



**Creating Jobs Working Group  
San Diego Workforce Partnership  
3910 University Ave #400, San Diego, CA 92105  
July 18, 2018, 2:00 – 4:00 PM  
Meeting Notes**

**In Attendance:** Harder + Co, City of San Diego Promise Zone (SDPZ), AmeriCorps VISTAs, Department of Housing and Urban Development (HUD), San Diego City College Center for Applied Technologies (CACT), Urban Corps of San Diego County, City of San Diego Economic Development Department, City of San Diego Human Resources Department, San Diego Continuing Education, I Am My Brother's Keeper (IAMBK), General Dynamics-NASSCO, South County Economic Development Council (EDC) and San Diego Workforce Partnership

**Welcome and Introductions**

Co-chairs Karmin Noar of San Diego Workforce Partnership and Lydia Moreno of the City of San Diego Economic Development Department opened the meeting.

**Review of June 2018 Working Group Meeting**

The working group did not meet in June. The last meeting was in May when the Creating Jobs, Improving Educational Opportunities, and Increasing Economic Activities Working Groups met jointly to discuss cross-threading opportunities.

**Updates**

**South County EDC:**

- South County EDC stood up three different task forces to develop a more resilient regional economy that is not wholly reliant on defense spending. Those task forces are studying how drone technology can be integrated in different sectors of the economy, upgrading military base security, and developing the workforce for maritime industries.
- It received a Communities Thrive Challenge grant to conduct maritime workforce development in National City. Some of that money may be utilized within the SDPZ.

**General Dynamics-NASSCO:**

- NASSCO is establishing a maritime industries training program at Sweetwater High School and is interested in doing the same at Lincoln High School in the SDPZ.
- The Navy deferred some work into the next fiscal year. Accordingly, NASSCO had to delay some of its hiring. It expects to ramp up its work and hiring in FY2019 and well into 2020.
- It is hoping to hire completers of different workforce development programs, including SDWP's TechHire. These programs make it easy to filter through the thousands of applicants

NASSCO receives each year.

- In conjunction with San Diego City College, the Shipbuilding and Advanced Manufacturing Institute (SAMI) is being rolled out this fall.

#### CONNECT2Careers:

- The City of San Diego started an internship program in which interns are paired with mentors employed by the City, with the ultimately goal of converting the interns into paid employees. This program so far has served 100 Opportunity Youths (OYs).
- Beginning next year, prospective interns will undergo four weeks of work readiness training before formally starting the mentoring opportunity.

### **Opportunity Youth**

#### Hiring Considerations

- Partners discussed the challenges hiring and retaining OY. Some employers are technical experts but lack the soft and interpersonal skills training necessary to support vulnerable employees.
- Several organizations were highlighted that have established successful OY employment programs, including Youth Voice, South Bay Community Centers, and Urban Corps of San Diego County.

#### Trauma-informed case management

- Partners pointed out that trauma is often the biggest contributor to an OY being disconnected from employment and the school system.
- Some partners expressed a desire for their employees to be trained on trauma-informed instruction. Others proposed that rather than “training the trainer”, service providers can partner with employers to provide supportive services.
- Partners suggested staging semiannual OY workshops to bring together service providers in one place. Further connections can be made with partners on the Increasing Access to Healthcare and Healthy Foods and the Creating a Priority of Safety working groups.

### **Grants**

Partners were briefed on various grant opportunities. These include:

- The Zable Foundation Grant
- The David C. Copley Foundation Grant
- Department of Commerce’s Regional Innovation Strategies Program
- The Honda Foundation’s Youth and Scientific Engagement grant
- National Science Foundation’s Advanced Manufacturing grant
- National Science Foundation’s Accelerating Discovery: Educating the Further STEM Workforce grant

**Next Steps and Closing**

Co-chairs will discuss conducting a focused meeting on OY. Partners also expressed desire to have successful OY service providers present to the work group.

**Next Meeting Date:**

Third Wednesday of each month

San Diego Workforce Partnership

3910 University Ave #400, San Diego, CA 92105

August 15, 2018, 2:00-4:00 PM