

SOLANO COUNTY

WORKFORCE DEVELOPMENT REVIEW

Item 17
File 17-266
April 25, 2017



Solano County Administrators Office
675 Texas Street, Suite 6500
Fairfield, California - 94533
SolanoCounty.Com



**SOLANO
COUNTY**



Workforce Development Review

**Connecting Our Workforce Partners to Strengthen
Opportunities for Job Seekers and Businesses**

- Access to Jobs
- Strengthen Businesses with Excellent and Skilled Workers

Presented to Board of Supervisors
on July 26, 2016
County Administrators Office



Purpose of the Review

- **Board of Supervisors and Cities Invested in Moving Solano Forward through Solano Economic Development Corporation (SEDC)**
 - Attract, grow and retain new businesses
 - Economic Development efforts should align with a strong Workforce Development Program
- **Perception by Businesses About Workforce Programs**
 - Not Well Coordinated
 - Having a Tough time finding Skilled Employees
- **Are the Resources Being Used Efficiently?**
 - What are the outcomes of all our work programs?
 - Knowing we have all these programs, it seems that there is a lot of duplication, populations underserved, not coordinated

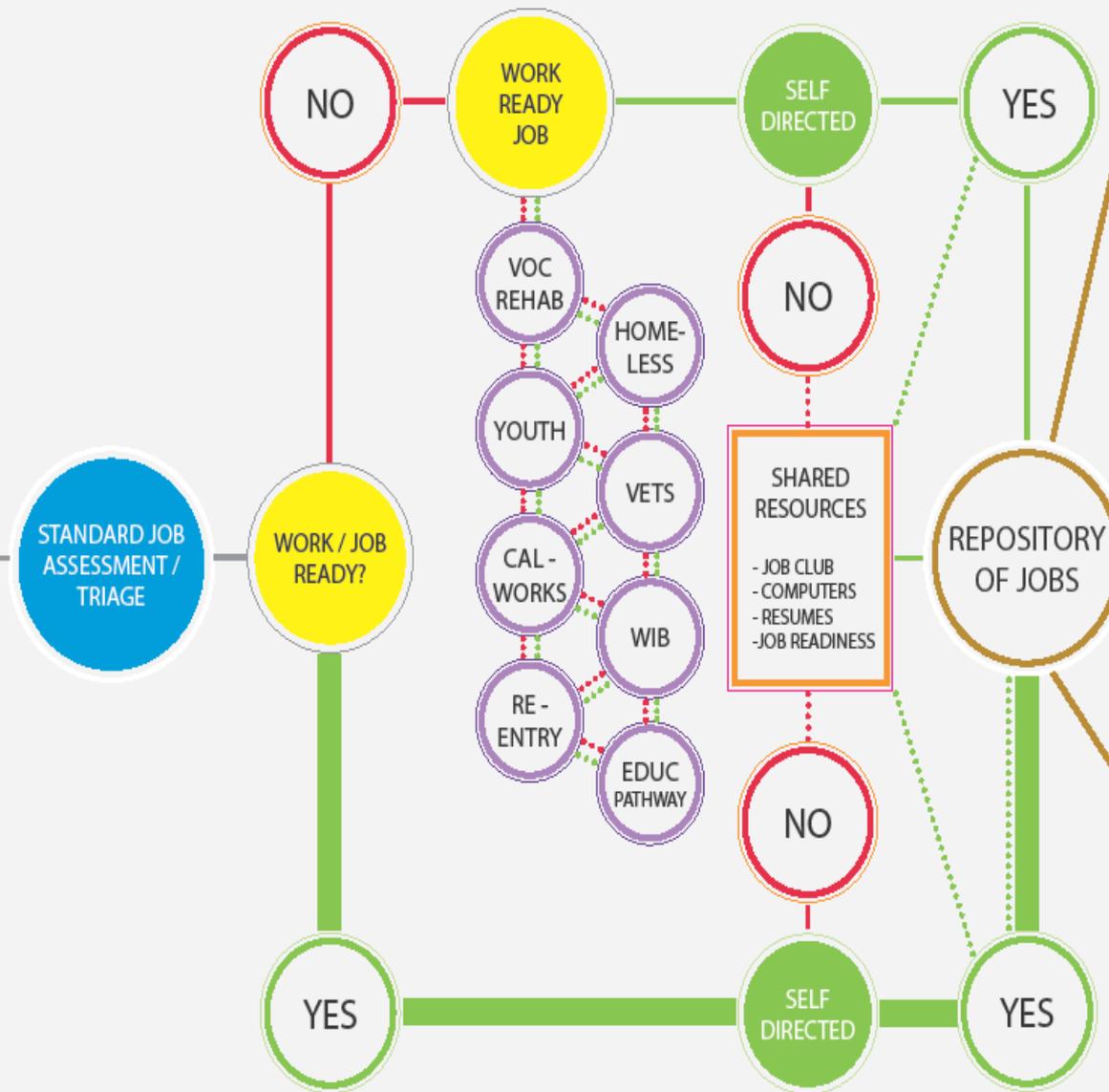
HELP IN RECRUITING and RETAINING EMPLOYEES concept

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Recommendations- First 6 Months

- 1a. Adopt a Standard Assessment Tool**
- 2a. Solano County Workforce Stakeholders should adopt a practical and useable employer-driven definition of Soft Skills.**
- 3a. Form a steering committee of providers and stakeholders to look for opportunities to coordinate, realign services, end duplicative practices, and look for opportunities to braid funding and services**
- 4a. Include Seniors in Workforce Development Planning**



Begin Implementation

With Board Approval- Spent ensuing time presenting the report to the workforce development partners and getting agreement and feedback

Brought in Bruce Wagstaff – former Santa Clara and Sacramento Director of Human Services and long-tenured executive- CA. Dept. of Social Services

Teaming up with the Workforce Development Board Executives

Organized a meeting of the Workforce Development Partners with over 40 participants.

Agreed to tackle the first three recommendations:

- Essential Skills (Formerly known as Soft Skills)**
- Assessment**
- Coordinated Opportunities**
- Organize a Steering Committee**



Workforce Development Partners

Solano County Library
Solano Adult Education
Northbay Healthcare
Workforce Development Board
Kaiser
Six Flags
Solano Community College
City of Vacaville
Operating Engineers Local 3
Central Labor Council
Senior Coalition
Fairfield-Suisun Adult
Children's Network
Senior Coalition
Solano Family and Children's Services
Dreamcatchers (Mental Health)
Leaders in Community Alternatives

City of Fairfield
Sheriff
Goodwill of the Greater East Bay
Fairfield Suisun Chamber of Commerce
Caminar Jobs Plus (Mental Health)
Solano EDC
Solano Office of Education
Probation
Solano Public Health
Health and Social Services
4 C's
Napa-Solano Building and Construction
Trades Council
Employment Development Department
Fighting Back Partnership
Faith in Action
HomeBase
And OTHERS



Workforce Development Steering Committee

Solano County - CAO	Birgitta	Corsello
Solano County Library	Bonnie	Katz
Solano Adult Education Consortium	Christine	Hess
Children's Network of Solano County	Bethany	Smith
Solano County Probation Department	Dean	Wilder
Napa-Solano Central Labor Council	Jon	Riley
Goodwill Industries	Bill	Erben
Workforce Development Board	Kitt	Lee
Senior Coalition of Solano County	Lauren	Rolfe
Health & Social Services	Gerald	Huber
Solano Transportation Authority	Daryl	Halls
Solano EDC	Sandy	Person
Fairfield-Suisun Chamber	Debi	Tavey
Solano Community College	Celia	Esposito-Noy
EDD	Debbie	Antonsen
(Y.E.S./ Children's Network)	Cynthia	Verrett
Solano County Office of Ed.	Gillie	Miller



Taskforce Initial Meetings in March

Key Takeaways

Essential Skills

“ Don’t Reinvent the Wheel ”

Already working with employers to ID the Top Ten Essential Skills aka Soft Skills needed Curriculum already in place-SCALE IT

Assessment

Inventory of Assessments—There are a lot (over 20).

An issue of access to the right assessment. Have an assessment but get the right services to the right person at the right time. Streamline those who are ready- There should be no wrong door.

Coordinated Services

Yes we can share

Knowledge of Availability

Incorporate “Share Culture” into RFP’s



Outcomes

Key Outcomes Achieved

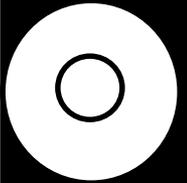
Getting the Key Players to Agree to Really Partner

- **Scale** the Essential Skills Curriculum developed by SCOE and **Embed** the curriculum in all Workforce Development Programs
- In **Contracts** for Workforce Development- **give points** for collaboration/coordination in RFP's- (Share slots / resources)
- Develop a **useable resource directory like the Network of Care** and develop a training webinar encouraging all workforce programs **line staff to be trained**

Agreed Need for Common Outcomes Measures

- Placed in employment
- Retention
- Salary

Work –Ready Certification





Next Six Months

- Complete action steps on first three recommendations
 - Essential Skills
 - Assessment
 - Coordinated Activities
- Adopt common outcome measures to be tracked by all programs
- Revamp on line job search system
- Develop business-oriented marketing campaign
- Solidify a Senior Action Plan
- Look for Information Technology Solutions to strengthen access



Recommendations to Board

Support the Steering Committee and the work of the taskforces.

- **Continued administrative support by CAO's Office and Workforce Development Board**
- **Continue support by County Information Technology to identify potential web-based solutions.**
- **Support a policy to give point preferences to organizations that collaborate and share resources in the Request for Proposals in Workforce Development Programs**

Encourage the Workforce Development Board to incorporate this plan into their overall strategy with high priority to serving the County's overall workforce development needs.



Acknowledgements

And

Questions?