



**Regionalism Task Force**  
**September 15, 2016 Meeting**  
*Draft Abbreviated Version*

**I. Welcome and Review of Agenda**

The Task Force chair kicked off the meeting with a welcome, introductions and review of the agenda. At this meeting, the Task Force will be reviewing the proposed approach for WIOA procurement of NOVA's one-stop system, progress to date on the development of the WIOA local and regional four-year plans, and updates with several of NOVA's regional initiatives.

**II. WIOA Procurement Requirements of One-Stop System**

Unlike under previous workforce legislation where there was a grandfather provision for existing service systems, WIOA requires the procurement of the one-stop operator for all workforce systems. The reason for this is that the U.S. Department of Labor has expressed concerns about accountability and performance and viewed a competitive procurement process as a means to address these concerns and any potential conflict of interest that may exist. WIOA regulations have provided a list of what the one-stop operator can and cannot do while acknowledging that the local workforce boards have some flexibility in designing how the local workforce system will operate. If a local workforce board wishes to directly serve as the one-stop operator, it will need to seek sole source approval from the Governor.

NOVA is proposing to directly provide career services at the Job Center in Sunnyvale and competitively procure services in San Mateo County. NOVA has served as the one-stop operator for the local workforce system for many years. With the new requirements under WIOA pertaining to the one-stop operator, NOVA is also exploring possible options for how best to approach the one-stop operator role and is considering pursuing sole source approval with the following justification: there are an insufficient number of interested and qualified bidders for a competitive procurement; NOVA's exemplary performance and effectiveness; the low cost per customer and efficiencies that NOVA has achieved with its current service model; and that firewalls are in place to address any potential conflict of interest. NOVA will also explore contracting out one aspect of the one-stop operator function, specifically, coordinating activities of the one-stop partners by hosting a meeting four times per year. Following discussion and input, the Task Force members reached consensus on moving forward with this recommended approach for approval by the Board at its September 28 Board meeting.

A handout on the timeline for the procurement process and development of the local and regional four-year plans was distributed.

### **III. Update with Development of Local and Regional Four-Year Plans**

The State has released guidance on the development of local and regional four-year plans as required by WIOA and has requested that the local plan priority strategies incorporate the seven policy strategies in the State Plan. In response, NOVA has developed a crosswalk document that included the State's seven policy strategies, NOVA's ten priority strategies from its previous local plan, shared elements between the two, and the proposed ten priority strategies for the new four-year plan that incorporates both of these groupings. These ten strategies were distributed to our community partners for input, along with the proposed approach for procurement. We will be agendaizing these ten strategies, incorporating public input, for Board approval at the September 28 Board meeting. A comprehensive local plan will then be developed and Board members will be asked to review different sections of the plan for feedback.

The regional plan process will be kicking off shortly. Work2future received a State grant to take the lead in the development of this plan on behalf of the four local workforce boards in the region. Five priority sectors have been identified that will be the focus of this plan: IT, healthcare, advanced manufacturing, finance and construction. As part of this regional plan, we will need to develop career pathways across the region for each of these industry sectors that will include mapping the role of community colleges, one-stop centers and other partner agencies. LinkedIn has this data and a Task Force member volunteered to make the connections for us. A report from the San Mateo Community College District that mapped Career Technical Education programs may be of help with this as well. A Task Force member offered to send staff the report. Other community efforts have tackled career ladders by industry sector, for example, health care —CNA, LVN, & RN. We will also plan to access resources from Board members who work in these industries such as Labor representatives for the construction industry. A recommendation was made to include online training as part of the workforce preparation strategies. It will be important to link these conversations with the efforts of the Slingshot initiative.

Related to the development of these local and regional plans, the State and local workforce boards recently completed negotiation of performance measures for this coming year. A handout was distributed with the performance measures for NOVA compared with the rest of the local workforce boards in the region. NOVA serves far more customers than the neighboring workforce boards which can be attributed to the different service model used. Median Earnings is a new performance measure under WIOA; Average Earnings was used in the past. The State's goal is to achieve one million credentials.

### **IV. Review Regional Initiatives**

- Slingshot Initiative
- Ready to Work Initiative

Slingshot Initiative: The Slingshot initiative, funded by the State Workforce Development Board, is a regional industry-led collaborative project of three local workforce boards: NOVA, San Jose-based work2future and San Francisco. On August 24, the initiative held its Champions meeting comprised of representatives from business to begin discussing the priority issue they will be tackling for this project. Following consensus, a compact will be written to share with community stakeholders that

will be the focus of the work going forward. As part of the meeting discussion, the champions group developed a *Talent Pool Quotient*:

*Hard & Soft Skills + Industry & Subject Matter Expertise Knowledge ÷ Specific Area Needs = Personalized Talent Pools*

*(variables are dependent on urgency and volume of need)*

*What are the minimum-based requirements?*

The champions are now reaching out to their business contacts to identify where the need or pain point is for the business community and where are the gaps. They will be armed with a list of questions and talking points to use in approaching these networks. Following this process, the public sector will then be brought into the discussion.

Ready to Work Initiative: Several years ago, NOVA was awarded a four-year H-1B grant from the U.S. Department of Labor to serve the long-term unemployed worker (unemployed 27+ weeks) targeting the technology sector. The grant is a regional collaborative of four workforce boards including San Francisco, San Jose-based work2future, Alameda County and NOVA. Internships are a key component of this effort with the Silicon Valley Leadership Group providing connections to employers. We have now reached the mid-point in the grant period and are reviewing the results to date. A handout was distributed on performance by workforce board according to enrollments, training, placement and exits. NOVA and the San Francisco Workforce Board are on track for achieving their goals; however, Alameda County and work2future have faced challenges to achieving their goals and NOVA will be recapturing some funds from these two organizations for reallocation. The total enrollments to date are 455 participants, which are expected to accelerate during the second half of the grant period toward the goal of 1293 participants.

## **V. Wrap-Up/Next Steps**

- The proposed approach to WIOA procurement and the ten priorities for the local plan will be agendaized for Board approval at the September 28 Board meeting.
- As the regional planning process gets underway, the next Task Force meeting will be scheduled to review the process, along with updates on other regional initiatives. Board members will also be asked to review different sections of the local four-year plan before it's released to the public for comment.