



FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

Business and Industry Committee
November 2, 2016 @ 4:00 p.m.

Business Services Center
7475 N. Palm, Suite 105
Fresno, CA 93711

Business and Industry Mission Statement: To actively support and engage the Fresno business and industry community with Workforce Innovation and Opportunity Act (WIOA) resources and facilities through information and education to stimulate job growth and job retention.

REMINDER: PLEASE TURN OFF CELL PHONE OR PUT IT ON VIBRATE

ROLL CALL

AGENDA CHANGES: REMOVAL OF ITEMS OR EMERGENCY ADDITIONS

ABSTENTIONS/RECUSALS/DISCLOSURE OF POTENTIAL CONFLICTS OF INTEREST

COMMITTEE CHAIR/STAFF COMMENTS

PUBLIC COMMENTS

Item	Description	Presenter	Enclosure	Action	Page #
1.	February 3, 2016, Business and Industry Committee Meeting Minutes	Konczal	Yes	Approve	3
2.	Employer Customer Satisfaction	Nutting	Yes	Recommend to Accept	7
3.	Sector Focus Presentation - Manufacturing	Konczal/ Geil	Yes	Information	9
4.	Business / Job Seeker Recognition Quarterly Awards	Konczal	Yes	Information	11
5.	Business Services Center Usage	Nutting	Yes	Information	12
6.	Rapid Response – Worker Adjustment and Retraining Notification Act Notice / Layoff Aversion Update	Thomas	Yes	Information	18
7.	Referral of Agenda Items to Other Committees	Zabrycki	Yes	Direct	21
8.	February 1, 2017, Agenda Items	Zabrycki	No	Discussion	--
9.	Meeting Feedback	Konczal	No	Discussion	--

ACCOMMODATIONS FOR PERSONS WITH DISABILITIES

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**Fresno Regional Workforce Development Board
Business Industry Committee
2016 Attendance Roster**

	2/3/2016	5/4/2016	8/3/2016	11/2/2016
Alcazar	A	XX	XX	
Eager	P	XX	XX	
Gornick**	P	XX	XX	
Guzman	A	XX	XX	
Keyes	P	XX	XX	
Miller	P	XX	XX	
Norman	P	XX	XX	
Olivares	P	XX	XX	
Plascencia	P	XX	XX	
Smith	P	XX	XX	
Zabrycki*	P	XX	XX	

* = Chairperson

** = Vice Chairperson

P = Present

A = Absent

-- = Not a Ratified Member at Time of Meeting

XX = Meeting Cancelled

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA ITEM:	1
MEETING DATE:	November 2, 2016
ACTION:	APPROVE

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Business and Industry Committee
FROM: Blake Konczal, Executive Director
SUBJECT: February 3, 2016, Business and Industry Committee Meeting Minutes

RECOMMENDATION:

Approve the minutes of the February 3, 2016, Business and Industry Committee meeting.

ATTACHMENT:

February 3, 2016, Business and Industry Committee Meeting Minutes



FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

Business and Industry Committee
February 3, 2016

The meeting was called to order at 4:00 p.m.

ROLL CALL: PRESENT - Lee Ann Eager (arrived at 4:26 p.m.), Frank Gornick, Richard Keyes (arrived at 4:02 p.m.), Scott Miller, Sam Norman, Joe Olivares, Jose Plascencia, Al Smith (arrived at 4:10 p.m.), and Lydia Zabrycki

ABSENT - Robert Alcazar and Fely Guzman

AGENDA CHANGES: None

ABSTENTIONS/RECUSALS/
DISCLOSURES OF
POTENTIAL CONFLICTS OF
INTEREST: None

STAFF/CHAIR COMMENTS: None

PUBLIC COMMENTS: None

Item	Description/Action Taken
1.	<p><u>August 5, 2015, Business and Industry Committee Meeting Minutes</u></p> <p>NORMAN/OLIVARES - APPROVED THE AUGUST 5, 2015, BUSINESS AND INDUSTRY COMMITTEE MEETING MINUTES (UNANIMOUS).</p>
2.	<p><u>Items Referred by Other Committees</u></p> <p>There were no items referred by other committees.</p> <p>Director Keyes arrived at 4:02 p.m.</p>
3.	<p><u>Fresno Regional Workforce Development Board Outstanding Achievement Awards</u></p> <p>Blake Konczal, Executive Director, Fresno Regional Workforce Development Board (FRWDB), explained that FRWDB staff will be presenting achievement awards at every Business and Industry Committee (B&I) meeting for adult and youth employers quarterly. At the end of the year, a quarterly winner will be chosen for the overall annual winner. Mr. Konczal added that a winner for the youth participants will be awarded quarterly at the Youth Council meetings, and a winner for the adult participants will be awarded quarterly at the Adult Council meeting. A short video presentation revealed that the Outstanding Achievement Award for the first quarter for the adult employer was the Central California Blood Center, and for the youth employer it was TekPro PC.</p> <p>Director Plascencia commented that he thought the awards were a wonderful idea.</p> <p>Director Smith arrived at 4:10 p.m.</p>

4. **Fresno Regional Workforce Development Board Composition Under the Workforce Innovation and Opportunity Act Update**

Mr. Konczal explained that an update on the FRWDB Board Composition Under the Workforce Innovation and Opportunity Act had just been presented at the January 20, 2016, Special FRWDB meeting, and there were no updates to provide at this time.

This was an information item.

5. **Grant and Sector Strategy Update**

Mr. Konczal provided an update on the Slingshot grant. Mr. Konczal commented that a more in-depth review of the Central Valley Slingshot Project will take place at the 2nd Annual Manufacturing Summit held on March 3, 2016, at the Fresno Convention Center.

Chelsi Johnston, Research Assistant, FRWDB, provided the B&I with a handout listing the grants that the FRWDB is currently performing work on:

Prop 39: The FRWDB just received notice on December 14, 2015, that an additional \$300,000 was awarded to Prop 39, with the intent to be used in manufacturing.

U.S. Environmental Protection Agency: This grant focuses on training individuals in solid waste management, wastewater treatment and integrated pest management. FRWDB staff has been meeting with various employers to determine curriculum needs.

The California Workforce Investment Board: This grant is specifically for youth and young adults, and the goal is to have mass transit information incorporated into curriculum possibly starting in March for the Clovis Unified School District.

Veterans Employment Assistance Program: There are now 111 veterans being served in Construction Trades to prepare dislocated workers for pre-apprenticeships. The first cohort for the grant started on January 25, 2016.

This was an information item.

6. **Employer Customer Satisfaction**

Christine Nutting, Deputy Director of Business Services, FRWDB, presented for the B&I's recommendation to the FRWDB, the Customer Satisfaction Report for the second quarter of Program Year (PY) 2015-2016. Ms. Nutting explained that this report reflects employer business customer satisfaction and that the FRWDB continues to be extremely high with a 4.9 out of 5 rating from employer customers.

GORNICK/SMITH – RECOMMENDED THAT THE FRWDB ACCEPT THE EMPLOYER CUSTOMER SATISFACTION REPORT (UNANIMOUS).

7. **Second Quarter Adult and Dislocated Worker Demographics Report for Program Year 2015-2016**

Mr. Konczal presented the Second Quarter Adult and Dislocated Demographics Report for PY 2015-2016 per Director Norman's request at the August 5, 2015, B&I meeting. Mr. Konczal stated that the report is broken down by enrollments based on gender, age, ethnicity and barriers to employment. The various barriers were discussed and Director Gornick requested more information on how the general population in Fresno compares to the demographics report that the FRWDB provides. Mr. Konczal said that FRWDB staff can bring back census data elements at the next B&I meeting.

Director Eager arrived at 4:26 p.m.

This was an information item.

8. Rapid Response – Worker Adjustment and Retraining Notification Act Notice

Tamico Thomas, Senior Outplacement/Vendor Contract Specialist, FRWDB, reported that during the first and second quarter of PY 2015-2016, the Rapid Response team contacted eight (8) companies that were either downsizing or closing, and provided information to 113 dislocated workers out of the 258 employees that were affected.

This was an information item.

9. Referral of Agenda Items to Other Committees

None.

10. May 4, 2016, Agenda Items

None.

11. Meeting Feedback

Director Norman requested the outcome of the special grants, especially in nearby counties. Mr. Konczal responded that he would send Director Norman some information.

The meeting was adjourned at 4:50 p.m.

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA ITEM:	2
MEETING DATE:	November 2, 2016
ACTION:	RECOMMEND TO ACCEPT

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Business and Industry Committee
FROM: Christine Nutting, Deputy Director of Business Services
SUBJECT: Employer Customer Satisfaction

RECOMMENDATION:

Recommend that the Fresno Regional Workforce Development Board (FRWDB) accept the Customer Satisfaction Report.

REASON FOR RECOMMENDATION:

This report provides data for the reporting period on employers' satisfaction with the job seeker they hired and the customer service the employer received from Workforce Connection staff. This information will assist the Business and Industry Committee and the FRWDB, if necessary, in guiding staff in the area of process improvement.

FRWDB staff continues to work with Service Providers to improve the processes used to increase the satisfaction level with employers. These improvements are based on data collected through satisfaction surveys, monitoring reviews, complaints and bi-weekly operations meetings between provider and FRWDB staff.

ATTACHMENT:

Employer Customer Satisfaction Report

EMPLOYER RELATIONS SURVEY

Rolling Four Quarter Report

EMPLOYER RELATIONS MEASURES	PY 15-16				PY 16-17
	Q2	Q3	Q4	Q1	
1. How responsive were we to your needs (were we timely)?	4.8	4.9	4.8	4.8	
2. For appropriate positions, do you think Workforce Connection (WC) is a good source for staffing?	4.8	4.9	4.8	4.8	
3. Have you experienced consistent service over several recruitments?	4.8	4.9	4.8	4.8	
4. Did you receive quality service at WC?	4.8	4.9	4.8	4.9	
OVERALL MEAN	4.9	4.9	4.9	4.9	
Possible Unique # Employers w/In a Q to be Surveyed / # of Employers Responded	48/29	25/17	34/24	37/28	

COMMENTS FROM EMPLOYER

"The BAS was phenomenal and the candidate was moved to regular full time immediately." - BODILOGIK

"The candidate was excellent. We are very pleased with him. We are very happy with Workforce Connection and the promptness of their service." - POLICE SCIENCE INSTITUTE, INC.

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA ITEM:	3
MEETING DATE:	November 2, 2016
ACTION:	INFORMATION

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Business and Industry Committee
FROM: Blake Konczal, Executive Director / Sam Geil, Business Development Director
SUBJECT: Sector Focus Presentation – Manufacturing

INFORMATION:

California Employment Development Department's (EDD) Labor Market Information Division (LMID) showed employment increases of 3.8% in 2015, and 4.3% in 2016 for the manufacturing sector in the valley. The Economic Analysis of the San Joaquin Valley Regional Planning Unit reports total projected new job openings of 2,418 over the next ten (10) years. To prepare for this growth, and as part of the Fresno Regional Workforce Development Board's (FRWDB's) ongoing commitment to meet the needs of businesses, a sector strategy targeting the manufacturing sector will be a major focus of our ongoing business services. Blake Konczal, Executive Director, FRWDB, will discuss highlights of the work the FRWDB is doing with manufacturing with a focus on the following initiatives:

Slingshot Grant - *Slingshot* is a statewide initiative with a regional approach seeking to move the needle on unemployment. Fresno is the fiscal agent for the eight (8) Valley Counties, as far north as San Joaquin and as far south as Kern. Our work revolves around identifying the skills gap in various industries including manufacturing. Through this initiative, a selection of California Community Colleges, California State Universities, Central Valley WDBs, organized labor, and employers have joined to develop and streamline training curriculum and ensure hiring requirements are being met through training. The Slingshot partners will analyze existing curriculum through the "eyes of businesses", organize "stackable" credentials, improve prior learning assessments, and provide career ladders to job seekers looking to enter high-wage, high growth jobs.

Investment in the Manufacturing Alliance (Cluster) and Blue Tech Cluster – Through funding for both clusters, the FRWDB is joining with education, private sector, and service providers on a variety of projects including connecting employers to incumbent worker training, providing a "triage" of layoff aversion and business growth services, and support of the Manufacturing Summit on April 20, 2017.

Sam Geil, Business Development Director, Geil Consulting, will provide an overview of the work being done by the San Joaquin Valley Manufacturing Alliance, including the following:

Pilot Manufacturing Internship Program – Through a partnership with the FRWDB, the Fresno County Career Technical Education / ROP, and the San Joaquin Manufacturing Alliance, the Manufacturing Internship Pilot Program was created. This program will build a workforce-ready talent pipeline by connecting youth to the Manufacturing Industry through career exploration and internships. The Fresno County Career Technical Education / ROP referred 15 students to the Manufacturing Internship Pilot. Five (5) candidates were selected and have successfully gone through an in-depth screening process where they were pre-screened by manufacturing employers, evaluated on their soft skills; drug tested and cleared a background check. These five (5) candidates have also completed their initial career exploration paid work experience at either ADCO Manufacturing or Betts Company while attending Reedley College and have earned one (1) credit toward their Certificate of Achievement in Manufacturing. As of August 15, 2016, these youth have started the Manufacturing Training fulltime at Reedley College.

The duration of the Manufacturing Training is two (2) semesters. Once they receive a certificate of achievement in Manufacturing Spring 2016 they will then participate in paid Internship that will hopefully lead to employment or additional training.

Pilot Vocational English as Second Language Training on Basic Manufacturing Principles - Through Reedley College, staff will be conducting a pilot with employers to train staff with low English skills, and have an aptitude for advancement, in basic manufacturing principles like safety, troubleshooting, and motor control. This curriculum will be provided in conjunction with vocational language skill building.

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA ITEM:	4
MEETING DATE:	November 2, 2016
ACTION:	INFORMATION

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TO: Business and Industry Committee
FROM: Blake Konczal, Executive Director
SUBJECT: Business / Job Seeker Recognition Quarterly Awards

INFORMATION:

The Fresno Regional Workforce Development Board Outstanding Business Achievement for the Fourth Quarter has been awarded to Stratas Foods (Adult Employer), and G & R Feed Farm Supply (Youth Employer).

A video presentation will be provided at the meeting.

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA ITEM:	5
MEETING DATE:	November 2, 2016
ACTION:	INFORMATION

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Business and Industry Committee
FROM: Christine Nutting, Deputy Director of Business Services
SUBJECT: Business Services Center Usage

INFORMATION:

The purpose of this item is to provide an update to the Business and Industry (B&I) Committee on the activities and services being provided through the Fresno Regional Workforce Development Board's (FRWDB) Business Services Unit. FRWDB staff will review with the B&I the various services provided to its business customers and the community and the approximate value of those associated services.

ATTACHMENTS:

ATTACHMENT I: Business Services Center Comprehensive Services for Program Year 2015 - 2016
ATTACHMENT II: Business Services Center Value of Services Program Year 2015 - 2016

Business Services Center Comprehensive Services

Program Year 2015-2016

First Quarter

July	CEA Professional Edge Training (5 days)
(NOTE: BSC is closed every other Monday)	Strategic Business Partners Meeting
	Barboza Barber Academy Board Meeting (2 days)
	EDD State Payroll Tax Seminar
	Meeting with Joe Olivares & Raj Atwal
	WIOA and TAA Co-Enrollment Policy
	Transamerica Financial Advisors (2 days)
	The Road to Accountability Workshop
	Atwal INS - Private Office
	Paid Sick Leave Workshop
	Alzheimer's Association Monthly Meeting
	KMPH Interview
	ResCare Workforce Services Staff Training
	SBDC - Private Office
	Advanced Health & Safety Consultants - Private Office
	CEA Job Seeker – Private Office
	Heat Illness Prevention/New Heat Regulations Workshop
	BAS Presentation Overview
	Meeting with Employer on Employee handbook assistance
	6 F4B Referrals
August	CEA Professional Edge Training (4 days)
	Strategic Business Partners Meeting
	Transamerica Financial Advisors Meeting (2 days)
	CEA Job Seeker – Private Office
	Business & Industry Committee Meeting
	EDD - State Payroll Tax Workshop (2 days)
	Meeting on I-train Reports
	Wage & Hour Law Trends Workshop
	Advanced Health & Safety Consultants - Private Office
	Meeting with OCED on Grant Opportunities
	Dealing With Emotional Behavior and Difficult People Workshop
	Meeting of the Minds Presentation Overview
	Meeting with Michael Burton of KSEE 24/NBC
	4 F4B Referrals
September	CEA Professional Edge Training (3 days)
	Strategic Business Partners Meeting
	Transamerica Financial Advisors Meeting (2 days)
	EDD - State Payroll Tax Workshop
	Alzheimer's Association Monthly Meeting
	Barboza Barber Academy Board Meeting (2 days)
	Paid Sick Leave Update Workshop
	Advanced Health & Safety Consultants - Private Office
	Soft skills for Gurminder Meeting
	Establishing Performance Expectations Workshop

	Deb Nankivell re Manufacturing CTE
	Better Business Bureau Tour
	Better Business Bureau Meeting
	KMPH - Around the Valley segment
	Employer Meeting – The Street Creatives Company
	4 F4B Referrals

Second Quarter

October	CEA Professional Edge Training (4 days)
	Strategic Business Partners Meeting
	Transamerica Financial Advisors Meeting
	EDD - State Payroll Tax Workshop
	Community Food Bank Meeting
	Recent Employment & Labor Law Cases Affecting Businesses Workshop
	Harassment & Discrimination Prevention Workshop
	Advanced Health & Safety Consultants Meeting
	CEA Job Seeker – Private Office
	Richard Heath and Associates, Inc. – Private Office
	SBA – Meeting (2 days)
	Cindy Garret, Fresno Chamber
	Brandy Carpenter, LOTUS Fresno Corp
	Eric Hughes, Otter Publishing
	3 F4B Referrals
November	CEA Professional Edge Training (3 days)
	Strategic Business Partners Meeting
	Transamerica Financial Advisors Meeting
	Creative Communication Styles Workshop
	Leann M. Gouveia - Board of Equalization Meeting
	Meet with new CLC BAS/Tour
	West Hills Meeting
	Covered CA Agent Training
	Layoff Aversion RFP Review
	OJT / IW Training Overview
	Pleasant Mattress Inc. Meeting
	KMPH - Around the Valley
	Staffing Company Meeting
	Brandie Carpenter – Lotus Fresno Corp.
	Melissa Dos Prazeres Allard – Business Journal
	1 F4B Referral
December	CEA Professional Edge Training (3 days)
(NOTE: Office Closed Half of Month)	Transamerica Financial Advisors Meeting
	Developing Bench Strength in HR Essentials Workshop
	BCT Consulting Meeting
	EDD Tour
	New Employment & Labor Laws for 2016
	Downtown Hub Tour
	West Hills Meeting
	BAS Training
	2 F4B Referrals

Third Quarter

January	CEA Professional Edge Training (4 days)
	Transamerica Financial Advisors Meeting
	Planning for Pre-Apprentice Construction Training Cohorts for 2016
	EPA Grant Discussion With Employers
	Review BSC PowerPoint Presentation
	Les Taylor/CEA - BSC Introduction
	Basic Principles of Leadership Workshop
	Stephanie Lutz - Nova Staff Management
	Prep for Workplace Violence Prevention Seminar Meeting
	Barboza Academy Private Office (2 days)
	Strategic Business Partners Meeting
	Baby Boomer Life Academy Meeting
	State Payroll Tax Workshop
	On Point Medical Transport - Private Office (2 days)
	Power Chiropractic Health - Tour & Private office
	Business Services Benchmarking Team Meeting
	Slingshot: All Region CCC Meeting
	Jason Mendez of Snapshot Media re: photoshoot for Annual Report
	4 F4B Referrals
February	CEA Professional Edge Training (4 days)
	Transamerica Financial Advisors Meeting
	The Year of Change: Employment and Labor Laws 2016 Workshop
	Irene Hsieh/Office of the Mayor - BSC Introduction
	Manufacturing Training Process Meeting
	Business & Industry Committee Meeting
	F4b - Secondary Partner Meet and Greet
	Workplace Violence Prevention Seminar
	Leaves of Absence - An Employer Nightmare Workshop
	Barboza Academy - Private Office (2 days)
	Fresno-Clovis Alzheimer's Association
	Strategic Business Partners Meeting
	Leadership Part II with Scenarios Workshop
	ETP Discussion
	Ace Cash Express Employee Training
	11 F4B Referrals
March	CEA Professional Edge Training (4 days)
	Transamerica Financial Advisors Meeting
	Teamsters 431 Arbitration
	Giving Positive Recognition Workshop
	Meeting with E. & J. Gallo
	Strategic Business Partners Meeting
	E-Verify Training
	Professional Edge Orientation
	Get Power Chiropractor Meeting
	Top 10 Ways to Stay Out of Court Workshop
	EDD - Managing Unemployment Insurance Cost Seminar
	3 F4B Referrals

Fourth Quarter

April	CEA Professional Edge Training (4 days)
	Transamerica Financial Advisors Meeting
	Taking Corrective Action Workshop
	Econovue Training
	SBDC Meeting for Layoff Aversion
	Staffing/Agency Budget
	Workplace Investigations-He Said, She Said Workshop
	Fresno-Clovis Alzheimer's Association Meeting
	Strategic Business Partners Meeting
	Dedicated Care - Annual Training (3 days)
	On Point - Private Office
	Ace Cash Express Employee Training
	Fresno Business Services Quarterly Meeting
	2 F4B Referrals
May	CEA Professional Edge Training (4 days)
	Strategic Business Partners Meeting
	Helados La Tapatia and CMTC Meeting
	CMTC Private Office Use
	How to Conduct a Harassment Investigation Workshop
	Lincoln Training Center Meeting
	Dress Code Hygiene, Tattoos and Other HR Horrors Workshop
	Drugs and Alcohol in the Workplace Workshop
	California Consulting Meeting
	OnPoint Private Office
	Healthy Employees: Good For Your Workforce Workshop
	Recertification / Local Plan Meeting
June	CEA Professional Edge Training (4 days)
	Strategic Business Partners Meeting
	OnPoint - Private Office
	Layoff Aversion Services Bidders Conference
	CMTC - Private Office
	Lincoln Training Center Meeting
	Effective Performance Evaluations Workshop
	Ultimate Staffing Meeting
	Focus Group Planning
	EDD - Federal/State reporting and Depositing Requirements Mtg.
	Fresno-Clovis Alzheimer's Association Meeting
	KMPH Meeting
	Communicating Clearly and Effectively Workshop
	Central Labor Council BAS – Private Office
	Interim Health Care Training
	3 F4B Referrals

Business Services Center Value of Services Program Year 2015 - 2016

Number of Businesses / hours	2 Hour HR / Business Workshops \$50/Business	1/2 Day HR / Business Workshop \$100/Business	Full Day HR / Business Workshop \$150/Business	Fresno4Biz Average hours w/client \$125/Hour	HR Hotline \$150/Business	Use of the BSC \$75/Hour	Total
501	\$25,050						\$25,050
522		\$52,200					\$52,200
135			\$20,250				\$20,250
247				\$30,875			\$30,875
119					\$17,850		\$17,850
732						\$54,900	\$54,900
Total Cost of Services							\$201,125

TESTIMONIALS

Use of the BSC:

"The meeting room is perfect for what we need. Great location and beautiful office. The staff was really easy to work with!"

Workshops:

"The workshops are so interesting and very useful. Learned a lot!"
Wage and Hour Law Trends – August 13, 2015

"The workshops are excellent. The instructor consistently brings great enthusiasm and materials!"
Creative Communication Styles – November 3, 2015

"I always learn something new in these workshops, they are never boring!"
Basic Principles of Leadership – January 14, 2016

"Very interesting presentation, I learned quite a few new skills."
Workplace Investigations - He Said, She Said – April 12, 2016

"Wonderful content, excellent enthusiasm from instructor."
Effective Performance Evaluations – June 7, 2016

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA ITEM:	6
MEETING DATE:	November 2, 2016
ACTION:	INFORMATION

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TO: Business and Industry Committee
FROM: Tamico Thomas, Senior Outplacement/Vendor Contract Specialist
SUBJECT: Rapid Response – Worker Adjustment and Retraining Notification Act Notice/Layoff Aversion Update

INFORMATION:

Rapid Response Activities

As requested by your committee, and in an effort to stay abreast of economic developments in Fresno County, Fresno Regional Workforce Development Board staff provides the Business and Industry Committee a quarterly update of Rapid Response activity as it applies to business closures or downsizing.

During the Third and Fourth Quarters of Program Year (PY) 2015-2016, and the First Quarter of PY 2016-2017, the Rapid Response team contacted eleven (11) companies that were either downsizing or closing, and provided information to 171 dislocated workers out of the 514 employees that were affected.

Layoff Aversion Activities

In order to be aligned with the Department of Labor's (DOL) vision of being proactive versus reactive to business closures and/or layoffs, staff is currently creating a comprehensive strategy for Layoff Aversion Services.

Layoff aversion includes strategies and activities that are designed to prevent layoffs and/or closures or minimize the duration of unemployment. DOL encourages states and local Rapid Response Coordinators to design innovative strategies, including those described below, for both businesses and workers in transition. Our Layoff Aversion Strategy includes a wide array of possible strategies or activities, to include, but are not limited to:

- Ongoing engagement, partnership, and relationship-building activities with businesses in our priority sectors to identify companies at risk of layoffs and manage reductions and closures;
- Providing business services (i.e. funding feasibility studies, asset mapping, and business turnaround services to determine if a company's operations may be sustained to avoid or minimize layoffs);
- Developing and managing incumbent worker training programs or other worker up skilling approaches, On-the-Job or customized training programs and apprenticeships before or after layoff to retain employees or help facilitate rapid reemployment;
- Connecting companies to state Short-Time Compensation or other alternatives designed to prevent/reduce layoffs to retain employees or quickly reemploy dislocated workers;

- Establishing linkages with local, federal, state agencies and partners to address business needs (i.e. Fresno4Biz, Economic Development, Go-Biz, Industry Associations, Unions, local mayors and council members, Chambers of Commerce, Education, CBO's, etc).

Layoff Aversion update: In PY 2015-2016 staff contracted with California Manufacturing Technology Consulting (CMTC) through a sole source procurement to conduct layoff aversion services with two (2) companies to save a total of 25 jobs. We are in the process of closing out the contract. For fiscal year 2016-2017, CMTC and the Small Business Development Center, in partnership, have won the PY 2016-2017 contract to provide Layoff Aversion services to our local businesses with a focus on our priority sectors. We are currently in contract negotiations for this upcoming year to define the number of companies to assist and the number of jobs to be saved.

ATTACHMENT:

Rapid Response Assistance Report – Third and Fourth Quarters, Fiscal Year 2015-2016, and First Quarter, Fiscal Year 2016-2017

Name of Reporting LWIA (may use 3-alpha code):

LWIA Lead RR Contact Person:

Email address:

Telephone Number:

FRS

Lanico, Thomas

thomas@workforce-connection.com

(559) 490-7180

Date submitted:

Quarter Ending:

19-Jul-16

30-Sep-16

INSTRUCTIONS: Activities reported on the RR 121 Report are those relating to on-site visits in response to layoffs or closures, as defined by the CWIB. Reportable on-site visits include WARN and non-WARN events. The RR 121 Report form must be completed to report visits by LWIA staff when conducting on-site layoff/closure planning meetings and/or orientations with ten (10) or more affected workers ONLY. Planning meetings are for information only and will not be used in the calculation of the dislocation-based formula funding factor. Complete a separate line item entry for each on-site visit occurring on different days, locations, or employers. Complete a single line item entry if multiple sessions are conducted on the same day, at a single location, and for a single employer with the note of how many multiple orientations were made that day. The RR 121 Report must be completed quarterly and submitted via e-mail by the 20th of the month following the quarter end to the assigned Regional Advisor; with a "cc" to the LWIA Administrator. For example, submit the 03/31 report by 04/20.

Date of Visit	Reason for On-Site Visit (Plan or Orientation)	Was more than one orientation conducted per day? Y/N	# multiple orientations per day, how many?	Company Name	Street Address	City	Zip Code	Date of Layoff that Caused Visit	Total number of affected employees	Number of affected employees who actually attended orientation	Comments
1/14/2016	Plan	N	N/A	PPG	3333 S. Peach Ave.	Fresno	93725	1/20/2016	47	1	Layoff
1/15/2016	Plan	N	N/A	ConAgra	16429 W. Kamm Ave.	Heim	93627	3/18/2016	100	1	Closure
1/20/2016	OR	N	N/A	PPG	3333 S. Peach Ave.	Fresno	93725	1/20/2016	47	5	Layoff
2/3/2016	Plan	N	N/A	ConAgra	16429 W. Kamm Ave.	Heim	93627	3/18/2016	100	1	Closure
3/1/2016	OR	N	N/A	AT&T	4422 E. Ashlan Ave.	Fresno	93726	3/1/2016	19	19	Layoff
3/2/2016	OR	Y	2	ConAgra	16429 W. Kamm Ave.	Heim	93627	3/18/2016	100	59	Closure
3/8/2016	Plan	N	N/A	ConAgra	16429 W. Kamm Ave.	Heim	93627	3/18/2016	100	29	Closure - Resume/Interview Workshop
3/15/2016	Plan	N	N/A	ConAgra	16429 W. Kamm Ave.	Heim	93627	3/18/2016	100	51	Closure - Job Fair Numbers for participants/Signed up 23 employers and 19 were in attendance
4/19/2016	Plan	N	N/A	ConAgra	16429 W. Kamm Ave.	Heim	93627	3/18/2016	100	1	Debriefing on the entire RR experience
5/18/2016	Plan	N	N/A	Hancock Fabrics	5233 N. Blackstone Ave.	Fresno	93710	6/27/2016	13	1	Closure
5/20/2016	Plan	N	N/A	Hancock Fabrics	5233 N. Blackstone Ave.	Fresno	93710	6/27/2016	13	1	Closure
5/20/2016	Plan	N	N/A	Hancock Fabrics	1828 Clovis Ave.	Clovis	93612	6/30/2016	15	1	Closure
5/23/2016	Plan	N	N/A	Hancock Fabrics	1828 Clovis Ave.	Clovis	93612	6/30/2016	15	1	Closure
5/25/2016	Plan	N	N/A	Hancock Fabrics	5233 N. Blackstone Ave.	Fresno	93710	6/27/2016	13	1	Closure
5/26/2016	Plan	N	N/A	Hancock Fabrics	5233 N. Blackstone Ave.	Fresno	93710	6/27/2016	13	1	Closure
6/8/2016	Plan	N	N/A	Fresno Bee	1626 E. Street	Fresno	93786	7/30/2016	85	1	Layoff
6/10/2016	Plan	N	N/A	Fresno Bee	1626 E. Street	Fresno	93786	7/30/2016	85	1	Layoff
6/10/2016	Plan	N	N/A	Hancock Fabrics	5233 N. Blackstone Ave.	Fresno	93710	6/27/2016	13	1	Closure
6/14/2016	Plan	N	N/A	Hancock Fabrics	1828 Clovis Ave.	Clovis	93612	6/30/2016	15	1	Closure
6/17/2016	Plan	N	N/A	Fresno Bee	1626 E. Street	Fresno	93786	7/30/2016	85	1	Closure
6/20/2016	OR	N	N/A	Hancock Fabrics	5233 N. Blackstone Ave.	Fresno	93710	6/27/2016	13	8	Closure
6/21/2016	OR	N	N/A	Hancock Fabrics	1828 Clovis Ave.	Clovis	93612	6/30/2016	15	3	Closure
6/24/2016	Plan	N	N/A	Apna Healthcare	4105 W. Swift Ave., Ste. 101	Fresno	93722	6/30/2016	14	1	Closure
6/28/2016	Plan	N	N/A	Apna Healthcare	4105 W. Swift Ave., Ste. 101	Fresno	93722	6/30/2016	14	1	Closure
7/7/2016	OR	N	N/A	Apna Healthcare	4105 W. Swift Ave., Ste. 101	Fresno	93722	6/30/2016	14	2	Closure
7/12/2016	Plan	N	N/A	California Dairies	755 F. St.	Fresno	93726	7/15/2016	18	1	Layoff
7/14/2016	Plan	N	N/A	The Fresno Bee	1626 E. Street	Fresno	93786	7/30/2016	85	1	Layoff
7/15/2016	OR	Y	2	The Fresno Bee	1626 E. Street	Fresno	93786	7/30/2016	85	39	Layoff
7/18/2016	OR	N	N/A	California Dairies	755 F. St.	Fresno	93726	7/15/2016	18	15	Layoff
7/22/2016	Plan	N	N/A	The Fresno Bee	1626 E. Street	Fresno	93726	7/30/2016	85	45	Job Fair
7/29/2016	OR	Y	2	Initiative Foods	1117 K St.	Sanger	93657	7/24/2016	80	6	Layoff due to fire
8/1/2016	OR	N	N/A	Sports Authority	7572 N. Blackstone Ave.	Fresno	93720	7/29/2016	30	12	Closure
8/1/2016	Plan	N	N/A	DCS Facility	4488 W. Shaw Ave.	Fresno	93722	8/31/2016	11	0	Closure/Lost contract
8/2/2016	Plan	N	N/A	DCS Facility	1004 S. Peach Ave.	Fresno	93727	8/31/2016	11	0	Closure/Lost contract
8/16/2016	OR	N	N/A	DCS Facility	396 W. Ashlan Ave.	Clovis	93612	8/31/2016	11	0	Closure/Lost contract
9/6/2016	Plan	N	N/A	ITT	827 Jefferson Ave.	Fresno	93612	9/6/2016	52	0	Closure/No notice
9/29/2016	OR	N	N/A	ITT	827 Jefferson Ave.	Fresno	93612	9/6/2016	52	2	Attended job fair
9/30/2016	OR	N	N/A	ConAgra	16429 W. Kamm Ave.	Clovis	93627	9/28/2016	8	1	Closure - last of the remaining eight (8) left to shutdown, clean up plant removal equipment, and train at Oakdale facility.

FRESNO REGIONAL WORKFORCE DEVELOPMENT BOARD

AGENDA ITEM:	7
MEETING DATE:	November 2, 2016
ACTION:	DIRECT

2125 Kern Street, Suite 208 • Fresno, CA 93721 • (559) 490-7100 • Fax (559) 490-7199 • www.workforce-connection.com

TO: Business and Industry Committee
FROM: Lydia Zabrycki, Chair
SUBJECT: Referral of Agenda Items to Other Committees

RECOMMENDATION:

Discuss and direct staff regarding the referral of agenda items from this meeting to one (1) or more of the other standing committees of the Fresno Regional Workforce Development Board.