



FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

Executive Committee
October 18, 2017 @ 4:00 p.m.

Fresno Regional Workforce Development Board
2125 Kern Street, Suite 207
Fresno, California 93721

Mission Statement: The Fresno Regional Workforce Development Board exists to oversee the optimal administration of Workforce Innovation and Opportunity Act funds in the Fresno region. In serving both the business community and the individual job seeker with the provision of human capital development services, we hope to foster the economic vitality of the Fresno region.

REMINDER: PLEASE TURN OFF CELL PHONE OR PUT IT ON VIBRATE

ROLL CALL

AGENDA CHANGES: REMOVAL OF ITEMS OR EMERGENCY ADDITIONS

ABSTENTIONS/RECUSALS/DISCLOSURE OF POTENTIAL CONFLICTS OF INTEREST

COMMITTEE CHAIR/STAFF COMMENTS

PUBLIC COMMENTS

Item	Description	Presented By	Enclosure	Action	Page #
1.	August 9, 2017, Special Executive Committee Meeting Minutes	Konczal	Yes	Approve	4
2.	Items Referred by Other Committees	Konczal	Yes	Information	9
3.	English Language Learner and Immigrant Workforce Pilot Project Funding Recommendations	Stogbauer	Yes	Approve	10
4.	July 2017 Agency Budget and Expenditures	Konczal	Yes	Accept	11
5.	July 2017 Financial Report	Konczal	Yes	Accept	12
6.	Report from the Board Retreat	Konczal	Yes	Information	13
7.	Third Quarter Community Events	Konczal	Yes	Information	25
8.	Director's Quarterly Update	Konczal	Yes	Information	26
9.	Referral of Agenda Items to Other Committees	Bauer	Yes	Direct	27
10.	Information Sharing	All	No	Discussion	--

ACCOMMODATIONS FOR PERSONS WITH DISABILITIES

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Item	Description	Presented By	Enclosure	Action	Page #
11.	January 18, 2018, Agenda Items	Konczal	No	Discussion	--
12.	Meeting Feedback	Konczal	No	Discussion	--

**FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE
2017 ATTENDANCE REPORT**

	Canceled		Canceled	Special	
	1/18/2017	4/19/2017	7/19/2017	8/9/2017	10/18/2017
Baines	XX	A	XX	A	
Bauer	XX	P	XX	P	
Borgeas	XX	P	XX	A	
Montalbano	XX	P	XX	P	
Olson	XX	--	--	--	--
Riojas	XX	P	XX	P	
Zabrycki	XX	A	XX	P	

A = Absent

P = Present

-- = Not a Committee member at time of meeting

* = Special Meeting

**FRESNO REGIONAL
WORKFORCE DEVELOPMENT BOARD**

AGENDA ITEM:	1
MEETING DATE:	October 18, 2017
ACTION:	APPROVE

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Executive Committee
FROM: Blake Konczal, Executive Director
SUBJECT: August 9, 2017, Special Executive Committee Meeting Minutes

RECOMMENDATION:

Approve the minutes of the August 9, 2017, Special Executive Committee meeting minutes.

ATTACHMENT:

August 9, 2017, Special Executive Committee Meeting Minutes



FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

Executive Committee
August 9, 2017

Special Meeting

SUMMARY MINUTES

The meeting was called to order at 3:00 p.m.

ROLL CALL: PRESENT – Paul Bauer, Dennis Montalbano, Chuck Riojas, Lydia Zabrycki, and Legal Counsel Doug Jensen

ABSENT – Oliver Baines and Andreas Borgeas

AGENDA CHANGES: None

ABSTENTIONS/RECUSALS/
DISCLOSURES OF
POTENTIAL CONFLICTS OF
INTEREST: None

COMMITTEE CHAIR/STAFF None
COMMENTS:

PUBLIC COMMENTS: None

Item	Description/Action Taken
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1. July 20 2016, Executive Committee Meeting Minutes

Blake Konczal, Executive Director, Fresno Regional Workforce Development Board (FRWDB), requested approval of the July 20, 2016, meeting minutes.

RIOJAS/ZABRYCKI – APPROVED THE JULY 20, 2016, EXECUTIVE COMMITTEE MEETING MINUTES. (UNANIMOUS)

2. April 19, 2017, Executive Committee Meeting Minutes

Mr. Konczal requested approval of the April 19, 2017, meeting minutes.

RIOJAS/MONTALBANO – APPROVED THE APRIL 19, 2017, EXECUTIVE COMMITTEE MEETING MINUTES. (UNANIMOUS)

3. Items Referred by Other Committees

There were no items referred by other Committees.

4. Program Year 2017-2018 Agency Budget and Personnel Plan

Mr. Konczal presented the Program Year (PY) 2017-2018 Agency Budget and Personnel Plan for the Committee's recommendation to the FRWDB. He explained that the budget is an estimate for funds that will be available in PY 2017-2018 and includes carryover from PY 2016-

2017. He indicated that FRWDB staff is anticipating that they will actually have an increase in funding of \$515,430, partially due to formula allocations received in June being higher than what was estimated by the state in February, and also, because the Rapid Response figures had not yet been received. FRWDB staff has estimated the Rapid Response amounts to be same as last year, plus carryover. When the FRWDB does receive the actual figures, staff will come back to the FRWDB for recommendations on how the funds are to be spent, depending on if the amounts are higher or lower than estimated.

Mr. Konczal noted that on the Agency Budget, there was a 2.9% increase compared to the prior year due to the addition of three (3) Business and Workforce Consultant positions for the FRWDB, a ten percent (10%) increase for medical insurance for staff, and increases in Professional Services. He also noted that there were also decreases in the budget compared to last year in the line items of Advertising, Rent, and Equipment.

Director Montalbano asked about the Professional Services line item and why was an additional \$31,000 budgeted. Mr. Konczal explained that with the retiring of two (2) long-term FRWDB fiscal department employees, funds were budgeted to be able to bring staff back on an hourly, part-time basis, if needed, to help with transition issues.

RIOJAS/ZABRYCKI – RECOMMENDED THAT THE FRWDB APPROVE THE PROGRAM YEAR 2017-2018 AGENCY BUDGET AND PERSONNEL PLAN (UNANIMOUS).

5. May 2017 Agency Budget and Expenditures

Mr. Konczal presented the May 2017 Agency Budget and Expenditures report for the Committee's acceptance. He indicated that staff costs were less than the year-to date budget due to three (3) staff positions that were not filled during the first six (6) months of the year, and staff time being allocated to other special grants the FRWDB received. Also, professional services year-to-date budget was lower than actual, particularly for Human Resource and grant writing costs. Mr. Konczal indicated that most grant writing is now being done in-house by FRWDB staff. Rent and lease year-to-date budget was lower than costs due to the data center rent being absorbed by the agency budget. The Committee had no questions about the report.

RIOJAS/ZABRYCKI – ACCEPTED THE MAY 2017 AGENCY BUDGET AND EXPENDITURES REPORT (UNANIMOUS).

6. May 2017 Financial Report

Mr. Konczal presented the May 2017 Financial Report for the Committee's acceptance and indicated that FRWDB staff had no concerns. He noted that this report details expenditures on FRWDB contractors, so it includes everything except the agency.

ZABRYCKI/RIOJAS – ACCEPTED THE MAY 2017 FINANCIAL REPORT (UNANIMOUS).

7. America's Job Center of California Phase II Memorandum of Understanding

Mr. Konczal indicated that at its June 7, 2017, meeting, the FRWDB authorized the Executive Committee to hear and approve this item due to the lead time requirements for securing the partners' signatures and for submitting the Memoranda of Understanding to the Chief Local Elected Officials. Mr. Konczal asked Stephen DeWitt, Quality Systems Manager, FRWDB, to provide the background information on this item.

Mr. DeWitt explained that when the Workforce Innovation and Opportunity Act (WIOA) came into being, the partner MOUs were divided into a Phase I and a Phase II. Phase I established

the partnership relationships of all the mandated partners and other required partners. Phase I was completed in 2016. Phase II, under the predecessor Workforce Investment Act (WIA), was called a "Resource Sharing Agreement" and was how some costs in the One-Stop system were paid for, either through in-kind, cash contributions, etc. Under WIOA, it is now split up between infrastructure costs and other costs and there is a consolidated services budget, which is a reporting mechanism. The infrastructure costs are now required to be paid with cash by co-located partners. FRWDB staff has tried to keep the methodology and budgets following the same template that has been used over the last several years under the WIA. Although staff anticipates making some minor adjustments to the templates during the negotiation process with the partners, the MOU and attachments presented for approval are essentially the templates that will be used. The MOU and attachments will also be put before the Fresno County Board of Supervisors and the Fresno City Council for their approval.

MONTALBANO/RIOJAS – APPROVED THE AMERICA’S JOB CENTER OF CALIFORNIA PHASE II MEMORANDUM OF UNDERSTANDING (UNANIMOUS).

8. Workforce Innovation and Opportunity Act Local Plan

Mr. Konczal indicated that at its June 7, 2017, meeting, the FRWDB authorized the Executive Committee to hear and approve this item, due to the lead time requirements for submitting the WIOA Local Plan to the state. This is a four (4) year plan, for PYs 2017-2020, and also must be approved by the Fresno County Board of Supervisors and the Fresno City Council before forwarding to the state.

The Committee had no questions or comments regarding the Local Plan.

RIOJAS/ZABRYCKI – APPROVED THE WORKFORCE INNOVATION AND OPPORTUNITY ACT LOCAL PLAN (UNANIMOUS).

9. Second Quarter Community Events

Mr. Konczal presented a list of events that FRWDB Directors and staff have the opportunity to attend during the months of October through December 2017. For the second quarter, there were two (2) Greater Fresno Area Chamber of Commerce events on the list: the Eggs and Issues Breakfast and the Ag Awards Luncheon in November.

This was an information item.

10. Director’s Quarterly Update

Mr. Konczal provided the Committee with an overview of his activities for the months of April through June 2017, and noted that the FRWDB will be putting together a proposal in response to the Fresno Transformative Climate Community Collaborative’s call for concepts.

Mr. Konczal informed the Committee of a letter the FRWDB received from Manchester Center property management regarding the leased space at Manchester,, which is the location of the comprehensive One-Stop site. Over the past couple of years, FRWDB staff and legal counsel have been in the process of negotiating the lease renewal for the space at Manchester, which included discussions regarding reducing space or relocating the One-Stop space. The letter informed the FRWDB that all negotiations with respect to the proposed lease amendment have

been terminated. Mr. Konczal explained that the existing lease still has three and a half (3½) to four (4) years left and for the time being, One-Stop operations will remain in the current space on the first floor at Manchester. Mr. Konczal said he will keep the Committee informed on this situation when/if anything changes.

This was an information item.

11. Referral of Agenda Items to Other Committees

There were no items referred to other committees.

12. Information Sharing

None.

13. October 18, 2017, Agenda Items

None.

14. Meeting Feedback

None.

Meeting adjourned at 3:26 p.m.

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA ITEM:	2
MEETING DATE:	October 18, 2017
ACTION:	INFORMATION

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Executive Committee
FROM: Blake Konczal, Executive Director
SUBJECT: Items Referred by Other Committees

INFORMATION:

The Fresno Regional Workforce Development Board (FRWDB) Executive Committee requires all committees to have two standing agenda items, "Items Referred by Other Committees" and "Referral of Agenda Items to Other Committees", in order to increase all committees' members' awareness of FRWDB programs and activities.

ITEMS REFERRED:

There were no items referred to the Executive Committee.

**FRESNO REGIONAL
WORKFORCE DEVELOPMENT BOARD**

AGENDA ITEM:	3
MEETING DATE:	October 18, 2017
ACTION:	APPROVE

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Executive Committee
FROM: Phyllis Stogbauer, Deputy Director of Program Services
SUBJECT: English Language Learner and Immigrant Workforce Pilot Project Funding Recommendations

RECOMMENDATION:

Approve an agreement with the Madera County Workforce Development Board (WDB) to provide services funded under the English Language Learner and Immigrant Workforce Pilot Project (ELL) and award contact funding as outlined below.

REASON FOR RECOMMENDATION:

The Madera County WDB, in partnership with the Fresno Regional Workforce Development Board (FRWDB), was awarded a grant in the amount of \$500,000 for the coordination of resources under the Workforce Innovation and Opportunity Act (WIOA) to serve ELL and immigrant populations in Madera and Fresno Counties. The FRWDB will receive \$206,483.00 to serve 150 participants in Fresno County.

The funding will assist in aligning resources available under WIOA for Adult Education and Family Literacy programs to provide increased access to effective employment and training services to the ELL and immigrant populations.

FRWDB staff recommends that the Executive Committee approve the following awards of ELL funds:

- Central Labor Council - Partnership: \$28,807.50
- West Hills Community College: \$14,403.75
- Proteus Inc.: \$14,403.75
- Participant Pool (Supportive Services/Assessments): \$25,000.00
- FRWDB Administration and Program Support: \$123,868.00

FISCAL IMPACT:

Approval of this item will allocate \$206,483.00 of ELL funds to contractors and the FRWDB budget.

**FRESNO REGIONAL
WORKFORCE DEVELOPMENT BOARD**

AGENDA ITEM:	4
MEETING DATE:	October 18, 2017
ACTION:	ACCEPT

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TO: Executive Committee
FROM: Blake Konczal, Executive Director
SUBJECT: July 2017 Agency Budget and Expenditures

RECOMMENDATION:

Accept the attached Agency Budget and Expenditures report for July 2017.

REASON FOR RECOMMENDATION:

The attached tables provide the status of the agency budget as of July 31, 2017. The first table displays the line item budget versus expenditures and the second table shows budget versus expenditures by function. Staff costs are less than year-to-date budget primarily due to one (1) staff position that was unfilled, which created a reduction in current expenses. The variance in rent and leases is due to timing differences in the payment of the rents. Staff has no concerns with expenditures at this time.

ATTACHMENT:

FRWDB Agency Budget and Expenditures – July 2017 will be provided by meeting date.

**FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD
AGENCY BUDGET AND EXPENDITURES**

July 2017

	Budget by Line Item	Total Budget	YTD Budget	YTD Expenditures	Variance	Percent Variance
51	Salaries	\$ 2,060,045	\$ 171,670	\$ 163,034	8,637	5.03%
52	Payroll Taxes	192,163	16,014	14,650	1,363	8.51%
53	Fringe Benefits	574,993	47,916	42,893	5,023	10.48%
55	Staff/Board/Service Provider Development	44,250	3,688	6,998	(3,310)	-89.78%
56	Local Mileage	18,875	1,573	612	961	61.09%
60	Communications	21,480	1,790	1,771	19	1.07%
61	Insurance	27,000	2,250	-	2,250	100.00%
62	Maintenance	67,550	5,629	1,336	4,294	76.27%
63	Memberships	20,000	1,667	2,900	(1,233)	-73.97%
64	Miscellaneous	35,100	2,925	279	2,646	90.45%
65	Office Expense	23,600	1,967	599	1,368	69.55%
66	Professional Services	165,800	13,817	4,290	9,526	68.95%
67	Advertising	23,250	1,938	-	1,938	100.00%
68	Rent & Leases	188,600	15,717	1,146	14,571	92.71%
69	Utilities	20,300	1,692	2,132	(441)	-26.04%
71	Furniture and Equipment	21,000	1,750	-	1,750	100.00%
	Total	\$ 3,504,006	\$ 292,001	\$ 242,640	\$ 49,360	16.90%

	Summary by Budget	Total Budget	YTD Budget	YTD Expenditures	Variance	Percent Variance
	Administrative Services/Program Support	\$ 3,056,310	\$ 247,656	\$ 207,101	\$ 40,555	16.38%
	Information Technology	234,124	25,499	23,092	2,407	9.44%
	One-Stop Staff	213,572	18,846	12,448	6,398	33.95%
	Total	\$ 3,504,006	\$ 292,001	\$ 242,640	\$ 49,360	16.90%

Due to spreadsheet formula rounding calculations, totals may be off by \$1 or \$2.

**FRESNO REGIONAL
WORKFORCE DEVELOPMENT BOARD**

AGENDA ITEM:	5
MEETING DATE:	October 18, 2017
ACTION:	ACCEPT

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TO: Executive Committee
FROM: Blake Konczal, Executive Director
SUBJECT: July 2017 Financial Report

RECOMMENDATION:

Accept the Fresno Regional Workforce Development Board (FRWDB) July 2017 Financial Report.

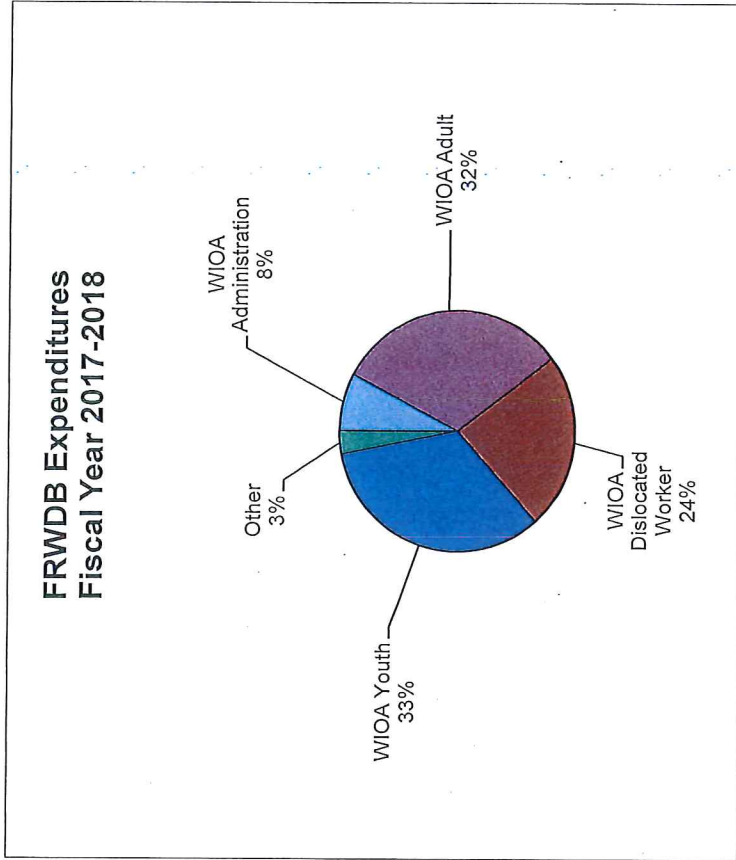
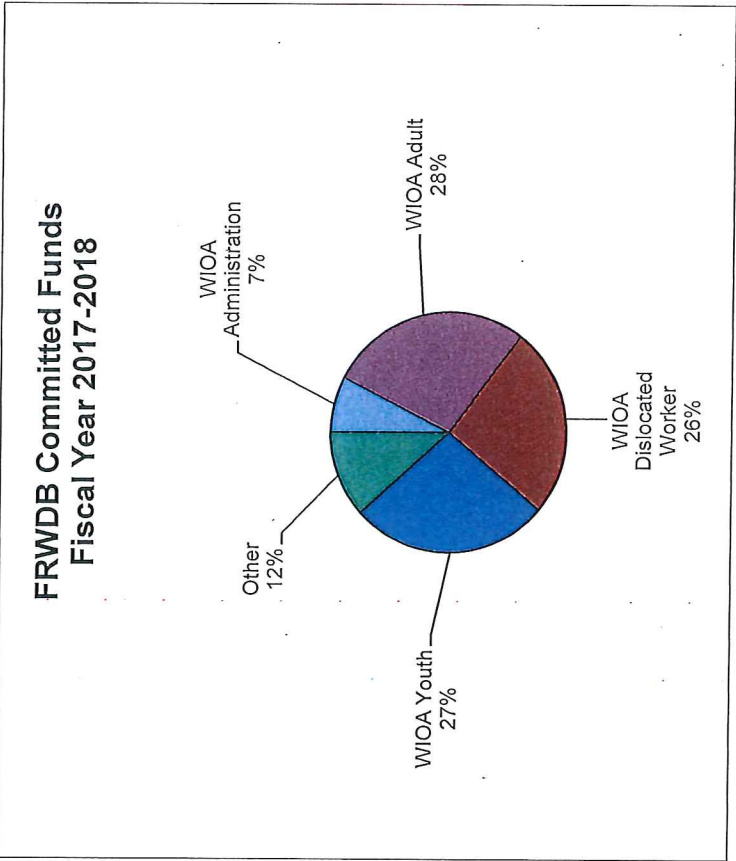
REASON FOR RECOMMENDATION:

The attached charts display year-to-date financial information through July 31, 2017. Staff has no concerns with grant expenditures at this time.

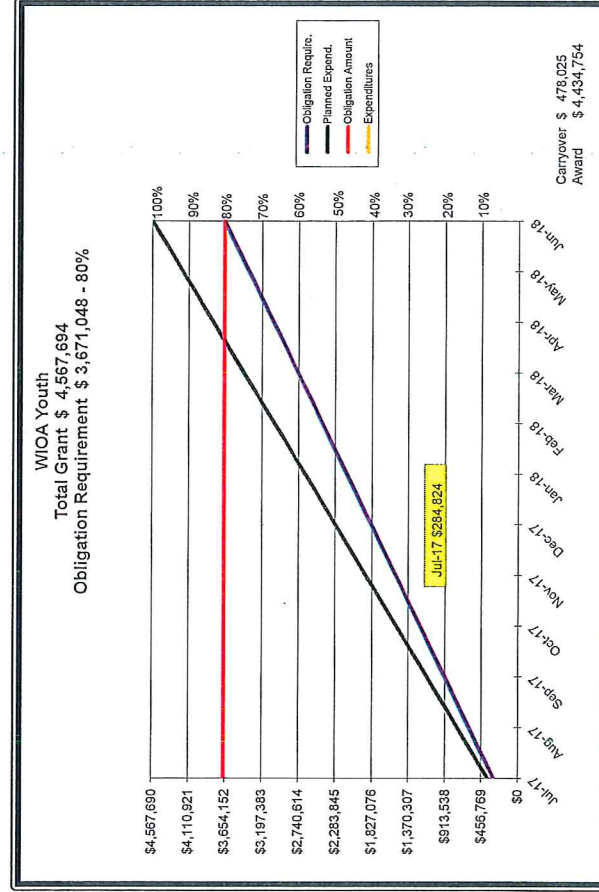
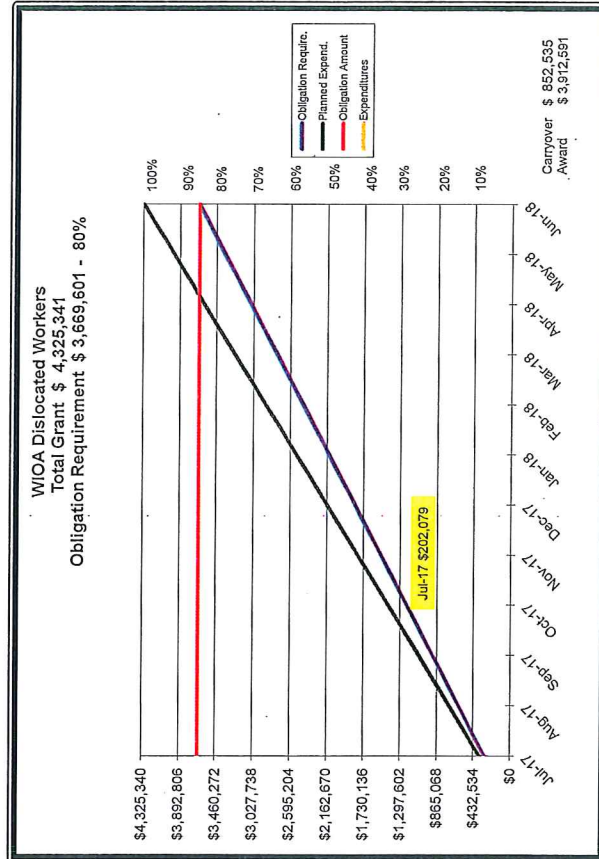
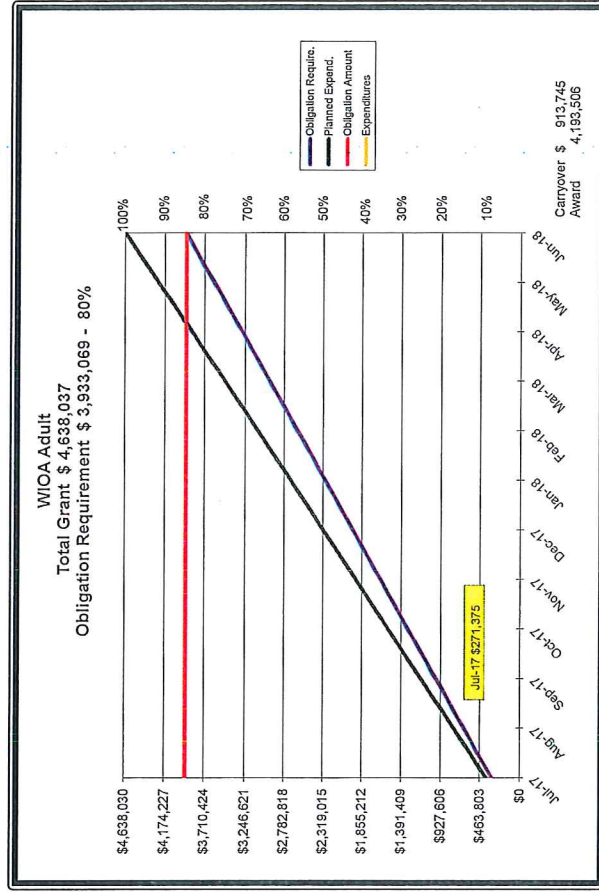
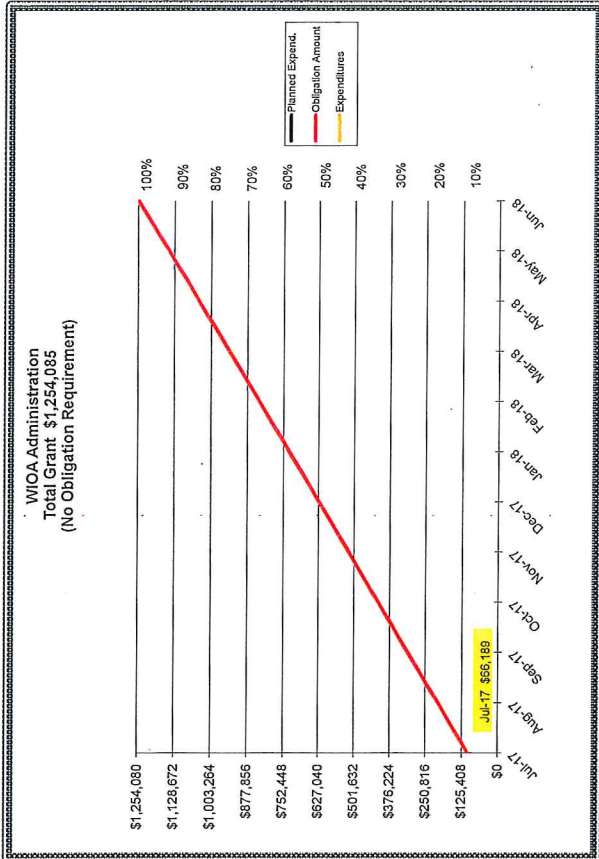
ATTACHMENT:

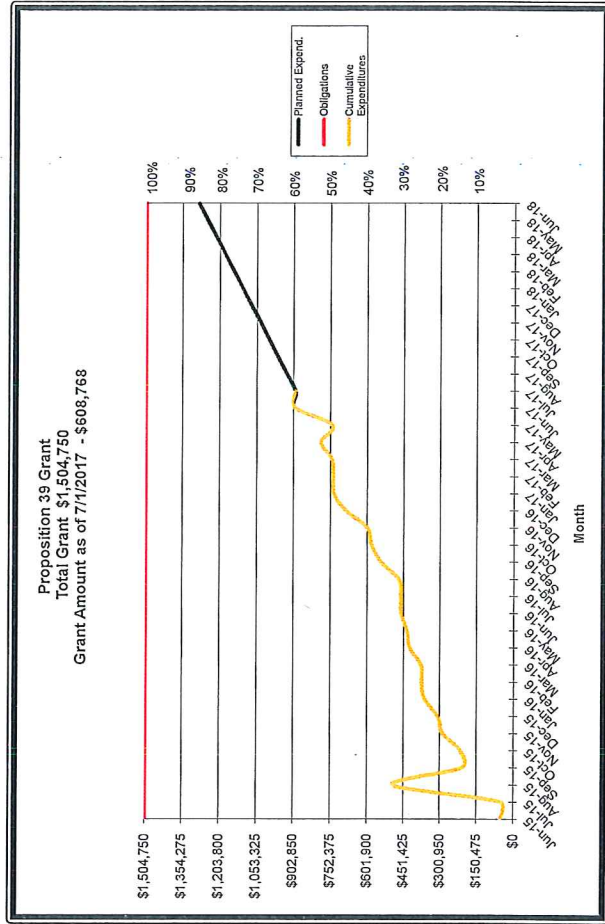
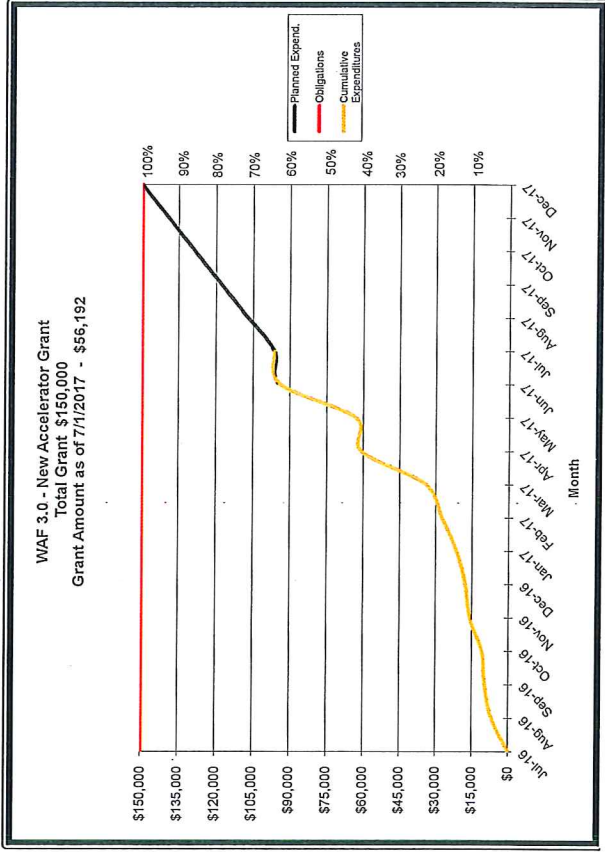
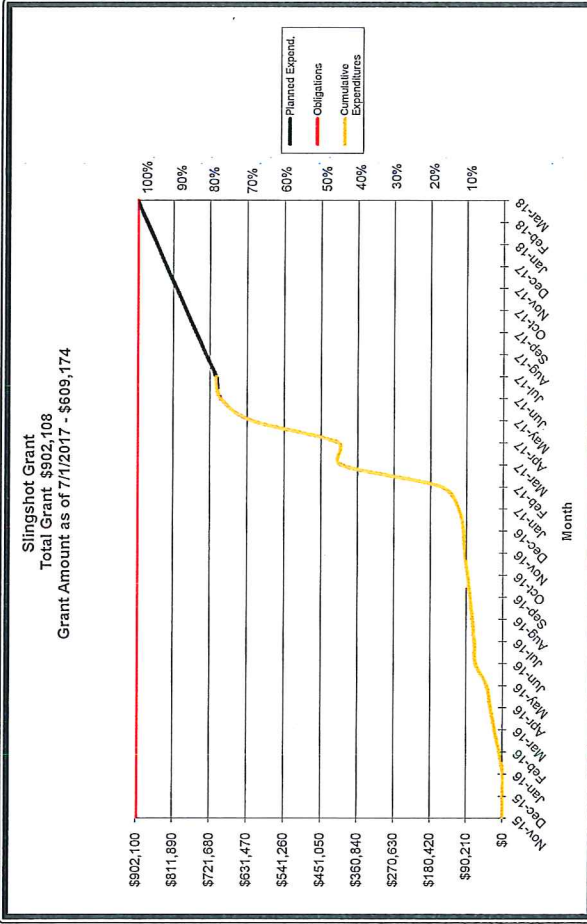
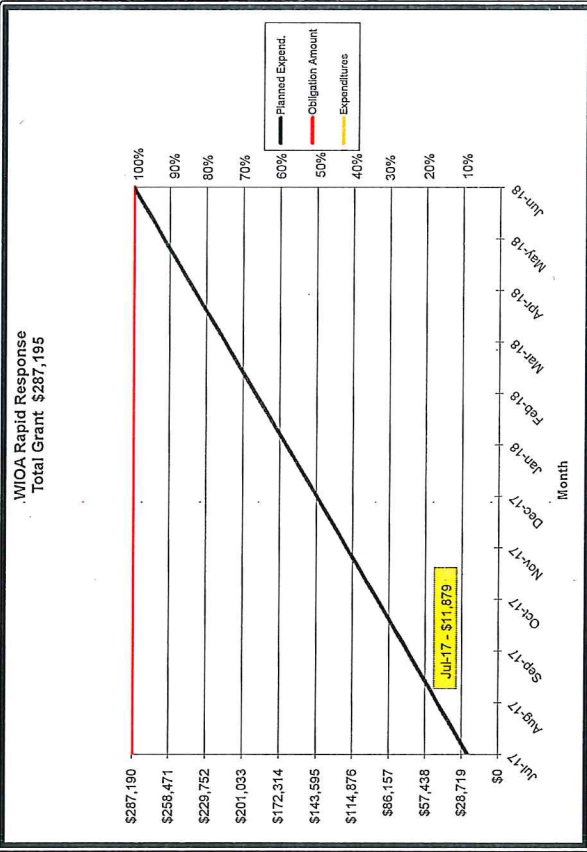
July 2017 Financial Report will be provided by meeting date.

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD
 FINANCIAL REPORTS
 July 2017



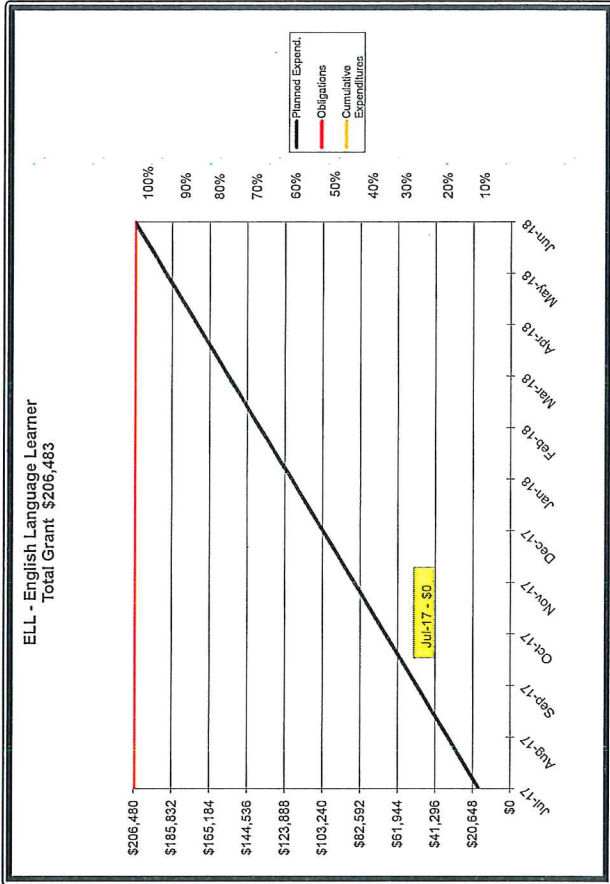
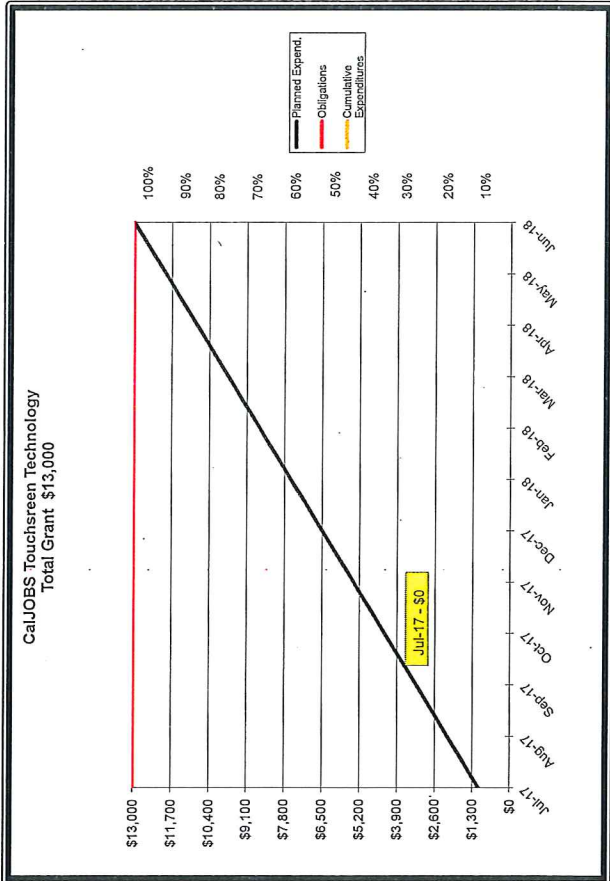
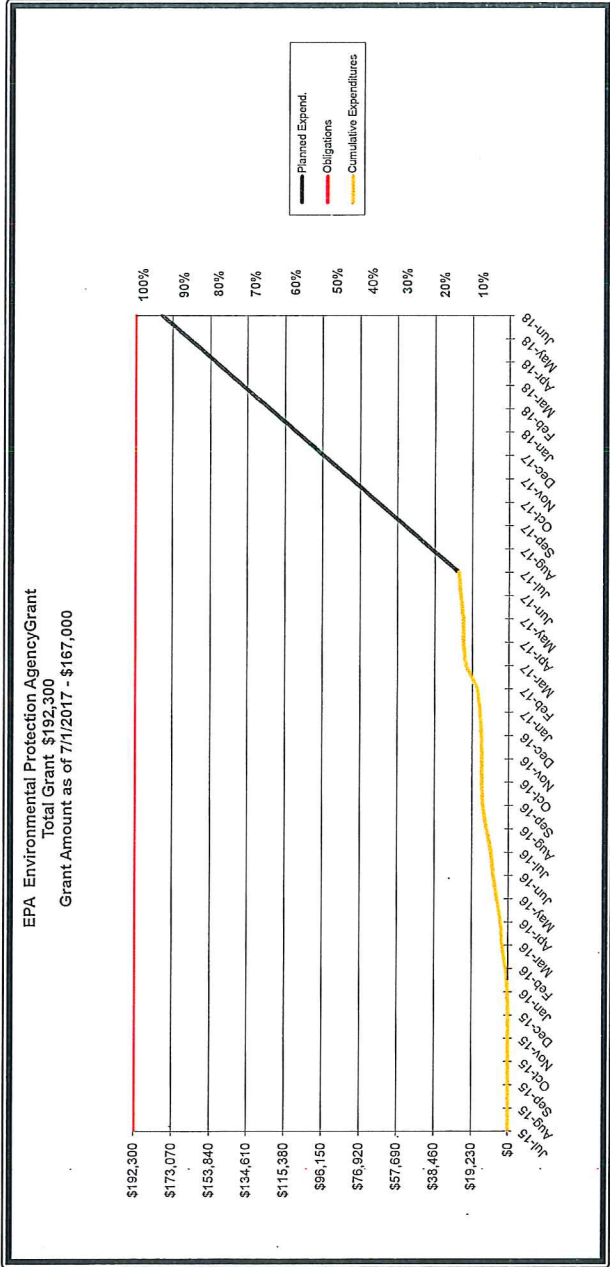
July 2017





FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD FINANCIAL REPORTS

July 2017



**FRESNO REGIONAL
WORKFORCE DEVELOPMENT BOARD**

AGENDA ITEM:	6
MEETING DATE:	October 18, 2017
ACTION:	INFORMATION

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TO: Executive Committee
FROM: Blake Konczal, Executive Director
SUBJECT: Report from the Board Retreat

INFORMATION:

Blake Konczal, Executive Director, Fresno Regional Workforce Development Board (FRWDB), will provide the Executive Committee with an overview of the September 26, 2017, FRWDB Strategic Planning Retreat.

ATTACHMENT:

Annual Plan Review and Update Meeting Report

Fresno Regional Workforce Development Board

September 26

2017

Annual Plan Review
and Update Meeting

Event Agenda:

Date: September 26th 2017; 9am – 12:30pm

Location: TorNino's Banquets 5080 N. Blackstone Avenue, Fresno, CA 93710

Participants: (See separate sheet.)

9:00 a.m. – 10:00 a.m. EXECUTIVE COMMITTEE SESSION – Just Executive Committee Members

10:00 a.m. – 11:20 p.m. BOARD SESSION – Executive Committee and Board Members

11:30 a.m. – 12:30 p.m. PARTNER SESSION / LUNCH – Executive Committee, Board Members and Invited Guests

Objectives:

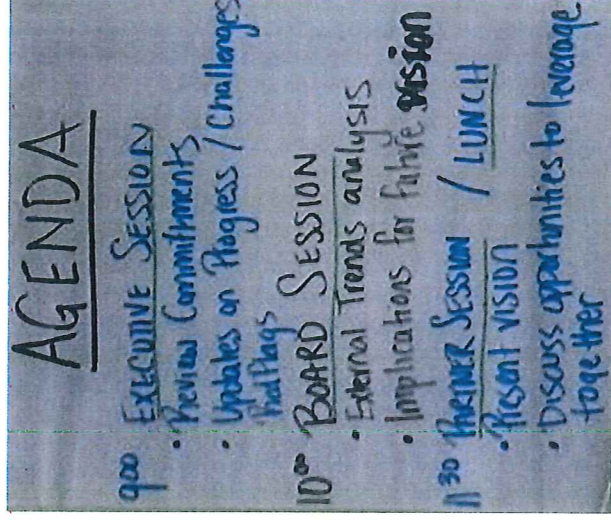
- Opportunity to get Board Members talking to each other
- Rehearse existing commitments for 2017
- Identify key trends in the current context.
- Generate a vision regarding future opportunities, and impact areas to pursue in 2017 / 2018.
- Clarify responsibilities of committees in relation to that vision.

Outputs:

- Trends analysis within workforce development.
- Commitments for 2018 and recommendations going forward.

Agenda:

- 9:00 Opening
- 9:15 Revisit the Overall Commitments for 2017.
- 10:00 Committee Reports: General progress towards commitments.
Trends Conversation using "The Wave"
Reflective Conversation: Implications for the coming year
- 11:00 Committee Work: Given these trends, what should be our deliverables for 2018?
Lunch Served
- 11:30 Partner input into vision for 2018: Given the implications of the current context, what are some opportunities to leverage and recommendations to pursue for 2018?
Next Steps and Closing

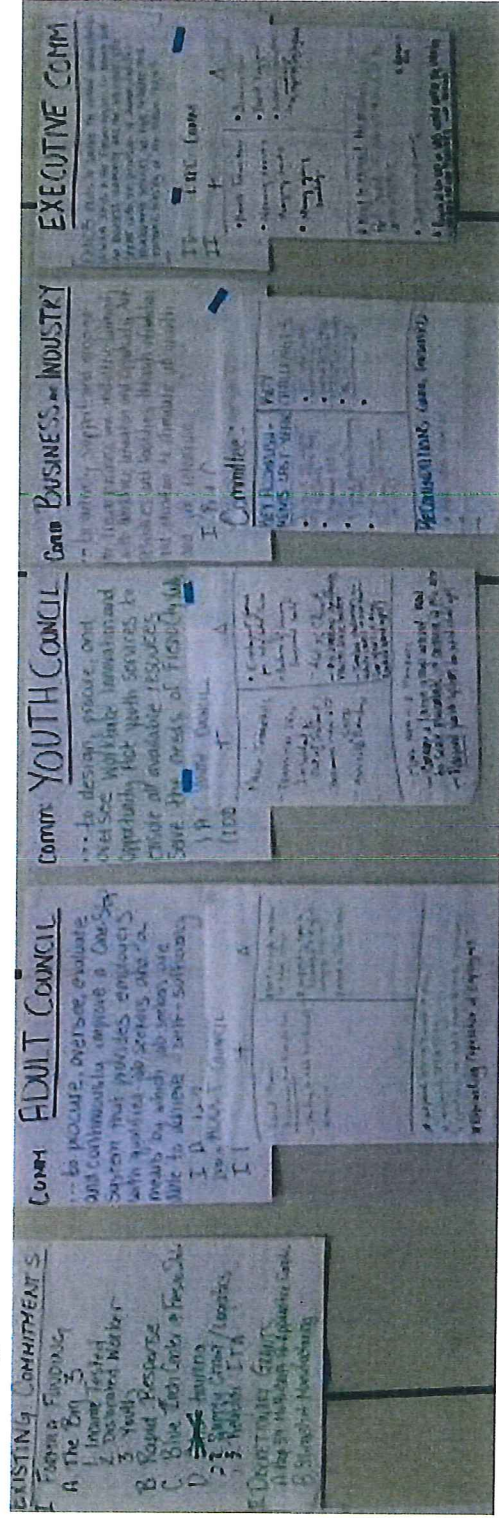


Plan Review 2017: Committee Reports: Progress Made in 2016-2017

The event was kicked off with a review of existing commitments and reports of progress made within the existing committees. Members of the board who were not already active members of a committee joined one during the small group to learn more about their work. The following are the reports made.

Commitments for 2017:

- I. Formula Funding
 - A. The Big 3
 1. Income-Tested Adult
 2. Dislocated Worker
 3. Youth
 - B. Rapid Response
 - C. Blue Tech Center at Fresno State
 - D. Cohort Training
 1. Supply Chain/Logistics
 2. Regular ITA
- II. Discretionary Grants
 - A. Prop 39 Multi-Craft Pre-Apprentice Construction
 - B. Slingshot Manufacturing



Committee Reports:

ADULT COUNCIL COMMITTEE

The mission of the Adult Council is to procure, oversee, evaluate, and continuously improve a One-Stop system that provides employers with qualified job seekers and a means by which job seekers are able to achieve self-sufficiency.

Key Accomplishments from Last Year

- Local plan
- Procurement of OSA Ad services
- Starting to add non-board members

Recommendations Going Forward into 2018

- Expand services to disabled and ELL
- Expand ITA training
- Continue to add non board members
- Expanding reputation with employers

Challenges Faced

- Not enough members to have meetings
- Expanding services to disabled and English language learners
- Need to elect chair

YOUTH COUNCIL COMMITTEE

Mission Statement: To design, procure, and oversee Workforce Innovation and Opportunity Act youth services to ensure all available resources serve the needs of Fresno County youth.

Key Accomplishments from Last Year

- Manufacturing internships
- Transition from in school to out of school
- Beginning new RFP
- Non-WDB committee members

Challenges Faced

- Employment focus for out of school youth
- Balance of serving youth with multiple barriers
- Age of clients
- Number of internship placements (not enough) – how to scale better
- Similar challenges as adult council – not that far apart in age (now that it's more out of school aged)

Recommendations Going Forward into 2018

- More non-WDB members
- Convene a large group around how to scale placements – outreach with the private sector
- Rebrand! Now the youth system is more out of school youth.

BUSINESS AND INDUSTRY COMMITTEE

To actively support and engage the Fresno business and industry community with Workforce Innovation and Opportunity Act resources and facilities through information and education to stimulate job growth and job retention.

Key Accomplishments from Last Year

- Refocus on sector work / new BWC staff and structure
- Enhanced ROI of BSC manufacturing sector funding and focus
- More enhanced RR and lay off aversion services

Recommendations Going Forward into 2018

- Non WDB members

Challenges Faced

- Private sector partnerships -- outreach to non-traditional WIOA JS to meet sector needs
- DC training and recruitment opportunities

EXECUTIVE COMMITTEE

The Fresno Regional Workforce Development Board exists to oversee the optimal administration of Workforce Innovation and Opportunity Act funds in the Fresno region. In serving both the business community and the individual job seeker with the provision of human capital development services, we hope to foster the economic vitality of the Fresno region.

Key Accomplishments from Last Year

- Board transition
- Obtaining grants -- managing grants
- Strong agency knowledge

Recommendations Going Forward into 2018

- Need to expand the membership of the full Board -- perhaps through ad hoc committees
- Succession planning
- Private sector representation in WDB should mirror the industry sectors we are pursuing (i.e. Amazon, Alta) -- need to recruit from targeted industries.

Challenges Faced

- Succession
- Board engagement
- Enforcing committee membership (as required in the bylaws)

“The Wave” Trends Conversation: An analysis of our current operating context.

Participants were then asked to look at the external environment, with the assumption of it being a persistently changing and non-static context, and describe what the trends, paradigms and approaches are that should inform our future work.

BOUNDARY		EMERGING		ESTABLISHED		DYING	
On the Horizon	Emerging	Established	Fading away				
<ul style="list-style-type: none"> ➤ Apprenticeship ➤ Keeping up with technology trends ➤ Multi-barrier workforce ➤ H.R. Laws (constantly changing) – different between state of California and National ➤ Targeted hiring 	<ul style="list-style-type: none"> ➤ * Technology is expanding in all industries ➤ Need for unified direction on critical issues (currently silo'd) ➤ Robotics ➤ Greenhouse emissions businesses: TCC area ➤ * Need CTE: focus on education ➤ Need for both technical and soft skills ➤ Baseline skills in email writing and social media ➤ Voc Tech as an alternative to four year college (still not established across the board) ➤ * Growth sectors: Health Care, Manufacturing, Constructions, Logistics, Tech, Auto Repair, Government, Customer Service ➤ Innovative screening and on-boarding 	<ul style="list-style-type: none"> ➤ “Youth” definition now more out of school aged ➤ * Sector-based outreach and Training ➤ Pre-apprenticeships ➤ Rules are changing more rapidly for how to use funds (i.e. recent increase in funds for training) ➤ Need (not practice yet) of CTE ➤ Accessibility to technology needed (ie rural areas) – rethink one-stop ➤ Entrenched politics ➤ Regional grants, Fresno Cty as the fiscal lead <div style="border: 1px solid black; padding: 5px; margin-top: 10px;"> <p>* Note: All items pre-ceded with an asterisk (*) were indicated as “key trends” for us to consider.</p> </div>	<ul style="list-style-type: none"> ➤ Traditional on boarding practices ➤ Didactic training modalities (face to face, brick and mortar) ➤ Regular ITA structure ➤ Monetary inducement to hire ➤ Advanced college / BA / BS for everyone 				
IMPLICATIONS for our work going forward.....							
<ul style="list-style-type: none"> ➤ More tech based / virtual training – less reliant on human, face to face. ➤ Less classroom based training – more real world / on site learning. ➤ More communication across silos and sectors ➤ Forming ad-hoc committees to support outreach and broader engagement ➤ More / different types of assessments (industry and sector specific?) with clients 	<ul style="list-style-type: none"> ➤ Work more closely with local school districts feeding into the community college system ➤ Rethinking the One-Stops. Virtual v. brick and mortar? Staffing? Outreach / extension activities? 						

What are the trends, paradigms and approaches influencing our operating environment that are

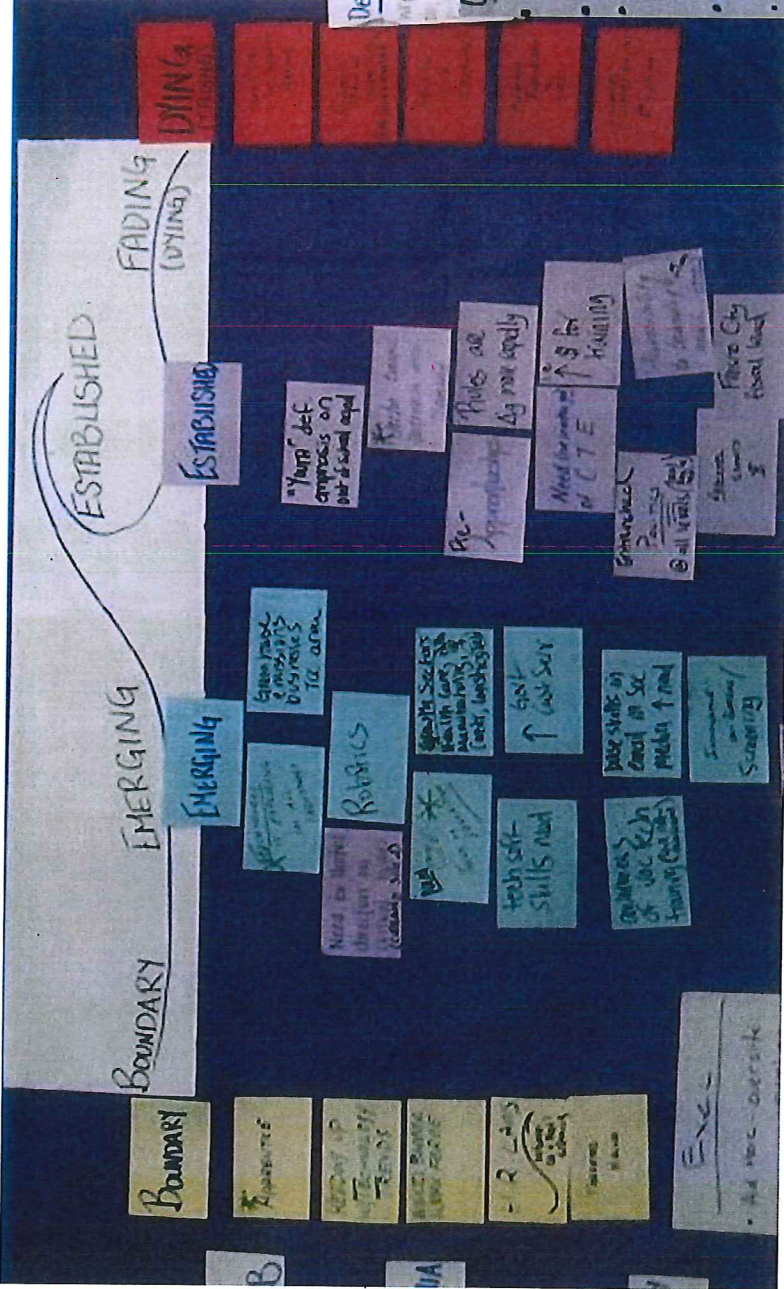
- Emerging
- Established
- Disruptive

6-8 in your category
(if more) 1-2 in other categories

1 friend per sheet

WRITE BY LIKE THIS

3-7 words



OPPORTUNITIES TO LEVERAGE

- le. Leverage supply chain w/ Finance
- Key workforce for employment
- Working w/ building trades
- Category of indiv who don't qualify for pre-apprenticeship had to create path for them
- Outreach to countries to get people into (chats)
- Process / etc → mass collaboration for materials → service awareness more
- Efficient access indicator in small business support learning, loans, etc
- Building broader awareness of the great WLB programs
- Subcontract → Agency → training rooms
- For exp on preparing people, students, for workers (labor is hard over the employees on a typical post-training model)
- Focus on preparation → trainees
- Members / PC of available services (contracts, boxes)
- off for clients to do a position (offer family members (offering in a family context))

→ need people to connect w/ esp. Latinx

→ Term lies directly (culturally competent)

→ Coaching frontline WIB / Gov College in cultural competence

→ WIB elevates its standing as a thought leader

→ Focus on social media

→ Outreach through friends for partners

→ Expand through networking & social media

→ Percep. WIB is not serving qualifications are specific → establishing to be more targeted to be qualified candidates

→ Reach out to more indivs looking for services

→ Communication of programs → exp using info people who are aware of the opportunities

→ Applications of data

→ As dollars get tighter more specific understanding of what needs to be reported to it

→ Grant - Focus on the group (not on the)

→ Focus on to real life

→ Funding gaps, the (with a shift) action, support

→ Using digital link

→ Funding gaps, the (with a shift) action, support

→ Grant Groups Party

→ Why shift message

→ Tech/parents

IMPLICATIONS

- Less human / more tech in work
- Less classroom / real world learning
- More communication across Sectors / Sector
- More / different assessments (including some specific w/ AI) clients
- More over theory and formal school and learning into learning culture
- Partner go steps virtual & hybrid sharing platforms

Deliverables for 2018

Committees were then asked to take translate the implications for our work to a specific focus or deliverable for their committees for 2018. The following were mentioned:

- EXECUTIVE COMMITTEE:
 - Ad Hoc:
 - oversight
 - number of committees
 - number of people
 - timing
 - Flexible
- ADULT COUNCIL:
 - Improve and expand services to individuals with disabilities and ELL
 - Identify employer assessment needs and training needs
 - More private sector on Adult Council
 - Develop digital literacy assessments / upgrading model
 - Skill based assessment and upgrading
- YOUTH COUNCIL:
 - Population Boundaries
 - Serve more people
 - Soft / technical skills
 - Training: family focused
 - Collaboration between agencies
- BUSINESS AND INDUSTRY COMMITTEE:
 - Transactional services – increase BSC usage and number of services to be responsive to businesses evolving needs.
 - Seek opportunities to have responsive and collaborative relationships with high growth sectors, specifically logistics and manufacturing.

Partners: Opportunities to Leverage

Over the lunch session, partners were invited to join, hear about the conversation so far and add what they see as opportunities to leverage for future collaboration. The following is general list of their comments:

- Collaboration with Fresno Community Development re: Logistics and Supply Chain as well as other prep of workforce for employment
- Category of individuals who don't qualify for pre-apprenticeship: how to career path them
- Outreach to counties to get people into the cohorts
- FMTKCLC / CLC – Partnership – mass collaboration and cooperation for referrals – awareness of services more broadly
- Fresno Area Hispanic Foundation business incubator for small business, support in licensing, loans, etc.
- Building broader awareness of the great WDB programs within the Hispanic community
- Reading & Beyond interested in leveraging existing programs and referrals
- Fresno Equal Opportunities Commission: preparing people strategically for workforce (delivery of service – yes – but also emphasis on applied paid training model) i.e. Mandela center

Additionally, participants were asked to reflect on what is working so far, gaps in our effectiveness and recommendations for how to improve our partnering going forward.

Working Well

- Great Fresno for Business group (including Go Biz)
- Blake proactively reaching out to new businesses (e.g. Forestry Corps etc.)
- Blake and staff: centered, direction, support
- For those familiar with working with restricted funds it is refreshing to be able to discuss community needs and use that as a lens more broadly to support collaboration to address them (eg's Adult schools, community colleges, work pro software)
- Committee groups fairly diverse
- The way staff manage with openness and transparency

Gaps in Our Effectiveness

- Reach out to more individuals looking for services
- Community of programs – keep running into people who aren't aware of the opportunities and services offered
- Duplications of (bad) data sets.
- As dollars get tighter: more specific understanding of client needs and expenses related to it.

Recommendations Going Forward

Finally, participants were asked to reflect on what could be done in the future to work effectively in partnership and address some of the gaps identified.

- Focus on shepherding families rather than just students.
 - Increased opportunity for clients to identify and problem solve family barriers (without calling them ‘family barriers’!)
 - Need people to connect with families directly (especially Hispanic families / be culturally competent)
 - Coaching frontline WIB / Community College and other staff in cultural competencies.
- Marketing / PR of available services.
 - Billboards, buses, etc?
 - Emphasis on building awareness within business community
 - Elevate the standing of WDB as a thought leader, be called up as expert.
 - Use of social media
 - Outreach through Fresno Business Partners is good- expand beyond? Use funds to broadcast on media, etc?
 - Be more targeted! Part of the perception that WDB is not serving is based in the fact that qualifications to receive services are specific. Requires us to be more strategic in our marketing to target / reach qualified candidates.

Follow up and Next Steps

- ✓ Documentation of the event
- ✓ Sharing out of these results with the Board and Partners
- ✓ Determining implications for Committee Work & Sharing

Facilitator

Blake

Blake, Staff and Committee Chairs

FRWDB Strategic Planning Retreat – September 26, 2017

Attendees

Paul Bauer
Raine Bumatay
Jeffrey Hensley
Brian Chambers
David Mercer
Scott Miller
Dennis Montalbano
Joe Olivares
Chuck Riojas
Stuart VanHorn
Ken Price
Alisa Oyler
Carole Goldsmith
Pat Barr
Samuel Norman
Paul McLain Lugowski
Randy Ghan
Luis Santana
Valerie Vuicich
Dora Westerlund

FRWDB Staff

Blake Konczal
Christine Nutting
Phyllis Stogbauer
Janis Parker
Thomas Ortega
Marle Workmon

**FRESNO REGIONAL
WORKFORCE DEVELOPMENT BOARD**

AGENDA ITEM:	7
MEETING DATE:	October 18, 2017
ACTION:	INFORMATION

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Executive Committee
FROM: Blake Konczal, Executive Director
SUBJECT: Third Quarter Community Events

INFORMATION:

The following event will occur in the third quarter of Program Year 2017-2018:

January	Fresno County Economic Development Corporation – Business Expansion and Retention (BEAR) Breakfast	Six (6) tickets	Included in Platinum membership
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FISCAL IMPACT:

Funds have been budgeted in the Fresno Regional Workforce Development Board Agency Budget to attend this event.

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA ITEM:	8
MEETING DATE:	October 18, 2017
ACTION:	INFORMATION

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Executive Committee
FROM: Blake Konczal, Executive Director
SUBJECT: Director's Quarterly Update

INFORMATION:

Updates will be provided on various subjects.

**FRESNO REGIONAL
WORKFORCE DEVELOPMENT BOARD**

AGENDA ITEM:	9
MEETING DATE:	October 18, 2017
ACTION:	DIRECT

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Executive Committee
FROM: Paul Bauer, Chair
SUBJECT: Referral of Agenda Items to Other Committees

RECOMMENDATION:

Discuss and direct staff regarding the referral of agenda items from this meeting to one or more of the other standing committees of the Fresno Regional Workforce Development Board.

REASON FOR RECOMMENDATION:

This item is intended to allow the Executive Committee to collectively decide which of the items you just discussed should be referred to another committee(s) and the reason they are being referred (information, action, etc.).