



BOARD OF SUPERVISORS
AGENDA LETTER

Agenda Number:

Clerk of the Board of Supervisors
105 E. Anapamu Street, Suite 407
Santa Barbara, CA 93101
(805) 568-2240

Department Name: Social Services
Department No.: 044
For Agenda Of: September 15, 2015
Placement: Departmental
Estimated Time: 20
Continued Item: No
If Yes, date from:
Vote Required: Majority

TO: Board of Supervisors

FROM: Department Daniel Nielson, Director, Social Services *Daniel Nielson*
Director(s)
Contact Info: Raymond McDonald, Executive Director, Workforce Development Board

SUBJECT: Implementation of the Federal Workforce Innovation & Opportunity Act in Santa Barbara County, and Recommendations for Appointment of Workforce Development Board Members.

County Counsel Concurrence

As to form: N/A

Other Concurrence: N/A

As to form: Select_Concurrence

Auditor-Controller Concurrence

As to form: N/A

Recommended Actions:

That the Board of Supervisors:

- a) Accept the presentation on the Implementation of the Workforce Innovation & Opportunity Act (WIOA).
- b) Appoint the recommended individuals as the initial members of the new Workforce Development Board (WDB).
- c) Appoint a County Supervisor to serve on the Workforce Development Board.
- d) Direct the Workforce Development Board Executive Director to return in January 2016 with additional appointment recommendations to complete the membership of the WDB.
- e) Determine that the above actions do not involve any commitment to any specific project which may result in a potentially significant impact on the environment, and therefore it is not a project under the California Environmental Quality Act (CEQA) pursuant to section 15378(b)(4) and (5) as the proposed action is also an organizational or administrative activity.

Summary Text:

The new Federal Workforce Innovation & Opportunity Act (WIOA), which replaces the Workforce Investment Act (WIA), requires the County of Santa Barbara to appoint a new Workforce Development Board and institute changes in structure and program design. The County Executive Office has worked with the Workforce Development Board Executive Director to develop a two-phase implementation plan. CEO staff and the WDB Executive Director will provide a Presentation on the public/private workforce partnership, the key goals of the WIOA, and the process & recommendations for Workforce Board appointments.

Background:

On July 24, 2014 the President signed into law the Federal Workforce Innovation & Opportunity Act (WIOA) that replaces the Workforce Investment Act (WIA) of 1998. Both WIA and WIOA legislation create a publicly-funded workforce system across the nation via public/private partnerships. In Santa Barbara, the Public Partner is the County of Santa Barbara and the Private Partner is the Workforce Board, with each partner having equal standing and legislatively-mandated responsibilities. In addition, the Federal legislation requires an Executive Director of the Workforce Board to foster the collaboration between the County and Workforce Board and manage the day-to-day management responsibilities of the workforce system.

The new WIOA is intended to build upon the successes and lessons learned over more than fifteen years that the WIA was in existence and to review, renew, and revitalize the current systems and structures. The key elements of WIOA are: systems alignment (between workforce, economic vitality, community colleges, and the private sector), industry sector strategies, multiple-county regional collaboration, smaller and more strategic workforce boards, and continuous improvement of the delivery system.

See Attachment A for an Executive Summary of the Workforce Innovation and Opportunity Act.

Santa Barbara's Action Plan

After the enactment of WIOA, the County Executive Office set about reviewing the current workforce system and structure in Santa Barbara County, which had not been substantively changed since the 1990s. In fact, none of the current Members of the Board of Supervisors or the current CEO were in office when the local WIA system and structures were created. County staff viewed WIOA as an opportunity for implementing change and improvement.

The WDB Executive Director convened public meetings throughout the County as well as presentations to the local Chambers of Commerce and community based organizations. The WDB Executive Director and CEO staff attended several State-approved and U.S. Department of Labor-approved WIOA trainings and participated in numerous webinars in order to research goals, objectives and opportunities for WIOA implementation in Santa Barbara.

Board Recruitment

Principal among the activities required for implementation is the selection of the new Workforce Development Board. The Act requires that the majority of members must be from the private sector. According to the Act, these members should be Chief Executives or key decision makers within organizations that provide high quality employment opportunities, and they should be representatives from the County's designated industry sectors.

In 2011, the Workforce Investment Board contracted with BW Research to analyze Santa Barbara County's economy and workforce. The resulting report identified six Designated Industry Sectors, which were subsequently approved by the Workforce Investment Board and included in the Governor-approved WIOA Plan for Santa Barbara County. Those Sectors are: Healthcare; Energy and Environment; Building and Design; Technology and Innovation; Business Support Services; and Agriculture, Tourism & Wineries.

An update to the industry sector study is in the final review stages and will be presented to the new Workforce Development Board at one of its first meetings. Upon approval from the WDB, the sectors listed above may undergo some revisions. The recruitment of private sector Board Members has been designed to allow for the inclusion of representatives from additional sectors prior to having a complete, WIOA-compliant Workforce Board in place in January 2016.

In addition to the private sector requirements, the Act mandates that the Board include at least one representative from: Labor Organizations and Community Based Organizations; Apprenticeship Programs; Adult Education; Institutions of Higher Education; Economic Development; The State's Employment Development Department; and Vocational Rehabilitation Programs.

On March 20, 2015, the County Clerk of the Board began accepting Workforce Board applications. The application is available online and the process is ongoing. All current WIB Members were advised of the application process and the WIOA criteria for membership. In addition, the County Executive Office engaged in direct outreach to specific individuals who not only met the WIOA selection criteria, but who also represented our entire County geographically and reflected the demographics and diversity of our community.

The 17 recommended appointees (See Attachment B) meet the guidelines of the WIOA and position Santa Barbara County to fulfill, not only the requirements of the new Federal Legislation, but also the expectations of the private sector and residents of our community. CEO and the WDB Executive Director request that the Board of Supervisors nominate and appoint a County Supervisor to sit on the Workforce Development Board and strengthen the public/private partnership.

Staff envisions the ideal number of Workforce Board Members to be between 19-25. CEO and the WDB Executive Director will return in January 2016 with the additional appointment recommendations. Once seated, the Board is expected to meet on a quarterly basis.

See Attachment C for a general timeline of the WIOA Implementation.

Special Instructions: Upon approval, please send one copy of the minute order to Stephanie Fodor via email to s.fodor@sbcsocialserv.org.

Attachments:

Attachment A – Executive Summary of the Workforce Innovation and Opportunity Act
Attachment B – Roster of Recommended Appointee to the Workforce Development Board
Attachment C – Timeline for WIOA Implementation

Authored by:

Raymond L. McDonald, Executive Director, Workforce Development Board

CC: