

**1. Call to Order and Introduction**

*Avila*

**2. Public Comment**

**3. Presentations:**

3.1 America's Job Center of California Business Services  
*- Allison Schiavo*

3.2 Human Centered Design Process and Regional Employer  
Engagement  
*- Tammy Aguilera / Sarah Hayter*

**4. Consent Items:**

*Avila*

4.1 Approve the January 26, 2016 Minutes

**5. Action/Information/Discussion:**

5.1 Discuss Implementation of PY 15-16 Strategies for Goal B:  
Determine Employer Needs & Address Skills Gaps  
*- Information/Discussion Item*

*Avila &  
Hayter*

**6. Next Meeting:**

Thursday, April 21, 2016

Location To Be Determined

**7. Adjournment**

## **Mission Statement**

The Workforce Development Board of San Luis Obispo County is a demand driven organization appointed by the County Board of Supervisors to implement the Workforce Innovation and Opportunity Act by leveraging community resources and being a catalyst for workforce development contributing to a healthy economy in San Luis Obispo County.

## **Our Vision**

To meet the needs of employers and job seekers in San Luis Obispo County.

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# **Human Centered Design Process and Regional Employer Engagement**

*- Tammy Aguilera / Sarah Hayter*

**<https://vimeo.com/106505300>**

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# Explanation of Handout 5.1b

Evaluate and Identify Local  
Skills Gaps

	A	B	C	D	E	F	G	H	I
	Institution			Completions	Other	Regional	Median	Regional	Growth in
1	(2014) CIP Code	Program	(2014)	Completions	Regional	Openings	Hourly	Jobs	Jobs
				(2014)	(2014)	(2015)	Earnings	(2015)	(2015-2020)
2	Cal Poly	1	Agriculture, General	21	0	3	\$20.72	51	5%
3	Cal Poly	1.0101	Agricultural Business and Management, General	148	0	3	\$31.88	199	-1%
4	Cal Poly	1.0201	Agricultural Mechanization, General	34	0	1	\$19.90	16	20%
5	Cal Poly	1.0309	Viticulture and Enology	46	0	69	\$30.37	2,352	5%
6	Cal Poly	1.0603	Ornamental Horticulture	13	0	5	\$30.33	286	0%
7	Cal Poly	1.0802	Agricultural Communication/Journalism	4	0	15	\$18.81	353	3%
8	Cal Poly	1.0901	Animal Sciences, General	109	0	6	\$29.03	243	0%
9	Cal Poly	1.0905	Dairy Science	30	0	6	\$29.03	243	0%
10	Cal Poly	1.1001	Food Science	42	0	5	\$20.08	81	7%
11	Cal Poly	1.1102	Agronomy and Crop Science	21	0	7	\$27.38	279	0%
12	Cal Poly	1.1103	Horticultural Science	13	0	5	\$29.46	237	0%
13	Cal Poly	1.1201	Soil Science and Agronomy, General	6	0	2	\$16.72	38	4%
14	Cal Poly	3.0299	Natural Resources Management and Policy, Other	42	0	4	\$19.42	83	5%
15	Cal Poly	3.0501	Forestry, General	38	0	4	\$19.42	83	5%
16	Cal Poly	4.0201	Architecture	143	0	5	\$45.48	208	-6%
17	Cal Poly	4.0301	City/Urban, Community and Regional Planning	52	0	8	\$45.62	226	1%
18	Cal Poly	4.0601	Landscape Architecture	41	0	4	\$52.97	160	-3%
19	Cuesta	4.0901	Architectural Technology/Technician	5	0	1	\$15.23	75	-18%
20	Cal Poly	5.0299	Ethnic, Cultural Minority, Gender, and Group Studies, Other	8	0	64	\$30.46	2,105	6%
21	Cuesta	9.0101	Speech Communication and Rhetoric	13	0	7	\$24.66	147	12%
22	Cuesta	9.0401	Journalism	9	57	7	\$21.09	134	0%
23	Cal Poly	9.0401	Journalism	57	9	7	\$21.09	134	0%
24	Cuesta	9.0701	Radio and Television	2	0	3	\$23.90	71	1%
25	Cal Poly	10.0301	Graphic Communications, General	79	0	0	\$20.46	11	-11%
26	Cuesta	11.0701	Computer Science	8	93	125	\$35.93	1,648	22%
27	Cal Poly	11.0701	Computer Science	93	8	125	\$35.93	1,648	22%
28	Cuesta	11.0901	Computer Systems Networking and Telecommunications	2	0	70	\$28.45	1,048	19%
29	Cuesta	11.1003	Computer and Information Systems Security/Information Assurance	4	0	69	\$28.72	1,093	17%
30	Cuesta	12.05	Cooking and Related Culinary Arts, General	10	0	338	\$12.37	5,283	16%

	A	B	C	D	E	F	G	H	I
					Other Regional Completions (2014)	Total regional completions	Regional Openings (2015)	Median Hourly Earnings	Region
1	CIP Code	Program	Institution (2014)	Completions (2014)	Completions (2014)	completions			J
2	1	Agriculture, General	Cal Poly	21	0	21	3	\$20.72	
3	1.0101	Agricultural Business and Management, General	Cal Poly	148	0	148	3	\$31.88	
4	1.0201	Agricultural Mechanization, General	Cal Poly	34	0	34	1	\$19.90	
5	1.0309	Viticulture and Enology	Cal Poly	46	0	46	69	\$30.37	2,3
6	1.0603	Ornamental Horticulture	Cal Poly	13	0	13	5	\$30.33	2
7	1.0802	Agricultural Communication/Journalism	Cal Poly	4	0	4	15	\$18.81	3
8	1.0901	Animal Sciences, General	Cal Poly	109	0	109	6	\$29.03	2
9	1.0905	Dairy Science	Cal Poly	30	0	30	6	\$29.03	2
10	1.1001	Food Science	Cal Poly	42	0	42	5	\$20.08	
11	1.1102	Agronomy and Crop Science	Cal Poly	21	0	21	7	\$27.38	2
12	1.1103	Horticultural Science	Cal Poly	13	0	13	5	\$29.46	2
13	1.1201	Soil Science and Agronomy, General	Cal Poly	6	0	6	2	\$16.72	
14	3.0299	Natural Resources Management and Policy, Other	Cal Poly	42	0	42	4	\$19.42	
15	3.0501	Forestry, General	Cal Poly	38	0	38	4	\$19.42	
16	4.0201	Architecture	Cal Poly	143	0	143	5	\$45.48	2
17	4.0301	City/Urban, Community and Regional Planning	Cal Poly	52	0	52	8	\$45.62	2
18	4.0601	Landscape Architecture	Cal Poly	41	0	41	4	\$52.97	1
19	4.0901	Architectural Technology/Technician	Cuesta	5	0	5	1	\$15.23	
20	5.0299	Ethnic, Cultural Minority, Gender, and Group Studies, Other	Cal Poly	8	0	8	64	\$30.46	2,3
21	9.0101	Speech Communication and Rhetoric	Cuesta	13	0	13	7	\$24.66	
22	9.0401	Journalism	Cuesta	9	57	66	7	\$21.09	1
23	9.0401	Journalism	Cal Poly	57	9	66	7	\$21.09	1
24	9.0701	Radio and Television	Cuesta	2	0	2	3	\$23.90	
25	10.0301	Graphic Communications, General	Cal Poly	79	0	79	0	\$20.46	
26	11.0701	Computer Science	Cuesta	8	93	101	125	\$35.93	1,8
27	11.0701	Computer Science	Cal Poly	93	8	101	125	\$35.93	1,8
28	11.0901	Computer Systems Networking and Telecommunications	Cuesta	2	0	2	70	\$28.45	1,0
29	11.1003	Computer and Information Systems Security/Information Assurance	Cuesta	4	0	4	69	\$28.72	1,0
30	12.05	Cooking and Related Culinary Arts, General	Cuesta	10	0	10	338	\$12.37	5,3
31	12.0601	Food Service Management	Cuesta	24	0	24	400	\$20.04	5,3



	A	B	C	D	E	F	G	H	I
			Institution	Completions	Other	Total	Regional	Median	Region
1	CIP Code	Program	(2014)	(2014)	Regional	regional	Openings	Hourly	Job
					(2014)	completions	(2015)	Earnings	(2015)
2	1	Agriculture, General	Cal Poly	21	0	21	3	\$20.72	
3	1.0101	Agricultural Business and Management, General	Cal Poly	148	0	148	3	\$31.88	
4	1.0201	Agricultural Mechanization, General	Cal Poly	34	0	34	1	\$19.98	
5	1.0309	Viticulture and Enology	Cal Poly	46	0	46	69	\$30.37	2,3
6	1.0603	Ornamental Horticulture	Cal Poly	13	0	13	5	\$30.33	2
7	1.0802	Agricultural Communication/Journalism	Cal Poly	4	0	4	15	\$19.81	3
8	1.0901	Animal Sciences, General	Cal Poly	109	0	109	6	\$29.03	2
9	1.0905	Dairy Science	Cal Poly	30	0	30	6	\$29.03	2
10	1.1001	Food Science	Cal Poly	42	0	42	5	\$20.08	
11	1.1102	Agronomy and Crop Science	Cal Poly	21	0	21	7	\$27.38	2
12	1.1103	Horticultural Science	Cal Poly	13	0	13	5	\$29.46	2
13	1.1201	Soil Science and Agronomy, General	Cal Poly	6	0	6	2	\$16.72	
14	3.0299	Natural Resources Management and Policy, Other	Cal Poly	42	0	42	4	\$19.42	
15	3.0501	Forestry, General	Cal Poly	38	0	38	4	\$19.42	
16	4.0201	Architecture	Cal Poly	143	0	143	5	\$45.48	2
17	4.0301	City/Urban, Community and Regional Planning	Cal Poly	52	0	52	8	\$45.62	2
18	4.0601	Landscape Architecture	Cal Poly	41	0	41	4	\$52.97	1
19	4.0901	Architectural Technology/Technician	Cuesta	5	0	5	1	\$15.23	
20	5.0299	Ethnic, Cultural Minority, Gender, and Group Studies, Other	Cal Poly	8	0	8	64	\$30.46	2,
21	9.0101	Speech Communication and Rhetoric	Cuesta	13	0	13	7	\$24.66	
22	9.0401	Journalism	Cuesta	9	57	66	7	\$21.09	1
23	9.0401	Journalism	Cal Poly	57	9	66	7	\$21.09	1
24	9.0701	Radio and Television	Cuesta	2	0	2	3	\$23.90	
25	10.0301	Graphic Communications, General	Cal Poly	79	0	79	0	\$20.46	
26	11.0701	Computer Science	Cuesta	8	93	101	125	\$35.93	1,8
27	11.0701	Computer Science	Cal Poly	93	8	101	125	\$35.93	1,8
28	11.0901	Computer Systems Networking and Telecommunications	Cuesta	2	0	2	70	\$28.45	1,0
29	11.1003	Computer and Information Systems Security/Information Assurance	Cuesta	4	0	4	69	\$28.72	1,0
30	12.05	Cooking and Related Culinary Arts, General	Cuesta	10	0	10	338	\$12.37	5,2
31	13.0101	Education, General	Cal Poly	51	0	51	102	\$29.94	

B	C	D	E	F	G	H	I	J	K
	Institution (2014)	Completions (2014)	Other Regional Completions (2014)	Total regional completions	Regional Openings (2015)	Median Hourly Earnings	Regional Jobs (2015)	Growth in Jobs (2015-2020)	
Management, General	Cal Poly	21	0	21	3	\$20.72	51	5%	
General	Cal Poly	148	0	148	3	\$31.88	199	-1%	
	Cal Poly	34	0	34	1	\$19.90	16	20%	
	Cal Poly	46	0	46	69	\$30.37	2,352	5%	Opportunity for training
/Journalism	Cal Poly	13	0	13	5	\$30.33	286	0%	
	Cal Poly	4	0	4	15	\$18.81	353	3%	
	Cal Poly	109	0	109	6	\$29.03	243	0%	
	Cal Poly	30	0	30	6	\$29.03	243	0%	
e	Cal Poly	42	0	42	5	\$20.08	81	7%	
	Cal Poly	21	0	21	7	\$27.38	279	0%	
	Cal Poly	13	0	13	5	\$29.46	237	0%	
y, General	Cal Poly	6	0	6	2	\$16.72	38	4%	
ment and Policy, Other	Cal Poly	42	0	42	4	\$19.42	83	5%	
	Cal Poly	38	0	38	4	\$19.42	83	5%	
	Cal Poly	143	0	143	5	\$45.48	208	-6%	
l Regional Planning	Cal Poly	52	0	52	8	\$45.62	226	1%	
	Cal Poly	41	0	41	4	\$52.97	160	-3%	
technician	Cuesta	5	0	5	1	\$15.23	75	-18%	
ender, and Group Studies, Other	Cal Poly	8	0	8	64	\$30.46	2,105	6%	Opportunity for training
d Rhetoric	Cuesta	13	0	13	7	\$24.66	147	12%	
	Cuesta	9	57	66	7	\$21.09	134	0%	
	Cal Poly	57	9	66	7	\$21.09	134	0%	
	Cuesta	2	0	2	3	\$23.90	71	1%	
General	Cal Poly	79	0	79	0	\$20.46	11	-11%	
	Cuesta	8	93	101	125	\$35.93	1,648	22%	Opportunity for training
	Cal Poly	93	8	101	125	\$35.93	1,648	22%	Opportunity for training
king and Telecommunications	Cuesta	2	0	2	70	\$28.45	1,048	19%	Opportunity for training
Systems Security/Information Assurance	Cuesta	4	0	4	69	\$28.72	1,093	17%	Opportunity for training
ry Arts, General	Cuesta	10	0	10	338	\$12.37	5,283	16%	Opportunity for training

	Institution (2014)	Completions (2014)	Other Regional Completions (2014)	Regional Openings (2015)	Median Hourly Earnings	Regional Jobs (2015)	Growth in Jobs (2015- 2020)	Suggested direction
Management, General	Cal Poly	21	0	3	\$20.72	51	5%	Completions oversaturate job market
General	Cal Poly	148	0	3	\$31.88	199	-1%	Completions oversaturate job market
	Cal Poly	34	0	1	\$19.90	16	20%	Completions oversaturate job market
	Cal Poly	46	0	69	\$30.37	2,352	5%	Opportunity for training
Journalism	Cal Poly	13	0	5	\$30.33	286	0%	
	Cal Poly	4	0	15	\$18.81	353	3%	
	Cal Poly	109	0	6	\$29.03	243	0%	Completions oversaturate job market
	Cal Poly	30	0	6	\$29.03	243	0%	Completions oversaturate job market
	Cal Poly	42	0	5	\$20.08	81	7%	Completions oversaturate job market
	Cal Poly	21	0	7	\$27.38	279	0%	Completions oversaturate job market
	Cal Poly	13	0	5	\$29.46	237	0%	
, General	Cal Poly	6	0	2	\$16.72	38	4%	
ment and Policy, Other	Cal Poly	42	0	4	\$19.42	83	5%	Completions oversaturate job market
	Cal Poly	38	0	4	\$19.42	83	5%	Completions oversaturate job market
	Cal Poly	143	0	5	\$45.48	208	-6%	Completions oversaturate job market
Regional Planning	Cal Poly	52	0	8	\$45.62	226	1%	Completions oversaturate job market
	Cal Poly	41	0	4	\$52.97	160	-3%	Completions oversaturate job market
chnician	Cuesta	5	0	1	\$15.23	75	-18%	
nder, and Group Studies, Other	Cal Poly	8	0	64	\$30.46	2,105	6%	Opportunity for training
Rhetoric	Cuesta	13	0	7	\$24.66	147	12%	
	Cuesta	9	57	7	\$21.09	134	0%	
	Cal Poly	57	8	7	\$21.09	134	0%	Completions oversaturate job market
	Cuesta	2	0	3	\$23.90	71	1%	
General	Cal Poly	79	0	0	\$20.46	11	-11%	Completions oversaturate job market
	Cuesta	8	93	125	\$35.93	1,648	22%	Opportunity for training
	Cal Poly	93	8	125	\$35.93	1,648	22%	Opportunity for training
ing and Telecommunications	Cuesta	2	0	70	\$28.45	1,048	19%	Opportunity for training
ystems Security/Information Assurance	Cuesta	4	0	69	\$28.72	1,093	17%	Opportunity for training
ry Arts, General	Cuesta	10	0	338	\$12.37	5,283	16%	Opportunity for training
	Cal Poly	61	0	100	\$20.04	4,744	6%	Opportunity for training

**Key**

Yellow = Central California School

Orange = Multiple institutes providing program

Red = Completions exceed regional openings

Green = Greater regional openings than completions

Business Council - Discussion Item - January 26, 2016

Evaluate and Identify Local Skills Gaps

Code	Program	Institution (2014)	Completions (2014)	Other Regional Completions (2014)	Regional Openings (2015)	Median Hourly Earnings	Regional Jobs (2015)	Growth in Jobs (2015-2020)	
1	Agriculture, General	Cal Poly	21	0	3	\$20.72	51	5%	Completions exceeded
101	Agricultural Business and Management, General	Cal Poly	148	0	3	\$31.88	199	-1%	Completions exceeded
201	Agricultural Mechanization, General	Cal Poly	34	0	1	\$19.90	16	20%	Completions exceeded
309	Viticulture and Enology	Cal Poly	46	0	69	\$30.37	2,352	5%	Opportunity for training
603	Ornamental Horticulture	Cal Poly	13	0	5	\$30.33	286	0%	
802	Agricultural Communication/Journalism	Cal Poly	4	0	15	\$18.81	353	3%	
901	Animal Sciences, General	Cal Poly	109	0	6	\$29.03	243	0%	Completions exceeded
905	Dairy Science	Cal Poly	30	0	6	\$29.03	243	0%	Completions exceeded
001	Food Science	Cal Poly	42	0	5	\$20.08	81	7%	Completions exceeded
102	Agronomy and Crop Science	Cal Poly	21	0	7	\$27.38	279	0%	Completions exceeded
103	Horticultural Science	Cal Poly	13	0	5	\$29.46	237	0%	
201	Soil Science and Agronomy, General	Cal Poly	6	0	2	\$16.72	38	4%	
299	Natural Resources Management and Policy, Other	Cal Poly	42	0	4	\$19.42	83	5%	Completions exceeded
501	Forestry, General	Cal Poly	38	0	4	\$19.42	83	5%	Completions exceeded
201	Architecture	Cal Poly	143	0	5	\$45.48	208	-6%	Completions exceeded
301	City/Urban, Community and Regional Planning	Cal Poly	52	0	8	\$45.62	226	1%	Completions exceeded
601	Landscape Architecture	Cal Poly	41	0	4	\$52.97	160	-3%	Completions exceeded
901	Architectural Technology/Technician	Cuesta	5	0	1	\$15.23	75	-18%	
299	Ethnic, Cultural Minority, Gender, and Group Studies, Other	Cal Poly	8	0	64	\$30.46	2,105	6%	Opportunity for training
101	Speech Communication and Rhetoric	Cuesta	13	0	7	\$24.66	147	12%	
401	Journalism	Cuesta	9	57	7	\$21.09	134	0%	
401	Journalism	Cal Poly	57	9	7	\$21.09	134	0%	Completions exceeded
701	Radio and Television	Cuesta	2	0	3	\$23.90	71	1%	
301	Graphic Communications, General	Cal Poly	79	0	0	\$20.46	11	-11%	Completions exceeded
701	Computer Science	Cuesta	8	93	125	\$35.93	1,648	22%	Opportunity for training
701	Computer Science	Cal Poly	93	8	125	\$35.93	1,648	22%	Opportunity for training
901	Computer Systems Networking and Telecommunications	Cuesta	2	0	70	\$28.45	1,048	19%	Opportunity for training
003	Computer and Information Systems Security/Information Assurance	Cuesta	4	0	69	\$28.72	1,093	17%	Opportunity for training
2.05	Cooking and Related Culinary Arts, General	Cuesta	10	0	338	\$12.37	5,283	16%	Opportunity for training
101	Education, General	Cal Poly	61	0	182	\$30.04	4,711	6%	Opportunity for training
1.21	Early Childhood Education and Teaching	Cal Poly	66	0	21	\$18.14	511	4%	Completions exceeded

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*- Allison Schiavo*

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*- Tammy Aguilera / Sarah Hayter*

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5.1 Discuss Implementation of PY 15-16 Strategies for Goal B:  
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*Avila &  
Hayter*

**6. Next Meeting:**

Thursday, April 21, 2016

Location To Be Determined

**7. Adjournment**