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Roth Staffing Companies, L.P.



SACRAMENTOWORKS

SACRAMENTO WORKS, INC.
Executive Committee

Date: Monday, March 21, 2022

Time: 4:00 p.m.

Location:

<https://us02web.zoom.us/j/84427720855?pwd=aEtOanNhcU45R25qb3lUYmVnQU5udz09>

In response to the AB361 (Brown Act Section 54953) relating to the COVID-19 Pandemic, the

Sacramento Works Executive Committee is conducting this meeting on Zoom at

<https://us02web.zoom.us/j/84427720855?pwd=aEtOanNhcU45R25qb3lUYmVnQU5udz09>

Meeting ID: 844 2772 0855; Passcode: 080287. Members of the public may join the meeting by clicking the link above or typing the meeting address above into their web browser, or listen to the meeting by telephone by dialing (for higher quality, dial a number based on your current location):

One tap mobile: +16699006833,84427720855# US (San Jose). Dial by your location + 1 669 900 6833 US (San Jose). Find your local number:

<https://us02web.zoom.us/j/kcJ5Te1MZR>. 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 Executive 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. Approval of Findings and Authorization to Extend Use of Teleconferencing Procedures for Board 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)
3. Approval of Minutes of the February 28, 2022 Meeting

4. Discussion of Sacramento Works Board Action Plan
5. Review of the March 23, 2022 Sacramento Works Board Agenda
6. Adjournment

COMMITTEE MEMBERS: Lisa Clawson, Ron Ellis, David Gordon, Denise Lee, Dr. Jamey Nye, Ron Orr, Anette Smith

DISTRIBUTION DATE: Monday, March 14, 2022

Sacramento Works Executive Committee meeting hosted by:
Anette Smith (Chair), Ron Orr (Vice Chair), Lisa Clawson (Secretary/Treasurer)

ITEM 2- 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 recently extended until March 31, 2022 the long-existing state of emergency related to COVID-19. 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. Recently 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. The Sacramento Works Executive Committee on March 21, 2022 will be the first committee meeting conducted utilizing the AB 361 Procedures, which are reflected in the Notice for the Committee Agenda.

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.
- b. Any of the following circumstances exists:

ITEM 2-ACTION (continued)

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- 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.

RECOMMENDATION:

Authorize the continued use of teleconferencing for Sacramento Works Executive 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.

ITEM 3 – ACTION/DISCUSSION

APPROVAL OF MINUTES OF THE FEBRUARY 28, 2022 REGULAR MEETING

BACKGROUND:

Attached are the minutes of the February 28 regular meeting for review.

RECOMMENDATION:

The Committee review, modify if necessary, and approve the attached minutes.

SACRAMENTO WORKS, INC.

Executive Committee

Minutes

(The minutes reflect the actual progression of the meeting.)

Location: Meeting held electronically

Monday, February 28, 2022
4:00 p.m.

1. Call to Order/Roll Call

Ms. Smith called the meeting to order at 4:02 p.m. The roll was called and a quorum was established.

Members Present: Lisa Clawson, Ron Ellis, Dr. Jamey Nye, Ron Orr, Anette Smith

Member Absent: David Gordon

Others Present: Phil Cunningham, Roy Kim, William Walker, Denise Lee, Terri Carpenter, Julie Davis-Jaffe, Michelle O’Camb

2. Approval of Minutes of the January 24, 2022 Regular Meeting

Minutes were reviewed; no questions or corrections.

Moved/Ellis, second/Clawson, to approve the January 24 minutes as written.

Roll call vote:

Aye: 5 (Clawson, Ellis, Nye, Orr, Smith)

Nay: 0

Abstention: 0

Absent: 1 (Gordon)

3. 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/Clawson, second/Ellis, to approve the 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

Roll call vote:

Aye: 5 (Clawson, Ellis, Nye, Orr, Smith)

Nay: 0
Abstention: 0
Absent: 1 (Gordon)

4. **Approval of an Appointment to the Sacramento Works Board, Executive Committee**

Mr. Kim reviewed this item, to elect Ms. Denise Lee to the Executive Committee.

Moved/Smith, second/Clawson, to approve the appointment of Ms. Denise Lee to the Sacramento Works Board, Executive Committee

Roll call vote:
Aye: 5 (Clawson, Ellis, Nye, Orr, Smith)
Nay: 0
Abstention: 0
Absent: 1 (Gordon)

5. **Discussion of Sacramento Works Board Action Plan**

Ms. Smith reviewed this item.

Ms. Clawson asked if we are still working on creating a standard definition of quality job.

Mr. Kim said this is to review and follow up on previous discussions, if the committee wishes.

Mr. Nye reviewed the discussion from the February Planning/Oversight Committee meeting. The main focus is to develop a definition of quality job. Data, factors, customer-centered needs, evolving, and research were identified areas of consideration in creating the quality jobs definition. Considering a pathway led definition to address the most pertinent needs and set-up for the future.

Ms. Smith commented the goal is for clients to gain the skills and make sustainable wages.

Mr. Nye said exactly, that is the goal. The question may be where in the pathway is the customer. The pathway idea considers gaining key skills versus high pay, depending on what the immediate need is.

Mr. Orr asked once determined what is SETA's goal to make them an employable candidate.

Ms. Smith said it comes down to the training providers, who they are and what they train on. There can be a mismatch between quality of provider and the

training and what is actually needed by the employer. As an organization we need to find a balance to meet the needs of quality job employers. Example was the coding program. We do not always have the luxury of that type of training provider.

Mr. Orr agreed. What a livable wage has and is changing. Livable wage will be tough to target/monitor because it fluctuates so much. Our goal is to make our clients as employable as possible.

Mr. Ellis shared we need to adjust the quality to the group of candidates. There are clients who are just getting started in the workforce to those who need additional training.

Mr. Nye would like to see the goal drive action. We have to trust SETA staff to indicate where we put our energy. They know what employability skills are needed. Prioritizing employability skills would be helpful too.

Ms. Smith asked if we have demographic profile trends of SETA clients.

Mr. Kim said we can provide demographic information, similar to what has been done in the past.

Ms. Smith is interested in the data SETA has versus what Project Attain has. Is there an intersection and would that be the group to focus on?

Mr. Kim stated the SETA demographic on average is lower skill levels than those with Project Attain.

Mr. Orr said with the committees all working towards this definition we should have a well-rounded definition.

Mr. Kim agreed with Mr. Nye, defining will be easy. Application will be the difficult part.

Ms. O'Camb commented the cost of training is costly. Adult education is close to \$17,000. Hard on training dollars and resources. Looking at leveraged training resources.

Ms. Smith said there is a lot of money in the workforce development world. This would be the time to take advantage by partnering with employment partners. This could be an opportunity to expand on our valued partnerships gained over the years.

Mr. Orr commented GSEC was just awarded \$100 million from Google to do Google certifications. He will connect with GSEC to see how that works. They put

45 students through the program; VSP employed eight of them. Impactful training to employers.

Ms. Smith said this is different from the traditional model; we are not in a traditional time. Is there training that is specific and allows for career growth and livable wage?

Mr. Ellis asked how will the results from each committee be consolidated.

Ms. Smith anticipates we will see something on behalf of the Board and review report outs at the next Board meeting for transparency.

Mr. Orr asked with the clients (trainees/seeking education) do we have data on how many of those who go through the program receive a sustaining job?

Mr. Kim replied yes, he can provide that data along with the demographic data. In the most recent program year the employment rate was approximately 70 percent, and the average annual income was approximately \$41,000.

Mr. Orr commented it would not be fair to certain candidates to lump them in when they would be disqualified due to certain hiring constraints.

Ms. Smith said there are limited training dollars and a tendency to spend a majority of those dollars on clients that are difficult to serve, which leaves others unattended. How do we balance meeting the needs of employers and the needs of clients?

Mr. Kim agreed. If the Sacramento Works Board comes up with a definition it should not be a WIOA only definition. Sharing and promoting the definition created by the Board with the comprehensive workforce development system, which includes the education system, partners, and others that are part of a continuum of services. Applying the definition in that fashion could open the door for a more acceptable definition for all employers.

Mr. Orr agreed. There is no one set definition that fits all. It will have to open ended to be encompassing.

Ms. Smith agreed with Mr. Kim; the definition should be broader than just around WIOA. In synopsis we are changing the way we do business. The shift and those changes need to be deliberate to work well and into the future.

6. **Adjournment:** The meeting was adjourned at 4:37 p.m.

ITEM 4 –DISCUSSION

DISCUSSION OF SACRAMENTO WORKS BOARD ACTION PLAN

BACKGROUND:

In late June, a survey was sent out to all Sacramento Works Board members requesting input on the top priority areas for the Sacramento Works Board to focus on in the coming year. Using the results of the survey, the Board engaged in two separate retreat sessions on October 6, 2021 and November 5, 2021.

At the November 17, 2021 Board Meeting, the Board approved the attached Sacramento Works Board Action Plan for 2022, and selected the following categories as the Board's priorities for 2022:

- Review Board structure and processes to enable our organization to be creative, agile, dynamic, and equitable
- Develop and define quality jobs and livable wages in partnership with the business community

The Executive Committee met on January 24, 2022, and assigned specific action plan tasks to Committees. The assignments were approved by the full Board on January 26, 2022, and each Committee was asked to review the specific action plan tasks and provide feedback on tasks that fall within their respective areas.

In addition, the Board adopted as its top priority - ***develop a standardized definition of quality jobs and employers***, and requested that Committees discuss and respond with potential definitions. To help inform the discussion, a one-page state document defining job quality is attached.

RECOMMENDATION:

Discuss the Sacramento Works Board Action Plan and take appropriate action.

Sacramento Works Board Action Plan 2022

Develop a roadmap of programs to ensure equity and lead to quality jobs	Review Board structure and processes to enable our organization to be creative, agile, dynamic, and equitable.	Develop and define quality jobs and livable wages in partnership with the business community.	Define set of data, goals, outcomes, and success stories that will consistently show ROI to the community	Seek strategic partnerships that provide targeted populations opportunities to quality jobs and expand and enhance Sac Works capacity.
Adopt Strategies for job readiness curriculum	Recruit members from high demand industries (BD)	Create a business support network (EO)	Research and develop Sacramento Works outcome dashboard	Connect with Sac County homeless leadership
Develop and deploy digital literacy training and tools	Increase program awareness of board members (EX/BD)	Explore possibility of investing in CRM or other tech to support business (PO/EO)	Improve our story telling capability	Implement an Aggie Square partnership
Replicate GSEC Coding Bootcamp	Initiate and complete board member composition review (BD)	Support COVID vaccine mandate deployment – Tabled	Develop and focus on job retention measurements	Coordinate strategic outreach to small and medium size businesses
Increase funding and access to OJT programs	Research and ID key industries for pipeline development (EX)	Pair Board members to program areas to leverage individual networks (ALL)	Develop and publish entry level job index	Create award program with Board initiative funds.
Develop and implement a turnkey internship program	Bring youth voice on the Board (YTH/EX/BD)	Adopt standard toolbox for wants and needs of employers (EO)		Build partnerships around specific projects.
ID and articulate career pathways specifically for youth	Hold summit of select public and private industries (EO)	Develop a standardized definition of “quality” jobs and employers (ALL) – Priority #1		
Coordinate internships leading to employment	Develop and complete entry level job index report (EO)	Develop a SETA Virtual Bootcamp for employers (EO)		
		Conduct and publish a private sector wage and benefit survey (EX/EO)		

NOTE: All Committees to review and provide feedback on tasks that fall within their respective areas.

California's economy is the fifth-largest in the world and generates tremendous wealth and prosperity. At the same time, income inequality continues to rise, and people of color are overrepresented in low-wage, dead-end jobs. In 2017, the median wage was \$11.05 per hour, and one in three California workers earned less than \$15 per hour. The decline in economic opportunity and upward mobility exacerbates income inequalities that prevent workers—especially people of color and those who are historically marginalized—from thriving and achieving economic prosperity.

For these workers, simply connecting to a job is not enough. English-language proficiency, immigration status, criminal background, transportation, and childcare challenges prevent workers of color from accessing training and quality employment opportunities. Furthermore, systemic barriers, such as geographic segregation, discrimination, and hiring bias limit opportunities for people of color to achieve economic prosperity. Employers also use practices such as misclassification and subcontracting to increase profits, resulting in an increase in the number of working poor—those who work full-time but cannot earn enough to make ends meet.

High road training partnerships (HRTPs) are raising industry standards by building partnerships that connect workers and communities to safer, healthier, and more highly skilled jobs and a supportive workforce development infrastructure to reach socio-economic success. HRTPs increase the capacity of firms and workers to adapt and compete by addressing industry challenges like mass retirement and the effects of technological advances on the fundamental nature of work.

WHAT IS A QUALITY JOB?

Quality jobs provide family-sustaining wages, health benefits, a pension, worker advancement opportunities, and collective worker input and are stable, predictable, safe and free of discrimination. Quality jobs have the potential to transform workers' lives and create resilient, thriving firms and communities and a more just and equitable economy.

Compared to the total California workforce, low-wage workers are:

- *twice* as likely to work part-time;
- *less* likely to be members of a union;
- *less* likely to receive employer-provided health insurance or retirement benefits;
- *more* likely to live in households with incomes below the federal poverty line; and
- *more* likely to experience high blood pressure, obesity, other chronic illnesses, and premature death.

Source: Low-Wage Work in California Data Explorer

CREATING A WORKFORCE DEVELOPMENT SYSTEM THAT ENSURES JOB QUALITY

Family-Sustaining Wages

Family-supporting wages include healthcare, a pension, and paid sick leave and ensure that workers can procure basic necessities such as housing and food for themselves and their families in any location.

Career Pathways

Clearly defined career ladder opportunities lead to family-sustaining wages for workers. Workers must have access to quality education, training, and support services that provide the skills to access opportunities to enter and advance within a specific occupation.

Stable and Predictable Schedules

Work schedules are reliable, predictable, and stable and include enough hours to ensure a family-sustaining income. Workers receive reasonable advance notice of their schedules, clearly defined shifts, and a consistent number of hours.

Worker Voice and Agency

Worker knowledge and expertise is valued and respected. Worker expertise is necessary to the development, design, and implementation of training programs to adequately address industry demand and workforce needs. Workers should also have the right to organize and join unions and other organizations to protect their interests.

Healthy Work Environment

A safe and healthy work environment is key to improving worker relations, morale, job satisfaction and productivity. Adequate training and protection reduce the risk of on-the-job injuries, prevent fatalities, and lessen the impact of long-term health conditions. Socially conscious training that incorporates racial equity practices in a community context helps employers make workplaces safer and meet environmental sustainability standards that improve public health.

Job quality has significant social and economic benefits. Quality jobs can lead to economic stability and better physical and mental health outcomes for workers. A worker with a quality job is less likely to experience stress and anxiety, scheduling instability, or economic insecurity and more likely to experience job and overall life satisfaction, and good physical and mental health.

THE H RTP APPROACH CREATES AN ECOSYSTEM OF ECONOMIC PROSPERITY

Workers

Quality jobs would lead to economic mobility and positively affect workers' and their families' physical and mental health and well-being, relationships, and social and household lives.

Employers

Quality jobs would reduce absenteeism, lower turnover rates, and increase productivity and profits, resulting in the ability to thrive and compete in a high road economy.

Worker Organizations

Quality jobs would improve worker satisfaction, increase membership, strengthen worker power in the workplace, and create a more competitive workforce that lifts industry standards.

Communities

Quality jobs would increase the spending power of workers and help circulate money through local economies to support businesses, increase the number of jobs, create healthy, environmentally sustainable, thriving communities, and grow the economy.