



NOVA Workforce Board
September 23, 2020 Meeting Minutes

PRESENT: M. Alvarado, T. Baity, S. Borgersen, C. Cimino, L. Dalla Betta, C. Galy, H. Goodkind, E. Hamilton, K. Harasz, M. Lucero, A. Manwani, J. Morrill, S. Porter, J. Ruigomez, J. Sugiyama, and A. Switky

ABSENT: J. Chu, V. Dang, L. de Maine, R. Foust, P. Guevara, B. Guidry-Brown, L. Labit, S. Levy, J. Miner, and C. Springsteel

ALSO PRESENT: K. Stadelman, L. Jackson, C. Stahl, and E. Stanly of NOVA staff; and guests T. Brimacomb and N. Chhay of EDD

Meeting was held remotely via videoconference call.

1. CALL TO ORDER

Co-Chairperson J. Morrill called the meeting to order at 12:05 p.m.

2. PUBLIC ANNOUNCEMENTS

There were no public announcements.

3. APPROVAL OF AGENDA

It was moved by J. Ruigomez, seconded by C. Cimino and carried by voice vote to approve the agenda as submitted.

4. CHAIRPERSON'S REPORT

4A. January 27, 2021 Board Retreat: Before the pandemic, the next Board retreat had been scheduled for January 27, all day. Given what the experts have advised, it is unlikely that the Board will be able to safely hold an in-person retreat in January. Several options were discussed as alternatives for convening the retreat: hold the all-day retreat virtually on the day previously scheduled; hold a regular business meeting on January 27, with the all-day retreat postponed until later in the year when it is safer for an in-person meeting; and hold the retreat virtually in two half-day sessions. Following the discussion, a recommendation was made to hold a modified two-hour virtual business meeting on January 27, 12 Noon to 2:00 p.m., that would not only include business items, but also a year-in-review presentation from the director and state of the economy talk from Board member S. Levy that usually take place during the retreat, possibly several case studies about customers, and a discussion on the upcoming local and regional plan topics that will focus on racial equity, digital divide and job deficits. The use of technology will also be explored to promote engagement during this virtual event. As with previous years, an ad hoc planning group will be convened to plan the program. Board members decided not to pursue the virtual all day or half-day retreat options due to the challenges of participating virtually in events of this extended length.

5. EXECUTIVE DIRECTOR'S REPORT

Director K. Stadelman reported out on the following items:

5A. Recovery Initiatives Update: There are several initiatives that have been launched in this community to address the impacts of COVID-19 on residents, employers and the community. The initiatives include: County of Santa Clara Economic Recovery Support Function; Regional Impact Council Technical Committee that is tackling the issue of housing for the extremely low-income

households at risk of homelessness in the nine Bay Area counties which includes prevention and a possible guaranteed basic income pilot; Bridges to Recovery Task Force that is hosted by Catholic Charities and funded by the County of Santa Clara; Silicon Valley Recovery Roundtable, a project of Silicon Valley Strong spearheaded by the Mayor of San Jose, that recently released a report; and a San Jose CARES Act-funded work experience program operated by work2future in partnership with Goodwill Industries. NOVA is participating in many of these projects.

5B. Change in Bay Peninsula Regional Planning Unit: The federal Workforce Innovation and Opportunity Act (WIOA) requires that states organize local workforce boards into regional planning units (RPUs). The State has identified the RPUs and NOVA was assigned to the Bay Peninsula RPU that was comprised of the San Francisco Workforce Board, San Jose Workforce Board and San Benito County Workforce Board. Recently the State made adjustments to the RPUs and, as a result, San Benito County Workforce Board has been moved to the North Central Coast RPU that will also include Monterey and Santa Cruz counties workforce boards. The reason for this change is based on labor market/industries trends and workforce-related administrative boundaries. While this change was expected, it was made effective 7/1/2020 that will impact current regional projects.

5C. New NOVAworks Logo: With the establishment of the NOVAworks Foundation and new fundraising strategies, creating a new logo that would serve as an umbrella for NOVA, NOVA Workforce Board and the Foundation would be beneficial for future branding. In response, a new NOVAworks logo was created that will be used on future collateral materials. This new logo will not impact the current structure and operations of the individual entities that will fall under this logo.

6. PUBLIC HEARING

6A1. Approval of Minutes of May 27, 2020 Meeting: It was moved by J. Ruigomez, seconded by A. Manwani and carried by voice vote to approve the May 27, 2020 Board meeting minutes as submitted, with one abstention from J. Sugiyama.

6A2. Approval of Minutes of July 22, 2020 Study Session: It was moved by J. Ruigomez, seconded by S. Borgersen and carried by voice vote to approve the July 22, 2020 Board study session meeting minutes as submitted, with one abstention from J. Sugiyama.

6B. GENERAL BUSINESS:

6B1. Approval of NDWG Grant Request to Serve Airport Workers: Given the significant impact of COVID-19 on the airline industry and related travel industries, the U.S. Department of Labor (DOL) announced a new grant opportunity, Airline Employment Recovery National Dislocated Worker Grant (NDWG), to serve the surge of workers who have been laid off due to the decline in passenger air travel. While NOVA offered to submit its own application to DOL for the region, the State elected to submit a statewide application, on behalf of interested workforce boards in the state. In response, NOVA submitted a grant application to the State to be considered as part of the State's application to DOL. NOVA's request was for \$5,400,000 in funding to serve 1,200 impacted workers. NOVA would partner with the San Francisco Office of Economic and Workforce Development to serve impacted workers at the San Francisco and San Jose airports and with the San Mateo Central Labor Council and Working Partnerships USA to provide outreach and recruitment. Given the tight deadline for submitting this request and, in lieu of scheduled Board or Executive Committee meetings before the deadline, the Board co-chairs approved this grant request.

6B2. Approval of WIOA High Performing Board Application and Business Services Plan: The State released Directive WSD19-12 that established criteria for Local Boards to be recertified as a High Performing Board. The State will evaluate Local Boards according to compliance with existing

federal and state requirements in the area of: met or exceeded WIOA performance indicators for employment rate and median earnings; WIOA regional and local plans have been approved; met WIOA training expenditure requirement that at least 30 percent of the combined WIOA adult and dislocated worker formula funding allocation has been spent on training services; met WIOA youth funding requirement that at least 75 percent of youth funding allocation has been spent on youth workforce investment activities for out-of-school youth; and a business services plan has been established that integrates local business involvement with workforce initiatives. In the past, the NOVA Workforce Board has been designated a High Performing Board and satisfied all of the requirements as stipulated in WSD19-12. Anticipating a February deadline for submitting the High Performing Board application, the Executive Committee approved of the Board's application at its February 19, 2020 meeting, in lieu of a scheduled Board meeting before the expected deadline.

6C. DISCUSSION:

6C1. Opportunity for Dialogue among Board Members and Director: Topic: How are board member companies responding to the COVID-19 pandemic? Highlights of the discussion included:

- Building and construction trade unions from throughout the Bay Area worked together to connect with County officials on shelter-in-place orders and the measures that would be taken to ensure worker safety. As a result, most local unions are now at full employment, with some limited exceptions in apprentices.
- NOVA resolved its remote registration challenges with EDD requirements and has been enrolling new customers. ProMatch has continued without interruption and employer panels are convening utilizing a virtual platform. New enrollments have been slow and, as yet, NOVA has not seen the affected workers impacted by the big hospitality industry layoffs but that is expected to change.
- Businesses are hiring in the tech industry, in essential services (food manufacturing and package delivery), and in COVID-19-related industries such as testing and vaccine development. Hiring is also taking place in electrical engineering and infrastructure-related occupations. There is a lot of activity across many industries, but not all businesses are experiencing a positive recovery. The communications industry has been significantly impacted by COVID-19 affecting its workers, with companies only now beginning to slowly open up.
- Companies are accelerating their digital options and digital transformation with COVID-19, with digital investment being seen even in areas such as sales, marketing and engineering. As a result, those companies that offer digital solutions are experiencing a surge in business, adding more workers and returning to pre-COVID-19 staffing levels. Companies are also responding to the needs of their employees who are working remotely by offering them tools and equipment (e.g. standing desks) to support their productivity and positive wellbeing.
- The healthcare industry has seen a transformation from in-person patient visits to videoconferencing appointments. Some offered this service pre-COVID-19 but have seen an increase in demand during the pandemic.

6D. GENERAL INFORMATION:

6D1. Grant Status/Status of Funds: The reports were included in the Board meeting packet.

7. ADJOURNMENT

The meeting was adjourned at 1:30 p.m.