



**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL**

Friday, March 27, 2026

Panel Members

Rebecca Bettencourt
Chair

Dee Dee Myers
Ex-Officio Member

Rick Smiles
Member

Gretchen Newsom
Member

Doug Tracy
Member

Derek Kirk
Member

Jennifer Fothergill
Member

Mike Greenlee
Member

Executive Staff

Jessica Grimes
Executive Director

Kumani Armstrong
Assistant Director/Chief Counsel

Peter Cooper
Assistant Director/Senior Advisor

Laura Campbell
Chief Deputy Director

Tara Armstrong
Deputy Director of Technical Branch

**STATE OF CALIFORNIA
EMPLOYMENT TRAINING PANEL
CalEPA Coastal Room
1001 I Street
Sacramento, CA 95814
Friday, March 27, 2026**

CALL TO ORDER BY CHAIR BETTENCOURT

Chair Bettencourt called the meeting to order at 9:30 a.m.

ROLL CALL

Present:

Rebecca Bettencourt
Rick Smiles
Gretchen Newsom
Jennifer Fothergill
Derek Kirk
Mike Greenlee
Douglas Tracy

Executive Staff Present:

Jessica Grimes, Executive Director
Kumani Armstrong, Assistant Director/Chief Counsel
Peter Cooper, Assistant Director/Senior Advisor
Laura Campbell, Chief Deputy Director
Tara Armstrong, Deputy Director of Technical Branch
Jana Lazarewicz, Chief of Program Operations

ACTION TO APPROVE MARCH PANEL MEETING AGENDA

The March Panel Meeting Agenda was reviewed.

ACTION: Member Newsom moved to approve the March Panel Meeting Agenda.
Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

ACTION TO APPROVE JANUARY 2026 PANEL MEETING MINUTES

The January 2026 Panel Meeting Minutes included in the Panel Packet were reviewed.

ACTION: Member Newsom moved to approve the January 2026 Panel Meeting Minutes. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye

Rick Smiles – aye

Gretchen Newsom – aye

Jennifer Fothergill – aye

Derek Kirk – aye

Mike Greenlee – aye

Douglas Tracy – aye

EXECUTIVE REPORT

Good morning, and happy Friday to everyone! Welcome to our seventh panel meeting for the 2025–26 fiscal year.

Proposal Highlights

For this panel, we have 39 proposals submitted for review. If approved, ETP will fund projects totaling approximately \$12.1 million dollars:

- 57% fall within the priority industry sector of manufacturing;
- 38% come from High Unemployment Areas;
- 60% represent small businesses;
- 64% are repeat contractors, while
- 36% are from new contractors.

New Contractor Highlight

Taking a broader look at the contracts that have been funded this fiscal year, I am proud to share that ETP continues to expand access to new contractors, thanks to the efforts of our staff at our regional offices and our Economic Development Unit:

- Of the 229 total projects approved this year, 65 projects, representing 28%, have been awarded to new contractors. These new contractor projects account for \$13.4 million in funding and support 11,684 trainees.

Small Business Highlight

This month, we are also highlighting small business engagement:

- 12 small business projects are included in today's panel
- If approved, \$682,948 in funding will support small businesses that will benefit 502 trainees.

The proposals will be presented for review and action by Jana Lazarewicz and Heather Miguel.

Presentations

Additionally, Jana Lazarewicz will present an informational update on the Paid Family Leave Small Business 4 Grant Awardees.

As a reminder, ETP will pause acceptance of new funding applications from April 23 at 5:00 PM to May 1 at 8:00 AM. This pause allows ETP time to implement potential FY 2026–27 updates to funding allocations and priority industries and initiatives.

LEGISLATIVE REPORT

We are in the second year of the 2025-2026 legislative session.

You will find the bills that are being tracked in the panel packet.

One significant amendment is SB 1059, which is the Employment Training Panel Bill, which was amended a couple of days ago. It was originally a placeholder to make changes for ETP's enabling legislation.

If there are any questions about what is in the Legislative Memo or other questions, please let me know.

Peter Cooper sent some bills in regard to AI and GenAI.

Panel had a question about SB 1059 regarding one of the proposals under Section 4, Subsection D that talked about eliminating existing trainer to trainer ratios and asked whether that was coming from Staff or the outside.

Michael Cable answered that from his understanding, it was an outside effort, and the Legal Unit did not provide any input on it.

TECHNOLOGY REPORT

GenAI Adoption for ETP

We are currently developing a project plan to implement Generative AI using Microsoft Copilot. The goal of this initiative is to support our staff in their day-to-day work by improving efficiency, reducing manual tasks, and enhancing overall productivity.

ETP Application for FY 2026-27

ETP's Application Workgroup has been focused on streamlining the application process to improve the user experience. Key enhancements include:

- Reducing the overall number of pages
- Eliminating duplicate questions
- Introducing picklists and more conditional logic to simplify navigation

These changes are designed to make the application more efficient and user-friendly, while maintaining the integrity of the information we need to collect.

The updated application will open on **May 1st** for the new fiscal year.

Importantly, while the format and usability are improving, there are **no substantial changes to the content being requested**.

There is one new change coming – we are introducing a system enhancement to support Applicants to aligning with the annual funding cap.

During the training plan process, if the requested amount exceeds the allowed cap for the Fiscal Year, Applicants will receive a message to adjust their training plan before submission to be within the cap amount.

More written communication will follow, and I will also give an update during the April Panel with some data showing reduction in number of questions.

Panel had a question whether Tara was referring to the overall funding cap that the Panel set with Staff, and not the individual contracts.

Tara Armstrong stated that the cap last year was \$500,000, so when contractors are creating their applications, anyone submitting over that would get an alert to adjust their training plan to be under that cap. She also pointed out that critical proposals have a higher cap, in which case, they can self-identify, and it can be adjusted in-house.

Michael Cable asked whether the applications were deemed not submitted until the adjustment is made.

Tara Armstrong confirmed yes.

REPORT OF THE CHIEF DEPUTY DIRECTOR

Regarding Funding

- Today's Panel Meeting is for approximately \$12.1 million dollars.
 - That includes 11 approved delegation orders for a total of \$492,548.
 - Delegation Orders are Proposals capped at \$75,000 and approved under delegated authority by the Director on a continuous flow basis.

- If all the proposals scheduled for today's Panel meeting are approved, the panel will fund 39 projects for a total of \$12,066,978.

Regarding Demand

We have 222 applications in demand:

- 86 applications are currently in development.
- 18 applications are in eligibility review.
- And 118 submitted applications are pending review.

Regarding Allocations

Including today's proposals, we will have approved 258 contracts for a total of \$73 million, which is 73% of the total allocation for the 2025-26 fiscal year. Together, these proposals are projected to train 66,468 workers in various industries across California.

ACTION ON PROPOSALS

Single Employer Contracts

Tab No. 1: Abbott Cardiovascular Systems Inc. dba Abbott Vascular, Inc.

Panel questioned the mention of certifications that aren't nationally recognized but within medical devices and asked for clarification.

Steven Payne stated that the medical device workforce was a unique field where it is very hard to find people with transferable skills from other jobs and other industries. What tends to happen is that medical device workers poach from each other. With his employees, he tries to make their certification processes unique to the Company's processes, so part of the screening process for new hires involves putting them through skills tests to see which skills are applicable from their experience and then match them with the appropriate production processes and lines on the floor.

Panel asked for confirmation that it wasn't a true transferrable certificate.

Phillip Herrera said it could be someday if there was a bit more standardization between the companies.

Steven Payne mentioned how they are currently looking to roll in a new product for their site, and one of the things his team is looking at right now is identifying the skills that are needed versus the skills they currently have and designing their certification criteria around that.

Panel questioned the 8% turnover rate, and this being their ninth ETP Contract, and asked whether the 8% turnover rate has been consistent or whether it was going down.

Steven Payne said it has been consistent and brought up the fact that industry standard was between 8-10%.

Panel commented that in the past, they have seen life science contracts come through with a turnover rate of 4% or less and would like to see their retention rate a little higher.

ACTION: Member Kirk moved to approve Abbott Cardiovascular Systems Inc. dba Abbott Vascular, Inc. in the amount of \$599,760. Member Newsom Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 2: Betts Company

Panel commented on the bulk of Bett Company’s manufacturing staff being in Fresno County, which is a HUA, and how a significant portion of them were being compensated less than \$20.00 an hour, and asked about wage progression for these employees.

Andrew Smith said that those positions were a minority of their positions and represent the lowest level of skill. He also mentioned how they have explored wage increases in the past but also had to make smart business decisions.

Panel was not satisfied with the response and wanted him to expand on his answer.

Andrew Smith stated that at Betts, there is typically a 3% annual increase for all positions across the board, and that it is reasonable for those individuals to be at \$20.00 per hour in the first year and then \$22.00 per hour the second year.

Panel was curious about the 10-week AI training program that was mentioned and asked about how it was being implemented with the manufacturing workforce.

Andrew Smith said that the institute they were working through was the VJAL Institute. Within the second week of the coursework, they were creating agents to automate processes. From the manufacturing side, he said, there was so much they could do to enhance the life of their workers and allow them to be more productive. Andrew shared that the overall goal for AI would be to give better visibility to leadership, as the Company really values their staff.

Panel observed that it was not in their curriculum and asked whether they would be adding it or if they were funding it separately.

ACTION: Member Smiles moved to approve Betts Company in the amount of \$476,000. Member Kirk Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 3: BFS Group of California LLC

Panel commented on their issues with compensation being married to commission and sales and saw that the Company's post-retention wage would be \$18.50 per hour, but what was specified in the wage table was \$16.90 an hour which is the California minimum wage and asked whether it would truly be \$18.50 per hour afterwards.

Lydia Makish stated that their salespeople receive a base salary plus commission, and the beginning base salary is typically \$18.50 per hour.

Panel looked at Staff and instructed them to hold BFS Group of California LLC to the post-retention wage.

Heather Miguel said yes.

Panel had concerns over the Company's last turnover rate, previously being at 1% and now being at 10% and asked about what happened with their workforce reduction.

Lydia Makish stated their turnover rate for 2025 was 7.4%, and the reduction was due to acquisitions within the Company and having to make some changes for the company infrastructure.

Panel asked what they were doing to retain their workforce now.

Lydia Makish shared that she has two training coordinators and an HR Manager and understands that there are a lot of dynamics in capturing all the training hours and making sure they are diligent and organized in training and rosters. She sees that there is a greater need for training with all these new acquisitions.

Keith Brama commented that the previous contract was written with their Northern California operations which didn't get off to a good start, and Lydia and her team came in halfway through the contract and was able to still deliver 96%, even without Northern California.

ACTION: Member Smiles moved to approve BFS Group of California LLC in the amount of \$599,200. Member Greenlee Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 4: CALSPEC Enterprises, Inc. dba California Bath Restoration

Withdrawn

Tab No. 5: Edwards Lifesciences LLC

Panel questioned this being their 4th contract in the last 5 years and the fact that they were looking for a sizable increase.

Richa Mukherjee said that her and Phil Herrera have been working on how to think more strategically and broadly about where the Company is going from a direction standpoint and the growth goals they have for the facility in California. Based on these projections and the amount of training they are going to do, as well as their continued expansion, she feels the increase is justified.

Phillip Herrera also said that when his company does an assessment, they also look at the other Go-Biz incentives too. They saw immediately there was a huge commitment for CapEx spending and hiring workers. Philip was confident that Edwards Lifesciences LLC would do great.

ACTION: Member Smiles moved to approve Edwards Lifesciences LLC in the amount of \$838,880. Member Newsom Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 6: Foothill Packing, Inc.

Panel observed that the bulk of the Company's trainees were being compensated less than \$20.00 an hour at \$18.50, and that their wage increases were between 1-5% annually and asked whether it was applicable to the field labor staff as well.

Mark Hullinger said yes and that he was already seeing those increases this year.

Panel asked for more elaboration.

Mark shared it was about 4% so far over the same period last year.

Panel Member Kirk brought up for Mark's awareness, that his office and the State Labor Agency have partnered with Hartnell College to expand a recently developed certificate program for farm workers called the AG Step Program, that is competency based and provides credit for prior learning and could provide incredible resources for him and his workforce.

ACTION: Member Kirk moved to approve Foothill Packing, Inc. in the amount of \$329,280. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 7: Heritage Companies, LLC dba Ninth Avenue Foods

Heritage Companies, LLC dba Ninth Avenue Foods presented its proposal to Panel.

Panel had no questions or comments.

ACTION: Member Newsom moved to approve Heritage Companies, LLC dba Ninth Avenue Foods in the amount of \$152,320. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye

Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 8: Holder’s Air Conditioning & Heating, Inc. dba Holders Air Conditioning & Heating, Frontier Plumbing

Subcontractor stated that under this proposal, the plumbers make the same as HVAC, and it was just a typo on the 130. She also commented that the reason their wages are lower in the Central Valley was that 65% of their incoming people have limited English skills as English is not their first language. They work with Porterville Adult Education to help with some of the remedial training. Subcontractor also shared that they progress very fast and are at the top of their wage within 2 years. Additionally, she mentioned that the employees go through a review every six months and once they complete their training, they receive 4-7% increases.

ACTION: Member Newsom moved to approve Holder’s Air Conditioning & Heating, Inc. dba Holders Air Conditioning & Heating, Frontier Plumbing in the amount of \$273,000. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 9: Industrial Threaded Products, Inc.

Panel looked at the Company’s productive lab curriculum and asked what Good Manufacturing Processes looked like versus Equipment Operation, Maintenance, and Troubleshooting.

Norm Alexander said that with production equipment, they are focusing on the forging area, so a lot of that, they are training and developing in-house. The overlap was mostly around material movement, the same way they apply in their warehouse operations, and doing that effectively and efficiently at the lowest possible cost.

Panel understood there is someone side by side with the trainee, but said there is a gray line, whether there are two people making the product versus one.

ACTION: Member Newsom moved to approve Industrial Threaded Products, Inc. in the amount of \$174,000. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 10: Infineon Technologies Americas Corp.

Glenn Jones attributed their previous shortfalls to the unprecedented disruptions caused by COVID-19.

Panel appreciated the high wages.

Glenn Jones mentioned that they did come in at more money, because this project combines Infineon and Cyprus, which are separate entities, that previously had separate contracts. They plan to earn the full amount quickly and come back for more.

Panel respected the transparency of using out-of-state contractors and it not being hidden.

ACTION: Member Newsom moved to approve Infineon Technologies Americas Corp. in the amount of \$100,800. Member Greenlee Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 11: International Coffee & Tea, LLC

Panel appreciated the high wages.

ACTION: Member Smiles moved to approve International Coffee & Tea, LLC in the amount of \$240,240. Member Newsom Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 12: Mariani Nut Company

Withdrawn

Tab No. 13: Motive Energy Storage Systems, LLC

Panel observed that much of the work Motive Energy Storage Systems, LLC does is electrical related but didn't see any electricians on the proposal.

Barry Vince said there are no electricians in this project.

Panel had concerns over their curriculum having electrical related courses such as Splicing and Termination Wiring, Wireless System Installation, and Wireless Charging Systems, but weren't including electricians.

Barry Vince explained that to his understanding, there are a lot of helpers who are working with electricians that are doing that type of work, so they are exposed to things such as electrical systems.

Panel stated that the curriculum looked duplicative of apprenticeship training to become an electrician.

Subcontractor shared that if there were concerns over specific courses, they would be okay with removing them. She also explained there were Installers that are a part of this project that need to have electrical knowledge to install certain equipment, and then the electricians would come in and make sure it was done safely. Similarly, there were assistants that have to have electrical knowledge to install the energy batteries and the different infrastructure that the Company provides.

Panel observed that it seems more about awareness and safe working, but noticed they have Electrical Systems Installation as a course, and it seems like there are non-electricians installing the electrical systems, and then an electrician coming in to turn on the power.

Subcontractor said that there is a lot of pre-work that needs to be done, and that's where the Installers come in, which need to have a basic working knowledge of the electrical infrastructure.

Panel felt that an installer of an electrical system is an electrician.

Barry Vince stated that they are installing solar systems as well as a battery storage system.

Panel still had concerns, as they felt if one was installing electrical systems and an electrician just comes in and flips a power switch, that one is pretty much taking an Installer to do an electrician's job.

Barry Vince explained that it was not true in these circumstances as the electricians are doing the certified electrician work, and the Installers are doing the structures around that which is where the general understanding of the electrical systems come into play.

Panel acknowledged the ongoing battle with curriculum lists and how some people are very specific while others are more general. Panel was comfortable with general electrical safety being on the curriculum and stripping all other items.

Subcontractor was okay with that.

ACTION: Member Smiles moved to approve Motive Energy Storage Systems, LLC in the amount of \$537,264. Member Kirk Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 14: Old Pueblo Ranch Inc.

Panel commented on the Company's previous performance being at 86% and with the mention of new lines and asking for more funding, wanted to know how they'll achieve higher performance.

Contractor said that the new lines are completely different than what they have now, so it would be all new training.

ACTION: Member Newsom moved to approve Old Pueblo Ranch Inc. in the amount of \$331,100. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 15: Senra Systems, Inc.

Senra Systems, Inc. presented its proposal to Panel.

Panel had no questions or comments.

ACTION: Member Newsom moved to approve Senra Systems, Inc. in the amount of \$204,960. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 16: Skillsserve, Inc.

Panel noticed it had been a while since they were last at Panel and asked what brought them back.

Nadine Castellanos said they realized the importance of the ETP program. She also mentioned that during the previous contract, the Company didn't have a dedicated person to oversee the program, which is why she was brought in.

ACTION: Member Newsom moved to approve Skillsserve, Inc. in the amount of \$298,200. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye

Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 17: Taylor Farms Pacific, Inc.

Panel asked the reasoning behind the increase of funding that was requested.

Subcontractor answered that the \$302,000 contract was a literacy contract and was concurrent with the \$599,000 contract.

Panel was curious how the literacy contract went as many have struggled.

Ruby Lopez shared that 60-65% were primarily Spanish speaking, so being able to train their employees on technology and other things really helped advance their skills.

ACTION: Member Smiles moved to approve Taylor Farms Pacific, Inc. in the amount of \$599,760. Member Kirk Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 18: Triumph Protection Group Inc.

Panel had concerns over the 19% turnover rate and asked for elaboration.

Chad Courtney answered that last year, they lost two large clients, and it affected the Company, whereas in previous years, he estimates their turnover rate being 9%.

Panel asked whether Triumph Protection Group Inc. has been experiencing the ancillary effects of the recent company closures or job losses in Solano County.

Chad Courtney said it has done the opposite. The Company recently gained Solano County College and Napa Valley as well as picking up several special events in the area.

ACTION: Member Newsom moved to approve Triumph Protection Group Inc. in the amount of \$109,440. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 19: Trojan Battery Company, LLC

Panel asked for details on their last contract and what will be different this time around.

Stacey Navarrete answered that with the previous contract as well as this one, there has been an additional focus on employee training and development, and they now have a dedicated training department that specializes in not only the onboarding process and training the employees, but also helping with level progression.

ACTION: Member Smiles moved to approve Trojan Battery Company, LLC in the amount of \$504,000. Member Greenlee Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 20: Valdez Painting, Incorporated dba VPI

Member Greenlee recused himself.

Panel acknowledged the fact that in construction, retention is always challenging. They asked what the Company is doing to retain its employees.

Eric Tickler stated there is a lot of seasonality to their work and some of it is out of their control. They have a good retention rate with their non-union employees, but the union is based on the workload they have and when they can do it.

Panel observed their previous contract being at 77% and earning \$192,000, but that they were currently asking for \$313,320 and asked if they were confident that they would be higher than 77%.

Eric Tickler answered that they are asking for alternate record keeping based on the remote shadowing of the workforce, which they didn't get until midway through their last contract, so now are confident that this time around, they will have a higher percentage.

ACTION: Member Smiles moved to approve Valdez Painting, Incorporated dba VPI in the amount of \$313,320. Member Newsom Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – recused
Douglas Tracy – aye

Tab No. 21: Volt Lites, Inc.

Panel asked for elaboration on their higher turnover rate.

Sarah Marie Campbell stated that their higher turnover rate was something they were proud of. Those who really succeed in the lighting industry are often freelance or go to work for a performer, so they retain the people that make sense, but hope that they are giving people the skills that allow them to thrive elsewhere.

ACTION: Member Newsom moved to approve Volt Lites, Inc. in the amount of \$95,200. Member Greenlee Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Multiple Employer Contracts

Tab No. 22: Access dba Access, Inc.

Panel had questions about who the employers were that they were connecting the trainees with and who were hiring the trainees.

Kristie Buckley shared that they have been operating a WIOA Workforce Development Program for several years and were the Youth One Stop Career Center. While they run their workforce development program, they are trying to come up with carer pathways their youth are interested in and can gain the skills and development to get them into those trainings. They also run career academics with construction, healthcare, and hospitality. With this project, they are hoping to really start engaging with more employers who are in those in-demand industries and figuring out how to connect their youth to these jobs.

She also mentioned one company they are working with is Crash Champions, who does collision repair, and they were chosen as one of their pilots. The neat thing about this opportunity is starting wages, after training, are \$52.00 per hour.

Panel asked whether they have done any partnerships with the construction apprenticeship programs in San Diego County.

Kristie Buckley said yes and that they were aligned with Jag California, Learn for Life, and San Diego Workforce Partnership.

Panel was curious how much training was through commercial skills versus business skills or job readiness skills.

Kristie Buckley said the training tends to be more on the technical side versus job readiness focused.

ACTION: Member Smiles moved to approve Access dba Access, Inc. in the amount of \$408,100. Member Newsom Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 23: Glendale Community College Professional Development Center

Panel commented on them being on the Capitol Morning Report and how refreshing it was to see that many employers on the employers list were under 100 employees.

ACTION: Member Smiles moved to approve Glendale Community College Professional Development Center in the amount of \$849,847. Member Greenlee Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 24: Mt. San Antonio College

Panel noticed their prior performances being at 77%, 88%, and now 100%, and asked how confident they were that they could do the same.

Debbie Wong stated that they have held a contract since 2014, and prior to the snapshot that Panel sees in the proposal today, they did perform at 100% before that. Now, they are being intentional with bridging strong relationships with their local community colleges within their region, but also with their chambers.

ACTION: Member Newsom moved to approve Mt. San Antonio College in the amount of \$849,048. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 7 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye
Douglas Tracy – aye

Tab No. 25: Murrieta Chamber of Commerce

Panel was curious how they make it work as a chamber, as others have challenges and achieve just 50%.

Patrick Ellis said the success is providing trainers as well as allowing in-house training. He also mentioned that many look at ETP as a cash-flow type of thing, which cannot be done.

Panel also commented that one of the unique aspects of him and Nancy from San Fernando Valley was that both serve on their workforce boards, so they have that specific and direct connection to the training infrastructure that is being provided and are driving industry collaboration and voice in a lot of those conversations.

It was announced that Doug Tracy departed.

ACTION: Member Kirk moved to approve Murrieta Chamber of Commerce in the amount of \$849,464. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Panel announced Member Tracy left.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye

Tab No. 26: San Joaquin County Economic Development Association

Panel questioned them requesting more than double what they received the last time and asked why.

Francisco Martin was confident in their program and the requirements that come with roster sheets, and additionally added their roots are growing within San Joaquin County.

ACTION: Member Newsom moved to approve San Joaquin County Economic Development Association in the amount of \$371,792. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye

Tab No. 27: Shasta Builder's Exchange

Panel asked about the nature of their relationship with Shasta-Tehama-Trinity Joint Community College District, given that they are serving very similar places.

Chad Scott stated they are partners but make sure to not go after the same workers. Additionally, he added that Shasta Builder's Exchange covers counties that the Community College District does not. He also meets different people with different focuses and industries.

Panel commented on the strong list of Northern California counties and was intrigued about their connection to the South Valley.

Subcontractor said that it was an administrative mistake, and Tulare County should not have been there.

Panel asked whether they have partnerships with construction apprenticeship programs.

Chad shared that his Organization represents employers who are signatories, but he doesn't directly engage in those relationships.

Panel had concerns over Job Number 5 and the fact that there were 63 workers that were in the column of being compensated less than \$20.00 per hour and asked what was going on.

Chad Scott exclaimed that he didn't see anyone's retention near that baseline and that everyone was above \$20.00 per hour. He added that the people Panel was referring to were employers that were new to the program.

ACTION: Member Kirk moved to approve Shasta Builder's Exchange in the amount of \$632,795. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye

Tab No. 28: Shasta-Tehama-Trinity Joint Community College District

Shasta-Tehama-Trinity Joint Community College District presented its proposal to Panel.

Panel had no questions or comments.

ACTION: Member Kirk moved to approve Shasta-Tehama-Trinity Joint Community College District in the amount of \$426,740. Member Smiles Seconded. All Panel Members present voted in the affirmative for approval as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye

PRESENTATIONS

Paid Family Leave Small Business 4 (PFL SB 4) Grant Awardees

Chief of Program Operations, Jana Lazarewicz, presented the grant awardees for Paid Family Leave Small Business 4.

OPPORTUNITY FOR PANEL MEMBERS TO REQUEST AGENDA ITEMS FOR FUTURE PANEL MEETING

Chair Bettencourt commented on the void on Policy Committee with the resignation of Panel Member Hill, and said she extended the invite to Panel, and to express their interest to Dr. Grimes by email by next Friday.

PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA

No comments.

MEETING ADJOURNMENT

Chair Bettencourt asked for motion to adjourn the Panel meeting.

ACTION: Member Smiles moved to adjourn the Panel meeting. Member Newsom Seconded. All Panel Members present voted in the affirmative to adjourn the Panel meeting as moved.

Motion carried by roll call vote, 6 to 0.

Rebecca Bettencourt – aye
Rick Smiles – aye
Gretchen Newsom – aye
Jennifer Fothergill – aye
Derek Kirk – aye
Mike Greenlee – aye

Chair Bettencourt Adjourned the meeting at 12:26 p.m.