



# North Central Counties Consortium

*"Supporting Economic Vitality in the Counties of Colusa, Glenn, Sutter and Yuba"*

**NCCC**  
**WORKFORCE DEVELOPMENT BOARD**  
**Thursday, November 16, 2023**  
**2:00 pm**

SUTTER COUNTY SUPERINTENDENT OF SCHOOLS  
BOARD ROOM  
970 Klamath Lane  
Yuba City, CA

**A G E N D A**

- |     |      |  |              |
|-----|------|--|--------------|
| 1.  | 2:00 | Call to Order  | John Fleming |
| 2.  |      | Pledge of Allegiance   | John Fleming |
| 3.  |      | Roll Call  | Irma Sanchez |
| 4.  | 2:05 | Welcome  | John Fleming |
| 5.  | 2:10 | Public Comment   |              |
| 6.  | 2:15 | Approval of Minutes ( <u>Attachment A</u> ) – John Fleming   | Action       |
|     |      | ▪ August 17, 2023 Workforce Development Board Meeting  |              |
| 7.  | 2:20 | Director's Report – Cindy Newton   | Information  |
| 8.  | 2:30 | Fiscal Committee Report ( <u>Attachment B</u> )<br>– Neil Goforth/Cheryl Baxter  | Information  |
| 9.  | 2:35 | Approval of New Grant Application ( <u>Attachment C</u> ) – Cindy Newton   | Action       |
|     |      | ▪ Student Training and Employment Program (STEP)   |              |
| 10. | 2:40 | Authorization to Competitively Procure One Stop Operators and<br>Special Youth Program Providers for WIOA Services ( <u>Attachment D</u> )<br>– Cindy Newton | Action       |



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- |          |  |              |
|----------|--|--------------|
| 11. 2:45 | Election of WDB Vice-Chair – <i>John Fleming</i><br>– Nominations for Vice Chair may be taken from the Floor   | Action       |
| 12. 2:50 | Soft Skills Workgroup Report ( <u>Attachment E</u> ) – <i>Cindy Newton</i>   | Information  |
| 13. 3:00 | Local Union 228 of Plumbers, Pipefitters and HVACR<br>– <i>Matt Goody, Business Manager</i>  | Presentation |
| 14. 3:15 | Program Performance Report ( <u>Attachment F</u> ) – <i>Cindy Newton</i>   | Information  |
| 15. 3:20 | Service Provider Program Updates <ul style="list-style-type: none"> <li>▪ Upward Bound</li> <li>▪ Colusa</li> <li>▪ Glenn</li> <li>▪ Sutter</li> <li>▪ Yuba</li> </ul>   | Information  |
| 16. 3:40 | Other Business <ul style="list-style-type: none"> <li>▪ NCCC Office Winter Holiday Schedule</li> <li>▪ 2024 Board Meeting Schedule</li> <li>▪ Next Board Meeting – Thursday, February 15, 2024<br/>Location: To Be Determined</li> </ul> | Information  |
| 17. 3:45 | Adjournment  |              |

**Please note the listed times for agenda items are approximate and may change during the course of the meeting.**

Agenda materials are provided to Board Members and One Stop Directors. Meeting agendas and minutes can be viewed on NCCC's website at: <http://www.northcentralcounties.com/wib.html>. Other documents are available to the public upon request. NCCC is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

**ATTACHMENT A: ACTION**

**APPROVAL  
OF MINUTES**

**August 17, 2023  
Board Meeting**

**NCCC  
WORKFORCE DEVELOPMENT BOARD  
MINUTES**

August 17, 2023

**1. CALL TO ORDER**

The meeting was called to order by Workforce Development Board (WDB) Chair John Fleming at 12:00 pm at the Yuba County One Stop in Marysville.

**2. PLEDGE OF ALLEGIANCE**

**3. ROLL CALL – Governing Board: Quorum not present; WDB: Quorum present**

**Governing Board Members Present:** Don Blaser

**Governing Board Members Absent:** Daurice Kalfsbeek Smith, Nick Micheli, Jim Yoder

**Workforce Investment Board Members Present:** Andre Carrao, Fortino Curiel, Juan Delgado, Tawny Dotson, Ben Felt, John Fleming, Randy Fletcher, Matt Goody, Ron Moore, Lorilee Niesen, Tom Williams

**Workforce Investment Board Members Absent:** Jeff Armstrong, Gurprit Bains, Lee Bishop, Glenn Denno, Margaret Fernandez, Neil Goforth, Leslie Rubalcava, Brynda Stranix

**4. WELCOME**

Yuba County One Stop Director Caron Job welcomed everyone and introduced her staff, and current and former participants who spoke about their personal and work experience at the Yuba One Stop.

**5. OVERVIEW OF YUBA COUNTY ONE STOP SERVICES**

A PowerPoint presentation was given by staff highlighting the variety of program services the One Stop provides to individuals and employers, and the agencies and partners they collaborate with. Yuba One Stop's Counselors and Business Services Representative each spoke about the specific services and the support they each provide to individuals and businesses. They spoke about their outreach efforts to schools, juvenile hall, homeless, veterans and businesses. One Stop staff stated they are making a difference and making the county better one person at a time. Board members applauded Yuba One Stop staff for the good work they do.

**6. LUNCH**

**7. TOUR OF YUBA ONE STOP**

Board members were given a tour of the Yuba County One Stop.

8. RECESS AND RECONVENE AT 2:00PM
9. RECONVENE
10. ROLL CALL AND WDB QUORUM CONFIRMED

11. PUBLIC COMMENT

There were no comments from the public.

12. GOVERNING BOARD CHAIR PASSES MEETING OVER TO WDB CHAIR – Not Applicable

13. APPROVAL OF MINUTES

WDB Action: Motion-Randy Fletcher, second-Juan Delgado; WDB approved the minutes of the May 18, 2023 board meeting as presented. Motion Carried.

14. DIRECTOR'S REPORT

Grant Funding Update: Cindy Newton reported on NCCC's special grant funding.

- NCCC was awarded \$2,859,240 for an English Language Learner Integrated Education & Training grant. This grant, in collaboration with NCCC education and training providers, will provide vocational training and English as a Second Language classes.
- The High Road Training Partnership Health Care grant that was submitted for almost \$5 million was not funded.

State/Regional/Local Monitoring: NCCC staff conducted fiscal and program monitoring reviews of the AJCCs over the summer. Final monitoring outcomes are forthcoming. The State EDD will conduct a fiscal and program monitoring review of NCCC October 9-13, 2023.

15. APPROVAL OF NEW GRANT APPLICATION

- National Dislocated Worker Grant/QUEST II

Cindy Newton addressed the National Dislocated Worker QUEST grant application. Funds from this grant will help AJCC/One Stop staffs work with EDD staff to identify, recruit and provide program services to dislocated workers and long term unemployed. NCCC is requesting \$1 million to serve 90 participants for the grant period of 10/1/2023-9/30/2026.

WDB Action: Motion-Randy Fletcher, second-Ben Felt; WDB approved the QUEST National Dislocated Worker Grant application and authorized the Executive Director to finalize any award to NCCC. Motion Carried.

16. FISCAL COMMITTEE REPORT

Andre Carrao presented the Fiscal Committee report. A three year Formula funding trend reflected a slight decrease from last year. The funding status of NCCC's special grants was also reviewed. Training expenditures as of June was at 18.41%. NCCC anticipates meeting the

required 20% in training expenditures plus the 10% in leveraged resources. The Fiscal Committee reported no items of concern. Andre Carrao announced that this was his last board meeting as he is moving to Mexico. Staff will send out an email requesting volunteers to replace Andre on the Fiscal Committee.

## **17. PROGRAM PERFORMANCE REPORT**

Planned vs Actual: Cindy Newton reviewed 4<sup>th</sup> quarter planned vs. actual program performance outcomes for the core programs of Adult, Youth and Dislocated Workers. All NCCC performance benchmarks for Program Year 2022-23 were exceeded except for Dislocated Worker enrollments which were lower due to not as many individuals being laid off. NCCC's special grants projects: The Colusa County Severe Winter Storm grant started in May and has 15 enrollments as of last week. Yuba County Wildfire grant will end August 31 and has been very successful; the QUEST grant started in January and is at 50% of enrollments; the third Pre-Apprenticeship Construction class starts Monday with 23 participants; numbers for the NDWG CAREER, WAF and Equity & Special Populations grants were also reported.

Annual WIOA Federal Performance: Cindy Newton presented NCCC's WIOA Annual Performance for PY 2021-22. These performance measures are what we are evaluated on by EDD and the Department of Labor. The outcomes are based on base wage information collected from the EDD tax system. NCCC exceeded all standards except for the Dislocated Worker Quarter 2 standard. Cindy Newton commended AJCC staffs for their efforts and dedication to their clients.

## **18. SERVICE PROVIDER PROGRAM UPDATES**

Upward Bound (UB): Upward Bound's Director Maria Moreno did not attend today's meeting.

Colusa One Stop/AJCC: Colusa County One Stop Director Angie O'Canas stated that two restaurants recently burned down. Staff has been assisting laid off employees, employees affected by business remodels, and helping businesses with new hires. Staff is preparing for their Fall Job Fair on September 13 from 10:00-2:00. Angie shared success stories about assisting 3 clients – a post released probation from prison, a parolee from county jail and a probationer – with full-time jobs. Staff also assisted an individual gain full-time employment through the Ticket to Work program. Colusa One Stop sponsored 8 students who graduated August 11 from CNA training. Staff assisted 5 individuals get hired as CNAs at Almond View Care Center in Williams.

Glenn County One Stop/AJCC: Glenn County Community Action Manager Yassi Lam said they sponsored 10 students in Medical Assistant training program through GCOE that started August 7 and 7-8 students at Yuba College in medical pathways. Staff will meet next week to discuss the fall session of the YES program. CalPlant, an Ag manufacture in Willows, will permanently close their facility. A majority of the 115 employees were laid off in mid-July; most Glenn and Colusa county residents. Onsite Rapid Response services were provided by staffs from NCCC and its One Stops, NoRTEC AJCCs and EDD. About 80 Rapid Response surveys were collected from the impacted workers. CalPlant is expected to permanently close on July 1, 2024. Johns Manville will temporarily close 9/25-10/5 for maintenance repair. All employees are expected to return to work. Glenn AJCC, along with GCOE and Glenn County Personnel, is planning a Job Fair in October.



A resume workshop and interviewing skills workshop are planned to be held before the event. Several Glenn County agencies are exploring relaunching the Glenn Grows Business Incubator in Orland. GCOE is starting 2 new training programs – Pharmacy Technician and Aviation Pilot. Yassi shared a success story about a CalWORKs Work Experience program client, and she recognized members of her team on their recent promotions and their dedication to serving their clients.

Sutter One Stop/AJCC: Sutter County One Stop Director Rinky Basi thanked Caron Job and her team for their collaboration and for a wonderful One Stop presentation and tour. Staff is working with new students in the allied health programs at Yuba College. 12 students who will begin Pre-apprenticeship training classes next week are going through a Math refresher course prior to beginning their training. Five of those 12 are recent high school graduates. A job fair will be held October 4 in Yuba City. Rinky noted that Sutter One Stop partners include Yuba-Sutter EDC, the Chamber, the Cities and Counties, SBDC in Sacramento and other local agencies. She encouraged business leaders to contact the One Stop for their business needs and if they are not able to help them, they can connect them to someone who can.

Lorilee Niesen handed out flyers for a new 8-week Adult Ed IT Apprenticeship training program, and a Technology Career Summit to be held September 21<sup>st</sup>, 11:30am-1:30pm at Boyd Hall in Yuba City.

Yuba One Stop/AJCC: Yuba One Stop Director Caron Job spoke about their efforts in sponsoring students in the medical fields at Yuba College and Adventist Health. A new Medical Assistant class just started. New classes will begin as a result of a new grant targeting English as a Second Language learners. Work Readiness classes were held this week as part of the Pre-apprenticeship training beginning next week. An Apprenticeship Fair is being considered to be held in late Winter or early Spring. The One Stop is making rooms available for Costco interviews. A successful Employment and Resource Fair was held on June 29<sup>th</sup> at the Yuba County Government Center. Yuba One Stop is expanding their partnership with Health & Human Services to help place youth whose parents receive cash aid in Work Experience activities. Two newly hired TEC II counselors will be starting in September.

## **19. DISCUSSION ON WORKPLACE SOFT SKILLS WORKGROUP**

Matt Goody shared that a very successful Construction Trades Day was held in April at the Local 228 facility. Local area high school students attended and all trades were represented. This type of event will continue to be held. Matt Goody commented that due to recent federal and state legislation grants a number of major projects are developing in our region that will bring lots of employment opportunities in the construction trades to our area. It's important to capitalize on this opportunity to get jobs for people in our communities.

A subcommittee was formed to look into soft skills needs, engage local high schools and see what resources are available for employers to hire productive employees. The following individuals will serve on this committee: Ron Moore, Tom Williams, Randy Fletcher, AJCC staff representatives, Bob Eckardt-Director of CTE & ROP.

A poll will be sent out to Business board members asking what the 3 most important needs and challenges are in hiring and retaining a workforce. It was suggested that AJCCs and Yuba-Sutter EDC submit to NCCC feedback they have received from any business needs surveys and business walks that have been conducted in our business communities. The subcommittee will meet in four weeks to review the data collected. The committee will develop 2-3 goals that can be achieved in a reasonable timeframe and bring their recommendations to the board at their next meeting in November.

## **20. OTHER BUSINESS**

Special Recognition: John Fleming and Cindy Newton presented an award of appreciation on behalf of NCCC to retiring WDB member Andre Carrao who has been a board member for 14 years. Cindy Newton and John Fleming thanked Andre for his time, support, and dedication provided to our organization. Andre expressed his gratitude for this recognition and stated it was his great pleasure to serve on NCCC's board.

Next Board Meeting: The next joint Governing Board/WDB meeting will be November 16, 2023 at a location to be determined.

## **21. ADJOURNMENT**

There being no further business, the meeting was adjourned at 3:50 pm.

**ATTEST:**

\_\_\_\_\_  
John Fleming, Chair  
Workforce Development Board

**APPROVED ON:** \_\_\_\_\_



**ATTACHMENT B: INFORMATION**

**FISCAL COMMITTEE  
REPORT**



# North Central Counties Consortium

## SUMMARY OF TRAINING EXPENDITURE REQUIREMENTS PY 22/23 ALLOCATIONS

(Sep 2022 through Sep 2023) As of 9/30/2023

ADULT AND DISLOCATED WORKER (DW) ALLOCATION		2,470,821
TRAINING REQUIREMENT	30%	741,246
FORMULA FUNDING TRAINING EXPENDITURES	19.90%	491,810
LEVERAGED TRAINING	10%	0
TOTAL ON TRAINING	19.90%	491,810

494,164 20% Must Be Formula Fund Training  
247,082 10% Can Be Leveraged Resources  
When 20% Requirement is Met  
2,354 Amount still needed to attain 20%

	Exp.	Trng.	
CURRENT EXPENDITURES TO TRAINING % AS OF 9/30/2023:	2,377,747	491,810	20.68%

### LEVERAGE SOURCES

	COLUSA	GLENN	SUTTER	YUBA	Total
COVID 1196	53,924	32,099	38,060	0	124,083
AUGUST FIRE 1209	0	0	0	54,911	54,911
AUGUST FIRE 1258	0	0	0	220,580	220,580
CAREER 2067	25,587	0	58,243	88,663	172,494
ESP 1245	14,174	19,656	153,114	172,586	359,529
WAF 1252	9,619	0	44,568	43,970	98,157
QUEST 1262	0	3,982	45,773	53,922	103,677
Total	103,305	55,736	339,759	634,632	1,133,433

## **ATTACHMENT C: ACTION**

### **APPROVAL OF NEW GRANT APPLICATION**

- **Student Training and Employment Program (STEP)**



# North Central Counties Consortium

*"Supporting Economic Vitality in the Counties of Colusa, Glenn, Sutter and Yuba"*

Administrative Staff Report  
November 16, 2023

## **Student Training and Employment Program (STEP)**

**Background:** The California Department of Rehabilitation (DOR), in coordination with the Foundation for California Community Colleges (FOUNDATION), announces the availability of federal Workforce Innovation and Opportunity Act (WIOA) Title IV Vocational Rehabilitation funds through the Student Training and Employment Program (STEP):

- \$18,000,000 in total sustainable funding available for the three year program
- \$6,000,000 in sustainable funding available for year one
- Annual option for renewal and additional funds over three years

This funding opportunity represents a commitment to supporting projects that provide work experience; job preparation training; job exploration and postsecondary enrollment counseling; and self-advocacy training for students with disabilities (SWD). STEP is a continued investment in response to a real need for services.

### **Project Design/Planned Services**

NCCC America's Job Centers of California/One Stops in Colusa, Glenn, Sutter, and Yuba counties will work with the Department of Rehabilitation (DOR) staff to identify and recruit disabled in-school youth to provide work readiness skills training and paid work experience.

**Grant Amount:** \$750,000

**Grant Period:** 1/1/2024 – 12/31/2025

### **Target Group**

An individual with a disability in a secondary, postsecondary, or other recognized education program who is 16 -21 years old and has been determined eligible by DOR.

### **Partners**

- |                               |                        |
|-------------------------------|------------------------|
| ▪ NCCC WDB                    | ▪ NCCC AJCCs/One Stops |
| ▪ EDD DOR                     | ▪ Local Employers      |
| ▪ County Offices of Education | ▪ Local High Schools   |

### **Planned Performance and Outcomes**

Participants Served	70	Receiving Work Readiness	70
Receiving Paid Work Experience	70		

**Recommendation:** It is recommended that the NCCC WDB and Governing Board approve the STEP Grant application and authorize the Executive Director to finalize any award to NCCC.

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## **ATTACHMENT D: ACTION**

**AUTHORIZATION TO COMPETITIVELY  
PROCURE ONE STOP OPERATORS &  
SPECIAL YOUTH PROGRAM PROVIDERS  
FOR WIOA SERVICES**





# North Central Counties Consortium

*"Supporting Economic Vitality in the Counties of Colusa, Glenn, Sutter and Yuba"*

**Administrative Staff Report**  
**November 16, 2023**

**Request for Proposal (RFP) Procurement**  
**Workforce Innovation and Opportunity Act**  
**One Stop/America's Job Centers of California (AJCC) Providers and**  
**Special In-School Youth Provider**  
**Colusa, Glenn, Sutter, and Yuba Counties**

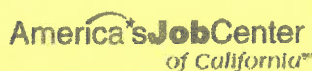
## Background

The Workforce Innovation Opportunity Act (WIOA) and its implementing regulations require Local Workforce Development Boards (Local WDBs) to competitively procure WIOA Adult, Dislocated Worker, and Youth funded services, and a WIOA funded Special In-School Youth project every four years.

## Purpose

The purpose of the WIOA Adult, Dislocated Worker, and Youth RFP is to solicit proposals from qualified bidders to manage WIOA funds through the operation of AJCCs in the counties of Colusa, Glenn, Sutter, and Yuba and to provide comprehensive employment and training services to WIOA eligible Adults, Dislocated Workers, and In-School and Out-of-School youth; Business Services to local employers; Rapid Response services in the event of layoffs or closures; and to provide other workforce activities that are necessary. The contract period for this solicitation is July 1, 2024, through June 30, 2025, with the possibility of a second, third, and fourth year contract extension based on successful performance, expenditures, and available funds.

The purpose of the WIOA Special In-School Youth RFP is to solicit proposals from qualified bidders to run year-round services to In-School Youth in the counties of Colusa, Glenn, Sutter, and Yuba. The contract period for this solicitation is from July 1, 2024 through June 30, 2025, with the possibility of a second, third, and fourth year contract extension based on successful performance, expenditures, and available funds.



NCCC is a proud partner of America's Job Center of California<sup>SM</sup> network.

Timeline	
RFP Release Date (Including Public Notification)	February 26, 2024
Bidders' Electronic Q & AQ Opens	February 26, 2024
Mandatory Notice of Intent to Submit Proposal	March 8, 2024
Last Day for Bidders to Submit Electronic Questions	March 22, 2024
<b>Proposal due 5:00 p.m. (PST)</b>	<b>March 29, 2024</b>
Formal Review/Scoring of Proposals Submitted	April 8-19, 2024
NCCC Boards Approval of Selection	May 16, 2024
Contract Negotiations with Successful Bidders Begins	May – June 2024
<b>Contract Year Begins</b>	<b>July 1, 2024</b>
*Note: All dates after the "Proposal Due" date are approximate and are subject to change as conditions dictate, without addendum to the RFP.	
Recommendation	
It is recommended that the NCCC Governing Board and Workforce Development Board approve the RFP Timeline and allow NCCC Administrative Staff to perform timeline activities for the procurement of One Stop/AJCC Providers and Special In-School Youth Provider for Colusa, Glenn, Sutter, and Yuba Counties.	

## **ATTACHMENT E: INFORMATION**

### **SOFT SKILLS WORKGROUP REPORT**

**NCCC SOFT SKILLS WORKGROUP  
MEETING OVERVIEW  
Tuesday, September 16, 2023**

**Present:**

WDB Members: Ron Moore, Tom Williams, Leslie Rubalcava

One Stop Staff Members: Araceli Gonzalez, Rinky Basi, Yassi Lam, Caron Job, Michael Carling

NCCC Staff: Cindy Newton, Liz Barber, Irma Sanchez

**Welcome and Introductions**

Cindy Newton welcomed everyone and said self-introductions were made.

Cindy said the board established a workgroup at their last meeting for the purpose of looking at soft skills needs and see what can be done to improve work habits in our workforce. Data was gathered per the Board's request and was presented to the workgroup.

**Business Needs Survey**

Liz Barber reviewed the results of a July 2023 business needs survey that was conducted by the Yuba-Sutter Economic Development Corporation and Business Consortium. About 4,100 businesses received the survey and 116 responded. Responses to the question *What is Your Greatest Challenge*, included: Finding good employees; Finding people to work; Recruitment and retention; Hiring and retaining quality employees; Recruiting personnel and funding capital projects; Employee turnover/retention; Labor and regulatory costs; Minimum wage; Training new staff. Liz said these results will be incorporated into this workgroup's objectives as it gives a broader picture of what the business community needs.

**Board Member Survey Responses**

WDB members were sent an email survey asking 1) What are the 3 most important traits in a new employee; and 2) What challenges do you experience in retaining employees? About 5 members replied. Some responses that were outlined in the handout included:

Most Important Traits in a new Employee	Challenges in Retaining Employees
Be at work each day and on time	Don't show up/negative/in it only for pay
Positive attitude/personable/team player	Don't care to learn & grow their skills
Willing to accept new ideas & learn new skills	Not willing to push skills to new level.
Ability to absorb & retain new information	Misrepresented skills when hired.
Committed to work & take ownership	Keep up work pace with job expectations.

**One Stop Soft Skills Projects Examples and Online Resources**

Yuba County One Stop: Training and Employment Counselor Michael Carling gave an overview of his job retention workshop he recently revamped. The workshop addresses job retention



characteristics, critical soft skills, workplace boundaries, how to advance and review a company handbook. Michael said he will incorporate the board survey results as talking points for his workshop. This workshop will be required for all individuals entering a work experience activity. Other workshops offered at the Yuba One Stop are: Mondays-Computer Basics; Tuesdays-Resume; Wednesdays-Job Applications; Thursdays-Interviews; Fridays-Job Retention.

Sutter County One Stop: Business and Workforce Coordinator Araceli Gonzalez stated that soft skills are incorporated into Sutter One Stop's existing workshops. Workshops offered at Sutter One Stop are: Tuesdays-Resumes & Cover Letters; Wednesdays-Interviewing; Thursdays-One-on-One Mock Interviews. Once a month workshops are offered on how to navigate the State job system, financial literacy, and a youth workshop. Every week a 2-day career exploration workshop is offered. Some soft skills that are incorporated into these workshops include work ethic, positive attitude, communication skills, and time management. If a client gets a job or is placed in work experience or on-the-job training, staff meets with them one-on-one and go over traits such as being on time, calling in if they will be tardy or absent, follow the rules, avoid gossiping and other skills related to each individual.

#### Online Resources:

- Edapp - Twenty free online soft skills training courses are offered at:  
<https://www.edapp.com/blog/soft-skills-training-courses/>
- Department of Labor – A curriculum on Mastering Soft Skills for Workplace Success  
<https://www.dol.gov/sites/dolgov/files/odep/topics/youth/softskills/softskills.pdf>

#### Goals: What are we Trying to Accomplish and Discussion

The group talked about how employee work habits and motivation have declined over the years and the need for workers to want to work, excel and take pride in what they do. Ideas were shared about what can be incorporated into our programs that could help improve work behaviors in our workforce.

- Mentoring
- Industry Tours and Career Days for youth – The high schools can notify the board about their event and the board would reach out to businesses to contact the schools to participate.
- Annual Industry Day – A day when several businesses are open to the public to tour and learn about the business.
- Hard Rock – Have an HR representative give a presentation to the board about workplace practices.
- Reach out to representatives from the school districts to find out what the schools are doing relative to soft skills education.
- See if the high schools who have vocational programs can incorporate industry tours in their curriculum.
- Get the county economic development directors involved.



Discussion was also held about some type of work readiness certificate. Staff spoke about a work readiness certificate that was used under previous legislation that listed certain soft skills students had learned in their vocational ed classes. The certificate was recognized by employers in the community attesting that the student had learned those skills. Staff suggested starting a dialogue with Lorilee Niesen, Assistant Superintendent of Career & Adult Education at Sutter County Superintendent of Schools, since that is where the certificate originated.

One Stop staff spoke about vocational programs that are offered in their area schools.

Glenn County Office of Education Youth Employment Services Program – CTE classes are offered in the spring and fall semesters once a week at schools throughout the county. The soft skills and work readiness elements, life skills development and professional development are provided during the semester. If students complete all YES modules, then WIOA helps fund the work experience activity.

Sutter County Superintendent of Schools – Students in nursing assistant, vocational nursing, phlebotomy, medical assisting classes participate in work readiness workshops before they are placed in externships. Employers also come in and talk to the classes about what their needs are and what skills they are looking to hire.

Yuba County Office of Education – Has two programs that target youth: A partnership with Health & Human Services to help place youth whose parents receive cash aid in Work Experience activities, and Yuba County Office of Education Youth Prevention Program that targets at risk youth. Yuba County High Schools offer CTE classes in culinary arts, construction & building, welding, medical careers.

### **Next Steps**

Staff will reach out to the schools starting with the North Central Adult Education Consortium at Sutter County Superintendent of Schools to see what the schools are offering. With that feedback we can move forward with connections that we need to make and any partnerships we should be fostering. The next meeting of this workgroup will be scheduled at a later date.

Caron Job said she would put together a contact list of the Yuba County school career counselors. Group members requested similar lists of career counselors and CTE instructors for the schools in Colusa, Glenn and Sutter counties.

## **ATTACHMENT F: INFORMATION**

### **PROGRAM PERFORMANCE REPORT**

# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

ADULT	Number of Enrollments			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	502	456	91%	171	319	187%	155	76	49%	73%	76/80	95%	\$ 16.00	\$ 26.26
Colusa County One Stop	63	36	57%	19	22	116%	22	5	23%	73%	5/5	100%	\$ 16.00	\$ 22.70
Glenn County AJCC	59	33	56%	19	24	126%	22	9	41%	73%	9/9	100%	\$ 16.00	\$ 18.56
Sutter County One Stop	225	230	102%	79	154	195%	66	44	67%	73%	44/44	100%	\$ 16.00	\$ 26.66
Yuba County One Stop	155	157	101%	54	119	220%	45	18	40%	73%	18/22	85%	\$ 16.00	\$ 30.11

# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

DISLOCATED WORKER	Number of Enrollments			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	320	143	45%	113	69	61%	104	35	34%	72.0%	35/43	81%	\$ 16.00	\$23.75
Colusa County One Stop	41	28	68%	12	15	125%	14	6	43%	72.0%	6/10	60%	\$ 16.00	\$ 22.46
Glenn County AJCC	37	23	62%	16	15	94%	20	5	25%	72.0%	5/6	83%	\$ 16.00	\$ 19.73
Sutter County One Stop	149	55	37%	52	21	40%	43	14	33%	72.0%	14/16	88%	\$ 16.00	\$ 22.41
Yuba County One Stop	93	37	40%	33	18	55%	27	10	37%	72.0%	10/11	91%	\$ 16.00	\$ 28.41



# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

YOUTH	Number of Enrollments			Number of Credentials/Diplomas			Entered Employment or Education			Entered Employment/Education Rate		
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%
NCCC	400	288	72%	88	66	75%	129	83	64%	79.0%	83/92	90%
Colusa County One Stop	49	40	82%	12	9	75%	15	10	67%	79.0%	10/11	91%
Glenn County AJCC	47	33	70%	9	11	122%	14	12	86%	79.0%	12/13	92%
Sutter County One Stop	174	136	78%	36	38	106%	52	47	90%	79.0%	47/53	89%
Yuba County One Stop	130	79	61%	31	8	26%	48	14	29%	79.0%	14/15	93%
CSU, Upward Bound	48	66	138%	18	13	72%	18	11	61%	79.0%	11/14	79%



# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

NDWG 2023 Severe Winter Storm	Number in Employment Recovery			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
1271 5/1/2023 - 8/31/2025											
NCCC	16	17	106%	8	0	0%	50.0%	0/2	0%	\$ 16.00	\$ -
Colusa County One Stop	16	17	106%	8	0	0%	50.0%	0/2	0%	\$ 16.00	\$ -

# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

NDWG August 2020 Wildfire  1208/1209 4/1/2021 - 8/31/2023	Number in Employment Recovery			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	153	240	157%	125	135	108%	107	127	119%	70.0%	127/166	77%	\$ 16.00	\$ 21.22
Yuba County One Stop	153	240	157%	125	135	108%	107	127	119%	70.0%	127/166	77%	\$ 16.00	\$ 21.22

# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

NDWG QUEST  1262 1/1/23 - 8/31/2024	Number Enrolled			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	142	180	127%	106	105	99%	102	31	30%	72.0%	31/38	84%	\$ 16.00	\$ 20.36
Colusa County One Stop	27	2	7%	20	1	5%	19	1	5%	72.0%	1/1	100%	\$ 16.00	\$ 22.80
Glenn County AJCC	16	18	113%	12	9	75%	12	3	25%	72.0%	3/4	75%	\$ 16.00	\$ 18.83
Sutter County One Stop	31	54	174%	23	35	152%	22	11	50%	72.0%	11/14	86%	\$ 16.00	\$ 16.90
Yuba County One Stop	68	106	156%	51	60	118%	49	16	33%	72.0%	16/19	84%	\$ 16.00	\$ 22.88

# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

Pre-Apprenticeship Construction	Number of Enrollments			Number of Credentials/Diplomas			Entered Employment /Registered Apprenticeship/Post Secondary Ed			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
2080 05/01/2023 - 3/31/2026											
NCCC	130	52	40%	97	38	39%	90	12/14	81%	\$ 16.00	\$ 25.15
SMART (Shasta)	39	12	31%	29	8	28%	27	6/8	75%	\$ 16.00	\$ 32.50
Sutter County One Stop	39	22	56%	29	13	45%	27	5/5	100%	\$ 16.00	\$ 17.85
Tehama Job Training	13	1	8%	10	1	10%	9	0	0%	\$ 16.00	\$ -
Yuba County One Stop	39	17	44%	29	16	55%	27	1/1	100%	\$ 16.00	\$ 17.50



# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

NDWG CAREER  2067 1/1/2022-8/31/2024	Number of Enrollments			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	88	130	148%	67	92	137%	66	68	103%	75.0%	68/81	84%	\$ 16.00	\$ 22.53
Colusa County One Stop	10	22	220%	7	19	271%	8	10	125%	75.0%	10/13	77%	\$ 16.00	\$ 24.24
Glenn County AJCC	3	5	167%	3	2	67%	2	2	100%	75.0%	2/3	67%	\$ 16.00	\$ 20.00
Sutter County One Stop	36	32	89%	27	24	89%	27	16	59%	75.0%	16/16	100%	\$ 16.00	\$ 18.28
Yuba County One Stop	39	71	182%	30	47	157%	29	40	138%	75.0%	40/49	82%	\$ 16.00	\$ 23.36



# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

WAF Homeless to Hopeful 2.0  1252 6/1/2022-11/30/2023	Number of Enrollments			Number Entering Work Readiness			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	75	125	167%	35	60	171%	56	44	79%	51	40	78%	68.0%	40/64	64%	\$ 16.00	\$ 21.35
Colusa County One Stop	7	4	57%	3	3	100%	5	3	60%	4	0	0%	68.0%	0/4	0%	\$ 16.00	\$ -
Glenn County AJCC	10	7	70%	4	3	75%	7	4	57%	7	2	29%	68.0%	2/2	100%	\$ 16.00	\$ 16.25
Sutter County One Stop	29	64	221%	14	40	286%	22	17	77%	20	25	125%	68.0%	25/40	63%	\$ 16.00	\$ 20.82
Yuba County One Stop	29	50	172%	14	14	100%	22	20	91%	20	13	65%	68.0%	13/18	83%	\$ 16.00	\$ 23.17

# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

Prison to Employment  2080 05/01/2023 - 3/31/2026	Number of Enrollments			Number of Credentials/Diplomas			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	18	8	44%	8	0	0%	13	0	0%	72.0%	0/1	0%	\$ 16.00	\$ -
Colusa County One Stop	4	0	0%	1	0	0%	2	0	0%	72.0%	0	0%	\$ 16.00	\$ -
Glenn County AJCC	2	0	0%	1	0	0%	1	0	0%	72.0%	0	0%	\$ 16.00	\$ -
Sutter County One Stop	6	7	117%	3	0	0%	5	0	0%	72.0%	0/1	0%	\$ 16.00	\$ -
Yuba County One Stop	6	1	17%	3	0	0%	5	0	0%	72.0%	0	0%	\$ 16.00	\$ -

# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

Equity and Special Populations  1245 2/1/2022 - 11/30/2023	Number of Enrollments			Number Entering Work Readiness			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	300	449	150%	107	159	149%	189	252	133%	204	242	119%	68.0%	240/305	79%	\$ 16.00	\$ 20.72
Colusa County One Stop	40	39	98%	14	14	100%	25	28	112%	27	28	104%	68.0%	28/33	85%	\$ 16.00	\$ 17.03
Glenn County AJCC	20	29	145%	7	13	186%	12	20	167%	13	19	146%	68.0%	19/19	100%	\$ 16.00	\$ 17.73
Sutter County One Stop	120	173	144%	43	77	179%	76	87	114%	82	96	117%	68.0%	96/130	74%	\$ 16.00	\$ 19.70
Yuba County One Stop	120	208	173%	43	55	128%	76	117	154%	82	99	121%	68.0%	99/124	80%	\$ 16.00	\$ 23.36



# NORTH CENTRAL COUNTIES CONSORTIUM

## Planned vs Actual Performance

Program Year 2023 - 2024 1st Quarter (July 1, 2023 - September 30, 2023)

Equity and Special Populations  1245 2/1/2022 - 11/30/2023	ELL			Disabled			Offenders			Homeless			Veterans			Total		
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%
NCCC	80	127	159%	70	225	321%	60	122	203%	30	55	183%	60	62	103%	300	591	197%
Colusa County One Stop	28	30	107%	5	1	20%	3	6	200%	0	3	N/A	4	1	25%	40	41	103%
Glenn County AJCC	0	6	N/A	11	16	145%	7	7	100%	2	6	300%	0	1	N/A	20	36	180%
Sutter County One Stop	26	40	154%	27	93	344%	25	50	200%	14	29	207%	28	26	93%	120	238	198%
Yuba County One Stop	26	51	196%	27	115	426%	25	59	236%	14	17	121%	28	34	121%	120	276	230%



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*"Supporting Economic Vitality in the Counties of  
Colusa, Glenn, Sutter and Yuba"*

## NCCC OFFICE 2023 FALL/WINTER HOLIDAY SCHEDULE

The NCCC Administration Office will be closed on the following days during the fall/winter holiday season:



November 23-24  
Thanksgiving Holiday



December 25-January 1  
Winter Holiday Break





**MEETINGS OF THE GOVERNING BOARD  
AND WORKFORCE DEVELOPMENT BOARD (WDB)**

Joint WDB & Governing Board meetings shall convene on the 3<sup>rd</sup> Thursday of the following months unless otherwise specified. Additional and/or special meetings of either or both boards may be scheduled as necessary.

February 15	GOVERNING BOARD & WDB: 2:00 – 4:00 PM Location: To be Determined
May 16	GOVERNING BOARD & WDB: 2:00 – 4:00 PM Location: To be Determined
August 15	GOVERNING BOARD & WDB: 2:00 – 4:00 PM Location: To be Determined
November 7 (1 <sup>st</sup> Thursday)	GOVERNING BOARD & WDB: 2:00 – 4:00 PM Location: To be Determined

**AD HOC COMMITTEE MEETINGS**

Board ad hoc committee meetings shall be scheduled as necessary.  
Time and locations to be determined.