

Chair:

Daniel J. Lien
DJI Professional Services

Executive Director:

Dianne Russell-Carter

POLICY BOARD

Chair:

Rachelle Arizmendi
City of Sierra Madre

FOOTHILL WDB MEETING

**July 22, 2020 – Wednesday
9:00am**

Zoom Meeting
Meeting ID: 864 4241 9729
Password: 491417

AGENDA

- I. CALL TO ORDER**
- II. OFFICIAL ROLL CALL AND VISITOR INTRODUCTIONS**
- III. PUBLIC COMMENTS FOR ITEMS NOT ON THE AGENDA**
- IV. APPROVAL OF MINUTES FOR MARCH 11, 2020 MEETING**
- V. PRESENTATION OF FWDB CHAIR’S REPORT – Dan Lien, FWDB Chair**
- VI. PRESENTATION OF FWDB DIRECTOR’S REPORT – Dianne Russell-Carter, FWDB Executive Director**
- VII. FWDB SUB-COMMITTEE REPORTS**
 - A. Planning Sub-committee – Sandi Mejia, Chair
- VIII. PRESENTATION OF ONE STOP OPERATOR UPDATE – David Baquerizo, ProPath**
- IX. PRESENTATION OF AMERICA’S JOB CENTER OF CALIFORNIA ACTIVITIES REPORT – Ricardo Quezada, FWDB Deputy Director**
- X. VOTING ITEMS - Approval of FWDB Application for Shomari Davis, Business Representative IBEW LOCAL 11 (Replacing FWDB Member Jane Templin)**
- XI. ADDITIONAL ITEMS CONTAINED IN WDB PACKET – AJCC Report, Workforce Articles, Calendar Meetings, FWDB Updated Membership and Committees Document, Rosters**
- XII. WDB ROUNDTABLE – OPEN DISCUSSION**
- XIII. ADJOURNMENT**

PURSUANT TO EXECUTIVE ORDER N-29-20 ISSUED BY GOVERNOR GAVIN NEWSOM ON MARCH 17, 2020, THE FWDB MEETING FOR JULY 22, 2020 AT 9:00 A.M. WILL TAKE PLACE SOLELY BY VIDEOCONFERENCE/TELECONFERENCE.

IN ORDER TO FACILITATE PUBLIC PARTICIPATION ON ZOOM, COPY AND PASTE THE FOLLOWING LINK:

<https://us02web.zoom.us/j/86442419729?pwd=NnVYV2FtaUc1NEhPdVh3MkZ5RG5GZz09>

Meeting ID: 864 4241 9729

Password: 491417

One tap mobile

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+13462487799,,86442419729#,,,0#,,491417# US(Houston)

For assistance, please contact FWDB Staff at (626) 584-8395 or email rmagno@foothilletc.org

FOOTHILL WORKFORCE DEVELOPMENT BOARD MEETING

Pasadena City College
1570 East Colorado Blvd. Pasadena CA 91106

MINUTES OF MARCH 11, 2020 FWDB MEETING

WELCOME REMARKS

Pasadena City College Superintendent/ President, Dr. Erika Endrijonas, Ph.D. delivered the welcome remarks and expressed her appreciation that the FWDB was holding the meeting at Pasadena City College. She talked about the collaboration between PCC and FWDB and stated that she looks forward to strengthening PCC's partnership with FWDB.

INTRODUCTION AND ROLL CALL

The Foothill Workforce Development Board Chair, Dan Lien, welcomed the board members, staff members and guests and called the meeting to order at 8:43 a.m.

Present - FWDB

Dan J. Lien, Chair, DJL Professional Services
Denise Banuelos, City of Hope
Salvatrice Cummo, Pasadena City College
Tony de Trinidad, Painters & Allied Trades DC 36
Elia Evans, UEI College
Robert Helbing, Air Tro, Inc.
Betty McWilliams, Foothill Unity Center, Inc.
Tom Selinske, FocusOut LLC
Brenda Trainor, Frontier Trail, Inc.
Cesar Valladares, Employment Development Department

Absent - FWDB

Carolyn Dallas, Vice-Chair, Kaiser Permanente
Hector Delgado, Teamsters Local Union No.396 (Excused)
Flint Fertig, Monrovia Unified School District
John Frala, Rio Hondo College (Excused)
Steven Gutierrez, Rager's Abbey Flooring & Window Covering
Gene Hurd, UAW Local 509 (Excused)
Denise McKnight, Department of Rehabilitation (Excused)
Sandra Mejia, M & R Professional Services (Excused)
Tony Tartaglia, The Gas Company
Jane Templin, NECA/IBEW Electrical Training Trust (Excused)
Laurie Wheeler, South Pasadena Chamber of Commerce (Excused)

Staff Present

Dianne Russell-Carter, FWDB Executive Director, Rita Magno, Sarah Mendoza, Rey Okamoto and Ricardo Quezada

Guests Present

Rachelle Arizmendi, FETC Policy Board Chair/Mayor Pro Tem, City of Sierra Madre
Michelle P. Bankston, Department of Rehabilitation
Yolanda B. Carlin, Paralegal Services
Eric Duyshart, City of Pasadena
Ricky Kuo, City of Pasadena
Victor Lagroon, City of Hope
Robert Lee, Employment Development Department
Don Nakamoto, ProPath, Inc
Helen Romero-Shaw, Southern California Gas, Inc.

APPROVAL OF MINUTES

The minutes of the Dec. 4, 2019 meeting were approved as submitted.

M/S Valladares/Banuelos Approved unanimously

PUBLIC COMMENTS

None

CHAIR'S REPORT

Chair Dan Lien reported that he and Executive Director, Dianne Russell-Carter attended the City of Sierra Madre Council meeting on March 10, 2020 and did a presentation to the council members. He stated that a presentation was done in the City of Monrovia last March 3, 2020. He shared that he and Dianne will be scheduling the last three presentations for the cities of Duarte, Pasadena and South Pasadena soon.

Chair Lien also reported that he has been attending a majority of the FWDB committee meetings and noted that there is a great deal of work being done at the committee level. He enjoined the board members to attend the future committee meetings

Chair Lien then introduced City of Sierra Madre Mayor Pro Tem, Rachelle Arizmendi, as the new Chair of the Foothill Employment and Training Consortium (FETC) Policy Board. FETC Policy Board Chair Arizmendi shared that she is hoping at some point that the FWDB and FETC Policy Board could schedule a joint session to get to know each other. She mentioned that since the two (2) boards are doing the same work, it would be good to collaborate and work together.

DIRECTOR'S REPORT

Executive Director Dianne Russell-Carter reported that she just came from a Quarterly Director's Meeting of the California Workforce Board (CWA) in Sacramento. She reported that on the Federal level, President Trump's 2021 budget focuses on apprenticeships and an increase in career and technical education programs. The funding was increased to close to 7 million to increase the high quality vocational training programs and career pathways in high school.

On the Regional level, she reported that FWDB was chosen as the Regional Planning Unit Organizer for the 14 Regional Planning Units in Los Angeles for the next 20 months. Deputy Director, Ricardo Quezada, will be the point person for FWDB.

On the Local level, Dianne Russell-Carter reported that the Los Angeles Hospitality Training Academy (HTA) and FWDB would be working together to help the displaced 2,300 workers of the hospitality industry that are being displaced by the Covid 19 crisis. HTA would be requiring workforce development services and FWDB has applied for emergency money to help these displaced workers. FWDB has started the application to be the administrator of this program.

Lastly, Dianne Russell-Carter announced that on May 27, 2020, there will be a training conducted by John Chamberlin in the City of Sierra Madre City Hall. The training scheduled for all board members is entitled "WDB Workforce Innovation and Opportunity Act (WIOA) 101 Training". A save a date will be sent out to all board members.

ACTION ITEMS

A roll call vote was done respectively for the approval of FWDB Membership renewals and approval of New Members.

- A. Approval of FWDB Membership Renewals for Nine (9) Board Members – Approved unanimously
- B. Approval of Three (3) New Member Applications – Approved unanimously

FWDB CLIENT TESTIMONIAL – Yolanda Carlin

FWDB Youth Coordinator, Sarah Mendoza introduced Ms. Yolanda Carlin, Welfare to Work Program participant who used to be in the work experience program in 2004. While under the Welfare to Work program, she was enrolled at Northwest College taking up paralegal studies. Now, Yolanda manages her own full-time business as a successful paralegal who works with different attorneys. She is a success story for FWDB and looks back to her time as a program participant and how it helped her to becoming a successful businesswoman now.

PRESENTATION – Salvatrice Cummo

Executive Director, Economic & Workforce Development
Pasadena City College

Salvatrice Cummo shared that PCC is really committed to working very closely with the FWDB. She explained that the PCC Economic and Workforce Development is gearing their efforts to industries and programs that result to jobs. She talked about collaboration and partnership of workforce development agencies and facilitating a dialogue to bring everybody to the table. She mentioned that she is in communication with Dianne Russell-Carter and Ricardo Quezada about a pilot project that will leverage the resources of both agencies to help PCC students and a wide spectrum of unemployed clients.

After a roundtable of announcements, Chair Dan Lien adjourned the meeting at 10:15 a.m.

Signed:



Dianne Russell-Carter
Executive Director

FOOTHILL  WORKFORCE DEVELOPMENT BOARD

The Workforce Partnership of Arcadia, Duarte, Monrovia, Pasadena, Sierra Madre and
South Pasadena

AGENDA REPORT

TO: Foothill Workforce Development Board **DATE:** July 22, 2020
FROM: Dianne Russell-Carter, Executive Director
SUBJECT: **PLANNING SUB-COMMITTEE REPORT**

RECOMMENDATION:

This report is for informational purposes only.

BACKGROUND:

The FWDB Planning Sub Committee was held on July 10, 2020 at 10:00 a.m. The members present included:

- Dan Lien - FWDB Chair
- Sandi Mejia - FWDB Planning Sub Committee Chair
- Jane Templin - FWDB Member
- Brenda Trainor - FWDB Member

The FWDB Staff present included:

- Dianne Russell-Carter – FWDB Executive Director
- Rey Okamoto – FWDB Budget Analyst

This meeting was conducted utilizing Zoom. Zoom is a cloud-based video conferencing service that can use to virtually meet with others, either by video or audio-only or both, all while conducting live chats. Zoom allows you to record sessions that can be viewed later. FWDB is utilizing Zoom for most of its meetings due to COVID-19. In an effort to implement public health officials' recommendations to slow the spread of the coronavirus (COVID-19), California Gov. Gavin Newsom issued [Executive Order N-29-20](#) on March 17, which relaxes some of the Ralph M. Brown Act's (Brown Act) public meeting requirements that are not practical in light of the current public health crisis. Zoom has worked well for FWDB's needs regarding public meetings and non-public meetings.

The primary subject for this meeting was to review FWDB's fiscal year 2021 revenue and fiscal goals. Attached is the fiscal year 2020-21 budget which summarizes FWDB's available funding this year. This document also summarizes the available budgets for staff, training, support services, and paid work experience. FWDB staff would like to share the following points:

- The 2020-2021 budget is currently \$6.5 Million which is an increase of \$3.5 million over last years budget. FWDB’s formula allocation (which is its base allocation) makes up approximately 60% of the total budget.
- 40% of the total budget is comprised of new grants obtained competitively. This includes the Higher Path Program, COVID-19 Impacted Individuals, National Dislocated Worker Program, Prison to Employment and Regional Planning Implementation 3.0.
- FWDB received a reduction in formula Rapid Response allocation
- The Transitional Subsidized Employment (TSE) program was eliminated by the governor but was re-funded by the state legislature. It is still unknown how much money will be budgeted for TSE.

The following figures represent the budget for the period of July 1, 2020 through June 30, 2021.

Funding Source	2019-20	2020-21
Adult	\$486,437	\$518,652
Dislocated Worker	\$502,137	\$502,874
Youth	\$468,883	\$501,323
Rapid Response	\$459,211	\$340,056
VEAP	\$200,000	\$288,635
Hire Path	\$493,125	\$2,493,126
Prison to Employment (P2E)	-	\$258,222
Regional Plan Implementation 3.0 (RPI)	-	\$400,000
COVID-19 Impacted Individuals	-	\$450,000
COVID-19 National Dislocated Worker Grant	-	\$525,000
Youth@Work	\$420,200	\$140,750
Transitional Subsidized Employment Program	\$110,000	-

New Grants Previously Not Reported On

WIOA DISLOCATED WORKER FUNDS FOR UNDERSERVED COVID-19 IMPACTED INDIVIDUALS

To act swiftly to help workers most impacted financially by the Coronavirus (COVID19) pandemic, the Employment Development Department (EDD) made available funds to provide supportive services to individuals impacted by COVID-19. English Language Learner (ELL) and ELL Navigator programs participants are a priority.

In order to implement and deliver services quickly through this grant, local boards were able to supersede their standard services policies and eligibility requirements. FWDB plans to serve 500 individuals through this program.

The eligibility for this program is as follows:

- Individuals must be enrolled in Title I Dislocated Worker services
- Individuals have not received wages above 400% of the federal poverty level (FPL) for the last six months of income. Individuals meet one of the following situations:
 - Laid off due to COVID-19
 - Experienced a reduction in hours and/or pay due to COVID-19
 - Unable to work for any of the following COVID-19 related reasons:
 - > Subject to quarantine
 - > Caregiver for someone who is subject to quarantine
 - > Need to care for children because of school closure or closure of childcare provider
 - > At higher risk of getting seriously ill from COVID-19, or lives with someone at higher risk, as outlined on the California Department of Public Health COVID-19 website
 - > Required to telework, but does not have the necessary equipment

Supportive services provided under this program may include, but are not limited to, equipment necessary to telework (e.g. computer, internet, etc.), housing assistance, utility assistance, childcare assistance, and transportation assistance. Supportive services are available in two tiers: 1) Individuals receiving at least 50% of their previous wages either from their employer directly, or with Unemployment Insurance (UI) payments, may receive supportive services totaling \$400. 2) Individuals who are not receiving at least 50% of their wages from their employer directly, or with UI payments, may receive supportive services totaling \$800.

NATIONAL DISLOCATED WORKER GRANT (NDWG)

The U.S. Department of Labor made available availability of up to \$100 million for Dislocated Worker Grants (DWGs) to help address the workforce-related impacts of the public health emergency related to COVID-19, also known as novel coronavirus. The Disaster Recovery Grants (DWGs) can provide eligible participants with disaster-relief employment and/or classroom training. and training activities. These participants can include dislocated workers, workers who were laid-off as a result of the disaster, self-employed individuals who are unemployed or underemployed as a result of the disaster, and long-term unemployed individuals.

FWDB applied for these funds through the State of California Employment Development Department and received \$525,000 with a term of April 10, 2020 through March 31, 2022.

The funding is intended to provide services to individuals dislocated by the COVID-19 virus. Services will focus on dislocated workers and members of the US Armed Forces. Training will be offered to ensure measurable skill gains and credential attainment for job placement in high-demand sectors. Support service payments will be offered to ensure the clients ability to successfully receive workforce services and meet their basic needs such as shelter, transportation, and other needs-related payments.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Dianne Russell-Carter".

Dianne Russell-Carter
Executive Director

One-Stop Operator Report

Presented by: David Baquerizo
President of ProPath, Inc.
(Email: Davidpropath@me.com)

Fourth Quarter - (April 01, 2020 through June 30, 2020)

Report: July 22, 2020

With COVID-19 in full charge throughout the fourth quarter. The One-Stop Operator had limited access to One-Stop Partners and One-Stop Staff. There were no Partner meetings conducted during this time. I will be attempting to schedule the next One-Stop Partner meeting in September hopefully in-person if not Via Zoom.

As a One Stop Operator or One-Stop Career Service Provider for 13 other Workforce Development Boards in California. I decided to use the time in the fourth quarter to research any COVID-19 relief efforts that would be provided by both State and Federal Agencies. Also, to learn how One-Stop services would change or be provided in a COVID-19 environment. I wanted to be ready to assist over 30 One-Stop centers in California that I coordinate re-open or continue to operate in a safe environment for all involved. I found that there was public information and useful instructional information about dealing with a pandemic situation.

I participated in the following On-line meetings or webinars:

The State Employment Development Department (EDD) on-line Webinar. New Programs, Eligibility, Benefits for individuals impacted by COVID-19.

The title of the webinar was: Assistance Programs for Workers during COVID-19.

This webinar included a slideshow presentation which included all the current available EDD programs as well as State Disability Insurance Programs. I have a copy of the slide show presentation that I can share with One-Stop Partners to ensure that our customers can receive as many benefits as possible. If anyone would like a copy of this presentation please let me know.

Training: Conducting Productive Virtual Meetings

A webinar that provides helpful information on planning productive virtual meetings and tools to engage your audience. I wanted to become more familiar with this process. For One-Stop application, I can foresee more partner meetings via Zoom. And I see a big push in possibly offering the One-Stop Job Search Workshops and Orientations via a virtual platform as well.

I have even seen some One-Stops offering virtual Job Fairs.

Training: Customer Centered Design Presentation

Customer Centered Design has become a useful program in designing One-Stop Centers that take the customers needs and physical accommodations into consideration when constructing a One-Stop Center.

I have taken that concept from this presentation and I am know applying it to One-Stop Center operations within a COVID-19 environment. We will have to assess so many traditional One-Stop activities: social distancing for job search workshops, orientations, resource rooms, reception areas, one-on-one meetings, etc.

Training: Small Business Administration (SBA)

COVID-19: Guidance for Small Businesses

With various SBA emergency business resources available.

Paycheck Protection Program (PPE), Economic Injury Disaster Loan (EIDL), etc.

I realize that our customers we serve are not just the individuals that come into the

One-Stop Centers. We really have to stay focused on the employers in our area and the recovery or assistance benefits that are available to them. We have to keep the employers strong so there are not layoffs that moves our work backwards. Instead we want to help them get through these difficult times. Provide them recovery and assistance information. We can establish stronger relationships with them at this time for when they are hiring again. Our relief information will include our Rapid Response and Lay-off Aversion services provided through the Foothill Workforce Development Board.

In this quarter I have tried to educate myself with information that could be used to adapt our one stop centers to safely provide services to our customers and protect our staff in a COVID-19 environment. We can assume as shelter restrictions are lifted our One-Stop Centers will be extremely busy with

customers seeking job search assistance. We can plan now how those services will be provided by staff and what facility accommodations will need to made.

Plan your work, Work your plan !

Take Care

The Next Normal

The future of business: Reimagining 2020 and beyond

In this special edition of *The Next Normal*, McKinsey senior partners envision how the COVID-19 crisis will transform entire industries in the coming 12 to 18 months.

In this issue

2 **Business in 2020 and beyond**

Dame Vivian Hunt, Kevin Sneader, and Bob Sternfels share their perspectives on leadership in the next normal.

4 **The consumer sector in 2020 and beyond**

McKinsey senior partners Liz Hilton Segel and Sajal Kohli describe major shifts in the consumer and retail industries.

6 **Healthcare in 2020 and beyond**

Penny Dash and Shubham Singhal, two leaders of McKinsey's Healthcare Systems & Services Practice, reflect on how COVID-19 is transforming the healthcare industry.

8 **Related reading**

July 2020 | Video transcript

Business in 2020 and beyond

McKinsey's Dame Vivian Hunt, Kevin Sneader, and Bob Sternfels reflect on how the COVID-19 crisis is transforming all industries.



The COVID-19 reset

Kevin Sneader: It's become very clear just about everywhere that we are going to have to get used to waves of disruption and, as a result, a constant battle. In fact, the way I would describe this is we've moved from all-out warfare to the hunt for a dangerous criminal who pops up in many different places, who requires us to take different actions depending on where they appear, and who doesn't actually go away. COVID-19 is a criminal who will continue to plague us for some time to come.



Vivian Hunt: Healthcare and lives, the economy and livelihoods, and also civil liberties have really been challenged during this period. The concerns about the treatment of Black Americans at the hands of the police, the reactions to George Floyd's killing, and basically a reexposure on these global digital platforms of bias and concerns about fair treatment have really lit a very human and important touchpaper and a desire to address that as we think about ways to build back better.



Bob Sternfels: If I think about some of the potential pitfalls that I'm seeing senior executives [fall into], it's thinking about this next phase as "a return to what I had before" as opposed to taking the opportunity to say, "Can I reset or reimagine my organization?" I think some of the most inspiring conversations I've had with CEOs are about, "How do I rewire my organization for this speed that's based on design versus based on adrenaline?"

Dashboards and data-driven insights

Kevin Sneader: The first piece of advice I'd offer a CEO is forecasts are out, dashboards are in. The notion that you can now forecast the economy, healthcare, and other aspects of what can

disrupt life, I think, is gone. Now we're in an environment where we've also learned that what you really need to have a handle on are the metrics, insights, and what's actually happening on the ground—the dashboard of daily life.

Bob Sternfels: Are you investing enough in understanding the different sources of data and information to be able to adjust and make decisions? It comes with this notion of, "I'm going to have to make a lot of decisions and be agile, so am I investing to have my fingers on the sources of different parts of input?" Some of that may be input about my customers. Some of it may be input about regulatory environments changing. And some of it may be input about my suppliers and partners.

Vivian Hunt: It also requires CEOs and other leaders to be knowledgeable enough about data and technology to be able to make informed decisions. The chief information officer, the chief technology officer, marketing—every decision is now powered by a set of data and analytics that you have to understand quite deeply.

What leadership looks like now

Kevin Sneader: You really do have to think like an attacker all over again. Even if you were the incumbent, even if you were the leader before this pandemic, you're now the attacker, so you must take the steps that attackers take. Think very differently. Look for new opportunities, new markets. Reshape the portfolio and, yes, look at mergers and acquisitions. Plan to do things quite differently as the future unfolds.

Vivian Hunt: For business leaders, I think it's been really challenging to find the resilience to really lead in a more human way. Particularly when you think about some of the issues around inclusion, equality, social justice, and how to build back better toward a net-zero economy, how do you make sure you've got the resilience to be able to lead in a bold, empathetic, and ethical way? And if you never knew that you needed all of those skills, you know it for sure now. I think that's been an important insight for many leaders.

Dame Vivian Hunt, a senior partner in McKinsey's London office, leads the firm's work in Ireland and the United Kingdom; **Kevin Sneader**, based in the Hong Kong office, is the firm's global managing partner; and **Bob Sternfels**, a senior partner in the San Francisco office, leads the firm's client capabilities globally.

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July 2020 | Video transcript

The consumer sector in 2020 and beyond

In this video, McKinsey senior partners Liz Hilton Segel and Sajal Kohli reflect on how the COVID-19 crisis is transforming the consumer and retail industries.



Which consumer trends will stick?

Sajal Kohli: There are a few consistent shifts that we're seeing across the globe. What consumers value is truly shifting, and so is their channel choice. Consumer spending is "overpronating" massively toward value, and there's a material flight to online. We think that both of these trends are going to be very sticky. For example, what's happening to e-marketplaces is quite astounding in terms of the meteoric growth that they're all experiencing. Discounters as a format are truly running up market share and continuing their steady rise across the globe.

Liz Hilton Segel: Some of the changes that have already taken place are, for example, the shift to more people cooking at home, maybe making more healthy eating choices, or the increase in in-home exercise equipment. I do believe that the shifts to digital will be permanent. I do think that mall traffic and department-store visits will be challenged going forward. My guess would be that the shifts in terms of healthy eating and exercise are likely to be more fleeting.



Sajal Kohli: We're also seeing another seminal trend: a real shock to loyalty. We are seeing consumers, on the one hand, shift to trusted A brands. On the other hand, there is a lot of pervasive promiscuity because consumers have so much choice as they've shifted online that their consideration set has expanded quite dramatically.

What are the top priorities for consumer companies?

Sajal Kohli: I believe it's very important for management teams to take stock of a few things. One, clearly, is a programmatic look at your portfolio. You've got to very aggressively look at new

growth opportunities through inorganic routes—so make acquisitions but also equally focus on divestitures. This is a great time to reset your portfolio and basically chase how consumer shifts are happening in terms of consumer preference.

Liz Hilton Segel: I think the most common pitfall that I see consumer companies falling into is just being too grounded in even the most recent past—an assumption that things that have held true in the recent past will be true two to three years from now. The COVID-19 crisis is a time where, more than ever, there's a real need to try to look around the corner and anticipate how trends are going to affect your business and then to prepare for those trends and build capabilities that will lean into them.

Sajal Kohli: It's amazing to me how agile organizations have been in the past three months. And wouldn't it be terrific to actually make this the new way of working as we go forward? Renew how you organize yourself and how you think about decision making, especially for speed. Where should you be global versus where should you be local?

Liz Hilton Segel: The first thing I think consumer companies should do is double, triple, quadruple their ambition around the scale and pace of their digital transformation—whether that's the adoption of analytics or whether that's improving the productivity and the experience of digital channels.

Sajal Kohli: You have to accelerate productivity and reset your cost structure to be more competitive going forward. This is much more than the budgeting process of 2 to 3 percent productivity gains to beat inflation. It is actually a 20 to 30 percent reset in your cost structure so you're competitively fit.

Liz Hilton Segel: Really take reskilling seriously as a competency in your organization. There's no question that all of the shifts that are happening—whether it is the shift of sales channels or service channels to digital or whether it is the use of automation—will mean changes for everyone's workforce.

Sajal Kohli: And this is, frankly, not a time for admiring the problem and incrementalism. This is actually a time for being massively transformational and not tweaking on the margins. Challenge every assumption, challenge your value chain, challenge your asset structure, and see if you can reinvent the organization or the company.

Liz Hilton Segel, a senior partner in McKinsey's New York office, is the managing partner for McKinsey in North America; **Sajal Kohli**, a senior partner in the Chicago office, is the global leader of the Consumer Packaged Goods and Retail Practices.

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July 2020 | Video transcript

Healthcare in 2020 and beyond

In this video, Penny Dash and Shubham Singhal, two leaders of McKinsey's Healthcare Systems & Services Practice, reflect on how COVID-19 is transforming the healthcare industry.



Healthcare goes digital

Shubham Singhal: In healthcare, coming into the COVID-19 crisis, there was the promise of the use of virtual health, digital health, telehealth. We had been talking about that for a while, and it had been growing off a small base. What the COVID-19 crisis has done is accelerated that.

Penny Dash: And what's happened in the past three months has been an unbelievable level of adoption. In many countries, we've seen 70 to 80 percent of primary-care consultations either go online or be carried out by phone.

Shubham Singhal: Interestingly, we've also seen physicians who would not have been, historically, willing to engage in those virtual modes now doing so and actually thinking that even post COVID-19, they want to stick with it. So we've seen a big movement in that direction.



Penny Dash: I would really emphasize, do not go back on the adoption of digital and remote working. I think it will be very tempting to say, "Whew, right. We're through the first wave. Now we'll cancel the remote consultations and we'll go back to how things were." That would be such a lost opportunity and a wasted opportunity and, of course, would also detract from what is going to be needed, which is more efficient services in order to deal with the backlog. So keep hold of the digital technologies and the remote working.

More flexibility in the workforce

Shubham Singhal: This has been a wake-up call that, in the healthcare system, we don't have the resilient plan that we need to have in place—whether it was workforce, whether it was supplies, whether it was having enough beds, having enough ventilators, et cetera. That is a bit of a wake-up call to say we need to stress-test our system. During a crisis, do we have established protocols for allowing a nurse in the hospital so that they can be trained to be an ICU [intensive-care-unit] nurse and capable of helping with ventilators, for example? So the flexibility in the workforce is a very important part.

Penny Dash: There are many, many people working in healthcare and in care settings and so on who have had a really tough few months. And those people are going to need support—both emotional support as well as a bit of time to rest. One particular piece that I would point to is the use of volunteers, who are not necessarily people who've been through extensive training over many years in order to be qualified to care for people, but actually people with far less training who have been able to play a very important, a very supportive role in looking after some of the more vulnerable members of society.

Building capacity—and doing it fast

Shubham Singhal: When an emergency like this one strikes, how do we convert hospital beds into ICU beds? And, if needed, how do we convert other areas—like hotels, et cetera—into lower-acuity sites of care when the hospitals are full?

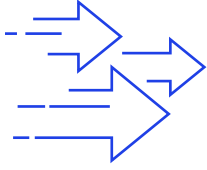
Penny Dash: If you'd asked anyone working in healthcare in Europe or in the US in January, “Could you build a new hospital in two weeks, like Wuhan is planning to do?” people would have laughed. And guess what? Many places did. So this ability to ramp up capacity in order to meet a surge in demand has been demonstrated as perfectly feasible and is really important for the future.

Shubham Singhal: How do we take the learnings around the rate and speed at which you can change—and take that speed that you've shown during “wartime,” if you will—and take it forward to “peacetime”? Obviously, we have moved extremely fast. How we lock in that speed is going to be a big imperative as we look ahead.

Penny Dash, a senior partner in McKinsey's London office, leads the Healthcare Systems & Services Practice in Europe; and **Shubham Singhal**, a senior partner in the Detroit office, is the global leader of the Healthcare Systems & Services Practice.

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March 2020



FOOTHILL WORKFORCE DEVELOPMENT BOARD

The Workforce Partnership of Arcadia, Duarte, Monrovia, Pasadena, Sierra Madre and South Pasadena

AGENDA REPORT

TO: Foothill Workforce Development Board **DATE:** July 22, 2020
FROM: Dianne Russell-Carter, Executive Director
SUBJECT: OPERATIONS/EMPLOYER SERVICES REPORT

RECOMMENDATION:

This report is for informational purposes only.

BACKGROUND:

The FWDB Operations and Employer Services Update:

- RPI 3.0
- Veterans' Employment-Related Assistance Program (VEAP) Grant Award
- A Hire Path Additional Assistance Grant Award: 25% Dislocated Workers Assistance Program
- COVID-19 Impacted Individuals Program
- COVID-19 Employment Recovery National Dislocated Worker Grant
- Prison to Employment (P2E)
- Rapid Response
- CDBG Entrepreneur Training

RPI 3.0

In January 2020, the Foothill Workforce Development Board (FWDB) submitted a grant application to the State of California Employment Development Department on behalf of the Los Angeles Basin Regional Planning Unit. The FWDB along with the seven local workforce development boards in the County of Los Angeles, have come together under this initiative as partners to develop regional plans that will help improve and expand services to barrier populations. In May 2020, the State of California Employment Development Department issued an award and distributed a subgrant agreement to the FWDB for Regional Planning Implementation 3.0 funding in the amount of \$400,000 with a term of April 2020 through September 2021.

The funding is intended for the Los Angeles Basin Regional Planning Unit to strategize and develop initiatives and support continued efforts in implementing the three policy objectives of the California's Strategic Workforce Plan: fostering demand-driven skills attainment in high road jobs, enabling upward mobility for populations with barriers, and aligning, coordinating, and integrating programs and services. Services will be focused on the English language learner, formerly incarcerated, individuals with disabilities, veterans, disconnected youth, and low-wage workers and create opportunity through apprenticeship or career pathways for high road jobs.

Veterans' Employment-Related Assistance Program (VEAP) Grant Award

The Foothill Workforce Development Board conducted multiple outreaches to recruit veteran job seekers including collaborating with EDD, Volunteers of America, Pasadena City College, Rio Hondo College, Citrus College, chambers of commerce, public and private vendors, and businesses.

FWDB enrolled fifty-eight veterans in the program. FWDB is leveraging partnerships and has obtained referral from EDD, Pasadena City College, Rio Hondo College, Leadership Pasadena, Tesla, City of Hope, Volunteers of America, CAL State Los Angeles University, and public and private vendors. Staff assisted six veterans at Rio Hondo College with supportive services to complete the Tesla S.T.A.R.T. apprenticeship program.

Staff is conducting weekly virtual orientations to recruit veterans and inform them of the services that are available. Staff is partnering with the City of Hope, Victor Lagroon, Veterans Director for City of Hope employment opportunities. FWDB currently has two veterans Transitional Jobs participant's that were referred to our agency from Pasadena City College. City of Hope is looking to staff one veteran Transitional Jobs participant.

Staff is happy to report with a diverse cultural of veterans enrolled in our program including Vietnam veterans, female, and veterans that are disabled and some that are 100% disable. We have several veterans that are waiting to be hired and one female veteran through a referral of our agency waiting to start working with EDD with the referral from our agency.

Due COVID-19, FWDB has seen an increased need for assistance with the Unemployment Insurance process and has assisted veteran clients filing for unemployment benefits.

A Hire Path Additional Assistance Grant Award: 25% Dislocated Workers Assistance Program

The State approved Foothill Workforce Development Board request to modify the Additional Assistance grant to provide training and supportive services to 800 additional individuals dislocated by the COVID-19 virus. We modified the budget to increase the funding by \$2 million to meet these objectives. This grant focuses on layoffs occurring in the hospitality industry and other sectors impacted by COVID 19 layoffs. Individuals dislocated are provided training opportunities to up-skill in the hospitality industry and in demand occupations. Additionally, supportive services are offered to assure their ability to successfully complete training and meet their basic needs such as food and shelter.

Immediate Impact on Hospitality Workers: As of mid-March 2020, over 15,000 workers were laid off or are experiencing significantly reduced hours. This number was expected to grow to 25,000 by the end of March 2020 and did as hotel occupancy rates fall further and more public events are cancelled. As COVID-19 diagnoses and deaths increased within the identified regions, the effect on hospitality and tourism worsened and as many as 30,000 workers have been left unemployed.

FWDB staff has enrolled six hundred fourteen total dislocated workers as of July 16, 2020. Weekly efforts to recruit participants are ongoing and have been highly successful. The Hire Path services are

available to folks dislocated workers impacted by recent closures in the hospitality industry and other sectors impacted by COVID-19 closures.

COVID-19 Impacted Individuals Program:

In April 2020, the Foothill Workforce Development Board (FWDB), submitted a grant application to the State of California Employment Development Department for additional emergency funds through the Governor's 25% Dislocated Worker Additional Assistance discretionary funds. Foothill WDB requested funding to provide workforce services to individuals dislocated by the COVID-19 virus. On May 12, 2020, the State of California Employment Development Department issued an award and distributed a subgrant agreement to the FWDB for Underserved COVID-19 Impacted Individuals funding in the amount of \$450,000 with a term of March 1, 2020 through September 30, 2020.

The funding is intended to provide support services to individuals impacted by the COVID-19 virus. Services will focus on underserved populations, particularly those in need of support services in the English Language Learner (ELL) and ELL Navigator programs. Support service payments will be offered to ensure the clients ability to successfully receive workforce services and meet their basic needs such as shelter, transportation, and other needs-related payments.

COVID-19 Employment Recovery, National Dislocated Worker Grant:

In April 2020, the Foothill Workforce Development Board (FWDB), submitted a grant application to the State of California Employment Development Department for additional emergency funds through the National Emergency Grant. The FWDB requested funding to provide workforce services to individuals dislocated by the COVID-19 virus. On June 9, 2020, the State of California Employment Development Department issued an award and distributed a subgrant agreement to the FWDB for COVID-19 Employment Recovery, National Dislocated Worker Grant funding in the amount of \$525,000 with a term of April 10, 2020 through March 31, 2022.

The funding is intended to provide services to individuals dislocated by the COVID-19 virus. Services will focus on dislocated workers impacted by COVID-19 related furloughs and business closures. Training will be offered to ensure measurable skill gains and credential attainment for job placement in high-demand sectors. Support service payments will be offered to ensure the clients ability to successfully receive workforce services and meet their basic needs such as shelter, transportation, and other needs-related payments.

Prison to Employment (P2E)

The South Bay Workforce Investment Board ("South Bay WIB") is the Local Board in the Los Angeles County Area that is acting as the Prison to Employment lead agency on the behalf of Los Angeles' local workforce development areas, including the Foothill WDB. The contract is at SBWIB pending final execution of the contract.

Staff reengaged California Department of Corrections, Probation and Parole to establish a referral process to identify eligible candidates for the program. Additional IT support was required to make this happen and barriers to the referrals have been resolved and being tested. However, the LA Basin

RPU WDB's have moved forward with contract requirements to ensure a rapid and efficient launch of the program.

Rapid Response

FWDB staff is monitoring a range of issues associated with COVID-19 health concerns and the significant economic impacts that are emerging. Until further notice and as guidance comes from the State the office remains available to serve clients by phone, virtually or by appointment only.

As the first wave of layoffs were announced, FWDB's partnership with Unite Here Local 11 immediately organized and implemented critical responses. These continue to include collaborating with the California Employment Development Department to assist affected workers in applying for Unemployment Insurance (UI) Benefits. Over 800 individuals were served through this process.

To support workers in managing financial, personal, and family needs, the supportive services provide a wide range of supports including assistance with meeting rent and utility obligations. The Rapid Response team continues to serve individuals who were laid off. WARN notices for Rapid Response are continuing and staff is working to serve individuals who were laid off. Staff has been working with multiple employers and encouraging enrollment into available FWDB programs such as Hire Path, COVID-19 Impacted Individuals and the National Dislocated Worker Grant. Staff developed virtual outreach to employers and posted information on FWDB's all social media platforms and websites to inform the public of available resources.

FWDB is partnering with Economic Development, Chambers of Commerce, and the Employment Development Department to host virtual webinars for both employers and dislocated workers. The next webinar is scheduled for Tuesday, 7/28/2020, at 10am.

CDBG Entrepreneur Training

CDBG funds are being allocated for Entrepreneur Training Program. Additional funding exists to provide one more cohort. Plans to begin this course in April 2020 was postponed due to COVID-19. Staff worked with the City to extend the agreement time to December 31, 2020 to exhaust funding.

Respectfully submitted,



Dianne Russell-Carter
Executive Director

FOOTHILL  **WORKFORCE DEVELOPMENT BOARD**

The Workforce Partnership of Arcadia, Duarte, Monrovia, Pasadena, Sierra Madre and
South Pasadena

AGENDA REPORT

TO: Foothill Workforce Development Board **DATE:** July 22, 2020
FROM: Dianne Russell-Carter, Executive Director
SUBJECT: YOUTH SERVICES REPORT

RECOMMENDATION:

This report is for informational purposes only.

BACKGROUND:

The FWDB Youth Services Update:

- 301 WIOA Youth Program
- Los Angeles County Youth @ Work
- South Bay Workforce Investment Board BRIDGE Program
- Los Angeles County Measure H

FWDB WIOA 301 Youth Program

The 301 WIOA program enrolled 76 youth into work experience or vocational training and out of 76 youth, 36 have been exited. FWDB has 3 Youth participating in paid work experience at FETC. All other worksites have ceased their activity or closed down entirely.

Los Angeles County Youth @ Work

LA County Youth @ Work - The Youth @ Work Program placed 92 youth. The program will terminate in June 30, 2020. FWDB will receive new funding for an additional three months from July 1, 2020 through September 30, 2020 and possibly extended until June 30, 2021. All Youth@ Work services were discontinued by Los Angeles County in the early stages of COVID-19 (March 2020).

South Bay Workforce Investment Board BRIDGE Program

South Bay Workforce Investment Board Bridge Program – The total work experience enrollments to date are 10 Foster Youth. South Bay WIB is currently strategizing on how to virtually serve the BRIDGE program clients.

Los Angeles County Measure H

LA County Measure H – The grant started December 2018 for 13 new enrollments of homeless youth and adults into the work experience program and other services as needed. This grant operates until December 2020, I am happy to say that as of today we have completed all our enrollments in less than 5 months. FWDB successfully completed FY 2019-20 Measure H services.

Respectfully submitted,



Dianne Russell-Carter
Executive Director



FOOTHILL WORKFORCE DEVELOPMENT BOARD

Membership Application and Disclosure Statement

Section I

(To be completed by individual interested in membership on the Workforce Development Board)

Shomari Davis Business Representative
IBEW Local 11
297 N. Marengo Ave., Pasadena, CA. 91101
davis@ibew11.org 626 243-9706

Statement of Interest: Please state briefly your interest in employment and training programs.

As a Business Representative for the Electricians Union, our training is directly linked to employment. This is the hallmark of our apprenticeship program. To ensure that folks from disadvantaged communities can have access to this apprenticeship, I created a tutoring and mentoring program to help folks pass the test and get into the program.

Community Services: Please list boards, commissions, committees, and organizations on which you presently serve or have served and indicate office(s) held:

L.A. County Workforce Investment Board - 2009-2019 - Commissioner
Labor Council - L.A. Black Worker Center
Electrical Workers Minority Caucus - Treasurer

To help preclude a potential conflict of interest, also please list any organization with which you are affiliated, which may contract with the Workforce Development Board employment and training services.

Education and Training: Please list post-secondary education/training, including relevant professional or vocational licenses or certificates.

Table with 3 columns: Institution, Address, Degree/License or Certificate. Rows include Pasadena City College, Electrical Training Institute, LACC, 1570 E. Colorado Blvd., 6023 S. Garfield Ave., 855 N. Vermont Ave., LA, AS Degree, Journeyman Certification, Theater Completion Cert.

Please check and complete one category that qualifies you for membership on the Workforce Development Board

Private Sector Business Representative (If yes, check all that apply)

- Owner
- Chief Executive or Chief Operating Officer
- Executive with Substantial Management or Policy Responsibility
- Minority Business
- Small Business*
- Other Specify _____

Public Sector Representative (If yes, check all that apply)

- Educational Agency: Public lic Private
- Public Employment Service
- Organized Labor - Apprenticeship
- Rehabilitation Agency
- Economic Development Agency
- Community Based Organization**
- Other Specify _____

* Private for profit enterprise employing 500 or fewer employees

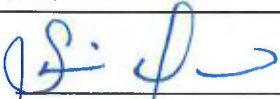
**Private nonprofit organization which represents a significant segment in the community and which provides job training services

EMPLOYMENT: Please list your current employment, stating title and primary duties and responsibilities. Also indicate past employment and relevant volunteer experience.

Date	Employer	# Employed by Company	Job Title	Duties/ Responsibilities
1/1/2007	IBEW Local 11		Business Representative	represent workers covered by a Collective Bargaining Agreement.

ADDITIONAL INFORMATION: You may attach a resume to supplement the questionnaire. Additional pages providing pertinent data may be enclosed to assist in the evaluation process.

Should you need any assistance or have any questions concerning this application, please call Dianne Russell-Carter at (626) 584-8393.



(Signature)

7/21/2020
(Date)

RETURN OF APPLICATION: Please return your application, upon completion to:

Dianne Russell-Carter
Executive Director
Foothill Workforce Development Board
1207 E. Green Street
Pasadena, CA 91106
Tel (626) 584-8393
Fax (626) 585-6782

AJCC REPORT

Master Summary Report by LWIA

- Region/LWIA: Foothill Workforce Investment Board
- Date range: 03/15/2020 - 06/30/2020

Summary	Total
Individuals that Registered	
05 - Foothill Workforce Investment Board	7,084
Total number of Individuals that Registered	7,084
Individuals that Logged In	
05 - Foothill Workforce Investment Board	3,751
Total number of Individuals that Logged In	3,751
Distinct Individuals Receiving Services	
05 - Foothill Workforce Investment Board	5,653
Total number of Distinct Individuals Receiving Services	5,653
Services Provided to Individuals	
05 - Foothill Workforce Investment Board	17,621
Total number of Services Provided to Individuals	17,621
Internal Job Orders Created	
05 - Foothill Workforce Investment Board	1,151
Total number of Internal Job Orders Created	1,151
Internal Job Referrals	
05 - Foothill Workforce Investment Board	686
Total number of Internal Job Referrals	686
Services Provided Employers	
05 - Foothill Workforce Investment Board	1,120
Total number of Services Provided Employers	1,120
Summary	Total
Total Rows: 7	



10 West Walnut in Old Pasadena is beginning its next stage of development.

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City Could Receive \$2.2. Million in Grants to Support Workforce Programs

BY ANDY VITALICIO

Published on Thursday, July 9, 2020 | 5:01 am



Pasadena will receive up to \$2.2 million in federal, state and local grants between now and 2021, to support workforce programs for the underemployed and unemployed, and workers impacted by the COVID-19 pandemic.

These grants, according to a report by the Department of Finance, include \$501,323 for the Workforce Innovation and Opportunity Act Program, \$525,000 as COVID-19 Employment Recovery National Dislocated Worker grant funds, Additional Assistance Underserved COVID-19 Impacted Individuals grants funds in the amount of \$450,000, and Regional Planning Implementation 3.0 grant funds at \$450,000.

The City Council's Finance Committee will deliberate on the required steps that need to be taken to facilitate release of those grants during a special virtual meeting Thursday, July 9, starting at 2 p.m. The Committee will then report the outcome of deliberations during the City Council's full meeting on July 20.

One of the steps that need to be taken is for the City Council to recognize revenue and appropriate funds of approximately \$1.8 million within the 2021 fiscal year operating budget for acceptance of the funds. The Finance Department is also seeking the City Council's approval of an amendment in the City's contract with the Southbay Workforce Investment Board to provide individual training account services.

Furthermore, the City Council will need to authorize the City Manager to enter into a contract – on behalf of the City as the administrative entity for the Foothill Workforce Development Board – with the State of California Employment Development Department for the receipt of the funds under the four grant programs.

Pasadena is the largest city in the six-city Foothill Workforce Development Board, a Joint Powers Authority that also includes South Pasadena, Sierra Madre, Arcadia, Monrovia and Duarte. As such, the city maintains the role of administrative agent for the Foothill WDB, for which it provides staff and support resources.

Funded fully by the series of federal, state and local grants, the Foothill WDB operates a One-Stop Center located at 1207 East Green St.

Services include career training information, career assessment, job search workshops, case management, youth and adult work experience, skills upgrade training, entrepreneurship training, and other workforce related services especially for the youth population and individuals impacted by COVID-19.

These services are administered by existing staff as well as contracted training providers who are subject to state training eligibility requirements.

Members of the public may access the online meeting by visiting www.pasadena.granicus.com/MediaPlayer.php?publish_id=9 and through www.pasadenamedia.org.

Public comment will also be welcome by email to gacevedo@cityofpasadena.net.

EXECUTIVE DEPARTMENT
STATE OF CALIFORNIA

EXECUTIVE ORDER N-25-20

WHEREAS on March 4, 2020, I proclaimed a State of Emergency to exist in California as a result of the threat of COVID-19; and

WHEREAS despite sustained efforts, the virus remains a threat, and further efforts to control the spread of the virus to reduce and minimize the risk of infection are needed; and

WHEREAS state and local public health officials may, as they deem necessary in the interest of public health, issue guidance limiting or recommending limitations upon attendance at public assemblies, conferences, or other mass events, which could cause the cancellation of such gatherings through no fault or responsibility of the parties involved, thereby constituting a force majeure; and

WHEREAS the Department of Public Health is maintaining up-to-date guidance relating to COVID-19, available to the public at <http://cdph.ca.gov/covid19>; and

WHEREAS the State of California and local governments, in collaboration with the Federal government, continue sustained efforts to minimize the spread and mitigate the effects of COVID-19; and

WHEREAS there is a need to secure numerous facilities to accommodate quarantine, isolation, or medical treatment of individuals testing positive for or exposed to COVID-19; and

WHEREAS, many individuals who have developmental disabilities and receive services through regional centers funded by the Department of Developmental Services also have chronic medical conditions that make them more susceptible to serious symptoms of COVID-19, and it is critical that they continue to receive their services while also protecting their own health and the general public health; and

WHEREAS individuals exposed to COVID-19 may be temporarily unable to report to work due to illness caused by COVID-19 or quarantines related to COVID-19 and individuals directly affected by COVID-19 may experience potential loss of income, health care and medical coverage, and ability to pay for housing and basic needs, thereby placing increased demands on already strained regional and local health and safety resources such as shelters and food banks; and

WHEREAS in the interest of public health and safety, it is necessary to exercise my authority under the Emergency Services Act, specifically Government Code section 8572, to ensure adequate facilities exist to address the impacts of COVID-19; and

WHEREAS under the provisions of Government Code section 8571, I find that strict compliance with various statutes and regulations specified in this order would prevent, hinder, or delay appropriate actions to prevent and mitigate the effects of the COVID-19 pandemic.

NOW, THEREFORE, I, GAVIN NEWSOM, Governor of the State of California, in accordance with the authority vested in me by the State Constitution and statutes of the State of California, and in particular, Government Code sections 8567, 8571 and 8572, do hereby issue the following order to become effective immediately:

IT IS HEREBY ORDERED THAT:

1. All residents are to heed any orders and guidance of state and local public health officials, including but not limited to the imposition of social distancing measures, to control the spread of COVID-19.
2. For the period that began January 24, 2020 through the duration of this emergency, the Employment Development Department shall have the discretion to waive the one-week waiting period in Unemployment Insurance Code section 2627(b)(1) for disability insurance applicants who are unemployed and disabled as a result of the COVID-19, and who are otherwise eligible for disability insurance benefits.
3. For the period that began January 24, 2020 through the duration of this emergency, the Employment Development Department shall have the discretion to waive the one-week waiting period in Unemployment Insurance Code section 1253(d) for unemployment insurance applicants who are unemployed as a result of the COVID-19, and who are otherwise eligible for unemployment insurance benefits.
4. Notwithstanding Health and Safety Code section 1797.172(b), during the course of this emergency, the Director of the Emergency Medical Services Authority shall have the authority to implement additions to local optional scopes of practice without first consulting with a committee of local EMS medical directors named by the EMS Medical Directors Association of California.
5. In order to quickly provide relief from interest and penalties, the provisions of the Revenue and Taxation Code that apply to the taxes and fees administered by the Department of Tax and Fee Administration, requiring the filing of a statement under penalty of perjury setting forth the facts for a claim for relief, are suspended for a period of 60 days after the date of this Order for any individuals or businesses who are unable to file a timely tax return or make a timely payment as a result of complying with a state or local public health official's imposition or recommendation of social distancing measures related to COVID-19.
6. The Franchise Tax Board, the Board of Equalization, the Department of Tax and Fee Administration, and the Office of Tax Appeals shall use their administrative powers where appropriate to provide those individuals and businesses impacted by complying with a state or local public health official's imposition or recommendation of social

distancing measures related to COVID-19 with the extensions for filing, payment, audits, billing, notices, assessments, claims for refund, and relief from subsequent penalties and interest.

7. The Governor's Office of Emergency Services shall ensure adequate state staffing during this emergency. Consistent with applicable federal law, work hour limitations for retired annuitants, permanent and intermittent personnel, and state management and senior supervisors, are suspended. Furthermore, reinstatement and work hour limitations in Government Code sections 21220, 21224(a), and 7522.56(b), (d), (f), and (g), and the time limitations in Government Code section 19888.1 and California Code of Regulations, title 2, sections 300-303 are suspended. The Director of the California Department of Human Resources must be notified of any individual employed pursuant to these waivers.
8. The California Health and Human Services Agency and the Office of Emergency Services shall identify, and shall otherwise be prepared to make available—including through the execution of any necessary contracts or other agreements and, if necessary, through the exercise of the State's power to commandeer property – hotels and other places of temporary residence, medical facilities, and other facilities that are suitable for use as places of temporary residence or medical facilities as necessary for quarantining, isolating, or treating individuals who test positive for COVID-19 or who have had a high-risk exposure and are thought to be in the incubation period.
9. The certification and licensure requirements of California Code of Regulations, Title 17, section 1079 and Business and Professions Code section 1206.5 are suspended as to all persons who meet the requirements under the Clinical Laboratory Improvement Amendments of section 353 of the Public Health Service Act for high complexity testing and who are performing analysis of samples to test for SARS-CoV-2, the virus that causes COVID-19, in any certified public health laboratory or licensed clinical laboratory.
10. To ensure that individuals with developmental disabilities continue to receive the services and supports mandated by their individual program plans threatened by disruptions caused by COVID-19, the Director of the Department of Developmental Services may issue directives waiving any provision or requirement of the Lanterman Developmental Disabilities Services Act, the California Early Intervention Services Act, and the accompanying regulations of Title 17, Division 2 of the California Code of Regulations. A directive may delegate to the regional centers any authority granted to the Department by law where the Director believes such delegation is necessary to ensure services to individuals with developmental disabilities. The Director shall describe the need justifying the waiver granted in each directive and articulate how the waiver is necessary to protect the public health or safety from the threat of COVID-19 or necessary to ensure that services to individuals with developmental disabilities are not disrupted. Any waiver granted by a directive shall expire 30 days from the date of its issuance. The Director may grant one or more 30-day extensions if the waiver continues to be necessary

to protect health or safety or to ensure delivery of services. The Director shall rescind a waiver once it is no longer necessary to protect public health or safety or ensure delivery of services. Any waivers and extensions granted pursuant to this paragraph shall be posted on the Department's website.

11. Notwithstanding any other provision of state or local law, including the Bagley-Keene Act or the Brown Act, a local legislative body or state body is authorized to hold public meetings via teleconferencing and to make public meetings accessible telephonically or otherwise electronically to all members of the public seeking to attend and to address the local legislative body or state body, during the period in which state or local public officials impose or recommend measures to promote social distancing, including but not limited to limitations on public events. All requirements in both the Bagley-Keene Act and the Brown Act expressly or impliedly requiring the physical presence of members, the clerk or other personnel of the body, or of the public as a condition of participation in or quorum for a public meeting are hereby waived.

In particular, any otherwise-applicable requirements that

- (i) state and local bodies notice each teleconference location from which a member will be participating in a public meeting;
- (ii) each teleconference location be accessible to the public;
- (iii) members of the public may address the body at each teleconference conference location;
- (iv) state and local bodies post agendas at all teleconference locations;
- (v) at least one member of the state body be physically present at the location specified in the notice of the meeting; and
- (vi) during teleconference meetings, a least a quorum of the members of the local body participate from locations within the boundaries of the territory over which the local body exercises jurisdiction

are hereby suspended, on the conditions that:

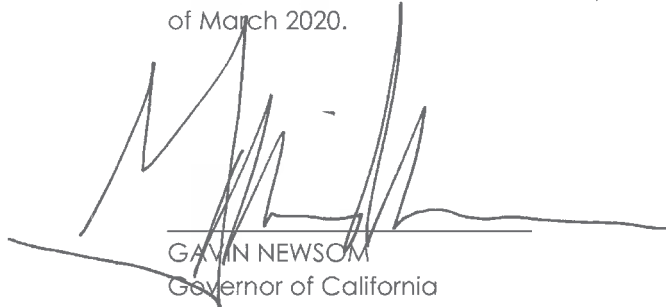
- (i) each state or local body must give advance notice of each public meeting, according to the timeframe otherwise prescribed by the Bagley-Keene Act or the Brown Act, and using the means otherwise prescribed by the Bagley-Keene Act or the Brown Act, as applicable; and
- (ii) consistent with the notice requirement in paragraph (i), each state or local body must notice at least one publicly accessible location from which members of the public shall have the right to observe and offer public comment at the public meeting, consistent with the public's rights of access and public comment otherwise provided for by the Bagley-Keene Act and the Brown Act, as applicable (including, but not limited to, the requirement that such rights of access and public comment be made available in a manner consistent with the Americans with Disabilities Act).

In addition to the mandatory conditions set forth above, all state and local bodies are urged to use sound discretion and to make reasonable efforts to adhere as closely as reasonably possible to the provisions of the Bagley-Keene Act and the Brown Act, and other applicable local laws regulating the conduct of public meetings, in order to maximize transparency and provide the public access to their meetings.

IT IS FURTHER ORDERED that as soon as hereafter possible, this Order be filed in the Office of the Secretary of State and that widespread publicity and notice be given of this Order.

This Order is not intended to, and does not, create any rights or benefits, substantive or procedural, enforceable at law or in equity, against the State of California, its agencies, departments, entities, officers, employees, or any other person.

IN WITNESS WHEREOF I have hereunto set my hand and caused the Great Seal of the State of California to be affixed this 12th day of March 2020.



A handwritten signature in black ink, appearing to read 'Gavin Newsom', is written over a horizontal line. The signature is stylized and somewhat messy.

GAVIN NEWSOM
Governor of California

ATTEST:

ALEX PADILLA
Secretary of State



GETTING BACK TO BUSINESS: Preparing to Reopen the California Workplace

Posted May 12, 2020

At long last, California employers can begin preparations to return to "business as usual" – or, at least, a modified version of it! While many business owners have been looking forward to reopening, doing so raises a myriad of concerns about how to do so safely and in a fully-compliant manner.

Below is an outline of some of the key issues employers should consider to provide the utmost protection to their employees, ensure legal compliance, and facilitate a smooth reopening process.

protection for the workplace. State and local resources include the following:

- **State of California:** Governor Newsome has issued an order defining reopening procedures for various businesses. The State's order includes a requirement that businesses develop a specific plan for compliance with the order. Review the state's order regarding a phased return to business operations [here](#).
- **Local Orders:** Review local county orders for all counties in which your company does business. In Ventura County, for example, businesses must post their reopening plan in a location accessible to employees and members of the public, and must register their business [here](#) before they can reopen. Local county orders are available on the applicable county website, or find a summary of the various county orders [here](#).

Prepare Your Physical Space

Before bringing employees back to work, prepare your physical space to ensure the safety and security of all employees. Examples of physical preparations include:

- Schedule a deep clean of the workplace and maintaining ongoing sanitation of all common space
- Evaluate the layout of your space to ensure the ability to maintain social distancing
- Manage staggered use of common areas and equipment
- Provide sanitation supplies for employee use
- Keep all appropriate areas disinfected throughout the workday
- Update postings regarding occupancy limitations, employee rights and benefits and employee resources
- Consider new policies and procedures regarding deliveries, customer access, etc.
- Obtain any necessary PPE (masks, gloves, etc.)
- Post information regarding PPE and social distancing requirements at entrances for customers and guests
- Designate a COVID-19 Safety Officer to monitor compliance with procedures, audit availability of supplies and address complaints

appropriate behavior. Examples include the following:

- Consider which employees can and should return to work first
- Consider state/local orders permitting certain employees to remain at home (over 65 years of age, pre-existing condition, immune-compromised, family member at risk in their home)
- Consider staggered schedules and locations
- Make contact as early as possible with furloughed or laid off employees that you will bring back
- Redistribute anti-harassment and anti-discrimination policies and remind employees about complaint procedures.
- Distribute workplace policies on safety and sanitation procedures
- Train employees on safety and sanitation procedures and policies
- Review status of benefits and advise employees of any changes
- Consider temperature checks and/or "symptoms questionnaires"
- Develop a plan of action for responding to employee exposure/diagnosis
- Address FFCRA benefits and leave available to qualifying employees
- Consider other leaves of absence and the benefits available during leaves
- Be gentle with employees who are reluctant to return

Monitor Ongoing Behavior and New Concerns

When employees return, it is imperative to monitor ongoing behavior to ensure continued compliance with your carefully-crafted policies and procedures. The majority of employee complaints relate more to human behavior than to the employer's practices. Examples include:

- Have employees acknowledge receipt of your policies
- Audit and evaluate ongoing employee and third-party behavior to ensure compliance with these standards

basis of a retaliation complaint

- Ensure ongoing compliance with safety and sanitation procedures
- Strict disciplinary action for employees who do not comply
- Consider cross-training employees in case of an outbreak

Resources

For additional information about COVID-19 compliance and protection, see the following resources:

- State of California Guidance for Reopening: click [here](#).
- Local city and county orders: click [here](#).
- California Dept. of Fair Employment & Housing: click [here](#).
- EEOC guidance: click [here](#).
- CDC resources: click [here](#) and [here](#).
- Governor Newsom's Newsroom: click [here](#).
- EDD Coronavirus FAQs: [here](#).

For a more detailed outline of reopening considerations, or to obtain legal assistance regarding reopening issues specific to your company, contact the employment attorneys at LightGabler.

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CALENDAR OF FWDB MEETINGS AND EVENTS

2020/2021

Dates	Meeting/Event
July 22, 2020 - Wed	Foothill WDB Meeting - Teleconference
July 29, 2020 - Wed	Workforce Development AJCC One-Stop Operator/ Career Services Provider Preparation David Shinder, Presenter - Teleconference
September 1 – 3, 2020	CWA Meeting of the Minds – Monterey, CA
October 2020	Foothill WDB Meeting - TBD
January 2021	Foothill WDB Meeting - TBD
April 2021	Foothill WDB Meeting - TBD

* Note: FWDB Committee Meeting schedules are to be determined. An email will be sent to confirm meeting dates.



**Foothill Workforce Development Board
Standing Committees Program Year 2020-2021
Update – June 22, 2020**

Executive Committee

There shall be established an Executive Committee, comprised of the FWDB Chair and Vice Chair and the Chair of each standing committee. The Executive Committee shall be empowered to act on behalf of, and with the full power of, the FWDB in those instances where immediate action is deemed necessary or time is insufficient to call a special meeting of the FWDB, such actions must be reported back to the full FWDB at the next possible opportunity.

EXECUTIVE COMMITTEE
Dan Lien – Committee Chair
Carolyn Dallas – Vice Chair
Denise Banuelos
Steven Gutierrez
Sandi Mejia
FWDB Staff – Dianne Russell-Carter

Business Services Committee

There shall be a Business Services Committee, comprised of FWDB members, who shall establish linkages with business and economic development agencies, and interested parties. This committee shall develop communications and public relations plans, marketing activities, and other business services outreach plans and activities.

BUSINESS SERVICES COMMITTEE
Steven Gutierrez - Committee Chair
Denise McKnight
Betty McWilliams
Sandi Mejia
Laurie Wheeler
FWDB Staff – Ricardo Quezada, Julie McElrath

America’s Job Center of California (AJCC) and Disability Committee

There shall be an AJCC and Disability Committee, as clearly defined in WIOA, which shall include in its membership representatives of the WIOA Core partners as well as other such members as determined by the FWDB Chair. The Committee shall make recommendations regarding AJCC services and accessibility to those services.

AJCC and DISABILITY COMMITTEE
Committee Chair – <i>To be Determined</i>
Hector Delgado
Flint Fertig
Gene Hurd
Betty McWilliams
Sandi Mejia
Tom Selinske
FWDB Staff – Ricardo Quezada

Youth Committee

There shall be a Youth Committee of which one of its members shall be a representative from a community-based organization and the representative shall also be a FWDB member. The Youth Committee shall make recommendations regarding youth program design.

YOUTH COMMITTEE
Carolyn Dallas - Committee Chair
Hector Delgado
Flint Fertig
Steven Gutierrez
Gene Hurd
Betty McWilliams
Sandi Mejia
Tom Selinske
FWDB Staff – Ricardo Quezada, Sarah Mendoza

Planning Committee

The Planning Committee reviews and approves funding recommendations for adult, dislocated worker, and youth programs. It also reviews and approves Job Training plans and plan amendments. It reviews monitoring reports prepared by grantors. It receives reports on participant performance generated by staff and makes recommendations for corrective action plans, where necessary.

PLANNING COMMITTEE
Committee Chair – Sandra Mejia
Jane Templin
Brenda Trainor
FWDB Staff – Dianne Russell-Carter

Diversity and Inclusion Ad Hoc Committee

The Diversity and Inclusion Ad Hoc Committee will function as an advocate for diversity and inclusion in employment. The Diversity and Inclusion Ad Hoc Committee seeks to encourage workplaces to develop inclusive environments, seek and value diversity, and respect individuals for their skills and talents and empowered them to reach their fullest potential. From an individual and programmatic aspect, this committee will reflect the concentration on those who are most in need as identified in the federal law that governs our program.

DIVERSITY AND INCLUSION AD HOC COMMITTEE
Denise Banuelos – Committee Chair
Steve Gutierrez
Brenda Trainor
FWDB Staff – Dianne Russell-Carter, Julie McElrath

DANIEL J. LIEN - Chair
Owner
DJL Professional Services
31 Woodlyn Lane
Bradbury, CA 91008
(626) 773-1022
Cell: (626) 714-8346
bankwithdan58@yahoo.com

DENISE BANUELOS
Manager, Diversity & Inclusion
City of Hope
1500 E. Duarte Rd.
Duarte, CA 91010
(951)-733-1405
denise.banuelos@att.net

SALVATRICE CUMMO
Executive Director, Economic &
Workforce Development
Pasadena City College
1570 E. Colorado Blvd.
Pasadena, CA 91106
(626) 585-7693
scummo@pasadena.edu

CAROLYN DALLAS – Vice Chair
Manager, Youth Workforce
SCAL Region
Kaiser Permanente
393 E. Walnut Street
Pasadena, CA 91101
(626) 405-5395
Fax (626) 405-6739
carolyn.c.dallas@kp.org

NOEL (TONY) DE TRINIDAD
Business Representative
Painters & Allied Trades DC 36
1155 Corporate Center Dr.
Monterey Park, CA 91754
Phone (626) 216-3089
Tony.detrinidad@dc36.org

HECTOR DELGADO
Business Agent/Political Coordinator
Teamsters Local 986
1430 E. Holt Ave
Covina, CA 91724
Phone (626) 350- 9860 x 128
Cell (626) 228-8183
Email: hector@teamsters986.org

ELIA EVANS
Director of Community Outreach
UEI College
339 North Azusa Avenue
West Covina, CA 91791
(626) 404-3622
EvansE@uei.edu

FLINT FERTIG
Director of Adult Education
Monrovia Unified School District
920 S. Mountain Ave
Monrovia, CA 91016
(626) 471-3065
ffertig@monroviashools.net

JOHN FRALA
Professor Alternative Fuels
Rio Hondo College
3600 Workman – Mill Rd.
Whittier, CA 90601
(562) 463-7473
jfrala@riohondo.edu

STEVEN GUTIERREZ
Contract Manager
Rager’s Abbey Flooring &
Window Covering
918 S. Myrtle Ave.
Monrovia, CA 91016
(626) 446-6753
stevenlg@ragerflooring.com

ROBERT HELBING
President
Air Tro, Inc.
1630 S. Myrtle
Monrovia, CA 91016
(626) 357-3535
Fax (626) 358-9580
bobhelbing@airtro.com

GENE HURD
President
UAW Local 509
6508 Rosemead Blvd.
Pico Rivera, CA 90660
(562) 942-1027
Fax (562) 948-2135
ghurd.uaw@gmail.com

DENISE McKNIGHT
Staff Services Manager I
Department of Rehabilitation
150 S. Los Robles Ave., Ste 300
Pasadena, CA 91101
(626) 304-8335
Denise.M.McKnight@dor.ca.gov

BETTY R. McWILLIAMS
Executive Director
Foothill Unity Center, Inc.
790 W. Chestnut St.
Monrovia, CA 91016
(626) 358-3486 ext. 103
betty@foothillunitycenter.org

SANDRA MEJIA
Owner
M & R Professional Services
2562 E. Colorado Blvd 2nd Floor
Pasadena, CA 91107
(626) 578-9786
sandimejia@sbcglobal.net



FOOTHILL WORKFORCE DEVELOPMENT BOARD
Membership Roster
2020

TOM SELINSKE

Owner, CFO
FocusOut LLC
984 E. Topeka Street
Pasadena, CA 91104
(626) 233-4252
tomselinske@yahoo.com

JANE TEMPLIN

Outreach Director
NZIP Electrical Training Institute
6023 S. Garfield Avenue
City of Commerce, CA 90040
(323) 221-5881 ext. 3004
jane@laett.com

BRENDA J. TRAINOR

Proprietor
Frontier Trail, Inc.
Box 935
Monrovia, CA 91017
(323) 229-2397
trainorb@gmail.com

CESAR VALLADARES

Deputy Division Chief
San Fernando/Antelope Valley
Foothill Region
Los Angeles-Coastal Workforce
Services Division
Employment Development
Department – Workforce Services
1255 S. Central Avenue
Glendale, CA 91204
(818) 409-0414
Cesar.Valladares@EDD.ca.gov

LAURIE WHEELER

President/CEO
South Pasadena Chamber of
Commerce
1121 Mission Street
South Pasadena, CA 91030
(626) 441-2339
laurie@southpasadena.net