



**Council Meeting: December 9, 2008**

**SUBJECT: Recommendation to Sunnyvale City Council to Approve  
Confirmation of New Members to the NOVA Workforce Board**

**REPORT IN BRIEF**

The NOVA Workforce Board Nominating Committee is recommending confirmation of the following individuals to the NOVA Workforce Board:

Dr. Frank Benest, Consultant  
Dr. Frank Benest consulting

Mr. Dennis Cima, Vice President  
Silicon Valley Leadership Group (SVLG)

Mr. Carl Cimino, Director of Training  
Pipe Trades Training Center

Ms. Janeen Dittrick, Employment Program Manager  
California Employment Development Department (EDD)

Mr. Christopher Galy, Director of Talent Acquisition  
Intuit

Mr. John Rehm, Senior Project Lead  
IDEO

Mr. Steve Rimmel, Senior Director  
National Semiconductor

Ms. Ladan Saghafi, Senior Manager  
Apple Inc.

Mr. Ken Toren, Executive Director  
Parkinson's Institute and Clinical Center

The NOVA Workforce Board Nominating Committee is comprised of Sunnyvale City Council Vice Mayor, Honorable Melinda Hamilton, Chairperson of the

NOVA Workforce Board, Mr. Rich Allen, and a representative from a consortium city chamber of commerce. The Executive Director of the Milpitas Chamber of Commerce, Ms. Gaye Morando, is serving in this capacity for this round. The Nominating Committee is charged with the responsibility of recommending candidates to the NOVA Workforce Board, for consideration by the Sunnyvale City Council.

The Nominating Committee is recommending Dr. Frank Benest, Mr. Dennis Cima, Mr. Carl Cimino, Ms. Janeen Dittrick, Mr. Christopher Galy, Mr. John Rehm, Mr. Steve Rimmel, Ms. Ladan Saghafi, and Mr. Ken Toren for four-year terms on the NOVA Workforce Board.

### **BACKGROUND**

The federal Workforce Investment Act (WIA) of 1998 stipulates the composition, roles and responsibilities of the local workforce board. The local workforce board is appointed by the chief local elected official. The Sunnyvale City Council serves as the Chief Local Elected Official for the NOVA consortium. The local workforce board determines how many seats are on the board, and it is required to have a majority of representatives from business and representation from at least the following stakeholders:

- Business Executives (majority and chair)
- Education providers
- Labor Organizations
- Community-based Organizations
- Economic development agencies
- One-Stop partners

The roles and responsibilities of NOVA Workforce Board members include (but are not limited to):

- Take a leadership role in forging a strong and vital partnership between business and the workforce development community, resulting in an entrepreneurial, market-driven, accountable and exceptional workforce investment system;
- Contribute specific expertise from key industries, articulating evolving industries' needs, critical to aligning our workforce with the jobs of the 21<sup>st</sup> Century;
- Develop and approve policy for workforce initiatives in the NOVA service-delivery area;
- Help create and provide oversight of a strategic plan;
- Evaluate and monitor program performance according to specified outcomes and measures; and
- Promote the NOVA Workforce Board and workforce, through collaboration and relationship building with other businesses, organizations and groups.

### **EXISTING POLICY**

The proposed activities are consistent with the City of Sunnyvale's Socio-Economic Goal 5.1F: Provide job training and employment services, within constraints of operative Federal regulations and available Federal funding to address the locally-determined employment and training needs of economically disadvantaged residents and others with special needs.

### **DISCUSSION**

The NOVA Workforce Board Nominating Committee is recommending appointment of nine candidates to the NOVA Workforce Board because of the individual strengths and assets each candidate can bring to the NOVA Workforce Board. These nominations also fill a mandated labor and one-stop partner seat, along with business sector seats that represent key Silicon Valley companies and industries: Dr. Frank Benest of Benest consulting represents talent development with a focus on the public sector, essential to effectively addressing projected workforce shortages in local government; Mr. Dennis Cima of SVLG represents over 280 membership companies in diverse industries that include Silicon Valley's emerging and established business sectors; Mr. Carl Cimino of the Pipe Trades Training Center represents a labor-sponsored apprenticeship training program in the key construction trades expected to experience workforce shortages in the future; Ms. Janeen Dittrick of EDD represents a pivotal one-stop partner in the provision of integrated workforce development services in the NOVA workforce investment area; Mr. Christopher Galy of Intuit represents the demand-driven financial software industry; Mr. John Rehm of IDEO represents a transformational consultancy that melds product development with process development; Mr. Steve Rimmel of National Semiconductor represents Silicon Valley's foundation semiconductor industry; Ms. Ladan Saghabi of Apple Inc. represents a Silicon Valley pioneer in personal computer and consumer electronics industries; and Mr. Ken Toren of the Parkinson's Institute and Clinical Center represents the emerging biomedical industry and the growing small business sector.

### **ABOUT THE CANDIDATES**

#### Dr. Frank Benest, Consultant

#### Dr. Frank Benest consulting

Dr. Benest is a noted consultant and trainer in the public sector with expertise in rightsizing strategies, entrepreneurialism, civic engagement, leadership development and succession planning. Dr. Benest brings to the Board extensive experience in local government, specifically, over 20 years as a city manager and more recently the Palo Alto City Manager, and has demonstrated leadership as past Vice President of the International City/County Management

Association, Past President of the California City Managers Association (CMA) and current chair of the Next Generation Committee sponsored by the CMA of Santa Clara and San Mateo counties of which NOVA is a partner. Dr. Benest also teaches at Stanford University. Dr. Benest's commitment to strengthening NOVA's relationship with the consortium cities, education and other public entities and targeting opportunities in the private sector will be invaluable as the Board plans for the future talent shortage from baby boomer retirements.

Mr. Dennis Cima, Vice President  
Silicon Valley Leadership Group (SVLG)

SVLG, formerly the Silicon Valley Manufacturing Group, was founded over 30 years ago and today has a diverse business membership of over 280 employers that together represent 225,000 employees. SVLG targets critical public policy issues impacting our region's economy, workforce and quality of life by bringing together the Valley's companies and local, regional and state government officials to collaboratively seek solutions. As Vice President of education and public policy, Mr. Cima is responsible for advancing the SVLG's legislative agenda and serving as the policy lead on the organization's education and workforce policy portfolio. Mr. Cima brings to the Board extensive experience in public policy at the local, state and federal levels, and collaborative work with diverse networks of employers, government, education and nonprofit organizations.

Mr. Carl Cimino, Director of Training  
Pipe Trades Training Center

The Pipe Trades Training Center, employing nearly 60 full and part-time employees, is an established, labor-sponsored apprenticeship training program with a history of offering quality apprenticeship and journey-level classes and certification in construction occupations that include plumbers, steamfitters and refrigeration/air-conditioning service mechanics. As Director of Training, Mr. Cimino oversees all day-to-day operations of the training center program and provides information and insight to his Board in shaping future vision and mission in response to changing needs. Mr. Cimino brings to the NOVA Board a shared understanding of both management and labor viewpoints, expertise in the construction industry that is projecting workforce shortages in the future due to retirements and the passage of infrastructure bonds, and a commitment to preparing the Valley's workforce for emerging innovations that includes the newly arriving immigrant workforce.

Ms. Janeen Dittrick, Employment Program Manager  
California Employment Development Department (EDD)

Over the years, the regional office of EDD has been a very committed partner in the provision of workforce development services as part of the CONNECT! one-stop Job Seeker Center and through its leadership on the NOVA Workforce

Board. As Employment Program Manager, Ms. Dittrick is responsible for planning, organizing, directing, and evaluating EDD's Workforce Services Program activities and special programs, across six locations within the Santa Clara and Santa Cruz workforce service areas. In addition, Ms. Dittrick collaborates with workforce development partners and community organizations to deliver seamless and integrated employment services. Ms. Dittrick brings to the Board over twenty years of experience in the employment-training field working with diverse populations that include disadvantaged youth, people with disabilities, flood/earthquake victims and workers being downsized. Ms. Dittrick will be replacing a retiring Board member from EDD.

Mr. Christopher Galy, Director of Talent Acquisition

Intuit

Intuit is a world leader in financial software providing comprehensive and interactive services and innovative products to small to medium size businesses and individual customers. Intuit, in business for 25 years, employs 8,000 worldwide and over 3,000 locally, with revenues in excess of \$3 billion. As Director, Mr. Galy is responsible for talent acquisition for Intuit. Mr. Galy brings to the Board extensive experience in the human resource field and service to the community, and a commitment to providing leadership on workforce issues facing our region in the area of talent availability; responding to trends in workforce demographics that includes baby boomer retirements, the next generation and diversity; lifelong career education, math, science and computer literacy programs; and the high cost of living and other quality of life challenges.

Mr. John Rehm, Senior Project Lead

IDEO

IDEO is a different breed of global design and innovation consultancy that has been in operation for over twenty years and today employs over 300. Through "design thinking", IDEO brings together interdisciplinary teams to collectively tackle complex high-level problems through innovation that can't be individually addressed; this approach represents the leading edge of where industry is moving. As Senior Project Lead for Transformation Practice, Mr. Rehm leads a portfolio of projects focused on helping organizations become more innovative via design. Mr. Rehm brings to the Board a background in K-12 educational administration coupled with experience in the private sector and a deep understanding of global workforce development issues and the competitive challenges facing our region. This expertise will be especially important to NOVA's workforce development system as it continuously adapts to the churn of industries and companies and changing demands from our customers.

Mr. Steve Remmel, Senior Director  
National Semiconductor

National Semiconductor is a world leader in the production of energy-efficient analog and mixed-signal semiconductors. In business for almost 50 years, National is a pivotal flagship company in the Silicon Valley recording \$1.89 billion in sales this past year and employing 7,300 worldwide, 2000 locally. As Senior Director of Human Resources, Mr. Remmel is responsible for supporting the management teams and employees in marketing and sales with people-related strategies, programs and processes to assist them in achieving their business objectives. Mr. Remmel, returning to the NOVA Board after a hiatus that included a move to southern California. He brings over 20 years of experience in the human resource profession, extensive knowledge of the local business community and the emerging demand-driven industries, and the requirements necessary for the workforce to succeed and prosper in innovative Silicon Valley.

Ms. Laden Saghafi, Senior Manager  
Apple Inc.

Apple Inc., incorporated over 30 years ago, is a key flagship company in the Silicon Valley and a pioneer in the computer revolution and the launch of the personal computer in the 1970s. Today, Apple is a leader in the design and manufacture of a broad range of consumer electronics and software and employs about 20,000 worldwide, with annual sales last year reaching \$24 billion. As Senior Manager of Worldwide Channel Compliance, Ms. Saghafi ensures effective policies are in place for Apple sales channels to sell Apple products around the world. Ms. Saghafi brings to the Board an extensive background working in the Silicon Valley, a unique perspective based on personal diverse experiences from being foreign born and a commitment to K-12 education that will enable the next generation to be an engaged workforce and contributors to a growing and more productive community.

Mr. Ken Toren, Executive Director  
Parkinson's Institute and Clinical Center

The Parkinson's Institute and Clinical Center, founded in 1988, conducts biomedical research and operates a movement disorder patient clinic, employing 60 individuals. As Executive Director, Mr. Toren is responsible for revenue generation, business development and commercialization, and all aspects of the overall management of the organization and facilities. Mr. Toren brings to the Board a twenty-year history in Silicon Valley with significant connections to and relationship management with businesses and investors, specific expertise in the biomedical field (a growing and demand-driven industry), skill-sets in marketing and fundraising, and extensive experience at the executive levels in both the nonprofit and for profit sectors. In addition, Mr.

Toren has a demonstrated commitment to the community through volunteer Board membership with the San Andreas Regional Center, a vocational training network for individuals with disabilities.

These appointments comply with the requirements of the federal Workforce Investment Act.

**FISCAL IMPACT**

No fiscal impact.

**PUBLIC CONTACT**

Public contact was made by posting the Council agenda on the City's official-notice bulletin board outside City Hall, in the Council Chambers lobby, in the Office of the City Clerk, at the Library, Senior Center, Community Center and Department of Public Safety; posting the agenda and report on the City's Web site; and making the report available at the Library and the Office of the City Clerk.

**ALTERNATIVES**

- (1) Confirm the nine candidates recommended by the NOVA Workforce Board Nominating Committee for the NOVA Workforce Board.
- (2) Confirm select candidates or no candidate recommended by the NOVA Workforce Nominating Committee for the NOVA Workforce Board.

**RECOMMENDATION**

The NOVA Workforce Board Nominating Committee recommends that the Sunnyvale City Council approves Alternate #1 and confirms Dr. Frank Benest, Mr. Dennis Cima, Mr. Carl Cimino, Ms. Janeen Dittrick, Mr. Christopher Galy, Mr. John Rehm, Mr. Steve Rimmel, Ms. Ladan Saghafi, and Mr. Ken Toren for four-year terms on the NOVA Workforce Board.

Reviewed by:

Michael J. Curran, Director, Department of Employment Development  
Prepared by: Eileen Stanly, Analyst

Approved by:

Gary M. Luebbers

City Manager