

Business Development Committee

Thursday, October 3, 2024

Self-Help Credit Union

Community Room

900 Crows Landing Rd., Modesto, CA 95351

1:00 p.m. – 2:30 p.m.

The Business Development Committee complies with all provisions of the Brown Act and the Stanislaus County Workforce Development Board Conflict of Interest and Code of Conduct Policy. See links below.

<https://oag.ca.gov/sites/all/files/agweb/pdfs/publications/brownAct2003.pdf>

<https://www.stanworkforce.com/workforce-board/>

The Agenda at each meeting allows for a public comment period, limited to 5 minutes. Public Comment forms are available at <https://www.stanworkforce.com/workforce-board/>

All meetings are conducted in English.

If you require assistance per Government Code Section 549539G, please submit a request to ixtak@stanworkforce.com for such accommodation as soon as practicable, or at least 48 hours prior to the meeting. The sooner the request is made, the more likely it is that Stanislaus County Workforce Development can provide the accommodation or an alternative.

Public notice of all Business Development Committee meetings are posted 72 hours in advance of the meeting on the webpage at <https://www.stanworkforce.com/workforce-board/#committees>.

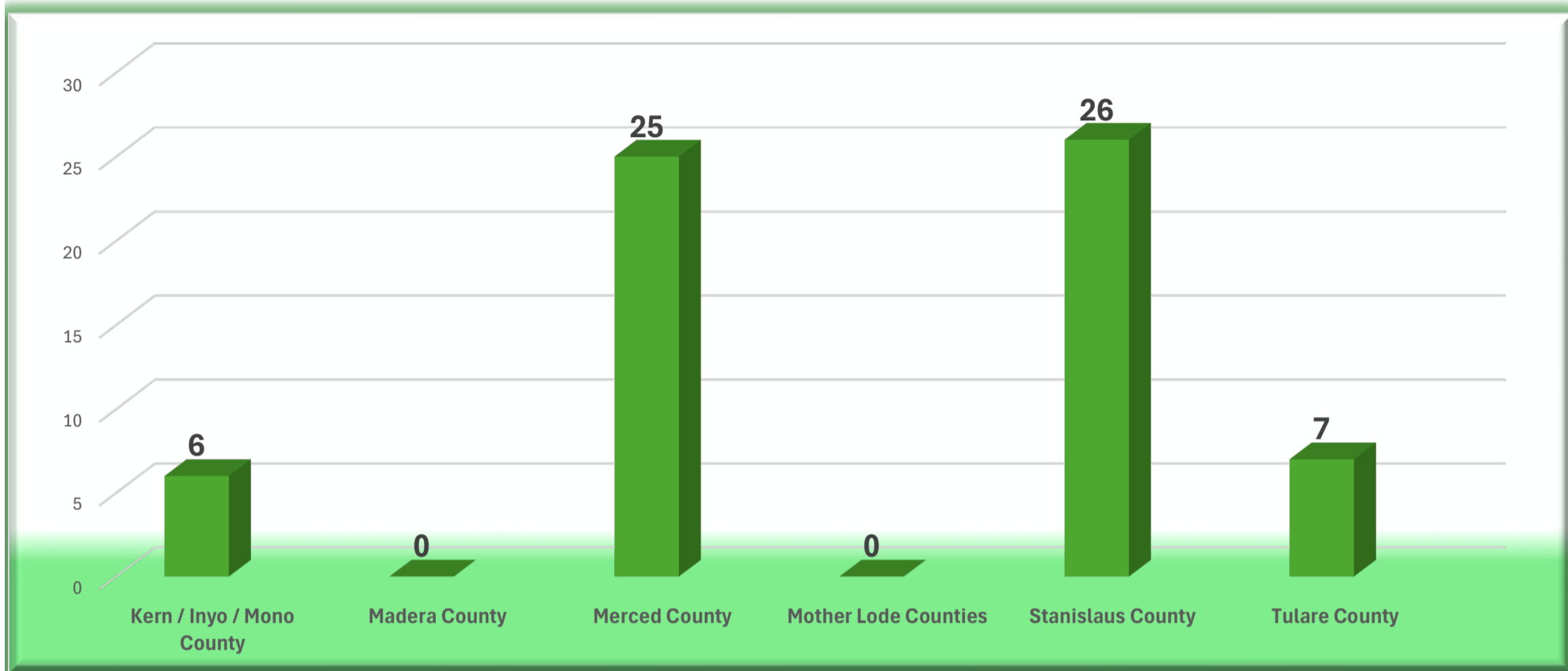
1. Call to Order and Introductions
2. Conflict of Interest
3. Public Comment Period
4. Presentation
 - A. Stanislaus 2030 Small Business and Talent Development - Amanda Hughes
5. Department Report
 - A. Update
 1. Bylaws – Article VI “Meetings”
 2. HR Hotline Reports
 3. Business Expo
 4. Request for Proposal – Underserved and Women-Owned Businesses
 - B. Business Services Update – Chris Hancock, Business Services Manager
 1. Business Services Division Quarterly Report
 2. Sector Updates
 - a. Agriculture
 - i. Farm Bureau Report
 - b. Healthcare
 - c. Manufacturing
 - d. Warehouse/Logistics
 - e. Construction

- f. Underserved
 - i. Stanislaus Equity Partners Report
 - ii. Latino Chamber Report
- 6. Discussion and Action Item
 - A. Approval of the Minutes from the December 7, 2023 Business Development Committee Meeting
 - B. Approval of the Minutes from the March 7, 2024 Business Development Committee Meeting
 - C. Approval of the 2025 Dates, Location and Times for the Business Development Committee Meetings
- 7. Future Topics, Discussion, and Announcements

Next Quarterly Meeting:

Date: TBD

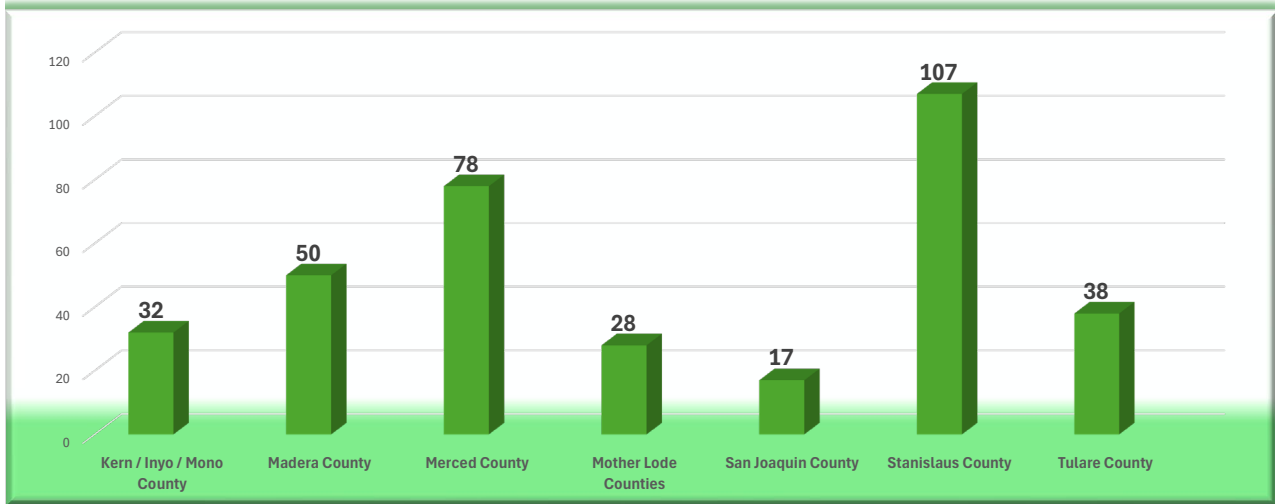
7/1/2024 - 6/30/2025 Summary of Calls



County	July	August	September	October	November	December	January	February	March	April	May	June
Kern / Inyo / Mono Counties	5	1										
Madera County	0	0										
Merced County	15	10										
Mother Lode Counties	0	0										
Stanislaus County	14	12										
Tulare County	3	4										
TOTAL	37	27	0	0	0	0	0	0	0	0	0	0

Kern / Inyo / Mono County	6
Madera County	0
Merced County	25
Mother Lode Counties	0
Stanislaus County	26
Tulare County	7
Total Calls	64

7/1/2023 - 6/30/2024 Summary of Calls

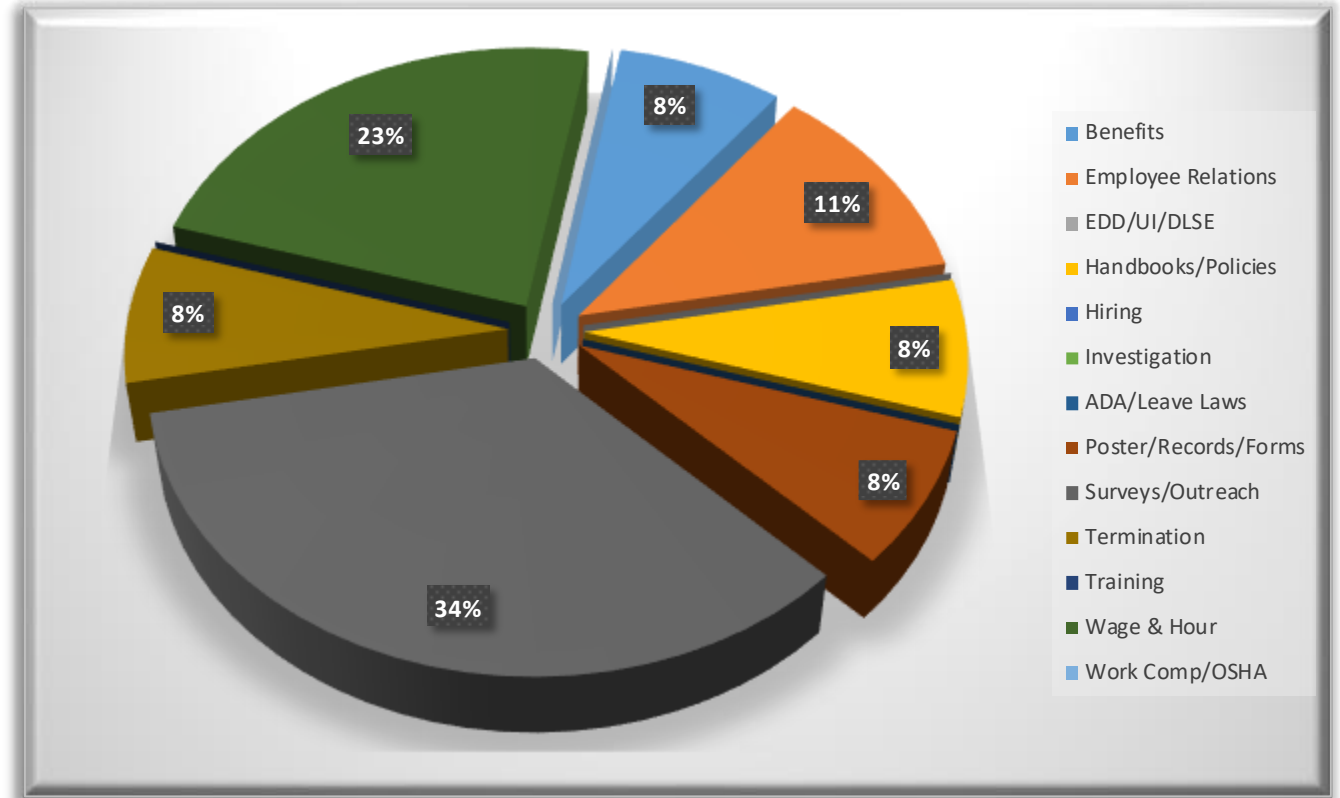


County	July	August	September	October	November	December	January	February	March	April	May	June
Kern / Inyo / Mono County	1	2	5	1	1	0	3	1	2	4	7	5
Madera County	3	3	3	5	1	3	5	3	2	5	14	3
Merced County	3	2	6	5	9	9	11	6	6	7	5	9
Mother Lode Counties	0	3	4	0	4	3	5	2	0	2	1	4
San Joaquin County	1	0	2	1	0	0	8	3	0	1	1	0
Stanislaus County	5	8	5	7	5	7	19	16	9	8	15	3
Tulare County	2	10	4	3	3	3	6	0	1	1	3	2
TOTAL	15	28	29	22	23	25	57	31	20	28	46	26

Kern / Inyo / Mono County	32
Madera County	50
Merced County	78
Mother Lode Counties	28
San Joaquin County	17
Stanislaus County	107
Tulare County	38

Stanislaus County Hotline Report

2024 - 2025



Stanislaus County Hotline Report 2024 - 2025

Reason For Call	July	August	September	October	November	December	January	February	March	April	May	June	Total	Potential Liability	Total Exposure
Benefits		2											2	\$ 80,000.00	\$ 160,000.00
Employee Relations	3												3	\$ 40,000.00	\$ 120,000.00
EDD/UI/DLSE													0		\$ -
Handbooks/Policies	1	1											2	\$ 50,000.00	\$ 100,000.00
Hiring													0	\$ 13,500.00	\$ -
Investigation													0	\$ 10,000.00	\$ -
ADA/Leave Laws													0	\$ 10,000.00	\$ -
Poster/Records/Forms		2											2		\$ -
Surveys/Outreach/Other	5	4											9		\$ -
Termination	2												2	\$ 45,000.00	\$ 90,000.00
Training													0		\$ -
Wage & Hour	3	3											6	\$ 27,500.00	\$ 165,000.00
Work Comp/OSHA													0		\$ -
TOTAL	14	12	0	0	0	0	0	0	0	0	0	0		Total	\$ 635,000.00



Facts and Figures

Potential Liability For Employers

Hiring: Turnover is expensive. Bad hires cost employers approximately 30% of an employee's annual salary. An employee earning just \$45,000/yr would cost you \$13,500 to replace.

Benefits: According to Guardian Life and ESIS, the average FMLA lawsuit in CA is \$80,000.

Employee Relations/Discrimination: 2/3 of employees in US say they have witnessed or been the victim of workplace discrimination. Settlements avg \$40,000.

Unemployment Insurance (UI): Lost UI hearings can result in an increase in your UI tax rate.

Handbooks / Policies: (Harassment) The average harassment lawsuit leads to a settlement of about \$50,000 in monetary compensation for the employee, however attorney fees to defend a harassment suit is \$150,000 per plaintiff.

Hiring: Turnover is expensive. Bad hires cost employers approximately 30% of an employee's annual salary. An employee earning just \$45,000/yr would cost you \$13,500 to replace.

Workplace Investigations: Resolving complaints quickly and fairly is a high-stakes endeavor: Poorly handled investigations can lower productivity and tank morale. Typical cost ranges from \$5,000-\$15,000, averaging about \$10,000

Leave Laws: One slip up involving the Americans with Disabilities Act (ADA) can lead to an investigation of all your company's administrative practices – and can result in huge fines or lawsuits.

Wrongful Termination: The average settlement for wrongful termination cases in California is around \$40,000, the average value of a court verdict in wrongful termination cases is around \$45,000, and this does not include attorney fees for legal representation.

Wage and Hour Claims: These claims can go back three years! and often include miscalculations of vacation and PTO at termination. The average wage and hour claim costs employers in CA in 2023 was \$27,500.

Business Services Division Quarterly Report

Employer Engagement Activities	Apr 2024 to Jun 2024	Apr 2023 to Jun 2023	Percent Change	Jul 2023 to Jun 2024	Jul 2022 to Jun 2023	Percent Change
Total Employers Served	161	265	-39%	624	503	+24%

Employer Engagement Activities	Apr 2024 to Jun 2024	Apr 2023 to Jun 2023	Percent Change	Jul 2023 to Jun 2024	Jul 2022 to Jun 2023	Percent Change
Total Services Provided	816	882	-8%	4,470	3,083	+45%
• Networking Activities	172	288	-40%	871	789	+10%
• Job Postings	215	107	+101%	907	972	+7%
• Referral Assistance	1	93	-99%	18	307	-94%
• Technical Assistance	23	16	+44%	83	72	+15%

**Can be same business served multiple times*

Work-based Training Activities	Apr 2024 to Jun 2024	Apr 2023 to Jun 2023	Percent Change	Jul 2023 to Jun 2024	Jul 2022 to Jun 2023	Percent Change
On-the-Job Training	21	15	+40%	68	50	+36%
Transitional Jobs	28	16	+75%	113	42	+169%
Paid Work Experience	25	11	+127%	68	32	+113%
Community Service Program	21	0	NA	21	0	NA

** Training activities may overlap due to co-enrollment or program procedural changes*

Employer Upskill Activities	Apr 2024 to Jun 2024	Apr 2023 to Jun 2023	Percent Change	Jul 2023 to Jun 2024	Jul 2022 to Jun 2023	Percent Change
Incumbent Worker Training	47	40	+18%	47	40	+18%
Customized Training	NA	NA	NA	NA	NA	NA

** Represents individuals trained through IWT*

Employer Job Placement Activities	Apr 2024 to Jun 2024	Apr 2023 to Jun 2023	Percent Change	Jul 2023 to Jun 2024	Jul 2022 to Jun 2023	Percent Change
Positions Filled	99	64	+55%	364	234	+56%

** Includes On-the-Job Trainings*

Business Services Division Quarterly Report

Rapid Response Activities

4th Quarter 2023-2024			
Total WARNs Received	Businesses Provided Rapid Response Services	Total Rapid Response Events	Total Employees Provided Services
4	5	2	55

Year-End 2023-2024			
Total WARNs Received	Businesses Provided Rapid Response Services	Total Rapid Response Events	Total Employees Provided Services
24	11	28	1,202

1st Quarter 2024-2025			
Total WARNs Received	Businesses Provided Rapid Response Services	Total Rapid Response Events	Total Employees Provided Services
3	7	6	179

Sector Strategy Updates

- **Agriculture Sector:** Spring Sector Partnership Meeting/ Ag Supervisor Training for 40 employees
- **Underserved Business Sector:** Once Sector Partnership meeting and 4 Workshops provided
- **Healthcare Sector:** HealthForce Partners received a \$1.7 million grant to increase the number of Licensed Practical Nurses (LPNs) in our area.
- **Manufacturing Sector:** We have formed a collaborative workgroup of government, education, and business leaders, and developed a plan to engage more industry partners and foster talent development through cross-sector teamwork.
- **Construction Sector:** A Convening Authority has been identified to lead round table discussions within the Construction Sector. We will begin assembling industry, education, and public sector partners in the coming months.
- **Warehouse/Logistics–** We have started initial meetings with potential industry partners to focus on this sector in the coming year.



Agriculture Sector Partnership – Workforce Development

Committee Meeting, Supervisory Development & New Classes

Committee Meeting, Agenda below:

Agriculture Sector Partnership – Workforce Development

Agenda: May 22, 2024: 8am to 10am

Farm Bureau BOD: 1201 L Street, Modesto, Ca

- 8:00-8:15am:
 - Introductions

- 8:15-8:45am:
 - Anna to provide updates on:
 - Year in Summary
 - Year 3 Goals
 - Explain Activity

 - Chris to provide Incumbent Worker Training Guidelines

- 8:45-9:45am:
 - Work in Groups
 - As a group, create a list of the trainings that:
 - You are currently doing;
 - That you used to do, but it got to \$\$\$;
 - That you would love to offer moving forward.

- 9:45-10:00am: Groups Report Back & Year 3 Interest


Meeting Notes:

Anna Genasci, Stanislaus County Farm Bureau, provided an overview (see slides below) of year TWO of the Sector Partnership and the activity for the day, focusing on incumbent worker training. Chris Hancock, Workforce Development, provided a quick overview of the incumbent worker training requirements.


Stanislaus County Workforce Development

Agriculture Sector Partnership Update

Year 2



Presented By:
Anna Genasci
Stanislaus County Farm Bureau



Workforce Development




2 YEARS INTO THE PROGRAM!

Year 1 Meeting take-Aways

Overall Themes:

- Supervisor/leadership training for newly promoted employees
- Computer skills, including Microsoft programs
- Database management and input
- English literacy
- Certifications: Equipment, Pesticides, Class A drivers & technology
- Customer service, working in a team, and soft skills
- Compliance: updates on trainings and requirements (HR and Safety)



New Hire Soft Skills Deficiencies:

- Lack of written communication skills (poor grammar, spelling, sentence structure, etc.)
- Lack of verbal communication skills (eye contact, speaking clearly and distinctly, being able to introduce one's self)
- Timeliness – both showing up to work and appointments (in-person and virtual) on time, as well as completing assigned work on time.
- Staying motivated and persevering when encountering obstacles (not giving up or trying to move the hard work to someone else).
- Managing stressful situations without quitting

Deliverables

Agricultural Supervisory Development Academy (SDA)
Update: Year 2

- The Spring 2024 sessions were full.
- Two cohorts, one in English and one in Spanish, received 20 hours of training beginning March 2024.
- Each cohort had 20 participants.
- Each in-person session was 4 hours with 1-2 hours of activities to practice new skills on the job along with small homework assignments.



\$500 Per Person
% TO BE REBURSED BY STANISLAUS WORKFORCE DEVELOPMENT

Employer Size	Maximum Employer Share of Training Costs
1-99	10%
100-999	20%
1000+	30%

COMPANIES: Bayo Ranch Inc., Dave Wilson Nursery, NuWest Milling, Yosemite Farm Credit, A. L. Gilbert Company, Alden Peterson & Sons, Inc., Carter Growers Association Inc., CK Orchards, Inc., Danner Dairy, US Farms Wholesale Nursery, LLC, Generation Growers, Inc., Green Leaf Farms, Inc., Modesto Irrigation District, Oldfash Irrigation District, Recology, Salmon & Sons Farming Co., Inc., Millport Ranch, Stanislaus Farm Supply, Season Farms, Inc., Trilok Farms, Turlock Irrigation District, Zager's Inc. Genetics




GRADUATION



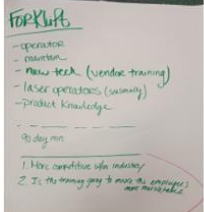
Spring Meeting take-Aways



- **Orange Group – Computer Skills & Working with a Database**
 - Two key takeaways – Database and Excel training needed
- **Pink Group – Certifications; Equipment & Pesticides**
 - Two key takeaways – Agriculture specific on-boarding training modules and a list of required trainings are needed
- **Green Group – Customer Service (including phone etiquette) & Teamwork**
 - Two key takeaways – training for supervisors to coach employees and a "part 2" for SDA graduates
- **Blue Group – English & Spanish Literacy, Ag Specific**
 - Two key takeaways – there is an interest from Spanish speakers to learn English and English speakers to learn Spanish and translations services in the interim would be helpful

Sub-Committees

Agricultural Nut Processors



FOKUPIT

- operations
- nutrition
- new tech. (vendor training)
- laser operators (summary)
- product knowledge

30 day run

1. Have comprehensive info ready
2. 2. do training go to make the employees more knowledgeable

Challenges:

- basic skill - showing up on time
- forklift
- machine ops
- software, inventory
- tablet
- supervisory - low pay
- excel
- ops ex - taking ownership

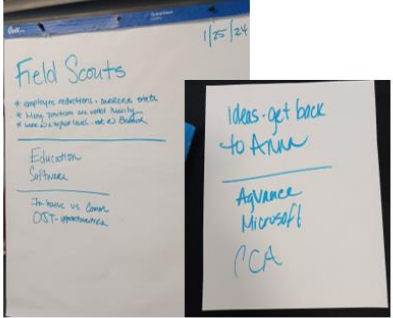
MAINT. IATA

- program w/ HR
- Level 1-2-3
- Equip. repairs & maint
- Part to find a training
- 5k for 2% shop
- 1000 for 1% shop
- 1000 for 1% shop
- 1000 for 1% shop

WORK Key Assignments

Sub-Committees

Agricultural Pesticide Dealers



Field Scouts

- apply for positions - business cards
- bring questions on work history
- have 2-3 major tests - not all correct

Education Software

- In-house vs. Donor
- OST - attendance

Ideas - get back to Anna

Advance Microsoft PCA

Next Steps - Year 3

- o Work on growing the sector group for the next contract year.
- o Create Needed Incumbent Worker Training Programs.
- o Hear from this group!
- o Offer Supervisor Development Academy in 2025.
- o English and Spanish classes with a focus on agricultural vocabulary.
- o Workforce group meet 2x year, plus 6-8, one-on-one meetings with interested companies.

For the good of your food.

9

Incumbent Worker Training in Action - Activity

- Chris will review Incumbent Worker Training.
- As a group, create a list of the trainings that
 - You are currently doing;
 - That you used to do, but it got to \$\$\$;
 - That you would love to offer moving forward.
- Chris and Angie will help answer questions.



10



Work-Based Training Services

INCUMBENT WORKER TRAINING

- Provided for an employer or group of employers to new or existing employees
- The position is full-time, non-seasonal position (minimum of 32 hours per week)
- Training is needed to retain a skilled workforce or avert layoffs
- Training must increase the competitiveness of the employees and the employer
- Employer pays for the training up front



Stanislaus County Workforce Development Agriculture Sector Partnership Update

Thank you!
Anna Genasci
Stanislaus County Farm Bureau



Meeting Discussion:

- **Group #1** – Safety trainings, LEAN training, financial literacy, OSHA required trainings (train the trainer), supervisory training, DOT, pesticide certification, employee handbook and company policies, computer literacy, first aid/CPR, emergency response, and Class A.
- **Group #2** – New dairy equipment, OSHA required training (Ag specific), IVES training (lift training), train the trainer academy, chemical handling (certification), operations training (LEAN), leadership and supervisory, HazMat certification, welding (@ MJC), and first aid/CPR.
- **Group #3** – Required OSHA classes, computer literacy, supervisory & leadership, water in California, HR laws and regulations, LEAN, AI in cattle, sales, customer service, and first aid/CPR.
- **Group #4** – Soft skills, communication, PCA test prep (pesticide certification), botany and water 101, legacy knowledge transfer, continuing education for certifications, food safety, management trainings, and change management.
- As groups shared their list, we discussed what trainings meet Workforce Development requirements for funding (increase the competitiveness of both the employee and employer). Below are the classes identified:
 - o Train the Trainer
 - o LEAN Training
 - o Soft Skills
 - o PCA Test Prep
 - o HR Certificate
 - o Leadership/Supervisory

Spring 2024, Supervisor Development Academy & Graduation:

SPRING 2024 SUPERVISORY DEVELOPMENT ACADEMY

This 5 session program addresses leadership, communication, conflict resolution, planning, and team building. Each in-person session lasts 4 hours with 1-2 hours of activities to practice new skills on the job along with small homework assignments. (attendance is required to graduate).



Held on Thursdays:

English 7:30 a.m. – 11:30 a.m. / Spanish 12:00 p.m. – 4:00 p.m.

- March 7
- March 21
- April 4
- April 18
- May 2

Each in-person session lasts 4 hours with 1-2 hours of activities to practice new skills on the job along with small homework assignments.

This program gives supervisors a foundation to develop skills essential to furthering their success and that of your business. This 5 session program addresses leadership, communication, conflict resolution, planning, and team building.

This session were paid in full, by the employer, and then partially reimbursed via Workforce Development.

The sessions were taught by AgSafe. Farm Bureau is collecting the payments from growers and paid AgSafe their training fees.

Companies who sent employee/s: Bays Ranch Inc., Dave Wilson Nursery, NuWest Milling, Yosemite Farm Credit, A. L. Gilbert Company, Alden Peterson & Sons, Inc., Cortez Growers Association Inc., CR Orchards, Inc., Durrer Dairy, LP, Frantz Wholesale Nursery, LLC, Generation Growers, Inc., Green Leaf Farms, Inc., Modesto Irrigation District, Oakdale Irrigation District, Recology, Samran & Sons Farming Co., Inc./ Hilltop Ranch, Stanislaus Farm Supply, Swanson Farms, Inc, TriNut Farms, Turlock Irrigation District, & Zaiger’s Inc. Genetics.

During the final session, we organized a graduation luncheon, each participant who successfully completed all five sessions, was presented with a certificate of completion. Employers were invited to share in the celebration of their team members. Each session was full, 20 participants in English and 20 participants in Spanish.

\$500 Per Person
% TO BE REIMBURSED BY STANISLAUS WORKFORCE DEVELOPMENT

Employer Size	Minimum Employer Share of Training Costs
1-50	10%
51-100	25%
101+	50%

WHEN & WHERE

Stanislaus County Farm Bureau Boardroom

English 7:30 a.m. – 11:30 a.m.
Spanish 12:00 p.m. – 4:00 p.m.

- March 7
- March 21
- April 4
- April 18
- May 2

Call our office to sign up!
(209) 522-7278
or email
Anna Genasci
annag@stanfarmbureau.org



STANISLAUS COUNTY FARM BUREAU



Year Three Contract & New Programs:

Year three will include: 2 Full Committee meetings and 8, one-on-one meetings, with employers who have more than 25 employees. The 2 committee meetings shall include guest speakers and new topics.

English/Spanish-Ag Vocabulary Classes - Chris shared that Workforce Development got the grant. Anna to find an existing curriculum and trainers.

Supervisory Development Academy (SDA) - Anna to offer the class again in Spring 2025. Flyer for promotion to include details of Cal Jobs requirements. Chris to deploy a team of job developers to the business prior to the class beginning to complete paperwork.

Soft Skills - Anna to share the proposal from Blue Horizon Solutions, once received. See more details below:

BLUE HORIZON SOLUTIONS
LEARN. LEAD. LEAVE A LEGACY.

2024 WORKFORCE DEVELOPMENT

New Hire to Industry Expert:
Elevate Your Skills in Agriculture

WHO ARE WE

Shelli Hendricks, Ph.D.
President
Instructional Designer
Executive Coach

Ron Hurst, Ph.D.
Lean Six Sigma Master Trainer
Operational Excellence Coach

Rachelle Antinetti
Agricultural Professional
Executive and Coach

Elevating Next Generation Leaders in Agriculture

- ✔ Corporate Trainers
- ✔ Talent Development Pros
- ✔ Succession Planners
- ✔ Experienced Leaders
- ✔ Professional Certified Coaches
- ✔ Change Champions

CONTACT US TO CUSTOMIZE YOUR LEARNING PLAN

More information [+1.800.229.1055](tel:+1800.229.1055) Visit our website bluehorizon.coach

BLUE HORIZON SOLUTIONS
LEARN. LEAD. LEAVE A LEGACY.

2024 BUSINESS WORKSHOPS

New Hire to Industry Expert:
Elevate Your Skills in Agriculture

CAREER ACCELERATORS

Developing Professional Skills

Business Etiquette

Professional Effectiveness

Communicating with Confidence

Key Discussions & Insights

- ✔ Communication
- ✔ Time Management
- ✔ Resilient Self-Leadership
- ✔ Handling Conflict
- ✔ Personal Effectiveness
- ✔ Resilient Self-Leadership

BUILD YOUR OWN LEARNING PLAN

More information [+1.800.229.1055](tel:+1800.229.1055) Visit our website bluehorizon.coach

A few thoughts from the potential Blue Horizon Trainers:

-Instead of 1/2 days over several weeks, we'd like to discuss the idea of a workshop series of 2.5 days. This will help with travel for facilitators and reduce the overall costs.

-We'd like to incorporate the initial day to be Business Formal. It sets the tone for the rest of the workshop.

-We are considering the proposal to include a fine dining etiquette experience, possibly at Galletto's. This incorporates hands-on learning about dining in the workplace. It's also a great way to build relationships in the cohort and walk away with more confidence.

Here is a list of Ag clients they have engaged recently: Precissi Ag Services, Big Valley Capital, Terra West Group & Ulrich Management and Consulting



**UNDERSERVED BUSINESSES SECTOR PARTNERSHIP
QUARTERLY REPORT 07/01/23 – 09/30/23**

PURPOSE OF PROGRAM

To facilitate the improvement of local high risk or at-risk businesses, to identify businesses that are underserved (minority-owned, women owned, geographical low-income location, or other “at-risk” businesses) within Stanislaus County, and to collaborate with Workforce Development staff to offer resources and services to mitigate layoffs and closures, thereby promoting business longevity and job retention. Stanislaus Equity Partners serving as the convening authority to provide backbone support to the Underserved Business Sector Partnership.

PROGRAM OBJECTIVES

- Identify and connect with underserved businesses (minority-owned, woman-owned, geographical low-income location, or other “at risk” businesses) within Stanislaus County who might need business resources, assistance, and/or options to mitigate layoffs and closures.
- Refer underserved businesses (minority-owned, woman-owned, geographical low-income location, or other “at risk” businesses) within Stanislaus County, to resource partners who can immediately assist.
- Plan, promote and facilitate Underserved Business Sector Partnership meetings for underserved businesses to offer resources and services needed.
- Obtain surveys from recipients of Stanislaus County's Covid 19 business grants including those who received the Small Business Relief Grant, the Stanislaus County COVID-19 Business Grant, the WorkSafe Grant, and the City of Modesto COVID-19 Business Grant to assess the economic impact of the grants on each business recipient.

SERVICES UPDATE

SERVICES	SERVICES PROVIDED 07/01/23 – 09/30/23
Underserved Business Sector Partnership Meeting (9/26/23)	31

**STEP team gathered missing phone numbers from call list during this time and prepped to begin calls.

Stanislaus Equity Partners thanks Stanislaus County Workforce Development for their continued partnership and its impact on the underserved business community.



UNDERSERVED BUSINESSES SECTOR PARTNERSHIP QUARTERLY REPORT 10/01/23 – 12/31/23

PURPOSE OF PROGRAM

To facilitate the improvement of local high risk or at-risk businesses, to identify businesses that are underserved (minority-owned, women owned, geographical low-income location, or other “at-risk” businesses) within Stanislaus County, and to collaborate with Workforce Development staff to offer resources and services to mitigate layoffs and closures, thereby promoting business longevity and job retention. Stanislaus Equity Partners serving as the convening authority to provide backbone support to the Underserved Business Sector Partnership.

PROGRAM OBJECTIVES

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SERVICES UPDATE

SERVICES	SERVICES PROVIDED 10/01/23 – 12/31/23
Underserved Business Sector Partnership Workshop (12/5/23)	20
COVID-19 Follow-Up Survey <i>Calls Made</i>	44
COVID-19 Follow-Up Surveys <i>Completed</i>	11

Stanislaus Equity Partners thanks Stanislaus County Workforce Development for their continued partnership and its impact on the underserved business community.



**UNDERSERVED BUSINESSES SECTOR PARTNERSHIP
QUARTERLY REPORT 01/01/24 – 03/31/24**

PURPOSE OF PROGRAM

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- Refer underserved businesses (minority-owned, woman-owned, geographical low-income location, or other “at risk” businesses) within Stanislaus County, to resource partners who can immediately assist.
- Plan, promote and facilitate Underserved Business Sector Partnership meetings for underserved businesses to offer resources and services needed.
- Obtain surveys from recipients of Stanislaus County's Covid 19 business grants including those who received the Small Business Relief Grant, the Stanislaus County COVID-19 Business Grant, the WorkSafe Grant, and the City of Modesto COVID-19 Business Grant to assess the economic impact of the grants on each business recipient.

SERVICES UPDATE

SERVICES	SERVICES PROVIDED 01/01/24 – 03/31/24
Listening Session # 2 (2/1/24)	30 attendees
COVID-19 Follow-Up Survey <i>Contact Attempted</i>	477
COVID-19 Follow-Up Surveys <i>Completed</i>	76

Stanislaus Equity Partners thanks Stanislaus County Workforce Development for their continued partnership and its impact on the underserved business community.



UNDERSERVED BUSINESSES SECTOR PARTNERSHIP QUARTERLY REPORT 04/01/24 – 06/30/24

PURPOSE OF PROGRAM

To facilitate the improvement of local high risk or at-risk businesses, to identify businesses that are underserved (minority-owned, women owned, geographical low-income location, or other “at-risk” businesses) within Stanislaus County, and to collaborate with Workforce Development staff to offer resources and services to mitigate layoffs and closures, thereby promoting business longevity and job retention. Stanislaus Equity Partners serving as the convening authority to provide backbone support to the Underserved Business Sector Partnership.

PROGRAM OBJECTIVES

- Identify and connect with underserved businesses (minority-owned, woman-owned, geographical low-income location, or other “at risk” businesses) within Stanislaus County who might need business resources, assistance, and/or options to mitigate layoffs and closures.
- Refer underserved businesses (minority-owned, woman-owned, geographical low-income location, or other “at risk” businesses) within Stanislaus County, to resource partners who can immediately assist.
- Plan, promote and facilitate Underserved Business Sector Partnership meetings for underserved businesses to offer resources and services needed.
- Obtain surveys from recipients of Stanislaus County's Covid 19 business grants including those who received the Small Business Relief Grant, the Stanislaus County COVID-19 Business Grant, the WorkSafe Grant, and the City of Modesto COVID-19 Business Grant to assess the economic impact of the grants on each business recipient.

SERVICES UPDATE

SERVICES	SERVICES PROVIDED 04/01/24 – 06/30/24
Underserved Business Sector Partnership Workshop 2: HR & Personnel (5/22/24)	7
Underserved Business Sector Partnership Workshop 3: Networking (6/20/24)	180
COVID-19 Follow-Up Calls <i>Attempted Contact</i>	641
COVID-19 Follow-Up Surveys <i>Completed</i>	50

Stanislaus Equity Partners thanks Stanislaus County Workforce Development for their continued partnership and its impact on the underserved business community.



Stanislaus Latino Chamber of Commerce
P.O. Box 3113
Modesto, CA 95353
September 26th, 2024
501(C)(3): 82-1879572

OFFICERS

Johnny Garcia
CEO/President

Erica Inacio
Vice President

Christine Parraz
Secretary

Stanislaus County Workforce Development
Business Development Committee
Modesto, CA 95351

Dear Business Development Committee,

BOARD MEMBERS

Jessica Barrios

Jonathan Jones

Pablo Paredes

Harpreet Singh

In partnership with the Stanislaus County Workforce Development the Stanislaus Latino Chamber of Commerce designed and conducted three business workshops in a series called Business 101 Learning Series. Each workshop was held in different cities within Stanislaus County to ensure inclusivity of our smaller cities seeking resources and knowledge on Permitting and Licensing, Marketing and Financial Literacy.

The first workshop on how to obtain permits and licenses in Stanislaus County had eighteen attendees and was held at Riverbank City Hall on March 27, 2024. The Stanislaus Latino Chamber of Commerce (SLCC) had several city representatives including the county to share information on the process, local and state regulations and how to run a business legally. At the end of the session, all participants gained a better understanding of legalities necessary to ensure their business is in compliance. The second workshop on Marketing, was conducted on April 24, 2024, had nine attendees, and was held at Modesto's Veterans Center. The session covered marketing techniques and the importance of creating a strong online presence. The third and final workshop on financial literacy was held at Patterson City Council Chambers on May 29, 2024 and 13 people attended. This was our most successful workshop because of the engagement from our participants and our presenter from JP. Morgan Chase.

The SLCC has taken pride in successfully guiding companies/organizations and businesses through the process of securing their business licenses/permits and accomplishing other business needs through our Business Learning Series. We hope to continue providing these resources to the community. A member who has specifically stuck out to us was Alegacy Concrete who attended all of our workshops in partnership with Stanislaus County Workforce Development. Not only did we assist him in getting licensed with the City of Riverbank but gave him the platforms to build his business from the ground up.

Sincerely,

Johnny Garcia

Johnny Garcia
CEO/President, Stanislaus Latino Chamber of Commerce
ceo@stanislauslatinocc.org
(209) 789-5123

**Business Development Committee
Meeting Minutes**

Thursday, December 7, 2023

Self-Help Credit Union

900 Crows Landing Rd., Modesto, CA 95351

1:00 p.m. – 2:30 p.m.

Members in attendance:

Kris Helton, Chair

Jack Deliddo

Jason Maggard

Billy Meyers

Dillon Olvera

Christine Schweininger

Jennifer Shipman

Absent:

Shawn Hemiller

Maryn Pitt

Tim Roos

Staff in attendance:

Sara Redd

Chris Hancock

Kris Ixta

David Campos

Additional guest present:

There were 4 additional guests present.

1. Call to Order and Roll Call
Kris Helton, Business Development Committee Chair, called the meeting to order at 1:02 p.m., thanked everyone for attending and invited those present to introduce themselves.
2. Conflict of Interest
Chairman Helton outlined the Conflict of Interest Policy.
3. Public Comment Period
Chairman Helton gave information on the Public Comment Period. There were no public comments.
4. Department Report
 - A. Update
 1. HR Hotline Reports
Assistant Director, Sara Redd, reviewed the HR Hotline reports. The Committee suggested that this report be used as a “lead list”. They also expressed that they would like to know the location and size of the businesses on the report.
 2. David Campos, Workforce Analyst, gave a presentation on the

Stanislaus County Industries Dashboard. He provided an overview of the statistical data that can be available to businesses in Stanislaus County regarding positions, wages, predicted growth etc. The Committee members expressed that this would be a great tool for businesses to be able to access on the Workforce Development website.

3. Annual Report

Assistant Director Redd reviewed the Business Services pages of the Annual Report.

4. Remote Work, Commute Times, Public Transportation Use, and Housing Trends in Stanislaus County, this was reviewed with the Committee.

B. Business Services Update

Business Services Supervisor, Chris Hancock, reviewed the following with the Committee:

1. Update on Programs – Chris reviewed the report on Work-Based Learning activities for the period 7/1/23 – 9/30/23 compared to 10/1/23 to current. These services include WIOA services, services provided to businesses, and StanWORKS Services. Chris also reported on the pre-apprenticeship program.

2. Business Expo Outcomes

Committee Chair, Kris Helton, gave a report on the outcome of the Business Expo. He stated it was very successful, he received great feedback. There were 200 small businesses that attended.

3. Sector Updates

Chris Hancock, Business Services Supervisor, reviewed the following with the Committee:

a. Agriculture Sector

i. Farm Bureau Report – Chris summarized the Farm Bureau report. The next sub-sector meeting will be held in January and the next sector partnership meeting will be held in April.

b. Healthcare – The convening authority for this sector is HealthForce Partners of San Joaquin Valley. This sector will cover Stanislaus, San Joaquin, and Merced Counties. Tiffani Burns, Regional Director for HealthForce Partners, will be heading up this initiative. Chris reviewed the future objectives of this group. The next sector meeting will be held in February 2024.

c. Manufacturing – Amanda Hughes from Stanislaus 2030 is heading up this initiative. The first sector meeting was held Nov. 9th, Chris gave an overview of that meeting. The next meeting is still to be determined.

d. Warehouse/Logistics – still in preliminary conversations

e. Construction - still in preliminary conversations

f. Underserved

- i. Stanislaus Equity Partners Report – Chris reviewed the contract with Stanislaus County Equity Partners and the requirements within that contract. The first sector meeting was held on September 26th. Chris briefly reviewed the report that was provided on that meeting.
- ii. Latino Chamber – The Department is currently in the process of drawing up a contract with the Latino Chamber. Chris provided an overview of the requirements included in that contract.

Additionally, Chris added that there is consideration of the creation of a Bio-Industrial Sector in alignment with Stanislaus 2030.

5. Discussion and Action Item

- A. Approval of the Minutes of the September 14, 2023 Business Development Committee Meeting. B. Myers / D. Olvera
- B. Approval of the 2024 Dates; Location and Times for the Business Development Committee Meetings.
D. Olvera / B. Meyers
- C. Review the Outcome of the First Half of the Employer Assessment Contract (WorkKeys) for the 2023-2024 Fiscal Year and Approve Not Renewing the Contract.
J. Shipman / B. Meyers
- D. Approval to take to the Workforce Development Board the 2023 In-Demand Occupation List for Workforce Innovation and Opportunity Act and Request Authority for the Director of Stanislaus County Workforce Development to Make Exceptions as Necessary. J. Shipman / J. Maggard

6. Future Topics and Discussion

The Committee would like to add to all future agendas a line item for members to report on outside committee matters.

7. Adjournment

Chairman Helton adjourned the meeting at 2:24 p.m.

Next Meeting: March 7, 2024

Business Development Committee

Meeting Minutes

Thursday, March 7, 2024

Self-Help Credit Union

900 Crows Landing Rd., Modesto, CA 95351

1:00 p.m. – 2:30 p.m.

Members in attendance:

Kris Helton, Chair

Jason Maggard

Billy Meyers

Tim Roos

Jennifer Shipman

Absent:

Jack Deliddo

Shawn Hemiller

Dillon Olvera

Maryn Pitt

Christine Schweininger

Staff in attendance:

Sara Redd

Chris Hancock

Kris Ixta

Angie Young

Additional guest present:

There were 4 additional guests present.

1. Call to Order and Roll Call
Kris Helton, Business Development Committee Chair, called the meeting to order at 1:01 p.m., noted that no quorum was established, and that the agenda would be reviewed but there would not be any voting on agenda items. He continued by thanking everyone for attending and invited those present to introduce themselves.
2. Conflict of Interest
Chairman Helton outlined the Conflict of Interest Policy.
3. Public Comment Period
Chairman Helton gave information on the Public Comment Period. There were no public comments.
4. Presentation – Tiffani Burns, County Director for HealthForce Partners, provided an overview of HealthForce Partners including their mission and what they do.
5. Department Report
 - A. Update
 1. HR Hotline Reports
Assistant Director, Sara Redd, reviewed the HR Hotline reports.

2. Business Services Manager, Chris Hancock, provided updates on all the sectors and reviewed the WARN notice data for Stanislaus County that was included in the agenda packet. Chris then continued by providing an update on programs. He reviewed the report on Work-Based Learning activities for the period 10/1/22 – 12/31/22 compared to 10/1/23 to 12/31/23. These services include WIOA services, services provided to businesses, and StanWORKS Services.

6. Discussion and Action Items – since no quorum was establish the following agenda items were tabled.
 - A. Approval of the Minutes from the December 7, 2023 Business Development Committee Meeting
 - B. Approval of the Recommendation for Program Year 2024-2025 to Contracting with Community Agencies for Underserved Business

7. Future Topics and Discussion
The Committee would like to add to all future agendas a line item for members to report on outside committee matters.

8. Adjournment
Chairman Helton adjourned the meeting at 2:07 p.m.

Next Meeting: June 6, 2024

October 3, 2024

Stanislaus County Business Development Committee Agenda Item

TO: Business Development Committee

FROM: Doris Foster, Director

SUBJECT:

Approval of the 2025 Dates, Location and Times for the Business Development Committee Meetings

ITEM NUMBER: 6.C.

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Approve the 2025 dates, location, and times for the Business Development Committee meetings.

POLICY:

The Stanislaus County Workforce Development Board's (SCWDB) Bylaws state that the Board shall establish a regular meeting schedule.

DISCUSSION:

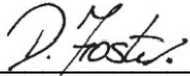
The Stanislaus County Workforce Development Board's (SCWDB) Bylaws state that the Board shall establish a regular meeting schedule. As such, the Business Development Committee is required set and approve a regular meeting schedule.

At the September 23, 2021 Business Development Committee meeting, Workforce Development staff recommended the Committee schedule quarterly meetings prior to each Stanislaus County Workforce Development Board meeting. The meetings are currently scheduled to take place in the months of March, June, September, and December. It is being proposed that the Committee amend the meeting schedule to bi-annually, holding the meetings on the 3rd Thursday of April and October beginning in 2025. The proposed meeting dates for 2025 would be as indicated in the table below:

Date	Time	Location
April 17, 2025	1:00 pm – 2:30 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351
October 16, 2025	1:00 pm – 2:30 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351

Once the suggested meeting dates are approved by the Business Development Committee, calendar invites will be sent out to all Committee members.

ADMINISTRATIVE BUDGET IMPACT: None



Doris Foster, Director