

## **Notice of Meeting & Agenda** July 10, 2024

3:00 p.m. – 5:00 p.m.

### 2227 Capricorn Way, Santa Rosa

### Note Location $\Rightarrow \Rightarrow$

#### 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.	Introductions and Public Comment (3:00)	(Discussion)
II.	Approve Minutes of May 8, 2024* (3:05)	(Action*)
III.	Announcements (3:10)	(Discussion)
IV.	WIB Operations (3:15) (Discus	
V.	Ad Hoc Committee Updates (3:25) (Discuss	
	Membership/Nominating	
	Diversity, Equity, Inclusion, Belonging [DEIB]	
VI.	DEIB Item (3:30)	(Discussion)
VII.	Job Link Gold Resolution – Homeless Employment Group (3:50)	(Presentation)
VIII.	Job Link Operations (4:05)	(Discussion)
IX.	WIB Strategic Meeting/Retreat (4:55)	(Discussion)
х.	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 May 8, 2024

**Members Present:** Brandy Evans, Ethan Brown, Erin Carlson, Judy Coffey\*, Paul

Duranczyk, Nancy Emanuele, Stephen Jackson, Scott Kincaid, Chris

Knerr\*, John McEntagart, Michael Pickens, Brian Purtill, Ken Sprague,

Thomas Stuebner, and Alena Wall

**Absent:** Brad Davis, Keith Dias, Kristina Holloway, Judy James, George

Steffensen, Ananda Sweet, David Tam, and Pedro Toledo

Staff: Katie Greaves, Michelle Revecho, Maureen Fifer, Carol McHale, Katie

Stohlmann, Ashely Taylor, and Judy Oates

#### I. Introductions and Public Comment

Scott shared that Sonoma County Alliance is hosting *Bocce for Books* at the Taft Street Winery on June 10th from 4:30 to 7:00pm. The fundraiser hopes to raise \$18,000 to purchase three new book vending machines to be placed at grade schools for children. The event will include a bocce team tournament, wine, food, and an auction. If you have any questions please refer to their website at https://sonomacountyalliance.com/event-5186309.

Nancy shared that Petaluma Adult School has two upcoming position openings. Please share these opportunities and encourage interested parties to apply.

- .5 Counselor position serving High School Diploma Program students a Pupil
  Personal Services credential is required. The applicant could have a single subject,
  multiple subject or designated subject credential, there could also be some
  additional teaching paid separately.
- Principal.

<sup>\*</sup>Attendees with asterisks arrived late or departed early.

John shared the International Brotherhood of Electrical Workers (IBEW) will be hosting an event for women in the trades on July 19<sup>th</sup>.

### II. Approval of Minutes of March 13, 2024

Motion to approve Minutes of March 13, 2024: Scott Kincaid /s/ Michael Pickens.

Approved (Brandy Evans, Ethan Brown, Erin Carlson, Paul Duranczyk, Nancy Emanuele, Stephen Jackson, Scott Kincaid, John McEntagart, Michael Pickens, Brian Purtill, Ken Sprague, Thomas Stuebner, and Alena Wall). There were no abstentions. There were no "nay" votes. The motion carried.

#### III. Announcements

David Wayte was thanked for his years of service on the WIB and in the community as he was congratulated on his retirement from the Department of Rehabilitation and the WIB. Several members of the WIB, as well as staff, shared stories of collaboration with him and expressed their appreciation for the work he did and all the people he and the DOR programs have helped in Sonoma County.

Today is Lindsey Collins' last WIB meeting as a Fellow at the Economic Development Board working with WIB programs and staff. The Board and staff thanked her for her contributions to the work of the WIB.

Katie Greaves shared she has taken on an interim assignment as the Economic Assistance Division Director in addition to her regular duties as the Employment and Training Director and WIB Director. This work will mean she will be less available to attend WIB meetings through the end of the year, but she will attend where she can and will delegate some of her duties to staff during this time.

Chris Knerr joined.

### IV. WIB Operations

### WIOA Performance Scores for PY22

Ashley Taylor is the Data Manager for Employment and Training and the WIB.

- Ashley shared performance numbers for the reporting categories of Adult,
   Dislocated Worker, and Youth programs.
- Performance numbers goals for WIOA are negotiated with the state every two years and then we report quarterly on actual numbers in each category. A passing number is 50% of our adjusted negotiated goals.
- Metrics are included for youth employment if they are employed or enrolled in a credential program.
- We did not meet the 50% threshold on credential attainment. We expect to be better next quarter. There was a zero under one item. That could be due to timing, items not being reported back to us in a timely manner for reporting, or we were unable to obtain verification of their training or credential.
- Please note, we are reporting on data two years after the training events. That is the
  reporting cycle. That is why you will see a difference in these numbers and what is
  on the WIB Dashboard presented at meetings.
- Q. How often are results measured?
- A. Quarterly in a three-month spread.
- Q. When are negotiations done?
- A. Our next planned negotiation will be in late summer / early fall. We will share the actual dates when they are set.
- Q. How do you measure skill gain?
- A. Often it is progress towards receiving a credential. Ashley will forward two pages of criteria that is monitored for clients that are not getting a credential to show their skill gain.
- Q. Are there pre and post assessment tests for clients?
- A. Yes, depending on which individual skill is being measured/reviewed.
- Q. How do you get the information / numbers?

- A. After the client exits from the program, counselors will contact them every quarter for four quarters. As not all return our messages/calls, we are often under reporting our success. This way of tracking is the standard across the state.
- Q. What is the typical response rate?
- A. It varies. If clients report back after 90 days from the end of the quarter, that information is not reportable.
- A. David Wayte shared that Department of Rehabilitation has been looking at different ways to increase the client response rate as it is something they struggle with as well.
- A. Ashley responded that the standard for follow up is the counselors making three contact attempts. They are not required to continue reaching out after that. Staff is creating an online tool with a link that can be sent out so clients can respond at their leisure.
- Q. What are the ages for the Youth metrics?
- A. 16-24, but youth can continue enrollment regardless of age until they exit the program.
- Q. Are all statistical adjustments to target metrics the same, or are they different in more affordable areas versus high cost of living areas?
- A. Percentage-wise they should be equitable.
- Q. What is "technical assistance from the state"?
- A. That is the state advising us on what steps we should take to achieve the numbers required to pass on each metric.
- Q. What are the stakes for not reaching the goals?
- A. Not hitting target metrics one or two years can mean receiving technical assistance from the state. Three years consecutively can lead to penalties, including a de-

- certification of a WIB. That occurred in Marin and is why their board has been consolidated with other boards in the area.
- Q. Would technical assistance or penalties be per metric, or if they were all short?
- A. Per metric for each of our categories of Adult, Dislocated Workers, and Youth. We report on 15 measures.
- Q. Are there bonuses for meeting or exceeding metrics?
- A. No, they just adjust the goal for the next year to encourage us to increase our numbers.

Ashley offered that anyone with additional questions can email her at <a href="mailto:ataylor@schsd.org">ataylor@schsd.org</a> to request additional information on the numbers covered today. Members of the WIB thanked Ashley for her presentation and complimented her ability to make a very complex item easily understandable.

### **Chair-Elect**

Brandy announced that the WIB Executive Committee elected Michael Pickens as the next Chair-Elect. His term begins July 2024, and then his term as WIB Chair will begin July 2025.

### Judy Coffey joined.

### **Budget Reductions for Program**

- Michelle reported the Employment & Training budget is about \$50M.
- Includes costs associated with operations such as staff expenses, and client assistance payments.
- We are seeing increased costs of doing business.
- WIOA allocations in general continue to decline slightly over time.
- We expect the May State budget expense adjustment to be announced shortly.
- Expect to see cuts to CalWORKs, Single Allocation, Family Stabilization and Enhanced
   Subsidized Employment programs.

- HDAP funding increase is "frozen".
- Expected net decrease to E&T budget will be \$3M in 24/25.
- Q. What is a "frozen increase"?
- A. This refers to flat funding. Could be an increase in the budget from the state that is held back. In some cases, we had temporary increases in previous years that will revert to their former funding level.

### **WIOA Youth Budget**

- 100% subcontracted to CBOs
- Staff supported 100% by CalWORKs
- Variety of other funds blended to increase revenue for contracts like the STEP program.
- No training expenditure requirement
- Typically, there's around a 5% reduction year-to-year in WIOA Title 1
- Operationally Job Link has seen a 7% increase in its caseload
- Planned reductions in expenditures include holding off on filling two open positions.
  - Program Coordinator (One Stop Operator)
  - Program Planning & Evaluation Analyst
- Q. Will this mean any operations interruption?
- A. We are good at finding ways to fill gaps. For example, we will offer more classes for clients so they can have items to work on if they have to wait longer for their one on one appointment with a counselor.

### New Opportunities for Earn & Learn

 The Early Childhood Education program which is now a registered apprenticeship program came about from actions taken at an ad hoc meeting of the WIB. They are now in their second semester as a training program at the Santa Rosa Junior College.

- On-The-Job Training, transitional work experience, funding for work experience, and customized training for businesses are all programs that can be promoted through the WIB and Job Link.
- Please think about pre-apprenticeship and other training opportunities that we
  could take on as a group and share those thoughts with the group. We are open to
  ideas to get people in our community on career pathways.

### V. Ad Hoc Committee Updates

- Membership Ad Hoc
  - Stephen shared that the committee is creating a list of the goals of the committee and how they were met.
  - The latest item that was recommended to and approved by the WIB Executive
     Committee was to set term limits for membership.
    - 1) All terms should be two years, including the first term when a member is approved for membership.
    - 2) Members should be allowed to serve three, two-year terms. At the end of three terms members are welcome to step off the board and attend as a member of the public, or re-apply to serve additional terms. Members should be automatically re-appointed for terms two and three unless they submit a resignation or change employment positions to become ineligible to maintain membership.
      - Plan for Existing Members. Starting July 1, 2024 existing members already serving on the board will have current time on the board count as their first term of three. Their next renewal date after July 1, 2024 will count as the start of their second term.
  - Other Items covered by the Membership Committee included a DEIB review of recruitment of new members, review of the application review process, and makeup of the WIB. These items were each taken to the WIB Executive Committee for review

- and acceptance. The committee has met its original goals and going forward this ad hoc group will be activated to address recruitments, review of applications, and other membership issues as needed.
- o Brandy shared that there are currently three applications recommended for approval by the Membership Committee, approved by the Executive Committee, and now in process with the Board of Supervisors for final approval. We are always interested in having WIB members participate in this ad hoc committee and the process of recruitment and approval. Please reach out to Brandy or Michelle if you are interested in joining this ad hoc committee.
- Diversity, Equity, Inclusion, Belonging [DEIB] Ad Hoc
  - Michelle provided an update from the May 1st WIB DEIB meeting. The group reviewed the demographics of WIOA participants in the program from 2019 to 2022.
     There was a discussion about what data they want to see and how to track it for accountability.
  - It was decided that we want to have a standing DEIB item on the WIB agendas for small trainings, review of news articles, or discussions about successful practices members are using in their businesses. This will allow us to hold space for these discussions as a group.
  - Sonoma County Public Health has declared DEIB a crisis in our county. On May 17th a
    Racial Action Plan will be taken to the Board of Supervisors for adoption. The
    Economic Development Board will present their Demographic Report at this meeting.
     We will ask EDB to present this report at a future WIB meeting.

### VI. DEIB Standing Item

Michelle shared that staff has created a Google Drive accessible to WIB members and staff. This drive contains various training materials and backup information from discussion items from previous WIB meeting trainings. The goal is to facilitate stronger

DEIB discussions going forward with this information available for review as needed. Included in this drive are:

- Report from the Commission on the Status of Women
- Information on Metrix/SkillUp Sonoma training
- Previous DEIB training slides.

Staff will send a link to this drive to the WIB membership. This drive will be updated as additional information and training materials become available. If you come across information you feel is appropriate to share, you can add it under the "Miscellaneous" folder. Stephen shared that the WIB Membership Committee uses a shared drive for documents and members have found it to be very helpful.

### VII. SkillUp Sonoma

Maureen provided the committee with an overview of classes available through the Skill Up Sonoma Program including suggestions of classes that staff recommends for WIB members, and the steps to sign up for the program.

- This provides access to a series of free courses to gain new skills, acquire new knowledge, and/or upgrade existing skills.
- o Items in the registration that are not marked with a red dot can be skipped.
- This is available for WIB members, clients and staff.
- The program is friendly and will suggest additional classes for clients based on their usage and provided information.
- o There are over 18K modules, and over 2K of them are offered in Spanish.

### VIII. Job Link Operations

- Job Link Overview
  - At the last WIB meeting Carol invited members to attend a session of the Job
     Link Steering Committee and Erin Carlson attended.

- Erin shared that the meeting was very informative about what the partners do at Job Link and with the WIB.
- The role of the WIB liaison at the JLSC is to learn about the various areas supported by partner agencies and Job Link and report back to the WIB. It's an opportunity to understand how the partner agencies and WIB align with goals and provide input.
- As part of our Continuous Improvement Plan, we aim to include a WIB member and enhance communication.

### Budget

- Our previous One Stop Operator, Lili, has accepted a job working for one of the Board of Supervisors.
- When the new WIB Analyst is hired part of their responsibilities will be covering the duties of the One Stop Operator.
- Until that position is filled Patti Andrews has agreed to cover some of the duties.
  - Patti reported having met with the Job Link Partners and they are increasing their offerings at the One Stop in response to the increased number of walk in clients.
  - Last month there was an uptick in clients, in part due to a large winery laying off workers.
  - As we move farther from the pandemic, people are more comfortable coming into the office.
  - There is currently about a two month wait for new clients to meet with a counselor one on one.
  - Not all new clients need this service. Some are only coming in to update their resume and get interview skill support and move forward to get jobs.

- To support clients through this delay, we are increasing the offerings in the
   One Stop. We are asking partners to lean in and help with providing
   additional workshops for skill updating and provide resume reviews.
- Resume reviews are often requested urgently when there is a job opportunity they are pursuing.
- Job Corps will resume weekly presentations and provide additional support in their workshops.
- Department of Rehabilitation will do sector workshops on how to apply for positions for various types of careers.
- Staff have brought back old ideas from pre-pandemic days and are coming up with exciting new ideas to help clients.
- Q. How many people that come in do not have a diploma or equivalency?

A. That is something we track on our Dashboard Report and that information will be available at the July meeting. Patti will bring up this question to the JLSC tomorrow as a reminder that it is an item we can offer clients through Petaluma Adult School, as well as the Medical Assistant program they also provide.

- Second Chance Job Fair
  - Carol shared she recently attended a meeting with other counties and their
    justice involved system. They then came back and met with the Sherriff's office
    about providing a job fair for incarcerated individuals.
    - George shared an exciting project coming up with the Sonoma County Jail,
       Probation and Job Link. The Second Chance Resources and Job Fair will be
       held July 17<sup>th</sup> for three to four hours at the detention facility.
    - The target population invited to attend will be inmates that are eligible for release in about 90 days.
    - Employers will be invited to attend.

- Hoping to get people excited about opportunities for when they are released so they can plan accordingly.
- The plan is to meet with individuals in advance to create resumes they can take to employers at the fair. Also, to provide some soft skills for interviews.
- This event will be a first of its kind for Sonoma County.
- Q. EDB previously created a Job Link video that was used at the jail to provide an introduction to Job Link services. Is that still being used?
- A. It is, but it needs to be updated. Job Link has received referrals for clients that hear about Job Link through the video so we do want to update that and keep that as a resource.
- Q. Has anyone reached out about presenting jobs in the building trades at this event?
- A. Not sure, will check with Chris Willover. If they have not, staff will reach out to John McEntagart for that connection.

#### **Contracts**

- Youth contracts for FY 2024/2025 were approved at the March WIB meeting, and are being finalized to begin July of this year.
- Petaluma People Services was approved at the March WIB meeting to replace Social
   Advocates for Youth in finishing their contract set to end June 30, 2024.
- Sonoma County was not awarded the veterans homeless grant applied for in March.

### IX. WIB Strategic Meeting / Retreat

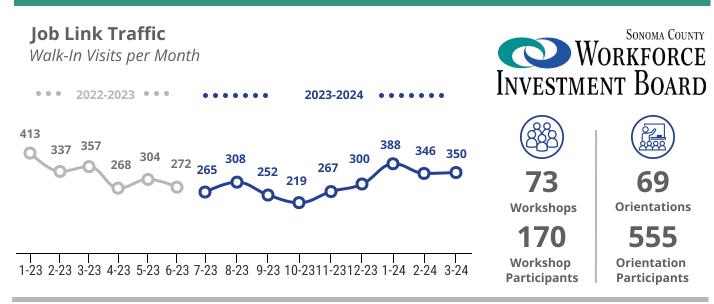
The Chair shared proposed questions for the board to aid in the planning of a strategic meeting in the Fall. This survey will be emailed to members this week and staff will share the results with the Executive Committee to consider when preparing an agenda for the day.

### X. Adjourn (4:33)

Next meeting: June 12th in the Santa Rosa Room

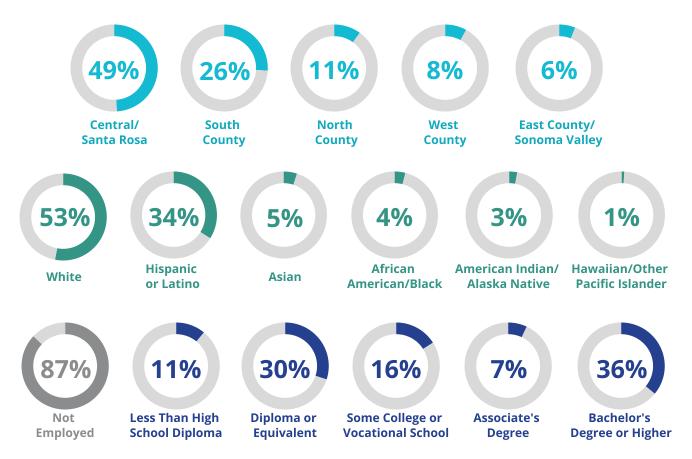
Quarterly Dashboard: Third Quarter 2023-2024

## AJCC Services in Q1-Q3



### **Demographics of CalJOBS Registrants in Q1-Q3**

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



Quarterly Dashboard: Third 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



\$41.700 **Annual Wages**  Sales & Related



\$58,100 **Annual Wages**  Office & Admin Support



\$56,800 **Annual Wages**  **Transportation & Material Moving** 



\$51,400 **Annual Wages**  Healthcare Support



\$43.500 **Annual Wages** 

## **CallOBS Registrants in Q1-Q3**

**Intended Occupations** 

*Indicates alignment with top five in-demand occupations* 



Management



**Construction & Extraction** 



**Community & Social** Services

3%



Office & Admin Support



& Serving



**Personal Care** & Service



**Architecture & Engineering** 



Sales & Related



Food Preparation Business & Financial **Operations** 



Installation, Maintenance, Repair



Healthcare Practitioner/Tech



Production



Computer & **Mathematics** 



Cleaning & Maintenance



Life, Physical, & **Social Sciences** 



Transportation & **Material Moving** 



Arts, Design, etc.



**Educational** Instruction/Library



**All Other Occupations** 

Quarterly Dashboard: Third Quarter 2023-2024

## **Job Link Business Services**

### **Layoff Aversion**

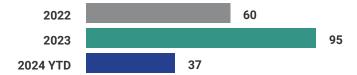
Number of Layoff Response Events Hosted



## **Youth Education & Employment Services**

### **Youth Work Experience**

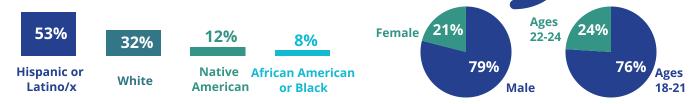
Number of Youth & Young Adults Participating



"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 on the 2023-24 SCYEC Crews



Total does not equal 100%; youth could select all that apply. 17% of youth selected more than one racial or ethnic category.

### **WIOA Levels of Service**

## Levels of Service Accessed in Q1-Q3 of the 2023-2024 Program Year



Quarterly Dashboard: Third Quarter 2023-2024

### WIOA Individualized Career Services

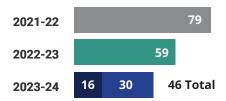
### **WIOA Adult Customers**

Number of Individuals Enrolled



### WIOA Dislocated Worker Customers

Number of Individuals Enrolled



Prison to Employment (P2E), **Regional Equity & Recovery** Partnerships (RERP), & QUEST **Disaster Recovery Grant Participants** 

### **Training & Supportive Services**

Priority Industries for Training & Supportive Services in 2023-24 Q1-Q3



Healthcare Construction 14% Industry 14% Industry WIOA Adults: 15% **WIOA Adults: 19%** 

NAICS 23: Construction

Hospitality Industry **WIOA Adults: 10%** 

NAICS 72: Accommodations & Food Service

Other 64% Industries **WIOA Adults: 56%** 

NAICS 11, 31-33, 44-45, 48-49, 51, 52, 54, 55, 56, 61, 71, & 81

Total Customers Receiving Training or Supportive Services Payments in 2023-24 Q1-Q3



**Total Unique Customers** 

NAICS 62: Healthcare &

Social Assistance

Average Paid:

Total Paid:



Childcare **Assistance** 

\$1,080

Supportive

**Services & Grants** 

**Training** 

On the lob

\$2,764 \$3,972

**Temporary Work Experience** 

Individual **Training Account** 

\$3,104 \$22,683 \$30,408 \$67,526 \$223,517

Quarterly Dashboard: Third Quarter 2023-2024

## **WIOA Adults & Dislocated Workers - Enrollment & Wages**



**Newly Enrolled WIOA Customers** Last Quarter: 92 \$21.25

**Average Wage at Exit** in Previous Quarter 2023-24 Q1: \$20.73

### **WIOA Adults & Dislocated Workers**



Income

52% **~** 

Last Quarter: 58%



**Basic Skills Deficient** 

10%

Last Quarter: 7%



**Getting Food Assistance** 

30%

Last Quarter: 33%



**Getting Cash Assistance** 

6% 🛦

Last Quarter: 5%



Military **Veterans** 

Last Quarter: 2%



Individuals with a Disability

10%

**Last Quarter: 11%** 



**Underemployed** 

5%

Last Quarter: 5%



Justice Involved

9% Last Quarter: 14%

**Homeless** 

6%▼

**Last Quarter: 11%** 



**English Language** Learner

Last Quarter: 13%

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

### **WIOA Youth**



**Youth Enrolled** in WIOA

**Last Quarter: 49** 



Youth with a Disability

60% **-**

Last Quarter: 67%



**Homeless** Youth

Last Quarter: 27%



Pregnant or **Parenting Youth** 

Last Quarter: 10%



**Foster Care** Youth

Last Quarter: 8%

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

Compared to Previous Period: A 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).

Quarterly Dashboard: Third 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 Two Working Adults, Two Children

\$34.27/hr

One Child

One Working Adult,

One Working Adult,
Two Children

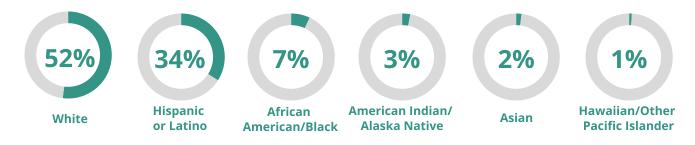
\$63.40/hr

\*Source: MIT Living Wage Calculator. Last updated Feb 1, 2024

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

### **Race & Ethnicity**

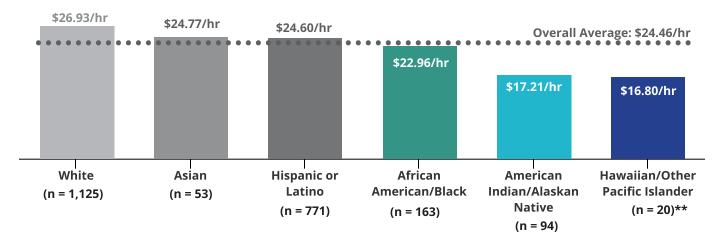
WIOA Enrolled Customers' Race\*\* & Ethnicity



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

### **Average Wage at Program Exit**

Hourly Wages of Customers Who Reported a Job at Exit



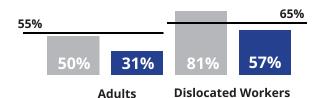
## **WIOA Adult Performance Goals**

Third Quarter 2023-2024

## **WIOA Adult & Dislocated Worker Performance**



## Measurable Skill Gains



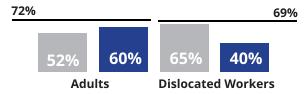
Enrolled WIOA Adults & Dislocated Workers Making Measurable Progress (I.e. Exam, Transcript, Report Card, etc.)

### **Median Quarterly Earnings**

## \$7,800 \$8,508 \$9k \$11k \$10k \$12k Adults Dislocated Workers

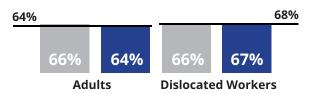
Median Quarterly Earnings for WIOA Adults & Dislocated Workers 2nd Quarter After Exit

### **Credential Attainment**



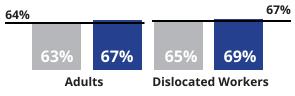
WIOA Adults & Dislocated Workers Who Attain a Credential Within a Year of Exit

### **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**

Third Quarter 2023-2024

### **WIOA Youth Performance**

Performance Goal

Rolling Four Quarters

Third Quarter 2023-2024

## Measurable Skill Gains

58%

44%

20%

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

### Median Quarterly Earnings

\$5,700 \$7k \$5k

Median Quarterly Earnings for WIOA Youth 2nd Quarter After Exit

### Credential Attainment

45%

17%

0%

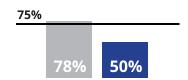
WIOA Youth Who Successfully Completed a Training Program with a Credential Within a Year of Exit

## **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

## Sonoma County Workforce Investment Board (WIB)

### Membership/Nominating Ad Hoc Committee

### Report to the WIB Executive Committee

### Background:

In early 2023, the WIB formed a Diversity, Equity, Inclusion & Belonging (DEIB) Ad Hoc Committee. One of the goals established focused on aspects related to diversifying outreach efforts and membership. Considering the time and attention needed to examine existing processes, as well as developing new recommendations to WIB Executives, it was determined that this work would shift under its own Membership Ad Hoc Committee

### Introduction:

The Membership Ad Hoc Committee was formed with the following goals:

The role of this ad hoc committee is to make recommendations to the WIB Executive Committee regarding recruiting, selecting, and onboarding new WIB members. Specifically, this committee will address the following:

- 1. Institutionalize and formalize membership recruitment and nominating process.
- Review/update WIB member application.
- 3. Examine the process to accept or deny an application.
- 4. Create a checklist of desired member attributes.
- 5. Review desired size of the WIB and term durations.
- 6. Create a new member recruitment process and review onboarding practices.

### Recommendations:

The Membership/Nominating Committee was established as an Ad Hoc Committee by the Sonoma County WIB's Executive Committee

The Membership Ad Hoc Committee makes the following recommendations to the WIB's Executive Committee:

### 1. No changes to the Sonoma WIB's current membership application. (Goal 2)

We reviewed the current application for the Sonoma County WIB and considered adding additional questions beyond those included in the current application. We considered questions regarding experience with Diversity, Equity, Inclusion and Belonging training. After reviewing several other membership applications used

by other Workforce Development Boards across our state, we do not recommend any changes to the Sonoma County WIB's current membership application.

2. Expand and codify the process for processing applications with an established and transparent process involving the Membership/Nominating Ad Hoc Committee when the WIB either has a vacancy and/or receives unsolicited applications. (Goals 1, 3 & 6)

The Membership/Nominating Committee recommended the following process to the Executive Committee:

- Step 1: The Membership Ad Hoc Committee is activated by the WIB Executive Committee when the WIB either has a vacancy that needs to be filled and/or receives an unsolicited application.
- Step 2: The Membership/Nominating Committee meets and is charged with the following:
  - In the case of a vacancy for a federally mandated position, the Membership Ad Hoc Committee implements a broad recruitment effort through soliciting applications from appropriate organizations designed to engage potential applicants that reflect the diversity of our county.
  - In the case of the receipt of an unsolicited application to the WIB, the Membership Ad Hoc Committee will review the application.
  - After receiving applications, a member of the Membership/Nominating Committee along with a WIB staff member meets with the applicant to review the expectations of WIB membership with the applicant.
- Step 3: The Membership Ad Hoc Committee meets to review and discuss the applicants in light of federal WIB membership criteria and prepares a recommendation regarding approving new members to offer to the WIB Executive Committee.

Note: New members are approved by the WIB Executive Committee and recommended for appointment to the WIB by the Sonoma County Board of Supervisors.

3. Maintain and adhere to membership criteria for Board Members outlined in the Sonoma County WIB's Bylaws and standardize the process for informing potential new Board Members of these criteria as well as the expectations for WIB participation on the Sonoma County WIB. We recommend developing and utilizing a one-page outline of the criteria and expectations for WIB members by the Membership/Nominating Ad Hoc

## Committee in recruiting and recommending potential new Board Members to the Executive Committee. (See Attached). (Goal 4)

We reviewed the Sonoma County WIB's Bylaws and explored past practice in identifying, recruiting and onboarding new potential new Board Members. We found that the criteria for membership on the Sonoma County WIB were adequate. To communicate these criteria and membership expectations, we developed a one-page "WIB Member Facts" document that outlines WIB member duties, meeting schedule, membership criteria, and the terms of service.

## 4. The number of Members on the Workforce Investment Board should be held at 29. (Goal 5)

We reviewed other Workforce Development Boards in similar counties and sought input from the Sonoma County WIB Director. This number was chosen as it was in a range that reflected our current number of members and accommodated the number of Mandated memberships from WIOA Legislation as well as allowing for additional members from the community.

This recommendation has been approved and the Bylaws have been updated.

## 5. All terms should be two years, including the first term when a member is approved for membership. (Goal 5)

Historically, new members were approved to an initial one-year term with automatic renewal to a subsequent two-year term. We thought that it will take at least a couple of years for new members to become familiar with their roles and responsibilities on the WIB and recommended we start with a standard two-year term for new members.

This recommendation has been approved and the Bylaws have been updated.

6. Members should be allowed to serve three two-year terms. At the end of three terms members are welcome to step off the board and attend as a member of the public, or re-apply to serve additional terms. Members should be automatically re-appointed for terms two and three unless they submit a resignation or change employment positions to become ineligible to maintain membership.

Plan for Existing Members. Starting July 1, 2024 existing members already serving on the board will have current time on the board count as their first term of three. Their next renewal date after July 1, 2024 will count as the start of their second term.

All of these recommendations have been approved by the WIB Executive Committee.

During the process of our work as an ad hoc Membership/Nominating Committee, we received unsolicited applications and obtained applications from organizations where a vacancy on the WIB arose. In these situations, we contacted these applicants and let them know that we were in the process of reviewing our Membership Policies and Procedures and are holding applications and will process these beginning in March. All of these applicants have been processed and those approved by the WIB Executive Committee. The approved applications have been sent to the Board of Supervisors for potential appointment to the WIB.



## **WIB Member Facts**

The Sonoma County Workforce Investment Board (WIB) sets policy and performs oversight for the workforce development system in Sonoma County in coordination with activities conducted under the Workforce Innovation and Opportunity Act. Activities include oversight of local Youth and Adult programs of workforce investment activities, employment and training activities, and the Job Link one-stop delivery system, which provides access to career and training services, programs, and activities.

### **WIB Member Duties:**

- Attend in person meetings bi-monthly meetings of the of the WIB and actively participate.
- Serve on a standing or sub-committee of the WIB by the end of your first term, and/or accept assigned individual special projects. Sub-committee time comments are about an hour each month on average.

#### **Meeting Schedule**

- Second Wednesday on odd months from 3:00 pm to 5:00 pm.
- Meetings are held at the Job Link office at 2227 Capricorn Way Suite 100, Santa Rosa.
- All meetings of the WIB shall be in person and open to the public, called, and conducted in conformity with the provisions of the Brown Act. *Digital conferencing may be used up to twice year if you meet the qualifications of "just cause" or "emergency circumstance" as defined by AB 2449.*

### **Membership Criteria**

- Business members are in a position of policymaking and hiring authority within the business they represent.
  Their business must provide employment opportunities with high quality work-relevant training and
  development in local in-demand industry sectors or occupations and represent good Diversity, Equity,
  Inclusion, and Belonging (DEIB) standards.
- Education members will represent regional or local education agencies, institutions, or organizations.
- Labor members will be nominated by local labor federations, including a representative of an apprenticeship program.
- Workforce members represent community-based organizations with experience and expertise in addressing barriers to employment, including organizations that serve veterans, individuals with disabilities, or eligible youth, including out of school youth.
- Governmental and economic development members will represent local and state economic development and employment agencies.
- Members who miss two consecutive meetings will addressed by the WIB Chair.
- Complete Statement of Economic Interests to identify potential conflicts of interest annually.
- A two-hour Ethics Training is required every two years.
- DEIB training will be available for new and existing members to level set their education in this area.
- Potential WIB members will submit an application for review by the WIB Membership Committee who will then submit the information to the WIB Executive Committee. Applications that are approved will be forwarded to the Board of Supervisors for appointment to the WIB.

#### **Terms**

• WIB members shall be appointed to a two-year term, renewable twice for a total of 3 terms.

## **BYLAWS**

# SONOMA COUNTY WORKFORCE INVESTMENT BOARD

Adopted: April 10th, 2024

Blue is updated. Red and crossed out is deleted.

- With approval from the BOS, conduct oversight for local Youth and Adult programs
  of workforce investment activities, employment and training activities, and the Job
  Link one-stop delivery system, which provides access to career and training services,
  programs, and activities, through a physical center, a network of one-stop partners,
  and via electronic means.
- Delegate Sonoma County Human Services Department to develop the budget for workforce development activities of the WIB, as stated in the BOS-WIB Memorandum of Understanding.
- In partnership with the California Workforce Development Board, negotiate and reach agreement on local performance accountability measures.
- Identify eligible providers of training, career, and youth services in the local area by awarding grants or contracts on a competitive basis, as required.
- Coordinate activities with education and training providers in the local area.
- Assess Job Link one-stop delivery center accessibility for individuals with disabilities, as required.
- Meet all other applicable laws or regulations when directed by the California Workforce Development Board or its administrative agencies.

#### **ARTICLE II**

#### **MEMBERSHIP**

### A. MEMBERSHIP AND APPOINTMENT

As authorized under WIOA, Sec. 107, membership of the WIB is established to be composed of at least 19 29 members or more, in the percentages that follow:

- 1. Business representatives shall constitute a majority of WIB membership and must include two or more members that represent small business as defined by the U.S. Small Business Administration.
- 2. Representatives of the workforce shall constitute at least 20% of WIB membership, including representatives of labor organizations, which must constitute at least 15% of WIB membership.
- 3. The board shall include at least one of each of the following:
  - adult education/literacy representative
  - · vocational rehabilitation representative
  - higher education representative
  - Wagner-Peyser representative
  - economic development agency representative

The following criteria will be used for membership appointments:

- Business members must be in positions with a high degree of policymaking and hiring authority within the business they represent. Their business must provide employment opportunities with high quality work-relevant training and development in local indemand industry sectors or occupations.
- 2. Education members will be selected from candidates nominated by regional or local education agencies, institutions, or organizations.
- 3. Labor members will be selected from candidates nominated by local labor federations, including a representative of an apprenticeship program. If the local labor federations fail to nominate enough members to reach 15% of WIB membership, then the requirement shall be 10% of WIB membership, as stated in CUIC Sec. 14202.
- 4. Representatives of the workforce, which must constitute 20% of WIB membership, include labor members and may also include representatives of organizations, including community based organizations with experience and expertise in addressing barriers to employment, including organizations that serve veterans, individuals with disabilities, or eligible youth, including out of school youth.
- 5. Governmental and economic development members will be selected from candidates nominated by local and state economic development and employment agencies.

All potential WIB members will submit an application for review by the WIB Executive Committee. Applications that are approved will be forwarded to the BOS for appointment to the WIB.

#### **B. TERMS OF APPOINTMENT**

WIB members shall be appointed to an initial term of one two (2) years with up to two (2), two-year re-appointments. All re-appointment shall be for a term of two (2) years. This staggering of appointments ensures only a portion of memberships expire in a given year.

#### **ARTICLE III**

#### **DUTIES OF MEMBERS**

#### A. ATTENDANCE

Members shall attend meetings of the WIB and of committees to which they are appointed.

The Executive Committee shall routinely review member attendance. WIB members who miss more than two (2) consecutive regular WIB meetings will prompt an Executive Committee membership review and possible action. A leave of absence for a specified time period may be requested in writing to the WIB Chair, and will be evaluated on a case-by-case-basis by the Executive Committee.



THE WITHIN INSTRUMENT IS A CORRECT COPY OF THE ORIGINAL ON FILE IN THIS OFFICE

ATTEST: June 4, 202

M. CHRISTINA RIVERA, Clerk/Secretary
BY Noelle Francis

Detections 4 2024	Item Number:	#59
Date: June 4, 2024	Resolution Number:	24-0239
	□ 4/5	Vote Required

## Resolution Of The Board Of Supervisors Of The County Of Sonoma, State Of California, Honoring The Homeless Employment Group

WHEREAS, the Sonoma County Board of Supervisors made a commitment in 2021 in the County's five-year Strategic Plan to reduce homeless 10% annually by enhancing services through improved coordination and collaboration; and

WHEREAS, Sonoma County Job Link in 2021 formed a workgroup comprised of government agencies, nonprofits and employers to support unsheltered or at risk of becoming homeless find jobs; and

WHEREAS, the Homeless Employment Group created a new collaborative model to connect unsheltered people with local employment and workforce training. It organized three Job and Resource Fairs in Santa Rosa and Petaluma where more than 1,000 people attended these events connecting with employers and services providers along with resume services to support their employment and housing needs; and

WHEREAS, the Homeless Employment Group's collaborative efforts to provide employment, workforce training and housing resources in a unified has become a best practice. The Group has presented this approach at three statewide workforce conferences over the last two years; and

WHEREAS, the Homeless Employment Group's strategy has gained widespread local support. Sunrise Rotary Club donated over \$25,000 provide gift cards and free lunches to unsheltered people attending the three Job and Resource Fairs, and supplied volunteers at each event to conduct mock interviews that prepared unsheltered people for their job search; and

WHEREAS, the Homeless Employment Group has successful used Job Link funding to support the homeless offering them Temporary Work Experience (TWEX), On the job training (OJT), Individual Training Accounts (ITA) along with intensive vocational counseling that has led to 75 placements since the project started in 2021, and;

WHEREAS, there are now 18 members of the Homeless Employment Group, including Interfaith Shelter Network, Department of Rehabilitation, Mary's Pizza, Human Services Job Link, Community Support Network (CSN), Micah Hugs, Sunrise Rotary Club, Home First, Nation's Finest, The Living Room, West County Community Services, Sonoma County Department of Health Services, Sonoma Applied Villages, Share, Petaluma Family Resource Center, Reach for Home, Homeless Action Sonoma and Goodwill Redwood Empire.

Resolution #24- 0239 Date: June 4, 2024

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**NOW, THEREFORE, BE IT RESOLVED** that the Board of Supervisors of Sonoma County do hereby recognize the valuable work the Homeless Employment Group is doing to help people who are unhoused or at risk of becoming homeless find jobs.

### Supervisors:

Gorin: Absent Coursey: Aye Gore: Aye Hopkins: Aye Rabbitt: Aye

Ayes: 4 Noes: 0 Absent: 1 Abstain: 0

So Ordered.

### Progress Report to Sonoma WIB on initiatives serving WIOA priority populations

### **Initiative: Regional Equity & Recovery Grant**

Date: WIB meeting, Data through June 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 2024	26	<ul><li>24 - ECE Apprenticeship Program</li><li>2 - Advanced Manufacturing Certificate</li></ul>
Training/supportive services funding utilized in 2023	\$1500 allocated per	r participant
Outreach Activities	at every sta Program • Ongoing co	in direct contact with SRJC to deliver orientation art of a new Cohort of the ECE Apprenticeship mmunication with SRJC Advanced ring and delivery of orientation to selected outreach.
Business Engagement	<ul> <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> <li>5 Participating Pre-schools ready to provide Transitional Wok Experience Support to apprentices.</li> </ul>	
Service Provided	No current     Experience	Services I Work Experience (TWEX) Participants currently in Transitional Work training. The 7 previous participants have their Transitional Work Experience.

Total individuals referred in 2024	23	Referrals received from Santa Rosa Junior College
Total individuals employed at exit for time period 01/01/2024-06/30/2024	6	Participants obtained or retained employment in Pre-Schools and Manufacturing occupations.  Participants may continue to receive services and support, not necessarily exited yet
Requests of WIB	Enrichment activities (i.e. mock interviews)	

### Progress Report to Sonoma WIB on initiatives serving WIOA priority populations

### **Initiative: Justice Involved Youth & Adults**

Date: July WIB meeting, Data through June 2024

- ► Partnership with Sonoma County Probation and Sherriff's Departments, CBOs and Human Services Departments
- Funding: AB 109 grant funds, WIOA formula funds
- ► Staffing: E&T Program Coordinator supported with grant funds; All ETC staff time absorbed by P2E and WIOA formula funds
- ► Target: 60 job seekers per program year with justice system involvement 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 Day Reporting Center staff, Sergeant at MADF, Job Link, CBOs, employers, and participant representative. Job Link Business Services provides Job Development services as needed.
- ▶ Output/Outcome Goals: 100 individuals referred to Job Link. 60% successfully enrolled in WIOA services. 60% employed at program exit.

Update through June 2024		
Number enrolled to date in 2024	40	Includes any participant with justice involvement
Training/supportive services funding utilized in 2024	\$28,063.19	
Outreach Activities	<ul> <li>Outreach via our partner agencies that are referring justice-involved individuals through our program for individuals who are unsheltered</li> <li>Ongoing communication with probation officers at DRC as well as with local jail staff to encourage referrals</li> </ul>	
Business Engagement	<ul> <li>Identifying and connecting with employers who are hiring and are second chance employers to help connect job seekers with these employers through Job Link's business services team, as well as through the partnership with the business services program manager at the Economic Development Board.</li> </ul>	
Service Provided	<ul> <li>Job Search</li> <li>Creating and reviewing resumes</li> <li>Interview Prep</li> <li>Career assessments</li> </ul>	
Total individuals referred in 2024	70	Referrals received from Day Reporting Center, Probation Officers, CBOs, Health Services, walk-ins, etc.
Total individuals employed at exit for time period March 2024 – June 2024	8	Participants obtained or retained employment in various industries and occupations.

	Participants may continue to receive services and support, not necessarily exited yet	
Requests of WIB	<ul> <li>Work experience placements</li> <li>Enrichment activities (i.e. mock interviews)</li> </ul>	

### Progress Report to Sonoma WIB on initiatives serving WIOA priority populations

### **Initiative: Foster Youth**

Date: July WIB meeting, through June 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

Update – (through June 2024)		
Target for enrollment	30	
Number enrolled to date	37	
Training/supportive services funding utilized Non-discretionary funding utilized Other grant funding leveraged Outreach Activities	\$34,921.79 non-discretionary funding  On May 8 <sup>th</sup> , with WIB approval, Petaluma People Services Center	
	<ul> <li>(PPSC), a subcontract of former Contractor, SAY, took over youth clients receiving services under the My Pathway Program. Below are some of the activities that has happened since:</li> <li>PPSC staff have contacted all youth that were receiving services with SAY, to introduce themselves and offer/resume services with the young people.</li> <li>PPSC meeting clients on site at Job Link Office for youth located in Santa Rosa</li> <li>PPSC and CCNB partners, in regular communication to support STAY youth in SCYEC</li> <li>HSD staff outreached to CBO's to communicate and introduce new Youth programs provider, PPSC (and GIRE start 7/1)</li> <li>HSD staff continues to be in regular communication with FYC Division regarding opportunities for foster youth.</li> <li>CCNB/HSD working closely to do outreach to CBO's to increase programs STAY enrollment</li> </ul>	

Business Engagement	Job Link Business Services & Youth Programs staff have connected with numerous (10+) businesses/agencies open to hiring young people, including foster youth, on a permanent or temporary basis	
Supportive Services provided	• \$739 supportive services funding (work/interview clothing; transportation; post-secondary education materials)	
Total individuals employed at exit	N/A	
Other exits	N/A	
Requests of WIB	<ul> <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**

Date: November WIB Meeting, Data Through September 30, 2023

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

Upda	ate – Jun 1, 2023 to September 30, 2023
Total individuals referred	59 clients referred to Unhoused Pilot since March 16, 2023 Job Fair.
Target for enrollment	
Number enrolled to date	Active engagement with 39+ clients, 2 enrolled thus far
Mock Interview Days	<ul> <li>3 Mock Interview Days have been conducted since March 16, with a total of 28 clients interviewed.</li> </ul>
Obtained employment	<ul> <li>Despite substantial barriers requiring resolution, 12 clients referred since June 1 have obtained employment, with several more having applications pending.</li> </ul>
Planned Petaluma Job and Resource Fair for participants experiencing homelessness or housing insecurity	<ul> <li>Local fair modeled after successful spring event with focus on participants from Petaluma, Rohnert Park, and south Sonoma County</li> <li>100+ guests expected</li> <li>Transportation to the event will be provided</li> <li>Goodwill expected to donate 50+ clothing vouchers</li> <li>Local barbers and salons committed to providing 100+ haircuts</li> <li>Resumes will be written and printed at the event and at several transitional housing locations</li> <li>Mock interviews will be provided in advance of the event at COTS in Petaluma</li> <li>30+ Employers and Providers-All tables were booked weeks in advance</li> <li>Event promoted broadly at agencies and providers of transitional housing serving those experiencing homelessness and housing insecurity</li> </ul>

Outreach activities	<ul> <li>On June 1<sup>st</sup> presented at California Workforce Association (CWA) state wide conference. Hosted a workshop on Sonoma County Homeless Employment Program. 40+ Attended workshop</li> <li>Selected to present at annual CWDA conference in October around Homeless Employment Program.</li> <li>Reestablished partnership with YWCA, Living Room and FJC as collaborators in HEP. Training new staff about program/referral process</li> <li>CBS Bay Area ran success story of HEP participant: https://www.cbsnews.com/sanfrancisco/news/homeless-guerneville-man-career-path-help-sonoma-county/</li> <li>Provided Resume Clinics producing resumes on site at 5 partner agencies serving clients experiencing homelessness.</li> </ul>		
Business engagement	<ul> <li>agencies serving clients experiencing homelessness.</li> <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> <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> <li>Provide Temporary Work Experience (TWEX) opportunities</li> <li>Participate in enrichment activities (i.e. mock interviews)</li> <li>Help with fundraising to continue offering gift cards or funds for immediate needs as referrals start work such as work boots, transportation assistance.</li> </ul>		