

Business Development Committee Agenda

Thursday, September 14, 2023

Self-Help Credit Union

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. Current COVID-19 protocols will be followed.

If you require assistance per the Americans with Disabilities Act, please notify Stanislaus County Workforce Development at (209) 558-2114, 48 hours in advance of the meeting.

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>.

- I. Call to Order and Introductions
- II. Conflict of Interest
- III. Presentation – BBSI
- IV. Public Comment Period
- V. Director's Report
 - A. Update
 1. HR Hotline Reports
 2. WorkKeys Report
 3. Stanislaus Equity Partners Report
 - B. Business Services Update - Eugene Garcia, Business Services Manager
 1. Workforce Facts 2023
 2. Update on Programs
 3. Sector Updates – Chris Hancock
 - a. Agriculture
 - b. Healthcare
 - c. Underserved
- VI. Consent Item
 - A. Approve the Minutes of the June 1, 2023 Business Development Committee Meeting
- VII. Discussion and Action Item
 - A. Approval of Stanislaus County Workforce Development (SCWD) to Provide Business Intelligence Reports, Based on Labor Market Information Sources, to Businesses in Stanislaus County.

VIII. Future Topics and Discussion

Next Meeting

Date: December 7, 2023
Location: Self-Help Credit Union
Time: 1:00 p.m. – 2:30 p.m.

**Business Development Committee
Meeting Minutes**

Thursday, June 1, 2023

Martin Petersen Event Center
720 12th Street, Modesto, CA 95354
1:00 p.m. – 2:30 p.m.

Members in attendance:

Kris Helton, Chair
Jason Maggard
Billy Meyers

Tim Roos
Christine Schweininger
Jennifer Shipman

Absent:

Jack Deliddo
Shawn Hemiller

Dillion Olvera
Maryn Pitt

Staff in attendance:

Doris Foster
Chris Hancock

Kris Ixta
Sara Redd

Additional guest present:

Johnny Garcia, Hispanic Chamber
Adriana Garcia, Hispanic Chamber
Anna Genasci, Stanislaus County Farm Bureau
There were 6 additional guests present

- I. Call to Order and Roll Call
Kris Helton, Business Development Committee Chair, called the meeting to order at 1:05 p.m., thanked everyone for attending and invited those present to introduce themselves.
- II. Conflict of Interest
Chairman Helton outlined the Conflict of Interest Policy.
- III. Presentation
 - A. Johnny Garcia and Adriana Garcia from the Hispanic Chamber of Commerce provided the Committee with an overview of their organization, who they are and the services that they provide to the community.
- IV. Public Comment Period
Chairman Helton gave information on the Public Comment Period. There were no public comments.
- V. New Committee Member Christine Schweininger
Chairman Helton introduced new committee member Christine Schweininger, CEO of Valley Builders Exchange, Inc.

VI. Director's Report

A. Director Foster reviewed the following quarterly reports with the Committee:

1. HR Hotline
2. WorkKeys
3. Stanislaus Equity Partners
4. Labor Market Information
 - a. "Some Bosses Embrace Work from Home to Keep Wages Down" handout.
 - b. She noted that a report on Stanislaus County remote work and public transportation use will be presented at the next committee meeting.

B. Business Services Update

Sara Redd, Assistant Director, presented an overview for the period March 1st through May 31, 2023.

On-the-Job Training – there are 8 new contracts for a total of \$81k. There were 6 new paid internships and 8 new transitional jobs for a total of \$110k. There were 5 new staff in the department, this week they started job shadowing and visiting businesses. The Business Services Division is now fully staffed.

Director Foster provided an update of the Stanislaus County Job Fair. She stated that there were over 500 that attended. Many of our new staff attended and did a great job.

1. Update on Workshops

Director Foster provided the committee with an update on workshops.

2. Sector Updates

a. Ag Sector - Anna Genasci

Anna provided a recap of the March 22nd Agriculture Sector Partnership Meeting.

b. Healthcare – Doris Foster

Director Foster stated that Stanislaus Community Foundation is funding someone to come in full time and start building the program in Stanislaus County. Director Foster stated that Workforce Development will be participating and that there have not been any meetings held yet but expects that there should be one soon.

VII. Consent Item

A. Approve the Minutes of the March 2, 2023 Business Development Committee Meeting.

B. Approval to Move the Thursday, September 7, 2023 Business Development Committee Meeting to Thursday, September 14, 2023.

J. Shipman/T. Roos

VIII. Discussion and Action Item

- A. Approval of the Recommended Spending Plan of the Workforce Innovations and Opportunity Act Training Fund Requirements 2023-2024. J. Shipman/J. Deliddo
- B. Consider and Approve the Recommended Change in Services for Underserved Business by Stanislaus Equity Partners for the 2023-2024 Fiscal Year.
B. Meyers/J. Shipman
- C. Consider the Request from Opportunity Stanislaus to Renew the Employer Assessment Contract (WorkKeys) for the 2023-2024 Fiscal Year.

- 1. Opportunity Stanislaus Marketing Strategy – Amber Edwards, VP of Talent Development presented an overview of the WorkKeys assessment tool. She also provided details of how Opportunity Stanislaus has marketed the program to local companies. Amber explained that in order to take on a heavier capacity of training they need additional finding.

A motion was made to renew the employment assessment contract (WorkKeys) for the amount of \$25,000 for 6 more months with the requirement that they acquire 4 more companies and perform 1,000 assessments within that time frame. The contract will be presented back to the Business Development Committee in December for possible extension.

T. Roos/J. Maggard

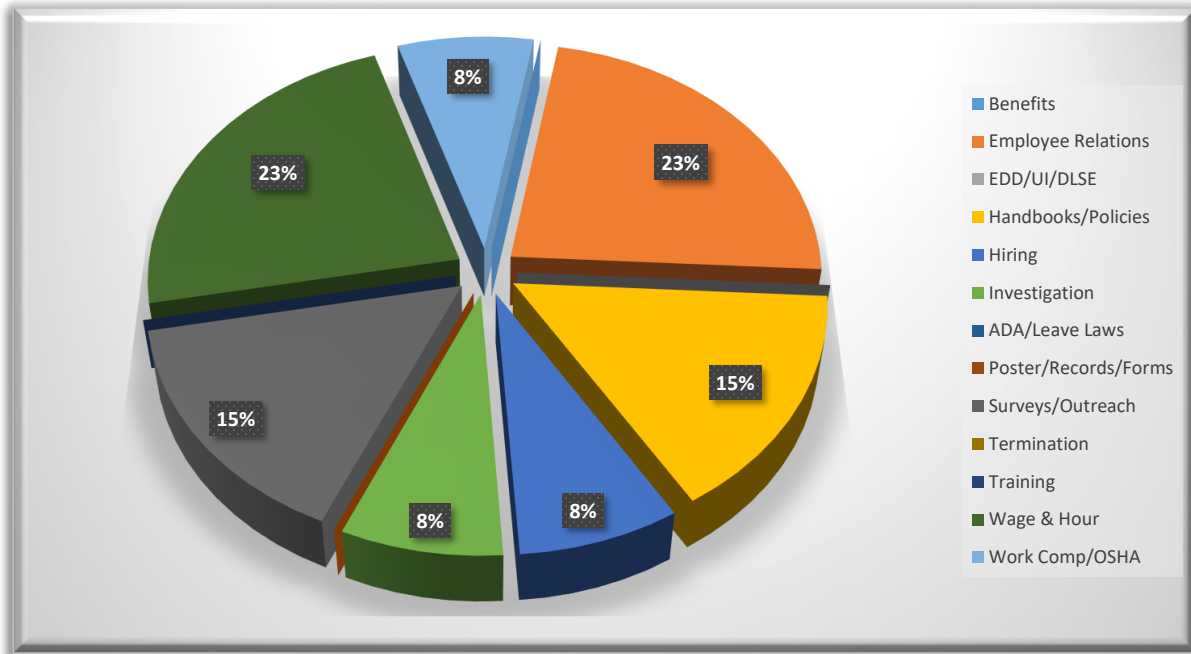
IX. Future Topics and Discussion

X. Adjournment

Chairman Helton adjourned the meeting at 2:58 p.m.

Next Meeting: September 14, 2023

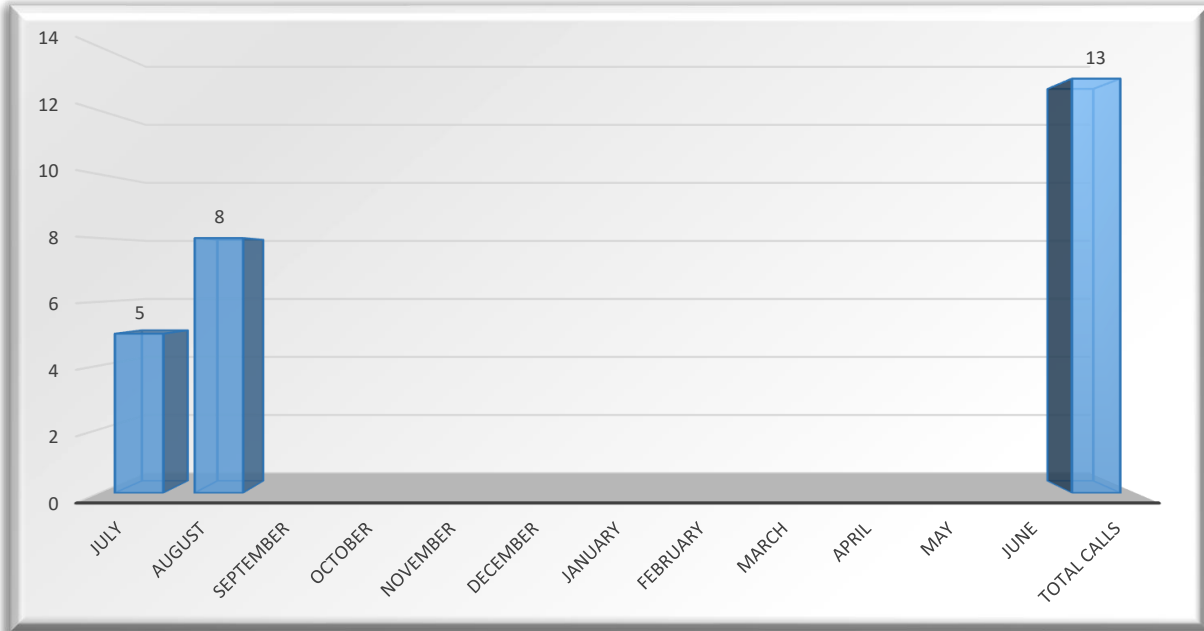
2023 - 2024 SUMMARY YTD



Reason For Call	July	August	September	October	November	December	January	February	March	April	May	June
Benefits												
Employee Relations	1	2										
EDD/UI/DLSE												
Handbooks/Policies	2											
Hiring		1										
Investigation		1										
ADA/Leave Laws												
Poster/Records/Forms												
Surveys/Outreach/Other		2										
Termination												
Training												
Wage & Hour	1	2										
Work Comp/OSHA	1											
TOTAL	5	8	0	0	0	0	0	0	0	0	0	0



TOTAL NUMBER OF CALLS YTD



July	5
August	8
September	
October	
November	
December	
January	
February	
March	
April	
May	
June	
Total Calls	13

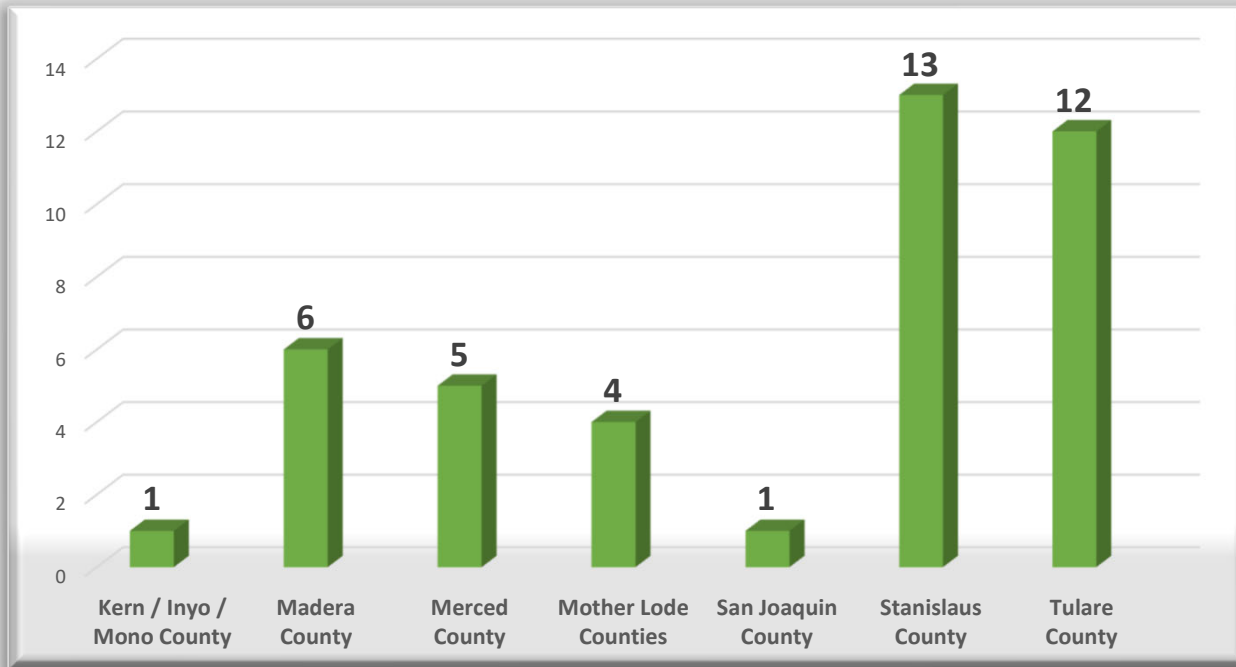




Contact Date	Description
7/27/2023 0:00	Employee Relations
7/18/2023 0:00	Handbook Query
7/6/2023 0:00	Policy Review Questions
7/5/2023 0:00	Safety
7/27/2023 0:00	Wage/Hour
8/28/2023 0:00	Drug/Alcohol Issue
8/3/2023 0:00	Employee Relations
8/10/2023 0:00	Employee Relations
8/22/2023 0:00	Hiring Issue
8/18/2023 0:00	Investigation - Internal
8/22/2023 0:00	Lawsuit or Summons
8/9/2023 0:00	Wage/Hour
8/22/2023 0:00	Wage/Hour



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										
Madera County	3	3										
Merced County	3	2										
Mother Lode Counties	1	3										
San Joaquin County	1	0										
Stanislaus County	5	8										
Tulare County	2	10										
TOTAL	16	28	0	0	0	0	0	0	0	0	0	0

Kern / Inyo / Mono County	1
Madera County	6
Merced County	5
Mother Lode Counties	4
San Joaquin County	1
Stanislaus County	13
Tulare County	12
Total Calls	42



WorkKeys Testing

WorkKeys assessments are offered to local business to assist in making hiring and promotion decisions. The array of assessments measure foundational skills required in the workplace.

April 2023 to June 2023

	Individuals Assessed	Total Assessments	Individuals Hired
Gallo	48	59	11
Oakdale Irrigation District	11	30	6
VOLT	13	36	0
Totals:	72	125	17

Average Hourly Wage at Hire	
Gallo	\$26.32
Oakdale Irrigation District	\$34.98



Connecting neighbors, resources, and opportunities

SCWD SERVICES TO UNDERSERVED BUSINESSES QUARTERLY REPORT 04/01/23 – 06/30/23

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.

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.
- Initiate partnership meetings between underserved businesses and the SCWD Business Services Unit staff for ongoing follow up.

SERVICES UPDATE

WIOA SERVICES	SERVICES PROVIDED 04/01/23-06/30/23
Employer Networking	163
Referral to Community Resource	93
Referral to SCWD Business Services Unit	6
Total Services Provided	352
Total Businesses Served	64

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

Stanislaus County WORKFORCE FACTS 2023

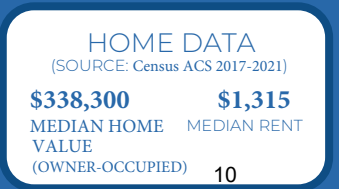
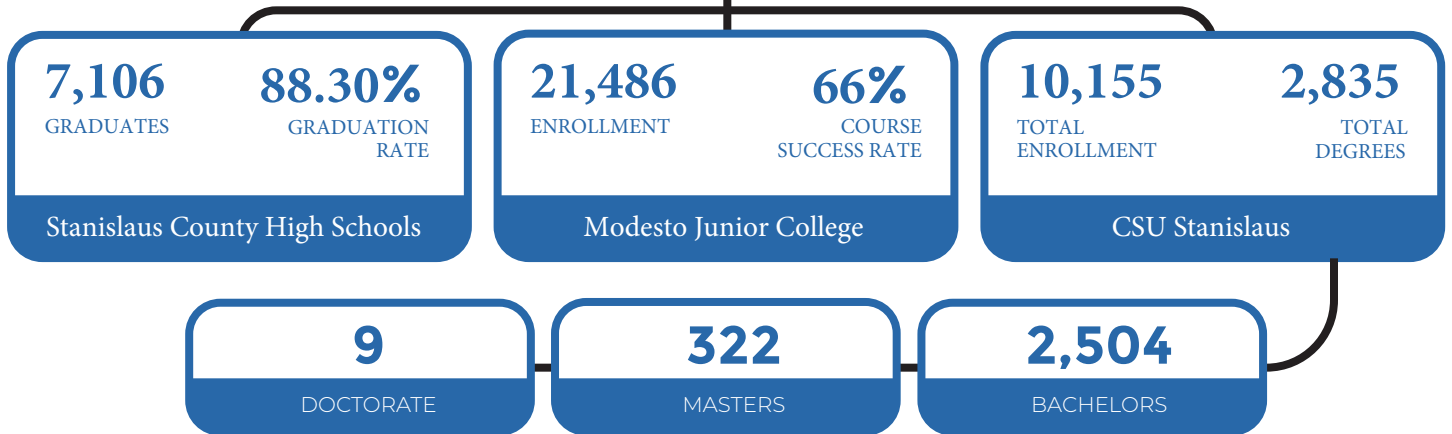
as of June 2023



TOP OCCUPATION BY %



EDUCATION





Stanislaus County Workforce Development

251 E. Hackett Road, Modesto, CA 95358 • www.stanworkforce.com • 209-558-2100 • 209-558-2164 fax

September 14, 2023

Stanislaus County Business Development Committee Agenda Item

TO: Business Development Committee

FROM: Doris Foster, Director

SUBJECT:

Approval of Stanislaus County Workforce Development (SCWD) to Provide Business Reports, Based on Labor Market Information Sources, to Businesses in Stanislaus County.

ITEM NUMBER: VIIA

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Approve the planning and implementation process of providing Business Reports, based on extraction and interpretation of Labor Market Information, to in-demand sectors and businesses throughout Stanislaus County.

POLICY:

Per 20 CFR § 678.435 (b), there are a variety of Business Services that may be provided through the one-stop delivery system, including (5) Customized labor market information for specific employers, sectors, industries, or clusters. (c) Local areas may also provide other business services and strategies that meet the workforce investment needs of area employers, in accordance with partner programs' statutory requirements and consistent with Federal cost principles.

DISCUSSION:

Stanislaus County's labor market is dynamic, constantly evolving, and influenced by various factors such as technological advancements, economic trends, and demographic shifts. To remain competitive and responsive to changing workforce dynamics, employers and businesses need timely and accurate insights derived from Labor Market Information (LMI).

Business Reports will serve several critical purposes within an organization. It is a vital tool for employers seeking to leverage the power of labor market information within their industry to drive informed decision-making, improve hiring efficiency, remain competitive, and achieve their strategic organizational objectives. It provides a comprehensive view of organizational labor performance and enables data-driven insights, such as:

- **Enhance Workforce Planning:** Businesses utilize LMI to align their workforce strategy with market demands, ensuring that they have the right talent with the right skills at the right time.
- **Improved Recruitment Strategies:** A competitive edge in talent acquisition can be gained by leveraging LMI to identify emerging skills gaps, salary trends, and talent pools.

- **Optimized Resource Allocation:** Businesses can make data-driven decisions on resource allocation by identifying areas of high demand and areas with surplus labor.
- **Cost Reduction:** Employers can Identify cost-saving opportunities in workforce management by analyzing LMI for efficiencies in hiring, training, and retention.

PROPOSAL:

While SCWD has provided some limited Business Reporting services being offered to assist local businesses in obtaining LMI, it has been observed that much more could be done to engage and assist with the sharing LMI through a Business Reporting process at no cost to businesses.


SCWD is proposing the creation and implementation of a Business Reporting process which will leverage our access to LMI resources and make this information available to Stanislaus County businesses in an easy-to-understand format. This will be accomplished by utilizing Workforce Development’s website (www.stanworkforce.com) to create an interface for employers to request both static and custom Business Reports based on SCWD’s LMI sources. SCWD’s Contracts and Planning unit will work with the Business Services Division to convert LMI into a comprehensive Business Report and deliver both an electronic and hard copy to the requesting business. A few examples of reports that could be available during the initial program roll-out, include:

- Regional Economy Overview (Static)
- Population Demographics (Static)
- Industry Snapshot
- Staffing Patterns
- Occupation Snapshot
- Inverse Staffing Patterns

As the program progresses, additional reports could be made available to employers. Staff will consider any additional Business Reports suggested by the Business Development Committee.

ADMINISTRATIVE BUDGET IMPACT:

There is no fiscal impact at this time of information gathering.



Doris Foster, Director