VISION: Ensuring the Workforce needs of employers and job seekers in San Luis Obispo County are met.

WORKFORCE DEVELOPMENT BOARD
BUSINESS COUNCIL MEETING AGENDA

Date: Thursday, October 21, 2021
Time: 9:00 AM – 10:30 AM
Location: Virtual Meeting Via Zoom [link]
Meeting ID: 970 3027 1371   Passcode: 858269  Join by phone: 877 853 5257 US Toll-free

Public Comment will be made available during the virtual meeting via zoom for individuals wishing to comment on items appearing on the agenda, as well as for general comment on items not appearing on the agenda.

1. Call to Order and Introductions

2. Action Items
   2.1 Approve a resolution authorizing the Business Council to hold teleconferenced public meetings for an initial thirty-days period pursuant to AB-361.

3. Public Comment

4. Consent Items
   4.1 Approve the August 26, 2021 Minutes

5. Presentation
   5.1 Presentation on the Family Friendly Workplace Accelerator Program

6. AJCC Update
   6.1 Receive Update on AJCC Business Services

7. Information/Discussion
   7.1 Discuss Council Goals for PY2021-2022
   7.2 Receive Labor Market Information on Transportation Industry and Driver Occupations
   7.3 Receive CalJOBS Registrant Data for SLO County

8. Council Member Workforce Development Updates

9. Next Meeting
   Thursday, December 16, 2021, 9:00am – 10:30am
   Location: TBD

10. Adjournment
RESOLUTION NO. 2021-001

A RESOLUTION OF THE WORKFORCE DEVELOPMENT BOARD BUSINESS COUNCIL
ACKNOWLEDGING
GOVERNOR NEWSOM’S PROCLAMATION OF A STATE OF EMERGENCY AND
AUTHORIZING MEETINGS BY TELECONFERENCE MEETINGS FOR A PERIOD OF
THIRTY DAYS PURSUANT TO THE RALPH M. BROWN ACT

The following resolution is now offered and read:

WHEREAS, on March 4, 2020, Governor Newsom issued a Proclamation of State of
Emergency in response to the COVID-19 pandemic; and

WHEREAS, the proclaimed state of emergency remains in effect; and

WHEREAS, on March 17, 2020, Governor Newsom issued Executive Order N-29-20
that suspended the teleconferencing rules set forth in the California Open Meeting law,
Government Code section 54950 et seq. (the “Brown Act”), provided certain requirements
were met and followed; and

WHEREAS, on June 11, 2021, Governor Newsom issued Executive Order N-08-21 that
clarified the suspension of the teleconferencing rules set forth in the Brown Act, and
further provided that those provisions would remain suspended through September 30,
2021; and

WHEREAS, on September 16, 2021, Governor Newsom signed AB 361, allowing
legislative bodies subject to the Brown Act to continue meeting by teleconference if the
legislative body determines that meeting in person would present imminent risks to the health or safety of attendees, and further requires that certain findings be made by the legislative body every thirty (30) days; and

WHEREAS, California Department of Public Health and the federal Centers for Disease Control and Prevention ("CDC") caution that the Delta variant of COVID-19, currently the dominant strain of COVID-19 in the country, is more transmissible than prior variants of the virus, may cause more severe illness, and that even fully vaccinated individuals can spread the virus to others resulting in rapid and alarming rates of COVID-19 cases and hospitalizations ([https://www.cdc.gov/coronavirus/2019-ncov/variants/delta-variant.html](https://www.cdc.gov/coronavirus/2019-ncov/variants/delta-variant.html)); and

WHEREAS, the CDC has established a "Community Transmission" metric with 4 tiers designed to reflect a community's COVID-19 case rate and percent positivity; and

WHEREAS, the County of San Luis Obispo currently has a Community Transmission metric of "high" which is the most serious of the tiers; and

WHEREAS, in the interest of public health and safety, as affected by the emergency caused by the spread of COVID-19, the Workforce Development Board Business Council deems it necessary to find holding in person meetings would present imminent risks to the health or safety of attendees, and thus intends to invoke the provisions of AB 361 related to teleconferencing.

NOW, THEREFORE, BE IT RESOLVED AND ORDERED by the Workforce Development Board Business Council that:

1. The recitals set forth above are true and correct.
3. Based on the recitals above, the Workforce Development Board Business Council finds that meeting in person would present imminent risks to the health or safety of attendees.
4. Staff is directed to return at the next regularly scheduled meeting with an item for the Workforce Development Board Business Council to consider making the findings required by AB 361 to continue meeting under its provisions.

Upon call for a motion by Workforce Development Board Business Council Chairperson Verena Latona-Tahlman, a motion was called by member unknown and seconded by member unknown, and on the following roll call vote, to wit:

AYES: Verena Latona-Tahlman, Chuck Jehle, Kirk Coviello, Allison Schiavo, Kely Blackburn, Judy Mahan, Michael Specchierla, John Cascamo

NOES: None

ABSENT: None

ABSTAINING: None

the foregoing resolution is hereby adopted.

______________________________
Chairperson of the Business Council

ATTEST:

[Insert appropriate attestation signature block]

APPROVED AS TO FORM AND LEGAL EFFECT:

RITA L. NEAL
County Counsel

By: ___________________________
   Deputy County Counsel

Dated: ________________________
WORKFORCE DEVELOPMENT BOARD of San Luis Obispo County
SPECIAL MEETING OF THE BUSINESS COUNCIL MEETING MINUTES

Date: Thursday, August 26, 2021
Time: 9:00 a.m.- 10:30 a.m.
Location: Virtual Meeting- https://slohealth.zoom.us/j/98579656908?pwd=RDViTytDMmZ6ZG9DaHFBYVVVdWUzak09

Present: Verena Latona-Tahlman, Chuck Jehle, Judy Mahan, Kirk Coviello, John Cascamo, Michael Specchierla, Allison Schiavo

Absent: Staff: Dawn Boulanger, Diana Marin
Guest: Lorna Hewitt

1. Call to Order:
Chair Latona-Tahlman: called the meeting to order at 9:01 P.M. Quorum.

2. Public Comment:
Chair Latona-Tahlman: noted no public comment on public line.

3. Consent Items:
3.1 Approve the June 18, 2021 Minutes
Motion: John Cascamo
Second: Kely Blackburn
Abstentions: None
Motion Passed Unanimously

4. AJCC Update:
4.1 Receive Report on AJCC Business Services
Allison Schiavo (member) presented the item which provided an update on the San Luis Obispo America's Job Center of CA (AJCC). She stated that there are currently 66 people enrolled in WIOA programs and 48 are seeking work. AJCC continues to see staff turnover, which is the same issues local employers are facing. Presenter was asked by Dawn Boulanger (staff) about interest in driving careers and training and what barriers were experienced by people interested in getting training. Ms. Schiavo stated that the travel to the Santa Maria Truck Driver Institute was not as much of a barrier as the travel to Salinas to test upon completion of the training. The AJCC does provide support to get folks to Salinas, however due to the COVID pandemic access to the DMV for testing had been challenging and although there are local DMV branches, the Salinas area is the best option for access to truck to take the test in.

5. Information/Discussion:
5.1 Receive Update on Commercial Driver's License Prep Course
Dawn Boulanger (staff) presented the item for Michael Specchierla (member) due to sound issues. She provided an update on the status of the Commercial License Preparation Course and reported that in their last conversations with the Paso Robles School District they were looking to expand the school districts drivers course that they had in place. Paso School District has purchased a fleet of vans to transport students to avoid the commercial licensing process while still providing the mandated transportation for students. Ms. Boulanger asked that we relook at what the need is, is it access to training or upskilling to help employees gain the experience needed in the specific vehicles. Diana Marin (staff) stated that another barrier for both jobseekers and employers is
finding a way to get newly licensed commercial drivers the behind the wheel experience needed to fill the higher wage/larger vehicle positions. Often employers will not hire a newly licensed driver because of the liability issues resulting from a lack of behind the wheel experience. Dawn stated that we need to relook at what issue we want to tackle since we haven't made any progress. Staff to do employer engagement with local businesses and pull local (San Luis Obispo County and neighboring counties) labor market information on the Transportation industry as well as the Driver occupations to re-examine what the problem is. Chuckle Jehel (member) suggested that upon review of the data we come up with an action plan to broadcast solutions to the public. Allison Schiavo (member) to provide CalJOBS data to see who the jobseekers are too. John Cascamo (member) mentioned identifying a tipping point wage- a wage that is attractive and livable enough to undergo the training needed to get into the new career path.

5.2 Discuss AJCC Business Services Outreach Plan

Allison Schiavo (member) presented the item which was part of the agenda. Ms. Schiavo stated that staffing continues to be a struggle at the AJCC, however they have had some success with reverse On-the-Job Trainings (OJT) or Work Experience (WEX)- wherein an employer gives a potential candidate of interest a QR code to check for eligibility and enrolment. This would assist employers with subsidization of the employees’ wages via WIOA and other funds. In the AJCCs experience with OJT and WEX placements they have found that the culture fit is sometimes the hardest need to find, this reverse referral method takes away some of the issues around culture fit, since it is the employer referring an applicant to the AJCC, they think would work well for them, rather than the AJCC guessing who might be a good fit for them. Ms. Schiavo also went over an outreach flier about the no-cost business services available at the AJCC which was included as part of the agenda and encouraged members to share within their networks. She asked members to contact her with suggestions to improve the flyer.

5.3 Receive Update of Round 2 COVID-19 Small Business Grant

Diana Marin (staff) presented the item which was part of the agenda. Ms. Marin reported that in the 3-week open application period from 4/26/2021 through 5/6/2021 63 applications were received for the COVID-19 Small Business Grant. Of the 63, 50 were in unincorporated areas of SLO County and 46 eligible businesses followed through and were funded. Shea also reported that of the recipients of the COVID-19 Small Business Grants 12 businesses were in Nipomo, 7 in Oceano, 6 in Avila Beach, and 5 in Cambria. Other recipient businesses were in Los Osos, Cayucos, Templeton, Creston, Shandon, Santa Margarita, San Simeon, and the unincorporated areas of Arroyo Grande, San Luis Obispo and Paso Robles. Also, per Ms. Marin, the industries that the business recipients were identified to be in were as follows: 11 in the Other Services, 9 in Healthcare and Social Assistance, 6 in Accommodation and Food Service, 5 in Arts, Entertainment & Recreation, and 4 in Agriculture, Forestry, Fishing & Hunting. There were also recipients in the Manufacturing, Wholesale Trade, Retail Trade, Transportation & Warehousing, and Professional, Scientific, & Technical Services industries. Lastly, Ms. Marin reported that a total of $76,000 were issued in grant funds. 40 businesses employ 10 or less workers and received grant awards in the amount of $1,500 each. 5 of the businesses employ 11-25 workers and received grant awards in the amount of $2,500 each, and only one business employs over 26 workers and received a grant award of $3,500.

6. Council Member Workforce Development Updates:

Chair Latona-Tahlman: opened the floor to updates from the Committee membership Chuck Jehle, John Cascamo, Kely Blackburn, Verena Latona-Tahlman, Judy Mahan, and Kirk Coviello shared updates.

7. Next Meeting:

    October 21, 2021 9:00am-10:30am
    Virtual Zoom Meeting
8. Adjournment:
Chair Latona-Tahlman: adjourned the meeting at 10:27 A.M.

I, Diana Marin, Clerk of the Business Council of the Workforce Development Board of San Luis Obispo, do hereby certify that the forgoing is a fair statement of the proceedings of the meeting held Thursday, August 26, 2021 by the Business Council of the Workforce Development Board of San Luis Obispo County.

Diana Marin, Business Council Clerk

Dated: September 14, 2021
Discuss Council Goals for PY 2021-2022
-Dawn Boulanger, Workforce Development Board Staff
San Luis Obispo County - Transportation Industry

TOTAL SLO COUNTY JOBS
2,513

% OF TOTAL EMPLOYMENT
2.1%

ANN % CHANGE 2021-2031
0% or 5 jobs

ANNUAL AVERAGE WAGE
$45,330

Source: JobsEQ® Data as of 2021Q1
Santa Barbara County - Transportation Industry

TOTAL SB COUNTY JOBS
4,810

% OF TOTAL EMPLOYMENT
2.2%

ANN % CHANGE 2021-2031
0.3% or 163 jobs

ANNUAL AVERAGE WAGE
$55,628

Source: JobsEQ® Data as of 2021Q1
Monterey County - Transportation Industry

TOTAL MONTEREY COUNTY JOBS
4,228

ANN % CHANGE 2021-2031
0.3% or 139 jobs

% OF TOTAL EMPLOYMENT
2.2%

ANNUAL AVERAGE WAGE
$53,840

Source: JobsEQ® Data as of 2021Q1
Transportation Industry
3-digit NAICS

- Truck Transportation (468) 18.6%
- Transit & Ground Passenger Transportation (456) 18.1%
- Postal Services (383) 15.2%
- Couriers & Messengers (383) 15.2%
- Air Transportation (328) 13.1%
- Support Activities for Transportation (257) 10.2%
- Warehousing & Storage (129) 5.1%

Source: JobsEQ® Data as of 2021Q1
GEOGRAPHIC DISTRIBUTION

- COASTAL COUNTY: 138 jobs
- SOUTH COUNTY: 349 jobs
- NORTH COUNTY: 747 jobs
- SLO CITY: 1,185 jobs
- SLO COUNTY: 2,513 jobs

*Figures may not sum due to rounding

Source: JobsEQ® Data as of 2021Q1
New business formations are an important source of job creation in a regional economy, spurring innovation and competition, and driving productivity growth. Establishment data can provide an indicator of growth in businesses by counting each single location (such as a factory or a store) where business activity takes place, and with at least one employee.

- **2010**: 121 Establishments
- **2015**: 118 Establishments
- **2020**: 165 Establishments

*Source: JobsEQ® Data as of 2021Q1*
Racial diversity is high in SLO County. 55.3% of jobs are held by racially diverse employees.

Retirement risk in SLO County is average. Most jobs are held by people between ages 35-44.

Gender diversity is low in SLO County. Females only make up 28% of the workforce.

Source: JobsEQ® Data for the four quarters ending 2020Q1
**DRIVER OCCUPATIONS**

*Within all Industries*

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Jobs</th>
<th>Average Annual Wage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Heavy &amp; Tractor-Trailer Truck Drivers</td>
<td>831</td>
<td>$55,300</td>
</tr>
<tr>
<td>Light Truck Drivers</td>
<td>616</td>
<td>$42,500</td>
</tr>
<tr>
<td>Industrial Truck &amp; Tractor Operators</td>
<td>298</td>
<td>$40,300</td>
</tr>
<tr>
<td>Bus Drivers, Transit and Intercity</td>
<td>193</td>
<td>$48,60000</td>
</tr>
<tr>
<td>Refuse &amp; Recyclable Material Collectors</td>
<td>148</td>
<td>$41,100</td>
</tr>
</tbody>
</table>

- 831 Jobs
- $55,300 Avg. Annual Wage
- 1 Ann. Demand
- 616 Jobs
- $42,500 Avg. Annual Wage
- 2 Ann. Demand
- 298 Jobs
- $40,300 Avg. Annual Wage
- 1 Ann. Demand
- 193 Jobs
- $48,60000 Avg. Annual Wage
- 1 Ann. Demand
- 148 Jobs
- $41,100 Avg. Annual Wage
- 1 Ann. Demand

Source: JobsEQ® Data as of 2021Q1
Job Postings Data
Between 8/24/21 - 9/23/2021

Certifications
- Commercial Drivers' License CDL
- Driver's License
- HAZMAT
- Class A CDL
- Class B CDL
- Forklift Certified

Hard Skills
- Ability to lift 51-100 lbs
- Ability to lift 41-50 lbs
- Forklifts
- Tractor-Trailer Trucks
- Pallet Jacks
- Tankers

Education Levels/Job Types
- Highschool diploma
- Other/Unspecified
- Full-time
- Part-time
- Temporary

Job Titles
- Delivery Specialist
- Parts Delivery
- Store Delivery
- Driver
- Ready Mix Driver
- Warehouse Lead

Soft Skills
- Communication
- Customer Service
- Adaptability/Flexibility/
  Tolerance of Change & Uncertainty
- Cooperative/Team Player
- Self-Motivated
- Enthusiastic/Energetic

Source: JobsEQ®
Data reflect online job postings for the 30 day period ending 9/26/2021
Note: Data are subject to revision. Time series data can be volatile with trends unrelated to actual changes in demand; use with caution.
**ITEM 7.2**

**JOB POSTINGS**

Top 10 Companies Posting for Top 5 Transportation Occupations

1. **O'Reilly Auto Parts**
2. **Volt**
3. **Advanced Auto Parts**
4. **Fedex**
5. **Lehigh Hanson**
6. **SiteOne Landscape Supply**
7. **AutoZone**
8. **Express Employment Professionals**
9. **Reyes Beer Division**
10. **UPS**

*Source: JobsEQ®*

Data reflect online job postings for the 30 day period ending 9/26/2021

Note: Data are subject to revision. Time series data can be volatile with trends unrelated to actual changes in demand; use with caution.
Top 5 Cities Posting

1. San Luis Obispo
2. Paso Robles
3. Atascadero
4. Arroyo Grande
5. Grover Beach

Source: JobsEQ®
Data reflect online job postings for the 30 day period ending 9/26/2021
Note: Data are subject to revision; time series data can be volatile with trends unrelated to actual changes in demand; use with caution.
An Indeed survey shows that 90% of respondents said earning their Commercial Driver’s License (CDL) Class A helped them make more money.

Despite the challenges reported with finding a job without experience, 90% of respondents reported that obtaining their Commercial Driver’s License (CDL) Class A helped them get a job.

- **95%** said they would recommend a family member or friend earn their Commercial Driver’s License (CDL) Class A (based on 34,518 responses)
- **53%** of job seekers said “make more money” was the biggest reason for earning their Commercial Driver’s License (CDL) Class A (based on 34,527 responses)
- **44%** of job seekers said “help my career progression” was the biggest reason for earning their Commercial Driver’s License (CDL) Class A (based on 34,527 responses)

"It’s hard to find a job with no experience."
Anonymous Indeed Survey Respondent

The survey results reflected are of 34,527 Indeed jobseekers about their Commercial Driver’s License (CDL) Class A.

© 2020 Indeed

For more information, visit https://www.indeed.com/certifications/view/commercial-drivers-license-cdl-class-a-2W2VOlA?serp_id=1fg4qdjr800008ts
CalJOBS
SLO County Registrants

10/1/2020-9/30/2021

BUSINESS COUNCIL 2021

America's Job Center of California
Item 7.3

TOTAL REGISTRANTS

2668

<table>
<thead>
<tr>
<th>Month</th>
<th>Registrants</th>
</tr>
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<tbody>
<tr>
<td>Oct-20</td>
<td>59</td>
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<tr>
<td>Nov-20</td>
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<tr>
<td>Dec-20</td>
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<tr>
<td>Feb-21</td>
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<tr>
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<tr>
<td>Apr-21</td>
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<tr>
<td>May-21</td>
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<td>Jul-21</td>
<td>294</td>
</tr>
<tr>
<td>Aug-21</td>
<td>434</td>
</tr>
<tr>
<td>Sep-21</td>
<td>179</td>
</tr>
</tbody>
</table>
OCCUPATIONAL GROUP
(47.5% REPORTING)

- Military: 1
- Transportation and Material Moving: 41
- Production: 46
- Installation, Maintenance, and Repair: 29
- Construction and Extraction: 58
- Farming, Fishing, and Forestry: 21
- Office and Administrative Support: 181
- Sales and Related: 100
- Personal Care and Service: 54
- Building & Grounds Cleaning & Maintenance: 21
- Food Preparation and Serving: 114
- Protective Service: 104
- Healthcare Practitioners and Support: 58
- Arts, Design, Entertainment, Sports, and Media: 54
- Education, Training, and Library: 10
- Legal: 32
- Community and Social Services: 38
- Life, Physical, and Social Science: 46
- Architecture and Engineering: 44
- Computer and Mathematical: 39
- Business and Financial Operations: 161
- Management:
EDUCATION ATTAINMENT (51% REPORTING)

- Bachelor's Degree, 347
- Associate's Degree, 116
- High School Diploma/GED, 371
- Some College/No Certificate or Degree, 303
- Doctorate/Specialized Degree, 31
- Less Than HS Equivalency/HS Diploma, 69
- Master's Degree, 87
- Vocational School Certificate, 44
EMPLOYMENT STATUS

- Employed: 1330
- Employed, Notice of Termination Received: 48
- Not Employed: 1146
- Unknown: 144
UNEMPLOYMENT BENEFITS STATUS

- RECEIVING UIB: 40%
- EXHAUSTEE: 1%
- NEITHER: 10%
- INFORMATION NOT PROVIDED: 49%