

**Santa Barbara County
Workforce Investment Board Meeting
Friday, October 28, 2011
Santa Maria Workforce Resource Center, Sutter Room**

Minutes

WIB Members in Attendance:

Ruth Ann Bowe, Cindy Burton, Karen Dwyer, Fran Forman, Kathy Gallagher, Timothy Harrington, Sue Larsen, Patricia Manfredonia, Bob Manning, Christopher Montigny, Gabriel Morales, John Powell, Rick Rantz, Fred Razo, Steven Weiner, Rey Ybarra.

WIB Members Not In Attendance:

Kristen Amyx, Kathleen Griffith, Diane Hollems, Chuck Huddleston, Phylene Wiggins.

Guests:

Dean Palius, Santa Ynez Valley People Helping People
Grace Schoch-Manzano, EDD
Arcelia Sencion, Santa Ynez Valley People Helping People
Teresa Gallavan, City of Lompoc

County Staff in Attendance:

Joyce Aldrich, Celeste Andersen, Mona Baker, Adrienne Brooks, Terrie Concellos, Jim Mangis, Ray McDonald, Andrea McGrath, Jason Ramirez, Karen Schmitt.

Roll Call and Introductions:

Meeting was called to order at 9:39 A.M. A quorum was established.

Public Comment: Mr. Palius introduced himself and indicated that he has been a youth contractor with the County for the last 10 years. He thanked the Board for the opportunity to speak to this item. Mr. Palius indicated that it was hard for to believe the financials and thinks they should be looked at again. He stated that only 2 case managers can case manage all the youth that are being proposed and stated that he thought some costs were not included. He indicated that his organization was a proposed contractor and his position is that he'd like to continue with the contract. Mr. Palius indicated that he met with Mr. McDonald yesterday and he believes this youth design concept is ill conceived. He indicated that he doesn't see that there was any stakeholder input. He believes that functions are being decentralized with the new model and gave the example of the redesign of Child Welfare Services and the Child Abuse Prevention contracts with the County. Mr. Palius stated that SYVPHP's in school youth program works because services are not fragmented as in the new model. Mr. Palius indicated that his organization would not participate in the new youth design program.

Ms. Gallavan made a public comment and inquired if there is a transition plan to change this model if needed and do the businesses have time to retool if a change was made. Ms. Gallavan also inquired about how we can work together so that webs of services so the youth in our community don't have to travel, etc. Ms. Aldrich answered that we are in the process of developing a network of providers through our vendors. Ms. Aldrich indicated that there is currently no contract, except for with the Youth Corps and indicated that we are already in transition.

Arcelia Sension provided public comment, asking the WIB to look at the fact that there are two distinct populations being served and the new model allows only one program design to serve both populations. She stated her belief that the fragmentation of services in the new model will hamper the services to the youth effectively. Ms. Sencion asked that the WIB look at the in school and out of school youth performance measures and how this model will work effectively.

A. Reorganization of the Agenda:

No Reorganization to the agenda was heard.

B. Old Business:

1. **Approval of Minutes:** A correction was noted that Celeste was present at the meeting. A motion was made by Ms. Larsen and seconded by Mr. Powell to approve the minutes from the June 24, 2011 meeting. All in favor, none opposed. Mr. Weiner, Mr. Ybarra, Ms. Burton, Mr. Harrington, and Mr. Morales abstained. The motion was approved.
2. **Legislative Update & Executive Director Report:** Mr. McDonald opened by stating that Mr. Manning and former member, Ms. Barbara-Kuhnle wanted to introduce some people to the Board. They introduced the following people: Teresa Gallavan, City of Lompoc and Grace Schoch-Manzano, EDD Cluster Manager.

Mr. McDonald spoke about SB 698 and SB 776, which have been signed by the Governor and have been enacted. He indicated that SB 776 puts mandates on the Adult and Dislocated Worker programs and goes into effect on July 2012 and mandates that a certain percentage of funds must be spent on training. Staff is doing research to see how it will affect the WIB in SB County and the WIBs in California. He indicated that there is some clean up language being implemented and will keep the Board updated. Mr. McDonald stated that SB 698 speaks to high performance WIBs and that affects pools of funds, specifically discretionary funds. He indicated that non-high performance boards will not be able to apply for grants or receive any additional funding. He indicated that this is a way for the State to screen out or include certain WIBs. One criterion is that high performance boards will have to consistently meet all of you performance measures and SB County is not meeting all of its performance measures, specifically the youth performance measures. Mr. McDonald suggested on how to proceed, whether a committee should be formed to address these pieces of legislation and to be in compliance with State Law. Ms. Larsen asked for the legislation to be sent out. Mr. McDonald spoke about other legislation about apprenticeships and will update the Board on all the legislation on a continuous basis. Mr. McDonald stated that this legislation has good intentions due to the economy and the unemployment rates, and job creation. The focus is now on accountability and performance with this legislation that's being enacted. Mr. Rantz inquired about the performance measures and how they are dictated. Mr. McDonald indicated that the Dept. of Labor negotiates performance measures with the State of California. The State then looks at local performance measures on an annual basis and they are determined by aid and population levels, etc. The performance measures tend to increase and not decrease. There is an employment aspect, a retention aspect, and wage information. As for youth, the measures are aimed at literacy and continuing education or employment. Mr. McDonald also indicated that this information is included in our 5 Year Plan that is updated every year.

3. **Update on Work Plan Progress:**

Executive Committee- Ms. Manfredonia reported that the BOS did not approve the new youth design and we voted to withdraw the RFP and redefine our youth program. She reported that the Executive Committee voted to recommend the new youth design to the Youth Council. The Youth Council approved it for recommendation to the WIB, which will be presented and voted on today. Mr. Morales asked for clarification on what occurred with the new youth design. Mr. McDonald explained what occurred with the youth contracts that were submitted to the BOS for approval. He indicated that they had issues with the Youth Corps was not representative of youth in the County and the sustainability of the Youth Corps. They were also concerned about one of the contractors and the scope of our program. Mr. McDonald indicated that instead of bring the contracts back to the BOS, it was recommended to redesign the program and bring it to the Youth Council and the WIB. Discussion ensued. Mr. McDonald reemphasized that the BOS is a partner to the WIB administratively and we should try to be in sync with them and work with them to serve the community.

Finance Committee- Ms. Burton indicated that the Finance Committee did not meet or look at the budget or current financial reports. She indicated that updates were provided by Mr. McDonald as well as the year end youth contract results based on the financial aspect.

Community Partnership Committee: Ms. Dwyer indicated that there was not a meeting so there is nothing to report.

C. New Business:

1. **Announcements:** Ms. Forman spoke about her seat on the WIB and the mandate associated with it. She indicated that she is resigning from the WIB and at the next meeting the Board will meet a gentleman who will be taking over for her on the WIB. She stated that her HR Director will be serving on the Board. Ms. Larsen commented on Ms. Forman's professionalism in being the CAC Director and a WIB Member. Ms. Burton indicated that because Ms. Forman was the chair of the Nominating Committee, she is resigning from that committee. Ms. Manfredonia requested for volunteers for it. Ms. Manfredonia stated the Board will address this in the future.
2. **Recommendation for Approval of New Youth Council Member:** Mr. Mangis opened the item by indicating that Avanti Alias has applied to be a Youth Council member and referred to the item memo in the agenda packet, including her application and resume. Mr. Montigny stated that he recommends the approval of her membership. ***A motion was made by Ms. Forman and seconded by Rey Ybarra to approve the new YAC membership of Avanti Alias. All in favor. None opposed. No abstentions. The motion was approved.***
3. **Recommendation for Approval of New Youth Program Design:** Mr. McDonald opened this item by indicating that Ms. Aldrich and Ms. Schmitt would be passing out copies of the presentation and will be presenting it to the Board. He stated that with the new high performance WIB legislation, we need to improve our performance now and we do not think we should continue to use a model that has not been successful in the past. He indicated that the new design is considered a best practice and is recommended by the Dept. of Labor to WIBs that have consistently had problems meeting youth performance measurements. This design

has been taken to the Youth Council and it was a long, spirited discussion. He indicated that Youth Council members and staff recognize that change is difficult. By the end of the discussion, it was determined that this is the best course of action and the Youth Council recommended it to the WIB. Mr. McDonald indicated he promised to work with our current program providers in the future. Mr. McDonald indicated that staff will be updating the Youth Council consistently. There will also be an assessment done at the end of the program in 2012 and will be reported to the WIB.

Ms. Aldrich opened the item by indicating that there are copies of the presentation for people to make notes and questions. Ms. Aldrich asked that members hold their questions to the end of the presentation. Ms. Aldrich presented on the WIA youth program design objectives, the local youth program design highlights, the youth program design proposed model based on the Youth Council Institute and listed several counties currently implementing the design; flow charts of the contractor's model vs. the proposed model. Ms. Schmitt presented on the youth design contractors model vs. the proposed model with regards to the number of youth served; a comparison of the budgets involved in the contractor's model vs. the proposed model. Ms Aldrich continued to present the WIA elements provided through the contractor's model vs. potential opportunities within the proposed model; how to become a vendor under the proposed model. Ms. Schmitt continued to present the breakdown of percentages of services provided under the proposed model, as well as a sample cost breakdown between an in-school youth participant vs. an out-of-school youth participant. Ms. Aldrich indicated that follow up services will be provided through an RFP that will be put out. Discussion ensued. Mr. Schmitt presented the timeline that was approved by the Youth Council and recommended for approval by the WIB today. The presentation was ended with the inclusion of the new youth program design meeting the Santa Barbara County Values system which specifically focuses on accountability, customer-focus, and efficiency. Mr. McDonald reemphasized that this is a best practice model and has succeeded in other LWIAs. Mr. McDonald stated his concern about the performance measures and suggests we embrace this model in order for our youth to get the services they need. State legislation is also a factor. He also pointed the equitability factor for youth in South County, Mid County and North County.

Ms. Andersen pointed out that Ms. Forman has a noted interest of this subject and cannot participate in the discussion, per government code 1090 & 1091.

Ms. Manfredonia opened the floor for public comment. Ms. Burton inquired about the change in the model and guaranteeing that services will be available county-wide. Ms. Aldrich indicated that a press release for a meeting with potential vendors to explain the new program design and the process of how to become a vendor. There will be a vendor list provided to all of our CESs county-wide and will be able to choose from the menu for vendors to provide a service. Ms. Schmitt indicated that there are internal resources we could tap into, such as Probation and Child Welfare Services, etc. that can be used as resources for services for youth. Mr. Morales indicated that resources are limited with this new program design. Discussion ensued. Mr. McDonald reemphasized the importance of meeting WIA performance measures. Mr. McDonald indicated this new model focuses on the performance measures and having staff that are focused on performance measures. He indicated that the new model also focuses on the best services for the youth, not what a given contractor can provide, which might be limited. Ms. Manfredonia indicated that our literacy and numeracy performance measures have not been met since she's been on the Board and our funding could

be lost or our WIB could be absorbed by another WIB. Discussion regarding staff and funding ensued. Ms. Manfredonia inquired about the average cost per client. Ms. Schmitt indicated that industry standards were used to figure the cost per client and used worst-case scenarios in determining the average. Mr. Rantz expressed his opinion that if performance measures are not being met, then that is a good indication that something different needs to be done and stated he thinks that best practices is a smart direction to take. Discussion regarding the numbers on slide 8, of the proposed model, ensued. Ms. Schmitt indicated that the numbers can be shifted if needed. Discussions regarding the service percentage for follow up on slide 15. Mr. Ybarra asked if we are at the point where this new program design is what we need. Mr. McDonald indicated that staff believes so and that it targets performance like a laser. Discussion regarding the Youth Council meeting where this new program design was voted on ensued. Discussion regarding follow up ensued. Mr. Montigny, the Youth Council chair, indicated that the Youth Council meeting was difficult, but at the end of the meeting they had faith in Mr. McDonald and his staff. He inquired about the percentage for follow up services for youth. Ms. Schmitt indicated that follow up is critical piece and documents need to be collected to prove performance attainment. Mr. Rantz inquired about the evaluation of the new program design and how that will be done through the program at various stages so as to change something if needed to meet performance measures. Ms. Aldrich indicated that JTA uploads information and Ms. Schmitt can track that. She also indicated that the case managers will be updating them along the way as a part of the internal process that the information going up to the State is validated. Ms. Burton expressed her concern that a market will not be developed to where people will step up to provide equal services county-wide.

Ms. Larsen stated her concern of the moving pieces in the new model and she asked for accountability from Ray and his staff. Mr. McDonald gave his promise that he would be accountable for the success of the new model. Mr. McDonald indicated that if the WIB does not want to go forward with this model, we do have current contract that will expire in June 2012. He also indicated that those youth who have not attained their goals are continuing to be worked with our CESs. He stated that anything beyond that would require a solicitation process, so nothing more would be done this program year. He indicated that any decision made today would need to go back to the Youth Council and then back to the WIB as that is federal legislation. Discussion regarding the failed performance measures and how this model will address those failures ensued. Mr. McDonald stated the youth performance measures for the Board and indicated what measures have historically been met and not been met. He indicated that he believes that our staff is accountable and has more control over the program and meeting the performance measures. Mr. Harrington inquired about other options that were explored and what is plan B if this model isn't approved. Ms. Aldrich indicated that there isn't enough time to do another RFP for a program this year. She indicated that different areas use different models, but given our timeframe, this was the option to ensure our youth are still being served. Discussion regarding accountability ensued. Mr. Ybarra pointed out the hazards of not doing this new design, but stated that the Board needs assurances from Mr. McDonald. Ms. Manfredonia stated that the Board is always at the mercy of who will respond to our RFPs and the possibility to do something different and innovative is here. Ms. Manfredonia expressed her belief that there will be more control over performance measures with this model than with the contractor's model. **A motion was made by Steve Weiner and seconded by Rick Rantz, to approve the new youth program design with Mr. McDonald's assurance that program updates will consistently be provided. Ms. Burton opposed. Mr. Morales and Ms. Forman**

abstained. The motion was approved. Mr. McDonald indicated that we will continue to inform the BOS of what we are doing as a full partner. Mr. McDonald thanked the WIB for their vote of confidence and will do his best to fulfill his obligation to the Board as set by the Board. Ms. Manfredonia indicated that she would like another county that is implementing this type of model to present to us at a future meeting. Ms. Aldrich indicated that she thought Stanislaus County would be willing to present at the next meeting.

4. **Program Update:** Ms. Baker opened the item by indicating that there are four reports to recap. Ms. Baker gave her report on the WRC Reports for May-August. She indicated that these will be posted on the WRC website.
5. **Set Items for Next Agenda-Discussion of Holiday Mixer:**
Items to be discussed at next meeting:
 - Stanislaus County presentation of their Youth Program Design
6. **Optional Tour of Santa Maria WRC:** An optional tour of the SM WRC was provided for those interested.

Action Items:

- **Ms. Brooks** will send out the legislation to the WIB members.
- **Staff** will schedule a presentation of the new youth program design by a county who is implementing the same model in their county.

Adjourn: The meeting was adjourned at 11:54 A.M.

Minutes Taken by Adrienne Brooks