



## Richmond Workforce Development Board Meeting Minutes – November 17, 2022

Chairperson Xavier Abrams called the Richmond Workforce Development Board meeting (RWDB) to order on Thursday, November 17<sup>th</sup>, 2022, at 11:30 am.

### **Attendees:**

Hakim Johnson, Miquel Penn, Sarah Wally, Uche Uwahemu, DC Dorham-Kelly, Giovanni Flores, Jason Lindsey, Chuck Leonard, Nanette Beachman, Richard Johnson, Xavier Abrams, Tamara Walker, Bouakhay Phongboupha, Fred Lucero, Emmanuel Njome, Maria Torres

### **Director's Report**

Tamara Walker, Deputy Director of Community Services, City of Richmond – Employment and Training Division.

- Community Resilience Fund Application (CERF) A \$600 Million fund to build a sustainable and equitable economy across California. – 10 of the Workforce boards were part of the application process with All Homes as the leader of the application. It was awarded \$5 Million.

CERF will support high-road economic development plans to create equitable access to quality jobs. CERF requires advocates to form high-road transition collaboratives.

Phase I – Planning is \$5 million – in which All Home took the role of the Regional Convenor and the Bay Area Good Job for Equity (BAGJPE) which is seven workforce boards and seven counties and the San Francisco Office of Economic and Workforce Development is the Fiscal Lead

Phase II – is the \$500 million implementation grant.

### Goals:

- Create a long-lasting and sustainable regional economic development infrastructure
- Build worker-industry partnerships that elevate worker voices
- Invest in a sub-regional planning model
- Emphasize grassroots leadership of workers
- Ensure authentic and meaningful community engagement
- Design pilot projects that reach existing economic and workforce development efforts

The Governance Structure is the Regional Convenors (All Homes) and the Fiscal Agent (Bay Area Good Jobs Challenge)

- Steering Committee – 21 members
- Research Planning and Outreach Committee – 12 Sub-Regional Leads + Researchers
- Sub-Regional Tables (Labor and CBO Co-Convenors, Unlimited Members)



## **Richmond Workforce Development Board Meeting Minutes – November 17, 2022**

We will keep you informed of the outcomes.

Local Plan Modifications, 2 years ago, Local Plan design (2021-2024) - We are in the modification, which is due on March 31, 2023. We had our local plan modification stakeholders meeting at the auditorium on 11/16/22. What is next for the board, COVID has changed the way we do things. We will schedule special meetings to talk to Steven Schultz and Michael Katz to talk about the Regional Plan. This is just a modification, but in two years we will have to create a new local plan.

Newly release Equity Target Fund – not sure if we are going to apply since we have quite a bit of funding and we are short staff. This is due 12/13/22. Working with HR to see if they will allow us to hire more people.

Role of the Workforce Development Board meeting – the training is for boards and executive boards and combines a review of the current workforce system. CWA dives deep into the real role of workforce boards looking up economic opportunities and social economic challenges in your communities. Concludes with an action planning session base on your perimeters. January’s meeting will be around the role of the workforce development board.

The state has put out WIOA waivers – There are three waivers

- Youth – reduces the 75% requirement of serving Out of School Youth to 50% -  
Our definition of young people that have either graduated from High School that are not in school and are not working or young people that have dropped out of school. Not young people that are in alternative education. Not sure we will apply because we are already meeting the 75% Out-of-School Youth and 25% In-School Youth, and we have met it in the last two to three years.
- OJT waiver – in the law it allows you to pay up to 90% of an OJT with special circumstances, now the law is saying you don’t have to have special circumstances and now you can pay 90%. This is a waiver that we will be submitting because it allows us to use some of our spending training dollars with businesses to assist them with onboarding new employees and for us is also a recruitment tool for businesses to participate with us to pay 90% of the onboarding process.
- Work Experience – under WIOA you were only allowed to spend 10% of your training funds on work experience, now with this new waiver you can spend up to 30%. We will be applying for this waiver.

We just got through two audits back-to-back, WIOA Fiscal Audit with one finding but we will be resolving the issue. WIOA Career Grant (National Dislocated Worker) there were no findings.

Metrix Learning has been purchased – a self-paced tool for all Richmond residents to utilize for job training at no cost to them. This will help us track those who may need assistance from us and those not



## **Richmond Workforce Development Board Meeting Minutes – November 17, 2022**

coming back to our system but can still receive job training skills. Coming late December or January 2023.

The motion to approve September 15<sup>th</sup> minutes was made by Uche Uwahemu and seconded by Sarah Wally. A vote was taken. DC Dorham-Kelly, abstain, every other member present voted yes. The motion passed.

### **Action Items**

DEI – Staff recommends that the Richmond Workforce Development Board (RWDB) form a DEI Ad hoc committee to develop a process for engaging community stakeholders to assist with identifying action-oriented strategies that inform policy efforts, programs, and investments of the local workforce system.

Events & Meeting Calendar - A motion was by Richard Johnson and seconded by DC Dorham-Kelly to approve the Events and Meeting Calendar for 2023. The motion was approved unanimously.

### **Informational Items**

Bylaws Update – Uche Uwahemu

Requested time for the January meeting to do a full board presentation but no updates in the meantime.

Rapid Response – Emmanuel Njome

A letter was received from HelloFresh about the layoff of about 611 employees. We did four onsite visits from October 20<sup>th</sup> to October 25<sup>th</sup> along with other agencies, such as Alameda County WIB Board, Contra Costa County, Department of Labor, EDD, Cover California, San Pablo Economic Agency, and Rubicon. During these four days, about 249 employees attended these four visits. RichmondWORKS had a job fair on October 26<sup>th</sup> with seven employers and almost 203 people attended, about 70 from HelloFresh.

We had a second job fair at Contra Costa College on November 9<sup>th</sup> with 38 employers – 103 attendees with about 60 from HelloFresh. Express Professionals mentioned that they placed 17 of the HelloFresh employees on jobs.

Employers that hired HelloFresh employees can receive \$750 as an incentive.

### **Staff Report**

Bouakhay Phongboupha –

### **Training** –

- Healthcare – 2 completed Kaiser Program and working making \$34/hr in Phlebotomy
- IT - Regional partnership – 9 Participants in a 3.5 months IT/Web Development Program



## **Richmond Workforce Development Board Meeting Minutes – November 17, 2022**

**YouthWORKS Job Clue every Tuesday from 4:00pm to 5:30pm**

### **Partnership with RPD Explorer Program/Richmond Youth Academy w/FD**

- Provides youth the opportunity to explore their interests and aptitudes in the field through on-the-job exposure/build self-confidence and character.
- Prepare for a career in law enforcement/public safety.

### **Partnership with Richmond Promise (RP)**

- WEX x/city Department @ \$25 an hour up to 300 hours
- Learn government process and foot in the door, develop networks & work for their city
  - **6 placements**
    - 2 - Fire
    - 1 – Employment & Training
    - 1 – Human Resources
    - 2 – City Council
    - 1 – Finance – Office Clerk/Cashier

We are continuing to recruit for Employment Program Specialist

### **2022-2023 Work Experience Update**

Youth Applications – 470

Completed On-Boarding – 283

Youth Served – 205

Fred Lucero –

### **Grants & Enrollment's for RichmondBUILD**

- EPA Grant to date:
  - Enrollments – 15
  - Grant Total – 60
- EV Grant to date:
  - Enrollments - 25
  - Grant Total - 25
- CCI (SB1 Part II) to date:
  - Enrollments – 53
  - Grant totals – 100



## Richmond Workforce Development Board Meeting Minutes – November 17, 2022

- SB1 to date:
  - Enrollments – 114
  - Grant Total – 120

### Thank you to the FAB 5!

- Carpenter Local 152
- Laborers Training Center
- Iron Workers
- Plumbers & Steam Fitters Local 324
- Heat & Frost Local 16

RichmondBUILD is now recruiting for Cohort 50!

Cohort 49 Graduation takes place November 18, 2022 – 10:00am to Noon.

### Grant & Enrollments for Richmond YouthBUILD

- YouthBUILD Grant (Old)
  - Enrollments – 58
  - Grant Total – 60
- YouthBUILD Grant (New)
  - Enrollments – 8
  - Grant Total – 60

Richmond YouthBUILD is now enrolling students for the next cohort.

There were no Public Comments

### Announcements

Board member Uche Uwahemu announce that one of the board members, John Troughton passed away.

Tamar Walker made a comment about what will happen to Workforce Funding with the recent election results.

### **Next RWDB Meeting:**

Thursday, January 12, 2023

11:30 a.m. to 1:00 p.m.

In Person

Meeting adjourned at 12:59pm