

WB MEMBERS

APRIL BALLESTERO
One Light Ahead

BILL BETTENCOURT
Placer School for Adults

CAROL PEPPER-KITTRIDGE
Sierra College

CHRISTINA NICHOLSON
Whole Person Learning

DANIELA DEVITT
California Employers Association

ERIC COOPER
California Indian Manpower Consortium

ERIC ULRICH
Hacker Lab

JACQUELINE HUMENICK
Ponte Palmero

JASON BUCKINGHAM
Golden Sierra Job Training Agency

JOHN TWEEDT
District Council 16

KEVIN FERREIRA
Sacramento Sierra Building &
Construction Trade Council

LAUREL BRENT-BUMB
El Dorado Chamber of Commerce

LISA HUTCHINSON
Cokeva

MARCY SCHMIDT
Placer Co. Business Advantage Network

MARK FRAYSER
Department of Rehabilitation

MICHAEL ZIMMERMAN, *Vice Chair*
MTI College

PAUL CASTRO
California Human Development

RANDY BLOOMFIELD
Employment Development Department

RICK LARKEY, *Chair*
North State Building Industry Foundation

ROBIN TRIMBLE
Rocklin Area Chamber of Commerce

TINK MILLER
Placer Independent Resource Services

VIC WURSTEN
PRIDE Industries

YVETTE ELAM
United Domestic Workers of America

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

Wednesday, October 18, 2018 – 1:00 PM

**Roseville Connections
Conference Room B
115 Ascot Drive, Suite 180
Roseville, CA 95661**

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 and workforce needs.

- I. ROLL CALL AND INTRODUCTION OF GUESTS
- II. APPROVAL OF AGENDA 1
- 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 September 12, 2018 EC Meeting 2-4
 - b) Approval of Minutes from September 20, 2018 EC Meeting 5-6
 - e) Attendance Log 7
- IV. PUBLIC COMMENT – FOR ITEMS NOT ON THE AGENDA
- V. WORKGROUP RESTRUCTURE 8
- VI. WORKFORCE BOARD MEMBERSHIP 9
- VII. REGIONAL MEETING REPORT OUT:
 - a) REGIONAL YOUTH CONFERENCE CONCEPT
 - b) FUTURE OF WORK
REGIONALLY IMPACTED OCCUPATIONS 10-11
- VIII. ONE-STOP OPERATOR REPORT OUT & DIRECTION 12-13
- IX. FUTURE AGENDA ITEMS
- X. NEXT MEETING
Thursday, December 20, 2018 – 1:00 PM.
Golden Sierra Job Training Agency - Board Room
- XI. ADJOURNMENT

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 (916)-773-8540 (Voice). TTY users please call the California Relay Service at 711.

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

Wednesday, September 12, 2018 – 2:00 PM

**Roseville Connections
Conference Room B
115 Ascot Drive, Suite 180
Roseville, CA 95661**

I. ROLL CALL AND INTRODUCTION OF GUESTS

Larkey announced the resignation of Diana Souza.

Quorum was established and meeting was called to order at 2:05 p.m. by Chair Larkey

<input checked="" type="checkbox"/> Rick Larkey (Chair)	<input checked="" type="checkbox"/> Michael Zimmerman (Vice-Chair)
<input checked="" type="checkbox"/> Carol Pepper-Kittredge*	<input checked="" type="checkbox"/> Greg Geisler
<input checked="" type="checkbox"/> Jason Buckingham	<input type="checkbox"/> Laurel Brent-Bumb

GSJTA Staff:

<input type="checkbox"/> Darlene Galipo	<input type="checkbox"/> Terrie Trombley
<input checked="" type="checkbox"/> Lorna Magnussen	<input checked="" type="checkbox"/> Michael Indiveri

**Denotes late arrival or early departure*

II. APPROVAL OF AGENDA.

Motion to approve agenda by Zimmerman, second by Geisler

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 May 17, 2018 EC Meeting
- b) Approval of Minutes from August 28, 2018 EC Meeting
- c) Review of Minutes from May 17, 2018 WB Meeting
- d) Review of Minutes from July 19, 2018 WB Meeting
- e) Attendance Log

Motion to approve consent agenda items a-e by Zimmerman, second by Geisler

Motion approved unanimously

IV. PUBLIC COMMENT – FOR ITEMS NOT ON THE AGENDA

None

V. EC MEMBERSHIP

The committee discussed and identified potential board members to replace Diana Souza as business representative on the Executive Committee. Larkey will reach out to proposed members.

VI. WORKFORCE BOARD DIRECTION 2018-2019

a) WORKGROUP RESTRUCTURE

- Integrated Business Engagement

Recommendation: combine Outreach and Business Engagement

- Planning ad hoc WSD18-01

Recommendation: form Ad-Hoc workgroup of 2-3 board members to allow the board to be more involved in the Local Planning process. The planning process runs through March 2019.

- Training

Recommendation: disband

Motion to approve recommendation to full board to restructure workgroups by Geisler, second by Zimmerman

Motion approved unanimously

b) REGIONAL YOUTH CONFERENCE CONCEPT

Larkey commented that the Regional Youth Conference model is where youth providers share what they do; have subject matter speakers, and hold panels on best practices and innovative ideas. Larkey noted that the Employment Development Department (EDD), Sacramento Employment and Training Agency (SETA), North State Building Industry Association (NSBIA), and Mayor Steinberg's office have expressed interest. Pepper-Kittredge added that Sierra College would also like to be kept informed.

Buckingham will bring the Regional Youth Conference concept to the upcoming Regional Director's meeting.

c) CONSTRUCTION TRAINING CENTER

Larkey stated that due to space it would be better to create a regional center to be utilized by all, including Adult education, community colleges, community organizations, high schools, etc. Larkey mentioned that the training center could centrally be located in Placer County; Larkey suggested forming an initiative focused on this concept.

Motion to approve Golden Sierra Workforce Development Board to take a leadership role in forming a partnership to plan and initiate a regional construction training center by Pepper-Kittredge, Second by Zimmerman

The focus would be a private/public partnership for a center to be located in Placer County.

Motion approved unanimously

d) FUTURE OF WORK
REGIONALLY IMPACTED OCCUPATIONS

(handouts distributed). Buckingham stated that since identifying occupations facing dislocation through future technologies is a regional issue he will bring this subject to the next Regional Directors meeting.

VII. ONE-STOP OPERATOR DIRECTION

a) Define and Report on indices of partner integration

Indiveri reported out on Hallmarks and data collected from the MOU partners.

- Hallmarks of Excellence was completed in this the past program year, several areas were identified for partners improvement.
 - ✓ The first item was to create a service inventory for customers as well as a secondary inventory to cross train staff. The process has started and drafts from the partners have been received. Indiveri stated that Galipo and Bettencourt will be taking the lead in cross training staff on career pathways.
 - ✓ Data systems is on next week's meeting; there will be a presentation on Community Pro Suite. In the latest meetings it was discussed that CalJOBS has data system that enables partners to share data and refer customers, track the referrals, share case manager notes, etc.
 - ✓ Integrated business strategy as discussed previously was previously discussed.

Larkey asked if there was any consensus on having links for each partner's website; Indiveri responded that there has not been any opposition to it idea. Larkey also inquired if there had been any discussion about working with something like the 211 model (information and referral agency) to identify all the services that are available in the region. Geisler commented that it is not available in Placer County; currently it's available in Nevada and Sacramento counties.

Indiveri added that this year there should be a report coming out of partner's performance; Indiveri is asking to recommend to the Executive Committee to request reports from the partners.

Buckingham questioned how the data would be actionable and suggested that collecting data which helps the partners measure successful integration practices might be more beneficial and actionable.

Larkey asked how the partners demonstrate compliance; Indiveri answered that they are in compliance now. Larkey also added that the Executive Committee doesn't have the authority to request compliance from the partners.

VIII. FUTURE AGENDA ITEMS

Final Budget

IX. NEXT MEETING

Thursday, October 18, 2018 – 1:00 PM.
Roseville Connections - Board Room B

X. ADJOURNMENT

Motion to adjourn by Zimmerman, Second by Geisler at 3:22 pm

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

Thursday, September 20, 2018 –12:00 PM

**North State BIA
Conference Room
1536 Eureka Rd
Roseville, CA 95661**

I. ROLL CALL AND INTRODUCTION OF GUESTS

Quorum was established and meeting was called to order at 12:08 p.m. by Chair Larkey

- | | |
|---|--|
| <input checked="" type="checkbox"/> Rick Larkey (Chair) | <input checked="" type="checkbox"/> Michael Zimmerman (Vice-Chair) |
| <input type="checkbox"/> Carol Pepper-Kittredge* | <input checked="" type="checkbox"/> Greg Geisler |
| <input checked="" type="checkbox"/> Jason Buckingham | <input checked="" type="checkbox"/> Laurel Brent-Bumb |

GSJTA Staff:

- | | |
|---|--|
| <input type="checkbox"/> Darlene Galipo | <input checked="" type="checkbox"/> Terrie Trombley |
| <input checked="" type="checkbox"/> Lorna Magnussen | <input checked="" type="checkbox"/> Michael Indiveri |

**Denotes late arrival or early departure*

II. APPROVAL OF AGENDA.

Motion to approve agenda by Zimmerman, second by Geisler

Motion approved unanimously

III. PUBLIC COMMENT – FOR ITEMS ON THE AGENDA

None

IV. 2018 - 2019 WIOA TITLE I FINAL BUDGET

Buckingham presented the final operating budget with the following highlights:

- Schedule 1 - Rollover was \$200,000 less than anticipated; the agency absorbed these costs elsewhere
- Schedule 2 / Column J – P2E; actual award was \$142,500. This is a regional expense; Golden Sierra will be the fiscal operator. The agency will hire a consultant to coordinate with Capitol Region Planning Unit

This year the budget balances, it is unsure for next year.

Buckingham added that the agency will be releasing an RFP to determine if there are providers in the area to explore service delivery options.

Motion to approve 2018 - 2019 WIOA Title I Budget by Zimmerman, second by Geisler

Motion approved unanimously

V. ADJOURNMENT

NEXT MEETING:

Thursday, October 18, 2018 – 1:00 PM.
Golden Sierra Job Training Agency - Board Room

Motion to adjourn by Brent-Bumb, Second by Geisler at 12:14 pm

Date:	10/19/17	12/21/17	2/22/18	5/17/18	8/28/18	9/12/18	9/20/18	Rate
Executive Committee	EC	EC	EC	EC	EC	EC	EC	
Meeting Type	Regular	Regular	Regular	Regular	Special	Special	Special	
Rick Larkey- CHAIR	1	1	1	1	1	1	1	100%
Michael Zimmerman- VICE CHAIR	1	1	1	1	1	1	1	100%
Laurel Brent-Bumb	1	1	1	1	0	0	1	71%
Jason Buckingham	1	1	1	1	0	1	1	86%
Carol Pepper-Kittredge	1	1	1	1	1	1	0	86%
Diana Souza					1			100%
Gregg Geisler	0	1	1	1	1	1	1	86%

**GOLDEN SIERRA
WORKFORCE BOARD
EXECUTIVE COMMITTEE**

MEMORANDUM

DATE: October 18, 2018
TO: Executive Committee (EC)
FROM: Rick Larkey, Workforce Board Chair
SUBJ: Workgroup Restructure

At the meeting of September 12, 2018, the Executive Committee moved and approved the restructure the workgroups pending approval of the full board as outlined below at the September 20, 2018 Workforce Board meeting; however due to a lack of quorum the action was unable to occur. Therefore, we ask that the Executive Committee act on behalf of the Workforce Board to move forward with this time sensitive matter.

In accordance with Bylaws Section 6.9.1 The Executive Committee may exercise the powers of the full WDB when timely action is necessary to ensure the best interest of the WDB, its program and services.

Approval would implement the workgroup restructure recommendations made at their September 12, 2018 meeting.

Proposed Ad-Hoc Committee restructures:

- Integrated Business Engagement:

Existing – combine current Employer Outreach/Business Engagement with Storytelling/Marketing workgroup
- Planning Ad-Hoc:

New – designed to support the Regional & Local plan modifications WSD18-01; seeking 2-3 members to participate
- Integrated Training & Best Practices:

Existing – disband workgroup

**GOLDEN SIERRA
WORKFORCE BOARD
EXECUTIVE COMMITTEE**

MEMORANDUM

DATE: October 18, 2018
TO: Executive Committee (EC)
FROM: Lorna Magnussen, WDB Analyst
SUBJECT: Workforce Board Membership

Before the board for review and recommendation are the following Workforce Board membership updates and pending application.

Resignation(s)

Aamir Deen, Unite Here Local 49; representing Organized Labor; currently working with Sacramento Labor Council on nominee to replace Aamir.

Diana Souza, NorCal Kenworth; representing Business; currently working with Sacramento Valley Manufacturing Initiative (SVMI), Governing Body, Workforce Board and partners to recruit potential replacement.

Upcoming Resignation(s)

Marcy Schmidt, Placer Business Advantage Network; representing Economic Development; pending application from Sherri Conway to replace Marcy.

Yvette Elam, United Domestic Workers of America (UDWA); representing Organized Labor; pending application from William Reed to replace Yvette.

Application(s)

Sherri Conway, Placer County Economic Development representing Economic Development [*application to be distributed at meeting*]

William Reed, United Domestic Workers of America (UDWA); representing Organized Labor [*application to be distributed at meeting*]

Recommendations on the pending application will be forwarded to the Governing Body for approval at their next scheduled meeting.

A. Proposal to Establish “Just In Time” Dislocation Mitigation due to Technology Displacement

1. Invite interested sponsors to generate the resources to identify the top five occupations, in every industry, including construction, that will be the most likely to be eliminated or severely redesigned, in the next five years, in the Capital Area Region.
 2. That we identify the businesses who have these occupations and are committed to eliminating them.
 3. We recruit these businesses to work with the employment and training community to retrain and/or replace the dislocated workers and provide incumbent worker training to the remaining workforce as needed.
 4. That we work with the Region to establish an organization under ACR or Valley Vision, that picks up and continues the work of identifying those occupations that are targeted for elimination.
- I would like to put this on the Executive Committee Meeting Agenda for discussion with a recommendation to the full Board.

**B. The following two links feature a “job displacement by technology probability predictor”
The**

1. This is the article about the predictor
<http://www.foxnews.com/tech/2017/05/31/will-robots-take-your-job-these-jobs-may-be-automated-in-future.html>
2. This is the probability algorithm <https://willrobotstakemyjob.com/> Type in Cabinet makers and bench carpenters to see how it works..

B. These links discuss the probability and nature of job displacement by technology and the effect on the meaning of work. The Pew Study which is the best of the lot in my opinion is #2. Smith & Anderson. 11. To 17. are off topic but related. Beginning with 11. The shift has to do with how we as humans internally respond to the outside environment. Please share and if there is enough interest we can hold an event to discuss some of the issues.

1. Derik Thompson, A World without Work <http://www.theatlantic.com/magazine/archive/2015/07/world-without-work/395294/>
2. Smith and Anderson, AI Robots and the Future of Work <http://www.pewinternet.org/2014/08/06/future-of-jobs/> first of six pages. Access other pages at bottom of page. Page 4 features more comments on positive or neutral impact of technology, page 5 the adverse impact and page 5 on where both sides agree.
3. Gary E. Marchant, Yvonne A. Stevens and James M. Hennessy, Center for Law, Science & Innovation, Sandra Day O’Connor College of LawTechnology, "Unemployment & Policy Options: Navigating the Transition to a Better World" <http://jetpress.org/v24/marchant.htm>
4. Jacob Morgan, The Future of Work, <https://thefutureorganization.com/>

5. Darrell West, What happens if robots take the jobs? The impact of emerging technologies on employment and public policy <https://www.brookings.edu/wp-content/uploads/2016/06/robotwork.pdf>
6. Rainwater and Du Puis, "Welcome to the Future of Work" <https://techcrunch.com/2016/11/28/welcome-to-the-future-of-work/>
7. World Economic Forum, "What is the Future of Work" <https://www.weforum.org/agenda/2016/01/what-is-the-future-of-work/>
8. The Future of work, watch the video, <http://www.pwc.com/gx/en/issues/talent/future-of-work/journey-to-2022.html>
9. Why the Coming Jobs Crisis is Bigger than you think, <http://knowledge.wharton.upenn.edu/article/why-the-coming-jobs-crisis-is-bigger-than-you-think/>
10. David Autor: Why are there still so many jobs? https://www.ted.com/talks/david_autor_why_are_there_still_so_many_jobs/transcript?language=en
11. Barry Schwartz: The way we think about work is broken https://www.ted.com/talks/barry_schwartz_the_way_we_think_about_work_is_broken
12. Barry Schwartz: Our loss of wisdom https://www.ted.com/talks/barry_schwartz_on_our_loss_of_wisdom
13. Barry Schwartz: The paradox of choice https://www.ted.com/talks/barry_schwartz_on_the_paradox_of_choice
14. Sheena Iyengar: The art of choosing https://www.ted.com/talks/sheena_iyengar_on_the_art_of_choosing
15. Malcolm Gladwell: Choice, happiness and spaghetti sauce https://www.ted.com/talks/malcolm_gladwell_on_spaghetti_sauce
16. Ruth Chang: How to make hard choices https://www.ted.com/talks/ruth_chang_how_to_make_hard_choices
17. Dan Gilbert: Why we make bad decisions https://www.ted.com/talks/dan_gilbert_researches_happiness
18. Thomas Frey <http://www.futuristspeaker.com/business-trends/33-dramatic-predictions-for-2030/> and <http://www.futuristspeaker.com/business-trends/162-future-jobs-preparing-for-jobs-that-dont-yet-exist/>
19. Will Robots Take Your Job Prediction Game <http://www.foxnews.com/tech/2017/05/31/will-robots-take-your-job-these-jobs-may-be-automated-in-future.html>
20. Thomas Friedman, Thank You for Being Late: An Optimist's Guide to Thriving in the Age of Accelerations. Thomas Friedman speaking to the Commonwealth Club of California. <https://www.youtube.com/watch?v=Up7K5sRqllw>

To: Workforce Development Board Executive Committee

From: Michael A. Indiveri, One-Stop Operator (OSO)

Subj: Progress Report

Date: October 18, 2018

Quarterly Meeting WIOA MOU Partners

On September 19, 2018 the regularly scheduled Golden Sierra WIOA MOU Partners meeting was held at the Roseville Connections One-Stop. In attendance at the meeting were: Placer School for Adults (2 attendees); Advance-Lake Tahoe (2); Placer County HHS; El Dorado County HHS and the OSO. Not in attendance were Golden Sierra, Sierra College, EDD, California Human Development Corp., AARP, Department of Rehabilitation and the California Indian Manpower Consortium. Both Sierra College and EDD contacted the OSO and stated they were attending regional meetings that day. This was the sixth meeting of the MOU Partners and to date the CHDR and Indian Manpower have not attended a meeting.

Issues Addressed at the Partners Meeting

The agenda included the follow-up to the Hallmarks of Excellence self-assessment process. The Hallmark priority areas are: information for customers and staff on all partner services; staff cross training on partner services; customer referral process and tracking and integrated business strategy/business engagement. By partner services we mean activities that are intended for or lead to employment, (classes, workshops, work-based training, and referrals). The agenda also included a presentation by Advance on their data platform, *Community Pro Suite*, and agency updates and announcements. These areas are highlighted below.

After numerous requests to all of the partners, 4 of the partners, (EDD, Golden Sierra, PSA and Placer County) submitted their lists of services to the OSO. The information submitted was a jumping off point for discussion of partner services that can lead to a productive cross training of partner staff. Several ideas were brought forth:

- 1) MOU staff to visit partner sites to learn their services & intake procedures.
- 2) Each partner to create a 3-5 video to highlight their services and application process. This video can run on the partners' web-page and also on the PC's in the One-Stop.
- 3) Annual or regular cross training of staff. There could be a once a month, lasting about an hour, presentation of a partners services at the Roseville One-Stop.

These and other ideas will be pursued by the OSO with the core partners.

Customer and participant tracking was also a discussion item. Advance gave a power point presentation on **Community Pro Suite**, which is their data platform. Currently 16 Adult Ed consortiums are using it. It features info on classes and services, how to sign up, registration and contact info. The system can also provide case file management, student activities and progress. There is the possibility that this system can coordinate with other partners. Community Pro offers the opportunity for partners to refer customer for services and offers the opportunity for follow-up. The platform can ride alongside of **Cal Jobs**, which is the State mandated data platform for AJCC's.

Placer School for Adults also gave a presentation on their new web portal for the **Sierra Assets Adult Ed** consortium. Customers can use the portal to inform themselves of PSA class offerings, how to contact and sign up for courses. The platform has hot links to all the Sierra Assets partners. It may be able to add all AJCC service providers to their hot links. It was designed locally for under \$ 9 K.

Agency Updates: **Placer County** is planning for an early 2019 Business Faire Summit. They are also providing career counseling training and their staff is taking the SCORE training to fill a local gap in the number of SCORE counselors. **El Dorado County** is expanding their Reentry Services and will also be highlighting their *Raising People Out of Poverty* efforts in October. **Placer School for Adults** is conducting a Google Summit at their new campus and also a Bootcamp for the Adult Ed staff. They have received an award for their *Getting Hired* efforts. They are now also providing classes at the Rocklin Community Center. **Advance/South Lake Tahoe** is establishing a University Center to help Lake Tahoe students to obtain 4 year degrees. They have also achieved their goal of having their Culinary Apprentice Program being registered by the State. Brandman University and Washington State University have participated in these efforts.