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Notice of Meeting & Agenda January 11, 2023 3:00 p.m. – 5:00 p.m.

Join Zoom Meeting:

https://zoom.us/j/92047560254?pwd=YWJvbitjcFdkTGU4SVJ3eEFhVDNtQT09

Meeting ID: 920 4756 0254

Password: 926886

Call In: +1 669-900-6833

*Vote Required

I. Introductions and Public Comment (3:00)

(Discussion)

II. Approve Minutes of November 9, 2022* (3:05)

(Action*)

III. Announcements (3:10)

(Discussion)

A. Roy Hurd Gold Resolution

IV. Job Link Operations (3:25)

(Discussion/Action*)

A. Program Funding Transfer

V. Local Plan Update (4:05)

(Discussion/Action*)

There are four major areas of focus that have been outlined in the WIB's Local Plan (2021-2024):

- Expanding earn & learn opportunities
- Focusing on the needs of business
- WIOA priority populations
- Equity (system inclusivity & accessibility)

Please consider the following questions to help prioritize the remaining two years of the Local Plan:

- Are there any goals / metrics we should establish?
- What sector initiatives should Job Link explore / pursue?
- What ideas do you have to strengthen the coordination of Job Link Career Services and Education activities?
- How can Job Link Business Services and partners strengthen workforce supports to businesses?

- VI. Brown Act Update (4:35) (Discussion)
- VII. Diversity, Equity, Inclusion, Belonging [DEIB] (4:45) (Discussion/Action*)
 - A. Mission and Goals
- VIII. Adjourn (5:00)

Open Meetings: Except as expressly authorized under the Brown Act, all meetings are open to attendance by interested members of the public.

If WIB members are **unable to attend**, please **call (707)565-8500 prior to the meeting** to leave a message stating you are unavailable.

Meeting Materials: Materials related to an item on this Agenda submitted to the WIB after distribution of the agenda packet are available for public inspection in the WIB Administrative Office at 2227 Capricorn Way, Suite 100, Santa Rosa during normal business hours.

Accommodation: If you have a disability which requires the agenda materials to be in an alternative format or requires an interpreter or other person to assist you while attending this meeting, please call (707) 565-8500 at least 72 hours prior to the meeting, to facilitate arrangements for accommodation.

Sonoma County Workforce Investment Board

DRAFT Minutes of November 9, 2022

Members Present: Stephen Jackson, Ethan Brown, Erin Carlson, Judy Coffey, Susan

Cooper, Brad Davis, Keith Dias, Paul Duranczyk, Nancy Emanuele,

Brandy Evans, Roy Hurd, Judy James, Scott Kincaid, Chris Knerr, John

McEntagart, Michael Pickens, Ken Sprague, George Steffensen,

Ananda Sweet, David Tam, Pedro Toledo, Alena Wall and David

Wayte

Absent: Robin Bartholow, Steve Herrington, Kristina Holloway, Anita

Maldonado, Thomas Stuebner, and Audra Verrier

Other Attendees: Tracy Feick and Becky Sandoval

Staff: Katie Greaves, Fabiola Garcia Almonaci, Nina Cheek, Kate Fosburgh,

Sarah Lewis-Crow, John Paul, Michelle Revecho, Katie Stohlmann,

Chris Willover, and Judy Oates

I. Introductions and Public Comment

Judy Coffey shared that Rosa Reynoza has been voted the new Mayor of the town of Windsor and will be their first female mayor.

Roy Hurd has announced he is retiring from the WIB. We will be recognizing him for his work with the WIB and the community at our next meeting.

II. Approve Minutes of September 14, 2022

Reviewed the minutes and action items of September 14, 2022.

Motion to approve the September 14, 2022 minutes: Judy Coffey /s/ Robin Bartholow.

(Stephen Jackson, Ethan Brown, Erin Carlson, Judy Coffey, Susan Cooper, Brad Davis, Keith Dias, Paul Duranczyk, Nancy Emanuele, Roy Hurd, Judy James, Scott Kincaid, Chris Knerr, John McEntagart, Michael Pickens, Ken Sprague, George Steffensen, Ananda Sweet, Pedro Toledo, and David Wayte). There were no "nay" votes. Alena Wall, Brandy Evans, and David Tam abstained. The motion carried.

^{*}Attendees with asterisks arrived late or departed early.

III. Diversity, Equity, Inclusion, Belonging (DEIB)

Stephen reminded the group that if they missed any of the DEIB presentations to date they can access the recorded sessions in the link sent out by the WIB Secretary. If you do not have that email and the links please reach out to Judy Oates.

Michelle shared a brief overview of the WIB DEIB presentations/trainings to date.

- 1) Office of Equity Presentation to the WIB (by Alegria De La Cruz), 11/10/2021
- 2) Developing A Culture of Belonging (by Be The Change), 9/14/2022
- 3) Becoming an Anti-Racist Board (by Be The Change), 10/12/2022

Equity is an outcome whereby you can not tell the difference in critical markers of health, well-being, and wealth by race or ethnicity, and a process whereby we explicitly value the voices and contributions of people of color, low-income, and other under-represented and underserved communities who identify solutions to archive that outcome.

Please note it is a outcome and a process.

Reviewed priorities set by the WIB:

- Focus on Equity: Create System Inclusivity and Accessibility. Expand access to WIOA
 programs and services for individuals who have historically been excluded from
 economic and social prosperity.
- Ensure WIB, AJCC, and partner staff attend trainings in Racial Equity, Diversity, and
 Inclusions and look to how equity can be incorporated into workforce policies.
- Actively working towards being an anti-racist board.

Mentimeter polls were done to get feedback from the WIB for profile information on the make up of its members. Questions included member age, time on the WIB, racial identity, gender, amount of DEI training to date, and willingness to participate in additional DEIB Training. This information will be used in future discussions.

The WIB broke into small groups and discussed possible next steps for the WIB to take to become an Anti-Racist Board. Responses included the following.

Need to increase knowledge, awareness, stereotypes and cultural sensitivity.

Include religion and cultures as well as race. For example, representation of women and men in different industries such as the medical field or the trades.

- Need to hear the voices of more young people, small business owners, and monolingual individuals to better represent those individuals.
- The importance of noticing your discomfort and the humility of the Board members was noted as important for fully participating in these conversations.
- Need to work on bringing equity into our work. This could include considering and making space for other voices in the room.
- Want to discuss how we look at our successes in terms of the dashboard number and if there are other lenses we should be using.
- Look at our intentions about how we share thoughts during meetings.
- Need took at our recruitment process to reach out to people outside of our current circles. More intentional recruitment process. And how to connect members to each other. More onboarding and mentoring. Space outside of meetings to have people work with each other. Other venues and workgroups. Possible New Years gathering for members. Ice breakers and use the DEIB lens in every meeting.
- Bring in more of the voices of those we are serving.
- Bring people in to speak. For example, this last month was Indigenous People
 month, would have been good to bring in someone from that community to speak.
- The work starts with each person individually and branches out to the WIB as a group.
- Need to come back and reflect on our work through a diversity lenses as time goes on.
- Need to look at celebrating our wins.

Stephen thanked participants for the great discussions today and willingness to both step up and share what they see for growth opportunities and to be vulnerable to share their insights.

Next Steps: In our efforts to move forward and review the work of the WIB though a DEIB lens we are going to create a WIB DEIB Workgroup ad hoc committee. They will

review where we currently are in our DEIB goals and explore options of next steps we can take as a board. The group will meet with the DEIB trainings in January or March to work on plans on how to proceed to act on our DEIB goals. Newer members were encouraged to participate to be fresh voices in these discussions. Volunteers at the meeting were: Stephen Jackson, Robin Bartholow, Judy Coffey, Ken Sprague. Erin Carlson. Will try to do first meeting in December.

IV. Job Link Operations

Katie led a review of the WIB dashboard and Job Market Tracker. Items she pointed to included the following.

- There was a Cal Jobs outage that affected the data reporting this quarter.
- Traffic has picked up in the Job Link office and we have already surpassed first quarter numbers for the last two years.
- Lay off aversion is expected to increase.

Other items discussed included the following.

- A "Close to Home" article from the Press Democrat which shared the impact of Job Link's Homeless to Employed Program.
- Staff has re-launched the Job Link/WIB website with a more modern look and updated information. Please take a look when you have a chance and let us know what you think.
- AB 2499 Brown Act Update. The WIB Executive Committee will discuss how the
 what the latest updates to the Brown Act will shape future meetings. Anyone who is
 interested is welcome to read this referenced article and reach out to staff with
 questions.

Regional Updates - Katie

Breaking Barriers to Employment Grant: In partnership with Goodwill, Department of Rehab, and Interfaith Shelter Network we requested \$600K to provide housing case management services for unhoused individuals as well as employment and other social

wraparound services in support of our homeless employment.

We do not have an update on this yet.

One Stop / Job Link - John

John shared Job Link is now live on Linked in and invited everyone to "like" our new page. He then introduced his staff to present updates on their programs.

Homeless Services Program: Antonio shared the program is receiving increased referrals of individuals to the program from our partner agencies. Most of those individuals have already done an initial appointment and are receiving some sort of services and/or continuing in their journey to employment. He shared a success story of an individual who entered the program struggling with homelessness, substance abuse, anxiety issues, and had been out of the workforce more than a year. A few months after entering the program and meeting with counselors to receive services they are now is now employed, maintaining sobriety, participating in nightly meetings and successfully maintaining housing.

All WIB members are invited to participate in conversations and fundraising for this program and event. As a local workforce board over fifty percent of our membership is in the business sector. We are asking all members to tap into their networks to get more business partners involved in the employer engagement piece of the Homeless Employment Program. Please contact Chris at cwillover@schsd.org 707-565-2381 for more information.

Job / Resource Fair for Those Facing Homelessness: Antonio and Chris reported on the Job / Resource Fair for Those Facing Homelessness being planned for 2023. This will be a first of its kind for Sonoma County. The workgroup for this project includes members of multiple local non-profits and CBOs including The Family Justice Center and Sonoma County Job Link. Former WIB member Steve Herron and current WIB Member David Wayte are also on this committee and helping raise funds for food and gift cards for the program and event.

The event is scheduled for March 22, 2023, from 11:00 am to 2:00 pm, at the Santa

Rosa Veterans Building. Staff is currently working on finding the best strategies and practices for hosting the event, and deciding on who and what resources to have at the event. Want to connect people to wrap around services and job opportunities. Looking for eight to twelve employers to participate. Staff can connect interested employers to our subsidized employment program and the new homeless tax credit that allows employers up to a \$10K credit when hiring from the homeless population.

Hot Jobs Newsletter: Job Link provides a weekly newsletter about job offerings and training opportunities. Employers can submit job posting for free advertisement on this newsletter.

On The Job Training: We currently have ten clients in On The Job placement opportunities. These placements allow for people earn as they learn. Employers we are working with include Tiny Homes for Homeless, Sonoma Family Meal, and others in the medical, construction, and trucking industries.

Lay Off Aversion / Rapid Response: The numbers for this in the spreadsheet are low because only businesses with fifty or more employees are required to provide WARN notices to Job Link. We also provide these same services to smaller businesses like restaurants and the hospitality industry. We have seen a rise in requests for services from these fields.

Youth Programs: Lilian announced that Job Link hired a new Youth Program
Coordinator, Pedro Guevara, previously working in Job Link's Business Team. She also shared that the first youth intern at Job Link has also been hired. This person is a previous member of our year-round employment program. They have been helping staff with administrative and clerical duties, doing job shadowing with counselors, and getting a feel of everything we do at Job Link. Their personal goals include develop work skills to apply for a full-time county job, and attend classes at Santa Rosa Junior College. Our goal is to have two interns at a time working at Job Link, and then to expand to bringing interns to other departments. We also hope to expand bringing interns to employers out in the community. If you are interested in working with staff to bring an

intern into your business please reach out to Lilian at lvieyratorres@schsd.org.

Staff is also working to revitalize our connection with Family, Youth, & Children by

having staff do presentations about programs to better coordinate services and get

more young people working.

John thanked staff for their reports and shared how lucky we are to have people wo are

so excited to share these success stories and care about the work they do.

Apprenticeship Update: Michelle shared that Maleese Warner of SRJC submitted the

draft apprenticeship standards for the Associate Teacher submitted to the Department

of Apprenticeship Standards with the State. We hope for it to get approved by early

2023. This would include 2000 hours of on the job training and supplemental,

classroom instruction. SRJC is both the sponsor and lead educational agency in this

effort.

Stephen shared Elsie Allen and Casa Grande high schools are exploring how to train

young people to think about education as a career. They are looking for opportunities

for earn and learn programs, and apprenticeship opportunities. He will connect

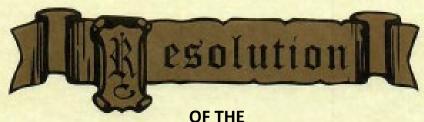
Michelle and Brad Davis with contacts at the high schools.

٧. Adjourn 4:40 pm

Next meeting: January 11, 2023 via Zoom

Auxiliary aids, services, and versions are available to individuals with disabilities upon request by calling (707) 565-8500.

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BOARD OF SUPERVISORS OF THE

County Of Sonoma, State Of California, Recognizing Roy Hurd for his support to Sonoma County Adult and Youth Workforce Programs

Whereas, Roy is a long-time resident of Sonoma County and a lifelong educator, beginning as an instructor in the U.S. Air Force and U.S. Armed Forces Institute, and

Whereas, Roy has been involved in private education and school administration for more than 40 years, serving the past 24 years as President of Empire College in Santa Rosa where he led the provision of the no-cost GED testing preparation program, and

Whereas, Roy is a member of the board of trustees of MTI College in Sacramento and College America, which has 16 on-ground and online campuses in Utah, Colorado and California, and

Whereas, Roy served on the Sonoma County Workforce Investment Board for 22 years, including two terms as Chair, and donated many hours working to improve access to the employment and training services at Sonoma County's One-Stop Center, Job Link, helping improve services to clients with disabilities and upgrade its marketing tools for out-of-school youth, and Whereas, under Roy's leadership, the Sonoma County Workforce Investment Board has strengthened its ties with other community organizations, including sponsoring a highly-successful Youth Symposium that promoted the Office of Education's Work-Ready Certificate, and

Whereas, Roy's marketing savvy has increased the community's awareness of the WIB, his positive attitude has enabled the board and staff to approach obstacles with optimism, and he never failed to show appreciation for the contributions of his fellow members and staff, and

Whereas, Roy has been involved with Sonoma County Youth Programs for the past 22 years, and served on ten local business and community Boards, and Whereas, Roy exemplifies the spirit of Sonoma County through connection to community, creative thinking, and supportive service, and

Now, Therefore, Be It Resolved that the Sonoma County Board of Supervisors honors Roy Hurd upon his retirement from the Workforce Investment Board for his dedication and commitment and thanks him for the years of service to the community.

WORKFORCE INVESTMENT BOARD Roy Hurd

Workforce Investment Board 2000 – 2022 Youth Council 2005 – 2015

In recognition and appreciation for your distinguished leadership of the Sonoma County Workforce Investment Board and the Youth Council for over 22 years. As a business leader in the community you have worked tirelessly to address workforce challenges exacerbated by wildfires, pandemic, recession, drought, unemployment and economic changes. Your work in the community with youth has helped enrich many lives. You ensured we stayed focused on the WIB's mission and goals, and set a positive direction for the Board's future achievements of creating a robust local workforce with the skills needed to sustain and enhance Sonoma County's economic vitality and quality of life.

WIB members and staff thank you!