

WB MEMBERS

AMY SCHULZ
Sierra College

CARIANNE HUSS
Employment Development Department

CHRISTINA NICHOLSON
Whole Person Learning

DANIELA DEVITT
California Employers Association

JASON BUCKINGHAM
Golden Sierra Job Training Agency

JEFF SHARP
Parker's Hot Dogs

KYLE ZIMBELMAN
County of El Dorado

LAUREL BRENT-BUMB
El Dorado Chamber of Commerce

MICHAEL SNEAD
Sierra Consulting Services Inc.

MICHAEL ZIMMERMAN, *Vice Chair*
Campus, formerly known as MTI College

NICK GUNN
The NIVACK Group

RANA GHADBAN
Roseville Chamber of Commerce

RICK LARKEY, *Chair*
Associated Resources, LLC

ROBERT KUKS
SMART, SMW Local Union No.104

SCOTT ALVORD
Advanced Development Concepts, LLC

STEVEN CASPERITE
Placer School for Adults

TINK MILLER
Placer Independent Resource Services

VIVIAN HERNANDEZ-OBALDIA
Department of Rehabilitation

VOLMA VOLCY
Sacramento Central Labor Council
AFL-CIO

WILLIAM GONZALEZ
District Council 16

WILLIAM REED
United Domestic Workers of America

**GOLDEN SIERRA WORKFORCE BOARD
REGULAR MEETING
AGENDA**

Thursday, January 18, 2024 @ 1:00 pm

**North State BIA
1536 Eureka Rd.
Roseville, CA 95661**

Teleconference Locations:

Campus, Formerly MTI College
5221 Madison Ave.
Sacramento, CA 95841

El Dorado County, PL-TAC Room
2850 Fairlane Ct., Building C
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 systems' ability to meet industry and workforce needs.

- 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 November 16, 2023 WB Meeting 3-5
 - b) Review of Minutes from November 16, 2023 EC Meeting 6-7
 - c) Attendance Log 8
- IV. PUBLIC COMMENT – FOR ITEMS NOT ON THE AGENDA
- V. FY 2023-2024 AGENCY BUDGET - MODIFICATION 1 9-15
- VI. STEP GRANT AWARD 16-17
- VII. WORKFORCE BOARD MEMBERSHIP 18-22
- VIII. APPOINT NOMINATION COMMITTEE 23

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.

IX. WORKFORCE BOARD MEMBER INTRODUCTIONS

- Process 24
- Volma Volcy - Sacramento Central Labor Council 25-26
- Scott Alvord, CEO – Advanced Development Concepts, LLC 27-28

X. ROUNDTABLE DISCUSSION: ECONOMIC, LABOR, & WORKFORCE TRENDS 29-37

XI. ONE-STOP OPERATOR

- Report Out 38-39

XII. FUTURE AGENDA ITEMS/NEW BUSINESS

- LMID Presentation
- WB Bio/Introductions

XIII. NEXT MEETING

Thursday, March 21, 2024 @ 1:00 pm

XIV. ADJOURNMENT

**GOLDEN SIERRA WORKFORCE BOARD
REGULAR MEETING
MINUTES**

Thursday, November 16, 2023 @ 1:00 pm

**Roseville Chamber of Commerce
650 Douglas Blvd.
Roseville, CA 95678**

Teleconference Locations:

El Dorado Chamber of Commerce
542 Main Street
Placerville, CA 95667

Placer Independent Resource Services
11768 Atwood Rd., Ste.129
Auburn, CA 95603

I. ROLL CALL AND INTRODUCTION OF GUESTS

Quorum was established and the meeting was called to order by Chair Larkey at 1:08 pm.

Rick Larkey (Chair)

Michael Zimmerman (Vice-Chair)

Amy Schulz

Kyle Zimbelman

Steven Casperite

Carianne Huss

Laurel Brent-Bumb*

Tink Miller

Christina Nicholson

Michael Snead

Vivian Hernandez-Obaldia

Daniela Devitt

Nick Gunn

Volma Volcy

Jason Buckingham

Rana Ghadban*

William Gonzalez

Jeff Sharp

Robert Kuks

William Reed

Scott Alvord

GSJTA Staff:

One-Stop Operator:

Melissa Keefe

Lisa Nelson

Michael Indiveri

Guests: Cara Welch–Employment Development Department (EDD)

**Denotes late arrival or early departure*

II. APPROVAL OF AGENDA

Motion to approve agenda as presented, by Alvord, second by Kuks

Motion approved unanimously by roll call vote

EQUAL OPPORTUNITY

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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 21, 2023 WB Meeting
- b) Attendance Log

Motion to approve consent agenda items a-b as presented, by Devitt, second by Ghadban

Motion approved unanimously by roll call vote

IV. PUBLIC COMMENT – FOR ITEMS NOT ON THE AGENDA

Nicholson mentioned Medical provider is now Partnership Health in Placer County; Alvord mentioned Placer County economic development board now has a subcommittee forming for Workforce Development, Larkey suggested that Alvord email him directly to exchange information.

V. EXECUTIVE COMMITTEE MEMBERSHIP

Buckingham reported out as outlined in the agenda packet

Motion to approve the appointment of Steven Casperite to the Executive Committee as presented, by Ghadban, second by Gunn

Motion approved unanimously by roll call vote

VI. WORKFORCE BOARD MEMBERSHIP

Buckingham reported out as outlined in the agenda packet. No action required.

VII. LOCAL AREA SUBSEQUENT DESIGNATION AND LOCAL BOARD RECERTIFICATION PY 2023-2025

Buckingham reported out as outline in the agenda packet. No action required

VIII. PRESENTATION – LABOR MARKET INFORMATION

Cara Welch, EDD Labor Market Information Division (LMID) – reported out, presentation was given

IX. REGIONAL UPDATES

Buckingham reported out as outlined in the agenda packet. Information only. No action required

X. WORKFORCE BOARD MEMBER INTRODUCTIONS

- Process, as outlined in the agenda packet
- Robert Kuks, SMART, SMW Local Union No.104, presented his biography, as outlined in the agenda packet

XI. ROUNDTABLE DISCUSSION: ECONOMIC, LABOR, & WORKFORCE TRENDS

Larkey opened up conversation, Flyer was distributed, Roundtable discussion occurred with the following topics and issues for future discussion:

- Career Exploration
- Skilled Trade
- Board Initiatives

**Brent-Bumb departed @ 2:30pm*

XII. ONE-STOP OPERATOR

- Report Out- Indiveri provided a report out, as outlined in the agenda packet. Next MOU Partners Quarterly meeting is December 13, 2023. No action required

XIII. FUTURE AGENDA ITEMS/NEW BUSINESS

- Nomination Committee
- WB Bio/Introductions
- FY 23-24 Budget Modification
- Continued Roundtable Discussion: Economic, Labor & Workforce Trends focusing on: 1.Career Exploration and 2.Skilled Trades
- Board Initiatives

XIV. NEXT MEETING

Thursday, January 18, 2024 @ 1:00 pm

XV. ADJOURNMENT

Motion to adjourn meeting at 2:46 pm, by Schulz, second by Kuks

Motion approved unanimously by roll call vote

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

Thursday, November 16, 2023 @ 12:00 pm

**Roseville Chamber of Commerce
650 Douglas Blvd.
Roseville, CA 95678**

Teleconference Locations:

El Dorado Chamber of Commerce
542 Main Street
Placerville, CA 95667

I. ROLL CALL AND INTRODUCTION OF GUESTS

Quorum was established and meeting called to order at 12:02 pm by Chair Larkey

<input checked="" type="checkbox"/> Rick Larkey (Chair)	<input type="checkbox"/> Michael Zimmerman (Vice-Chair)
<input checked="" type="checkbox"/> Daniela Devitt	<input type="checkbox"/> Greg Geisler
<input checked="" type="checkbox"/> Laurel Brent-Bumb	<input checked="" type="checkbox"/> Jason Buckingham (Ex-Officio)

GSJTA Staff:

Melissa Keefe Lisa Nelson

One-Stop Operator:

Michael Indiveri

GUESTS: Steven Casperite, Placer School for Adults

II. APPROVAL OF AGENDA

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

Motion approved unanimously by roll call vote

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 18, 2023 EC Meeting
- b. Attendance Log

Motion to approve consent agenda items a-b by Brent-Bumb, second by Devitt

Motion approved unanimously by roll call vote

IV. PUBLIC COMMENT – FOR ITEMS NOT ON THE AGENDA

None

V. EXECUTIVE COMMITTEE MEMBERSHIP

Buckingham reported out as outlined in the agenda packet

Discussion occurred, with a recommendation to offer vacancy to Steven Casperite, Casperite accepted. No action required

VI. WORKFORCE BOARD MEMBERSHIP

Buckingham reported out as outlined in the agenda packet. No action required.

VII. LOCAL AREA SUBSEQUENT DESIGNATION AND LOCAL BOARD
RECERTIFICATION PY 2023-2025

Buckingham reported out as outline in the agenda packet. No action required

VIII. REGIONAL UPDATES

Buckingham reported out as outlined in the agenda packet. Information only. No action required

IX. ONE-STOP OPERATOR

- Report Out & Direction: Indiveri reported out as outlined in the agenda packet. Information only, no action required

X. FUTURE AGENDA ITEMS/NEW BUSINESS

- FY 23-24 Budget Modification
- Roundtable-Board Initiatives
- OSO Annual evaluation (May)

XI. NEXT MEETING

Thursday, January 18, 2024 @ 12:00 pm

XII. ADJOURNMENT

Motion to adjourn meeting at 12:43 pm by Larkey

Motion approved by Brent-Bumb, second by Devitt

WORKFORCE BOARD MEETING

ATTENDANCE LOG

1/18/2024

Date:	1/19/23	3/16/23	5/18/23	7/20/23	9/21/23	11/16/23	
WORKFORCE BOARD	WB	WB	WB	WB	WB	WB	WV
Meeting Type	Regular	Regular	Regular	Regular	Regular	Regular	RATE
Amy Schulz	0	1	1	0	0	1	50%
Carianne Huss	1	1	0	1	1	0	67%
Christina Nicholson	1	0	1	0	1	1	67%
Daniela Devitt	1	1	0	1	1	1	83%
Jason Buckingham	1	1	1	1	1	1	100%
Jeff Sharp			1	0	0	1	50%
Kyle Zimbelman	1	0	1	0	0	0	33%
Laurel Brent-Bumb	1	0	1	0	1	1	67%
Michael Snead	1	0	1	0	1	0	50%
Michael Zimmerman	0	0	0	0	0	0	0%
Nick Gunn			1	1	0	1	75%
Rana Ghadban	0	1	0	1	1	1	67%
Rick Larkey	1	1	1	1	1	1	100%
Robert Kuks				1	1	1	100%
Scott Alvord			0	1	1	1	75%
Steven Casperite	1	1	1	1	1	1	100%
Susan "Tink" Miller	1	1	1	1	1	1	100%
Vivian Hernandez-Obaldia	1	1	1	1	0	1	83%
Volma Volcy	1	1	0	0	1	0	50%
William Gonzalez			1	1	1	1	100%
William Reed	1	0	0	1	1	0	50%
Total	14	11	13	13	15	15	

**GOLDEN SIERRA
WORKFORCE BOARD**

MEMORANDUM

DATE: January 18, 2024
TO: Workforce Board (WB)
FROM: Jason Buckingham, GSJTA Executive Director
SUBJECT: FY 2023-2024 Agency Budget Modification 1

Before the Board for review is Fiscal Year 2023-2024 Agency Budget Modification 1. The budget modification is necessary to allocate Student Training and Employment Program (STEP) Grant funds.

The budget modification is scheduled for review by the Executive Committee on January 18, 2024. The modification will be recommended for approval by the Governing Body on January 25, 2024, pending approval of the Executive Committee and Workforce Board.

Budget Introduction and Overview

Golden Sierra Job Training Agency is a Joint Powers Authority (JPA) organized between the counties of Placer, El Dorado and Alpine. The Agency’s annual source of funds is the Title 1 award from the *Workforce Innovation and Opportunity Act (WIOA)*. Additionally, the Agency administers miscellaneous grants and awards that complement the WIOA Title 1 objectives and the stated purpose of the JPA.

Approach in Developing the Final Budget for Fiscal Year 2023/2024

The model used to develop the Consortium’s annual budget is the Priority Based Budget model. The goal is to develop a budget based on the relationship between program funding levels and expected results from that program. The objectives are to retain cost-efficient and effective ways to meet the requirements of WIOA while providing quality services to participants and meeting the debt obligations of the Agency.

The Fiscal Year 2023/2024 Final Budget:

The funding used to develop the Final budget includes WIOA rollover funding and newly awarded WIOA Title 1 formula fund allocations. Other programs to be administered by the Agency are categorized as Non-Allocation grants. These grants have been awarded via competitive processes. The largest of which is the Regional Equity and Recovery Partnership Grant (RERP) awarded by the California Workforce Development Board, followed by the Prison to Employment 2.0 Grant (P2E 2.0). This funding is being administered by Golden Sierra on behalf of the Capital Region Workforce Boards including SETA, NCCC, and Yolo County. The Agency received additional RERP funding from Sierra College which will directly support the RERP effort within the Golden Sierra Region and received funding via the Quest grant. Furthermore, the Agency continues the effort to close out the National Dislocated Worker Careers Grant for FY 2023/2024.

The High Road Construction Careers- SB1 Grant, the High Road – California Clean Investments Grant, and the Disaster Recovery funding received for the region’s fire recovery efforts have all concluded.

The budget meets mandated funding requirements as follows:

- 20% of the Adult and Dislocated Worker funding will support *Direct Training* with a planned assumption of 10% leverage in order to meet the full requirement of 30% with a 20/10 ratio of WIOA cash/leverage.
- 20% of the Youth funding is earmarked to meet the *Youth Work Based Learning (WBL)* requirement as outlined in the WIOA Title I award. To clarify, *Work Based Learning* only includes a participant’s enrollment in employment related training such as an On-The-Job Training (OJT) or Work Experience (WEX). It does not include classroom training.
- The remaining cost objectives required of the Title I funding are to maintain a minimum of one *Comprehensive - America’s Job Center (AJCC)* in the *Local Area*, strategically utilizing financial resources to meet the debt service required payments for the liabilities of the JPA, and participating in the continued development of both local and regional workforce systems.

Approved by:
Executive Committee:
Workforce Board:
Governing Body:

Modification 1

Modification 1 adds funding for the Student Training and Employment Program (STEP). Golden Sierra applied for \$490,286 for the Department of Rehabilitation STEP grant and was awarded \$464,276. The amount is reflected as new non-allocation funding in Schedule 1, and as the STEP Cost Center, Column M, in Schedule 2. We expect \$232,138 to be spent this fiscal year with \$232,138 carrying into FY24/25.

Additional Notes – Final Budget FY 2023/2024

Note:

- Board Initiatives in the amount of \$20,000 is included in the Final Budget
- The Final Budget assumes that 25% of the Dislocated Worker funding will be transferred to the Adult funding stream in order to ease access to services by reducing the eligibility documentation requirements for those seeking services. Up to 100% is allowable by law. Traditionally, the Agency has transferred between 70 and 80%. For the Final Budget the Agency is reducing this amount as there are fewer National Dislocated Worker Awards to support the Dislocated Worker efforts. Modifications to this can be made at any point during the fiscal year pending Board approval.

From Schedule 1:

- Total funding is 4.6% greater than the Draft budget presentation. This is primarily a result of having more WIOA allocation funds carrying into FY 23/24 than anticipated as well as being awarded \$200,000 in Non-Allocation funding for the QUEST National Dislocated Worker grant.
- Retiree benefits include \$150,000 for an Additional Discretionary Payment that goes to reduce the Agency's unfunded pension liability.
- Salaries have been increased to incorporate flexibility for pending labor negotiations, and to add temporary assistance in the America's Job Center.
- Services and Supplies have increased in anticipation of costs associated with changing locations due to the agency lease expiring as well as increase in technology services for expanding the agency digital footprint for services and operations.
- Career and Training Services expenditures remain roughly the same with some minor changes in distribution from Draft.
- Board initiatives are discretionary funds made available to the Board that must be used in accordance with WIOA, and any procurement requirements.

Approved by:
Executive Committee:
Workforce Board:
Governing Body:

Description of Schedules

Schedule 1	<u>Consortium Final Budget 23/24 to Final Budget – Mod 1 2023/2024</u>	Schedule is based on rollover funding, non-allocation carry over, and new awards. Expenditures have been adjusted based on anticipated costs, WIOA spending requirements, and pension debt service requirements and shows a comparison of FY23/24 Draft Budget to the proposed Final Budget for FY23/24
Schedule 2	<u>Consortium Cost Center Detail</u>	
	Consortium Administration:	Includes fiscal management, procurement, and human resource functions.
	Consortium Program Operations:	Includes program oversight and technical assistance to member counties. Staff and consultants have expertise in ADA/EO compliance, program monitoring, WIOA continual refinement, and database management.
	Consortium Rapid Response and Layoff Aversion:	Includes activities related to business outreach, workshop facilitation, and labor exchange. Staff have expertise in helping affected employees return to work as quickly as possible following a layoff and developing early-warning systems to prevent layoffs altogether.
	Consortium Comprehensive One-Stop:	Includes the physical location and related operating expenses of the required job center that offers universal access and comprehensive employment-related programs and services.
	El Dorado County Career and Training Services:	Includes PY 22/23 carry-in funds and PY23/24 WIOA funding to be administered by the Agency.
	Placer County Career and Training Services:	Includes PY 22/23 carry-in funds and PY 23/24 WIOA funding to be administered by the Agency.
	South Lake Tahoe / Alpine County Career and Training Services:	Services awarded to <u>Advance</u> . Includes balance of contract for PY 22/23 and Planned PY 23/24 WIOA funding awarded to Advance
	Non-Allocation Career and Training Services:	<p><i>Cost Centers listed here are non-routine in nature managed by the Agency:</i></p> <p><u>CAREER Grant</u> – Comprehensive and Accessible Reemployment through Equitable Employment Recovery.</p> <p><u>Ticket to Work</u> – Funds received through the Ticket to Work program for successfully assisting Persons with Disabilities (PWD) find gainful and long-term employment.</p> <p><u>RERP Sierra College</u> - Regional Equity and Recovery Partnership Grant funds received by Sierra College and subcontracted to Golden Sierra to support staffing of the RERP efforts</p> <p><u>QUEST</u> – Quality Jobs, Equity, Strategy, and Training (QUEST) Disaster Recovery National Dislocated Worker Grants. These funds will be utilized to enhance the workforce system’s ongoing efforts to empower America’s unemployed and underemployed workers through worker and business engagement, elevate equity, and connect jobseekers with high-quality jobs.</p> <p><u>STEP</u> – DOR Student Training and Employment Program. W2 work experience for students with disabilities (SWD)</p> <p><u>RERP</u> – Regional Equity and Recovery Partnership Grant</p>
	Regional Grants	<u>P2E 2.0</u> - Prison to Employment 2.0
	Board Initiatives	Workforce Board Discretionary Funding
	Surplus Funds	<u>Surplus funds, if available, represent discretionary funding for allocation by the Governing Body and are generally used to reduce pension liabilities.</u>

Approved by:
 Executive Committee:
 Workforce Board:
 Governing Body:

	Consortium Fiscal Year 2023/2024 Final Budget	% of Total Funding	Consortium Fiscal Year 2023/2024 Final Budget - Mod 1	% of Total Funding	Column A less Column B Change Between 2023/2024 Final Budget to 2023/2024 Final Budget - Mod 1	Percent Change from 2023/2024 Final Budget to 2023/2024 Final Budget - Mod 1	
Funding Sources:							
Carry-In WIOA Allocation	\$ 1,299,215	17.65%	\$ 1,299,215	16.60%	\$ -	0.00%	SOURCES
Awarded WIOA Allocations	\$ 2,581,311	35.07%	\$ 2,581,311	32.99%	\$ -	0.00%	
Carry-In RR/LA	\$ -	0.00%	\$ -	0.00%	\$ -		
Awarded Rapid Response Funds	\$ 299,337	4.07%	\$ 299,337	3.83%	\$ -	0.00%	
Awarded Layoff Aversion Funds	\$ 53,689	0.73%	\$ 53,689	0.69%	\$ -	0.00%	
<i>Non Allocation Awards Carried In</i>	\$ 2,834,450	38.51%	\$ 2,834,450	36.23%	\$ -	0.00%	
Non-Allocation Awards (New)	\$ 292,000	3.97%	\$ 756,276	9.67%	\$ 464,276	159%	
Total Funding Sources PY 24	\$ 7,360,002		\$ 7,824,278		\$ 464,276	6.31%	
Expenditures:							
Retiree Benefits	\$ 667,960	9.08%	\$ 667,960	8.54%	\$ -	0.00%	EXPENDITURES
Salaries and Benefits	\$ 1,811,591	24.61%	\$ 1,846,492	23.60%	\$ 34,901	1.93%	
Services and Supplies	\$ 460,736	6.26%	\$ 461,336	5.90%	\$ 600	0.13%	
Professional Services	\$ 120,795	1.64%	\$ 120,795	1.54%	\$ -	0.00%	
Salaries, Services, and Supplies Total	\$ 3,061,082	41.59%	\$ 3,096,583	39.58%	\$ 35,501	1.16%	
Career & Training Services							
Placer County	\$ 365,997	4.97%	\$ 365,997	4.68%	\$ -	0.00%	DIRECT CLIENT EXPENDITURES
El Dorado County	231,924	3.15%	231,924	2.96%	\$ -	0.00%	
SLT & Alpine County	170,000	2.31%	170,000	2.17%	\$ -	0.00%	
Non Allocation Carried in From Prev FY	59,734	0.81%	59,734	0.76%	\$ -	0.00%	
Non-Allocation Awards (New)	124,985	1.70%	321,622	4.11%	\$ 196,637	157%	
Regional Contracts	1,950,115	26.50%	1,950,115	24.92%	\$ -	0.00%	
Career & Training Services Total	\$ 2,902,755	39.44%	\$ 3,099,392	39.61%	\$ 196,637	6.77%	
Board Initiatives	\$ 20,000	0.27%	\$ 20,000	0.26%	\$ -	0.00%	WORKFORCE BOARD EXPENDITURES
Non allocation Carry-out to New FY	653,398	8.88%	885,536	11.32%	\$ 232,138	35.53%	CARRYOUT
Allocation carry-out to New FY	\$ 722,768	9.82%	\$ 722,768	9.24%	\$ -	0.00%	
Carry-out to PY 24 Total	\$ 1,376,166	18.70%	\$ 1,608,304	20.56%	\$ 232,138	16.87%	
TOTAL EXPENDITURES	\$ 7,360,003		\$ 7,824,279		\$ 464,276	6.31%	
Net Surplus vs (Deficit)	\$ (0)		\$ -		\$ 0		Surplus vs (Deficit)
							Surplus reflected in Draft Budget applied to pension per direction from Governing Body

Approved by:
 Executive Committee:
 Workforce Board:
 Governing Body:

	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	
	Consortium Admin (WIOA)	Consortium Program Operations (WIOA)	Consortium Rapid Response and Layoff Aversion	Local Area One-Stop Delivery System	El Dorado County Career and Training Services	Placer County Career and Training Services	Alpine County & South Lake Tahoe Career and Training Services	CAREERS NDWG	
Funding Sources:									
1	Carry-In Allocation Funds from PY 22	\$ 277,384	\$ 316,331	\$ -	\$ 99,894	\$ 198,042	\$ 322,564	\$ 85,000	
2	Allocation Awards PY 23	\$ 258,132	\$ 982,901	\$ -	\$ 312,373	\$ 326,901	\$ 616,004	\$ 85,000	
3	Awarded Rapid Response Funds PY 24	\$ -	\$ -	\$ 299,337	\$ -	\$ -	\$ -	\$ -	
4	Awarded Layoff Aversion Funds PY 24			\$ 53,689	\$ -	\$ -	\$ -	\$ -	
5	Carry-In Non-Allocation from PY 23							\$ 21,367	
6	Actual Non-Allocation Awards PY 24			\$ -	\$ -	\$ -	\$ -	\$ -	
7	Total Funding Sources	\$ 535,516	\$ 1,299,232	\$ 353,026	\$ 412,267	\$ 524,943	\$ 938,568	\$ 170,000	\$ 21,367
Expenditures:									
Consortium Operations:									
8	Retiree Benefits	\$ -	\$ 466,164	\$ 51,796	\$ -	\$ -	\$ -	\$ -	
9	Salaries and Benefits	\$ 205,572	\$ 206,200	\$ 244,143	\$ 250,265	\$ 210,947	\$ 412,503	\$ -	\$ 2,831
10	Services and Supplies	\$ 27,022	\$ 229,316	\$ 37,062	\$ 77,051	\$ 5,665	\$ 29,970	\$ -	\$ 17,401
11	Professional Services	\$ 44,790	\$ 66,373	\$ 5,025	\$ 3,000	\$ -	\$ -	\$ -	\$ -
12	Consortium Operations Total	\$ 277,384	\$ 968,053	\$ 338,026	\$ 330,316	\$ 216,612	\$ 442,473	\$ -	\$ 20,232
Career & Training Services									
Program Year 2022/2023 WIOA/Other - Rebudget									
13	Non-Allocation Awards	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,135
14	Placer County	-	-	-	-	\$ 62,423	\$ -	\$ -	\$ -
15	El Dorado County	-	-	-	\$ 41,958	\$ -	\$ -	\$ -	\$ -
16	SLT and Alpine County	-	-	-	\$ -	\$ -	\$ 85,000	\$ -	\$ -
Program Year 2023/2024 WIOA/Other									
17	Non-Allocation Awards	-	-	-	-	\$ -	\$ -	\$ -	\$ -
18	Placer County	-	-	-	-	\$ 303,574	\$ -	\$ -	\$ -
19	El Dorado County	-	-	-	\$ 189,966	\$ -	\$ -	\$ -	\$ -
20	SLT and Alpine County	-	-	-	\$ -	\$ -	\$ 85,000	\$ -	\$ -
21	Regional Contracts								
22	Career & Training Services Total	\$ -	\$ -	\$ -	\$ -	\$ 231,924	\$ 365,997	\$ 170,000	\$ 1,135
23	Board Initiatives	\$ -	\$ -	\$ -	\$ 20,000	\$ -	\$ -	\$ -	\$ -
24	PY24 Award Expend in Second Year	\$ 258,132	\$ 196,179	\$ -	\$ 61,951	\$ 76,407	\$ 130,098	\$ -	\$ -
25	Future Year Expend Non-Allocation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
26	PY 23/24 WIOA Additional Pension Support (ADP)	\$ -	\$ 135,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -
27	TOTAL EXPENDITURES	\$ 535,516	\$ 1,299,232	\$ 353,026	\$ 412,267	\$ 524,943	\$ 938,568	\$ 170,000	\$ 21,367
28	Net Income/(Loss)	\$ -	\$ (0)	\$ -	\$ (0)	\$ 0	\$ (0)	\$ -	\$ -

Approved by:
 Executive Committee:
 Workforce Board:
 Governing Body:

	I	J	K	L	M	N	O
	RERP	P2E 2.0	RERP Sierra College	QUEST DR NDWG	STEP	Ticket to Work	Total of all Funding Sources and Expenditures
Funding Sources:							
1							\$ 1,299,215
2							\$ 2,581,311
3							\$ 299,337
4							\$ 53,689
5	\$ 1,492,390	\$ 1,134,367				\$ 186,326	\$ 2,834,450
6			\$ 92,000	\$ 200,000	\$ 464,276		\$ 756,276
7	\$ 1,492,390	\$ 1,134,367	\$ 92,000	\$ 200,000	\$ 464,276	\$ 186,326	\$ 7,824,278
Expenditures:							
Consortium Operations:							
8							\$ 517,960
9	\$ 88,728	\$ 81,202	\$ 38,500	\$ 70,700	\$ 34,901		\$ 1,846,492
10	\$ 6,800	\$ 26,134		\$ 4,315	\$ 600		\$ 461,336
11		\$ 1,607					\$ 120,795
12	\$ 95,528	\$ 108,943	\$ 38,500	\$ 75,015	\$ 35,501	\$ -	\$ 2,946,583
Career & Training Services							
Program Year 2022/2023 WIOA/Other - Rebudget							
13	\$ 34,677	\$ 23,922					\$ 59,734
14							\$ 62,423
15							\$ 41,958
16							\$ 85,000
Program Year 2023/2024 WIOA/Other							
17				\$ 124,985	\$ 196,637		\$ 321,622
18							\$ 303,574
19							\$ 189,966
20							\$ 85,000
21	\$ 1,166,797	\$ 783,318					\$ 1,950,115
22	\$ 1,201,474	\$ 807,240	\$ -	\$ 124,985	\$ 196,637	\$ -	\$ 3,099,392
23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 20,000
24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 722,768
25	\$ 195,388	\$ 218,184	\$ 53,500	\$ -	\$ 232,138	\$ 186,326	\$ 885,536
26	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 150,000
27	\$ 1,492,390	\$ 1,134,367	\$ 92,000	\$ 200,000	\$ 464,276	\$ 186,326	\$ 7,824,279
28	\$ (0)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 0

Approved by:
 Executive Committee:
 Workforce Board:
 Governing Body:

GOLDEN SIERRA WORKFORCE BOARD

MEMORANDUM

DATE: January 18, 2024
TO: Workforce Board (WB)
FROM: Jason Buckingham, Executive Director
SUBJ: Student Training and Employment Program (STEP) Grant RFQ results and recommendation

BACKGROUND:

The California Department of Rehabilitation (DOR), in coordination with the Foundation for California Community Colleges (FOUNDATION), announced the availability of up to \$18,000,000 in federal Workforce Innovation and Opportunity Act (WIOA) Title IV Vocational Rehabilitation funds for the Student Training and Employment Program (STEP). The STEP funding will be used to design, develop, and implement projects that provide work experience and job preparation training for students with disabilities. Golden Sierra applied for, and was awarded \$464,276.

Sustainable funding is available for three years with an annual renewal option and potential additional funds available in years two and three. The estimated period of performance for year one is 03/01/2024 to 02/28/2025.

RECOMMENDATION:

In order to efficiently meet the goals of the STEP project, Golden Sierra released a Request for Quotes (RFQ) to procure service providers having specific subject matter expertise. The following item is presented to the board for discussion and action regarding the results of the competitive procurement for the STEP Grant RFQ.

RFQ released: December 4, 2023
RFQ closed: January 3, 2024

Responses & rating

Appropriate outreach occurred using Public Notices and email distribution lists.

2 bidders submitted responsive quotes
3 raters have completed the rating process

Bidder 1 – PRIDE Industries – requested \$67,241
 Bidder 2 – Meristem, Inc. – requested \$305,387.40

Possible Points	PRIDE Industries		
	Raters		
	1	2	3
100	93	95	88
Average	92		

Possible Points	Meristem		
	Raters		
	1	2	3
100	98	99	92
Average	96.3		

All proposals must meet 80% of the 100 program points to be considered responsive.

Based on these outcomes, staff recommends awarding Meristem, Inc. \$299,000 to provide direct services to students with disabilities (SWDs) and act as a subcontractor to help administer the (STEP) grant.

Attachments:

[Golden Sierra RFQ](#)

[Meristem, Inc. Proposal](#)

[PRIDE Industries Proposal](#)

**GOLDEN SIERRA
WORKFORCE BOARD**

MEMORANDUM

DATE: January 18, 2024
TO: Workforce Board (WB)
FROM: Melissa Keefe, Administrative Analyst
SUBJECT: Workforce Board Membership

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

Resignation:

Carianne Huss, EDD, Deputy Division Chief - representing Government/Economic and Community Development, Wagner Peyser, resignation effective 12/05/2023.

Application(s):

Todd Beingessner, Accounting Manager, Quick Quack Car Wash, representing Business.

Vacancies:

The EDD is currently in the process of appointing a suitable replacement for the Government/Economic and Community Development, Wagner Peyser, representative. In the interim, the proxy for Carianne Huss (Jeff Richards) will be attending the Workforce Board meetings in her place.

MEMBERSHIP APPLICATION FORM

Person Nominated: Todd Beingessner Jr. **Title:** Accounting Manager

Business Name: Quick Quack Car Wash

Business Address: 6020 West Oaks Blvd, Ste #300 Rocklin, CA 95765

Telephone: 916-847-6224 **FAX:** _____ **E-mail:** TBEINGESSNER@DONTDRIVEDIRTY.COM

Organization submitting nomination: Roseville Area Chamber of Commerce
(ie: Chamber of Commerce, Manufacturing Association, etc.)

Contact Person: Rana Ghadban **Title:** CEO

Business Address: 650 Douglas Blvd, Roseville, CA 95678

Telephone: 916-783-8136 **FAX:** _____ **E-mail:** rana@rosevilleareachamber.com

(A letter of nomination is required and must be attached to this application or forwarded under separate cover.)

Area of Representation (check all that apply):

- | | |
|--|---|
| <input checked="" type="checkbox"/> Business | <input type="checkbox"/> Governmental and Economic and Community Development |
| <input type="checkbox"/> Workforce | <input type="checkbox"/> Economic & Community Development |
| <input type="checkbox"/> Labor organizations | <input type="checkbox"/> Wagner-Peyser Representative |
| <input type="checkbox"/> Joint labor-management apprenticeship program or apprenticeship program | <input type="checkbox"/> Vocational Rehabilitation Representative |
| <input type="checkbox"/> CBO w/Barrier | <input type="checkbox"/> Transportation/Housing/Public Assistance |
| <input type="checkbox"/> Youth | <input type="checkbox"/> Philanthropic Organization |
| <input type="checkbox"/> Education & Training | <input type="checkbox"/> Other |
| <input type="checkbox"/> Adult Education/Literacy Representative | |
| <input type="checkbox"/> Higher Education Representative | |
| <input type="checkbox"/> Local Ed/CBO w/Training Barrier | |

Todd Beingessner
Signature

01/03/2024

Date

I hereby submit my application for membership on the Local Workforce Development Board to Golden Sierra Job Training Agency. I have completed and included the following: narrative questions, conflict of interest and nomination letter.

Return all information to:

Melissa Keefe, Administrative Analyst
Golden Sierra Job Training Agency
115 Ascot Drive, Suite 140
Roseville, CA 95661

NARRATIVE QUESTIONS

What specific experience/expertise do you possess which would be of value to the Workforce Development Board?

From 2008 to 2015, I had the privilege of being a Program Case Manager and Job Developer for the North State Building Industry Foundation. I managed the day-to-day operations of the Summer Youth Employment Program (SYEP) for two years and the On-the-Job Training (OJT) Program for 5 years, both of which were funded by the Sacramento Employment & Training Agency (SETA).

Why would you be a good candidate to serve on the Workforce Development Board?

I'm honored to be considered for the opportunity to serve on the Workforce Development Board. In my time as a Case Manager, I really enjoyed being able to help businesses and individuals connect with skilled workers and access gainful employment, respectively. Being a part of leading the NSBIF's OJT program was truly an on-the-job training experience for me, as I gained insight into not only skills that were valuable in an office setting, but also into the soft skills that employers valued. I've continued to carry these things with me, even after I graduated and moved into a career in the Accounting profession for the past 9 years.

You may attach additional information, including your resume or biography. Further questions should be directed to Melissa Keefe at Golden Sierra Job Training Agency at (916) 773-8544.

CONFLICT OF INTEREST INFORMATION

1. Does your employer/company provide goods and/or services to Golden Sierra Job Training Agency, or have any plans to provide goods and/or services to Golden Sierra Job Training Agency in the future? Yes No If yes, please describe below:

2. You will be setting policy for and possibly allocating funds to community-based organizations, profit and non-profit corporations, school districts and other governmental entities or program operators. Do you or any member of your immediate family have any affiliation with such entities (i.e., ownership; employment; contractual relationships, including Golden Sierra-funded On-the-Job Training (OJT) program participation; commission, board or committee membership)? Yes No If yes, identify below the name of the entity and the nature of the affiliation. *(Immediate family members are: wife, husband, son, daughter, mother, father, brother, brother-in-law, sister-in-law, father-in-law, mother-in-law, aunt, uncle, niece, nephew, step-parent or step-child.)*

3. Do you, or any member of your immediate family (as defined above), have any ownership interest in any commercial real property that is currently leased/rented by Golden Sierra Job Training Agency? Yes No If yes, please describe such property by size and location.

If your nomination or application is approved, you will be required to file a limited conflict of interest form with Golden Sierra Job Training Agency prior to assumption of Workforce Development Board membership.

Todd Beingsner
Signature of Applicant

01/03/2024
Date

January 7, 2024

To Whom it May Concern:

It is with great pleasure that I write you today to nominate Todd Beingessner for the Golden Sierra Workforce Development Board. Todd's unique perspective as the accounting manager for Quick Quack Car Wash will make him a valuable voice on our Board. He is a valued member of the Roseville Area Chamber of Commerce and is active in the business community.

Todd has valuable experience when it comes to workforce development. From 2008 to 2015, he worked with North State Building Industry Foundation as a program case manager and job developer. This work along with his passion to help others has given him a perspective on what it takes to connect businesses and workers.

I strongly endorse Todd's nomination for the Golden Sierra Workforce Development Board and believe his experience will make him the ideal candidate. His business acumen, along with his community engagement, will bring a valuable perspective to the Board.

Sincerely,



Rana Ghadban

CEO

Roseville Area Chamber of Commerce

GOLDEN SIERRA WORKFORCE BOARD

MEMORANDUM

DATE: January 18, 2024
TO: Golden Sierra Workforce Development Board
FROM: Rick Larkey, Workforce Board Chair
SUBJ: Appoint and Populate Nomination Committee

Today's action is to appoint a nomination committee and solicit 3 members, other than the chair, to serve on this committee. As stated in 4.21, the 3 members should represent as many counties as possible.

Serving on the Nomination Committee would consist of 2-3 (1) hour meetings; some of these meetings may be accomplished via teleconference.

Extracted from current Bylaws:

4.21 NOMINATING COMMITTEE

No later than March of each election year, a nominating committee shall be appointed by the Chairperson.

The committee shall consist of the Chairperson and three WDB members with as many counties being represented as possible.

No WDB member who wishes to run for election shall sit on the nominating committee.

4.22 DUTIES OF THE NOMINATING COMMITTEE

The nominating committee shall poll WDB members for prospective nominees.

It shall be the duty of the nominating committee to interview each of the candidates prior to placing their names on the ballot and secure their pledges to serve faithfully if elected.

At least twenty (20) calendar days prior to the WDB meeting where elections are to occur, the committee shall mail a list of all nominees to each WIB member.
[April 26, 2024]

The nominating committee shall then present names to the WDB no later than June of each election year. [May 16, 2024]

Board Member Presentations

Process:

- 2 members per meeting
- 5 minutes per member
- Submit your interest to be placed on the schedule to Lisa Nelson at nelson@goldensierra.com. The member will be scheduled for the next available slot on a first come basis, and notified of the date.
- Once confirmed member will provide a 1 page Bio as outlined below to Lisa Nelson; bio is due 1 week before meeting and will be included in the agenda packet;

Suggested Bio elements

Organization name:

Services/Product provided:

Member name/title:

Member role within their organization:

How your organization fits into the one-stop system:

Contact info:

Company logo (if desired)



Sacramento Central Labor Council, AFL-CIO

Who We Are: We are the oldest civil rights organization in the region. Our first meeting was held on August 25, 1889 and chartered with the AFL-CIO on November 15, 1897.

We are community organizations that are the heart of the labor movement. We champion better policies for working families in state and local governments. The Sacramento Central Labor Council, AFL-CIO is a democratically governed council of 100+ unions, each with its own distinct membership and unique voice. Our members have come together to build and support the rights of working people. In pursuit of these goals, we also fight to vanquish social and economic injustice.

Sacramento CLC Density by County

Our Council is made up of 100+ affiliated Local unions AND constituency groups that represent 180,000+ union members. We have locals and activists across our entire jurisdiction from Yolo County all the way to the California/Nevada Stateline.

- Sacramento County – 147,395 Union Households
- Placer County – 35,129 Union Households
- Yolo County – 16,937 Union Households
- El Dorado County – 16,136 Union Households
- Amador County – 3,308 Union Households
- Nevada County – 8,259 Union Households

Our Mission: To guarantee the right of every working person to participate in and exercise leadership and have a voice in their workplace. We build the power of working families and their organizations necessary to guarantee their rights as workers to form and join unions.

Our Values: We advocate for workers and union standards. We believe all workers should have living wages, protections on the job, safe workplaces, and benefits. We also believe that all workers should have a voice in their workplaces, feel empowered and have the ability to exercise their power.

What We do:

- Build Political Power through Legislative & Political Actions
- Community Engagement and Organizing
- Political Candidate Developments and training
- Union Leadership Developments
- Support affiliate organizing and contract campaigns/strikes

Member Name and Title: Volma Volcy, Field Mobilization Director

Member Role with Organization: Organizer

How Your Organization fit within the One-Stop System: We advocate for comprehensive services that meet the needs of job seekers and workers, advocating for fair labor practices, and promoting initiatives that enhance employment opportunities within the region.

Contact Info: Volma Volcy, 916-712-8390, Volma@sacramentolabor.org

Board Member Presentation

Scott Alvord

CEO, Advanced Development Concepts, LLC

Scott Alvord:

- CEO of 38-year-old **Advanced Development Concepts, LLC** (offering a variety of business consulting services to small and medium businesses) with subsidiaries that include **Advanced Business Roundtable** (a 15-year weekly mastermind group with 20 active members), **Advanced Programming Concepts** (software and website development/hosting), and **Advanced Publishing Concepts** (author services and publishing company).
- **Roseville City Councilmember** focusing on **Economic Development**: Placer County Economic Development Board (prior 4-year chair), Roseville Economic Development Advisory Committee (7-year chair), worked on numerous business attraction & job retention endeavors, spearheaded the Advantage Roseville Financing program, etc. Helped bring in the Roseville Venture Lab. Significantly helped during pandemic. Provides regular community meetings to help residents understand their local government.

Past Service:

- 9-year President of the **Downtown Roseville Merchants, Inc.** (2006-2016) providing a voice for local businesses, managed Downtown Tuesday Nights and Family Fun Night, significantly helped in the revitalization of Downtown Roseville including being a catalyst to start the Downtown Roseville Partnership (PBID), bringing in the Vernon Street Town Square, building two large parking garages, and advocating for the downtown bridges project.
- Executive Owner of **A Dash of Panache** (2003-2016), an award-winning French-deco Tea Parlor, café, and party place in Downtown Roseville. Won dozens of awards including A-List, Best-of-the-Best, and Readers' Choice.
- Active member of the **Roseville Chamber of Commerce** since 2005.

How Advanced Development Concepts, LLC fits into Golden Sierra's one-stop system:

Scott/ADC joined the board to help represent small businesses. With their unique network of small business contacts and interactions in a large variety of capacities as explained above, including extensive hands-on experience, this board seat can provide an experienced, in-touch, wide viewpoint of views and needs in the small business community.

Contact information:

Scott Alvord, CEO Advanced Development Concepts, LLC
141 Bogart Ct., Roseville, CA 95747
Work: (916) 782-4272 Cell: (916) 799-0240
www.ADCBiz.com | ScottA@ADCBiz.com



Helping Businesses Thrive!

**Report on Aging Workforce
Submitted by Rick Larkey
with the assistance of Cara Welch**

**November 16, 2023
Revised January 5, 2024**

By Rick Larkey, Chair
Golden Sierra Workforce Development Board

Introduction: This report on the Aging Workforce is for the purposes of a discussion at the Golden Sierra Workforce Board Meeting in January 2024. What follows is my take on the issue and a variety of articles and government publications. I encourage you to come to the January meeting prepared to discuss the issue and offer your own thoughts and evidence.

The Question: What impact if any will the aging of the “Baby Boomers” have on the workforce supply?

The Answer:

Paul Wesson, EDD Economist (Article 2 below). My point is that while you could say that the gray tsunami was coming 15 or even 10 years ago, it has already broken as of 2023 and still has a little way to go inland before it starts receding. The “coming” tsunami is Baby Boomers aging into their most advanced life expectancy years (i.e., their late 70s, 80s, and beyond) and all of the attendant health and care needs that implies.”

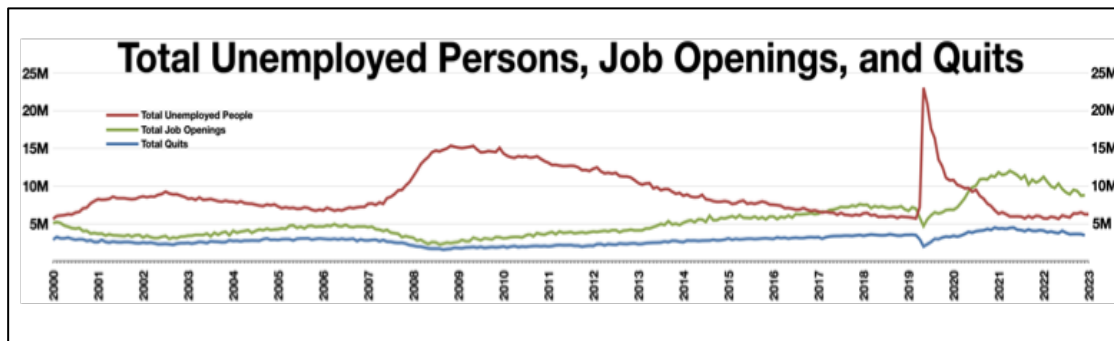
In addition, it appears that the impact of the Baby Boomers leaving the workforce is relatively minor when considering the other factors involved in meeting the demands for labor. Chart 1 below looks at the ratio of unemployed to job openings & quits. The economy is simply creating more jobs than we have people to fill them.

The impact of the loss of baby boomers is to somewhat reduce the supply of labor, but the fact that people are able to work much longer than before actually modulates the impact per Mr. Wesson’s observations. To the degree we can provide support services to older workers as described in articles 3, 6, & 7 we contribute to meeting the needs of employers.

The solutions to are labor shortages are not the subject of this article and best left to another paper.

As for the impact of the exiting of the Baby Boomers, my sense is they care about exiting more than the younger folks waiting for them to exit.

Chart 1



Source: Labor force in the United States, Wikipedia, see Article 15.

The Discovery:

Proportionally and numerically, there are more older workers than there used to be and the trend will continue. Chart 2 below lists the number of people in the US workforce by decade from 1950 to 2000 and projects 2010 to 2050. The number of people 65 & older in the workforce has grown both in number as well as proportion. Chart 2 shows that:

- the number of people over the age of 65 has grown from 11.363 million to 50.557 million a 445% increase.
- in 1950 the over 65 workforce population represented 10.8% of the total workforce. In 2020 the over 65 workforce population represented 20% of the workforce and is projected to represent 25% of the workforce in 2030.

Chart 2

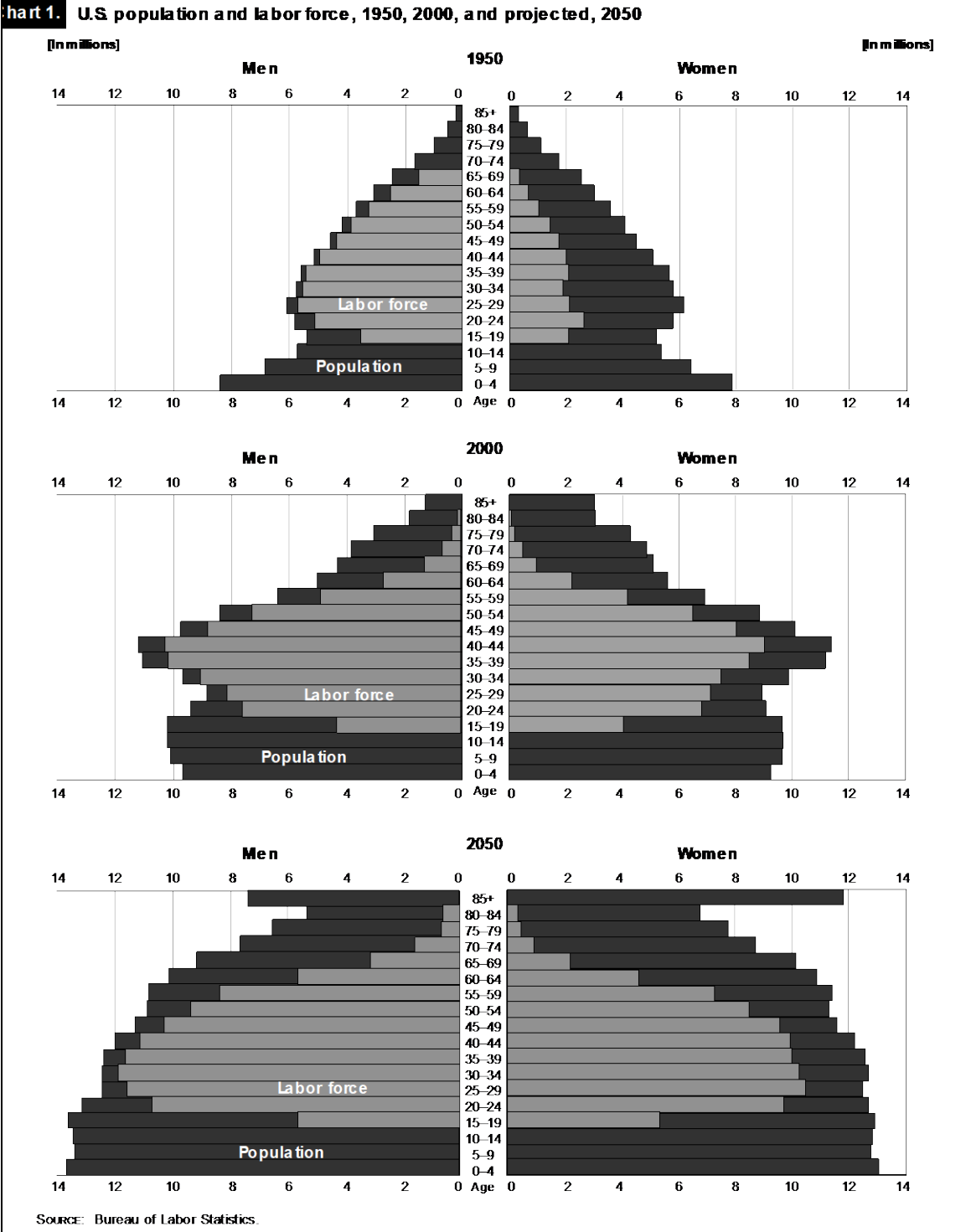
Group	1950	1960	1970	1980	1990	2000	2010	2015	2020	2030	2040	2050
Level												
Total, 16 years and older	104,995	117,245	137,085	167,745	189,164	209,699	233,658	243,591	253,069	272,956	292,891	312,372
Men	50,725	55,662	64,304	79,398	90,377	100,731	112,319	117,088	121,569	130,937	140,454	150,067
Women	54,270	61,582	72,782	88,348	98,787	108,968	121,338	126,503	131,500	142,019	152,436	162,304
16 to 24	19,223	20,460	29,841	37,178	33,421	34,453	39,201	39,047	38,550	41,709	45,177	47,780
25 to 34	23,013	21,998	24,435	36,558	42,976	37,417	39,287	41,628	43,129	43,192	47,022	50,596
35 to 44	20,681	23,437	22,489	25,578	37,719	44,605	39,535	38,874	40,767	45,087	45,596	49,487
45 to 54	17,240	20,601	23,059	22,563	25,081	36,905	43,894	41,728	38,594	40,088	44,617	45,136
55 to 64	13,469	15,409	18,250	21,520	20,720	23,615	34,846	39,303	41,472	36,697	38,497	42,987
65 and older	11,363	15,336	19,007	24,350	29,247	32,705	36,895	43,012	50,557	66,183	71,982	76,385

Source: Bureau of Labor Statistics, Monthly Labor Review, May 2002, Miltra Toossi, A Century of change: the U.S. labor force, 1950 to 2050, page 20.

The impact of the “Baby Boomers” leaving the workforce is mitigated by a variety of elements:

- As Charts 2 & 3 demonstrate, the workforce population has grown steadily from 1950 to 2010 and is projected to continue to grow through 2050. The effect of this growth compensates for the loss of the “Baby Boomer Bubble” Note the number of 0-14 year-olds projected to be in the US in 2050 compared to the number of 0-10 year-olds in 1950. Also note in Chart 2 for the 2000 population, there is no Baby Boomer bubble at the top. The bulge is the 30 to 54 age group in the middle.
- The older age populations continue to be healthier than before so are able to work longer. (see articles 1, 2, 3, 4, 10, 11, & 12).
- There are plenty of workers elsewhere in the world to offset the loss of “Baby Boomers” if we can come to agreement on how to utilize them. (see article 16)
- The adoption of Artificial Intelligence to enhance productivity and displace workers is the wild card in this equation (see article 16).

Chart 3



Source: Bureau of Labor Statistics, Monthly Labor Review, May 2002, Miltra Toossi, A Century of change: the U.S. labor force, 1950 to 2050, page 21.

1. **Cara Welch’s work:** “Regarding the topic of baby-boomers leaving the workforce. Recently, EDD released a data report on California’s Aging Workforce Report, which provides current and historical information about California’s aging workforce at the state level.

“America’s population is aging, and so is California’s workforce. Since 2010, there has been a 34 percent increase in the 65 and older population, according to the U.S. Census Bureau.¹ The number of jobs in California held by workers ages 55 and over has more than tripled from 1992 to 2022, while total employment grew by less than 50 percent. Workers ages 55 and over held just 11 percent of the jobs in 1992 and by 2022 that share more than doubled, jumping up to 24 percent. By 2030, the Baby Boomer generation (born between 1946 and 1964) will be at least age 65 or older. Thus, over the next several years, the labor force will experience the near total exit of this large cohort. (p 1)

“Census Bureau data suggest that the percent share of older workers tended to vary by industry in 2022. The health care and social assistance industry sector had the highest number of workers ages 55 and over (709,100 workers) than any other industry sector. (p 2)

“In 1992, the manufacturing industry sector had the largest number of workers in California (1,864,476), with 12 percent of the jobs held by workers ages 55 and older. In 2022, that percentage increased to 30 percent. (p 3)

County	All Workers	55+	% Age 55+	(p4)
Alpine	287	85	30%	
El Dorado	54,685	14,095	26%	
Placer	180,139	42,683	24%	
Totals	2	35,111	56,863	24%

2. **Cara Welch reports:** “I reached out to EDD’s economist, Paul Wessen regarding the impact of baby-boomers retiring on the workforce. Below is Paul’s response:

“I beg to differ that the gray tsunami is coming. It is after all, the story of the huge Baby Boomer generation aging into their retirement years. That has already happened by and large. Baby Boomers are now aging into their advanced retirement years when labor force participation rates typically plummet to 10 percent or less.

The Baby Boomer generation refers to that huge bulge in the population by age profile that occurred immediately following World War II. More specifically, it includes those individuals who were born from 1946 through 1964. The math is simple. In 2023, Baby Boomers were 59 to 77 years old. The median age of Baby Boom Generation was 67-68. Although changes to age eligibility to receive full social security benefits were implemented somewhere along the way, for all intents and purposes, in 2023 you were eligible to receive discounted social security benefits as early as age 62, full SS benefits at age 67, and maximum SS benefits at age 70. So think about it. By age, half if not more of baby boomers were eligible for full or more social security benefits as of 2023. They have aged to the point where they can maximize their fixed retirement earnings. It’s only natural that they have been and are continuing to retire and leave the labor force permanently (in the sense that we work all those years so we can enjoy retirement).

The pandemic may have accelerated this trend a bit, but the trend itself was inevitable. Sure, many older Baby Boomers can’t afford to retire and remain in the labor market (part-time or otherwise). However, their number is dwarfed by the sheer number of Boomers who are able to retire.

My point is that while you could say that the gray tsunami was coming 15 or even 10 years ago, it has already broken as of 2023 and still has a little way to go inland before it starts receding. The “coming” tsunami is Baby Boomers aging into their most advanced life expectancy years (i.e., their late 70s, 80s, and beyond) and all of the attendant health and care needs that implies.”

3. **Cara Welch reports**, “California Department of Aging and Public Policy Institute of California since they have conducted studies in this area (see hyperlinks below). https://aging.ca.gov/Data_and_Reports/ “

- 3.1. State Plan on Aging

<https://aging.ca.gov/download.ashx?IE0rcNUV0zZW4jD5nrNRAA%3d%3d>

Senior Community Service Employment Program (Title V) The Senior Community Service Employment Program (SCSEP) is a community service and work-based job-training program for low-income, unemployed older adults. SCSEP participants, who work an average of 20 hours a week, gain work experience in a variety of community service activities at nonprofit and government agencies. SCSEP serves as a bridge to unsubsidized employment. During State Fiscal Year 2019-20, the program, which is funded by the federal Department of Labor (DOL), employed 456 older adults.

The SCSEP Stand-Alone State Plan PY 2020-2023 is submitted by CDA to DOL and can be reviewed at:

https://aging.ca.gov/Providers_and_Partners/Senior_Community_Service_Employment_%20Program/#pp-pn

- 3.2. **New Analysis: California’s Aging Population**<https://www.ppic.org/press-release/new-analysis-californias-aging-population/> In *Graying in the Golden State: Demographic and Economic Trends of Older Californians*, authors Sonya Tafoya and Hans Johnson report that by 2030, one in every three Californians will be over the age of 50, and the proportion of those over 65 will have increased to 17 percent from 11 percent in 1998. “In total numbers, the population of people over 65 in California will grow from 3.6 million to 8.9 million,” says Johnson, a research fellow and demographer at PPIC. “The aging baby boomer generation and longer life expectancies among the elderly will contribute to this surge in the older population.”

4. **Seniors aged 65 to 69, past the standard retirement age, are actually more likely to have a job than teenagers.** A full 32 percent of these post-retirement-age seniors have jobs, up from less than one-quarter in 2000. This isn't just an artifact happening at the extremes. Feb 27, 2023

<https://www.minneapolisfed.org/article/2023/whos-not-working-understanding-the-uss-aging-workforce#:~:text=Seniors%20aged%2065%20to%2069,artifact%20happening%20at%20the%20extreme>

5. **Oldest employed Americans have left the workforce never to return**

The oldest workers in the US labor force, edged out during the pandemic by retirements and health concerns, are unlikely to ever return, potentially ending a decades-long trend amongst working seniors in America and contributing to the ongoing imbalance in the jobs market.

Labor force participation for Americans 65 or older has dropped from pre-pandemic levels while the total population for that group has risen, meaning about 986,000 fewer older people are working than would be if the participation rate held steady, according to an analysis of US Bureau of Labor Statistics data. The latest labor force participation rate for those 65 and older was 19.1% in May, down from 20.8% in February 2020.

The latest fall ends a trend that began in the mid-1980s of older workers steadily rejoining the workforce. And economists say a variety of factors will keep those workers who have left jobs from ever returning.

<https://www.spglobal.com/marketintelligence/en/news-insights/latest-news-headlines/oldest-employed-americans-have-left-the-workforce-never-to-return-76127167>

6. **The Older Workers and Retirement Chartbook** Chapter 1. Older workers By **Monique Morrissey, Siavash Radpour, and Barbara Schuster** • November 16, 2022

<https://www.epi.org/publication/chapter-1-older-workers/> A variety of statistical reports on status of older workers grouped by 50 to 64 and 65+. Topics include:

- Labor force participation among older Americans is steady or increasing;
- Hispanic and Asian American men have the highest labor force participation among older Americans;
- Many older workers leave the workforce sooner than planned, but union workers are less likely to experience involuntary retirement.

7. September 2023 Employment Data Digest by **Jennifer Schramm, Public Policy Institute**

<https://www.aarp.org/pri/topics/work-finances-retirement/employers-workforce/employment-data-digest.html#:~:text=55%20AND%20OLDER%20U.S.%20WORKFORCE,participation%20rate%3A%2038.8%20percent%20%E2%86%94https://www.aarp.org/pri/topics/work-finances-retirement/employers-workforce/employment-data-digest.html#:~:text=55%20AND%20OLDER%20U.S.%20WORKFORCE,participation%20rate%3A%2038.8%20percent%20%E2%86%94>

55 and Older U.S. Workforce:

- 37.6 million 55+ workers employed in October ↓
- 55+ unemployment rate: 2.7 percent ↔
- Number of 55+ unemployed persons: 1.1 million ↑
- 55+ labor force participation rate: 38.6 percent ↓
- 55+ long-term unemployed: 25.1 percent ↓

8. **High on Priority List for Older Workers: Meaningful Employment and Flexibility**

<https://www.aarp.org/pri/topics/work-finances-retirement/employers-workforce/multicultural-work-jobs-study-2023>

- Some 90% of those surveyed said a job must offer meaningful work before they'll accept a position, noting that work is "an important part of who I am." This shift in priority has become far more common since the COVID-19 pandemic.
- In the end, older workers want to continue to learn new skills and grow professionally in their careers and use their skills and talents. A high percentage noted they believe that they have much to accomplish in their careers.

9. Business Journal, **100K jobs with the biggest growth potential over the next decade**. One big takeaway? While the economy is expected to keep growing at traditional rates, job growth will slow along with the population as baby boomers retire and are replaced by the much smaller Gen Z. The population is expected to grow by about 0.3% each year — much slower than the 1.2% annual growth of the last 10 years

10. Business Journal: **A Key demographic is returning to the workforce, but they've got new demands**,

https://www.bizjournals.com/sacramento/news/2023/11/02/older-workers-retirement-job-covid-return.html?utm_source=st&utm_medium=en&utm_campaign=me&utm_content=SA&ana=e_SA_me&j=33246706&senddate=2023-11-03&empos=p3

“As inflation persists, and many older workers deplete their savings faster than expected, this Gusto data shows signs that many of them are looking for work again,” Pardue said. “Rather than come back to the same jobs as before, however, older workers are returning to work in industries and roles that allow them the flexibility they’ve come to appreciate while still earning a paycheck.”

That’s why the increase in older workers was concentrated in community services professions, such as health care, education and nonprofit work — where 24.5% of workers hired in September were 55 or older, according to the Gusto data, compared to 21.8% in September 2019.

11. Miami Herald, **What Retirement? More Americans 65 and Older Are Working Full Time**, December 12, 2024.

https://www.miamiherald.com/money/older-americans-working-delay-retirement/?xid=mcclatchy&utm_source=mcclatchy&utm_medium=rss_synd&utm_content=tms_issue64&ac_cid=DM890020&ac_bid=601451596

“America’s older population has expanded immensely in recent decades, and a rising share of them are working far past the traditional retirement age of 65. In fact, a new study shows that Americans 75 and older represent the fastest-growing age group in the workforce.

New data from the nonpartisan think tank Pew Research Center shows that the number of Americans 65 or older has increased nearly fourfold over the past four decades. This group is less likely to be kicking back in retirement compared to their counterparts in the 1980s.

In 1987, only 11% of adults age 65 or older were participating in the workforce. In 2023, that figure grew to 19%, according to the Pew Research Center’s new report. The organization says that the total of 11 million older Americans working today is almost quadruple the number working in the mid-’80s.”

12. Washington Post, **Older workers are a growing share of the workforce, December 14, 2024**. The percentage of Americans over 65 who are still working — because they either want to or have to — has nearly doubled since the late 1980s

13. Bureau of Labor Statistics, Monthly Labor Review, May 2002, Miltra Toossi, **A Century of change: the U.S. labor force, 1950 to 2050**. <https://www.bls.gov/opub/mlr/2002/05/art2full.pdf>

This article profiles and projects U.S. labor force trends for a period of 100 years, from 1950 to 2050, on a decennial basis. Changes in both growth rates of the population and labor force participation rates have created a steadily growing labor force that, compared with 1950, is today older, more diversified, and increasingly made up of women. The same forces that have

influenced the size and composition of the U.S. labor force over the past 50 years are expected to shape the future of the workforce as well. Some of the key findings emanating from the research upon which the article is based are as follows:

- *Slowdown in growth of the labor force.* The high growth rate of the civilian labor force¹ in the last 50 years will be replaced by much lower growth rates in the next 50 years.
- *Changes in gender structure of the labor force.* Women in the labor force increased their numbers at an extremely rapid pace in the past 50 years. It is anticipated that their labor force growth will slow markedly in the next 50 years;
- *Changes in the age structure of the labor force.* With the aging of the baby-boom generation, the older age cohorts are expected to make up a larger proportion of the labor force in the next two decades;
- *Changes in the racial and ethnic composition of the labor force.* The labor force is expected to become more diverse.

14. **Want Another Perspective on the U.S. Labor Shortage? Talk to a Demographer**, How demography—births, deaths, and migration patterns—helps us tell the whole story, Diana Elliott VP, Population Reference Bureau, January 20,2023

<https://www.prb.org/articles/want-another-perspective-on-the-u-s-labor-shortage-talk-to-a-demographer/>

Americans are aging out of the workforce

The average American grows older every year. Between 2000 and 2022, the [median age in the U.S. increased by 3.4 years](#), and it's expected to keep rising. Consequently, the share of working-age people (ages 15-64) in the U.S. population has shrunk, down to [64.9% in 2021](#), from a peak of 67.3% in 2007. In addition, the share of [people dependent on the working-age population has grown since 2010](#) —a trend that shows no signs of slowing.....

...Now, those baby boomers are retiring. As of this year, the youngest of them will be old enough to access their retirement savings, and most can claim Social Security. While not all baby boomers will retire, [90% will have stopped working by 2030](#).

15. **Labor force in the United States**, Wikipedia

https://en.wikipedia.org/wiki/Labor_force_in_the_United_States

The **labor force participation rate, LFPR** (or **economic activity rate, EAR**), is the ratio between the labor force and the overall size of their [cohort](#) (national population of the same age range). Much as in other countries in the [West](#), the labor force participation rate in the U.S. increased significantly during the later half of the 20th century, largely because of women entering the workplace in increasing numbers. Labor force participation has declined steadily since 2000, primarily because of the aging and retirement of the [Baby Boom generation](#). Analyzing labor force participation trends in the prime working age (25-54) cohort helps separate the impact of an aging population from other demographic factors (e.g., gender, race, and education) and government policies. The [Congressional Budget Office](#) explained in 2018 that higher educational attainment is correlated with higher labor force participation for workers aged 25–54. Prime-aged men tend to be out of the labor force because of disability, while a key reason for women is caring for family members.^[3]

16. **FOREIGN-BORN WORKERS: LABOR FORCE CHARACTERISTICS — 2022**, Bureau of Labor Statistics, <https://www.bls.gov/news.release/pdf/forbrn.pdf>

The unemployment rate for foreign-born persons in the United States was 3.4 percent in 2022, down from 5.6 percent in 2021, the U.S. Bureau of Labor Statistics reported today. The jobless

rate of native-born persons declined to 3.7 percent in 2022 from 5.3 percent in 2021. Both measures are down considerably from their highs in 2020. However, the jobless rate for the foreign born remains above its level of 3.1 percent prior to the coronavirus (COVID-19) pandemic in 2019, while the rate for the native born is little changed from its pre-pandemic level of 3.8 percent.

17. **Generative AI and the future of work in America**, McKinsey Global Institute, July 26,2023. <https://www.mckinsey.com/mgi/our-research/generative-ai-and-the-future-of-work-in-america>

- An additional 12 million occupational transitions may be needed by 2030. As people leave shrinking occupations, the economy could reweight toward higher-wage jobs. Workers in lower-wage jobs are up to 14 times more likely to need to change occupations than those in highest-wage positions, and most will need additional skills to do so successfully. Women are 1.5 times more likely to need to move into new occupations than men.
- The United States will need workforce development on a far larger scale as well as more expansive hiring approaches from employers. Employers will need to hire for skills and competencies rather than credentials, recruit from overlooked populations (such as rural workers and people with disabilities), and deliver training that keeps pace with their evolving needs.

OSO PROGRESS REPORT

To: Workforce Development Board

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

Date: January 18, 2024

Subj: Progress Report

Introduction

This OSO Progress Report is an update on the recent activities and future planning for the MOU One-Stop Partners and the One-Stop Operator. The OSO and the Golden Sierra AJCC MOU Partners conducted their last quarterly meeting on December 13, 2023. It was a Zoom event. The next meeting is scheduled for March 13, 2024. What follows is the summary of the partners in terms of services to their customers/students.

The event was attended only by Valley Vision and Placer County CalWORKs/Business Assistance Network. After 12 minutes, the meeting ended due to low attendance. As the meeting was ending, GSJTA and DOR logged in, too late to participate. Afterward that afternoon, the Partners were notified by email to provide the OSO information that they wanted to share with One-Stop Partnership and the Workforce Development Board. This request was resent on January 2. To date Valley Vision, State Department of Vocational Rehabilitation (DOR) and Rick Larkey sent information. Rick Larkey reported on PROJECT LIFE.

In addition, the agenda included the OSO's analysis of the latest labor market information focused on important trend lines in the labor market that affect our local employers/businesses and our MOU Partner's services and training offerings. Also included was an update on the 2024 State mandated Certification of the Local AJCC One-Stop System

Use of terms.

AJCC: America's Job Centers of California

WIOA: Workforce Innovation and Opportunity Act of 2014

MOU: Memorandum of Understanding **between** One-Stop Partners and the Golden Sierra
Workforce Development Board (WDB)

BLS: The Bureau of Labor Statistics; U.S. Department of Labor (DOL)

Agenda Highlights

Labor Market Update. (Updated): The January BLS Report underscored that 2023 was a solid year for job growth, with 2.7 million net new jobs filled. The national unemployment rate remains a low 3.7%. National job growth continues to be on the upside after the record 4.8 million jobs filled in 2022. The steady pace of job growth included wage gains of over 4% for the year and the Labor Market Participation Rate (LMPR) continues to rise, indicating that more folks are joining the workforce.

The Sacramento Area job stats tend to be closer to the national figures than the California rates. *Thus, for the near horizon, our local job market should need more workers to fill open job positions.* Our local and regional One-Stop Partners are preparing folks for these anticipated openings.

The next subject is the **State Certification of the local AJCC One-Stop system** which occurs every three years, the last time being completed in the Spring of 2021. In this process, the Workforce Board and the local MOU Partners do a self-assessment of the seven **Certification Indicators** that must be addressed.

The OSO will keep the WDB updated on the timing of this process. A timetable for completing this assessment that offers participation on the part of the WIB and the MOU Partners has been drafted so that this process can be completed by May 2024 and then submitted to the State. The timetable also contains a link to the 2021 Certification document for interested persons to review

<https://goldensierra.com/wdb/>

Partner Summaries

Valley Vision: Valley Vision and SETA are organizing an apprenticeship event to elevate the opportunities and challenges of apprenticeships programs at the SMUD facilities on February 6th 1 pm-3:30 pm, which will have a hybrid format. Valley Vision is hopeful that a representative from the Department of Apprenticeship Standards will speak at the event. In addition, we have scheduled an advisory session on Public Safety for March 28th in collaboration with Los Rios Community College District and Sierra College. This session will focus on the roles of dispatchers and community relations

within public safety careers. California Jobs First (formerly CERF) has launched a website:

<https://www.weprospertogether.org/>

State DOR:

We are piloting a Civil Service Sector based caseload in the Northern Sierra District (NSD) to work with consumers who are interested in government employment opportunities. We are enhancing our services to justice involved, mental health, substance abuse, and homeless populations.

DOR NSD has staffing needs we are trying to fill and would appreciate any potential qualified referrals.

Project Life-Rick Larkey: Highlights from Project Life newsletter included the checklist from the Employer Assistance and Resource Network (EARN) on disability inclusion and various podcasts such as: *Autism Goes to College, The Neurodiverse Workforce, Communication at Work is a Two-Way Street* and *Attracting and Retaining Neurodivergent Talent in the Workforce*. More events can be found at the following link:

More events can be found here: [Events Calendar](#)

The next meeting of the Golden Sierra WIOA One-Stop partners will be March 13, 2024, 2:00 pm via Zoom.