



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

Executive Committee
SPECIAL MEETING

MINUTES

January 11, 2024
8:00 a.m.

Meeting convened at:

Wellness Center at Tesoro Viejo
4148 Town Center Boulevard, Madera, CA 93636

PRESENT: Brett Frazier, Omair Javaid, Nichole Mosqueda, Robert Poythress

ABSENT: Pat Gordan

GUEST:

STAFF: Jorge Espinosa, Erick Flores, Nicki Martin, Marisol Rivera, Maiknue Vang, Bertha Vega

1.0 Call to Order

Meeting called to order at 8:05 a.m. by Chair Brett Frazier.

1.1 Pledge of Allegiance

2.0 Additions to the Agenda

None.

3.0 Public Comment

None.

4.0 Introductions and Recognitions

None.

5.0 Adoption of Board Agenda

Omair Javaid moved to adopt the agenda, seconded by Robert Poythress.

Vote: Approved – unanimous

Yes: Brett Frazier, Omair Javaid, Nichole Mosqueda, Rob Poythress

6.0 Consent Calendar

6.1 Consideration of approval of the resignation of Dr. Lucia Robles, Madera Community College, from the WDB.

6.2 Consideration of approval of the application of Dr. Marie Harris, Madera Community College, to the WDB for a 3-year term.

Rob Poythress moved to approve the Consent Calendar, seconded by Omair Javaid.

Vote: Approved – unanimous

Yes: Brett Frazier, Omair Javaid, Nichole Mosqueda, Rob Poythress

7.0 Action Items

7.1 Discussion and consideration of the Basic Skills Requirements for Training and/or Referral to Employers policy.

Currently, the policy requires that participants have a high school diploma or a GED before they can be referred to a training activity or be referred to an employer for on-the-job (OJT) training or direct placement. Recent data shows that 10% of Madera County residents have less than a 9th grade education level. Under the Workforce Innovation and Opportunity Act (WIOA), this is considered basic skills deficient. In addition, as stated in the Program Impact Report, of those individuals enrolled in Workforce WIOA activities, 77% are basic skills deficient/less than a 9th grade educational level. This data includes individuals who have diplomas/GEDs as well. The current board policy may be excluding a portion of the population from obtaining workforce services. Staff also surveyed employers and 76% stated that a diploma/GED is still required for basic, entry-level positions in their industry. When asked if there were instances where the diploma/GED could be waived, some employers stated that they have never waived the requirement, some employers would consider it if the candidate showed/had exceptional skills and knowledge in the area desired, possibly for temporary contracts for labor, if the position was for delivery drivers or inventory, if they had at least 5 years of experience in the manufacturing field, entry level housekeeping positions, if they had some college courses, or if they had a community college degree but no diploma. Staff noted that the policy may be creating additional barriers while at the same time, employers are consistently saying that they require a diploma/GED. The current policy has exception language around referrals for training or for concurrent vocation training with a GED program. The Board can decide to remove the local requirement for referrals for trainings and employers, remove the requirement for training but keep the requirement for referrals, or revise the policy with additional exception language that will allow referrals to employers if they are willing to waive the diploma/GED requirement.

Nichole Mosqueda moved to have staff revise the policy to include exception language and bring it back to the Board for consideration, seconded by Rob Poythress.

Vote: Approved – unanimous

Yes: Brett Frazier, Omair Javaid, Nichole Mosqueda, Rob Poythress

7.2 Discussion and consideration of the Youth Program Requirements policy.

The Board decided to allocate 100% of youth funds to out-of-school youth (OSY) in 2015. WIOA only requires that 75% of funds be spent on OSY and allows up to 25% of youth funds to be spent on in-school youth (ISY). Since then, this has been the process and practice, however, the Board policy does not accurately reflect that practice and past meeting minutes indicate that the policy should have been revised to reflect this local decision once the State finalized the draft directive. Staff requested input as to whether the policy should be revised to reflect the 100% OSY practice or leave the policy as-is and add language around exceptions to providing services to ISY who may be in foster care, are homeless, or are justice involved. OSY youth are young adults who are not enrolled in school while ISY are enrolled in a K through 12 school system. Part of the reason for the switch to 100% OSY funding was due to the higher volume of expenditure for those participants versus ISY at the time the decision was made. Currently, ISY funds could be used for possible partnership projects with ISY programs such as the Madera County Superintendent of Schools or the Madera County Probation Department, which will allow staff the flexibility to spend down Youth dollars.

Nichole Mosqueda moved to have staff provide language within the youth policy that will allow for ISY services to more unique demographics of youth, seconded by Rob Poythress.

Vote: Approved – unanimous

Yes: Brett Frazier, Omair Javaid, Nichole Mosqueda, Rob Poythress

8.0 Next Meeting

To be determined.

9.0 Adjournment

Meeting adjourned at 8:32 a.m.