



Council Meeting: November 16, 2010

**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:

Mr. Thomas Baity, Manager
Manpower

Ms. Laura Stefanski, Director
Mountain View-Los Altos Union High School District Adult School

The NOVA Workforce Board Nominating Committee is comprised of Sunnyvale Mayor, Honorable Melinda Hamilton, NOVA Board Vice Chair and Executive Director of Sacred Heart Community Service, Poncho Guevara and NOVA Board Vice Chair and President & CEO of the Santa Clara Chamber of Commerce, Steve Van Dorn. 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 Mr. Thomas Baity and Ms. Laura Stefanski 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 chief local elected official appoints the local workforce board; 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 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 and articulate evolving industries' needs, critical to aligning our workforce with the jobs of the 21st 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 two candidates to the NOVA Workforce Board because of the individual strengths and assets each candidate can bring to the NOVA Workforce Board. In addition, these nominations fill mandated seats representing the private sector and education: Mr. Thomas Baity of Manpower will fill the private sector seat and Ms. Laura Stefanski will fill the education seat.

ABOUT THE CANDIDATES

Mr. Thomas Baity, Manager Manpower

Manpower, founded over 60 years ago, provides workers and employers with a full service of workforce solutions that includes connecting workers to quality employment and training opportunities and assisting employers, from small businesses to Fortune 100 companies, with strategies and a qualified

workforce to improve their effectiveness, efficiency and overall success. Manpower employs 350,000 employees in North America and 4 million employees worldwide, serves 400,000 customers and has revenues in excess of \$22 billion. As manager of government solutions for Silicon Valley and San Francisco, Mr. Baity, located in the Sunnyvale office, oversees an unprecedented approach within the staffing industry and public workforce system linking sectors, partners, clients and candidates to prepare and retain workers in public sector careers that meet employer needs, resulting in a thriving community and economy. Mr. Baity brings to the NOVA Board over 14 years of human resource and staffing experience. Because Mr. Baity has the perspective of both the employer and the worker, he is uniquely positioned to identify current and future skills gaps, invaluable to the Board in preparing today's workers for jobs in the 21st Century and equipping employers with the talent to succeed globally. Mr. Baity has also served in leadership positions in the community, more recently on the Board of the Employment Advisory Council of San Francisco County and provides expertise to the San Francisco Office of Economic and Workforce Development and the one-stop centers. Mr. Baity will fill the mandated seat representing the private sector.

Ms. Laura Stefanski, Director

Mountain View-Los Altos Union High School District Adult School

Mountain View-Los Altos Adult School (MVLAAS), part of the Mountain View-Los Altos Union High School District, has been an accredited adult school for nearly fifty years and today serves 8,000 students annually that come from the greater Silicon Valley region. MVLAAS provides a wide range of services, courses and credentials to teens through adults in the areas of career development, business, computers, accounting, English as a Second Language and requirements leading to a high school diploma, among others. In addition, the school offers specialized classes for persons with disabilities. MVLAAS employs 19 full-time and 79 part-time teachers and 11 support staff. As Director of the Adult School, Ms. Stefanski oversees operations and partners with her employees, the district, local businesses, and community agencies and members to create, implement and assess quality core programs and services offered through the school and in the community. Ms. Stefanski brings to the NOVA Board over 27 years of experience in adult education locally, an entrepreneurial perspective that comes with a broader view of the community, and a clear understanding of how to effectively meet the needs of this population. Ms. Stefanski will be invaluable to the Board in its partnership with the adult education system to create a more effective and seamless process to ensure youth have the basic skills necessary to succeed in diverse career pathways and that adult dislocated workers are retrained for the growing industries in Silicon Valley. Ms. Stefanski will fill the mandated seat in education.

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, at the Sunnyvale Senior Center, Community Center and Department of Public Safety; and by making the agenda and report available at the Sunnyvale Public Library, the Office of the City Clerk and on the City's Web site.

ALTERNATIVES

- (1) Confirm the two candidates recommended by the NOVA Workforce Board Nominating Committee for the NOVA Workforce Board.

- (2) Confirm one candidate or no candidate recommended by the NOVA Workforce Board 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 Mr. Thomas Baity and Ms. Laura Stefanski for four-year terms on the NOVA Workforce Board.

Reviewed by:

Kris Stadelman, Director, NOVA Workforce Services Department
Prepared by: Eileen Stanly, Analyst

Approved by:

Gary M. Luebbers
City Manager