

WORKFORCE DEVELOPMENT BOARD MEETING MINUTES

Tuesday, November 16, 2021

Members Present	Members Absent	Staff & Guests
Dr. Kim Armstrong	Brady Barto	Carla Anguiano
Regina Cash	Sandra Brizuela	Sal Barajas
Xochitl Cobarrubias	Ken Gomez	Dana Fritz
Tommy Faavae	Melissa Infusino	Utilia Guzman
Frederick Johnring	Weston Labar	Julia Olson
Simon Kim	Peter Santillan	Lucius Martin
Janet Kornblatt	Graham Scott	Alisa Munoz
Larry Rice		Eli Romero
Adey Tesfaye		Julia Smay
		Nick Schultz

Pacific Gateway Workforce Development Board (PGWDB) convened in a regular meeting on Tuesday, November 16, 2021, at Pacific Gateway/The WorkPlace, located at 4811 Airport Plaza Drive, Long Beach, CA 90815.

I. Call to Order

Chair Kim Armstrong called the meeting to order at 3:02 p.m.

II. Roll Call

No roll call was taken. Sign-in sheet was provided. Quorum confirmed.

III. Public Comment

No public comments

IV. Minutes

Motion to approve the PGWDB Meeting Minutes and add the correct dates to Tuesday, August 17, 2021, was made by Fred Johring and seconded by Xochitl Cobarrubias.

Motion Approved.

V. Local Workforce Development System

A. America's Job Center of California (AJCC) Comprehensive and Affiliate/Specialized Certification

WIOA requires Local Boards to conduct an independent and objective assessment of comprehensive and specialized AJCC in the area every three years using criteria established by the California Workforce Development Board. The critical requirements for AJCC certification include; effectiveness of the AJCC, physical and programmatic accessibility for individuals with disabilities, and continuous improvement. Local Boards can choose to have staff, the AJCC operator, or an independent evaluator conduct the assessment. Pacific Gateway decided to go with their AJCC operator, The Munoz Group, and they completed the evaluation on behalf of WorkPlace. The certification process includes the review of existing policies, procedures, and methods and interviews with the staff and managers.

In February 2021, Pacific Gateway received Board approval to submit the Comprehensive AJCC and Affiliate/Specialized Certifications (Baseline Criteria Matrix and AJCC Certification Indicator Assessment) on behalf of the WDB. The original due date was April 30, 2021, but it was extended to November 1, 2021, and it was recently submitted for AJCC certification.

Board Members were presented with an AJCC Certification Baseline Matrix and AJCC Certification Indicator Assessment to measure the effectiveness and quality of services delivered by the AJCC. Based on the assessment performed by The Munoz Group (TMG), Pacific Gateway met that criterion. As a result, Pacific Gateway staff will submit the AJCC Certification Baseline Matrix and AJCC Certification Indicator Assessment to the CWDB. Overall, Pacific Gateway did well and satisfied the criteria. However, TMG found that there are four (4) areas that were identified for improvement. These four (4) areas are 1.) refresher course for staff and partners on AJCC service design and delivery, 2.) expansion and integration of the WIOA customer satisfaction system, 3.) increased capacity for cross-training among staff and partners, and 4.) assessment of the quality of training services and the availability and linkage to high demand occupations.

TMG will work with the Program Managers for input and develop a continuous improvement plan. The plan will be monitored regularly to ensure compliance.

Comments:

Alisa Munoz: On January 1, the AJCC certification will go into effect.

B. Youth Workforce Funding

Governor Newsom's office has allocated \$150 million directly to Youth Workforce funding. The monies will be distributed amongst the 13 largest cities, and with Long Beach being the 7th largest city is slated to receive \$6.5 million of the total allocated money.

The money is intended to support different activities, and it will serve Youth between the ages of 16-30. The funding of the programs supported are to be designed to 1.) create pathways for careers in public service, and 2.) climate change and exploration of projects in climate change. Locally, there has been a recommendation of how those funds should be invested and what the programs should look like (design).

Comments:

Nick Schultz: In last week's Council Meeting, the mayor called \$5 million to be invested in the Climate Action core which \$5 million is coming out of the \$6.5 million. The Mayor of Long Beach (Garcia) and the Mayor of Oakland (Schaaf) support the level of investment to the largest cities. We (LB) anticipate the support of both the Mayor and Council for this program. The most interesting thing besides the age range (up to 30) is that the program is nested with the California Volunteers. However, it seems like they cut and paste a lot of metrics and design around WIOA. So, it's natural for the City to invest in the administration of the program with Pacific Gateway. All will have to work hard across the City, various departments, non-profits, and CBO with placements; private sector is not eligible. It is important to familiarize with the City's climate action program. PG will try to tie experience with Youth and career pathways so when they exit, they will be ready to begin a world of work. Our relationships with PLA will be the next generation of green workforce (union paying jobs and benefits).

Adey Tesfaye: Are there any nonprofit within the City doing climate work?

Nick Schultz: There are a few. There is a coalition that we have been in contact with and there is climate-related work going on in different departments, ensuring that competencies that are obtained in the work experience component aligns with an entry into the trades. Therefore, if we

can wrap the work pre-apprenticeship around this, we should sit down with our individual trades and have those discussions.

Eli Romero: We are excited about this new project. We are taking our current approach and how we can use this money to boost the program.

Xochitl Cobarruvias: Is it only specific for the youth?

Eli Romero: Yes, in terms of the design and approach.

Nick Schultz: That is a great question; I think we need the demographics of those workers. Even if we can cover everyone, we can look into gearing the program to older workers and Long Beach workers.

VI. Industry Engagement

A. Aerospace and Healthcare Industry Update

Pacific Gateway received the Worker Adjustment Retraining Notification (WARN) from SNUGTOP, which creates caps for pickup trucks- that the company would be relocating to Mexico after the parent company has taken the competition called Truck Accessories group. SNUGTOP decided, unbeknownst to most employees working in the facility, that they would be relocating to Mexico. Anytime there is an impact on workers, a WARN notification goes out to Pacific Gateway. There were 123 employees still on-site; most were residents of Long Beach, of which most were Spanish speaking. Company requested immediate Lay-off Aversion assistance in the form of a job fair.

Pacific Gateway staff went to SNUGTOP facilities to conduct a seminar on Unemployment Insurance benefits in English and Spanish to assist workers with any questions about the impact of the plant closure.

Comments:

Nick Schultz: Lucius spoke on some of the key benefits of the Trade Adjustment Act (TAA). It is life-changing money with access to unlimited educational benefits. The impacted workers can receive unemployment compensation for four years while on TAA. So, it can go to someone pursuing a high school diploma to completing a degree. Once training is completed TAA can pay someone to relocate to where is there a greater labor market demand. We did some quick math, and I think the multiplier between the

regular benefit of being laid off versus the Trade Act and its reserve pool for those employees is nine times by filing that petition. So, it was a good catch by Lucius and the team, and it will mean the world to those folks who do not immediately transition to new opportunities.

Adey Tesfaye: Excellent, great information.

Lucius Martin: For them, you know, their kids are in schools with our kids here in Long Beach, and just a lot of uncertainty of the future. It is nice that we were able to let them know and show them that we are here for them.

Pacific Gateway also discussed that Long Beach Memorial Care reached out after the state-mandated the vaccination for all employees, or employees must have an official exemption approved by the state to be at a work site. The state deems employees as not eligible for unemployment insurance because this is not considered a layoff. The good news to report is from the initial hundreds that we were given notice, the numbers dwindled quite a lot when it came closer to the time to enact the mandate. Pacific Gateway will continue to work with Memorial Care as this is a new challenge that the workforce has not faced in the past.

Lucius Martin: It was hard to interact with folks that were nurses or physical therapists who were not interested or willing to walk away from their job. We have started seeing individuals in our office looking to get away from healthcare and transition into other sectors. Unfortunately, some of the challenges are that most other industries and employers also require vaccination, so it is going to be difficult for those folks.

Janet Kornblatt: Typically, hospitals require flu vaccines and other vaccines. You cannot work in a hospital without a vaccine; this is not new for hospitals, so I'm surprised.

Nick Schultz: It is something folks will need to grapple with. A lot of these people in their role as essential workers during COVID made it all the way through. They have now made a personal choice and it is against the policy but it is their choice to make. But now, in the healthcare setting or other settings, they may be out of a job, and all the generous benefits during the pandemic are no longer available. We are now going to need to serve people with none of the assistance and benefits they had in the pandemic. So, this will hit us dead-on in the coming months, and I imagine there will be a lot of upset people and a lot of anxiety around it, but we'll keep you updated. We

will do our best to ensure that we have the proper resources to support everybody who comes through our door.

Dr. Kim Armstrong: The aerospace is right behind when it comes to this as well.

Comments from Board – inaudible (multiple cross talk)

Lucius Martin: The way Community Hospital handled it was exceptionally well. It could be a model for the rest of us and how the City will also deal with the shortage.

Kim Armstrong: I have a question about Community Hospital. Have they announced that they are closing most of their services again? Have they reached out yet? Or do you know if it is going to happen?

Nick Schultz: Yes, and yes. I do not have a date at this point. But we are in different daily conversations with them [Community Hospital]. So it seems to be determined, but there will be some effects.

VII. Career Services

Adult Services – WorkPlace

A. Strategies to Serve Jobseekers with Disabilities

The pandemic has created a unique impact on job seekers with disabilities. The ability of telework has made an impact in different ways. It is not a predictable impact. Some individuals have benefited from the effects of teleworking by more engaging in remote work and through technology. They no longer had to navigate barriers around challenges around transportation.

In contrast, other individuals are now more socially distant, are not having the benefits of a tactile experience, and have since become much more disconnected. Locally, in Long Beach, the unemployment rate for people with disabilities has increased, and 36% of people with disabilities were employed compared to 77% of the entire population. This date has created an opportunity for Pacific Gateway to examine how these individuals can be helped. Since training has become more inclusive, Pacific Gateway can design programs and services responsive to their unique needs. Pacific Gateway is bolstering partnerships with 16 existing

organizations and partners such as colleges, Ability First, and colleagues at Goodwill. They have a legacy of doing great work in this area. Pacific Gateway wants to continue to focus on the path toward economic recovery while taking an inclusive approach. Pacific Gateway recently submitted a grant around the strategic investment of training resources for individuals with disabilities.

Adult Services – Harbor Gateway WorkSource Center

B. Future LB Center

Pacific Gateway provided an update that construction in the future Long Beach location is underway. The completion date is estimated to be March of 2022. This site has been strategically selected to be near West Long Beach and the Washington neighborhood, home to individuals most chronically unemployed or historically underserved and benefit the most. The space will have several conference rooms, computer labs, and meeting spaces that will be open to the CBO partners, and the area's design is incredibly inclusive. Pacific Gateway has met with young people and created focus groups, which have given input around the creation of the space to select colors and other items. Regarding the programming approach, during the conversations with young individuals, they focus on themselves and their generation, but future generations as well (15-20 years from now).

Comments:

Kim Armstrong: Can we have a tour of the space in the near future?

Eli Romero: Yes, we can look into that.

Larry Rice: Are we taking over the whole building?

Eli Romero: No, we are taking over the middle space, prior optical and Dr office (corner) tenants. Any other questions regarding Future LB or serving individuals with disabilities?

All: No

Youth Services – Long Beach

C. The Long Beach Youth Festival 2021

The Long Beach Youth Festival took place on September 25th. The event was coordinated in partnership with various departments, including the City's new Office of Youth Development, The Health and Human Services, Public Libraries, Parks and Rec, and Marine. It was a visual representation of the various strategic partnerships of all the City departments that participated and the work that will continue to happen under our recovery programs. The event included breakout sessions, topics on career planning, financial literacy, and legal rights, as well as the resources and performances by local artists. Overall, there were around 250 individuals, which included 50 individuals that were either planning the event or performing. The event brought a sense of camaraderie and respect to the young people attending, and they felt valued and respected, which was the goal behind the event.

Comments:

Kim Armstrong: Was Youth Leadership Long Beach involved?

Eli Romero: Yes.

Kim Armstrong: Have you all thought about using some youth to create a music video to capture the spirit of the day?

Eli Romero: I do not think we will do it directly. We will do it through one of our partner nonprofits with outstanding production. The event was born from the strategic planning process for emerging adults. It was also out of the Commission for Families over our parks and rec to post and coordinate the event annually. Also, Julia and I sat on the Youth Services Network and presented the event to the group. We are coming out of a few years of nearly social disconnection and isolation. So, this was a way for that group to present themselves. It was very partner-driven partner heavy, and we had several different agencies there. So, if you could think of any nonprofit organization in Long Beach, it's likely that they were there representing.

Adey Tesfaye: You know, I do not know the rules and regulations for this, but there are a lot of financial institutions. And I'll speak for one because I work for one that would want to donate money towards this use. They are not selling products or anything, they just want to help. I do not know how that partnership can be developed. If strict regulations are saying no, they cannot get involved. I understand that. There are tremendous

opportunities to get some grant money that goes to the youth, their involvement, or a nonprofit.

Eli Romero: No, thank you for bringing that up. We did have a financial institution that presented, but I forget the name of the institution. In terms of donations, yes, please.

Adey Tesfaye: The money is sitting there, and I know a lot of financial institutions have access to this.

Eli Romero: Yes, we will connect with you and further discuss. But I am happy to share that we already have a date for 2022. And if I recall correctly, that is September 17, 2022. We have been speaking to partners and have two organizations that have so far stressed commitment and will likely support the event next year. One of them is Kaiser Permanente, donating to support this event. I haven't had the chance to share this yet, but the Port of Long Beach (POLB) will help with \$5-6K.

Youth Services – Harbor YouthSource Center

D. Los Angeles Unified School District (LAUSD) Partnership

Pacific Gateway provided a general overview of its ongoing relationship with LAUSD. Since 2016, Pacific Gateway has partnered with the city of Los Angeles to integrate academic and Workforce Services at the heartland Resource Center. It's a structure with pupil services personnel or masters in social work positions co-located at the center where they provide wraparound or connect youth wraparound services such as housing, counseling, food access, and credit recovery. This partnership is a model that LA City is proud to have. This work also elevates the work performance partnership pilot, a collaboration of different organizations across the Harbor region. An announcement is that a new school district representative is now co-located in the center.

Comments:

Peter Santillan: Do you have a similar program with the Long Beach Unified School District?

Eli Romero: We do not and do not know why this approach has not been replicated here. It has been in existence for quite a while. There are different investments that are designed to prevent student disengagement or address

chronic absenteeism. I know that we, as an organization, have robust partnerships with schools like Learn 4 Life and other continuation schools to replicate what LA has done. Those schools serve as credit recovery houses for young folks and those that don't necessarily thrive in a traditional setting. That approach will be the foundation for a proposal we are submitting to the Hilton Foundation in partnership with those schools I mentioned. We will identify the people before engaging in an academic setting and immerse them in some pre-vocational training services. We are going to supplement that and bring it with educational recovery services and put them on a pathway towards some high growth in emerging careers in the area. The services and training investments will connect young people to the aerospace industry.

Nick Schultz: JP has worked diligently over the past few years with the NTPs to ensure that we are working with populations that need help. Pacific Gateway has been able to work and interact with the Long Beach Unified School District this current school year on credit recovery and work experience opportunities.

Eli Romero: There have been some changes in the school district, and I know we must maintain that the relationship is vital. As strong as it is, we have recently been informed that the former Beach High School sites are a prospect to become the Reef campus.

VIII. Grants Updates

Eli Romero provided an update on all grants (see reports provided).

Board Members were asked to refer to their packet for all updates on grants.

IX. Leadership Reports

Dr. Kim Armstrong - Board Chair

Updated the staff on the Meeting of the Minds Conference held in Monterey.

Discussed the planning of the Board Retreat.

Shared that all 2022 Board Meetings are on the calendar.

Shared the wonderful news that our former Board Administrator, Utilia Guzman, is expecting a daughter this spring.

Nick Schultz - Executive Director

Shared the Board Retreat will be held the week of January 24, 2022. Julia will send out a poll for availability. We will schedule the retreat according to the majority.

Discussed the Economic Development Commission and the Economic Development Blueprint 2.0.

Announced the celebration for the College Promise Interns from CSULB. It will be held on December 3, 2021 from 11 AM – 1 PM in the Rosie Pederson.

Shared an update on the Bloomberg Challenge, made it to the top 50.

Shared Pacific Gateway's involvement during the Meeting of the Minds.

Provided an update on the Long Beach Recovery Act.

Discussed the current work with the Long Beach Chamber and the Mayor's Fund establishing an Early Childhood Education (ECE) task force and looking at both expansion and limiting effects of State policy.

Shared Discussion with Commerical Real Estate Council about Economic and Workforce Development and how they can advance our strategy and maximize their return.

Discussed the work being done by Alliance for SoCal Innovation for Veteran's Day.

X. Adjournment

Board Chair Kim Armstrong adjourned the meeting at 4:36 PM, without objection.

Next Board Meeting: Tuesday, February 15, 2022 (morning session)