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JANET NEITZEL
Employment Development Department

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VSP Vision

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California Department of Rehabilitation

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Ironworkers Local 118

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SMUD

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SEIU – United Healthcare Workers.

SHELLY VALENTON
Sacramento Regional Transit



SACRAMENTOWORKS

**SACRAMENTO WORKS, INC.
EMPLOYER OUTREACH COMMITTEE**

Date: Tuesday, June 13, 2023

Time: 3:00 p.m.

Location: In-person
SETA Board Room
925 Del Paso Blvd., Suite 100
Sacramento, CA 95815

Zoom Location:

<https://us02web.zoom.us/j/89358979522?pwd=aEFvUm10UjRCek0veVlFMlFITlFrQT09>

In response to AB 2449, the Sacramento Employment and Training Agency Employer Outreach Committee is conducting this meeting utilizing a hybrid approach, permitting members of the public to participate in person or via Zoom.

In-person attendance by members of the public is on a first come, first-serve basis.

Members of the public may also participate in the meeting via Zoom by clicking the Zoom Location link above, typing the Zoom link address into their web browser, or listening to the meeting on One tap mobile +16699006833,,89358979522# US (San Jose). Meeting ID: 893 5897 9522. Passcode: 513096. Find your local number:

[tps://us02web.zoom.us/j/keByyohy7q](https://us02web.zoom.us/j/keByyohy7q). Members of the public are encouraged to participate in the meeting by submitting written comments by email to:

Anzhelika.Simonenkova@seta.net. Any member of the public who wishes to speak directly to the Board regarding any item on the agenda may contact Anzhelika Simonenkova at (916) 263-3753, or Anzhelika.Simonenkova@seta.net. Please include in your request the item(s) on which you would like to participate. Additionally, during the meeting any questions or comments may be submitted via the chat features on Zoom. Public comments will be accepted until the adjournment of the meeting, distributed to the members of the Committee and included in the record.

In the event of disruption that prevents broadcasting of the meeting to members of the public using the call-in or internet-based service options, or in the event of a disruption which prevents members of the public from offering public comments, the Committee shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

Request for Assisted Listening Devices or other considerations should be made through the Clerk's office at (916) 263-3753. Closed captioning will be available. This meeting is digitally recorded and available to members of the public upon request. This document and other Committee meeting information may be accessed through the Internet by accessing the SETA home page: www.seta.net.

AGENDA

Call to Order/Roll Call

1. **Call to Order/Roll Call**
2. **Action Items**
 - A. Approval of March 14, 2023, Meeting Minutes
3. **Information Items:**
 - A. E.O.C Policies
 - B. Seminars Workgroup (Spencer Hoke)
 - C. Promoting Employer Services (Renee John)
 - D. Surveys Workgroup (Brittany Jones)
 - E. Membership Workgroup Small/Medium Cos. (Susan Wheeler)
 - F. Employer Meetings/e-Newsletter Update (William Walker)
 - G. KPI Goals (Ed Baker/William Walker)
 - H. Quality Jobs Update (Ron Orr)
 - I. 2023 Action Plan & Annual Program – Survey (Ron Ellis)
 - J. References – Experience, Future Initiatives & More...
4. **Other Reports:**
 - A. Chair
 - B. Executive Director
 - C. Deputy Director/Program Manager
 - D. Members of the Board
 - E. Public
5. Next Meeting Tuesday, **October 10, 2023 at 3:00 p.m., in-person.**
6. **Adjournment**

Committee Members: Ed Baker, Ron Ellis, Jazmine Alop, Linzie Fukushima, Spencer Hoke, Renee John, Brittany Jones, Janet Neitzel, Ron Orr, Denise Malvetti, Fabrizio Sasso, Shane Snyder, Susan Wheeler (13)

This meeting is open to all members of the Sacramento Works, Inc. Board and the public.

DISTRIBUTION DATE: Tuesday, June 6, 2023

Regular Meeting - Employer Outreach Committee
Minutes/Synopsis
(Minutes reflect the actual progression of the meeting.)

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

Tuesday, March 14, 2023
3:00 p.m.

Call to Order/Roll Call: Mr. Ellis called the meeting to order at 3:05 p.m. Roll was called and a quorum was established.

Members Present: Jazmine Alop, Ron Ellis, Renee John, Susan Wheeler, Ed Baker, Linzie Fukushima, Spencer Hoke

Member Absent:

Brittany Jones, Fabrizio Sasso, Denise Malvetti, Janet Neitzel, Ron Orr, Shane Snyder

Others Present: Phil Cunningham, Roy Kim, William Walker, Jennifer Hernandez, Tim Tran, Lorna Devine, Michael Greenlow

1. Action Item

A. Consideration of the January 10, 2023, Meeting Minutes

There were no changes or questions.

Moved/Wheeler, second/Baker to approve the minutes of the January 10, 2023 Regular Meeting.

Roll call vote:

Aye: 7 (Alop, Ellis, John, Wheeler, Baker, Fukushima, Hoke)

Nay: 0

Abstention: 0

Absent: 6 (Orr, Jones, Sasso, Malvetti, Neitzel, Snyder)

B. Consideration of EOC Meeting Frequency in 2023

Mr. Ellis reviewed the item. The new proposed meeting schedule for the rest of 2023 is to meet on June 13 and October 10, 2023. The following meetings will be canceled: May 9, July 11, September 12, and November 14, 2023. There were no changes or questions from the members of the Committee.

Moved/Baker, second/Wheeler to approve the proposed meeting frequency.

Roll call vote:

Aye: 7 (Alop, Ellis, John, Wheeler, Baker, Fukushima, Hoke)
Nay: 0
Abstention: 0
Absent: 6 (Orr, Jones, Sasso, Malvetti, Neitzel, Snyder)

C. Consideration of Policy for Employer Outreach Committee Workgroup Meetings

Mr. Ellis reviewed the item. He advised that the following guidelines need to be established:

- The workgroup may be composed of members and non-members of the Employer Outreach Committee (EOC) as long as it does not include a quorum of members of the EOC.
- The workgroup meeting schedule shall not be determined by action of the EOC or the Workforce Development Board (WDB);
- The workgroup charges shall be limited in nature and duration and capable of completion in short periods of time.

Mr. Baker confirmed that none of the current workgroups have a quorum of EOC members.

Moved/Baker, second/Wheeler to approve guidelines for conducting EOC Workgroup meetings.

Roll call vote:

Aye: 7 (Alop, Ellis, John, Wheeler, Baker, Fukushima, Hoke)
Nay: 0
Abstention: 0
Absent: 6 (Orr, Jones, Sasso, Malvetti, Neitzel, Snyder)

D. Consideration of Funds for 2023 Seminars

Mr. Ellis reviewed the item. This item is for the EOC to allocate up to \$4,500 for three-four paid topical seminars in 2023. The topics are selected via the EOC's technique of polling the members of the Sacramento Works Board and EOC. Eight topics were included in the survey for consideration.

Moved/Hoke, second/Wheeler to approve allocating up to \$4,500 for three to four paid topical seminars to be scheduled in 2023, to be selected via the EOC's technique of polling the SETA/Sacramento Works Board (SWB) and EOC for topic preferences.

Roll call vote:

Aye: 7 (Alop, Ellis, John, Wheeler, Baker, Fukushima, Hoke)
Nay: 0
Abstention: 0
Absent: 6 (Orr, Jones, Sasso, Malvetti, Neitzel, Snyder)

2. Information Items:

A. Special Guest: Michael Greenlow – Metrix Learning

Mr. Greenlow introduced himself and presented on the Metrix Learning platform. The presentation is attached to these minutes.

Mr. Hoke asked where the exams are being held. Mr. Greenlow advised that proctored exams are based on wherever they are offered by the individual association sponsoring that particular exam. He added that the links are provided on the Metrix Learning platform to the various testing entities, including information about the exams' location, date, and time.

Ms. Wheeler asked if English as a Second Language (ESL) classes are offered through Metrix Learning. Mr. Greenlow stated that there are no ESL classes offered; however, other classes are translated into multiple languages and closed captioning is available. Additionally, Ms. Wheeler asked if Metrix Learning has done employer surveys in the past and if it is possible to access that information and to be able to identify the employers who have responded a certain way. Mr. Greenlow advised that Metrix Learning does not survey employers. However, there is a report that can capture and identify what services employers have come in and utilized on the platform. The data is available, but it's not something that Metrix Learning actively goes out and does within the community.

Mr. Ellis requested future reports on how SETA uses Metrix Learning and what classes/courses are taken more frequently than others.

Ms. Hernandez asked to describe the typical user of Metrix Learning. Mr. Greenlow stated that a wide spectrum of classes is available to suit various users. Classes vary from low educational level to certification level. The platform has over 6,000 different courses that, along with the assessment of strengths and weaknesses, provides the opportunity to customize educational plans and obtain the requisite skills needed for a successful carrier.

Ms. Wheeler asked if non-profit organizations make information about Metrix Learning available to their community members. Mr. Greenlow said that the local WDB pays for the subscription and can extend that out to their partners within the community.

Mr. Ellis thanked Mr. Greenlow for his presentation and commented that Metrix Learning can be a valuable tool for SETA/Sacramento Works, it's EOC, and for employers too!

B. Promoting Employer Services

Ms. John invited members of the Committee to participate in the Employer Services workgroup. She stated that the key actions of this workgroup will be creating a public relations plan and looking at how the business community perceives services provided by SETA and how services are reaching the business community effectively within the region. Ms. Wheeler, Ms. Alop, and Mr. Hoke were interested in joining the workgroup. Mr. Ellis stated that Mr. Orr might be interested as well. Ms. John advised that she will contact those that are interested and coordinate the meeting.

C. Employer Meetings/e-Newsletter Update

Mr. Walker advised that the Employer Newsletter is still being drafted, and an article on SacRT has been completed and will be posted on the website soon. The next meeting with SacRT will be held on March 20, 2023, at 9:30 a.m. He asked a volunteer from this Committee to sit in on this meeting. Mr. Hoke said he will attend the SacRT meeting on March 20, 2023.

D. Seminars Workgroup

Mr. Hoke advised that there were several seminars in the last four months. The goal is to provide opportunities for employers to learn more about SETA's services and topical discussions that can help them better their businesses. He encouraged Committee members to provide referrals as they currently have one vacancy. Mr. Hoke stated that working in the field and promoting SETA makes more mid-sized companies, not just large companies, aware of SETA and its services. The next SETA/Sacramento Works 'services' seminar will be held on Thursday, March 23, 2023, at 9:00 a.m. on hiring techniques.

E. Surveys Workgroup

Mr. Walker shared that one of the discussed strategies was doing phone surveys. Staff engaged in phone surveys over the last two weeks. Thirty-nine employees were contacted, and fourteen were surveyed. 92% said that they would recommend SETA's services to employers. The survey remains active on SETA's webpage.

F. Membership Workgroup Small/Medium Cos.

Ms. Wheeler shared that the last time she asked the team to provide recommendations on other companies to reach out to, no response was received. She asked Committee members for new leads. Ron Ellis commented on the only path to success we've had is to consider individual companies one-by-one.

G. Quality Jobs Update

Mr. Orr went over the information item presented in the backup attachment. Ms. Hernandez confirmed that the Sacramento Works Board had approved the definition of Quality Jobs.

H. KPI Goals (July 1, 2022 to June 30, 2023)

The Key Performance Indicator (KPI) Report items were reviewed. Mr. Walker stated that having even one employer with low wages dramatically affects the Average Wage of Jobs Posted. EOC members suggested finding a different way to report this item more accurately.

I. 2023 Action Plan & Annual Program – Survey

Mr. Ellis shared the EOC committee's evaluation of its progress as provided in the handout of the EOC members survey and how they related to survey results over the years. Twelve members of the Committee responded. Mr. Ellis thanked everyone for their participation and for their various roles in making progress on the objectives.

J. References – Experience, Future Initiatives & More...

Mr. Ellis reviewed the references.

3. Other Reports

A. Chair:

Mr. Ellis thanked Committee members for participating in today's in-person meeting.

B. Executive Director:

Ms. Hernandez advised that a few weeks ago she convened a group of partners to start discussions about how to map out the workforce ecosystem assets. As this process progresses, she will update the board.

C. Deputy Director/Program Manager:

Mr. Kim encouraged members to continue sharing the Metrix Learning resource. The link is provided on the Sacramento Works website. The resource is free for Sacramento County residents' use.

D. Member of the Committee:

Ms. John advised on an upcoming virtual advisory on April 5, 2023, for firefighting. Even though it's a narrow view, it will allow diversifying the pipeline, determining where candidates are falling out of the application process and what specific skills are needed to qualify. On May 11, 2023, another advisory will look at hospitality and tourism and how to make a self-sustaining wage in this field. The meeting will be in a hybrid format and include an optional central kitchen

tour for the first twenty participants registered. She also stated that the Mental and Behavioral Health Certificates advisory is coming soon, but no exact date yet, as well as an Information Communication Technology advisory that will be called “Building the Full Stack” and talk about stackable certificates. Ms. John will provide more information on that shortly.

Ms. John shared about resources available on the Valley Vision website and advised to contact her with any questions.

Mr. Walker reiterated that survey on the seminar’s topics, which includes eight topics to select from, will be coming to the members of the Committee and Board members shortly.

E. Public: None

4. Next Meeting: Will be held **Tuesday, June 13, 2023 at 3:00 p.m.**
5. Adjournment: The meeting was adjourned at 4:30 p.m.

March 14, 2023

SkillUp[®] with Metrix Learning[®]

SETA Employer Outreach
Committee

METRIX LEARNING

a New York Wired for Education solution





WHAT PROBLEM ARE WE TRYING TO SOLVE?

- SETA Snapshot:
 - Job Openings¹ – 29,972
 - Unemployed² – 25,300 (3.5%)
 - Employment² – 697,100
 - Underemployed – 278,840
- More job openings than people looking for work
- How to address this – ***Skills on Demand***
 - Over 95% of the Households in your region have computers and more than 90% have a broadband connection³



SKILLUP[®] POWERED BY METRIX LEARNING

- WIOA platform
- 6,000+ courses (soft skills, Spanish, Chinese)
 - 85% courses mobile-compatible
- 900+ Kenexa Prove It! assessments
- 10 career pathways, 200 in-demand occupations
- Skill assessment and skill gap remediation
- 140+ industry certifications
- SkillUp program expands Metrix Learning access to community partners
- Game-Based Learning Mobile App
- CalJOBS Integration

The screenshot shows the Metrix Learning SkillUp user dashboard. At the top, the Metrix Learning logo is on the left, and navigation links for Plan, Catalog, Career, Search, Account, and Help are on the right. The main content area is divided into several sections:

- Hi Jennifer Smith:** A green banner with a license expiration notice: "You have 32 days left on your license. It will expire on Sunday, October, 3 2021".
- Your Progress:** A blue section containing a table of progress data.
- Your Courses:** A blue section with buttons for "View Your Plan" and "Add Courses".
- Career Pathways:** A large image of a road stretching into the distance with the text "Career Pathways" and "Research and choose the path to success", plus a "Get Moving" button.
- Recent Activity:** A section with a "More" link and a table of course completion status.

	Started	Finished	Hours
This Year	8	2	0.0
All Time	76	13	14.5

Course Title	Status
CompTIA A+ 220-1001: Installing Hardware and Display Components	Started
CompTIA A+ 220-1001: Laptops Features and Mobile Device Types	Not Started



METRIX CONTENT



Information Technology

- Amazon Web Services
- Cloud
- Coding and programming
- Data analytics
- Databases
- Information security
- Microsoft Office
- Networks
- Servers
- Web development



Manufacturing & Trades

- Building and grounds maintenance
- Construction
- Custodial maintenance
- Electrical
- HVAC/R
- Machining
- Materials handling
- Safety
- Water/wastewater
- Welding



Healthcare

- Anatomy & physiology
- Billing and coding
- Health industry careers
- HIPAA
- Nursing
- Patient care



Business/Other

- Communication
- Customer service
- Finance/banking
- Food service
- Human resources
- Leadership
- Project management
- Sales/marketing
- Workplace skills



POTENTIAL EXPANDED METRIX USE



Business Services

IWT and Candidate Screening



Re-entry

Whitelist
Version of Metrix for Pre-release, upskilling post-release



Vocational Rehab

Individualized employment through online training



Community Partners

Libraries, Non-Profits, CBOs, Chambers



SNAP/TANF

Use Metrix for job search or training hours



Virtual Reality

Career exploration and training via VR headsets



BUSINESS SERVICES



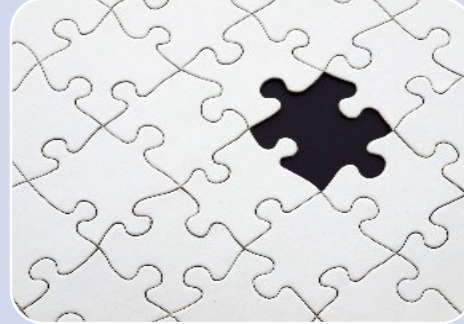
Employer Survey

- Employers can fill out a brief survey about job openings, skills, and hiring issues to help us better understand workforce challenges



Candidate Screening

- Provelt Assessments
- Administrators can choose from pre-selected assessments



Candidate Matching

- Anyone taking Metrix courses can be searched by skills taken



IWT/Certifications

- Provide free skill training for small businesses (<15 employees)
- Fee-based model for medium employers (16+ employees)
- Fund certifications for moving up the career ladder



TOP INDUSTRY EMPLOYMENT PROJECTIONS

INDUSTRY EMPLOYMENT		2018	2028	# Change	% Change
Educational Services (Private), Health Care, and Social Assistance		159,800	189,400	29,600	18.5%
Health Care and Social Assistance	 	147,500	175,000	27,500	18.6%
Leisure and Hospitality	 	106,200	121,200	15,000	14.1%
Professional and Business Services	 	133,500	148,400	14,900	11.2%
Accommodation and Food Services		89,700	102,400	12,700	14.2%
Food Services and Drinking Places	 	79,700	91,400	11,700	14.7%
Restaurants and Other Eating Places	 	75,500	86,900	11,400	15.1%
Ambulatory Health Care Services	 	52,900	63,800	10,900	20.6%
Trade, Transportation, and Utilities	 	159,900	168,900	9,000	5.6%
Waste Management and Remediation Services		63,600	72,000	8,400	13.2%
Administrative and Support Services	 	60,800	68,800	8,000	13.2%
Transportation, Warehousing, and Utilities	 	29,600	37,500	7,900	26.7%
Construction	 	64,500	71,500	7,000	10.9%
Professional, Scientific, and Technical Services	 	56,600	63,100	6,500	11.5%
State and Local Government		223,800	229,800	6,000	2.7%

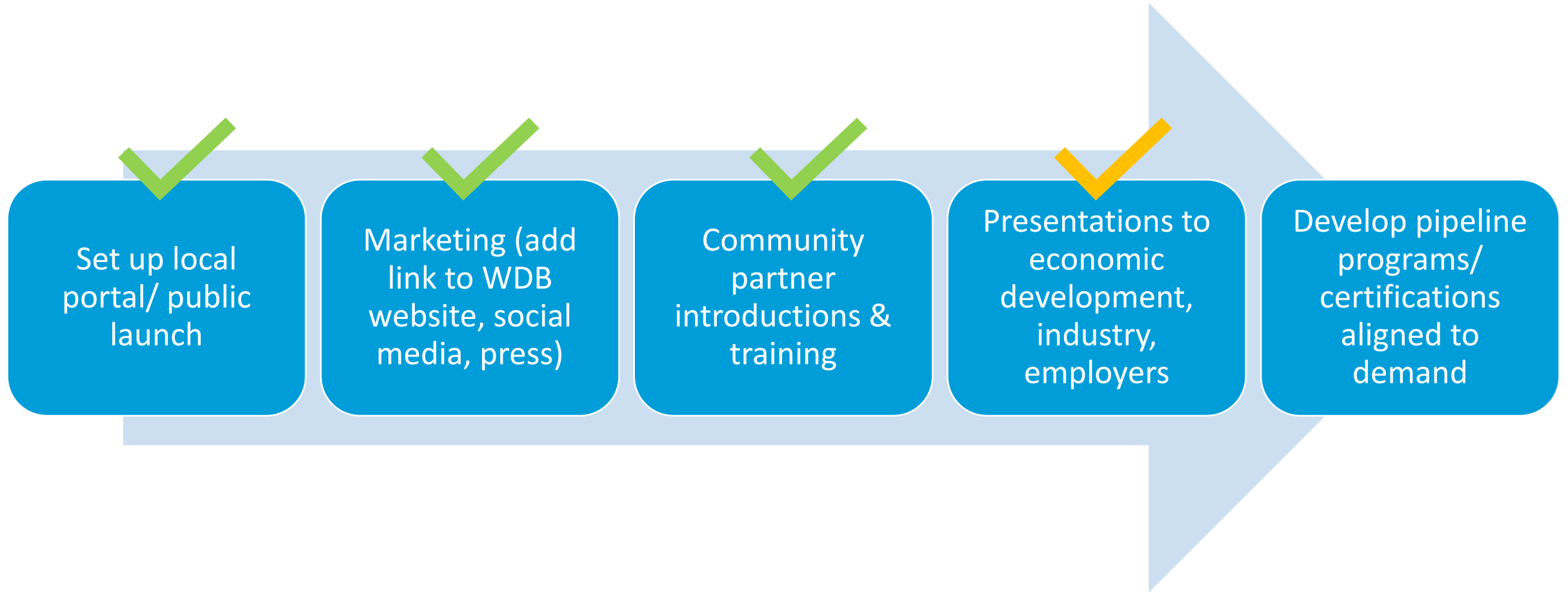


CASE STUDY - PIONEER BALLOON COMPANY

- Background – Pioneer Balloon’s Texas location became aware of Metrix Learning through the Texas Workforce Commission.
- Challenge – Establish baseline skills for new hires and cross-train existing staff.
- Approach – 30 employee cohort pilot with customized training tracks.
- Results – 148 courses and 95 hours of training completed.
- Next steps – Expand the training to other US locations.



METRIX/SKILLUP ACTIVITIES – NEXT STEPS





QUESTIONS





Thank You



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www.metrixlearning.com