

**WORKFORCE DEVELOPMENT  
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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

**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**  
Clutch Contracts & Consulting

**KARL PINEO**  
Ironworkers Local 118

**FABRIZIO SASSO**  
Sacramento Central Labor Council

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

**RICK WYLIE**  
Villara Building Systems



**SACRAMENTOWORKS**

**REGULAR MEETING OF THE  
SACRAMENTO WORKS, INC. BOARD**

**DATE:** Wednesday, January 26, 2022

**TIME:** 8:00 a.m.

**LOCATION:**

<https://us02web.zoom.us/j/87329694227?pwd=NGNBNmhOdGNWRlh3R0czNEIPT25PUT09>

In response to the AB361 (Brown Act Section 54953) relating to the COVID-19 Pandemic, the Sacramento Works Board is conducting this meeting on Zoom at <https://us02web.zoom.us/j/87329694227?pwd=NGNBNmhOdGNWRlh3R0czNEIPT25PUT09>. 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 on One tap mobile +16699006833,,87329694227# US (San Jose). Meeting ID: 873 2969 4227. Passcode: 1760218. Find your local number: <https://us02web.zoom.us/j/kyooc368Q>. Members of the public are encouraged to participate in the meeting by submitting written comments by email to: [Monica.Newton@seta.net](mailto: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](mailto:Monica.Newton@seta.net). Please include in your request on which item you would like to participate. 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 Governing Board 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](http://www.seta.net).

# AGENDA

## PAGE NUMBER

- I. **Call to Order/Roll Call**
- II. **Consent Items** (2 minutes)
  - A. Approval of Minutes of the November 17, 2021 Special Meeting 2-7
  - B. Approval of Appointment of Youth Committee Member 8
- III. **Action/Discussion Items**
  - A. 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) 9-10
  - B. Discussion of Sacramento Works Board Action Plan Target Areas (Anette Smith) 11-12
  - C. Approval of Employer Outreach Committee Action Plan 2022 (Ron Ellis) 13-17
- IV. **Information Items**
  - A. Forbes Article on SETA's Homeless Transition Employment Program (Julie Davis-Jaffe) 18-24
  - B. California Workforce Association and California Employment Development Department Report on Job Quality and Local Workforce Development Boards (Roy Kim) 25
  - C. Dislocated Worker Report (William Walker) 26-27
  - D. Employer Recruitment Activity Report (William Walker) 28-37
  - E. Unemployment Update/Press Release from the Employment Development Department (Roy Kim) 38-43
  - F. Committee Updates 44-45
    - ✓ Youth Committee (David Gordon)
    - ✓ Planning/Oversight Committee (Dr. Jamey Nye)
    - ✓ Employer Outreach Committee (Ron Ellis)
    - ✓ Board Development Committee (Lisa Clawson)

**V. Other Reports**

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1. Chair
2. Members of the Board
3. Counsel
4. Public Participation

**VI. Adjournment**

**DISTRIBUTION DATE: Wednesday, January 19, 2022**

# Sacramento Works, Inc. Local Workforce Development Board Strategic Plan

Sacramento Works, Inc., the local Workforce Development Board for Sacramento County, is a 27-member board charged with providing policy, planning and oversight for local workforce development initiatives.

## **Vision:**

Building a dynamic workforce for the Sacramento Region.

## **Mission:**

Sacramento Works partners with the workforce community to serve regional employment needs.

## **Goals:**

### **Goal 1 (Planning/Oversight Committee):**

Prepare customers for viable employment opportunities and career pathways in the region by improving the one stop career center system.

### **Goal 2 (Employer Outreach Committee):**

Support regional employers' efforts to hire, train, and transition employees by enhancing and communicating the availability and value of Sacramento Works' employer and business services.

### **Goal 3 (Youth Committee):**

Prepare youth to thrive and succeed in the regional workforce by providing relevant work readiness and employment programs and engaging regional employers and academia.

*(Adopted 5/25/11; updated 5/12/16)*

ITEM II-A – CONSENT

APPROVAL OF MINUTES OF THE NOVEMBER 17, 2021 SPECIAL MEETING

BACKGROUND:

Attached are the minutes of the November 17 special meeting for review.

RECOMMENDATION:

That your Board review, modify if necessary, and approve the attached minutes.

## **SPECIAL MEETING OF THE SACRAMENTO WORKS, INC. BOARD**

### **Minutes/Synopsis**

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

Meeting held electronically

Wednesday, November 17, 2021

8:00 a.m.

#### **I. Call to Order/Roll Call**

Ms. Anette Smith called the meeting to order at 8:01 a.m. The roll was called and a quorum was established.

Members Present: Staci Anderson, Lisa Clawson, David Gordon, Lisa Hutchinson, Michael Jasso, Gary King, Kathy Kossick, Janet Neitzel, Ronald Orr, Ron Ellis (*joined at 8:04 a.m.*), Edward Baker, Lynn Conner, Dr. Jamey Nye Rick Wylie, Matt Lege, Johnny Perez (*joined at 8:24 a.m.*), Kristin Gibbons, Sharon O'Sullivan, Anette Smith

Members Absent: Mandi Higley, Frank Louie, Troy Givans, Amanda Blackwood, Kevin Ferreira, Fabrizio Sasso, Karl Pineo

#### **II. Consent Items**

##### **A. Approval of Minutes of the September 22, 2021 Regular Meeting**

The minutes were reviewed; no questions or comments.

Moved/Neitzel, second/Clawson, to approve the September 22, 2021 minutes.

Roll call vote:

Aye: 16 (Anderson, Clawson, Gordon, Hutchinson, Jasso, King, Kossick, Neitzel, Orr, Baker, Conner, Nye, Wylie, Lege, O'Sullivan, Smith)

Nay: 0

Abstentions: 0

Absent: 10 (Ellis, Gibbons, Perez, Higley, Louie, Givans, Blackwood, Ferreira, Sasso, Pineo)

#### **III. Action/Discussion Items**

##### **A. 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)**

Motion/Ellis, second/Gordon, to approve the 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

Roll call vote:

Aye: 18 (Anderson, Clawson, Gordon, Ellis, Gibbons, Hutchinson, Jasso, King, Kossick, Neitzel, Orr, Baker, Conner, Nye, Wylie, Lege, O'Sullivan, Smith)

Nay: 0

Abstentions: 0

Absent: 8 (Perez, Higley, Louie, Givans, Blackwood, Ferreira, Sasso, Pineo)

B. Approval of the Sacramento Works Board Action Plan for 2022

Ms. Smith reviewed the board retreats discussion. Five strategies were compiled during the retreats, which are then broken down into smaller focus areas. The goal of this meeting is to pick two to three of the strategies to focus on during the next twelve months. The Executive Committee met and selected a few strategies they would like to see focused on. The discussion was opened to the board for what strategies they saw as most pressing.

Ms. Clawson commented we need to keep in mind the board does not have additional support staff to assist in executing some of the strategies, if selected. She suggested the board focus on the second and third columns: Develop and define quality jobs and livable wages in partnership with the business community, and Review Board structure and processes to enable our organization to be creative, agile, dynamic, and equitable.

Ms. Neitzel said it would take less staffing resources if the board focused on column three. She would like to see the board focus on column four; Define set of data, goals, outcomes, and success stories that will consistently show ROI to the community.

Mr. Wylie suggested the board focus on the first column; Develop a roadmap of programs to ensure equity and lead to quality jobs. He said the second column is part of the general responsibilities of the board.

Mr. King agreed with Mr. Wylie. He was interest in the internship program providing an opportunity to channel interns into medium and smaller business, which are areas they may not have easy access to. He also commented there are other efforts the board could partner with to execute aspects of these goals.

Mr. Ellis said there are certain points on the chart the board will touch on regardless if they are the main focus or top priority of the board.

Mr. Baker said what can make the biggest impact in the community, is working with the talent pool. Getting people employed, impacting the need of those who need to be employed, and businesses that need employees. COVID-19 is still a big factor in looking at which industries are being sought after and those with the most need.

Ms. Smith suggested the board consider the strategies to focus on without factoring in the need for SETA staff. We may need to find other funding or partner with others to meet the strategies.

Mr. Nye said he would like to see a focus on column three and five; Develop and define quality jobs and livable wages in partnership with the business community, and Seek strategic partnerships that provide targeted populations opportunities to quality jobs and expand and enhance Sac Works capacity.

Ms. Kossick said the expertise of the board members should be utilized in executing the targeted strategies, specifically numbers two and three, if chosen.

Mr. Orr asked if we are putting the responsibility of turnkey on the board. Usually the role of a board is an advisory position. Would the board be taking a more tactile role in implementing the strategies?

Ms. Smith replied no, the role of the board would be more as a strategy. The board would provide thoughtful leadership and it would be implemented by SETA staff, which they already do in some ways. There might be a need to expand established areas or find additional funding.

Mr. Ellis stated as part of the Employer Outreach Committee they have looked at some aspects of the listed strategies. One priority for the committee is how to solicit on-the-job training. Finding ways to promote on-the-job training through advertising to employers. The goal is to have consistent funding to make it a continual effort.

Mr. Nye suggested it may not be a regional turnkey, but could start in a focused area, similar to a pilot program.

Ms. Smith said the Executive Committee suggested two of the strategies it would like to see the board focus on. Those are numbers two and three. Something to consider is if we have the right people in the right place and time. Do we need to expand committees? The Executive Committee emphasized focusing on quality jobs and livable wages. We want to really understand what a quality job is, especially post pandemic.

Motion to approve number two and three for targets of the next year, with inclusion of internship program and other activities necessary for the year.

Mr. King asked for clarification if the focus is the bold blue items on the chart, and if we can then select several of the items under those columns.

Ms. Smith answered that is correct. Once the board approves the main focus areas it can then decide on the supporting aspects. The board does not have to include all listed supporting points.

Mr. Baker commented on the board's existing committees.

Ms. Smith said the standing committees are Planning/Oversight, Executive, Employer Outreach, and Youth Committee, per the bylaws. There could be other committees needed to execute these strategies discussed today.



Mr. Cunningham suggested for the board to put it to the Executive Committee as the chairs of the subcommittees all sit on the Executive Committee; to discuss creating ad hoc committees or how the current committees can support the board's new targets. He suggested the motion be amended to give the Executive Committee the power to pull from the other buckets to add to the board's specific goals.

Moved/Baker, second/Clawson, to approve the adoption of Review Board Structure and Processes to Enable Our Organization to be Creative, Agile, Dynamic, and Equitable, and Develop and Define Quality Jobs and Livable Wages in Partnership with the Business Community, as the board's targets for 2022; with the Executive Committee to have the power to pull from other listed areas to be included as targets for the board.

Roll call vote:

Aye: 19 (Anderson, Clawson, Gordon, Ellis, Gibbons, Hutchinson, Jasso, King, Kossick, Neitzel, Orr, Baker, Conner, Nye, Wylie, Lege, Perez, O'Sullivan, Smith)

Nay: 0

Abstentions: 0

Absent: 7 (Higley, Louie, Givans, Blackwood, Ferreira, Sasso, Pineo)

#### **IV. Information Items**

##### **A. Dislocated Worker Report**

Mr. Walker reviewed the report. Employers are reaching out to him daily. It is a job seekers market.

##### **B. Employer Recruitment Activity Report: No questions**

##### **C. Unemployment Update/Press Release from the Employment Development Department**

Ms. Cara Welch reviewed the latest report from September shows an unemployment rate of 5.5 percent. Since January 2021, there has been a rate decline, with the exception of June. As seasonal hiring begins in September and October, the rate tends to decline with a slight increase in November and December. Comparing with February 2020, the job numbers are down 32,400; we do have to keep in mind the seasonality. We have recovered 80 percent of the jobs lost since February 2020. Leisure and hospitality is down 23,600 jobs as of September. Government is showing a decline of 8,900 jobs. Education and health services is down 6,800 jobs. Construction is up 9,300 jobs. The farm industry is up 4,000 jobs; seasonality is most likely a factor. Trade, transportation, and utilities is up 1,300 jobs; the main gain is within warehousing and transportation.

D. Committee Updates

- ✓ Youth Committee

Mr. Gordon said the committee did not meet in November. There are interesting projects in the works, focusing on talent pipeline creation.

- ✓ Planning/Oversight Committee: No Report

- ✓ Employer Outreach Committee (EOC)

Mr. Ellis reviewed the EOC objectives for board approval. Priorities include paid sponsorship, consistent funding, find small and medium size business representatives, and efforts to track progress. An update on the current year's objectives was reviewed. The four initiatives listed are being carried out on a regular basis.

Ms. Smith thanked the EOC for all their efforts.

V. **Other Reports**

1. Chair: Ms. Smith recognized and thanked Ms. Kossick for her dedication and efforts over the years.
2. Members of the Board: None
3. Counsel: Mr. Cunningham recognized Ms. Kossick, as it was her last board meeting before retirement.
4. Public Participation: No Report

Ms. Kossick thanked the board.

VI. **Adjournment**: The meeting was adjourned at 8:54 a.m.

## ITEM II-B - CONSENT

### APPROVAL OF APPOINTMENT OF YOUTH COMMITTEE MEMBER

#### BACKGROUND:

The Sacramento Works Board's Youth Committee is responsible for the planning and procurement of the Workforce Innovation and Opportunity Act (WIOA) youth services. The Sacramento Works Youth Committee seeks to develop a continuum of services to engage youth in the workforce system; works with community partners to coordinate youth initiatives; and is responsible for the oversight of youth providers. WIOA requires no minimum or maximum number of representatives on the Youth Committee. The WIOA and the State of California have identified the following categories of membership on the Youth Committee:

- Members of the local board with special interest or expertise in youth services or policy;
- Representatives of youth service organizations, including juvenile justice and local law enforcement agencies;
- Representatives of local public housing organizations;
- Education representatives;
- Parents of local youth seeking assistance under WIOA;
- Youth, including former participants and representatives of organizations that have experience relating to youth activities; and
- Representatives of the Job Corps.

Sent under separate cover for your review is Shawn O'Briant's, Vocational Specialist with the Sacramento County Office Education (SCOE), Youth Committee Application and Resume.

#### RECOMMENDATION:

Approve the appointment of Shawn O'Briant to the Sacramento Works Youth Committee.

ITEM III-A- ACTION/DISCUSSION

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

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 Board Meetings, provided necessary procedures are followed. The Sacramento Works Board on January 26, 2022 will be the first board meeting conducted utilizing the AB 361 Procedures, which are reflected in the Notice for the Board 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 Board meeting to be held by teleconference procedures consistent with AB 361, the Board 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:
  - 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 Board 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 Board 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

## ITEM III-B – ACTION/DISCUSSION

### DISCUSSION OF SACRAMENTO WORKS BOARD ACTION PLAN TARGET AREAS

#### 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 targets 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 Board delegated to the Executive Committee the responsibility to discuss how the current committees could support the Board's new targets, and/or whether to create new ad hoc committees. The Executive Committee met on January 24, 2022, and will provide an oral report on action taken.

#### RECOMMENDATION:

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

PRESENTER: Anette Smith

## 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	Create a business support network	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	Explore possibility of investing in CRM or other tech to support business	Improve our story telling capability	Implement an Aggie Square partnership
Replicate GSEC Coding Bootcamp	Initiate and complete board member composition review	Support COVID vaccine mandate deployment	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	Pair Board members to program areas to leverage individual networks	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	Adopt standard toolbox for wants and needs of employers		Build partnerships around specific projects.
ID and articulate career pathways specifically for youth	Hold summit of select public and private industries	Develop a standardized definition of “quality” jobs and employers		
Coordinate internships leading to employment	Develop and complete entry level job index report	Develop a SETA Virtual Bootcamp for employers		
		Conduct and publish a private sector wage and benefit survey		

## ITEM III-C- ACTION/DISCUSSION

### APPROVAL OF THE 2022 EMPLOYER OUTREACH COMMITTEE ACTION PLAN

#### BACKGROUND:

At the January 13, 2022 Employer Outreach Committee meeting, the SWI Action Plan and the 2022 Employer Outreach Action Plan were reviewed. The SWI Action Plan items that correlate with the current and planned activities of the 2022 Employer Outreach Committee Action Plan were discussed and the 2022 Employer Outreach Committee Action Plan was approved.

The attached charts provide an overview of the Board's Action Plan items that will be accomplished through the 2022 Employer Outreach Committee Action Plan.

#### RECOMMENDATION:

Approve the 2022 Employer Outreach Committee Action Plan.

PRESENTER: Ron Ellis



## Sacramento Works Board Action Plan 2022

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>
<b>1</b>	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	Create a business support network	Research and develop Sacramento Works outcome dashboard	Connect with Sac County homeless leadership
<b>2</b>	Develop and deploy digital literacy training and tools	Increase program awareness of board members	Explore possibility of investing in CRM or other tech to support business	Improve our story telling capability	Implement an Aggie Square partnership
<b>3</b>	Replicate GSEC Coding Bootcamp	Initiate and complete board member composition review	Support COVID vaccine mandate deployment	Develop and focus on job retention measurements	Coordinate strategic outreach to small and medium size businesses
<b>4</b>	Increase funding and access to OJT programs	Research and ID key industries for pipeline development	Pair Board members to program areas to leverage individual networks	Develop and publish entry level job index	Create award program with Board initiative funds.
<b>5</b>	Develop and implement a turnkey internship program	Bring youth voice on the Board	Adopt standard toolbox for wants and needs of employers		Build partnerships around specific projects.
<b>6</b>	ID and articulate career pathways specifically for youth	Hold summit of select public and private industries	Develop a standardized definition of “quality” jobs and employers		
<b>7</b>	Coordinate internships leading to employment	Develop and complete entry level job index report	Develop a SETA Virtual Bootcamp for employers		
<b>8</b>			Conduct and publish a private sector wage and benefit survey		

# Sacramento Works Board Action Plan 2022

Analysis & recommendations for the EOC:

EOC Objective	Board Action Plan items	What the EOC is doing or plans to do
Secure one or more 'PAID' sponsorships for topical Seminars	<ul style="list-style-type: none"> <li><input type="checkbox"/> 2022 Board Action Plan items A4 &amp; C1</li> <li><input type="checkbox"/> Increase funding and access to OJT programs →</li> <li><input checked="" type="checkbox"/> Create a Business network →</li> </ul>	<ul style="list-style-type: none"> <li>- Begin soliciting sponsorships</li> <li>- Newsletter, surveys, employer meetings, seminars</li> </ul>
Develop and integrate an annual OJT promotion plan  <i>[Consider soliciting one or more (probably 'name') sponsors]</i>	<ul style="list-style-type: none"> <li><input type="checkbox"/> 2022 Board Action Plan items A4</li> <li><input checked="" type="checkbox"/> Increase funding and access to OJT programs →</li> </ul>	<ul style="list-style-type: none"> <li>- Begin soliciting sponsorships</li> </ul>
Find 2 or 3 'small' and 'medium'-sized company representatives as EOC members	<ul style="list-style-type: none"> <li><input type="checkbox"/> 2022 Board Action Plan items B1, B4, &amp; E3</li> <li><input type="checkbox"/> Recruit EOC members from high demand industries, →</li> <li><input checked="" type="checkbox"/> Research &amp; ID key industries for pipeline development →</li> <li><input type="checkbox"/> Coordinate strategic outreach to small and medium size business. →</li> </ul>	<ul style="list-style-type: none"> <li>- Working group aimed at recruiting</li> <li>- See EOC 11-17-2021 Board Report with SETA/SWI industries identified</li> <li>- EOC's Working group aimed at recruiting</li> </ul>
Begin using routine KPI info. to evaluate success and opportunities to improve	<ul style="list-style-type: none"> <li><input type="checkbox"/> 2022 Board Action Plan items D1</li> <li><input checked="" type="checkbox"/> Research and Develop Sacramento Works outcome dashboard →</li> </ul>	<ul style="list-style-type: none"> <li>- EOC's KPI workgroup</li> </ul>

EOC Objective	Board Action Plan items	What the EOC is doing or plans to do
Institutionalize 2021 gains ( <i>Employer Meetings, Newsletter, Surveys &amp; Seminars</i> )	<ul style="list-style-type: none"> <li><input type="checkbox"/> 2022 Board Action Plan items C1, D2, Seminars for B6, C5 &amp; C7</li> <li><input type="checkbox"/> Create a business support network, →</li> <li><input checked="" type="checkbox"/> Improve our story telling capability →</li> <li><input type="checkbox"/> Consider offering seminars in 2022/2023 that take aim at each of               <ul style="list-style-type: none"> <li>○ Hold summit of select public and private industries,</li> <li>○ Adopt a standard toolbox for wants and needs of employers →</li> <li>○ Develop a SETA virtual bootcamp for employers →</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>- Newsletter, surveys, employer meetings, seminars</li> <li>- Newsletter &amp; website</li> <li>- (<i>To be determined</i>)</li> <li>- EOC’s planned employer briefing workshops</li> <li>- EOC’s planned employer briefing workshops</li> </ul>

## 2022 Annual Program

(6 EOC meetings, 3 topical Seminars, 5 SETA/SWI services Seminars, 10-12 Employer Meetings, monthly e-newsletters (1 Employer success and 2 on services). regular ‘Special Guests’)

January	<ul style="list-style-type: none"> <li>• EOC meeting <b>1-11-2022</b> (1 of 6)</li> <li>• Newsletter</li> <li>• Annual Employer Survey (<i>Employers not recently using our services</i>)</li> <li>• Employer Meeting</li> </ul>
February	<ul style="list-style-type: none"> <li>• <b>NO</b> EOC meeting</li> <li>• Newsletter</li> <li>• Employer Meeting</li> <li>• Seminar– How to access and use SETA/SWI services.</li> </ul>
March	<ul style="list-style-type: none"> <li>• EOC meeting <b>3-8-2022</b> <u>with Guest</u> (2 of 6)</li> <li>• Newsletter</li> <li>• Survey results</li> <li>• Employer Meeting</li> <li>• EOC Topical Seminar (1 of 3, <i>on-line or in-person</i>)</li> </ul>
April	<ul style="list-style-type: none"> <li>• <b>NO</b> EOC meeting</li> <li>• Newsletter</li> <li>• Employer Meeting</li> <li>• Seminar – How to start and run an OJT program</li> </ul>

May	<ul style="list-style-type: none"> <li>• EOC meeting <b>5-10-2022</b> <u>with Guest (3 of 6)</u></li> <li>• Newsletter</li> <li>• Employer Meeting</li> <li>• Review annual budget</li> <li>• EOC Topical Seminar (2 of 3, on-line or in-person)</li> </ul>
June	<ul style="list-style-type: none"> <li>• <b>NO</b> EOC meeting</li> <li>• Newsletter</li> <li>• Employer Meeting</li> <li>• Seminar– How to access and use SETA/SWI services.</li> </ul>
July	<ul style="list-style-type: none"> <li>• EOC meeting <b>7-12-2022</b> <u>with Guest (4 of 6)</u></li> <li>• Newsletter</li> <li>• Employer Meeting</li> </ul>
August	<ul style="list-style-type: none"> <li>• <b>NO</b> EOC meeting</li> <li>• Newsletter</li> <li>• Employer Meeting</li> <li>• Seminar – How to start and run an OJT program</li> </ul>
September	<ul style="list-style-type: none"> <li>• EOC meeting <b>9-13-2022</b> (5 of 6)</li> <li>• Newsletter</li> <li>• Survey results</li> <li>• Employer Meeting</li> <li>• 2023 Objectives &amp; Program year planning</li> </ul>
October	<ul style="list-style-type: none"> <li>• <b>NO</b> EOC meeting</li> <li>• Seminar”</li> <li>• Newsletter</li> <li>• Employer Meeting</li> <li>• Seminar– How to access and use SETA/SWI services.</li> </ul>
November	<ul style="list-style-type: none"> <li>• EOC meeting <b>11-8-2022</b> <u>with Guest (6 of 6)</u></li> <li>• Newsletter</li> <li>• Employer Meeting</li> <li>• EOC Topical Seminar (3 of 3, on-line or in-person)</li> </ul>
December	<ul style="list-style-type: none"> <li>• <b>NO</b> EOC meeting</li> <li>• Employer Meeting</li> </ul>

ITEM IV-A – INFORMATION

FORBES ARTICLE ON SETA'S HOMELESS TRANSITION EMPLOYMENT  
PROGRAM

BACKGROUND:

Attached is an article published on Forbes.com regarding SETA's Homeless Transition Employment Program.

PRESENTER: Julie Davis-Jaffe



Jan 5, 2022, 10:01am EST | 1,822 views

# The Craft Of The Homeless Job Counselor



**Michael Bernick** Contributor0

Policy

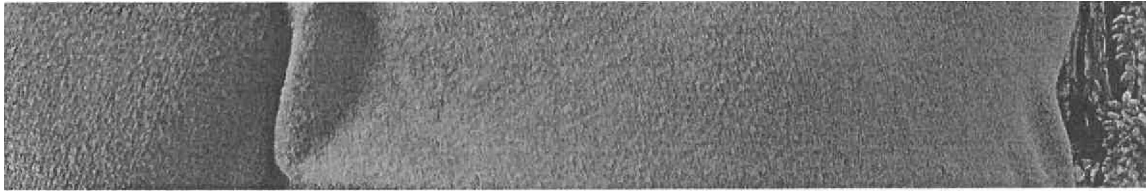
*I write about emerging employment structures, policy and law.*

# EJ

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Amy Ruddell, job counselor with the Sacramento Employment and Training Agency, has been finding jobs ... [+]  
SACRAMENTO EMPLOYMENT AND TRAINING AGENCY

*(In seeking jobs for the homeless or welfare recipients or ex-offenders, policymakers often chase after "new ideas" or "innovation", when the answers lie in doing the basic job placement and retention tasks well. The best job counselors with these groups operate with a craft, as illustrated by a job counselor for the homeless in Sacramento).*

On a recent weekday Amy Ruddell is balancing several actions in her role as job counselor for the Homeless Transition Employment Program (HTEP), a project sponsored by the Anthem Foundation in partnership with the California Workforce Association and undertaken in Sacramento. The project focuses on unemployed homeless women and some homeless men. It seeks to place them into jobs, and help them retain these jobs.

The first project cycle of 30 homeless participants which started in March 2021, is now completing and Ruddell is checking in on some of the participants with jobs, while continuing to do job placement for five of the participants still unemployed. At the same time she is conducting an orientation session for participants enrolling in a second cycle to begin in January 2022.

For this second cycle, Ruddell has been given 25 referrals from the homeless center at the former Mather Air Force base, outside of Sacramento, and from Women's Empowerment, a nonprofit providing services to the area's homeless women. Each of the persons referred has expressed interest in a job. This weekday only 5 arrive at the orientation.

"We'll start with these five", Ruddell notes, "Though December isn't the best time to recruit people for jobs, the failure-to-follow-through rate is high at any time. There's a lot of anxiety, depression and paranoia among this population, that as job counselors we need to overcome." Ruddell's next step is to review in detail the backgrounds and interests of the five enrollees and connect to her network of job leads.

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By **Amy Danise** Editor

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By **Amy Danise** Editor

FORBES  
ADVISOR

Among the first cycle, Ruddell has been able to place 19 of the 30 participants between April and August 2021, and retention is still high by December 2021. Only two of the participants have quit or been fired. The jobs are in a mix of occupations, with multiple placements as security guards, office administrators with a large Sacramento property management firm, customer service representatives with Wells Fargo Bank WFC +3.6%, certified nurse assistants in long term care facilities, and retail clerks. The jobs range in pay from \$15 to \$20 per hour, with most in the \$16-\$18 middle range.

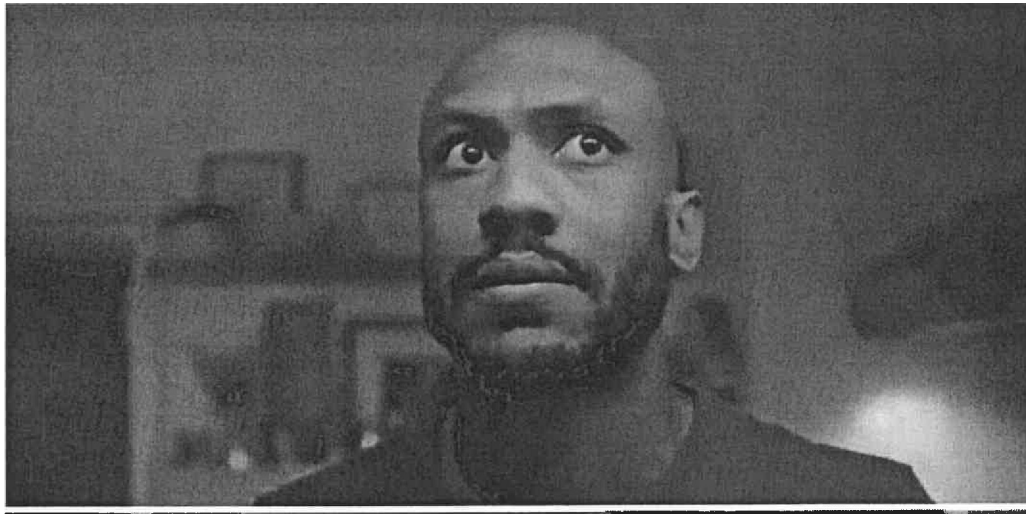
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Whether the participants will continue in these jobs over the next years, and even advance in income, remains to be seen. Yet, by standards of homeless housing programs, this is a high placement rate, and Ruddell is still working to increase it.

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after the ad

In seeking to improve the employment of the homeless, or welfare recipients, or ex-



basic job placement and retention tasks well. Ruddell doesn't do anything wildly different than most other job counselors. But she approaches her job as a craft, with the elements of craft: attention to detail, emphasis on results, finding satisfaction in undertaking placement tasks skillfully. She has been in the job counseling field for over 34 years, and says "After 34 years, I still feel a sense of pride with each placement."

Among the strategies in her craft are the following four:

Gathering job leads from a range of sources, and reaching out to employers to sell my job seekers: "I reach out widely for job leads: LinkedIn, job boards, our Business Services division at the Sacramento Employment and Training Agency (SETA), and casual contacts. I recently got a lead for security job openings from the security guard at SETA. But a lead is only a start. You need to call an employer, and sell your candidate and how they can help the employer. If the employer is someone I haven't worked with, I start with, 'I've researched your business and I think I have a good match for you'."

The hiring pitch: pre-screened candidates, and employer support if any problems arise: "I let the employer know that I'm employed by SETA, and that we're here to serve job seekers and employers. I emphasize how we pre-screen candidates, and note the strengths of our job seekers and their desire to work. I also emphasize that if my clients are late or absent or any problems arise, I am there to support the employer and resolve problems. Employers often are open to hiring homeless workers, as well as welfare recipients or ex-offenders, so long as they know there is a support system, and they can call me."

On-the-job training subsidies: "One of the tools that works best for our job seekers is the On-The-Job (OJT) training subsidy available to employers, when they hire the homeless. OJTs can pay up to 75% of wages for three months. OJTs are a tried and tested strategy; they've been used for decades. Large firms generally are not incentivized by these subsidies, but small businesses are, and I use them as a selling point. I let companies know that I and other SETA staff will handle the paperwork, making it easy for them to receive the wage subsidy." \_

Encouragement and support to workers following placements: "I keep in close touch with my clients during the placement process and after placement. Their personal lives may be chaotic, their families not there for them, they have little confidence in themselves. Even after placement, they are worried that they will lose their jobs. I regularly give them pep talks 'You're doing great', I tell them. I placed four women with a property management firm, and after six months, three of them are still there. The fourth had to leave due to some of her family members constantly contacting her at the job site. Some things you can't control, though we tried to keep her there. I'll work with her on another placement."

\*\*\*

Job counseling as craft is a principle of other higher-achieving job programs across the country. Peter Cove and Lee Bowes started America Works 36 years ago, with their own funds and it has grown into the nation's largest job placement programs for the homeless, welfare recipients, ex-offenders, and other groups with high unemployment rates. Their success is due in part to their proven Work First model (rapid placement into jobs). In equal part it is due to the craft that is taught to new staff: developing ties with employers, local and national (Starbucks, CVS Pharmacies, Amazon, Allied Security), keeping in touch with these employers on a regular basis, investing time and thought in each participant, staying with participants even after one or more job losses.

So too with Goodwill, another of the major national job programs. The Goodwills are known throughout the nation for its thrift shops, which serve as major employers. But Goodwill also has an extensive network of placement for high unemployment groups, which stands out for its employer ties and levels of service.

Here in California, the homeless issue continues to be the subject of conferences, legislative hearings, issue papers, endless meetings. But at least in terms of jobs for a segment of the homeless, what is needed is not complex. The challenge is to recognize the entry level jobs realistic for placements, focus on these jobs, and find (or develop) more job counselors on local programs who can perform with the craft of America Works, Goodwill and Amy Ruddell.

"This is a good time for anyone in the field of job placement for the homeless" says Ruddell "Employers need workers in security, retail, logistics and restaurants in a way that they haven't in many years. They're willing to bring on workers they might not have when job candidates were more plentiful.

"This doesn't mean that placement is easy even today, given the mental health, sobriety and coping challenges that my homeless/housing precariat clients often come with. Also, I have employers in Sacramento that I've worked with for over a decade, and they trust my judgement in sending them referrals. So my ability to serve my clients going forward depends on keeping faith with the employer and only making referrals I think can be a good fit."

"The referrals I'm getting from Women's Empowerment and the Mather homeless center are those individuals who are regarded as work-ready, so I know I'm only seeing a percentage of the homeless. It's difficult to say how large is this percentage. I continue to be surprised, though, by clients, with very checkered pasts, who are able to be placed and perform in jobs, at least for the year or more that I follow up with them."

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Does Amy have any plans to retire after 34 years in the field? She laughs, "I have no plans to retire. Job counseling has been my life. Before coming to Sacramento, I did job placements in the rural area of Plumas County in North California, and in the urbanized East Bay areas of Alameda and Contra Costa counties. The job markets are very different throughout the state, but the craft of serving employers and job seekers are similar, and the satisfaction when a placement is achieved doesn't change."

**Michael Bernick**

EJ

I served as California Employment Development Department director, and today am Counsel with the international law firm of Duane Morris LLP, a Milken Institute Fellow,... **Read More**

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ITEM IV - B – INFORMATION

CALIFORNIA WORKFORCE ASSOCIATION AND CALIFORNIA EMPLOYMENT  
DEVELOPMENT DEPARTMENT REPORT ON JOB QUALITY AND LOCAL  
WORKFORCE DEVELOPMENT BOARDS

BACKGROUND:

A report prepared by the California Workforce Association and California Employment Development Department on job quality and local workforce development boards.

The report will be sent under separate cover.

PRESENTER: Roy Kim

ITEM IV-C - INFORMATION

DISLOCATED WORKER REPORT

BACKGROUND:

The most current dislocated worker update is attached; staff will be available to answer questions.

PRESENTER: William Walker

## Dislocated Worker Information PY 2021/2022

The following is an update of information as of December 17, 2021

EMPLOYER	SECTOR/INDUSTRY	DATE OF LAYOFF	STATUS	NO. OF AFFECTED WORKERS	REGION/ LOCATION	Contacted	COVID-19 Related
<b>Sacramento Mattress King</b> 4160 14th Avenue Sacramento, CA 95820	Manufacturing/Distribution	7/4/2021	Temporary	30	Sacramento, CA	Yes	N
<b>Bag King</b> 230 Palladio Parkway #1217 Folsom, CA 95630	Retail	7/12/2021	Permanent	12	Folsom, CA	Yes	N
<b>Manuel Joseph Appliance Center</b> 4711 Northgate Blvd. Sacramento, CA 958348/04	Retail	8/4/2021	Permanent	14	Sacramento, CA	Yes	N
<b>Disney Store</b> 1689 Arden Way Sacramento, CA 95815	Retail	9/30/2021	Permanent	20	Sacramento, CA	Yes	N
<b>Fortuna BMC</b> 3140 Peace Keeper Way McClellan, CA 95652	Payroll Management	11/20/2021	Permanent	217	Sacramento, CA	Yes	N
<b>Central Freight Lines, Inc.</b> 3610 52nd Avenue Sacramento, CA 95823	Transportation	12/17/2021	Permanent	8	Sacramento, CA	Yes	N
<b>VSP</b> 3333 Quality Dr. Rancho Cordova, CA 95670	Health Insurance	12/31/2021	Permanent	13	Sacramento, CA	Yes	N
<b>United States Cold Storage of California</b> 3100 52nd Avenue Sacramento, CA 95823	Warehouse	1/31/2022	Permanent	18	Sacramento, CA	Yes	N
<b>TOTAL</b>				<b>332</b>			

ITEM IV-D - INFORMATION

EMPLOYER RECRUITMENT ACTIVITY REPORT

BACKGROUND:

Staff at Sacramento Works Job Centers and internal Employer Services staff work with local employers to recruit qualified employees. The most current update is attached.

Mr. William Walker will be available to answer questions.

PRESENTER: William Walker

# SETA- Employer Activity Report

The following is an update of information as of December 17, 2021

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
<b>Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication Technology; 8=Life Sciences; 9=Non-Critical Occupations</b>			
Above and Beyond Logistics LLC	9	Delivery Route Driver	10
Adecco	9	Quality Inspector	20
Alsco, Inc	9	Delivery Driver	5
	9	Office Clerk	1
	9	Production Associate	1
City of Elk Grove	9	Animal Services Officer	1
	9	Associate Civil Engineer	1
	9	Community Center Attendant	1
	9	Dispatcher	1
	9	Events Duty Person	1
	9	Finance (Budget) Analyst I	1
	9	Forensic Investigator	1
	9	Human Resources Specialist	1
	9	Maintenance Specialist-Irrigation	1
	9	Police Officer	2
	9	Police Recruit	1
	9	Property and Evidence Technician I	1
	9	Purchasing Specialist	1
	3	Senior Civil Engineer	1
	0	Senior Customer Service Specialist-Animal Services	1
City of Sacramento	9	311 Customer Service Specialist	1
	9	Administrative Analyst	1
	9	Administrative Analyst	1
	9	Administrative Analyst (Community Engagement/Economic Development Analyst)	1
	9	Administrative Assistant I	1
	9	Administrative Officer	1
	9	Administrative Technician	1
	9	Animal Care Technician	1
	9	Animal Services Coordinator	1
	9	Aquatics Recreation Coordinator	1



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The following is an update of information as of December 17, 2021

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
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City of Sacramento	9	Aquatics Specialist	1
	9	Arborist/Urban Forester	1
	9	Arts Program Coordinator	1
	9	Assistant Camp Caretaker	1
	9	Assistant Camp Chef	2
	9	Assistant Code Enforcement Officer	1
	3	Associate Civil Engineer	1
	3	Associate Civil Engineer	1
	3	Associate Electrical Engineer	1
	9	Booking Coordinator	1
	3	Building Inspector III	1
	9	Building Monitor	1
	9	Camp Aide	2
	9	Camp Chef	1
	9	Camp Host	1
	9	Camp Program Director	1
	9	Camp Recreation Leader	1
	9	Cashier - Aquatics	1
	3	Code Enforcement Officer	1
	9	Community Service Officer I	1
	9	Community Service Officer I	1
	9	Community Service Officer I-Limited-Term	1
	9	Crew Leader, Landscape and Learning	1
	9	Customer Service Representative	1
	9	Deputy City Attorney I -Community Advocacy and Public Safety Division	1
	9	Deputy City Attorney II -Community Advocacy and Public Safety Division	1
	9	Development Project Manager	1
	9	Development Services Technician I	1
	9	Development Services Technician II	1
	9	Dispatcher II	2

# SETA- Employer Activity Report

The following is an update of information as of December 17, 2021

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
<b>Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication Technology; 8=Life Sciences; 9=Non-Critical Occupations</b>			
City of Sacramento	9	Dispatcher Recruit	1
	6	Environmental Health & Safety Officer	1
	9	Environmental Program Manager	1
	9	Equipment Mechanic I	1
	9	Events Duty Person	2
	9	Events Services Supervisor	1
	9	Events Services Supervisor -Asst Performing Arts & Auditorium Manager	1
	9	Events Services Supervisor -Guest Service Manager	1
	9	Geographic Information Systems Specialist III	1
	3	HVAC Systems Mechanic	1
	7	Information Technology Manager	1
	9	Instrument Technician I	1
	9	Instrument Technician II	1
	9	Instrument Technician Trainee	1
	9	Integrated Waste Equipment Operator	1
	9	Integrated Waste Supervisor	1
	9	Junior Planner	1
	9	Legal Secretary - Litigation	1
	9	Legal Staff Assistant	1
	9	Lifeguard	1
	9	Maintenance Worker	1
	9	Media and Communications Specialist	1
	9	Office Assistant	1
	9	Office Specialist	1
	3	Painter	1
	9	Park Maintenance Manager	1
	9	Park Maintenance Superintendent	1
	9	Parking Enforcement Supervisor	1
9	Parking Meter Repair Worker	1	
9	Parks Supervisor	1	

# SETA- Employer Activity Report

The following is an update of information as of December 17, 2021

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
<b>Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication Technology; 8=Life Sciences; 9=Non-Critical Occupations</b>			
City of Sacramento	9	Personnel Analyst	1
	9	Personnel Analyst -Employment, Classification & Development	1
	9	Personnel Transaction Coordinator	1
	9	Police Chief	1
	9	Police Clerk II	1
	9	Police Officer	3
	9	Police Officer Recruit	2
	9	Police Records Specialist I	1
	9	Pool Manager	1
	7	Principal Applications Developer	1
	9	Principal Budget Analyst	1
	9	Principal Building Inspector	1
	9	Principal Planner	1
	9	Process Control Systems Specialist	1
	9	Program Coordinator	1
	9	Program Developer	2
	9	Program Manager	1
	7	Program Specialist	1
	7	Program Specialist -Senior IT Business Analyst	1
	4	Program Specialist-Senior HRIS Business Analyst - PeopleSoft	1
	9	Recreation Aide	2
	9	Recreation Superintendent-Older Adults-Access Leisure	1
	9	Registrar	1
	9	Security Officer	1
	9	Senior Animal Control Officer	1
	7	Senior Applications Developer	1
	7	Senior Applications Developer -PeopleSoft	1
	4	Senior Applications Developer-IT Oracle CC&B	1
	3	Senior Architect	1
	9	Senior Deputy City Attorney	1

# SETA- Employer Activity Report

The following is an update of information as of December 17, 2021

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
<b>Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication Technology; 8=Life Sciences; 9=Non-Critical Occupations</b>			
City of Sacramento	9	Senior Development Project Manager	1
	9	Senior Lifeguard	1
	9	Senior Maintenance Worker	1
	3	Senior Painter	1
	9	Senior Plant Operator-Water Division	1
	9	Senior Recreation Aid	2
	7	Senior Systems Engineer	1
	9	Stationary Engineer	1
	3	Street Construction Laborer	1
	9	Street Maintenance Supervisor	1
	7	Systems Engineer	1
	7	Telecommunications Technician I	1
	9	Traffic Worker I	1
	9	Traffic Worker III	1
	9	Tree Maintenance Worker	1
	9	Tree Pruner II	1
	9	Utilities Operations & Maintenance Service Worker-Wastewater & Drainage	1
	9	Utilities Operations and Maintenance Superintendent	1
	9	Utility Worker	1
	2	Water Conservation Representative	1
9	Youth Aide	1	
Cordova Recreation & Parks District	9	Golf Course Maintenance Worker Aide	2
	9	Office Assistant/Clerical II	1
	9	Park Maintenance II	3
	9	Program Facilitator-Senior Center	1
	9	Recreation Leader I - Teen Center	3
Department of Housing and Community Development	9	Housing Elements, Planning Grants & Incentives Manager	1

# SETA- Employer Activity Report

The following is an update of information as of December 17, 2021

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
<b>Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication Technology; 8=Life Sciences; 9=Non-Critical Occupations</b>			
Food 4 Less	5	Assistant Manager	1
	5	Deli Clerk	1
	5	Floor General Clerk	1
	5	Loss Prevention Agent	1
	5	Meat Department Clerk	1
	5	Night Crew General Clerk	1
	9	Security Officer	1
Hagginwood Academy, LLC	4	Lead Toddler/2s Teacher	1
HR TO GO	9	Administrative Assistant	1
Integrity Support Services Inc. DBA Employment Screening Resources	9	Verification Specialist	1
Legacy Wireless Services	7	Top Lead/Top Hand II	1
Los Rios Community College District	4	Administration of Justice Adjunct Assistant Professor	1
	9	Account Clerk III	1
	4	Accountant	1
	4	Accountant	1
	4	Administrative Assistant I	1
	4	Administrative Assistant I	1
	4	Admissions/Records Clerk II	1
	4	Admissions/Records Clerk III	1
	4	Admissions/Records Evaluator/Degree Auditor	1
	4	Agriculture Adjunct Assistant Professor	1
	4	Alternate Media Design Specialist	1
Los Rios Community College District	4	Animal Science Adjunct Assistant Professor	1
	4	Anthropology Adjunct Assistant Professor	1
	4	Arabic Adjunct Assistant Professor	1
	4	Architecture Adjunct Assistant Professor	1
	4	Art History Adjunct Assistant Professor	1
	4	Associate Vice President of Equity, Institutional Effectiveness and Innovation	1

# SETA- Employer Activity Report

The following is an update of information as of December 17, 2021

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
<b>Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication Technology; 8=Life Sciences; 9=Non-Critical Occupations</b>			
Los Rios Community College District	4	Athletic Trainer	1
	4	Automotive Collision Technology Adjunct Professor	1
	4	Biological Sciences Adjunct Assistant Professor	1
	4	Biology -Anatomy and Physiology- Assistant Professor	1
	4	Building Inspection Technology Adjunct Assistant Professor	1
	4	Business Services Supervisor	1
	4	Cantonese Adjunct Assistant Professor	1
	4	Chemistry Adjunct Assistant Professor	1
	4	Chemistry Assistant Professor	2
	4	Child Development Center Lead Teacher	1
	4	Child Development Center Teacher	1
	4	Clerk III	1
	4	College Nurse Adjunct	1
	4	College Safety Officer	1
	4	Communication Media Adjunct Assistant Professor	1
	4	Computer Science (Programming Adjunct Assistant Professor	1
	4	Confidential Human Resources Officer	1
	4	Construction Management Technology Adjunct Assistant Professor	1
	4	Cosmetology Adjunct Assistant Professor	1
	4	Counseling Clerk II	1
	4	Counselor Adjunct	2
	4	Dance Adjunct Assistant Professor	1
	4	Dean of Counseling & Student Services	1
	4	Dean of Language and Literature	1
	4	Dental Assisting Adjunct Assistant Professor	1
	4	Diesel Mechanics Technology Adjunct Assistant Professor	1
	4	Director (I) of Application Services	1
	4	Director IV of Workforce Development	1
	4	Director V of Degree Planning Initiatives	1
	4	Drafting (CADD) Adjunct Assistant Professor	1

# SETA- Employer Activity Report

The following is an update of information as of December 17, 2021

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
<b>Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication Technology; 8=Life Sciences; 9=Non-Critical Occupations</b>			
Los Rios Community College District	4	Early Childhood Education Assistant Professor	1
	4	EMT/Instructional Assistants	1
	4	English as a Second Language Adjunct Assistant Professor	1
	4	Ethnic Studies Assistant Professor	1
	4	Facilities Maintenance-Transportation Supervisor	1
	4	Financial Aid Clerk II	1
	4	Financial Aid Officer	1
	4	Fire Technology Adjunct Assistant Professor	1
	4	Head Groundskeeper	1
	4	Information Technology Business/Technical Analyst I	1
	4	Information Technology Business/Technical Analyst II	1
	4	Instructional Assistant - Music	1
	4	Instructional Assistant-Art	1
	4	Instructional Assistant-Arts, Media, and Entertainment	1
	4	Instructional Assistant-Chemistry	1
	4	Instructional Assistant-Learning Resources-Writing Center	1
	4	Instructional Services Assistant II	1
	4	Laboratory Technician-Construction	1
	4	Laboratory Technician-Science	2
	4	Maintenance Electrician	1
	4	Maintenance HVAC Mechanic	2
	4	Maintenance Plumber	1
	4	Nursing RN Assistant Professor -Medical Surgical Focus	1
	4	Outreach Specialist	1
	4	Physics/Astronomy Adjunct Assistant Professor	1
	4	Police Cadet to Officer Program	1
	4	Police Communication Dispatcher	1
	4	Police Officer	1
4	Project Director for TRIO Educational Talent Search	1	
4	Psychology Assistant Professor	3	

# SETA- Employer Activity Report

The following is an update of information as of December 17, 2021

EMPLOYER	CRITICAL CLUSTER	JOBS	# of Positions
<b>Regional Industry/Occupational Cluster Keys: 1=Advanced Manufacturing; 2=Clean Economy;3=Construction; 4=Education and Knowledge Creation; 5=Food and Agriculture; 6=Health Services; 7=Information and Communication Technology; 8=Life Sciences; 9=Non-Critical Occupations</b>			
	4	Research Analyst	1
	4	Senior Information Technology Business/Technical Analyst	1
	4	Special Projects External Events Coordinator	1
	4	Special Projects - Open Educational Resources Specialist	1
	4	Special Projects - Work-Based Learning and Job Readiness Specialist	1
	4	Special Projects-Education Coach II	1
	4	Student Personnel Assistant - Contract Education	1
	4	Student Personnel Assistant - Counseling	1
	4	Student Personnel Assistant - Internship Developer	1
	4	Student Personnel Assistant - Student Services	1
	4	Student Personnel Assistant-Career & Job Opportunity Services	1
	4	Student Personnel Assistant-Disabled Student Programs and Services	1
	4	Student Personnel Assistant-Outreach Services	1
	4	Student Support Specialist	1
	4	Student Support Supervisor	1
	4	Sustainability Projects Coordinator	1
Milgard Manufacturing	1	Warehouse Worker	20
Modern Waste Solutions	9	Warehouse	3
New Beginnings for Exceptional People	6	In-Home Attendant	1
Pacful, Inc.	9	Deliver Driver	1
	9	Order Puller/ Warehouse Associate	1
Packaging Corporation of America	1	Assistant Machine Operator	1
	1	General Labor Helper	5
	1	Machine Operator	1
Sacramento LGBT Community Center	9	Chief Development & External Affairs Officer	1
Soesbe Financial	9	Administrative Assistant	1
Walmart	9	Power Equipment Operator	1
	9	Warehouse Associate	20
Women's Empowerment	9	Safety Monitor	1
<b>Total</b>			<b>362</b>



ITEM IV-E – INFORMATION

UNEMPLOYMENT UPDATE/PRESS RELEASE FROM THE EMPLOYMENT  
DEVELOPMENT DEPARTMENT

BACKGROUND:

The unemployment rate for Sacramento County for the month of November was 4.7%.

Attached is a copy of a press release from the Employment Development Department breaking down the job losses and job creations for the regional area.

Staff will be available to answer questions.

PRESENTER: Roy Kim

EMPLOYMENT DEVELOPMENT DEPARTMENT  
Labor Market Information Division  
2901 50th Street  
Sacramento, CA 95817

Contact: Cara Welch  
(916) 227-0298

**SACRAMENTO—ROSEVILLE—ARDEN-ARCADE METROPOLITAN STATISTICAL AREA (MSA)  
(EL DORADO, PLACER, SACRAMENTO, AND YOLO COUNTIES)**  
**Seasonal gains in retail trade led the region in month over job growth**

The unemployment rate in the Sacramento--Roseville--Arden-Arcade MSA was 4.7 percent in November 2021, down from a revised 5.3 percent in October 2021, and below the year-ago estimate of 6.7 percent. This compares with an unadjusted unemployment rate of 5.4 percent for California and 3.9 percent for the nation during the same period. The unemployment rate was 4.1 percent in El Dorado County, 3.5 percent in Placer County, 5.1 percent in Sacramento County, and 4.3 percent in Yolo County.

**Between October 2021 and November 2021**, combined employment in the counties of El Dorado, Placer, Sacramento, and Yolo increased by 3,400 to total 1,020,300 jobs.

- Trade, transportation, and utilities (up 4,200 jobs) continued to gain employment from October to November. Retail trade (up 3,000 jobs) and transportation, warehousing, and utilities (up 1,200 jobs) were responsible for the increase.
- Government employment rose for the fourth consecutive month, adding 2,800 jobs. Job gains occurred in state government (up 1,200 jobs), local government (up 1,200 jobs), and federal government (up 400 jobs).
- In November, employment in financial activities was up 500 jobs. Real estate and rental and leasing added 400 jobs, while finance and insurance experienced a slight gain of 100 jobs.
- Meanwhile, losses were reported in farm (down 2,000 jobs), construction (down 1,000 jobs), leisure and hospitality (down 600 jobs), professional and business services (down 300 jobs), manufacturing (down 200 jobs), and education and health services (down 200 jobs).

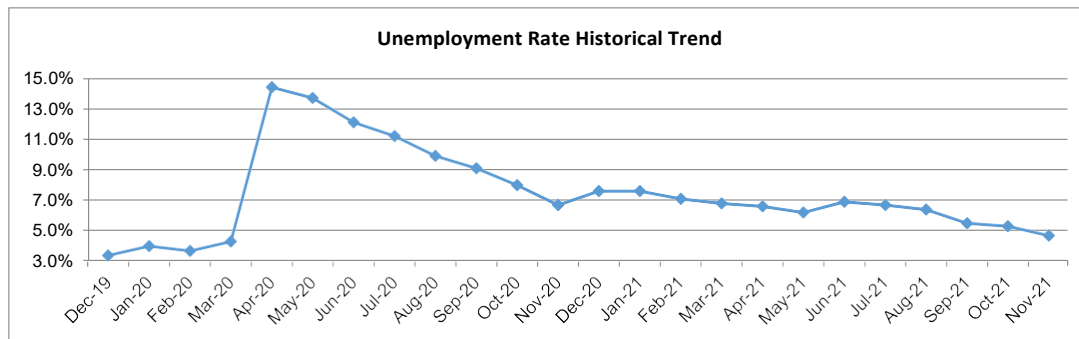
**Between November 2020 and November 2021**, total jobs in the region increased by 33,000 or 3.3 percent.

- Construction led the region in year-over growth, adding 7,300 jobs. Specialty trade contractors (up 5,500 jobs) accounted for a majority of the gain.
- Leisure and hospitality grew by 4,900 jobs since last November. Accommodation and food services gained 3,000 jobs, while arts, entertainment, and recreation was up 1,900 jobs.
- Government employment increased by 4,800 jobs. Job gains were concentrated in state government (up 3,000 jobs) and local government (up 1,800 jobs).
- Additional year-over employment gains of over a thousand jobs occurred in the following sectors: other services (up 4,400 jobs), professional and business services (up 3,600 jobs), manufacturing (up 2,700 jobs), education and health services (up 2,600 jobs), and trade, transportation, and utilities (up 2,000 jobs).

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IMMEDIATE RELEASE  
 SACRAMENTO--ROSEVILLE--ARDEN-ARCADE METROPOLITAN STATISTICAL AREA (MSA)  
 (El Dorado, Placer, Sacramento, and Yolo Counties)

The unemployment rate in the Sacramento--Roseville--Arden-Arcade MSA was 4.7 percent in November 2021, down from a revised 5.3 percent in October 2021, and below the year-ago estimate of 6.7 percent. This compares with an unadjusted unemployment rate of 5.4 percent for California and 3.9 percent for the nation during the same period. The unemployment rate was 4.1 percent in El Dorado County, 3.5 percent in Placer County, 5.1 percent in Sacramento County, and 4.3 percent in Yolo County.



Industry	Oct-2021	Nov-2021	Change		Nov-2020	Nov-2021	Change
	Revised	Prelim			Prelim		
Total, All Industries	1,016,900	1,020,300	3,400		987,300	1,020,300	33,000
Total Farm	9,700	7,700	(2,000)		7,400	7,700	300
Total Nonfarm	1,007,200	1,012,600	5,400		979,900	1,012,600	32,700
Mining, Logging, and Construction	80,200	79,200	(1,000)		71,900	79,200	7,300
Mining and Logging	600	600	0		600	600	0
Construction	79,600	78,600	(1,000)		71,300	78,600	7,300
Manufacturing	37,900	37,700	(200)		35,000	37,700	2,700
Trade, Transportation & Utilities	164,400	168,600	4,200		166,600	168,600	2,000
Information	10,100	10,100	0		9,700	10,100	400
Financial Activities	52,500	53,000	500		53,000	53,000	0
Professional & Business Services	137,400	137,100	(300)		133,500	137,100	3,600
Educational & Health Services	164,700	164,500	(200)		161,900	164,500	2,600
Leisure & Hospitality	87,500	86,900	(600)		82,000	86,900	4,900
Other Services	34,000	34,200	200		29,800	34,200	4,400
Government	238,500	241,300	2,800		236,500	241,300	4,800

Notes: Data not adjusted for seasonality. Data may not add due to rounding  
 Labor force data are revised month to month

Data Not Seasonally Adjusted

	Nov 20	Sep 21	Oct 21	Nov 21	Percent Change	
			Revised	Prelim	Month	Year
Civilian Labor Force (1)	1,083,700	1,097,800	1,101,600	1,102,600	0.1%	1.7%
Civilian Employment	1,011,300	1,037,100	1,043,000	1,051,100	0.8%	3.9%
Civilian Unemployment	72,400	60,800	58,600	51,500	-12.1%	-28.9%
Civilian Unemployment Rate	6.7%	5.5%	5.3%	4.7%		
(CA Unemployment Rate)	8.3%	6.4%	6.1%	5.4%		
(U.S. Unemployment Rate)	6.4%	4.6%	4.3%	3.9%		
<b>Total, All Industries (2)</b>	<b>987,300</b>	<b>1,005,800</b>	<b>1,016,900</b>	<b>1,020,300</b>	<b>0.3%</b>	<b>3.3%</b>
Total Farm	7,400	10,100	9,700	7,700	-20.6%	4.1%
Total Nonfarm	979,900	995,700	1,007,200	1,012,600	0.5%	3.3%
Total Private	743,400	762,400	768,700	771,300	0.3%	3.8%
Goods Producing	106,900	118,200	118,100	116,900	-1.0%	9.4%
Mining, Logging, and Construction	71,900	80,500	80,200	79,200	-1.2%	10.2%
Mining and Logging	600	600	600	600	0.0%	0.0%
Construction	71,300	79,900	79,600	78,600	-1.3%	10.2%
Construction of Buildings	14,700	15,200	15,400	15,000	-2.6%	2.0%
Specialty Trade Contractors	49,700	55,800	55,100	55,200	0.2%	11.1%
Building Foundation & Exterior Contractors	13,400	15,500	15,200	15,000	-1.3%	11.9%
Building Equipment Contractors	20,200	21,800	21,800	22,000	0.9%	8.9%
Building Finishing Contractors	10,700	11,500	11,300	11,200	-0.9%	4.7%
Manufacturing	35,000	37,700	37,900	37,700	-0.5%	7.7%
Durable Goods	22,300	22,600	22,700	22,800	0.4%	2.2%
Computer & Electronic Product Manufacturing	4,400	4,600	4,500	4,500	0.0%	2.3%
Nondurable Goods	12,700	15,100	15,200	14,900	-2.0%	17.3%
Food Manufacturing	4,300	5,800	5,700	5,500	-3.5%	27.9%
Service Providing	873,000	877,500	889,100	895,700	0.7%	2.6%
Private Service Providing	636,500	644,200	650,600	654,400	0.6%	2.8%
Trade, Transportation & Utilities	166,600	161,800	164,400	168,600	2.6%	1.2%
Wholesale Trade	26,600	26,000	26,000	26,000	0.0%	-2.3%
Merchant Wholesalers, Durable Goods	15,700	15,300	15,300	15,300	0.0%	-2.5%
Merchant Wholesalers, Nondurable Goods	9,400	9,400	9,400	9,500	1.1%	1.1%
Retail Trade	101,500	98,000	100,500	103,500	3.0%	2.0%
Motor Vehicle & Parts Dealer	13,700	14,400	14,500	14,600	0.7%	6.6%
Building Material & Garden Equipment Stores	8,800	9,100	9,100	9,000	-1.1%	2.3%
Grocery Stores	20,500	19,800	20,100	20,200	0.5%	-1.5%
Health & Personal Care Stores	5,400	5,300	5,400	5,600	3.7%	3.7%
Clothing & Clothing Accessories Stores	7,900	7,900	8,000	8,900	11.3%	12.7%
Sporting Goods, Hobby, Book & Music Stores	3,500	3,300	3,300	3,500	6.1%	0.0%
General Merchandise Stores	20,700	18,800	19,600	20,800	6.1%	0.5%
Transportation, Warehousing & Utilities	38,500	37,800	37,900	39,100	3.2%	1.6%
Information	9,700	10,000	10,100	10,100	0.0%	4.1%
Publishing Industries (except Internet)	2,100	2,100	2,100	2,100	0.0%	0.0%
Telecommunications	2,900	2,800	2,800	2,800	0.0%	-3.4%
Financial Activities	53,000	52,100	52,500	53,000	1.0%	0.0%
Finance & Insurance	36,100	35,100	35,700	35,800	0.3%	-0.8%
Credit Intermediation & Related Activities	11,200	11,200	11,500	11,600	0.9%	3.6%
Depository Credit Intermediation	5,900	5,900	6,000	6,100	1.7%	3.4%
Nondepository Credit Intermediation	2,900	2,900	3,000	3,000	0.0%	3.4%
Insurance Carriers & Related	20,400	19,300	19,600	19,500	-0.5%	-4.4%
Real Estate & Rental & Leasing	16,900	17,000	16,800	17,200	2.4%	1.8%
Real Estate	13,500	13,900	13,700	13,700	0.0%	1.5%
Professional & Business Services	133,500	135,700	137,400	137,100	-0.2%	2.7%
Professional, Scientific & Technical Services	57,100	61,600	62,000	61,900	-0.2%	8.4%
Architectural, Engineering & Related Services	10,300	10,800	10,900	10,900	0.0%	5.8%
Management of Companies & Enterprises	13,300	13,500	13,400	13,200	-1.5%	-0.8%
Administrative & Support & Waste Services	63,100	60,600	62,000	62,000	0.0%	-1.7%
Administrative & Support Services	60,100	57,600	59,000	59,000	0.0%	-1.8%
Employment Services	21,000	21,000	22,200	22,100	-0.5%	5.2%

Data Not Seasonally Adjusted

	Nov 20	Sep 21	Oct 21	Nov 21	Percent Change	
			Revised	Prelim	Month	Year
Services to Buildings & Dwellings	18,100	18,800	19,100	19,100	0.0%	5.5%
Educational & Health Services	161,900	163,300	164,700	164,500	-0.1%	1.6%
Education Services	10,900	11,000	11,700	11,800	0.9%	8.3%
Health Care & Social Assistance	151,000	152,300	153,000	152,700	-0.2%	1.1%
Ambulatory Health Care Services	53,100	53,600	54,600	54,700	0.2%	3.0%
Hospitals	25,200	25,300	25,400	25,400	0.0%	0.8%
Nursing & Residential Care Facilities	17,000	16,800	16,700	16,800	0.6%	-1.2%
Leisure & Hospitality	82,000	87,100	87,500	86,900	-0.7%	6.0%
Arts, Entertainment & Recreation	9,200	11,200	11,000	11,100	0.9%	20.7%
Accommodation & Food Services	72,800	75,900	76,500	75,800	-0.9%	4.1%
Accommodation	6,500	7,100	7,000	7,000	0.0%	7.7%
Food Services & Drinking Places	66,300	68,800	69,500	68,800	-1.0%	3.8%
Restaurants	64,200	66,500	67,000	66,200	-1.2%	3.1%
Full-Service Restaurants	25,900	29,300	29,200	29,000	-0.7%	12.0%
Limited-Service Eating Places	38,300	37,200	37,800	37,200	-1.6%	-2.9%
Other Services	29,800	34,200	34,000	34,200	0.6%	14.8%
Repair & Maintenance	9,900	10,600	10,600	10,600	0.0%	7.1%
Government	236,500	233,300	238,500	241,300	1.2%	2.0%
Federal Government	14,900	14,700	14,500	14,900	2.8%	0.0%
Department of Defense	1,800	1,800	1,800	1,800	0.0%	0.0%
State & Local Government	221,600	218,600	224,000	226,400	1.1%	2.2%
State Government	122,400	121,500	124,200	125,400	1.0%	2.5%
State Government Education	27,200	24,500	27,300	28,000	2.6%	2.9%
State Government Excluding Education	95,200	97,000	96,900	97,400	0.5%	2.3%
Local Government	99,200	97,100	99,800	101,000	1.2%	1.8%
Local Government Education	54,400	52,100	54,900	56,200	2.4%	3.3%
Local Government Excluding Education	44,800	45,000	44,900	44,800	-0.2%	0.0%
County	19,100	19,200	19,100	19,000	-0.5%	-0.5%
City	9,600	9,600	9,800	9,700	-1.0%	1.0%
Special Districts plus Indian Tribes	16,100	16,200	16,000	16,100	0.6%	0.0%

**Notes:**

(1) Civilian labor force data are by place of residence; include self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding. The unemployment rate is calculated using unrounded data.

(2) Industry employment is by place of work; excludes self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding.

These data are produced by the Labor Market Information Division of the California Employment Development Department (EDD). Questions should be directed to: Cara Welch 916-227-0298 or Sheila Stock 916-651-5914

These data, as well as other labor market data, are available via the Internet at <http://www.labormarketinfo.edd.ca.gov>. If you need assistance, please call (916) 262-2162.

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**REPORT 400 C**  
**Monthly Labor Force Data for Counties**  
**November 2021 - Preliminary**  
 Data Not Seasonally Adjusted

COUNTY	RANK BY RATE	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	RATE
<b>STATE TOTAL</b>	---	<b>19,178,900</b>	<b>18,138,400</b>	<b>1,040,500</b>	<b>5.4%</b>
ALAMEDA	16	813,300	778,800	34,600	4.3%
ALPINE	46	500	460	30	6.5%
AMADOR	29	14,630	13,890	740	5.1%
BUTTE	26	94,000	89,400	4,600	4.9%
CALAVERAS	14	21,500	20,610	900	4.2%
COLUSA	57	10,630	9,530	1,100	10.3%
CONTRA COSTA	22	542,600	517,800	24,800	4.6%
DEL NORTE	41	9,250	8,740	520	5.6%
EL DORADO	11	92,000	88,300	3,800	4.1%
FRESNO	50	445,100	413,800	31,300	7.0%
GLENN	29	12,500	11,870	630	5.1%
HUMBOLDT	16	60,600	58,000	2,600	4.3%
IMPERIAL	58	68,000	57,500	10,500	15.5%
INYO	16	8,190	7,840	350	4.3%
KERN	54	388,800	360,100	28,700	7.4%
KINGS	53	55,800	51,800	4,100	7.3%
LAKE	43	28,340	26,690	1,650	5.8%
LASSEN	8	10,040	9,650	390	3.8%
LOS ANGELES	52	5,084,300	4,722,100	362,200	7.1%
MADERA	48	61,100	57,000	4,100	6.7%
MARIN	1	134,700	130,700	3,900	2.9%
MARIPOSA	38	7,170	6,770	400	5.5%
MENDOCINO	25	36,400	34,670	1,730	4.7%
MERCED	55	114,800	106,000	8,800	7.6%
MODOC	22	3,330	3,170	150	4.6%
MONO	33	7,900	7,490	410	5.2%
MONTEREY	38	217,100	205,100	12,000	5.5%
NAPA	14	68,600	65,700	2,900	4.2%
NEVADA	9	47,860	45,970	1,890	3.9%
ORANGE	11	1,593,300	1,528,500	64,700	4.1%
PLACER	5	188,100	181,500	6,600	3.5%
PLUMAS	50	7,400	6,880	520	7.0%
RIVERSIDE	34	1,131,100	1,070,000	61,100	5.4%
SACRAMENTO	29	715,700	679,200	36,500	5.1%
SAN BENITO	34	31,700	29,900	1,700	5.4%
SAN BERNARDINO	38	993,200	938,800	54,400	5.5%
SAN DIEGO	22	1,563,700	1,492,400	71,300	4.6%
SAN FRANCISCO	4	565,600	546,800	18,800	3.3%
SAN JOAQUIN	47	330,100	308,500	21,700	6.6%
SAN LUIS OBISPO	6	133,700	128,800	4,900	3.6%
SAN MATEO	2	445,000	431,300	13,600	3.1%
SANTA BARBARA	9	220,600	212,000	8,600	3.9%
SANTA CLARA	3	1,037,100	1,004,200	32,900	3.2%
SANTA CRUZ	26	133,100	126,600	6,600	4.9%
SHASTA	26	75,000	71,300	3,700	4.9%
SIERRA	11	1,360	1,300	60	4.1%
SISKIYOU	42	16,940	15,970	970	5.7%
SOLANO	34	202,700	191,700	11,000	5.4%
SONOMA	7	247,600	238,400	9,200	3.7%
STANISLAUS	44	241,300	226,400	14,900	6.2%
SUTTER	48	45,700	42,600	3,100	6.7%
TEHAMA	29	25,910	24,580	1,330	5.1%
TRINITY	20	4,520	4,320	200	4.4%
TULARE	56	200,300	183,800	16,500	8.2%
TUOLUMNE	34	19,610	18,540	1,070	5.4%
VENTURA	20	412,300	394,000	18,300	4.4%
YOLO	16	106,800	102,200	4,500	4.3%
YUBA	45	30,400	28,500	1,900	6.4%

**Notes**

- 1) Data may not add due to rounding. The unemployment rate is calculated using unrounded data.
- 2) Labor force data for all geographic areas now reflect the March 2020 benchmark and Census 2010 population controls at the state level.

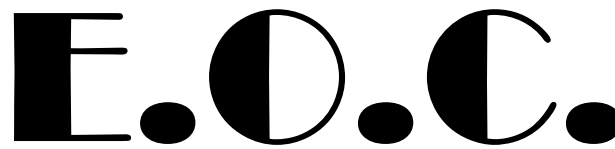
## ITEM IV-F - INFORMATION

### COMMITTEE UPDATES


#### BACKGROUND:

This item provides an opportunity for a report from the following committees:

- Youth Committee – David Gordon
- Planning/Oversight Committee – Dr. Jamey Nye
- Employer Outreach Committee – Ron Ellis
- Board Development Committee – Lisa Clawson



Prepared Especially for the SETA/Sacramento Works Board meeting on January 26, 2022

TOP UPCOMING AGENDA ITEMS	ANNUAL PROGRAM 2022										
<ul style="list-style-type: none"> <li>▪ 2022 E.O.C. Action Plan, 1<sup>st</sup> evaluation point</li> <li>▪ Discussion\Working Groups? (<i>Sponsors, OJT, Quality Jobs</i>)</li> <li>▪ SEMINARS  <i>Feb. 2022 - 'Expand your Talent Pipeline'</i> Valley Vision seminar co-sponsored by SETA/SWI, Metro Chamber, CA Dept. of Rehabilitation, and the Anti-Recidivism Coalition. <ul style="list-style-type: none"> <li>- 2 or 3 more topical seminars in-planning for 2022</li> <li>- <b>'Request for Interest'</b> to vendors</li> <li>- Traditional Service &amp; OJT Seminars <i>interspersed</i></li> </ul> </li> <li>▪ RESULTS  From e-Newsletters, Employer Meetings &amp; Surveys continue (<i>KPI reporting will help to monitor</i>) <ul style="list-style-type: none"> <li>- Continue twice-monthly e-Newsletters</li> <li>- Continue Employer Meetings with a staff member and an E.O.C. committee member</li> <li>- Featured Employers now at seven(7)</li> </ul> </li> <li>• Current &amp; prospective Working Groups: <ul style="list-style-type: none"> <li>○ Surveys</li> <li>○ Seminars</li> <li>○ Key Performance Indicators</li> <li>○ E.O.C. Membership</li> <li>○ Sponsor Solicitation</li> <li>○ OJT Support &amp; Promotion</li> <li>○ Quality Jobs initiative</li> </ul> </li> </ul>	<table border="1"> <tr> <td data-bbox="1073 453 1211 562">Jan.</td> <td data-bbox="1211 453 1539 562"> <ul style="list-style-type: none"> <li>• E.O.C. meeting 1-11</li> <li>• e-Newsletter</li> <li>• Employer Meeting</li> </ul> </td> </tr> <tr> <td data-bbox="1073 562 1211 747">Feb.</td> <td data-bbox="1211 562 1539 747"> <ul style="list-style-type: none"> <li>• NO E.O.C. mtg</li> <li>• e-Newsletter</li> <li>• Employer Meeting</li> <li>• <b>Topical Seminar</b> (<i>See at left</i>)</li> </ul> </td> </tr> <tr> <td data-bbox="1073 747 1211 968">Mar.</td> <td data-bbox="1211 747 1539 968"> <ul style="list-style-type: none"> <li>• E.O.C. meeting 3-8</li> <li>• e-Newsletter &amp; annual survey</li> <li>• Employer Meeting</li> <li>• SETA/SWI <b>Services Seminar</b> (<i>Traditional</i>)</li> </ul> </td> </tr> <tr> <td data-bbox="1073 968 1211 1077">Apr:</td> <td data-bbox="1211 968 1539 1077"> <ul style="list-style-type: none"> <li>• <del>NO</del> E.O.C. mtg.</li> <li>• e-Newsletter</li> <li>• Employer Meeting</li> </ul> </td> </tr> <tr> <td data-bbox="1073 1077 1211 1325">May</td> <td data-bbox="1211 1077 1539 1325"> <ul style="list-style-type: none"> <li>• E.O.C. meeting 5-10</li> <li>• e-Newsletter</li> <li>• Employer Meeting</li> <li>• SETA/SWI <b>Services Seminar</b> (<i>OJT</i>)</li> </ul> </td> </tr> </table>	Jan.	<ul style="list-style-type: none"> <li>• E.O.C. meeting 1-11</li> <li>• e-Newsletter</li> <li>• Employer Meeting</li> </ul>	Feb.	<ul style="list-style-type: none"> <li>• NO E.O.C. mtg</li> <li>• e-Newsletter</li> <li>• Employer Meeting</li> <li>• <b>Topical Seminar</b> (<i>See at left</i>)</li> </ul>	Mar.	<ul style="list-style-type: none"> <li>• E.O.C. meeting 3-8</li> <li>• e-Newsletter &amp; annual survey</li> <li>• Employer Meeting</li> <li>• SETA/SWI <b>Services Seminar</b> (<i>Traditional</i>)</li> </ul>	Apr:	<ul style="list-style-type: none"> <li>• <del>NO</del> E.O.C. mtg.</li> <li>• e-Newsletter</li> <li>• Employer Meeting</li> </ul>	May	<ul style="list-style-type: none"> <li>• E.O.C. meeting 5-10</li> <li>• e-Newsletter</li> <li>• Employer Meeting</li> <li>• SETA/SWI <b>Services Seminar</b> (<i>OJT</i>)</li> </ul>
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OUTREACH INITIATIVES	E.O.C. MEMBERSHIP STATUS	SETA/SACRAMENTO WORKS INTRODUCTORY PACKET									
<ol style="list-style-type: none"> <li>1. Monthly Employer Meetings</li> <li>2. Regular surveys</li> <li>3. Every 2 weeks e-Newsletter</li> <li>4. 3 types of Seminars &amp; Workshops</li> </ol>	<ul style="list-style-type: none"> <li>• Now <b>12</b> members</li> <li>• We've begun a focused search for currently un-represented employers <ul style="list-style-type: none"> <li><input type="checkbox"/> Small (25 to 49) and</li> <li><input type="checkbox"/> Medium (50 to 149) ...</li> </ul> </li> </ul>	<p>Visit <a href="https://www.seta.net/board-operations/sacramento-works-inc/">https://www.seta.net/board-operations/sacramento-works-inc/</a></p>  <p>On the above web page look for the link at bottom-right under the <b>'Twitter'</b> symbol</p>									



## ITEM V - OTHER REPORTS

### 1. CHAIR'S REPORT

The Chair of the Sacramento Works, Inc. Board, on a regular basis, receives numerous items of information concerning employment and training legislation, current programs, agency activities, and miscellaneous articles.

The important information from the material received and meetings attended will be shared with the entire Board and the method proposed by the Chair is to give a verbal report at each regular meeting. It will also allow time for the Board to provide input on items that may require future action.

### 2. MEMBERS OF THE BOARD

This item provides the opportunity for Workforce Development Board members to raise any items for consideration not covered under the formal agenda. It also provides the opportunity for Board members to request staff to research or follow up on specific requests or to ask that certain items be placed on the next agenda.

### 3. COUNSEL REPORT:

The Sacramento Works, Inc. Legal Counsel is the firm of Phillip M. Cunningham, Attorney at Law. This item provides the opportunity for Legal Counsel to provide the Sacramento Works, Inc. Board with an oral or written report on legal activities

### 4. PUBLIC PARTICIPATION:

Participation of the general public at Sacramento Works, Inc. Board meetings is encouraged. The Sacramento Works, Inc. Board has decided to incorporate participants of the audience as part of its agenda for all meetings. Members of the audience are asked to address their requests to the Chair, if they wish to speak.