Employer Engagement -Small group discussion & Planning
10/25/23
October Discussion Notes in Blue
Decisions and action items in purple

Spring meetings – each college presented

Joint Employer Support meeting with one or more employers
- September: The Workforce Partnership offered to host a shared business meeting with an employer – to pilot serving an employer together (including college employer relations liaison and SDWP staff)

Past Meeting Notes (Spring)
- OJT list provides a list of all employers who hired workers through a co-funded program; these employers are ready to partner and have shown past commitment to sharing costs
  - Colleges encouraged to review employer list and reach out to Angel and her team via the portal to explore employer introductions and engagement opportunities
  - Employer Relation Liaisons specifically encouraged to review the list and connect with Angel via the portal on exploring next step
- SDWP Partner Portal -https://sdwp-jobs.force.com/Partner/
  - If you don't already have a license, request one with the link "request access" below the log in.
    - Access issues shared
    - Xavier and Angel to provide support
  - Action: Colleges are encourage to utilize the platform – especially Employer Relation Liaisons and Job Placement Coordinators

Discussed past experiences with joint employer engagement

Employer spotlights – Rachel shared her experience; very positive events and great way to connect and learn; would love to see more of these
SDWP has a gap in programming right now due to staff changes
Izzy Moreno – no longer with SDWP; used to be there but moved to a different team
A bit of a gap due to
These will start up again – Same outreach list
Action: ERLs to be invited

Meeting with Title 6 – great example of SDCCD and SDWP coming together to meet with a community partner; led to a lot of new activities and events
Angel shared a format that worked well in the past where they were invited to facilitate a round table for an employer with a large number of service providers and community groups, DAS, sector leads, etc. to help meet hiring needs
Pulled together a round table – some what informal

Set up an agenda – listed services and partners; everyone shared what they could offer

Group agreed to try the Roundtable model – no slide decks; just people and turn taking sharing resources and exploring in real time

Group agreed to first start with Cybersecurity – Xavier and Angel to select an employer
- ERLs welcome to make suggestions
- Connect with City and SDCCE programs first

Additional sectors and needs discussed:
- Manufacturing
- Government jobs / Public Service
- Construction – City and SDCCE

Internship placements needed – ERLs shared the needs they have for placements
- SDCCE shared that they will be building out internship programs - new roles and new goals
- Areas in need of internships – where placements have been challenging:
    1. Computer science
    2. Business admin
    3. Psychology
- A comments was made that employers want someone to fund the wages and workers comp and liability (sticking point)
    1. SDCCE shared gateway program model

Discussed how needs can also be services

Additional needs:
- Faculty – people to teach
- WBL opportunity
- Advisory Committee Participants

Request made for a review of LAEP – will be scheduled for a future meeting

Business needs assessment- SDWP holds an assessment with all employers
- Group discussed including CC in assessments

Discussed the importance of knowing where needs are
- SDWP can help prioritize serve reps case loads around CC needs
- There are 6 team members
- Group decided to begin convening these roles together with CC roles on a regular basis
- Amertah & Angel to confirm participants and develop a schedule

Briefly discussed hosting challenges – parking can be a challenge.
- Describe/frame employers as speakers (not employers) – the parking access will be easier

SDCCD – across all four colleges – has hiring needs as well
- Diversity data by employee classification – huge equity gaps
- We are not doing an effective job with student representation
- Executive leadership engagement to connect with SDWP services as an employer was recommended
- Amertah & Frank to add to their agenda with Tony and Susan

SDWP shared recruiter channels
- Skills based economy
- Skills over degrees and certificates
- Skills and transferable to jobs
- Employer education

Funding for incombant worker training and layoffs – a few funding models were mentioned

The Employer Training Panel. https://etp.ca.gov/