I. CALL TO ORDER

II. PLEDGE OF ALLEGIANCE

III. ROLL CALL

IV. APPROVAL OF MINUTES, JANUARY 22, 2015 (ACTION)
The minutes from the January 22, 2015, meeting are attached: Minutes

Recommended Action:
WIB approval of the January 22, 2015, minutes, with revisions if needed, as posted.
Governing Board approval of the January 22, 2015, minutes, with revisions if needed, as posted.

V. APPROVAL OF AGENDA (ACTION)

Recommended Action:
WIB approval of the agenda, with revisions if needed, as posted.
Governing Board approval of the agenda, with revisions if needed, as posted.

VI. PUBLIC COMMENT
Members of the public will be invited to make brief comments regarding any aspect of NoRTEC business.

VII. WORKFORCE INVESTMENT BOARD APPOINTMENTS (INFORMATION)
There are currently four vacancies on the NoRTEC WIB: Private Sector (Lassen County), Economic Development (At-Large), Organized Labor (At-Large), and Education (At-Large).

The Workforce Investment Board will have to be reconstituted as a Workforce Development Board under the Workforce Innovation and Opportunity Act (WIOA). While the new requirements are similar to WIOA, we anticipate some changes. In the meantime, vacant WIB positions are not being filled in anticipation of some changes to board composition.
VIII. PROGRAM COMMITTEE REPORT (ACTION)

A. Program Presentation

Sheila Stock, Labor Market Analyst for the Labor Market Information Division (LMID) of the Employment Development Department, will present an occupational study for the NoRTEC region.

At the conclusion of the presentation, a panel of NoRTEC service providers will discuss the information and provide local insight.

B. Program Monitoring (Information)

Spring program reviews are underway. Scheduled visits will take place as follows:

- Alliance for Workforce Development – April 7 (Chico), April 21 (Oroville), April 27 (Alturas), April 28 (Susanville), June 18-19 (Quincy and Sierraville)
- Rural Human Services – May 20-21
- Siskiyou Training & Employment Program – May 26-27
- Smart – June 3-4 (Redding), June 5 (Weaverville)
- Job Training Center – March 31-April 1 (Grass Valley), June 16-17 (Red Bluff)

Results of the review will be reported at the July 23, 2015, meeting.

C. State/Federal Monitoring (Information)

There are no State or Federal reviews scheduled.

D. Universal Services, Client Enrollment, and Contract Performance (Information)

1. Universal Services Tracking: Career Center Visits

The Workforce Investment Act provides for “universal services” which means anyone who walks in the door may access basic services without enrolling in the WIA program. This would include “self-services” such as job postings, labor market information, computer access, etc. that do not require much staff attention. NoRTEC’s service providers “track” the number of people that come in the door, and report the total number of visits, as well as the number of “unique” visitors that access services. The report contained in the link above shows the number of visits for the first three quarters of this program year (PY 2014/2015).

2. Job Seekers Enrolled in the WIA Program: Enrollments

The number of individuals enrolled in each program in each county in the consortium can be accessed by clicking on the above link. As of March 31, 2015, almost 2,000 individuals have been enrolled in the Adult, Dislocated Worker, and Youth programs.

3. WIA Service Provider Contract Performance: Adults/Dislocated Workers

At the end of the third quarter of PY 2014/2015, all of the programs were meeting all contract performance objectives in the Adult program, except for
RHS (Del Norte County) that is missing the Employed in the Quarter After Exit (Goal 75%, Actual 65%).

In the Dislocated Worker program, RHS (Del Norte County) is missing the Entered Employment Rate (Goal 78%, Actual 69%), and the Average Wage At Placement (Goal $13.50 per hour, Actual $13.25 per hour).

A Corrective Action Plan has been requested from RHS.

NoRTEC, as an LWIA (Local Workforce Investment Area), is meeting all of these performance objectives.

4. WIA Service Provider Contract Performance: Youth

At the end of the third quarter of PY 2014/2015, all Service Providers except for the Siskiyou Employment and Training Program (STEP), are missing at least one youth performance standard.

AFWD (Butte, Lassen, Modoc, Plumas, Sierra Counties) is missing the Literacy/Numeracy Gains Rate (Goal 62%, Actual 61%).

RHS (Del Norte County) is missing the Literacy/Numeracy Gains Rate (Goal 62%, Actual 0%).

Smart (Shasta, Trinity Counties) is missing the Placement in Employment or Education Rate (Goal 64% Actual 60%), and the Attainment of Degree or Certificate Rate (Goal 58%, Actual 55%).

The Job Training Center (Nevada, Tehama Counties) is missing the Literacy/Numeracy Gains Rate (Goal 62%, Actual 60%).

Corrective Action Plans have been requested from RHS, AFWD, Smart, and the Job Training Center.

NoRTEC, as an LWIA (Local Workforce Investment Area), is meeting all of these performance objectives. Staff, however, are very concerned that so many programs are not meeting performance this late in the program year. Staff are working directly with service provider staff to help get service providers into compliance.

Service provider contracts can be terminated or deobligated if a service provider does not meet one or more performance objectives. NoRTEC does not currently have a written policy that details how service provider nonperformance will be addressed. Staff are developing a policy to deal with this issue and will present it for WIB and Governing Board review and approval at the July 23, 2015, meeting.

E. Plant Closure Update: Closures/Layoffs

Since July 1, 2014, there have been 74 businesses within NoRTEC that have closed or reported layoffs, resulting in over 900 workers losing their jobs.
F. Business Services Report (Information)

A summary report for all NoRTEC Service Providers with respect to specific data elements is available here: NoRTEC Business Services Report

Since July 1, 2014, over 3,600 businesses have received more than 13,500 discrete business services from the Service Providers.

For detailed information from each program, including additional narrative information, access the individual Service Provider reports by clicking on the following links:

- Alliance for Workforce Development (Butte, Lassen, Modoc, Plumas, and Sierra Counties)
- Rural Human Services (Del Norte County)
- Smart (Shasta and Trinity Counties)
- Siskiyou Training and Employment Program (Siskiyou County)
- Job Training Center (Nevada and Tehama Counties)

G. Headline Program Reports (Information)

Members are encouraged to read the Community Coordinator Reports. These reports are prepared to inform interested members of the events and happenings in their respective counties. These reports are also full of actual job seeker success stores. In addition to reviewing the report highlights summarized below, please take a moment to review these success stories. Our Service Providers have helped many individuals make important changes in their lives!

Following are links for the reports received for the period ending March 31, 2015:

Alliance for Workforce Development (Butte County)
Rural Human Services (Del Norte County)
Alliance for Workforce Development (Lassen County)
Alliance for Workforce Development (Modoc County)
Job Training Center (Nevada County)
Alliance for Workforce Development (Plumas County)
Smart Business Resource Center (Shasta County)
Alliance for Workforce Development (Sierra County)
STEP (Siskiyou County)
Job Training Center (Tehama County)
Smart Business Resource Center (Trinity County)

A few highlights from this quarter’s reports are:

- Butte County – The Alliance for Workforce Development staff in Butte County attended a tour of Transfer Flow this past quarter. The focus of the tour was to learn what types of equipment, software programs, and skills manufacturing companies are using and looking for. This assist Business Services Representatives and Case Management staff to better understand the needs of
local employers as they work to serve both employers and job seekers throughout the county.

- **Del Norte County** – The Workforce Center held their first workshop of the year for employers in January. Seventeen employers attended this event that focused on information about new interviewing techniques and how to assure the hiring of the best candidate for the job. All attendees reported they benefited greatly from the information provided in the workshop.

- **Lassen County** – Staff in the Lassen County branch of the Alliance for Workforce Development (AFWD) received Job and Career Transition Coach training. This training provided staff with tools and techniques to assist them with meeting the assessment and career development needs of the job seekers they serve.

- **Modoc County** – The Modoc Business and Career Network in Alturas held the 2015 Labor Law Update workshop in Alturas for employers in the county. This workshop provided seventeen local businesses with the chance to learn about the latest changes to California employment law.

- **Nevada County** – Job Training Center staff assisted the Sierra HR Association at the Junior Resource Fair held in the Truckee/North Lake Tahoe on March 27. Christine Hoxsie, staff member from the Job Training Center, modeled a pair of ripped jeans and a sloppy t-shirt as an example of “what not to wear to an interview.” Juniors from local high schools attended the fast-paced, interactive event that provided valuable information to help the youth begin planning their future after high school. Check out the photo on page 3 of the report—it will be obvious which one is Christine!

- **Plumas County** – The Alliance for Workforce Development and partners held a kick-off and orientation session for the Technical Assistance (TA) program in Plumas County. Thirty-one entrepreneurial and microenterprise businesses were in attendance and they were able to work with various consultants to help them on their entrepreneurial journey. The program will conduct a series of seven workshops that will be held on the last Saturday of each month.

- **Shasta County** – Smart’s entire staff volunteered their time to assist with the first annual “Ignite Opportunity” STEM Career Day held at the Redding Civic Auditorium. More than 1,000 Shasta County high school freshmen attended and were encouraged to explore careers in science, technology, engineering, and math. More than 40 science and technology firms participated with the intent of exposing students to careers early in their high school careers that they might not otherwise consider. The event was supported by grants and sponsorships from local organizations, including Smart.

- **Sierra County** – In early February, the Sierra County branch of the Alliance for Workforce Development (AFWD) participated with the East Sierra Valley Chamber, and the local Rotary Club to present a workshop to local high school seniors. This workshop focused on financial aid for college and how to fill out
the “FAFSA.” In addition to learning a lot about financial aid from multiple sources, the workshop also answered questions from the students. At the conclusion of the event, 15 seniors were signed up and ready to take the next step towards securing an advanced education.

- **Siskiyou County** – In response to the devastation suffered by the Weed community from the September 14 Boles fire, a group of local entities designed a Community Construction Training Program. This 14 week program, offered through College of the Siskiyous at the construction training facility at Weed High School, has been designed with the assistance of local contractors to prepare individuals to work on the local reconstruction effort. Weed High School staff and local contractors will be the instructors. Solano’s Building Supply will provide a basic carpenter’s toolkit for each student, and certificates will be issued upon the successful completion of each modules in the 14 week program. In about the tenth week of the program, STEP will work with each student to develop a resume and interviewing skills. Successful program completers will then be prepared to interview with local contractors for jobs in the reconstruction effort—a great example of a local effort to provide a skilled workforce for local employers.

- **Tehama County** – In an effort to meet local employer needs for an English/Spanish speaking workforce, the Job Training Center is taking an active role in bridging the skills gap by offering cohort training for bilingual medical assistants and medical office assistants. March marked the launch of the Job Training’s Center third initiative which is schedule to end on May 18. The Job Training Center anticipates that all who successfully complete the program will be quickly hired by local employers.

- **Trinity County** – Smart is working in cooperation with Trinity County’s CalWORKS program to assist CalWORKS clients to obtain the skills they need to successfully obtain employment. In the past three months, over 30 individuals received assistance.

H. **Staff Training (Information)**

1. **Service Provider Staff Development** – Thirty youth service provider staff attended NoRTEC conducted training in Mt. Shasta on March 25-27, 2015. The training provided information to help staff plan their transition to the new WIOA program.

2. **NoRTEC Staff Development** - There were no NoRTEC Staff Development activities since the last meeting in October.

I. **Youth Council Report (Information)**

Links to local Youth Council reports discussing activities conducted over the last quarter are listed below.
AFWD Youth Council Report (Butte, Lassen, Modoc, Plumas, Sierra Counties)
RHS Youth Council Report (Del Norte County)
SMART Youth Council Report (Shasta County) – No meetings or report this quarter
STEP Youth Council Report (Siskiyou County)
Job Training Center Youth Council Report (Nevada County)
Job Training Center Youth Council Report (Tehama County)

**Recommended Action:**

WIB approval of the Third Quarter Program Committee Report.

**Governing Board approval of the Third Quarter Program Committee Report.**

IX. FINANCE COMMITTEE REPORT (ACTION)

A. PY 2014/2015 Funding (Information)

NoRTEC currently has $12,253,885 in available funds for the 2014/2015 Program Year. An additional $2,500,000 has been requested. If all the requested funds are received, NoRTEC will have $14,753,885. This would be a decrease of $270,783 from the 2013/2014 Program Year funding.

The reduction in available funding for the 2014/2015 Program Year is primarily due to the dwindling availability of special project funding. Additionally, NoRTEC’s allocated funding dropped 5.57% this year.

<table>
<thead>
<tr>
<th>Project</th>
<th>PY 2014/2015 Funds Available</th>
<th>Additional Funds Requested</th>
<th>Total</th>
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<tr>
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<tr>
<td>Youth</td>
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<td>Rapid Response – Layoff Aversion</td>
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<td>MCLAUS X</td>
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<td>Workforce Accelerator</td>
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<tr>
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<td>Slingshot Implementation Grant</td>
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<td>$1,000,000</td>
<td>$1,000,000</td>
</tr>
<tr>
<td>MCLAUS XI</td>
<td>$0</td>
<td>$1,500,000</td>
<td>$1,500,000</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
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<td><strong>$2,500,000</strong></td>
<td><strong>$14,753,885</strong></td>
</tr>
</tbody>
</table>
B. Approval of the PY 2014/2015 Third Quarter Financial Reports (Action)

1. **PY 2014/2015 Contracts Summary**

This report shows the total amount of funding in contracts with the State, the source of that funding, and its allocation within NoRTEC for the 2014/2015 program year. As of March 31, 2015, NoRTEC had a total of $12,253,885 available in State contracts for the 2014/2015 program year. This report includes only amounts available in the current year. Amounts expended in prior years are not included.

2. **PY 2014/2015 Service Provider Contract Modifications Report**

This report shows the changes between July 1, 2014, and March 31 2015, in the service provider contract amounts available for expenditure in the current program year. This report shows only contract amounts available in the current year. Contract amounts expended in prior years are not included.

The contract modifications are detailed in the attached report. There are no items of concern.

3. **PY 2014/2015 Program Expenditure Report**

This report shows each service provider’s total available balance for the program year (July 1, 2014, to June 30, 2015), the cumulative expenditures for the quarter ended March 31, 2015, and the remaining balance at March 31, 2015, for each specific funding title and program type. This report shows only contract amounts available in the current year. Contract amounts expended in a prior year are not included.

All service provider expenditures were within the required parameters. There are no other items of concern.

**Background**: NoRTEC service providers are generally required to spend 80% of each year's allocated funding (Adult, Youth and Dislocated Worker) by the end of the program year.

The normal quarterly expenditure rate requirements are as follows: (1) First Quarter – between 10% and 35%, (2) Second Quarter – between 30% and 60%, (3) Third Quarter – between 50% and 85%. A corrective action plan (an explanation from the service provider of how they intend to utilize the funds by the end of the funding period) is automatically required from a service provider if any allocated funding title’s expenditure rate falls outside the quarterly requirements. The required expenditure rates apply to regular funding titles only and do not apply to special projects.

“Excess” funds may be voluntarily returned by a service provider or recaptured by NoRTEC if it appears that a service provider will not be able to effectively utilize them by the end of the funding period. These funds are then redistributed to other NoRTEC service providers demonstrating a greater need, or returned to the State if they cannot be effectively utilized within the consortium. Early
detection and correction of expenditure problems is important because it allows time for the funds to be put to good use by service providers in other consortium counties. In addition, the effective use of funds directly affects NoRTEC’s ability to secure additional funding in future years.

4. **PY 2014/2015 NoRTEC Administrative Entity Expenditure Report**

This report shows the Administrative Entity (AE) expenditures against the annual line item budget for the nine months ended March 31, 2015. At March 31, 2015, the NoRTEC Administrative Entity had expended 53% of its Operating budget and 26% of its Other Projects budget. Overall, the Administrative Entity spent 47% of its budget.

There are no items of concern.

5. **PY 2014/2015 NoRTEC WIB/Governing Board Expenditure Report**

This report shows the WIB and Governing Board expenditures against the annual line item budget for the nine months ended March 31, 2015. At March 31, 2015, the WIB/Governing Board had expended 47% of its total budget.

There are no items of concern.

**Recommended Action:**

*The Finance Committee recommends approval of the PY 2014/2015 Third Quarter Finance Reports.*

*WIB approval of the PY 2014/2015 Third Quarter Finance Reports.*

*Governing Board approval of the PY 2014/2015 Third Quarter Finance Reports.*

C. **NoRTEC Fiscal Monitoring (Information)**

Spring program reviews are scheduled for May and June. Scheduled visits will take place as follows:

- Alliance for Workforce Development – June 18-19
- Rural Human Services – May 20-21
- Siskiyou Training and Employment Program – May 26-27
- Smart – June 3-4
- Job Training Center – June 16-17

Results of the reviews will be reported at the July 22, 2015, meeting.

D. **State and Fiscal Procurement Monitoring of NoRTEC (Information)**

A fiscal and procurement review of NoRTEC by the State has been scheduled for the week of June 8-12, 2015.

Results of this review will be reported at the July 23, 2015, meeting.
E. **PY 2015/2016 NoRTEC Administrative Entity Budget (Action)**

The Finance Committee is recommending the PY 2015/2016 Administrative Budget be approved at $1,565,052. This is a $2,336 increase from the amount approved for 2014/2015. Budget changes reflect removal of the One Stop Operator line item, inclusion of professional development (Capacity Building) for the Executive Director, as well as anticipated expenditure amounts in PY 2015/2016.

All budgets are approved subject to the availability of funding. Sufficient funding to cover the budget is anticipated.

See the attached for details:

- [Proposed PY 2015/2016 Administrative Entity Budget](#)
- [Narrative for Proposed PY 2015/2016 Administrative Entity Budget](#)

**Recommended Action:**

- **WIB approval of the PY 2015/2016 NoRTEC Administrative Entity Budget at $1,565,052, subject to the availability of funding.**
- **Governing Board approval of the PY 2015/2016 NoRTEC Administrative Entity Budget at $1,565,052, subject to the availability of funding.**

F. **PY 2015/2016 WIB/Governing Board Budget (Action)**

The Finance Committee is recommending the PY 2014/2015 WIB/Governing Board Budget be approved at $90,000. This is the same amount budgeted in PY 2014/2015.

All budgets are approved subject to the availability of funding. Sufficient funding to cover the budget is anticipated.

See the attached for details:

- [Proposed PY 2015/2016 WIB/Governing Board Budget](#)
- [Narrative for Proposed PY 2015/2016 WIB/Governing Board Budget](#)

**Recommended Action:**

- **WIB approval of the PY 2015/2016 NoRTEC Administrative Entity Budget at $90,000, subject to availability of funding.**
- **Governing Board approval of the PY 2015/2016 NoRTEC Administrative Entity Budget at $90,000, subject to availability of funding.**


NoRTEC has received its June 30, 2014, Single Audit Report for the administrative entity. The audit was “clean,” meaning there were no findings, questioned costs, or recommendations resulting from the audit.

A copy of the audit report can be accessed here: [NoRTEC Single Audit Report](#)
**Recommended Action:**


**Recommended Action:**

WIB approval of the Third Quarter Finance Committee Report.

Governing Board approval of the Third Quarter Finance Committee Report.

X. **STATUS OF FUNDING APPLICATION (INFORMATION)**

A. **Prior Approval (Information)**

1. **MCLAUS XI** – Staff submitted an application to the State in early December for $1,500,000 to provide intensive and training services to Dislocated Workers. An update will be given at the meeting.

2. **Slingshot - NoRTEC** has received a $20,000 “Slingshot” planning grant from the California Workforce Investment Board (CWIB). Slingshot is initiative of the Governor’s office to address income mobility on a regional basis in California. NoRTEC’s Slingshot project is one of the first five such projects funded. Work continues on securing a $1,000,000 Slingshot grant. An update will be given at the meeting.

B. **New Applications (Information)**

Currently, there are no new applications.

XI. **EXECUTIVE COMMITTEE REPORT (INFORMATION)**

Sherrie Thrall, Executive Committee Chair, will present the Executive Committee Report.

A. **Election of Executive Committee Officers (Information)**

The first meeting of the new Joint WIB/Governing Board Executive Committee was held on Monday, April 6, 2015. The Committee elected Sherrie Thrall as its Chair and Jim Cook as its Vice Chair.

B. **Executive Director Evaluation (Information)**

The Joint WIB/Governing Board Executive Committee recessed to closed session in order to conduct a performance review for the Executive Director, Michael Cross. The Committee reported out that it was very satisfied with Executive Director’s performance. The Committee also recommended that an additional $5,000 line-item be added to NoRTEC Administrative Budget for Executive Director’s Professional Development.

C. **Ad Hoc RFP Review Committee (Information)**

The Joint WIB/Governing Board Executive Committee appointed the Executive Committee members plus the Governing Board representative from Del Norte
County to serve as an Ad Hoc RFP Review Committee to review the proposals received for WIOA Service Providers beginning July 1, 2015.

XII. **RFP REVIEW COMMITTEE AND SELECTION OF WIOA SERVICE PROVIDERS (ACTION)**

The Ad Hoc RFP Review Committee met on April 6, 2015, in closed session to evaluate service provider proposals and recommend a service provider for each of the eleven counties within NoRTEC.

One proposal was received for all but one of the eleven counties. In Del Norte County, three proposals were received. One from the current service provider, Rural Human Services. A second proposal was received from the Siskiyou Training and Employment Program, seeking to expand services to Del Norte County from their current base of operations in Siskiyou County. A third proposal was received from College of the Redwoods through their satellite campus in Crescent City.

After careful consideration, the following entities are recommended by the committee to provide services in NoRTEC’s eleven counties:

- Butte County – Alliance for Workforce Development
- Del Norte County – Rural Human Services
- Lassen County – Alliance for Workforce Development
- Modoc County - Alliance for Workforce Development
- Nevada County - Alliance for Workforce Development
- Plumas County - Alliance for Workforce Development
- Shasta County – Smart Business Resource Center
- Siskiyou County – Siskiyou Training and Employment Program
- Tehama County – Job Training Center of Tehama County
- Trinity County – Smart Business Resource Center

The committee determined that while all recommended entities met the minimum requirements for proposal submission, there were some areas in each of the proposals that required clarification and additional information. Upon WIB and Governing Board ratification of the committee’s recommended slate of service providers, staff have been directed to obtain additional information regarding program design and implementation during the contract negotiation process that will take place between now and July 1, 2015.

**Recommended Action:**

*WIB approval of the recommended slate of Service Providers outlined above to provide WIOA programs and services, beginning July 1, 2015.*

*Governing Board approval of the recommended slate of Service Providers outlined above to provide WIOA programs and services, beginning July 1, 2015.*

XIII. **NORTEC MANUFACTURING SECTOR STRATEGY WINS CALED AWARD (INFORMATION)**

NoRTEC’s Grow Manufacturing/Manufacturer’s Expo Industry Sector Strategy recently received an Award of Excellence from CALED. NoRTEC and PG&E were co-recipients of
the award. This is nice honor that will help gain momentum for our efforts to help organize and support the manufacturing sector in the North State.

XIV. WORKFORCE INNOVATION AND OPPORTUNITIES ACT IMPLEMENTATION (INFORMATION)

NoRTEC’s Executive Director will provide an update regarding WIOA Implementation, to address the following areas:

A. Initial Designation of Workforce Development Areas
   NoRTEC staff submitted an application to the CWIB at the end of March requesting (1) initial designation as a Workforce Development Area and (2) initial certification of the NoRTEC WIB as the corresponding Workforce Development Board for the area. This initial designation is for the first two program years under WIOA.

B. Planning Regions
   We expect that the CWIB will be soon be issuing its proposed planning regions under WIOA. Because NoRTEC already effectively functions as an eleven county planning region, staff is recommending that NoRTEC be designated as a stand-alone planning region under WIOA. The WIOA legislation requires that planning areas be designated with consultation of local elected officials. The CWIB has not yet detailed that process.

C. Local Board Recertification
   The NoRTEC WIB will need to be recertified as a WIOA compliant Workforce Development Board by July 1, 2016. The WIA requirements for board composition are very similar, with a few changes to required composition. NoRTEC’s WIOA Transition Committee will be examining the board composition requirements over the next few months to make a board composition recommendation. We do not anticipate significant changes from the current board composition.

D. Joint Powers Agreement
   The new WIOA legislation will likely require a new Joint Powers Agreement. The Transition Committee will also be looking at this issue.

XV. OLD BUSINESS (INFORMATION)

Old Business items may be brought up for discussion at the pleasure of the NoRTEC WIB/Governing Board members.

XVI. NEW BUSINESS (INFORMATION)

A. Upcoming WIB/Governing Board Meetings
   The next WIB/Governing Board meeting is scheduled for July 23, 2015, at Canyon Oaks Country Club in Chico.
B. Other New Business

Additional New Business items may be brought up for discussion, at the pleasure of the NoRTEC WIB and Governing Board members.

XVII. ADJOURNMENT