

WIB BOARD MEMBERS

LARRY BOOTH
Frank M. Booth, Inc.

LESLIE BOTOS
Blood Source

BRIAN BROADWAY
Sacramento Job Corps

BILL CAMP
Sacramento Central Labor Council

PAUL CASTRO
California Human Development Corporation

LYNN R. CONNER
Parasec

MICHAEL DOURGARIAN
MDDV, Inc.

DIANE FERRARI
Employment Development Department

TROY GIVANS
County of Sacramento, Economic
Development

DAVID W. GORDON
Sacramento County Office of Education

JASON HANSON
Sierra Pacific Home and Comfort, Inc.

LISA HARR
Vision Service Plan

BARBARA HAYES
Sacramento Area Commerce & Trade
Organization

THOMAS P. KANDRIS
American River Packaging

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

FRANK A. LOUIE
Xerox Corporation

JOANNE MAHANAY-BUEHLER
Area 4 Agency on Aging

ELIZABETH MCCLATCHY
The Safety Center, Inc.

DENNIS MORIN
Sacramento Area Electrical Training Center

ROGER NIELLO
Sacramento Metropolitan Chamber of
Commerce

JAY ONASCH
California Department of Rehabilitation

KIM PARKER
California Employers Association

MARTHA PENRY
California School Employees Association

DEBORAH PORTELA
Casa Coloma Health Care Center

JONATHAN RAYMOND
Sacramento City Unified School District

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
East West Bank

TERRY A. WILLS, ESQ.
Cook Brown, LLP

JIM WONG.
Veterans Business Outreach Center

RICK WYLIE
Beutler Corporation

DAVID P. YOUNGER
Lionakis Beaumont Design Group



SACRAMENTOWORKS

**SACRAMENTO WORKS, INC.
PLANNING/OVERSIGHT COMMITTEE**

Date: Wednesday, January 16, 2013

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 November 9, 2012 Meeting Minutes
3. **Action Item:** Recommendations to Support Next Economy Goals with Workforce Investment Act Funds
4. **Discussion Item:** Workforce Investment Act Local Plan 2012-2017
5. Input from the public
6. Adjournment

Committee Members: Lynn Conner (Chair), Leslie Botos, Paul Castro, Matt Kelly, Kathy Kossick, Paul Lake, Frank Louie, Dan Throgmorton

DISTRIBUTION DATE: TUESDAY, JANUARY 8, 2013

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

Friday, November 9, 2012
8:30 a.m.

1. Call to Order/Roll Call: Ms. Conner called the meeting to order at 8:30 a.m.

Present: Leslie Botos, Paul Castro, Lynn Conner, Kathy Kossick, Frank Louie

Absent: Matt Kelly, Paul Lake, Jim Lambert, Dan Throgmorton

Others Present: Mike Dourgarian, Robin Purdy, Christine Welsch, Edward Procter, Terri Carpenter, Michelle O'Camb, Julie Davis-Jaffe, Roy Kim, Cindy Sherwood-Green, William Walker, John Harden.

2. Approval of the July 18, September 19, and October 17, 2012 Meeting Minutes

Minutes were reviewed; no questions or corrections.

Moved/Botos, second/Louie, to approve the minutes as distributed.

Voice Vote: Unanimous approval.

3. Discussion of Sacramento Works Critical Occupational Clusters and Next Economy Goal to Diversify the Economy Through Growth and Support of Core Business Clusters

Ms. Purdy stated that the clusters are based on the jobs in demand and will be compared to the Next Economy job clusters which are projected to grow in the next 10 years. John Harden has taken the most recent report received from EMSI to update the website that is used to let community members know where the jobs are: careergps.com. There are nine occupational clusters approved over the past five years.

Next Economy has been working for the last 6-7 months to come up with a Capital Regional Prosperity Plan to grow the economy through core business clusters. Staff did a comparison with occupations in the core business clusters and the clusters in Sacramento Works but there has not been a lot of detail available on the clusters. There appears to be partial alignment between some of the clusters.

There are two Sacramento Works occupational clusters that are not defined as business core clusters: administrative and support services and construction.

Ms. Purdy recommends continuing to focus on these clusters because they appear to be in demand and result in good paying jobs.

Staff is recommending continuing to research the alignment of clusters and concentrate on the ones that focus on the AA degrees or industry recognized credentials that take 1-2 years to complete. There may be growth in engineering and drafting technicians. The Committee wants to consider compacting engineering, architecture and construction into one critical occupational cluster.

Mr. Louie asked for clarification that the largest number of job openings projected is in transportation production. Mr. Harden stated that the biggest occupations are truck drivers and tractor/trailer operators.

Mr. Dourgarian asked what new things will be done once the clusters have been mapped. Ms. Purdy replied that if there is a potential growth sector there may be career pathway programs that the committee may want to help to start in the region so when the demand comes and people get out of training, they will become employed. It gives us a glimpse of what will happen in the future. We will focus our resources on what is in demand so people become employed.

Mr. Castro asked about the skill sets that are required for the occupations; is there any way to align it with the occupations? Where will the resources be and where will people be referred with they need training for jobs? Mr. Harden replied that a customer must first self-assess to determine if they have a skills set for a position. This needs to be built into careergps.com.

Mr. Castro inquired about what was being done to assist the displaced Campbell's Soup employees. Mr. William Walker replied that historically SETA staff has tested Campbell's employees with the Work Keys evaluation system to give staff an idea of what their skill set is. Overwhelmingly, the dislocated employees live in the Sacramento and South Sacramento area. Staff is working hard to assist dislocated Campbell's Soup and Comcast employees to transition to employment. As call centers move to Sacramento, former Comcast employees may be able to transition into the new positions.

Mr. Dourgarian inquired how SETA's efforts support Next Economy and suggested that there may be a more direct way (i.e. sponsorship) that SETA can support Next Economy with funding. Ms. Purdy replied that this committee is looking at the three goals that are consistent with the WIB mission, but sponsorships of the Next Economy Implementation is allowable and consistent with our mission. Ms. Kossick replied that hopefully by January, this item will be reviewed with the whole board including how much discretionary money is available and what should be considered.

4. Implementation of WIA Training Expenditure Policy

Ms. Purdy stated that this item is mostly for information. Staff earlier reported to the board that SB734 passed which requires Workforce Investment Boards to expend at least 25% of the budget on training; this policy will ensure that it will happen. Staff is in the process of getting public input on the plan. There has been a lot of input about a greater need for training, both getting ready for jobs and the training to retrain jobs through adult basic education and computer literacy. Ms. Kossick stated that this requirement for many of the smaller WIAs is difficult to do.

Ms. Purdy stated that staff is developing the WIA Adult/Dislocated Worker RFP. Because of public testimony and state leadership, staff is looking at procuring different activities and focusing on training centers that provide English language, high school/GED completion, and job readiness tied to vocational skills instead of universal access one stop services.

5. Update on Sacramento Works Support of Next Economy Objective to Create a Robust Network of Business Incubator and Accelerator Services

Ms. Purdy reported that yesterday was the first of two convenings of the Incubator and Small Business group. It seemed like a good group of people and there are some really great things happening for startups.

Ms. Christine Welsch reported that there were three groups of people; those focused on helping disadvantaged people; those focused on the big entrepreneurs; and then the small technology start-ups or 'hipsters' in the downtown corridor. A lot of things people need, beside capital, include mentoring, having champions, and motivation and encouragement to follow their dream. It was very encouraging seeing and hearing about the resources in the community.

There was a need identified for information exchange and directing entrepreneurs to the right place to get assistance.. A potential business owner's needs must be determined before they go to a business plan. Discussion centered on developing web-based tools to connect entrepreneurs to mentors, services, and each other. The next convening will be December 6.

6. Update on WIA Planning Calendar

Ms. Michelle O'Camb reported that a public hearing was held on October 24 to solicit input on the WIA plan. There is a need to expand OJTs and expand services to the refugee population. The Committee may want to consider linking occupational training with the OJT opportunity, which would be more costly but it is a preferred model. The plan also considers more streamlined services to veterans and targets funds to adult education and literacy, specifically for GED.

The plan recommends consideration of satellite affiliates, especially targeting special populations. There should be better accountability of training providers especially asking if the training results in jobs. Services to ex-offenders should be expanded; small businesses may be a good way to go for ex-offenders. Consider the leveraging of resources in true partnerships and collaborations. The 'wish list' includes more money especially for facility improvements and technology. Staff will be issuing a survey to job seekers as well as other organizations on service needs and priorities that should be incorporated into the plan.

The plan is due April 1 and staff will have it available in draft form at the January/February meetings. A 30-day public notification process will be opened prior to the board approval.

A newly enacted Assembly Bill 554 requires local Workforce Investment Boards to coordinate with apprenticeship programs, which are mostly with construction building trades.

7. Input from the public

Ms. Purdy reported that she requested, and was subsequently appointed, membership on the California Workforce Investment Board Issues and Policies Committee.

8. Adjournment: The meeting was adjourned at 9:40 a.m.

ITEM 3 - ACTION

RECOMMENDATIONS TO SUPPORT NEXT ECONOMY GOALS WITH WORKFORCE INVESTMENT ACT FUNDS

BACKGROUND:

Since July, 2012, the Sacramento Works, Inc. Planning/Oversight Committee has been reviewing the goals and strategies included in the Next Economy Plan and identifying those which are consistent with the strategic plan strategies of Sacramento Works and the Northern California Workforce Investment Boards, and the Workforce Investment Act. Attached is a summary of the activities the committee has identified as high priority investment opportunities for Workforce Investment Boards that would support the Next Economy Goals. The three Next Economy Goals for possible support and investment are:

Goal #1: Foster a Strong Innovation Environment

Objective #3: Build a Robust Network of Business Incubator and Accelerator Services

Goal #3: Diversify the Economy through Growth and Support of Core Business Clusters

Objective #1: Form Functional Business Networks and Establish Specific Cluster Initiatives

Objective #2: Create and Align Targeted Programs and Services to Support Clusters

Objective #3: Build Strong Economic Foundations for Sustained Cluster Growth

Goal #4: Build and Maintain a World-Class Talent Base

Objective #1: Create Mechanisms to Attract New Talent and Retain Existing Talent

Objective #2: Align Training and Education Pathways to increase Economic Prosperity for Businesses and Workers

The committee asked for input and discussion from the full Sacramento Works Board at the November 2012 meeting. The list of potential WIA Investment Activities take into account the input provided by the full board. There is currently \$88,000 remaining of the Sacramento Works Board Initiative funds for fiscal year 2012-2013. The Planning/Oversight Committee has been asked to make a recommendation to the full board on how to use these funds to support the work of the Next Economy.

RECOMMENDATION:

Staff is recommending that the Planning/Oversight Committee review the attached list of Next Economy Goals and Objectives and potential WIA Investment Activities, add, delete, and prioritize the activities and approve one of two options for moving forward:

Option 1 – Allocate the remaining Sacramento Works Board Initiative funding to sponsor the Next Economy Capital Region Prosperity Plan to be used for the governance, coordination and accountability components of the plan.

Option 2 – Select potential Investment Activities from the attached list and allocate Sacramento Works Board Initiative funds to support the work necessary to complete the selected activities.

Resolution of the Sacramento Employment & Training Agency (SETA) and Sacramento Works, Inc. endorsing the
Next Economy Capital Region Prosperity Plan



A RESOLUTION OF THE SACRAMENTO EMPLOYMENT & TRAINING AGENCY (SETA) AND SACRAMENTO WORKS, INC. ENDORSING THE NEXT ECONOMY REGIONAL PROSPERITY PLAN AND AUTHORIZING THE EXECUTIVE DIRECTOR TO ALIGN SETA/SACRAMENTO WORKS, INC. WORKFORCE DEVELOPMENT EFFORTS IN SUPPORT OF ITS IMPLEMENTATION

WHEREAS, the Capital Region has experienced economic hardship and associated lagging recovery as a result of the "Great Recession;" and

WHEREAS, our economy competes and succeeds as a region; and

WHEREAS, our individual jurisdictions strive to work together to improve our region's economy to compete within the state, nation and international economies; and

WHEREAS; the Next Economy is a business-led, volunteer-driven regional effort to grow the \$97 billion annual Capital Region economy; and

WHEREAS; given the size and complexity of the challenges, economic and workforce development activities must be strategic and synchronized if they are to have lasting impact; and

WHEREAS; realizing that no single organization can accomplish the broad range of strategies and actions encompassed within the Next Economy, business, government leaders, educational institutions, not-for-profit economic development organizations and private industry must come together to positively impact our regional economy; and

WHEREAS; the Next Economy is deliberately designed to invite direct participation from the broadest array of organizations; and

WHEREAS; the public sector, as a leader and integral partner with the private sector in any regional economic development success, must be fully engaged;

NOW, THEREFORE BE IT RESOLVED that the SETA/Sacramento Works, Inc. endorses the Next Economy Regional Prosperity Plan and authorizes the Executive Director to actively engage in shaping and implementing the plan and to integrate it into the SETA/Sacramento Works, Inc. development activities.

PASSED AND ADOPTED on this 23rd day of January, 2013

Summary of Next Economy Recommendations

Next Economy Goals and Objectives	Potential WIA Investment Activities	Estimated Funding
Overarching Support of Next Economy		
Allocate funding to sponsor the Next Economy Capital Region Prosperity Plan for the governance, coordination and accountability components of the plan.	Provide funding for convening, coordination, and accountability systems, and reporting and celebrating successes.	
Goal 1: Foster a Strong Innovation Environment		
Develop consistent communication and business assessment processes to ensure businesses and start-ups are connected to the full range of offerings in the region.	Quarterly convenings, Identification of gaps, Website	
Expand the scope and capacity of accelerator programs to support and grow start-ups and small businesses in the region.	Sponsor an organization to support innovation (create a Sacramento Shark Tank?).	
Goal 3: Diversity the Economy Through Growth and Support of Core Business Clusters		
Invest in the facilitation of cluster alliance groups focused on identifying the priorities and action plans to increase jobs and drive implementation of needed growth activities. WIB members will represent private sector and the public workforce system on cluster alliances/sector planning initiatives.	Fund back-bone organizations to develop sector plans for one or more core business clusters. Identify WIB members to sit on cluster alliances.	
Develop/fund career exploration and career technical education training in occupations identified as part of core business clusters to foster and grow cluster opportunities.	Apply for discretionary grant funding to train workers for career pathways in core business clusters.	Staff time funded by WIA Adult/ Dislocated Worker program
Align the Critical Occupational Clusters with the Next Economy Core Business Clusters and target training to occupations that are in high demand or project high growth.	Research NAICS codes of core business clusters to identify occupations.	\$2,500
Goal 4: Grow and Maintain a World-Class Talent Base		
Provide the Virtual One-Stop system, the most advanced and comprehensive Internet workforce development software available. The Workforce Investment Boards will train schools, training providers, community organizations, employers, and interested parties on the use of the Virtual One-Stop System.	VOS system implemented and maintained. Create training curriculum Train partners	\$100,000 Paid for as part of WIA funded One Stop Services
Update, maintain, and host CareerGPS.com, a website providing one central location to find current, detailed information about which jobs are in high demand in the Capital Region, how much they pay, what type of education or training is recommended, and which schools/training providers are certified to provide training.	Update CareerGPS.com with labor market projections for occupations in core business clusters	\$5,000-7,000 for website updating paid for through One Stop Support
Provide financial support and in-kind staffing to support CareerGPS career pathways exploration event sponsored by NextEd.	Sponsorship of event and staff assigned to planning team	\$10-15,000 paid for with WIA Youth funds

Summary of Next Economy Recommendations

Collect career pathways for all programs listed by schools/training providers in the Sacramento region who contract with SETA for training scholarships.	Add requirement for career pathway information to SETA contract.	Staff with WIA Adult/DW
Work with schools/training providers to publicize and increase or modify course offerings to align with employer needs in core business clusters and other large industry sectors.	Convene education and business leaders to identify skills gaps and create curriculum.	
Use federal workforce funds to support training in critical occupations and business clusters which provide career pathways to high wage jobs in demand.	Amend Board policy on training in critical occupations to include core business clusters.	Paid for through WIA One Stop Services
Train paraprofessionals and career counselors at k-12 schools on critical occupational clusters and core business clusters.	Develop curriculum on career exploration in core business clusters Conduct train-the-trainer sessions	
Survey schools in the region to assess what career exploration programs are currently in place.	Identify staff to work with schools to collect info/survey schools	
Assist in identifying workforce supply to identify the number of training slots available per year in each of their certificate/degree programs and the number of program completers they certify each year.	Add questions to CareerGPS.com website training provider data-base and identify staff to follow-up with providers to collect data	\$1,400 for website update. Staff paid for through One Stop Support
Assist in identifying workforce demand by publishing current labor market information provided by EMSI and EDD Labor Market Information Division.	CareerGPS LMI updated quarterly	\$15,000 paid from One Stop Services
Invest in research and analysis of workforce supply/demand for the region and use results of workforce supply/demand analysis to guide future investments in training programs.	Analysis of workforce supply/demand for the region	
Support layoff aversion and business retention efforts by addressing workforce supply and training issues.	Identify staff to represent SETA on regional layoff aversion and business retention team.	Paid for through WIA Dislocated Worker and Rapid Response funds

*Tan = Activities that could be funded through Sacramento Works Board Initiatives funds

*Blue = Activities funded through Workforce Investment Act One Stop Services funds

ITEM 4 - DISCUSSION

WORKFORCE INVESTMENT ACT LOCAL PLAN 2012-2017

BACKGROUND:

The Workforce Investment Act (WIA) Section 118 and the California Unemployment Insurance Code (UI Code 14221-14222) requires the Local Boards to submit a five-year Local Plan to the California State Workforce Investment Board. The Local Plan must mirror the Integrated State Plan and identify the Local Board strategies to achieve the Strategic Workforce Plan goals and actions. Recent amendments to the Workforce Training Act added local/regional strategic planning requirements in addition to the WIA Local Plan requirements. As a result, the Local Plans must support the Strategic Workforce Plan Target Areas approved as part of the State Plan. In addition, the State Board will concurrently perform three statutorily required activities in 2013 to maximize efficiency and minimize administrative workload of the Local Boards and State staff:

1. Approval of new five-year Local Plans;
2. Evaluation of Local Board performance to recommend full or conditional Local Board recertification to the Governor; and
3. Evaluation of Local Board performance for “High Performance” certification.

The State’s Strategic Workforce Plan promotes a regional approach to the identification of priority sectors and clusters of opportunity, the prioritization of employer needs, the coordination of resources and the sustainability of the targeted investments. In order to minimize duplication of effort, the state is encouraging Local Boards to pool their resources to share the cost and workload of their strategic planning regionally.

Prior to approval, the State Board will review each Local Plan to ensure that they contain key required elements. The following is the outline required in the Local Plan. The outline is structured so that Local Plans support the four Target Areas Goals identified in the State Strategic Workforce Plan and correlates to the criteria that will be used to certify High Performing Workforce Investment Boards.

SECTION 1 VISION: (Correlates to Section 1 in High Performing WIB Criteria– Strategic Planning and Implementation)

Goal: Meet the workforce needs of high demand sectors of the regional economy.

The Governor’s vision calls for a state strategy based on ongoing skills attainment focused on regional growth of industry sectors and clusters. By braiding education, training, and employment services together to support these sectors, the workforce system can both effectively address employers’ needs for a high-quality, appropriately skilled workforce and support workers’ needs for well-paid, steady work.

**SECTION 2 ECONOMIC and WORKFORCE INFORMATION ANALYSIS:
(Correlates to Section 1 in High Performing WIB Criteria –Strategic Planning and
Implementation)**

- Goal:** Support system alignment, service integration and continuous improvement using data to support evidence-based policymaking.
- Action:** Coordinate and develop high quality, actionable labor market information (LMI) data that assesses regional industry and occupational trends and needs including a “skills gap” analysis.

The Governor’s vision of an effective workforce system committed to sector strategies will be advanced through data-driven strategic planning and investment and the development of workforce solutions that are responsive to the demands of industry. Regional and local partnerships will be required to perform data-driven analyses to provide the most relevant economic information for their area. Regional workforce and economic development networks can then use this information as a basis for workforce and economic strategic planning, policy development and investment decisions (Integrated State Plan Section 1.1.1).

**SECTION 3 BUSINESS SERVICE PLAN: (Correlates to Section 2 in High
Performing WIB Criteria –Business Services/Partnerships/Sector Strategies)**

- Goal:** Meet the workforce needs of high demand sectors of the state and regional economies.

The Governor believes that by building an industry-responsive, well-coordinated workforce development system, California will maximize the return on its limited resources and make its education and training programs work for California’s employers and working families. The Governor also recognizes the importance of targeting workforce investment resources in support of priority sectors and clusters that will create a vibrant economy with shared prosperity for all. The Governor believes California must build on and strengthen private sector partnerships so its training systems are nimble enough to adapt to the changing needs of the 21st century global economy (Integrated State Plan Section 1.1).

**SECTION 4 ADULT STRATEGIES: (Correlates to Section 4 in High Performing
WIB Criteria –Investing in training/skills development/career
pathways)**

- Goal:** Increase the number of Californians, including from underrepresented demographic groups, who complete at least one year of postsecondary education with a marketable credential or degree, with a special emphasis on veterans, disabled individuals, and other at-risk populations.

ITEM 4 – DISCUSSION (continued)

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By utilizing shared strategies, California’s statewide workforce investment system will focus on helping students and workers obtain industry recognized certificates, credentials and degrees in priority sectors and fill critical labor market skills gaps to create stable, reliable jobs providing economic security that will achieve a shared prosperity for all Californians and their communities (Integrated State Plan Section 1.1).

SECTION 5 YOUTH STRATEGIES: (Correlates to Section 3 in High Performing WIB Criteria –Youth Strategies)

Goal: Increase the number of high school students, including those from underrepresented demographic groups, who graduate prepared for postsecondary education and/or a career.

The Governor believes California must have a well-educated and highly skilled workforce in order to remain prosperous and competitive in the 21st century global economy (Integrated State Plan Section 1.1).

SECTION 6 ADMINISTRATION: (Correlates to Section 5 in High Performing WIB Criteria –Managing the Work of the WIBs)

Goal: Support system alignment, service integration and continuous improvement using data to support evidence-based policymaking.

SECTION 7 MEMORANDUMS OF UNDERSTANDING (Correlates to Section 5 in High Performing WIB Criteria – Managing the Work of the WIBs)

The WIA requires that a MOU between the LWIB and each of the One-Stop partners concerning the operation of the One-Stop delivery system be executed. A copy of each MOU must be included with the Local Plan (WIA Section 118(b)(2)(B)).

SECTION 8 LOCAL WIA COMMON MEASURE PERFORMANCE GOALS: (Correlates to Section 5 in High Performing WIB Criteria – Managing the Work of the WIBs)

	WIA SECTION 136(b) COMMON MEASURES	STATE GOAL	LWIA GOAL
ADULT	Entered Employment	49.8%	
	Employment Retention	77.5%	
	Average Six-Months Earnings	\$12,428	
DISLOCATED WORKER	Entered Employment	56.4%	
	Employment Retention	81.1%	
	Average Six-Months Earnings	\$18,543	
YOUTH COMMON MEASURES	Placement in Employment or Education	66.5%	
	Attainment of a Degree or Certificate	52.0%	
	Literacy and Numeracy	42.4%	

ITEM 4 – DISCUSSION (continued)
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Staff is currently reviewing all local and regional planning and program initiatives that SETA and Sacramento Works have participated in over the past two years and the policies and plans developed by the Sacramento Works, Inc. Board and will include all activities and accomplishments relating to the State Strategic Workforce Plan target areas and goals in the Local WIA Plan for Sacramento County. The completed plan will be presented to the Planning/Oversight Committee meeting in February for approval.

Staff is seeking input from the Planning/Oversight Committee on the policies, programs and priorities to include in the Local WIA Plan.