

## Board Meeting

Monday, January 7, 2019  
Tenth Street Place, Basement Training Room  
1010 10<sup>th</sup> Street, Ste. B300, Modesto, CA 95354  
12:00 pm – 2:00 pm

The Workforce Development Board complies with all provisions of the Brown Act and the Conflict of Interest Code on file with the Stanislaus County Workforce Development. See links below.

[http://ag.ca.gov/publications/2003\\_Intro\\_BrownAct.pdf](http://ag.ca.gov/publications/2003_Intro_BrownAct.pdf)

<http://stanworkforce.com/board>

The agenda at each meeting allows for a public comment period, limited to 5 minutes. Public Comment forms are available at [www.stanworkforce.com/board](http://www.stanworkforce.com/board).

All meetings are conducted in English. Please make arrangements for an interpreter if necessary.

If you require assistance per the Americans with Disabilities Act, please notify Stanislaus County Workforce Development at (209) 558-2114, 48 hours in advance of the meeting.

Public notice of all Workforce Development Board meetings are posted 72 hours in advance of the meeting at the location site and on the webpage at [www.stanworkforce.com](http://www.stanworkforce.com).

- I. Call to Order and Introductions
- II. Conflict of Interest
- III. Public Comment Period
- IV. Director's Report
  - A. Update of Department Activities
  - B. WIOA Regulatory Overview
  - C. Labor Market Information
- V. Presentation
  - A. Eckerd Connects
- VI. Consent Items
  - A. Approval of the Minutes of the October 1, 2018 Workforce Development Board Meeting
  - B. Approval for Stanislaus County Workforce Development to Submit a Request to the State to Transfer \$200,000 of Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Funds to the WIOA Adult Fund Category
  - C. Approval of Stanislaus County Workforce Innovation and Opportunity Act (WIOA) Program Years 2017-2021 Local Plan 2-year Modification and Authorization for Workforce Development Board Chair to Sign the Local Plan 2-year Modification
- VII. Discussion and Action Items
  - A. Approval to Increase the Limit for Individual Training Accounts Up to \$10,000 for In-Demand Occupations Leading to an Employment Wage of \$17.47 or Above and \$7,500 for All Other In-Demand Occupations

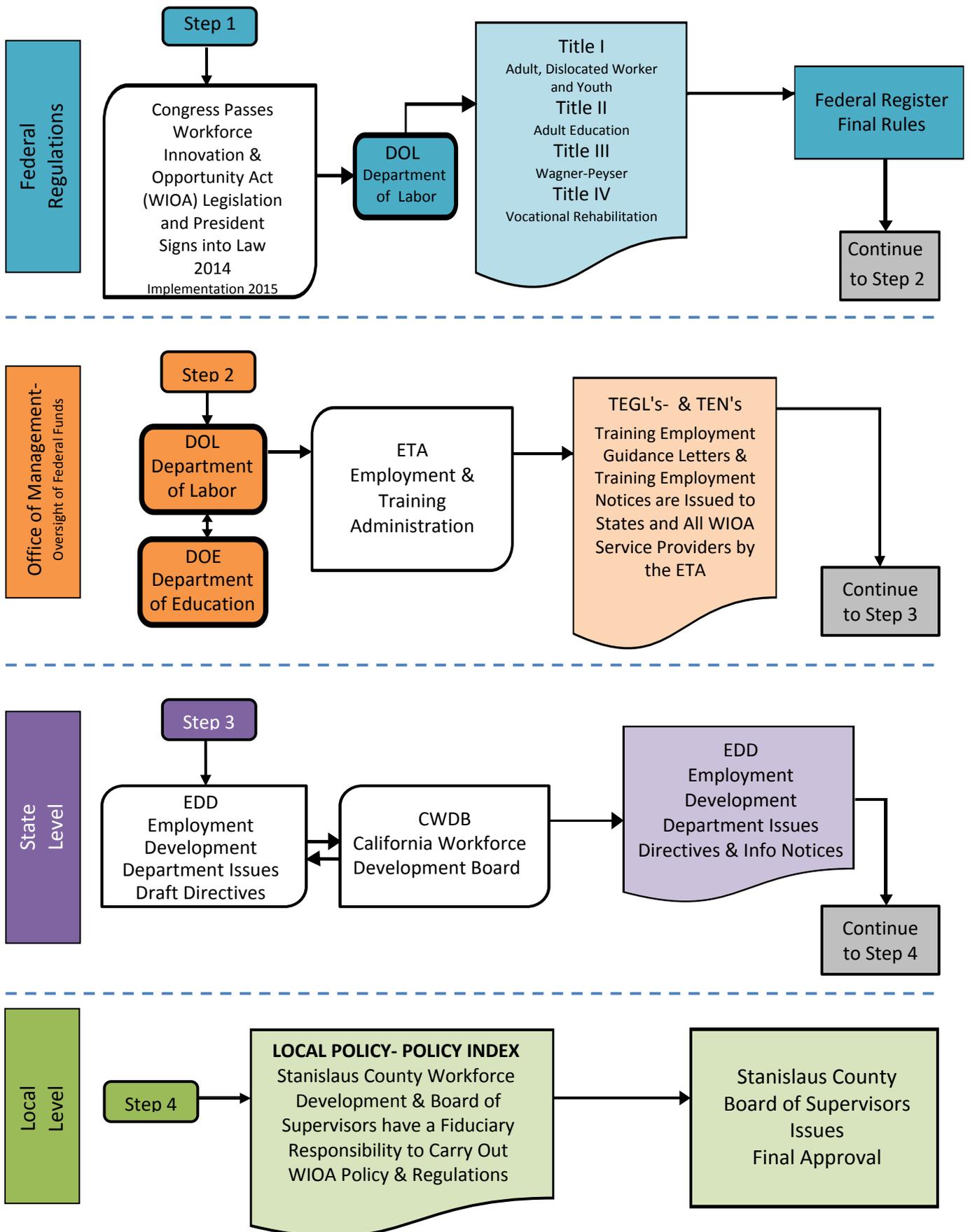
- B. Approval for Stanislaus County Workforce Development (SCWD) to Utilized the Lower Living Standard Income Level (LLSIL) at 200% to Determine the Self-Sufficiency Wage

VIII. Future Topic and Discussion

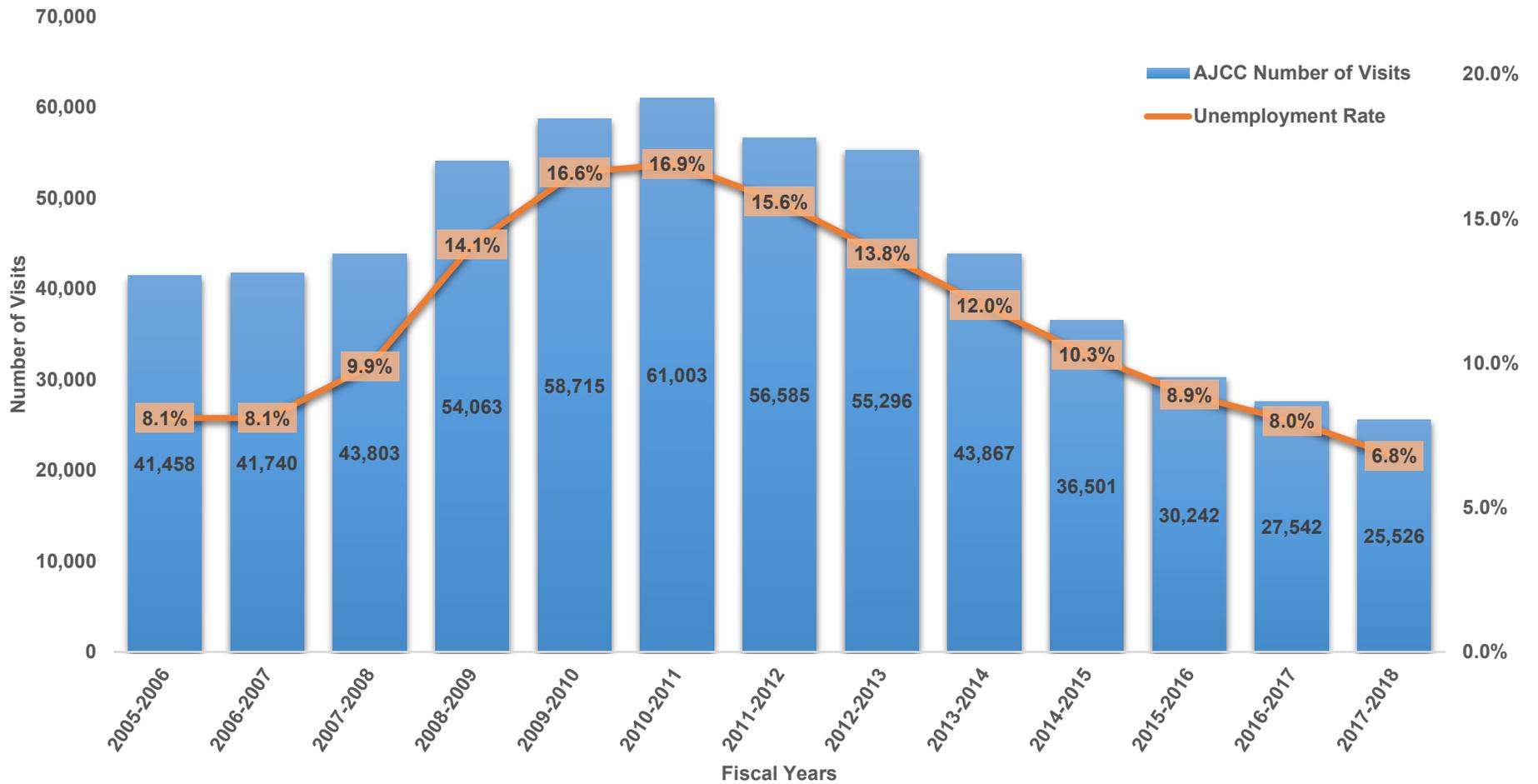
Next Meeting: Monday, April 1, 2019  
Location: 1010 10<sup>th</sup> Street, Ste. B300  
Time: 12:00 pm – 2:00 pm

Future Meetings: Monday, July 1, 2019  
Monday, October 7, 2019

## WIOA Regulatory Overview



### America's Job Center of California (AJCC) Visits Fiscal Years 2005-2006 to 2017-2018



Note: EDD Labor Market Information counts unemployment rate on a monthly basis. Displayed above is the median unemployment rate and AJCC visits for each Fiscal Year within Stanislaus County.

Data Source: DetNet: LMI EDD

## Board Meeting

Monday, October 1, 2018  
Stanislaus County Center III "The Learning Institute" Room 1  
917 Oakdale Road, Modesto CA 95355  
12:00 pm – 2:00 pm

### Members in attendance:

Josh Bridegroom  
Ross Briles  
Margarita Cabalbag  
Tom Changnon  
Dean Fadeff  
Richard Hagerty  
Kathryn Harwell  
Jody Hayes  
Kris Helton  
Mary Machado

Pedro Mendez  
Dick Monteith  
Doug Murdock  
William O'Brien  
Maryn Pitt  
Tim Robertson  
Cecil Russell  
J. Douglas Van Diepen  
James Wood, Jr.

### Members absent:

Jennifer Carlson-Shipman  
Mahalia Gotico  
Steve Hopper

Chris Savage  
Greg Vincelet

### Staff in attendance:

Vinal Chand  
Robyn Cline  
Jaskaran Dhesi  
Andy Fiskum  
Cheryl Fondse  
Doris Foster  
Ryan Gonchar

Virginia Isha  
Adolph Lopez  
Stacy Luna  
Margarita Ramos  
Sara Haub Redd  
Martha Sanchez

18 Additional guests were present.

- I. Call to Order and Introductions  
William O'Brien, Workforce Development Board (WDB) Chair, called the meeting to order at 12:11p.m., thanked everyone for attending and invited the Board members, staff and guests to introduce themselves.
- II. Conflict of Interest  
Chairman O'Brien outlined the Conflict of Interest Policy.

III. Public Comment Period

Chairman O'Brien gave information on the Public Comment Period. There were no public comments on non-agenda items, and one public comment on Discussion and Action Item IX-B.

IV. Board Report

There was no Board Report.

V. Introduction of new Workforce Development Board Members Mary Machado and Maryn Pitt

Chairman O'Brien introduced new Board members Mary Machado and Maryn Pitt, and invited both to give a brief synopsis of background and interest in serving as members of the Workforce Development Board.

VI. Director's Report

A. Update of Department Activities

Workforce Development Director, Doris Foster welcomed and thanked all for attending. Director Foster reported that three Board members have excused absences, Mahalia Gotico, Greg Vincelet and Steve Hopper. She relayed that Steve Hopper shared due to work constraints, he is resigning from the Board. Director Foster introduced David Hinojosa, the Department's new Regional Advisor from the State; Amanda DeHart, Deputy County Counsel; and Virginia Isha, Stanislaus County Workforce Development (SCWD) Data Analyst. Board members were presented with a Stanislaus County Labor Market Information Report for their review. Director Foster provided an overview of the recently completed Summer Youth Employment Program; and updates on the Local and Regional Plan modification process, Board member 2-hour Ethics training (AB 1234), Rapid Response, and negotiated Performance Levels.

B. Individual Training Accounts and Cohort Training

Business Manager, Vinal Chand, gave a breakdown of Fiscal Year 2017-2018 Individual Training Accounts (ITA's) and Cohort Training as requested at the June 2018 Workforce Development Board meeting. In addition, the funded amount from the Stanislaus County Budget FY16-17 & FY18-19 for the Volt Institute was also included.

VII. Presentation

A. Meeting of the Minds Conference – Board Members

Nine Board members attended the CWA Meeting of the Minds Conference in Monterey. Members reported that the Conference provided valuable information on technology, apprenticeships, youth programs being developed for a younger age, building new job development strategies, the need for clear, user-friendly language to be used when working with the business community, and a focus on the future look and direction of Workforce Development.

B. Friends Outside

Mike from Friends Outside introduced his staff members who described available client services and programs for both in-custody and out-of-custody clients. Clients are evaluated, then attend a two week workshop that includes job retention, resume and interviewing assistance, and job search. Staff assist with calling, emailing and faxing resumes to employers on their behalf, and

also offer additional services to teach client's self-sufficiency. Friends Outside provides follow up with clients for one year after employment begins. A question and answer session followed with Board members.

#### VIII. Consent Items

No public comments on the consent items.

Consent items adopted. R. Hagerty / C. Russell unan.

- A. Approved the Minutes of the April 2, 2018 Workforce Development Board Meeting
- B. Approved the Minutes of the June 25, 2018 Workforce Development Board Meeting
- C. Approved the Workforce Development Meeting Dates for 2019
- D. Approved to Take a Recommendation to the Stanislaus County Board of Supervisors to Release a Request for Proposal for Rapid Response Activities
- E. Approved the Performance Levels Negotiated with the State of California Employment Development Department for the Local Workforce Development Area and Recommendation to the Board of Supervisors

#### IX. Discussion and Action Items

- A. Approved to Form a Veterans' Committee, Selected a Member of the Workforce Development Board to Serve as Chair, and Allowed the Newly Appointed Chair to Take Necessary Action for the For Veterans' Committee Formation

Russell / P. Mendez unan. Motion Passed.

Director Foster reminded members of the presentation and discussion at the June 25, 2018 Workforce Development Board meeting regarding formation of a Veterans' Committee. The advisory, standing committee will meet quarterly, concentrating on Veterans' employment needs and services, and will present the Committee's recommendations to the Workforce Development Board. Local Veterans' groups were contacted to gauge interest, and provide input on participation and formation of the Committee. Cecil Russell nominated Board member Richard Hagerty, who accepted the nomination, to serve as the Veterans' Committee Chair. Board members Cecil Russell, Kris Helton and Margarita Cabalbag volunteered to serve as Committee members. Board members will be notified when the date is set for the first Veterans' Committee meeting.

- B. Approved to Take a Recommendation to the Stanislaus County Board of Supervisors to Release a Request for Proposal for Sector Strategies, Employer Assessment and Employer Assistance Program

P. Mendez / J. Hayes unan. Motion Passed.

Director Foster gave a PowerPoint presentation to outline the history and process for the reassessment of Business Services going forward, taking into consideration the current and upcoming changes in the Local and Regional Plans, State and Federal legislation, and looking at Sector Strategies as a key component going forward with the Enhanced Business Services model. Board members shared insights, and participated in a discussion with questions answered by Director Foster. Stanislaus County CEO, Jody Hayes stated he

is happy the presentation started with history, because there will be a lot of change going forward. The County appreciates the Department for working to eliminate duplication of services, and are complimenting each other's efforts to work together in a positive direction. Dave White, sent correspondence that stated Opportunity Stanislaus is supportive of the course the Department is taking. There was one public comment from Jowanda Collins, who spoke as a community member. Ms. Collins shared her concerns regarding the Department of Workforce Development taking on the additional Business Services items, specifically job search and HR services, questioned the cost per person versus contracting out the services, and asked Board members to consider the questions she raised.

X. Future Topic and Discussion

A. Individual Training Accounts

The Department will bring a Discussion and Action Item to the next Board meeting to determine if the Board would like to see a change in the current cap amount and share the research the Department has done comparing what other counties are doing. The Department currently has a cap of \$5,500. per training for Individual Training Accounts (ITA's).

B. Self Sufficiency Wages

Self Sufficiency Wages are used to determine WIOA eligibility. The Department would like to have the Board review the wage amounts to see if there are any adjustments that need to be made.

Chairman O'Brien and Director Foster gave their closing remarks.

Meeting adjourned: 1:37 p.m.

Next Meeting: Monday, January 7, 2019  
Location: 1325 H Street, Modesto CA 95354  
Time: 12:00 pm – 2:00 pm  
Future Meetings: April 1, 2019

**January 7, 2019**

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

- I. SUBJECT: Approval for Stanislaus County Workforce Development to Submit a Request to the State to Transfer \$200,000 of Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker Funds to the WIOA Adult Fund Category
- II. ITEM NUMBER: VI-B
- III. ITEM TYPE: Consent
- IV. STAFF RECOMMENDATION: Approve Stanislaus County Workforce Development to submit a request to the State to transfer \$200,000 of Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker funds to the WIOA Adult fund category.
- V. POLICY ISSUE: Under Workforce Innovation and Opportunity Act (WIOA) section 133(b) (4), local areas have the authority to transfer up to 100% of funds between Dislocated Worker and Adult funds. Per Employment Development Department's Directive WSD15-23, all transfer of funds requests must be approved by the Local Workforce Development Board.
- VI. DISCUSSION: The transfer of funds between Adult and Dislocated Worker funding categories is a permissible action under the Workforce Innovation and Opportunities Act as necessary to meet local needs. Under WIOA, up to 100% of funds may be transferred between Adult and Dislocated Worker funding streams. The transfer request requires completion and submission of a Transfer Request form (Attachment 1), a new Participant Plan (Attachment 2) and a Budget Plan revision (Attachment 3).

Stanislaus County Workforce Development is requesting approval to transfer \$200,000 of the remaining Fiscal Year 2017-2018 allocation from Dislocated Worker funds to the Adult services fund. Approval of this transfer will allow the Department to spend this remaining Fiscal Year 2017-2018 Dislocated Worker funds during the period of availability that ends June 30, 2019. Period of availability to use Adult and Dislocated Worker funds is for a term of 24 months that starts on July 1 of the Fiscal Year. Therefore, funds from July 1, 2017 should be expended by June 30, 2019. Demand for Adult services is higher than Dislocated Worker services, thus Adult services can utilize these additional funds. The transfer of funds will allow Stanislaus County Workforce Development to serve a greater percentage of the Adult population without negatively impacting services to Dislocated Workers.

- VII. ADMINISTRATIVE BUDGET IMPACT: There is no overall impact to the Department's budget as Adult and Dislocated Worker funds are fully interchangeable.

  
Doris Foster, Director

**Transfer of Funds Request**

1. Local Area Stanislaus County  
 2. Subgrant Number K8106693 3. Request Date 01/08/2019  
 4. Program Year 2017/18 5. Transfer Request No 1

6. Direction of Transfer (Check One):

Adult to Dislocated Worker

Dislocated Worker to Adult

201 → 299

501 → 499

202 → 200

502 → 500

7. Amount of Transfer \$200,000  
 8. Contact Person Vinal Chand  
 9. Contact Person's Telephone Number 209 558-2120

10. All transfer requests must be approved and signed off by the Local Board.

Date of Local Board meeting to discuss transfer 01/07/2019

Date of Local Board meeting to approve transfer 01/07/2019

11. By signing below, the Local Area Administrator/Designee requests a transfer of funds and certifies that this transfer request was approved at the Local Board Meeting on the date indicated above.

Signature \_\_\_\_\_

Name Doris Foster

Title Director

Date 01/09/2018

12. Taking into account the factors described under the Transfer of Funds Procedures section on page 5 of the directive, describe the Local Board's reasoning to request a transfer of funds.

Service demand for the Adult population continues on an upward trend, and additional funds will help meet the needs of this demand. Historically, the need for Adult funding needs have outpaced the need for Dislocated Workers funding and this trend is continuing in the current fiscal year.

EFFECT ON SERVICES: Stanislaus County Workforce Development projects there to be enough funds to service the Dislocated Worker need. Dislocated Worker expenditures on average are quite a bit lower than the Adult programs, and the events that trigger expenditures of Dislocated Worker funds are currently experiencing a downward trend. The transfer of funds will allow Stanislaus County to better serve the Adult population, without negatively impacting services to the Dislocated Workers.

## Transfer of Funds Request Participant Plan

Local Area: Stanislaus County

Prepared Date 12/20/2018

Enter the number of individuals in each category.

TOTALS FOR PY 2016	ADULT	DW
1. Registered Participants Carried in from PY 2017	190	37
2. New Registered Participants for PY 2018	200	46
3. Total Registered Participants for PY 2018 (Line 1 plus 2)	<b>390</b>	<b>83</b>
4. Exiters for PY 2018	54	9
5. Registered Participants Carried Out to PY 2019 (Line 3 minus 4)	<b>336</b>	<b>74</b>

PROGRAM SERVICES		
6. Career Services	<b>390</b>	<b>83</b>
a. Basic Career Services (WIOA Core Services)	390	83
b. Individualized Career Services (WIOA Intensive Services)	375	79
7. Training Services	101	25

EXIT STATUS		
8. Entered Employment	38	7
9. Training-Related	9	1
10. Entered Military Service	1	0
11. Entered Apprenticeship Program	0	0
12. Exited for Exclusionary Reasons	4	0

Martha Sanchez, Manager

209-558-6134

**Contact Person, Title**

**Telephone Number**

**Comments:**

## Transfer of Funds Request Budget Plan

Local Area Stanislaus CountyDate Prepared 12/26/2018
 Subgrant Number K8106693  
 Year of Appropriation 2017

Grant Code	Adult to DW	DW to Adult
	<input type="checkbox"/> 201 → 299	<input type="checkbox"/> 501 → 499
<input type="checkbox"/> 202 → 200	<input checked="" type="checkbox"/> 502 → 500	

FUNDING IDENTIFICATION	ADULT	DW
1. Formula Allocation	\$ 2,322,913	\$ 2,103,485
2. Prior Adjustments - Plus or Minus	\$ 800,000	\$ (800,000)
3. Previous Amounts Transferred	\$ -	\$ -
4. Current Amount to be Transferred	\$ 200,000	\$ (200,000)
5. TOTAL FUNDS AVAILABLE (Lines 1 through 4)	<b>\$ 3,322,913</b>	<b>\$ 1,103,485</b>

TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (Lines 6a through 6c)	<b>\$ 2,990,622</b>	<b>\$ 993,136</b>
a. Career Services (WIA Core Services / Intensive Services)	\$ 1,943,904	\$ 526,362
b. Training Services	\$ 448,593	\$ 158,902
c. Other	\$ 598,125	\$ 307,872
7. Administration	\$ 332,291	\$ 110,349
8. TOTAL (Lines 6 plus 7)	<b>\$ 3,322,913</b>	<b>\$ 1,103,485</b>

QUARTERLY TOTAL EXPENDITURE PLAN (cumulative)		
9. September 2017	\$ 546,950	\$ 226,013
10. December 2017	\$ 671,878	\$ 169,202
11. March 2018	\$ 929,130	\$ 202,054
12. June 2018	\$ 1,065,003	\$ 180,698
13. September 2018	\$ 109,952	\$ 162,759
14. December 2018	\$ -	\$ 162,759
15. March 20__		
16. June 20__		
17. September 20__		
18. December 20__		
19. March 20__		
20. June 20__		

COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	<b>10.00%</b>	<b>10.00%</b>

Vinal Chand, Manager III

209-558-2120

Contact Person, Title

Telephone Number

Comments

--

**January 7, 2019**

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

- I. SUBJECT: Approval of Stanislaus County Workforce Innovation and Opportunity Act (WIOA) Program Years 2017-2021 Local Plan 2-year Modification and Authorization for Workforce Development Board Chair to Sign the Local Plan 2-year Modification
- II. ITEM NUMBER: VI-C
- III. ITEM TYPE: Consent
- IV. STAFF RECOMMENDATION: Approve Stanislaus County Workforce Innovation and Opportunity Act (WIOA) Program Year 2017-2021 Local Plan 2-year Modification and authorize Workforce Development Board Chair to sign the Local Plan 2-year Modification.
- V. POLICY ISSUE: The Workforce Innovations and Opportunity Act Title 1 section 108 (a) stipulates that each Local Workforce Development Area must develop a 4-Year Plan, and if part of a Region, a 4-year Regional Plan as well. Additionally, at the end of the first 2-year period, each local Board shall review the Local Plan and the local Board, in partnership with the Chief Elected Official, shall prepare and submit modifications to the Local Plan to reflect changes in labor market and economic conditions or in other factors affecting the implementation of the local plan.
- VI. DISCUSSION: The Workforce Innovation and Opportunity Act (WIOA) requires a Local and Regional Plan to be submitted to the California Workforce Development Board (State Board) and that both be aligned with the State Plan. The State Plan is the controlling State Policy document for Local and Regional Plans as it sets the State's policy direction and serves as a conceptual map for local boards and their partners as they jointly develop the required Local and Regional plans. WIOA requires that the Local and Regional Plans be reviewed and updated every 2 years to evaluate the effectiveness of the Plan, and allow for adjustments based on changes in labor market conditions, economic factors, target populations served and policy changes which may occur at the local, regional or State level. The policy objectives of the State 2-year Plan modification include addressing partnerships with CalFresh Employment and Training, Department of Child Support Services for non-custodial parent support, Department of Rehabilitation's efforts to increase Competitive

Integrated Employment, and increasing provision of services to English Language Learners, foreign born and refugees.

### **Local Plan**

State Workforce Services Directive 18-01 provided guidance to the Local and Regional areas on the 2-year modifications. Attachment 1 is the Department's 2-year modification to the Local Plan. Stanislaus County Workforce Development convened five local forums for the Local Plan 2-year modifications to solicit input and to take into consideration comments for increasing program efficacy. Workforce Development Board (WDB) members, community based organizations and members of the community were invited to provide input at these forums. The five forums included English Language Learners, Immigrants & Refugees on October 23, 2018; CalFresh Employment and Training, October 30, 2018; Individuals with Disabilities, November 6, 2018; Child Support Services, November 19, 2018; and Community Engagement, November 29, 2018.

Per the State Directive, there is also a 30-day public comment period for the 2-year Local Plan modifications. The Department will post the Local Plan modifications on its website and follow the State requirements during this public comment period anticipated to start on January 8<sup>th</sup>, 2019. Should any public comments be received regarding the 2-year Local Plan modifications, adjustments may be necessary, and those modifications will be shared with the Workforce Development Board via email prior to requesting approval of the Plan modifications from the Board of Supervisors. The WDB Chair and the Chief Local Elected Official are required to approve and sign the Local Plan modifications. The Local Plan modifications must be submitted to the State by March 15, 2019.

### **Regional Plan**

Stanislaus County has aligned with regional partners in the Central California Workforce Consortium in the development and submittal of the Regional Plan. These partners include: Fresno County, Kern/Inyo/Mono Counties, Kings County, Madera County, Merced County, San Joaquin County, and Tulare County. Several town hall forums were conducted in the local areas by the regional coordinators, John Chamberlin and David Shinder, to assist in providing feedback and insight towards the Regional Plan 2-year modification. Attendees included representatives from business, education, and community members. Regional Plan modifications will be completed by end of January, available for public comment in February and will be shared with the Workforce Development Board members to allow for comments. Once finalized as required by the State, the Regional Plan modifications will be emailed to the WDB members and submitted to the Stanislaus County Board of Supervisors for approval prior to submission to the State by March 15, 2019.

Merced County, acting as the Regional Coordinator, will package the Regional and Local 2-year Plan modifications for submission to the State after all signatures and approvals are completed.

A similar agenda item will be presented at the Stanislaus County Board of Supervisors' meeting for approval of Local and Regional Plan modifications and the Chief Local Elected Official's signature on the Local Plan 2-year Modification.

The Local Plan is located at:

[https://www.allianceworknet.com/documents/reports/StanCountyWFDLocalPlan\\_2017-2021.pdf](https://www.allianceworknet.com/documents/reports/StanCountyWFDLocalPlan_2017-2021.pdf)

The Local Plan 2-year Modification is available as Attachment 1. The Local Plan 2-year modification signature pages are attached as Attachment 2.

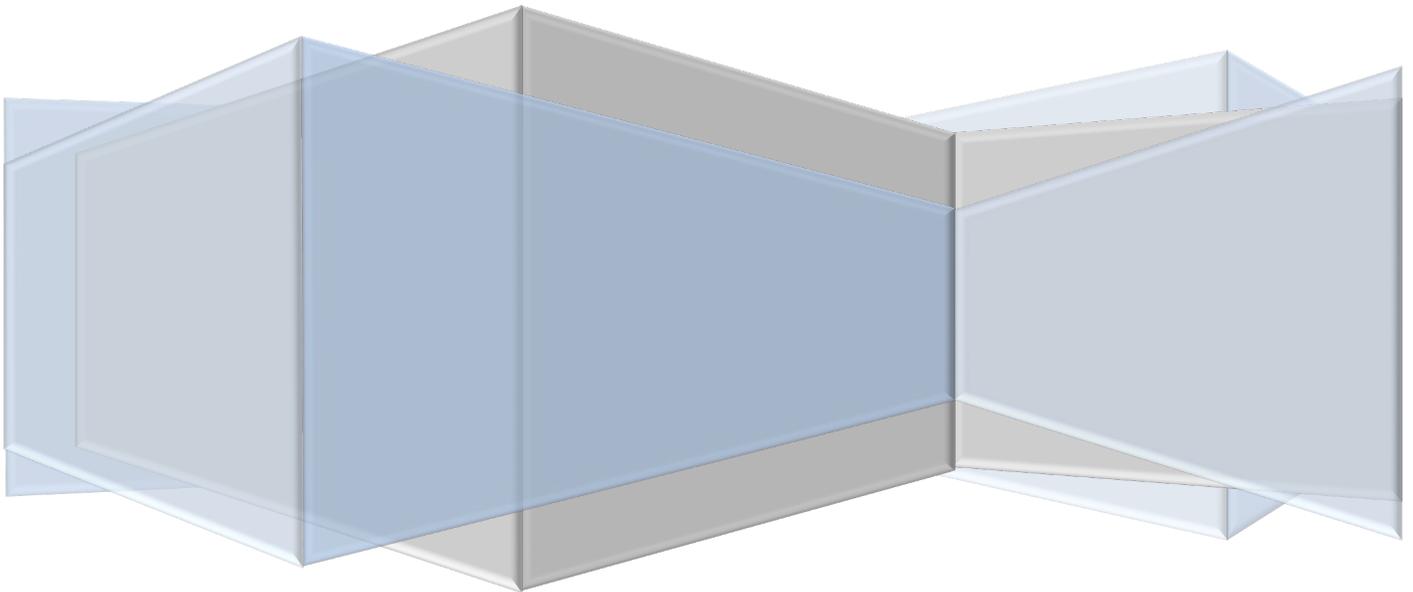
VII. ADMINISTRATIVE BUDGET IMPACT: None.

  
\_\_\_\_\_  
Doris Foster, Director



# Stanislaus County Workforce Development Board

Local Plan 2 year Modification



## **INTRODUCTION**

The Stanislaus County Workforce Development Board (SCWDB), as appointed by the Stanislaus County Board of Supervisors (BOS), is the administrator of Workforce Innovation and Opportunity Act (WIOA) funds and services in the local area. Acting as staff to the Board and facilitating these services is Stanislaus County Workforce Development (SCWD). WIOA requires each Local Workforce Development Area (LWDA) to develop and submit a comprehensive four-year plan. This Plan began on July 1, 2017 and ends on June 30, 2021. Every two years, the Plan must be re-evaluated for modification and adjustments based on changing needs for services and economic conditions in the local area.

The primary purpose of the Local Plan and the corresponding partnership discussion is to facilitate access to workforce services at the local level. Stanislaus County Workforce Development staff has collaborated with America's Job Center of California Memorandum of Understanding partners, businesses, and community based organizations throughout Stanislaus County. The publication of the Local Plan for Stanislaus County is the result of months of local and regional research, formal and informal workgroup sessions, introspection, and process improvement. The Local Plan was cultivated by including the varying vantage points of multiple stakeholders and current WIOA program participants. This Local Plan seeks to address current and future strategies and efficiencies that will continue the modernization of the workforce system. The Local Plan will change as local employment needs and the relationship between workforce development and economic development continue to evolve. The four-year Local Plan is the embodiment of the SCWD's vision and strategic goals and will be updated every two years.

The goals set forth by the SCWD in this plan address the current workforce, prescribe strategies for the development of the future workforce, and call for a greater enhancement of business growth. Each goal is coupled with distinct strategies that the SCWD believes will work towards the fulfillment of the relevant goals. The Plan's guiding principles of collaboration and alignment, data-driven strategy, and the maximization of resources are woven throughout the strategies of this Plan.

## **FEDERAL AND STATE REQUIREMENTS FOR LOCAL ADMINISTRATION OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT**

Stanislaus County Workforce Development is primarily directed by WIOA, which was signed into law by President Obama in July of 2014 and went into effect on January 1, 2015. The new act represents the first legislative reform of the public workforce system in over 15 years and promises to change how employment and workforce development services will be delivered. References to the Workforce Innovation and Opportunity Act, Public Law 113-128, enacted July 22, 2014 are available at the U.S. Department of Labor Employment and Training Administration website: [www.doleta.gov](http://www.doleta.gov).

## **PUBLIC COMMENT**

In accordance with WIOA, Section 108(d), the Workforce Development Board shall make copies of the proposed Local Plan available to the public through electronic and other means, such as public hearings and local news media; allow for public comment not later than the end of the 30-day period beginning on the date the proposed Plan is made available; and, include with submission of the Local Plan any comments that represent

disagreement with the Plan. Section J of the Plan highlights the SCWD's public comment period process.

## **REGIONAL PLAN**

Stanislaus County is one of eight local areas that are part of the San Joaquin Valley and Associated Counties Regional Planning Unit. This Local Plan modification will align and contribute to the completion of the Regional Plan.

## **LOCAL PLAN TWO YEAR MODIFICATION SUBMISSION AND DUE DATE**

The Local and Regional Plan modifications must be submitted to State of California Workforce Development Board (State Board). The due date is March 15, 2019.

## **RESPONSE TO LOCAL PLAN SCORING MATRIX**

### **A. CalFresh Employment & Training Partnership**

Stanislaus County Workforce Development hosted a forum with CalFresh Employment and Training (CFET) on October 30, 2018, to discuss the relationship of Workforce Development and CFET. During the forum, Stanislaus County Community Services Agency staff who administer the CFET program advised SCWD that the CFET program in Stanislaus County targets the General Assistance population, is limited to a 90-day duration, and because of funding levels there is one case manager assigned to the CFET program. A conscious decision not to pursue the 50% Federal match was made locally, as there was not enough resources to fund the matching amount available.

According to the California Department of Social Services, the annual average number of people receiving CalFresh in Stanislaus County for the Fiscal Year 2017-18 was 80,035 representing 38,418 households. 50,035 recipients were children under the age of 18, while 5,863 were 60 years of age or older, and 20,060 were English language learners. The CFET program enrolls approximately 300 clients per year. At enrollment, the participant completes a work-readiness workshop and begins their job search activities. Staff may place a nominal number of participants on work experience sites, and assist participants in job search activities.

Stanislaus County Workforce Development is proposing to bridge the service gap and provide value-added services to CFET customers by assuring that there is a procedure to assist CFET participants to access WIOA services in the local area. This participant pool is generally not aware of the services Workforce Development can provide them to market their skills to the employer community. The Community Services Agency and Workforce Development are currently working together to plan how to share this information with CFET customers.

Some of the issues faced by the CFET participants include lack of marketable skills, lack of transportation, homelessness, poor work history and in some cases felony convictions that may disqualify them from some types of employment opportunities. In the case that a participant does find work, they are eligible to receive vouchers/reimbursements on work clothing. However, due to budget constraints of supportive services, attaining proper interviewing attire is an issue. According to staff,

individuals are generally placed in low skill jobs that pay minimum wage, so self-sufficiency and job retention becomes an issue.

The plan is to form a task group to decide on the best practices for referral of participants, and sharing of information. There are legal ramifications regarding confidentiality so this task group will address what information can legally be sharable in hopes of streamlining the eligibility process for both agencies. A formal Memorandum of Understanding may also be necessary to achieve this end. The result will be legally acceptable Policies and Procedures adopted by both agencies. Referral forms and documents will be developed which will reduce redundancy of providing information to both programs and ease the burden of providing documentation such as Notices of Action and program participation for participants.

CFET and Workforce Development staff will work together to integrate CFET participants in existing Workforce Development workshops. The workshops will help participants understand the value of a longer-term program in assisting them to transition to career opportunities. The workshops will also serve as the foundation for co-enrollment and transition to WIOA programs. The goal of this workshop series is to have some foundational skills prior to transitioning to Workforce Development, and for those that do not transition, to have a more developed understanding of employers' expectations and ability to find employment.

The workshops will focus on teaching participants how to present themselves and their skills to employers, interviewing skills, awareness of employers' expectations, resume building, job search practices and mock interviews. Referred participants will be co-enrolled in WIOA services and receive intensive services designed to place them in employment, or in cases of underemployment, help them gain access to higher-level employment opportunities. Where appropriate and necessary, SCWD may refer participants to educational partners such as the K-12 system, Adult Education, or Modesto Junior College to enhance their educational portfolio. This will allow participants to meet industry minimum acceptable levels in reading and mathematics, or get their High School Diploma or High School Equivalency credentials.

Workforce Development will case manage the CFET referrals through WIOA funded career management services and assist the client with their job search activities. The activities will be on a one-on-one basis, and include intensive services, assistance with identifying employers in need of their skills, and identification of cross-functional careers that utilize their transferrable skills. In cases where the skill level of enrollees does not match that needed by local employers, participants will be given vocational assessments to determine their skill level, and given career guidance. Where vocational training or upskilling is warranted, the co-enrolled clients will be able to access WIOA funded training to assist them in attaining the skills necessary to re-enter the workforce. Training may include On-The-Job Training or vocational training with an approved Eligible Training Provider List vendor, Modesto Junior College, Pre-

Apprenticeships or other training opportunities that meet the local industry sector pathway goals.

When the CFET client has completed the workshops, vocational training or On-the-Job Training, and is ready to accept unsubsidized employment, the case manager will assist them with finding appropriate opportunities in the local labor market. Placement assistance would include referrals to likely employers, and assisting the enrollees with support systems that would enable the participant to become more marketable to employers. This will include supportive services in the form of interview and/or work clothing appropriate for the types of jobs that the participant is seeking. Community-based organizations such as Center for Human Services, AspiraNet, Central Valley Opportunity Center and others may be leveraged for additional supportive services such as mental health assistance, housing, utility assistance, drug and/ or alcohol dependency issues, etc.

## **B. Department of Child Support Services Partnership**

Stanislaus County Workforce Development has collaborated with the Stanislaus County Department of Child Support Services (SCDCSS) for the last 5 years under the National Child Support Parent Employment Demonstration grant project (CSPED). This national demonstration project worked specifically with the non-custodial parents (NCPs) population. This project provides a good base for continuing strong relationships with SCDCSS and SCWD. Additionally, the Directors for SCDCSS and SCWD have begun meeting on a regular basis to strategize effective methodologies to jointly advance the interests of Workforce Development and Child Support Services.

There are currently 10,510 non-custodial parent's (NCP's) living in Stanislaus County with 44% reportedly unemployed. 2,435 NCP's with a current child support billing are reporting unemployed and are not meeting their child support obligations, with an additional 4,411 NCP's with arrears only cases. A total of 6,846 NCPs that could be available for services in Stanislaus County are on the SCDCSS caseload. 7% of NCP's are ex-offenders, of those, 87% are males while 13% are females. The NCP race demographics are not significantly different than the overall race demographics of the county at large; 37% are White, 46% are Hispanic, 7% are Black less than 1% are Asian, while 9% are other races. 80% of NCP's primarily speak English, 8% speak Spanish and 12% speak a primary language other than English or Spanish.

SCWD will partner with SCDCSS to review referral mechanisms, and opportunities for information sharing regarding non-custodial parents while complying with confidentiality requirements. SCWD will explore if CalJOBS would allow for this type of functionality. However, both organizations must have the ability to make case notes and record activities provided to the population group to assure that they are progressing toward self-sufficiency.

SCDCSS is prohibited from expending its IV-D funds on workforce activities, and WIOA has eligibility guidelines, such as income and dislocated worker status that limit the ability for co-enrollment as well. Case Managers from both programs will need to

communicate effectively to meet the guidelines for both agencies. Workforce Development will work with SCDCSS to develop a series of workshops designed to assist the NCPs become more employable. The workshops will focus on customers' presenting themselves and their skills to employers, interviewing skills, awareness of employers' expectations, resume building, job search practices and mock interviews. Referred participants will be co-enrolled in WIOA Services and receive intensive services designed to place them in employment, or in cases of underemployment, help them gain access to higher-level employment opportunities.

To help the NCPs along this path, child support will offer enhanced services to program participants. At agreed upon milestones, SCDCSS will rescind the suspension on the NCP's driver's license and/or other occupational licenses (Teaching licenses, Real Estate licenses, Insurance licenses, etc.). This will help motivate the NCP's participation and remove a barrier to accepting and retaining employment. Additionally, SCDCSS will ask the State Department of Child Support Services for the permission to reduce the individual's State owed arrearages for child support during participation in the program. Arrearage reductions will be tied to milestones such as workshop completion, acceptance of employment, and retention of employment after 90 days.

Workforce Development will case manage the NCP through WIOA funded career management services and assist the client with their job search activities. The activities will be on a one-on-one basis, and include intensive services, assistance with identifying employers in need of their skills, and identification of cross-functional careers that utilize their transferrable skills. Where vocational training or skills upgrading is warranted, the non-custodial parents will be able to access WIOA funded training to assist them in attaining the skills necessary to re-enter the workforce. Additional education and/or training may also be provided through Modesto Junior College, as appropriate and deemed necessary by the case managers, especially with regard to offerings that promote sector pathways strategies, and are focused on in-demand industries. Training may include On-The-Job Training or vocational training with an approved Eligible Training Provider List vendor to assist the NCP in obtaining careers focused on providing a livable wage.

### **C. Competitive Integrated Employment Updated Partnership**

The Department of Rehabilitation (DOR) has a Local Partnership Agreement (LPA) that encompasses San Joaquin and Stanislaus County. The intent of the agreement is to increase options for Competitive Integrated Employment (CIE) and improve the levels of services and employment opportunities for individuals with disabilities. The agreement focuses on improving the outcomes of individuals with disabilities through person-centered planning, and streamlining the provision of services targeted to individuals with Intellectual Disabilities and Developmental Disabilities (ID/DD).

Participating core partners in the LPA are San Joaquin and Stanislaus Department of Rehabilitation, Valley Mountain Regional Center, Special Education Local Plan Area

(SELPA's) / Local Education Agency's (LEA's). The LEA Core Partners include Calaveras County Office of Education, Lodi Unified School District/SELPA, San Joaquin County SELPA, Stanislaus SELPA, Stockton Unified School District/SELPA, and Tuolumne County Superintendent of Schools. Post-Secondary Education partners include San Joaquin Delta College/Community College (Including Workability III) Disabled Student Programs and Services (DSPS) and Modesto Junior College (DSPS). Public Community Services include County Behavioral Health, America's Job Center, and Work Net. Private Non-Profit Social Services and Organizations are represented by Independent Living Centers, Family Resource Network (FRN), Disability Resource Agency for Independent Living (DRAIL), Community Center for the Blind and Visually Impaired/Stockton, Department of Developmental Services (DDS), State Council on Developmental Disabilities (SCDD) and NorCal Deaf Services.

The LPA seeks to bring participating organizations together to information share, reduce redundancy in the programs, detail plans for interagency referral and co-enrollment, and assist each other in determining the best course of action for consumers of the disability services sector. This is accomplished through shared documentation for which release of information forms are obtained from the primary partners providing the services. The LPA core partners collaborate amongst each other to prepare individuals with disabilities on promoting their level of pre-employment transition skills. Services by partner agencies may include:

- DOR: Counseling and Guidance, Self-Advocacy, Career Exploration, Work Experience, Customized Employment, Employment Services
- Valley Mountain Regional Center: Paid Internship Program
- LEA: Transition Planning, IEP, WorkAbility I, Adult Transition Program, Transition Partnership Programs, California Career Innovations.
- Community Partner Agencies: Employment Preparation, Job Placement, Job Coaching, Personal Vocational Social Adjustment, External Situational Assessment, Work Experience.

The LPA core partners will continue to collaborate on the best practices, communication, cross-training, resource building, networking and other efforts leading to the promotion of CIE outcomes for youth and adults with disabilities. Many of the LPA participants have representatives on the Local Workforce Development Board, and are partners in the AJCC system.

SCWD supports this Local Partnership Agreement, and encourages the partnership to develop stronger ties to the America's Job Center of California system for the development of more CIE sites. SCWD staff attended the DOR trainings for Windmills and Self-Disclosure in November 2018 as part of an on-going effort to educate staff regarding the DOR policies, procedures and eligibility criteria. The trainings were part of a cooperative education component in association with DOR, California Workforce Association and the California Workforce Development Board. DOR is represented on

the Stanislaus County Workforce Development Board and is in the process of co-locating in the comprehensive one-stop center in Stanislaus County. Services to individuals with disabilities continues to be a priority for WIOA funded programs, and SCWD plans on continuing to assist all partners in integrating services whenever possible.

#### **D. Provisions to English Language Learners, the Foreign Born and Refugees**

SCWD provides career services to Limited English Proficient (LEP) customers throughout the AJCC. Once enrolled in WIOA, customers receive a wide array of services like career advisement, vocational training in logistics and referrals for other non-employment related services like utility or housing assistance. SCWD will continue to build strong linkages with service providers to the English Language Learner (ELL) community and will provide staff members that can address the needs of monolingual populations within the comprehensive and affiliate career centers. Languages for which translation services are provided by SCWD staff include Spanish, Cambodian, Russian, Farsi, Assyrian and Laotian.

SCWD works with partner organizations that traditionally serve the ELL community to provide a network of services designed to engage this population. Further support from multiple agencies will aid in retention in regional sector pathway programs, and trainings for in-demand occupations.

SCWD has increased services to the Spanish speaking population and now provides Spanish orientations, WorkKeys assessments, resume workshops and CalJOBS navigation workshops to Spanish speakers. SCWD staff have been fostering relationships with service groups including El Concilio and the Spanish Chamber of Commerce to increase awareness of WIOA programs to additional ELLs in the Stanislaus County area. Meeting the basic skills needs of ELL population proves to be especially difficult, and linkages are planned with adult education providers to coordinate services to address the basic skills needs of ELL individuals in the WIOA programs. SCWD is partnering with Ceres Adult School for co-enrollment of ELL's with activities that are tied to obtaining work skills while participants are on the Adult Education track.

Central Valley Opportunity Center (CVOC), the local Title 1 WIOA 167 provider, regularly attends the Stanislaus County Workforce Development Board meetings and AJCC Partnership meetings, and has a good working relationship with SCWD youth and adult program staff. SCWD and CVOC provide cross-program orientations for Spanish speakers. CVOC has full-time staff on-site at the AJCC to co-facilitate the orientations, and regularly participate in Rapid Response activities in the local area. This partnership is currently building a database of employers that hire ELLs in an attempt to offer more opportunities to participants with limited English skills.

Under the Health and Human Services Agency's Welfare to Work program, SCWD manages contractual relationships with sub-recipient Community Based Organizations (CBOs) that provide services to the refugee population in Stanislaus

County. Workforce Development and Health and Human Services Agency staff work with CBOs such as Central Valley Opportunity Center, AspiraNet, Center for Human Services, Sierra Vista and El Concilio to provide a wide range of services including Vocational English as a Second Language, job search skills, labor market information, job search and retention workshops. Participants are referred to the Community Services Program Plus (CSP+) activities. CSP+ addresses issues such as being unable to pass a drug screening, working or going to school part-time, third trimester pregnancy, unable to pass a background check, or other situations that may that impede employment. Health and Human Services Agency staff develop the employment services plans for this population in coordination with the CBO providing the services and SCWD.

## **Local Plan 2 Year Modification Attachments**

### **Stanislaus County Workforce Development**

- A. CalFresh Employment and Training
  - 1. Local Plan- CalFresh Flyer
  - 2. 10-30-18- CalFresh Forum Agenda
  - 3. CalFresh PowerPoint
  - 4. CalFresh Forum Sign in Sheets
  - 5. CalFresh Employment and Training 2019 FY State Plan Information
  - 6. October 30, 2018 Local Forum Results for CalFresh
- B. DCSS and Workforce System Partnership
  - 1. Local Plan CSS Flyer
  - 2. 11-19-18 Child Support Agenda
  - 3. Child Support Presentation
  - 4. 11-19-18 Child Support sign in sheets
  - 5. DCSS Non-Custodial Parent Demographics
  - 6. November 18, 2018 Local Forum results for Child Support Services
- C. Partnerships and Engagement to Increase CIE
  - 1. Local Plan-Individuals With Disabilities Flyer
  - 2. 11-06-18 Disabilities- CIE Forum Agenda
  - 3. Disability Powerpoint-CIE Stan Co
  - 4. 11.06.18 Disabilities CIE Sign In Sheet
  - 5. November 6, 2018 Individuals with Disabilities Local Plan Forum
- D. Provision of Services to English Language Learners, the Foreign Born, and Refugees
  - 1. Local Plan-ELL Flyer
  - 2. 10-23-18 ELL Forum Agenda
  - 3. ELL Powerpoint-Stan County
  - 4. 10.23.18 ELL Forum Sign In Sheet
  - 5. Foreign Born Demographics-ACS
  - 6. Stanislaus County English Language Learners Demographics
  - 7. October 30, 2018 ELL / Immigrants and Refugees Local Forum
- E. Community Engagement Forum
  - 1. Local Plan-Community Flyer
  - 2. 11-29-18 Community Forum Agenda
  - 3. Community Forum PowerPoint-Stanislaus 11.29.18
  - 4. 11.29.18 Community Forum Sign In Sheets
  - 5. November 29, 2018 Local Forum results for Community Engagement

# THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



The Stanislaus County Workforce Development Board is updating its Local Plan. Share Your Input...

## SAVE THE DATES!

October 23, 2018 | 10:00 AM to 12:00 PM

### English Language Learners, Immigrants & Refugees

Developing Strategies to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees

October 30, 2018 | 3:30 PM to 5:00 PM

### CalFresh Employment & Training

Developing Workforce System Partnerships with CalFresh Employment and Training Programs

November 6, 2018 | 10:00 AM to 12:00 PM

### Individuals With Disabilities

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

November 19, 2018 | 10:00 to 12:00 PM

### Child Support Services

Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

November 29, 2018 | 5:30 PM to 7:00 PM

### Community Engagement/Input

Community Forum on Local Workforce Services



**See each forum flyer for location**

209.558.2100



[www.stanworkforce.com](http://www.stanworkforce.com)

This WIOA Title I - financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

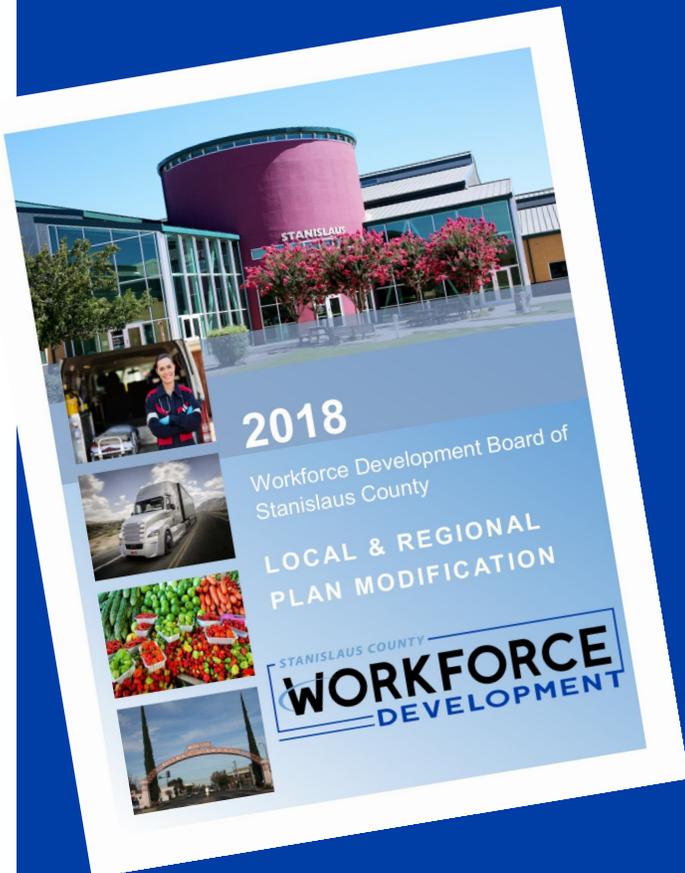


A proud partner of America's **JobCenter**  
of California<sup>SM</sup>

# THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



The Stanislaus County Workforce Development Board is updating its Local Plan. Share Your Input...



## SAVE THE DATE!

Tuesday, October 30, 2018

3:30PM to 5:00 PM

**CalFresh  
Employment & Training**

Developing Workforce System Partnerships  
with CalFresh Employment and Training  
Programs

As Service Providers To This Targeted  
Group, We Invite You To Help Us Answer  
These Questions:

What Are The Barriers To Employment?

How Can We Leverage Our Resources?

How Can We Align Our Programs?

This forum will be held at  
**Community Service Agency-Large Training Room**  
Located at 251 E. Hackett Rd., Modesto, CA 95358

209.558.2100



[www.stanworkforce.com](http://www.stanworkforce.com)

This WIOA Title I - financially assisted program or activity is an equal opportunity employer/program.  
Auxiliary aids and services are available upon request to individuals with disabilities.



A proud partner of America's **JobCenter**  
of California<sup>SM</sup>

**Community Forum:**

**CalFresh Employment and Training Participants:  
Coordination, Collaboration, and Service Improvement  
Community Services Agency- Large Training Room  
251 E. Hackett Road, Modesto CA 95358  
October 30, 2018 3:30pm – 5:00pm**

---

AGENDA

- I. Welcome and Thank You
- II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification
- III. State Requirements for Review and Modification of Plans to Serve CalFresh Employment and Training Participants
- IV. Objectives of Community Forum
- V. Consideration of and Discussions on:
  - A. Needs
  - B. Barriers
  - C. Existence of Partnerships and Collaborative Efforts
  - D. Outreach and Recruitment Strategies
  - E. Progress Strategies
  - F. Overcoming Gaps in Services

# Developing Workforce System Partnerships with CalFresh Employment and Training Programs

STANISLAUS COUNTY WORKFORCE DEVELOPMENT

OCTOBER 30, 2018



## Background

- ▶ **Workforce Innovation and Opportunity Act (WIOA) required the writing and implementation of Local Workforce Plans**
- ▶ **In 2017, the Stanislaus County Workforce Development Local Plan was approved**
- ▶ **In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.**
- ▶ **Additional guidelines and updates to the State Plan require modification to the Regional and Local Plans**
- ▶ **Local Plan Update Due 3/15/2019**

# Local Plan Update Forums

- ▶ **October 23-** English Language Learner Forum
- ▶ 10:00am-12:00pm Harvest Hall D & E 3800 Cornucopia Way, Modesto CA 95358
- ▶ Developing Strategies to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees
- ▶ **October 30-** CalFresh Forum
- ▶ 3:30-5:00pm Large Training Room 251 E. Hackett Road, Modesto CA 95358
- ▶ Developing Workforce System Partnerships with CalFresh Employment and Training Programs
- ▶ **November 6-** Individuals with Disabilities Forum
- ▶ 10:00am-Noon Harvest Hall D & E 3800 Cornucopia Way, Modesto CA 95358
- ▶ Improving Services to Individuals with Disabilities through Competitive Integrated Employment
- ▶ **November 19-** Child Support Services Forum
- ▶ 10:00am-Noon Large Training Room 251 E. Hackett Road, Modesto CA 95358
- ▶ Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents
- ▶ **November 29-** Community Forum
- ▶ 5:30pm-7:00pm Harvest Hall D & E 3800 Cornucopia Way, Modesto CA 95358

## Overview

- ▶ **Individuals from this target group face barriers to employment that keep family-supporting wages and entering California's middle class out of reach**
- ▶ **Practices from various regions in California and programs in other states suggest that models exist that are successful in accelerating skills acquisition and wage gains among this target group**
- ▶ **The quality and variety of partnerships, training options, career planning and support services may be key factors in achieving successful outcomes for this target population**

## Objectives of this Community and Stakeholder Forum

- ▶ **Give stakeholders and the community the opportunity to weigh in on the needs of this target groups**
- ▶ **Learn from practitioners about best practices in meeting service needs**
- ▶ **Identify gaps in services**
- ▶ **Hear recommendations for improving the content, availability and quality of services for participants**

## For Your Consideration and Input

- ▶ **What are the unique needs of CalFresh Employment and Training Program participants?**
- ▶ **What are the principal barriers to employment faced by these individuals?**
- ▶ **What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?**

## For Your Consideration and Input – Cont'd

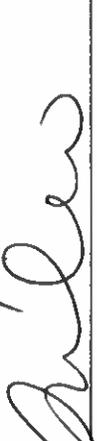
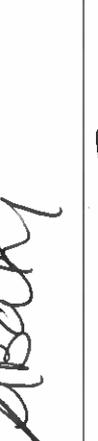
- ▶ **What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?**
- ▶ **What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?**
- ▶ **Where do gaps in services exist for this target population and what can we do to bridge these gaps?**

Stanislaus County Workforce Development

Local Plan Update Forum: CalFresh Employment & Training

Stanislaus County Community Services Agency- Large Training Room 251 E. Hackett Road, Modesto CA 95358

October 30, 2018 3:30PM-5:00PM

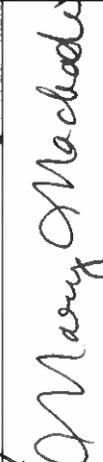
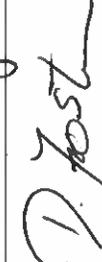
Print Name & Agency	Email Address	Phone Number	Signature
Doni Schumacher	jschumacher@standcounty.com	526-1476	
Andy Fiskum	scwd	558-2133	
Teresa Pedro	scwd	558-3567	
Margarita Ramos	scwd	558-1262	
Jorge Denaua	CUOC	380-2868	
Teresa Baber, CSA	BaberT@standcounty.com	558 1765	
Dwight Bristol	Bristol@standcounty.com	558-1725	
ERNESTO POPALUTZ	erodriguez@cvcl.org	571-3210	
Ed Cuellar	Cuellar@standcounty.com	558-2338	
Keira Vink	Vinke@standcounty.com	2196	

Stanislaus County Workforce Development

Local Plan Update Forum: CalFresh Employment & Training

Stanislaus County Community Services Agency- Large Training Room 251 E. Hackett Road, Modesto CA 95358

October 30, 2018 3:30PM-5:00PM

Print Name & Agency	Email Address	Phone Number	Signature
Sara Readd WKF Development			
Mary Machado workforce board member			
Doris Foster workforce Development	dfoster@stanworkforce.com	209 650.2058	
Bob Madison Municipal Council		209-247-7041	
Karinna Franco Sierra Vista Child Agency	kfranco@sierranistitucares.org	805/492-9785	
Linda Alaniz	Lialaniz@turlock.KR.ca.us	667-0643	
Cheryl Fondse	FondseC@stanworkforce.com	558-2151	



## FFY 2019 CalFresh Employment & Training County Plan Template

### COUNTY PLAN COVER SHEET

Name of County:	Stanislaus
Primary E&T Contact	
Name:	Teresa Baker
Title:	Manager
Telephone:	209 558-1765
Email:	<a href="mailto:bakert@stancounty.com">bakert@stancounty.com</a>
Secondary E&T Contact	
Name:	Margaret McKain
Title:	Supervisor
Telephone:	209 558- 2836
Email:	<a href="mailto:mckainm@stancounty.com">mckainm@stancounty.com</a>

**Please also include in emails, Keria Vink at [vinkke@stancounty.com](mailto:vinkke@stancounty.com)**

## FFY 2019 County Plan Template Checklist

*Please ensure receipt of all documents prior to beginning the planning process.*

<b>Templates</b>	
E&T Plan Template	The E&T Plan template should be completed and submitted to CDSS along with the E&T budget template. Counties should upload a final version to their respective county folder in the SharePoint by June 15.
E&T Budget Template	The County E&T Plan budget sheet template should be completed and submitted to CDSS along with the County E&T Plan. Counties should upload a final version to their respective county folder in the SharePoint by June 15.
Quarterly Progress Report Template	The Quarterly Progress Report template will be completed and submitted to CDSS throughout the plan year. Counties should upload a final version to their respective county folder in the SharePoint each quarter.
<b>Supporting Documents</b>	
E&T Plan Instructions	Provides detailed instructions to assist counties in preparing their annual CalFresh E&T Plan.
National Outcome Metrics Reporting: Data Definitions, Data Validation Checklist and FAQs	Provides detailed instructions and definitions to complete annual submission of the national outcome metrics reporting data.

## Part I. County E&T Program Overview

A.	<b>Program Summary</b>
	<p>Stanislaus County provides a three component E&amp;T Program for Non-Assistance CalFresh (NACF)/General Assistance (GA) applicants/recipients. Stanislaus County's target population is Non-Disabled GA/NACF customers during their 90 days of aid in our GA "Employable" Program.</p> <p>Participation in CalFresh E&amp;T components is voluntary. While all components have minimum participation requirements for the continued receipt of GA, all components are considered voluntary for the E&amp;T Program.</p> <p>Stanislaus County's E&amp;T Program is administered by the General Assistance Unit in the Community Services Agency's StanWORKs division, and is comprised of the following components;</p> <ul style="list-style-type: none"> <li>• Job Search Training (Job Readiness/Job Club Workshop)</li> <li>• Job Search and Job Preparation</li> <li>• Workfare</li> </ul> <p>These components are designed to assist a participant's transition to work activities and/or employment by providing training and educational opportunities. This includes incorporating community resources, job preparation classes, on the job training and job coaching through the Stanislaus County Community Services Agency (CSA), Stanislaus County Workforce Development, the State of California Employment Development Department and other community-based organizations or County agencies. Participants are encouraged to reduce barriers to employment (e.g., obtain a driver's license, Social Security Number card, attend a GED class, etc.). Participants are provided transportation supportive services when needed.</p>
B.	<b>Program Changes</b>
	<ul style="list-style-type: none"> <li>• Stanislaus County is currently working to determine if we can go from a manual process for tracking E&amp;T participation to an automated process.</li> <li>• Name Change from Alliance WorkNet To Workforce Development</li> <li>• In the Job Search Training (Job Readiness/Job Club Workshop), we no longer show the work program video.</li> </ul>
C.	<b>Workforce Development System</b>
	<p>Stanislaus County Employment and Training program refers customers to the local one-stop system for services that CSA's program does not include. The</p>

	<p>Workforce Development Department in Stanislaus County provides a Resource Center for participants to access computers for job application submission, enrollment in CalJOBS, typing tests, resume development, employer testing. Participants may also be accepted into training programs and participate in employment workshops. Community partners are available to provide training and educational opportunities.</p>
<b>D.</b>	<b>Other Employment Programs</b>
	<p>The CalWORKs Welfare to Work program in Stanislaus County does not provide services to Non-Assistance CalFresh customers. A staff person who administers the CalWORKs program is not the same staff person who administers the CalFresh E&amp;T program.</p> <p>The General Assistance program in Stanislaus County does not have a stand-alone work program. General Assistance customers who are able to participate in work activities may participate for 90 days in any 12-month period. General Assistance customers who are also CalFresh customers may participate in the CalFresh Employment and Training program. The expectation is to gain skills and seek and/or obtain employment. Participants may access community-based organizations and County agencies for work activities to build computer skills, reduce barriers to employment and focus on seeking employment. These may include: Friends Outside, National Alliance on Mental Health (NAMI), Haven Women's Center, Central Valley Opportunity Center (CVOC), Stanislaus County Office of Education, Stanislaus County Library.</p>
<b>E.</b>	<b>Work Registration Screening Process</b>
	<p>CalFresh customers who qualify for General Assistance payments and are considered employable are referred to the E&amp;T program after their General Assistance and CalFresh benefits have been approved.</p>
<b>F.</b>	<b>Participant Reimbursements</b>
	<p>Participant reimbursements are issued at the request of the participant.</p> <ul style="list-style-type: none"> <li>• Transportation supportive services will be provided when they are necessary for a customer to participate in an approved E&amp;T activity. Transportation reimbursement will be issued at the public transportation rate. E&amp;T participants who choose to use a personal vehicle to travel to and from an approved activity will be reimbursed (after incurring the cost) at the current mileage reimbursement rate to the nearest public transportation zone and at the public transportation rate thereafter. Participants using public transportation will be issued bus tickets to their assigned activities.</li> </ul>

	<ul style="list-style-type: none"> <li>A clothing voucher/allowance will be issued to participants who have verified they have received an offer of employment while participating in the program. A voucher will be issued to the participant for a local retailer of the choice of the participant.</li> </ul>
<b>G.</b>	<b>State and National Reporting Measures</b>
	Stanislaus county manually tracks customers who participate in employment activities. We are currently testing C-IV to determine how we can automate this process.
<b>H.</b>	<b>Fifty Percent Reimbursement Fund Source</b>
	We currently use county funds for the fifty percent reimbursement. Currently the fifty percent reimbursement is used for supportive services (e.g., transportation)
<b>I.</b>	<b>Disqualification Policy (if applicable)</b>
	Failure to meet participation requirements will result in a General Assistance Program sanction. No CalFresh sanction will be imposed as participation in the E&T Program is voluntary.

**Part II. County E&T Component Detail**

<b>A.</b>	<b>Component Name</b>
	Job Search Training (Job Readiness/Job Club Workshop)
<b>B.</b>	<b>Responsible Organization</b>
	Stanislaus County Community Services Agency (CSA), the E&T case manager monitors participation, issues transportation Supportive Services, and completes all appropriate E&T case actions
<b>C.</b>	<b>Component Description</b>
	<p>General Assistance applicants are scheduled to attend a Job Search Training (Job Readiness/Job Club workshop). During the Workshop participants:</p> <ul style="list-style-type: none"> <li>a. Are provided with job search and job application resources and information, including information on services provided by Workforce Development Department,</li> <li>b. Are provided details on community resources and services,</li> <li>c. Are instructed to register with the Employment Development Department (EDD),</li> <li>d. Receive information on how to complete the Job Search and Job Preparation,</li> <li>e. Receive information on job search and job retention skills and techniques,</li> <li>f. Receive a listing of current available jobs (from EDD),</li> <li>g. Meet one on one with the E&amp;T case manager, receive information about their E&amp;T case, have their questions and comments addressed and are scheduled for their next E&amp;T appointment, and</li> <li>h. Receive transportation supportive services if necessary to participate in the E&amp;T Program.</li> </ul>
<b>D.</b>	<b>Participation Requirements</b>
	Job Search Training is a 2 hour workshop. Participants are required to attend the workshop as a condition of eligibility for General Assistance benefits and E&T services. Participants fill out assessments to inform the staff of their skills and strengths, prior work history, incarceration history, barriers to employment and supportive service needs.
<b>E.</b>	<b>Target Populations</b>
	The targeted E&T population of Stanislaus County is NACF/General Assistance mandatory Work Registrants (Employable GA recipients.)
<b>F.</b>	<b>Certificate Attainment</b>
	NA

<b>G.</b>	<b>Number of Participants Served</b>
	500 or 42 monthly
<b>H.</b>	<b>Cost of Participant Reimbursements</b>
	1,372.67 (1372 X12 = 16,472)
<b>I.</b>	<b>Cost of Administration</b>
	8,791.58 (8791.58 X 12 = 105,499)
<b>J.</b>	<b>Reporting</b>
	Stanislaus County will be measuring the number of participants who are meeting program requirements for the Job Search Training component of the E&T plan. In addition, Stanislaus County will be measuring the number of program participants who complete the Job Search Training component of E&T plan and are in unsubsidized employment subsequent to the receipt of those services.

<b>A.</b>	<b>Component Name</b>
	E&T Job Search
<b>B.</b>	<b>Responsible Organization</b>
	CSA, the E&T case manager monitors participation, issues transportation Supportive Services, and completes all appropriate E&T case actions
<b>C.</b>	<b>Component Description</b>
	After E&T participants complete the Job Search Training component, they are required to attend one on one meetings with the case manager to review the participant's background, education, work history, and any barriers to employment. The goal is to enhance skills so that employment is reached and the participant is striving towards self-sufficiency.
<b>D.</b>	<b>Participation Requirements</b>
	After attending the Job Search Training workshop, participants are required to register with the Employment Development Department and CalJOBS program. Participants are required to complete unsupervised job searches and document their job search on forms that provide employer contact information and the employer signs the form as verification. For the first phase, participants complete 14 online and/or in-person job applications. Participants are encouraged to enhance their computer literacy skills and also take or register for classes that reduce their barriers to employment by attending workshops at community-based organizations or County agencies. In the instance that the Workfare activity is full, the Job Search activity is extended and the Customer must provide an increase in

	documented job searches and encouraged to take or register for classes that reduce their barriers to employment by attending workshops at community-based organizations or County agencies. A random sampling of phone calls is made by case managers to verify employment contacts.
<b>E.</b>	<b>Target Populations</b>
	The targeted E&T population of Stanislaus County is NACF/General Assistance mandatory Work Registrants (Employable GA recipients).
<b>F.</b>	<b>Certificate Attainment</b>
	NA
<b>G.</b>	<b>Number of Participants Served</b>
	500 yearly or 42 monthly
<b>H.</b>	<b>Cost of Participant Reimbursements</b>
	1,372.67 (1372 X12 = 16,472)
<b>I.</b>	<b>Cost of Administration</b>
	8,791.58 (8791.58 X 12 = 105,499)
<b>J.</b>	<b>Reporting</b>
	Stanislaus County will be measuring the number of participants who are meeting program requirements for the Job Search component of the E&T plan. In addition, Stanislaus County will be measuring the number of program participants who complete the Job Search component of E&T plan and are in unsubsidized employment subsequent to the receipt of those services.

<b>A.</b>	<b>Component Name</b>
	E&T Workfare
<b>B.</b>	<b>Responsible Organization</b>
	CSA, the E&T case manager monitors participation, issues transportation Supportive Services, and completes all appropriate E&T case actions.
<b>C.</b>	<b>Component Description</b>
	Workfare is a work activity meant to provide job skills, job history, and work experience to NACF/General Assistance customers who have not found employment after participating in the Job Search Training Workshop; and Job Search and Job Preparation components. Workfare positions are located in public and private non-profit agencies. E&T case managers monitor the placement while

	personnel of the placement agency provide day-to-day supervision. Workfare placements are at the Community Services Agency (CSA) Reception.
<b>D.</b>	<b>Participation Requirements</b>
	Participant's hours are calculated based on the GA grant amount divided by the State Minimum Wage. Participants then work their hours at their assigned work site.
<b>E.</b>	<b>Target Populations</b>
	The targeted E&T population of Stanislaus County is NACF/General Assistance mandatory Work Registrants (Employable GA recipients.).
<b>F.</b>	<b>Certificate Attainment</b>
	NA
<b>G.</b>	<b>Number of Participants Served</b>
	100 yearly or 8.34 monthly
<b>H.</b>	<b>Cost of Participant Reimbursements</b>
	1,951.84 (1951.84 X 12 = 23,422.1)
<b>I.</b>	<b>Cost of Administration</b>
	1,953.68 (1953.68 X 12 = 23,444.2)
<b>J.</b>	<b>Reporting</b>
	Stanislaus County will be measuring the percentage and number of participants who are meeting program requirements for the Workfare component of the E&T plan. In addition, Stanislaus County will be measuring the percentage and number of program participants who complete the Workfare component of E&T plan and are in unsubsidized employment subsequent to the receipt of those services.

**Part III. Summary of Third-Party Partner E&T Program & Component Detail**

<b>A.</b>	<b>Partner Name</b>
	NA, Stanislaus County provide all E&T activities
<b>B.</b>	<b>Program Description</b>
	NA
<b>C.</b>	<b>Target Populations</b>
	NA
<b>D.</b>	<b>Components</b>
	NA
<b>E.</b>	<b>Certificate Attainment</b>
	NA
<b>F.</b>	<b>Number of Participants Served</b>
	NA
<b>G.</b>	<b>Cost of Participant Reimbursements</b>
	NA
<b>H.</b>	<b>Cost of Administration</b>
	NA
<b>I.</b>	<b>Data Management System</b>
	NA
<b>J.</b>	<b>Partner Funding</b>
	NA
<b>K.</b>	<b>Monitoring</b>
	NA
<b>L.</b>	<b>Partner Agreement</b>

#### Part IV. Third-Party Partner Totals

Stanislaus County does not contract CF E&T services.

#### Part V. E&T Component Counts

Part V is captured in the attached excel spreadsheet (Attachment B).

#### Part VI. Work Registrants, E&T Deferrals, ABAWDS, AND E&T Participants

<b>1 Work Registrant Population</b>		
<b>a.</b>	Estimate the total number of work registrants countywide on October 1, 2018:	<b>15,837</b>
<b>b.</b>	Estimate the total number of of new work registrants countywide between October 1, 2018 and September 30, 2019:	<b>13,881</b>
<b>c.</b>	Estimate the total number of work registrants countywide for FFY 2019 (a+b=c):	<b>34,151</b>
<b>d.</b>	Describe the methodology used to prepare work registrant estimates above:	
	<b>a.</b> From October – December 2017 STAT 47 report, line F28 (cell 269) <b>b.</b> From January – December 2017 Stat 47 report, Line A1 (cell 4 from each quarter report)	

2 Deferral Policy		
Reason for Deferral (& number of work registrants deferred)		#
a.	Living in a federally determined work surplus area	*
b.	Lacks dependent care	*
c.	Lacks transportation to an E&T Program site	*
d.	Lives an unreasonable distance from the E&T program site	*
e.	Has a severe family crisis	*
f.	Temporarily unemployed and expected to return to work within 60 days	*
g.	Involved in legal difficulties	*
h.	Has a temporary illness or disability	*
i.	Under the age of 18 or 50 years of age or older	*
j.	Living in a CalFresh household with a child under the age of 18 regardless of whether the child is receiving or is eligible to receive CalFresh benefits	*
k.	Is pregnant	*
l.	Is an honorably discharged United States veteran	*
m.	Is a victim of domestic violence	*
n.	Is an ABAWD subject to the time limit:	*
o.	Other	*
Total number of anticipated deferred work registrants [add 1 through 14]		*

\*CFET is a voluntary program in Stanislaus County. As a result there are no mandatory participants so deferrals are not necessary. No deferral data has been gathered

<b>3</b>	<b>ABAWD Subject to the Time Limit Population</b>	
	<b>a.</b>	Estimate the total number of ABAWDs subject to the time limit countywide on October 1, 2018: 4,565
	<b>b.</b>	Estimate the total number of new ABAWDs subject to the time limit countywide between October 1, 2018, and September 30, 2019: 3,994
	<b>c.</b>	Estimate the total number of ABAWDs subject to the time limit countywide for FFY 2019 (a+b=c): 8,559
	<b>d.</b>	Describe the methodology used to prepare the ABAWD subject to the time limit estimates above:
		a. From Stat 47 report, October – December 2017, F28 (cell 270). b. From Stat 47 reports January – December 2017. A2 (cell 8)

<b>4</b>	<b>E&amp;T Participants</b>	
	<b>1</b>	Estimate the total number of mandatory E&T participants during FFY 2019: 0
	<b>2</b>	Estimate the total number of voluntary E&T participants during FFY 2019: 500

**Part VII. Operating Budget**

Part VII is captured in the attached excel spreadsheet (Attachment B).

**Part VII. Budget Narrative and Justification**

Part VII is captured in the attached excel spreadsheet (Attachment B).

**Part IX. Summary of E&T Budget for FFY 2019**

Part IX is captured in the attached excel spreadsheet (Attachment B).

**Part X. E&T Reporting Requirements**

*1. E&T Quarterly Progress Report*

- a. Stanislaus County will submit the E&T Quarterly Progress Report throughout FFY 2019. A Quarterly Progress Reports will be submitted to CDSS on the following dates:

- First Quarter (October 1 to December 31) due 1/31/19
- Second Quarter (January 1 to March 31) due 4/30/19
- Third Quarter (April 1 to June 31) due 7/31/19
- Fourth Quarter (July 1 to September 31) due 10/31/19

**2. National E&T Outcome Metrics Report**

- a. Stanislaus County will submit annually participant and former participant data to CDSS as requested. To fulfill this requirement, data will be collected the fall of each year according to the National E&T Outcome Metrics Reporting instructions issued with the release of the FFY 2019 E&T Planning Kick-Off All County Welfare Directors Letter (ACWDL). Prior to submission, the data will be validated (i.e. SSN, DOB, component information). Data will include information regarding E&T participants served directly by the county and information regarding E&T participants served by a third-party partner.
- b. The following data elements (data definitions provided in the National Outcomes Metrics Reporting instructions) will be collected for each individual who participated in E&T during FFY 2019:

- Social Security Number (SSN)
- County Indicator
- Date of Birth
- Male or Female
- E&T Component
- Component Start Date (for each component)
- Component End Date (for each component)
- Completion of Participation Date
- Able Bodied Adults Without Dependents (ABAWD) Status
- High School Degree (HSD) or GED
- English as a Second Language
- Mandatory or Voluntary

**Part XI. Assurance Statement**

<b>Assurance Statement</b>	
(Place an "X" in the box to the right, to indicate that you have read and understand each statement.)	(X)
The county is accountable for the content of the E&T plan and will provide oversight of any sub-grantees.	X
The county is fiscally responsible for E&T activities funded under the plan and is liable for repayment of unallowable costs.	X
Education costs will not be supplanted with Federal E&T funds.	X
Cash or in-kind donations from other non-Federal sources have not been claimed or used as a match or reimbursement under any other Federal program.	X
If in-kind goods and services are part of the budget, only public in-kind services are included. No private in-kind goods or services are claimed.	X
Documentation of county costs, payments and donations for approved E&T activities are maintained by the county and available for Federal review and audit.	X
Contracts are procured through competitive bid procedures governed by State procurement regulations.	X
Program activities are conducted in compliance with all applicable Federal laws, rules and regulations, including Civil Rights and OMB regulations governing cost issues.	X
E&T education activities directly enhance the employability of the participants; there is a direct link between the education activities and job-readiness.	X
Program activities and expenses are reasonable and necessary to accomplish the goals and objectives of CalFresh E&T.	X
All required reports and data will be submitted in a timely manner.	X
The E&T Program is implemented in a manner that is responsive to the special needs of American Indians on Reservations. Counties shall regularly consult ITOs regarding portions of their E&T plan which affect them and, if appropriate, and to the extent practicable, include ITO suggestions in the E&T plan.	X

By signing this page, the County Director and financial representative certify that the above assurances are met.		
Certification by County Director		
Name	Signature	Date
Kathy Harwell		
Certification by Financial Representative		
Name	Signature	Date

**CalFresh Employment and Training Participants:  
Coordination, Collaboration, & Service Improvement  
Community Services Agency-Large Training Room  
251 E. Hackett Rd, Modesto, CA 95358  
October 30, 2018 3:30pm-5:00pm**

► **What are the unique needs of CalFresh Employment and Training Program participants?**

**A.** Total wrap around services in addition to Employment/ Training Job Placement Services. Cal Fresh services. Difficult for clients to commit to training/services. Clients priority: transportation costs, food, rent, jackets, electricity (basic needs). If the services are not incorporated on the front and back end folks will drop out or never go through with the job search.

► **What are the principal barriers to employment faced by these individuals?**

**A.** One of the reasons for the barriers is not having Employment resources. Sometimes clients lack motivation or drive. Maybe since they are not seen as motivated the resources are not there for them.

**Q.** Can we have an explanation of Cal Fresh?

**Cal Fresh (AKA Food Stamps) SNAP (Federal Level):** Customers who are eligible for Cal Fresh receive benefits to purchase food, can purchase bread, milk, seeds to grow food. Cannot purchase paper products like toilet paper. In order to receive benefits, must meet the income criteria, could be an individual, who is homeless or a families. Many of our Cal Fresh families are employed at the same time of receiving Cal Fresh.

Then we also have a **Cal Works or Temporary Assistance for Needy Families (TANF)** cash assistance program for families.

**General Assistance:** Cash Assistance for Individuals or couples usually who do not have minor children at home. Most of our General Assistance (GA) participants are single adults with no minor children. They all have to meet income and resource guidelines in order to qualify for General Assistance.

**Two different types of General Assistance Programs**

**Employable Program:** Individual is limited to 90 days, (12 months) have mandatory work requirements or job search.

**Disable Program:** Customers who are disabled and going through the Social Security Insurance (SSI) process can qualify for GA while they are waiting for their SSI. Once the customer is denied at the hearing level then the Individual is no longer qualified for General Assistance.

While they are going through the SSI process, we have a SSI Advocate who works with the individuals. He has been very successful helping customers go through the process and receive SSI. If the customer is receiving benefits through the Disabled program, those benefits are a loan and when SSI approved, some of the General Assistance benefits are paid back to the county.

**Q.** Any other unique needs that participants face?

**A.** With the 90 days: they get minimum wages jobs, just enough to not qualify for Cal Fresh. Or they cannot work and qualify. Most have been on the program for a while. Now GA participants do not qualify for transportation or childcare benefits if the families are not on WTW. Is that correct?

**A.** That's correct, GA participants are typically single adults with no minor children. If they are not eligible for GA, have a minor child, they're referred to Cal Fresh.

**A. Cal Fresh:** Income limits, depends on household size, generally employed and encouraged to apply even if they receive a small amount of benefits, Cal Fresh participants not required to participate in WTW.

**Q.** What does it support?

**A.** Cal Works supports transportation (bus tickets) clothing allowance, (one time), assigned to a staff person who does case management of individuals and orientations. Budget pays for the staff person.

**Q.** Would it be fair to say that they are under skilled for the most part because they are receiving Cal Fresh or minimum wages?

**A.** Individuals who are able to retain jobs get very low skilled jobs; jobs that do not require a high level of skills such as WEX or Wal-Mart. Cal Fresh participants who are usually working make minimum wage during the process.

**Q.** Are you saying that folks receiving General Assistance and Cal Fresh are folks involved in an employment program? I am somewhat confused.

**A.** You're headed in the right direction. Customers are not very successful with limited skills, if they do not qualify for General Assistance, they go to Cal Fresh orientation.

► **What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?**

**A.** In order to receive Workforce Development (WD) services, they must enroll in CAL JOBS. This can be done at the 12<sup>th</sup> and G Street location.

**A.** Turlock Adult Schools offer a CNA program free to participants who qualify, if receiving Cal Fresh, Cal Works, or TANF.

**Q.** Do they have bus transportation available?

**A.** They do have some options depending on the type of program they are involved in. Can be offered that.

**A.** Not everyone in Cal Fresh gets bus tickets. Only that small amount that are participating in training will get the transportation tickets.

**Q.** What other type of services do they receive?

**A.** Orientation, work experience (WEX). There are issues with sites; Hackett is the only site available. Individuals who have barriers don't come to work in the same manner that we are used to. Many are homeless.

**A.** Central Valley Opportunity Center (CVOC) customers who qualify for CSP, receive case management, vocational training, if Cal Fresh participants they automatically qualify. Ed and I have discussed this for years, have always served Cal Fresh participants it has never been tracked.

Workforce Innovation and Opportunity Act (WIOA) 167 operators in Stanislaus County serve employment training needs for migrant seasonal farm workers and seasonal Ag workers. Cal Fresh is an automatic qualifier for that program. Participants on Cal Fresh programs have always been serviced by our program and others.

**Q.** How long are they limited to on Cal Fresh Employment and Training (CFET)?

**A.** 90 days/ every 12 months.

**Q.** Associated with that, it seems like a long time. What happens to them beyond the 90 days?

**A.** There are gaps in service. My experience is that they would receive benefits then disappear for 9 months, then return for services. What happens during the 9 months? Then they show up for orientation.

**Q.** How long is the orientation?

**A.** Orientation one (1) day- job search.

**A.** We should have partnerships – secondary education, soft skills

**A.** Lack of computer skills, no access, not comfortable, some do not have the knowledge or know people to assist them. Segregated by society for a while and do not have those connection you and I would have.

**Q.** Where is the Bridge to jobs? Resources? Not seeing where we are helping them.

**A.** Case Managers (CM) meet with them individually, assess their needs; services may be limited due to funding. Some participants have work history. CM works one on one with each individual. Have very limited funding, try to do what we can with funding.

**A.** Participants need to be connected to other agencies to further help them and that they understand it is part of their responsibility to complete. We do register them with Cal Jobs so they can be connected to other resources. Friends Outside and other agencies who can help them, come into the lab and help.

**Q.** You refer participants to our school, how do they know where to go?

**A.** Resources are given to them. If they live in Turlock we give them resources in Turlock, GED etc.

**Q.** Is that tracked?

**A.** No, what we give the participant is tracked, we note what resources were given. Not tracked is the hours, each person has different needs, tracking is in the case file but not with Adult School as to how many have attended or followed through.

**Q.** Once they get their GED, how do you know they got that? Depend on the client to tell you?

**A.** We would get that from the customer, review what they need. General Assistance does have some tracking info, resources given, what did they accomplish.

**Q.** So once they are off your program after 90 days, what happens, do they fall off your grid for a year? GED may take longer than 90 days.

**A.** Yea, once 90 days are up, we stop employment information. We continue to update their information. Once they come back we ask them and update changes. Do track jobs.

**A.** WTW programs providers are in constant contact with CM and with GA program. It is a very limited funding. Cal Fresh Is not federally funded, GA is state and county funded. No tracking mechanism, reporting once a year. Unless they are reaching back to use, there is no tracking.

**Q.** Customers come to us, we take informal steps to find out what they are doing, and some are working, seasonal workers. Anything Center for Human Services (CHS) would like to say?

**A.** Not necessary. For the most employable, we would like to get a map or flow chart of different ways that we could place a customer with WD.

**Comment.** You made a comment of us not servicing your participants, I apologize. I am not sure where that came from or what the situation was. I do know that we previously had a vendor who did not want to refer people to Cal Fresh. As you are aware, we are changing our dynamics on that. Our Workforce Development Board has changed that process for us. Our new process; we would be able to bring them to WD as long as they are eligible.

Next Board, January 9<sup>th</sup>, 2019; we are bringing to the board a new look at what our eligibility requirements are for Self-Sufficiency. Raising the dollar amount.

That all being said we would definitely want to work with you. The Director of CSA and I have actually spoken about that. We attended a training on Cal Fresh. We have also done research; there are additional dollars available. Dollars have to have a match, not Federal or State funds, have reached out to community to see if someone wants to come out and help with those services. We would like to sit with you at the table and discuss this with you. Good Discussion today. Hearing a lot of gaps.

Also, the reason we are here is to discuss what are we putting into our local plan; need something to present, would like to discuss in the local plan, that we are addressing Cal Fresh.

**A.** If you are receiving CalFresh, General Assistance, or TANF you automatically qualify for WD program. Co-enrollment, resume writing, Job Search and computer, meeting with CM. We can do better job at working with participants.

**A.** There are additional dollars available. It has to be from a local source, 50% from state and 50% has to come from local non-government funds.

**Q.** How is it decided what Supportive Services would be available to the primary recipient of the grant? Is there flexibility?

**A.** Plan put forward in June. Majority goes to Case Manager, transportation, clothing, don't have exact cost.

**A.** Sounds like a number challenges. We do not know much about the program, 90 day is part of the barrier. Everything needs to connect; could be hard with only one CM. There are resources in the community, all have support services, we may not be aware of, maybe look for a better way to connect them to the resources. We have some of that money, we would like to be part of that conversation. It's complicated.

**Q.** We have touched transportation, time, and responsiveness to other community programs, would it make a difference?

**A.** Almost everyone has a phone. Using it for something. See4Yourself (Cal Fresh app), is available so you can apply for Cal Fresh, but folks are not using it. Get the word out better. Is there something we can get out there technology wise? It is available to the general public.

**A.** Marketing on what the county has to offer. How much leeway do regulations allow? We have our own issues in that no one wants to market public assistance. We do Outreach.

**Q.** Do you mean WIOA, are you trying to make connection between your programs to ours?

**A.** Not necessarily, for solely our program, to maximize the needs of the participant, identify gap of 90 days. WD Case managers may attend orientation, and connect with participants to provide information after 90 days.

**A.** CVOC's program is not done as public assistance. Nor should it be marketed that way. Need to flip and start thinking SCWD.

All word of mouth, no marketing. Ceres office provides utilities service. Serve 10,000 people a year. That's when they screen and talk to people about ESL, GED, and work training. Have luxury of 2<sup>nd</sup> round services. Encouraged to look outside of traditional partners and look at community based services. We have been doing this for years. We serve the same people and have for years.

**Q.** Are you trying to make connection for those after 90 days? Day one, orientation better to have 2 CM; more beneficial. Then we would have a better opportunity to service the participant.

**A.** Working on WIOA orientation, ability to access, for eligibility.

If anyone would like to add anything else. Seems not, Thank you for joining us, if any would like to join our other forums, you are welcomed to.

Session Closed

# THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



The Stanislaus County Workforce Development Board is updating its Local Plan. Share Your Input...

## SAVE THE DATE!

Monday, November 19, 2018

10:00 AM to 12:00 PM

### Child Support Services

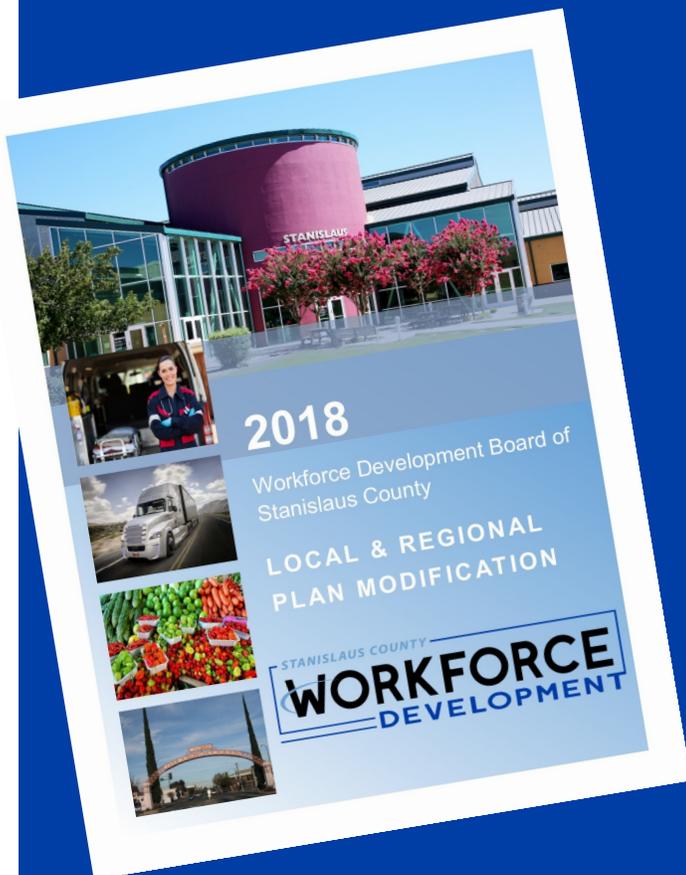
Strengthening Partnerships with the Stanislaus County Department of Child Support Services to serve Unemployed, Under-Employed, Payment-Delinquent Non-Custodial Parents

As Service Providers To This Targeted Group, We Invite You To Help Us Answer These Questions:

What Are The Barriers To Employment?

How Can We Leverage Our Resources?

How Can We Align Our Programs?



This forum will be held at  
**Community Service Agency-Large Training Room**  
Located at 251 E. Hackett Rd., Modesto, CA 95358

209.558.2100



[www.stanworkforce.com](http://www.stanworkforce.com)

This WIOA Title I - financially assisted program or activity is an equal opportunity employer/program.  
Auxiliary aids and services are available upon request to individuals with disabilities.



A proud partner of America's **JobCenter**  
of California<sup>SM</sup>

**Community Forum:**

**Strengthening Partnerships with Local Child Support Agencies to  
Serve Non-Custodial Parents  
Community Services Facility  
251 E. Hackett Rd, Modesto CA 95358  
Large Training Room  
November 19, 2018 10:00am – 12:00pm**

---

AGENDA

- I. Welcome and Introductions
- II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification
- III. Overview of Regional Plan Guidance regarding Partnerships with Local Child Support Agencies (LCSAs) and Services to Non-Custodial Parents (NCPs)
- IV. Objectives of Community Forum
- V. Consideration of and Discussions on:
  - A) What barriers to employment are most common among targeted NCPs
  - B) What are NCPs' service needs and what services are currently available?
  - C) What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
  - D) Referral and information sharing systems
  - E) Strategies and Tools
  - F) How can we work together better?

NOVEMBER 19, 2018

# STRENGTHENING PARTNERSHIPS WITH LOCAL CHILD SUPPORT AGENCIES TO SERVE NON-CUSTODIAL PARENTS



## LOCAL WORKFORCE PLANNING AND THE BIENNIAL UPDATES

- WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) REQUIRED THE WRITING AND IMPLEMENTATION OF LOCAL WORKFORCE PLANS
- IN 2017, THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT LOCAL PLAN WAS APPROVED
- IN ACCORDANCE WITH WIOA REQUIREMENTS, A BIENNIAL REVIEW OF THE 4-YEAR LOCAL PLANS IS REQUIRED.
- ADDITIONAL GUIDELINES AND UPDATES TO THE STATE PLAN REQUIRE MODIFICATION TO THE REGIONAL AND LOCAL PLANS
- LOCAL PLAN UPDATE DUE 3/15/2019

## REQUIRED MODIFICATIONS TO LOCAL PLANS MUST ADDRESS:

- NEW PARTNERSHIPS WITH CALFRESH EMPLOYMENT AND TRAINING PROGRAMS
- NEW PARTNERSHIPS WITH LOCAL CHILD SUPPORT AGENCIES
- ENHANCED COLLABORATION WITH LOCAL REPRESENTATIVES OF THE CALIFORNIA DEPARTMENT OF REHABILITATION AND OTHER AGENCIES WITHIN THE DISABILITY SERVICES NETWORK TO IMPLEMENT COMPETITIVE INTEGRATED EMPLOYMENT MODELS
- ENHANCED PARTNERSHIPS WITH LOCAL EDUCATIONS AGENCIES, COMMUNITY-BASED ORGANIZATIONS AND OTHER STAKEHOLDERS TO SERVE ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES

## OVERVIEW OF REGIONAL PLAN GUIDANCE REGARDING PARTNERSHIPS WITH LOCAL CHILD SUPPORT AGENCIES (LCSAS) AND SERVICES TO NON-CUSTODIAL PARENTS (NCPS)

- THE STATE WORKFORCE DEVELOPMENT BOARD HAS ENTERED INTO A FORMAL PARTNERSHIP WITH THE CALIFORNIA DEPARTMENT OF CHILD SUPPORT SERVICES (DCSS) WITH THE GOAL OF IMPROVING LABOR MARKET OUTCOMES FOR UNEMPLOYED, UNDEREMPLOYED, AND PAYMENT-DELINQUENT NON-CUSTODIAL PARENTS. THE VISION OF DCSS IS THAT ALL PARENTS WILL BE ENGAGED IN SUPPORTING THEIR CHILDREN.
- THIS IS ACHIEVED THROUGH THE INTERVENTIONS INCLUDING: ESTABLISHING PATERNITY, LOCATING PARENTS, ESTABLISHING CHILD AND MEDICAL SUPPORT ORDERS, ENFORCING AND MODIFYING CHILD AND MEDICAL SUPPORT ORDERS, AND COLLECTING AND DISBURSING CHILD SUPPORT PAYMENTS.

- THE STATE BOARD HAS DIRECTED LOCAL BOARDS TO ENGAGE AND WORK WITH LCSAS AND SPECIFIC PARTNER CBOS TO SERVE THEIR LOCAL NON-CUSTODIAL PARENT POPULATION.
- AMONG THE PROCESSES THAT ARE EXPECTED TO RESULT FROM WORKFORCE-CHILD SUPPORT NETWORK PARTNERSHIPS ARE: REFERRAL PROTOCOLS, INCLUDING THOSE FROM LCSAS AND FAMILY COURT; ENROLLMENT OF CLIENTS IN TRAINING PROGRAMS THAT WILL LEAD TO FAMILY-SUSTAINING WAGES; EMPLOYMENT OPPORTUNITIES IN CAREERS WITHIN GROWTH INDUSTRIES; AND SERVICES THAT PROMOTE RETENTION IN TRAINING AND ON THE JOB.

## OBJECTIVES OF THIS COMMUNITY AND STAKEHOLDER FORUM

- PROVIDE STAKEHOLDERS AND THE COMMUNITY THE OPPORTUNITY TO WEIGH IN ON THE NEEDS OF THIS TARGET GROUP
- LEARN FROM PRACTITIONERS ABOUT BEST PRACTICES IN MEETING SERVICE NEEDS
- IDENTIFY GAPS IN SERVICES
- HEAR RECOMMENDATIONS FOR IMPROVING THE CONTENT, AVAILABILITY AND QUALITY OF SERVICES FOR UNEMPLOYED, UNDEREMPLOYED AND PAYMENT DELINQUENT NON-CUSTODIAL PARENTS

## FOR YOUR CONSIDERATION AND INPUT

- WHAT BARRIERS TO EMPLOYMENT ARE MOST COMMON AMONG TARGETED NCPS?
- WHAT ARE NCPS' SERVICE NEEDS (PARTICULARLY WITH REGARD TO JOB SKILLS AND EMPLOYMENT) AND WHAT SERVICES ARE CURRENTLY AVAILABLE?
- WHAT ORGANIZATIONS COLLABORATE LOCALLY TO PROMOTE SKILLS DEVELOPMENT, EMPLOYMENT AND CAREER ADVANCEMENT FOR TARGETED NCPS?
- AMONG THE NCP SERVICE PARTNERS, (E.G. CHILD SUPPORT, FAMILY COURT, AJCCS, TRAINING PROVIDERS AND COMMUNITY-BASED ORGANIZATIONS), WHAT REFERRAL AND INFORMATION SHARING SYSTEMS ARE IN PLACE?

- WHAT STRATEGIES AND TOOLS ARE USED TO MOTIVATE AND INCENTIVIZE NCPS' IN ACTING ON REFERRALS, PARTICIPATING IN TRAINING/SKILLS DEVELOPMENT AND RETENTION IN EMPLOYMENT?
- HOW CAN LOCAL ORGANIZATIONS WORK BETTER TO ENSURE POSITIVE EMPLOYMENT AND CAREER OUTCOMES FOR NON-CUSTODIAL PARENTS?



THANK YOU!

WE GREATLY APPRECIATE YOUR INPUT!

# Stanislaus County Workforce Development

## Local Plan Update Forum: Child Support Services

Stanislaus County Community Services Agency, Large Training Room 251 E. Hackett Road, Modesto CA 95358

November 19, 2018 10:00am-12:00pm

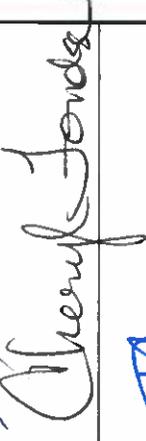
Print Name	Agency/ Organization	Email Address	Phone Number	Signature
Bruce Merchant	Workforce Dev	Merchant@stanworkforce.com	558-7748	
Margarita Ramos	SCWD	ramosm@stanworkforce.com	558-2202	
Virginia Isha	SCWD	Isha.V@stanworkforce.com	558-2105	
Sara Redd	SCWD			
ERIC ANDERSEN	MCS	andersen.edmonet.kia.ca.us	574-8194	
Andy Fiskum	SCWD		558-2133	

# Stanislaus County Workforce Development

## Local Plan Update Forum: Child Support Services

Stanislaus County Community Services Agency, Large Training Room 251 E. Hackett Road, Modesto CA 95358

November 19, 2018 10:00am-12:00pm

Print Name	Agency/ Organization	Email Address	Phone Number	Signature
BASIT ATWAL	Child Support	BATWAL@STANCO.DSS.ORG	558 1414	
Ryan Gunchar	Workforce Development			
Jovis FOSTER	SCWD	fofster@stanworkforce.com		
Cheryl Fonase	SCWD	fonase.c@stanworkforce.com	558-2151	
Vinod Chand	SCWD	Chandv@stanworkforce.com	558-2120	
Sara Fearon	Child Support	SFearon@stanco.dss.org	558-1916	

## Stanislaus County Non-Custodial Parent Demographic Information

Source: Catherine Shipley, Stanislaus County Department of Child Support Services

As of 11/2018:

1. Total number of NCP in caseloads residing in Stanislaus County – 10,510
2. Percentage of NCP residing in Stanislaus County who are unemployed – 44%
3. Percentage of NCP who are ex-offenders – 7%
4. NCP demographic information including race, ethnicity, gender, etc.

### Gender

- 12.9% Female
- 86.7% Male
- <.5% Unknown or blank

### Race

- 37% White
- 46% Hispanic
- 7% Black
- <1% Asian
- 9% all other races

### Language spoken

- 80% Primary Language is English
- 8% Primary Language Spanish
- 12% Primary Language Other than English or Spanish

**Strengthening Partnerships with Local Child Support Agencies to  
Serve Non-Custodial Parents  
Community Services Facility- Large Training Room  
251 E. Hackett Rd, Modesto CA 95358  
November 19, 2018 10:00am-12:00pm**

► **What barriers to employment are most common among targeted NCPs**

**A.** Formal Skills, Education, HS Diploma Main Barriers; Good mental health- In partnership through a federal grant with Workforce Development (WD) since 2012 for non-custodial parents (NCPs), providing parenting and Workforce Development access. Wish there would have been an element for mental health in that grant.

**Q.** What was the motivation level for participants? How did they react to having this opportunity to go through the grant?

**A.** Not all NCP's wanted to participate. We had willing and unskilled and unskilled and unwilling. Because we had targeted enrollment numbers, we were putting more people that may not have been as willing, but during the enhanced services part of the grant there was better follow-through because they were more engaged. Services during the grant were On the Job Training, vocational training, supportive services provided transportation, rent, clothing-things like that. That did work well- during the last part of the grant, we did remove them from the grant if no follow-through or if they didn't want our services.

**Q.** Were there any reasons for them to be in this grant? Any stipends or other motivation for them to want to be in the grant?

**A.** During the Child Support Non-Custodial Parent Employment Demonstration Project (CSPED) Grant they were offered employment services and vocational training as well as parenting classes. We also offered them enhanced Child Support Services including license releases, expedited court dates to try to get their support orders modified in a speedier fashion, and a specialized compromise of arrears program; which was the ability to compromise state owed arrears based on milestones achieved during the CSPED program. So if for instance they got employed and maintained employment for 90 days, they go so much off their state owed arrears for their child support.

**A.** For those that don't know child support arrears, the program much, those arrears once they become old, they become the most uncollectable debt and all that does is demotivate the non-custodial parent from participating with the child support program. So if you can lift some of that burden sometimes you can see that re-engagement. Whether it's just emotional reengagement which lead that parent to pay a little bit more; it's a huge thing if you don't know about that. Also, wanted to add that first few years it was difficult to enroll people into the program even though we kept saying this is the only opportunity being offered to you west of Colorado. We were the

only county in California; on the west coast to offer this. It was still very difficult to get our customers to enroll. We had to offer other incentives along the way; like \$20 gift cards just for coming in and answering surveys, hoping that they would enroll.

**A.** We found generally speaking that you have the same range of potential barriers and issues that many other job seekers had; everything from dislocated workers that had lost their income and are finding themselves in a whole new situation and unable to pay their bills. Also long term unemployed and all of those, plus you have some of them that had a history of working under the table, and so that they have less documentable work history that they can use to find jobs. They also don't have the pattern of being up-front and honest with government agencies as well as dealing with the issues of regular employment. Sometimes very distrustful, not willing to share information, so it would take longer to help them through the information and to identify the barriers and strengths in order to help them with their job search.

**Q.** What is the CSPED?

**A.** Child Support Non-Custodial Parent Employment Demonstration Project

**Q.** What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?

**A.** Obviously under WIOA the services we offer to any jobseeker are available. Communication has been very helpful. Unique issues –Off the grid for so long, that there are no references available. Relationship with children is not always so good. More time with children made them more responsible.

**A.** An additional barrier is incarceration.

**Q:** Is there a co-located case manager?

**A.** There was at one time around year 2- part-time at 12<sup>th</sup> street, but they were needed back at the Department of Child Support Services (DCSS) office.

**A.** On our end, we do have a dedicated case manager for DCSS clients.

**► What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs**

**A.** WD and Child Support

**A.** When writing the plan, we learned that there was nobody more suited than Workforce Development (Alliance Worknet at the time). We asked the Feds for guidance, but there was very few options for the services we needed.

**A.** Through the grant, we also developed a relationship with Friends Outside. We developed an informal partnership as well.

**Q.** Are there any relationships with Welfare-to-Work and the Child Support program?

A. There are some informal relationships. We are trying to include them as we work to replicate the services, but nothing formal at this time.

A. Partnership with Center for Human Services (CHS) was also involved, and seemed to help engage the clients as well as bridging the trust with government involvement.

A. That reminded me; as our NCPs were going through the parenting classes at CHS, they got some informal development, as they had the opportunity to facilitate those classes; so CHS had a part in the development as well.

A. CHS also helped out with connecting some customers with Mental Health. That was a big help.

► **Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?**

A. During the CSPED Grant we were able to give access to WD to the Grant Database, and created an outside system, kind of like a shared drive, to share information back and forth. The Grant agreement allowed us to do that.

Q. Was that through the grant or your own system?

A. It was through the grant, and would be quite pricy to maintain. We still have the secure file transfer port.

A. Switching gears and talking about the referral piece; we were fortunate to have a court commissioner to hear our cases who was a former child support attorney. Advocates for family centered enforcement. He did not mandate involvement, but recommended the program.

A. For referrals, we also have the resource center and AJCC partners as well. Include Resources in the community resources binder as well.

► **What strategies and tools are used to motivate and incentivize NCPs' in acting on referrals, participating in training/skills development and retention in employment?**

Q. It was mentioned that there were some gift cards, but what about retention?

A. CSPED allowed for gift cards for certain milestones- License releases were also available; allowed them to continue looking for work. There was also a special compromise of arrears program allowed with the state approval.

Q. Outside of the grant, is there any other program or funding available to continue incentives?

A. Having those conversations now with WD and Human Services Agency (HSA). IV-D funding is prohibited for spending money on this at this time. Congress decided DCSS would not get funding for workforce issues. Key to getting funds for this is through general funds or something else. If Stanislaus County Department of Child Support Services (SCDCSS) can get 1/3 funds from local general funds, it can be matched with 2/3 federal money. Gives some leeway as to how to use IV-D funding.

**Q.** What is IV-D funding?

**A.** Child Support is Section IV-D under the Social Security Act.

► **How can local organizations work better to ensure positive employment and career outcomes for non-custodial parents?**

**A.** Partnering with CSA/HSA and Workforce Development.

**A.** Partnering is the way to go. Looking for additional partnering opportunities. Trying to connect more and more with fatherhood groups.

**A.** We participate with the CHS Fatherhood Conference.

**A.** One big difference in our culture from past is trying to partner with Workforce – others around the state are watching and asking about it. We are keeping communication. Soft referrals helped our customers- Direct referral and appointment with WD staff.

### **Closing comments:**

**Q.** How about relationship to education?

**A.** Any referrals to Adult Ed are welcome- Services available immediately.

**Q.** What can you provide?

**A.** HS Diploma/ ESL all over Modesto. Self-paced system. CNA Classes/ welding and sheet metal fabrication classes now becoming available. Was limited to probation clients only. Starting High School equivalency classes in 2019-2020. Plenty of room- No cost.

**Q.** So no excuses?

**A.** Only their motivation. Available Evenings M-Th, 6-9pm.

**A.** There are programs with other school districts as well, all over the county.

**A.** Going back to barriers; Transportation to get to classes- some bus tickets and Shell gas cards given. On motivation, some don't know what it's like to get up in the morning and go to work. It's basic, but learned that just because it is done one day does not mean it will happen the next.

**A.** Not motivated enough on their own to go down to WD themselves for the help without handholding by staff. Don't have that skill.

**Q.** Maybe lack of confidence?

**A.** Possibly. Keeping on a schedule is a learned skill; usually learned as a child, but now we are teaching adults.

**A.** See different things from different people. They work off the record, sometimes there is the issue of them feeling that when they make gains, they get hit with another obstacle. Wage garnishment etc.- so they don't have enough left to support themselves. Becomes fatalism of

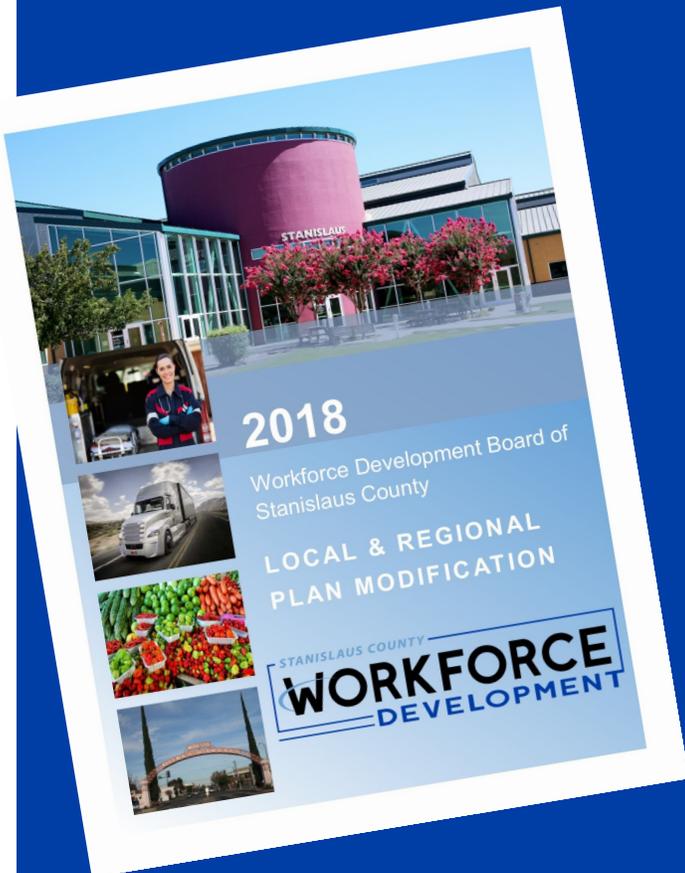
why bother trying. Get them to recognize that sometimes they can have success; that changes their motivation.

Forum Closed

# THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



The Stanislaus County Workforce Development Board is updating its Local Plan. Share Your Input...



## SAVE THE DATE!

Tuesday, November 6, 2018

10:00 AM to 12:00 PM

### Individuals with Disabilities

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

As Service Providers To This Targeted Group, We Invite You To Help Us Answer These Questions:

What Are The Barriers To Employment?

How Can We Leverage Our Resources?

How Can We Align Our Programs?

**This forum will be held at the Harvest Hall D & E  
Located at 3800 Cornucopia Way, Modesto, CA 95358**

209.558.2100



[www.stanworkforce.com](http://www.stanworkforce.com)

This WIOA Title I - financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.



A proud partner of America's **JobCenter**  
of California<sup>SM</sup>

**Community Forum:**

**Improving Services to Individuals with Disabilities through  
Competitive Integrated Employment  
Harvest Hall D&E 3800 Cornucopia Way,  
Modesto CA 95358  
November 6, 2018 10:00am – 12:00pm**

---

AGENDA

- I. Welcome and Introductions
- II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification
- III. What is Competitive Integrated Employment (CIE)
- IV. Overview of Local Plan Guidance Regarding Competitive Integrated Employment
- V. Objectives of Community Forum
- VI. Consideration of and Discussions on:
  - A) System and Support for Individuals with Intellectual and Developmental disabilities
  - B) Existence of Partnerships and Collaborative Efforts
  - C) Development of Partnership Agreement to Create more Competitive Integrated Employment Opportunities
  - D) Staff Training
  - E) Working Together to Increase Recruitment, Referral and Employer Engagement Strategies

# Improving Services to Individuals with Disabilities through Competitive Integrated Employment



November 6, 2018

## Background

- » Workforce Innovation and Opportunity Act (WIOA) required the writing and implementation of Local Workforce Plans
- » In 2017, the Stanislaus County Workforce Development Local Plan was approved
- » In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- » Additional guidelines and updates to the State Plan require modification to the Regional and Local Plans
- » Local Plan Update Due 3/15/2019



Required modifications to local plans must address:

- » New partnerships with CalFresh Employment and Training Programs
- » New Partnerships with Local Child Support Agencies
- » Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- » Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees



## Local Plan Update Forums

### **October 23- English Language Learner Forum**

10:00am-12:00pm Harvest Hall D & E 3800 Cornucopia Way, Modesto CA 95358  
Developing Strategies to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees

### **October 30- CalFresh Forum**

3:30-5:00pm Large Training Room 251 E. Hackett Road, Modesto CA 95358.  
Developing Workforce System Partnerships with CalFresh Employment and Training Programs

### **November 6- Individuals with Disabilities Forum**

10:00am-Noon Harvest Hall D & E 3800 Cornucopia Way, Modesto CA 95358.  
Improving Services to Individuals with Disabilities through Competitive Integrated Employment

### **November 19- Child Support Services Forum**

10:00am-Noon Large Training Room 251 E. Hackett Road, Modesto CA 95358.  
Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

### **November 29- Community Forum**

5:30pm-7:00pm Harvest Hall D & E 3800 Cornucopia Way, Modesto CA 95358

## What is Competitive Integrated Employment?

- » Competitive Integrated Employment (CIE) is work performed by a person with a disability (including those with intellectual disabilities and developmental disabilities) within an integrated setting that includes both individuals with and without disabilities.
- » CIE is full- or part-time work that:
  - Compensates individuals at no less than the legal minimum wage and at the same rate as non-disabled employees with the same skills, performing the same work
  - Yields an income comparable to that of similarly situated non-disabled individuals
  - Provides the same benefits available to other employees
  - Is at a location where employees interact with other persons who are not individuals with disabilities
  - Presents opportunities for advancement



## Overview of Local Plan Guidance Regarding Competitive Integrated Employment

- » In 2017, the California Department of Rehabilitation (DOR), the Department of Developmental Services (DDS) and the California Department of Education (CDE) formalized a partnership agreement around creating more opportunities for individuals with intellectual disabilities (ID) and developmental disabilities (DD) through CIE and other mechanisms.
- » Local Boards must submit modifications to their local plans that address how they will engage with local counterparts of the three state-level partners to align with the State CIE strategy embedded in its blueprint. >

6

- » The state-level CIE partners (DOR, DDS, CDE) have developed a Local Partnership Agreement template to assist local education agencies, DOR districts and DDS regional centers in collaborating more effectively in assisting individuals with ID and DD.
- » Staff at AJCCs are expected to understand the needs of jobseekers with intellectual disabilities and developmental disabilities and be knowledgeable about programs and resources that can aid in their success.
- » DOR's district staff will designate a point of contact for the Local Boards to help provide linkages to service providers of individuals with intellectual disabilities and developmental disabilities.



- » DOR district staff will partner with Local Boards to outreach to employers and partners to develop strategies to achieve CIE opportunities for consumers.
- » The State Board recommends that Local Boards support the recruitment, referral, and employer engagement efforts of DOR representatives.



## Objectives of this Community and Stakeholder Forum

- » Give stakeholders and the community the opportunity to weigh in on the needs of this target group
- » Learn from practitioners about best practices in meeting service needs
- » Identify where gaps in services may currently exist
- » Hear recommendations on implementing competitive integrated employment for individuals with intellectual disabilities and developmental disabilities.



## For Your Consideration and Input

- » How is the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?
- » Are efforts underway for the partners to collaborate on the use of Competitive Integrated Employment for job seekers with intellectual disabilities and developmental disabilities?
- » Have discussions begun on the development of a Local Partnership Agreement to create more Competitive Integrated Employment opportunities? If not, how can this be accelerated?



- » Have workforce system staff received training in serving individuals with intellectual disabilities and developmental disabilities and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?
- » How is the local workforce system partnership working together to outreach to employers and partners to support individuals with intellectual disabilities and developmental disabilities in achieving Competitive Integrated Employment? If efforts are not yet underway, what will be done?



» Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?



Thanks!  
We greatly appreciate your input!

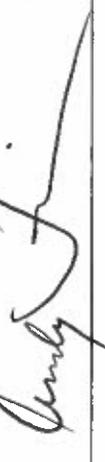
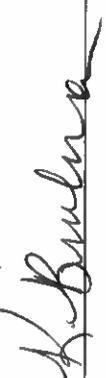


# Stanislaus County Workforce Development

## Local Plan Update Forum: Individuals with Disabilities

Stanislaus County Ag Center - Harvest Hall D&E 3800 Cornucopia Way, Modesto CA 95358

November 06, 2018 10:00am-12:00pm

Print Name & Agency	Email Address	Phone Number	Signature
Sara Redd <small>SCWD</small>			
Ryan Gonchar <small>SCWD</small>			
Amy Fiskum <small>SCWD</small>			
Rym Brinkman <small>SCWD</small>			
Aurora De Jesus <small>CSA</small>	dejesua@stancounty.com	8-3762	A. de Jesus
Martha Sanchez <small>SCWD</small>	sanchez.m@stanalliance.com	8-6134	M. Sanchez
Stora Didarovic	gordaz@cvbc.org	957-0062	G. Gordaz
Dallas Plas <small>CUSD</small>	dplaa@ceres.k12.ca.us		D. Plas
Mahalia Erotico <small>DDR</small>	mgotico@dor.ca.gov	209-576-6115	M. Erotico
Doris Foster <small>SCWD</small>	foster@stanworkforce.com	650-2458	D. Foster

 Cheryl Fondse  
 fondse@stanworkforce.com 558-2151

**Improving Services to Individuals with Disabilities through  
Competitive Integrated Employment  
Harvest Hall D&E, 3800 Cornucopia Way, Modesto CA 95358  
November 6, 2018 10:00am-12:00pm**

- ▶ **How is the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?**

A. Many opportunities to work together- local agencies and AJCC's. We have local partnership agreements with schools, but now we Department of Rehabilitation (DOR) need to move forward with local agencies.

A. We are co-located at the local AJCC and have a liaison there to help with the next step transitioning from Ceres Unified School District (CUSD) to Modesto Junior College (MJC) or trying to help them get jobs and hooking them up with other agencies to reach their goals.

A. We are co-located at the AJCC and will be creating a committee that will identify best practices, and incorporate beneficial services for clients with disabilities. Last year, the same process was undertaken with English Language Learners, and that committee has almost completed its work, so 2019 will be focused on serving clients with disabilities.

A. Community Services Agency customers that require job skills and employment training are referred over to Workforce Development for needed services.

- ▶ **Are efforts underway for the partners to collaborate on the use of Competitive Integrated Employment for job seekers with intellectual disabilities and developmental disabilities?**

A. This is something that we all need to work on and continue making connections. The AJCC partners, both co-located and non-located have been having trainings to cross train the agency staff on each other's programs to assist with seamless referrals to needed programs for both clients with or without disabilities.

- ▶ **Have discussions begun on the development of a Local Partnership Agreement to create more Competitive Integrated Employment opportunities? If not, how can this be accelerated?**

A. DOR has begun with an agreement that has started with partnerships with vocational education and will begin forming partnerships with local workforce development. We also have partnerships with Housing and Urban Development (HUD).

- ▶ **Have workforce system staff received training in serving individuals with intellectual disabilities and developmental disabilities and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?**

A. Our department is hosting DOR trainings on November 14th & 15th on serving clients with disabilities that is open to local agencies. This training is in association with California Workforce Association (CWA) and California Workforce Development Board (CWDB). If any agencies know of additional trainings, we can send out to all our AJCC partner agencies. We also have talked about employer training. We need to give employers more understanding about how to accommodate persons with disabilities and what the requirements are.

A. The trainings in the area are “Windmills” and “Self Disclosure”. There will be more local offerings in early 2019.

► **How is the local workforce system partnership working together to outreach to employers and partners to support individuals with intellectual disabilities and developmental disabilities in achieving Competitive Integrated Employment? If efforts are not yet underway, what will be done?**

A. SCWD is focusing on employers education. Educating them on the client’s needs and training, and possibly in the future, having business representatives that have direct connections with business that can give an overview of services to the employer that we offer. We can also assist employers with recruitment, job placement services and job fairs.

A. CSA has specialized units for clients with disabilities, Welfare-to-Work, homeless, provide job coaches and work to connect clients with additional supportive services.

A. The district had a huge job fair last year to allow youth and adults the opportunity to connect with other programs and agencies. This year they will need to focus on services for those with disabilities that the district hasn’t yet focused on.

A. CVOC gives tours of their facilities to assist clients on what services are available.

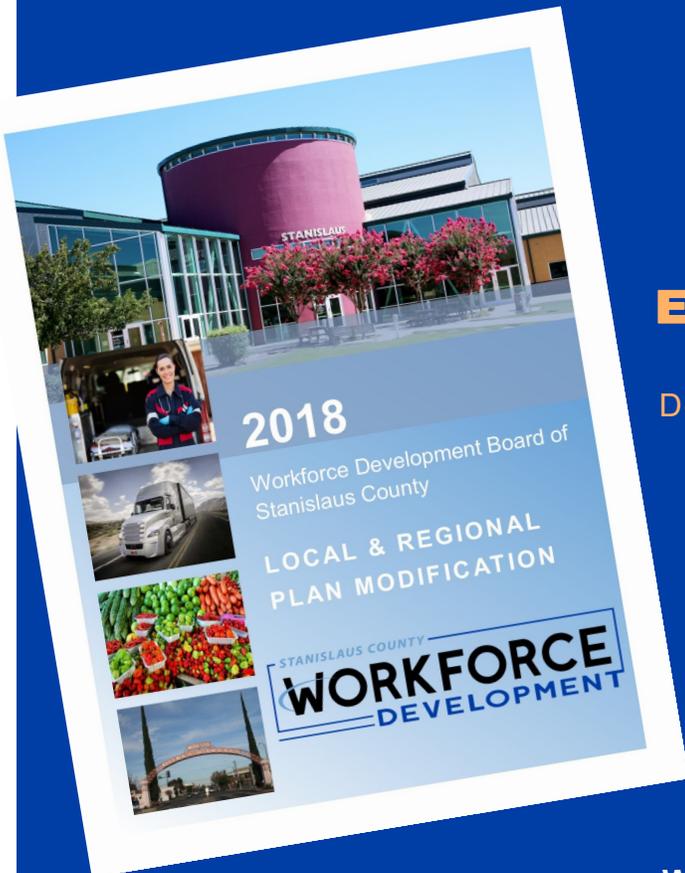
A. Also partner with other agencies to add to the available resources.

Session Closed

# THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



The Stanislaus County Workforce Development Board is updating its Local Plan. Share Your Input...



## SAVE THE DATE!

Tuesday, October 23, 2018

10:00 AM to 12:00 PM

### English Language Learners, Immigrants & Refugees

Developing Strategies to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees

As Service Providers To This Targeted Group, We Invite You To Help Us Answer These Questions:

What Are The Barriers To Employment?

What Are The Gaps In Services?

What Are Strategies For Effective Outreach?

**This forum will be held at the Harvest Hall D & E  
Located at 3800 Cornucopia Way, Modesto, CA 95358**

209.558.2100



[www.stanworkforce.com](http://www.stanworkforce.com)

This WIOA Title I - financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.



A proud partner of America's **JobCenter**  
of California<sup>SM</sup>

**Community Forum:**

**English Language Learners, Foreign Born Individuals and Refugees:  
Coordination, Collaboration, and Service Improvement**

**Tuesday, October 23, 2018  
Harvest Hall 3800 Cornucopia Way, Modesto CA 95358**

-----  
AGENDA

- I. Welcome and Thank You
- II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification
- III. State Requirements for Review and Modification of Plans to Serve English Language Learners, Foreign Born Individuals and Refugees
- IV. Objectives of Community Forum
- V. Consideration of and Discussions on:
  - A. Needs
  - B. Barriers
  - C. Existence of Partnerships and Collaborative Efforts
  - D. Outreach and Recruitment Strategies
  - E. Progress Strategies
  - F. Overcoming Gaps in Services

# English Language Learners, Foreign Born Individuals, and Refugees: Collaboration, Coordination, and Service Improvement

STANISLAUS COUNTY WORKFORCE DEVELOPMENT

OCTOBER 23, 2018



# Background

- ▶ **Workforce Innovation and Opportunity Act (WIOA) required the writing and implementation of Local Workforce Plans**
- ▶ **In 2017, the Stanislaus County Workforce Development Local Plan was approved**
- ▶ **In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.**
- ▶ **Additional guidelines and updates to the State Plan require modification to the Regional and Local Plans**
- ▶ **Local Plan Update Due 3/15/2019**

# Local Plan Update Forums

- ▶ **October 23-** English Language Learner Forum
- ▶ 10:00am-12:00pm Harvest Hall D & E 3800 Cornucopia Way, Modesto CA 95358
- ▶ Developing Strategies to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees
- ▶ **October 30-** CalFresh Forum
- ▶ 3:30-5:00pm Large Training Room 251 E. Hackett Road, Modesto CA 95358
- ▶ Developing Workforce System Partnerships with CalFresh Employment and Training Programs
- ▶ **November 6-** Individuals with Disabilities Forum
- ▶ 10:00am-Noon Harvest Hall D & E 3800 Cornucopia Way, Modesto CA 95358
- ▶ Improving Services to Individuals with Disabilities through Competitive Integrated Employment
- ▶ **November 19-** Child Support Services Forum
- ▶ 10:00am-Noon Large Training Room 251 E. Hackett Road, Modesto CA 95358
- ▶ Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents
- ▶ **November 29-** Community Forum
- ▶ 5:30pm-7:00pm Harvest Hall D & E 3800 Cornucopia Way, Modesto CA 95358

## Overview of Regional Plan Guidance regarding English Language Learners, Foreign Born Individuals and Refugees

- ▶ English language learners, foreign born individuals and refugees comprise a significant percentage of California's workers
- ▶ Individuals from this target group face barriers to employment that keep family-supporting wages and entering California's middle class out of reach
- ▶ Practices from various regions in California and programs in other states suggest that models exist that are successful in accelerating skills acquisition and wage gains among this target group
- ▶ The quality and variety of partnerships, training options, career planning and support services may be key factors in achieving successful outcomes for this target population

## Objectives of this Community and Stakeholder Forum

- ▶ **Give stakeholders and the community the opportunity to weigh in on the needs of this target groups**
- ▶ **Learn from practitioners about best practices in meeting service needs**
- ▶ **Identify gaps in services**
- ▶ **Hear recommendations for improving the content, availability and quality of services for English language learners, foreign born individuals and refugees**

## For Your Consideration and Input

- ▶ **What are the unique needs of English language learners, foreign born individuals and refugees?**
- ▶ **What are the principal barriers to employment faced by these individuals?**
- ▶ **What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?**

## For Your Consideration and Input – Cont'd

- ▶ **What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?**
- ▶ **What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?**
- ▶ **Where do gaps in services exist for this target population and what can we do to bridge these gaps?**

# Stanislaus County Workforce Development

## Local Plan Update Forum: English Language Learners, Immigrants & Refugees

Stanislaus County Harvest Hall D&E, 3800 Cornucopia Way, Modesto CA 95358

October 23, 2018 10:00am-12:00pm

Print Name	Email Address	Phone Number	Signature
Araale Villapudua	avillapudua@turlock.k12.ca.us		
Winnette Lucendeini	lwac@elconcilio.org	(209) 338-5717	
Alvaro Ramirez	aram@elconcilio.org	(209) 338-5702	
Vinai Chaud	Chaudi@Stanworkforce.com	209-558-2110	
Martha Sweber		209 558 6134	
Suzie Hank Radd		209 558 2100	
Doirus Foster	fosterdo@stanworkforce.com	209 650 3458	
Cheryl Fonde	fondec@stanworkforce.com	209 555 2151	
Della' Pla	dplac@ccres.k12.ca.us	209-550-1157	
Kimberly Brankman	brankmak@stanworkforce.com	209 381 7717	
Apolon Lopez	apolon@stanworkforce.com	209 558 2149	
Amy Fiskum		209 558-2133	
ERIC ANDERSEN	andersen.e@moval.k12.ca.us	209-574-8194	
KARINA FRANCO	kfranco@semanavistacres.org	209 992-9785	
Rebecca Suttis	rsuttis@iaslc.com	(209) 522-5606	
SANTIAGO RAMIREZ	saramirez@cvoc.org	(209) 577-3210	
Aljando Alberto	aalberto@cvcoc.org	(209) 577-3210	
Cecilia Sobarzo	SobarzoC@yosemite.edu	209-575-6330	
Flore Mendez	mendezf@mjc.edu	209-575-6332	
Margarita Cabelbas	margarita.cabelbas@edl.ca.gov	209-576-6070	



## S0502: SELECTED CHARACTERISTICS OF THE FOREIGN-BORN POPULATION BY PERIOD OF ENTRY INTO THE UNITED STATES

2013-2017 American Community Survey 5-Year Estimates

Subject	Stanislaus County, California							
	Total		Foreign born; Entered 2010 or later		Foreign born; Entered 2000 to 2009		Foreign born; Entered before 2000	
	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error	Estimate	Margin of Error
<b>Foreign-born population</b>	110,729	+/-2,832	10,074	+/-1,438	26,112	+/-1,983	74,543	+/-2,072
<b>CITIZENSHIP</b>								
Naturalized citizen	43.5%	+/-1.4	9.0%	+/-3.0	28.6%	+/-3.1	53.4%	+/-1.4
Not a citizen	56.5%	+/-1.4	91.0%	+/-3.0	71.4%	+/-3.1	46.6%	+/-1.4
<b>WORLD REGION OF BIRTH OF FOREIGN BORN</b>								
Foreign-born population excluding	110,729	+/-2,832	10,074	+/-1,438	26,112	+/-1,983	74,543	+/-2,072
Europe	5.3%	+/-0.7	5.0%	+/-3.5	1.7%	+/-0.5	6.6%	+/-0.8
Asia	23.2%	+/-1.1	43.9%	+/-6.3	23.7%	+/-2.7	20.2%	+/-1.1
Africa	0.7%	+/-0.3	1.7%	+/-1.3	0.6%	+/-0.4	0.6%	+/-0.3
Oceania	2.5%	+/-0.6	2.0%	+/-1.3	2.6%	+/-0.8	2.5%	+/-0.7
Latin America	67.7%	+/-1.1	47.2%	+/-6.6	71.1%	+/-2.6	69.3%	+/-1.3
Northern America	0.7%	+/-0.2	0.2%	+/-0.3	0.3%	+/-0.2	0.9%	+/-0.3
<b>SEX AND AGE</b>								
Male	50.0%	+/-0.8	50.7%	+/-3.7	49.6%	+/-2.4	50.0%	+/-1.0
Female	50.0%	+/-0.8	49.3%	+/-3.7	50.4%	+/-2.4	50.0%	+/-1.0
Under 5 years	0.4%	+/-0.1	4.2%	+/-1.2	(X)	(X)	(X)	(X)
5 to 17 years	4.4%	+/-0.6	19.5%	+/-3.6	10.7%	+/-1.4	0.2%	+/-0.1
18 to 24 years	5.4%	+/-0.6	10.8%	+/-2.4	10.0%	+/-1.7	3.0%	+/-0.7
25 to 44 years	38.1%	+/-0.9	41.2%	+/-4.0	55.8%	+/-2.9	31.5%	+/-1.2
45 to 54 years	22.1%	+/-0.8	8.9%	+/-2.4	13.3%	+/-1.8	27.0%	+/-1.0
55 to 64 years	15.1%	+/-0.5	5.3%	+/-1.9	4.6%	+/-1.0	20.0%	+/-0.7
65 to 74 years	8.6%	+/-0.4	6.4%	+/-2.7	3.8%	+/-1.0	10.6%	+/-0.6
75 to 84 years	4.5%	+/-0.4	2.9%	+/-2.0	1.5%	+/-0.6	5.7%	+/-0.5
85 years and over	1.4%	+/-0.2	0.6%	+/-0.6	0.4%	+/-0.2	1.9%	+/-0.3
Median age (years)	45.6	+/-0.4	30.6	+/-2.5	34.5	+/-0.8	50.5	+/-0.4
<b>RACE AND HISPANIC OR LATINO ORIGIN</b>								
One race	98.3%	+/-0.4	97.3%	+/-1.9	97.4%	+/-0.9	98.8%	+/-0.3
White	58.4%	+/-1.6	51.8%	+/-6.5	57.1%	+/-3.0	59.8%	+/-1.7
Black or African American	0.8%	+/-0.3	1.8%	+/-1.3	0.6%	+/-0.4	0.8%	+/-0.4
American Indian and Alaska Native	0.3%	+/-0.2	0.1%	+/-0.1	0.3%	+/-0.3	0.3%	+/-0.2
Asian	15.6%	+/-0.7	27.5%	+/-5.6	13.5%	+/-1.8	14.7%	+/-0.8
Native Hawaiian and Other Pacific	1.5%	+/-0.4	0.9%	+/-1.0	1.5%	+/-0.6	1.6%	+/-0.5
Some other race	21.7%	+/-1.5	15.3%	+/-5.6	24.5%	+/-2.8	21.6%	+/-1.6
Two or more races	1.7%	+/-0.4	2.7%	+/-1.9	2.6%	+/-0.9	1.2%	+/-0.3
Hispanic or Latino origin (of any race)	67.2%	+/-1.1	46.8%	+/-6.4	70.8%	+/-2.6	68.7%	+/-1.3
White alone, not Hispanic or Latino	13.7%	+/-1.0	20.7%	+/-5.7	12.0%	+/-2.5	13.4%	+/-1.1
<b>HOUSEHOLD TYPE</b>								
In married-couple family	68.4%	+/-1.6	74.7%	+/-5.8	70.1%	+/-3.2	66.9%	+/-1.7
In other households	31.0%	+/-1.6	24.5%	+/-5.8	29.6%	+/-3.2	32.4%	+/-1.7
Average household size	3.79	+/-0.06	3.55	+/-0.28	3.94	+/-0.14	3.77	+/-0.07
Average family size	4.14	+/-0.06	3.90	+/-0.28	4.14	+/-0.12	4.15	+/-0.07
<b>MARITAL STATUS</b>								
Population 15 years and over	107,132	+/-2,670	8,074	+/-1,035	24,515	+/-1,866	74,543	+/-2,072

Never married	20.1%	+/-1.4	28.4%	+/-4.3	30.3%	+/-2.4	15.8%	+/-1.5
Now married, except separated	64.7%	+/-1.3	65.0%	+/-4.5	60.9%	+/-2.8	65.9%	+/-1.5
Divorced or separated	10.0%	+/-0.7	2.6%	+/-1.6	5.9%	+/-1.1	12.2%	+/-1.0
Widowed	5.2%	+/-0.6	4.0%	+/-2.2	2.9%	+/-1.0	6.0%	+/-0.7
<b>SCHOOL ENROLLMENT</b>								
Population 3 years and over enrolled in	10,684	+/-1,142	2,630	+/-603	5,006	+/-761	3,048	+/-532
Nursery school, preschool	0.4%	+/-0.4	1.5%	+/-1.5	0.0%	+/-0.7	0.0%	+/-1.1
Elementary school (grades K-8)	25.9%	+/-3.8	54.2%	+/-9.1	26.7%	+/-4.6	0.0%	+/-1.1
High school (grades 9-12)	26.2%	+/-3.8	21.6%	+/-6.1	35.4%	+/-5.8	15.0%	+/-4.9
College or graduate school	47.6%	+/-4.9	22.7%	+/-7.0	37.9%	+/-7.1	85.0%	+/-4.9
<b>EDUCATIONAL ATTAINMENT</b>								
Population 25 years and over	99,434	+/-2,428	6,592	+/-855	20,724	+/-1,396	72,118	+/-2,050
Less than high school graduate	47.5%	+/-1.3	38.8%	+/-6.0	50.1%	+/-3.2	47.6%	+/-1.5
High school graduate (includes	22.9%	+/-1.1	28.9%	+/-4.9	23.4%	+/-2.2	22.5%	+/-1.2
Some college or associate's degree	18.5%	+/-1.1	15.6%	+/-3.4	15.8%	+/-2.3	19.5%	+/-1.2
Bachelor's degree	7.6%	+/-0.7	13.8%	+/-4.0	8.2%	+/-1.5	6.8%	+/-0.7
Graduate or professional degree	3.5%	+/-0.4	6.0%	+/-2.9	2.5%	+/-0.8	3.6%	+/-0.5
<b>LANGUAGE SPOKEN AT HOME AND ABILITY TO SPEAK ENGLISH</b>								
Population 5 years and over	110,307	+/-2,804	9,652	+/-1,359	26,112	+/-1,983	74,543	+/-2,072
English only	5.9%	+/-0.5	2.8%	+/-1.3	3.5%	+/-0.9	7.2%	+/-0.7
Language other than English	94.1%	+/-0.5	97.2%	+/-1.3	96.5%	+/-0.9	92.8%	+/-0.7
Speak English less than "very well"	64.5%	+/-1.3	77.1%	+/-4.1	67.4%	+/-2.6	61.9%	+/-1.4
<b>EMPLOYMENT STATUS</b>								
Population 16 years and over	106,579	+/-2,656	8,001	+/-1,023	24,079	+/-1,824	74,499	+/-2,072
In labor force	63.0%	+/-1.0	52.2%	+/-4.9	66.3%	+/-2.3	63.2%	+/-1.3
Civilian labor force	63.0%	+/-1.0	52.2%	+/-4.9	66.3%	+/-2.3	63.2%	+/-1.3
Employed	55.8%	+/-1.1	44.4%	+/-4.7	59.9%	+/-2.7	55.7%	+/-1.3
Unemployed	7.3%	+/-0.7	7.8%	+/-2.4	6.4%	+/-1.3	7.5%	+/-0.8
Percent of civilian labor force	11.5%	+/-1.1	14.9%	+/-4.4	9.6%	+/-1.9	11.9%	+/-1.3
Armed Forces	0.0%	+/-0.1	0.0%	+/-0.4	0.0%	+/-0.1	0.0%	+/-0.1
Not in labor force	37.0%	+/-1.0	47.8%	+/-4.9	33.7%	+/-2.3	36.8%	+/-1.3
Civilian employed population 16 years	59,438	+/-1,881	3,553	+/-547	14,425	+/-1,154	41,460	+/-1,638
<b>CLASS OF WORKER</b>								
Private wage and salary workers	85.5%	+/-1.2	91.7%	+/-3.1	90.8%	+/-1.9	83.2%	+/-1.5
Government workers	7.6%	+/-0.8	3.9%	+/-1.8	4.8%	+/-1.3	8.8%	+/-1.0
Self-employed workers in own not	6.7%	+/-0.9	4.4%	+/-2.9	4.2%	+/-1.1	7.7%	+/-1.1
Unpaid family workers	0.2%	+/-0.2	0.0%	+/-1.0	0.2%	+/-0.3	0.3%	+/-0.2
<b>OCCUPATION</b>								
Management, business, science, and	16.7%	+/-1.3	12.7%	+/-4.0	14.2%	+/-2.6	17.9%	+/-1.5
Service occupations	19.4%	+/-1.3	16.9%	+/-5.0	22.3%	+/-3.5	18.6%	+/-1.4
Sales and office occupations	15.5%	+/-1.3	18.3%	+/-5.0	13.4%	+/-2.6	15.9%	+/-1.5
Natural resources, construction, and	25.8%	+/-1.5	37.4%	+/-7.6	30.6%	+/-3.1	23.1%	+/-1.7
Production, transportation, and material	22.7%	+/-1.5	14.7%	+/-5.4	19.4%	+/-3.0	24.5%	+/-1.8
<b>INDUSTRY</b>								
Agriculture, forestry, fishing and hunting,	12.8%	+/-1.3	21.0%	+/-6.6	15.1%	+/-2.2	11.4%	+/-1.2
Construction	10.6%	+/-1.1	14.6%	+/-4.7	14.0%	+/-2.4	9.1%	+/-1.1
Manufacturing	15.4%	+/-1.2	11.6%	+/-4.9	12.0%	+/-2.2	16.8%	+/-1.5
Wholesale trade	4.4%	+/-0.9	3.4%	+/-2.6	3.7%	+/-1.3	4.8%	+/-1.1
Retail trade	9.9%	+/-1.1	12.2%	+/-4.8	11.5%	+/-2.6	9.2%	+/-1.2
Transportation and warehousing, and	6.0%	+/-0.8	5.6%	+/-3.3	3.3%	+/-1.1	7.0%	+/-1.1
Information	0.7%	+/-0.3	0.6%	+/-0.9	0.5%	+/-0.3	0.8%	+/-0.4
Finance and insurance, and real estate	2.0%	+/-0.5	1.2%	+/-1.1	1.1%	+/-0.8	2.3%	+/-0.6
Professional, scientific, and	8.9%	+/-1.0	5.6%	+/-3.7	8.2%	+/-1.8	9.4%	+/-1.2
Educational services, and health care	15.4%	+/-1.1	15.4%	+/-5.1	13.9%	+/-2.7	16.0%	+/-1.2
Arts, entertainment, and recreation, and	8.2%	+/-0.9	7.1%	+/-3.1	12.5%	+/-2.5	6.8%	+/-1.1
Other services (except public	3.8%	+/-0.6	0.6%	+/-0.7	3.7%	+/-1.1	4.2%	+/-0.8
Public administration	1.7%	+/-0.4	1.2%	+/-1.0	0.6%	+/-0.4	2.1%	+/-0.5

<b>EARNINGS IN THE PAST 12 MONTHS</b>								
Population 16 years and over with	41,136	+/-1,718	1,912	+/-402	8,926	+/-765	30,298	+/-1,528
\$1 to \$9,999 or less	1.5%	+/-0.5	5.4%	+/-4.7	1.4%	+/-1.1	1.3%	+/-0.5
\$10,000 to \$14,999	5.5%	+/-1.0	9.0%	+/-5.7	9.2%	+/-2.9	4.2%	+/-0.9
\$15,000 to \$24,999	20.8%	+/-1.7	33.3%	+/-9.2	23.7%	+/-3.3	19.2%	+/-1.8
\$25,000 to \$34,999	20.3%	+/-1.5	23.3%	+/-7.9	25.1%	+/-3.8	18.7%	+/-1.6
\$35,000 to \$49,999	21.0%	+/-1.6	10.5%	+/-5.8	19.8%	+/-3.4	22.0%	+/-1.9
\$50,000 to \$74,999	18.1%	+/-1.5	9.2%	+/-4.3	12.0%	+/-3.0	20.5%	+/-2.0
\$75,000 or more	12.7%	+/-1.4	9.4%	+/-5.2	8.9%	+/-2.7	14.1%	+/-1.7
<b>Median earnings (dollars) for full-time, year-round workers:</b>								
Male	37,130	+/-1,056	26,857	+/-4,207	31,396	+/-1,069	41,800	+/-1,635
Female	30,673	+/-1,542	21,633	+/-1,556	27,460	+/-7,582	31,313	+/-1,568
<b>INCOME IN THE PAST 12 MONTHS (IN 2017 INFLATION-ADJUSTED DOLLARS)</b>								
Households	45,391	+/-1,217	1,783	+/-374	8,054	+/-720	35,554	+/-1,178
With earnings	85.8%	+/-1.1	85.2%	+/-6.9	89.8%	+/-2.9	84.9%	+/-1.4
Mean earnings (dollars)	62,212	+/-2,143	39,924	+/-6,263	52,410	+/-3,642	65,682	+/-2,682
With Social Security income	20.7%	+/-1.3	6.9%	+/-4.3	7.6%	+/-2.2	24.4%	+/-1.6
Mean Social Security income (dollars)	14,115	+/-688	14,931	+/-10,498	11,947	+/-1,209	14,256	+/-729
With Supplemental Security Income	9.7%	+/-1.1	12.0%	+/-6.4	6.2%	+/-2.1	10.4%	+/-1.4
Mean Supplemental Security Income	11,026	+/-730	12,355	+/-2,203	10,623	+/-1,666	11,003	+/-828
With cash public assistance income	4.4%	+/-0.7	12.2%	+/-5.6	5.8%	+/-1.7	3.7%	+/-0.7
Mean cash public assistance income	5,448	+/-704	4,147	+/-1,709	5,050	+/-926	5,805	+/-869
With retirement income	9.7%	+/-0.9	1.5%	+/-1.5	2.9%	+/-1.4	11.7%	+/-1.1
Mean retirement income (dollars)	16,559	+/-2,584	23,569	+/-17,853	6,107	+/-2,689	17,100	+/-2,736
With Food Stamp/SNAP benefits	17.3%	+/-1.2	25.6%	+/-7.9	26.6%	+/-3.3	14.8%	+/-1.2
Median Household income (dollars)	46,626	+/-1,496	28,557	+/-5,350	36,994	+/-3,452	50,210	+/-2,172
Average number of workers per	1.48	+/-0.03	1.32	+/-0.21	1.45	+/-0.10	1.49	+/-0.04
<b>POVERTY STATUS IN THE PAST 12 MONTHS</b>								
Population for whom poverty status is	110,289	+/-2,835	10,058	+/-1,439	26,066	+/-1,979	74,165	+/-2,064
Below 100 percent of the poverty level	18.7%	+/-1.4	29.6%	+/-6.1	24.7%	+/-2.9	15.1%	+/-1.3
100 to 199 percent of the poverty level	30.4%	+/-1.6	29.2%	+/-6.5	35.3%	+/-3.3	28.9%	+/-1.7
At or above 200 percent of the poverty	50.9%	+/-1.7	41.1%	+/-5.8	40.1%	+/-3.1	56.0%	+/-2.0
<b>POVERTY RATES FOR FAMILIES FOR WHOM POVERTY STATUS IS DETERMINED</b>								
All families	18.6%	+/-1.6	35.4%	+/-10.9	26.8%	+/-3.8	15.7%	+/-1.5
With related children of the	24.5%	+/-2.4	47.0%	+/-14.9	31.3%	+/-4.5	20.9%	+/-2.5
With related children of the	17.0%	+/-5.2	12.5%	+/-14.4	25.1%	+/-10.7	13.5%	+/-6.4
Married-couple family	13.8%	+/-1.5	31.6%	+/-11.0	20.4%	+/-4.4	11.3%	+/-1.6
With related children of the	17.9%	+/-2.2	42.5%	+/-15.1	22.8%	+/-5.2	14.8%	+/-2.5
With related children of the	11.9%	+/-5.5	11.9%	+/-15.9	20.8%	+/-12.1	6.3%	+/-5.8
Female householder, no husband	38.9%	+/-4.8	55.3%	+/-25.7	53.3%	+/-9.3	34.7%	+/-5.2
With related children of the	52.0%	+/-6.2	84.5%	+/-27.1	61.3%	+/-9.4	47.6%	+/-6.9
With related children of the	29.1%	+/-16.5	100.0%	+/-100.0	57.6%	+/-35.1	19.7%	+/-15.7
<b>Occupied housing units</b>								
<b>HOUSING TENURE</b>								
Owner-occupied housing units	52.7%	+/-1.7	19.6%	+/-6.6	26.9%	+/-3.2	60.2%	+/-1.9
Renter-occupied housing units	47.3%	+/-1.7	80.4%	+/-6.6	73.1%	+/-3.2	39.8%	+/-1.9
Average household size of owner-	3.84	+/-0.10	4.30	+/-1.04	4.16	+/-0.26	3.80	+/-0.11
Average household size of renter-	3.74	+/-0.09	3.36	+/-0.31	3.86	+/-0.18	3.73	+/-0.12
<b>ROOMS</b>								
1 room	1.8%	+/-0.4	5.4%	+/-4.0	2.5%	+/-1.1	1.4%	+/-0.4
2 or 3 rooms	8.6%	+/-0.9	17.6%	+/-8.0	14.9%	+/-2.7	6.7%	+/-0.9

4 or 5 rooms	50.6%	+/-1.7	67.1%	+/-8.7	57.2%	+/-4.0	48.2%	+/-2.0
6 or 7 rooms	29.4%	+/-1.6	5.8%	+/-3.8	21.3%	+/-3.5	32.4%	+/-1.8
8 or more rooms	9.7%	+/-1.0	4.1%	+/-3.2	4.0%	+/-1.2	11.3%	+/-1.2
Median number of rooms	5.1	+/-0.1	4.1	+/-0.2	4.6	+/-0.2	5.3	+/-0.1
1.01 or more occupants per room	14.2%	+/-1.1	23.7%	+/-8.9	18.4%	+/-3.2	12.7%	+/-1.3
<b>VEHICLES AVAILABLE</b>								
None	6.3%	+/-0.9	11.2%	+/-8.1	7.3%	+/-2.4	5.8%	+/-1.0
1 or more	93.7%	+/-0.9	88.8%	+/-8.1	92.7%	+/-2.4	94.2%	+/-1.0
<b>SELECTED CHARACTERISTICS</b>								
No telephone service available	1.2%	+/-0.4	6.7%	+/-4.5	1.1%	+/-0.7	0.9%	+/-0.4
Limited English Speaking Households	30.8%	+/-1.5	66.9%	+/-9.6	47.6%	+/-4.0	25.2%	+/-1.5
Owner-occupied housing units	23,908	+/-1,023	349	+/-130	2,163	+/-306	21,396	+/-1,002
<b>SELECTED MONTHLY OWNER</b>								
Less than 30 percent	63.7%	+/-2.4	68.5%	+/-21.0	67.1%	+/-7.0	63.3%	+/-2.5
30 percent or more	36.3%	+/-2.4	31.5%	+/-21.0	32.9%	+/-7.0	36.7%	+/-2.5
Renter-occupied housing units	21,483	+/-963	1,434	+/-333	5,891	+/-604	14,158	+/-786
<b>GROSS RENT AS A PERCENTAGE OF HOUSEHOLD INCOME IN THE PAST 12 MONTHS</b>								
Less than 30 percent	44.7%	+/-2.4	32.7%	+/-8.5	43.6%	+/-4.5	46.3%	+/-3.0
30 percent or more	55.3%	+/-2.4	67.3%	+/-8.5	56.4%	+/-4.5	53.7%	+/-3.0

Source: U.S. Census Bureau, 2013-2017 American Community Survey 5-Year Estimates

Data are based on a sample and are subject to sampling variability. The degree of uncertainty for an estimate arising from sampling variability is represented through the use of a margin of error. The value shown here is the 90 percent margin of error. The margin of error can be interpreted roughly as providing a 90 percent probability that the interval defined by the estimate minus the margin of error and the estimate plus the margin of error (the lower and upper confidence bounds) contains the true value. In addition to sampling variability, the ACS estimates are subject to nonsampling error (for a discussion of nonsampling variability, see Accuracy of the Data). The effect of nonsampling error is not represented in these tables.

Methodological changes to data collection in 2013 may have affected language data for 2013. Users should be aware of these changes when using 2013 data or multi-year data containing data from 2013. For more information, see: Language User Note.

Industry codes are 4-digit codes and are based on the North American Industry Classification System 2012. The Industry categories adhere to the guidelines issued in Clarification Memorandum No. 2, "NAICS Alternate Aggregation Structure for Use By U.S. Statistical Agencies," issued by the Office of Management and Budget.

Occupation codes are 4-digit codes and are based on Standard Occupational Classification 2010.

Telephone service data are not available for certain geographic areas due to problems with data collection of this question that occurred in 2015 and 2016. Both ACS 1-year and ACS 5-year files were affected. It may take several years in the ACS 5-year files until the estimates are available for the geographic areas affected.

While the 2013-2017 American Community Survey (ACS) data generally reflect the February 2013 Office of Management and Budget (OMB) definitions of metropolitan and micropolitan statistical areas; in certain instances the names, codes, and boundaries of the principal cities shown in ACS tables may differ from the OMB definitions due to differences in the effective dates of the geographic estimates of urban and rural populations, housing units, and characteristics reflect boundaries of urban areas defined based on Census 2010 data. As a result, data for urban and rural areas from the ACS do not necessarily reflect the results of ongoing urbanization.

## Stanislaus County English Language Learners Demographics

### Stanislaus County Office of Education

<https://www.stancoe.org/division/administrative-services/communications-department/stanislaus-county-quick-facts>

#### Racial/Ethnic Distribution of Students: 15-16

	<i>Stanislaus</i>	<i>California</i>
Am. Indian/Alaska Native	0.5%	0.6%
Asian	4.0%	8.9%
Pacific Islander	0.7%	0.5%
Filipino	0.9%	2.5%
Hispanic Origin.	58.8%	54%
African American	2.8%	5.8%
Caucasian	28%	24.1%
Multiple/No Response	4.2%	3.6%
Number of Languages Other than English Spoken by Stanislaus County Students		47

#### English Learners: 2015-16

	<i>Stanislaus</i>	<i>California</i>
Spanish	23,891	1,147,404
Assyrian	431	669
Punjabi	480	8,686
Arabic	339	17,689
Khmer (Cambodian)	264	4,848
Hindi	179	4,638
Portuguese	107	2,236
Vietnamese	108	30,161
Lao	96	1,915
Filipino	81	18,456
Others	443	132,096
<b>TOTAL</b>	<b>26,419</b>	<b>1,373,724</b>

**English Language Learners Local Plan Forum**  
**Harvest Hall D&E, 3800 Cornucopia Way, Modesto CA 95358**  
**October 23, 2018 10:00am-12:00pm**

► **What are the unique needs of English language learners, foreign born individuals and refugees?**

A. Influx in refugees. Frustration with English language skills. Had a HS diploma in their country, but struggling to obtain one in the US due to language skills. Not able to obtain work or attend college without GED.

A. English level acquisition: proficient in their community and transition into work. Different than learning language to continue with education. How much time does the adult have? What is the value? How do they engage with their children and how are they successful in the community/workforce? How do they achieve value in the community?

A. Cultural Religious Beliefs: Women working. How do religious beliefs fit in? What is acceptable? Huge cultural shift.

A. Accelerated English language courses. Rather than 2 hours in ESL, 8 hours. Offered in San Diego 6-8 months.

A. Childcare. What type of support do they have in the community?

A. Educate ESL learners what resources and programs that are available.

► **What are the principal barriers to employment faced by these individuals?**

A. Computer Science Degree: Had IT transferable certifications but didn't know where to go from there. No transportation. How to confirm the certifications were transferable. Cultural Barrier: requested a female case manager.

A. Learn the individual needs and each client's story to help address their specific needs. Which programs are they already accessing? Learn the gaps don't replicate programs. Navigating documents as an ESL student.

A. Working on an out-facing platform for Immigrants and Refugees. Navigating a single platform to locate community services (Stanislaus County).

A. Promote Community Liaison – Have a team of successful clients who can train and assist new clients.

A. Bulletin on surrounding community services.

A. Sounds like there may be a trust issue when it comes to navigation.

A. There is a trust issues when it comes to officials.

A. Build trust and comfort level. Some folks are driving with fear (without a license). Many are unaware there is a service for students to ride the bus for free.

► **What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?**

**A.** Works well. Could take 10-15 people to serve 1 client. Need to understand the client's individual needs. Needs assessment. Build trust. Stress the English language so that clients learn English and not their native language. This promotes success. Older clients are not as willing to learn English.

**Q.** Who has the time to do more 1:1 services? Mock their service as a One Stop hub?

**A.** Largest gains in ESL classes where the teacher does not speak Spanish.

**A.** Needs for each client based on their needs (age of client).

**A.** Previously incarcerated. Partner businesses.

**A.** Modesto Junior College (MJC) works with 300 businesses. Geared towards individuals who have significant language barriers.

**Q.** Forklift training: barriers to get the certificate? With this role is there a demand on the English language?

**A.** Depends on the business and what language is spoken at the worksite. Some folks don't have the time/luxury to learn English...they need to put food on the table. Can the job be done without learning English? Can the client be placed at a site while they learn the language?

**A.** Partnerships had done well over the years, but now demographics are changing rapidly. Where is the entry point to the country/national system for non-Spanish speakers? Focus is Spanish. What about outside of Spanish speakers? Currently Co-present orientations for Spanish speakers/co-facilitate w/ El Concilio---Collaboration has started. Funding job seekers while they're learning at a facility?

**Q.** To service providers: How many are accessing multiple services? Maybe 10%?

**A.** Regarding the GED: Clients not interested in learning. Want to transfer their education from their country. Want to work immediately. Need to learn English to take the GED. Everything is around the person and work. What about the other service needs and relevancy of being educated on various fronts (assimilation). Need a holistic approach: Any organizations/services re: cooking, parenting, education. This gets transferred to the family/children.

► **What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?**

**A:** I noticed everyone has a phone regardless of how long they've been here. Are we outreaching via Phone Apps?

**A.** Youth programs: Word of mouth is still top. Have someone help who has been through the program/services. Have your own culture/representative help/liaison (trust factor).

**A.** AJCC meeting 5-10 min to educate partners on their programs to help each other out.

**A.** Eager to work because they have IOUs to repay. Folks are coming on flights and need to payback their sponsor.

**A.** Client took a forklift job because her 2 daughter's just arrived and she needs to pay back the money used to get them here. Why are they taking these classes? Must find out the needs and take time to interview.

**Q.** Are there job vacancies that don't require English? No.

**A.** There is an internal confidential list. Just starting to look into this. Starting a marketing campaign for high skilled participants with these companies. Companies need to really trust us and back the program.

**A.** Bridge resources and combine resources.

► **What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?**

**Q.** Career Pathways?

**A.** ESL higher level ESL. Student needs through surveys. What services are available? Based on goals a program is developed. For example, the CNA program to ESL and low income participants. They want more than a diploma. They want a higher level of learning and a career. The next step is LVN. Participants want to do more in other fields not just medical. The word "counselor" can be looked at like a negative term (not psychologist). Barrier: Need to take a holistic approach (academic needs, personal needs, career and individual needs).

**A.** Pathway programs: Health, Phlebotomy, and CNA. When these programs are introduced they are quickly at capacity. How many do we train to not flood the market, or over supply? Folks will be disappointed if they're not placed. Pathways has 24,000 on board to attend college.

**A.** Meet with students...What do you want to do? Exploration, potential jobs, skill recognition. This conversation is initiated by what the client shares. We monitor their progress along the way.

**Q.** How do you monitor client's success?

**A.** Success teams: Stay connected to Counselors, Success Coach, and engaged in the classroom once a semester. Each area of focus has a success team. Each program has an exit point.

► **Where do gaps in services exist for this target population and what can we do to bridge these gaps?**

**A.** It is hard to get school documents from another countries. There are time differences which is frustrating for the student.

**A.** Transfer Students: Community and State colleges use the regional accreditation, which happens to be better/more recognized than international. International standards are lower than regional. Will their transcripts be accepted in the states?

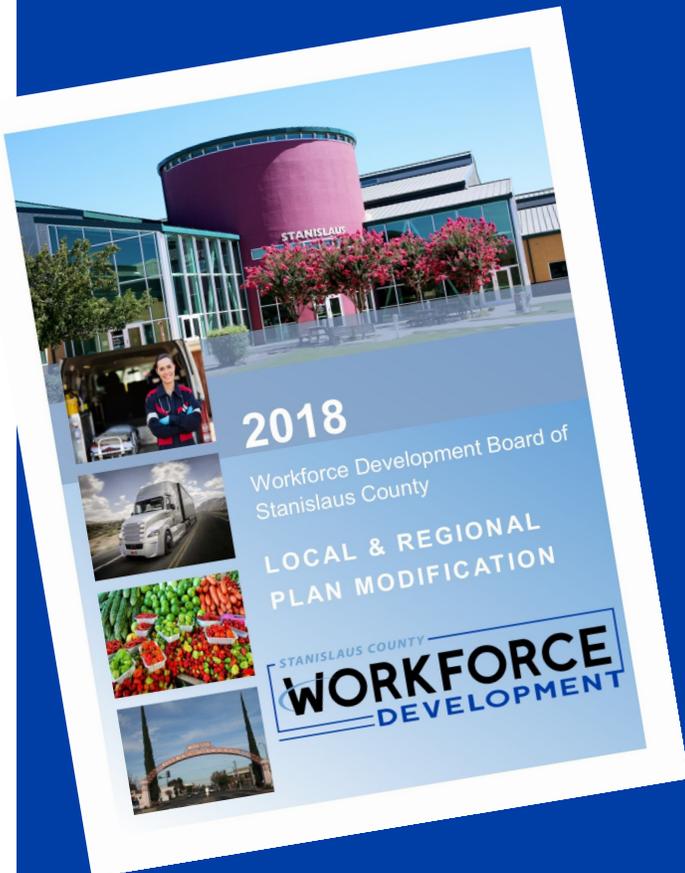
**A.** Employer front: Internal business demands don't allow for entry of this population to enter into entry level positions. Some clients expect a specific pay or benefits. Some are able to participate in an accelerated program.

Session End

# THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



The Stanislaus County Workforce Development Board is updating its Local Plan. Share Your Input...



## SAVE THE DATE!

Thursday, November 29, 2018

5:30PM to 7:00 PM

### Community Engagement/Input

Community Forum on Local Workforce Services

As Service Providers To This Targeted Group, We Invite You To Help Us Answer These Questions:

What Are The Barriers To Employment?

How Can We Leverage Our Resources?

How Can We Align Our Programs?

**This forum will be held at the Harvest Hall D & E  
Located at 3800 Cornucopia Way, Modesto, CA 95358**

209.558.2100



[www.stanworkforce.com](http://www.stanworkforce.com)

This WIOA Title I - financially assisted program or activity is an equal opportunity employer/program.  
Auxiliary aids and services are available upon request to individuals with disabilities.



A proud partner of America's **JobCenter**  
of California<sup>SM</sup>

**Community Forum on Local Workforce Planning**  
Harvest Hall D&E, 3800 Cornucopia Way, Modesto CA 95358  
Thursday, November 29, 2018 5:30pm-7:00pm

---

AGENDA

- I. Call to Order
- II. Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification
- III. Purpose of the Community Forum
- IV. Objectives of Community and Stakeholder Forum
- V. Consideration of and Discussions on:
  - A. What services and support do job seekers need to help prepare for and find work?
  - B. What types of training are most needed in the area?
  - C. Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?
  - D. Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps?
  - E. If you were writing the local workforce plan, what would your priorities be and why?
- VI. Adjournment



# Community Forum on Local Workforce Planning

Stanislaus County Workforce Development

November 29, 2018

## Local Workforce Planning and Biennial Updates

- ▶ Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- ▶ In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- ▶ In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- ▶ California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Required modifications to local plans must address:

- ▶ New partnerships with CalFresh Employment and Training Programs
- ▶ New Partnerships with Local Child Support Agencies
- ▶ Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- ▶ Enhanced partnerships with local educational agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

3

## Why Hold a Community Forum?

- ▶ To ensure that the interests of client populations are placed at the center of planning conversations.
- ▶ The California Workforce Development Board is encouraging every local board to participate in a meaningful community engagement process.
- ▶ The State has also encouraged Local Boards to work with stakeholders, including community-based organizations, to better understand the data, demographics, employment trends and other relevant information specific to the populations served by this agreement to develop better strategies to serve this population. This engagement could be conducted through specific stakeholder input sessions that are focused on these populations.

## Objectives of this Community Forum

- ▶ Give stakeholders and the community the opportunity to weigh in on the needs of the workforce
- ▶ Learn from practitioners about best practices in meeting service needs
- ▶ Identify where gaps in services may currently exist
- ▶ Hear recommendations on building and/or strengthening services and programs to address currently unmet needs

## For Your Consideration/Input

- ▶ What services and support do job seekers need to help prepare for and find work?
- ▶ What types of training are most needed in the area?
- ▶ Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

- 
- ▶ Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps.
  - ▶ If you were writing the local workforce plan, what would your priorities be and why?

STANISLAUS COUNTY

**WORKFORCE**

DEVELOPMENT

Thank you!

# Stanislaus County Workforce Development

## Local Plan Update: Community Forum

Stanislaus County Ag Center Harvest Hall D&E, 3800 Cornucopia Way, Modesto CA 95358

November 29, 2018 5:30pm-7:00pm

Print Name	Agency/ Organization	Email Address	Phone Number	Signature
Doug Mundock	Stan Co Agor Program	Mundock1e@lanl	925-2012- 9338	Doug Mundock
Dustin Pack	Project YES	dpack@ceres.k12.ca.us	209-842- 6407	Dustin Pack
Andy Fiskun	SCWD		209 558-2133	Andy Fiskun
Margarita Ramos	SCWD	ramos@workforce.ca.gov	558-1202	Margarita Ramos
Vinod Chand	SCWD		558-2120	Vinod Chand
Ed Cuellar	CSA	Cuellar@StanCounty.com	558-2338	Ed Cuellar
Doris Foster	SCWD	dfoster@StanCounty.com	650-2458	Doris Foster
Jay Madson	MGAR	jay@mgar.org		Jay Madson
Willie Barragan	FOS	case.manager@friendsoutside.com	522-4647	Willie Barragan
Karen Blades	FOS	foacetj@friendsoutside.com	522-2109	Karen Blades



**Community Forum on Local Workforce Planning**  
**Harvest Hall D&E, 3800 Cornucopia Way, Modesto CA 95358**  
**November 29, 2018 5:30pm-7:00pm**

► **What services and support do job seekers need to help prepare for and find work?**

**A.** Lack of soft skills are the #1 barrier, such as showing up to work on-time, filling out a time card and how you perform at work. Other barriers are substance abuse, mental health issues, things going on in their home life that need to be addressed in order to help them overcome the barriers, and additional health related issues. Another barrier is the lack of transportation. In this instance, employer flexibility is needed to accommodate bus schedules. Lack of a diploma is another barrier.

**Q.** Do you think that part of that is that they are lacking the resources or just aren't sure what resources are out there?

**A.** Not sure, but years ago, capacity and capacity building was an issue, especially when it came to ESL or GED classes. There weren't many available for the need. Also, the need to market the services better, so there is better awareness of the available resources. Having a centralized resource center would help... a hub to go to.

**A.** Market to let people know what opportunities are out there in different careers to become job seekers.

**A.** Many people don't know what services Workforce Development offers. More advertising. Stigma of not wanting to ask for help. Need partnerships between employers and agencies.

**A.** Not filling the pipeline of trained workers to meet demand. Need to do a better job to get information from the industry to training programs. Labor pool is smaller now.

**A.** Job retention. Youth need to learn what is behind the scenes to keep a job, not just to get a job. Additional help with life skills is needed for stability to retain those jobs. Basic life skills need to happen before job skill training to retain employment.

► **What types of training are most needed in the area?**

**A.** Gap in technology (digital literacy)... need tech skills.

**A.** With ex-offenders, training has to have a purpose. Look what's available and what skills are needed. Training needs to be tied to a goal.

**A.** Cater training to regional needs to build a career. Entry level training needed for our community. Start at entry level that leads to a career pathway. Get foot in the door and build from there.

**A.** Research (Labor Market Research) the area needs to fit trainings to community employment needs.

**A.** Sector Strategies... gives direction to pull sectors together. Working together with businesses leading the way for what training the employers are needing.

A. Prepare for a career, not a job. What it takes to prepare for a job title, for a certain company.

A. We need to let Employers in the area lead us. Education can build on what employers tell us they need, but if we are not meeting their needs, that will be an issue.

► **Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?**

A. We have to get better at communicating what is out there.

A. This was brought out at the America's Job Center of California (AJCC) Partnership meeting just this morning. We will be developing a workgroup to address this issue, but there is more needed. Stanislaus County Workforce Development (SCWD) is hiring a marketing person to help outreach development for the agencies.

A. If you are the person that provides the services you must find the best way to get the word out. Social media, billboards, radio; whatever it takes. When people don't know who you are or what you do- saturation is needed. Go out to community meetings, make presentations at whatever groups you can- Saturate the market!

A. There will be a gradual increase in how we get our information out to the community.

A. Need to build it up from the ground level- wherever people are.

A. Partner Agencies are a great way to start. Do Forums so people can hear about you.

► **Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps?**

A. The services are there, it's getting the jobseekers to use the services that are there. Individuals need to see the gaps in their skills verses what employers need.

A. Another gap issue is transportation, plus Education. We have ways of addressing those gaps, but it is only effective if people use it.

A. We need them to have their GED/ High school diploma so employers can hire them.

A. Making the connections to services is still an issue. This is due to attitudes also; understanding how pathways work. Making connections beyond High School diploma is difficult. High Schools attempt to do it, but only about the top 10% are reached.

► **If you were writing the local workforce plan, what would your priorities be and why?**

A. Basic life skills for the Community Services population- Never had a job, and relatives have not had a job. Dose of reality is sometimes needed. Where are they at today? Must be responsive to the population you are working with.

Session End.

## Local Board Assurances

Through Program Year 2017-20, the Local Workforce Development Board (Local Board) assures the following:

- A. The Local Board assures that it will comply with the uniform administrative requirements referred to in the *Workforce Innovation and Opportunity Act (WIOA)* Section 184(a) (3).
- B. The Local Board assures that no funds received under the WIOA will be used to assist, promote, or deter union organizing (WIOA Section 181[b][7]).
- C. The Local Board assures that the board will comply with the nondiscrimination provisions of WIOA Section 188.
- D. The Local Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIOA Section 188.
- E. The Local Board assures that funds will be spent in accordance with the WIOA, written Department of Labor guidance, and other applicable federal and state laws and regulations.
- F. The Local Board assures it will comply with future State Board policies and guidelines, legislative mandates and/or other special provisions as may be required under Federal law or policy, including the WIOA or state legislation.
- G. The Local Board assures that when allocated adult funds for employment and training activities are limited, priority shall be given to veterans, recipients of public assistance and other low-income individuals for Individualized Career services and training services. (WIOA Section 134[c][3][E], and California Unemployment Insurance Code [CUIC] Section 14230[a][6])
- H. The Local Board certifies that its America's Job Center of California<sup>SM</sup> (AJCC) location(s) will recognize and comply with applicable labor agreements affecting represented employees located in the AJCC(s). This shall include the right to access by state labor organization representatives pursuant to the *Ralph Dills Act* (Chapter 10.3 [commencing with Section 3512] of Division 4, of Title 1 of the Government Code, and CUIC Section 14233).

- I. The Local Board assures that state employees who are located at the AJCC(s) shall remain under the supervision of their employing department for the purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State employees performing services at the AJCC(s) shall retain existing civil service and collective bargaining protections on matters relating to employment, including, but not limited to, hiring, promotion, discipline, and grievance procedures.
- J. The Local Board assures that when work-related issues arise at the AJCC(s) between state employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employee's civil service supervisor. The AJCC operators and partners shall cooperate in the investigation of the following matters: discrimination under the *California Fair Employment and Housing Act* (Part 2.8 [commencing with Section 12900] of Division 3, of Title 2 of the Government Code), threats and/or violence concerning state employees, and state employee misconduct.
- K. The Local Board assures that it will select the One-Stop Operator with the agreement of the Chief Elected Official (CEO), through a competitive process, or with approval from the local elected official and the Governor's Office. (WIOA Section 121[d][2][A]). The AJCC Operator is responsible for administering AJCC services in accordance with roles that have been defined by the Local Board.

**SIGNATURE PAGE**

**Instructions**

The Local Board chairperson and local CEO must sign and date this form. Include the original signatures with the request.

By signing below, the local CEO and Local Board chair agree to abide by the Local Area assurances included in this document.

**Local Workforce Development Board  
Chair**

**Local Chief Elected Official**

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
WILLIAM O'BRIEN

\_\_\_\_\_  
Name

Name

\_\_\_\_\_  
WORKFORCE DEVELOPMENT BOARD  
CHAIR

\_\_\_\_\_  
BOARD OF SUPERVISORS CHAIR

Title

Title

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**January 7, 2019**

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

- I. SUBJECT: Approval to Increase the Limit for Individual Training Accounts Up to \$10,000 for In-Demand Occupations Leading to an Employment Wage of \$17.47 or Above and \$7,500 for All Other In-Demand Occupations
- II. ITEM NUMBER: VII-A
- III. ITEM TYPE: Discussion and Action
- IV. STAFF RECOMMENDATION: Approve the request to increase the limit for Individual Training Accounts up to \$10,000 for in-demand occupations leading to an employment wage of \$17.47 or above and \$7,500 for all other in-demand occupations.
- V. POLICY ISSUE: Individual Training Accounts (ITA's) are key tools used in the delivery of many training services. Workforce Innovation and Opportunity Act (WIOA) Department of Labor Final Rule, Subpart C stipulates that the authority to change the duration or amounts of ITA's resides with the State or Local Workforce Development Boards.
- VI. DISCUSSION: ITA's are a vital mechanism by which customers are referred for vocational training programs. ITA's also serve as authorization for payment to the provider. On December 15, 2014, the Workforce Investment Board approved an increase to the ITA cap from \$4,500 to \$5,500. The cap is necessary in order to maximize the training budget, yet allow for more customers to participate in a vocational training program and acquire the skills necessary to obtain an in-demand job as training costs increased. It is recommended to increase the cap to \$7,500 for in-demand occupations that do not lead to an employment wage of \$17.47 or above, and \$10,000 for in-demand occupations that exceed \$17.47. The Department does not have a current cap on the duration of trainings that are offered. The duration of training is determined by the training providers, and is based on the type of training being offered.

Over the past four years, local vocational training program costs have continued to increase, while the Department's ITA cap has remained at \$5,500. The average program cost of all vocational training ITA's for last Program Year 2017 was \$6,276. The actual cost of training was higher and the difference was paid for by participants out of pocket, if they were able to afford it. In certain instances, this would avert participants from training programs due to the inability to fund the difference in costs. In addition to helping customers, increasing the ITA cap will help the Department meet its 30 percent training requirement as mandated by the State. According to Workforce Services Directive 14-1, Local Boards must spend at least 30 percent of the combined total of their Adult and Dislocated Worker WIOA formula fund allocations on training services.

In determining the cap for ITA's, the Department conducted a review of neighboring local areas as seen in Attachment 1. The increased cap of \$7,500 for in-demand occupations that do not lead to an employment wage of \$17.47 or above, and \$10,000 for in-demand occupations that exceed \$17.47 is in line with the comparison counties.

The average cost of all approved in-demand programs that are above \$5,500 in the local area is \$8,939, including but not limited to the following: Welding, Heating and Refrigeration, Industrial Maintenance Mechanic, and Pharmacy Technician. The training cost for these programs range from \$5,520 to \$18,200, with the median cost being \$7,725, as seen in Attachment 2. Increasing the ITA cap would allow for more participants to complete vocational training programs that lead to in-demand jobs currently going unfilled. The increased cap would also lessen the burden on participants and their families as they wouldn't have significantly higher, if any, out of pocket costs.

Furthermore, an ITA cap of \$10,000 will be applied to the following in-demand industry cluster specific occupations which lead to employment wages of at least \$17.47 per hour.

- Healthcare, Retail, Food Service
- Wholesale, Warehouse, Logistics
- Education and Professional, Technical, and Scientific Services
- Manufacturing
- Installation and Maintenance

According to the Employment Development Department's Labor Market Information, \$17.47 is the median hourly wage paid in the Modesto Metropolitan Statistical Area for all occupations as of the first quarter of 2018. Each year, the Department will review the first quarter Labor Market Information data defined by the Employment Development Department to determine the median hourly wage for the Modesto Metropolitan Statistical Area. The individual ITA costs for all other in-demand occupations will not exceed \$7,500 per participant, unless approved by the Department Director.

The median unemployment rate in Stanislaus County for Fiscal Year's 2016-2017 and 2017-2018 has been 8.0% and 6.8% respectively. If the unemployment rate in Stanislaus County reaches 10%, the Department Director will have the discretion to set the ITA cap from \$10,000 to \$7,500 for all in-demand occupations, thus allowing for more participants to be served. Attachment 3 shows WIOA Total Enrollment vs. Median Unemployment Rate for Fiscal Year's 2010 – 2018. The unemployment rate will be monitored by the Department on a quarterly basis.

Based on the analysis by the Department, it is recommended to approve to increase the limit for ITA's up to \$10,000 for in-demand occupations leading to an employment wage of \$17.47 or above and \$7,500 for all other in-demand occupations.

VII. ADMINISTRATIVE BUDGET IMPACT: There is no additional impact to the budget as training is already included in the Department budget. For the 2018-2019 Fiscal Year, this funded amount is \$1,384,913, of which \$350,814 has been spent as of November 30, 2018.

  
\_\_\_\_\_  
Doris Foster, Director

### Individual Training Account Cost Per County



- Fresno's 1st Tier represents the ITA Cap for Professional Drivers (Truck/Bus).
- Fresno's 2nd Tier represents the ITA Cap for non-sector occupations.
- Fresno's 3rd Tier represents the ITA Cap for sector, high-demand occupations.
- Tulare's 1st Tier has an ITA Cap of \$4,000.
- Tulare's 2nd Tier increases to \$5,000 for Registered Nurses, Licensed Vocational Nurses, and Psychiatric Technicians.

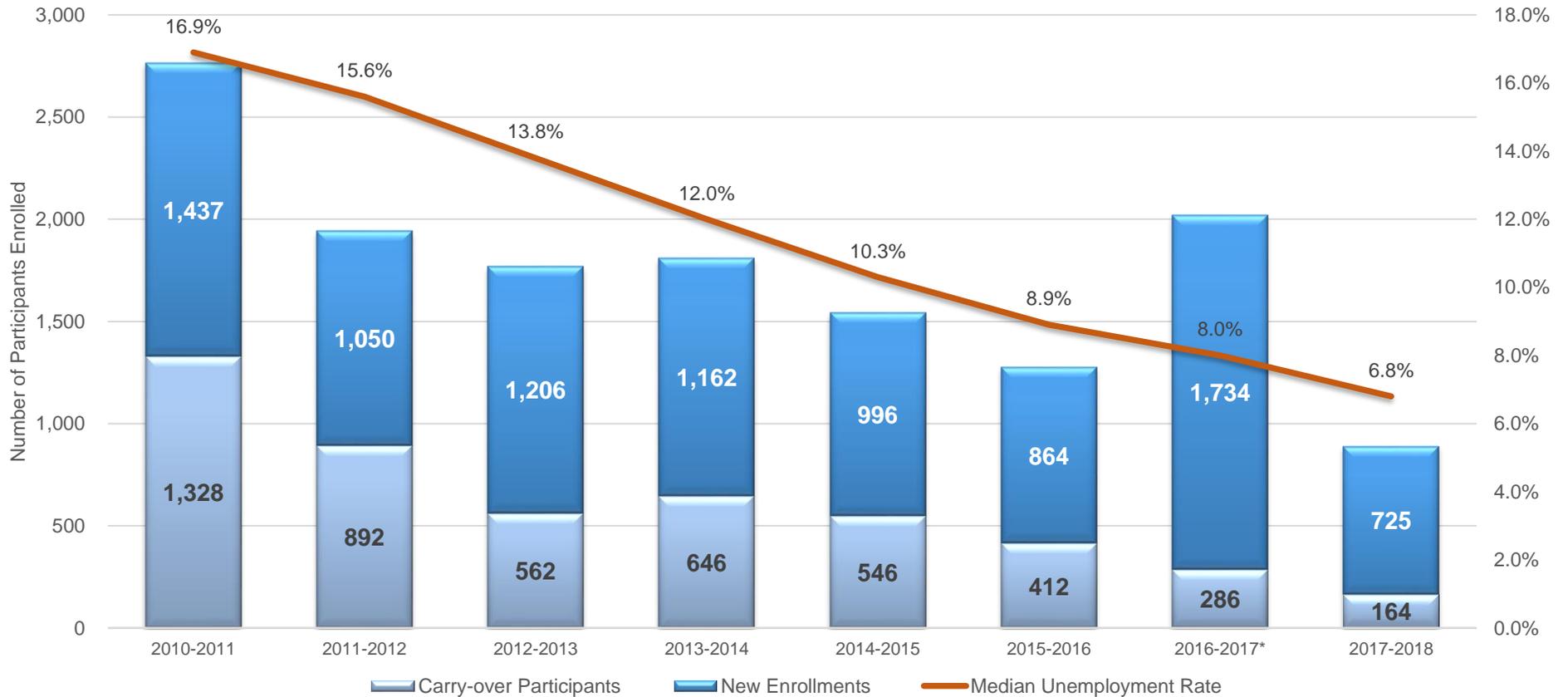
Exceptions/Special Cases:

- \*Merced's 1st Tier has an ITA Cap of \$6,000.
- \*Merced's 2nd Tier increases to \$10,000 for 2 ITA's in an 18 month period.
- \*\*King's 1st Tier has an ITA Cap of \$4,500.
- \*\*King's 2nd Tier increases to \$10,000 for Dislocated Workers.

Stanislaus County ITA Program Costs above \$5500 For Fiscal Year 2017-2018		50th Percentile (**Median) Hourly Wage
<b>Price*</b>		
	<b>Cal-Trade Welding School</b>	
<b>\$7,500</b>	<b>AWS Welding Inspector Course</b>	
First-Line Supervisors of Construction Trades and Extraction Workers		\$29.38
Construction and Building Inspectors		\$38.90
<b>\$9,750</b>	<b>Combination Welding Course</b>	
<b>\$6,995</b>	<b>Mig/Tig Welding Course</b>	
<b>\$7,950</b>	<b>Pipeline Welding Course</b>	
Welders, Cutters, Solderers, and Brazers		\$20.98
Welders, Cutters, and Welder Fitters		\$20.98
Solderers and Brazers		\$20.98
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders		N/A
	<b>Central Valley Opportunity Center</b>	
<b>\$6,131</b>	<b>General Business Occupations</b>	
Word Processors and Typists		\$15.58
Office Clerks, General		\$15.02
<b>\$5,764</b>	<b>Welding &amp; Industrial Maintenance</b>	
Welders, Cutters, Solderers, and Brazers		\$20.98
	<b>Dehart Technical School</b>	
<b>\$12,730</b>	<b>Facilities Maintenance HVAC Course 2</b>	
<b>\$14,990</b>	<b>Facilities Maintenance HVAC Course 3</b>	
Heating, Air Conditioning, and Refrigeration Mechanics and Installers		\$26.03
Heating and Air Conditioning Mechanics and Installers		Same as above
Refrigeration Mechanics and Installers		Same as above
	<b>Institute of Technology</b>	
<b>\$18,200</b>	<b>Heating, Ventilation and Air Conditioning</b>	
Heating, Air Conditioning, and Refrigeration Mechanics and Installers		\$26.03
Heating and Air Conditioning Mechanics and Installers		Same as above
Refrigeration Mechanics and Installers		Same as above
<b>\$15,951</b>	<b>Professional Medical Assistant</b>	
Medical Assistants		\$16.88
	<b>Modesto Junior College</b>	
<b>\$6,363</b>	<b>Pharmacy Technician</b>	
Health Specialties Teachers, Postsecondary		N/A
Pharmacy Technicians		\$17.79
	<b>Modesto Technical College</b>	

<b>\$5,931</b>	<b>Automotive Mechanics I</b>	
Automotive Service Technicians and Mechanics		\$22.28
	<b>Modesto Technical College</b>	
<b>\$5,520</b>	<b>Industrial Maintenance Mechanic</b>	
Industrial Machinery Mechanics		\$28.03
Maintenance Workers, Machinery		\$18.93
<b>\$6,040</b>	<b>Certified &amp; Production Welding I</b>	
Welders, Cutters, Solderers, and Brazers		\$20.98
Welders, Cutters, and Welder Fitters		\$20.98
Solderers and Brazers		\$20.98
Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders		N/A
<b>\$9,945</b>	<b>Industrial Maintenance Technician</b>	
Industrial Machinery Mechanics		\$28.03
Maintenance Workers, Machinery		\$18.93
	<b>SCOE-VOLT new price</b>	
<b>\$7,250</b>	<b>Industrial Maintenance Mechanic Courses 1-3</b>	
Industrial Machinery Mechanics		\$28.03
Maintenance Workers, Machinery		\$18.93
Millwrights		NA
	<b>Stellar Career College</b>	
<b>\$6,975</b>	<b>Administrative Accounting Clerk I</b>	
<b>\$9,575</b>	<b>Administrative Accounting Clerk II</b>	
Bookkeeping, Accounting, and Auditing Clerks		\$19.87
Payroll and Timekeeping Clerks		\$21.05
<b>\$5,975</b>	<b>Administrative Assistant I</b>	
Office Clerks, General		\$15.02
<b>\$9,575</b>	<b>Administrative Assistant II</b>	
Executive Secretaries and Executive Administrative Assistants		\$28.57
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive		\$17.92
<b>\$9,575</b>	<b>Administrative Medical Clerk</b>	
<b>\$7,975</b>	<b>Medical Office Administration</b>	
Medical Secretaries		\$20.09
<b>Participants Over \$5,500 Cap in ITAs /Total Participants Enrolled in ITAs (Fiscal Year 2017-2018)</b>		<b>36/69</b>
<b>Average</b>		<b>\$8,939</b>
<b>Median</b>		<b>\$7,725</b>
<b>*Price is reflectant of current realtime cost of each program</b>		<b>**Median Wage of occupation is based on 1st Quarter of 2018 OES Handbook</b>

## WIOA Enrollments vs. Unemployment Rate Fiscal Years 2010-2011 to 2017-2018



Data Source: CalJobs : LMI EDD for Stanislaus County

- WIOA: Workforce Innovation and Opportunity Act
- Carry-overs are participants enrolled in WIOA services in prior years and continue to receive services into the next fiscal year.
- \*Fiscal Year 2016-2017 is skewed due to inclusion of Adult Basic Career (ABS) enrollments. ABC applicants are participants who received ANY type of service without completing full enrollment from Workforce Development. In comparison, other years show participants that completed a full enrollment through an Individualized Employment Plan.

**January 7, 2019**

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

- I. SUBJECT: Approval for Stanislaus County Workforce Development (SCWD) to Utilize the Lower Living Standard Income Level (LLSIL) at 200% to Determine the Self-Sufficiency Wage
- II. ITEM NUMBER: VII-B
- III. ITEM TYPE: Discussion and Action
- IV. STAFF RECOMMENDATION: Approve Stanislaus County Workforce Development (SCWD) to utilize the Lower Living Standard Income Level (LLSIL) at 200% to determine the self-sufficiency wage.
- V. POLICY ISSUE: The self-sufficiency standard defines how much income families need to meet basic needs without the help of public or private assistance. Under Workforce Innovation and Opportunity Act (WIOA) section 134(d)(1)(A)(x), local areas have the ability to adjust the standards for self-sufficiency.

Under WIOA regulations, 20 CFR, Part 663.230, the criteria used to determine whether an employed worker needs intensive services to obtain or retain employment leading to self-sufficiency is the responsibility of State or Local Boards. The Department of Labor (DOL) provides a minimum threshold for each board known as the Lower Living Standard Income Level (LLSIL). The LLSIL is a poverty measure created by the Bureau of Labor Statistics, and uses a basic family budget approach to determine eligibility of youth participants, eligibility of employed adults for certain services, and self-sufficiency.

- VI. DISCUSSION: The Workforce Development Board previously approved a self-sufficiency wage of \$13.32. This number was based on data gathered from the California Budget and Policy Center for a single adult. Over the past four years, the poverty rate has continued to decline. Current data from the California Budget and Policy Center has the self-sufficiency wage for a single adult set at \$11.95. The Department believes that the current self-sufficiency standard source does not serve the best interest of the community. Decreasing the wage for self-sufficiency would limit the number of individuals eligible to participate in training to improve their skills and earn higher wages. This would also negatively impact the Department's effort to meet the 30% training requirement mandated by the State in Workforce Services Directive 14-1.

During Program Year 2017-2018, SCWD had few participants employed at the time of enrollment. By no longer using the California Budget and Policy Center and increasing

the self-sufficiency wage rate, more employed participants will be able to improve their skills and qualify for jobs with higher earning potential.

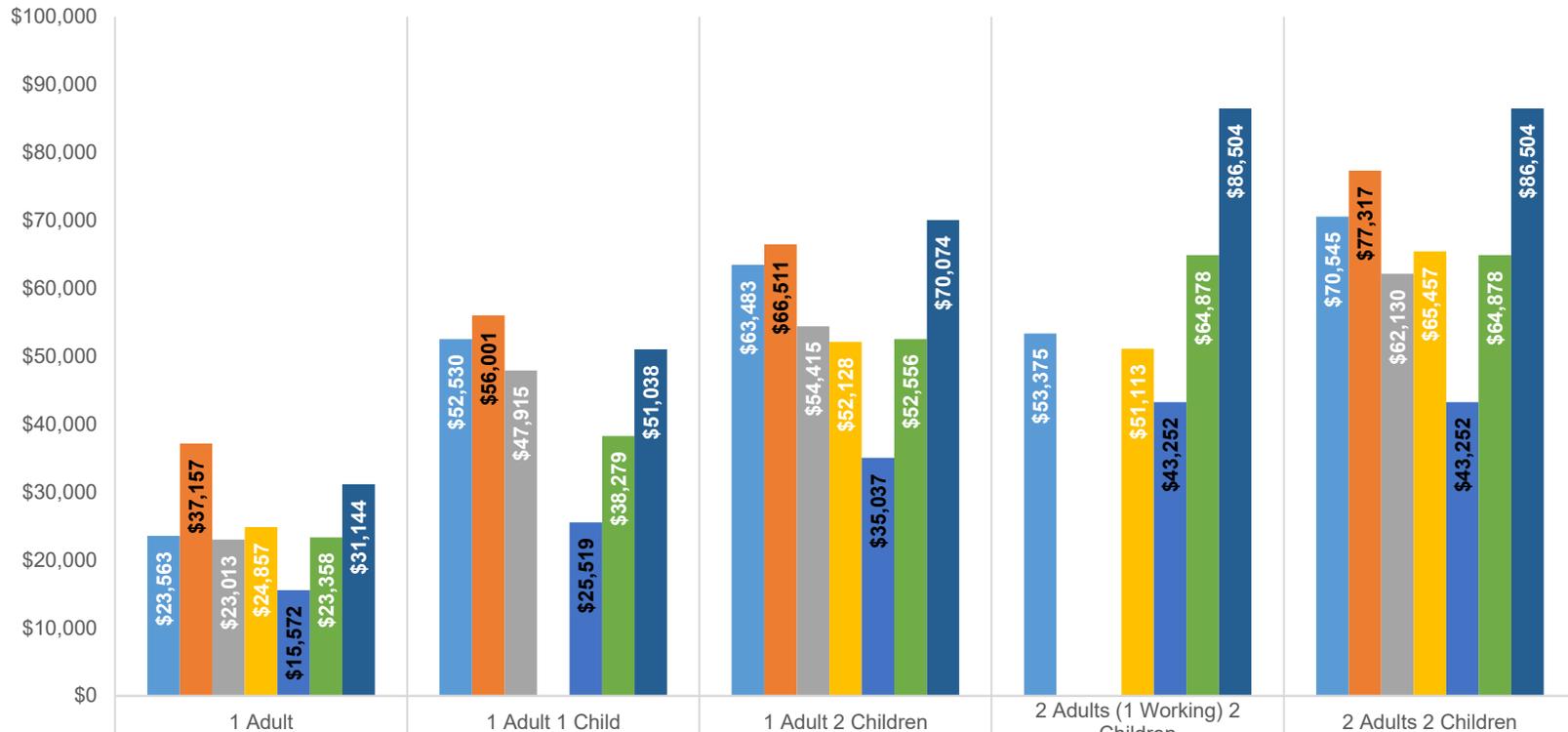
The Department completed an analysis of self-sufficiency standard sources to determine the one that is most in line with Workforce Development's goals as outlined in the Local Plan. Attachment 1 to this agenda item provides a breakdown of self-sufficiency wages from various data sources based on annual earnings for comparison purposes. Attachment 2 provides a breakdown of self-sufficiency wages from various data sources based on hourly wages for comparison purposes.

It was determined that since the State is using the 70% LLSIL to determine the poverty rate per Workforce Services Directive WSD18-04, the Department is requesting to utilize the same source, however at 200% of the LLSIL. Attachment 3 provides a chart from WSD18-04 on the 70% of LLSIL and Poverty Guidelines for 2018. Department staff have updated the chart to include the LLSIL at 150% and 200% for comparison purposes. At 200%, the self-sufficiency wage for a single adult will be \$14.97, as seen in Attachment 2. The self-sufficiency standard takes into account cost variations based on geography, particularly the size of the family and the cost of housing, childcare, transportation, food and healthcare. By utilizing the 200% scale, the Department will be able to increase services to low income individuals and place them on a path to self-sufficiency. In addition, a greater number of employed workers will be eligible for training, allowing them to improve their skills, earn a higher wage, and fill more positions, thus leading to self-sufficiency. This will also help the Department meet the 30% mandated training requirement.

- VII. ADMINISTRATIVE BUDGET IMPACT: There is no additional impact to the budget as training is already included in the Department budget.

  
\_\_\_\_\_  
Doris Foster, Director

Annual Living Wage Per Household Size



MIT	\$23,563	\$52,530	\$63,483	\$53,375	\$70,545
Economic Policy Institute	\$37,157	\$56,001	\$66,511		\$77,317
University of Washington	\$23,013	\$47,915	\$54,415		\$62,130
California Budget and Policy Center	\$24,857		\$52,128	\$51,113	\$65,457
LLSIL 100%	\$15,572	\$25,519	\$35,037	\$43,252	\$43,252
LLSIL 150%	\$23,358	\$38,279	\$52,556	\$64,878	\$64,878
LLSIL 200%	\$31,144	\$51,038	\$70,074	\$86,504	\$86,504

Sources: <https://www.epi.org/resources/budget/>  
<http://www.selfsufficiencystandard.org/California>  
<https://calbudgetcenter.org/resources/making-ends-meet-much-cost-support-family-california/>  
[https://www.edd.ca.gov/Jobs\\_and\\_Training/pubs/wsd18-04.pdf](https://www.edd.ca.gov/Jobs_and_Training/pubs/wsd18-04.pdf)  
<http://livingwage.mit.edu/states/06/locations>

11 December 2018

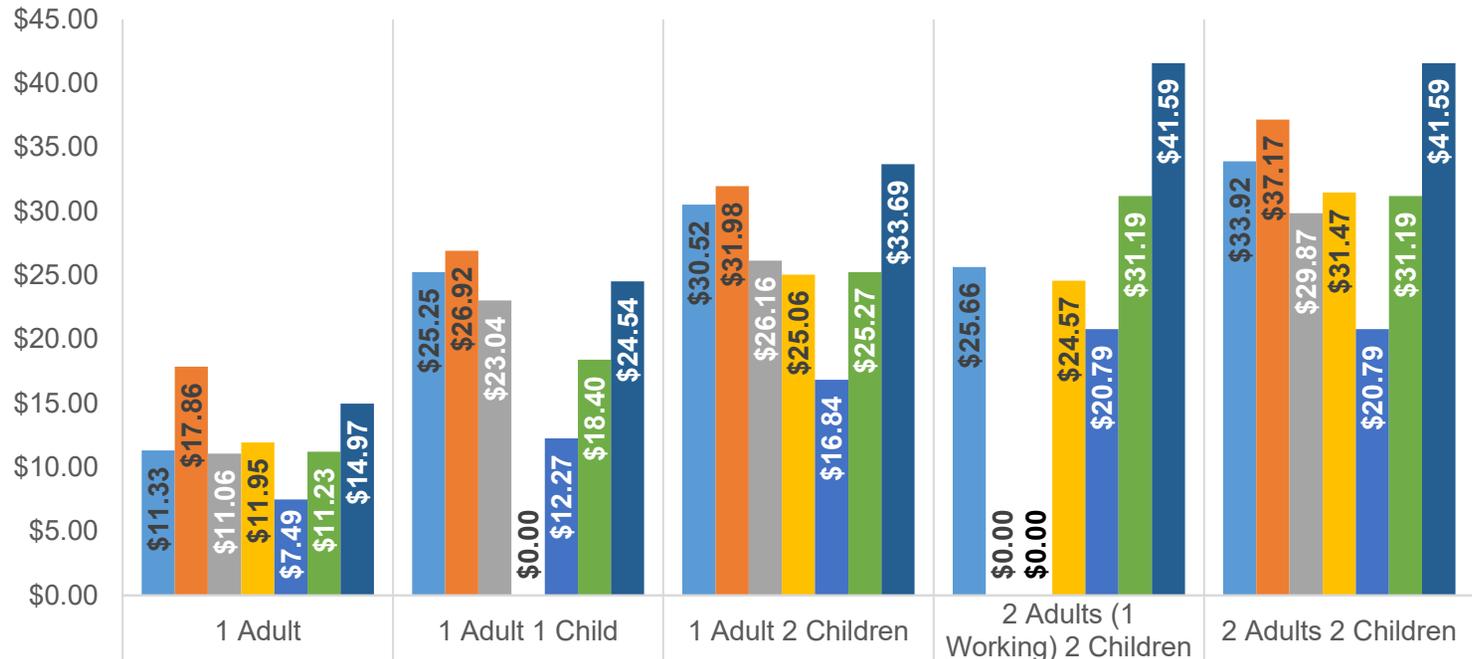
\*LLSIL and Poverty Guide does not tell us the family ratio (how many adults and children there are.) LLSIL only gives the family size and so for examples such as 2 Adults, 2 children (1 working vs 2 working adults) we substituted the same value of family size of 4 for LLSIL

\*\*Economic Policy Institute/University of Washington did not give the measure for 2 Adults (1 working) 1 children, data was omitted

\*\*\*California Budget and Policy Center did not give 1 Adult and 1 Child, data was omitted

\*\*\*\*For data including 2 children it was matched to be 1 child at preschool age and 1 child school aged according to California Budget Policy methodology and so was matched in data set for University of Washington

Hourly Living Wage Per Household Size



■ MIT	\$11.33	\$25.25	\$30.52	\$25.66	\$33.92
■ Economic Policy Institute	\$17.86	\$26.92	\$31.98	\$0.00	\$37.17
■ University of Washington	\$11.06	\$23.04	\$26.16	\$0.00	\$29.87
■ California Budget and Policy Center	\$11.95	\$0.00	\$25.06	\$24.57	\$31.47
■ LLSIL 100%	\$7.49	\$12.27	\$16.84	\$20.79	\$20.79
■ LLSIL 150%	\$11.23	\$18.40	\$25.27	\$31.19	\$31.19
■ LLSIL 200%	\$14.97	\$24.54	\$33.69	\$41.59	\$41.59

Sources: <https://www.epi.org/resources/budget/>  
<http://www.selfsufficiencystandard.org/California>  
<https://calbudgetcenter.org/resources/making-ends-meet-much-cost-support-family-california/>  
[https://www.edd.ca.gov/Jobs\\_and\\_Training/pubs/wsd18-04.pdf](https://www.edd.ca.gov/Jobs_and_Training/pubs/wsd18-04.pdf)  
<http://livingwage.mit.edu/states/06/locations>

17 December 2018

\*LLSIL and Poverty Guide does not tell us the family ratio (how many adults and children there are.) LLSIL only gives the family size and so for examples such as 2 Adults, 2 children (1 working vs 2 working adults) we substituted the same value of family size of 4 for LLSIL

\*\*Economic Policy Institute/University of Washington did not give the measure for 2 Adults (1 working) 1 children, data was omitted

\*\*\*California Budget and Policy Center did not give 1 Adult and 1 Child, data was omitted

\*\*\*\*For data including 2 children it was matched to be 1 child at preschool age and 1 child school aged according to California Budget Policy methodology and so was matched in data set for University of Washington

## 70 PERCENT OF LLSIL AND POVERTY GUIDELINES FOR 2018

The Lower Living Standard Income Level (LLSIL) and poverty guidelines are used to establish low-income status for *Workforce Innovation and Opportunity Act* (WIOA) Title I programs. Local Workforce Development Areas (Local Area) use the LLSIL to determine eligibility of youth, eligibility of employed adults for certain services, and self-sufficiency. Local Areas should consult the WIOA for more specific guidance.

In addition, each LLSIL table includes the 100 percent LLSIL that establishes the Department of Labor minimum self-sufficiency levels. The last column in each table shows the amount to be added to the figure for a family of six for each additional family member.

Since the income received during the six-month period immediately prior to the individual's application for WIOA funded services is used for income determination, each chart below shows the six-month, as well as the annual, figures for each family size. A comparison of the applicant's actual family income during the six-month income determination period with the six-month figures on the charts enables the reviewer to immediately determine an individual's eligibility.

### Effective Dates

LLSIL                                      May 29, 2018  
Poverty Guidelines                      January 18, 2018

Table 4 — Metropolitan Areas							
Local Areas	Fresno County		Merced County		San Joaquin County		
	Golden Sierra Consortium		Monterey County		San Luis Obispo County		
	Imperial County		NoRTEC Consortium		Santa Barbara County		
	Kern/Inyo/Mono Consortium		North Central Counties Consortium		<b>Stanislaus County</b>		
	Kings County		Sacramento City/County Consortium		Tulare County		
	Madera County				Yolo County		
Family Size							
	1	2	3	4	5	6	Each Add'l add
70% LLSIL							
Annual	\$10,900	\$17,864	\$24,526	\$30,277	\$35,727	\$41,787	\$6,060
6 Months	\$5,450	\$8,932	\$12,263	\$15,139	\$17,864	\$20,894	\$3,030
100%	\$15,572	\$25,519	\$35,037	\$43,252	\$51,039	\$59,696	\$8,657
<b>150%</b>	<b>\$23,358</b>	<b>\$38,279</b>	<b>\$52,556</b>	<b>\$64,878</b>	<b>\$76,559</b>	<b>\$89,544</b>	<b>\$12,985</b>
<b>200%</b>	<b>\$31,144</b>	<b>\$51,038</b>	<b>70,074</b>	<b>\$86,504</b>	<b>\$102,078</b>	<b>\$119,392</b>	<b>\$17,314</b>
Poverty Guidelines							
Annual	\$12,140	\$16,460	\$20,780	\$25,100	\$29,420	\$33,740	\$4,320
6 Months	\$6,070	\$8,230	\$10,390	\$12,550	\$14,710	\$16,870	\$2,160