



## Connect. Build. Inspire.

Purpose: GMI Member Meeting | Park Side Tap House, Feb. 5 from 5:00 – 7:00 pm

### Attendees:

- Amanda Samon, CTEC BCOE
- Annie Rafferty, Butte College the Training Place
- Andrea Campos, NoRTEC
- Ben Harris, Sierra Nevada Brewing
- Brian Bettencourt, Reliance Sheet & Strip
- Charlie Pooler, GMI
- Charlie Richards, Apprenticeships
- Dan Labar, Inspire School of Arts & Sciences
- Jennifer Foglesong, BCOE
- Joe Greene, CSU Chico Department of Mechanical and Mechatronic Engineering
- Mandy Leahy, CTEC BCOE
- Mark Maraj, Reliance Sheet & Strip
- Mark Quillin, Roplast Industries
- Matthew Mione, CSU Chico M3 Design
- Melissa McGowan, CSU Chico Marketing & Program Development
- Melody Stapleton, College of Engineering, Computer Science & Construction Management
- Paige Bennett, Bennett Apiaries
- Renee Thresher, Lundberg Family Farms
- Rick Nielsen, Business Learning Systems
- Sabrina Marquez, GMI
- Seema Sehrawat, College of Engineering, Computer Science & Construction Management
- Terra Ayers, Transfer Flow
- Tim Vanderhein, Safepath Products
- Val Reddemann, GMI

### I. Call to order

- Networking started at 5:00 pm.
- Valerie Reddemann called to order the meeting of the GMI Member Meeting at 5:35 pm

### II. Introductions

- Val Reddemann asked the attendees to quickly introduce themselves by stating their name, title and organization.

### III. GMI Update

- Val Reddemann wrote down the 3 objectives from the last GMI member meeting:

- a) Talent Recruitment
- b) Work Based Learning – Sabrina Marquez announced an internship opportunity with Upward Bound (CSU Chico).
- c) Common Curriculum – Charlie Pooler spoke on the CTE Curriculum Advisory Meeting that he attended on 1.24.2019 in Los Angeles, hosted by CA Department of Education

#### **IV. Camp Fire**

- Healthy conversation about Camp Fire, the following questions were asked to attendees:
  - a) Was your business directly affected by the Camp Fire (employees, facilities, equipment)?
  - b) Were you indirectly affected (customers, suppliers)?
  - c) Has the Camp Fire created any challenges or concerns when it comes to running your business?
- Concerns and solutions provided by attendees:
  - Several employees still on leave
  - Believes business won't recover to pre-fire status for years
  - Employee morale is struggling
  - Recruitment and employee retention worries
  - Housing is a major worry
  - Allow flex hours to accommodate employees
  - Relaxed Attendance Policy for affected employees
  - Miriam Park opened 41 trailer spots for Camp Fire evacuees
  - Offer affected employees funding, stipends and care packages
  - Company helped employees find rentals and housing
  - Higher Wages: Clean Up + Rebuild construction work = prevailing wage
    - Employee Retention: focus on good communication – utilize multiple channels to approach employees during difficult time
    - The Training Place, Services: HR trainings on how to deal with Camp Fire affected employees
      - Offer crossover certifications for local workforce
    - Be proactive:

- Spot market trends
- Invest in training
- Employee engagement
- Internships / Apprenticeships

#### **V. Adjournment**

Val Reddemann adjourned the meeting at 6:40 pm.

Minutes submitted by: Sabrina Marquez, Project Coordinator GMI