and connect with an increased “stranded Youth” contingent at this time, including new graduates and a growing Disadvantaged Youth group.
- b. How well do our current programs serve these groups? What needs to change?
- c. What new opportunities do we have to better serve them?
 - i. New Government funding resources?
 - ii. Business Sponsorships and involvement? (Partner with the Employer Out Reach Committee?)
 - iii. Internship development and expansion, working with EOC?
- d. Amplify the Youth voice in our community.

3. Planning/Oversight Committee – Dr. Jamey Nye Chair

- a. Initiate coordination and collaboration with other Local Agencies such as Valley Vision, Golden Sierra, GSEC, Chambers, etc.
 - i. Invite other Local Agencies to share the programs and initiatives they are developing. Invite Valley Vision to share information about its Regional Initiatives.
 - ii. Expand our partnerships with other Local Agencies on specific initiatives.
 - iii. Inform other Local Agencies on Sacramento Works initiatives.

4. Employer Outreach Committee – Ron Ellis Chair

- a. Conduct regular Employer Outreach activities
– Survey employers to understand what their future needs are, current and future staffing needs.
- b. Curate the committee’s membership to position it for strategic alliances and program success

- c. Develop with approval of all involved (Staff, board, etc.) an annual Employer Outreach Program calendar.
- d. Pursue Employer Program sponsorships to strengthen new and current programs.
- e. Be responsive in Investigating, Developing & Expanding '*in-place*' or new Employer-based Internship programs

5. Finance and Fund Development – (no current Committee or Chair)

- a. Sustain and expand current funding sources where possible
- b. Proactively pursue new funding sources as they emerge.
- c. Identify fund development activities and events that can support new programs or supplement existing ones.