

**GOLDEN SIERRA WORKFORCE INVESTMENT BOARD  
REGULAR MEETING  
MINUTES**

**Thursday, March 19, 2015 - 1:00 pm**

**Brandman University  
400 Sunrise Avenue, Suite 200  
Roseville, CA 95661**

I. ROLL CALL AND INTRODUCTION OF GUESTS

Present: Tink Miller, Rick Larkey, Carol Pepper-Kittredge, Daniela Devitt, David DeLeonardis, Eric Cooper, Jason Buckingham, John Tweedt, Kathleen Burris, Laurel Brent-Bumb, Maggie Valenzuela, Martha Escobedo, Michael Zimmerman, Paul Castro, Stewart Schurr, Tim Cook, Anette Smith-Dohring\*, Christina Nicholson\*, Kim Pellow\*

Absent: Bob Ward, David Frazier, Kevin Ferreira, Marcy Schmidt, Mark Frayser, Randy Wagner, Sherri Springer, Victor Wursten

Guests: Lorna Magnussen, Darlene Galipo, Terrie Trombley, Gabriel Garcia, Alexis Zoos, George Marley, Michael Indiveri, Katie Kenoyer, Kathy Spindola

\* *indicates arrival time*

Chair Miller announced that according to SB 751 should there not be a unanimous vote on an action item the Board will be required to take a roll call vote.

II. APPROVAL OF AGENDA

**Motion** to approve agenda by Brent-Bumb, second by Devitt.

**Motion** approved unanimously.

III. CONSENT AGENDA

All matters listed under the Consent Agenda are considered to be routine in nature and will be approved by one blanket motion.

For Approval

A. Approval Minutes from January 15, 2015 WIB Meeting

Informational

B. Attendance Log

**Motion** to approve consent agenda by DeLeonardis, second by Larkey.

**Motion** approved unanimously.

IV. PUBLIC COMMENT-FOR THOSE ITEMS NOT ON THE AGENDA

Pepper-Kittredge attended the Placer County Office of Economic Development Summit where Golden Sierra was recognized for public sector partnership with Sierra College and California Conservation Corp Placer Center; this being for collaborative relationship and delivery of the multi-craft core curriculum. The award was presented to Buckingham.

Buckingham stated that this is the first time all three agencies have come together. The plaque was passed around.

Brent-Bumb announced that earlier this year the Sustainable Forest Act Coalition was started in El Dorado County and has now expanded to 22 counties. They have raised enough money to have Chico State facilitate the first socio-economic workshop. Data from this workshop is being compiled at this time. It's important to make sure we are working toward maintaining healthy forests not only for the forests but for the residents living around them.

*\*1:10 Kim Pellow and Anette Smith-Dohring arrived*

Larkey announced that the first meeting of the Joint Regional Advisory Group for construction and energy sectors was held on Friday, March 13, 2015. There were 4 community colleges, 6 school districts and employer partners attending where the purpose is to have a two-event regional planning; once in the spring everyone gets together to share information and in the fall the colleges get together for the more "nuts and bolts" issues. Following this meeting the employers had their first business round table meeting where the main discussion was integrating systems.

V. APPROVE LOCAL AREA DESIGNATION APPLICATION (WSD14-10)

Buckingham explained that in lieu of an official process at the time, the Board had approved a letter requesting Local Area Designation as well as certification to be a One Stop operator at its November 20, 2014, meeting. There may potentially be changes to the WIB membership and this rests solely on the responsibility of the Governing Body. On February 20, 2015, the State published the official application process and the Board is being asked to approve the application for local area designation.

**Motion** to approve the Local Area Designation Application by Smith-Dohring, second by Devitt.

**Motion** approved unanimously.

VI. APPROVED REVISED WIBD13-01 VENDOR SERVICES (VS) POLICY

Buckingham stated that in 2013 the WIB approved the directive that allowed the procurement of Youth Service vendors and to bring this back to the Board on a consent basis. Staff are recommending a modification to this policy which would allow the inclusion of vendors for all funding categories. Cooper noted the misspelling of "business" in paragraph 1.

**Motion** to approve revised WIBD13-01 Vendor Services (VS) Policy by Cooper, second by Michael Zimmerman.

**Motion** approved unanimously.

VII. PARTNER PRESENTATION

Kathleen Burris, CVS

Buckingham introduced Kathleen Burris, Workforce Initiatives Manager with CVS. Burris announced that their name has just changed to CVS Health. The Workforce Initiatives Department was developed fourteen years ago. Working with and including the community is high on their priority list. A video was shown explaining CVS Caremark Workforce Initiatives. They are the largest employer for nurse practitioners and pharmacists in the nation. Golden Sierra has recently partnered with Workforce Initiatives; twelve disability organizations have also just signed on, including PRIDE Industries. Burris explained that there is a website for Veterans who can enter their work experience and it translates to positions within CVS.

*\* 1:25 Christina Nicholson arrived*

DeLeonardis had a concern about the disabled going back to work and losing out on a portion of their Social Security benefits; did CVS experience any issues surrounding this? Burris said this has not been an issue because they offer part time hours. Handouts with additional information were available.

Brent-Bumb acknowledged that CVS Health has partnered with PRIDE Industries, among others, and asked if Burris has spoken to Mother Lode Rehabilitation Enterprises (MORE) about the program. Burris said that she has not but the twelve organizations that they have partnered with belong to the California Disability Association, which is mandated by the State of California.

VIII. WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA)

A. TEGL19-14 VISION FOR THE WORKFORCE SYSTEM AND INITIAL IMPLEMENTATION OF WIOA

Buckingham stated that WIOA regulations were to be out by the end of January but have been delayed until spring, with no exact date. In lieu of the regulations Department of Labor has put out the (TEGL), Training Employment Guidance Letter. The main purpose is to encourage workforce system leaders to act now to successfully implement the Department's vision of WIOA. Buckingham said that we will continue to move forward until we see a reason to redirect.

B. IMPLEMENTATION STRATEGIES

Internal implementations will include:

- ✓ Focusing on our strengths
- ✓ Income generation efforts and expanding Ticket to Work program
- ✓ Increasing our Earn and Learn models/On-the-Job training (OJT)
- ✓ Targeting veteran's initiatives
- ✓ Prioritizing services by communities
- ✓ Sector strategies/regionally based
- ✓ Expanding our business engagement/NEXT branding identification
- ✓ Centralizing our Rapid Response services

DeLeonardis asked if we have received feedback from the community regarding our customer service. Buckingham stated that the local system used to collect surveys on One Stop visitors; however, what we found is that by-and-large we received high marks. Also, it is true that our enrolled services would likely be more positive because you are working one-on-one with the individual and building a relationship. Golden Sierra staff does include a customer service feedback survey in their email signature as standard practice.

Galipo spoke of the two week Get Hired program offered at the Roseville site where surveys sent out resulted in high customer service response. Devitt stated that there has been overwhelming positive feedback from the customer service surveys from Professional Edge in Roseville. Cooper stated that referrals can bring in negative response if the information they are given is not correct or what was expected. We may also have some confusion when WIOA begins.

### C. HIGH PERFORMING BOARD (HPB) STATUS

Buckingham announced that the State Board reviewed our application and unofficially, we will be referred for approval as a High Performing Board (HPB); we are waiting for final approval.

## IX. RAPID RESPONSE / LAYOFF AVERSION PRESENTATION

### Gabriel Garcia, EDD Workforce Services Division

Garcia spoke of the directive that was issued in September of 2014 in regard to the Layoff Aversion as being non-descriptive. This is because the State Board wanted to allow the local areas flexibility in reaching the Dislocated Worker population. Garcia attended a Building Workforce Partnership conference where he was asked to facilitate a discussion about Layoff Aversion. Garcia said that there has been confusion with employer documentation and the 121 and 122 Reports. He suggests that you document and report everything. Training should occur before the reports are due. As part of the policy provided by the State Board, monies awarded the first year are based on the WIA rules. The second year funding is based on first year activity. There has been question as to if Jobs Saved has a 7 day window attached to it. Trainings will begin in April.

Devitt asked if the employer would be verifying if the job has been saved. Garcia said that there should be some sort of tracking.

## X. UPDATES

### A. LEGISLATIVE

Buckingham stated that the deadline for introducing new legislation into this session was February 27, 2015. Currently there are three bills that affect workforce implementation in the state of California, two are administration backed and one is backed by the Assembly Labor Committee.

- AB 1270 is a conforming bill which takes the Unemployment Insurance (UI) Code and modifies reference from the Workforce Investment Act (WIA) to the Workforce Innovation and Opportunity Act (WIOA).
- SB 45 is a two year bill which will contain more significant changes within the system.
- AB 1507 is backed by the Assembly Labor Committee
- All these pieces of legislation preserve the state policy innovations introduced by SB 293, SB 734 and AB 554.

### B. SLINGSHOT

Buckingham stated that we were one of 5 areas awarded SlingShot monies. Our award covers \$20,000 for the initial planning phase, \$100,000 for planning/initiative and \$900,000 for implementation. Nine counties are included in the region.

XI. EVENT REPORT OUTS:

A. CWA DAY AT THE CAPITOL

Buckingham commented that the annual CWA Day at the Capitol on March 4th was very successful. The Association had 70+ members in attendance including Executive Directors of local boards, various board members and One Stop operators. There were over 80 meetings that day which is substantial coverage of the State legislature. He felt that there was broad understanding about workforce development and the information was well received.

Larkey felt that building relationships with the local offices was helpful.

Galipo felt that the event was very well coordinated and valuable in being able to get the outreach materials into the district offices.

Miller stated that she felt that Golden Sierra was well received.

B. 2015 BWP CONFERENCE

Indiveri attended the conference and explained that this unit was established by the State AFLCIO where the main focus is helping people to re-enter the workforce with good paying jobs. There were several break-out sessions and the Layoff Aversion was a very popular subject among them. A few of the key issues that were raised were:

- All the core partners are going to have the same common standards
- Where is the data going to come from
- Funding infrastructure to realign the new system

Kenoyer attended the conference and agreed with the overview that Indiveri gave. She also stated that she felt it was important that we move forward and work collaboratively just like we have done here in Placer County with Golden Sierra and Department of Rehabilitation. Kenoyer enjoyed attending the web-based mapping system for layoff aversion; this can be viewed by all regions.

Indiveri stated that this system can be viewed by sector down to employer and that if funds allow, it would be a good investment.

XII. REPORT OUT OF TRAINING EXPENDITURES

A. K491016 – July 1, 2013 – June 30, 2015

Buckingham explained the graph showing budgeted training requirement levels. As a consortium we are a little under on actual expenditures but high on leverage funding. As the year progresses expenditures will rise.

XIII. 2013/2014 WIA PERFORMANCE RESULTS (WSIN14-29)

Buckingham stated that the Golden Sierra region has far exceeded the WIA final performance results for PY 13/14. The region's actual performance is compared with what is negotiated with the State. This gives us our success rate.

XIV. WIA SERVICE PROVIDER PERFORMANCE

Magnussen informed the Board that there was a revised version sent out after posting the agenda and copies were available, if needed. Buckingham stated that El Dorado County has improved their enrollment and performance drastically from last year.

Cooper congratulated the staff on their performance measures. He questioned the Roseville Adult average earnings; we secured more than what we were aiming for. Buckingham explained that it's based on what people earned prior to coming into the program and what they earned exiting the program. He believes that the amount is impacted by the long-term unemployed individuals that are using the services.

Galipo stated that it's also based on the Dislocated Worker having an existing work history when they enter the program and higher earning potential once they receive services. Devitt also commented that one of the reasons this happened is because of the professionals we bring into the centers; they typically have higher earnings.

Pepper-Kittredge questioned what N/A meant in the report and Buckingham explained that there was no one counted in that measure for the reporting period.

XV. WIA SERVICE PROVIDER UPDATES

- Alpine County Consortium

A handout was provided at the beginning of the meeting. Buckingham reported that he has had meetings with Alpine County where they conveyed that they would like to see more emphasis on the Youth services as compared to Adult services.

*\*2:35 pm Anette Smith-Dohring left*

- El Dorado County Consortium

Alexis Zoss introduced herself as the new Chief Assistant Director at El Dorado County Health and Human Services Agency. She manages the Senior Management of their WIA program.

The February report included:

- Nearly 1,000 people visiting their One Stop in South Lake Tahoe and Placerville
- Working with County Office of Education to better align the GED and Adult Basic Education
- Starting to build a stronger connection with Foster Youth
- Working with Great Basin Institute to roll out two summer Youth Programs
- Participated in the Tahoe AB 86 meeting
- Co-sponsored the Tri-County job fair
- Hosted two employer forums
- Attended the Humane Society opening in South Lake Tahoe which led to 4 job leads
- Conducted 10 contacts with businesses which resulted in 1 OJT with 2 being interested
- Working with the Chamber of Commerce to develop business oriented workshops

Buckingham commented on the first six months of this year's enrollment matching the entire enrollment for last year. Zoss also stated that they are seeing larger numbers of completed packets coming in which they attribute to an outreach program that they implemented late last year.

- Golden Sierra Job Training Agency

Galipo gave updates on activities occurring in Placer County:

- Co-sponsored the Tri-County job fair
  - ✓ 72 employers participated
  - ✓ 644 job seekers attended
  - ✓ 165 resumes critiqued by staff and volunteers
  - ✓ 135 LinkedIn profile photos taken

Galipo said that of all the job fairs GSJTA participates in, Tri-County is the most well organized so kudos to the partners that are involved.

- In addition:
  - ✓ Video clips are posted on the Golden Sierra Facebook page that shows the amphitheater project that the CCC members built through the Prop 39 award.
  - ✓ The Adult and Dislocated worker program is on track to meet our direct training and leverage requirement.
  - ✓ Our On-the-Job Training (OJT) program is very popular and just recently we have placed
    - 1 machine shop helper
    - 1 enrollment coordinator
    - 1 auto mechanic
    - 1 low voltage technician
  - Our youth resource guide is being requested by various high schools and local community groups. The Work Experience Program for Youths is one of our most popular services that we offer and we have just recently placed one clerical aid and one computer technician.

- PRIDE Industries

Not Present

## XVI. COMMITTEE UPDATES

- Business Services Committee [on hold]

No Report

- Executive & Finance Committees

Miller announced that there was an Executive Committee Retreat meeting in February where they began initial discussion of the concepts of WIOA. The next Executive and Finance Committee meeting will be on April 16, 2015.

- Youth Council [on hold]

Nicholson announced that iFoster is a national organization that supports former foster youth by providing computers and just recently, specific placement at Raley's grocery stores, Placer County is the pilot location where seven youth will be mentored by Raley's employees.

XVII. FUTURE AGENDA ITEMS/NEW BUSINESS

- 2015/2016 Draft Budget

XVIII. NEXT MEETING – Thursday, May 21, 2015 – 1:00 PM; Brandman University

XIX. ADJOURNMENT

**Motion** to adjourn at 2:50 pm by Brent-Bumb, second by Cooper.

**Motion** approved unanimously.