



**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE
MEETING NOTICE**



Tim Rainey,
Executive Director

**Wednesday, October 14, 2020
10:00 a.m. to 12:00 p.m.**

Gavin Newsom,
Governor

Angelov Farooq,
Chair

Committee Packet Available
<https://cwdb.ca.gov/meetings/>

Meeting Livestreamed on CWDB YouTube
<https://www.youtube.com/channel/UC8j2IMLyol-6ifdLHGTXLiQ>

Public Comment Accepted via Email
BoardPublicComment@cwdb.ca.gov

AGENDA

1. Welcome and Opening Remarks

2. Updates and Discussion

- a. CWDB Staff Update
- b. Local and Regional Plan Update
- c. COVID-19 Workforce Responses Update
- d. [AB 398 Report Submitted to Legislature Update](#)
- e. MOU with the California Public Utilities Commission Update
- f. [Governor's Executive Order N-79-20](#) Update
- g. [AB 639 \(Cervantes, Chapter 116, Statutes of 2020\)](#)
- h. [Education Stabilization Fund Grant through the CARES Act](#)
- i. Initiatives Updates:
 - i. [High Road Construction Careers](#)
 - ii. [High Road Training Partnerships](#)
 - iii. [Regional Plan Implementation](#)
 - iv. [Workforce Accelerator Fund](#)

3. Other Business

- a. Dates for Next Executive Committee and Board Meeting

4. Public Comment

5. Adjourn

Meeting conclusion time is an estimate; meeting may end earlier subject to completion of agenda items and/or approved motion to adjourn. In order for the CWDB to provide an opportunity for interested parties to provide input at the public meetings, consistent with [Executive Order N-29-20](#), CWDB will be permitting public comment electronically via email. The emails will be read aloud during the public comment periods provided above. Written comments provided to the Committee will be available to the public, in compliance with the Bagley-Keene Open Meeting Act, Gov. Code §11125.1.

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the California Workforce Development Board staff at (916) 657-1440 at least ten days prior to the meeting. Please visit the California Workforce Development Board website at <http://www.cwdb.ca.gov> for additional information. Meeting materials for the public will be available on the CWDB website.

ITEMS 1-3

Item 1. Welcome and Opening Remarks

Item 2. Updates and Discussion

Item 3. Other Business

- a. Dates for Next Executive Committee and Board Meeting

Item 2e

MOU Between CPUC and CWDB

Item TBA

Actions:

- 1. Add Approval of the previous Executive Committee meeting summary to the Agenda.**
- 2. Approve the Executive Committee meeting summary from March 4, 2020**

**CALIFORNIA WORKFORCE INVESTMENT BOARD
EXECUTIVE COMMITTEE MEETING SUMMARY
March 4, 2020**

Members Present:

- Dr. Angelov Farooq- in person
- Mr. Jamil Dada- in person
- Mr. Dennis Petrie- in person FOR Secretary Julie Su
- Mr. Bob Redlo- in person
- Ms. Sharon Hilliard- in person
- Dr. Alma Salazar- phone
- Mr. Bruce Stenslie- phone
- Ms. Diane Factor- phone
- Mr. John Brauer- in person
- Mr. Jeremy Smith- in person
- Mr. Joseph Williams- phone
- Ms. Shenieu Weber- in person FOR Chancellor Oakley

Guests Present:

- Mr. Ray McDonald- in person
- Mr. Pradeep Kotamraju- in person FOR Hon. Tony Thurmond
- Mr. Josh Becker- Phone
- Ms. Abby Snay- in person
- Ms. Hilary Lentini- phone
- Ms. Meegen Murray- in person FOR Hon. Kevin Mullin
- Mr. Peter Ansil- in person
- Hon. Rudy Salas- in person
- Mr. Muhammed Akhtar

1. WELCOME AND INTRODUCTIONS

Chairman, Angelov Farooq opens the meeting and moves forward with attendance. Bruce Stenslie is announced as new Executive Committee Member appointed by the chair. Abby Snay is no longer on the State Workforce Board and no longer on the Executive Committee. She is now a Governor's Appointee to the Labor and Workforce Development Agency working on the Future of Work. Sharon Hilliard is the new Director of EDD.

2. PUBLIC COMMENT

Ray McDonald, the Executive Director for Santa Barbara Workforce Development Board, states the reason he is here is because he does want to attend some of our meetings and he wants to take the opportunity thank us for some of the things we have done. In particular AB1111, you funded two projects in Santa Barbara County. They were projects I supported whole heartedly, and it was hard for me to fit them in, but now we are working together and that's the thing I think that AB1111 is all about. Also, we are working very hard on the partnership to develop our SB1 programs, and so we submitted our application.

3. ACTION ITEMS

a. APPROVE NOVEMBER 8, 2019 MEETING SUMMARY

Motioned by Jamil Dada, Bob Redlo second, all in favor. Meeting Notes are approved.

b. APPROVE 2020-2023 UNIFIED STRATEGIC WORKFORCE DEVELOPMENT PLAN

Marissa Clark updates by stating that we first brought a general framework to the State Plan committee and then the full Board that we wanted to use to develop the content for the plan. The framework was centered on the Secretary's and the Governor's vision of High Road, and it carried over from the previous plan the policy and strategies. We brought the framework to the Executive Committee and full Board to kind of flesh things out, and then from there we put together a sub-committee of members of the State Board and brought them together right after we got the framework. We opened it up to a huge input session, keeping in mind what did and didn't work last time, what new things are coming up, and really got a good ton of information. She went over a list of sub-committee feedback: Drive training investments based on job quality, intensify focus

on industry engagement both with at state and local level, increase opportunities for program employment, advance equity, access to services, prioritizing planning, and identifying new ways of using data to inform policy. We had our meeting on October 9th, and my team and I facilitated around 20 or so meetings with a variety of core required and strategic state partnerst, and then we used the input to draft the State Plan. All of this info in the slide are in your packet. Director Tim Rainey talks about the Vision of the state plan. One of the new pieces is defining the new vision of the new department. Secretary Su says that we are doubling down on the High Road in California, meaning that we are really pushing this vision not just through the plan, but in the field and the workforce system. There are four basic things: Quality jobs, worker voice, equity, and climate. Quality jobs means starting with the best jobs in the regional economy, in industry sectors that are driving regional employment; not starting first with workforce programs which we tend to do. This is a focus on good quality jobs first. Worker Voice means making sure workers are at the table; they know best, from the “shop floor” perspective, how to improve processes, services, products, and productivity. Workers, their families, and their communities take the brunt of environmental degradation and economic change; they need to be at the table crafting the decisions that shape the future of their work- voice and in agency over your own life builds a greater sense of dignity and security. Equity- the workforce system works with target populations, the most vulnerable, to remove barriers to employment. For us in this vision, equity is not achieved unless it is connected to a quality job. It does not help to give someone who is low-income, unemployed, or overemployed but still low-income access to a short-term, dead end job. We are working on getting workers into good jobs that meet quality standards. Climate-California is leading nationally on mitigating climate change. Our focus is on those companies, sectors, communities, and workers most impacted by climate change. Abby Snay asks what the conversations are like with other state partners who do workforce around job quality. I am thinking DSS, DOR. Tim Rainey introduces Pradeep from the Department of Education. Sheneui Weber is here from the Chancellor’s Office and they can help answer that question. Tim states that our state partners have a real interest in a vision like this that they can be part of. Again, the workforce system focuses on the supply-side and providing specially CTE in the schools. This is providing a vision on the demand side, how to understand how to intervene in labor markets. I found enthusiasm for a vision that is kind of broad like this for all components of the workforce

system. Joseph Williams asks, the previous State Plan had a lot of language in regards to community colleges, and I just wanted to hear whether you all are continuing those and how it's going; are there any suggestions on what community colleges can do better, to being responsive to the good jobs that are out there. What are the relationships with the community colleges? Sheneui Weber wants to start by addressing Abby Snay's question about job quality, this is very exciting because there is a lot of synergies and duplication in our line of work- we can look at the duplications and be proficient at what we do. From an employer engagement perspective, we are invested pretty heavily in employer engagement, but I see this as a great opportunity to partner in a different way because we have all been looking at the supply perspective, and it needs to be different. If you look at the demand side, your outlook from the supply side changes. It impacts life-long learning. We need the employers to work with us. Addressing the issue as a system. How to be more responsive. Aida Cardenas adds that it is not just a curriculum, a project, or program but that it is really building industry based skills infrastructure that can address current needs and build that partnership to be able to navigate future changes. Pradeep states that there was an approval on the Perkins Plan. The State Board of Education approved the whole plan but has another focus- WIOA Title II. K-12 finds themselves distant from the labor market. Perkins 5 is a local needs assessment. Perkins 5 has introduced the Comprehensive Local Needs Assessment. One of the 6 items that they have to look at is labor market demand. K-12 has not looked at the labor market demand, so we are working on a partnership agreement in trying to help the locals to understand their sources at the community colleges, regional centers, and other places where you could go and get that information. Angelov recommends setting up small local meetings. Bob Redlo comments when I was reading the tables those analytics become important to us because they set what the wage rate is and whether you are going to be successful or not, and so when those things are incorrect, it hurts us. For example, Table 7, they talk about the offices of physicians, primary care, they list 22,900 of those facilities, which we don't have in this state. He asks if we can take a look at those tables and make sure that the information is correct. In table 8 it listed out phlebotomists, dental assistant, and medical assistants, and in that group phlebotomists are paid 30% more than medical assistants for the beginning of 2019. Absolutely untrue in this state. Phlebotomist are not paid anywhere near what medical assistants are being paid. And dental assistants are higher than medical assistants- that's also not true.

We need to take a look at those tables and determine what the real classifications are and how they make sense to what we are doing. Last point is, behavioral health and mental health affects everything that we are doing in this state. We don't call it out in our strategy, and we should focus on what is most important for this state. It affects homelessness, poverty; it affects everything. We want to include more language in behavioral health. Sheneui Weber adds if we are not using GIS data and mapping, we need to begin to do that. Looking at where the demand is, where the companies and jobs are, and what are the issues, and the consumer demand, and where the gaps are. We can use that data to address other issues like shortages and gaps. Tim comments on that the intention of the plan is, what we're hoping and planning, is the data points to where there are gaps and opportunities are, but it shouldn't be what people use when they start engaging with employers on the ground. We don't want to cook up our own data. Gaps and shortages are ongoing and dynamic- not just a one-time thing. John Brauer commends Marissa and her team on working on the State Plan. Where we will have the biggest impact is setting that regional context and industry context. The other big challenge is the larger places the reorg can play- for example, last year's workforce report identified the need for 6,000 home care workers. Motion by Jamil Dada. Second by Bob Redlo. All in favor. Motion carries.

4. UPDATED AND DISCUSSION

a. GOVERNOR'S PROPOSED 2020 – 2021 STATE BUDGET

- i. Department of Better Jobs and Higher Wages- Dennis Petrie starts by stating that there have been changes since the last time we spoke. The name of the department has been changed to Department of Better Jobs and Higher Wages. This name highlights what this department's mission is. Make highroad investments and promoting entrepreneurs and our businesses throughout the State of California. Helps provide a livable wage and an opportunity for them to pursue their hopes, dreams, and ambitions and to flourish in the California Economy. As we go through this process, the name could change once again- we haven't invested in any signage yet, and we won't invest in any signage until we finish the Statutory Approval Process. The Governor introduced this proposal in his January budget. The January budget contains the trailer bill language that would create the Statutory Authority of this new department, and the Governor's budget also includes a request for

\$2.4 million dollars that would support the staffing of the leadership for this organization. It would provide the resources for a Director, Chief Deputy Director, Chief Legal Counsel, Communications Director, and some support staff as well as three branch deputies because this is a new department, and these are some new branches and these positions don't exist. The \$2.4 million dollars will support 10 positions. The rest of the organization will continue to be supported by the Fiscal resources that exist presently. This will be a sequential process so the budget bill and the trailer language that is included gives the Statutory Authority. We fully expect this will pass. The first year, 2021, will operate in a year of transition. The Fiscal, the Human Capital, the equipment, the facilities in the first year will reside within the 4 organizations; the State Workforce Board, Division of Apprenticeship Standards, Employment Development Department (EDD), and the Employment Training Panel. In the Fall of 2020 another BCP will be introduced in the Governor's Budget Package for 2021 and 2022. There are 9 work groups, they continue to work forward, looking at every little issue that you can think of. Dennis asks if there any questions. There are no questions.

- ii. SEED Initiative- Curtis Notsinneh states that the Governor's budget included a couple of items that are directly related to our department. 10 million dollars coming to the State Board that is intended to go to UCLA to do the administrative work on the program. The SEED Initiative is helping to prepare California and have California be proactive and responsive to some changes we see from the Federal Government. DACA has impacted around 200,000 Californians. People in this country have the right to earn and support themselves and their families economically. Workforce does not count towards Public Charge here in California. DACA affects people who are employees. DACA recipients won't be able to be employees, but they can provide for themselves economically. No questions.
- iii. Greenhouse Gas Reduction Fund, Part 2 of 5- Last year's budget approved 165 million dollars for the State Board. The program dollars are \$30 million a year over 5 years. This year's budget includes the 2nd installment of \$32.5 million. \$30 million of that is program- \$20 million for High Road Training Partnerships, \$10 million for High Road Construction Careers, and 2.5 million for State Ops.

b. **AB 398 REPORT** - Tim Rainey updates by stating AB398 extended Cap and Trade to 2030 in the State of California. The bill also required a study on the impacts climate change on jobs. We worked with Assemblymember Garcia but also Assemblymember Burke on what that language looked like so we can produce a meaningful report. We received \$500,000 from the Air Resources Board that we subcontracted to UC Berkeley Labor Center. It is a 400 page report that is complete. It is going through a final copying/editing process at UC Berkeley. It won't be done and ready for submittal to the Legislature until April. We are conducting briefings on the report. We met with Assemblymember Garcia two days ago, and yesterday we met with Assemblymember Salas. We have a couple of briefing meetings next week. The process of writing this report was very time consuming. Shrayas, who is with CWDB, worked really closely with UC Berkeley, but we also worked with Air Resources Board who had significant edits to the report. The Governor's office carefully went through it as well. There were all kinds of considerations that we had to have reflected in the final version of the report. The final result is that we have a very good product. The findings are very consistent with the CWDB's priorities, especially the High Road mission of the Board. A key finding is that we are not talking about "green jobs"; we are talking about an economic transition driven by the imperatives around changing climate and intentionality around that transition to mitigate the effects on jobs, workers, communities, and industry. Secondly, a majority of these jobs are in trades- 51% of the occupations that are impacted are the traditional trades. We are doing a lot of work with the trades to build access to a state-approved apprenticeship through our SB1 and GGRF grants. The third key finding is we are not working on the supply side- you have to work on the demand side. You have to use the levers at the state level, including procurement, to help drive the future economy we want- to drive job quality and equity- because it doesn't happen all by itself. No questions

c. **INITIATIVE UPDATES:**

- i. AB 1111- Removing Barriers to Employment Act: Breaking Barriers to Employment Initiatives- Joelle Hurst updates as a reminder we had 15 million dollars to put out to the field, and that resulted in 28 grants that are currently in contact execution at the Employment Development Department (EDD). We initially had 150 applications and about 50 million in asks for 15 million dollars.
- ii. High Road Construction Careers: SB 1 and GGRF- We are year 3 of 5 in total of \$25 million in SB1 funding. We put out approximately \$14

million; those applications are in the final review process, and we have a meeting tomorrow to go over recommendations, which will then be forwarded to the Secretary for signature. Angelov asks Jeremy Smith how the SB1 process has been. Jeremy states it has been good; it's also slow, and he's actually very happy with that.

- iii. High Road Training Partnerships: GGRF- Working with labor and are currently ahead of schedule on the 2 year Encumbrance for the first year of funding. We have completed our Expenditure Report, which is the mechanism of the California Air Resources Board to release the money to the CWDB. We are now working on funding guidelines for these funds, both for the High Road Training Partnerships and the High Road Construction Careers. Those funding guidelines are complex; we have some additional help from the Labor Agency to put these together, and it will outline both the quantitative and qualitative data that we need to collect. We hope to have them published by early May. RFAs will happen shortly after. Aida Cardenas adds that the focus is starting with the current High Road Training Partnership projects that we have in health care, hospitality, public sector, property services, transit, water, the Ports of LA, and Logistics in Oakland. We are working with them on how they could expand their work, how we make sure they get deeper in the area or expand geographically, build out more partnerships. Need to also help them make the pivot to line up with the GGRF requirements. We are doing a Community of Practice at the end of March to talk about capacity building in general, not just their work but also for those who have been doing it and are the example and model programs. How do we use their experience in building new projects and being able to mentor, lead, support. We are going to be posting 3 positions for the Field team as this work is very staff intensive. We have been staffing up as well on the CWDB Program side and Policy and Research side to support this whole initiative, and hopefully soon we can expand the Field team to provide more support to the industry partnerships. Another area that we are looking at is just transition in Kern Co. There is one project that we are in conversation with as well with LA Department of Water & Power, which wants to look at transitioning to cleaner energy and water recycling. One more highlight is that Diane Factor and WERC, who is one of the High Road Training Partnership models, held High Road in the Public Sector summit that. It was a great showcase on how you can do High Road in the Public Sector, specifically in LA County. No questions.

- iv. Workforce Accelerator Fund- 8.0 was focused on innovative strategies to remove barriers for populations who are experiencing homelessness. We got a total of 78 applications with asks of over \$15 million. Sending award letters early next week.
- v. Regional Plan Implementation 3.0- Those are in the sub-grant process now. We also had a RFA for Technical Assistance and Evaluation. Those requests are upstairs for the Secretary's approval.
- vi. Workforce Corrections Partnership: Prison to Employment Grant Initiative- Sydney Armendariz states that for the Prison to Employment Grant, most of the contracts have been executed. We are waiting on about 4, and that is due to timing as a lot of the boards haven't had their board meetings to approve the contracts. We have also been ramping up Stakeholder Engagement with the Department of Corrections and Rehabilitation (CDCR). Bill Muniz at CDCR has been instrumental and a huge help in hosting the Stakeholder meetings at CDCR and bringing in Workforce staff. We thought it was really important for Workforce staff to get a sense of who is working at these facilities, understand the pre-release programs so that when folks are being released to the Workforce Board and AJCCs, they can speak the Corrections language and understand what types of skills/ credentials people are coming out with. We had our first meeting with San Joaquin Regional Planning Unit in January; there were about 80 attendees including, The Chief Deputy Wardens, the Wardens, CDCR Executives, and Executive Directors of the Local Boards. It was a really great turn out and everyone got a sense of who was in the room, who does what, and how they can bridge the gaps between pre-release and post-release. Next is the Los Angeles area in April and the Division of Adult Parole Operations. We started with electronic referrals to American Job Center of California (AJCC), sharing parolee contact information, parole officer contact information, and any certificates and any comments about what the person has as far as any parole restrictions. We piloted that with SELACO back in November and now we are rolling out that process LA wide. So far a good turn out, we ran it out for 30 days at SELACO and received 71 referrals; 13 of those have been placed into either on the job training or into employment. Civil Service testing- we are going another round in May. John Brauer suggests to think about sector engagement to have a conversation about what their preconceptions are and what their barriers- do it as a problem solving exercise. Bob Redlo also comments that he supports John's comment because we have people with drug convictions going

back years, and they still cannot get hired in healthcare jobs. Health providers may want to hire these people but they can't because of their past convictions. Abby Snay comments there is great work aligning Prison to Employment but also High Road work. Sydney comments that they are looking at public sector jobs, especially with State Civil Service. From experience, it is very rare that departments conduct background checks making that one great employers that we can tap into. No other questions.

- vii. CAAL-Skills- Dan Rounds updates that the Legislative Report is in process. CAAL-Skills is currently working on the WIOA Title 1. This report is really detailed- goes far beyond the detail of the last report. Phyllis Jeffrey with CWDB is writing the Legislative Report and doing a really great job in terms of issuing the data in the tables within the broader literature on social stratification in labor markets and what we can learn about our programs. I anticipate the report will go to Legislature in the Fall. There is a lot of review that goes into the process. We make sure the narrative tables are embedded and reflect the program outcomes. The data for the Legislative Report has been given to the Capitol. The CAAL-Skills team is in the process of merging the data pull and scanning it together. The data that we had has been packaged, and we have a contract execution with the UC Policy Lab at UC Berkeley and UCLA, and they are now mining the data to provide statistically rigorous evaluation of the programs- so we know where we are getting the best bang for the buck. We anticipate that over the next 18 months, they will be meeting with our various program partners developing a draft narrative on what is working and what is not working in our programs. No questions.

d. EVALUATIONS

- i. America's Job Center of California- Dan Rounds updates that there was \$750,000 set aside to do an evaluation of the service delivery models at the career centers throughout the state. The contract is upstairs for approval. Will be executed in 12 to 13 weeks. Essentially what we are saying is let's look at how different operational models in the career centers affect people's access to services. There are different models that are employed by different Workforce Development Boards and different career center operators, and so we want to look at how access to services are affected, if at all, and how that affects labor markets and who is accessing services through the career centers. The evaluators that we have hired to do this work will

be working directly with local board directors and the Workforce Association to identify what the different models are and then categorize all of the models that are in the State of California. Also, really exciting, we are working with the Ray Marshall Center (University of Texas, Austin); they are the preeminent Workforce Policy institution in the nation. They have done lots of contract work with the US Department of Labor so we have both the UC system and the University of Texas looking at our programs, and hopefully they will have some good news for us coming up and also let us know where we can make some improvements. Abby Snay asks will that navigator model be among those evaluated. Dan answers no- I think it is a separate evaluation for those grants. Bob Redlo asks is there a piece of that evaluation that differentiates numbers of people that were satisfied with the services they received as opposed to folks that received quality positions. Dan answers we are still designing the methodology in the field so there is an aspect to it. In terms of performance metrics for customer service satisfaction at the career centers, those were under the previous Workforce law and Workforce Investment Act and they consistently came back positive. There is a debate over the Workforce literature over whether or not to plug people into jobs to start earning income right away, or whether we should be investing in their long-term earnings by upscaling. Tim Rainey comments that the One Stop AJCC is relatively new to the Workforce system which goes back to the New Deal. It was only since 1998, with WIA, that we had One Stops. WIA came at a time of Welfare Reform. The posture of the system shifted to more quick attachment to the labor market, universal services, and limits on higher level more costly interventions like skills training. It's about a minimum of services without the intent to job quality. WIOA, otht eh other hand, is a swing back to pre-WIA in important ways- more like JTPA where there was more emphasis on longer term interventions, certainly skills training, and regional organizing of stuff. Abby Snay comments that I think under that policy debate are equity issues and some tension between universal access versus targeted strategies for people who most need help. John Brauer asks will there be actual recommendations that come out of the evaluation either as something that the board or the Governor or the Legislature are going to think about or is this more about lifting up practices? Dan answers that it depends on what we find out. I don't want to say that yes it is going to happen because I don't know what the outcome will be. We haven't done something like

this in California, so I don't want to prejudge the outcome. The intent is to figure out what is working so that we can inform policy decisions about how we operate. Jamil Dada asks how many AJCCs are there in California. Dan Rounds answers that it changes all the time. Right now there are about 200. Pradeep comments that nationwide there is about 2,200. There are 45 boards. No other questions.

- ii. CalJOBS evaluation- Sharon Hilliard gives update. They were not able to find a qualified vendor, which is not unusual in the economy today. The contract expires in 2021, so it is coming up pretty soon. We do have 2 additional years to re-up as we go through this process. We are going to start at the end of the calendar year, and it will be under the new leadership as Dennis talked about, starting July 1st. No questions.

5. OTHER BUSINESS

- a. CWDB Meeting Agenda- Future of Work Commission- Abby Snay starts off by stating there have been 21 new appointees since the beginning of last Summer. The commission has 2 meetings left in March and April before submitting any recommendations to the Governor on May 1st. Some of the emerging things really align well with the State Plan. I think what we will be emerging is an alignment of job quality and shared responsibilities among the private sector, government, employers, and workers. Certainly an emphasis on worker voice. In terms of the workforce and skills piece, I think there will be emerging levels of specificity, and I certainly want to dig in on those and will anticipate more around apprenticeship, more around lifelong learning, and more around High Road and public sector strategies. The Secretary has asked me to set up opportunities for industry sector voice and worker voice. I had an amazing session in LA last Thursday. The next day, one of the commissioners hosted a convening on employment in the military in California. There are no additional items to add.

Chair Angelov Farooq adjourns the meeting at 11:54 AM.