

SONOMA COUNTY  
 **WORKFORCE  
INVESTMENT BOARD**

**Notice of Meeting & Agenda**  
**March 13, 2024**  
**3:00 p.m. – 5:00 p.m.**

**Note Location** ⇨ ⇨

2227 Capricorn Way, Santa Rosa  
**Santa Rosa Room**

This is an in-person meeting. If you meet the criteria for AB2449 “just cause” for virtual attendance please contact staff 24 hours before the meeting at 707-565-8500 to confirm and receive a zoom link.

**\*Vote Required**

- |       |                                                                                                                                        |                         |
|-------|----------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| I.    | <b>Introductions and Public Comment (3:00)</b>                                                                                         | <i>(Discussion)</i>     |
| II.   | <b>Approve Minutes of January 10, 2024* (3:05)</b>                                                                                     | <b><i>(Action*)</i></b> |
| III.  | <b>Announcements (3:10)</b>                                                                                                            | <i>(Discussion)</i>     |
| IV.   | <b>WIB Operations (3:15)</b>                                                                                                           | <i>(Discussion)</i>     |
| V.    | <b>Ad Hoc Committee Updates (3:40)</b>                                                                                                 | <i>(Discussion)</i>     |
|       | <ul style="list-style-type: none"><li>• Membership</li><li>• Diversity, Equity, Inclusion, Belonging [DEIB]</li></ul>                  |                         |
| VI.   | <b>Youth Program* (3:50)</b>                                                                                                           | <b><i>(Action*)</i></b> |
|       | <ul style="list-style-type: none"><li>• My Pathways Procurement for Youth Contracts*</li><li>• Current Fiscal Year Contract*</li></ul> |                         |
| VII.  | <b>Early Childhood Education Apprenticeship (4:05)</b>                                                                                 | <i>(Presentation)</i>   |
| VIII. | <b>WARN Notice (4:20)</b>                                                                                                              | <i>(Presentation)</i>   |
| IX.   | <b>Job Link Operations (4:30)</b>                                                                                                      | <i>(Discussion)</i>     |
| X.    | <b>WIB Strategic Meeting / Retreat (4:50)</b>                                                                                          | <i>(Discussion)</i>     |
| XI.   | <b>Structure Feedback for Membership/Board (4:55)</b>                                                                                  | <i>(Discussion)</i>     |
| XII.  | <b>Adjourn (5:00)</b>                                                                                                                  |                         |

**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 January 10, 2024

**Members Present:** Brandy Evans, Judy Coffey, Erin Carlson (Zoom), Keith Dias, Paul Duranczyk, Nancy Emanuele (Zoom), Kristina Holloway, Stephen Jackson, Scott Kincaid, Chris Knerr, Michael Pickens, Brian Purtill, Ken Sprague, Thomas Stuebner, Ananda Sweet, David Tam (Zoom), Alena Wall, and David Wayte

**Absent:** Ethan Brown, Susan Cooper, Brad Davis, Judy James, John McEntagart, George Steffensen, and Pedro Toledo,

**Staff:** Katie Greaves, Maureen Fifer, Pedro Guevara, Carol McHale, Liliana Roman, Chris Willover, Lilian Vieyra Torres, Antonio Vigil, and Judy Oates

**\*Attendees with asterisks arrived late or departed early.**

### I. Introductions and Public Comment

- Scott Kincaid shared Career Technical Education Foundation (CTE) will host their annual dinner fundraiser “Spark The Future” event in Santa Rosa on April 25.
- Ananda Sweet shared the *Our Kids, Our Future* initiative reported on at the July 2022 WIB meeting is now on the next ballot to fund access to quality childcare services and academic support for children.

Objectives include the following.

- Make childcare preschool affordable for more working parents.
- Increase supply of childcare preschool providers in Sonoma County as it is now extremely scarce, particularly for infants and toddlers.
- Child care providers and early educators deserve to earn a better wage.

Revenue would be used to implement multiple strategies. The impact of this passing is very relevant to the WIB.

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- Nancy Emanuel shared that Cal Regional, which is a provider for medical assisting, clinical, phlebotomy, and lots of other medical training programs has opened a center in Petaluma. If you're interested in sending any of your students there just Google Cal Regional to see the classes. They are also available through the Petaluma school as a partner.

## **II. Approval of Minutes of November 8,2023**

### **Motion to approve Minutes of November 8, 2023: Stephen Jackson /s/ Judy Coffey.**

Approved (Brandy Evans, Judy Coffey, Erin Carlson (Zoom), Keith Dias, Paul Duranczyk, Nancy Emanuele (Zoom), Kristina Holloway, Stephen Jackson, Scott Kincaid, Chris Knerr, Michael Pickens, Brian Purtill, Ken Sprague, Thomas Stuebner, Ananda Sweet, David Tam (Zoom), Alena Wall, and David Wayte) Paul and Alena abstained. There were no “nay” votes. The motion carried.

## **III. Announcements**

The latest edition of the WIB Newsletter which was emailed to members is included in the agenda packet. All are encouraged to read it.

Congratulations were extended to WIB member Pedro Toledo who was named for the Diversity in Business Award by the North Bay Business Journal.

Robin Bartholow was recognized and thanked for her 14 years of service with the WIB as a member and past Chair as she stepped down from the Board. Current and past WIB members and staff thanked Robin for her time and efforts supporting work of the WIB.

## **IV. WIB Operations**

- Katie led a brief overview of the WIOA Local Workforce Development Areas Performance Tables for the WIB to review. This information will be reported on in more detail at the March WIB meeting.

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## Grant Updates

- ***Healthcare Career Pathways w/ Opportunity Junction:*** Fox Home Health is doing a cohort with the East Bay and Contra Costa County WIBs. Staff is working to bring this opportunity to Sonoma County clients.
- ***Student Training & Employment Program (STEP) Grant:*** Carol reported Job Link was awarded \$711,800 over a three-year period. This will be used for a training program in collaboration with the Department of Rehabilitation (DOR) for youth ages 16 to 22. Staff, DOR, and other partners met this week to begin planning. There is a kick off webinar this week about the program requirements that will include input from staff from other areas that received the grant to allow for peer to peer discussions about how each area will set up their programs. David Wayte of DOR thanked staff for their work on the grant application which was done in a short time frame.
- ***Prison to Employment (P2E)*** – There are currently three people enrolled in this program service. A bilingual Job Link Employment and Training Counselor is now located at the Day Reporting Center with adjusted work hours to be more available to the population that attends this site.  
There will be a regional convening held in Napa in March 2024 with justice partners and other WIBs regarding justice involved clients.
- ***Regional Equity and Recovery Partnership (RERP)***  
Job Link is working with Santa Rosa Junior College (SRJC) on Early Childhood Education and Advanced Manufacturing cohorts.
  - o *Early Childhood Education (ECE)* program has 21 clients enrolled. Staff are meeting with Junior College ECE leaders to ensure clarity on roles and what the grant covers.
  - o *Advanced Manufacturing* program has two active students. Katie has reached out to SRJC leaders to ensure we are in alignment for the grant.

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- o Staff is working on the standard reports for RERP and P2E and are due next week. These will be reported on at the March meeting.
- **Dislocated Worker (QUEST)** – This program is funded from a grant through the Employment Development Department (EDD) and provides culinary training through a collaboration with Sonoma Family Meal. This course includes 10 weeks of training in cooking and hospitality and then employed placement in a restaurant.
  - o December session had three trainees who are now nearing completion of their training.
  - o Staff expects to enroll 15-17 clients in the next session scheduled to begin in February.
  - o There third session is scheduled to begin in June.
- **Other**

*Q. With the business closures we are seeing in the County, is there anything to do to prepare the WIB to be able to help or get more grant funding for training?*

A. When staff receive a WARN notice that a business is closing, Job Link does a “Rapid Response” action that includes outreach and communication about our services to the business and affected worker. The goal is to have their workers not be unemployed for very long. Staff will provide a review of the WARN notices received in the last 6 to 12 months and report on the Rapid Response actions for those.
- **Chair Elect**
  - o Reviewed that the Chair-Elect is selected at the beginning of the second fiscal year of each Chair’s term to prepare for their time as Chair. Brandy Evans became WIB Chair July 2023 so it is nearly time to elect a new Chair-Elect.
  - o The Board is looking for 2024 WIB Chair-Elect candidates. The term would run from July 2024 to July 2025 at which time they would become the next WIB Chair. Candidates need to be able to hold a Business Seat and can be nominated

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by others or self-nominated. Please feel free to reach out to Katie Greaves or Brandy Evans if you have questions or are interested in nominating someone.

## **V. Ad Hoc Committee Updates**

- Membership
  - Items identified to work on include:
    - Institutionalize and formalize the process of recruitment and membership.
    - Review of criteria for board membership.
    - Review expectations of members.
  - Updates on progress included:
    - The ad hoc has committed to meet every two weeks to provide recommendations in a timely manner.
    - The ad hoc committee has reviewed information about other WIB's and their recruitment processes.
- Diversity, Equity, Inclusion, Belonging [DEIB]
  - DEIB Ad Hoc Committee will meet next week to discuss their goals of additional training and metrics.

- Other

Brandy noted that an item of discussion at these meetings is member involvement and participation. The Board encourages members to join ad hoc or sub-committees when opportunities are available.

## **VI. Job Link Operations**

- Dashboard

This report will be available for the March meeting.
- Job Link Staffing Updates

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Two Employment and Training Counselors, and one half time bilingual staff member have been hired to assist with workshops. Carol is working on recruitment for the open Analyst position. Once that position is filled they will be fully staffed.

- Job and Resource Fairs
  - o Unhoused

The second annual *Homeless or at risk* job resource fair will be held March 20 at the Sonoma County Fairgrounds.

- Expect 400-500 attendees.
- Plan to have about 25 businesses/employers on sites.
- Plan to have booths for 20-25 resource representative booth to aid with items like birth certificates, housing information, etc.
- Partners of this event include the following:
  - ❖ Department of Rehabilitation. They paid for the facilities for the last two events and have committed to the same for the March event.
  - ❖ Goodwill. They provided clothing vouchers for attendees to “dress for success”.
- Fundraising. Staff shared the cost and expense for events. Estimate for the next even is \$14,000 to \$15,000.
- Provided through donations include \$25 gift certificates, lunch, and a backpack full of materials for each attendee.

*Request To The WIB:* We are asking WIB members and their businesses to consider sponsoring future events through donations. Options include individual donations or opportunities for marketing of your company logo. Please reach out to Chris Willover or Antonio Vigil for more ways to donate or participate.

- <https://www.micahshugs.org/donate>
- PayPal: [michelle@micahshugs.org](mailto:michelle@micahshugs.org)

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➤ Venmo: @michashugs

*Q. What is the funding gap for this event?*

A. We still need about \$2,000 to \$5,000 for this event. Donations received in excess of that amount will be used to address other needs of the unhoused in the ongoing program that addresses employment needs for this community. For example, Job Link provided incentives like \$10 gift cards when unhoused clients apply for a position, and \$50 gift cards when they gain employment.

*Q. How does the advertising work?*

A. We have been reaching out to city Chambers of Commerce, businesses, organizations, partner agencies, and friends and colleagues with opportunities to add their logo to items at events.

*Q. How is it unhoused defined?*

A. Individuals currently experiencing or are at risk of becoming homeless. We want all at risk to know about the events and attend.

o Farmworker

- Staff is planning on a Farmworker Resources event to be held on March 3<sup>rd</sup> in response to a request from the Board of Supervisors.
- The planning group for the event includes staff from the Economic Development Board and California Human Development.
- About a dozen agencies are confirmed to participate so far.
- *Request to the WIB:* Staff is asking for donations for raffle prizes that can be given out at the event.

*Q. Are we seeing issues about jobs related to the ducks and chickens that had to be destroyed due to disease?*

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A. This actually did not affect that many jobs. Carol will look at reaching out to those employers.

o Youth

Lilian shared staff is in the early stages of planning the 2024 Youth Opportunities Fair. As requested, there will be more employers and job opportunities included in this session.

• Youth Program

- o Staff is working on procurement efforts for youth employment contracts for the My Pathways program. A request for proposals will be released this month, and there will be a review of the proposals once the submission timeframe closes. There will be a request for an action of the WIB to accept the winning proposal at the March meeting.
- o Staff is aware of and monitoring Social Advocates for Youth and their possible closure, and what that could mean to our program.

*Q. What is our current youth contract?*

A. \$175K with Conservation Corps North Bay. Staff noted CCNB will be hosting an Open House on January 25 that anyone interested in is welcome to attend.

• One Stop Operator

Staff shared that partner presentations are available at Job Link on the third Wednesday of each month to allow for staff and agency cross training. A list of upcoming presentations was shared and WIB members are welcome to join for any of the presentations.

• Other / Press Democrat Articles

Brandy introduced the articles in the Press Democrat about job crises as an item for discussion. Katie shared that this department was not the focus of the article, but wanted to acknowledge the conversation in the newspaper. The county has noted

these trends in the workplace and are trying various methods of recruitment and staff retention.

*Q. Are people leaving county employment leaving the area?*

A. People are leaving for multiple reasons including: retirement, moving after the fires, turnover in entry level positions, and some jobs like jail or crisis stabilization are high stress.

*Q. Are we seeing a lot of businesses leave the area?*

A. Several people chimed in for this response. Answers are listed below. The WIB will continue to watch and address this issue as more information becomes available.

- Lack of staff.
- High cost of living – housing.
- Not enough opportunities for youth employment for a living wage.
- High job vacancies put pressure on existing staff making it harder to retain good employees.

## **VII. Community Economic Resiliency Fund - North Bay Sub Regional Table Update**

Patti Andrews and Jack Buckhorn presented.

- Sonoma/Marin California Jobs First is a project of the Bay Area High Road Transition Collaborative, previously known as the Community Economic Resilience Fund (CERF).
- Their goals are:
  - Re-envision regional economic development planning that incorporates the values of equity, high-road employment, and climate resistance.
  - To be shaped by workers and communities that will be directly impacted by these initiatives.
- This project was launched in June 2023 and the committee has been meeting monthly. Previous meetings have included:

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- *Inviting community partners* and stakeholders to participate in and grow the coalition
- *Educating partners* about the different phases and program activities which are eligible for funding
- *Hearing presentations* regarding how other Bay Area coalitions are approaching the project
- *Sharing information* with the committee and community about various updates concerning changes to phases and how to apply for the grant funding
- The first opportunity for funding will be the CJF project readiness
- An example of an idea for submission: We have a low number of women in building trades, which is a high wage career with good benefits. Consider doing cohorts that are geared toward women. Do community engagement to learn why more women do not apply for these jobs.

*Q. Are you looking for new or scale up recommendations?*

A. Both.

*Q. Can you share more about the carbon-based focus?*

A. One of the priorities is to replace carbon-based economy jobs, like Refinery Workers.

More focus on green energy source jobs. Like wind energy.

Want to focus on good pay to replace the good paying jobs that are going away.

- Potential pilot project forms are due February 9<sup>th</sup>, 2024.
- More guidance will be coming from the State in 2024. Will continue to update WIB throughout the process.
- Staff will send out the idea submission form to WIB members.

**IX. Adjourn 4:51 pm**

**Next meeting: March 13 in the Santa Rosa Room**

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## PY 2022 WIOA Local Workforce Development Area Performance Tables

### Sonoma County Workforce Investment Board

#### *Title I Adult*

Service Type	Participants Served	Participants Exited	Percent Training-Related Employment	Percent Enrolled in More than One Core Program
Career Services	414	306	N/A	N/A
Training Services	98	62	N/A	N/A
Total Local Area	414	306	14.7%	7.2%

Performance	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
Negotiated Target	64.0%	64.0%	\$7,800	72.0%	55.0%
Total Local Area	64.2%	60.0%	\$7,651	71.4%	58.5%

#### *Title I Dislocated Worker*

Service Type	Participants Served	Participants Exited	Percent Training-Related Employment	Percent Enrolled in More than One Core Program
Career Services	60	45	N/A	N/A
Training Services	25	20	N/A	N/A
Total Local Area	60	45	15.8%	53.3%

Performance	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
Negotiated Target	68.0%	66.5%	\$8,508	68.6%	65.0%
Total Local Area	60.0%	74.0%	\$9,284	74.2%	68.2%

#### *Title I Youth*

Service Type	Participants Served	Participants Exited	Percent Training-Related Employment	Percent Enrolled in More than One Core Program
Career Services	61	30	N/A	N/A
Training Services	10	<4	N/A	N/A
Total Local Area	61	30	40.0%	3.3%

Performance	Youth Employment / Education / Training Rate (Q2)	Youth Employment / Education / Training Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
Negotiated Target	68.0%	75.0%	\$5,700	45.0%	57.8%
Total Local Area	72.0%	74.1%	\$7,545	-	60.0%

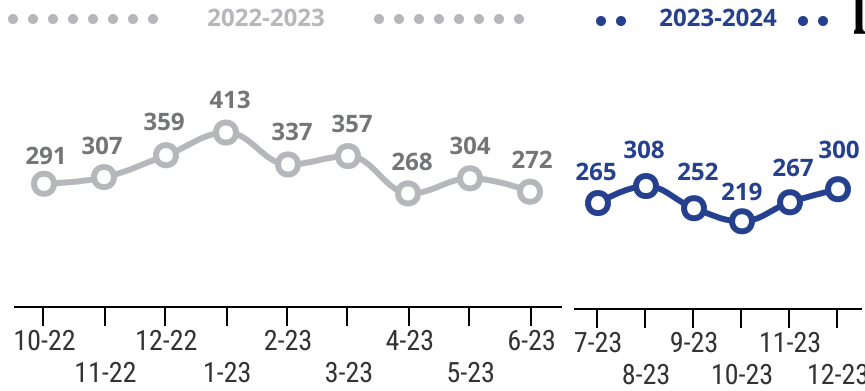
# Workforce Investment Board

Quarterly Dashboard: Second Quarter 2023-2024

## AJCC Services in Q1-Q2

### Job Link Traffic

Walk-In Visits per Month



52

Workshops

127

Workshop Participants



43

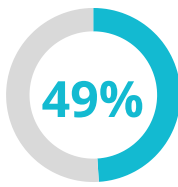
Orientations

335

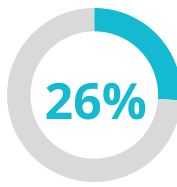
Orientation Participants

### Demographics of CalJOBS Registrants in Q1-Q2

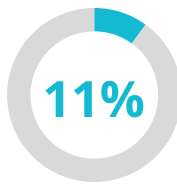
Region, Race,\* Ethnicity, Employment Status, & Education Level at Registration



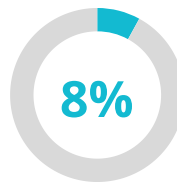
Central/  
Santa Rosa



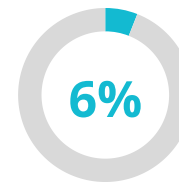
South  
County



North  
County



West  
County



East County/  
Sonoma Valley



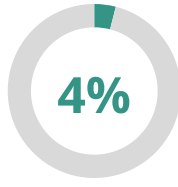
White



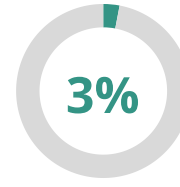
Hispanic  
or Latino



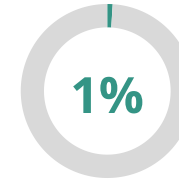
Asian



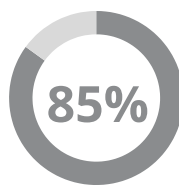
African  
American/Black



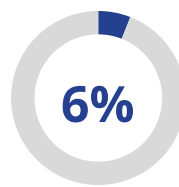
American Indian/  
Alaska Native



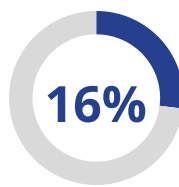
Hawaiian/Other  
Pacific Islander



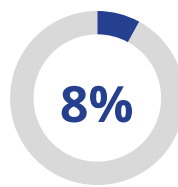
Not  
Employed



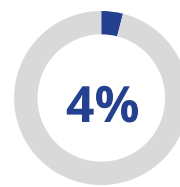
Less Than High  
School Diploma



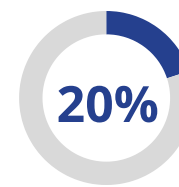
Diploma or  
Equivalent



Some College or  
Vocational School



Associate's  
Degree



Bachelor's  
Degree or Higher

\*34% responded "I do not wish to answer."

# Workforce Investment Board

Quarterly Dashboard: Second Quarter 2023-2024

## Occupations by Forecasted Demand & Customer Interest

### Top Occupations in Sonoma County

By JobsEQ Forecasted Demand Over the Next 5 Years\*

Food Preparation & Serving



\$41,500

Annual Wages

Sales & Related



\$57,600

Annual Wages

Office & Admin Support



\$56,500

Annual Wages

Transportation & Material Moving



\$50,600

Annual Wages

Healthcare Support



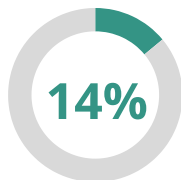
\$43,300

Annual Wages

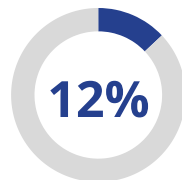
### CalJOBS Registrants in Q1-Q2

Intended Occupations

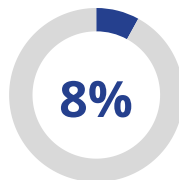
■ Indicates alignment with top five in-demand occupations



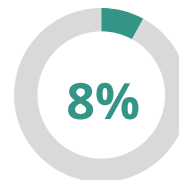
Management



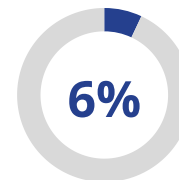
Office & Admin Support



Sales & Related



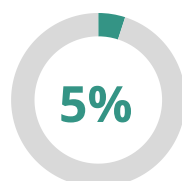
Production



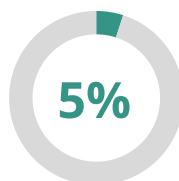
Transportation & Material Moving



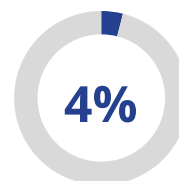
Construction & Extraction



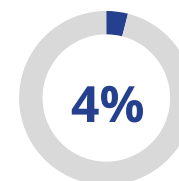
Business & Financial Operations



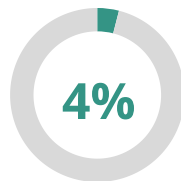
Computer & Mathematics



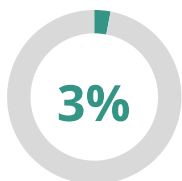
Food Preparation & Serving



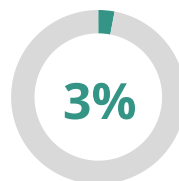
Healthcare Support



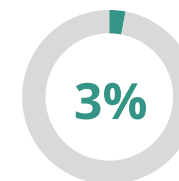
Arts, Design, etc.



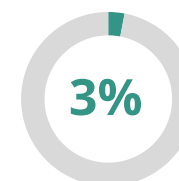
Personal Care & Service



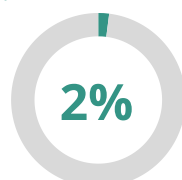
Installation, Maintenance, Repair



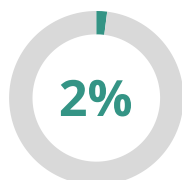
Educational Instruction/Library



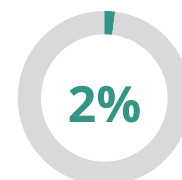
Cleaning & Maintenance



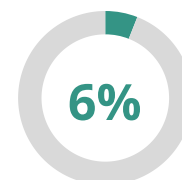
Architecture & Engineering



Life, Physical, & Social Sciences



Healthcare Practitioner/Tech



All Other Occupations

# Workforce Investment Board

Quarterly Dashboard: Second Quarter 2023-2024

## Job Link Business Services

### Layoff Aversion

Number of Layoff Response Events Hosted



75

Incoming Business Services Inquiries in 2023-24

## Youth Education & Employment Services

### Youth Work Experience

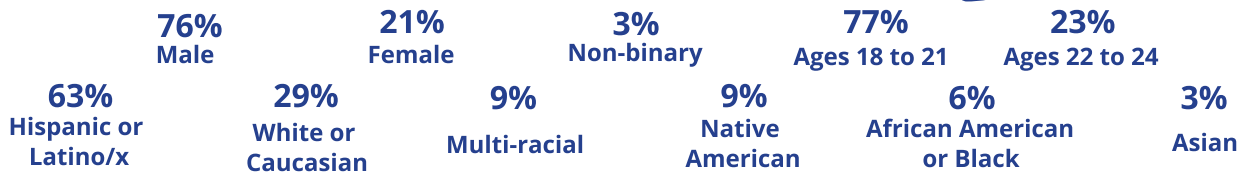
Number of Youth & Young Adults Participating



"My favorite part of this program was becoming part of a group & **learning how to work with others**. I also enjoy learning how to work with **new tools & machines**."  
- 2023 SCYEC Crew Member

### Sonoma County Youth Ecology Corps (SCYEC)

Demographics of Participants in the 2022 SCYEC Program



Total does not equal 100%; youth could select all that apply. Multi-racial indicates that youth selected more than one category.

## WIOA Levels of Service

### Levels of Service Accessed in Q1-Q2 of the 2023-2024 Program Year



\*May be underreported due to system outage/process change



# Workforce Investment Board

Quarterly Dashboard: Second Quarter 2023-2024

## WIOA Individualized Career Services

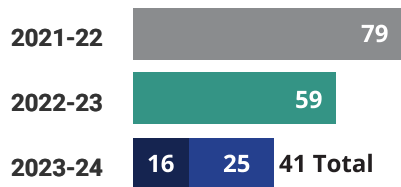
### WIOA Adult Customers

Number of Individuals Enrolled



### WIOA Dislocated Worker Customers

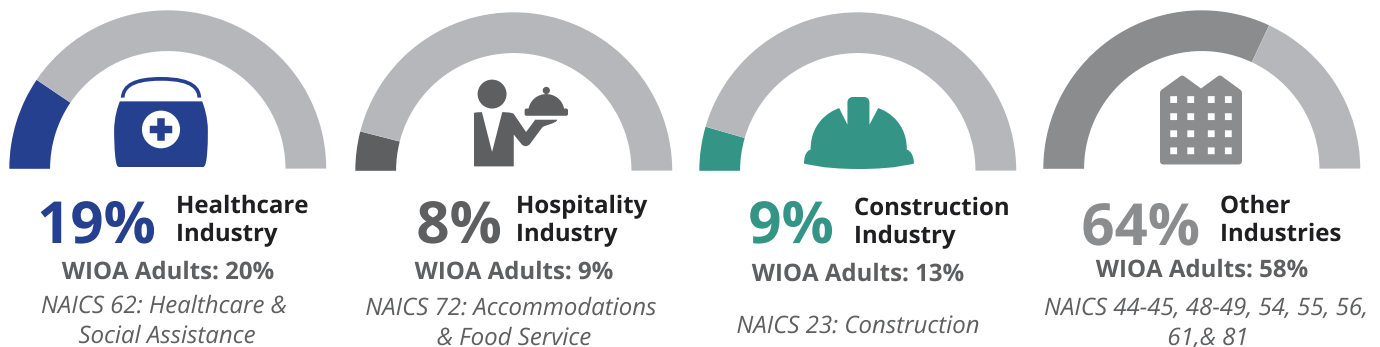
Number of Individuals Enrolled



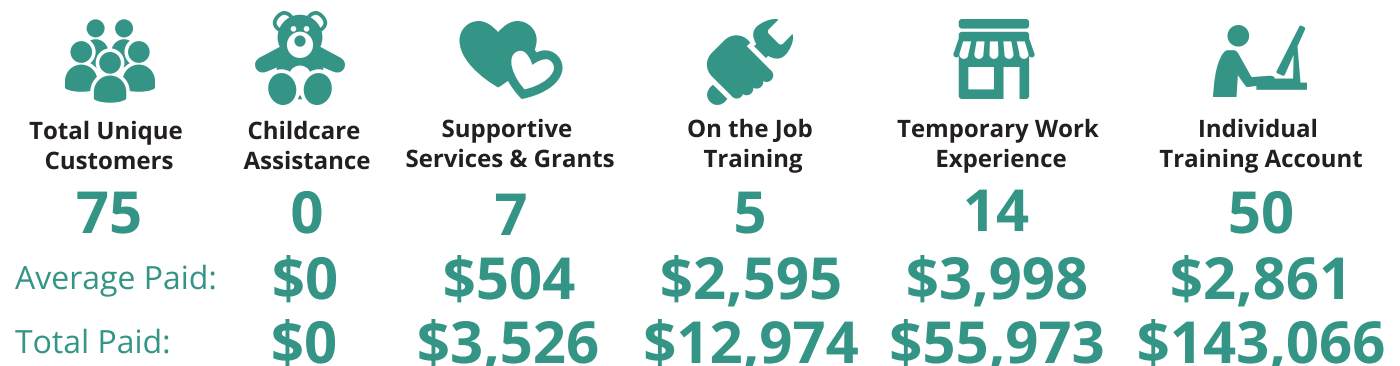
**55**   
 Prison to Employment (P2E)  
 & Regional Equity & Recovery  
 Partnerships (RERP)  
 Grant Participants

## Training & Supportive Services

Priority Industries for Training & Supportive Services in 2023-24 Q1-Q2



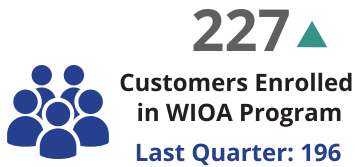
Total Customers Receiving Training or Supportive Services Payments in 2023-24 Q2



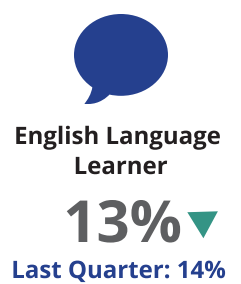
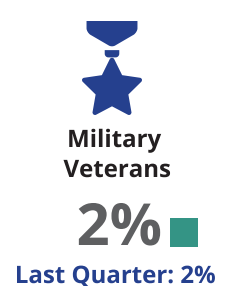
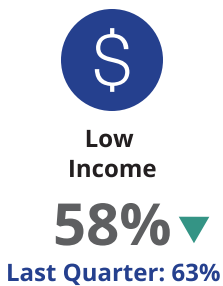
# Workforce Investment Board

Quarterly Dashboard: Second Quarter 2023-2024

## WIOA Adults & Dislocated Workers - Enrollment & Wages

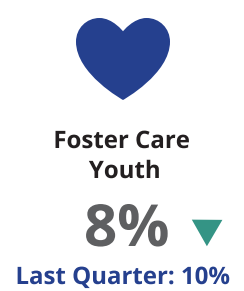


## WIOA Adults & Dislocated Workers



Note that customers may be included in multiple categories; totals do not equal 100%.

## WIOA Youth



Note that customers may be included in multiple categories; totals do not equal 100%.

Compared to Previous Period: ▲ Increase ▼ Decrease ■ No Change

Note: Number of unique cash aid customers includes those receiving Temporary Assistance for Needy Families (TANF)/CalWORKS/SonomaWORKS, Social Security Disability Insurance (SSDI), Supplemental Security Income (SSI), or General Assistance (GA).

# Workforce Investment Board

Quarterly Dashboard: Second Quarter 2023-2024

## Living Wage in Sonoma County

### Hourly Living Wage Rate

Adults Working Full Time in Sonoma County\*

One Working Adult, No Children



\$27.15/hr

Two Working Adults, One Child



\$27.10/hr

Two Working Adults, Two Children



\$34.27/hr

One Working Adult, One Child



\$49.33/hr

One Working Adult, Two Children



\$63.40/hr

\*Source: [MIT Living Wage Calculator](#). Last updated Feb 1, 2024

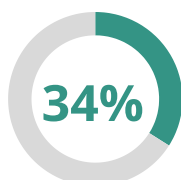
## WIOA Customer Race & Ethnicity & Wage at Exit (2016-2023)

### Race & Ethnicity

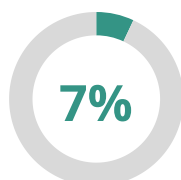
Active WIOA Enrolled Customers' Race\*\* & Ethnicity



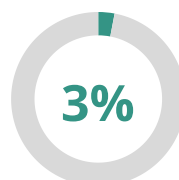
White



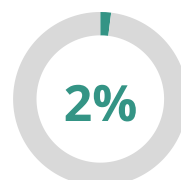
Hispanic or Latino



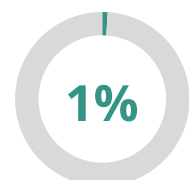
African American/Black



American Indian/Alaska Native



Asian

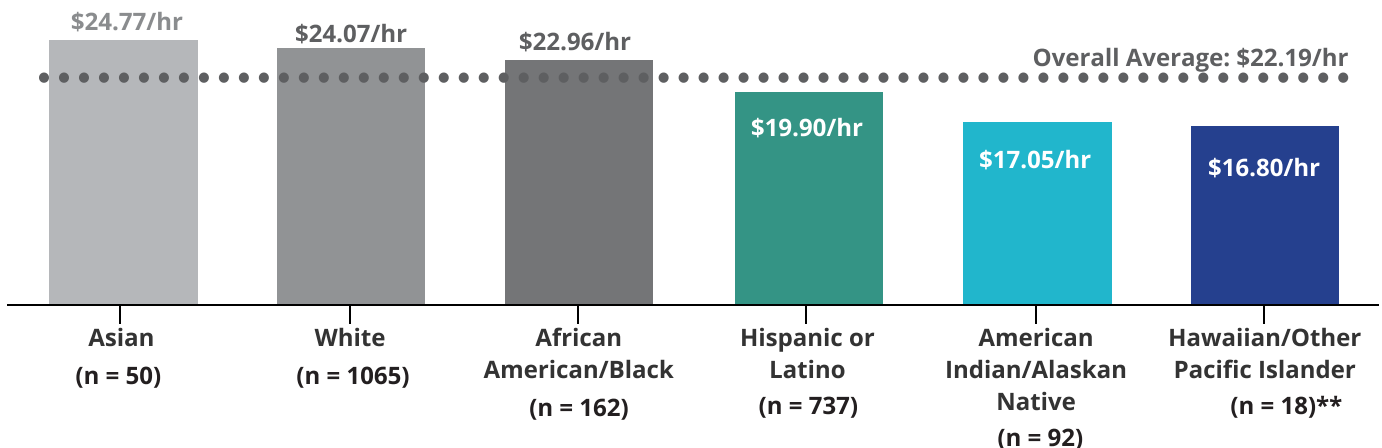


Hawaiian/Other Pacific Islander

\*\*34% responded "I do not wish to answer."

### Average Wage at Program Exit

Hourly Wages of Customers Who Reported a Job at Exit



\*\*Note: Interpret data with caution; due to the small number of customers (n), outcomes may not be representative.

Any questions? Please email [ataylor@schsdl.org](mailto:ataylor@schsdl.org) | Page 6

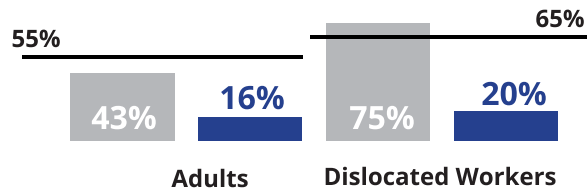
# WIOA Adult Performance Goals

Second Quarter 2023-2024

## WIOA Adult & Dislocated Worker Performance

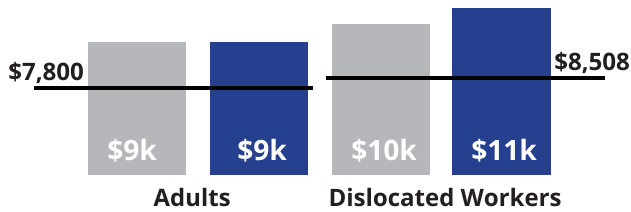
— Performance Goal    ■ Rolling Four Quarters    ■ Second Quarter 2023-2024

### Measurable Skill Gains



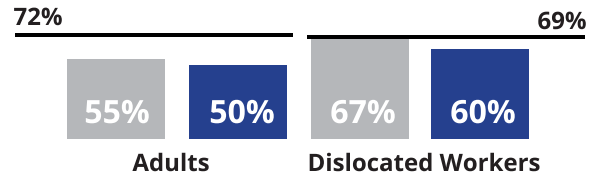
*Enrolled WIOA Adults & Dislocated Workers Making Measurable Progress (I.e. Exam, Transcript, Report Card, etc.)*

### Median Quarterly Earnings



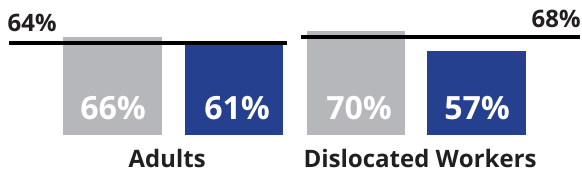
*Median Quarterly Earnings for WIOA Adults & Dislocated Workers 2nd Quarter After Exit*

### Credential Attainment



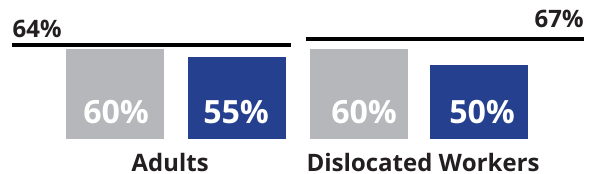
*WIOA Adults & Dislocated Workers Who Attain a Credential Within a Year of Exit*

### Employment Rate (2nd Quarter)



*WIOA Adults & Dislocated Workers Employed During the 2nd Quarter After Exit*

### Employment Rate (4th Quarter)



*WIOA Adults & Dislocated Workers Employed During the 4th Quarter After Exit*

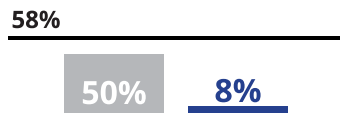
# WIOA Youth Performance Goals

Second Quarter 2023-2024

## WIOA Youth Performance

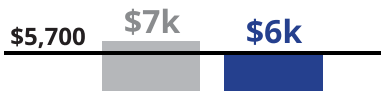
— Performance Goal    ■ Rolling Four Quarters    ■ Second Quarter 2023-2024

### Measurable Skill Gains



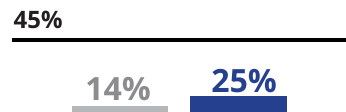
*Enrolled WIOA Youth Making Measurable Progress (I.e. Exam, Transcript, Report Card, etc.)*

### Median Quarterly Earnings



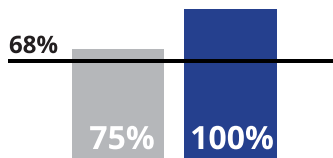
*Median Quarterly Earnings for WIOA Youth 2nd Quarter After Exit*

### Credential Attainment



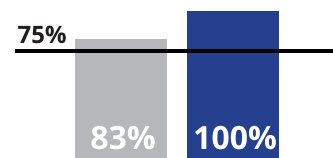
*WIOA Youth Who Successfully Completed a Training Program with a Credential Within a Year of Exit*

### Employment, Education, or Training Placement (2nd Quarter)



*WIOA Youth Employed or Enrolled in Education or Training During the 2nd Quarter After Exit*

### Employment, Education, or Training Placement (4th Quarter)



*WIOA Youth Employed or Enrolled in Education or Training During the 4th Quarter After Exit*

Progress Report to Sonoma WIB on initiatives serving WIOA priority populations

**Initiative: One Stop Operations**

Date: WIB meeting, through March 2024

- ▶ Partnership with Job Link Steering Committee partners, total of 20 mandatory and non-mandatory partners
- ▶ Funding: WIOA funding for OSO position
- ▶ Staffing: All OSO staff time absorbed by WIOA funding. 1 FTE OSO
- ▶ Timeframe: WIOA funding is continuous.
- ▶ Target: aligning, coordinating and integrating programs and services to achieve scale and impact while providing the needed services to customers. Ensuring streamlined operations of the AJCC.
- ▶ Process Objectives: A post-covid, fully integrated AJCC by 2024-2025.
- ▶ Output/Outcome Goals: Engage, support, create workshops with JLSC partners at the One Stop/AJCC.

<b>Update – (through September 2023)</b>	
Target for enrollment	NA. AJCC traffic and workshop data is captured via the WIB Dashboard.
Number enrolled to date	NA
Training/supportive services funding utilized Non-discretionary funding utilized Other grant funding leveraged	<ul style="list-style-type: none"> <li>• No grant funding utilized</li> <li>• No grant funding utilized</li> </ul>
Workshops	<ul style="list-style-type: none"> <li>• 52 workshops and 127 workshop participants in Q2 (Per WIB Dashboard)</li> <li>• JL ETC Steve Share Resume Workshops held Wednesdays.</li> <li>• EDD Virtual workshops, every Thursday, “Ace the Interview, Resumes that Work, Cover Letters Made Simple”.</li> <li>• Goodwill Resume workshops weekly on Wednesday at AJCC 2-3pm. By appt only, offer standby in the instance of a no-show. They also offer bilingual resume workshop the last Wednesday of each month.</li> <li>• DOR Resume Workshops offered the second and fourth Thursday of each month, appt only. English only.</li> <li>• DOR-Networking for Job Seekers Series of workshops. Rolled out 3/2024. Will be adjusting as needed, either monthly, every other month, etc.</li> </ul>
Outreach Activities	<ul style="list-style-type: none"> <li>• Consistent Partner Presentations rotated amongst 20 JLSC partners.</li> <li>• HSD Newsletter article to highlight partner presentations to all HSD staff.</li> <li>• Tabling at National Crime Victims Week Resource Fair 4/2023.</li> <li>• Tabling at Moorland Neighborhood Resource Fair 7/2023.</li> <li>• Held an in-person JLSC followed with a tour of AJCC facilities 5/2023.</li> </ul>

	<ul style="list-style-type: none"> <li>• Consistent social media presence on Facebook page, to maintain AJCC relevancy and provide AJCC events to job seekers.</li> <li>• Tabling at SEEC Youth Expo 1/2024</li> <li>• One Stop presentation to Developing Immigrants YouTube Channel aimed towards local Fijian Community 10/2023.</li> <li>• LSP- hosted an LSP monthly meeting with a tour of the AJCC aimed towards their youth promoters 8/2023.</li> </ul>
Business Engagement	<ul style="list-style-type: none"> <li>• Job Link Business Services &amp; OSO cross-collaborate, share updates regarding EDD partner needs, hiring events, AJCC updates and Job Posting materials.</li> <li>• Collectively submitted application to SR Chamber to host a mixer – Unfortunately, our agency was not selected.</li> <li>• Youth Fair 2024 committee to help identify businesses that can hire youth, tot table at the event</li> </ul>
JLSC Projects	<ul style="list-style-type: none"> <li>• Updated the Partner Directory- electronic copy includes clickable links to partner websites, forms.</li> <li>• Completed Partner Brochure which includes JLSC partners contact information with QR codes. Utilized external for customers at the AJCC.</li> <li>• Completed Partner Presentation 2024 Calendar</li> <li>• Completed 2024 Co-located Partner Form. Describes the dates/times/services of each co-located partner at the AJCC.</li> <li>• DEIB- embedded DEIB imagery, messaging in to the AJCC physical space.</li> </ul>
Supportive Services provided	N/A
Total individuals employed at exit	N/A
Other exits	N/A
Requests of WIB	<ul style="list-style-type: none"> <li>• Continue to encourage partners to offer services at AJCC. I.E- workshops that can benefit both WIOA and partner programs.</li> <li>• Promote the AJCC One Stop in the community, particularly marginalized, “hardest to reach” populations.</li> <li>• Identify DEIB trainings for JLSC partners to attend.</li> </ul>

Progress Report to Sonoma WIB on initiatives serving WIOA priority populations

**Initiative: Foster Youth**

Date: March WIB meeting, through February 2024

- ▶ Partnership with Family, Youth & Children’s Services, CBOs, employers
- ▶ Funding: Realignment funding (“STAY”), WIOA formula funds
- ▶ Staffing: All staff time absorbed by TANF funding
- ▶ Timeframe: TANF funding is continuous, STAY funding is also continuous depending on utilization and outcomes.
- ▶ Target: 30 Foster Youth per program year enrolled/served in WIOA Title 1 or other employment services program through Job Link.
- ▶ Process Objectives: Referral process developed and institutionalized. Participants enrolled in WIOA or other employment services program through Job Link, receiving individualized services. Project is steered by collaborative involving Job Link, CBOs, employers, and participant representative. Business Services provides Job Development services as needed. Additional funding developed to cover disallowed expenses. Other grants, e.g. P2E are leveraged on a routine basis.
- ▶ Output/Outcome Goals: 15 foster youth referred to Job Link by CBOs. 50% successfully enrolled in WIOA Title 1. 68% employed at program exit. 13% Enrolled in education and/or training

<b>Update – (through February 2024)</b>	
Target for enrollment	30
Number enrolled to date	35
Training/supportive services funding utilized Non-discretionary funding utilized Other grant funding leveraged	<ul style="list-style-type: none"> <li>• \$23,677.22 temporary work experience training</li> <li>• \$34,921.79 non-discretionary funding</li> </ul>
Outreach Activities	<p>On February 26<sup>th</sup>, Contractor/Partner, SAY, filled for bankruptcy and shut its doors. In retrospect, below are some of the activities prior to that happening:</p> <ul style="list-style-type: none"> <li>• Job Link and SAY staff participated and conducted resume and mock interview workshops to youth at the EcoPath Career Expo on January 27<sup>th</sup>.</li> <li>• HSD staff also in regular communication with FYC Division regarding opportunities for foster youth.</li> <li>• VOICES co-located at SAY’s Career Hub once a month</li> <li>• SAY staff are co-located in many Santa Rosa high schools, Juvenile Probation Camp, VOICES, Teen Services Sonoma, and the Sonoma Valley Boys &amp; Girls Club. Their Street Outreach Team connects homeless young people to services.</li> <li>• CCNB/HSD increasing outreach to CBO’s and in social media to increase programs enrollment</li> </ul>
Business Engagement	<ul style="list-style-type: none"> <li>• Job Link Business Services &amp; Youth Programs staff have connected with numerous (10+) businesses/agencies open to</li> </ul>



	hiring young people, including foster youth, on a permanent or temporary basis
Supportive Services provided	<ul style="list-style-type: none"> <li>• \$719 supportive services funding (work/interview clothing; transportation; post-secondary education materials)</li> </ul>
Total individuals employed at exit	N/A
Other exits	N/A
Requests of WIB	<ul style="list-style-type: none"> <li>• Promote youth programs in the community</li> <li>• Provide work experience opportunities for foster youth</li> </ul>

## Progress Report to Sonoma WIB on Initiatives Serving WIOA Priority Populations

### Initiative: Unhoused Pilot

Timeframe: November 2023 - February 29<sup>th</sup>, 2024

- ▶ Partnership with local community providers serving unhoused individuals
- ▶ Funding: WIOA formula funds, P2E grant, outside donations
- ▶ Staffing: All staff time absorbed by WIOA formula funds
- ▶ Timeframe: Ongoing
- ▶ Target: Need to define new target
- ▶ Process Objectives: Referral process developed and institutionalized. Participants enrolled in WIOA, receiving individualized services. Project is steered by collaborative involving Job Link, CBOs, employers, and participant representative. Business Services provides Job Development services as needed. Additional funding developed to cover disallowed expenses. Other grants, e.g. P2E are leveraged on a routine basis.
- ▶ Output/Outcome Goals: Need to define new outcome goals

Update – October 1, 2023 to February 29, 2024	
Total individuals referred	<ul style="list-style-type: none"> <li>• 61 clients referred to Unhoused Pilot since October 1, 2023.</li> </ul>
Target for enrollment	
Number enrolled to date	<ul style="list-style-type: none"> <li>• Active engagement with 29+ clients, 17 enrolled thus far.</li> </ul>
Mock Interview Days	<ul style="list-style-type: none"> <li>• 3 Mock Interview Days have been conducted since October 1, with a total of 23 clients interviewed.</li> </ul>
Obtained employment	<ul style="list-style-type: none"> <li>• Despite substantial barriers requiring resolution, 15 clients referred since October 1 have obtained employment, with several more having applications pending. About 20 clients referred more recently are actively engaged and on a path towards employment.</li> </ul>
Petaluma Job and Resource Fair success	<ul style="list-style-type: none"> <li>• Local fair modeled after successful spring event with focus on participants from Petaluma, Rohnert Park, and south Sonoma County.</li> <li>• 200+ guests attended.</li> <li>• Transportation to and from the event was provided using 2 County vans, vans operated by providers, and other vehicles driven by community volunteers.</li> <li>• 80+ clothing vouchers donated by Goodwill.</li> <li>• 50+ haircuts provided by local barbers and salons.</li> <li>• \$25 Gift cards purchased with donated funds provided to all attendees.</li> <li>• 40+ resumes written and printed at the event, and at several transitional housing locations.</li> <li>• 7 mock interviews provided in advance of the event at COTS in Petaluma.</li> <li>•</li> </ul>

	<ul style="list-style-type: none"> <li>• YWCA reported one of their participants who attended got a good job a week after the event.</li> <li>• From Share Sonoma “We had a very busy table at the last fair event in Petaluma and secured housing for 3 of the individuals that dropped by our table and helped to connect several folks to resources”</li> <li>• Supervisor Rabbitt’s staff provided welcome.</li> <li>• Got donations for raffle and raffled off 2 bikes donated by community bikes that were excitedly accepted by the winners.</li> </ul>
Outreach activities	<ul style="list-style-type: none"> <li>• Presented at CalWORKs Academy in Sacramento in December 2023 (Antonio, Dawn, Chase from Mary’s Pizza and Kym from Community Support Network). Large turnout for the presentation that was well received.</li> <li>• Currently promoting the 2<sup>nd</sup> County Wide Job and Resource Fair that will be taking place at the Sonoma County Fairgrounds.</li> <li>• Press release for the event will go out in early March.</li> <li>• Event is being promoted on social media with County Administrative staff.</li> </ul>
Business engagement	<ul style="list-style-type: none"> <li>• November-February 23/24: 3 OJT/TWEX placements directly from HEP clients. Employers include Mary’s Pizza Shack, Goodwill Redwood Empire, Sonoma Family Meal</li> <li>• Got commitment from four Mary’s Pizza Shack to participate in TWEX programs (Rohnert Park, Summerfield, Marlow, Boyes Hot Springs)</li> <li>• Mary’s Pizza Shack participating in Feb. 27<sup>th</sup> Dine &amp; Donate to create supportive service funding for HEP</li> <li>• Recruited 27 Sonoma County Businesses to participate in March 20, 2024 Job/Resource fair.</li> <li>• Recruited 11 businesses to participate in November 2023 Petaluma Job/Resource fair.</li> <li>• October 2023, hosted a Hire the Homeless “Lunch &amp; Learn,” with an attendance of thirty-two businesses, three elected officials/representatives, and two Chambers of Commerce staff from Rohnert Park and Windsor.</li> </ul>
Supportive Services provided	<ul style="list-style-type: none"> <li>• Gift cards, gas cards, bus tickets, work clothing and shoes, car repairs, Live Scan fees</li> <li>• Implementation of CFET and P2E funding for supportive services.</li> </ul>
Requests of WIB	<ul style="list-style-type: none"> <li>• Volunteers for Job and Resource Fair (mock and other support) Volunteers can connect with Dawn Montgomery at <a href="mailto:dmontgomery@schsd.org">dmontgomery@schsd.org</a></li> <li>• Donations for an on-going fund to support immediate necessary supportive services for homeless referrals if they are offered a job. This has been successful in providing a much-needed immediate lifeline of funds to our referrals and led to jobs! All donations are tax deductible as they are handled by our workgroup partner Micah Hugs.</li> </ul>

Progress Report to Sonoma WIB on initiatives serving WIOA priority populations

**Initiative: Regional Equity & Recovery Grant**

Date: WIB meeting, Data through March 2024

- ▶ Partnership with Santa Rosa Junior College
- ▶ Funding: Regional Equity and Recovery Grant
- ▶ Staffing: E&T Program Coordinator supported with grant funds; All ETC staff time absorbed by WIOA formula funds
- ▶ Target: 15-20 participants per cohort of participants looking to increase their knowledge and skills enrolled/served in Adult/DW/other
- ▶ Process Objectives: Referral process developed and institutionalized. Participants enrolled in WIOA, receiving individualized services. Project is steered by collaborative involving Santa Rosa Junior College Early Childhood Education Apprenticeship Program and Advanced Manufacturing Certificate Program and Job Link. Job Link Business Services provides Job Development services as needed.
- ▶ Output/Outcome Goals: 50 participants complete Job Link Orientation activities. 25 participants successfully enrolled in WIOA services. 2 participants have successfully completed the program and are employed at program exit.

Update through September 2023		
Number enrolled to date in 2023	25	23 - ECE Apprenticeship Program 2 – Advanced Manufacturing Certificate
Training/supportive services funding utilized in 2023	\$1500 allocated per participant	
Outreach Activities	<ul style="list-style-type: none"> <li>• Outreach via direct contact with SRJC to deliver orientation at every start of a new Cohort of the ECE Apprenticeship Program</li> <li>• Ongoing communication with SRJC Advanced Manufacturing and delivery of orientation to selected courses for outreach.</li> </ul>	
Business Engagement	<ul style="list-style-type: none"> <li>• Connecting with employers who are hiring apprentice from the ECE program providing preschool education.</li> <li>• Connecting with employers in manufacturing to provide on the job training or Transitional Work Experience to participants who have completed the AM certificate program.</li> </ul>	
Service Provided	<ul style="list-style-type: none"> <li>• Supportive Services</li> <li>• Transitional Work Experience (TWEX)</li> <li>• 7 Participants currently in Transitional Work Experience training.</li> <li>• \$37,000 in RERP funds have been utilized from 01/2024-current.</li> </ul>	
Total individuals referred in 2023	60	Referrals received from Santa Rosa Junior College

Total individuals employed at exit for time period June 2023 – Sept 2023	6	<p>Participants obtained or retained employment in Pre-Schools and Manufacturing occupations.</p> <p>Participants may continue to receive services and support, not necessarily exited yet</p>
Requests of WIB	<ul style="list-style-type: none"> <li>• Enrichment activities (i.e. mock interviews)</li> </ul>	