

WORKFORCE DEVELOPMENT BOARD MEETING MINUTES

Members Present	Members Absent	Staff & Guests
Glenn Agoncillo	Brady Bradford	Ciro Aguilar
Carolyn Anderson	Elizabeth Castillo	Sal Barajas
Kim Armstrong	Reggie Harrison	Veronica Champayne
Regina Cash	Weston LaBar	Karla Corona
Xochitl Cobarruvias		JP Elma
Tommy Faavae		Antonia Guidry
Melissa Infusino		Utilia Guzman
Vernad Johnson		Carla Hendy-Anguiano
Fredrick (Fred) Johnson		Cynthia Howell
Simon Kim		Crystal Jones
Larry Rice		Kevin Keam
Peter Santillan		Nicolas Lippa
Graham Scott		Lucius Martin
Vivian Shimoyama		Silvano Merlo
		Alisa Munoz
		Hue Nguyen
		Julia Olson
		Jorge Perez
		Sam Rath
		Jaime Ramirez
		Azu Rodriguez
		Samantha Roman
		Eric Romero
		Adrian Sanchez
		Nick Schultz
		Erick Serrato
		Darick Simpson
		Dawn Swann
		Adey Tesfaye
		Steven Valdez
		Joseph Velasco
		Jasmine Yarber

Pacific Gateway Workforce Development Board (PGWDB) convened in a regular meeting on August 20, 2019 at 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 7:51 a.m.

Kim welcomed Adey Tesfaye, a prospective Board Member. Also, Simon Kim and Graham Scott who became official PGWDB members.

II. Public Comment

No public comment.

III. Minutes

Due to no quorum since the meeting of 11/13/18, the following PGWDB Minutes were presented to the Board for approval:

Regular Meeting – 11/13/18

Regular Meeting – 02/19/19

Special Meeting – 03/04/19

Regular Meeting – 05/21/19

Special Meeting – 06/06/19

Motion to approve all five PGWDB Meeting Minutes was made by Xochitl Cobarruvias and seconded by Peter Santillan.

Motion Approved.

IV. Local Workforce Development System

a. Parents Access to Childcare

A presentation on the work conducted on childcare access in the workforce system provide by Utilia Guzman.

Parents in the Local Workforce Area face multiple barriers in accessing workforce services, primarily childcare. To address this barrier for parents, Pacific Gateway is working on creating partnerships with local agencies providing such service; outreaching and recruiting high-quality home-based providers; changing how Pacific Gateway works with parents within the WorkPlace and Harbor Gateway WorkSource Center; and creating safe spaces for their parents to access childcare.

Larry Rice: Does Pacific Gateway pay for childcare while the parent is in training?

Yes.

Larry Rice: What happens if parent gets employed?

Under the Strengthening Working Families Initiative, Pacific Gateway can only pay for childcare while in training, but collaborating with other organizations providing childcare will create a more long-term sustainability plan, even if they get employed, as they have resources available for a longer period of time.

At the national level, this is a pain point that the workforce development system is attempting to bridge the gap.

Simon Kim: What providers is Pacific Gateway working with to provide childwatch and do they provide insurance?

Pacific Gateway is working with South Bay Center for Counseling (SBCC) and Los Angeles Educational Partnership (LAEP). Both provide insurance documentation.

How many parents are expected to serve? Estimated at 300 parents.

Vivian Shimoyama: Who is Pacific Gateway outreaching to?

Pacific Gateway is outreaching and recruiting parents and childcare providers. Pacific Gateway created a childcare card for parents to prompt them to ask about childcare. Secondly, establishing more partnerships with community-based organizations to target the population that are eligible to access the service.

Glenn Agoncillo: Are the insurance policies provided by the agencies reviewed by City of Long Beach or Pacific Gateway?

All insurance policies are reviewed by City of Long Beach, Risk Management.

Melissa Infusino: What are the major reforms that need to occur in the workforce system to better serve the population that we need to serve?

Pacific Gateway will need to create a more flexible policy to shift funds around to help support parents under other grants with childcare. The organization is thinking about including childcare as a supportive service when applying for grants and how we create a budget internally to help support childcare.

Vernard Johnson: Department of Rehabilitation provides childcare as a supportive service during training and job search.

b. Regional and Local Plan

The Regional Planning Unit (RPU), which consist of the seven local boards in the Los Angeles area, submitted the Regional Plan to the State. Pacific Gateway also submitted the Local Plan that included a brief report.

Pacific Gateway's Local Workforce Development Plan was approved by the State with comments indicating exceeding the minimum requirements. A copy of the letter was provided to the Board Members.

c. Pacific Gateway's Memorandum of Understanding (MOUs)

All Workforce Development Boards have been working on updating and revising MOUs. The State required all Boards to have all MOUs completed by June 30, 2019 with an official implementation of July 1, 2018, but also created the flexibility for Boards to work with their respective Regional

Advisor due to anticipated challenges. Pacific Gateway continues to work on the MOUs, as the documents include cost sharing which has created challenges for partners.

Employment Development Department has finally moved into the WorkPlace and an MOU has been finalized to include the cost sharing plan.

d. Performance Report

A preliminary Pacific Gateway Performance Report is presented to the Board on the federal measures under WIOA. There are six primary indicators of performance in WIOA and provide supplemental data from subcontractors.

Pacific Gateway is doing incredible and exceeding the 80% thresholds based on the negotiated performance goals.

e. Performance Committee

A final performance presentation will be given to the Board at the next Board meeting. It is ideal to have a working group to understand the data and identify the pain-points to address.

Board Members were encouraged to participate in the Performance Working Committee. If interested, Board Members can email Kim Armstrong or Utilia Guzman within a week.

This working group will have the responsibility to understand and respond to the Local Area Subsequent Designation in two years. Part of the application process is to be able to understand the workforce landscape in the local area utilizing the prior two years of the organization's overall performance measures.

The commitment time for Board members is approximately 6-8 hours of meeting time.

Simon: If the goal is to meet 70% on performance, then the percentage achieved is 100%, which means exceeded, correct?

Yes.

V. Industry Engagement

a. Hospitality Industry Sector Panel Discussion

Vivian Shimoyama moderated the Hospitality Industry Sector Discussion. The hospitality sector is growing in the city and this discussion focused on bringing together leaders in the Hospitality sector to share about employment gaps, needs, and impact that hospitality has on the local workforce area and the economy.

The following panelists were present:

Adrian Sanchez, Starbucks Store Manager

Azu Rodriguez, Courtyard Marriot Human Resources Manager
Silvano Merlo, Courtyard Marriott General Manager
Hue Nyuyen, GD Burger Co-Founder and Operator

How is business going in Long Beach?

Long Beach has seen an influx in the development of new infrastructures, but yet visitors have remained consistent. There are more events happening in Long Beach and venues are secured early, primarily for major events. Business is good and continues to grow.

Starbucks has been expanding over the last few years and has seen a significantly growth in business. Locally Starbucks has generated a 7.6% in sales growth year after year.

For others catering has boosted an increase in business for many.

Overall, business continues to grow for many businesses in the hospitality industries.

What positions are challenging to fill? What can workforce challenges do you face and how can Pacific Gateway assist?

At the Courtyard Marriot, the Housekeeping position is challenging to fill. This is due to the hard labor demand that it requires.

At GD Burger, it is experienced Line Cooks positions. The skills needed are lacking for applicants that apply. Also, the pay for cooks is lower than what potential applicants expect.

Marriot, overall as the company, there are over 200 positions within the industry.

Starbucks experiences challenges with hiring shift managers. Starbucks seek positive leaders, yet these skills are lacking among applicants.

Larry Rice: Pacific Gateway is a great partner of Starbucks, what impact has the Starbucks on Willow St. had and is there anything else that is needed?

The partnership with Pacific Gateway continues to be great and Starbucks has hired a number of youth, referred by Pacific Gateway, to work at many stores in the City. Recruitments continue to occur in partnership with Starbucks.

What types of recruitment sources are utilized? What assistance is needed, primarily from Pacific Gateway?

Starbucks utilizes Pacific Gateway as a talent source for recruitment purposes. Also, utilizes linked-in and directly with people.

Marriott has a recruitment company that they utilize. In Long Beach, Human Resources is heavily involved in job fairs and via social media. Job openings are always being posted to obtain a bigger pool. Marriott continues to work with Pacific Gateway to identify talent in Long Beach.

GD Burgers challenge is obtaining applicants that are willing to work flexible hours. Typical working hours are on weekends and nights.

Fred Johring: How important are benefits for entry-level positions?

Marriott provides great benefits to employees.

For others, they provide other sources of incentives as they are not at the capacity to provide the full desirable benefits.

Regina Cash: How is your company working with the disabled population?

Marriott is not able to ask the question but works with employees in providing counseling and support to assist the employee succeed in their position.

Basic soft skills are needed across the board in all industry sector and the workforce system needs to address this locally.

Simon Kim commented on ensuring that training providers are aware of what is needed in all the industries, so that students are well prepared for the workforce.

b. Focus on Local Aerospace Sector

Pacific Gateway is utilizing a new approach on engaging sectors in the City. This is an opportunity to help the industry meet their goals and be able to understand the needs of companies within the sector.

On September 26th, Pacific Gateway will host the Aerospace Engineering Conference. There will be approximately 100 industry leaders in attendance.

In November 2019, an industry sector convening will occur to identify how Pacific Gateway can help that particular sector.

c. Job Fairs / Ibjobfairs.org

Pacific Gateway has partnered with Long Beach City College on the Long Beach Job Fair on September 10th. There are more than 110 employers registered.

On September 25th, another job fair is being held in the Harbor area.

A new website page is being developed known as lbjobfairs.org to gather all information of all job fairs. This new website will be utilized by the entire community and will be an opportunity to recruit customers.

d. Project Equity

The City of Long Beach is partnering with Project Equity to transfer ownership of businesses in the city.

On September 5th, an event will be held at Studio One Eleven

e. Regional Layoff Activity

Additional Molina layoffs have occurred. This seems to be last round layoffs and Pacific Gateway have a rapid response event for impacted employees. Approximately

Pacific Gateway is seeking to apply for additional funding from the State to help support the impacted employees.

There are other small layoffs in Transportation and Healthcare, and services for the impacted employees are available through Pacific Gateway.

VI. Career Services

a. Pathways to Justice

A presentation on the Pathways to Justice Program by Ciro Aguilar.

Pathways to Justice is a Department of Justice and Department of Labor grant received to help support at-risk youth primarily focusing on careers in Criminal Justice, Law, and Emergency Services. This grant provided career exploration, work readiness training, work experience, mentoring, soft skills training, and building self-esteem and resilience.

The activities as part of the program had a great impact on the students and the people involved in the program. This included working with City of Long Beach Police Department, Fire Department, Disaster Preparedness, City Prosecutor, and Health and Human Services Department.

Three participants provided their testimonial on the impact the Pathways to Justice Program had on their own life and journey.

Ciro Aguilar was presented with a Certificate of Recognition for the Pathways to Justice outstanding work.

b. Youth Services

i. Future LB

The new youth center is expected to open in December 2019. More information will be shared about community engagement sessions that Pacific Gateway will host.

ii. Long Beach Internship Challenge

Pacific Gateway continues to work with the Office of Mayor Garcia on the Long Beach Internship Challenge. An event is scheduled for September 26th to recognize students and employers.

iii. WIOA Awards

The Board approved 5 additional WIOA awards. The awards went to United Cambodian Community (UCC), Centro CHA, Long Beach Community Action Partnership, Goodwill and South Bay Center for Counseling (SBCC). Only three organizations accepted the award: UCC, Centro CHA, and SBCC.

UCC and Centro CHA are currently meeting all of their outcomes. SBCC was deobligated, due to the lack of enrollments, despite efforts made by Pacific Gateway to assist them. Board members are encouraged to seek Erick Serrato regarding SBCC for additional questions.

iv. Youth@Work

No further discussion was made. Refer to the Board Report.

c. Adult Services

i. AB1111

A convening was held with local CBOs interested in partnering and applying for this funding. The lead CBO was identified to be Centro CHA.

Centro CHA is writing the proposal and Pacific Gateway will support organization.

The application is due August 26th.

ii. Pathways to Civic Employment (PaCE)

PaCE is a new program, in which Pacific Gateway is partnering with the Department of Health and Human Services. This program aims at providing homeless individuals with subsidized employment with the goal of creating an employment path to secure an entry-level employment with the City of Long Beach or another public agency.

iii. Community Engagement

Pacific Gateway is seeking to have an AJCC satellite, which will be co-located within the new youth center.

Pacific Gateway continues to develop partnerships in the community. Currently working with the Long Beach Public Library and integrate the services both agencies provide.

VII. Grants Update

For this program year, Pacific Gateway has only applied for the Youth Build grant for an estimated proposal of up to \$1M.

Under the non-profit, Pacific Gateway applied for Wells Fargo grant to support youth services in North Long Beach.

VIII. Leadership Reports

a. Board Chair Report

Attended the National Association of Workforce Boards and gained knowledge to make changes to the Board meetings to make it more engaging.

Thanked all staff and guest speakers for attending meeting.

Attended the California Workforce Association Day at the Capitol in Sacramento targeting a few workforce initiatives.

A PGWDB Mixer will be scheduled soon. Date is to be determined.

Reggie Harrison is no longer part of the PGWDB but will be added to the Youth Development Committee.

Attended the grand opening of the Corner Pop-Up. A few Board members attended. A video was shown highlighting the event.

b. Executive Director Report

The City of Long Beach finalized the agreement with Cal State Long Beach for the Downtown Center. Getting ready to think about the programming.

Long Beach City College is looking to have a center in North Long Beach and discussions have been initiated. Continuous updates will be provided.

Working with Beach 2020 and CSULB graduate programs to determine how Pacific Gateway can work with the university to develop a better program and have a more immediate connection to the labor force

Pacific Gateway continues to work with FUSE on access to inclusive capital. The FUSE Fellow, Daniel Han, will continue to work with Pacific Gateway for an additional year.

In discussion with CSULB to work on the next economic analysis and impact report.

Erick presented in Chicago around how to access funding outside of WIOA.

Pacific Gateway will be asked to apply for industry recognized apprenticeships.

IX. Adjournment

Board Chair Kim Armstrong adjourned the meeting at 10:09 a.m. without objection.

Next Board Meeting: Tuesday, November 19, 2019