

Business & Economic Development Committee Meeting

Agenda

December 7, 2022

3:00 p.m. – 4:30 p.m.

Join ZOOM Meeting

<https://us06web.zoom.us/j/86860125914?pwd=ZXhIZExMU2VwZ1VuWjNXQjFvUk50Zz09>

Meeting ID: 868 6012 5914; Passcode: 885403

Join by Dial In 253-215-8782 or 720-707-2699

- 3:00 p.m. CALL TO ORDER AND REMINDER OF POTENTIAL CONFLICT OF INTEREST
PUBLIC COMMENT
INTRODUCTION OF COMMITTEE MEMBERS**
- 3:05 p.m. ACTION ITEMS**
A1 Approve Minutes from October 5, 2022 meeting
A2 Approve WDBCCC Board & Committee Meetings 2023 Calendar
- 3:10 p.m. PRESENTATION ITEMS**
P1 Just Transition Economic Revitalization Plan
Alyson Greenlee, Economic Development Manager
Department of Conservation & Development Contra Costa County
- 3:30 p.m. DISCUSSION ITEM**
D1 Business Resource Center Adhoc Committee Updates
Celina Shands, President of Full Capacity Marketing Inc.
- 4:10 p.m. INFORMATIONAL ITEMS**
I1 WARNS Update 2023
I2 2023 Labor Law Update
- 4:20 p.m. CO-CHAIRS' REPORTS**
Committee Agenda Item Requests
- 4:30 p.m. ADJOURN**

Next BED Meeting: Wednesday, February 1, 2023, from 3:00 p.m. to 4:30 p.m.

Any appropriate public records related to an open session item on a regular meeting agenda and distributed by the Workforce Development Board and any of its committees to a majority of members of the Workforce Development and/or its committees less than 72 hours prior to that meeting are available and for public inspection at 4071 Port Chicago Highway, 2nd Floor, Concord, CA during normal business hours.

The Workforce Development Board will provide reasonable accommodations for individuals with disabilities planning to attend Board meetings. Arrangements can be made by contacting the Workforce Development Board at 925-671-4560.

WORKFORCE DEVELOPMENT BOARD (WDB) OF CONTRA COSTA COUNTY
BUSINESS & ECONOMIC DEVELOPMENT (BED) COMMITTEE CHARTER

Charter Element	Charter Agreement Information
Business Objective	The primary objective of the Business & Economic Development (BED) Committee is to meet the workforce needs of high-demand sectors of the local and regional economies.
Case for Action	<p>As we advance our work toward realizing our vision for creating shared opportunity and economic prosperity, a number of key factors drive our work:</p> <ul style="list-style-type: none"> • Good jobs in today's economy and labor market require workers to have a growing level of knowledge and skill in order to compete for them; • The employment gap is widening between those with higher levels of education and credentials and those who lack them; • Jobs are growing at both the high-skill and low-skill end of the labor market, while growth of "middle skill" jobs has been lagging; however, the retirement of baby boomers from the labor force will create openings in nearly every industry and occupation; • The incoming workforce does not have the education and skill-sets needed to perform many of these jobs, as manifested by a continued lag in the educational attainment levels of young people (although beginning to show some signs of improvement, student preparedness for post-secondary education remains very low); and • The difference between supply and demand indicates that there is a "skills gap" between what most workers have to offer and what businesses need, creating the urgency to develop and support new strategies that can better equip and train people for jobs in today's economy.
Requirements	<p>The BED Committee will:</p> <ul style="list-style-type: none"> • Analyze and understand trends in order to respond to business needs • Bring industry and education together to address workforce needs in priority sectors • Collaborate with industry and education partners to develop solutions for workers to acquire essential skills in high-growth, high-demand sectors • Work with WDB partners to develop an array of innovative workforce services supports • Support development and evolution of regional workforce and economic development networks to address workforce education and training priorities
Boundaries / Guidelines	The BED Committee advises and influences the direction and implementation of business services strategies as outlined the WDB 2021-2024 Strategic Plan, including playing an advisory role to the Contra Costa Small Business Development Center (SBDC).
Team Membership	<p>The BED Committee brings together leaders from business, economic development, education, labor, community-based organizations, and the public sector. The BED Committee co-chairs are members of the WDB Executive Committee and all members of the BED Committee hold a seat on the Workforce Development Board. The BED Committee and the WDB work on behalf of the Contra Costa County Board of Supervisors and the businesses and residents of Contra Costa County.</p> <p>The WDB and the BED committee often draw upon the knowledge and expertise of other individuals and organizations that are not members of the WDB and occasionally form <i>Ad Hoc</i> committees to do work.</p>
Timing	The work of the BED Committee is aligned with the timeline of the WDB's 2021-2024 Strategic Plan.
Resources	The WDB and the BED Committee provide and/or support convening and networking functions that draw together a wide spectrum of stakeholders that contribute to the health of the local economy and prepare residents for effective participation in the workforce. These include local and regional businesses, economic development experts and organizations, public agencies, education, labor, and community-based organizations.
Review Process	The WDB and the BED Committee provide and/or support convening and networking functions that draw together a wide spectrum of stakeholders that contribute to the health of the local economy and prepare residents for effective participation in the workforce. These include local and regional businesses, economic development experts and organizations, public agencies, education, labor, and community-based organizations.



BUSINESS & ECONOMIC DEVELOPMENT COMMITTEE MINUTES

Wednesday, October 5, 2022

The Business & Economic Development (BED) Committee met via a Zoom meeting on Wednesday, October 5, 2022. Co-Chair Stephanie Rivera called the meeting to order at 3:04 pm and reminded everyone of potential conflicts of interest.

INTRODUCTION OF COMMITTEE MEMBERS

ATTENDANCE

MEMBERS PRESENT: Stephanie Rivera, Corry Kennedy, Douglas Lezameta, Leslay Choy, Richard Johnson, Terrence Cole, Traci Young, Yolanda Vega

MEMBERS ABSENT: Kwame Reed, Kelly Schelin, Nichol Carranza, Terry Curley

OTHERS PRESENT: George Carter, Loretta Bisio, Joe Erby, Bob Redlo, Celina Shands, G. Vittoria Abbate, Vincent McCoy

WDBCCC STAFF PRESENT: Tamia Brown, Patience Ofodu, Maureen Nelson, Verneda Clapp, LaTosha Stockholm, Jed Silver, Donn Matsuzaki, Veronica Hernandez, Charles Brown III, Patricia Conley

PUBLIC COMMENT

None

CONSENT AGENDA

C1 Approve June 6, 2022 Business & Economic Development Committee Meeting Minutes

Motion/Second Leslay Choy/Yolanda Vega

Motion Approved

AYES: Stephanie Rivera, Corry Kennedy, Douglas Lezameta, Leslay Choy, Richard Johnson, Terrence Cole, Traci Young, Yolanda Vega

NAYES: None

ABSENT: Kwame Reed, Kelly Schelin, Nichol Carranza, Terry Curley

ABSTAIN: None

PRESENTATION ITEM

P1 Highlight the Workforce Development Board's Updated Website

By Patience Ofodu, Business Services Manager

The Business Services Manager presented a walk-through of the Workforce Development Board of Contra Costa County (WDBCCC) website, pointing out the highlights and features since the redesign. Members of the committee were encouraged to visit wdbccc.com to discover the resources and information available to them, businesses, and the public, such as all the WDBCCC Board and Committees meeting minutes, events calendar including collaborative events, monthly newsletters, and What's News, to name a few.

Questions and Comments:

- The website may be found by searching for Workforce Development Board of Contra Costa County or wdbccc.com.

ACTION ITEM

A1 Approve Adhoc Committee for Proposed WDBCCC Business Resource Center

The Executive Director reported that the BED Committee and Board of Directors brought this initiative forward from the Local Plan. One of the first steps will be to find out how to fund this project. One option may be to consider how we collaborate and leverage other resources.

Comments or Questions:

- The Chambers may help support.
- Board of Supervisors watches how to integrate with the community and may help find funding.
- The purpose of the Adhoc Committee will be to explore the development of a Business Resource Center.

RECOMMENDATION

1. Approve Adhoc Committee for Proposed WDB Business Resources Center

Motion\Second Richard Johnson\Douglas Lezameta

Motion Approved

AYES: Stephanie Rivera, Corry Kennedy, Douglas Lezameta, Leslay Choy, Richard Johnson, Terrence Cole, Traci Young, Yolanda Vega

NAYES: None

ABSENT: Kwame Reed, Kelly Schelin, Monica McGee, Nichol Carranza, Terry Curley

ABSTAIN: None

2. Approve the Adhoc Committee for Proposed WDB Business Resources Center to include non-WDBCCC members

Motion\Second Yolanda Vega\Traci Young

Motion Approved

AYES: Stephanie Rivera, Corry Kennedy, Douglas Lezameta, Leslay Choy, Richard Johnson, Traci Young, Yolanda Vega

NAYES: None

ABSENT: Kwame Reed, Kelly Schelin, Monica McGee, Nichol Carranza, Terry Curley

ABSTAIN: None

DISCUSSION ITEM

D1 Strategies for Proposed WDBCCC Business Resources Center

Facilitated by Celine Shands, President of Full Capacity Marketing

Celina Shands has experience in bringing products and services to market. This discussion will be to get an agreed process on how the Adhoc Committee could work and the type of information the BED Committee will need to make informed decisions.

Proposed Strategy: Develop a community business resource center (BRC) focusing on small minority and micro-owned businesses.

- How do we know “there is a need for this”? I will need a clear understanding of the market. Use a customer-centric process that is driven by objective data that helps define “the why” and, in turn leads to “the what” and “the how.”
- Questions and discussion about the definition of “minority” and “micro-owned.”
- Research what is out there and how are businesses in this capacity being served, what is missing/where are the holes, because this can be the positioning for the BRC.
- Summary – getting voice of the customer, and understanding the gaps and the holes in the market.

Understanding the Market: Who will be served, and what can be provided for their challenges.

- Perceived Market Challenges – Discussed and onto a list.

- Available Objective Data – To be reviewed at the Adhoc Committee level. What is available or is there a gap? Will there be costs for a needs assessment?
- The first thing is the stakeholders need to be involved and provide feedback.

Solutions and Partners:

- Potential Solutions - Tools to close the knowledge gap; connecting the dots around business fundamentals; how to partner/collaborate/contract.
- Potential Operational Partners and/or “Collaborators” – Small Business Development Center (SBDC) is challenged with more people than they can serve, rely largely on a shrinking pool of government dollars which has a large number of restrictions, limiting the things they can do and the speed in which to do them. Others were discussed and added to a list.

The slide presentation with the lists will be distributed. There were no comments or questions.

CO-CHAIRS’ REPORTS

The WDBCCC Board of Directors Chair reported on the September 28th East Contra Costa Hiring and Resources Fair in Antioch. Those that attended shared their feedback, and the Board of Directors that donated and attended were thanked for their contributions.

THE MEETING ADJOURNED AT 4:32 PM

Respectfully Submitted,
Patricia Conley, Business Services Representative

/pc

**** SUBJECT TO CHANGE
IF NEEDED****

**Workforce Development Board of Contra Costa County
Board Committee Meeting Calendar Year 2023**

A2

JANUARY				
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Legend:

Full Board
Executive
BED Committee
Youth Committee
Holidays

(1st Tuesday in Feb, May, Aug & Nov. from 3:00 pm to 5:00 pm)
(2nd Wednesday of alternate month of Full Board from 3:00 pm to 5:00 pm)
(1st Wednesday of the month from 3:00 pm to 5:00 pm)
(2nd Tuesday of the month from 12:00 pm to 1:30 pm)
(Legal holidays)

Workforce Development Board of Contra Costa County

Board and Committee Meetings 2023 Schedule			
Full Board 1st Tuesday 3:00pm - 5:00pm	Executive Committee 2nd Wednesday 3:00pm - 5:00pm	Business & Economic Development Committee 1st Wednesday 3:00pm-5:00pm	Youth Committee 2nd Tuesday 12:00pm - 1:30pm
February 7th, 2023	January 11th, 2023	February 1st, 2023	January 10th, 2023
May 2nd, 2023	March 8th, 2023	April 5th, 2023	March 14th, 2023
August 1st, 2023	April 12th, 2023	June 7th, 2023	May 9th, 2023
November 7th, 2023	June 14th, 2023	August 2nd, 2023	July 11th, 2023
	July 12th, 2023	October 4th, 2023	September 12th, 2023
	September 13th, 2023	December 6th, 2023	November 14th, 2023
	October 11th, 2023		
	December 13th, 2023		

DATE: December 7, 2022
TO: Business and Economic Development Committee
FROM: Patience Ofodu, Workforce Services Specialist
RE: Just Transition Economic Revitalization Plan

Alyson Greenlee
DEPARTMENT OF CONSERVATION & DEVELOPMENT
CONTRA COSTA COUNTY



Short Biography:

Alyson Greenlee is Economic Development Manager at the Department of Conservation and Development, Contra Costa County. She is experienced in workforce and economic development strategy, with over fifteen years of experience managing large, cross-functional, multi-client projects, and developing business for a \$1 billion consulting firm, and as a founder. Originally from Poughkeepsie, NY, Alyson resides in Oakland and enjoys biking the Contra Costa Canal Trail in her free time.

Presentation:

Just Transition Economic Revitalization Plan, Northern Waterfront Economic Development Initiative Tour, collaboration with Workforce Development Board of Contra Costa County, and related Department of Conservation and Development initiatives.

For any questions, please contact Patience Ofodu, Business Services Manager at 925-671-4515 or email at pofodu@ehsd.cccounty.us



DATE: December 7, 2022
TO: Business and Economic Development Committee
FROM: Patience Ofodu, Business Services Manager
RE: **WDB Business Resource Center Adhoc Committee Updates**

BACKGROUND


At the October Business and Economic Development (BED) Committee meeting, the committee approved the establishment of an ad hoc committee for the proposed WDB Business Resources Center and for the membership to include non-Board members from the community that would contribute to the success. Celina Shands, President, and CEO of Full Capacity Marketing Inc, a consultant with WDBCCC, will facilitate a discussion about the proposed center. She will join the committee meeting today to update the membership on the outcome of the first meeting of the ad hoc. She will also hold a conversation with the committee members on the next steps.


The Board approved strategies from the May 12, 2022 Retreat are:

- Create community resource centers that support all businesses with an emphasis on minority-owned and micro businesses to gain greater access to appropriate resources.
- Encourage diversity, equity, and inclusion in all outreach and resource sharing with local businesses and organizations.

For any questions, please get in touch with Patience Ofodu, Business Services Manager, at 925-671-4515 or email at pofodu@ehsd.cccounty.us

Contra Costa County Workforce Development Board Action Plan 2022

 Substantial progress

 Some progress

A. Incorporate Race, Equity, Diversity & Inclusion (REDI) Principles in all Business Services

1	Student/business speed dating: career exploration within communities <ul style="list-style-type: none"> • Coordinate to schedule event • Secure racially diverse business guest speakers • Promote to students • Orient and prepare both groups on what to expect 	NB, PO
2	Offer REDI workshops for HR for businesses <ul style="list-style-type: none"> • Engage California Employer Association 	PO
3	Regular Partner meetings <ul style="list-style-type: none"> • Weekly meetings with Rubicon and EDD; monthly iBEST meetings • Semi-annual Partner/Provider Convening (last one on 6/24/22) 	VC, PO
4	Host events with CBO's (Local and Regional) <ul style="list-style-type: none"> • Monument Impact, RCF Connects, Contra Costa Employer Advisory Council, iBest Career Fair, EC² (East County Economic Coalition), Untapped Talent #3: Employer Forum, City of Pinole, WINs, H-WIN, WDB Partners Meeting 	VC, PO
5	Marketing and relationship building among Business/CBOs/Government <ul style="list-style-type: none"> • Serving as a resource for information, programs, services and talent for businesses, for example: Advising them of tax incentives for hiring from diverse pools of talent. • Supporting minority businesses to ensure they are aware of, and take advantage of, incentives • Promote at Partners Meeting, Pinole Strategic Planning meetings, Contra Costa Economic Partnership (CCEP) 	PO, MN
6	Partner with organizations that are REDI ready – e.g., Fair Chance employers <ul style="list-style-type: none"> • RCF Connects, Rubicon, HealthRIGHT 360, Re-entry Success Center 	PO, EO

B. Development of Community Business Resources Center Focusing on Small Minority & Micro-owned Business

1	Inventory Community Resources <ul style="list-style-type: none"> Conduct landscape scan of partners (mandated, ancillary, WIN, H-WIN) <ul style="list-style-type: none"> Include 211 Information and Referral service 	MN, PO
2	Work with Contractor Full Capacity Marketing to Plan and Implement <ul style="list-style-type: none"> Conduct market analysis on small biz; who they are and what they need Develop and implement brand strategy, communication plan and outreach Develop business plan for Resource Center (location, staff, funding, navigators) Develop and implement business owner mentorship: “Pay it Forward” Identify metrics and Business success stories 	PO, FCM, MN
3	Training + Technical Assistance (TA) on language and culture. For example, ESL, understanding culture, hiring vulnerable populations. <ul style="list-style-type: none"> Serve on state Immigrant Mobility workgroup (and WIOA committee) to strategize on increasing access to services for immigrants Highlight programs for minorities, newcomers, English Language Learners in our publications and assets <ul style="list-style-type: none"> Refugee Career Pathways Program by International Rescue Committee (IRC) highlighted on WDB website site in first quarter 2022 	PO, VC

C. Creation & Expansion of Earn and Learn Models

1	Non-traditional Apprenticeships, Short-Term (ST) & Long Term (LT) plans <ul style="list-style-type: none"> Secured DAS grant to develop paramedic apprenticeship for local ambulances ST: Get paramedic apprenticeship registered with DOL / DAS LT: Expand paramedic apprenticeship to include fire depts and hospitals Submitted H RTP application to expand it ST: Initiate pilot paramedic cohort LT: Evaluate and identify other programs to consider for NTA Partner in WAF 10 IT Pre-apprenticeship to RA Apprenticeship ST: Development of Outreach materials and Strategies LT: Expansion of model to other industries/occupations 	NB, JS
2	E&L Marketing Plans, Short-Term (ST) & Long Term (LT) plans <ul style="list-style-type: none"> Secured WAF, RERP, DAS & H RTP and other grants to help market current Health Initiative and other efforts, which are 100% E&L ST: Develop video, brochures, flyers social media campaign to market upcoming E&L programs ST: Provide E&L story ideas to newsletters and other media outlets LT: Pursue opportunities to present at conferences and other industry events LT: Conduct resource mapping to identify other E&L opportunities to include in marketing efforts 	NB, JS

3	Paid Internships /Academics, Short-Term (ST) & Long Term (LT) plans <ul style="list-style-type: none"> • Expansion of WIOA paid WEX duration • Pairing of short-term occupational skills training with on-the-job experience <p>ST: Enhancement of Career Exploration and Career Assessment</p> <p>LT: Youth have both paid work-experience and occupational skills training aligned with their career goal</p>	NB, JS
4	Streamline path from pre (PA) to full apprenticeship w/hiring commitment, Short-Term (ST) & Long Term (LT) plans <ul style="list-style-type: none"> • Established EMT program w/ automatic hiring commitment w/ local ambulance company – including option to enroll in paramedic apprenticeship <p>ST: Moving forward with secured WAF grant to create program model based on EMT success</p> <p>ST: Replicate and scale above model to other WDBs</p> <p>ST: Partnered with BitWise on IT Pre-Apprenticeship program that also follows this goal</p> <p>LT: Review existing external PA programs to identify obstacles & partner with providers to ensure hiring commitments</p> • Creation of wrap-around supports for On-Ramp activities <p>ST: Partnered with BitWise on IT Pre-Apprenticeship program that also follows this goal</p> <p>LT: Commit to only supporting PA programs that lead directly into apprenticeship</p>	NB, JS
5	Reimagine CCWORKS Bootcamp (office + soft skills) and worksite (internal/external), Short-Term (ST) & Long Term (LT) plans <ul style="list-style-type: none"> • Develop a tiered service model <p>ST: Dialogue with Workforce Services and Staff Development to explore in-house training for CCWORKS clients prior to release to district offices</p> <p>LT: Offer soft-skills and basic system training for CCWORKS prior to release to internal or external employers for improved success rates</p> <p>LT: CCWORKS participants advance to job placement once training complete and barriers addressed</p> <p>LT: Streamline internal permanent hiring process for successful CCWORKS candidates (requires cooperation of County HR and EHSD Personnel)</p> • Implemented Summer Youth Employment Program (SYEP) 2022	LS

D. Serving Vulnerable Populations to Build Transferrable Skills

1	Fund career exploration – readiness – transitional jobs (TJ), Short-Term (ST) & Long Term (LT) plans <ul style="list-style-type: none"> • Implemented Health Ambassador Pilot TJ program <p>ST: Analyze all priority sectors for transitional job program opportunities</p> <p>ST: Set goal of a certain percentage of existing funds for new transitional jobs</p> <p>LT: Have at least one transitional job program in each priority sector</p>	NB, JS
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	<ul style="list-style-type: none"> • Secured additional funds from CA for All to expand TJ programs ST: Identify/pursue new funding opportunities to sustain TJ expansion LT: Build strategic partnerships and identify sources of leveraged funds 	
2	<p>Grants for vulnerable populations, <i>Short-Term (ST) & Long Term (LT) plans</i></p> <ul style="list-style-type: none"> • Secured additional NDWG funding, as well as WAF10, DAS, ETP, CA for All grants targeting vulnerable populations ST: Maintain funding opportunities database, prioritizing pursuing opportunities targeting vulnerable populations LT: Add staff in order to increase annual grant submissions 20% annually • Submitted additional requests for GJC, H RTP and supplemental ETP funds ST: Submit 5-10 grants applications targeting vulnerable populations per year LT: Develop roster of trusted partners w/ MOU's of potential leads and subs with varying competencies to make teaming process more efficient • Identified Disadvantaged Communities and Low-Income Communities as additional target populations ST: Analyze potential partners to identify strengths, assets, competencies, etc. 	NB, JS
3	<p>Develop pilot for early wins / alumni program, <i>Short-Term (ST) & Long Term (LT) plans</i></p> <ul style="list-style-type: none"> • Currently organizing successful cohort of EMT students into alumni groups ST: Replicate alumni group model for Health Ambassador, NDWG and others LT: Develop alumni group and mentoring in all programs • Enlist support of previous participants to assist with recruitment ST: Develop marketing campaign to publicize success stories LT: Be intentional about transitioning to them leading marketing efforts ST: Develop mentoring program; successful participants mentor new ones LT: Help them achieve presence in communities: online, events, recruiting 	NB, JS
4	<p>Comprehensive wrap-around services under one roof, <i>Short-Term (ST) & Long Term (LT) plans</i></p> <ul style="list-style-type: none"> • EMT program established new supports such as tutoring, stipends, life coaching, etc for all participants at CCC ST: Use WAF 10 grant to streamline needs-related payments supportive svcs LT: Replicate and scale wrap-around services model to all internal programs • Secured WAF 10 grant to add services and convenience ST: Secure H RTP grant and other funds to ensure program model is sustainable LT: Encourage all Providers to either utilize or replicate the model • Wrap-around supports for On-Ramp Activities ST: Secure RERP funding LT: Prototype multi-program intake processes 	NB, JS
5	<p>Educate employers to overcome stereotypes + encourage hiring, <i>Short-Term (ST) & Long Term (LT) plans</i></p> <ul style="list-style-type: none"> • Educate employers about Business Services and incentives and how they can benefit from them 	PO, MN



DATE: December 7, 2022
TO: Business and Economic Development Committee
FROM: Patience Ofodu, Business Services Manager
RE: **Layoff and Worker Adjustment Retraining Notices**

RAPID RESPONSE/OUTPLACEMENT SERVICES

Over the last few months, we have seen an increase in layoffs in the Bay Area, especially from Tech Companies. According to [SF Chronicle Nov 18, 2022](#), this month alone, tens of thousands of tech workers have lost their jobs, following a slew of recent layoff announcements from Bay Area tech companies. Tech industry layoffs are being felt nationwide, and Bay Area-based tech companies have cut over 24,000 jobs since November 1, according to data compiled by layoff tracker [Layoffs.FYI](#). Tech giant Meta downsized by 11,000 jobs, impacting at least 362 people in San Francisco. Meanwhile Twitter slashed its workforce in half, laying off 3,700 people including 784 employees in San Francisco and 106 in San Jose. The companies Cisco, Stripe, Salesforce, Lyft and OpenDoor have all laid off over 500 employees in recent weeks.

November

In Contra Costa County, we received some Worker Adjustment Retraining Notices (WARNs). The Workforce Development Board of Contra Costa County (WDBCCC) received two WARNs from IMI Morgen, which has 29 permanent layoffs in Concord. We have scheduled a Rapid Response Orientation for IMI Morgen on 2/21/2023. The other employer reporting layoff is Zendesk. Their layoff impacted six permanent employees in the cities of Concord, Danville, Lafayette, Pleasant Hill, Richmond, and Walnut Creek. The Zendesk corporate office is located in San Francisco, so the San Francisco WDB is the lead on the activities.

October

The WDBCCC received a WARN from Hello Fresh that had 611 permanent layoffs in Richmond. The Richmond Workforce Development Board (RWDB) is the lead and requested support from the WDBCCC. We coordinated Rapid Response (RR) Partners: California Employment Development Department (EDD), Rubicon Programs, Department of Labor (DOL), and Covered California. The RWDB invited the Oakland Workforce Development Board (OWDB) and the San Pablo Economic Development Corporation (SPEDC). The RR orientations were held on October 20, 21, 24, and 25, 2022. The WDBCCC and the RR partners conducted four RR bilingual Spanish and English orientations at the Hello Fresh facility. 247 of the 611 impacted workers attended. Their last day of work was 10/26/2022. They will remain on the payroll through December 9, 2022. The official plant closure is December 11, 2022. Hello Fresh hosted an internal employee job fair at their facility, and 16 employers participated in the event. One of the participating employers, Tirani, hosted a customized career fair for the impacted workers on October 28, 2022 at their facility in San Leandro.

The WDBCCC collaborated with Richmond Works to host a career fair for them on Wednesday, November 9, 2022, at Contra Costa College. The event was open to the students and the public. 42

employers and 7 resource providers participated in the event. 37 job seekers attended the career fair, including 12 Hello Fresh impacted workers.

For any questions, please contact Patience Ofodu, Business Services Manager, at 925-671-4515 or email at pofodu@ehsd.cccounty.us

2023 Labor Law Update

VIRTUAL TRAINING

**LABOR
LAW**

A NO-COST, VIRTUAL training open to all Employers in Contra Costa County!

2021 AND 2022 were unprecedented years! 2023 looks to be a bit brighter regarding the pandemic, but the Legislature refocused its attention on passing a multitude of labor and employment bills.

Learn about critical updates for California employers, including:

- New pay transparency requirements
- Mandatory bereavement leave
- Changes to the California Family Rights Act and paid sick leave law
- New cannabis use rights
- Minimum wage and exempt salary increases
- COVID-related extensions and updates

We will also cover industry-specific watershed bills, such as the FAST Act (impacting fast food restaurants), major labor relations changes in the agricultural industry, and new requirements for call centers.

Our training is unique in that our HR advisors will also discuss policy updates, practical guidance, and available resources. Of course, we are also here to answer your burning questions!



Approved for 1 HRCI or SHRM credit.
See registration page for details.

Wednesday, December 14
10:00 - 11:30 AM

***A NO-COST, VIRTUAL training open to all
Contra Costa County Employers!***



Workforce
Development Board
Contra Costa County

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