

GOVERNING BODY MEMBERS

KATHERINE RAKOW, *Vice Chair*
Board of Supervisors
Alpine County

MICHAEL RANALLI, *Chair*
Board of Supervisors
El Dorado County

KIRK UHLER
Board of Supervisors
Placer County

JASON BUCKINGHAM
Executive Director

Golden Sierra Job Training Agency
115 Ascot Drive, Suite 100
Roseville, CA 95661

(916) 773-8540

GOLDEN SIERRA JOB TRAINING AGENCY

**GOVERNING BODY
REGULAR MEETING
AGENDA**

Wednesday, February 7, 2018 – 10:00 am

**Golden Sierra Job Training Agency
Board Room
115 Ascot Drive, Suite 100
Roseville, CA 95661**

- I. ROLL CALL AND INTRODUCTION OF GUESTS
- II. APPROVAL OF AGENDA 1-2
- 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 October 4, 2017 GB Meeting 3-6
- IV. PUBLIC COMMENT – FOR THOSE ITEMS NOT ON THE AGENDA
- V. CHAIR/VICE CHAIR NOMINATIONS FOR 2018
- VI. LEGISLATIVE PLATFORM 7-9
- VII. TICKET-TO-WORK 10-11
- VIII. CAREER SERVICES RFP 12
- IX. DIRECTORS UPDATE
- X. WIOA SERVICE PROVIDER REPORTS 13-16

 - El Dorado County – El Dorado County HHS
 - Placer County - Golden Sierra Job Training Agency
 - Consortium Business Engagement / Rapid Response
- XI. CLOSED SESSION

CONFERENCE WITH LABOR NEGOTIATORS
(Government Code §54957.6)

AGENCY DESIGNATED REPRESENTATIVES:
Laura Izon, Jason Buckingham & Terrie Trombley

Employee Organization: Stationary Engineers Local 39

EQUAL OPPORTUNITY

Golden Sierra is an equal opportunity employer/program. Auxiliary aids and services are available upon request. Special requests for services, aids and/or special formats need to be made by calling (530) 823-4635 (Voice). TTY users please call the California Relay Service at 711.

XII. CLOSED SESSION

PUBLIC EMPLOYMENT: PERFORMANCE EVALUATION
(Government Code §54957)

TITLE: EXECUTIVE DIRECTOR

XIII. FUTURE AGENDA ITEMS/NEW BUSINESS

XIV. NEXT MEETING

Wednesday, April 4, 2018 10:00 a.m. – Golden Sierra JTA

XV. ADJOURNMENT

GOLDEN SIERRA JOB TRAINING AGENCY

**GOVERNING BODY
SPECIAL MEETING
MINUTES**

Wednesday, October 4, 2017 – 10:00 am

**Placer County Board of Supervisors
Eureka Field Office
1700 Eureka Road, Suite 160
Roseville, CA 95661**

I. ROLL CALL AND INTRODUCTION OF GUESTS

Quorum of the Governing Body was established and the meeting was called to order at 10:05 a.m. by Chair Ranalli

Present: Michael Ranalli – Chair, Kirk Uhler

Absent: Katherine Rakow

Guests: Jason Buckingham, Carline Chavez, Terrie Trombley

II. APPROVAL OF AGENDA

Buckingham asked to remove item IX. Closed Session from agenda

Motion to approve agenda as amended by Uhler, second by Ranalli

Motion approved unanimously

III. PUBLIC COMMENT – FOR THOSE ITEMS NOT ON THE AGENDA

None

IV. 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 August 2, 2017 GB Meeting

b) Approval of Minutes from August 2, 2017 GB/EC Joint Meeting

Motion to approve consent agenda items a-b by Uhler, second by Ranalli

Motion approved unanimously

V. RESOLUTION 17-01 – PEMHCA

Buckingham stated that an annual resolution is required by CalPERS to establish 2018 employer's contribution to healthcare. The resolutions will set the contribution at \$550.41 as negotiated in current bargaining unit MOU.

Motion to approve PEMHCA, by Uhler, second by Ranalli

Motion approved unanimously by roll call vote

VI. DIRECTOR'S UPDATE

Alpine County

- As discussed at the last meeting, Alpine County Board of Supervisors (BOS) had given direction to staff to investigate alternative service models both within and outside of the JPA. Several discussions with Alpine folks have occurred since then. Discussions included the funding process, possible service models, and uniqueness of Alpine County.
- On August 1st the Alpine County BOS heard a presentation from Mother Lode regarding their service model.
- On Sept 19th the Alpine County BOS heard a report from their staff regarding the funding process and allotments to Alpine County from The Golden Sierra JPA. Staff reported that Alpine County actually receives more funding from the JPA than is allocated via formula.
- On August 21st the agency released a request for information to determine if there were other parties interested in providing services to Alpine County and did receive some interest. Based on this information the Alpine County BOS' gave direction to Alpine Co staff to continue working with the JPA.
- Buckingham plans to meet again on October 17th with the BOS to relay the competitive process.

Uhler asked if Buckingham had an idea of what is driving this; Buckingham believes that employee retention and reduced funding are key factors.

Buckingham also added that the Mother Lode consortium just took on an economic development district that now includes Alpine County.

Comprehensive Center – EDD office space

- The agency is in the process of relocating the Administrative office from Auburn to Roseville. The new location is directly across the hall from the current comprehensive One-Stop. EDD is the master lease holder for the one-stop location and the intent of the move was to bring staff together in support of that center.
- Local EDD staff submitted a request for a lease extension to their superiors for the current comprehensive center. The request has been denied; the reason stated was that EDD no longer wants to be the lease holder.

- If EDD does not continue being the lease holder, Golden Sierra will have to restructure the system as there must be a comprehensive center in the region. It could mean working with one of the local partners such as Placer School for Adults (PSA) who have similar career center services, or tying the comprehensive center requirement to a future RFP for Career Services. Alternatively, the agency may place staff with community partners to alleviate the fixed costs related to space.
- Buckingham elevated his concerns to EDD District Manager Diane Ferrari, and he will be in discussions with her soon.

Workforce Board

- Workforce Board held a special meeting which included a board member orientation focused on the new members. There were 13 members in attendance; 7 of them new members. The orientation was interactive and well received. It covered the Workforce Board's purpose; member roles and responsibilities; mission, vision, and values; state and local planning efforts and goals; and a few other topics.
- Taking input from Governing Body/Executive Committee Joint meeting the Workforce Board workgroups have been re-established as: Effective Communications through Storytelling, Employer Outreach/Business Engagement, Integrated Training & Best Practices, and Leadership & Strategy which is over seen by the Executive Committee.
- The Executive Committee expressed appreciation for the joint meeting and believes it would be good to attempt a couple of them each year.
- Buckingham has reached out to Barry Broome (as recommended) at The Greater Sacramento Economic Council (GSAC) and are awaiting a response. Currently GSAC working closely with some of the local boards, but will elevate to the regional group to engage them more.

VII. 2017-2018 WIOA TITLE I FINAL BUDGET

Highlights:

- draft considered a 10% reduction in funding; actual has been reduced by 15%
- includes transfer up to 50% of the Title I Dislocated Worker funding to Adult.
- 20% is direct training spend and 10% leverage
- 20% for Youth Work Base Learning (16-24 years old)
- includes increased funding to support Alpine County - \$68,000; this was done in consultation with Alpine county representatives.

Motion to approve 2017/2018 Final Budget by Uhler, second by Ranalli

Motion approved unanimously by roll call.

VIII. WIOA SERVICE PROVIDER UPDATES

Buckingham noted that this is information only; if the Board has any questions he will be happy to answer them. He added that the One-Stop Operator is working to revise the reports and focus more on systems approach as opposed to Title I only.

IX. CLOSED SESSION

PUBLIC EMPLOYMENT: PERFORMANCE EVALUATION & CONTRACT
(Government Code §54957)

TITLE: EXECUTIVE DIRECTOR

Item removed from agenda under approval of agenda item II.

X. CLOSED SESSION

CONFERENCE WITH LABOR NEGOTIATORS
(Government Code §54957.6)

AGENCY DESIGNATED REPRESENTATIVES:
Laura Izon Powell, Jason Buckingham & Terrie Trombley

EMPLOYEE ORGANIZATION: Stationary Engineers Local 39

Ranalli called the meeting into closed session at 10:23 a.m.

Ranalli called the meeting back into open session at 10:48 a.m.

Report out of closed session: the Governing Body gave direction to staff.

XI. FUTURE AGENDA ITEMS/NEW BUSINESS

Relocation update

XII. NEXT MEETING

Wednesday, December 6, 2017 10:00 am
Placer County Board of Supervisor - Eureka Field Office
1700 Eureka Road, Suite 160, Roseville, CA 95661

XIII. ADJOURNMENT

Meeting Adjourned by Chair Ranalli at 10:50 am.

**GOLDEN SIERRA
GOVERNING BODY**

MEMORANDUM

DATE: February 7, 2018
TO: Golden Sierra Governing Body
FROM: Jason Buckingham, GSJTA Executive Director
SUBJ: GSWDB Legislative Platform

Representatives of the state legislature will be introducing bill propositions impacting workforce and economic development through February 2018. Based on the Workforce Development Board's desire to have a voice on the impacts of these propositions the Board adopted the accompanying legislative platform for 2018-2019. The platform provides an approved guideline by which the Board grants authority to the Chair to take official positions on legislation on their behalf when appropriate.

The Platform is now being presented to the Governing Body with a request that it be shared with the respective County advocacy groups.

The Executive Committee took action to approve the Platform on December 21, 2017. The full Workforce Board modified and approved the Platform January 18, 2018.

**GOLDEN SIERRA REGIONAL WORKFORCE BOARD
LEGISLATIVE PLATFORM – 2018/2019**

Mission:

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

The Golden Sierra Regional Workforce Development Board's (GSWDB) legislative platform serves as a basis by which the GSWDB and the Executive Committee take positions on legislation. This platform grants the GSWDB Chair the authority to take positions on legislation that falls within the following guidelines. For legislation that does not fall within these guidelines, the Chair will seek input from the full Board or the Executive Committee prior to taking a position on legislation.

General Policy Guidelines

- **Workforce System:** The GSWDB supports policies that meet the needs of businesses, job seekers, workers, and youth. GSWDB opposes policies that seek to erode California's workforce development system or do not promote a systems approach to service coordination.
- **Local Decision Making and Accountability:** The GSWDB supports policies that preserve local decision making in terms of spending, direction of work, and other functions of local workforce boards, local areas, and their partners.
- **Job Creation:** The GSWDB supports policies that increase employment and the creation of jobs in both the public and private sectors.
- **Increase/Preserve Funding for Workforce:** The GSWDB supports policies that provide increased funding to support job seeker and business services, as well as policies that make strategic investments to leverage existing funding in the workforce development system.
- **Business:** The GSWDB supports policies that enhance the ability of businesses to access a qualified talent pool, and promote business growth through the development of a skilled workforce.
- **Education:** The GSWDB supports policies that connect K-12 and higher education to businesses. In addition, the Board supports policies that place greater focus and attention on career preparation in K-12 and higher education– especially for in-demand and emerging sectors and occupations.
- **Targeted Populations:** The GSWDB supports policies that streamline or improve services for targeted populations including Native Americans, Veterans, people with disabilities, disconnected youth/young adults, formerly incarcerated, and low-income populations, which lead to jobs, training, and education.

Golden Sierra Regional Workforce Board Legislative Matrix

Bill Number (Author):
 Sponsoring Organization:
 Organizations in Support:
 Organization in Opposition:

Criteria for Supporting/Opposing Workforce-Related Legislation			
Category	Yes	No	Comments
Business-Led WDBs. Would it enhance or maintain business-led governance and the ability of the system to reflect the needs of business?			
Local Governance. Would it enhance or maintain the flexibility and capacity of local areas to autonomously determine the use of funding?			
Responsiveness to Business and Job-Seekers. Would it enhance or maintain the capacity of the system to provide relevant and customizable services?			
One-Stop Delivery. Would it enhance or maintain the capacity and resources available to the One-Stop system to provide and broker services?			
Would it add “red tape” or impede service delivery?			
Would it impact funding?			
Would the list of opponents reflect our partners or customers?			
Would it support or maintain collaboration with the workforce system?			
Would it encumber individual WDBs?			
Recommendation	Support	Oppose	
Additional Comments			

GOLDEN SIERRA GOVERNING BODY

MEMORANDUM

DATE: February 7, 2018

TO: Golden Sierra Governing Body

FROM: Jason Buckingham, GSJTA Executive Director

SUBJ: Ticket-to-Work (TTW) and Self-Sufficiency Program

Background:

In July 2011 Golden Sierra JTA became recognized as an “Employment Network” (EN). The designation came as a requirement for an application to provide services to those with disabilities. ENs are entities that enter into agreements with the Social Security Administration (SSA) to either provide or coordinate the delivery of services to Social Security disability beneficiaries. In turn, EN’s who successfully assist disability beneficiaries meet certain employment outcomes receive milestone payments from SSA through the Ticket-to-Work (TTW) program. These performance payments are free from the regulations associated with the Workforce Innovation and Opportunity Act (WIOA) even if those funds are used to assist the beneficiary return to work.

The Agency has utilized Workforce Investment Act (WIA) and Workforce Innovation Opportunity Act (WIOA) awards to provide staff development to Program and Administrative staff while applying for grants that build our suite of services to people with disabilities (PWDs). Receipt of these grants has helped to financially support opportunities to further develop Agency and Consortium personnel who interact with PWDs. These awards have also purchased equipment increasing accessibility at the centers, pay for career services and Work Based Learning contracts.

Current:

The program requires a certain degree of expertise in order to maintain success. Administratively the requirements placed on EN’s by the Social Security Administration are complex. However, over time, the agency has seen a significant growth in income generated via the TTW program.

For Fiscal Year 2017/2018 GSJTA prioritized this program with expectations of continued growth and success. While planning the budget for the current fiscal year the Board approved one FTE assigned to this program funded 50% via TTW and 50% WIOA with the expectation of the program growing to self-sustainability. Subsequently, GSJTA received funding from the Disability Employment Accelerator program (DEA) which completely offset the above funding model. It is anticipated that this funding will continue to provide staffing for the foreseeable future.

Report Out:

To date the Agency has received milestone/outcome payments as for a total of \$72,850.

	2015	2016	2017	2018	Total
Income Generated	\$27,640	\$13,064	\$22,150	\$9,996	\$72,850
Expenses Incurred	(\$500)	(\$500)	(\$11,588)	(\$1,241)	(\$13,829)
Remaining Funds Available					\$59,021

Use of Cash:

Currently, the cash accumulated from the TTW program supports cash flow needs for first month operations on awards where advanced funding is not available. In addition, the Agency has utilized these financial resources for a prior year ledger clean-up which dated back to 1999. The amount of this clean-up was \$11,588. Additionally, there have been small miscellaneous expenses classified as unallowable under WIA or WIOA. The total miscellaneous expenses are less than \$2,500 and include \$1,000 in youth scholarship funding. Future uses will include expanding services through building fee for service structures around some of the Agency's offerings.

For reference:

When a workforce system entity decides to act as an EN, it reinforces the Department of Labor's Workforce Innovation and Opportunity Act (WIOA) priorities for creating a comprehensive, customer-focused workforce development system. By becoming an EN, the AJC:

- Provides expertise in serving specialized populations, which can enhance the AJC's ability to secure future grant opportunities
- Increases collaborative partnerships with State Vocational Rehabilitation (VR) agencies, local organizations and employers
- Offers employers an incentive to hire Ticketholders, because Social Security Disability Insurance (SSDI) beneficiaries and Supplemental Security Income (SSI) recipients in the Ticket program qualify for the Work Opportunity Tax Credit

**GOLDEN SIERRA
GOVERNING BODY**

MEMORANDUM

DATE: February 7, 2018
TO: Golden Sierra Governing Body
FROM: Jason Buckingham, GSJTA Executive Director
SUBJ: Career Services Alpine Co/So. Lake Tahoe Basin

GSJTA has released the competitive procurement (RFP) for Career Services for the Alpine Co/So Lake Tahoe Basin. The release of this RFP is in compliance with Federal procurement guidelines and is required for the selection of a new provider.

Alpine County Health and Human Services voluntarily terminated services in June of 2017. Golden Sierra has been providing services twice monthly since October of 2017 as an interim solution. The RFP is being issued with the intent of identifying a more permanent solution to Career Service provision in the region. Key dates in the process are listed below. The selected provider will be valid for three program years.

RFP Public Notice Release Date January 15, 2018
RFP Release Date January 22, 2018
Bidder's Conference..... January 30, 2018 at 10:00 a.m.
Letter of Intent..... February 2, 2018 by 5:00 p.m.
Pre-Qualification Packet Deadline..... February 9, 2018 by 5:00 p.m.
Deadline for technical questions February 12, 2018 by 5:00 p.m.
Proposal Deadline February 16, 2018 by 5:00 p.m.
Review of Proposals to be completed by* March 8, 2018
Board Approval* March 15 – April 4, 2018
Contract Finalization* April 5 – May 31, 2018
Anticipated Contract Start Date..... No later than July 1, 2018

**These dates and times are subject to change with or without modification of RFP.*

GOLDEN SIERRA WORKFORCE BOARD
SERVICE PROVIDER REPORT

Report Period: 11/01/17 – 12/31/17
 Prepared By: El Dorado County (JW)

ACTIVITY SUMMARY

<input type="checkbox"/>	New Enrollments	K8 funding in process
<input type="checkbox"/>	New ITA Contracts	K8 funding in process
<input type="checkbox"/>	New OJT Contracts	K8 funding in process
<input type="checkbox"/>	New WEX Contracts	K8 funding in process
<input checked="" type="checkbox"/>	Total One-Stop Visitors	913 customers used the One Stop in November and December 2017: The Department of Rehabilitation offered 4 Information Sessions in November and 2 Information Sessions in December. Workshops on the following topics are offered once each month: How to get a State Job, Interview Skills, Resume Writing, Math and Money Smart. Also, a rotating series of 8 workshops are offered every Tuesday on topics that speak to job retention; topics such as Workplace Attitude and Responsibility, Balancing Family and Workplace Needs, etc. are presented by a therapist who also specializes in alcohol and drug issues.
<input type="checkbox"/>	Unique One-Stop Visitors	

PROGRAM UPDATES

Youth On 12/11/17 attended the quarterly Executive Committee for the Foster Care Network in El Dorado County, also, started the planning process for the Summer Youth FosterCare Work Experience program.

Adult K7 funds are fully obligated.

Dislocated Worker K7 funds are fully 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>
11/2/17	SERVPRO Hiring Event	3 job seekers attended.
11/7/17	CalTrans Hiring Event	30 Job Seekers
11/8/17	US Forest Service Hiring Event	8 Job Seekers
11/9/17	How to Get a Federal Job Hiring Event	50 people attended.
11/14/17	Visiting Angels	No Feedback from the employer.
12/28/17	SERVPRO Hiring Event @ LTCC	10 people spoke with the SERVPRO representative.

NOTEABLE OUTCOMES

Labor Exchange Services See the list above for hiring events.

Business Engagement

Partner Engagement 11/7/17 - Transition Night - provided WIOA resources to parents of Workability students; November 9, 2017 - Connections provided a room for AARP staff to offer an orientation for current AARP participants; 12/6/17 attended the LTCC ADVANCE HTRR Workgroup in SLT; 12/15/17 - attended the quarterly One Stop Operators coordination meeting.

Service Delivery Strategies 1) 11/14/17 - GoToWebinar - Attracting the Best Candidates Starts with Creating the Best Job Order, 2) GoToWebinar - Lunchtime Learning Series Fall 2017: Decisions, Decisions - VOS Tools that Help Identify Strong Applicants for Job Postings.

WIOA Transition 1) Heather Murry from Sutter County came to EDC to work with/train WIOA staff regarding using the CalJOBS Business Services components; 2) 11/29/17 Golden Sierra Technical Assistance Meeting held in El Dorado County.

GOLDEN SIERRA WORKFORCE BOARD
SERVICE PROVIDER REPORT

Report Period: 11/01/17 – 12/31/17

Prepared By: Placer County (DG)

ACTIVITY SUMMARY

<input checked="" type="checkbox"/>	New Enrollments	10
<input checked="" type="checkbox"/>	New ITA Contracts	3 (Security Officer, Software Developer, Truck Driver)
<input checked="" type="checkbox"/>	New OJT Contracts	5 (Office Manager, Production Worker, Accounting Clerk, Kennel Technician)
<input checked="" type="checkbox"/>	New WEX Contracts	1 (Graphic Designer)
<input checked="" type="checkbox"/>	Total One-Stop Visitors	1,090
<input type="checkbox"/>	Unique One-Stop Visitors	Unable to collect via CalJOBS; awaiting implementation of VOSGreeter

PROGRAM UPDATES

Youth The youth program is heavily focused on identifying appropriate work-based learning sites for young adults to build skills and entry-level work experience.

Adult The availability of new direct training funds has led to an increase in requests for scholarship applications.

Dislocated Worker As the unemployment rate in Placer County continues to drop, fewer Dislocated Workers are seeking Title-I services from Golden Sierra. The agency opted to transfer Dislocated Worker funds to better serve the Adult population which includes priority groups such as low-income individuals.

Disability Employment Accelerator (Advance) The Disability Resource Coordinator met with Sierra College students on-campus. New participants were identified and enrolled. An extensive Ticket to Work outreach campaign is expected to launch in January 2018.

AB2060 The project ended on 12/31/17. The state board has indicated additional funding opportunities will be available soon. We plan to apply for those funds and continue to serve the re-entry population.

EVENT PARTICIPATION

<u>Date</u>	<u>Event Name</u>	<u>Outcomes</u>
11/07/17	Hiring Event: CalTrans	
11/09/17	Workshop: How to Get A Federal Job	

NOTEABLE OUTCOMES

Labor Exchange Services Assisted multiple employers with job orders and recruitment events.

Business Engagement Please see Business Engagement report for details.

Partner Engagement Sierra College agreed to provide in-kind office space for Golden Sierra. PIRS presented valuable staff development training. Roseville Adult School plans to launch a new occupational skills training course and will coordinate with Golden Sierra to offer scholarships to eligible students. CAIZ offered staff development training on serving target populations.

Service Delivery Strategies In anticipation of the release of VOSGreeter, check-in procedures at the front desk of the comprehensive job center were modified to more accurately track customer traffic and reason for visit. Activity codes for various self-directed and staff-assisted services are now entered into CalJOBS.

WIOA Transition Staff is cooperating with the One-Stop Operator to complete the required certification process.

GOLDEN SIERRA CONSORTIUM

BUSINESS SERVICES AND RAPID RESPONSE REPORT

Report Period: 10/01/17 – 12/31/17
 Prepared By: Business Engagement Team

ACTIVITY SUMMARY

<input checked="" type="checkbox"/>	New Placer Contacts	6
<input checked="" type="checkbox"/>	New El Dorado Contacts	4
<input checked="" type="checkbox"/>	New Alpine Contacts	1
<input checked="" type="checkbox"/>	New Job Orders Received	10
<input checked="" type="checkbox"/>	Total Active Job Orders	200+
<input type="checkbox"/>	Rapid Response Events	0 events; supported Denny's employees with rapid re-employment services

EVENT PARTICIPATION

<u>Date</u>	<u>Event Name</u>	<u>Outcomes</u>
11/01/17	Open Interviews: SearchPros	7 job seekers attended
11/01/17	Open Interviews: Nathan Staffing	6 job seekers attended
11/02/17	Open Interviews: @ Work	4 job seekers attended
11/02/17	Open Interviews: ServPro	0 job seekers attended
11/07/17	Workshop: How to Get a State Job	30 job seekers attended
11/08/17	Presentation: U.S. Forest Service	8 job seekers attended
11/09/17	Workshop: How to Get a Federal Job	32 job seekers attended
12/13/17	Job Connections: Placer County	16 job seekers attended

ACTIVE JOB ORDER TRENDS

Hospitality and Tourism Hotel and food service businesses in South Lake Tahoe have numerous openings across all departments and skill levels. The Business Engagement Team worked closely with Harrah's, Harvey's, and Red Hawk Casino to fill open positions and recruit qualified candidates.

Retail EDD employment projections for 2014-2024 indicate there will be 12,720 job openings with a median hourly wage of \$11.29 for occupations within this industry cluster.

Health Care Services The Business Engagement Team is actively recruiting for multiple positions at Ponte Palmero. The demand for personal care aides and medical assistants continue to grow.

Information Technology No update to report at this time.

Construction We've noticed an increase in the number of job postings for project managers, HVAC contractors, landscape workers, and facilities maintenance. Local area home builders continue to comment on the shortage of skilled workers and specialty craft subcontractors.

Business and Financial Services Job postings in the this particular industry cluster are steady. Open job orders include financial advisors, operations managers, analysts, and tech writers.

Professional and Technical Services No update to report at this time.