

**GOLDEN SIERRA WORKFORCE BOARD
REGULAR MEETING
AGENDA**

Thursday, July 21, 2016 - 1:00 pm

**Folsom Lake College
Community Room, C-102
6699 Campus Drive
Placerville, CA 95667**

Mission: The Golden Sierra Workforce Board convenes industry leaders and key partners to identify workforce initiatives, create innovative solutions and measure the success of the systems' ability to meet industry and workforce needs.

MEMBERS

ANETTE SMITH-DOHRING
Sutter Health Sacramento Sierra Region

BILL BETTENCOURT
Placer School for Adults

CAROL PEPPER-KITTREDGE
Sierra College

CHRISTINA NICHOLSON
Whole Person Learning

DANIELA DEVITT
California Employers Association

ERIC COOPER
California Indian Manpower Consortium

JASON BUCKINGHAM
Golden Sierra Job Training Agency

JOHN TWEEDT
District Council 16

KATHLEEN BURRIS
CVS Health

KEVIN FERREIRA
Sacramento – Sierra's Building and
Construction Trades Council

KIMBERLY PELLOW
Brandman University

LAUREL BRENT-BUMB
Bumb Construction

MARCY SCHMIDT
Placer Co. Business Advantage Network

MARGARITA VALENZUELA
Unite Here Local 49 Gaming

MARK FRAYSER
Department of Rehabilitation

MARTHA ESCOBEDO
Employment Development Department

MICHAEL ZIMMERMAN
MTI College

PAUL CASTRO
California Human Development

RANDY WAGNER
Sierra Economic Development
Corporation

RICK LARKEY, *Vice Chair*
North State Building Industry Foundation

ROBERT WARD
IBEW Local 340

STEWART SCHURR
Doctor PC

TINK MILLER, *Chair*
Placer Independent Resource Services

VIC WURSTEN
PRIDE Industries

- | | | |
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EQUAL OPPORTUNITY

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XI. WIOA SERVICE PROVIDER AND PARTNER UPDATES

28-31

- Alpine County – Alpine County HHS
- El Dorado County – El Dorado County HHS
- Placer County - Golden Sierra Job Training Agency
- Consortium Business Engagement / Rapid Response

XII. COMMITTEE UPDATES

- Executive Committee

XIII. FUTURE AGENDA ITEMS/NEW BUSINESS

XIV. NEXT MEETING

Thursday, September 15, 2-16 – 1:00 PM, TBD

XV. ADJOURNMENT

**GOLDEN SIERRA WORKFORCE BOARD
REGULAR MEETING
MINUTES**

Thursday, May 19, 2016 - 1:00 p.m.

**Sierra College
5000 Rocklin Road
Rocklin, CA 95677
LRC lower level next to the Ridley Gallery**

Mission: The Golden Sierra Workforce Board convenes industry leaders and key partners to identify workforce initiatives, create innovative solutions and measure the success of the systems' ability to meet industry and workforce needs.

I. ROLL CALL AND INTRODUCTION OF GUESTS

Quorum was established and the meeting was called to order by Chair Miller at 1:03 p.m.

Present: Tink Miller (Chair), Rick Larkey (Vice-Chair), Bill Bettencourt, Carol Pepper-Kittredge, Christina Nicholson, Daniela Devitt, David DeLeonardis, Eric Cooper, Jason Buckingham, Kim Pellow, Marcy Schmidt, Martha Escobedo, Michael Zimmerman, Paul Castro, Randy Wagner, Stewart Schurr, Victor Wursten

Absent: Anette Smith-Dohring, Bob Ward, John Tweedt, Kathleen Burris, Kevin Ferreira, Laurel Brent-Bumb, Maggie Valenzuela, Mark Frayser, Sherri Springer

Guests: Alexis Zoss, Cara Welch, Darlene Galipo, Gloria Earl, Kathleen Franklin, Lorna Magnussen, Terrie Trombley

II. APPROVAL OF AGENDA

Chair Miller announced that Item #10 on the Agenda may have to be moved as Anette Smith-Dohring the presenter may be delayed due to conflict in her schedule.

Motion to approve agenda by Cooper, second by DeLeonardis.

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.

A. Approval of Minutes from March 17, 2016 WB Meeting

B. Attendance Log

Motion to approve consent agenda items A-B by DeLeonardis, second by Devitt.

Motion approved unanimously.

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

Cooper announced that California Indian Manpower has been awarded a \$2 million 2 year grant from DOL for a summer jobs program.

Cara Welch addressed the questions from the May 17, 2016, Board meeting regarding EDD's availability to track specific training & employment data. The question was if EDD could track data on students to see if they are able to find a job in the field they were trained/educated in. Welch had checked and EDD (LMID) has done some pilot projects with colleges, UC Northridge, and they now provide very high level information so it is easier to track students. She explained the process and stated that anyone could get in touch with her to obtain the information that was available.

V. ELECTION OF WB CHAIR AND VICE CHAIR

Chair Miller explained the election process to the Board. She stated that per the WB Bylaws section 4.2.2 the Nomination Committee had met, reviewed, and forwarded to the WB the qualified candidates for Chair & Vice Chair. The following Nominees were forwarded to the WB on April 29, 2016:

Chair – Rick Larkey

- Appointed to WB on July 1, 2013
- Elected as Vice Chair July 1, 2014
- Served on Executive Committee since July 2014

Vice Chair – Michael Zimmerman

- Appointed to WB on February 4, 2014
- Served on Nomination Committee for July 2014 election
- Served on Finance Committee since September 2015

The election will be held by roll call vote per section 4.2.3 of the Bylaws. The new officers will take their seats effective July 1, 2016.

Election approved by roll call vote.

Aye: Bettencourt, Pepper-Kittredge, Nicholson, Devitt, DeLeonardis, Cooper, Buckingham, Pellow, Schmidt, Escobedo, Zimmerman, Castro, Larkey, Wagner, Schurr, Miller, Wursten

Nay: None

Abstain: None

Absent: Smith-Dohring, Ward, Tweedt, Burris, Ferreira, Brent-Bumb, Valenzuela, Frayser, Springer

Larkey, speaking on behalf of himself and Zimmerman, thanked the Board for their vote. On behalf of the entire Board and staff he thanked Chair Miller and stated that because of her service she would be a "hard act" to follow.

He told the Board that she was appointed to the WB board in August 2001; she was Vice Chair from July 2004 – 2006; she was appointed Acting Chair in April 2006 when the “then” Chair resigned and was elected as Chair in July 2006. In all, she has served on the board for 15 years, 10 of which have been as one of its officers. He said that her term is a legacy that she should be very proud of.

Chair Miller expressed her confidence in Larkey and Zimmerman that would do a good job at taking over the governance of the Board.

The Board honored Chair Miller with a round of applause.

VI. APPROVE 2016/2017 MEETING SCHEDULE

3rd Thursdays of odd months from 1:00 pm - 3:00 pm w

Motion to approve 2016/2017 Meeting Agenda by Zimmerman, second by Schmidt.

Motion approved unanimously

VII. APPROVE 2016/2017 DRAFT BUDGET

Highlights presented:

- Large reduction in the funding afforded to WIOA Title I; key factors:
 - 7.2% reduction in allocation, and estimated 10% in Rapid Response; roughly \$250,000
 - The current unemployment number is 4.9% within the consortium
 - Governor’s threshold on discretionary funds nearly doubled from 8% to 15%
 - An increase in direct training requirements from 25% to 30%
- A decision has been made to close the Auburn One Stop, reducing limited term staff, and a general tightening of overall spending.
- Reviewing the reductions statewide, the Golden Sierra region received the sixth largest percentage reduction in the State.
- The Title I budget is prepared with equitable cuts across the board to all programs. This includes subcontracted service providers within El Dorado and Alpine County.
- Buckingham stated that WIOA Title I is not intended to, nor is there enough funding to support the entire workforce system. He believes strongly that there is a need to be effective with the conversations with our partners during the formation of resource sharing agreements making sure the system’s target areas are adequately funded.

Schmidt asked how many clients would be displaced in Auburn. Buckingham stated that it was difficult to measure the numbers. Schmidt asked if there would be more workshops in Roseville because she has noticed they have been very limited. Her concern is that Placer County resources are limited. She said that while there is a very strong business engagement team, she believes that customer engagement with the job seeking community is lacking. She is fearful that the County may not be able to handle the influx of clients created from the closure. She wanted to ensure that they have the resources to offer customers when they come in. She wondered what the outlook for the County was moving forward.

Buckingham believes that is a large concern for all of the agencies involved and is definitely a discussion to have at our partner meetings.

DeLeonardis asked if he understood correctly that for partner organizations, for instance the community based providers, they will be required to up their match if they are going to contract with us?

Buckingham stated that he has not heard that and did not know if that was what was going to happen. There are differing definitions for leverage vs match vs in-kind, but he has not heard anything that directly related to the percentage of match.

DeLeonardis asked if Buckingham saw any possible difficulty to getting the community providers to work with the Agency. And are the community providers still out there?

Buckingham was not sure if it was an adverse impact but it may require heightened efforts to get those partners involved.

Cooper stated that everyone is put into the same position right now whether you are part of WIOA system or not.

Castro spoke about passing the reduction to the service providers. Buckingham replied that he believed it would be a concern to the service providers. Can they continue to provide the services rendered with the money received. Title I money is unique in the sense that success means less funding. There is also a shift in the priorities of the use of WIOA funds. There are more mandates now on the money we are receiving.

Larkey added that the shift doesn't come with more money however.

Buckingham explained that the Governor's discretionary fund is the place where money could be drawn to help address these concerns. There is money that has come out of the regional planning efforts that could be used to address parts of this. What he doesn't want to lose focus on is that what we are talking about is one funding stream within a larger system. This is where the conversation has a lot of value. What our system looks like and who is best suited to solve those issues within that system. Bettencourt announced that he has been working with Golden Sierra to put into place the subletting of their "Connections" space in Auburn. They are stepping in and will be able to perform a small part of what Connections provides. It will also keep that location as a support system for some clients. His group is also working with Paul Castro and his organization to see if there is something Adult Ed can do to create a center for those clients. Bettencourt stated that as they are the ones "flush" with money they are trying to do as much as they can to help.

Miller stated that the Executive Committee had meet earlier in the day, just prior to this meeting, and recommended to the WB adoption of the Draft Budget with regrets that the cuts are unavoidable.

Motion to approve 2016/2017 Draft Budget by Cooper, second Devitt.

Motion approved unanimously.

VIII. APPROVE ADDITIONAL COST CENTER – SIERRA COLLEGE

Buckingham stated that the request was for an additional cost center to be added to the Fiscal Year 2015/2016 budget. Sierra College was part of a Los Rios College grant for participants in the Northern California Community College Apprenticeship Initiative. The funding for this cost center will be via a pass-thru contract between Sierra College and Golden Sierra. The total award is \$85,000; the first year funding of \$5,000 will cover the Planning component of the grant with the remainder of funding for years two to five covering the costs of Employer Outreach and Job Readiness Skills Instruction within Placer County.

Motion to approve by DeLeonardis, second by Zimmerman.

Abstain: Carol Pepper-Kittredge

Motion approved by majority.

IX. SIGNATURE APPROVAL OF PHASE I, WIOA REQUIRED, PARTNER MEMORANDUMS OF UNDERSTANDING (MOUs)

Miller stated that board action for this item would grant the Chair signature authority as documents are completed.

Buckingham stated that before the board for signature approval is the completed Phase I, WIOA required partner MOUs. The Board is responsible for 17 total partner MOUs locally however, there are a number that have been combined as the partner operates multiple programs. Golden Sierra, for example, operates 3 programs while the Employment Development Department operates 4. This reduces the number of required documents to 11.

Motion to approve by Castro, second by Escobedo.

Motion approved unanimously.

X. CAREER PATHWAYS HEALTH CARE PRESENTATION

(This item was continued as Anette Smith-Dohring had not arrived)

- Anette Smith-Dohring, Sutter Health, and Sue Hussey, Deputy Sector Navigator for Health

XI. WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA)

- WIOA Matrix – no changes on matrix

Buckingham explained that there was much activity occurring but no changes to the matrix document.

Buckingham stated that there were at least five grant applications due in late April or early May; 2 were specifically for regional planning efforts. Golden Sierra is part of the Capital Regional Planning Unit. The region put together 2 regional grant applications. So far the region has received one. The grant is for \$75,000 to incorporate what is called the A-H planning requirements of WIOA. The A-H requirements are the regional planning requirements that are duplicated in the local planning requirements. The region has also applied for a grant for \$250,000 to assist in part with developing a regional plan but will also be used to assist in building regional sector pathways. At this time, they have not heard on the success of that application.

Locally, the Agency has applied for three grants. The first is a Workforce Accelerator 3.0 grant, which would fund entrepreneurial training through Hacker Lab, but it was not awarded. The second was a Disability Employment Accelerator grant for \$150,000 to continue the work to serve the region's persons with disabilities. The DEA grant was awarded. The last was a grant for AB2060 which is funding via the recidivism reduction act for \$294,000. This application was put together in concert with the Placer Re-entry Program (PREP) and North State Building Industry Foundation. The AB2060 grant was awarded to the Agency and will provide on-the-job training type activities for people that have gone both through the PREP program and their construction training with Northern California Construction Training (NCCT). The funding can supply additional training as well.

SlingShot update, the Capital Region was required to submit a compact as part of that planning process which the group has been working on for 2 years. The compact was submitted in January 2016 and has undergone 2 revisions. We are awaiting approval on the final revision and Valley Vision, who has been coordinating that regionally, believes they will have an answer by the end of this week but basically they are on hold until the approval is received.

Miller inquired if this would ultimately bring in more money to the Agency or is it just a step forward in the process.

Buckingham explained that the region has already been given the money but the process has to be in place before the money can be spent. And, that the money will go to contractors who provide services to business startups and entrepreneurs

NEG Sector Grant. The regional partnership has procured a new labor market information report that should be complete by mid-June. It will umbrella the Capital Region Planning Unit but will also break out individually the labor market information for each of the partner local areas. It is intended to support the next economy clusters which were just updated by a grant that was awarded to Valley Vision by J P Morgan Chase in addition to providing information on clusters not covered in the Next Economy update.

In addition, the region has contracted with Valley Vision to do an inventory of the business advisory groups with in the Region with the hopes of leveraging their expertise

Finally, Buckingham stated that the Capital Region Planning Unit is working on completing a Regional MOU. The MOU will solidify our commitments to do systems alignment planning, updating policies, interagency procedures, and also doing staff and board development regionally

XII. WIOA SERVICE PROVIDER UPDATES

- Alpine County
- El Dorado County
- Golden Sierra Job Training Agency
- PRIDE Industries

Wursten reported that PRIDE is transitioning out subcontracted youth services with Golden Sierra, but is still involved in Department of Rehabilitation.

- Business Engagement / Rapid Response

XIII. COMMITTEE UPDATES

- Executive Committee

XIV. FUTURE AGENDA ITEMS/NEW BUSINESS

Discussion on how services levels will be provided to clients after Auburn Connections is closed.

Miller shared her thoughts about the Agency and how far it has come in the 16 years she has been involved. She stated that she has served with five Executive Directors and she wanted to acknowledge Buckingham for the vision and leadership he has brought to the WB and how he has stabilized and moved it forward. Plus, he is very supportive of the Board. She acknowledged and thanked him for that.

She also stated that she wanted to thank Lorna Magnussen. As the Board liaison, Miller felt that no-one could do the job of chairing the Board without her help. The Board should be aware of how much effort she puts in on behalf of the Board and she is an expert at everything she does.

XV. NEXT MEETING

Thursday, July 21, 2016 – 1:00 PM, Folsom Lake College, Placerville

XVI. ADJOURNMENT

Motion to adjourn by Larkey at 2:00 p.m.

**GOLDEN SIERRA WORKFORCE BOARD
EXECUTIVE COMMITTEE
REGULAR MEETING
MINUTES**

Thursday, May 19, 2016 – 11:00 a.m.

**Sierra College, Room TBD
5000 Rocklin Road
Rocklin, CA 95677
LRC Room 201**

I. ROLL CALL AND INTRODUCTION OF GUESTS

Quorum was established and the meeting was called to order by Chair Miller at 11:13 a.m.

Present: Tink Miller (Chair), Rick Larkey (Vice-Chair), Martha Escobedo, Paul Castro*, Michael Zimmerman,

Absent: Kevin Ferreira, Laurel Brent-Bumb

Guests: Gloria Earl, Jason Buckingham, Terrie Trombley, Darlene Galipo, Lorna Magnussen, Kathleen Franklin

**Denotes late arrival or early departure*

II. APPROVAL OF AGENDA

Motion to approve the agenda by Zimmerman, second by Escobedo.

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.

A. Approval of Minutes from February 18, 2016 EC/FC meeting

B. Attendance Log

Motion to approve the consent agenda items A & B by Larkey, second by Zimmerman.

Motion approved unanimously.

IV. PUBLIC COMMENT – FOR THOSE ITEMS ON THE AGENDA

There was no Public Comment.

V. APPROVE 2016/2017 MEETING SCHEDULE

Motion to approve the 2016/2017 Meeting Schedule as presented by Zimmerman, second by Escobedo.

Motion approved unanimously.

* 11:18 Paul Castro arrived

VI. APPROVE 2016/2017 DRAFT BUDGET

Highlights presented:

- large reduction in the funding afforded to WIOA Title I; key factors:
 - 7.2% reduction in allocation, and estimated 10% in Rapid Response; roughly \$250,000
 - The current unemployment number is 4.9% within the consortium
 - Governor's threshold on discretionary funds nearly doubled from 8% to 15%
 - An increase in direct training requirements from 25% to 30%
- A decision has been made to close the Auburn One Stop, reducing limited term staff, and a general tightening of overall spending.
- Reviewing the reductions statewide, the Golden Sierra region received the sixth largest percentage reduction in the State.
- The Title I budget is prepared with equitable cuts across the board to all programs. This includes subcontracted service providers within El Dorado and Alpine County.
- Buckingham stated that WIOA Title I is not intended to, nor is there enough funding to support the entire workforce system. He believes strongly that there is a need to be effective conversations with our partners during the formation of resource sharing agreements making sure the system's target areas are adequately funded.

Larkey noted the importance of the role of the Department of Human Assistance (DHA), and asked if there had been any indication that DHA would assume its responsibility and contribute its share.

Buckingham stated that El Dorado and Alpine Counties DHA currently contribute directly to the One Stop center. However, Placer County is not currently contributing directly to the center, or the staffing of that center. However, they do contribute to the system by helping with Rapid Response and other programs within the system. He went on to say that at the state level there has not been any discussion yet of how or if DHA will contribute with statewide funding; however, he does not think that will happen. It is up to the local areas to negotiate their own resource agreements. If the local agencies can't come to an agreement then it could be elevated to the Governor for a decision to apply established formula.

Castro asked when the resource sharing agreements will be finalized.

Buckingham replied they are due December 2017 and that a Directive is being prepared that will provide further guidance.

Miller asked about the impacts of closing the Auburn offices. How long is our lease at the Roseville office and would we be looking for something more "easterly" that would serve the Auburn area as well?

Buckingham stated that there are many ideas being considered. Initial facilities research is been done and there is one proposal being considered now. The current Roseville site does not have enough space to consolidate everyone, especially the Admin Department. Currently, Placer School for Adults is interested in taking over the Agency's One Stop space in Auburn.

This may allow Admin to stay in the same office for a while, but it would be best to eventually locate everyone in the same place, including EDD. Staff is definitely trying to fast track the process.

Larkey asked if this move on the part of the Agency's administration is driven strictly by the cutbacks the Agency is facing.

Buckingham explained that there are several reasons. One, budget cuts and increasing facility costs. Secondly, over the past 2 years we have been diluting our ability to provide effective services by spreading staff too thin in order to keep two offices open.

Galipo stated that Golden Sierra wanted to be known for providing quality services, not just a large amount of services. She felt that the board would agree with this concept. The final decision was that we could provide better services if the staff was located in one area.

Larkey noted that it all comes down to our primary mission. If we expand the scope of what we are doing to low-income or under-employed, then this is where the partnerships negotiations come in. In addition, what role and contribution do we make vs. the other partners and how can we set up a more stable system that will be flux. If everyone is working together to provide a set of core services to a diverse range of folks we out to be working towards that so when the volatility comes along there isn't as much impact to our systems.

Buckingham stated that this is part of the conversation currently taking place at the partner meetings; the discussion around efficiency and eliminating duplication of assessments, etc.

Buckingham noted that while the partners in the system do have common performance measures, they don't have common data systems. That is an issue which everyone recognizes. This is more of a statewide infrastructure issue.

Larkey asked if the Governing Body was aware that the Auburn office would be closing. Buckingham stated that the Governing Body will see the draft budget at their June 1, 2016 meeting and that they were already aware that the One Stop in Auburn could be closing. This idea has been discussed with them in the past.

Galipo stated that the Governing Body was supportive of the idea that the One Stop comprehensive center be located in an area where the greatest number of services are and the population was higher.

Miller stated that the other issue, especially for low income job seekers, public transportation is a huge issue which is why she would like to see the Agency located in Northern Placer County making it easier for folks in Colfax or Foresthill to access the services.

Miller agrees that it didn't sound like there were any good options except to close the Auburn One Stop.

Motion to recommend approval of the 2016/2017 Draft Budget to the Workforce Board by Castro, second by Zimmerman.

Motion approved unanimously.

VII. APPROVE ADDITIONAL COST CENTER – SIERRA COLLEGE

Buckingham stated that the request was for an additional cost center to be added to the Fiscal Year 2015/2016 budget. Sierra College was part of a Los Rios Community College grant for participants in the Northern California Community College Apprenticeship Initiative. The funding for this cost center will be via a pass-thru contract between Golden Sierra Job Training Agency and Sierra College. The first year funding of \$5,000 will cover the Planning component of the grant with funding for years two to five covering the costs of Employer Outreach and Job Readiness Skills Instruction.

Motion to approve the additional cost center – Sierra College by Zimmerman, second by Castro.

Motion approved unanimously.

VIII. WIOA IMPLEMENTATION

Buckingham explained that there was much activity occurring, but no changes to the matrix document.

Buckingham stated that there were at least five grant applications due in late April or early May; 2 were specifically for regional planning efforts. Golden Sierra is part of the Capital Regional Planning Unit. The region put together 2 regional grant applications. So far the region has received one. The grant is for \$75,000 to incorporate what is called the A-H planning requirements of WIOA. The A-H requirements are the regional planning requirements that are duplicated in the local planning requirements. The region has also applied for a grant for \$250,000 to assist in part with developing a regional plan but will also be used to assist in building regional sector pathways. At this time, they have not heard on the success of that application.

Locally, the Agency has applied for three grants. The first is a Workforce Accelerator 3.0 grant, which would fund entrepreneurial training through Hacker Lab, but it was not awarded. The second was a Disability Employment Accelerator grant for \$150,000 to continue the work to serve the region's persons with disabilities. The DEA grant was awarded. The last was a grant for AB2060 which is funding via the recidivism reduction act for \$294,000. This application was put together in concert with the Placer Re-entry Program (PREP) and North State Building Industry Foundation. The AB2060 grant was awarded to the Agency and will provide on-the-job training type activities for people that have gone both through the PREP program and their construction training with Northern California Construction Training (NCCT). The funding can supply additional training as well.

SlingShot update, the Capital Region was required to submit a compact as part of that planning process which the group has been working on for 2 years. The compact was submitted in January 2016 and has undergone 2 revisions. We are awaiting approval on the final revision and Valley Vision, who has been coordinating that regionally, believes they will have an answer by the end of this week but basically they are on hold until the approval is received.

Miller inquired if this would ultimately bring in more money to the Agency or is it just a step forward in the process.

Buckingham explained that the region has already been given the money but the process has to be in place before the money can be spent. And, that the money will go to contractors who provide services to business startups and entrepreneurs.

NEG Sector Grant. The regional partnership has procured a new labor market information report that should be complete by mid-June. It will umbrella the Capital Region Planning Unit but will also break out individually the labor market information for each of the partner local areas. It is intended to support the next economy clusters which were just updated by a grant that was awarded to Valley Vision by J P Morgan Chase in addition to providing information on clusters not covered in the Next Economy update.

In addition, the region has contracted with Valley Vision to do an inventory of the business advisory groups within the Region with the hopes of leveraging their expertise.

Finally, Buckingham stated that the Capital Region Planning Unit is working on completing a Regional MOU. The MOU will solidify our commitments to do systems alignment planning, updating policies, interagency procedures, and also doing staff and board development regionally.

Larky inquired if AB 86 was represented in the region at all.

Buckingham replied that AB 86 comes to the partner meetings although we haven't expanded our regional planning discussions to include them; that will occur soon

Larkey stated that it would be advantageous if there was some kind of event held where everyone was invited to the table to sit down and share what they are doing with an eye towards how everything should be integrated. There are some obvious differences that everyone can all acknowledge and the question for him is "what do we do with the overlaps". Buckingham concurred.

Miller stated that it would be good to figure out where the overlaps are, but also where are the gaps. She likes Larkey's idea of pulling together something where people could all sit and talk together.

Castro asked what the outcomes of either of those groups were. Maybe good things are happening out of discussions, but how do they impact services in our community.

Buckingham stated that the educational community might have a different take on it. Larkey stated that the thing for him that is the most problematic is the "silo" spending around the same issues in Career Pathways. The manifestation for employers is they get invited to everything, and it puts them in a position that they have to pick and choose what to attend. It puts them at risk of losing something because they weren't at the right table. The other thing that is bewildering is that the whole idea of this is to build a system, especially between secondary and post-secondary. It doesn't seem to him that anyone is working on that building across systems. Everyone has a piece of it and they are all focused on their piece and not the whole and how it all works together. K-12, Doing What Matters, and community college and WIOA folks are all mandated to do that and create plans on a regional basis.

Jason stated that this is really important work even if we are only focusing it in our 3 counties. It would be nice to do something broader but he feels this is the work of the new Board. This should be what the new WIOA Board is focused on.

IX. FUTURE AGENDA ITEMS/NEW BUSINESS

1. Executive Committee (EC) - June
 - Discussion about the July Board meeting Agenda
 - Possible Strategic Planning Session to establish direction
 - Revisiting the role of the EC
2. Executive Committee Meeting for August to be moved to September for Final Budget
3. Staff report on planning efforts with recommendations (input from Chair); carry forward to full board and Governing Body; Miller suggested possibly a joint meeting

X. NEXT MEETING

June 16, 2016 – 1:00 p.m., Roseville Connections

XI. ADJOURNMENT

Meeting was adjourned at 12:19 p.m. by Chair Miller.

Date:	7/16/2015	9/17/2015	11/19/15	01/21/16	3/17/2016	5/19/2016	Rate
	Regular	Regular	Regular	Regular	Regular	Regular	
WB							
Anette Smith-Dohring	1	1	0	1	1	0	67%
Bill Bettencourt			1	1	1	1	100%
Bob Ward	0	0	0	0	0	0	0%
Carol Pepper-Kittredge	1	1	1	1	1	1	100%
Christina Nicholson	0	1	1	1	1	1	83%
Daniela Devitt	1	0	1	1	1	1	83%
Eric Cooper	1	1	0	1	1	1	83%
Jason Buckingham	0	1	1	1	0	1	67%
John Tweedt	1	0	1	1	1	0	67%
Kathy Burris	1	1	0	0	1	1	67%
Kevin Ferreira	1	1	1	1	1	0	83%
Kim Pellow	0	1	1	1	0	1	67%
Laurel Brent-Bumb	0	0	1	1	0	0	33%
Maggie Valenzuela	0	1	0	1	1	0	50%
Marcy Schmidt	1	1	1	1	1	1	100%
Mark Frayser	1	0	1	1	0	0	50%
Martha Escobedo	0	0	0	1	1	1	50%
Michael Zimmerman	1	1	1	0	1	1	83%
Paul Castro	1	1	1	1	1	1	100%
Randy Wagner	1	1	0	1	1	1	83%
Rick Larkey	1	1	1	0	1	1	83%
Stewart Schurr	1	1	1	1	1	1	100%
Tink Miller	1	1	1	1	1	1	100%
Victor Wursten	0	0	0	0	0	1	17%

**GOLDEN SIERRA
WORKFORCE DEVELOPMENT BOARD**

MEMORANDUM

DATE: July 21, 2016

TO: Workforce Board (WB) members

FROM: Jason Buckingham, GSJTA Executive Director

SUBJECT: Transfer of Funds Memo

In an effort to serve the local population, Golden Sierra is seeking approval to transfer up to 75% of the WIOA Title I Program Year 2016-2017 awards from the Dislocated Worker stream to the Adult funding stream. The submission of the required documents will occur when the Agency receives formal notification via subgrant documentation from the Employment Development Department for the *K7102029 Subgrant* award. All transferred funds will be taken from the second round of awarded funding made available for use October 1st, 2016. The procedures for this transfer are available for review in [*Directive WSD15-23*](#) dated March 29th, 2016.

As the members of the Board may be aware, all Dislocated Workers are eligible to receive funding via the Adult funding stream, however, the reverse is not true. This transfer will enable Golden Sierra to serve clients with the greatest need with minimal impact on Dislocated Worker services.

**GOLDEN SIERRA
WORKFORCE DEVELOPMENT BOARD**

MEMORANDUM

DATE: July 21, 2016
TO: Workforce Board (WB) members
FROM: Jason Buckingham, GSJTA Executive Director
SUBJECT: Workforce Board Retreat

The purpose of this agenda item is to establish a suitable date and time for a future Workforce Board retreat, and approve an estimated budget as outlined below. Partners are invited to share in the cost to the extent feasible.

Estimated budget:

Consultant/facilitator	\$3,500-4,000
Food	\$500
Facility/room rental	\$200
Printed materials/supplies	\$300
	\$4,500-5,000

WORKFORCE BOARD RETREAT DRAFT AGENDA

Purpose:

To understand the role and responsibilities of the Workforce Board per the WIO Act
Review, revise (if necessary) and ratify Mission, Vision, and Goal(s)
Develop Objectives for the Goal(s)

Format:

1. Introductions and group interaction experience
2. Review purpose of workshop
3. Discussion on the WIOA Role and Responsibilities of the Board
4. Review, discuss, revise (if necessary) Mission
5. Review, discuss, revise (if necessary) Vision
6. Review, discuss, revise (if necessary) Goal(s)
7. Create Objectives for each goal (deliverable, due date, person-committee responsible)
8. Given above work identify next steps
9. Adjourn

**GOLDEN SIERRA
WORKFORCE DEVELOPMENT BOARD**

MEMORANDUM

DATE: July 21, 2016
TO: Workforce Board (WB) members
FROM: Jason Buckingham, GSJTA Executive Director
SUBJECT: WB membership vacancy/recruitment

The Workforce Board (WB) currently has a vacancy for the following seat:

- Business Representative (2 vacancy)

Currently at 50% membership; 51%+ required

WIOA Public Law Section 107(b)(2)(A) A majority of the members of each local board shall be representatives of business in the local area, who—

- (i) are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority;
- (ii) represent businesses, including small businesses, or organizations representing businesses described in this clause, that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area; and
- (iii) are appointed from among individuals nominated by local business organizations and business trade associations;

Current representation:

- El Dorado (1)
- Placer (5)
- Consortium wide (6)

Your assistance in identifying and recruiting the above referenced member would be greatly appreciated.

Please refer any potential member or questions regarding membership to Lorna Magnussen at magnussen@goldensierra.com or 530.823.4635 ext. 221.

**GOLDEN SIERRA
WORKFORCE DEVELOPMENT BOARD**

MEMORANDUM

DATE: July 21, 2016
TO: Workforce Board (WB) members
FROM: Jason Buckingham, GSJTA Executive Director
SUBJECT: Labor Market Information Report and Presentation

Golden Sierra Industry Cluster Study:

- Presentation: Liz Bosley-LMID
- Report: [GSJTA LMI Report 2016](#)

Handouts of presentation and report will be available at meeting.

WIOA and the Golden Sierra Workforce Board

Introduction

The Workforce Innovation and Opportunity Act (WIOA) provides state and local areas the flexibility to collaborate across systems in an effort to better address the employment and skills needs of current jobseekers and employers. WIOA accomplishes this by prescribing a stronger alignment of the core partners including Workforce (Title I), Adult Education (Title II), Wagner-Peyser (Title III), the Department of Rehabilitation (IV), and Temporary Assistance for Needy Families (or TANF).

Goals:

The Act requires a multitude of changes within the current three county Golden Sierra Region (El Dorado, Alpine and Placer Counties). Locally, the Workforce Board has focused most of its efforts on the one-stop career centers and the Workforce Investment Act (WIA) funded partner within the system. However, the new act greatly expands the role of the local board and encourages local boards to focus on systems alignment. The State Board (April 14, 2015) has identified seven program/policy strategies that apply to the core programs. These are as follows:

1. Partnering in Sector Strategies
2. Building Career Pathways
3. Utilizing Earn and Learn Training
4. Organizing Regionally
5. Creating Cross System Data Capacity
6. Integrating Service Delivery
7. Providing Support Services for Successful Outcomes

The Local Plan

The local Boards greatest strength lie in identifying initiatives and providing support, direction and oversight on the outcomes of convenings targeted to meet these goals. This includes identifying measures of success, timelines and continuous improvement when appropriate. Ultimately, the Board (in cooperation with the Chief Local Elected Officials) will be in charge of developing a 4 year local plan that aligns with the State goals and, when part of a planning region, complies with the regional planning requirements. The local plan will need to be reviewed and updated every 2 years to ensure that it still aligns with local labor market trends.

This plan should attempt to raise outcomes for all core partners who now share the same performance measures. Though there are over 20 elements to the local plan, in simple terms the goals of the plan include:

1. Preparing prospective employees for viable employment opportunities and career pathways in the region.
2. Supporting regional employers' efforts to hire, train, and transition employees by enhancing and communicating the availability and value of the Board's business engagement strategy.
3. Preparing young adults to thrive and succeed in the regional workforce by providing relevant work based learning opportunities.

Roles of the Workforce Board

WIOA outlines 13 roles of the local board. Though there may be some overlap, in general, these can be categorized into two groups. The first group is focused on systems building. The second group is specific to Title 1 of the Act.

Systems Building Roles

1. Local Plan
 - a. The local board, in partnership with the chief elected official for the local area involved, shall develop and submit a local plan to the Governor that aligns with the state WDB strategies and incorporates WIOA identified requirements.
2. Workforce Research and Regional Labor Market Analysis
 - a. In order to assist in the development and implementation of the local plan, the local board shall carry out analyses of the economic conditions in the region.
3. Convening, Brokering, Leveraging
 - a. The local board shall convene local workforce development system stakeholders to assist in the development of the local plan and in carrying out its other functions.
4. Employer Engagement
 - a. Promote business representation on the board
 - b. Develop linkages with employers
 - c. Ensure activities meet needs of employers
 - d. Develop and implement proven and promising strategies to meet employment and skill needs.
5. Career Pathways Development:
 - a. The local board, with representatives of secondary and postsecondary education programs, shall lead efforts in the local area to develop and implement career pathways.
6. Proven and Promising Practices:
 - a. Identify and promote proven and promising strategies for meeting needs of employers and jobseekers
7. Technology: Enhance accessibility and effectiveness of services by:
 - a. Facilitating connections among the intake and case management information systems
 - b. Facilitating access to services including in remote areas
 - c. Identifying strategies for better meeting needs of persons with barriers to employment
 - d. Leveraging resources

Title 1 Roles

1. Budget and Administration
 - a. Develop a budget that supports the activities and initiatives of the Board
 - b. Disburse grant funds for Title 1 workforce investment activities
2. Selection of Operators and Providers
 - a. Selection of One-Stop Operators
 - b. Selection of Youth and Career Service Providers
 - c. Identification of eligible providers of training services
 - d. Identification of eligible providers of career services
3. Program Oversight
 - a. Conduct oversight of local youth, employment and training and adult workforce investment activities
 - b. Ensure appropriate use and management of funds
4. Coordination of Educational Providers:
 - a. Coordinate activities with education and training providers
 - b. Review the applications to provide adult education and literacy activities
 - c. Implement cooperative agreements
5. Negotiation of Local Performance Accountability
 - a. The local board, the chief elected official, and the Governor shall negotiate and reach agreement on local performance accountability measures.
6. Accessibility for Individuals with Disabilities:
 - a. The local board shall annually assess the physical and programmatic accessibility in accordance with the provisions in the American with Disabilities Act of 1990 of all one-stop centers in the local area.

Mission:

The Golden Sierra Workforce Board convenes industry leaders and key partners to identify workforce initiatives, create innovative solutions, and measure the success of systems' ability to meet industry needs.

Vision:

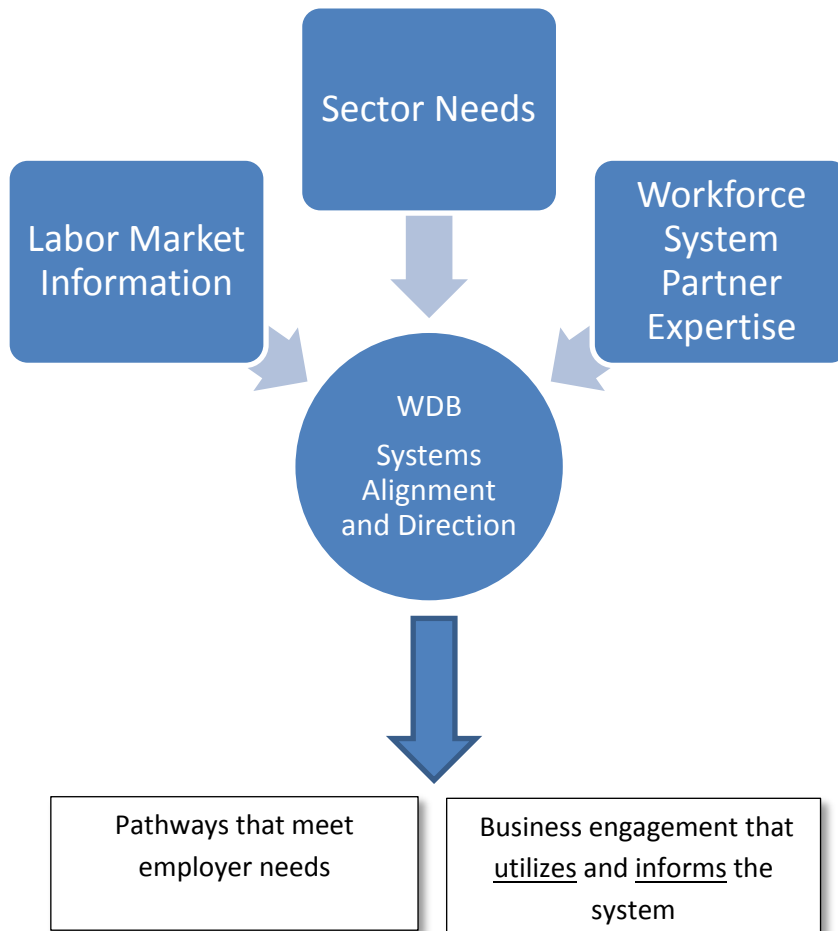
A fully integrated workforce system that capitalizes on the expertise of industry and workforce partners to continuously meet the needs of business, and facilitate pathways to success for students, workers and job seekers.

Values:

Values of the Workforce Board should be set in order to inform and guide decision making process. The Partners are in the process of developing these values currently. Examples of possible values might include:

- Stewardship of assets focusing on the local and regional priorities of the stakeholders
- The expertise of the partners of the system
- The struggle of small business
- Continuous improvement
- Collaboration with workforce, education and economic development partners
- Systems alignment
- Innovation responsive to business and workforce needs
- Business engagement that develops value added relationships with business

System Overview



A feedback loop will be an integral part of refining and improving the system

Composition of the Board:

Golden Sierra actively seeks members from throughout the region to fill available seats on the board. The majority of the board is represented by business and industry from the private sector. Other sectors represented include education, labor, rehabilitation and state employment services, public assistance agencies, community-based organizations as well as local economic development interests. Golden Sierra attempts to maintain a board whose private sector members are representative of small business or the sectors of interest to our initiatives. In addition, we strive ensure that our member county's interests are at the table while keeping the board nimble. Because of this, our board composition and recruitment efforts may change over time.

Minimum Representation on the local board includes:

1. Business Representatives (51%), including the Chair
2. Labor and Workforce Representatives (20%) (further definitions apply)
3. Adult Education/Literacy Representative
4. Vocational Rehabilitation Representative
5. Higher Education Representative
6. Wagner-Peyser Representative
7. Economic Development Representative

Standing subcommittees require that a board member be chair and that non board members with expertise be appointed. Ad hoc committee work may be recommended.

Time Commitment

Board members should be active and engaged in the work of the board to understand its operations and deliver its message. Serving on the Golden Sierra Workforce Board will require a commitment of at least 12 hours per year. The time commitment includes six board meetings held every other month in addition to ad hoc and subcommittee work as necessary.

Term of Office

Currently, board members serve fixed terms of four years from the July 1st immediately preceding the appointment/re-appointment date. All WB terms shall expire on June 30th, except that members may continue to serve after the end of their term until a successor is appointed.

Board Responsibilities

1. Develop and oversee the mission.
2. Encourage and educate employer organizations and affiliations to leverage the system.
3. Engage in strategic planning
4. Recommend for appointment and orient new Board members.
5. Enhance the Board's public image and deliver its message.
6. Ensure Board efficiency in its operations.
7. Prepare for and actively participate in meetings, including engaging other resources as needed.
8. Miss no more than three consecutive Board meetings
9. Complete periodic ethics training as required by California law.
10. Submit form 700

GOLDEN SIERRA WORKFORCE BOARD

SERVICE PROVIDER REPORT

Report Period: 5/1/2016-6/30-2016

Prepared By: Alpine County (RL)

ACTIVITY SUMMARY

<input checked="" type="checkbox"/>	New Enrollments	No new enrollments-one out of school youth application under review
<input type="checkbox"/>	New ITA Contracts	
<input type="checkbox"/>	New OJT Contracts	
<input type="checkbox"/>	New WEX Contracts	
<input checked="" type="checkbox"/>	Total One-Stop Visitors	29 total visitors-24 for May and 5 for June (June under review as case mgr. was training out of town during much of June).
<input type="checkbox"/>	Unique One-Stop Visitors	

PROGRAM UPDATES

Youth Meeting with youth to work on resumes and for college planning

Adult Resume updating and working with clients on signing up for workshops offered in the career center. Job search assistance to job seekers.

Dislocated Worker No new dislocated workers during May or June of 2016

Prop 39

Disability Employment Accelerator (Advance)

National Emergency Grant (SP-NEG)

EVENT PARTICIPATION

<u>Date</u>	<u>Event Name</u>	<u>Outcomes</u>
5/25/2016	CalSWEC Representative Visit	Discussion of offering advanced degrees in Social Work
6/27/2016	Your Money, Your Goals Financial Workshop	Case Manager taught other agency providers curriculum to offer to clients
6/22/2016	Hard Rock Café' Hiring Event	Met with clients and assisted in resume updates prior to attending the job fair
6/15/2016	<u>Placerville Vocational Education training</u>	Information gathering for Voc. Ed.

NOTEABLE OUTCOMES

Labor Exchange Services Referred potential candidates for local business owners on current positions and posted positions in the career center and reviewed with clients.

Business Engagement Currently working on Economic Development Committee on how to bring more business to the local area and how to engage events that will bring more business during all seasons.

Partner Engagement Partnering with multiple agencies on a referral basis for in and out of school youth to foster education and career success

Service Delivery Strategies Working with TANF for referral process and providing presentations to other agencies on the Career Center. Continued efforts to work with both job seekers and employees on matching job seekers skills to employer open positions

WIOA Transition Review and implementation of current WIOA Directive, attending all WIOA trainings.

GOLDEN SIERRA WORKFORCE BOARD
SERVICE PROVIDER REPORT

Report Period: May-June 2016

Prepared By: El Dorado (JW)

ACTIVITY SUMMARY

<input checked="" type="checkbox"/>	New Enrollments	17
<input checked="" type="checkbox"/>	New ITA Contracts	14: Commercial Electrical, Vocational Nursing, Truck Driving, Medical Assistant, Web Design, Advanced Security Officer, Medical Billing and Coding.
<input checked="" type="checkbox"/>	New OJT Contracts	3: Web Design, Machine Shop, and Travel Office-Receptionist.
<input type="checkbox"/>	New WEX Contracts	
<input checked="" type="checkbox"/>	Total One-Stop Visitors	962 - One Stop Visitors in Placerville; Twenty four (24) workshops offered through the One Stop; Four (4) WIOA information Sessions and three (3) Department of Rehabilitation Information Sessions.
<input type="checkbox"/>	Unique One-Stop Visitors	

PROGRAM UPDATES

Youth 1) Attended and became a member of Foster Care Advisory Group, 2) Foster Youth From Summitville attended a One Stop Training.

Adult 1) 6/29/16 One Stop Training for Supervisors from the Child Support Unit. Goal is to establish a referral process between the One Stop and Child Support. 2) Twice monthly Job Search Training sessions at Mental Health Wellness Center in Placerville along with a monthly Job Search Training Session in SLT,

Dislocated Worker All Dislocated Workers Dollars for K6 are Obligated

Prop 39 N/A

Disability Employment Accelerator (Advance) N/A

National Emergency Grant (SP-NEG) N/A

EVENT PARTICIPATION

<u>Date</u>	<u>Event Name</u>	<u>Outcomes</u>
5/5/16	SLT Make Tahoe Summit/Sponsored by the SLT Chamber of Commerce	
5/4/16 and 6/1/16	SLTCC / HTRR Work Group	Fine tuning/developing curriculum that meets the needs of employers in SLT. Stackable certificates and transferable credit.
5/18/16	Meeting with HHSa Mental Health Team	Informed/Updated them about WIOA; discussed appropriate referrals for WIOA services; One Stop Services.
6/13/16	Foster Youth From Summitville attended a One Stop Training	One enrollment into WIOA services as well as a solid introduction to One Stop Services.

NOTEABLE OUTCOMES

Labor Exchange Services Tri-County Job Fair Planning Session- May 16,2016

Business Engagement Report completed by Golden Sierra Job Training Agency

Partner Engagement May 2, 2016 - Attended and became a member of EDC Foster Care Advisory Group; Regular monthly attendance at joint WIOA and CalWORKs staff meetings. Focus on One Stop operations. Met with Army Recruiter- Goal is to begin to offer regular workshops about the Armed Services.

Service Delivery Strategies

WIOA Transition Continuing to review new state Directives and Information Notices, Golden Sierra Policies, Federal TENs and TEGs as they become available. Consult with Golden Sierra MIS staff as needed to insure compliance.

GOLDEN SIERRA WORKFORCE BOARD

SERVICE PROVIDER REPORT

Report Period: 5/1/2016 – 6/30/2016

Prepared By: Placer County (DG)

ACTIVITY SUMMARY

<input checked="" type="checkbox"/>	New Enrollments	13
<input checked="" type="checkbox"/>	New ITA Contracts	3
<input checked="" type="checkbox"/>	New OJT Contracts	8
<input checked="" type="checkbox"/>	New WEX Contracts	8
<input checked="" type="checkbox"/>	Total One-Stop Visitors	Unable to collect via CalJOBS ; Manual count = 1,181
<input checked="" type="checkbox"/>	Unique One-Stop Visitors	Unable to collect via CalJOBS ; 30% of all customers are first-time visitors

PROGRAM UPDATES

Youth Case managers conducted outreach at Independent City, an event for foster youth and former foster youth. Local bank agreed to offer Money Management training to youth participants on 06/17/16.

Adult Enrollments and expenditures on track.

Dislocated Worker Enrollments and expenditures on track.

Prop 39 Training scheduled to begin 07/18/16 at Sierra College. It's been difficult to find eligible participants.

Disability Employment Accelerator (Advance) Total enrollments = 31/20 (exceeded goal).

National Emergency Grant (SP-NEG) Total enrollments = 4/20.

EVENT PARTICIPATION

<u>Date</u>	<u>Event Name</u>	<u>Outcomes</u>
05/17/16	Job Connections: Gap	17 candidates participated
05/24/16	Placer Veterans Stand Down	30+ veterans reached
05/26/16	Roseville 2016 (Chamber Event)	2 new OJT sites developed
06/15/16	Independent City	100+ young adults reached
06/15/16	Hiring Event: Ace Hardware	22 candidates participated; 5 hired

NOTEABLE OUTCOMES

Labor Exchange Services We assisted Purveyors Kitchen, Capstone Logistics, HR Management, ReFiber, Sutter Health, Nelson Staffing, Tower Painters, Tenaya Lodge, Progress House, Porter Facilities, APi Marketing, Harris & Bruno, and Roseville Auto Spa with job orders and recruitment events.

Business Engagement Provided 12 free workshops on a variety of topics including layoff aversion. Total employers and incumbent workers served = 200+ (see business engagement report for more detail).

Partner Engagement Placer School for Adults agreed to continue providing computer and career development workshops at Roseville Connections.

Service Delivery Strategies Auburn Connections closed to the public on 06/23/16.

WIOA Transition In the process of reviewing the recently released final regulations.

GOLDEN SIERRA CONSORTIUM

BUSINESS SERVICES AND RAPID RESPONSE REPORT

Report Period: 05/01/16 – 06/30/16

Prepared By: Business Engagement Team

ACTIVITY SUMMARY

<input checked="" type="checkbox"/>	New Placer Contacts	15
<input checked="" type="checkbox"/>	New El Dorado Contacts	6
<input type="checkbox"/>	New Alpine Contacts	
<input checked="" type="checkbox"/>	New Job Orders Received	8
<input checked="" type="checkbox"/>	Total Active Job Orders	300+
<input type="checkbox"/>	Rapid Response Events	1 official on-site event; Sports Authority was contacted about services

EVENT PARTICIPATION

<u>Date</u>	<u>Event Name</u>	<u>Outcomes</u>
05/03/16	Business Service Workshop (Placer)	11 employers attended
05/05/16	Business Service Workshop (EDC)	9 employers attended
05/26/16	Roseville 2016 Chamber Event	85+ employers reached
06/01/16	Hiring Event: Harris & Bruno	18 candidates participated
06/02/16	Rapid Response: Moe's BBQ	4 affected workers reached
06/07/16	Business Service Workshop (Placer)	27 incumbent workers trained
06/08/16	Business Service Workshop (EDC)	7 incumbent workers trained
06/09/16	North Lake Tahoe Business Walk	
06/14/16	Business Service Workshop (Placer)	34 incumbent workers trained
06/14/16	Business Service Workshop (EDC)	6 employers attended
06/15/16	Business Service Workshop (Placer)	15 incumbent workers trained
06/15/16	Business Service Workshop (Placer)	8 employers attended
06/21/16	Business Service Workshop (Placer)	42 incumbent workers trained
06/28/16	Business Service Workshop (Placer)	26 incumbent workers trained
06/29/16	Business Service Workshop (Placer)	7 incumbent workers trained
06/30/16	Business Service Workshop (EDC)	10 incumbent workers trained

ACTIVE JOB ORDER TRENDS

Hospitality and Tourism We saw an increase in openings in the Tahoe area likely due to better travel conditions.

Retail Tahoe area retail employers state they have difficulty hiring/retaining employees due to lack of affordable housing for local residents.

Health Care Services The greatest number of openings are for entry level positions such as Medical Assistant.

Information Technology Recent downsizing at Intel; staff participated in a hiring event to save jobs.

Construction/Trades Employers state they cannot fill their open positions fast enough.

Business and Financial Services No information to report.

Professional and Technical Services No information to report.