

**WDB MEMBERS**

AMY SCHULZ  
Sierra College

DANIELA DEVITT  
California Employers Association

ERIC HENKEL  
UFCW-8 Golden State

JANIS AYDELOTT  
Placer County HHS/ES/BAN

JASON BUCKINGHAM  
Golden Sierra Job Training Agency

JEFF RICHARD  
Employment Development Department

JENNIFER POFF  
Building Careers Foundation

MICHAEL SNEAD  
Sierra Consulting Services, Inc.

NICK GUNN  
The NiVACK Group

RANA GHADBAN, *Vice-Chair*  
California Chamber of Commerce

RICK LARKEY, *Chair*  
Associated Resources, LLC

SCOTT ALVORD  
Advanced Development Concepts, LLC

STEVEN CASPERITE  
Placer School for Adults

TINK MILLER  
Placer Independent Resource Services

TODD BEINGESSNER Jr.  
Quick Quack Car Wash

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 DEVELOPMENT BOARD  
EXECUTIVE COMMITTEE  
REGULAR MEETING  
AGENDA**

**Thursday, September 18, 2025 @ 12:00 pm**

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

**Teleconference Location:**

Sacramento Central  
Labor Council  
2617 K Street  
Sacramento, CA 92816

Westin Hapuna Beach Resort  
62-100 Kauna'oa Dr  
Waimea, Hawaii 96743

Hotel Casa del Mar  
1910 Ocean Way  
Santa Monica, CA 90405

*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.    | <u>ROLL CALL AND INTRODUCTION OF GUESTS</u>   |       |
| II.   | <u>APPROVAL OF AGENDA</u>   | 1     |
| III.  | <u>CONSENT AGENDA</u><br>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 July 17, 2025 EC Meeting  | 2-3   |
|       | b. Attendance Log   | 4     |
| IV.   | <u>PUBLIC COMMENT – FOR ITEMS NOT ON THE AGENDA</u>   |       |
| V.    | <u>FY 2025-2026 AGENCY BUDGET - FINAL</u>   | 5-10  |
| VI.   | <u>STRATEGIC PLANNING</u> <ul style="list-style-type: none"><li>• Vision Ad Hoc</li><li>• October Retreat</li></ul>                                     | 11-14 |
| VII.  | <u>WDB AD HOC RECRUITMENT COMMITTEE UPDATE</u>  |       |
| VIII. | <u>AJCC OPERATOR UPDATE</u>   |       |
| IX.   | <u>DISCUSSION ON ARTIFICIAL INTELLIGENCE (AI)</u>   | 15-21 |
| X.    | <u>FUTURE AGENDA ITEMS/NEW BUSINESS</u>   |       |
| XI.   | <u>NEXT MEETING</u><br><br>Thursday, November 20, 2025 @ 12:00 p.m.   |       |
| XII.  | <u>ADJOURNMENT</u>  |       |

**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 DEVELOPMENT BOARD  
EXECUTIVE COMMITTEE  
REGULAR MEETING  
MINUTES**

**Thursday, July 17, 2025 @ 12:00 pm**

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

**I. ROLL CALL AND INTRODUCTION OF GUESTS**

Quorum was established and meeting called to order at 12:03 pm by Chair Larkey

<input checked="" type="checkbox"/> Rick Larkey (Chair)	<input checked="" type="checkbox"/> Rana Ghadban (Vice-Chair)
<input checked="" type="checkbox"/> Daniela Devitt	<input type="checkbox"/> Greg Geisler
<input checked="" type="checkbox"/> Steven Casperite	<input type="checkbox"/> Volma Volcy
<input type="checkbox"/> Jason Buckingham (Ex-Officio)	

**GSJTA Staff:**

<input checked="" type="checkbox"/> Melissa Keefe	<input checked="" type="checkbox"/> Lisa Nelson	<input checked="" type="checkbox"/> Darlene Galipo
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GUESTS: None

**II. APPROVAL OF AGENDA**

**Motion** to approve agenda by Devitt, second by Casperite

**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 15, 2025, EC Meeting
- b. Attendance Log

**Motion** to approve consent agenda items a-b by Casperite, second by Devitt

**Motion** approved unanimously

**IV. PUBLIC COMMENT – FOR ITEMS NOT ON THE AGENDA**

NONE

**V. WORKFORCE DEVELOPMENT BOARD MEMBERSHIP**

Galipo reported out as outlined in the agenda packet. Information only–no action required.

VI. WORKFORCE DEVELOPMENT BOARD NOTIFICATION AND RECRUITMENT POLICY

Galipo reported out as outlined in the agenda packet;

**Motion** to recommend for approval the 2025 Workforce Development Board notification and recruitment policy as presented, by Ghadban, second by Devitt

**Motion** approved unanimously

VII. STRATEGIC PLANNING UPDATE

Galipo provided a verbal report out; Roundtable discussion occurred; information was shared. Information only-no action required.

VIII. FUTURE AGENDA ITEMS/NEW BUSINESS

- Strategic Planning Update
- Discussion on AI

IX. NEXT MEETING

Thursday, September 18, 2025 @ 12:00 pm

X. ADJOURNMENT

**Motion** to adjourn meeting at 12:58 pm by Ghadban, second by Casperite

**Motion** approved unanimously

**GOLDEN SIERRA  
WORKFORCE DEVELOPMENT BOARD  
EXECUTIVE COMMITTEE MEETING**

**ATTENDANCE LOG  
SEPTEMBER 18, 2025**

<b>Date:</b>	<b>9/19/24</b>	<b>10/24/24</b>	<b>11/21/24</b>	<b>1/23/25</b>	<b>3/20/25</b>	<b>5/15/25</b>	<b>7/17/25</b>	<b>Rate</b>
<b>Executive Committee</b>	EC	EC	EC	EC	EC	EC	EC	
<b>Meeting Type</b>	Regular	Special	Regular	Regular	Regular	Regular	Regular	
Rick Larkey-CHAIR	0	1		1	1	1	1	83%
Rana Ghadban-VICE CHAIR	1	1		0	1	0	1	67%
Daniela Devitt	0	0		1	1	1	1	67%
Steven Casperite	1	1		1	1	1	1	100%
Volma Volcy		1		1	1	1	0	80%
Greg Geisler	1	1		1	1	1	0	83%
Jason Buckingham	1	1		1	1	1	0	83%

**GOLDEN SIERRA  
WORKFORCE DEVELOPMENT BOARD  
EXECUTIVE COMMITTEE**

**MEMORANDUM**

**DATE:** September 18, 2025

**TO:** Executive Committee (EC)

**FROM:** Jason Buckingham, GSJTA Executive Director

**SUBJECT:** Fiscal Year 2025-2026 Agency Budget – Final

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Before the Board for review is the Fiscal Year (FY) 2025-2026 Agency Final Budget. The Final Budget has been developed based on allocated awards for the *Workforce Innovation and Opportunity Act* (WIOA) FY 2025-2026 funding stream as well as related workforce development grants operated by Golden Sierra Job Training Agency such as:

- The *Department of Rehabilitation's America's Job Center of California Partnership Grant* (DOR-AJCC) slated to begin in August of 2025.
- The *Industry Driven Regional Collaborative* (IDRC) funding from Sierra College planned to begin January 1, 2026.

The budget utilizes a priority-based model, approved by the Governing Body, intended to meet the requirements of the awarded grants while funding Agency debt obligations.

The Final Budget is scheduled for review by the Workforce Development Board on September 18, 2025, and the Governing Body on September 25, 2025.

### ***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 allocated by Title I of the *Workforce Innovation and Opportunity Act (WIOA)*. Additionally, the Agency administers miscellaneous grants and awards that complement the WIOA Title I objectives and the stated purpose of the JPA.

### ***Approach in Developing the Final Budget for Fiscal Year (FY) 2025/2026***

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 FY 2025/2026 Final Budget:**

The funding used to develop the Final Budget includes actual carry-over funding as well as the newly awarded WIOA Title I 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. In FY 2023/2024 the Agency received funding for the Student Transition Employment Program (STEP); additional funds were also awarded in 2024/2025 with an expectation that funding would carry into FY 2025/2026. Remaining RERP funding will also carry into FY 2025/2026. The Agency also received competitive funding from the Employment Development Department for the Department of Rehabilitation's Americas Job Center of California partnership grant (DOR-AJCC) slated to begin in August of 2025. In addition, the Agency has received Industry Driven Regional Collaborative (IDRC) funding from Sierra College planned to begin January 1, 2026.

#### **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 utilize financial resources to meet the debt service required payments for the liabilities of the JPA, and participate in the continued development of both local and regional workforce systems.

This budget presentation does not allocate funding for the One-Stop/AJCC Operator as the Agency has been granted approval by the California Workforce Development Board (CWDB) to provide that service in-house.

***Additional Notes – Final Budget FY 2025/2026***

**Note:**

- There is a planned transfer of 75% of the awarded Dislocated Worker funding to the Adult funding category. Up to 100% is allowable by law.
- The Total Funding Sources for FY 2025/2026 reflect a 19.98% increase from the Draft Budget for FY 2025/2026. This difference is primarily the result of greater than expected WIOA Title I, Rapid Response/Layoff Aversion funding as well as new non-allocation grant awards that were not available as the time the draft budget was presented. Total funding difference between Draft Budget for FY 2025/2026 and Final Budget for FY 2025/2026 is an increase of \$1.094 million.
- Operational expenditures have increased by 11.5%. This is primarily a result of reinstating the Additional Discretionary Payment (ADP) under Retiree Benefits as there wasn't sufficient funding to include this during the Draft budget process. Additional increases include 6.8% for salaries and services related to hiring limited-term and/or extra-help staff for the purposes of administering WIOA Title I and the additional non-allocation grants. Services and Supplies has been increased to assist with updating the technology infrastructure. Professional Services has been increased modestly to account for the AJCC Operator collaborative staff development activities.
- The final Budget reflects an increase in Career & Training Services of 19.79%. This is due to an increase in the training line item to align with additional funding, as well as a new line item added for Comprehensive Career Services to provide workshops for businesses and job seekers.
- Board Initiatives have increased by 50%, bringing that line item to \$30,000 for Board discretionary items.

Approved By:  
Executive Committee:  
Workforce Development Board:  
Governing Body

<b>Description of Schedules</b>		
<b><u>Schedule 1</u></b>	<b><u>Consortium Draft Budget 2025/2026 to Final Budget 2025/2026</u></b>	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 Draft Budget for FY25/26 to Final Budget FY25/26
<b><u>Schedule 2</u></b>	<b><u>Consortium Cost Center Detail</u></b>	
	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 PY24/25 carry-in funds and PY25/26 WIOA funding to be administered by the Agency.
	Placer County Career and Training Services:	Includes PY24/25 carry-in funds and PY25/26 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 PY24/25 and planned PY25/26 WIOA funding awarded to Advance
	Non-Allocation Career and Training Services:	<u>Cost Centers listed here are non-routine in nature managed by the Agency:</u> <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. <u>STEP</u> - DOR Student Transitional Employment Program. W2 work experience for students with disabilities (SWD). <u>DOR</u> – Department of Rehab America’s Job Center of California partnership Grant (DOR-AJCC). A collaborative project to serve people with disabilities in the AJCCs. Projects will work towards lasting systems change that results in increased collaboration between WIOA Title I and IV programs and increased employment and career advancement for individuals with disabilities across California. <u>IDRC</u> – Industry Driven Regional Collaborative Grant (Sierra College) - Empowers colleges to collaboratively address critical workforce skills gaps by building sustainable partnerships with industry. Golden Sierra will provide full-service employer engagement, job readiness, job development, job placement, and work-based learning (where appropriate) for students in applied technology fields.
	Regional Grants	<u>RERP</u> – Regional Equity and Recovery Partnership Grant <u>P2E 2.0</u> - Prison to Employment 2.0
	Board Initiatives	Workforce Development 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 Development Board:  
Governing Body



L i n e  #		A		B		C		B/A
						Column A less Column B Change Between 2025/2026 Draft Budget to 2025/20256 Final Budget	Percent Change from 2025/2026 Draft Budget to 2025/2026 Final Budget	
		Consortium Fiscal Year 2025/2026 Draft Budget	% of Total Funding	Consortium Fiscal Year 2025/2026 Final Budget	% of Total Funding			
Funding Sources:								
1	Carry-In WIOA Allocation	\$ 1,119,617	20.44%	\$ 858,517	13.06%	\$ (261,100)	-23.32%	SOURCES
2	Awarded WIOA Allocations	\$ 2,539,823	46.36%	\$ 3,568,597	54.29%	\$ 1,028,774	40.51%	
3	Carry-In RR/LA	\$ -	0.00%	\$ 54,279	0.83%	\$ 54,279		
4	Awarded Rapid Response Funds	\$ 291,682	5.32%	\$ 379,439	5.77%	\$ 87,757	30.09%	
5	Carry-In Layoff Aversion Funds	\$ -	0.00%	\$ 8,595	0.13%	\$ 8,595		
6	Awarded Layoff Aversion Funds	\$ 85,778	1.57%	\$ 143,423	2.18%	\$ 57,645	67.20%	
7	Non Allocation Awards Carried In	\$ 966,875	17.65%	\$ 985,809	15.00%	\$ 18,934	1.96%	
8	Non-Allocation Awards (New)	\$ 475,000	8.67%	\$ 575,000	8.75%	\$ 100,000	21.05%	
9	Total Funding Sources PY 26	\$ 5,478,775		\$ 6,573,659		\$ 1,094,884	19.98%	
Expenditures:								
10	Retiree Benefits	\$ 702,526	12.82%	\$ 855,589	13.02%	\$ 153,063	21.79%	EXPENDITURES
11	Salaries and Benefits	\$ 1,702,324	31.07%	\$ 1,818,592	27.66%	\$ 116,268	6.83%	
12	Services and Supplies	\$ 392,907	7.17%	\$ 429,323	6.53%	\$ 36,416	9.27%	
13	Professional Services	\$ 72,730	1.33%	\$ 97,180	1.48%	\$ 24,450	33.62%	
14	Salaries, Services, and Supplies Total	\$ 2,870,487	52.39%	\$ 3,200,684	48.69%	\$ 330,197	11.50%	
Career & Training Services								
15	Comprehensive Career Services	\$ -		\$ 54,989	0.84%	\$ 54,989		DIRECT CLIENT EXPENDITURES
16	Placer County	\$ 386,949	7.06%	\$ 502,297	7.64%	\$ 115,348	29.81%	
17	El Dorado County	\$ 228,491	4.17%	\$ 305,811	4.65%	\$ 77,320	33.84%	
18	SLT & Alpine County	\$ 170,000	3.10%	\$ 185,000	2.81%	\$ 15,000	8.82%	
19	Non Allocation	\$ 264,005	4.82%	\$ 256,684	3.90%	\$ (7,321)	-2.77%	
20	Regional Contracts	\$ 416,173	7.60%	\$ 450,876	6.86%	\$ 34,703	8.34%	
21	Career & Training Services Total	\$ 1,465,618	26.75%	\$ 1,755,657	26.71%	\$ 290,039	19.79%	
22	Board Initiatives	\$ 20,000	0.37%	\$ 30,000	0.46%	\$ 10,000	50.00%	WORKFORCE BOARD EXPENDITURES
23	Non allocation Carry-out to New FY	411,520	7.51%	483,539	7.36%	\$ 72,019	17.50%	CARRYOUT
24	Allocation carry-out to New FY	\$ 711,151	12.98%	\$ 1,103,779	16.79%	\$ 392,628	55.21%	
25	Carry-out to PY 27 Total	\$ 1,122,671	20.49%	\$ 1,587,318	24.15%	\$ 464,647	41.39%	
26	TOTAL EXPENDITURES	\$ 5,478,776		\$ 6,573,659		\$ 1,094,883	19.98%	
27	Net Surplus vs (Deficit)	\$ (0)		\$ -		\$ 0		

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

		A	B	C	D	E	F	G	H	I	J	K	L	M	N
		Consortium Admin (WIOA)	Consortium Program Operations (WIOA)	Consortium Rapid Response and Layoff Aversion	Local Area Stop Delivery System	One-El Dorado County Career and Training Services	Placer County Career and Training Services	Alpine County & South Lake Tahoe Career and Training Services	RERP	P2E 2.0	STEP	DOR	IDRC	Ticket to Work	Total of all Funding Sources and Expenditures
#															
	Funding Sources:														
1	Carry-In Allocation Funds from PY 25	\$ 231,937	\$ 215,141		\$ 48,119	\$ 102,210	\$ 176,109	\$ 85,000							\$ 858,517
2	Allocation Awards PY 26	\$ 356,859	\$ 1,356,067	\$ -	\$ 428,231	\$ 496,005	\$ 831,435	\$ 100,000							\$ 3,568,597
3	Carry-In Rapid Response Funds PY25			\$ 54,279											\$ 54,279
4	Awarded Rapid Response Funds PY 26	\$ -	\$ -	\$ 379,439	\$ -	\$ -	\$ -	\$ -							\$ 379,439
5	Carry-In Layoff Aversion Funds PY25	\$ -	\$ -	\$ 8,595	\$ -	\$ -	\$ -	\$ -							\$ 8,595
6	Awarded Layoff Aversion Funds PY 26			\$ 143,423	\$ -	\$ -	\$ -	\$ -							\$ 143,423
7	Carry-In Non-Allocation from PY 25								\$ 329,778	\$ 234,286	\$ 237,153			\$ 184,592	\$ 985,809
8	Actual Non-Allocation Awards PY 26				\$ -	\$ -	\$ -	\$ -				\$ 475,000	\$ 100,000		\$ 575,000
9	Total Funding Sources	\$ 588,796	\$ 1,571,208	\$ 585,736	\$ 476,350	\$ 598,215	\$ 1,007,544	\$ 185,000	\$ 329,778	\$ 234,286	\$ 237,153	\$ 475,000	\$ 100,000	\$ 184,592	\$ 6,573,659
	Expenditures:														
	Consortium Operations:														
10	Retiree Benefits	\$ -	\$ 635,030	\$ 70,559	\$ -	\$ -	\$ -	\$ -							\$ 705,589
11	Salaries and Benefits	\$ 179,212	\$ 310,026	\$ 359,419	\$ 170,941	\$ 181,837	\$ 304,061	\$ -	\$ 52,202	\$ 33,676	\$ 19,328	\$ 183,775	\$ 24,115		\$ 1,818,592
12	Services and Supplies	\$ 13,350	\$ 166,134	\$ 31,811	\$ 135,149	\$ 3,866	\$ 22,399			\$ 178	\$ 774	\$ 53,278	\$ 2,385		\$ 429,323
13	Professional Services	\$ 39,375	\$ 53,805	\$ -	\$ 4,000	\$ -	\$ -		\$ -	\$ -	\$ -	\$ -			\$ 97,180
14	Consortium Operations Total	\$ 231,937	\$ 1,164,995	\$ 461,789	\$ 310,090	\$ 185,703	\$ 326,460	\$ -	\$ 52,202	\$ 33,854	\$ 20,102	\$ 237,053	\$ 26,500	\$ -	\$ 3,050,684
	Career & Training Services														
	Program Year 2024/2025 WIOA/Other														
15	Non-Allocation Awards	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 21,408	\$ 5,725	\$ 217,051				\$ 244,184
16	Placer County	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 84,925	\$ -							\$ 84,925
17	El Dorado County	\$ -	\$ -	\$ -	\$ -	\$ 56,615									\$ 56,615
18	SLT and Alpine County	\$ -	\$ -	\$ -	\$ -			\$ 85,000							\$ 85,000
	Program Year 2025/2026 WIOA/Other														
19	Comprehensive Career Services			\$ 4,375	\$ 50,614			\$ -							\$ -
20	Non-Allocation Awards	\$ -	\$ -	\$ -	\$ -		\$ -	\$ -				\$ 12,500			\$ 12,500
21	Placer County	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 417,372								\$ 417,372
22	El Dorado County	\$ -	\$ -	\$ -		\$ 249,196	\$ -	\$ -							\$ 249,196
23	SLT and Alpine County	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 100,000							\$ 100,000
24	Regional Contracts								\$ 256,167	\$ 194,707					\$ 450,876
25	Career & Training Services Total	\$ -	\$ -	\$ 4,375	\$ 50,614	\$ 305,811	\$ 502,297	\$ 185,000	\$ 277,576	\$ 200,432	\$ 217,051	\$ 12,500	\$ -	\$ -	\$ 1,755,657
26	Board Initiatives	\$ -	\$ -	\$ -	\$ 30,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -		\$ -	\$ 30,000
27	PY 26 Award Expend in Second Year	\$ 356,859	\$ 271,213	\$ 104,572	\$ 85,646	\$ 106,701	\$ 178,787	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 1,103,779
28	Future Year Expend Non-Allocation	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 225,447	\$ 73,500	\$ 184,592	\$ 483,539
29	PY 26 WIOA Additional Pension Support (ADP)	\$ -	\$ 135,000	\$ 15,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -				\$ -	\$ 150,000
31	TOTAL EXPENDITURES	\$ 588,796	\$ 1,571,208	\$ 585,736	\$ 476,350	\$ 598,215	\$ 1,007,544	\$ 185,000	\$ 329,778	\$ 234,286	\$ 237,153	\$ 475,000	\$ 100,000	\$ 184,592	\$ 6,573,659
32	Net Income/(Loss)	\$ 0	\$ 0	\$ (0)	\$ (0)	\$ 0	\$ -	\$ -	\$ 0	\$ 0	\$ 0	\$ 0	\$ -	\$ -	\$ -

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




# GSWDB Strategic Planning Presentation

STRATEGIC PLANNING VISION,  
GOALS AND OKR'S



**GOLDEN  
SIERRA**

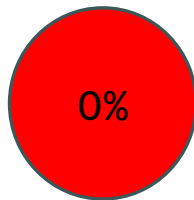


# Draft Mission, Vision, Objectives & Key Results

# Revised Mission

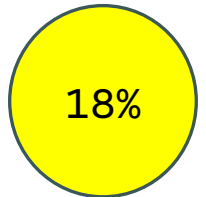
## Option #1: Current Mission

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



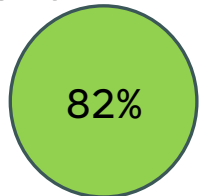
## Option #2

The Golden Sierra Workforce Board promotes effective systems to serve both employers and job seekers.



## Option #3

The Golden Sierra Workforce Board convenes industry leaders, and key partners to provide strategic oversight, policy, and regional coordination to drive positive outcomes for employers and job seekers.



- 19 Responses from 19 Board Members (100% response rate).

# Revised Vision – Poll Results

## Current Vision

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



## Option #1

A collaborative and accessible workforce system creating pathways to economic growth within our communities.

92%

## Option #2

A collaborative, accessible and regional workforce system creating pathways to economic growth.

8%

- Total of 12 responses from 19 Board Members (63%)

# AI in Career & Technical Education

AI is a powerful force for change in Career and Technical Education (CTE), transforming how students learn and preparing them for the AI-driven workforce of the future. CTE programs are using AI to enhance instruction, improve operational efficiency, and provide students with practical skills that are increasingly necessary in all industries, not just computer science.

## AI Applications in CTE Curriculum

AI tools and technologies can be integrated directly into CTE courses, giving students hands-on experience with the same tools they will use in their careers.

### Manufacturing and Construction

- Generative design: Students use AI-driven software like Autodesk Fusion 360 to generate optimized component designs based on their parameters.
- Automated operations: CNC machine technology with AI-powered interfaces can assist students with troubleshooting and adapting to different tasks in real time.
- Virtual simulations: AI-powered virtual reality (VR) and augmented reality (AR) can create realistic job site and fabrication shop simulations for training.
- Project management: AI tools can predict potential schedule clashes and cost overruns on projects before construction begins.

### Automotive and Skilled Trades

- Predictive maintenance: AI systems analyze real-time sensor data from vehicles to predict potential breakdowns, helping students practice preventative maintenance.
- AI-enhanced diagnostics: Technicians-in-training use AI tools to interface with vehicles, reducing diagnostic guesswork and repair time.
- Smart welding and robotics: Students use AI-controlled robotic welding arms and sensors that adapt to a student's input and technique, providing immediate feedback for improved precision.

## **Cosmetology and Personal Services**

- Augmented reality try-ons: AI-powered tools allow clients and students to visualize different virtual makeovers, hairstyles, and hair colors before committing to a change.
- Customer Relationship Management (CRM): AI-enhanced CRM tools help students learn to manage client scheduling and target marketing.

## **Agriculture**

- Predictive agriculture: AI-powered sensors and drones are used to monitor soil conditions and crop health, teaching students about sustainable farming and crop optimization.
- Livestock management: Smart sensors provide real-time monitoring of animal health and behavior.

## **Career and Workforce Readiness**

- Resume and cover letter optimization: AI can review job postings and extract keywords, helping students tailor their resumes and cover letters for specific roles.
- Interview practice: Students can use AI platforms to simulate job interviews and receive feedback to build their confidence.
- Curriculum enhancement: AI can assist educators with creating course structures, assessment questions, and rubrics, allowing them to focus more on teaching.

## **Challenges and Ethical Considerations**

While AI offers many opportunities for CTE, educators must also be mindful of its limitations and ethical implications.

- Algorithmic bias: AI systems trained on biased or incomplete data can perpetuate and amplify existing social inequities. Educators must choose tools carefully and teach students how to identify and compensate for AI bias.
- Data privacy and security: AI applications collect large amounts of student data, making robust privacy and security policies essential. Clear guidelines are needed



to define what information can be input into these tools and to ensure compliance with student privacy laws like FERPA and COPPA.

- **Equitable access:** Some advanced AI tools require paid subscriptions or high-speed internet, which can widen the digital divide. Schools must provide equitable access to these technologies for all students, regardless of their socioeconomic background.
- **Academic integrity:** AI presents new challenges for academic honesty by enabling automated work completion. CTE programs should establish clear usage policies and emphasize authentic, hands-on projects that require critical thinking and creativity, rather than simply relying on AI detection tools.
- **Human skills preservation:** Over-reliance on AI could diminish critical human elements like creativity, problem-solving, and interpersonal communication. Educators must ensure AI is used to enhance these skills, not replace them.

## **The Future of AI in CTE**

The path forward for AI in CTE involves intentional and thoughtful integration to bridge the gap between education and the evolving workforce.

- **Focus on critical thinking:** The goal is not to have students become passive users of AI, but rather to teach them how to use it critically and responsibly. Students must be trained to review, analyze, and correct AI outputs, with human oversight remaining essential.

## **AI in Workforce Development**

AI is fundamentally changing workforce development by creating new career paths, automating routine tasks, and enabling more personalized training. Organizations can use AI to identify skills gaps, deliver customized learning, and manage talent more efficiently, while employees can use it to upskill and reskill for an evolving job market.

### **Benefits of AI in Workforce Development**

- **Identifies skills gaps.** AI tools can analyze workforce data, performance metrics, and industry trends to proactively identify skills that are becoming obsolete or that are in high demand. This allows employers to create targeted reskilling and upskilling programs to build a future-ready workforce.

- Delivers personalized training. AI-powered platforms, known as "intelligent tutoring systems," can tailor learning content, pace, and recommendations to each employee's unique needs, strengths, and goals. This adaptive learning approach increases engagement and ensures training is relevant and effective.
- Automates administrative tasks. AI can automate routine managerial and HR tasks such as scheduling, payroll, and resume screening, freeing up managers and HR staff to focus on more strategic initiatives. For example, AI-powered chatbots can answer common employee questions 24/7.
- Enhances employee experience. By automating repetitive work, AI allows employees to dedicate more time to creative, complex, and strategic problem-solving tasks. This shift can increase job satisfaction and improve overall employee morale.
- Improves career pathing. AI can analyze an employee's skills, interests, and past performance to recommend potential career paths and the specific training needed to achieve them. This enhances internal mobility and improves employee retention.
- Provides hands-on experience. Tools using augmented reality (AR) and virtual reality (VR) powered by AI can create immersive training simulations, allowing employees to practice new skills in a controlled, risk-free environment.

## **Challenges and Risks of AI in Workforce Development**

- Job displacement. The automation of repetitive tasks by AI poses a threat to jobs that involve manual or routine work. While AI is expected to create new roles, the transition can cause job insecurity and require significant reskilling efforts to manage.
- Bias in algorithms. If AI systems are trained on biased or incomplete data, they can perpetuate and amplify existing biases, leading to discriminatory outcomes in hiring, promotion, and performance evaluation.
- Widening skills gap. The rapid advancement of AI can widen the gap between those with high-demand technical skills and those without, potentially increasing socioeconomic inequality.

- **Cost and infrastructure.** The initial implementation of AI tools can be expensive, and it requires adequate computational resources and infrastructure, which can be a burden for small and mid-sized businesses.
- **Employee resistance.** Employees may resist AI adoption due to fear of job loss, a lack of understanding of the technology, or a reluctance to change established workflows.
- **Over-reliance and dependency.** An over-reliance on AI for decision-making could lead to a decline in human critical thinking, creativity, and intuition.

## **The Future of AI in Workforce Development**

To navigate the challenges and maximize the benefits, experts recommend a people-centric, strategic approach to integrating AI.

- **Human-machine collaboration:** The future workforce will operate in a collaborative environment where AI augments human capabilities rather than replacing them. Employees will focus on strategic, creative, and interpersonal tasks, while AI handles the execution of data-heavy and repetitive work.
- **Emphasis on human skills:** The skills of the future will not be exclusively technical. Soft skills such as creativity, emotional intelligence, critical thinking, and complex problem-solving will become more valuable as AI handles routine tasks.
- **Lifelong learning culture:** Organizations will need to foster a culture of continuous learning to help employees adapt to changing skill demands. Educational institutions, tech companies, and governments are already partnering to provide accessible and continuous training.
- **Proactive policy and ethics:** To ensure equitable outcomes, policymakers and organizations must actively design frameworks, policies, and ethical guidelines for AI governance. This includes monitoring for bias and ensuring transparency in how AI is used.
- **New job roles:** AI will create entirely new job categories, such as AI trainers, AI maintenance specialists, and AI ethicists. Workforce development initiatives must proactively identify and prepare workers for these roles.

AI responses may include mistakes. [Learn more](#)

What are some successful examples of AI in workforce development?

How can organizations address ethical concerns of using AI in workforce development?

What are the risks of using AI for employee performance?

Role of AI in Workforce Development <https://www.air.org/sites/default/files/2023-11/Role-of-Artificial-Intelligence-Workforce-Development-Nov-2023-508.pdf>

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