



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, February 17, 2022
Time: 9:00 AM – 10:30 AM
Location: Virtual Meeting Via Zoom <https://zoom.us/j/97030271371?pwd=RzBtdFJSek9RYlq2Rm1jQnU3V0lvdz09>
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.

MEMBERS: Verena Latona-Tahlman , <i>Chairperson</i> Cannon Corporation Kely Blackburn Morris & Garritano John Cascamo Cuesta College Kirk Coviello TransUnion Judy Mahan Cal Poly Center for Innovation & Entrepreneurship Lorna Hewitt Eckerd Workforce Development Michael Specchierla County Office of Education	1. Call to Order and Introductions	<i>Latona-Tahlman</i>
	2. Action Items	
	2.1 Approve a resolution authorizing the Business Council to hold teleconferenced public meetings for an additional thirty-day period pursuant to AB-361.	<i>Latona-Tahlman</i>
	3. Public Comment	
	4. Consent Items	
	4.1 Approve the October 21, 2021 Minutes	<i>Latona-Tahlman</i>
	5. AJCC Update	
	5.1 Receive Update on AJCC Business Services	<i>Hewitt</i>
	6. Information/Discussion	
6.1 Receive Labor Market Information on Transportation Industry and Driver Occupations and Driver Training Opportunity through District	<i>Marin/ Specchierla</i>	
6.2 Review Proposed Council Goals for PY2021-2022	<i>Boulanger</i>	
6.3 Discuss Implementation of WDB Business Services with Chambers of Commerce	<i>Boulanger</i>	
7. Council Member Workforce Development Updates	<i>All Members</i>	
8. Next Meeting Thursday, April 21, 2022, 9:00am – 10:30am Location: TBD		
9. Adjournment	<i>Latona-Tahlman</i>	

Public Comment: Members of the public may address the committee on items appearing on the agenda. The public may also address items of interest to the committee which are within the jurisdiction of the WDB. However, in compliance with Government Code section 64954.3(a), the committee shall take no action on any item not appearing on the agenda. Speakers are asked to limit their remarks to a maximum of three minutes.

This WIOA Title I - financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services available upon request to individuals with disabilities. California Relay Service 711 or 1-800-735-2922 (English) 1-800-855-3000 (Spanish).

Workforce Development Board; Business Council
COUNTY OF SAN LUIS OBISPO, STATE OF CALIFORNIA

Thursday, February 17, 2022

PRESENT:

ABSENT:

RESOLUTION NO. 2022-002

**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 Omicron variant of COVID-19, currently the dominant strain of COVID-19 in the country, is more transmissible than the original SARS-CoV-2 variant of the virus, and that even fully vaccinated individuals can be infected and may 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/omicron-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.
2. The Proclamation of State of Emergency in response to the COVID-19 pandemic issued by Governor Newsom on March 4, 2020, remains in effect.
3. The Planning Commission finds that the proclaimed state of emergency continues to impact the ability of members to meet safely in person and meeting in person would present imminent risks to the health or safety of attendees.

4. Staff is directed to return 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 the Workforce Development Board Business Council Chairperson Verena Latona-Tahlman, a motion was called by member [Insert Hearing Body Member Title] and seconded by member [Insert Hearing Body Member Title], and on the following roll call vote, to wit:

AYES:

NOES:

ABSENT:

ABSTAINING:

the foregoing resolution is hereby adopted.

Chairperson of the Workforce Development Board 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
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

TRANSPORTATION INDUSTRY & OCCUPATION DATA

BUSINESS COUNCIL 2022



San Luis Obispo County - Transportation Industry



TOTAL SLO COUNTY JOBS
2,658



FORECAST GROWTH 2021-2031
0.4% or 11 jobs



% OF TOTAL EMPLOYMENT
2.2%



ANNUAL AVERAGE WAGE
\$44,501

• Source: JobsEQ® Data as of 2021Q2
• Note: Figures may not sum due to rounding. Growth demand is based on 4-qtr moving avg employment from the latest available date.

Santa Barbara County - Transportation Industry



TOTAL SB COUNTY JOBS

5,087



FORECAST GROWTH 2021-2031

4% or 202 jobs



% OF TOTAL EMPLOYMENT

2.2%



ANNUAL AVERAGE WAGE

\$54,662

• Source: JobsEQ® Data as of 2021Q2
• Note: Figures may not sum due to rounding. Growth demand is based on 4-qtr moving avg employment from the latest available date.

Monterey County - Transportation Industry



TOTAL MONTEREY COUNTY JOBS

4,696



FORECAST GROWTH 2021-2031

3.5% or 152 jobs



% OF TOTAL EMPLOYMENT

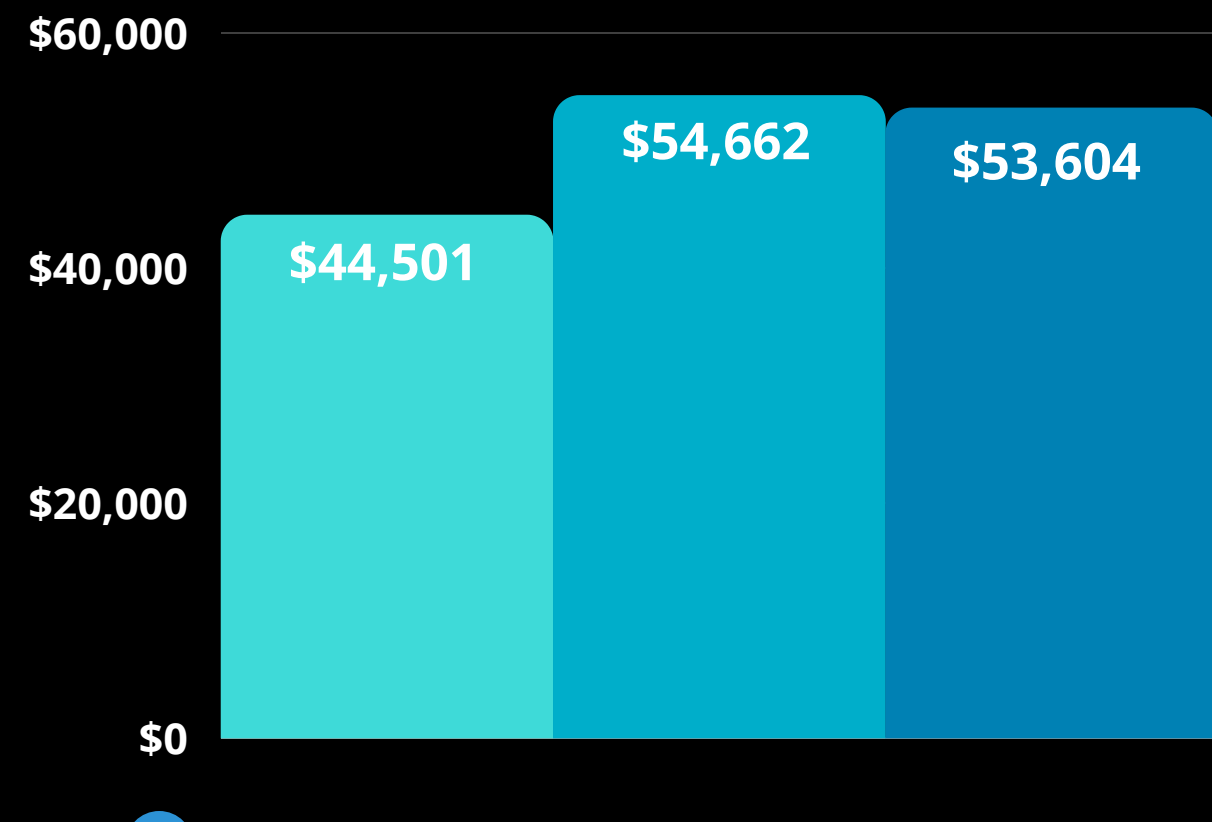
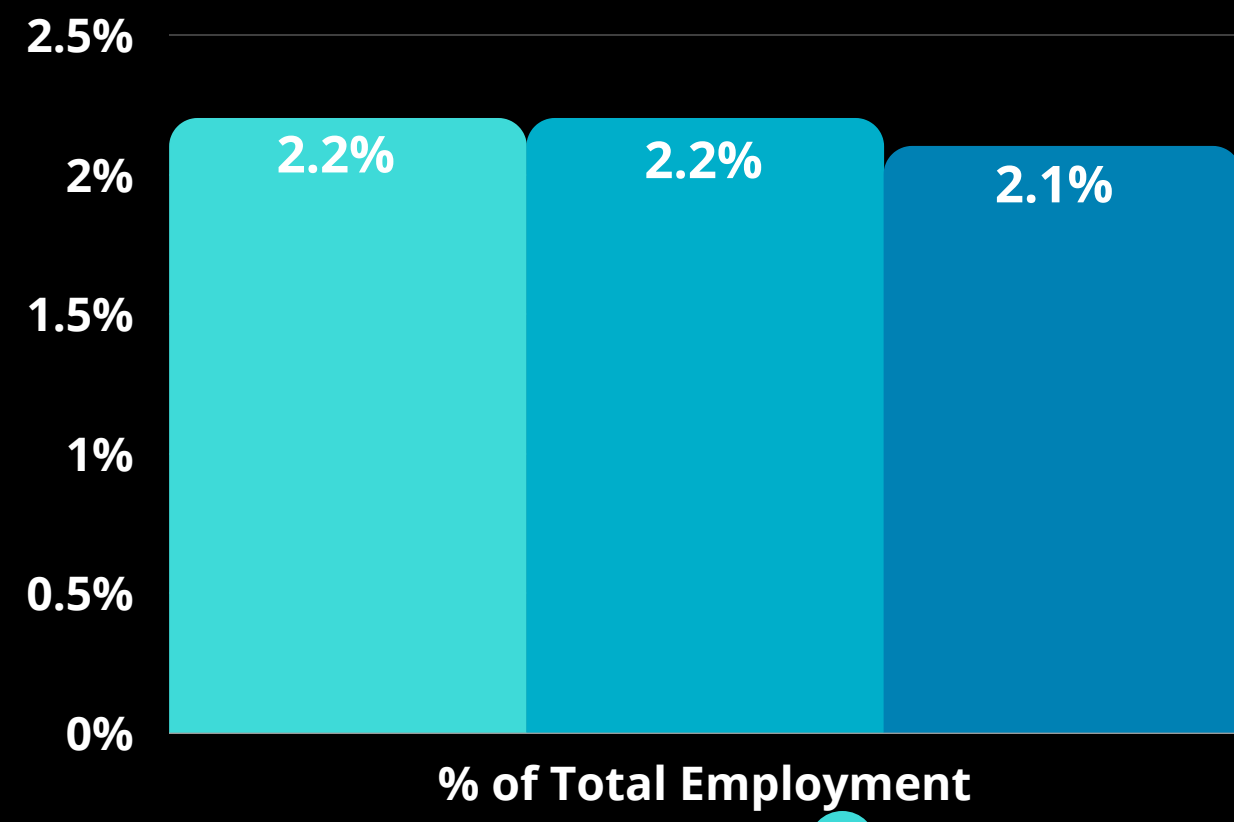
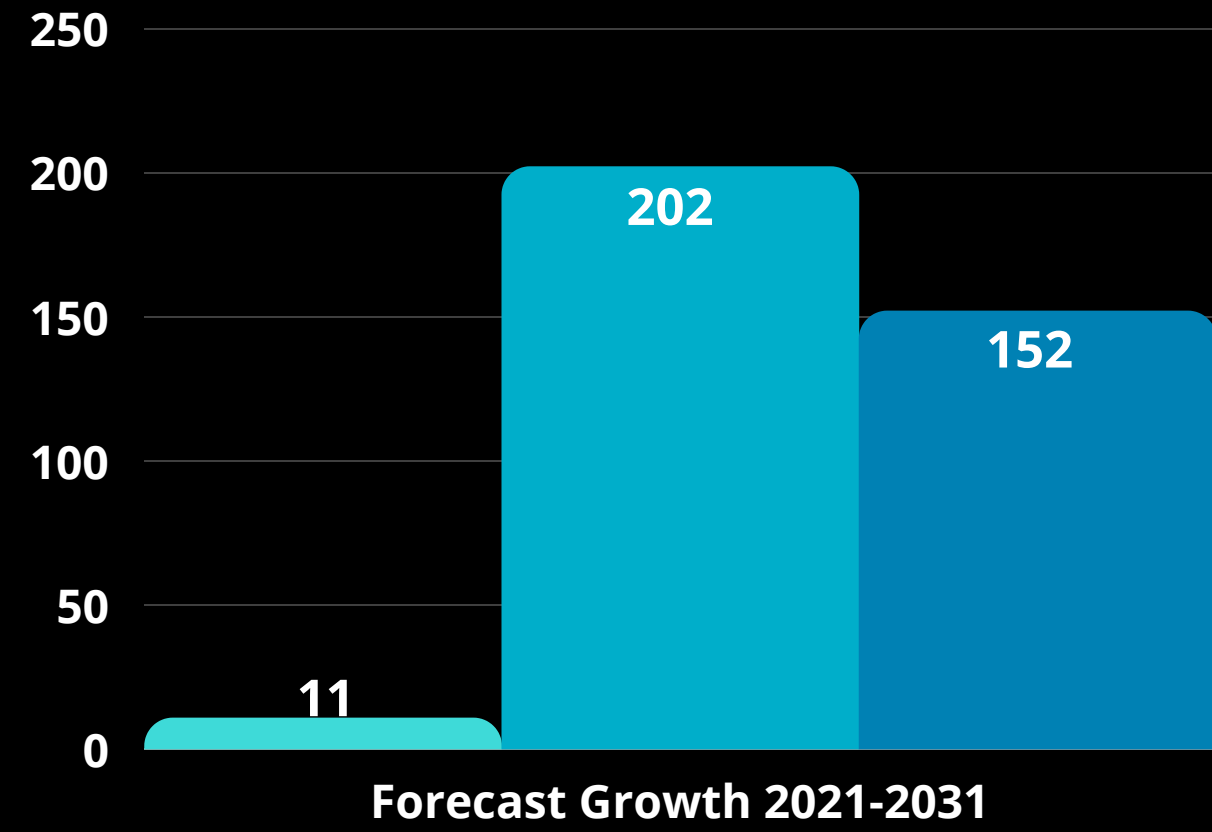
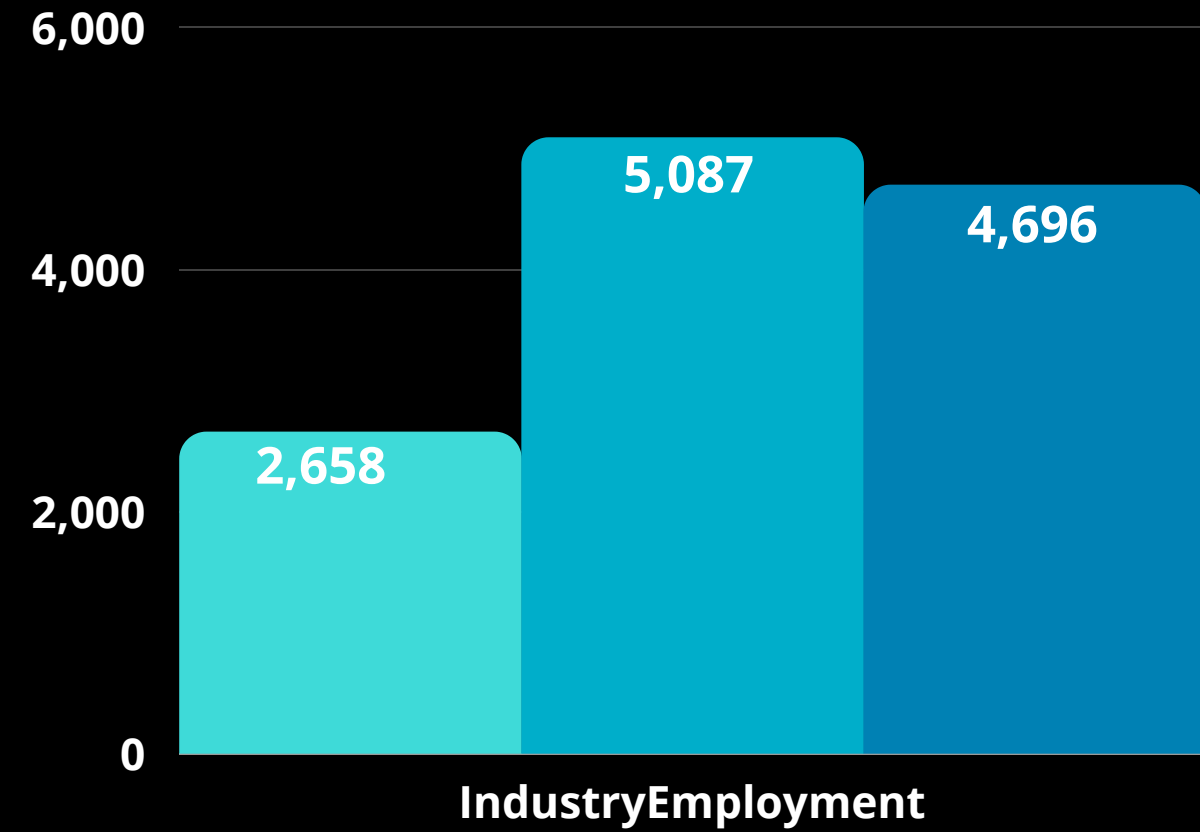
2.1%



ANNUAL AVERAGE WAGE

\$53,604

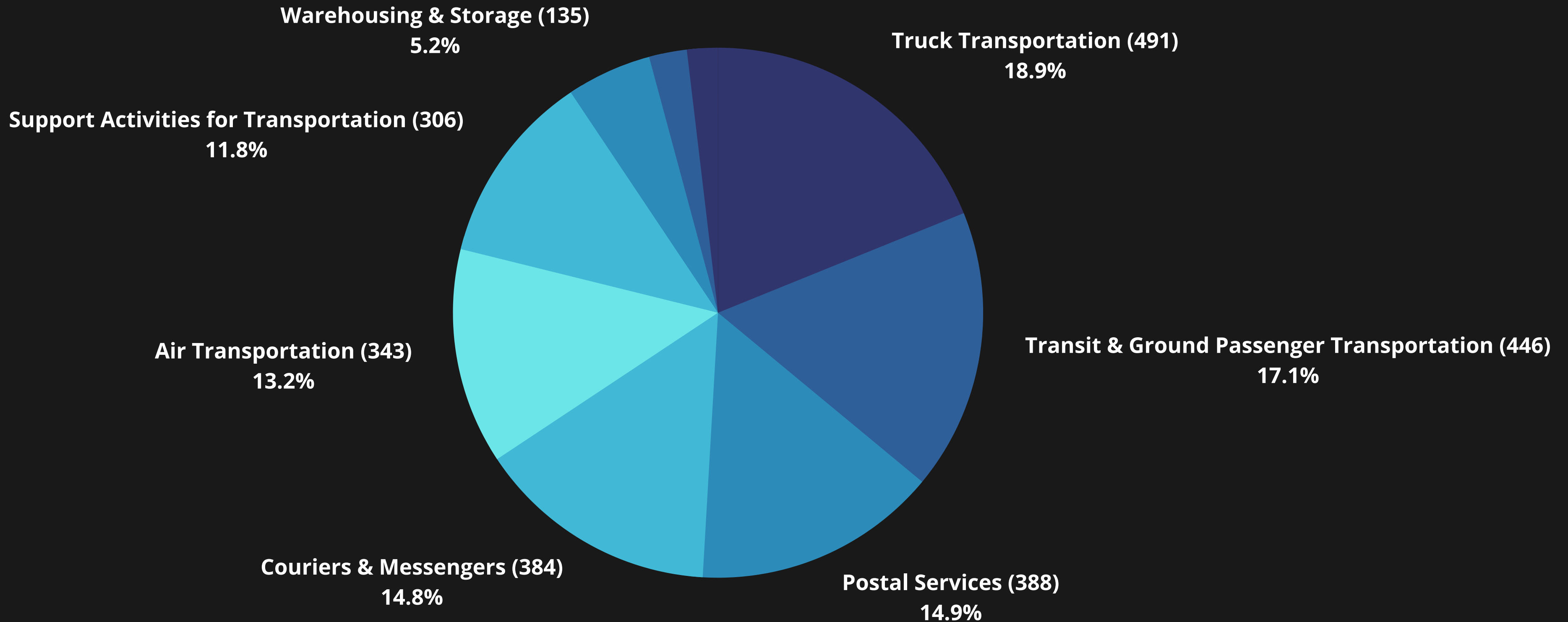
• Source: JobsEQ® Data as of 2021Q2
• Note: Figures may not sum due to rounding. Growth demand is based on 4-qtr moving avg employment from the latest available date.



● San Luis Obispo County ● Santa Barbara County ● Monterey County

Transportation Industry

3-digit NAICS



• Source: JobsEQ® Data as of 2021Q2

Note: Figures may not sum due to rounding. All data based upon a four-quarter moving average



COASTAL

144 jobs



SOUTH COUNTY

339 Jobs



NORTH COUNTY

755 jobs



SLO CITY

1,249 jobs



SLO COUNTY

2,604 jobs

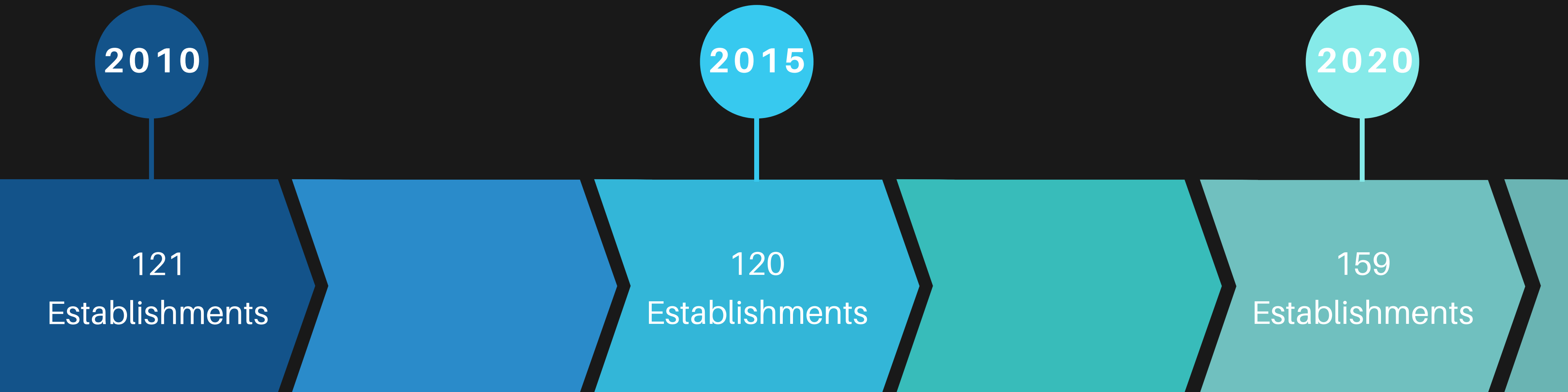
GEOGRAPHIC DISTRIBUTION

• Source: JobsEQ® Data as of 2021Q2

Note: Figures may not sum due to rounding. All data based upon a four-quarter moving average

ESTABLISHMENTS

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.

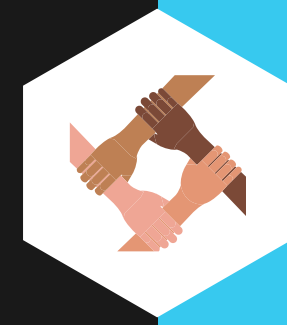


• Source: JobsEQ® Data as of 2021Q2

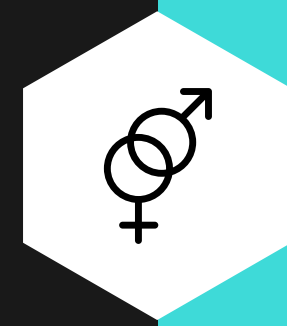
INDUSTRY DEMOGRAPHICS



Retirement risk in SLO County is average. Most jobs (over 22%) are held by people between ages 25-34.



Racial diversity is high in SLO County. Over 47% of jobs are held by racially diverse employees.

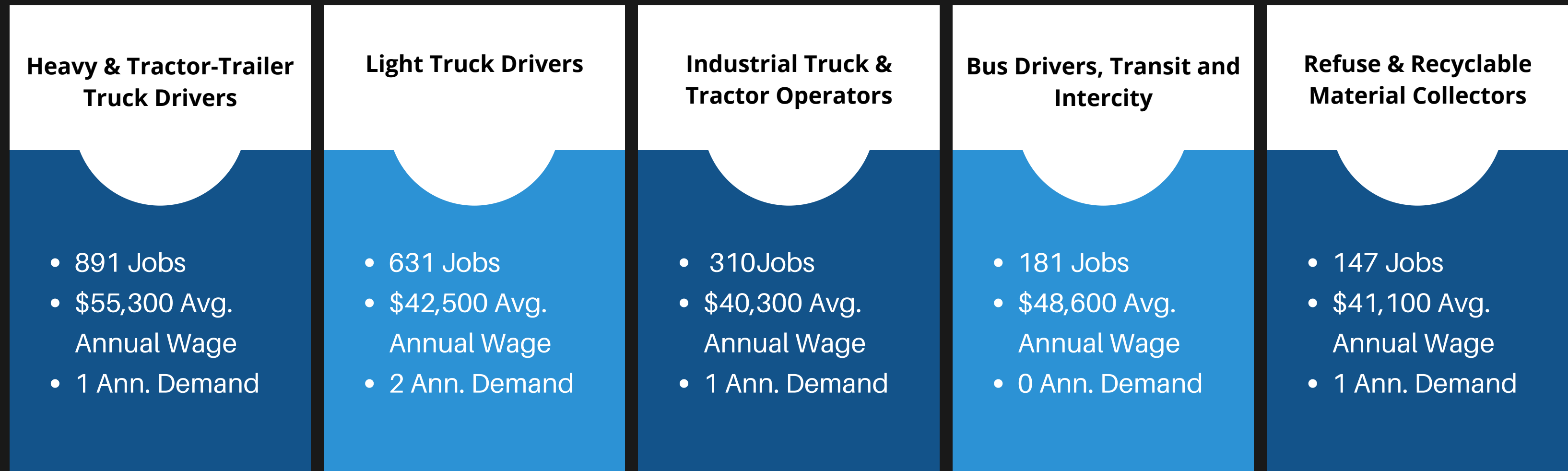


Gender diversity is low in SLO County. Females make up just over 30% of the workforce.

• Source: JobsEQ® Data are for the four quarters ending 2021Q2
Note: Figures may not sum due to rounding. Demographic details for NAICS 4851, 4911, 485 and 491 may be severely distorted due to limited source data availability.
1. Total industry figures don't reflect employment in unclassified industries (NAICS 9999).

DRIVER OCCUPATIONS*

*Within all Industries



• Source: JobsEQ® Data as of 2021Q2 unless noted otherwise

Note: Figures may not sum due to rounding.

1. Data based on a four-quarter moving average unless noted otherwise.

2. Wage data are as of 2020 and represent the average for all Covered Employment

3. Data represent found online ads active within the last thirty days in the selected region; data represents a sampling rather than the complete universe of postings. Ads lacking zip code information but designating a place (city, town, etc.) may be assigned to the zip code with greatest employment in that place for queries in this analytic. Due to alternative county-assignment algorithms, ad counts in this analytic may not match that shown in RTI (nor in the popup window ad list).

Job Postings Data

Between 10/29/21 - 1/29/2022

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 Driver
- Driver
- Ready Mix Driver
- Warehouse Lead

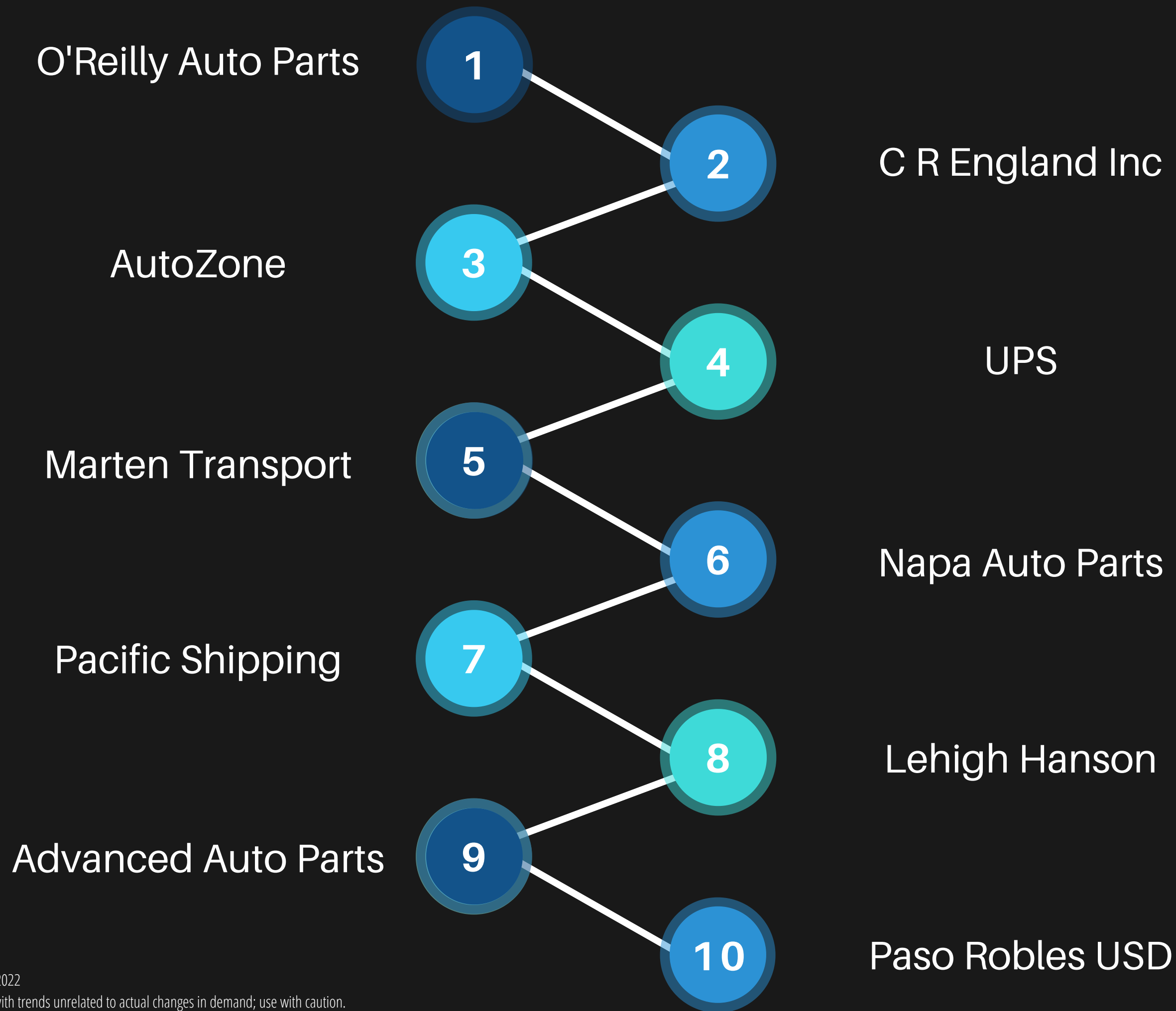
SOFT SKILLS

- 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 90 day period ending 1/29/2022
- Note: Data are subject to revision. Time series data can be volatile with trends unrelated to actual changes in demand; use with caution.

JOB POSTINGS

Top 10 Companies Posting
for Top 5 Transportation Occupations



- Source: JobsEQ®
- Data reflect online job postings for the 90 day period ending 1/29/2022
- Note: Data are subject to revision. Time series data can be volatile with trends unrelated to actual changes in demand; use with caution.

JOB POSTINGS

Top 5 Cities Posting

San Luis Obispo

1

Paso Robles

2

Atascadero

3

Arroyo Grande

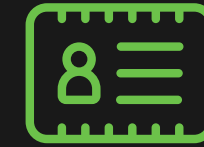
4

Grover Beach

5

- Source: JobsEQ®
- Data reflect online job postings for the 90 day period ending 1/29/2022
- Note: Data are subject to revision. Time series data can be volatile with trends unrelated to actual changes in demand; use with caution.

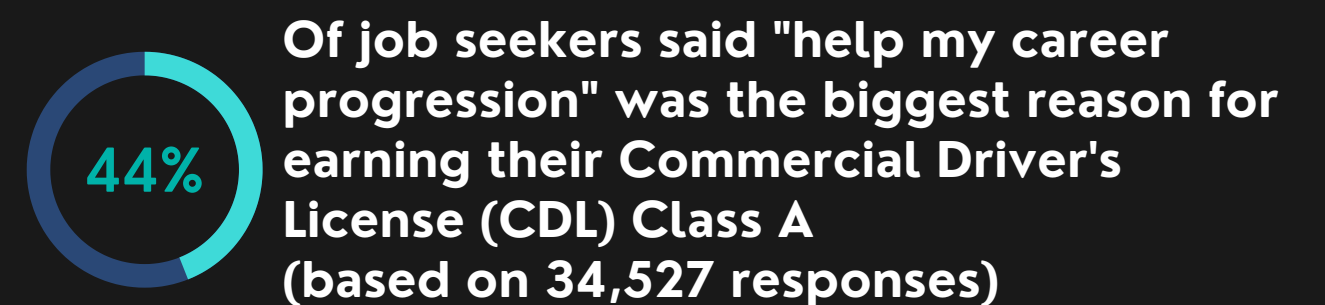
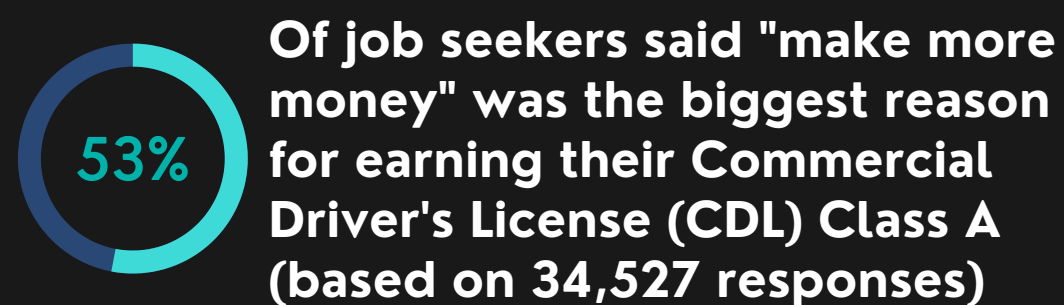
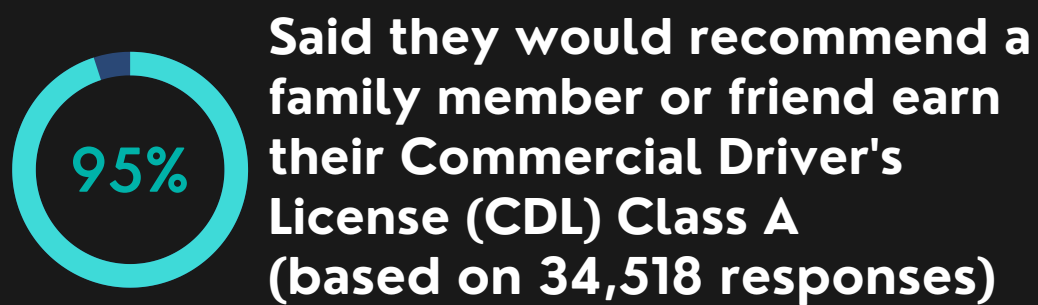
Indeed CDL Class A Survey Results



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.

"It's hard to find a job with no experience."
Anonymous Indeed Survey Respondents



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

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