



MEMORANDUM

TO: Workforce Investment Board
FROM: Debra Holmes, WIB Administrator
DATE: May 7, 2015
RE: Changes to Board Composition under WIOA

At the April 29, 2015 meeting of the WIB's WIOA Transition *Ad HOC* Committee Meeting, the group was unable to come to a consensus regarding how best to address the board composition changes required under WIOA. The Workforce Development Board (WDB) required under WIOA must be in place by **October 1, 2015**. I was agreed to move the discussion to full WIB at its May meeting.

What stays the same:

- A business majority of 51% will still be required under WIOA.
- Dual sector category will continue to be permitted (i.e., one member providing representation under two categories of representation such as Business and Economic Development).

What Changes:

- Representatives from certain Community Based Organizations/Programs previously required under WIA are no longer required under WIOA:
 - *California Indian Manpower Consortium (CIMC);*
 - *California Human Development (CHD);*
 - *Experience Works;*
 - *North Coast Opportunities (NCO).*
- Labor representation is increased to 20% and the definition of "Labor" becomes broader to encompass representatives of Workforce and Apprenticeship programs.

Discussion: Business membership under WIA is already deficient (at 39%). Historically, the WIB has had difficulty with recruitment/retention of private sector members. The possibilities to address the new WDB composition requirements are listed below:

- Retain current members and explore options for further increasing Business membership; this option would also require that Labor representation be increased to meet the 20% mandated level (this is an ever-moving target)
- Reduce current membership by moving the CBO's that are no longer required members to a Standing Committee of the WIB; under this scenario, the number of board members would be reduced, requiring fewer Business representatives. The Standing Committee of the WIB would continue to attend WIB meetings and have a voice on the WIB (but would not have a vote).

Consensus: No one was in favor of diminishing in any way, these important voices on the WIB and the representation they provide. This is a sensitive issue. Meeting the mandated Business and Labor percentages present a challenge if we are to come into compliance by October 1st.

Committee Members: Paul Castro (by phone), Lee Kraemer, Pamela Patterson, Pamela Jensen and Terry Poplawski

1. **(Attached)** TEGL 27-14 (Operating Guidance for the WIOA);
2. Current WIB board composition and under WIA; Local Board Membership Requirements under WIOA; and side-by-side WIA/WIOA board composition comparisons.