

NORTEC
WDB AND GOVERNING BOARD AGENDA
THURSDAY, OCTOBER 22, 2020
10:00 AM – 12:00 PM

Join Zoom Meeting:
<https://us02web.zoom.us/j/89631314186>

Dial by your location
+1 669 900 9128 US (San Jose)
Meeting ID: 896 3131 4186

Our Vision

Partners combining their diverse strengths to support healthy and thriving communities.

Our Mission

To develop strategic partnerships that meet the workforce needs of businesses and job seekers, promoting the economic growth of our region.

I. **CALL TO ORDER**

II. **ROLL CALL**

III. **APPROVAL OF AGENDA (ACTION)**

Recommended Action:

WDB approval of the agenda, with revisions if needed, as posted.

Governing Board approval of the agenda, with revisions if needed, as posted.

IV. **PUBLIC COMMENT**

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

V. **WORKFORCE DEVELOPMENT BOARD APPOINTMENTS (ACTION)**

About half of the Workforce Development Board terms expired on June 30, 2020. Due to the pandemic, these terms were extended until the October 2020 quarterly meeting. In addition to current members seeking reappointment, there are several new applications.

Those members seeking reappointment shall be presented first, followed by potential new members interested on serving on NoRTEC's Workforce Development Board.

1. **Members Seeking Reappointment**

Applications and nomination letters for ten WDB members seeking reappointment are presented below:

- Dwight Beeson, Private Industry, At-Large
[Application](#) [Nomination Letter](#)
- Tom Cochran, Economic Development, At-Large
[Application](#) [Nomination Letter](#)

- Patricia Hagata, Private Industry, Lassen County
[Application](#) [Nomination Letter](#)
- Willy Hagge, Private Industry, Modoc County
[Application](#) [Nomination](#)
- Linda Hoag, CalWORKS/TANF, At-Large
[Application](#) [Nomination](#)
- Hiram Oilar, Private Industry, Shasta County
[Application](#) [Nomination](#)
- Michele Piller, Community-Based Organization, At-Large
[Application](#) [Nomination](#)
- Larry Russell, Organized Labor, At-Large
[Application](#) [Nomination](#)
- John Wilson, Organized Labor, At-Large
[Application](#) [Nomination](#)
- Linda Zorn, Community Representative, At-Large
[Application](#) [Nomination](#)

Recommended Action:

Governing Board appointment of the ten individuals listed above to serve terms on the NoRTEC Workforce Development Board through June 30, 2024.

2. **Potential New Members**

Currently, there are seven vacancies on the NoRTEC Workforce Development Board:

- Adult Education, At-Large
- Private Industry, At-Large
- Private Industry, At-Large
- Private Industry, Del Norte County
- Private Industry, Nevada County
- Private Industry, Sierra County
- Private Industry, Tehama County

Nominations have been received for three of the vacant seats:

- a. Terry Oestreich has been nominated by the Plumas Unified School District Board to fill the At-Large Adult Education seat. Terry is the Superintendent of the Plumas County Office of Education/Plumas Unified School District.
 - [Application](#)
 - [Nomination](#) (Minutes of School Board meeting)

Recommended Action:

Governing Board appointment of Terry Oestreich to fill the At-Large Adult Education seat on the NoRTEC Workforce Development Board through June 30, 2024.

- b. Douglas Thomas has been nominated by the Tehama County Farm Bureau to fill the Tehama County Private Industry seat. Douglas is Manager/Partner of Crown Nursery, headquartered in Red Bluff.

- [Application](#)
- [Nomination Letter](#)

Recommended Action:

Governing Board appointment of Douglas Thomas to fill the Tehama County Private Industry seat on the NoRTEC Workforce Development Board through June 30, 2024.

- c. Tom Beam has applied to be considered for appointment to the NoRTEC Workforce Development Board, representing Private Industry in Sierra County. If his nomination letter is received prior to the meeting, he will be considered for appointment at this meeting. If the nomination letter is not received in time, his application will be on the January 28, 2021, agenda. Tom is the CEO of the Sierra Valley Cogen plant in Loyalton.

- [Application](#)
- [Nomination](#)

Recommended Action:

Governing Board appointment of Tom Beam to fill the Sierra County Private Industry seat on the NoRTEC Workforce Development Board through June 30, 2024.

VI. **CONSENT AGENDA (ACTION)**

In order to assure that an in-depth review of the Program and Finance Reports occurs on a regular basis, these reports are reviewed on an alternating schedule. The Finance Reports are normally reviewed during the October and April meetings, and Program Reports are reviewed during the January and August meetings. Due to Covid-19 and NoRTEC’s temporary move to virtual meetings, both the Program and Finance reports have been placed on the Consent Agenda for this meeting.

Click on the link for each item below to view the full document:

1. [WDB/Governing Board Meeting Minutes, August 27, 2020](#)

Click on the link above for access to the minutes from the July meeting.

2. [Program Report](#)

This report contains routine information on performance and service to job seekers and employers.

Of note is the numbers of “visitors” shown in the “Career Center Visits” report. This is not an accurate reflection of the amount of assistance that is being provided to both job seekers and employers—the actual number of visits is under-reported. The system we currently utilize to track in-person visitors does not lend itself well to recording virtual services. Staff are currently working with Service Providers to see if there is a way to augment our current tracking system in order to obtain a more accurate count of the number of individuals that are receiving WIOA services throughout the pandemic.

Of additional note is that NoRTEC, like other development boards throughout the State, just completed performance negotiations. The Department of Labor (DOL) has made changes to the process for this two-year cycle, and is basing the negotiations with the States (who in turn negotiate with NoRTEC and other service areas) on a regression model that takes demographics and economic data into account to produce a regression model generated goal. These regression model generated goals are much higher than our goals in the past and attempting to implement them in a pandemic year is causing anxiety for both NoRTEC and Service Provider staff. This item, while on the Program Committee report, has also been pulled and presented on the main agenda to ensure all members are aware of the change.

The Program Committee has reviewed the information and recommends approval of the Program Report to the WDB and Governing Board.

3. [Financial Report](#)

This quarter's report provides routine information on available funding and expenditures for the first quarter of the new program year (July 1, 2020 – September 30, 2020).

There are no areas of concern.

The Finance Committee has reviewed the information and recommends approval of the Financial Report to the WDB and Governing Board.

Recommended Action:

WDB approval of the consent agenda reports.

Governing Board approval of the consent agenda reports.

VII. NORTEC'S NEGOTIATED PERFORMANCE GOALS FOR PYS 2020/2021 and 2021/2022 (INFORMATION)

As previously noted, NoRTEC completed performance negotiations with the State for our three annual programs: Adult, Dislocated Workers, and Youth. Unlike previous years, these negotiations are now heavily based on a Statistical Adjustment Model (SAM); a statistical regression model developed by the DOL (Department of Labor). This model is used to predict, based upon the characteristics of participants served (e.g., number served with barriers such as poor work history, lack of work experience, lack of educational or occupational skills attainment, dislocated from high-wage and high-benefit employment, low levels of literacy or English proficiency, disability status, homelessness, ex-offender status, welfare dependency), a level of performance development boards should be attaining. The model is also supposed to adjust performance levels for actual economic conditions and takes into consideration labor market factors such as employment rates and job losses and/or gains in different industries.

Of the five performance standards that we are measured on in each of our three annual programs (Adult, Dislocated Worker, and Youth), the SAM is being utilized for:

1. Employment Rate in the 2nd Quarter After Exit
2. Median Earnings in the 2nd Quarter After Exit
3. Measureable Skill Gains

The remaining two standards (Employment Rate in the 4th Quarter After Exit and Credential Attainment by the 4th Quarter After Exit) do not have enough historical data under WIOA, so the SAM will not be utilized to negotiate performance for these two goals until the next two-year cycle beginning in PY 2022.

The result for NoRTEC is negotiated performance goals for the three measures driven by the SAM are much higher than they have been since the inception of WIOA. Staff believe in a “normal” year, through the efforts of our local programs, these goals can be met. But due to pandemic, there is concern that these goals are higher than is reasonable. The DOL and the State claim that if economic conditions continue to decline, the adjustment made at the end of the program year, based on the SAM, will lower our goals. Staff are understandably skeptical.

Previous negotiated goals and NoRTEC’s actual performance may be viewed [here](#).

As this is the first quarter of performance, there are no other areas of concern even though NoRTEC and some of the programs are not currently meeting all performance goals.

VIII. PY 2020/2021 FUNDING (INFORMATION)

NoRTEC currently has \$21,293,233 in available funds for the 2020/2021 Program Year. An additional \$1,638,334 for Camp Fire Workforce Development, \$2,916,666 for Camp Fire Temporary Jobs, and \$1,133,333 for Severe Storms 2019 may be allocated incrementally by the State. If all funds are allocated, NoRTEC will have \$26,981,566. This is a decrease of \$7,744,771 over 2019/2020 Program Year funding. The decrease is a result of the completion and near completion of grant-funded projects.

Project	PY 2020/2021 Funds Available	Additional Funds Requested/ Pending Allocation	Total
Adult	\$3,314,668	\$0	\$3,314,668
Youth	\$3,374,414	\$0	\$3,374,414
Dislocated Worker	\$2,295,332	\$0	\$2,295,332
Rapid Response	\$650,017	\$0	\$650,017
Rapid Response – Layoff Aversion	\$155,667	\$0	\$155,667
CA Manufacturing (CMTC)	\$185,842	\$0	\$185,842
Carr Fire 2018	\$660,837	\$0	\$660,837
Additional Asst. Camp Fire	\$504,075	\$0	\$504,075
Camp Fire Workforce Develop.	\$2,324,013	\$1,638,334	\$3,962,347
Camp Fire Temporary Jobs	\$2,606,911	\$2,916,666	\$5,523,577
Slingshot 2.0 Regional Planning	\$100,476	\$0	\$100,476

North State Regional Planning	\$97,540	\$0	\$97,540
Prison to Employment Implementation	\$729,750	\$0	\$729,750
Prison to Employment Supportive Services	\$1,085,516	\$0	\$1,085,516
Accelerator 7.0	\$81,677	\$0	\$81,677
Severe Storms 2019	\$592,175	\$1,133,333	\$1,725,508
Slingshot 3.0 Regional Planning	\$400,000	\$0	\$400,000
Corona Additional Assistance	\$787,049	\$0	\$787,049
Corona Supportive Services	\$147,274	\$0	\$147,274
Corona Temporary Jobs NDWG	\$1,200,000	\$0	\$1,200,000
TOTAL	\$21,293,233	\$5,688,333	\$26,981,566

IX. NORTEC STRATEGIC GOALS (INFORMATION)

A. Strategic Goal #3 – Promote Open Communication Among Local and Regional Workforce Partners to Create a Shared Vision and Regional Strategy

Sheila Stock, Northern California Labor Market Specialist with EDD, will analyze the current employment and labor force situation for the NoRTEC region. She will cover what industries have recovered and which industries are still lagging pre-COVID 19.

B. Strategic Goal #4 – Increase Awareness of NoRTEC Activities, Fostering Regional Awareness and Partnerships

1. Kathy Schmitz, Executive Director of the Job Training Center, will provide an overview of current operations in Tehama County.
2. Wendy Zanutelli, Executive Director of the Smart Center (Del Norte, Shasta, Siskiyou, and Trinity Counties), will provide an overview of current operations in the four county area.
3. Traci Holt, Executive Director of the Alliance for Workforce Development (Butte, Lassen, Modoc, Nevada, Plumas, Sierra Counties), will provide an overview of current operations in the six county area.

X. STATUS OF FUNDING APPLICATIONS (INFORMATION/ACTION)

A. Prior Approval

No new funds were received this past quarter.

B. New Applications

1. COVID-19 NDWG – Due to employment related issues resulting from the pandemic, the State of California applied for NDWG (National Dislocated Worker Grant) funds to provide labor to local entities to assist with cleaning, sanitation, and humanitarian aid efforts. NoRTEC was one of several workforce areas that was invited to submit an application for these funds. Staff are requesting permission to accept \$1,200,000 for use in our eleven county area.

2. August Fires NDWG – There have been several devastating fires in Northern California this summer. Three counties within NoRTEC have been deemed eligible to participate in an NDWG project to mitigate damage on public property caused by these fires. Counties eligible to receive NDWG funding under this project are Butte, Nevada, and Plumas Counties. Staff are requesting permission to apply for \$1,300,000 of funding.

Recommended Action:

WDB approval to submit two applications to the State for (1) \$1,200,000 of COVID NDWG funding to assist with sanitation, cleaning, and humanitarian aid efforts, and (2) \$1,300,000 of August Fires 2020 NDWG funding to assist with clean-up after the fires in Butte, Nevada, and Plumas Counties.

Governing Board approval to submit two applications to the State for (1) \$1,200,000 of COVID NDWG funding to assist with sanitation, cleaning, and humanitarian aid efforts, and (2) \$1,300,000 of August Fires 2020 NDWG funding to assist with clean-up after the fires in Butte, Nevada, and Plumas Counties.

XI. WORKFORCE DEVELOPMENT BOARD AND GOVERNING BOARD ELECTIONS (INFORMATION)

In January of each odd numbered year, new officers are seated for:

1. Governing Board Chair
2. Governing Board Vice Chair
3. Workforce Development Board Chair
4. Workforce Development Board Vice Chair

These four individuals also serve on NoRTEC's Joint Executive Committee, along with three additional Workforce Development Board members who are elected by the Workforce Development Board members.

In previous years, new officers were elected at the October meeting. Unfortunately, due to the pandemic and our inability to get vacancies filled and reappoint members whose terms have expired on June 30, 2020, this process will be delayed.

Members current holding these seats are:

1. John Fenley, Governing Board Chair
2. Bob Williams, Governing Board Vice Chair
3. Wade Meith, Workforce Development Board Chair
4. Joe Wilson, Workforce Development Board Vice Chair
5. Additional members on the Joint Executive Committee
 - Michele Piller
 - Dwight Beeson
 - Jeremiah LaRue

This item will be discussed in more detail at the meeting. Officer elections will be held at the January 2021 meeting.

XII. OLD BUSINESS (INFORMATION)

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

XIII. NEW BUSINESS (INFORMATION)

A. Upcoming WDB/Governing Board Meetings

The January 28, 2021, WDB/Governing Board meeting is scheduled from 10:00 am – 2:00 pm at the Sheraton Hotel in Redding.

The April 22, 2021, WDB/Governing Board meeting is scheduled from 10:00 am – 2:00 pm at the Canyon Oaks Country Club in Redding.

B. Other New Business

Additional New Business items may be brought up for discussion at the pleasure of the NoRTEC WDB/Governing Board members.

XIV. ADJOURNMENT