



**NOVA WORKFORCE BOARD  
MINUTES  
March 28, 2018**

**PRESENT:** V. Dang, R. Foust, C. Galy, P. Guevara, E. Hamilton, K. Harasz, L. Labit, M. Lucero, A. Manwani, M. Merrick, J. Morrill, J. Ruigomez, A. Switky

**ABSENT:** T. Baity, S. Borgersen, J. Chu, C. Cimino, L. Dalla Betta, L. de Maine, B. Field, J. García, B. Guidry-Brown, H. Goodkind, J. Hill, B. Knopf, Steve Levy, J. Miner, and J. Sugiyama

**ALSO PRESENT:** K. Stadelman, C. Stahl, E. Stanly

**1. CALL TO ORDER**

Co-Chairperson C. Galy called the meeting to order at 12:05 p.m.

**2. PUBLIC ANNOUNCEMENTS**

Cisco Systems has just contributed \$50 million to Destination Home to fight homelessness and will be used to build housing for those most in need, to support homeless prevention programs, and improve technology and data collection for homeless organizations. This donation will make a difference in addressing the housing crisis in Silicon Valley and narrowing the gap between the haves and have-nots. Given the high cost of housing in this community, it has been a struggle not just for low-income workers but for middle-income workers, as well. This sizable donation is believed to be the largest donation made by a company to address the housing crisis and the hope is that it will encourage other companies in the tech sector to follow Cisco's lead and contribute to this issue.

**3. APPROVAL OF AGENDA**

It was moved by A. Switky, seconded by J. Morrill and carried by voice vote that the agenda be approved as submitted.

**4. CHAIRPERSON'S REPORT**

4A. Introduction of New Board Member Micah Merrick of Emerald Cloud Lab Inc.: New Board member Micah Merrick was introduced, which was followed by introductions from Board members present.

4B. Presentation from Open Access on Tech Apprenticeships and Slingshot Initiative: Karen Fullerton and Kay O'Neill from Open Access presented. Highlights of the presentation included:

- Several years ago, NOVA took a leadership role on a multi-year State initiative called

Slingshot to address the talent shortage in high-skill, high-demand and fast-evolving occupations in the region. Its vision: Better coordination to address the demands of a regional marketplace. The target populations were under-skilled workers, dislocated workers, first generation tech workers, and incumbent workers. One solution was to launch a proof-of-concept collaborative pilot targeting the emerging DevOps (software development/operations) occupation with guided pathways and on-the-job training apprenticeships.

- The timeline for the development of the DevOps concept included:
  - Winter 2017: Industry Champions Eric Robertson at CollabNet and Karen Fullerton at The Castanet Group identify DevOps as a target occupation
  - Spring-Fall 2017: Open Access conducts research with community colleges and community-based organization (CBO) training partners.
  - July 2017: Kapor Center convening with community college faculty and CBOs. Collabnet offers free Agile/Scrum training to eight faculty members (CCSF & Merritt College.) Faculty updates curriculum.
  - August 2017: NOVA convenes meeting with Senator Dianne Feinstein's staff that is attended by Flint Brenton of Collabnet and Chris Galy of Ten-X. Employers say they have a need for experienced workers, while at the same time there is a pool of talent with skills but insufficient experience. Apprenticeships can fill this gap by offering discrete learning environments.
  - November 2017: Open Access conducts real-time LMI survey of employers at DevOps Summit in San Francisco, with 42 employers surveyed and 65% stating a willingness to hire DevOps talent with 2-year A.S. degrees...skills over education pedigree
- Ten-X DevOps Apprenticeship Pilot: This program has the following components: IT/Operations + Development training resulting in portable, high-demand, high-wage skills; apprenticeships from the community college system & CBO training partners; inclusive learning cultures that will attract, train and retain locally sourced talent; and optimizes time-to-productivity with customized, personalized on-the-job training learning environments from employer teams where apprentices can apply what they have learned and receive mentoring. The agency sponsoring the apprenticeships does all the work in setting this up and providing the structure.
- DevOps is at the center of a long-term global IT evolution towards a digital transformation; it is a major force driving IT job growth in the Bay Area.
- Open Access is in the process of registering a first-in-the-nation DevOps Apprenticeship with the California Department of Apprenticeship Standards (DAS) and the U.S. Department of Labor so that employers will have access to funding and resources provided by federal and statewide apprenticeship agencies to support apprenticeship programs.
- On March 27, TalentEvolve convened 35 mid-size, growth-stage companies and over 50 participants to explore proven models in inclusive learning cultures to attract and retain top talent, increase productivity, foster inclusivity and belonging, incentivize workplace learning, and combat hiring practice bias.

- The goal is regional guided career pathways linked to apprenticeship programs in the heart of the digital economy.

## **5. EXECUTIVE DIRECTOR'S REPORT**

Director Kris Stadelman reported out on the following items:

5A. Follow-up to Board Retreat: The Board retreat was a success based on the evaluations that were received. One of the highlights was the customer panel. Since the retreat, NOVA has started implementing a recommendation that came out of the panel discussion and that is to invite customers to join NOVA staff at networking events. Already, customers have been invited to three events: Joint Venture's State of the Valley conference, Sunnyvale Chamber's Murphy Awards event and the Housing Trust Silicon Valley Investor Briefing Luncheon. Board members were encouraged to consider inviting NOVA customers to future networking events they are planning to attend in the community. Additional follow-up to the retreat will be discussed under General Business.

5B. Updates WIOA Implementation: AJCC Certification Hallmarks of Excellence & Proposed Application for NOVA to be AJCC Operator: As part of WIOA requirements, the local workforce development system is mandated to complete an AJCC certification process. The first part, Baseline Certification, was completed last fall and approved by the Board. Work on the second part, Hallmarks of Excellence, is currently in process and it is anticipated that it will be brought back to the Board for approval at its May meeting.

In 2016, the State clarified the role of the AJCC Operator in more narrow terms that entailed coordinating the service delivery of required one-stop partners and service providers. In 2016, at the recommendation of staff, the Board approved of NOVA procuring this AJCC Operator function to an outside agency to convene quarterly stakeholder meetings to coordinate the one-stop partner services. The agency that received the contract for this service has since notified NOVA that, due to other commitments, it will no longer be able to continue to provide this service effective June 30, 2018. NOVA staff is recommending that it directly provide this AJCC Operator function and will be bringing back to the Board, at a future meeting, approval to submit an application to the State to be the AJCC Operator.

5C. Update State Additional Assistance Grant: After nearly six months since the application for funding was first submitted, NOVA was finally awarded a \$1.5 million State Additional Assistance Grant. Board member Steve Levy was thanked for assisting with facilitating the review process on NOVA's behalf with the State. In response to a question, Congress just approved an omnibus bill that represents a 1 percent increase in funding for workforce development programs.

## **6. PUBLIC HEARING**

6A. Approval of Minutes:

6A1. Approval of Minutes of November 29, 2017 Meeting

6A2. Approval of Minutes of January 24, 2018 Retreat

It was moved by P. Guevara, seconded by K. Harasz and carried by voice vote to approve the November 29, 2017 and January 24, 2018 Board meeting minutes as submitted.

**6B. GENERAL BUSINESS:**

6B1. Commissioning 2018 Board Committees and Task Forces: As a follow-up to the Board retreat, a proposed structure for this year's Board committees and task forces was presented at the February Executive Committee meeting that would incorporate the identified work that came out of the afternoon discussion. A handout was distributed at the Board meeting with the proposed structure and work: the Expanding Reach Task Force, chaired by K. Harasz, would replace the former Regionalism Task Force, with the charter to explore methods and best practices in order to reach a greater geography and under-served target groups without additional resources from WIOA; and the Emerging Trends Task Force, chaired by A. Switky, would replace the Demand-Side Strategies Task Force, with the charter to examine strategies to prepare for the future of work in order to translate that vision into opportunities for the current operation of programs and service-delivery. The Youth Committee would be disbanded as WIOA requires a focus on serving more older out-of-school youth, with its work rolled into the work of the other Board committees and task forces. The remaining Standing Committees/subcommittees — Executive Committee, Legislative Committee, and Finance and Membership subcommittees — would continue with future work assigned as needed. This new committee/task force structure will be sent out to the Board for review and to solicit interest in joining one (or more) of these groups.

**6C. DISCUSSION**

6C1. Opportunity for Dialogue among Board Members and Director: Given the limited amount of time remaining, there were no additional topics identified.

**6D. GENERAL INFORMATION**

6D1. Grant Status/Status of Funds: This is a standard agenda item. The report was included in the Board meeting packet and Board members were invited to contact the Director with any questions.

6D2. Correspondence/News Article/Publications: A copy of the letter from the Board Co-chairs asking for additional funding for WIOA programs during the House appropriations debate was included in the Board member packet.

6D3. 2018 Board Meeting Schedule: A copy of the 2018 Board meeting schedule was included in the Board meeting packet.

**7. ADJOURNMENT**

Co-Chairperson C. Galy adjourned the meeting at 1:35 p.m.