

WIB MEMBERS

AL HOLMES
Department of Rehabilitation

ANETTE SMITH-DOHRING
Sutter Health Sacramento Sierra Region

BROOKS LOCKHART
California Indian Manpower Consortium

CAROL PEPPER-KITTRIDGE
Sierra College

CHRISTINA NICHOLSON
Whole Person Learning

DANIELA DEVITT
California Employers Association

DAVID DeLEONARDIS, *Vice Chair*
Crossroads Diversified Services

DAVID FRAZIER
B2BCFO

DEBBIE STACK
El Dorado County

JASON BUCKINGHAM
Golden Sierra Job Training Agency

JIM HEGARTY
IBEW Local 340

KATHLEEN BURRIS
CVS Caremark

KEVIN FERREIRA
California State Board of Equalization

KIMBERLY PELLOW
Brandman University

LAUREL BRENT-BUMB
Bumb Construction

MARCY SCHMIDT
Placer Co. Business Advantage Network

MARGARITA VALENZUELA
Unite Here Local 49 Gaming

MARTHA ESCOBEDO
Employment Development Department

MICHAEL ZIMMERMAN
MTI College

PANDA MORGAN
Small Business Development Center

PAUL CASTRO
California Human Development

RANDY WAGNER
Sierra Economic Development Corporation

RICK LARKEY
North State Building Industry Foundation

SHERRI SPRINGER
Happy Kids Preschool & Childcare

TIM COOK
Experience Works

TINK MILLER, *Chair*
Placer Independent Resource Services

VIC WURSTEN
PRIDE Industries

VINCENT ECHEVERRIA
District Council 16

WILLIAM REED
United Domestic Workers

GOLDEN SIERRA WORKFORCE INVESTMENT BOARD REGULAR MEETING AGENDA

Thursday, March 20, 2014 - 1:00 pm

**Brandman University
3001 Lava Ridge Court #250
Room 136
Roseville, CA 95661**

*Mission: To be the premier provider of business and
job seeker services in the region we serve*

- | | | |
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BOARD OF EQUALIZATION, UNDERGROUND ECONOMY
with RANDY SILVA & PETER WILLIAMS</u> | |

EQUAL OPPORTUNITY

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**GOLDEN SIERRA JOB TRAINING AGENCY
WORKFORCE INVESTMENT BOARD
REGULAR MEETING
MINUTES**

Wednesday, January 16, 2014 – 1 pm

**Brandman University
3001 Lava Ridge Court #250, Room 136
Roseville, CA 95661**

I. ROLL CALL AND INTRODUCTION OF GUESTS

Quorum was established and the meeting was called to order at 1:02 pm by Chair Miller.

Present: Anette Smith-Dohring, Brooks Lockhart, Carol Pepper-Kittredge, Daniela Devitt, David DeLeonardis, David Frazier, Debbie Stack*, Jason Buckingham, Kathleen Burris, Laurel Brent-Bumb, Martha Escobedo, Panda Morgan, Paul Castro, Rick Larkey, Tim Cook, Tink Miller, Victor Wursten, and William Reed

Absent: Al Holmes, Christina Nicholson, Jim Hegarty, Kevin Ferreira, Kimberly Pellow, Maggie Valenzuela, Marcy Schmidt, Randy Wagner, Sherri Springer, Vince Echeverria

Guests: George Marley, Latanya Johnson, Lorna Magnussen, Michael Indiveri, Michael Zimmerman, Terrie Trombley

*Denotes arrival

II. APPROVAL OF AGENDA

Motion to approve agenda by Brent-Bumb, second by DeLeonardis.

Motion approved unanimously.

III. CONSENT AGENDA

All matters listed under the Consent Agenda are considered to be routine in nature and will be approved by one blanket motion.

For Approval

A. Approval of Minutes from November 21, 2013 WIB Meeting.

Informational

B. Attendance Log

Motion to approve Consent Agenda items A - B by Smith-Dohring, second by Larkey.

Motion approved unanimously.

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

Brent-Bumb announced the Sustainable Forest Action Coalition (SFAC) has grown to four states. Their next meeting is in on Friday, February 28, 2014 at 10am in Sacramento.

*1:08pm Debbie Stack arrived

V. 2013/2014 WIA EXTENDED BUDGET PLAN INFORMATION ITEM

Buckingham explained that this item already went before the Finance Committee. Based on Staff recommendation and Governing Body direction staff prepared a 15 month budget plan for Fiscal Year 2013/2014. This plan limits programmatic exposure to potential Federal Government rescission, sequestration and funding delays. Whether the plan needs to be implemented remains uncertain until the receipt of the Program Year 2014/2015 WIA Allocation.

The plan is presented as an information item and assumes the following:

- No new funding awarded from the Employment Development Department until October 1, 2014.
- Maintains plan for sequestration of Program Year 2013/2014 Award by 10%.
- Maintains required use of WIA funding in the amount of 20% for Direct Training.
- Reduces program Sub-Grant awards for each member county in order to fund Agency operations for an additional three months.

Lockhart asked Buckingham does this plan reduces funding allocated to those who have already received money. Buckingham answered "no." He explained that the second award was reduced instead.

VI. PARTNER PRESENTATION – PANDA MORGAN, SMALL BUSINESS DEVELOPMENT CENTER

Morgan serves as the Director of Northeastern California Small Business Development Center (SBDC). The SBDC is a federal funded program providing one-on-one business assistance and customized training. There are more than 1,000 SBDC locations with a goal to help small business owners start, grow, manage and expand.

In 2012, the Northeastern SBDC:

- Advised 2,047 clients
- Provided 9,986 hours of consulting
- Held 621 business management training sessions
- Instructed 4,570 training session attendees
- Created 96 new businesses
- Helped create 618 jobs and retain 574 jobs
- Helped clients increase sales by \$32,874,518
- Facilitated 53 small business loans for a total dollar amount of \$7,722,837

The Northeastern SBDC program has service centers in Sacramento, Stockton, Yuba City, Chico and Redding. Their focus for the year is to partner with all lenders in the region and increase capital fusion to build the economy and help create more jobs.

VII. STATE PLAN UPDATE

Sector Strategies – There was a discussion at a previous Executive Committee (EC) meeting and WIB meeting on how our state plan submission identified key sectors within our region. It was suggested that partners with knowledge, experience and data about specific sectors present that information during meetings. The idea is to focus on one or two sectors at a time.

Buckingham created the following initiatives or steps to facilitate the initial discussion and plan of action:

1. Identify Sectors – The top sectors identified and recommended by Buckingham are construction, healthcare, and manufacturing. This was based on the sectors represented on the WIB. The WIB has a lot of labor representation; it also has representatives from North State Building Industry Association, Bumb Construction, Sutter, CVS, UDW, Sierra College and Cokeva.

2. Identify stakeholders and stakeholder groups and employers – From a training perspective, Buckingham would like to initiate future training using direct employer input. This will create a direct connection with job placement once the training is complete. WIB members were requested to help identify the stakeholders and stakeholder groups.

3. Identify our level of involvement – WIB members will also need to decide what our level of involvement should be. Do we inform or be informed, consult, collaborate, empower, join initiatives or create them to support the needs of the targeted sectors.

4. Identify gaps that we have the ability to influence – Buckingham expressed that from a WIA perspective, this might be working to fill high demand occupations with vacancies within these sectors. From an education perspective, this might be creating articulated programs that transition to higher education.

5. Define specific measures of success – Identifying specific measures will help track progress. Buckingham recommended examples such as identifying a specific number of trainees or completions within a particular skill or creating so many apprentices in each county.

Morgan suggested creating a list of all WIB members and partners to include their name, contact telephone number, the organization or business and their role. She said this would be a helpful tool to bridge the partnerships.

There was general consensus to begin and move forward with the sectors Buckingham recommended. Buckingham will reach out to the WIB members who are affiliated with these sectors and provide an update..

New Dataset – Buckingham provided a packet with handouts including information about occupations with more than 100 openings annually within the Consortium. This report contains information related to our industry sectors. This report can be broken down by zip code including employer information. He also provided a report detailing jobs by industry, by county based on data collected through Economic Modeling Specialists International (EMSI).

VIII. WIA SERVICE PROVIDERS UPDATES

- **Alpine County Consortium** - None
- **El Dorado County Consortium** – The following was reported:
 - NextSkills curriculum training for Welfare to Work & WIA employees was recently completed.
 - The center is planning to offer workshops to teach basic customer service and looking to become a GED testing site.
 - The center is partnering with the Department of Mental Health to develop job workshops in Spanish for mental health clients.
 - An at-risk youth client received a job with the Great Divide in Georgetown; he was excited and thankful for the center's help.
 - A disabled client who hadn't worked for years, due to providing home health care for her mother, received her trucking license through the center and was offered employment with Covenant Transportation.
- **Golden Sierra Job Training Agency** – The following was reported:
 - The agency completed the initial contract for the Economic Modeling Specialists International (EMSI) Analyst project and secured ten user licenses. This will aid in generating labor market reports. We've also purchased the FutureWorks system which will allow us to collect performance data like never before. Buckingham can now provide dashboards to include all performance for every measure for every subcontractor.
 - Sacramento Business Journal is coming to the Auburn & Roseville Connections Centers to put on workshops about using the Business Journal to attract business.
 - GSJTA participated with SETA and Yolo on an application for National Emergency Grant money that would be applied to work based training in the healthcare industry. The amount requested for the region was \$434,000. The region was awarded 69% of the total requested. This means GSJTA would receive \$50,000 to serve between seven and ten individuals who are long-term unemployed (27 weeks or longer), Veterans or CalWORKs recipients. The plan is to partner with Sierra College to identify Veterans coming out of their healthcare programs and provide On-the-Job training programs for them. None of the funds from this grant can be used for Administration
 - On January 21st, the agency is hosting the Northern California Rapid Response Roundtable, which is a group that gets together to discuss how to serve business that are closing and how to divert layoffs in the area.
 - The agency recently put on one of its most successful "Principles of Employment" Workshops. This workshop is based on NextSkills Institute. There were 18 attendees.

- A Peer Advisory Committee was created in conjunction with the Department of Rehabilitation. This is a networking group that will meet in Roseville and Auburn.
- Bayside's Absolutely Abby Career Coach event will be held January 21st and the agency is hosting a table. This event is free and open to the public.
- Turner Construction is offering construction management classes and the agency is helping to advertise them. Turner Construction was awarded the contract to build new arena in downtown Sacramento. They are planning to hire local contractors in the area and these classes are a part of their efforts.
- Discussion surrounding AB86 has started at the adult school level. The 2013-2014 State Budget appropriated \$25 million to the California Community College Chancellor's Office (CCCCO) to allocate funding for two-year planning and implementation grants. The funds will be provided to eligible consortia for the purpose of developing regional plans for adult education.
- The agency is considering using the GAIN assessment in place of CASAS. CASAS is currently used to test basic education. There is a 3-step process to the CASAS assessment, whereas with GAIN it's simpler, quicker and computerized.
- Phase One of CalJOBS is coming up. The old Eligible Trainer Provider List (ETPL) is being updated during this phase.

- **PRIDE Industries** – Doing well on expenditures, low on enrollment

IX. COMMITTEE UPDATES

- **Business Services Committee** – The committee is meeting on Wednesday, January 22, 2014 and will be discussing new goals and a new strategic plan.
- **Executive & Finance Committees** –WIB member Martha Escobedo was recently appointed to the Executive Committee. Both committees are planning to meet jointly in February.
- **Youth Council** – The Council met on Wednesday, January 15, 2014. Magnussen reported the Youth Resource Guide is almost completed & ready for print. The council has decided to hone in on basic skills and its impact on the youth population. At yesterday's meeting they created a list of programs and providers of basic skills and will gather more detailed information about these programs and providers to discuss at their next meeting.

X. FUTURE AGENDA ITEMS / NEW BUSINESS - None

XI. NEXT MEETING – Thursday, March 20, 2014 Placer County

XII. ADJOURNMENT

Motion to adjourn by Brent-Bumb, second by DeLeonardis.

Meeting adjourned at 3:07 pm.

Golden Sierra Workforce Investment Board

MEMORANDUM

DATE: March 20, 2014
TO: WIB members
FROM: Jason Buckingham, GSJTA Executive Director
SUBJ: Youth Council Application

☐ Resolution

☒ Action Item

☐ Information

Attached for your approval is an application for the Youth Council:

Tiffany Psomas, representing youth service organizations

This applicant is currently working as a Youth Clerk for the One-Stop Center in Placerville and will be a strong addition to the Council. Staff recommends approval.



Employment and training services
for Alpine, El Dorado and
Placer counties.

WORKFORCE INVESTMENT BOARD
Youth Council

Name: Tiffany Psomas

Organization Name:
(if applicable) El Dorado County Health & Human Services Agency

Organization
Address: 3047 Briw Road, Placerville, CA 95667

Email: Tiffany.psomas@edcg
ov.us Phone: (530)642-7247 Fax: (530)626-9060

Time available for meetings (days, evenings, etc.): T-F 8-5

Please check (if applicable)

- | | |
|---|--|
| <input checked="" type="checkbox"/> Youth Participant | <input type="checkbox"/> Apprenticeship Program Rep. |
| <input type="checkbox"/> Private Sector Rep. | <input type="checkbox"/> WIB Member |
| <input type="checkbox"/> Education Rep. | <input type="checkbox"/> Juvenile Justice/Law Enforcement Rep. |
| <input type="checkbox"/> Nonprofit Org. Rep. | <input type="checkbox"/> Public Housing Rep. |
| <input type="checkbox"/> Parent of Eligible Youth | <input type="checkbox"/> Other |

Qualifications/Areas of expertise related to serving youth:

As a THP- Plus I am uniquely qualified to speak for the El Dorado County Youth. Also I work at the El Dorado County Connections One Stop assisting youth with job search and resume writing. In addition I am a student at Folsom Lake College and I see struggles that my peers face as well.

What experience do you have serving on youth boards (i.e., school boards, PTA, School to Career, youth sports programs, Juvenile Justice Commission, etc.)?
None as of yet.

Additional Comments (attach resume if you wish):

I look forward to serving and supporting the youth in El Dorado County.

WORKFORCE INVESTMENT BOARD
Youth Council

Membership Application

Have you ever participated in a JTPA or WIA funded program? ☒ yes ☐ no

If yes, list the following information:

Name of the program: ☐ JTPA ☒ WIA

Name of the agency providing your training and/or services: EDC HHSA WIA

Type of training or services you received: Work Experience

Date/Dates you received training or services: 3/11/2014

Are you the parent of a youth participating in a JTPA or WIA program? ☐ yes ☒ no

If yes, list the following information:

Name of the program: ☐ JTPA ☐ WIA

Name of the agency providing your training and/or services: _____

Type of training or services you received: _____

Date/Dates you received training or services: _____


Applicant Signature

3/13/14
Date

Date:	1/17/13	3/21/13	5/16/13	7/18/13	10/2/13	11/21/13	1/16/14	Rate
	Regular	Regular	Regular	Regular	Joint	Regular	Regular	
WIB								
Al Holmes	Appointed	0	1	0	1	0	0	33%
Anette Smith Dohring	Appointed	0	1	1	1	0	1	67%
Brooks Lockhart	1	1	1	1	0	1	1	86%
Carol Pepper-Kittredge			Appointed	1	0	1	1	75%
Christina Nicholson	1	0	1	1	0	0	0	43%
Daniela Devitt	1	1	1	0	1	1	1	86%
Dave DeLeonardis	1	0	1	1	1	1	1	86%
David Frazier	1	1	1	0	1	1	1	86%
Debbie Stack	1	1	1	1	1	1	1	100%
Jason Buckingham	1	1	1	1	1	1	1	100%
Jim Hegarty					1	0	0	50%
Kathy Burris	1	1	1	1	1	1	1	100%
Kevin Ferreira	1	1	1	1	1	1	0	86%
Kimberly Pellow			Appointed	0	1	1	0	50%
Laurel Brent-Bumb	1	0	0	1	0	1	1	57%
Marcy Schmidt	1	1	1	1	1	1	0	86%
Margarita Valenzuela					Appointed	0	1	50%
Martha Escobedo	0	0	1	1	0	1	1	57%
Panda Morgan	0	1	1	1	0	1	1	71%
Paul Castro	1	0	0	0	1	0	1	43%
Randy Wagner					Appointed	1	0	50%
Rick Larkey			Appointed	1	1	1	1	100%
Sherri Springer	0	1	0	1	1	0	0	43%
Tim Cook	0	1	1	1	1	1	1	86%
Tink Miller-CHAIR	1	1	1	1	1	0	1	86%
Victor Wursten	0	0	0	1	1	0	1	43%
Vincent Echeverria	0	1	1	0	1	1	0	57%
William Reed	0	1	0	1	1	0	1	57%
Total	17	17	19	19	20	18	19	

Golden Sierra Workforce Investment Board

MEMORANDUM

DATE: March 20, 2014
TO: WIB members
FROM: Jason Buckingham, GSJTA Executive Director
SUBJ: Appoint Nomination Committee

☐ Resolution

☒ Action Item

☐ Information

Serving on the Nomination Committee would consist of 2-3 (1) hour meetings; the first meeting would be in person and the remaining two could be accomplished via teleconference. These meetings would occur between March 27th & April 25th.

Extracted from 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 WIB members with as many counties being represented as possible.

No 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 WIB 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 WIB meeting where elections are to occur, the committee shall mail a list of all nominees to each WIB member.

The nominating committee shall then present names to the WIB no later than June of each election year.

Golden Sierra Workforce Investment Board

MEMORANDUM

DATE: March 20, 2014
TO: WIB members
FROM: Jason Buckingham, GSJTA Executive Director
SUBJ: 2014/2015 Meeting Schedule

☐ Resolution

☒ Action Item

☐ Information

Approval is requested to establish the 2014/2015 WIB meeting schedule.

Current schedule for 2013/2014 is 3rd Thursday of odd months; 1:00-3:00 pm

Golden Sierra Workforce Investment Board

MEMORANDUM

DATE: March 20, 2014
TO: WIB members
FROM: Jason Buckingham, GSJTA Executive Director
SUBJ: Golden Sierra WIB Directive WIBD10-02 Waiver

☐ Resolution

☒ Action Item

☐ Information

Based on WIBD10-2, all Golden Sierra youth service providers are required to use Comprehensive Adult Student Assessment Systems (CASAS) Employability Competency System (ECS) in order to determine a youth participant's level of basic skills. There are many assessments approved by the Department of Labor for this purpose. One of those, which is currently unavailable to Golden Sierra youth service providers due to the directive WIBD10-02, is Wonderlic's General Assessment of Instructional Needs (GAIN).

TEGL17-05 Change 2 – reference National Reporting System (NRS) Test Benchmarks: CASAS and GAIN are both defined as acceptable testing methods.

An initial evaluation of GAIN indicates a number of potential benefits for the consortium including cost savings, a reduction in scoring errors, and the modernization of the assessment process. In order to determine whether or not those benefits can be realized please review and consider the waiver outlined below:

WIBD10-02 Waiver #1

In an effort to continuously improve services, the Golden Sierra Workforce Investment Board grants a waiver to WIBD10-02 through June 30, 2015. Under this waiver, youth service providers are authorized to pilot and evaluate the **advantages/disadvantages of the GAIN assessment. The results of the pilot study shall be reported to the WIB at a future date.**

Policy: WIBD10-02

Dated: 9/30/10

ECS YOUTH TESTING POLICY

Golden Sierra policy on basic skills determination and basic skills attainment is as follows:

One-Stop operators, subcontractors and/or subrecipients and partnered agencies that use Workforce Investment Act (WIA) funding resources will test youth participant competencies in Reading and Mathematics using the CASAS Employability Competency System (ECS) for initial appraisal, pre-test and post-test. Appraisal tests will be used to determine appropriate level of pre- and post-test selection consistent with CASAs testing procedures. Participant progress will be tracked and post-tests administered as appropriate to measure participant competency attainment.

A description of the CASAS ECS can be reviewed at:

<https://www.casas.org/home/index.cfm?fuseaction=home.showContent&MapID=69>.

Golden Sierra Workforce Investment Board

MEMORANDUM

DATE: March 20, 2014
TO: WIB members
FROM: Jason Buckingham, GSJTA Executive Director
SUBJ: Discussion on Project Slingshot

☐ Resolution ☐ Action Item ☒ Information

Project Slingshot: Solving Employment Challenges through Regional Collaboration

In November, 2013 the California Workforce Investment Board (CWIB) approved the adoption of the Employment Zone Strategy to encourage and support regional partnerships to engage in new collective actions that can “move the needle” on workforce challenges facing their regions. In February, 2014, the CWIB announced the opportunity for local Workforce Investment Boards to access \$20,000 in seed funding for “Slingshot projects”, defined as collaborative research and development efforts by workforce, economic development, and education stakeholders to identify and then work to solve employment challenges that slow California’s economic engine. Expectations include:

- The issue being targeted is a large scale workforce challenge in the region that will take substantial collective effort and innovative strategies to impact. Examples of “large-scale workforce challenge” (illustrative not exhaustive): increasing literacy rates, reducing youth disconnection from school and work, reducing youth offender recidivism, increasing educational attainment levels, increasing income levels, reducing long-term unemployment.
- Metrics to be employed will include total population scale change (e.g. educational attainment among all working age adults in the region), not only the results with program enrollees.
- A partnership will craft an overall, long-term approach for tackling the chosen issue, and will seek initial funding for initial strategies in service of that long-term game plan.
- Partnerships are encouraged to treat this as an R&D approach – to adopt initial strategies that take risks – to try approaches and ideas that go beyond the “usual suspects,” those that the partners believe have a chance of being game changers. Our assumption is that coming out of initial implementation of specific strategies, partnerships will determine either: a) the strategy is scalable; b) the strategy is helpful but one of several needed; or c) the strategy isn’t sufficiently promising and should be dropped in favor of focusing on other strategies.

CWIB will be working with state partners to assemble a much larger, multi-agency pool of funding that can be used to support continuing strategy development to impact the big issues that the regional partnerships identify. Based on what can be assembled, the CWIB envisions the Slingshot partnerships periodically seeking additional funding as strategies are developed.

The Sacramento regional Workforce Investment Boards are well-positioned to participate in the Slingshot Initiative. Staff is seeking input and guidance from the Workforce Investment Boards in the region to identify large scale workforce challenges to target. To date, suggested topics include:

1. Workforce Challenge: Does participation in career-related work-based learning experiences during high school produce substantial and sustained improvements in the labor market prospects and transitions to adulthood of youth?

The California Department of Education is investing \$250 million dollars to implement career pathways curriculum in local high schools and links learning to college and careers by providing all high school students with work-based learning activities. While there is 3 year funding for implementation, professional development, curriculum alignment and research of improvements in test scores for students, there is no evaluation of whether participation in work-based learning in high school results in higher labor force participation rates upon graduation. The WIBs in the region could work with school districts to track work-based learning activities and match students to Franchise Tax Base Wage files over time to evaluate the impact of career pathways curriculum on labor force participation after graduation.

2. Workforce Challenge: Is it possible to re-engineer layoff assistance/rapid response services to a comprehensive economic transition model that embraces layoff aversion?

The California Employment Development Department recently published guidance that allows layoff aversion and business assistance up to one-year prior to a layoff for the purpose of providing services and assistance that will retain existing jobs, create new jobs, and/or increase revenue for local businesses. The WIBs in the region could work with economic development organizations and chambers of commerce to expand existing rapid response programs to also include business retention services.

3. Workforce Challenge: How can the Workforce Investment Boards in the region support the AB86 Adult Education Consortium Planning efforts in the region?

AB86 provides funding for regional consortia of K-12 and community college districts to collaborate on the development of plans for expanding and improving adult education and to better serve the educational needs of adult learners. In the Sacramento region, the Los Rios Community College District and Sacramento County Office of Education have taken the lead in developing the adult education plan. Los Rios is involved in planning with El Dorado County as well. In Placer County, Placer Adult School is taking the lead. In addition, there is a consortium in South Lake Tahoe. The WIB's in the region could work with the education system to evaluate current levels and types of adult education programs, identify current needs for adult education and align WIA resources to expand and support postsecondary education for adults.

Staff is requesting that Board members identify additional priority areas to assist with the development of the proposal. It is anticipated that the CWIB will be releasing a Request for Proposal in the next few months. Further background is attached.

Project Slingshot: Accelerating Income Mobility through Regional Collaboration

The adoption of the Employment Zone strategy by the California Workforce Investment Board on November 12, 2013 sets into motion an opportunity to encourage and support regional partnerships to engage in new collective actions that can “move the needle” on workforce challenges facing their regions.

What Are We Trying to Accomplish?

“Slingshot” seeks to seed collaborative efforts by workforce, economic development, and education stakeholders within a region to identify and then work to solve employment challenges that slow California’s economic engine -- with regionally-selected solutions to regionally-defined problems.

This guiding premise contains four dimensions:

- **We can make the greatest impact on major workforce issues at the regional level.** California is a collection of distinct regional economies; aligning our work at that level will be more effective than either city/county/district level efforts or statewide strategies.
- **We need to tackle big issues.** California’s regions face no shortage of vexing workforce challenges. Slingshot offers an opportunity to take on a tough challenge that if solved would meaningfully move the needle on employment.
- **We need to measure what we undertake.** All strategies need to be grounded in effective use of data and metrics.
- **We must create the space to take risks.** In an era of perpetual economic volatility, traditional programs don’t solve tough workforce challenges. Slingshot encourages regional partnerships to prototype new ideas, based on strong research and development, without fear of “failure” if the effort falls short of expectations. For every impactful practice that emerges, there will be others that are tried and then dropped for lack of sufficient impact.

Implementation Game Plan

Stage 1: Pre-Proposals

A regional partnership will develop and submit a brief (2 page) pre-proposal to CWIB seeking initial funding. This will qualify the partnership to be considered for development and implementation support (both funding and increased administrative flexibility) from the state. A successful pre-proposal will include:

- A clear logic that the geography proposed reflects a shared base of economic activity -- an Employment Zone;
- Commitments from key partners within the region to the partnership, such as education, workforce, economic development, community development;
- Identification of at least one major employment, jobs, or education issue the region faces, and a commitment to develop strategies that could result in large-scale impacts on a chosen issue; and
- A plan for a research, design and development phase of work that would result in implementation-ready strategies.

Stage 2: Research, Design and Development

Partnerships whose pre-proposals are approved will receive up to \$20,000 grants that will be matched 1:1 by funds from within the region for a total of up to \$40,000, with the exact amount based on budgets submitted as part of the pre-proposal.

During this phase, regional partners will deepen their research as needed about key workforce issues and possible strategies to undertake, and then design and develop a mix of selected strategies for implementation.

Stage 3: First-Stage Implementation

Implementation grants will be awarded to regional collaboratives with well-crafted strategies coming out of stage 2. Expectations include:

- The issue being targeted is a large scale workforce challenge in the region that will take substantial collective effort and innovative strategies to impact. Examples of “large-scale workforce challenge” (illustrative not exhaustive): increasing literacy rates, reducing youth disconnection from school and work, reducing youth offender recidivism, increasing educational attainment levels, increasing income levels, reducing long-term unemployment.
- Metrics to be employed will include total population scale change (e.g. educational attainment among all working age adults in the region), not only the results with program enrollees.
- A partnership will craft an overall, long-term approach for tackling the chosen issue, and will seek initial funding for initial strategies in service of that long-term game plan.
- Partnerships are encouraged to treat this as an R&D approach – to adopt initial strategies that take risks – to try approaches and ideas that go beyond the “usual suspects,” those that the partners believe have a chance of being game changers. Our assumption is that coming out of initial implementation of specific strategies, partnerships will determine either: a) the strategy is scalable; b) the strategy is helpful but one of several needed; or c) the strategy isn’t sufficiently promising and should be dropped in favor of focusing on other strategies.

Stage 4: Ongoing Implementation

CWIB is interested in working with state partners to assemble a much larger, multi-agency pool of funding that can be used to support continuing strategy development in support of impacting the big issues that the regional partnerships identify. Based on what can be assembled, we envision the Slingshot partnerships periodically seeking additional funding as strategies are implemented and next stage approaches are timely to sustain and grow the impact of their efforts.

Initial Efforts – Central Valley and Inland Empire

Building out from conversations that have already begun, CWIB, GO-Biz and the California Community College Chancellor’s Office will work with regional partners in the Central Valley and Inland Empire to move quickly into Stage 2 work (research, design and development), allowing us to learn from an initial prototyping of this concept while we finalize the statewide approach.

Explore Workforce Board Solutions

www.workforceboards.workforce3one.org

Find resources like these:

Workforce Board Leader: Contributions Tool

This tool consists of a short self-assessment of six key categories that comprise work that WIBs perform. The tool affords the board members the opportunity to identify the topical areas where they are willing to contribute their skills and insights.

The results from use of the tool can be used to:

- ✓ Create leadership opportunities and task assignments for Board members.
- ✓ Inform Board development.
- ✓ Shape program or organizational development opportunities in which Board members participate.
- ✓ Provoke conversation between WIB members and staff about future WIB needs

Bookmark:

www.workforceboards.workforce3one.org/view/4011325254135195004/info

WIA 101 Online Training: An Introduction in 8 Modules

ETA's new WIA 101 Online Training is an introduction to the workforce system in eight parts, with each module offering the choice to learn from one of three perspectives

- a new workforce system employee
- a new Workforce Investment Board (WIB) member
- more experienced workforce system employee



The modules include:

- 1: Introduction to State and Local Workforce System Governance
- 2: The Mechanics of Workforce Funding
- 3: Workforce System Accountability
- 4: Wagner-Peyser Act and Reemployment Services
- 5: Workforce Investment Act Overview
- 6: Workforce System Services for Employers
- 7: Workforce System Scenario: Job Seeker
- 8: Workforce System Scenario: Employer Services

Bookmark all the modules at: <https://www.workforce3one.org/view/1001324149819286670/info>

WIA Governance: Training the Trainer Curriculum

This curriculum is designed to provide a solid foundation to board chairs, members, and staff on the various board roles within the workforce development system.

The curriculum can assist board members in expanding their strategic approach to workforce system design within their communities.

The curriculum includes a PowerPoint presentation with talking points, activity guides and participant handouts.

Bookmark:

<https://workforceboards.workforce3one.org/page/next-level/1001329642424365558>

Workforce System Strategies



And don't forget that **WORKFORCE SYSTEM STRATEGIES** highlights a wide range of research and implementation tools.

You can use it to:

- Help your job-seeker and employer customers achieve better outcomes
- Identify evidence that may be useful in program design initiatives or grant applications

<http://strategies.workforce3one.org/>

Golden Sierra Workforce Investment Board

MEMORANDUM

DATE: March 20, 2014
TO: WIB members
FROM: Jason Buckingham, GSJTA Executive Director
SUBJ: Service Provider Performance

☐ Resolution ☐ Action Item ☒ Information

As mentioned at the last meeting, Golden Sierra has purchased a subscription to the FutureWorks System that allows us to provide dashboard type reports such as the one attached. These reports will provide us current one-stop performance.

The data contained in these reports will assist us in meeting our obligation as a WIB to review one-stop operators on an annual basis as noted in the WIB Bylaws section 2.20(d) in accordance with WIA 117(d)(2). Our ability to perform these reviews has previously been limited to utilizing monitoring reports that are conducted at the end of a reportable period unlike the current data provided in these report.

We will continue to provide these reports and establish a proper review process in the near future.

WIB Bylaws 2.20(d):

2.20 It shall be the duty of the WIB to do all of the following:

- (d) Select one-stop operators, with the agreement of the local chief elected official, annually review their operations, and terminate for cause the eligibility of such operators.

Section 117: Local Workforce Investment Boards

- (2) Selection of operators and providers.--
 - (A) Selection of one-stop operators.--Consistent with section 121(d), the local board, with the agreement of the chief elected official--
 - (i) shall designate or certify one-stop operators as described in section 121(d)(2)(A); and
 - (ii) may terminate for cause the eligibility of such operators.

One-Stop Performance Outcomes Achieved

3/11/2014

	Entered Employment			Retention			Earnings		
Adult Performance Outcomes	Actual	LWIA Plan	% LWIA Achieved	Actual	LWIA Plan	% LWIA Achieved	Actual	LWIA Plan	% LWIA Achieved
All Providers	73.2%	72.5%	101.0%	85.7%	85.0%	100.8%	\$16,447	\$16,750	98.2%
Alpine County	100.0%	72.5%	137.9%		85.0%			\$16,750	
Placerville	33.3%	72.5%	46.0%	85.7%	85.0%	100.8%	\$16,818	\$16,750	100.4%
South Lake Tahoe	60.0%	72.5%	82.8%	70.0%	85.0%	82.4%	\$11,679	\$16,750	69.7%
Auburn	100.0%	72.5%	137.9%		85.0%			\$16,750	
Roseville	84.4%	72.5%	116.5%	90.6%	85.0%	106.6%	\$17,647	\$16,750	105.4%
Dislocated Worker Outcomes	Actual	LWIA Plan	% LWIA Achieved	Actual	LWIA Plan	% LWIA Achieved	Actual	LWIA Plan	% LWIA Achieved
All Providers	60.9%	67.0%	90.9%	83.3%	87.5%	95.2%	\$28,930	\$17,900	161.6%
Alpine County		67.0%			87.5%			\$17,900	
Placerville	66.7%	67.0%	99.5%	66.7%	87.5%	76.2%	\$29,904	\$17,900	167.1%
South Lake Tahoe		67.0%		100.0%	87.5%	114.3%	\$19,415	\$17,900	108.5%
Auburn		67.0%			87.5%			\$17,900	
Roseville	74.1%	67.0%	110.6%	80.0%	87.5%	91.4%	\$28,359	\$17,900	158.4%
	Placement			Certificate/Degree			Literacy/Numeracy		
Youth Outcomes	Actual	LWIA Plan	% LWIA Achieved	Actual	LWIA Plan	% LWIA Achieved	Actual	LWIA Plan	% LWIA Achieved
All Providers	68.6%	57.0%	120.3%	67.7%	48.0%	141.1%	57.1%	30.0%	190.5%
Pride	53.8%	57.0%	94.5%	75.0%	48.0%	156.3%	50.0%	30.0%	166.7%
Alpine County		57.0%			48.0%			30.0%	
Placerville	50.0%	57.0%	87.7%	50.0%	48.0%	104.2%	100.0%	30.0%	333.3%
South Lake Tahoe	100.0%	57.0%	175.4%	100.0%	48.0%	208.3%		30.0%	
Auburn	83.3%	57.0%	146.2%	50.0%	48.0%	104.2%		30.0%	
Roseville	100.0%	57.0%	175.4%	80.0%	48.0%	166.7%	100.0%	30.0%	333.3%

Performance Outcomes Achieved:

WHAT/WHY: Displays selected measures by ALL locations including the percent of State or WIB goals achieved for all of the nine common measures.

Percent achieved color coding is standard:

<80%		Fail
80-100%		Meet
>100%		Exceed