



OAKLAND WORKFORCE DEVELOPMENT BOARD EXECUTIVE COMMITTEE SPECIAL MEETING

Friday, January 11, 2019

8:30 a.m. - 11:00 a.m.

Hearing Room 3
Oakland City Hall
One Frank H. Ogawa Plaza



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OAKLAND WORKFORCE DEVELOPMENT BOARD (OWDB)

EXECUTTIVE COMMITTEE

City Hall, 1 Frank H. Ogawa Plaza, Oakland, CA

Hearing Room 3

Friday, January 11, 2019

8:30 a.m. – 11:00 a.m.

AGENDA

Members of the public wishing to address the Board on issues shall complete a Speakers Card. Members of the public who wish to address the Board on published issues should do so at the time the agenda item is being discussed. Issues that the public wishes to address that are not published on the agenda will be heard during the Public Forum section.

I. PROCEDURAL ITEMS

- a. Call to Order and Roll Call
- b. Chair Remarks
- c. Adoption of the Agenda
- d. Approval of Minutes (Action)

II. ACTION ITEMS

- a. Extend and Augment Professional Services Contract with the Oakland Metropolitan Chamber of Commerce (OMCC)
- b. Authorize OWDB Staff to Award a Professional Services Contract for Citywide Workforce Analysis

III. DISCUSSION ITEMS

a. OWDB Strategic Priorities – FY 2018-2019 updates

IV. PUBLIC FORUM

(For items that members of the public wish to address that are NOT on the agenda)

- V. STAFF REPORTS
- VI. ANNOUNCEMENTS
- VII. CLOSING REMARKS & ADJOURN

NEXT SCHEDULED EXECUTIVE COMMITTEE MEETING

FRIDAY MARCH 15, 2019, 8:30AM-11:00 AM

These WIOA Title I financially assisted programs or activities are "Equal Opportunity Employers/Programs". Auxiliary aids and services are available upon request to individuals with disabilities.

City of Oakland Workforce Development Board Meeting Executive Committee

Date.				
Hearing Room				
Oakland City Hall				
One Frank H. Ogawa Plaza				
Oakland, CA 94612				

Meeting Start Time: _____ Meeting End Time: _____

Board Roll Call	Absent or Present	Approve Minutes	Action Item Vote #1	Action Item Vote #2	Action Item Vote #3	Action Item Vote
John Brauer						
Kori Chen						
Herb Garrett						
(Chair)						
Derreck Johnson						
Darien Louie						
Doreen Moreno						
Gilbert Pete						
Total Present		-	-	-	-	-
Yes Votes	-					
No Votes	-					
Abstentions	-					
Recusals	-					

Motion: 1 st :	Motion:2 nd	
Motion: 1 st :	Motion:2 nd	
Motion: 1 st :	Motion:2 nd	
Motion: 1 st :	Motion:2 nd	
Motion: 1 st :	Motion:2 nd	

ITEM I.d. – APPROVAL OF MINUTES

OWDB Executive Committee Meeting Minutes Friday, October 12, 2018
8:30 a.m. – 11:00 a.m.

Members in Attendance: John Brauer, Kori Chen, Gilbert Pete

Absent Members: Herb Garrett, Derreck Johnson, Doreen Moreno, Darien Louie

The City of Oakland Workforce Development Board convened the Executive Committee Meeting, October 12,2018 at Oakland City Hall located at One Frank H. Ogawa Plaza, Oakland, CA 94612 in Hearing Room 4.

- 1. The Board meeting was called to order by Kori Chen on behalf of the Board Chair, Herb Garrett at 8:55am.
- 2. Board staff called roll. An Executive Committee quorum was met.
- 3. The Board Chair called for the adoption of the agenda: Item I.c. Adoption of the April 27, 2018 Agenda.
- 4. The Board Chair called for a vote on approval of the meeting minutes.

Motion: John Brauer Second: Gilbert Pete

Ayes: 3 Nays: 0

Abstentions: 0 The motion carried unanimously.

5. The Board Chair addressed the first action item: Item II.a. Accept Additional Funds for Staff Development & Training, & the West Oakland Job Resource Center.

There were no speaker cards for the action item.

Board Discussion:

The additional funds for Staff Development and training will help invest and strengthen the work we do in ICT and ICT partnership work. The Oakland Chamber has helped to organize and run ICT work for the region, we can now support their efforts to continue forward through 2019. The funding for the West Oakland Job Resource Center comes from an agreement with the City of Oakland and Prologis. Prologis does transportation, cargo, and logistics work. Does the West Oakland Job Resource Center work with other programs? Prologis?

Motion: John Brauer Second: Gilbert Pete

Ayes: 3 Nays: 0

Abstentions: 0 The motion carried unanimously.

6. The Board Chair addressed the first discussion item: Summer Jobs: 2018 Updates & 2019 Planning. Christina Gutierrez presented the background.

Board Discussion:

OWDB has collaborated with program providers as well as OUSD for Summer Youth outreach and recruitment. OWDB worked with OUSD on an implementation tool called ELENA, which is used to conduct outreach through employer work sites. Some of the challenges identified by all four providers were that we are in a strong economic market in terms of youth being able to access jobs. Another challenge was around coordination between funders and providers and making sure we are doing that in a timely process. A digital youth application was implemented to assist in streamlining the application process and to assist the providers in having real-time access to youth information and placements.

OWDB partnered with Youth Beat to produce a summer youth employment video project. OWDB also partnered with Oakland Youth Development Center to support job readiness training and to begin to develop best practices in job readiness and curriculum. UC Berkeley School of Public Health (UCBSPH) was also a partner. OWDB work with UCBSPH to conduct evaluation and assessment of pre and post surveys for youth as well as surveys for employers. The purpose was to identify opportunities and how to better engage in service delivery at work sites.

The OWDB is partnering with OFCY to jointly release the Summer Youth Employment Program RFP. We would also like to engage the board to think about an ad-hoc committee to support some of 2019 planning around program design and funding. OWDB is also looking deeper into securing stable funding. OWDB is also looking to address the overall attrition or drop off in enrollment and placement.

Can we have more specific detail about the skills that the youth experience while they are in the programs? How did you get to the goal? What is the goal for next year? We should think about getting feedback from the actual job seekers. We should have one or two youth in the ad-hoc committee. We need to make the connection of potential first time workers with no experience to employers. We need to offer work experience opportunities to assist youth in obtaining jobs that require experience. We need to speak to employers so they can become the first time employer or offer jobs with no work experience, similar to internships.

Can subsidized jobs target providing youth with work experience that can be placed on a resume? How can we assist youth in obtaining unsubsidized employment and gain work experience? Are the youth getting paid for the 100 hours of training? We need to develop a system to address retention. Summer is an opportunity for Age and Stage, depending on the person, how old they are and what stage they are in the in. The workforce can't be a one answer is all. Youth are being connected in some areas and there is no connection in other areas. We need to address this issue. There should be a concerted effort to gear some of the views towards

jobs that may require more training. Please be mindful that we are talking about individuals and not just data.

7. The Board Chair addressed the second discussion item: The Fiscal Year 2017-2018 Program Performance Report. Honorata Lindsay presented the background.

Board Discussion:

What is being done to increase Credential Attainment and Training numbers? Does CalJOBS have the ability to give a relationship between credential attainment and job placement? How are we partnering with other education and training providers? What is the point of credential attainment if it does not lead to a job?

8. The Board Chair addressed the third discussion item: Business Services Updates. Tamara Walker presented the background.

Board Discussion:

Business services now has three established performance measures. Business services is working with providers to ensure performance data entry with regards to the business performance measures. New strategies were implemented: Oakland Workforce Collaborative (bringing employers together and matching with workforce partners), Team Oakland Business Walks (partnered with Oakland Chamber, Lao Family, Economic Development, Peralta, OUSD, and EDD). Lunch and Learn (businesses can come to learn more about workforce development business services and employer needs). Business services is looking to developing (with the assistance of IT) a system to communicate with businesses.

Can we have a measure of quantity and quality of jobs reported to OWDB? Can we capture employee feedback? Can we check in with employers to find out what they want in an employee? What can we do to identify the business work we are doing in Priority Sectors?

9. The meeting was adjourned at 10:29am.





To: Oakland Workforce Development Board

From: OWDB Staff Date: January 3, 2019

Re: Extend Professional Services Contract with the Oakland Metropolitan Chamber

of Commerce (OMCC)

RECOMMENDATION:

Approve an extension and augmentation to a Professional Services Contract between the OWDB and the Oakland Metropolitan Chamber of Commerce (OMCC) in the amount of \$60,000 to provide industry engagement, coordination, and project management support for the East Bay Regional Planning Unit's Information Communication Technology (ICT) sector partnership.

BACKGROUND

The East Bay region represents more than 2.5 million residents and nearly 1 million jobs, making it an inextricable part of the greater Bay Area and Northern California economies. To the South and West, we are a critical part of the high-tech, knowledge-based industries of Silicon Valley and San Francisco. To the North and East, we are the vital connection between energy and agricultural companies and their larger markets. Home to the Port of Oakland, the East Bay's economic infrastructure is an essential piece of the California economy. Economic development, educational, and workforce development partners in the broader East Bay region have identified industries that are growing and rapidly incorporating more advanced technology, and, at the same time, facing issues of competitiveness in an increasingly global economy. Community colleges, workforce development boards, chambers of commerce, economic development organizations, industry groups, and community based organizations all play an important role in helping these industry sectors thrive and create good jobs for the region's residents.

CURRENT SITUATION

Recognizing that California is made of a set of distinct regional economies, the California Workforce Development Board (CWDB) has made multiple investments into fourteen (14) regions across California as a means of helping to increase regional economic prosperity and improve the income mobility of local residents. In the East Bay, much of this work has been focused around helping to stand up regional industry sector partnerships in Advanced Manufacturing, Healthcare, Transportation/Distribution/Logistics, and Information Communications Technology (ICT).

Original investments in this work began in 2014 with the CWDB's so-called "Slingshot" initiative and have since continued under the umbrella of Regional Planning Units (RPUs). The East Bay RPU is made up of the four (4) East Bay workforce boards in Alameda County, Contra Costa County, the City of Oakland, and the City of Richmond. Since the beginning of this work, Contra Costa County has served as the administrative and fiscal lead for the East Bay RPU, which has included contracting with its fellow workforce boards to fund and support specific segments of regional work, more details

about which are contained in the PY 2017-2020 East Bay Regional Plan (http://www.eastbayworks.com/wp-content/uploads/2018/02/2017-2020-East-Bay-Regional-Plan-RP-only.pdf).

In 2016, the OWDB was provided with RPU funds to strengthen and sustain the East Bay region's ICT partnership, which was initially launched and supported by the Oakland-based Stride Center (www.stridecenter.org) between 2014-2016. Over the nearly two-year period that the East Bay ICT Partnership (https://eastbayict.org/) was under the purview of the Stride Center, more than thirty (30) companies and an equal number of community-based organizations and service providers helped to build a functioning industry sector partnership based around the following three components:

- **Industry engagement**: Mobilizing an engaged group of industry partners to identify and champion priority opportunities and requirements to grow the driving sectors of the regional economy while raising incomes;
- **Integrated approach**: Building a broad-based, action-oriented collaboration of workforce development, education, economic development, and other community organizations to play complementary roles in addressing priority opportunities and requirements to grow the regional economy and improve income mobility;
- **Shared outcomes**: Grounding collaborative action in shared definitions of success and ensuring accountability for results.

In 2017, the East Bay RPU designated the OMCC to take over the coordination, communication, and network-building functions of the East Bay ICT Partnership and provided the OWDB with an initial contract to fund that work. As we look ahead to 2019, one of its more notable components will include expanding the geographic reach of the partnership to companies located outside the East Bay (specifically San Francisco and Silicon Valley), as these sub-regions have a high location quotient of ICT companies, with a large percentage of their workforce commuting to these businesses from the East Bay (and beyond). The OMCC will lead efforts to expand the number and types of companies currently participating in the partnership, tighten connections with related local initiatives (most notably Tech Hire Oakland - https://www.techhireoakland.org/, hosted by the Kapor Center for Social Impact), and also support communications and rebranding work related to the aforementioned geographic expansion of the partnership.

FISCAL IMPACT

A total of \$60,000 in East Bay RPU funds have been designated to provide professional development support for the regional ICT sector partnership.

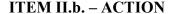
CUSTOMER IMPACT

A visible, well-designed industry-driven ICT ecosystem that better aligns programs, education, and training; close the skills gap and create a pipeline of local talent to meet the need of businesses will benefit Oakland and East Bay businesses and residents alike.

SCHEDULE

The original contract between the OMCC and OWDB expired on September 30, 2018 due in part to delays with the receipt of RPU funds. The contract will allow for the continuation of services through June 30, 2019.







To: Oakland Workforce Development Board Executive Committee

From: OWDB Staff
Date: January 11, 2019

Re: Authorize OWDB Staff to Award a Professional Services Contract for Citywide

Workforce Assessment

RECOMMENDATION:

That the Oakland Workforce Development Board (OWDB) authorize staff to award a professional services contract to the most qualified respondent(s) to an upcoming RFP for an amount not to exceed \$100,000 to conduct a comprehensive analysis of Oakland's workforce development networks, programs, and services, including public (City, OUSD, and Peralta Colleges), private, and nonprofit partners.

BACKGROUND

As part of the City of Oakland's midcycle budget amendments for FY 2018-2019, the City Council appropriated \$100,000 to support a comprehensive analysis of workforce development efforts in Oakland. One of the primary reasons for this analysis is to help get a more complete picture of how the City of Oakland and its other institutional partners invest in and support workforce development activities and programs and explore opportunities to better connect this work so that it is having maximum impact for Oakland businesses and residents.

CURRENT SITUATION

OWDB staff have been working on coming up with an approach/design around the scope of work to ensure that the totality of activities and investments in the city are fully accounted for, and as shared with the full board in November 2018, have connected with leadership from the City and County of San Francisco, which undertook a similar effort about a year ago as required by their own municipal ordinance.

As OWDB staff seek to secure outside expertise and support, there would appear to be several phases to this work, including a literature review and stakeholder inventory, an analysis/assessment of current investments and programs being supported by different city departments, a similar analysis of other institutional partners (OUSD, Peralta CCD and others), and an analysis of private and nonprofit stakeholders. It will also need to inventory workforce development programs and services by service type, and populations served, as well as get an understanding of data collection and reporting. Additionally, the assessment will also require an examination of local policies and ordinances (e.g. local hiring) and cognizant oversight bodies that have purview of this work. The RFP is nearly finalized ready to be released, with work expected to get underway in the next few weeks.

FISCAL IMPACT

Professional development support for the Citywide Workforce Assessment will not exceed \$100,000.

CUSTOMER IMPACT

A comprehensive analysis of the City of Oakland's workforce development networks, programs, and services will help it fulfill its mission to support high-quality and impactful workforce development programs and services to local businesses and residents.

SCHEDULE

Pending approval by the OWDB Executive Committee, the consultant team that is selected to support the RFP development process is expected to begin work by February, with certain specific deliverables set up to align with the budget development processes for the City of Oakland and the OWDB budget going into FY 2019-2020.



ITEM # III.a. – DISCUSSION



To: OWDB Executive Committee

From: OWDB Staff

Date: January 11, 2019

Subject: OWDB Strategic Priorities – FY 2018-2019 updates

BACKGROUND

Fiscal Year (FY) 2018-2019 is an important year for the City of Oakland and the OWDB on several fronts, with the following major projects all currently in progress or getting underway:

- 1. Updating the local (OWDB) and regional (East Bay) strategic workforce development plans in accordance with requirements from the California Workforce Development Board (CWDB);
- 2. Planning for upcoming board member leadership and membership transitions.
- 3. Completing a Request for Proposals (RFP) process for Workforce Innovation and Opportunity Act (WIOA) services, including services for adult job seekers, youth services, and One-Stop operator, as well as other non-WIOA funded services, such as summer jobs;
- 4. Preparing for the 2019 summer youth employment program
- 5. Citywide Analysis of Oakland Workforce Development Networks, Programs, and Services
- 6. FY 2019-2021 budget

Each of these activities has and will continue to require a great deal of time, effort, and resources on the part of OWDB members and staff alike. This report provides a high-level overview of some key activities and timelines associated with these endeavors and provides an opportunity for Executive Committee members to ask questions and offer their input and expertise with various elements of our work.

CURRENT SITUATION

Below are some updates about each of the major projects referenced above.

Local & Regional Strategic Plan: Under the Workforce Innovation and Opportunity Act (WIOA), a biennial update of regional and local plans is required to ensure plans remain current and account for "changes in labor market and economic conditions or in other factors affecting the implementation of the local plan" (29 U.S. Code § 3123). The California Workforce Development Board (CWDB) has also made changes to the State Plan which require that Local Boards update their plans to keep them consistent with the policy direction of the State Plan. The OWDB staff have been working closely with our East Bay Regional Planning Unit (RPU) counterpart in Alameda County to align and coordinate efforts with various county and state agencies and organizations as required. At the county level, this includes Child Support, Probation, and Social Services and the Department of Rehabilitation (DOR). Our regional planning efforts are aimed at addressing individuals returning home from incarceration and a partnership with the California

Department of Corrections and Rehabilitation. These efforts also include coordination and partnerships with one or more local building trades council when pursuing pre-apprenticeship training in the construction industry, as per state law and the State Plan.

<u>Board Development:</u> With the start of the new year, OWDB staff is working closely with the Mayor's office around several anticipated changes in board membership in all categories (business, labor/workforce, and WIOA-mandated partners). There are several very promising candidates in the pipeline in the business and labor categories that should help make this transition relatively smooth and seamless; mandated partner seats will be filled when designated organizations have hired new staff.

<u>WIOA Request for Proposals (RFPs):</u> The OWDB is conducting a required competitive procurement for WIOA-funded services for the upcoming three (3) year cycle that runs from FY 2019-2022 (July 1, 2019 through June 30, 2022). The funds being procured through this process currently represent the OWDB's largest funding source and constitute the backbone of the city's workforce development system, it is a significant undertaking that has important implications for how the board and the city further their strategies to equitably support the needs of Oakland residents seeking to further their career development. RFPs will be released in January 2019.

2019 Summer Youth Employment Program: The OWDB has partnered with the Oakland Fund for Children & Youth (OFCY) around a Request for Proposals (RFP) for eligible organizations to operate summer youth employment programs in the City of Oakland starting this summer. OWDB staff are underway with planning 2019 summer youth employment activities and planning to hold an initial meeting of the *ad hoc* committee designated to help coordinate and fundraise for that work in late January or early February 2019.

<u>Analysis of Oakland Workforce Development Networks, Programs, and Services:</u> As delineated in Item II.b., the Oakland City Council appropriated \$100,000 to support a comprehensive analysis of workforce development efforts in Oakland. This work is expected to commence soon and be completed in mid-to-late spring 2019.

FY 2019-2021 City of Oakland Biennial Budget: The City of Oakland operates on a two-year budget cycle; the budget cycle is based upon a fiscal year calendar that runs from July 1 through June 30 of the following year. The Mayor will be presenting a budget proposal in mid spring (around May 1, 2019) and the City Council must deliberate and adopt a budget for the two-year period between July 1, 2019 through June 30, 2021. Additional details about the OWDB's budget will be discussed in more depth at upcoming full board and Executive Committee meetings.

The OWDB adopted a Fiscal Year (FY) 2018-2019 operating calendar that was designated to be reviewed on at least a quarterly basis by the OWDB and/or the OWDB Executive Committee to help ensure that board members. staff, and other stakeholders are aware of and plan for key activities, priorities, and strategies that are on the OWDB's agenda for the coming year.

ATTACHMENTS

- OWDB Annual Operating Calendar updated January 2019
- OWDB Board Roster updated November 2018

Oakland Workforce Development Board (OWDB) 2018-2019 Fiscal Year Calendar

Month	Key Priorities	Key Operational Activities	Key Administrative Items & Events	Meeting Dates* Board
July	Budget Program Performance	(Staff) FY 2017-2018 budget closeout & 2018- 2019 budget & contract setup/adjustments (Staff) Begin development of Request for Proposals (RFP) for FY 2019-2020 (for services starting July 1, 2019)	• (Staff) Execute/Finalize 2018-2019 contracts	
August	Asset Mapping Capacity Building	(Staff) Capacity Building & Program Development (Staff) Procure/select consultants to support planning processes & strategy	(Board & Staff) Review & develop frameworks for California Workforce Development Board (CWDB) required strategic plan updates (due March 2019) (Staff) Program reporting closeout/deadline for 2017-2018 WIOA performance	Thursday 8/2/18
September	Strategic Planning	Board Retreat	(Board & Staff) California Workforce Association (CWA) Fall Conference (Monterey, September 4-6, 2018) (Staff) Convene workgroups for FY 2018-2019 activities	Friday 9/21/18 (Retreat)
October	Strategic Planning	(Staff) Begin Local & Regional Planning Process	(Staff) Convene workgroups/develop workplans	
November	Strategic Planning Performance	(Staff) Release OWDB Summer Jobs Request for Proposals (RFP)	(Staff) Local Workforce Development Board (LWDB) annual goals submitted to California Workforce Development Board (CWDB) (Staff) FY 2018-2019 OWDB budget modifications to City Council	Thursday 11/1/18
December	Compliance with administrative and regulatory requirements	(Board & Staff) Review Fiscal Year (FY) 2017- 2018 performance	(Staff) Initiate City of Oakland workforce analysis process and OWDB local plan update (Staff) California Employment Development Department (EDD) program monitoring (postponed by EDD – new date TBD)	
January	Budget Development	(Board/Exec) Refine 2018- 2019 Priorities (Staff) Release OWDB Adult Services & One-Stop Operations Request for Proposals (RFP)	(Board & Staff) CWA Youth Conference (Long Beach, January 22-24, 2019) (Exec) Review board member & committee chair appointments (Staff) Biennial citywide budget process begins (FY 2019-2021)	Friday 1/11/19 (Spec. Exec)
February	Strategic Planning	(Board) Approve 2019-2021 local plan updates Summer Jobs Event (tentative)	(Board) Review 2018-2019 midyear progress and program performance (Board) OWDB officer elections (Chair, Vice-Chair)	Thursday 2/7/19
March	Budget Development	(Board/Exec) Approve summer jobs contracts and preliminary awards for 2019-2020 (Staff) Submit OWDB Strategic Plan 2019-2021 Updates to California Workforce Development Board (CWDB)	(Board & Staff) NAWB Forum (Washington, DC – March 23-26, 2019) (Exec) Review OWDB Draft Budget for FY 2019-2020 (Staff) Develop 2019 Summer Jobs contracts (Board & Staff) OWDB Member Term Renewals (expiring seats only)	Friday 3/15/19 (Exec)
April	Program Development	(Board &Staff) 2019 Summer Jobs Launch (Staff) Draft citywide evaluation (tentative)	(Board & Staff) Form 700 filings due to Oakland City Clerk's office (Staff) State of California Employment Development Department (EDD) fiscal & procurement monitoring (tentative)	
May	2019-2020 Funding & Programming	(Board) Approve Adult services and One-Stop operator contracts and awards for 2019-2020 (Board) Approve 2019-2020 Final Budget	(Staff) Management/oversight of RFP transition issues (Board & Staff) CWA Spring Conference (Anaheim, May 15-17, 2019)	
June	Adoption of FY 2019-2020 budget	(City Council) Adopt City of Oakland 2019-2021 Biennial Budget & 2019-2020 OWDB Budget	(Staff) Finalize service contracts for FY 2019-2020 year-round services	Friday 6/21/19 (Exec)

^{*} Additional OWDB Committee Meeting Dates TBD





Oakland Workforce Development Board – Membership Roster

FIRST NAME	LAST NAME	ORGANIZATION	TITLE
Matt	Alexander	Salesforce	Account Executive
John	Brauer	California Labor Federation	Exec. Director Workforce & Economic Development
Kathleen	Burris	CVS	Workforce Initiatives Manager
Kori	Chen	Red Bay Coffee Co., LLC	C00
Dan	Ferreira	IATSE Local 107	Labor Organization/ President
Herb	Garret	UPS	Director, HR
Zeydi	Gutierrez	AB&I Foundry	Director of Business Operations
Polly	Guy	Starbucks	N. California Regional Store Manager
Derreck	Johnson	Home of Chicken and Waffles	Owner
Jowel C.	Laguerre	Peralta Community College District	Institution Higher Education/ Chancellor
Darien	Louie	East Bay Economic Development Alliance	Economic & Community Dev/ Executive Director
Doreen	Moreno	UCSF Benioff Children's Hospital - Oakland	Manager, Government Relations
Chudy	Nnebe	Employment Development Department (EDD)	Employment Service/ Cluster Manager
Gilbert	Pete	Oakland Unified School District, Adult Career & Education	Adult Education & Literacy Coord. Workforce & Econ Dev.
Ruben	Rodriguez	AFSCME, Local 444	Labor Organization/ President
Brian	Salem	CA Dept. of Rehabilitation	Staff Service Manager
Obray	Van Buren	United Assoc. Local 342	Registered Apprenticeship/Special Representative
Lynn	Vera	Mettler Toledo Rainin	Manager, Talent Acquisition & Community Outreach