



BUSINESS SERVICES COMMITTEE

Tuesday, June 8, 2021, 3:00 pm

www.work2future.org

COVID-19 NOTICE

Consistent with the California Governor's Executive Order No. N-29-20, Resolution No. 79450 from the City of San José, and the Santa Clara County Health Officer's March 16, 2020 Shelter in Place Order, the meeting will not be physically open to the public. Committee members will participate from remote locations.

Members of the public can observe the meeting by computer, smartphone and smart tablet at <https://zoom.us/j/98118983017?pwd=QmZHbkRMMFNZZG1MUVJpVElheji0QT09>

To submit written Public Comment *before* the committee meeting: Send by e-mail to Lawrence.Thoo@sanjoseca.gov by 9:30 am the day of the meeting. The e-mails will be posted with the Agenda as "Letters from the Public". Please identify the Agenda Item Number in the subject line of your email.

To submit written Public Comment *during* the meeting: Send e-mail during the meeting to Kathryn.Azevedo@sanjoseca.gov, identifying the Agenda Item Number in the e-mail subject line, to have the comments verbally read into the record, with a maximum of 250 words, which corresponds to approximately 2 minutes per individual comment, subject to the Chair's discretion. Comments received after the agenda item is heard but before the close of the meeting will be included as a part of the meeting record but will not be read into the record.

To provide Spoken Public Comment *during* the meeting:

a) **Phone** (669) 900-9128, Meeting ID 981 1898 3017. **Press *9** to Raise a Hand to let the Chair know that you'd like to speak. **Press *6** to Mute and Unmute yourself.

b) **Online** using the [Zoom link](#) above: 1) Use an up-to-date browser: Chrome 30+, Firefox 27+, Microsoft Edge 12+, Safari 7+. Certain functionality may be disabled in older browsers including Internet Explorer. Mute all other audio before speaking. Using multiple devices can cause audio feedback. 2) Enter an email address and name. The name will be visible online and will be used to notify you that it is your turn to speak. 3) When the Chair calls for the Agenda Item to which you wish to speak, click on the "Raise Hand" icon or command. Speakers will be notified shortly before they are called on to speak.

Please limit remarks to the time limit allotted by the meeting chair, usually two minutes.

BUSINESS SERVICES COMMITTEE

MEMBERS | 2021

George Chao, *Chair*

Manager, Advanced & Clean Tech Manufacturing
Manex

Rajiv Batra

Associate General Counsel
Fundbox

Blanca Gomez

Social Impact and Innovation
Wells Fargo

Susan Koepp-Baker

Principal
Enviro-Tech Services

Emily McGrath

Director of Workforce Development, Education and Training
NextFlex

Priya Smith, MPH

Medical Group Administrator, The Permanente Medical Group
Kaiser Permanente, San Jose

Alan Takahashi

Senior Vice President and General Manager, Multifunction Microwave Solutions
Cobham Advanced Electronic Solutions (CAES)

ex officio

Joe Flynn, *Board Chair*

Business Development Consultant

BUSINESS SERVICES COMMITTEE

June 8, 2021

3:00 pm

MEETING AGENDA

- | | | |
|-------------|---|--------------------|
| I. | CALL TO ORDER & ROLL CALL | <i>5 min</i> |
| | | <i>3:05 pm end</i> |
| II. | OPEN FORUM | <i>5 min</i> |
| | Members of the public are able to address the committee on matters not on the agenda | <i>3:10 pm end</i> |
| III. | BUSINESS | |
| | A. Minutes Approval {Action} | <i>5 min</i> |
| | Approve minutes of the April 13, 2021 Business Services Committee meeting | <i>3:15 pm end</i> |
| | B. Business Intelligence | <i>25 min</i> |
| | <i>Staff reports and discussion</i> | <i>3:40 pm end</i> |
| | 1. April LMI Summary | |
| | 2. Recent Layoff Activity | |
| | 3. Recommendations of the Automation, Artificial Intelligence, COVID-19, Future of Work study | |
| | C. Employer Engagement | <i>10 min</i> |
| | <i>Staff reports and discussion</i> | <i>3:50 pm end</i> |
| | 1. Facebook Digital Marketing Internships | |
| | 2. Resilience Corps | |
| | D. Services | <i>20 min</i> |
| | <i>Staff reports and discussion</i> | <i>4:10 pm end</i> |
| | 1. Gilroy Job Fair June 16, 2021 | |
| | 2. Trades Orientation Program | |
| | 3. PG&E PowerPathway | |
| | 4. Workforce Accelerator Fund 9.0 Grant | |
| | E. Workplan {Discussion} | <i>10 min</i> |
| | <i>Staff report and discussion</i> | <i>4:20 pm end</i> |
| | Schedule workplan items for future discussion and possible action | |
| | F. Other Staff Reports {Discussion} | <i>5 min</i> |
| | Various matters of interest not on the agenda | <i>4:25 pm end</i> |
| IV. | OTHER | |
| | Announcements, suggested business for future meetings, other housekeeping | |

V. ADJOURNMENT

Please note: *Times to the right of agenda items are estimates only of the duration of the item and its approximate ending time. Actual times may vary, and items may be taken out of order at the discretion of the chair.*

CITY OF SAN JOSE CODE OF CONDUCT FOR PUBLIC MEETINGS

The Code of Conduct is intended to promote open meetings that welcome debate of public policy issues being discussed by the City Council, its Committees, and City Boards and Commissions in an atmosphere of fairness, courtesy, and respect for differing points of view.

Novel Coronavirus (COVID-19) Precautions

Consistent with the California Governor's Executive Order No. N-29-20, Resolution No. 79450 from the City of San José and the Santa Clara County Health Officer's March 16, 2020 Shelter in Place Order, the meeting will not be physically open to the public. Instead, the meeting will be conducted via video teleconference open to the public. The Code of Conduct will apply to the extent possible in a video teleconference setting.

1. Public Meeting Decorum:
 - a. Persons in the audience will refrain from behavior which will disrupt the public meeting. This will include making loud noises, clapping, shouting, booing, hissing or engaging in any other activity in a manner that disturbs, disrupts or impedes the orderly conduct of the meeting.
 - b. Persons in the audience will refrain from creating, provoking or participating in any type of disturbance involving unwelcome physical contact.
 - c. Persons in the audience will refrain from using cellular phones and/or pagers while the meeting is in session.
 - d. Appropriate attire, including shoes and shirts are always required in the meeting room.
 - e. Persons in the audience will not place their feet on the seats in front of them.
 - f. No food, drink (other than bottled water with a cap) or chewing gum will be allowed in the meeting room, except as otherwise pre-approved by City staff.
 - g. All persons entering the meeting room, including their bags, purses, briefcases and similar belongings, may be subject to search for weapons and other dangerous materials.
2. Signs, Objects or Symbolic Material:
 - a. Objects and symbolic materials, such as signs or banners, will be allowed in the meeting room, with the following restrictions:
 - i. No objects will be larger than 2 feet by 3 feet.
 - ii. No sticks, posts, poles or other such items will be attached to the signs or other symbolic materials.
 - iii. The items cannot create a building maintenance problem or a fire or safety hazard.
 - b. Persons with objects and symbolic materials such as signs must remain seated when displaying them and must not raise the items above shoulder level, obstruct the view or passage of other attendees, or otherwise disturb the business of the meeting.
 - c. Objects that are deemed a threat to persons at the meeting or the facility infrastructure are not allowed. City staff is authorized to remove items and/or individuals from the meeting room if a threat exists or is perceived to exist. Prohibited items include, but are not limited to: firearms (including replicas and antiques), toy guns, explosive material, and ammunition; knives and other edged weapons; illegal drugs and drug paraphernalia; laser pointers, scissors, razors, scalpels, box cutting knives, and other cutting tools;

letter openers, corkscrews, can openers with points, knitting needles, and hooks; hairspray, pepper spray, and aerosol containers; tools; glass containers; and large backpacks and suitcases that contain items unrelated to the meeting.

3. Addressing the Board or Committee:

- a. Persons wishing to speak on an agenda item or during open forum are requested to complete a speaker card and submit the card to the administrative staff at the meeting.
- b. Meeting attendees are usually given two (2) minutes to speak on any agenda item and/or during open forum; the time limit is in the discretion of the Chair of the meeting and may be limited when appropriate. Applicants and appellants in land use matters are usually given more time to speak.
- c. Speakers should discuss topics related to work2future business on the agenda, unless they are speaking during open forum.
- d. Speakers' comments should be addressed to the full body. Requests to engage Board or Committee Members or Staff in conversation will not be honored. Abusive language is inappropriate.
- e. Speakers will not bring to the podium any items other than a prepared written statement, writing materials, or objects that have been inspected by security staff.
- f. If an individual wishes to submit written information, he or she may give it to the administrative staff at the meeting.
- g. Speakers and any other members of the public will not approach the dais at any time without prior consent from the Chair of the meeting.

Failure to comply with this Code of Conduct which will disturb, disrupt or impede the orderly conduct of the meeting may result in removal from the meeting and/or possible arrest.

All public records relating to an open session item on this agenda, which are not exempt from disclosure pursuant to the California Public Records Act, that are distributed to a majority of the legislative body will be available for public inspection at work2future's Business and Administrative Services Center at the Almaden Winery Community Center, 5730 Chambertin Drive, San Jose, California at the same time that the public records are distributed or made available to the legislative body.

I.

Call to Order & Roll Call

II.

Open Forum

III.A

Minutes Approval

[Action]

BUSINESS SERVICES COMMITTEE

April 13, 2021

3:30 pm

MINUTES

Staff: Azevedo, Thoo, Tran, Woodworth

Guests: Emily Rosenberg, Social Policy Research Associates; Renee Pierce, Senior Economic Development Analyst.
State of California, Employment Training Panel (ETP)

I. CALL TO ORDER & ROLL CALL

Chair Chao called the Zoom meeting to order at 3:34 pm

Roll Call

Present: Chao, Flynn, McGrath (left at 4:30pm), Smith (left at 4:34pm), Takahashi

Arrived post Roll Call: Batra (3:38 pm)

Absent: Gomez, Koeppe-Baker

II. OPENING REMARKS

Chair Chao remarked on the goals of the meeting.

III. PUBLIC COMMENT

None

IV. OLD BUSINESS

A. Minutes Approval

ACTION: Mr. Flynn moved, Mr. Takahashi seconded, and the committee unanimously approved by show of hands the minutes of the March 9, 2021 Business Services Committee meeting.

V. NEW BUSINESS

A. Staff Reports

Staff reported on various matters of interest to the committee, including reduction in layoff response activity since the committee's March meeting (one WARN only), the upcoming joint career fair with San Jose City College on April 28, 29, & 30, the upcoming Evolve Manufacturing-Ohlone College Earn-and-Learn pilot project "graduation" for 22 participants, most of whom will be staying on as employees, and the 19 employers signed up for the Facebook digital marketing training and work experience project. They also reported on preliminary findings from a survey of the impact of COVID pandemic on minority businesses being conducted by the Latino Business Association and the City of San Jose. Strategic Engagement Manager Thoo also reported on a new recession-relief jobs program known as Resilience Corps, which was proposed by San Jose Mayor Sam Liccardo in the Mayor's March Budget Message.

B. Workforce Development in an Era of Automation, AI and COVID-19

Ms. Emily Rosenberg, Social Policy Research Associates (SPRA), reported on research thus far to better understand the impacts of the COVID-19 pandemic on the local workforce and economy.

Recent additions included interviews with representatives of the Small Business Development Center, Latino Business Foundation, other intermediary organizations engaged with Vietnamese businesses, other small businesses, San Jose State University and Santa Clara University. SPRA hopes to have most of this research done by mid-May before the San Jose City Council has its budget study sessions. Ms. Rosenberg also scheduled interviews with each of the committee members in attendance to better understand their industry sectors.

C. Committee Workplan

Chair Chao led the committee in a discussion to establish areas of focus and priorities for the committee's workplan. Committee members agreed that the focal areas of the workplan should include business intelligence, employer engagement, recruiting services and Product/Service development. Mr. Thoo introduced Ms. Renee Pierce of the state Employment Training Panel (ETP) who discussed low-cost employee training support available to employers and the Panel's interest in improving access for small and medium sized businesses through the use of multiple employer contracts with intermediary organizations like workforce boards. Mr. Thoo noted that ETP resources might enhance work2future's capacity to support incumbent worker training. Committee members began discussion of mapping out a timeline and goals to accomplish this calendar year. They also decided that an email would be sent asking committee members to agree to monthly 90-minute meetings instead of 60-minute meetings.

D. OTHER

Chair Chao announced that the Business Services Committee needs new non-board members per WIOA and work2future bylaws. Suggestions should be forwarded to Mr. Thoo.

VI. ADJOURNMENT

Chair Chao adjourned the meeting at 4:43 pm.

Draft minutes prepared by K. Azevedo, reviewed by L. Thoo

III.B

Business Intelligence

[Discussion]

BUSINESS INTELLIGENCE

Staff will report briefly on the following matters related to the committee work plan:

1. April LMI Summary
2. Recent Layoff Activity
3. Recommendations of the Automation, Artificial Intelligence, COVID-19, Future of Work study

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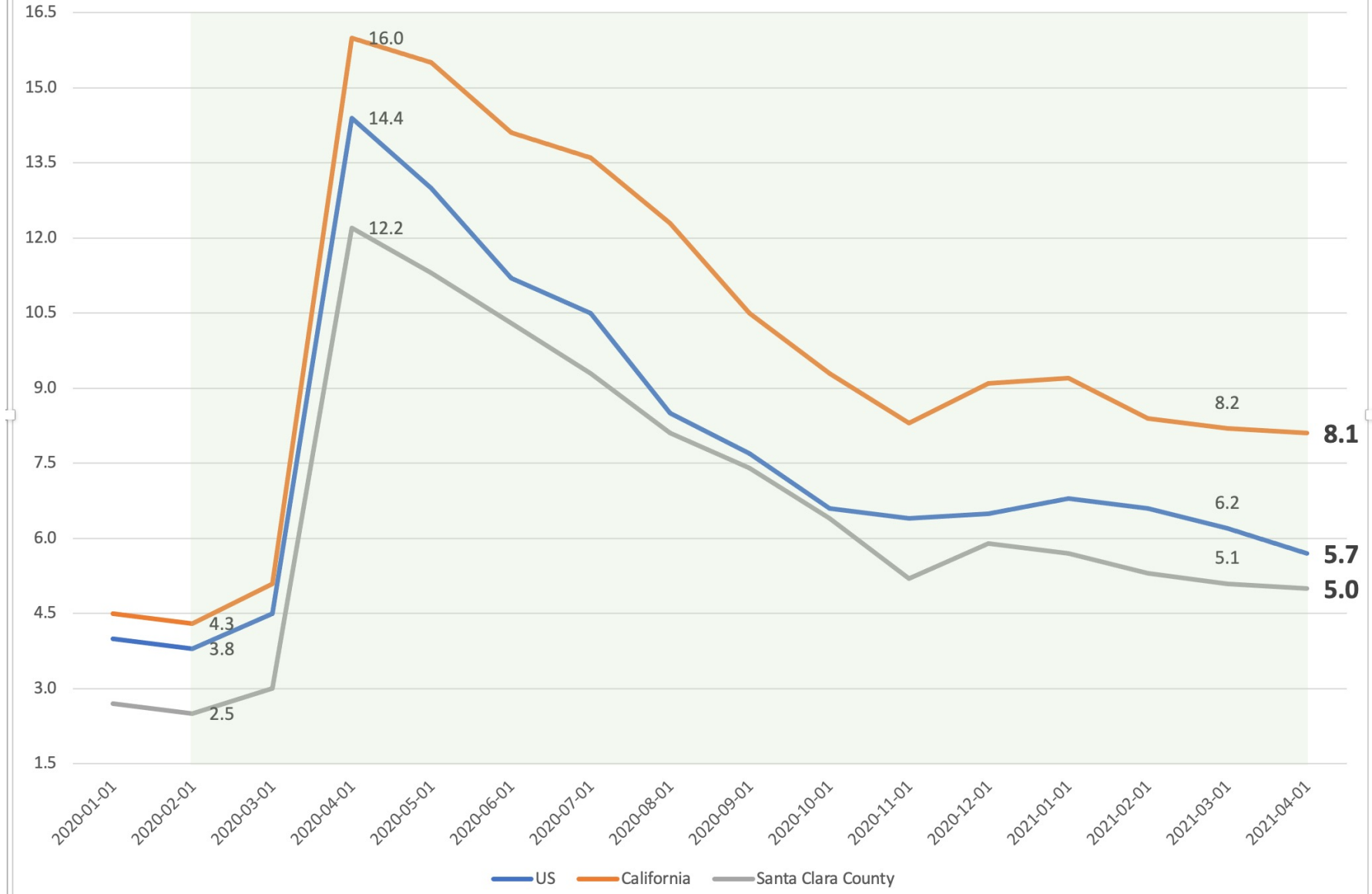
Attachments: April 2021 LMI Summary
AutomationIAICovid-19|Future of Work DRAFT

Labor Market Summary

April 2021

Monthly unemployment rate snapshots show continued but slowing improvement locally, with rates remaining about twice above pre-pandemic levels

Comparative Unemployment Rates



Rates are in percent

What's Changed Since April 2020?

April 2021

	Labor Force	Employment	Unemployment	Unemployment Rate	Year-Over-Year Change Labor Force	Year-Over-Year Change Employment	Year-Over-Year Change Unemployment
Santa Clara County	1,003,800	953,900	49,900	5.0%	-3,400	69,300	-72,600
San Jose city	529,900	500,600	29,300	5.5%	-11,900	36,300	-48,200
Gilroy	30,500	25,700	4,700	15.6%	100	-3,800	3,800

HOWEVER ...

The improvement in unemployment rates is due partly to people dropping out of the labor force. This is especially true at the state level and it is also true in San Jose.

See Cal Matters newsletter, Whatmatters

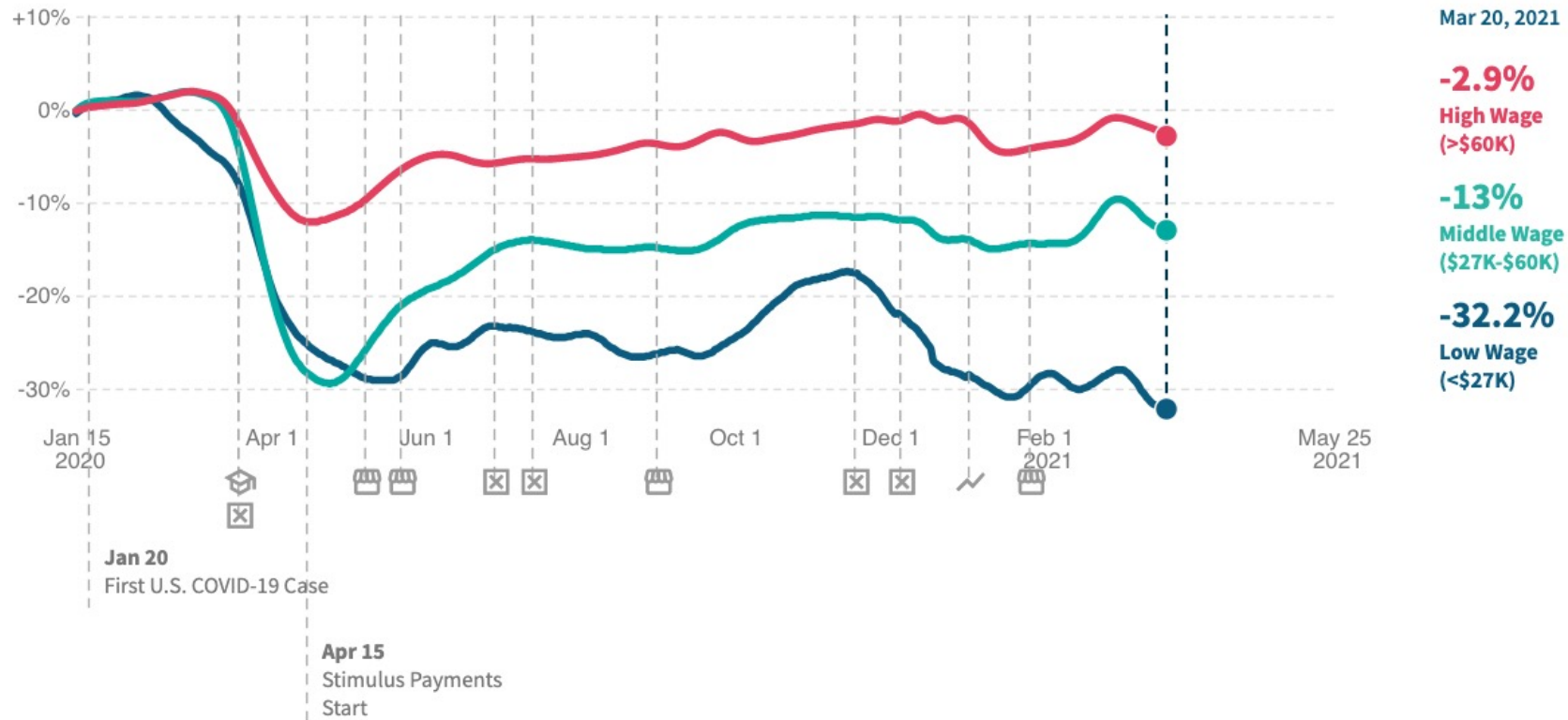
<https://calmatters.org/newsletters/whatmatters/2021/04/california-unemployment-rate-workforce/>

An Uneven Recovery

- Low Wage jobs took a big hit and have been slowest to recover. Middle Wage jobs took an equally big hit but have recovered much faster. High Wage jobs took a much smaller hit and have nearly recovered.
- Within two weeks of Stay-at-Home orders, weekly initial unemployment assistance claims in Santa Clara County rose to extraordinary levels across most sectors but especially Leisure & Hospitality, Construction, Health Care & Social Assistance, Manufacturing, and Retail Trade. Initial claims in the Leisure & Hospitality and the Retail Trade sectors remain many orders of magnitude above pre-pandemic levels. Health Care & Social Assistance also remains substantially elevated.

Percent Change in Employment*

In **Santa Clara**, as of **March 20 2021**, employment rates among workers in the bottom wage quartile **decreased** by **32.2%** compared to January 2020 (not seasonally adjusted).



data source: **Earnin, Intuit, Kronos, Paychex**

*Change in employment rates (not seasonally adjusted), indexed to January 4-31, 2020. This series is based on payroll data from Paychex and Intuit, worker-level data on employment and earnings from Earnin, and timesheet data from Kronos. The dotted line is a prediction of employment rates based on Kronos and Paychex data.

last updated: **May 19, 2021** next update expected: **May 28, 2021**

visit tracktherecovery.org to explore

California Unemployment Industry & Demographics Data Dashboard

(Dashboard appears better when viewed in full screen mode. Click the icon in the bottom right-hand corner of screen next to download icon.)

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About This Tool

County Claims

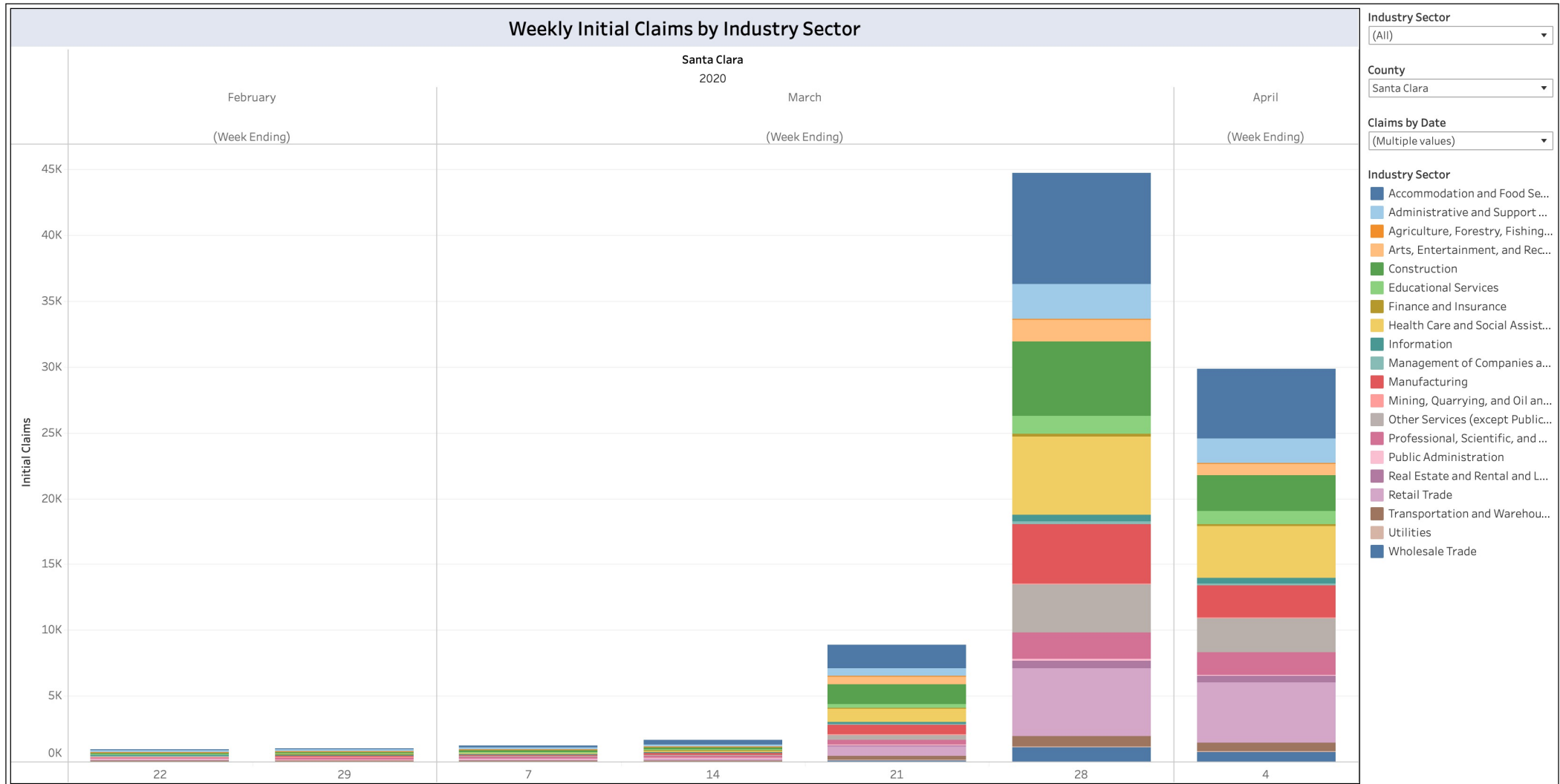
County Demographics

County Industry

Statewide Demographics

Statewide Industry

>



California Unemployment Industry & Demographics Data Dashboard

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County Claims

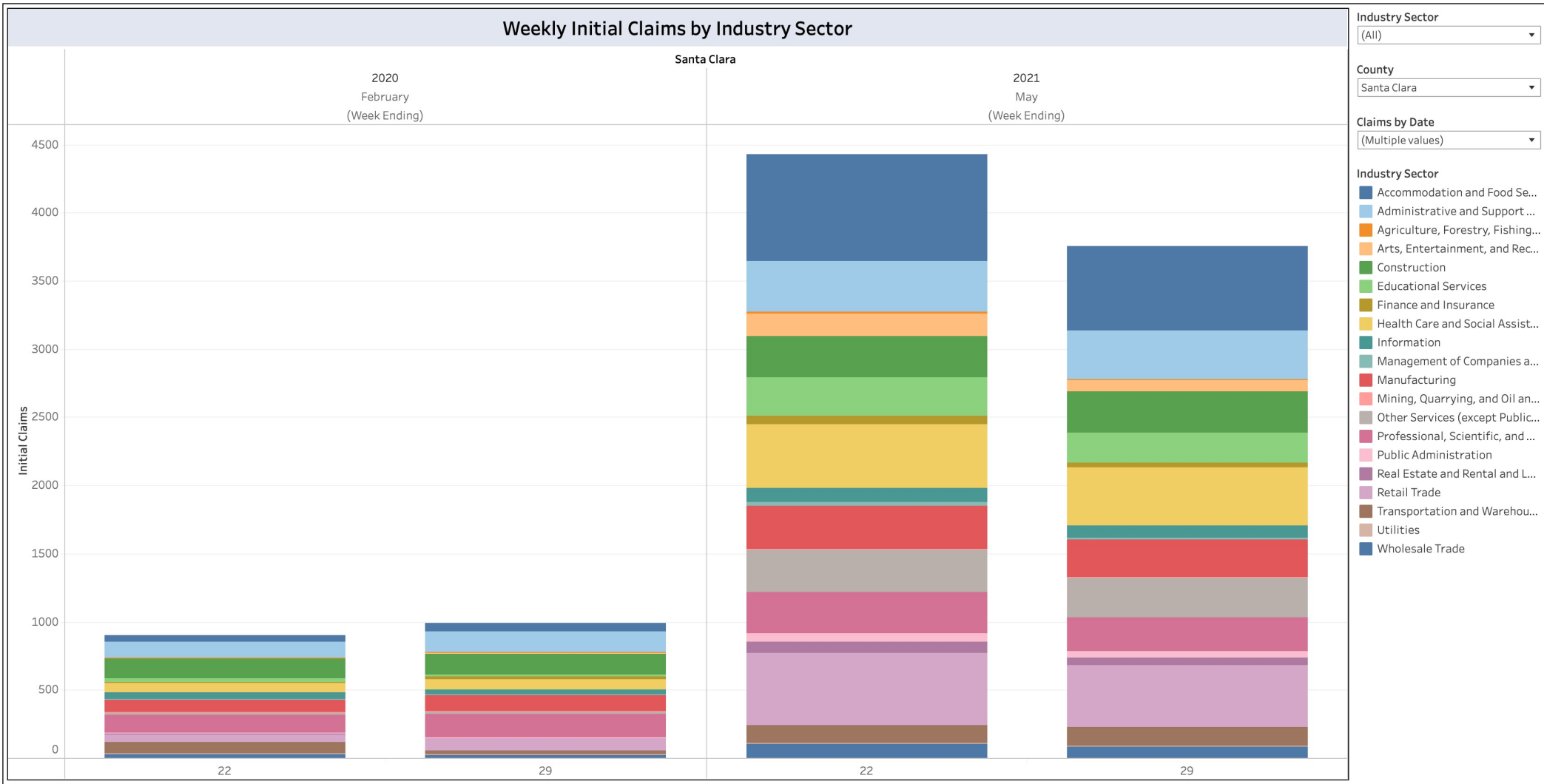
County Demographics

County Industry

Statewide Demographics

Statewide Industry

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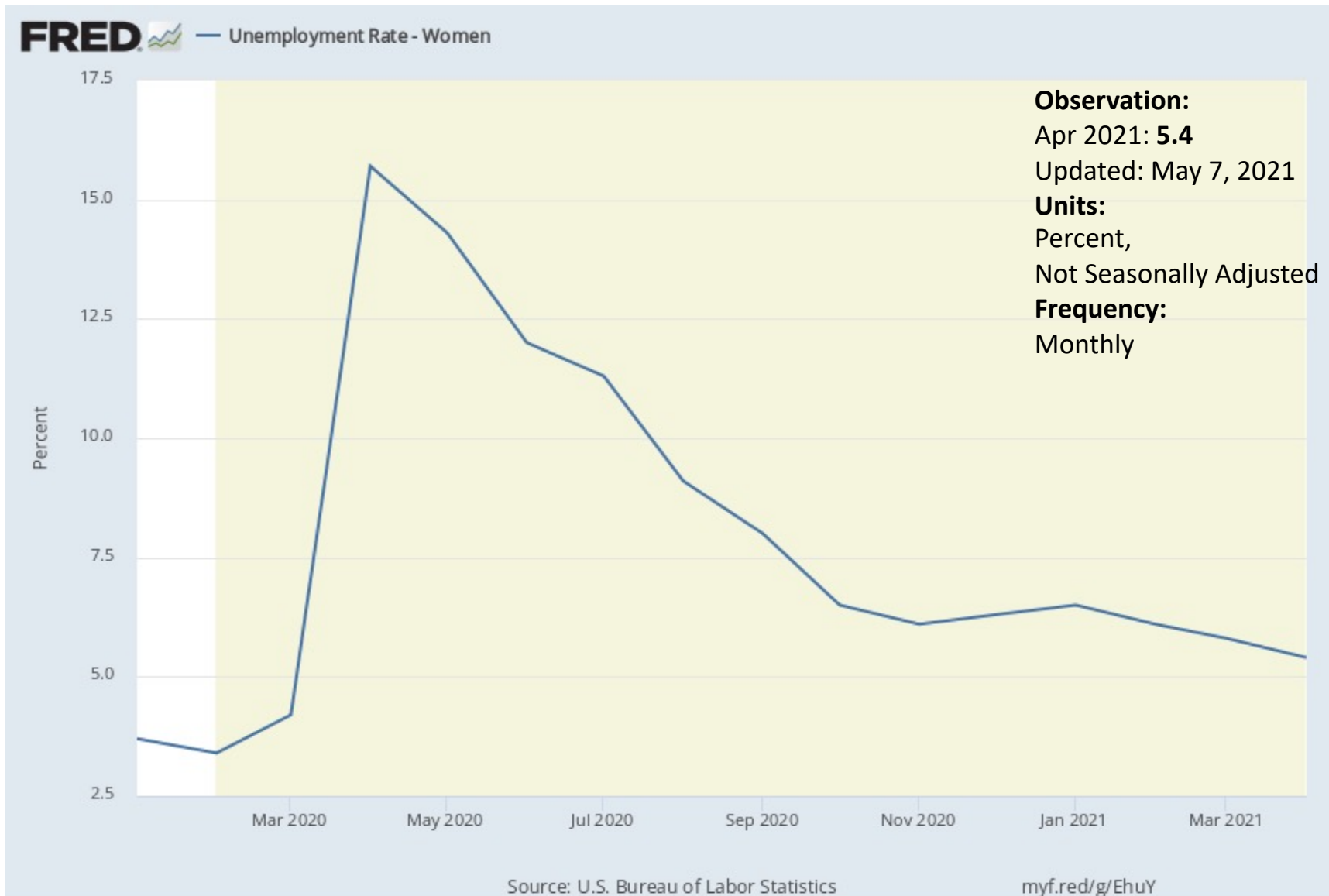
Correlation with COVID-19

Eastern San Jose and the south county areas around and including Gilroy have experienced most of the highest concentrations of COVID-19 infections. These areas also have most of the highest concentrations of Low Wage workers.

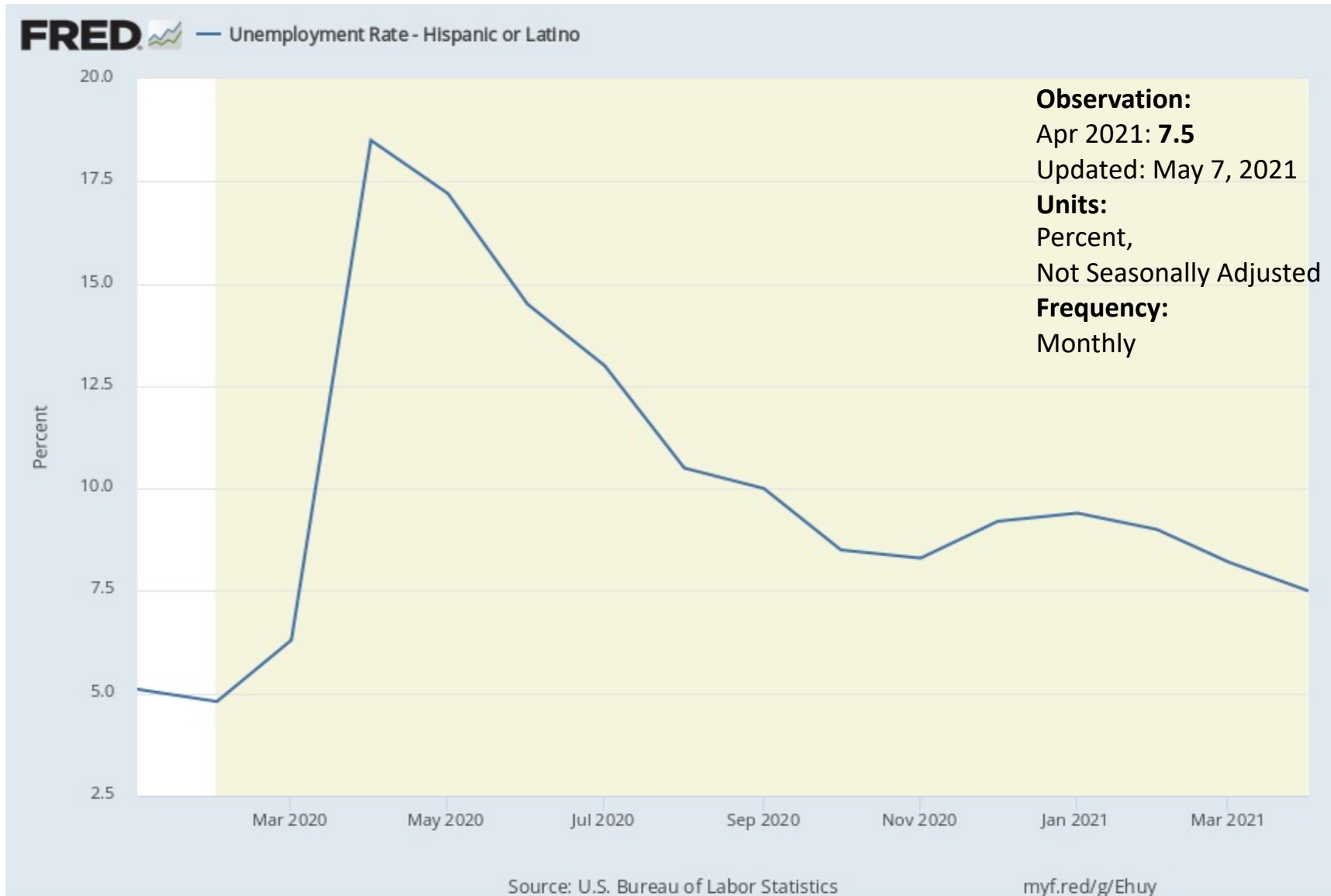
Demographic Unevenness

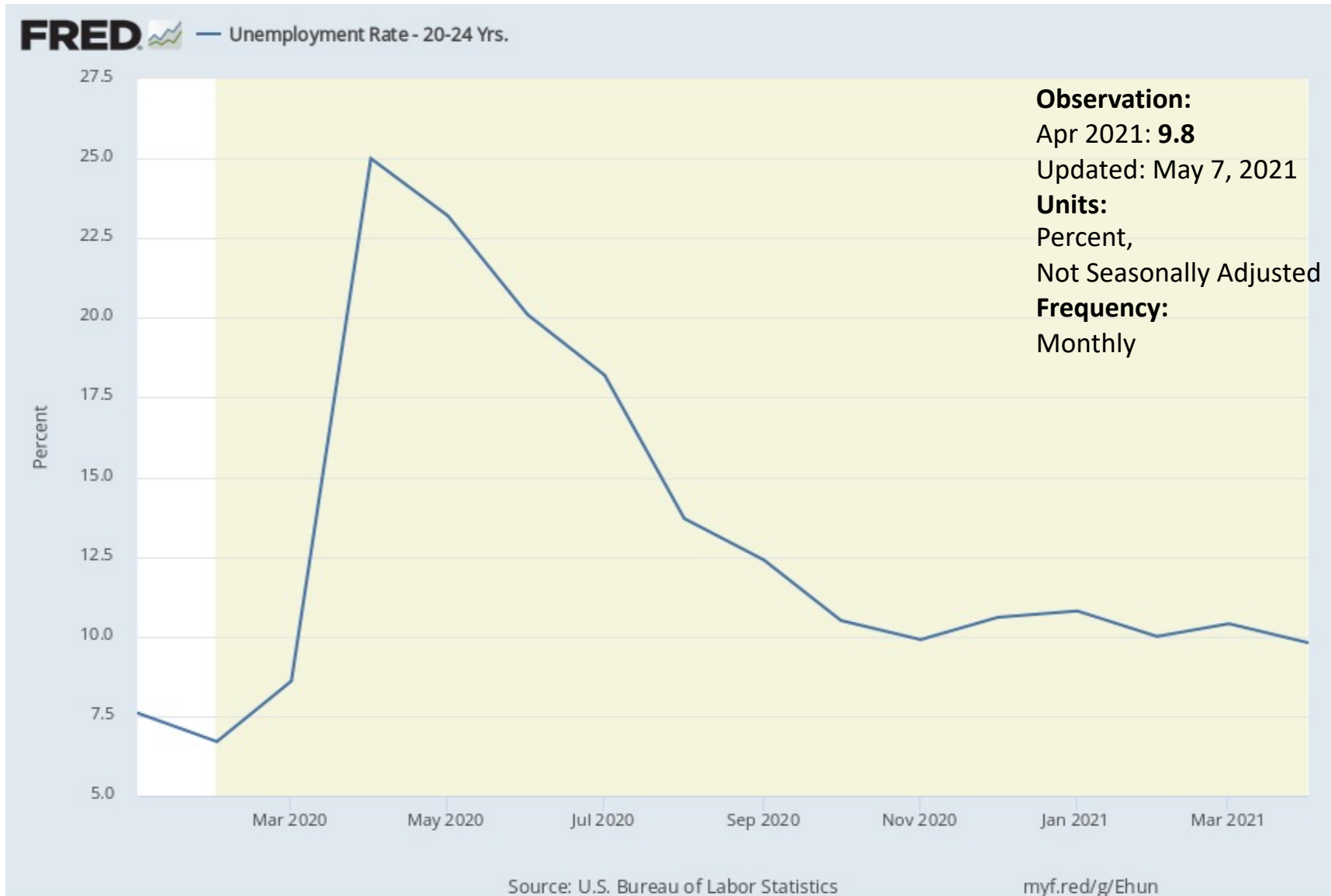
Nationally*, women, African Americans, Latinx and young workers suffered much higher levels of peak unemployment than other demographic groups. They have also tended to experience a slower recovery and remain significantly above their already high pre-pandemic levels (except women, who had low pre-pandemic unemployment rates)

*Monthly demographic snapshots are not reliably available at state and local levels.









What might work2future do?

- Increase emphasis on
 - Strategic and holistic programs approach to support attainment of quality jobs, economic mobility
 - Improving community outreach and engagement to reach underrepresented/underserved communities
 - Improving business intelligence and employer engagement for strategic gains
 - Ensuring that South County services are robust and align with need
- Move comprehensive one-stop to east side
- Add presence in satellite locations (Library branches? Others?)
- Build effective strategic partnerships

For more information:

Lawrence Thoo, Strategic Engagement Manager

work2future

(408)794-1170

lawrence.thoo@sanjoseca.gov

Future of Work in the time of COVID, Automation, and AI



Towards a Better New Normal
Study Findings June 2021



Draft Version 6/4/21



Santa Clara County COVID-19 Cases Dashboard

Data last updated July 5, 2020

Santa Clara County
PUBLIC HEALTH

Cumulative COVID-19 Cases

5273

Cumulative COVID-19 Deaths

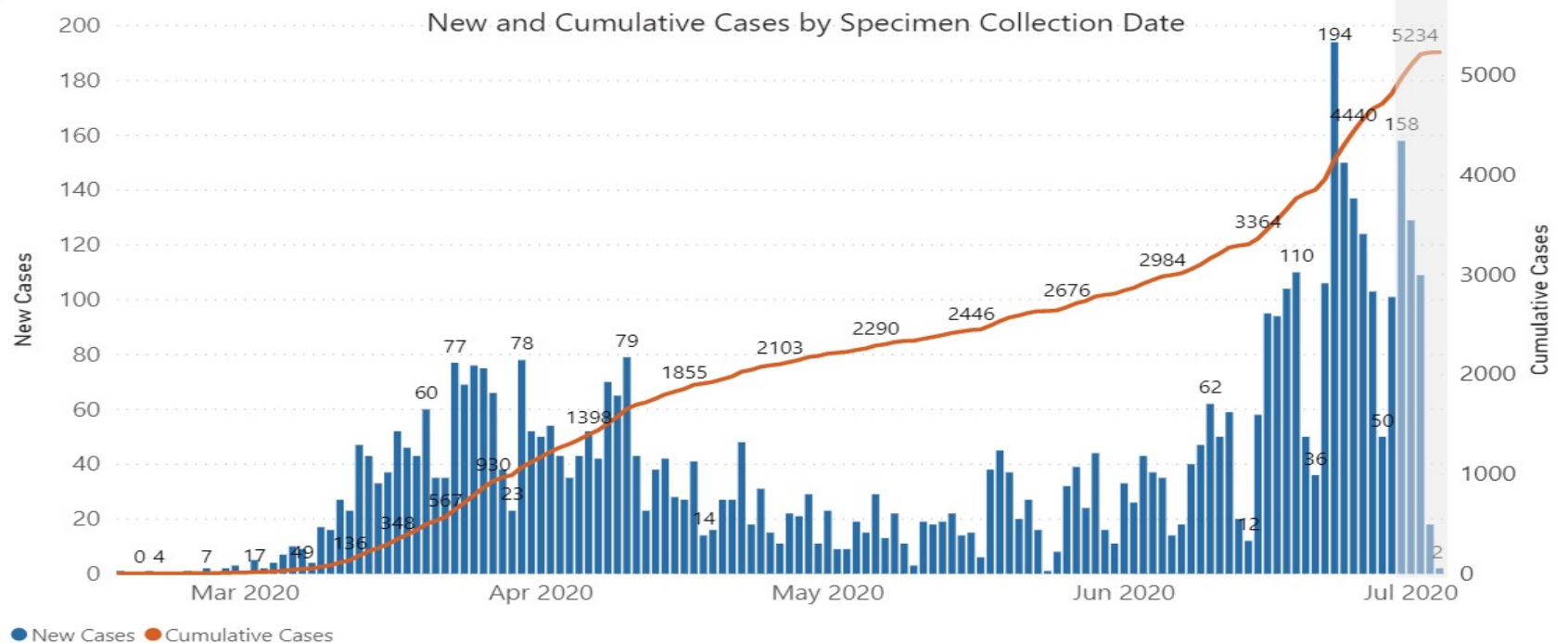
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Displaying:

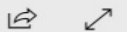
Cases

Deaths

Values for the most recent 5 days
will likely increase as additional
results are received.



Microsoft Power BI





Santa Clara County COVID-19 Cases Dashboard

Last updated on June 3, 2021

Santa Clara County
PUBLIC HEALTH

Cumulative COVID-19 Cases

119,163

7-Day Rolling Average of New Cases

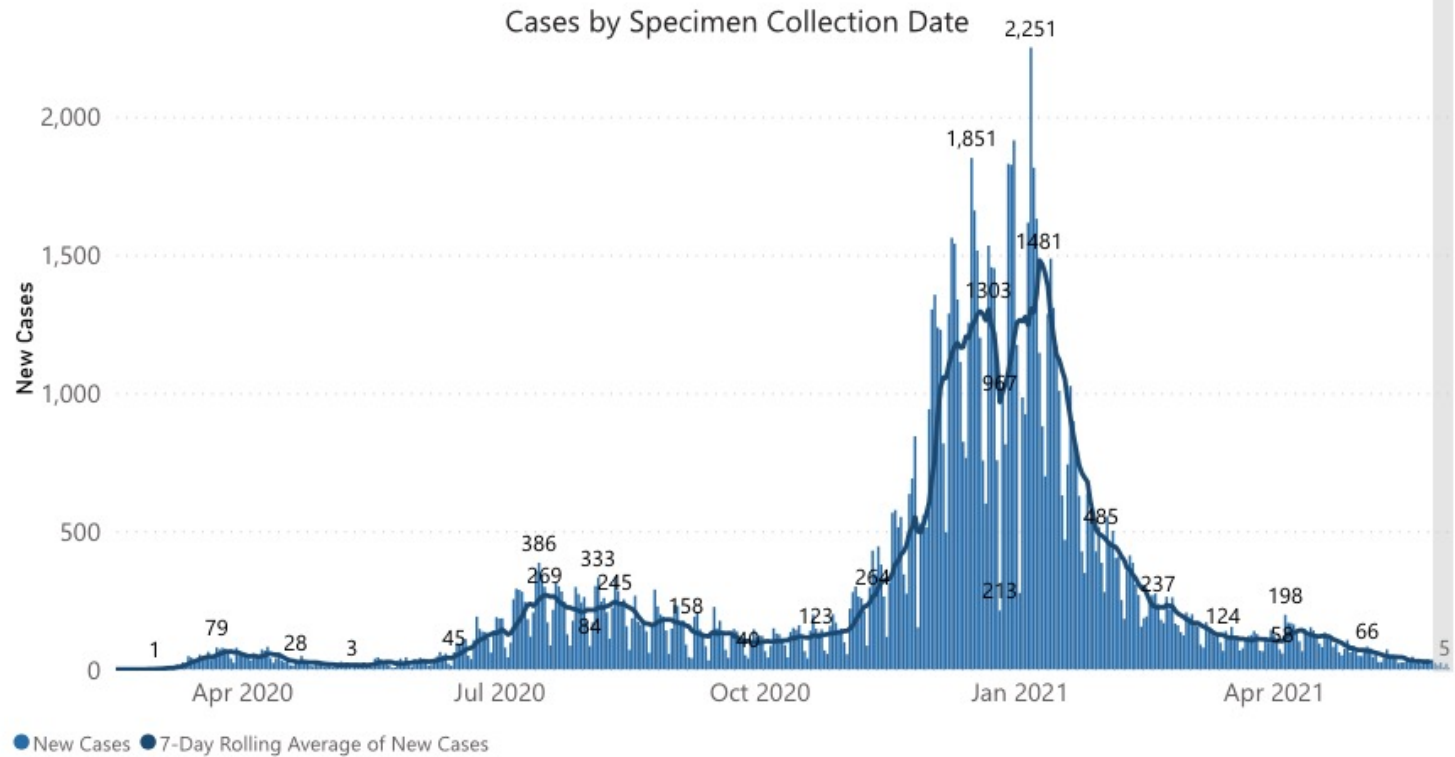
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Displaying:

Cases

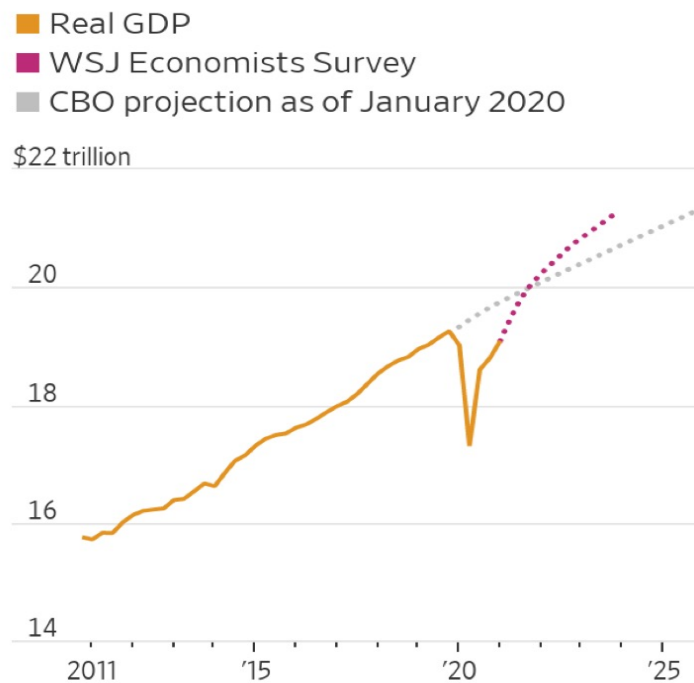
Deaths

Values for the most recent 7 days are preliminary



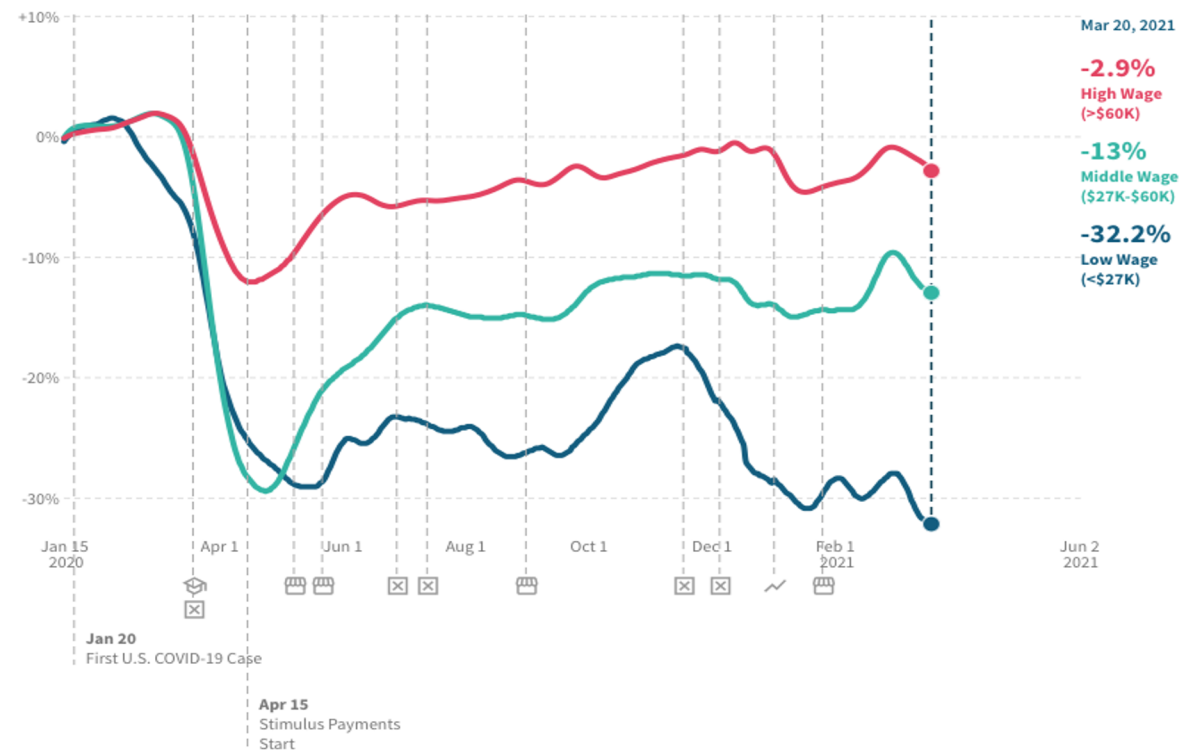
V-Shape, Snapback, and K-Shape Recoveries

Real gross domestic product, forecasted levels vs. pre-pandemic trend



In **Santa Clara**, as of March 20 2021, employment rates among workers in the bottom wage quartile decreased by **32.2%** compared to January 2020 (not seasonally adjusted).

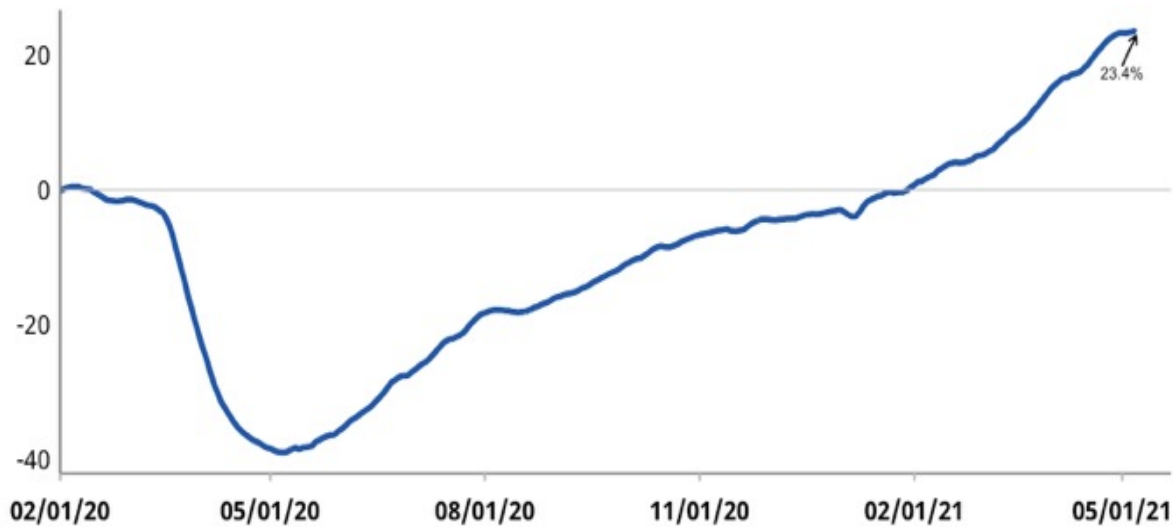
[DOWNLOAD CHART](#)



data source: **Earnin, Intuit, Kronos, Paychex**

Job postings on Indeed, United States

% change in job postings since Feb 01 2020, seasonally adjusted, to May 07 2021



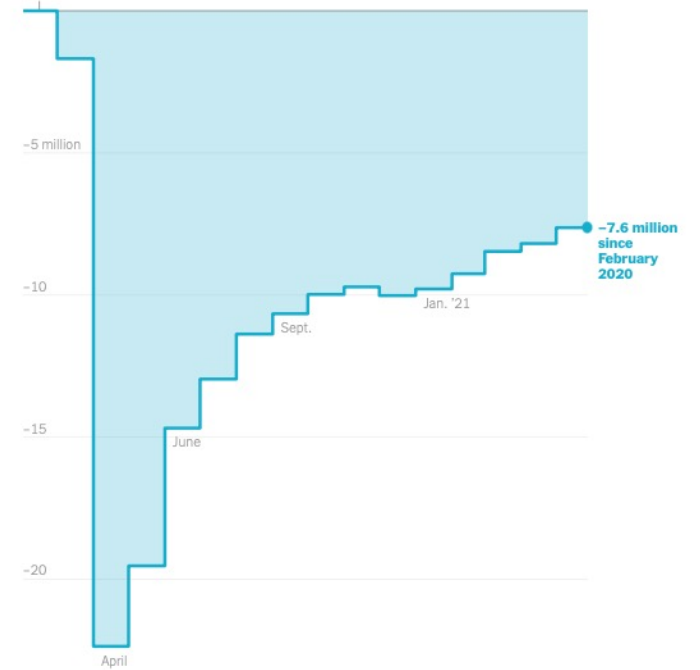
Source: Indeed.

indeed

Employment is still far below prepandemic levels.

Cumulative change in jobs since before the pandemic

152.5 million jobs in February 2020



Data is seasonally adjusted. • Source: Bureau of Labor Statistics • By Ella Koeze

Metros with declines or slowest growth in job postings

% change in US job postings, seasonally adjusted, May 7 2021

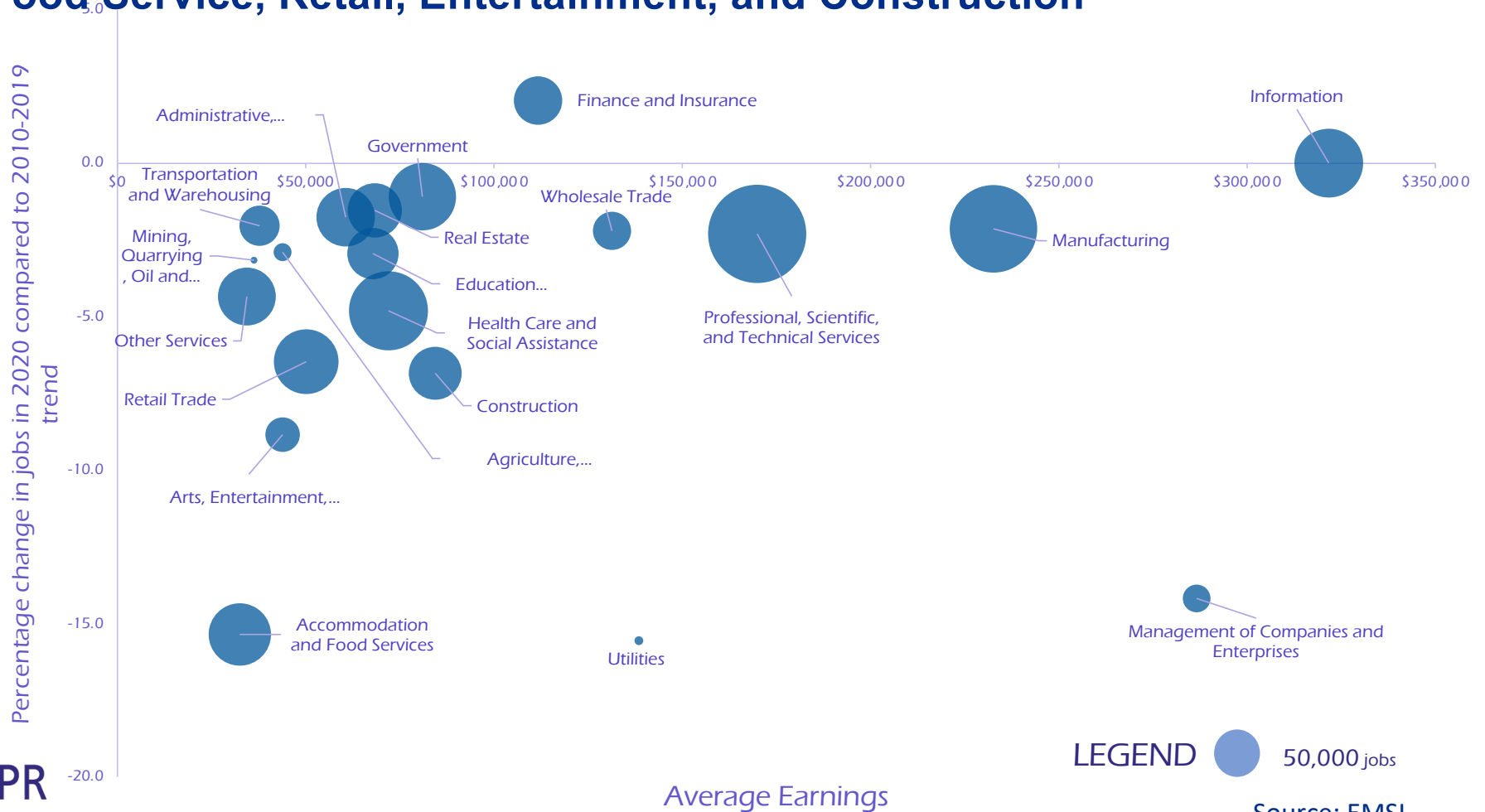
Metro	% change since 2/1/20	% pt. change vs 4 weeks ago
Urban Honolulu, HI	-6.7%	4.6%
San Jose-Sunnyvale-Santa Clara, CA	-1.2%	6.3%
San Francisco-Oakland-Berkeley, CA	0.7%	6.4%
Washington-Arlington-Alexandria, DC-VA-MD-WV	2.3%	4.6%
Seattle-Tacoma-Bellevue, WA	5.7%	5.0%
Denver-Aurora-Lakewood, CO	8.3%	8.7%
Boston-Cambridge-Newton, MA-NH	8.6%	4.6%
New York-Newark-Jersey City, NY-NJ-PA	11.1%	6.5%
New Orleans-Metairie, LA	12.7%	6.5%
Lansing-East Lansing, MI	13.0%	8.4%

Note: among metros with population 500,000 or more

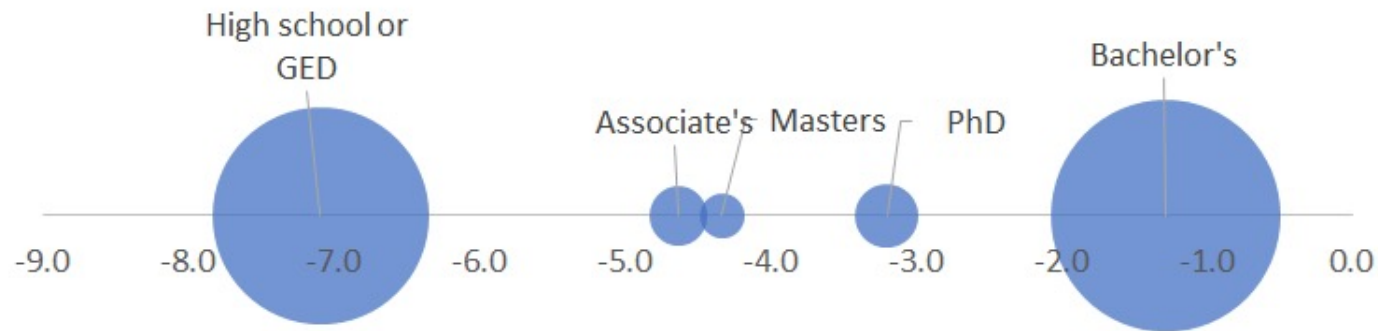
Source: Indeed



The largest declines in employment has been in Accommodation and Food Service, Retail, Entertainment, and Construction



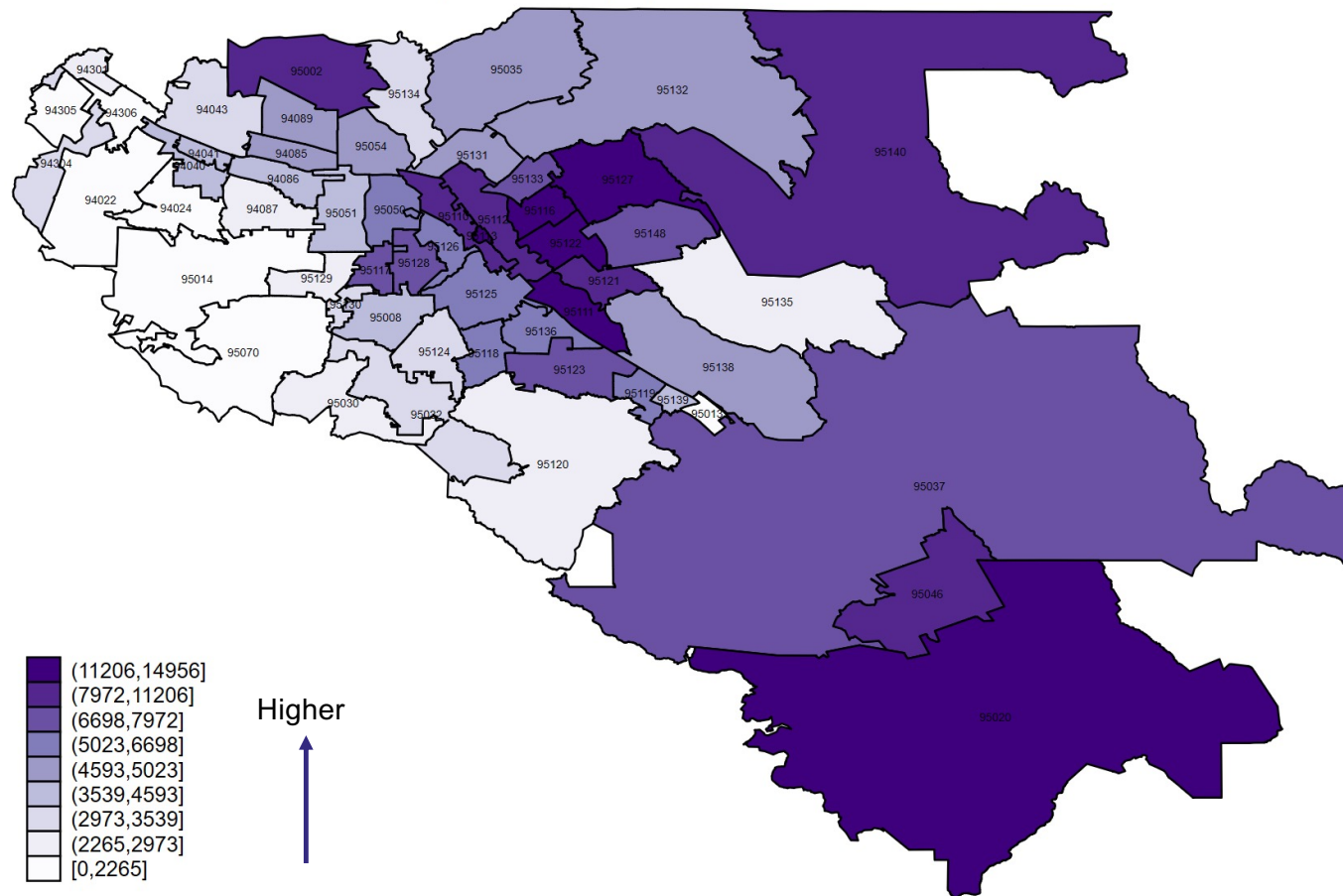
The largest net job losses are in occupations that require only a high school diploma



Percentage change in jobs in 2020 compared to 2010-2019 trend

Confirmed Cases of COVID-19 in Santa Clara County

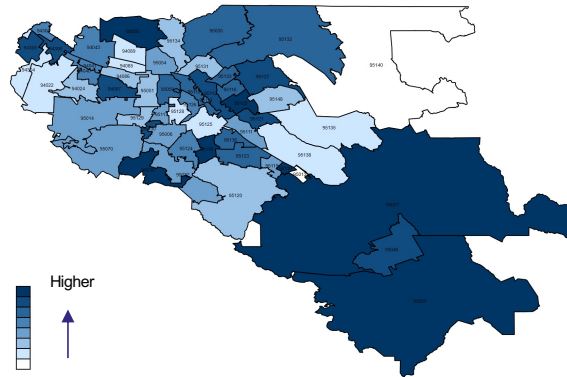
cases per 100k population as of 5/8/2021



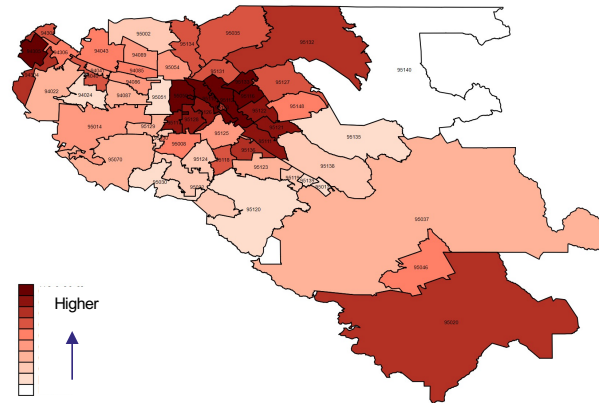
Source : Santa Clara County Public Health

Job losses, poverty rate, educational deficits are concentrated geographically

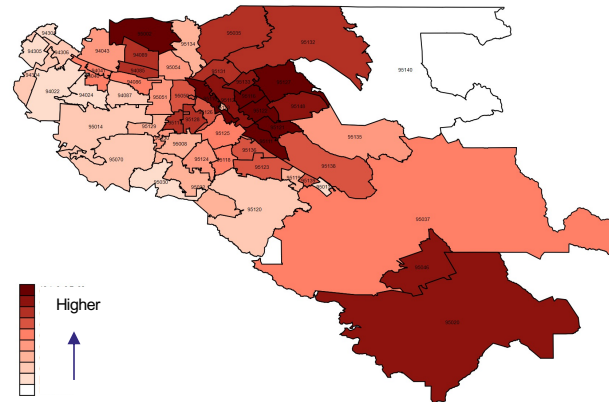
Job Loss in 2020 by ZIP Code
Compared to 2010-2019 Trend



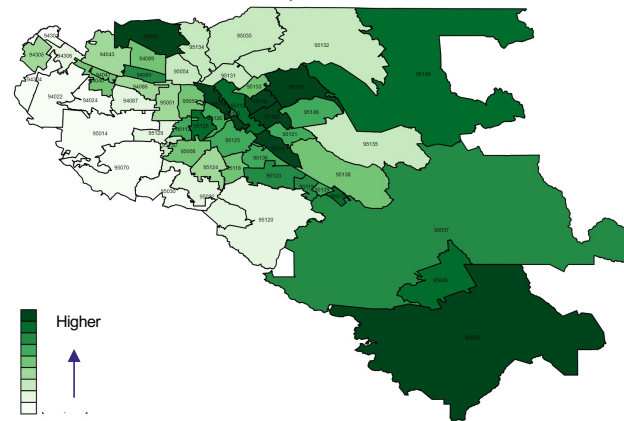
Poverty Rate by ZIP Code



% Less than High School by ZIP Code



Proportion of Hispanic/Latino residents By ZIP Code



Sources: EMSI, U.S. Census Bureau, 2015-2019 American Community Survey 5-Year Estimates.

Findings

COVID exacerbated existing inequities and left many people in survival mode

COVID highlighted existing gaps in access to information and services



The mismatch between employer needs and worker aspirations has grown wider

Micro businesses are both essential and highly vulnerable

Recovery-oriented partnerships show hopeful signs

COVID exacerbated existing inequities, forcing many into survival mode

"What I see is that there is one irreversible trend, that is working at home. People are going to try to get their employees to work at home."

What does that mean for workers who are low-income, who work in manufacturing lines? How do we protect those workers?"



"San Jose is one of the most expensive places to live in the country. The only rational choice is I have to work two full-time jobs. We hear that from young people."

"Housing has been a major crisis in Santa Clara county. COVID has highlighted that. The fact that so many now owe back rent adds to the hardship and stress."

COVID highlighted existing gaps in access to information and services

"Dissemination of info has been different and inequitable in different communities because of language access."

"Zoom has allowed us to do a lot, but we miss a ton. Hard to reach populations are going to always prefer one-on-one, in person. For marginalized communities we want to know how do we do that better in a post pandemic world."

"Our employment training numbers have gone down significantly. We attribute that partly because we haven't had in-person sessions as much and the populations we serve don't have digital literacy skills. We have added a program where we are connecting people to classes, internet and devices."

"Digital inclusion is a big push for us right now. We are doing everything we can to get them to use the internet in a way that will help them improve their lives. With COVID it became so obvious how important it is."

Growing mismatch between employer needs and aspirations of workers

"One of the challenges we have always faced is only going to be harder. How do place people in jobs where the skills they have are the ones that are needed?"

"We don't have a partnership with workforce development programs but we routinely refer people out. the obstacle we currently see is that people don't have the time or the ability to attend training, because they are working multiple jobs."

"How do you make sure that agencies like work2future train workers to prepare for the next breakthrough?"

"Many of us in the work have been interested in UBI. Yes we can continue to push this idea of skill building, but the reality is it doesn't happen fast enough. If you are less stressed (about money), then maybe you can take time to develop the skills. Education sets you up for earning more in the future."

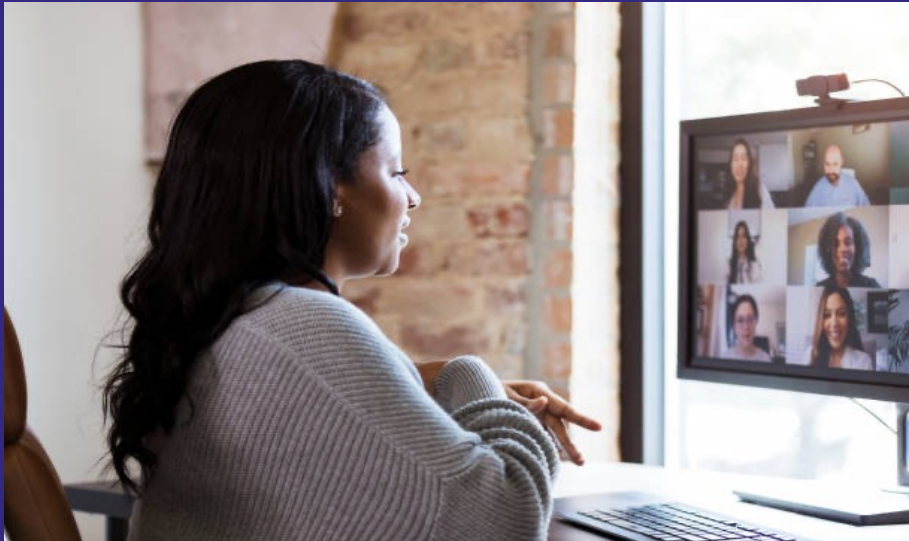
Micro businesses – essential and highly vulnerable



“The people in pain are running small businesses. Now is a time to think about how does work2future serve them. We should have financial literacy courses for small businesses and TA on how to leverage what AI is bringing to the market”

“It would be good to bring in the small businesses to understand how they are developing their workforce. The businesses could partner with organizations that are doing workforce development, and the city could provide small businesses with some sort of incentive to provide on the job training.”

Findings – Recovery oriented partnerships show hopeful signs



“WEX program had a higher level of cooperation than I’ve seen in the past. Bridge to Recovery is gaining momentum and we are starting to see some real benefits.”



“The county has done pretty well in the face of everything they’ve dealt with. We’ve seen federal money pour into the city and the county and they’ve redeployed it well. Our policy makers have done a pretty good job. A lot of people have tried really hard.”

“COVID shook everything up. Pushed everyone to be more creative, agile, more collaborative. How to capitalize on that? And how to maintain some of the gains made during the pandemic.”

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Recommendations for work2future

**Towards a
Better New
Normal**



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Recommendations

Expand equitable access to virtual and in-person services.

Enhance sustainable career and training pathways that lead to high-quality jobs and opportunities for entrepreneurs.

Leverage local and regional partnerships for lasting systemic improvements.

Roles Workforce Boards Play

Regional Backbone

- Positioned work that leverages the system towards solutions and community advancement.

Grant Steward

- Effective structure
- Grant management
- Outcomes

Regional Backbone

System Builder

Grant Steward

System Builder

- Strategic partnerships
- Collaborative funding/design
- Greater systems approach

Recommendations - Services

Expand access to post-secondary skill-building for youth, job-seekers, and incumbent workers.

Make information and services more accessible - digitally, geographically and culturally.

Enhance accessibility through Universal and Human-Centered Design principles

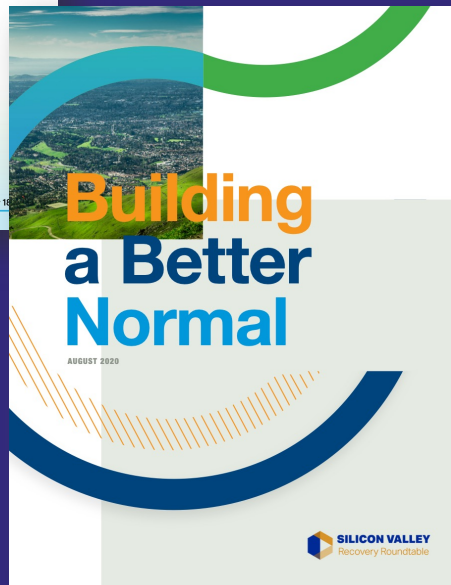
Recommendations - System

Expand partnerships.

**Support the creation of
career pathways in the
Bay Area.**

**Co-create regional
intermediary for work-
based learning.**

Strategic Alliances



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Stackable Credentials and Career Pathways

OCTAE Program Memorandum 21-1

Introduction to **STACKABLE CREDENTIALS**

Prepared by
Center for Occupational Research and Development
In partnership with
Social Policy Research Associates

Prepared for
The Stackable Credentials Expansion and Dissemination Initiative
U.S. Department of Education
Office of Career, Technical, and Adult Education

January 2021

Cybersecurity Pathway

Earn Credit for What You Already Know:

Through prior learning assessment (PLA), demonstrate mastery of core skills for college credit, or with industry certifications.

Basic Networking & Security Certificate

20 credits/aligns with Security+, Network+ certifications
Core skills: networking, information assurance, network security, cloud computing
[See Program Details](#)

Career Opportunities

Entry wages: \$18 per hour
With experience: \$27 per hour
Potential positions:
Computer User Support Specialist
Computer Network Support Specialist

Learn more at:
[My Colorado Journey](#)

and/or

IT Tech & Support Certificate

22 credits/aligns with A+ certification
Core Skills: operating systems, project management, help desk skills, A+ technician skills
[See Program Details](#)

Career Opportunities

Entry wages: \$18 per hour
With experience: \$27 per hour
Potential positions:
Computer User Support Specialist
Help Desk Technician

Learn more at:
[My Colorado Journey](#)

Cybersecurity A.A.S.

60 credits/aligns with Security+, Network+, Cloud+, Linux+ certifications
Core Skills: networking, information assurance, network security, cloud computing
[See Program Details](#)

Career Opportunities

Entry wages: \$25 per hour
With experience: \$35 per hour
Potential positions:
Cybersecurity Analyst
Computer Network/Systems Administrator
Tech Support Engineer

Learn more at:
[My Colorado Journey](#)

Computer Science/Engineering with Cybersecurity concentration B.S.

128 credits

Core Skills: computer architecture, programming and system analysis, cryptography, security system design, risk and policy analysis, investigation techniques, troubleshooting

Career Opportunities

Entry wages: \$30 per hour
With experience: \$50+ per hour
Potential positions:
Computer Network/Systems Architect
Cybersecurity Engineer
Business Systems Analyst

Learn more at:
[My Colorado Journey](#)



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Stackable Credentials and Career Pathways

Banking Services

Other pathways with related occupations:

- Business Finance
- Operations Management

Bachelor's Degree (4 Years)

- Credit Analysts
- Loan Counselors
- See Other Careers

Advanced Degree (4+ Years)

- See Other Careers

1-3 Years

- New Accounts Clerks
- See Other Careers

Less Than 1 Year

- Loan Officers
- Title Examiners and Searchers
- See Other Careers

High School Diploma or GED

- Bill and Account Collectors
- Loan Interviewers and Clerks
- Tellers
- See Other Careers



Health Information Technology

www.wctc.edu/hit

Pathway

Discuss your pathway with an advisor. Call 262.691.5400 for an appointment.

Earn certificates, technical diplomas and/or industry credentials along this pathway. Start with some courses for entry-level employment, and continue with additional courses for higher wages and job advancement.

Health Information Technology Pathway

Medical Coding Specialist

28-credit TECHNICAL DIPLOMA

CAREER

Medical Coding Specialist
Claims Specialist
\$32,000 – \$47,000

Opportunity to obtain:
Certified Coding Associate (CCA)

ONLY 13 more courses!

64-credit ASSOCIATE DEGREE

CAREER

Health Information Manager
Medical Records Coordinator
\$37,000 – \$58,000

Opportunity to obtain:
Registered Health Information Technician (RHIT) Certification

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Apprenticeship Programs in 28 Bay Area Community Colleges



BACCC's Five Economic Subregions

North Bay

- Marin
- Napa Valley
- Santa Rosa
- Solano

East Bay

- Alameda
- Berkeley
- Chabot
- Contra Costa
- Diablo Valley
- Laney
- Las Positas
- Los Medanos
- Merritt
- Ohlone

Mid Peninsula

- Cananda
- San Francisco
- San Mateo
- Skyline

Silicon Valley

- DeAnza
- Evergreen Valley
- Foothill
- Gavilan
- Mission
- San Jose City
- West Valley

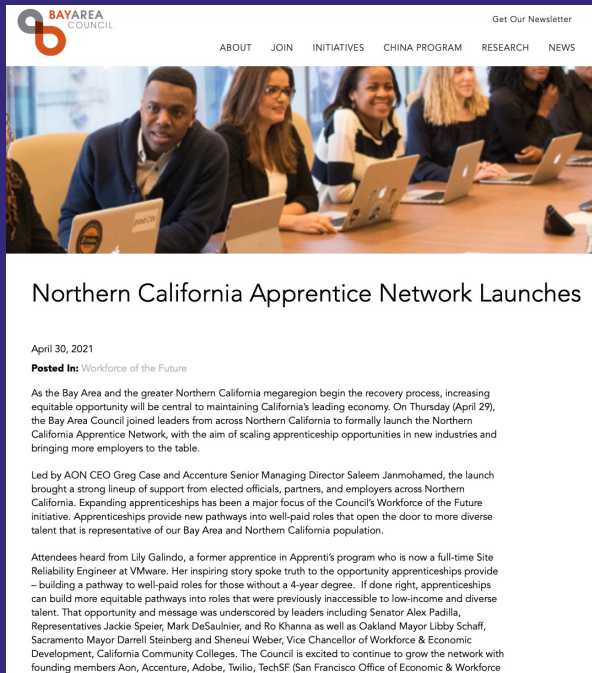
Santa Cruz & Monterey

- Cabrillo
- Hartnell
- Monterey Peninsula



This project is funded by a Carl D. Perkins Title I, Part B State Leadership Grant, #15151-001, awarded by the California Community Colleges Chancellor's Office and by a grant from the Bay Area Workforce Funding Collaborative. 10/2/2016

Apprenticeship – the Equity Engine



May. 18th, 2020

Youth Apprenticeship: A Strategy for Recovery and Resilience

Youth apprenticeship can help young people get back to work, return to school, and prepare for the future economy.

By: Taylor White

Center on Education & Labor Blog Post



Jul. 28th, 2020

Advancing Equity in and Through Youth Apprenticeship

By: The National Alliance for Partnerships in Equity

Center on Education & Labor Blog Post

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Recommendations - Long-term

Conduct organizational analysis to determine which organizational model fits the role the board wants to play.

Conduct a targeted landscape analysis for innovative models from other workforce boards.

Map career pathways in leading regional sectors in the specific ways that they connect to work2future's target populations.

Your thoughts – questions?

**Towards a
Better New
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For More Information

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III.C

Employer Engagement

[Discussion]

BUSINESS INTELLIGENCE

Staff will report briefly on the following matters related to the committee work plan:

1. Facebook Digital Marketing Internships
2. Resilience Corps

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III.D

Services

[Discussion]

SERVICES

Staff will report briefly on the following matters related to the committee work plan:

1. Gilroy Job Fair June 16, 2021
2. Trades Orientation Program
3. PG&E PowerPathway
4. Workforce Accelerator Fund 9.0 Grant

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III.E

Workplan

[Discussion]

WORKPLAN

Staff will present for the committee's consideration a proposed schedule for the presentation, discussion of and possible action on various work plan items.

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III.F

Other Staff Reports

[Discussion]

OTHER STAFF REPORTS

Staff will provide brief reports on various matters of interest not on the agenda.

#

IV.

Other

V.

Adjournment