



BUSINESS SERVICES COMMITTEE

Thursday, May 1, 11:00 am

**Almaden Room, Business and Administrative Services Center,
5730 Chambertin Dr, San Jose**

www.work2future.org

This meeting can be viewed live on computer, smartphone, and tablet at
<https://sanjoseca.zoom.us/j/99942181552?pwd=FQzkxwYX9hcb9JcbAeW472cLIQ0nUg.1>

PUBLIC COMMENT

To provide spoken Public Comment *during* the meeting, please be present at the meeting location above. Complete an available Blue Card and provide it to a meeting staff person.

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

To submit written Public Comment *before* the committee meeting: Send by e-mail to Lawrence.Thoo@sanjoseca.gov by 9:00 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 Lawrence.Thoo@sanjoseca.gov, identifying the Agenda Item Number in the e-mail subject line. Comments received will be included as a part of the meeting record but will not be read into the record.

LEVINE ACT

[The Levine Act](#) requires a Party in a Proceeding before the City of San José that involves any action related to their contract, license, permit, or use entitlement to disclose any campaign contributions to City elected or appointed officials totaling more than \$500 within the 12 months prior to the City decision. A Participant to a Proceeding may voluntarily report a campaign contribution on the form located on [the Levine Act webpage](#).

BUSINESS SERVICES COMMITTEE

MEMBERS | May 2025

Mike Hill, *Committee Chair**

Workforce Consultant

Ricardo Benavidez*

Director of Social Infrastructure

Google LLC

George Chao*

Director of Strategic Partnerships

Manex

Jayati Goel

Co-founder and CEO

Nidaan Systems, Inc

Jake MacIntosh

Manager, Crisis Response

Cisco Systems, Inc

Andy Scott

Senior Learning and Development Specialist

Nokia

Mitesh Shah*

Vice-President and Business Unit Head

Tech Mahindra

Priya Smith, MPH*

Chief Employee Human Relations Officer

Kaiser Permanente Northern California

Alan Takahashi*

Senior Vice President and Division General Manager, Missile Systems

CAES by Honeywell

*work2future Board member

BUSINESS SERVICES COMMITTEE MEETING

May 1, 2025, 11:00 am

work2future Business Services & Administrative Services Center, Almaden Winery,
5730 Chambertin Dr, San Jose

View online at: <https://sanjoseca.zoom.us/j/99942181552?pwd=FQzkxwYX9hcb9JcbAeW472cLIQ0nUg.1>

AGENDA

- | | | |
|-------------|---|---------------------|
| I. | CALL TO ORDER & ROLL CALL | <i>5 min</i> |
| II. | INTRODUCTIONS | <i>11:05 am end</i> |
| III. | BUSINESS | |
| | A. Approval of Minutes {Action} | <i>5 min</i> |
| | <i>Mike Hill, Committee Chair</i> | <i>11:15 am end</i> |
| | Approve minutes of the May 14, 2024, Business Services Committee meeting. | |
| | B. Chair's Report {Information} | <i>10 min</i> |
| | <i>Mike Hill, Committee Chair</i> | <i>11:20 am end</i> |
| | Introductions and report on various matters of interest to the committee. | |
| | C. Staff Reports {Information} | |
| | <i>work2future staff</i> | <i>11:40 am end</i> |
| | Reports on program year-to-date business engagement, including in relation to layoffs and Rapid Response, job fairs and other recruitment services, On-the-Job Training (Registered Apprenticeship and non-apprenticeship), Incumbent Worker Training, the Pathway to Self-Sufficiency project, the Health Care Sector Partnership, and several regional initiatives. | |
| | D. Functioning of the Business Services Committee {Information} | <i>20 min</i> |
| | <i>Mike Hill, Committee Chair</i> | <i>12:00 pm end</i> |
| | Committee discussion on strategizing the Business Services Committee's functioning in the context of work2future's needs and the state's direction to "establish a business ser that integrates local business involvement with workforce initiatives." (CA Unemployment Insurance Code § 14200 [2024]) | |
| | E. Scheduling Committee Meetings {Information} | <i>5 min</i> |
| | <i>Mike Hill, Committee Chair</i> | <i>12:05 pm end</i> |
| | Discussion on the schedule of Business Services Committee meetings. | |
| IV. | OPEN FORUM | <i>5 min</i> |
| | Members of the public can address the committee on matters not on the agenda. | <i>12:10 pm end</i> |
| V. | OTHER | |
| | <i>Announcements, committee housekeeping</i> | <i>12:15 pm end</i> |
| VI. | ADJOURNMENT | |

Please note: *Times to the right of agenda items are estimates 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.*

**Teleconferencing Notice**

Pursuant to provisions of the Ralph M. Brown Act, the following Business Services Committee member(s) will attend the meeting by teleconference from the indicated publicly accessible location(s):

Committee member: George Chao

Location: 7908 Farina Ct, Sarasota, FL

CITY OF SAN JOSE CODE OF CONDUCT FOR PUBLIC MEETINGS IN THE COUNCIL CHAMBERS AND COMMITTEE ROOMS

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

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 required in the Council Chambers and Committee Rooms at all times.
- 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 Council Chambers and Committee Rooms, except as otherwise pre-approved by City staff.
- g. All persons entering the Council Chambers and Committee Rooms, 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 Council Chambers and Committee Rooms, with the following restrictions: § No objects will be larger than 2 feet by 3 feet.
- b. No sticks, posts, poles or other such items will be attached to the signs or other symbolic materials.
- c. The items cannot create a building maintenance problem or a fire or safety hazard.
- d. 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.
- e. 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 Council Chambers and Committee Rooms 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 Council, Committee, Board or Commission:

- 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 City Clerk or other administrative staff at the meeting.
- b. Meeting attendees are usually given two (2) minutes to speak on any discussion item and/or during open forum; the total amount of time allocated for public testimony for each public speaker or for an agenda item is in the discretion of the Chair of the meeting and may be limited when appropriate. (California Government Code Section 54954.3; Council Policy 0-37) Applicants and appellants in land use matters are usually given more time to speak. Speakers using a translator will be given twice the time allotted to ensure non-English speakers receive the same opportunity to directly address the Council, Committee, Board or Commission.
- c. Speakers should discuss only the agenda item when called to speak for that item, and only topics related to City business when called to speak during open forum on the agenda.
- d. Speakers' comments should be addressed to the full body. Requests to engage the Mayor, Council Members, Board Members, Commissioners 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 City Clerk or other 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 online at www.work2future.org and 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

Introductions

III

Business

Each of the following items will be taken up separately. Unless otherwise indicated, each is an information and discussion item:

- A. Approval of Minutes {Action}**
- B. Chair's Report**
- C. Staff Reports**
- D. Functioning of the Business Services Committee**
- E. Scheduling Committee Meetings**

BUSINESS SERVICES COMMITTEE MEETING

**May 14, 2024
MEETING MINUTES**

STAFF: Lee, Nguyen, Sanchez, Thoo, Tran

GUESTS: John Melville, CEO, Collaborative Solutions (via Zoom)

Neil Martin, Economic Justice Coordinator, Working Partnerships USA.

I. CALL TO ORDER & ROLL CALL

Chair Pro Tempore Goel called the meeting to order at 3:17 pm.

Roll Call

Present: Goel, Hill, Scott, Shah, Smith, Takahashi (arrived at 3:33pm)

Absent: Chao, Benavidez

All votes by roll call.

II. CHAIR'S REPORT

None.

III. BUSINESS

A. Approval of Minutes

ACTION: Mr. Hill moved, Ms. Smith seconded, and the committee unanimously approved the acceptance of the March 27, 2024, Business Services Committee Special Meeting minutes.

B. Election

Action: Mr. Takahashi nominated Mr. Hill, Mr. Hill nominated Mr. Shah, Mr. Shah nominated Mr. Hill.

Mr. Hill received 4 votes and Mr. Shah received 2 votes. Mr. Hill will serve as the Chairperson of the Business Services Committee through December 31, 2025.

C. Rapid Response Report

Business Services Lead Analyst Huong Tran reported that announcements of layoffs affecting jobs in Santa Clara County have continued since staff reported on the status of layoffs at the March 27, 2024, Business Services Committee meeting. Between July 1, 2023, and May 8, 2024, companies had announced nearly 11,900 layoffs in the country, 4,284 of which were in the San Jose-Silicon Valley Local Workforce Development Area, which work2future serves. They include recent WARN notices from Intel, SunPower, and the Health Trust. SunPower is closing its San Jose operations, resulting in the permanent loss of more than 60 jobs.

Staff elaborated on these numbers and reported on work2future activity triggered by the layoff announcements.

D. Healthcare Sector Partnership Initiative

Board Chair and committee member Smith,; John Melville, CEO, Collaborative Economics reported that the launch meeting of work2future's Healthcare Sector Partnership initiative took place on April 16, 2024, when more than a dozen leaders from healthcare providers in Santa Clara County gathered at the Santa Clara County Medical Association offices to discuss the challenges they face, especially around workforce. They were joined by an equivalent number of representatives from community colleges, San Jose State University, non-profit training providers and other workforce development organizations who observed the employers' discussions in anticipation of participating in future problem-solving as employers clarify and prioritize their needs.

The healthcare leaders wrapped up the launch meeting with an agreement to form action teams for three key areas: career awareness building, talent development, and care coordination. First action team meetings were held on May 9, 2024, with the goal of working towards proposed first deliverables for all the participating healthcare leaders to consider in July 2024.

The sector partnership initiative is co-chaired by Ms. Smith and Jo Coffaro, Regional Vice-President of the Hospital Council of Northern and Central California, and facilitated by Mr. Melville.

E. Semiconductor Manufacturing Apprentices

Strategic Engagement Manager Thoo and committee members Mr. Hill and Mr. Scott provided updates on California's first semiconductor technician apprenticeships as new talent gateways for South Bay manufacturers and high-road career opportunities for job seekers from historically under-resourced/underinvested/marginalized backgrounds. Updates included new numbers of apprentices hired and their status, as well as the status of On-the-Job Training support for the four companies in the Semiconductor and Nanotechnology Apprentices Partnership.

F. Subsidized Employment Pathway

Mr. Thoo, and Program Services Manager Lynn Lee provided information on a new project with the County of Santa Clara Social Services Agency to assist job seekers with a variety of barriers, including poverty, lack of stable housing, prior criminal convictions or other involvement with the justice system, and refugee status. The project aims to use the staffing industry's contingent employment model, also known as "temp-to-perm" employment, as a primary framework, but offer employers full wage subsidies during the temporary employment period with the goal of converting participating employees to unsubsidized permanent employment at living-wage rates following a period of temporary employment.

G. Bay Area Jobs First

Mr. Thoo and guest Mr. Neal Martin, Economic Justice Coordinator at Working Partnerships USA, provided information on the South Bay-Peninsula High Roads Roundtable subregional convenings of Bay Area Jobs First, the regional collaborative of the State's California Jobs First program.

Working Partnership USA is one of five organizations serving as co-convenors of the South Bay-Peninsula High Roads Roundtable. The others are the San Mateo County Economic Development Alliance, the San Mateo County Labor Council, the South Bay Labor Council, and SOMOS Mayfair.

California Jobs First is the new iteration of a \$600 million Regional Investment Initiative launched in 2021 by Governor Gavin Newsome as the Community Economic Resilience Fund, or CERF. Bay Area Job First is one of 13 regional collaboratives – one in each of the economic region defined for the project – awarded California Jobs First grants to reimagine economic development planning by placing at its center equitable worker well-being and boosting efforts to mitigate climate change while improving economic equity.

H. Miscellaneous Updates

Staff provided information on the April 23, 2024 job fairs, a joint effort between work2future and San Jose City College where some 500 job seekers engaged with more than 70 employers.

I. Labor Market Update

Mr. Thoo reported on regional labor market conditions.

J. Members' Roundtable

No comments were noted.

IV. OPEN FORUM

No comments were noted.

V. OTHER

Mr. Thoo noted the scheduled committee meetings in 2024.

VI. ADJOURNMENT

Mr. Hill adjourned the meeting at 4:58 p.m.

Draft minutes prepared by D. Nguyen, reviewed by L. Thoo

CHAIR'S REPORT

Business Services Committee Chair Mike Hill will introduce report on various matters, as appropriate, including an [Executive Order](#) that President Trump signed on April 23, 2025, entitled *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (<https://www.whitehouse.gov/presidential-actions/2025/04/preparing-americans-for-high-paying-skilled-trade-jobs-of-the-future/>).

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STAFF REPORTS

work2future staff will report on year-to-date business engagement for Program Year 2025-25:

- Layoffs and Rapid Response
- Job fair, including the Hiring Now career fair at the Mexican Heritage Plaza (August 2024), Fall Career Fair with San Jose City College (November 2024), Spring Career Fair with San Jose City College (April 2024), and other recruiting support services
- On-the-Job Training (Registered Apprenticeship and non-apprenticeship) and Incumbent Worker Training
- Pathway to Self-Sufficiency project
- Health Care Sector Partnership
- Other

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FUNCTIONING OF THE BUSINESS SERVICES COMMITTEE

Committee Chair Mike Hill will engage the committee in a discussion on strategizing the Business Services Committee's functioning in the context of work2future's needs and the state's directions, as stipulated in the California Unemployment Insurance Code:

"A high-performance local workforce development board shall ...

"(9) Establish a business service plan that integrates local business involvement with workforce initiatives. This plan at a minimum shall include all of the following:

"(A) Efforts to partner with businesses to identify the workforce training and educational barriers to attract jobs in the relevant regional economy, existing skill gaps reducing the competitiveness of local businesses in the relevant regional economies, and potential emerging industries that would likely contribute to job growth in the relevant regional economy if investments were made for training and educational programs.

"(B) An electronic system for both businesses and job seekers to communicate about job opportunities.

"(C) A subcommittee of the local workforce development board that further develops and makes recommendations for the business service plan for each local workforce development board in an effort to increase employer involvement in the activities of the local workforce development board. The subcommittee members should be comprised of business representatives on the local workforce development board who represent both the leading industries and employers in the relevant regional economy and potential emerging sectors that have significant potential to contribute to job growth in the relevant regional economy if investments were made for training and educational programs."

CA Unemp Ins Code § 14200 (2024)

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SCHEDULING COMMITTEE MEETINGS

Committee Chair Mike Hill will lead a discussion on scheduling Business Services Committee meetings for the remainder of 2025.

###

IV
Open Forum

V
Other

VI
Adjournment