

Digest of the Labor Market Information Advisory Meeting

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| Title | <i>LMI Advisory Group Meeting</i> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Date | Thursday, May 5, 2016 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Time | 1:00 PM to 4:00 PM | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Organization | California Employment Development Department (EDD) Labor Market Information Division (LMID) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Location | 722 Capitol Mall, 4th Floor, Room 4061 Sacramento, CA 95814 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Meeting called by | Spencer Wong, Division Chief, LMID | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Facilitator | Angel Rodriguez, Chief of Staff, LMID | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Attendees | <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">Baines, Benita</td> <td style="width: 33%;">EDD Workforce Services Division (WSD)</td> <td style="width: 33%;"></td> </tr> <tr> <td>Cho, John</td> <td>Southern California Association of Governments (SCAG)</td> <td></td> </tr> <tr> <td>Coleman, Laura</td> <td>Centers of Excellence (COE), South Central Region</td> <td></td> </tr> <tr> <td>Cooper, Peter</td> <td>Employment Training Panel (ETP)</td> <td></td> </tr> <tr> <td>Cote, Brian</td> <td>California Department of Fish and Agriculture (CDFA)</td> <td></td> </tr> <tr> <td>Cuevas, Jesse</td> <td>EDD Workforce Services Branch (WSB)</td> <td></td> </tr> <tr> <td>DiCaro, Gino</td> <td>California Manufacturers & Technology Association (CMTA)</td> <td></td> </tr> <tr> <td>Fuller, Ryan</td> <td>California Community Colleges Chancellor's Office (CCCCO)</td> <td></td> </tr> <tr> <td>Gjerde, Thomas</td> <td>California Department of Human Resources (CALHR), Survey Unit</td> <td></td> </tr> <tr> <td>Goss, Michael</td> <td>Chaffey College</td> <td></td> </tr> <tr> <td>Griffin, John</td> <td>EDD Administration Branch (ADMIN)</td> <td></td> </tr> <tr> <td>Grimm, Laurel</td> <td>EDD Information Technology Branch (ITB)</td> <td></td> </tr> <tr> <td>Kuhnle, Adriana</td> <td>EDD WSB</td> <td></td> </tr> <tr> <td>Lin, Coral</td> <td>San Diego Workforce Partnership</td> <td></td> </tr> <tr> <td>Manning, Charlene</td> <td>CALHR, Survey Unit</td> <td></td> </tr> <tr> <td>Mason, Cheryl</td> <td>San Diego Association of Governments (SANDAG)</td> <td></td> </tr> <tr> <td>McFarland, Annette</td> <td>CALHR, Survey Unit</td> <td></td> </tr> <tr> <td>McWalters, Martha</td> <td>EDD WSD</td> <td></td> </tr> <tr> <td>Reid, Dennis</td> <td>Bureau of Labor Statistics (BLS)</td> <td></td> </tr> <tr> <td>Sanchez, Lori</td> <td>Mt. San Antonio College</td> <td></td> </tr> <tr> <td>Seatris-Hicks, Stella</td> <td>EDD Tax Branch (TB)</td> <td></td> </tr> </table> | | | Baines, Benita | EDD Workforce Services Division (WSD) | | Cho, John | Southern California Association of Governments (SCAG) | | Coleman, Laura | Centers of Excellence (COE), South Central Region | | Cooper, Peter | Employment Training Panel (ETP) | | Cote, Brian | California Department of Fish and Agriculture (CDFA) | | Cuevas, Jesse | EDD Workforce Services Branch (WSB) | | DiCaro, Gino | California Manufacturers & Technology Association (CMTA) | | Fuller, Ryan | California Community Colleges Chancellor's Office (CCCCO) | | Gjerde, Thomas | California Department of Human Resources (CALHR), Survey Unit | | Goss, Michael | Chaffey College | | Griffin, John | EDD Administration Branch (ADMIN) | | Grimm, Laurel | EDD Information Technology Branch (ITB) | | Kuhnle, Adriana | EDD WSB | | Lin, Coral | San Diego Workforce Partnership | | Manning, Charlene | CALHR, Survey Unit | | Mason, Cheryl | San Diego Association of Governments (SANDAG) | | McFarland, Annette | CALHR, Survey Unit | | McWalters, Martha | EDD WSD | | Reid, Dennis | Bureau of Labor Statistics (BLS) | | Sanchez, Lori | Mt. San Antonio College | | Seatris-Hicks, Stella | EDD Tax Branch (TB) | |
| Baines, Benita | EDD Workforce Services Division (WSD) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cho, John | Southern California Association of Governments (SCAG) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Coleman, Laura | Centers of Excellence (COE), South Central Region | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cooper, Peter | Employment Training Panel (ETP) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cote, Brian | California Department of Fish and Agriculture (CDFA) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Cuevas, Jesse | EDD Workforce Services Branch (WSB) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| DiCaro, Gino | California Manufacturers & Technology Association (CMTA) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Fuller, Ryan | California Community Colleges Chancellor's Office (CCCCO) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Gjerde, Thomas | California Department of Human Resources (CALHR), Survey Unit | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Goss, Michael | Chaffey College | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Griffin, John | EDD Administration Branch (ADMIN) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Grimm, Laurel | EDD Information Technology Branch (ITB) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Kuhnle, Adriana | EDD WSB | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Lin, Coral | San Diego Workforce Partnership | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Manning, Charlene | CALHR, Survey Unit | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Mason, Cheryl | San Diego Association of Governments (SANDAG) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| McFarland, Annette | CALHR, Survey Unit | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| McWalters, Martha | EDD WSD | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reid, Dennis | Bureau of Labor Statistics (BLS) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Sanchez, Lori | Mt. San Antonio College | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Seatris-Hicks, Stella | EDD Tax Branch (TB) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| LMID | <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 33%;">Alejo, Luis</td> <td style="width: 33%;">Hernandez, Olga</td> <td style="width: 33%;">Stock, Sheila</td> </tr> <tr> <td>Boucher, Michael</td> <td>Hooker, Brandon</td> <td>Vang, Vicky</td> </tr> <tr> <td>Dahlberg, Dave</td> <td>Martinez, Nati</td> <td>Weaver, Randy</td> </tr> <tr> <td>Faulkner, Amy</td> <td>Millan, Juan</td> <td>Wessen, Paul</td> </tr> <tr> <td>Felt, Patti</td> <td>Moore, Vicki</td> <td>Wong, Spencer</td> </tr> <tr> <td>Franco, Erica</td> <td>Rodriguez, Angel</td> <td></td> </tr> <tr> <td>Gonzales, Margo</td> <td>Sanders, Brandy</td> <td></td> </tr> </table> | Alejo, Luis | Hernandez, Olga | Stock, Sheila | Boucher, Michael | Hooker, Brandon | Vang, Vicky | Dahlberg, Dave | Martinez, Nati | Weaver, Randy | Faulkner, Amy | Millan, Juan | Wessen, Paul | Felt, Patti | Moore, Vicki | Wong, Spencer | Franco, Erica | Rodriguez, Angel | | Gonzales, Margo | Sanders, Brandy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Alejo, Luis | Hernandez, Olga | Stock, Sheila | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Boucher, Michael | Hooker, Brandon | Vang, Vicky | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Dahlberg, Dave | Martinez, Nati | Weaver, Randy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Faulkner, Amy | Millan, Juan | Wessen, Paul | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Felt, Patti | Moore, Vicki | Wong, Spencer | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Franco, Erica | Rodriguez, Angel | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Gonzales, Margo | Sanders, Brandy | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Note Takers | Patti Felt and Vicky Vang | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Welcome/Introductions | Angel Rodriguez <ul style="list-style-type: none"> • All attendees made introductions. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Review of Minutes | No corrections | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Division Update | Spencer Wong <ul style="list-style-type: none"> • The Governor is taking an active role in how resources are allocated for the LMID. • The LMID is requesting additional Workforce Innovation and Opportunity Act (WIOA) funding for LMID's support for the State and Local Workforce Development Boards. • The reorganization is still pending the Human Resources Services Division's (HRSD) approval. As a result, the Statewide Information Services Group (SISG) will be eliminated. • Amy Faulkner replaced Cynthia Solorio as LMID's Deputy Division Chief. • Nanette Potter, Local Information Services Group (LISG) Manager, will be retiring in mid-May and Elizabeth Baker will take her place. • The Division is working on a Statewide Matrix Dashboard for its annual report to the Legislature. • The State Workforce Development Board (SWDB) formed a workgroup with the Local Workforce Development Boards (LWDB) and LMID to better tailor regional products to meet the LWDBs' needs. Products will evolve over the next six months to a year. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Roundtable | <ul style="list-style-type: none"> • None | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| The 2014 CA State Employee Total | Thomas Gjerde, Annette McFarland, and Charlene Manning, CALHR <ul style="list-style-type: none"> • The 2014 Total Compensation Report was published in January 2016. | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| <p><u>Compensation Report</u></p> | <ul style="list-style-type: none"> • The Budget Act of 2015-2016 states that “in addition to salaries the report must include total compensation and geographic comparisons.” • To ensure the State’s compensation is competitive with the labor market, the Bureau of Labor Statistics’ (BLS) established methodology and benchmark data which are used to compare compensation practices with local and federal government and private industry groups. • They use the Occupational Employment Statistics (OES) Survey, the National Compensation Survey (NCS), and other data obtained from the Congressional Budget Office and the U.S. Office of Personnel Management to measure wages and benefits to produce the state’s total compensation for comparison to that of public and private sector workers employed in the same occupation. • CALHR has mapped the state’s classifications to the federal Standard Occupational Classification (SOC) system which allows a comparison of how the state compensates workers as a group. • They presented the methodology of how they define terms, convert wages and benefits, and calculate total compensation. • They compared forty-seven occupations from 15 bargaining units whose contracts expire in July 2016. • They use median wages to compare state employee occupational wage and total compensation to the market average. • They use mean wages to calculate comparisons for occupations with median wages above the cap of \$15,000 per month. . • When comparing the state’s total compensation (median to median), the state was at or above the market average in 30 occupations and below in 17. • Doctors (Bargaining Unit 16) and lawyers (Bargaining Unit 2) had the highest total compensation while janitors and cooks (Bargaining Unit 15) and general, court, municipal, and license clerks (Bargaining Unit 4) had the lowest total compensation. |
| <p><u>Medical Cannabis Cultivation Program</u></p> | <p>Brian Cote, CDFA</p> <ul style="list-style-type: none"> • The new Medical Marijuana Regulation and Safety Act, passed on September 11, 2015, consists of three separate bills. • The licensing and regulatory framework is administered by the Department of Consumer Affairs. • The law took effect January 2016. It is anticipated that the California Department of Food and Agriculture (CDFA) will begin issuing cultivation licenses in January 2018. In the interim, local governments may choose to adopt new ordinances to permit or license local business. • Several state agencies have various responsibilities in regulating the state licensing process including cultivation, manufacture, retail, transportation, distribution, delivery, and medical cannabis tests. • There are ten different cultivation licenses which are split into four categories. • The program is continuously conducting research due to the industry’s underground activities and legislation may change as discoveries are found. |
| <p><u>Economic Update</u></p> | <p>Brandon Hooker, LMID</p> <ul style="list-style-type: none"> • California’s unemployment rate was 5.4 percent in March 2016 while the nation’s unemployment rate was 5.0 percent. The economy is in a recovery as most jobs have recovered since the start of California’s economic expansion (February 2010) with the exception of the construction, financial activities, and manufacturing industry sectors. • The labor force participation (LFP) rates of California and the nation are in a decline. California’s LFP rate of 62.0 percent and the U.S. LFP rate of 63.0 percent are stagnating due to three major factors: the number of discouraged workers, the number of disabled workers, and the retirement of baby boomers between the ages of 50 and 68 (5.5 million persons in the labor force). • California’s percent share of the long-term unemployed has dropped since its peak in March 2011. Changes in business practices such as the increased hiring of temporary, rather than full-time workers, have slowed its decline over time. The long-term unemployed are benefitting from programs such as: The Platform to Employment Program. This five-week program offers individuals on-the-job training, career advisement, skills assessments, and the potential for employment. • The U.S. Total Nonfarm Employment has been producing jobs at a consistent pace over the last four years reporting a net job change of 628,000 jobs between January and March of 2016. California added 46,800 jobs over the first three months of 2016. • The Fair Wage Act of 2016, signed into law by Governor Brown on April 4, 2016, states that the minimum wage will increase \$1 per hour each year until it reaches \$15 |

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| | <p>per hour in 2022. The industry sector and subsectors with the largest number of hourly workers include: Retail Trade, Food Services and Drinking Places, and Health Care Services. Some of the occupations that will most likely be affected by an increase in hourly wages include: Amusement and Recreation Attendants, Cashiers, Fast Food Cooks, Dishwashers, and Gaming Dealers.</p> |
| Wrap Up/Evaluation/ Adjourn | <p>Angel Rodriguez, LMID</p> <ul style="list-style-type: none">• Return badges to Angel Rodriguez, Erica Franco, or Michael Boucher.• The LMI Advisory Meeting Evaluation will be emailed to all attendees via Survey Monkey. |
| Upcoming LMI Advisory Group Meeting Dates | <p>LMI Advisory Group – 2016 Meeting Schedule</p> <ul style="list-style-type: none">• August 4, 2016• November 3, 2016 |