



**CALIFORNIA WORKFORCE INVESTMENT BOARD
ISSUES AND POLICIES COMMITTEE**



MEETING NOTICE

**Wednesday, March 5, 2014
10:00 a.m. to 12:00 p.m.**

Tim Rainey
Executive Director

**California Workforce Investment Board
Conference Room
777 12th Street, Suite 200
Sacramento, CA 95814
(916) 324-3425**

Edmund G. Brown, Jr.
Governor

Mike Rossi
Chair

Alternate Meeting Locations

Jewish Vocational Services
225 Bush Street, Suite 400, West Lobby
San Francisco, CA 94104
(415) 782-6244

Los Angeles Area Chamber of Commerce
350 S. Bixel Street, Kaiser Room, 2nd Floor
Los Angeles, CA 90017
(213) 580-7513

***Adobe Connect web conferencing available at the
San Francisco & Sacramento locations
To listen to the meeting, call 1-888-808-6929; passcode 3243425***

AGENDA

- 1. Welcome and Opening Remarks**
- 2. Action Items**
 - [Approve July 26, 2013 Meeting Summary](#)
- 3. Updates and Discussion**
 - [Future of the Workforce Development System](#)
 - [Rapid Response Layoff Aversion Policy](#)
 - CalJOBSSM – Eligible Training Provider List Module
 - High Concentration Youth – Career Technical Training Grants
 - Healthcare Industry Training Grants
 - Proposition 39 Training Funds
 - Regional Industry Clusters of Opportunity Grants
 - Banding of America's Job Centers of California
- 4. Other Business**
- 5. Public Comment**

Meeting conclusion time is an estimate; meeting may end earlier subject to completion of agenda items and/or approved motion to adjourn. In order for the State Board to provide an opportunity for interested parties to speak at the public meetings, public comment may be limited. Written comments provided to the Committee must be made available to the public, in compliance with the Bagley-Keene Open Meeting Act, §11125.1, with copies available in sufficient supply. Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the California Workforce Investment Board staff at (916) 324-3425 at least ten days prior to the meeting. TTY line: (916) 324-6523. Please visit the California Workforce Investment Board website at <http://www.cwib.ca.gov> or contact Jessica Dailey for additional information. Meeting materials for the public will be available at the meeting location.

Item 1. Welcome and Opening Remarks

Item 2. Action Items

- a. Approve July 26, 2013 Meeting Summary

**Issues and Policies Committee
July 26, 2013 Meeting Summary**

Item 1 - Welcome and Opening Remarks:

The Issues and Policy Committee (IPC) Vice Chair, Abby Snay, welcomed members to the meeting, requested members identify themselves for the record, and reviewed the agenda.

Attendance:

John Brauer

Chris Hill

Stewart Knox

Cris McCullough (for Van Ton-Quinlivan – not considered for quorum)

Nathan Nayman (telephone)

Diane Ravnik

Racy Ming

Alma Salazar (telephone)

Alan Fernandez Smith (telephone)

Felicia Flournoy (telephone)

Anne Ward (for Stephen Baiter (telephone))

Blake Konczal (telephone)

Steven Levy (telephone)

Abby Snay (telephone)

Nick Schultz (telephone)

Members Absent:

CDE Representative

Ken Burt

Stan Diorio

Staff Present:

Tim Rainey, Executive Director

Amy Wallace, Assistant Director of Workforce Innovation

Douglas Sale, Chief of Operations

Daniel Patterson, Administrative Manager

Loren Shimanek, Research Analyst

Public Present:

Amy Blumberg, California Workforce Association

Nick Loret de Mola, California Workforce Association

Item 2a – Approval of the January 7, 2013 Meeting Summary

Diane Ravnik suggested a correction that would mention the AB 554 sessions had been held in Los Angeles, as well as Concord. Diane motioned to approve the revised summary; it was seconded by Chris Hill, and approved unanimously by the Committee.

Item 2b – Approval of the ETPL Policy Revision

Danny spoke about the policy and provided the history on the workgroup and meetings. The Committee discussed the formation of the ETPL policy workgroup, the refining of the draft document, and the importance of performance outcomes as part of the policy. A document highlighting achievements of the Ad Hoc committee and next steps for the ETPL policy workgroup was presented. Additional comments indicated the intention to deliver a directive regarding this policy in the latter part of September.

Further discussion followed regarding the amount of programs that would be affected by the 70% placement rate, and concerns were raised about the issue of available staff and the work of ensuring a 70% placement rate. The placement rate will only be restricted to WIA participants and the data will be collected from the local workforce investment boards. Clarification was provided to the fact that if WIBs decide to send people to the community colleges, it will be up to them to help with placement after the fact, as the community colleges have no capacity for placement work. There was a lengthy conversation as to the WIBs' ability to do this, with their diminished resources. Concessions were made in judging programs with less than 70% placement that have only a small amount of participants, with the possibility of setting floors or judging the program on a two-year period before removing it from the ETPL.

Issues brought forward around the BPPE portion of the document include the fact there is no breakdown of data for each of the campuses, especially branches and satellites and their inclusion on the ETPL, and the timeline for implementation. It was noted a directive should be expected in September. Diane Ravnik motioned to approve the policy as modified and to incorporate discussion items. The motion was seconded by Blake Konczal and unanimously approved.

Item 2c – Approve Additional Performance Measures

Tim began the conversation by explaining the establishment and work of the Ad Hoc committee. The committee created guidelines that were sent to the Executive Committee, resulting in 7 measures (outcome and process). There was additional dialogue around the six-month pilot period of the measurements and their validity, and an emphasis on timely implementation (within the year).

Further comments were made with regard to the timeline, and concerns were raised that the implementation goal may be unrealistic, however, there was a great deal of support for the measures and the intention to move forward with them in a reasonable way.

Amy Wallace motioned to approve the outcomes and how they would be measured, not the timeline or implementation. Felicia Flournoy seconded the motion, and the item was unanimously approved.

Items 3a – 5

The items were tabled, due to lack of time.

Item 6 – Public Comment

None

The Vice-Chair adjourned the meeting at 12:07 pm.

Item 3. Updates and Discussion

- a. Future of the Workforce Development System
- b. Rapid Response Layoff Aversion Policy
- c. CalJOBSSM – Eligible Training Provider List Module
- d. High Concentration Youth – Career Technical Training Grants
- e. Healthcare Industry Training Grants
- f. Proposition 39 Training Funds
- g. Regional Industry Clusters of Opportunities Grants
- h. Branding of America’s Job Centers of California

The Future of Workforce Development: A Framework for Action

Since the inception of the Workforce Investment Act in 1998, the context for job creation, skills development, labor exchange, and other workforce development activities has changed dramatically. Our workforce policy and structural framework has not kept pace with these rapid changes, and we are at a critical crossroads for the system and its many stakeholders. Yet California can take advantage of a window of opportunity with aligned leadership at the local, regional, State, and Federal levels to make significant and lasting changes – both large and small – that improve the system for job seekers, students, workers, and the economic engines that drive our economy – now and for generations to come.

The Issues and Policies Committee elected to develop an ad hoc committee to discuss and develop recommendations on “The Future of the One Stop,” however subsequent conversations and recommendations suggest the value of expanding this work to take on a variety of complex and challenging issues facing our system, and the Californians who rely on workforce services. Critical issues to address include:

- Lessons from the Integrated Service Delivery (ISD) model, and potential for expansion
- Implementing new tools and strategies for delivering workforce services, including but not limited to technology
- Responding to changing economic and labor market conditions, demographic shifts, and funding opportunities and realities

Potential areas for exploration for the ad hoc committee include:

Policy

There are numerous opportunities at both the State and Federal levels for California to showcase what works – and what doesn’t- with a credible and highly valued voice. In addition to WIA reauthorization, many Federal agencies are looking to braid resources to achieve common workforce and jobs goals. State agencies are increasingly charged with finding solutions to employment problems, and challenged to do business differently. Aligning these efforts will require a dedicated lens for prioritization and action.

Technology

Technology and social media have changed our personal and professional lives profoundly since 1998, yet there remains an enormous digital divide in the workforce system. This divide is not only with job seekers and students lacking access to the tools used by companies to hire, for example, but also with the way workforce system stakeholders interact with customers, and with one another. Taking advantage of innovations in technology has potential to help us do business better, faster, and smarter.

Demographics

California’s diverse population is a source of tremendous strength for our economy, and we are just beginning to grapple with shifts in our labor market. Increasingly, our system is called upon to

serve clients ranging from long-term unemployed professionals to job seekers who have limited experience in the labor market to “digital natives” who are looking for educational and job training opportunities. Creating solutions to serve diverse groups of clients, capitalizing on the strength of untapped labor pools in creating economic growth in our cities and regions, and building a framework for all job seekers is our challenge, and our opportunity for testing innovative new strategies and policies for the workforce system

Work

The nature of work has continued to evolve, with more employment becoming part-time, contingent, and project-specific. Workers no longer stay with a single company- or even in a single industry- for a lifetime, and transferable skills, networks, and an entrepreneurial approach to finding and keeping a job are becoming increasingly important. Skills need by employers also evolve more rapidly, exceeding the pace of change for our traditional education and training systems. We have an opportunity to create solutions that both reflect the changing nature of the job and skill markets, and simultaneously support workers and their communities in a fluctuating economic climate.

The IPC can take a coordinated approach in developing priorities and an action plan for setting the course for the “Future of Workforce Development” in California. Of critical importance will be determining how the challenges facing they workforce system, students and job seekers, and our industry partners can be addressed through our policies, practices, and special initiatives. An action plan would include:

- Goals (quantitative and qualitative)
- Key strategies and critical design elements
- Resources required (funding, people, infrastructure, etc.)
- Barriers to moving forward (current or potential)
- Timeline and tactics

Next Steps

- Recruit ad hoc committee members, including system stakeholders, experts, and innovative thinkers from other disciplines
- Nominate a Chair and Co-Chair to lead the ad hoc committee
- Further brainstorm opportunities and challenges
- Develop meeting schedule and facilitated framework for developing recommendations and action plans

Rapid Response and Layoff Aversion Workgroup

The State Board formed a Rapid Response Layoff Aversion workgroup in September 2013. The membership is comprised of local board practitioners who will evaluate how these funds are being utilized in California and make recommendations that will promote the delivery of layoff aversion activities, particularly in priority industry sectors in the State and regional economies. The workgroup has completed its work. Staff is working to finalize the new draft policy by March 15, 2014 and publish it for public comment. The recommendations ensure the Governor maintains the flexibility to maximize the use of these funds to implement strategies to achieve the goals outlined in the State Workforce Development Plan.

Item 4. Other Business

Item 5. Public Comment