



Council Meeting: May 15, 2012

**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:

Ms. Amber Grewal, Director of Talent Acquisition
Apollo Group

Ms. Kimberly Nichols, Director
Institute for Business & Technology

Mr. Andy Switky, Associate Partner
IDEO

The NOVA Workforce Board Nominating Committee is comprised of Sunnyvale City Council member, Tara Martin-Milius and NOVA Workforce Board Co-chairperson Steve Van Dorn of the Santa Clara Chamber of Commerce and NOVA Board Vice Chairperson Dennis Cima of the Silicon Valley Leadership Group. The Nominating Committee is charged with the responsibility of recommending candidates for appointment to the NOVA Workforce Board, for consideration by the Sunnyvale City Council.

The Nominating Committee is recommending Ms. Amber Grewal, Ms. Kimberly Nichols and Mr. Andy Switky to 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 three 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 will fill WIA mandated business seats.

ABOUT THE CANDIDATES

Ms. Amber Grewal, Director of Talent Acquisition

Apollo Group

Apollo Group, employing 20,000 workers and 20,000+ faculty locally, was created in response to changing demographics and shifting higher educational needs from primarily youth to adults seeking advanced education for lifelong learning to progress in their careers or transition to new careers. Through its subsidiaries including the University of Phoenix, Apollo Group is a leading provider of higher education programs for working adults. As Director of Talent Acquisition, Ms.

Grewal is responsible for impacting the company's strategic direction of enhancing and innovating the world's education through talent acquisition and talent management. Ms. Grewal is building a strong, consultative department within Apollo Group, implementing a workforce planning and talent availability index of supply and demand in competitive industries, and developing an innovative recruitment process that connects trained workers with employers. Ms. Grewal brings to the NOVA Workforce Board over fourteen years of extensive experience in talent development, coaching, mentorship and linking talent to the needs of an industry. Ms. Grewal's contributions will be invaluable to the NOVA Board as it seeks to close the gap between the competencies of Silicon Valley's workforce with the changing talent requirements of businesses competing in a global marketplace.

Ms. Kimberly Nichols, Director
Institute for Business & Technology

The Institute for Business & Technology (IBT), a Delta Career Education School, provides comprehensive proprietary education, training and certificate programs in a variety of demand-driven occupations, including the technology industry. Headquartered in Santa Clara, IBT employs 45 workers. As Director of IBT, Ms. Nichols is responsible for all aspects of the operations, management and budget of the IBT campus and providing leadership in its successful collaboration with employers, the Veteran's Administration, the California Employment Development Department, vocational rehabilitation agencies, local workforce development agencies and the accrediting commission. Ms. Nichols brings to the NOVA Workforce Board many years of experience in business and economic development in diverse communities, playing a role in recruiting companies to the local region and collaborating with both industry and education to deliver high quality training to fill the skills-gap of the local workforce to meet the current needs of employers. Ms. Nichols' contributions will be invaluable to the NOVA Board as it seeks to ensure that occupational training is directly linked to the unique demands of employers by industry sector.

Ms. Andy Switky, Associate Partner

IDEO

IDEO, headquartered in Palo Alto with operations worldwide, is a different breed of global design and innovation consultancy that has been in operation for about twenty-five years and today employs over 300 locally. 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 Associate Partner, Mr. Switky is responsible for managing large projects and client relationships and ensuring that IDEO projects that are launched have impact, specifically, that the design work is aligned with the client's organization, supply chain, business strategy and product brand and that the client's requirements are aligned with the goals of the work. Mr. Switky brings to the NOVA Workforce Board

many years of extensive experience in business from product development in a variety of industries to rethinking teaching and learning in manufacturing. Mr. Switky also teaches at Stanford University, at the graduate-level, on materials and manufacturing. Mr. Switky's contributions will be invaluable to the NOVA Board as it seeks new innovative approaches and processes for adapting to the churn of Silicon Valley industries and changing demands from employers.

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 three candidates recommended by the NOVA Workforce Board Nominating Committee for the NOVA Workforce Board.
- (2) Confirm one or two candidates 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 Ms. Amber Grewal, Ms. Kimberly Nichols and Mr. Andy Switky to the NOVA Workforce Board.

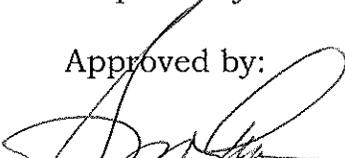
Reviewed by:



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Approved by:



Gary M. Luebbers
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