

**WORKFORCE DEVELOPMENT
BOARD MEMBERS**

STACI ANDERSON
PRO Youth and Families

EDWARD W. BAKER
Alto Ingredients, Inc.

AMANDA BLACKWOOD
Sacramento Metro Chamber of Commerce

N. LISA CLAWSON – Secretary/Treasurer
Kaiser Permanente

LYNN R. CONNER
Better Business Bureau

RONALD J. ELLIS
2SS.com

KEVIN FERREIRA
Sacramento Sierra's Building & Construction
Trades Council

KRISTIN GIBBONS
Department of Human Assistance

TROY GIVANS
County of Sacramento, Economic
Development

DAVID W. GORDON
Sacramento County Office of Education

MANDI HIGLEY
Tri-Tool, Inc.

LISA M. HUTCHINSON
DigiStream Investigations

MICHAEL JASSO
City of Sacramento

GARY R. KING
SMUD

DENISE LEE
Sacramento Employment Training Agency

MATT LEGE
SEIU – United Healthcare Workers

FRANK A. LOUIE
Sacramento Asian Chamber of Commerce

JANET NEITZEL
Employment Development Department

DR. JAMEY NYE
Los Rios Community College District

RONALD R. ORR, JR. – Vice Chair
VSP, Inc.

SHARON O'SULLIVAN
California Department of Rehabilitation

JOHNNY PEREZ
SAFE Credit Union

KARL PINEO
Ironworkers Local 118

FABRIZIO SASSO
Sacramento Central Labor Council

ANETTE SMITH – Chair
Roth Staffing Companies, L.P.



SACRAMENTOWORKS

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

Date: Wednesday, February 16, 2022

Time: 8:30 a.m.

Zoom Location:

<https://us02web.zoom.us/j/86371968317?pwd=OW5iNEc0Y2c5N3A2cDZJVlIXd29KZz09>

In response to the AB361 (Brown Act Section 54953) relating to the COVID-19 Pandemic, the Sacramento Works Planning/Oversight Committee is conducting this meeting on Zoom at <https://us02web.zoom.us/j/86371968317?pwd=OW5iNEc0Y2c5N3A2cDZJVlIXd29KZz09>

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..86371968317# US (San Jose); Dial by your location: + 1 669 900 6833 US (San Jose). Find your local number: <https://us02web.zoom.us/j/86371968317?pwd=OW5iNEc0Y2c5N3A2cDZJVlIXd29KZz09>. Webinar ID: 863 7196 8317, Passcode: 956619. 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 Planning/Oversight 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:** Approval of the September 15, 2021 Minutes
3. **Action/Discussion:** Sacramento Works Board Action Plan

4. **Information:** WIOA Performance Report (Ralph Giddings)
5. Public Input
6. Adjournment

Planning/Oversight Committee Members: Dr. Jamey Nye (Chair), Lisa Clawson, Kristin Gibbons, Matt Legé, Frank Louie, Sharon O'Sullivan, Karl Pineo, Anette Smith

DISTRIBUTION DATE: Thursday, February 10, 2022

Sacramento Works Planning/Oversight Committee meeting
hosted by:
Dr. Jamey Nye (Chair)

Planning/Oversight Committee
Minutes/Synopsis
(Minutes reflect the actual progression of the meeting.)

Meeting held electronically

Wednesday, September 15, 2021

I. Call to Order/Roll Call

The meeting was called to order at 8:30 a.m. The roll was called and a quorum was established.

Present: Kristin Gibbons (*joined at 8:32 a.m.*), Kathy Kossick, Matt Legé, Frank Louie (*joined at 8:34 a.m.*), Sharon O'Sullivan, Anette Smith (*joined at 8:40a.m.*), Dr. Jamey Nye

Absent: Lisa Clawson, Karl Pineo

Others present: Phil Cunningham, Michelle O'Camb, Roy Kim, Ralph Giddings, Clare Vanderpool, Terri Carpenter, Monica Barber

II. Consent:

A. Approval of the January 20, 2021 Minutes

The minutes were reviewed; no questions or corrections.

Moved/Lagé, second/Kossick, to approve the January 20, 2021 minutes.

Roll call vote:

Aye: 5 (Gibbons, Kossick, Legé, O'Sullivan, Nye)

Nay: 0

Abstention: 0

Absent: 4 (Clawson, Louie, Pineo, Smith)

III. Action:

A. Approval to Transfer Workforce Innovation and Opportunity Act Dislocated Worker Funds to Adult Funds, Program Year 2021-2022, and Authorize Staff to Submit a Request to the State of California, Employment Development Department

Ms. Michelle O'Camb reviewed the transfer of funds. Under the Act local workforce boards are able to transfer up to 100 percent of funds. The Agency is requesting to transfer up to 80 percent from the dislocated worker program to the adult program, which is approximately \$2.5 million. This transfer will allow SETA

greater flexibility to respond to workforce changes. The transfer of funds is contingent on Employment Development Department's approval.

Frank Louie joined the meeting at 8:34 a.m.

Moved/Kossick, second/Lagé, to approve the Transfer Workforce Innovation and Opportunity Act Dislocated Worker Funds to Adult Funds, Program Year 2021-2022, and Authorize Staff to Submit a Request to the State of California, Employment Development Department

Roll call vote:

Aye: 6 (Gibbons, Kossick, Lagé, Louie, O'Sullivan, Nye)

Nay: 0

Abstention: 0

Absent: 3 (Clawson, Pineo, Smith)

- B. Approval to Submit Workforce Innovation and Opportunity Act Self-Assessment Reports to the California Workforce Development Board for Certification of America's Job Centers)

Ms. Monica Barber reviewed the State policy. SETA is a One Stop Operator; therefore, we are unable to self-certify the jobs centers. The State will be doing the job center certifications.

Mr. Lagé asked if this is something we have done before, multiple times.

Ms. Barber answered yes.

Mr. Roy Kim said this item will go to the Sacramento Works Board, but not the Governing Board for approval.

Mr. Nye asked if things are going well at a high level.

Mr. Kim answered it is a good exercise for the job center leadership to reinforce what constitutes a quality job center and what are the different components. The value of the exercise is educating and learning through the process.

Ms. O'Sullivan asked if access to visually impaired services at Hillsdale will be addressed in the future.

Mr. Kim answered one of the focus areas is continuous improvement; if those services are not available, then it is an opportunity for development.

Ms. O'Sullivan said the Department of Rehabilitation is available to partner in addressing those improvements, as they have a blind services division.

Ms. Anette Smith joined the meeting at 8:40 a.m.

Ms. O’Camb said we partner with the Society for the Blind. There is an opportunity to better partner with the Department of Rehabilitation in improving access.

Moved/Legé, second/Smith, to approve to Submit Workforce Innovation and Opportunity Act Self-Assessment Reports to the California Workforce Development Board for Certification of America’s Job Centers

Roll call vote:

Aye: 7 (Gibbons, Kossick, Legé, Louie, O’Sullivan, Smith, Nye)

Nay: 0

Abstention: 0

Absent: 2 (Clawson, Pineo)

IV. Information:

A. WIOA Performance Report

Mr. Ralph Giddings reviewed the end of year report for SETA career centers, for the fiscal year July 1, 2020 to June 30, 2021. The total year to date enrollment is at 83.7 percent.

Mr. Nye asked if there are red flags where the percentages appear to be low.

Mr. Giddings replied there are a couple of new centers which we are working on bringing up performance, such as Fruitridge. Enrollments went down due to COVID-19 compared to the previous program year.

Mr. Kim added that for the majority of the last program year the Mather AJCC has been closed due to COVID-19. The staff are working on reopening Franklin AJCC. The Agency continues to work with the Fruitridge AJCC. We took this performance into consideration when looking for funding recommendations; we did not recommend Fruitridge, however the Governing Board approved continued funding. We have started to see significant improvement in the first quarter.

B. Approval Letters from the California Workforce Development Board

Mr. Kim said both the regional and local plan were approved until 2024. Mr. Kim acknowledged Ms. O’Camb and Ms. Barber’s hard work.

Ms. Kossick recognized Ms. Nancy Hogan in her last Planning/Oversight Committee meeting before her retirement at the end of September.

V. Adjournment: The meeting adjourned at 8:50 a.m.

ITEM 3 – ACTION/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.

LOW-WAGE WORKER PROFILE

- 76%** are workers of color
- 40%** are immigrants
- 47%** have some college experience

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.