

**WORKFORCE DEVELOPMENT BOARD
of San Luis Obispo County
BUSINESS COUNCIL MEETING MINUTES**

Date: Thursday, October 21, 2021
Time: 9:00 a.m.- 10:30 a.m.
Location: Virtual Meeting- <https://slohealth.zoom.us/j/98579656908?pwd=RDViTytDMmZ6ZG9DaHFBYVVFdjBUZz09>

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

Absent: John Cascamo

Staff: Dawn Boulanger, Diana Marin

Guest: Lorna Hewitt, Angela Toomey, Christina Lefevre Latner

1. Call to Order:

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

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.

Motion: Kirk Coviello

Second: Judy Mahan

Abstentions: None

Motion Passed Unanimously

3. Public Comment:

Chair Latona-Tahlman: no public comment.

4. Consent Items:

4.1 Approve the August 26, 2021 Minutes

Motion: Kirk Coviello

Second: Judy Mahan

Abstentions: None

Motion Passed Unanimously

5. Presentation:

5.1 Presentation on the Family Friendly Workplace Accelerator Program

Christina Lefevre Latner (guest), Workforce Development Manager from the SLO Chamber of Commerce, presented the item which included information about the Family Friendly Workplace Accelerator Program. Ms. Lefevre Latner stated that the program will provide resources and support to all businesses throughout SLO County. The program is provided free of charge to all businesses. Chamber membership is not required. According to the CA Budget and Policy Center, nearly 30% of jobs in the childcare industry have been lost and a study commissioned by Cuesta College found that 1,400 parents in SLO County are unable to work due to family obligations. The goal of the Family Friendly Workplace Accelerator Program is to educate employers about policies and practices that will help them reach the untapped workforce, giving them a competitive advantage. Businesses will be able to attract, motivate, and retain employees as well as improve their current workforce's job satisfaction and productivity. The primary goals are that there is an increase in childcare availability in SLO County, as well as that at least 50 additional working parents or children will have access to employer supported childcare within the next 3-years. In the short-term, the goal is to reduce the

demand to the limited resource, by increasing family friendly workplaces in the county and by supporting employers to adopt the family friendly practices most of which require little to no financial investment.

6. AJCC Update:

6.1 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). Ms. Schiavo stated that the AJCC is getting more calls from employers than they can handle. The AJCC doesn't not have enough job seekers to fill the employer demand. The AJCC has increased their budget to do social media outreach and have participated in hiring events to generate interest in the job seeker community. Ms. Schiavo also stated that they have set up a partnership with the City of Morro Bay to work in their Public Works department. They have placed a young adult with the city. The position pays almost \$20/hour and offers great public benefits. It is also a great leadership development opportunity for young people. The AJCC has also had many employers calling them from the Manufacturing sector, but they do not have many job seekers for them. There was a Caltrans job fair that the AJCC participated in. The job fair was very well attended and the AJCC has had two people as of this morning visit the center, 10 minutes after opening, asking for assistance in applying in Cal Careers website. Chuck Jehle (member) asked what types of positions Caltrans is hiring for. Ms. Schiavo stated they have a variety of openings from civil engineers to truck drivers and even some administrative positions. Verena Latona-Tahlman (chair) asked Ms. Schiavo is she has ever seen a job market like this. Ms. Schiavo stated that she has not and that the labor market is very unpredictable. She mentioned that pre-covid the labor market was tight due to the low unemployment in SLO County, but this is the worst she's seen it. Dawn Boulanger stated that employers are trying out of the box strategies to entice job seekers to show up. Mr. Jehle asked about how those on the call record gender on applications. His program only has male and female options. He mentioned reviewing a Jack in the Box application to see their process and they just removed the box. Ms. Schiavo stated the AJCC will be hosting employer trainings with GALA to educated employers about to setting up an inclusive culture. The trainings will take place beginning in December.

7. Information/Discussion:

7.1 Discuss Council Goals for PY2021-2022

Dawn Boulanger (staff) presented the item with Verena Latona-Tahlman (chair) to discuss the council's goals for program year 2021-2022. Ms. Boulanger began the discussion by going over the bylaws. There were two goals identified as a result of the discussion which were addressing childcare by creating awareness of resources for employers and leveraging partners such as the SLO Chamber in their efforts around prompting a Family Friendly Workplace Accelerator Program and also addressing compression within the workforce (wage adjustments to attract employees into vacant positions) by creating awareness in the business community to look at compensation rates in SLO County and educating employers about how to conduct compression studies by creating a toolkit for compression.

7.2 Receive Labor Market Information on Transportation Industry and Driver Occupations

The discussion item was not covered during this meeting. Item was tabled and will be placed on the December 16, 2021 Agenda.

7.3 Receive CalJOBS Registrant Data for SLO County

Allison Schiavo (member) presented the item which was part of the agenda. Ms. Schiavo reported that there have been 2,668 CalJOBS registrants since October 2020. Peeking in January 2021 and again in August 2021. In a typical year, the numbers would be much greater. The highest age range

of registrants is between 19-32 (making up 57% of total registrants. Typically, pre-covid, the 45-64 age range would be the highest. Ms. Schiavo also noted that there are currently more women than men registered in CalJOBS. Less than half of registrants have listed their occupation. Management and office & administration are the highest among the reported desired occupations. Of the 51% of registrants that reported their education attainment half have less than an Associates Degree. In terms of employment, most of CalJOBS registrants are unemployed, however there are still employed registrants are looking for work. Only 40% of registrants reported that they were collecting UI benefits. Only 1 % reported having exhausted their benefits. Ms. Schiavo also stated that the AJCC gets 40-60 people per month, prior to covid that would be the per day number. Kely Blackburn (member) asked about the drop between August – September 2021. Ms. Schiavo stated that those number defied the AJCC's expectations and that she believes that people signed up in August in anticipation of the end of the UI extensions. Ms. Blackburn asked if parental status is asked in CalJOBS. Ms. Schiavo replied that it is not a question that is asked.

8. Council Member Workforce Development Updates:

Chair Latona-Tahlman: opened the floor to updates from the Committee membership; no updates shared.

9. Next Meeting:

December 16, 2021 9:00am-10:30am
Virtual Zoom Meeting

10. Adjournment:

Chair Latona-Tahlman: adjourned the meeting at 10:32 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, October 21, 2021 by the Business Council of the Workforce Development Board of San Luis Obispo County.

Diana Marin, Business Council Clerk

Dated: October 21, 2021