Greater Sacramento Region Beverage Industries: Challenges and Opportunities

November 5, 2020

2:00 PM - 4:00 PM

(4:00 - 4:30pm optional virtual tasting)

Lake Tahoe Community College

California Community Colleges

North Far North Regional Consortium

valley vision
Community Inspired Solutions

C·O·E
Centers of Excellence for Labor Market Research

Yolo County, CA WIB

YCCD
Yuba Community College District

Sierra College

Los Rios Community College District

Golden Sierra

Seta

Workforce Development Board NCC

Housekeeping

- Enable your video (optional)
- Please stay on mute unless you are called on to ask a question
- Submit all questions, technical difficulties, or other commentary to the Chatbox
- This meeting will be recorded and will be provided as part of the post meeting materials

Welcome and Introductions



Trish Kelly

Managing Director
Valley Vision

Supported By



















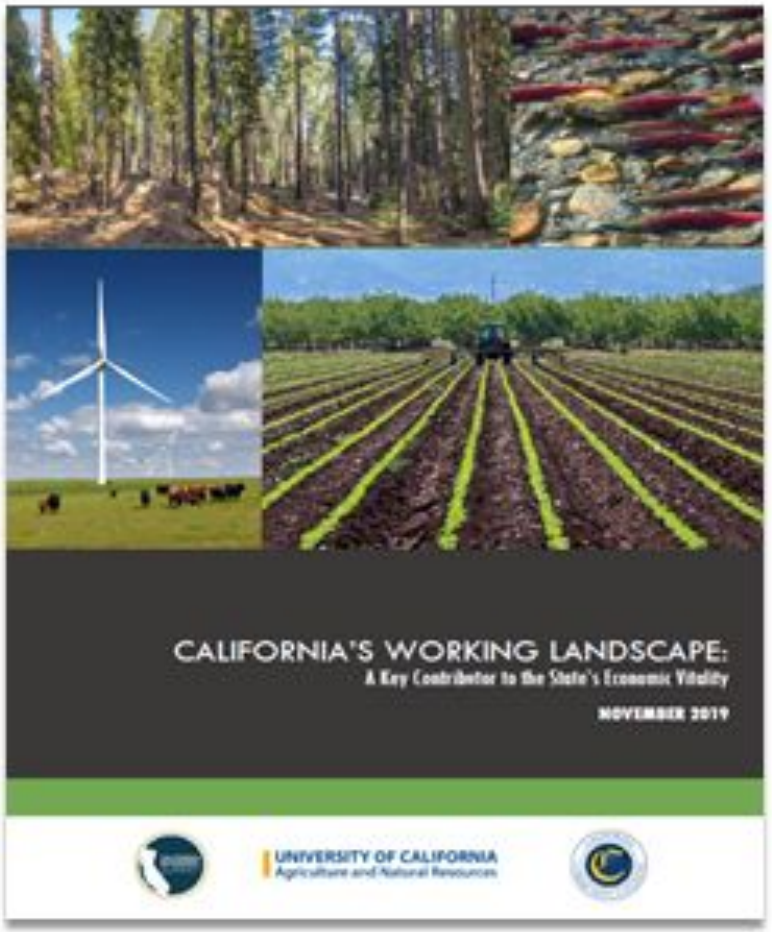


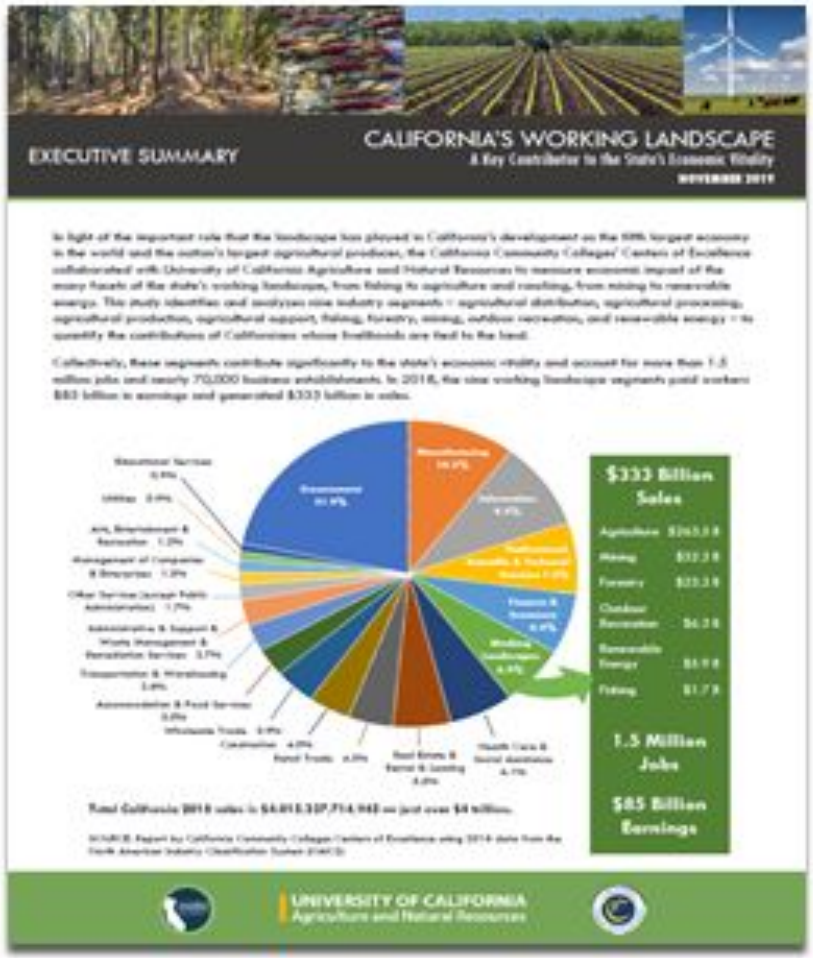


Agenda

2:00 PM	Welcome & Introduction
2:20 PM	Labor Market Trends and Scope of Occupations
2:50 PM	Employer Panel Discussion
3:40 PM	Group Discussion
3:55 PM	Conclusion & Next Steps
4:00 PM	Virtual Wine Tasting (optional)

California's Working Landscapes:
A Key Contributor to the State's Economic Vitality





Key Food & Ag Cluster Facts 2019

- California's Working Landscape makes up more than 6% of the total ag economy and contributes $338B in sales, and 1.5 million jobs
- Food and Ag Cluster Employment in the Sacramento region: Production (15,700), Agricultural Support (15,250), Processing (8,590), Distribution (16,640) – 55,180 jobs; $12.5 billion in sales
- Ag technologies can help growers increase productivity while reducing water, energy and fertilizer use by 20-40%
- Food processing is third largest manufacturing sector in California – California Energy Commission investing state Greenhouse Gas Reduction Fund in technologies that reduce use of natural gas and electricity and thus emissions

Strong Workforce Program/Career Education

- Partnership with four Community College Districts (8 colleges) and 8 Workforce Development Boards
- Labor Market Research and convenings with employers and system partners: skills gaps, emerging trends and opportunities
- Goal: Develop next generation of farmers, skilled manufacturers, and food entrepreneurs; address impacts of technology; provide career pathways/mobility
- Production, distribution and support employers all struggling to find the needed workforce
- Skills for the 21st Century Digitalization Era: Address new workforce needs for AgriFood Tech skills

Food & Ag Sector AgTech Workforce Assessment: Employer Challenges 2020

- *Macro Trends*: Climate change, immigration status, state minimum wage increases, lack of student interest in farming and ag-related careers, lack of career technical education in K-12, aging out of low and middle skills level workforce
- *Micro Trends*: Competition for same pool of workers, lack of career pathways in K-12 systems, need to market Food and Ag career opportunities to attract next generation of workers, lack of awareness for types of positions in more advanced farming industry, competition from large-scale distribution employers, and:

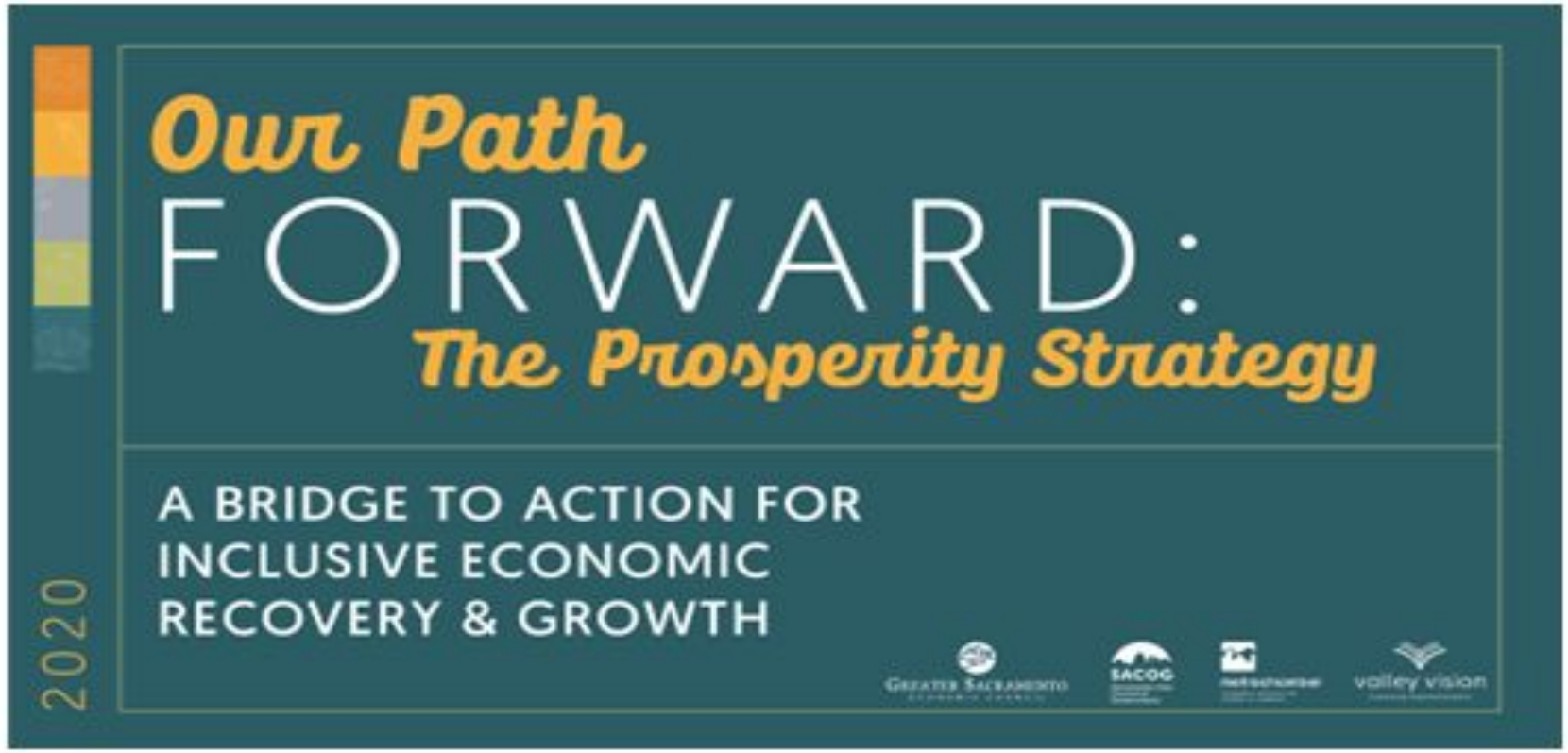
Lack of Internet Access

Impacts of COVID 19 on Food Systems

- Immediate shock to hospitality sector



- High levels of food insecurity (20% before Pandemic)
- Disruption of supply chains
- Loss of food distribution points
- Loss of markets for farmers and food distributors
- High levels of job loss or furloughs in a sector with high ratings for jobs as risk of displacement
- Concern for safety of workers, volunteers



A strategic framework and bridge to action for the six-county Sacramento Region that prioritizes our core economic initiatives and will result in a more prosperous, equitable and resilient region. Serves as region's federally-designated Comprehensive Economic Development Strategy (CEDS).



SECTOR INITIATIVES:

- Develop the **California Institute for Agriculture, Food and Health Innovation (Institute),** to bridge the innovation gap between research, development and commercialization, leveraging the assets of UC Davis , focusing on sustainable processes and products
- Expand wet lab and greenhouse space across the region
- Support food system infrastructure projects such as technology parks, food hubs, incubators and accelerators
- Advance an institutional procurement strategy to regionalize the food system (schools, hospitals, etc.)
- Support scale-up for food manufacturing companies
- Develop a funding strategy, including a healthy food financing fund

Emerging Opportunities

- Consumnes River College receives new USDA grant for Mechanized Agriculture Technology Program (Hispanic Serving Institutions Program) for development of dual enrollment pathways in Agricultural Mechanics
- New UC Davis/UC Ag and Natural Resources $20 million NSF grant for Artificial Intelligence (AI) Institute for Next Generation Food Systems, to increase efficiencies in the entire food system,includes workforce focus with programs to connect with K-12 and community colleges
- More regional supply chains/institutional procurement, new beverage products including health focus

Meet the Regional Directors: North Far North



Carrie Peterson
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How has COVID-19 affected the following sectors in the Beverage Industry:

- Agriculture, Water, & Environmental Technology
- Advanced Manufacturing
- Retail, Hospitality, & Tourism
- Business & Entrepreneurship

Agriculture, Water, & Environmental Technology

- Agriculture was considered an essential sector, so not much changed with production of food and beverages (dairy, alternative milks, etc.).
- Logistics was the biggest problem. Products were ready for distribution or manufacturing, but some plants closed or weren't operating due to a drop in demand.
- Some products had to be donated or disposed of because they were perishable and could not be saved.
- Other products could be stored until the supply chain could be repaired/redesigned. Many in the agriculture industry had to pivot quickly to find a buyer for their product(s) while still making a profit.

Advanced Manufacturing

- The manufacturing sector showed contraction in the early period of pandemic restrictions.
- Employers furloughed some employees but then had to compete with unemployment benefits when attempting to bring them back.
- Nearly all manufacturers in the region were able to classify as essential and keep doors open.
- Challenges included acquiring PPE, modifying working environment to accommodate social distancing requirements and adjust to new regulations.

Retail, Hospitality, & Tourism

- RHT sectors were devastated by the COVID-19 pandemic.
- Widespread closures/layoffs at bars, wineries, breweries, restaurants, hotels etc.

California Job Losses, % change from Previous Year,
April 2020-July 2020*:

Arts, Entertainment, Recreation: **-41.6%**

Food Services & Drinking Places: **-25.8%**

Accommodation & Food Services: -**28.3%**

- Major challenges: re-openings uneven across state, short/medium-term future of industries extremely unclear.
- Displaced RHT workers may want to consider upskilling via a community college.

*Data from California EDD and EFA

Business & Entrepreneurship

- Financial services were completely overwhelmed - banks were given the majority of responsibility for the PPP Loans.
- “A national survey found that the overall frequency of alcohol consumption increased by 14% among adults over age 30 (RAND, Sept. 2020).” This is wonderful for business!
- “Labor availability is limited, and the price for labor is increasing” (State of US Wine Industry, 2020).
- On-location sales suffered.
- Innovation and entrepreneurial mindset really kicked in - new delivery services, special pricing, e-commerce and social media ramp ups.

Labor Market Trends and Scope of Occupations



Ebony Benzing
Research Manager
North Far North Center of Excellence

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CENTERS OF EXCELLENCE
FOR LABOR MARKET RESEARCH

Beverage Industry in Greater Sacramento

THURSDAY, NOVEMBER 5, 2020

LOS RIOS COMMUNITY COLLEGE DISTRICT

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C·O·E CENTERS OF EXCELLENCE FOR LABOR MARKET RESEARCH

Who is the Center of Excellence?



Region	Director
North/ Far North	Aaron Wilcher (North)
	Sara Phillips (Far North)
Bay Area	John Carrese
Central	Nora Seronello
South Central	Adele Hermann
Los Angeles	Luke Meyer
Orange County	Jesse Crete
Inland Empire/Desert	Michael Goss
San Diego/Imperial	Tina Ngo Bartel
Statewide	Laura Coleman

Typical COE Research Questions



- What is the employment **outlook** for students?
- What **skills** and **credentials** are needed?
- What **programs** look ripe for investment?

“Mixed Methods Process” for planning

Valley Vision – Los Rios Advisory Groups

- Work-based learning
- Short courses
- Job and business connections

Supplement “on-paper” data with business intelligence data, emerging tech/jobs/skills and labor market conditions



Presentation Overview

- Industry Overview
- Workforce Snapshot
- Job Postings Data
- College Programs and Awards

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LOS RIOS COMMUNITY COLLEGE DISTRICT

COSUMNES RIVER COLLEGE
LOS RIOS COMMUNITY COLLEGE DISTRICT

FOLSOM LAKE COLLEGE
LOS RIOS COMMUNITY COLLEGE DISTRICT

SACRAMENTO CITY COLLEGE
LOS RIOS COMMUNITY COLLEGE DISTRICT

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Production



Processing



Distribution

Support

Beverage Industry Snapshot
Greater Sacramento

38,845
Jobs in 2019

41,253
Projected Jobs in 2024

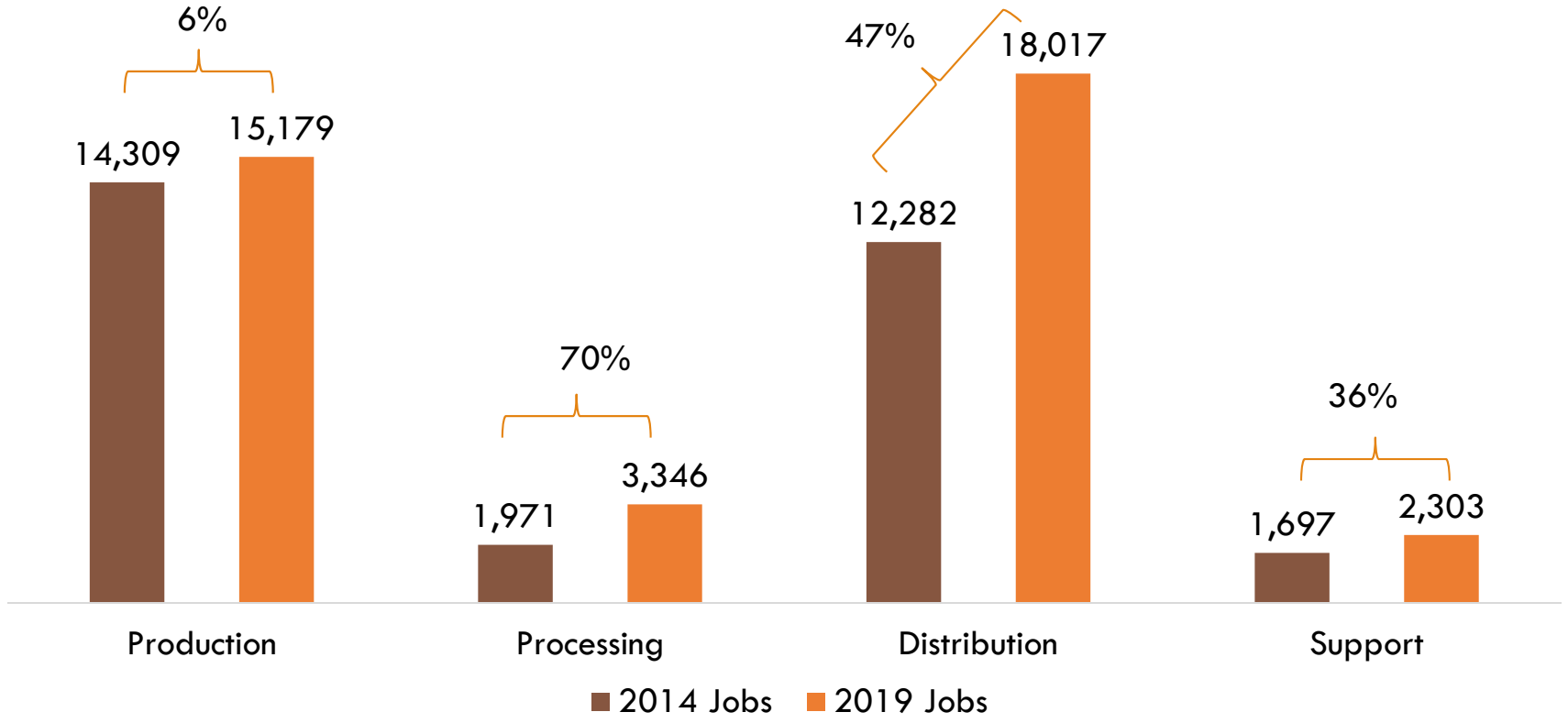
6%
Projected Job Growth

$57,212
Average earnings per job

1,981
establishments

Source: Emsi 2020.4; QCEW Employees, Non-QCEW Employees, and Self-Employed in the seven-county North (Greater Sacramento) region, which includes El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba.

Historic Job Change, 2014-2019



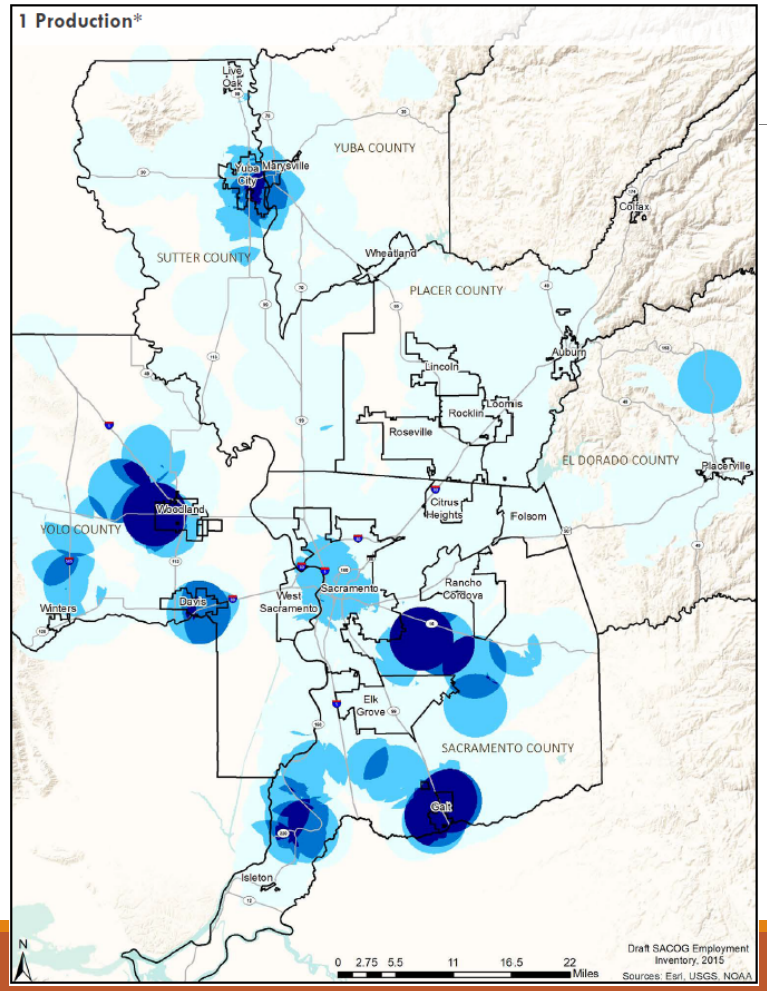
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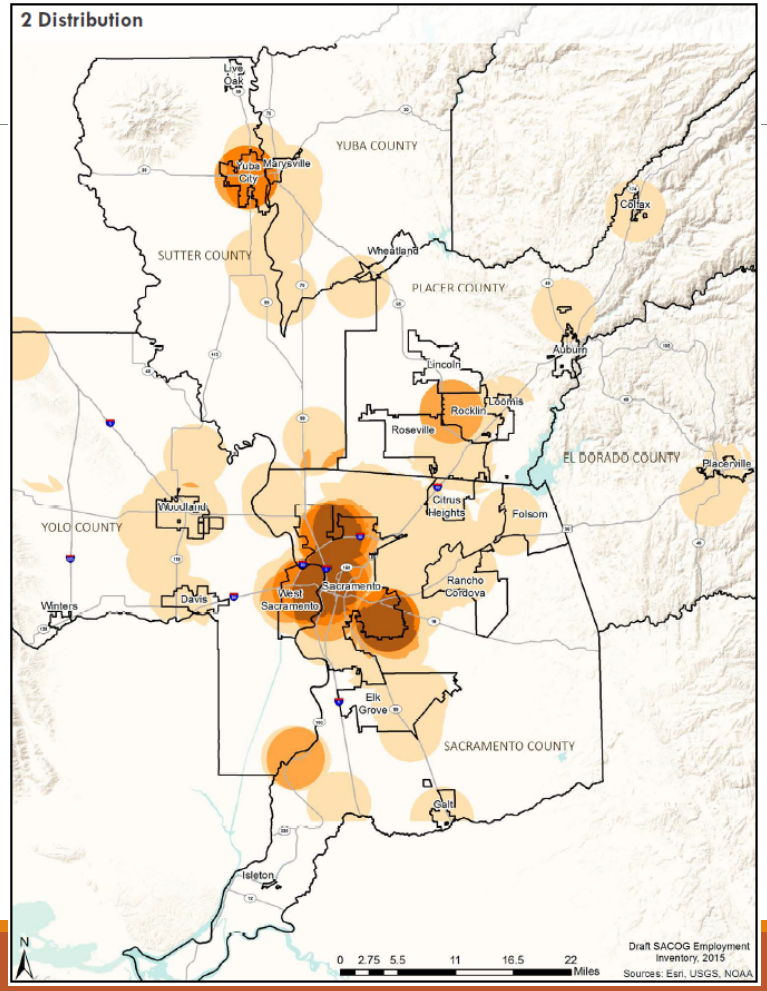
Projected Job Change, 2019-2024

Subsector	2019 Jobs	2024 Jobs	Projected Change, 2019 - 2024	Projected % Change, 2019 - 2024
Production	15,179	15,235	56	0%
Processing	3,346	3,693	347	10%
Distribution	18,017	19,889	1,872	10%
Support	2,303	2,436	133	6%
Beverage totals	**38,845**	**41,253**	**2,408**	**6%**
All Industries across Greater Sacramento	*1,243,186*	*1,324,557*	*81,371*	*7%*

Source: Emsi 2020.4; QCEW Employees, Non-QCEW Employees, and Self-Employed in the seven-county North (Greater Sacramento) region, which includes El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba.

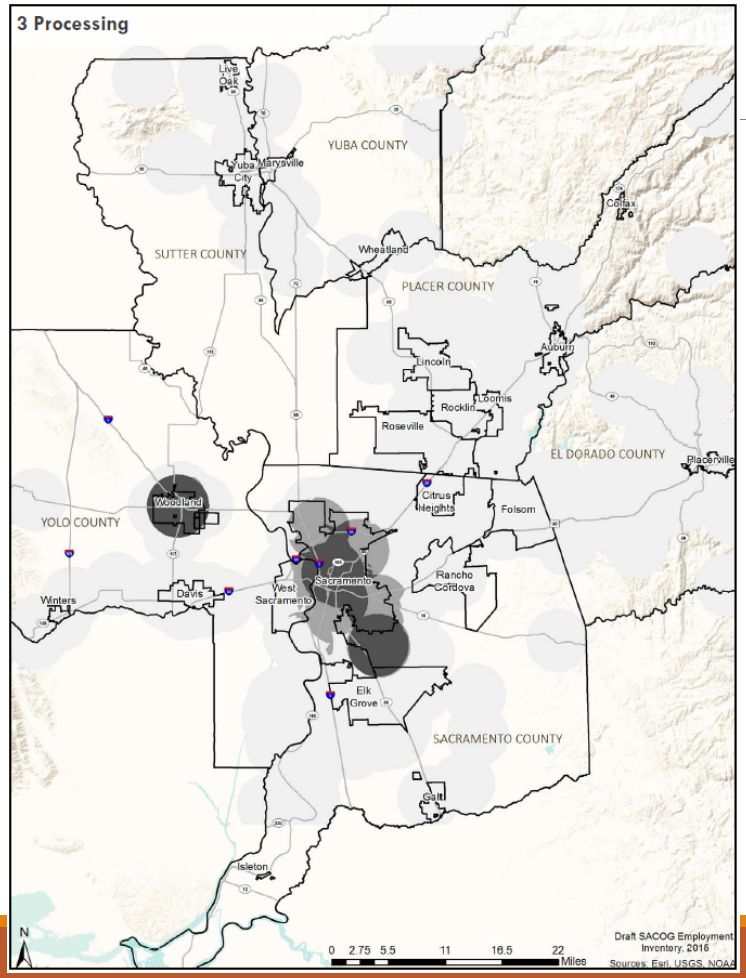
Employment Concentration by Subsector

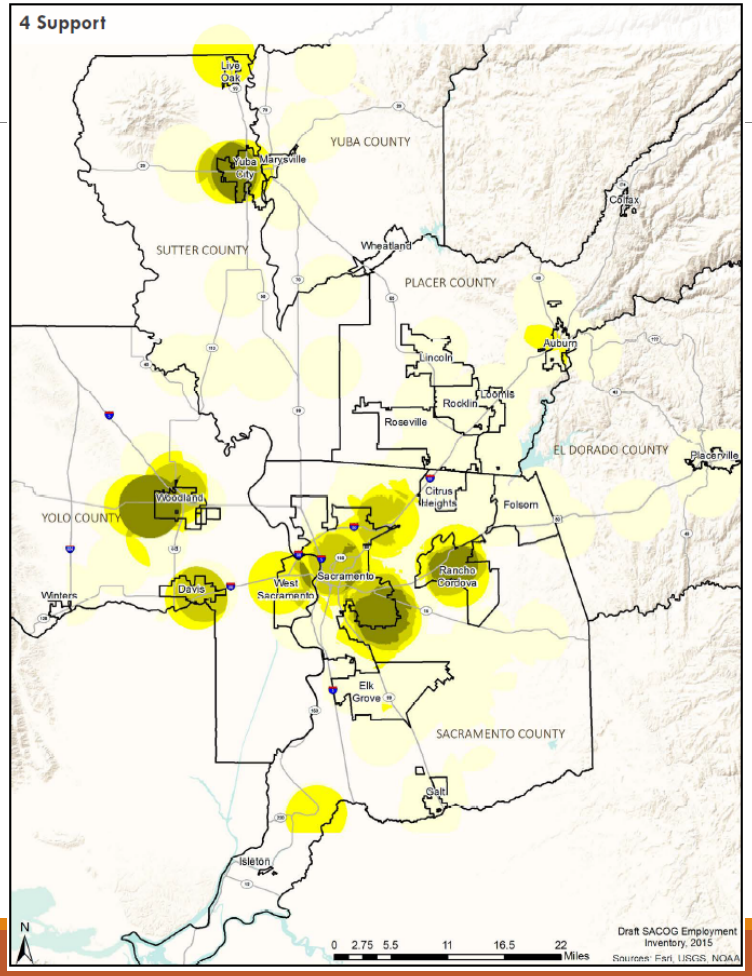




Source: Food and Agriculture: Cluster and Workforce Needs Assessment, Sacramento Capital Region

Employment Concentration by Subsector



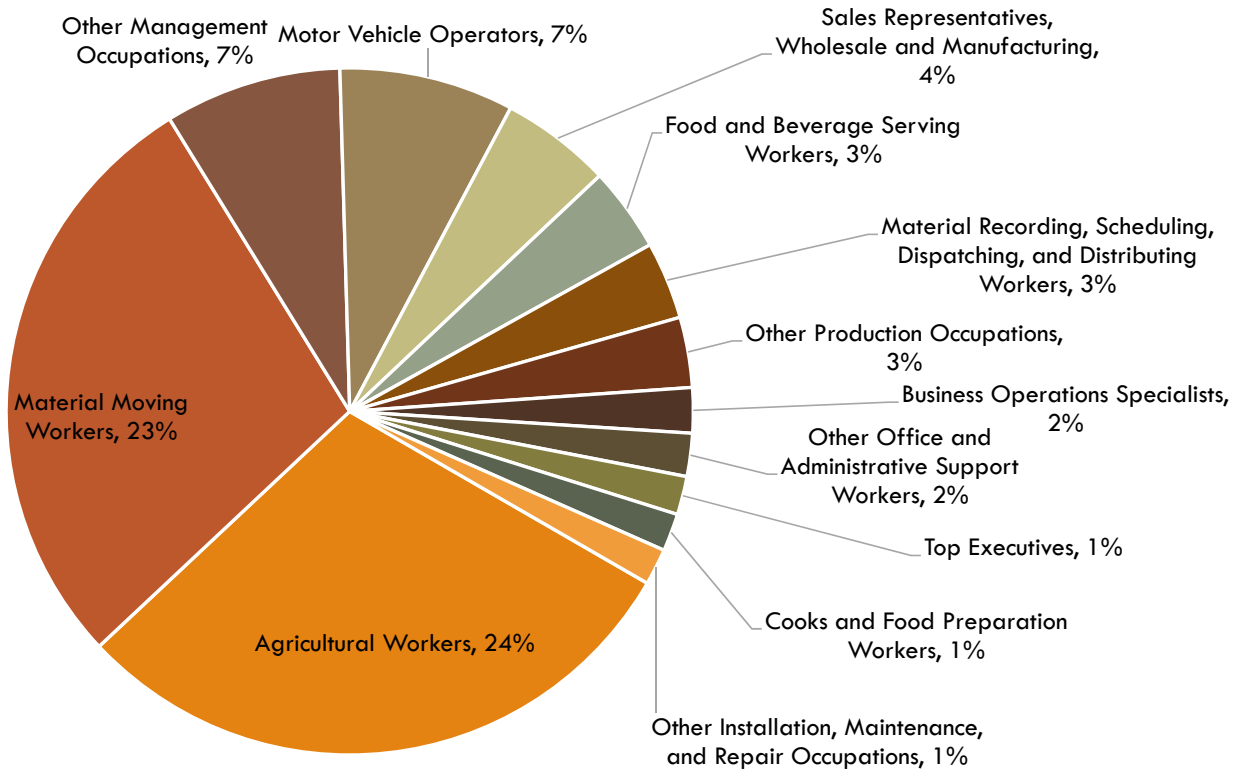


Source: Food and Agriculture: Cluster and Workforce Needs Assessment, Sacramento Capital Region

Beverage Industry Workforce

Workforce by Occupational Group

80% of jobs concentrated in 13 occupational groups…



Source: Emsi 2020.4; QCEW Employees, Non-QCEW Employees, and Self-Employed in the seven-county North (Greater Sacramento) region, which includes El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba.

Occupation	2019 Jobs	2024 Jobs	Projected % Change, 2019 - 2024	Annual Openings	Median Hourly Earnings
General and Operations Managers	15,937	17,332	9%	1,715	$49.83
Bookkeeping, Accounting, and Auditing Clerks	11,978	12,276	2%	1,481	$21.38
Maintenance and Repair Workers, General	8,504	9,281	9%	1,012	$20.26
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	7,588	7,858	4%	874	$28.71
Food Service Managers	3,095	3,291	6%	405	$22.87
First-Line Supervisors of Non-Retail Sales Workers	2,355	2,397	2%	238	$30.03
Production Workers, All Other	1,977	1,965	(1%)	240	$14.73
Industrial Machinery Mechanics	1,506	1,619	8%	166	$30.75
Merchandise Displayers and Window Trimmers	956	986	3%	103	$14.81
Agricultural and Food Science Technicians	772	779	1%	96	$22.94
Farm Equipment Mechanics and Service Technicians	214	226	6%	25	$23.22
Industrial Engineering Technologists and Technicians	111	122	10%	14	$29.90
North (Greater Sacramento) Totals	**54,991**	**58,132**	**6%**	**6,368**	**--**

Source: Emsi 2020.4; QCEW Employees, Non-QCEW Employees, and Self-Employed in the seven-county North (Greater Sacramento) region, which includes El Dorado, Nevada, Placer, Sacramento, Sutter, Yolo, and Yuba.

Beverage Industry Job Postings

Burning Glass Labor Insights

- Online job posting aggregator
- New jobs posted online between November 1, 2019 through October 31, 2020
- Searched industries at 3- or 4-digit NAICS level
- Focused on jobs that required training beyond HS diploma
- Number of job postings vary by industry subsector, as do the number of unspecified job postings

Employers with the Most Job Openings

3,125 jobs posted online,
Nov 2019 – Oct 2020

258 Production	711 Processing
1,729 Distribution	427 Support

- Forest Service
- State of California
- Western Climate Initiative (WCI)
- NorCal Beverages
- Coca-Cola
- CG Di Arie Winery
- Ste. Michelle Wine Estate
- Crossmark
- United Natural Foods
- Caterpillar
- Wilbur Elise
- Marrone Bio

Source: Burning Glass Labor Insights, Accessed November 2, 2020

Employers with the most job openings

Production (n = 258 jobs)		Processing (n = 711 jobs)		Distribution (n = 1,729 jobs)		Support (n = 427 jobs)	
Forest Service	86	Nor Cal Beverage	97	Crossmark	354	Caterpillar	83
HP Hood	53	Mondelez	90	United Natural Foods	241	Wilbur Ellis	60
Lima Grain	5	Coca-Cola	74	Aramark	157	Syngenta	40
State of California	4	Red Bull	48	Sysco	144	Follett	38
Joyn Bio	4	Dr. Pepper Snapple	26	Sodexo	99	Scotts	23
HM Clause	4	Shamrock Foods	26	R Systems Inc	63	Airgas	23
CG Di Arie Winery	4	Ste. Michelle Wine	14	Core-Mark	61	Marrone Bio	22
Bare Juices	4	Bunge	13	C&S Wholesale Grocers	58	H&E Equipment	20
Williams Vineyard Management	3	Nimbus Winery	12	NorCal Beverage	51	Cadman Power	18
Western Climate Initiative	3	Schwan Food	10	Defense Commissary Agency	34	Crop Production Services Inc.	18

Most Desired Occupations

Processing	Production	Distribution	Support
• Forest and Conservation Techs • Clinical Lab Techs • Farm and Ranch Managers • Purchasing Agents • Food Services Managers • Industrial Engineering Techs	• Merchandisers • Sales Representatives • Managers, All Other • Heavy Truck Drivers • First-Line Supervisors of Mechanics, Installers, and Repairers • General and Operations Managers	• Merchandisers • Sales Representatives • First-Line Supervisors of Food and Retail Workers • Food Services Managers • Purchasing Agents • Administrative Assistants	• Maintenance and Repair Workers • First-Line Supervisors of Production Workers • Marketing Managers • Software Developers

Source: Burning Glass Labor Insights, Accessed November 2, 2020

Most Desired Occupations

Production (n = 258 jobs)		Processing (n = 711 jobs)		Distribution (n = 1,729 jobs)		Support (n = 427 jobs)	
Forest and Conservation Techs	30	Merchandiser	81	Merchandiser	180	Sales Reps	38
Managers, All Other	12	Sales Representatives	38	Sales Reps	97	Maintenance and Repair Workers	25
Purchasing Agents	7	Sales Managers	22	Heavy Truck Drivers	90	Heavy Truck Drivers	25
Medical and Clinical Lab Techs	7	Heavy Truck Drivers	21	Diesel Engine Mechanics	56	General and Operations Managers	17
First-Lines Supervisors of Mechanics	6	Managers, All Other	18	First-Line Supervisors of Food Workers	45	First-Line Supervisors of Retail Workers	13
Farm and Ranch Managers	5	Marketing Managers	14	First-Line Supervisors of Retail Workers	40	Software Developers	9
Software Developers	4	Customer Service Reps	13	Food Service Managers	38	First-Line Supervisors of Production Workers	8
Foresters	4	Storage and Distribution Managers	12	Software Developers	25	Marketing Managers	7
Food Service Managers	4	General and Operations Managers	9	Purchasing Agents	24	Managers, All Other	6
Industrial Engineering Tech	3	First-Lines Supervisors of Mechanics	9	Administrative Assistants	14	Industrial Engineering Tech	6

Skills in Greatest Demand



Soft Skills

- Customer Service
- Customer Contact
- Personnel Management



Technical Skills

- Budgeting
- Scheduling
- MS Office
- Enterprise Resource Planning (ERP)
- SAP
- Sales Force
- SQL
- Oracle
- Adobe



Specialized

- Retail Industry Knowledge
- Forklift Ops
- Land Management
- Cryptography
- Repair
- Merchandising
- Sales
- Marketing

Source: Burning Glass Labor Insights, Accessed November 2, 2020

Specialized Skills in Greatest Demand

Production (n = 258 jobs)	Processing (n = 711 jobs)	Distribution (n = 1,729 jobs)	Support (n = 427 jobs)
Personnel Management	Sales	Retail Industry Knowledge	Customer Service
Employee Engagement	Merchandising	Customer Service	Sales
Annuities	Customer Service	Merchandising	Repair
Budgeting	Customer Contact	Scheduling	Forklift Operation
Scheduling	Scheduling	Sales	Budgeting
Repair	Forklift Operations	Store Management	Scheduling
Cryptography	Retail Industry Knowledge	Cleaning	Retail Industry Knowledge
Land and Range Management	Cleaning	Budgeting	Lifting Ability
Data Entry	Packaging	Sales Planning	Accounting
Performance Appraisals	Repair	Customer Contact	Agronomy

Existing Community College Programs

Existing TOP Code Programs

- American River
- Cosumnes River
- Folsom Lake
- Lake Tahoe
- Sacramento City
- Sierra
- Woodland
- Yuba

Ag and Natural Resources	Business and Management	Engineering and Industrial Technologies	Family and Consumer Sciences
• Ag Technology and Sciences • Ag Business, Sales and Service • Small Vineyard and Winery Management	• Accounting • Tax Studies • Business Administration • Business Management • Small Business and Entrepreneurship • Retail Store Operations and Management • Marketing and Distribution • Advertising • Purchasing	• Industrial Systems Technology and Maintenance • Laboratory Science Technology • Manufacturing and Industrial Technology • Welding Technology • Other Engineering and Related Industrial Technologies	• Restaurant and Food Services and Management

Source: Management Information Systems (MIS) Data Mart, California Community Colleges Chancellor's Office, accessed October 29, 2020, https://datamart.cccco.edu/.

Average Awards Conferred Each Year

Program Type	Annual Awards 2016-2017	Annual Awards 2017-2018	Annual Awards 2018-2019	3-Year Average
Agriculture and Natural Resources	36	31	19	*29*
Business and Management	1,599	1,645	1,625	*1,627*
Engineering and Industrial Technologies	214	155	169	*191*
Family and Consumer Sciences*	53	80	39	*57*
North (Greater Sacramento) Grand Total	**1,902**	**1,911**	**1,852**	***1,904***

*Restaurant and Food Services only

Source: Management Information Systems (MIS) Data Mart, California Community Colleges Chancellor's Office, accessed October 29, 2020, https://datamart.cccco.edu/.

Program Type - TOP6	Annual Awards 2016-2017	Annual Awards 2017-2018	Annual Awards 2018-2019	3-Year Average
Agriculture Technology and Sciences, General	26	29	18	24
Agriculture Business, Sales and Service	10	2	1	4
Agriculture and Natural Resources Subtotal	*36*	*31*	*19*	*29*
Accounting	295	299	309	301
Tax Studies	7	10	5	7
Business Administration	1091	1158	1100	1116
Business Management	80	92	117	96
Management Development and Supervision		2	8	5
Small Business and Entrepreneurship	85	58	55	66
Retail Store Operations and Management	5	2	2	3
Marketing and Distribution	33	20	27	27
Advertising			2	2
Purchasing	3	4		4
Business and Management Subtotal	*1599*	*1645*	*1625*	*1627*
Industrial Systems Technology and Maintenance	35	22		29
Laboratory Science Technology	6	7	6	6
Manufacturing and Industrial Technology	19	21	23	21
Welding Technology	154	105	137	132
Other Engineering and Related Industrial Technologies			3	3
Engineering and Industrial Technologies Subtotal	*214*	*155*	*169*	*191*
Restaurant and Food Services and Management	53	80	39	57
Consumer Sciences Subtotal	*53*	*80*	*39*	*57*
North (Greater Sacramento) Grand Total	**1902**	**1911**	**1852**	**1904**

THANK YOU!

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FOR LABOR MARKET RESEARCH

Industries included in research, 1

Production		Notes
111130	Dry Pea and Bean Farming	All aggregated under 111000 Crop Production
111140	Wheat Farming	
111150	Corn Farming	
111160	Rice Farming	
111199	All Other Grain Farming	
111211	Potato Farming	
111219	Other Vegetable (except Potato) and Melon Farming	
111310	Orange Groves	
111320	Citrus (except Orange) Groves	
111331	Apple Orchards	
111332	Grape Vineyards	
111333	Strawberry Farming	
111334	Berry (except Strawberry) Farming	
111335	Tree Nut Farming	
111336	Fruit and Tree Nut Combination Farming	
111339	Other Non-Citrus Fruit Farming	
111411	Mushroom Production	
111419	Other Food Crops Grown Under Cover	
111421	Nursery and Tree Production	
111930	Sugarcane Farming	
111991	Sugar Beet Farming	
111998	All Other Miscellaneous Crop Farming	
112120	Dairy Cattle and Milk Production	All aggregated under 112000 Animal Production
112130	Dual-Purpose Cattle Ranching and Farming	
112310	Chicken Egg Production	
112420	Goat Farming	
112910	Apiculture	
115112	Soil Preparation, Planting, and Cultivating	
115113	Crop Harvesting, Primarily by Machine	
115114	Postharvest Crop Activities (except Cotton Ginning)	
115115	Farm Labor Contractors and Crew Leaders	
115116	Farm Management Services	

Processing		Notes
311213	Malt Manufacturing	
311411	Frozen Fruit, Juice, and Vegetable Manufacturing	
311511	Fluid Milk Manufacturing	Includes milk substitutes
311514	Dry, Condensed, and Evaporated Dairy Product Manufacturing	Includes baby formula, dietary drinks, non-alcoholic eggnog, lactose, malted milk, nondairy, whey, etc.)
311920	Coffee and Tea Manufacturing	
311930	Flavoring Syrup and Concentrate Manufacturing	Includes beverage bases and flavorings, concentrates (except frozen), soda syrups, etc.
312111	Soft Drink Manufacturing	
312112	Bottled Water Manufacturing	
312113	Ice Manufacturing	
312120	Breweries	
312130	Wineries	
312140	Distilleries	

Industries included in research, 2

Distribution		Notes
424410	General Line Grocery Merchant Wholesalers	
424420	Packaged Frozen Food Merchant Wholesalers	
424430	Dairy Product (except Dried or Canned) Merchant Wholesalers	
424450	Confectionery Merchant Wholesalers	
424460	Fish and Seafood Merchant Wholesalers	
424470	Meat and Meat Product Merchant Wholesalers	
424480	Fresh Fruit and Vegetable Merchant Wholesalers	
424490	Other Grocery and Related Products Merchant Wholesalers	
424510	Grain and Field Bean Merchant Wholesalers	
424520	Livestock Merchant Wholesalers	
424590	Other Farm Product Raw Material Merchant Wholesalers	
424810	Beer and Ale Merchant Wholesalers	
424820	Wine and Distilled Alcoholic Beverage Merchant Wholesalers	
493110	General Warehousing and Storage	Generally handle goods in containers, does not include specialized handling of bulk products
493120	Refrigerated Warehousing and Storage	
493130	Farm Product Warehousing and Storage	
493190	Other Warehousing and Storage	Includes Whiskey warehousing
722310	Food Service Contractors	

Support	
325320	Pesticide and Other Agricultural Chemical Manufacturing
333111	Farm Machinery and Equipment Manufacturing
333241	Food Product Machinery Manufacturing
423820	Farm and Garden Machinery and Equipment Merchant Wholesalers
424910	Farm Supplies Merchant Wholesalers
327213	Glass Container Manufacturing
326160	Plastics Bottle Manufacturing

Data Sources

Emsi. https://www.economicmodeling.com/. EMSI occupational employment data are based on final EMSI industry data and final EMSI staffing patterns. Wage estimates are based on Occupational Employment Statistics (QCEW and Non-QCEW Employees classes of worker) and the American Community Survey (Self-Employed and Extended Proprietors).

"Labor Insight Real-Time Labor Market Information Tool." Burning Glass Technologies. http://www.burning-glass.com.

"Taxonomy of Programs." California Community Colleges Chancellor's Office. June 2012, 6th Edition. https://www.cccco.edu/-/media/CCCCO-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Files/TOPmanual6200909corrected12513pdf.ashx.

Management Information Systems (MIS) Data Mart. California Community Colleges Chancellor's Office. https://datamart.cccco.edu/.

Integrated Postsecondary Education Data System (IPEDS). National Center for Education Statistics. U.S. Department of Education. https://nces.ed.gov/ipeds/.

O*NET OnLine. U.S. Department of Labor/Employment and Training Administration (DOLETA). https://www.onetonline.org/.

Employer Panel Discussion



Kara Sather
Executive Director, El Dorado Winery Association



Anna Gerhardt
Sales Account Executive, Regal Wines



Cyndi Fischer
Senior Human Resources Manager, HP Hood

How can Industry and Education Partner Together?

Regional Directors for North Far North

INDUSTRY PARTNERS - Does your company have work-based learning, internship, or apprenticeship opportunities for community college students? Please contact us if so! We look forward to hearing from you!



Carrie Peterson
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Jeff Briggs
Advanced Manufacturing
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Josh Sweigert
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Angela Cordell
Business & Entrepreneurship
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What industries, topics, etc. would you like us to focus on for our spring regional meeting?

Please put your comments in the Chat Box!
Thank you for your feedback!

THANK YOU FOR JOINING

For questions or comments

Trish Kelly Trish.Kelly@valleyvision.org

Carrie Peterson Agriculture, Water, & Environmental Technology cpeterso@yccd.edu

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Josh Sweigert Retail, Hospitality, & Tourism sweigert@ltcc.edu

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Virtual Wine Tasting (at 4:00pm)



Kara Sather

Executive Director

El Dorado Winery Association

THANK YOU FOR JOINING

For questions or comments

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