



Richmond Workforce Development Board Meeting Minutes – January 14, 2021

Cassandra Youngblood, RWDB Interim Chairperson, called the Richmond Workforce Development Board Meeting to order on Thursday, January 14, 2021 at 11:30 a.m.

Roundtable Rollcall done by Itza Gonzalez

No minutes were reviewed.

Director's Report

Sal Vaca, Director, Community Services Department

- Richmond's Unemployment Rates during March 2020 was at 4.5% and within one month it jumped to 17.1% during April 2020. The last report that was received reflected the rates for November 2020 which was at 9.4%.
- UI and PUA Claims since shelter in place:
 - (03/15/2020) – 35,688
- Mr. Vaca provided a list of current and future grants/projects that Employment and Training is working on:
 - COVID-19 Project Hire grant - \$575,000
 - Summer Training Employment Program (STEPS) grant - \$250,000
 - State Allocation - \$250,000
 - COVID-19 Employment Recovery National Dislocated Worker Grant - \$215,000
 - Underserved COVID-19 Individuals grant - \$162,000, has been able to provide either \$400 or \$800 check to assist individuals with rent
 - YH Soda Foundation grant - \$50,000
 - **Total Grants: \$1.5 million**

Mr. Vaca announced that he will be retiring from the City of Richmond as of January 29th, 2020 after 35.8 years of service and so he is recommending that Rosemary Viramontes to become the next Executive Director of the Richmond Workforce Development Board.

Review and Approve: RWDB AJCC Operator & Career Service Provider Applications and Review the Local Area Designation and Board Certification

Rosemary Viramontes, Project Coordinator, RichmondWORKS

Charita Patterson, Administrative Analyst, RichmondWORKS

Every three years we are required to complete documentation for the Richmond local area and requires to do a competitive bid in November 2020 and it was successful, once that is complete



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the mayor and their team petition the governor to allow our board of Employment and Training Department to maintain the One-Stop Center Operator. We plan to take these documents to the City Council agenda on February 2, 2021. Included is the board certification which takes place every three years, we are required to get local area designation and the board's certification application completed where the city petitions the state with our board makeup requirements and making assurances to the state that we maintain our performance level goals as well as our fiscal level goals, the City has a firewall that separates the board from the City which is the local area administrator, the grantee is the city and the board and employment and training.

RWDB members were asked to approve the AJCC Operator and Career Service Provider applications as presented. A motion to approve was made by Board Member Uche Uwahemu, seconded by Board Member Karen Norwood. All members present were in agreement, neither oppositions nor abstentions were presented.

Richmond Workforce Development Board PY 2021-2024, Local Plan Discussion

Steven Schultz, Senior Associate, Glen Price Group
Zachary Shapiro, Associate, Glen Price Group

Mr. Schultz and Mr. Shapiro presented a couple of questions to the RWDB so as to gain input for the Local Plan PY 2021-2024. The following notes were provided by Glen Price Group:

What should the RWDB be doing to ensure equitable access in-demand regional sectors and occupations for job seekers with barriers to employment?

Della Randolph: With the onset of Covid, having a counselor or job developer for people who are unemployed. How can we revisit a way to make sure the Department of Rehabilitation is involved with job seekers with disabilities, how do we re-partner? Also, employers might have concerns, so they might need some education.

Karen Norwood: You [should] have funding for students with only high school diplomas. When we get out of the pandemic they want to have careers, so please tell your clients and lead them to Kaiser. Just reinforce that we are here to help people have better lives for themselves (Allied Health programs).

- **LaTanya Dandie:** How can youth get in contact with you guys to get the jobs if they do not have a computer?



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- **Karen Norwood:** A good way is text messages. If you have their phone numbers.

LaTanya Dandie: providing messages at schools, on banners to help them get information.

Hakim Johnson (Chevron): Had a meeting last week with the Richmond youth council. They were frustrated with how they got exposed? The strategy from an engagement standpoint is how do they involve the youth council?

Bouakhay Phongboupha: We do on social media. We plan to do a youth program again. They can always contact our youth office here and we can guide them.

Uche Uwahemu (State assembly): The issue of outreach, we do not have one way that fits all. Want to make sure we have some diversity to push out the message. Want to make sure we do outreach knowing some people get information from Facebook. Want to make sure we are being intentional in how we are doing out outreach.

Dan Torres (Business Agent Local 483): We have had a partnership with Richmond Build. Some of the people who have graduated have found jobs with the building trade. Some people do not have access to computers, we could give you guys an affiliates list. Having access to everyone's local unions may help out. You can post it on a board and share with community partners. Those interested in the construction field can reach out. If we share that information people will know about opportunities in the apprenticeship programs.

[How should the RWDB prioritize working with employers that provide high quality jobs?](#)

Mike Parker: I think the most important thing is to get employers to commit specific jobs and make arrangements with highschools and community colleges to get on track to get those jobs. The key thing was the employers committed that anyone who completed the program would have the opportunity. The other part is to get that integrated in the high schools and community colleges. That is where the training needs to take place.

Della Randolph: We should vet candidates for the skill set. We need to find a great fit. Might need accommodations.

Richmond Housing Authority: In the past couple of years we have solicited proposals from developers to build public housing. When we work with federal funds, we score the proposal higher when they do section 3 hiring which is for low and very low income individuals. If they anticipate hiring into their organization after the project duration. Some kind of early contact during the RFP.



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LaTanya Dandie: A lot of our community members are housed at the hotel looking for employment that may not have the requirements. They have mental health, housing, child care, transportation issues while we are in a pandemic. We need to add all of those things in consideration. We need to be mindful and add that into an aspect of how we will make that work with employment.

Dan Torres (Business Agent Local 483): Richmond does an excellent job with requiring Local hire but I feel as a Board, we need to emphasize this with the developers that are coming into town to build in this community. When you have a local hire component, there is a pathway to jobs. When developers are coming to town. The building trades help out veterans. Richmond already does a great job, but there are always developers coming in wanting to use lower paid craftsmen from out of the area.

What do you consider to be the priority high-need populations, and how can the RWDB more effectively serve these groups?

Richard Johnson: One of the priority populations would continue to be veterans. We have the Work opportunity tax credits. Those are a great incentive for employers to hire from the population groups. The population reaching out during COVID can be done through phones.

Della Randolph (Department of Rehabilitation): People with disabilities. Reaching out in different formats and having employers become more educated about working with people who might need accommodations in the workplace.

Mike Parker: People of color who have been most impacted by COVID, that is the group we should be targeting.

From your perspective, in the sector you represent, what are the most important new strategies that need to be developed to respond to the challenges presented by COVID-19?

LaTanya Dandie: People of color. Youth and vets of color who are having a hard time get applications. We have outlets. We do have billboards that people do see as they go by. It has to be outreach that is specific to bring people in. If you do not direct the outreach to them, it has to be in a format where kids are interested. People are having mental health issues where they are feeling down in a way where they know it is for a specific group.

Della Randolph: The demographics that are out there to suggest that underserved populations need to be targeted.



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Hakim Johnson (Chevron): The challenges presented by COVID. Job training standpoint. There needs to be a little more work when it comes to identifying strategies. How do we get people ready to be back in the workforce when they do not have the skillset. People are at home and unemployed, so how do you continue the education and job training? That is a challenge of how to engage and broaden outreach while not being physically around.

Public Comment

No comments.

Announcements

A farewell video was played to honor Mr. Sal Vaca.

Next RWIB Meeting

Thursday, March 11, 2021

Zoom Meeting

Attendees

Adam Elomani in place of John Troughton, Bouakhay Phongboupha, Carrienne Huss, Cassandra Youngblood, Charita Patterson, Charles Carpenter, Dan Torres, Della Randolph, Dominique Roache-Green, Fred Lucero, Geovanni Flores, Hakim Johnson, Itza Gonzalez, Jeffrey Carr, Jill Perry, Karen Norwood, LaTanya Dandie, Len Turner, Michael Parker, Michael Peritz, Nancy Seto, Nanette Beacham, Ranjana Maharaj, Richard Johnson, Rosemary Viramontes, Ruben Lizardo, Sal Vaca, Sandra Duenas, Sandra Escalante, Sarah Wally, Steve Schultz, Uche Uwahemu, Xavier Abrams, Zachary Shapiro

- Meeting adjourned at 1:14p.m. -