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
MEETING AGENDA

I. CALL TO ORDER & ROLL CALL

II. OPEN FORUM
Members of the public are able to address the committee on matters not on the agenda

III. BUSINESS

A. Minutes Approval {Action}
Approve minutes of the April 13, 2021 Business Services Committee meeting

B. Business Intelligence
Staff reports and discussion
1. April LMI Summary
2. Recent Layoff Activity

C. Employer Engagement
Staff reports and discussion
1. Facebook Digital Marketing Internships
2. Resilience Corps

D. Services
Staff reports and discussion
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}
Staff report and discussion
Schedule workplan items for future discussion and possible action

F. Other Staff Reports {Discussion}
Various matters of interest not on the agenda

IV. OTHER
Announcements, suggested business for future meetings, other housekeeping
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

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, Koepp-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

# # #

Attachments:  April 2021 LMI Summary
               AutomationIAICCOVID-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.
Rates are in percent
## What’s Changed Since April 2020?

### April 2021

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

**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).

*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.

data source: Earnin, Intuit, Kronos, Paychex

visit tracktherecovery.org to explore
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.
Observation:
Apr 2021: 5.4
Updated: May 7, 2021

Units:
Percent,
Not Seasonally Adjusted

Frequency:
Monthly

Source: U.S. Bureau of Labor Statistics
myf.red/g/EhuY
Observation:
Apr 2021: 9.4
Updated: May 7, 2021
Units:
Percent,
Not Seasonally Adjusted
Frequency:
Monthly

Source: U.S. Bureau of Labor Statistics
myf.red/v/Ehv4
Observation:
Apr 2021: 7.5
Updated: May 7, 2021
Units:
Percent,
Not Seasonally Adjusted
Frequency:
Monthly
Observation:
Apr 2021: 9.8
Updated: May 7, 2021
Units:
Percent,
Not Seasonally Adjusted
Frequency:
Monthly
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
Santa Clara County COVID-19 Cases Dashboard

Cumulative COVID-19 Cases: 119,163
7-Day Rolling Average of New Cases: 28

Values for the most recent 7 days are preliminary.

Cases by Specimen Collection Date

New Cases:
- April 2020: 1
- July 2020: 79
- October 2020: 28
- January 2021: 3
- April 2021: 66

Graph showing the number of new cases and the 7-day rolling average of new cases.
V-Shape, Snapback, and K-Shape Recoveries

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

- Real GDP
- WSJ Economists Survey
- CBO projection as of January 2020

$22 trillion
Job postings on Indeed, United States
% change in job postings since Feb 01 2020, seasonally adjusted, to May 07 2021

Employment is still far below prepandemic levels.
Cumulative change in jobs since before the pandemic:
- 7.6 million jobs in February 2020

Source: Indeed.

Data is seasonally adjusted. - Source: Bureau of Labor Statistics - By Ella Klaene
**Metros with declines or slowest growth in job postings**

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

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

Note: among metros with population 500,000 or more

Source: Indeed
The largest declines in employment have been in Accommodation and Food Service, Retail, Entertainment, and Construction.

Source: EMSI
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.

Source: EMSI
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

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 are 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

“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.”

“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.”
Recommendations for work2future

Towards a Better New Normal
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.

**System Builder**
- Strategic partnerships
- Collaborative funding/design
- Greater systems approach

**Grant Steward**
- Effective structure
- Grant management
- Outcomes
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
Stackable Credentials and Career Pathways

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.

Cybersecurity A.A.S.
All credits align with Security+, Network+, Cloud+, Linux certifications
Core skills: networking, information assurance, network security, cloud computing
See Program Details

Career Opportunities
Entry wages $19 per hour
With experience: $27 per hour
Potential positions: Computer Security Specialist, Computer Network Support Specialist
Learn more at: MyColoradoJourney

Basic Networking & Security Certificate
20 credits align with Security+, Network+ certification
Core skills: networking, information assurance, network security, cloud computing
See Program Details

Career Opportunities
Entry wages $19 per hour
With experience: $27 per hour
Potential positions: Computer Security Specialist, Help Desk Technician
Learn more at: MyColoradoJourney

IT Tech & Support Certificate
22 credits align with IT + certification
Core skills: operating system, project management, help desk skills, IT + technology
See Program Details

Career Opportunities
Entry wages $19 per hour
With experience: $27 per hour
Potential positions: Computer Tech Support Specialist, Help Desk Technician
Learn more at: MyColoradoJourney

Computer Science/Engineering with Cybersecurity concentration B.S.

18 credits
Core Skills: computer architecture, programming and system analysis, cryptology, security system design, risk and policy analysis, investigation techniques, footwear inspection

Career Opportunities
Entry wages $20 per hour
With experience: $27 per hour
Potential positions: Computer Security Specialist, Help Desk Technician
Learn more at: MyColoradoJourney

COMMUNITY COLLEGE OF AURORA

Draft Version 6/4/21
Stackable Credentials and Career Pathways

**Banking Services**

Other pathways with related occupations:
- Business Finance
- Operations Management

- **Advanced Degree (4+ Years)**
  - See Other Careers

- **Bachelor's Degree (4 Years)**
  - Credit Analysts
  - Loan Counselors
  - 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

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**Health Information Technology**

www.wctc.edu/hi

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.

- **Medical Coding Specialist**
  - 28-credit TECHNICAL DIPLOMA
  - Medical Coding Specialist
  - Claims Specialist
  - Opportunity to obtain Certified Coding Associate (CCA)
  - Only 13 more courses!

- **64-credit ASSOCIATE DEGREE**
  - Health Information Manager
  - Medical Records Coordinator
  - Opportunity to obtain Registered Health Information Technician (RHIT) Certification
  - $37,000 – $58,000

Draft Version 6/4/21
Apprenticeship Programs in 28 Bay Area Community Colleges
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
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 Normal
For More Information

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**Kristin Wolff**
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III.C

Employer Engagement

[Discussion]
BUSINESS SERVICES CMTE
06-08-21
AGENDA ITEM: III.C

BUSINESS INTELLIGENCE

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

1. Facebook Digital Marketing Internships
2. Resilience Corps

# # #
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

# # #
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.

# # #
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