



Presentation to Sunnyvale City Council

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April 22, 2025

Our Region



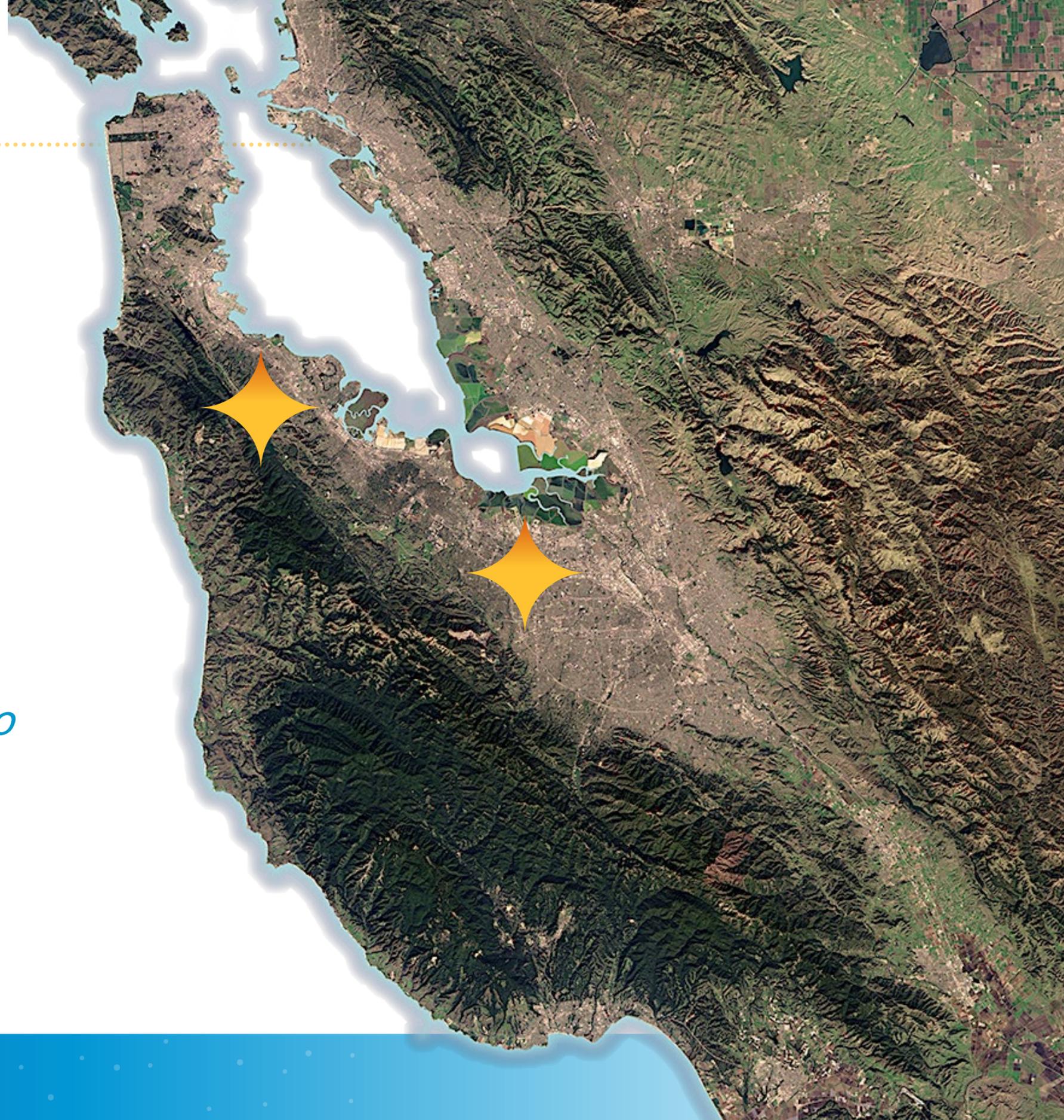
San Mateo County

All 20 cities



Santa Clara County

7 cities: Cupertino, Mountain View, Milpitas, Los Altos, Palo Alto, Santa Clara, Sunnyvale



Our Impact

“We envision a vibrant region where growth and opportunity fuel shared prosperity .”



1,642

Individuals Served



\$863k

Training Scholarships



\$38m

Economic Impact

PY 24/25

Who We Serve



Businesses

- Talent Acquisition
- Employee Training & Retention
- Outplacement Services
- HR Hotline & Workshops



Career Seekers

- Career Advising
- Training
- Workshops
- Job Search Assistance
- Networking Opportunities



Young Adults

- Paid Internships
- Career Exploration
- Incentives & Support
- Job Search Assistance
- Training & Skills Development

Governance

Sunnyvale City Council
Chief Elected Official

NOVAworks
Workforce Board

NOVAworks

- regional convener of -

Stakeholders

Partners

Community
Based
Organizations

19 MEMBER WORKFORCE BOARD:

51%+

Local area business
leaders in in-demand
industry sectors

Workforce
representatives

Adult education,
Higher education,
government,
economic and
community
development

2025 STRATEGIC PRIORITIES

Develop
Sectoral
Strategies

Expand
Access
Points

Increase
Awareness

Sources of Funding

→ *U.S. DOL Workforce Innovation & Opportunity Act Allocation
(Majority of funding)*

→ *State, County, City*

→ *Philanthropic & Private*

Local Workforce Climate

Current Program Year:

through April 15



of WARNs



Affected Workers



Top 5 Industries

- Biotech
- Technology
- Manufacturing
- Hospitality & Food
- Retail



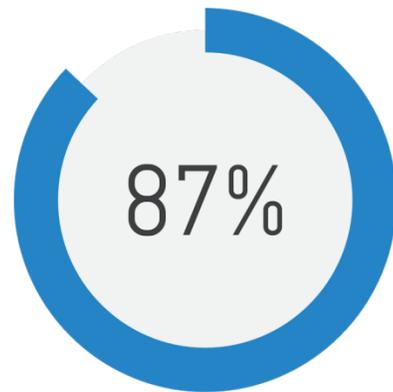
Top 5 Cities

- Sunnyvale
- Santa Clara
- SFO
- Mountain View
- Foster City

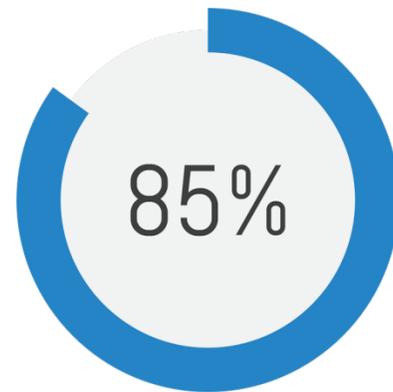
The Workforce Challenge We Can No Longer Ignore



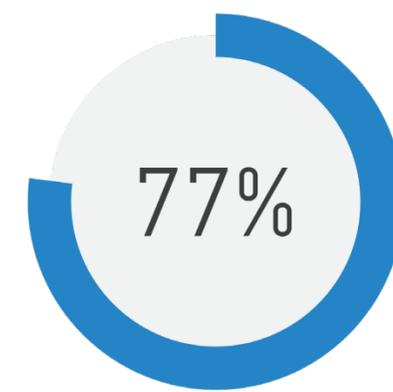
*California is a global innovation hub, yet our talent pipelines fail to keep pace. **The way we prepare people for work is outdated.** This isn't just an education issue- it's an economic issue.*



of employers face current or imminent **skills gaps** ¹



of adults without higher education cite **cost** as a key barrier to enrollment



of adults not enrolled in education cite **work obligations** as a key reason ²

1 - <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/beyond-hiring-how-companies-are-reskilling-to-address-talent-gaps>

2 - <https://www.gallup.com/analytics/644939/state-of-higher-education.aspx?thank-you-report-form=1>

The Disconnect Hurting Our Economy



*For too long, education and industry have operated in silos. Business is brought in at the end of the process, when curricula and degrees are already set - **this leads to a skills mismatch.***



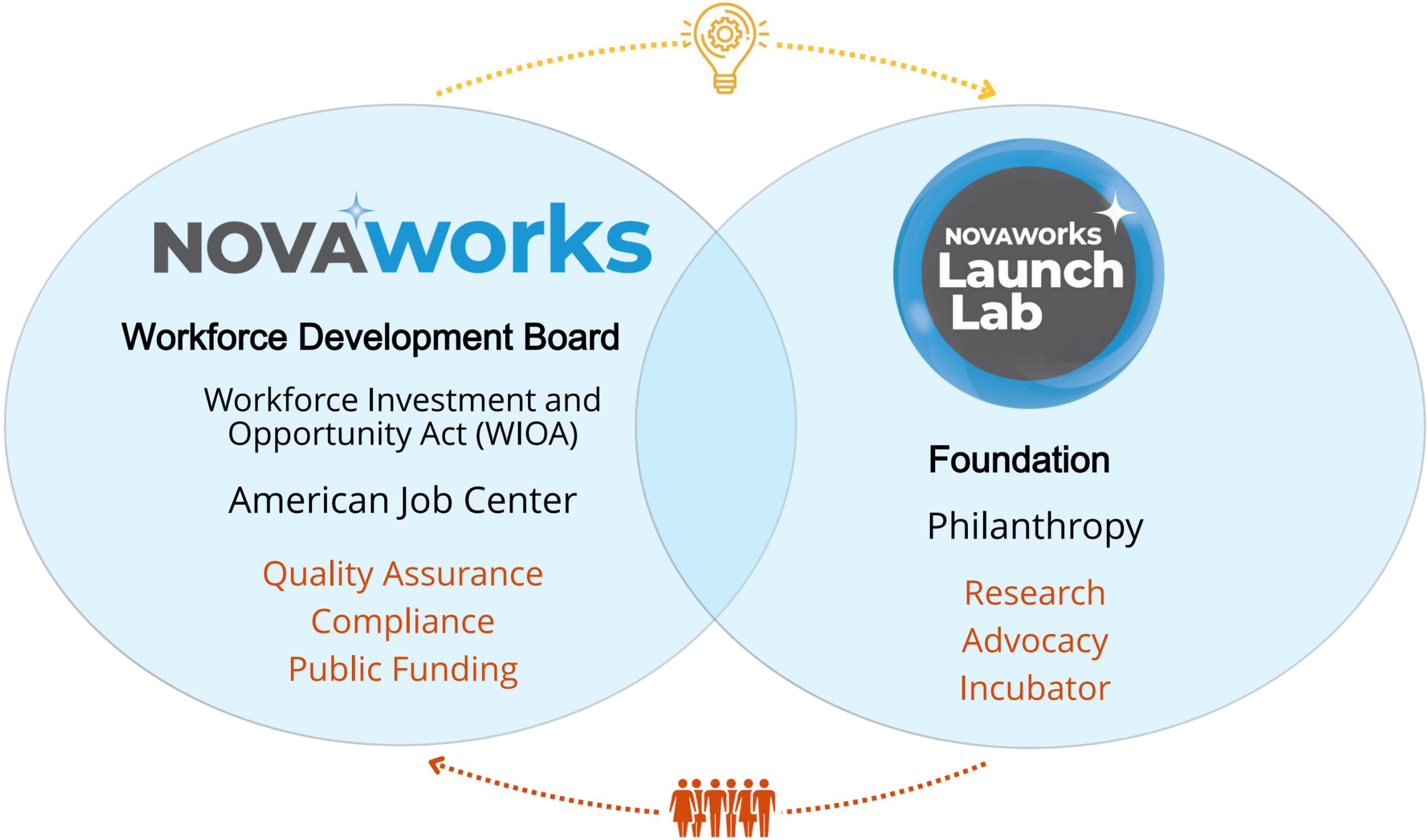
%

of business leaders believe recent college grads are unprepared for the workforce.³

³ - <https://www.mckinsey.com/capabilities/people-and-organizational-performance/our-insights/beyond-hiring-how-companies-are-reskilling-to-address-talent-gaps>

*We connect talent with opportunity, ensuring businesses and workers succeed together-
but we need to think bigger.*

Enter the NOVAworks Launch Lab



Examples of Bold Ideas We're Piloting



SFO Initiative

Embedded workforce hub to improve workers' access to careers at SFO



Western Digital Collaboration

A registered semiconductor apprenticeship program with Western Digital



Whole Person Project

Delivering wrap-around services tailored to individual needs

Thank you!

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