

Youth Development Committee Minutes

Monday, May 7, 2018
"Project YES" Office
1222 J Street, Modesto CA 95354
1:00 pm –3:00 pm

Members in Attendance:

Cal Campbell	Raul Dominguez
Jennifer Carlson-Shipman	Cristin Robles Ponce
Patrick Cavanah	Dwight Simpson

Members Absent:

Carmen Wilson	Cindy Young
---------------	-------------

Staff in Attendance:

Saphire Allen	Cheryl Fondse
Miranda Chalabi	Doris Foster
Vinal Chand	Angela Pimentel
Andy Fiskum	Elvia Rojas

5 Additional Guests in Attendance

- I. Call to Order and Introductions
Jennifer Carlson-Shipman, Committee Chair, called the May 7, 2018 meeting of the Youth Development Committee (YDC) to order at 1:02 p.m., thanked all for attending and asked Committee members and guests to introduce themselves.
- II. Conflict of Interest
Chair Carlson-Shipman reminded Committee members of the Conflict of Interest Policy.
- III. Public Comment Period
There were no public comments on non-agenda items.
- IV. Department Report
Business Manager Vinal Chand reported that the Stanislaus County Workforce Development newsletter contains information on current and upcoming programs and other work of the Department. The newsletter will be emailed to all Youth Development Committee members and should be received in the next day or two. Director Foster announced a partnership with the Probation Department on a new program for in-custody and out-of-custody youth. Discussions are ongoing, both Probation and Workforce Development are including the Program in their

respective budgets that will go to the Board of Supervisors in June. A contract is hoped to be completed soon. The objective is that the Department would go out and meet with the youth and help them start looking at career options for training and employment. More information will be shared as the program is developed.

Business Manager, Vinal Chand, gave updates on the following:

A. Lunch N' Learn Update

The scheduled April 23, 2018 Lunch N' Learn meeting and tour of the VOLT Institute was cancelled due to ongoing construction at the facility. The tour will be rescheduled at a later date.

B. Youth Contract Negotiations

Staff are in the process of finalizing new Youth Contracts for Fiscal Year (FY) 18/19; this is year two of the Request for Proposal (RFP) done in FY 16/17. Later in the meeting, an overview of the Youth Contract Scope of Work (Item VII-B) will be given for added insight of what the youth contracts involve. Current youth contract negotiations are ongoing and all 3 youth contracts are expected to be renewed.

C. Summer Youth Program

Andy Fiskum, lead staff for the Summer Youth Employment Program (SYEP), introduced his Program staff in attendance. The focus of the Program is work experience for youth and getting youth, in a lot of cases, their first job. The Summer Youth Employment Program gives an opportunity for youth to get out into the workforce and find out what it is like to be in the world of work. The Program is looking to serve approximately 100 youth. The goals at the end of the Program are that some of the youth will enter full-time employment; some will go back to, or begin college; and some will transition into Workforce Development's year-round programs and contracted youth providers, to gain additional job skills. The Program has partnered with local businesses, large and small for a successful Summer Program.

The Careers in Manufacturing Program (CIMs) is also in full swing for the summer with the help of Jennifer Carlson-Shipman and the Manufacturer's Council of the Central Valley. Over 190 high school seniors from 11 area high schools attended the Professional Development and Application days that have been held at the various high schools throughout the County. Of those students, approximately 60 of the students have completed all the needed paperwork, and are ready for the next step.

Director Foster thanked Dustin Pack, Program Director of CUSD's Project YES, for allowing the Summer Youth Employment Program staff to share this location with them...Youth helping Youth.

D. Conflict of Interest and Code of Conduct Forms

A reminder was given to all Committee members be sure to turn in the signed Conflict of Interest and Code of Conduct forms.

V. Consent Items

No public comments on the Consent Items

Consent item adopted. P. Cavanah/ D. Simpson unan. Motion Passed

A. Approved the November 6, 2017 and February 5, 2018 Meeting Minutes

VI. Discussion and Action Items

No public comments on the Discussion and Action Items

- A. Approved the Continuation of the Lunch N' Learn Meetings and Dates
Continuation of Meetings, C. Campbell/ D. Simpson unan. Motion Passed
Future Dates, P. Cavanah/ D. Simpson unan. Motion Passed
Committee members agreed they would like to continue the Lunch N' Learn meetings as they thought they were a beneficial learning opportunity.
After discussion by Committee members, upcoming Lunch 'N Learn dates will be July 9, 2018 with a program on Extended Foster Care; September 10, 2018 with a program on Probation (In- & Out-of-Custody Programs); and October 15, 2018 with programs focusing on the GED program and a recap of the Summer Youth Employment Program.

VII. Informational Items

No public comments on the Informational Items

- A. Accepted the Statistical Information on the Disadvantaged Youth and Adult Population
Information was shared regarding how the data is used for monitoring purposes, targeting services to specific groups, and for determining funding levels for various services.
- B. Accepted the Information on Youth Contract Scope of Work for Program Year 2018-2019
Information regarding the Youth Contract Scope of Work for the upcoming program year was provided in its current Draft form. This Draft includes the Additional Assistance Criteria recommendation adopted by YDC members at the November 6, 2017 quarterly YDC meeting, and later approved by the Workforce Development Board at their January 8, 2018 meeting (Item VI-B).

VIII. Adjournment

Jennifer Carlson-Shipman, Committee Chair, adjourned the meeting at 1:56 p.m.
P. Cavanah/ D. Simpson unan. Motion Passed

Youth Development Committee Minutes

Monday, August 6, 2018

“Project YES” Office

1222 J Street, Modesto CA 95354

1:00 pm –3:00 pm

Meeting Cancelled

Next Quarterly Meeting:

Date:

Monday, November 5, 2018

Location:

CUSD “Project YES” Office

1222 J Street, Modesto, CA 95354

Youth Development Committee Lunch N' Learn Minutes

Monday, July 9, 2018
CUSD "Project YES" Office
1222 J Street, Modesto CA 95354
12:00 pm –1:00 pm

Members in Attendance:

Raul Dominquez	Carmen Wilson
Cristin Robles Ponce	Cindy Young
Dwight Simpson	

Members Absent:

Jennifer Carlson-Shipman	Patrick Cavanah
--------------------------	-----------------

Workforce Development Board Members in Attendance:

Tom Changnon

Staff in Attendance:

Vinal Chand	Jaskaran Dhesi
Andy Fiskum	Cheryl Fondse
Doris Foster	Ryan Gonchar
Pamela Kinser	

Guests in Attendance:

5 additional guests

- I. Call to Order and Introductions
Business Manager, Vinal Chand, called the July 9, 2018 Lunch N' Learn meeting of the Youth Development Committee (YDC) to order at 12:08 pm, asked everyone to introduce themselves, welcomed all in attendance and thanked them for coming.
- II. Conflict of Interest
Business Manager Chand, outlined the Conflict of Interest Policy.
- III. Public Comment Period
No Public Comments.
- IV. Informational Items
 - A. Presentation: "Extended Foster Care"
Youth Development Committee member, Dwight Simpson presented information on the Extended Foster Care program, AB-12. State Assembly Bill 12 was started by youth lobbying the State in 2008-2009. CYC (a group of youth advocating for more help for foster youth) lobbied the State for some help for when they turned 18, and

aged out of the Foster Care System. Many foster youth were kicked out of their foster homes at age 18 and were homeless. This bill was advocated by youth and was passed by youth friendly legislators in Sacramento in the fall of 2010. With the passage of AB-12, youth can stay in the foster care program and a foster home until age 21 with the judge's approval. Dwight explained the basic eligibility requirements including one of the five participation conditions to remain in the program. Currently, the County has about 87 in the AB-12 program. The participating youth can opt out and re-enter the program as many times as they would like before they turn 21 as long as they maintain the required eligibility criteria. The youth also receive support to complete their education, attend job preparation programs and receive referrals to community resources. This gives time for them to transition to independent living and to gain life skills before they turn 21. The County values permanency, and tries to get youth into a stable environment, with a connection to family, and extended family (when available as a viable option) and to build a good support system for them. The support services may also include a referral into the separate Independent Living Skills Program (ILP) which serves youth up to age 25 with independent housing and support. Due to the rising costs of rent, not as many youth can be served with housing under ILP as a few years back. More funds are needed from the State and Local level to be able to serve the needed amount of local youth.

Business Manager Chand thanked all for attending and presenting, and gave a reminder that the next Youth Development Committee Quarterly Meeting will be on Monday, August 6, 2018 here at the CUSD "Project YES" Office 1222 J Street, Modesto, from 1:00pm-3:00pm.

The meeting was adjourned at 1:08pm.

**Youth Development Committee
Lunch N' Learn Meeting Minutes**

Monday, September 10, 2018
CUSD "Project YES" Office
1222 J Street, Modesto CA 95354
12:00 pm –1:00 pm

Members in Attendance:

Patrick Cavanah	Dwight Simpson
Raul Dominquez	Carmen Wilson

Members Absent:

Jennifer Carlson-Shipman	Cindy Young
Cristin Robles Ponce	

Staff in Attendance:

Vinal Chand	Doris Foster
Jaskaran Dhesi	Sara Haub
Andy Fiskum	Cheyenne Ramirez-Rosas
Cheryl Fondse	

Guests in Attendance:

4 additional guests

- I. Call to Order & Introductions
Business Manager, Vinal Chand called the meeting to order at 12:07pm, welcomed everyone to the September Lunch N' Learn meeting and asked everyone to introduce themselves.
- II. Conflict of Interest Policy
Committee members were reminded about the Workforce Development Board's Conflict of Interest policy.
- III. Public Comment Period
There were no public comments.
- IV. Informational Items
 - A. Presentation: Stanislaus County Probation Department
Youth Development Committee member, Raul Dominguez presented information on the "Let's Work!" program, assisted by Cheyenne and Sandy. The voluntary program is a collaboration between Stanislaus County Workforce Development and the Stanislaus County Probation Department. This program began in July 2018 and gives assistance in career counseling, job search, writing cover letters, resume writing, mock interviews, labor market information and vocational skills assessment. Other programs offered by probation include ServSafe certification (KP), Culinary (CAT), Construction, Landscaping and Car Wash programs. Details are still being worked out on how outcomes can be tracked and for how long. Eligible Out of Custody youth who are 17-

24 can be enrolled in Workforce Innovation and Opportunity Act (WIOA) funded training programs, and receive follow up for one year after employment is achieved.

B. Other

Se'nyce Parrish of Job Corps introduced herself and gave an overview of Job Corps programs and services offered.

Business Manager, Vinal Chand shared information regarding the Prison to Employment Initiative Grant which the State has approved \$37M Statewide from the general fund included in the Governors' 2018 Budget Proposal to support regional planning efforts and implementation, and for direct services to the formerly incarcerated and other justice department involved individuals. The Local Region Workforce Boards (San Joaquin, Stanislaus, Merced, Madera, Fresno, Tulare, Kings, Kern Counties and Mother Lode) applied for a grant with a maximum of \$200,000. The Memorandum of Understanding (MOU) must be in place by March 2019. The Department will share more information on this Grant when it becomes available.

V. Adjournment

The meeting was adjourned at 12:51 PM

Next Quarterly Meeting:	Date:	Monday, November 5, 2018
	Location:	CUSD "Project YES" Office 1222 J Street, Modesto, CA 95354
	Time:	1:00pm-3:00pm

Next Lunch N' Learn:	Date:	Monday, October 15, 2018
	Location:	CUSD "Project YES" Office 1222 J Street, Modesto, CA 95354
	Time:	12:00pm-1:00pm

**Youth Development Committee
Lunch N' Learn Meeting Minutes**

Monday, October 15, 2018
CUSD "Project YES" Office
1222 J Street, Modesto CA 95354
12:00 pm –1:00 pm

Members in Attendance:

Jennifer Carlson-Shipman

Members Absent:

Patrick Cavanah
Raul Dominguez
Cristin Robles Ponce

Dwight Simpson
Carmen Wilson
Cindy Young

Staff in Attendance:

Saphire Allen
Vinal Chand
Jaskaran Dhesi
Andy Fiskum
Cheryl Fondse

Doris Foster
Ryan Gonchar
Virginia Isha
Elvia Rojas

Guests in Attendance:

Workforce Development Board Member, Mary Machado
9 additional guests

- I. Call to Order & Introductions
Youth Development Committee Chair, Jennifer Carlson-Shipman, called the meeting to order at 12:05pm, welcomed everyone to the October Lunch N' Learn meeting and asked everyone to introduce themselves.
- II. Conflict of Interest Policy
Committee members were reminded about the Workforce Development Board's Conflict of Interest policy.
- III. Public Comment Period
There were no public comments.
- IV. Informational Items
 - A. Presentation: Summer Youth Program 2018 Wrap-Up
Andy Fiskum, Summer Youth Coordinator, introduced the case managers and gave an overview of the Department's Summer Youth Program serving youth ages 17-24. An employer representative and two of the youth participants gave an overview of their experiences participating in the Summer Youth Program. A Participant Characteristics handout was given out and a discussion of the outcomes followed. A combination of WIOA and non-WIOA funds were used to be able to serve more youth. Stanislaus Community Foundation referred students to the program, as well as enrollments from

outreach to local schools, marketing posters and from other community organizations. The Case Managers have already begun building the business plan and program for next summer, using what was learned from this initial program year.

B. Presentation: CUSD "Project YES"

Project YES Director, Dustin Pack introduced two of the Peer Leaders who are working on a video for the "Project YES" orientation for new clients. The orientation class highlights the general services, case management, work experience, job readiness, educational support and additional aspects of the program. A phone app is also being rolled out to help with easier access to the programs services and classes. Project YES also helps youth overcome barriers to employment whether it is academic or job skills related. The Peer Leaders are all youth that have successfully completed the program, and have insight into what the new youth coming in are going through. The program is constantly changing to fit the current needs of the youth. The local business community is very important to the success of the program, as the newly created video shows the store manager and some of the youth placed at the location giving their insights to the benefits of the Project YES youth programs.

C. Other

Representatives of the US Army gave an overview of what they offer and are interested in presenting the Army's March 2 Success Program with the Youth Development Committee (YDC). They were invited to present the program at the next YDC Quarterly Meeting in November.

V. Adjournment

The meeting was adjourned at 1:16 PM

Next Quarterly Meeting:	Date:	Monday, November 5, 2018
	Location:	CUSD "Project YES" Office 1222 J Street, Modesto, CA 95354
	Time:	1:00pm-3:00pm

2018 Stanislaus County Workforce Development Summer Youth Program

Participant Characteristics

	Totals	%
Total Enrolled	77	100.0%
WIOA	48	62.3%
Non-WIOA	29	37.7%

School Status At Entry:			WIOA	%	Non-WIOA	%
In-School	51	66.2%	31	60.8%	20	39.2%
Alternative Education	3	5.9%	3	100.0%	0	0.0%
High School or Less	18	35.3%	15	83.3%	3	16.7%
In College	30	58.8%	13	43.3%	17	56.7%
Out-of-School	26	33.8%	17	65.4%	9	34.6%
High School Graduate	24	92.3%	15	62.5%	9	37.5%
Dropout	2	7.7%	2	11.8%	0	0.0%

Special Populations Assisted		%
Total	23	29.9%
English Language Learner	6	26.1%
Disability	7	30.4%
Foster with a Disability	4	17.4%
Foster Care	4	17.4%
Offender Status	2	8.7%

Employer Data

Total Employers	14	100%
Public	3	21.4%
Private	6	42.9%
Non-Profit	5	35.7%
Total Worksites Provided	30	
Employers with Multiple Worksites	6	

Program Outcomes

Went to a WEX	69	89.6%
Successful Completion	57	82.6%
Unsuccessful	12	17.4%

At Program Completion*			WIOA	%	Non-WIOA	%
Got a Job At Completion	9	11.7%	7	77.8%	2	22.2%
Went to College	31	40.3%	14	45.2%	17	54.8%
Went Back to High School	18	23.4%	15	83.3%	3	16.7%
Transferred to Other WIOA Programs	21	27.3%	17	81.0%	4	19.0%
Unsuccessful Participation	9	11.7%	5	55.6%	4	44.4%

*Youth may have multiple outcomes

November 5, 2018

Stanislaus County Youth Development Committee Agenda Item

TO: Youth Development Committee

FROM: Vinal Chand, Business Manager

- I. SUBJECT: Nominations and Appointment of Youth Development Committee Officer Position of Vice Chair
- II. ITEM NUMBER: VII-A
- III. ITEM TYPE: Discussion and Action
- IV. STAFF RECOMMENDATION: Nominate and appoint a Youth Development Committee Vice Chair
- V. POLICY ISSUE: According to the Stanislaus County Workforce Development Board Bylaws (Article V) In the absence or disability of the Chair, the Vice Chair shall perform all the duties of the Chair, and when so acting shall have all the powers of, and be subject to all the restrictions upon, the Chair. The Vice Chair shall have such other powers and perform such other duties as from time to time may be prescribed by the Board or these Bylaws.
- VI. DISCUSSION: On January 9, 2017 the Stanislaus County Workforce Development Board (SCWDB) approved the formation of the Youth Development Committee (YDC), and allows the newly appointed Chair to take necessary actions for the Committee formation. As a standing advisory committee, the Youth Development Committee is subject to the Bylaws of the SCWDB. The Bylaws state that such standing advisory committees shall be chaired by a member of the Board, may include other members of the Board, and shall include other individuals appointed by the Board who are not members of the SCWDB and who the SCWDB determines have appropriate experience and expertise. Jennifer Carlson-Shipman, SCWDB member is the current YDC Chair. The Youth Development Committee Vice Chair position is currently vacant. Previous YDC Vice Chair and SCWDB member, Cal Campbell's term expired on June 30, 2018, and he has stepped down from the Board. Nominations of interested Committee members are needed to appoint a Vice Chair.
- VII. ADMINISTRATIVE BUDGET IMPACT: None

V. Chand

Vinal Chand, Business Manager

November 5, 2018

TO: Youth Development Committee

FROM: Vinal Chand, Business Manager

- I. SUBJECT: Approval of the Continuation and Date Selection of the Lunch N' Learn Meetings
- II. ITEM NUMBER: VII-B
- III. ITEM TYPE: Discussion and Action
- IV. STAFF RECOMMENDATION: Approve the continuation of the Lunch N' Learn meetings and select the dates for future meetings as needed.
- V. DISCUSSION: At the first Youth Development Committee meeting on August 8, 2017, the Committee decided to hold two Lunch N' Learn meetings to assist in familiarizing the Committee on the Workforce Innovation and Opportunity Act (WIOA) Youth programs and other partner organizations throughout the community that could play a vital role in serving the youth within Stanislaus County.

Previous Lunch N' Learn meetings have included:

- Youth vendors—Computer Tutor Business and Technical Institute's "Project Aspire", Ceres Unified School District's (CUSD) "Project Yes", and Eckerd Youth Alternatives, Inc. showcasing the uniqueness of their respective programs
- Stanislaus County Department of Education's "ComeBack Kids" program and an overview of the America's Job Center of California (AJCC)
- A Youth Participant Question and Answer Session on services received
- Center for Human Services youth homelessness statistics and "Pathways" program, and CUSD's "Project YES" Tech Program
- Stanislaus County Probation Department's Job re-entry programs focusing on in and out of custody youth and adults
- Foster Youth Programs in Stanislaus County including legislation, job readiness, housing and education.

Staff have received positive feedback from committee members regarding the previous Lunch N' Learn meetings. Should the Committee decide to continue these additional learning opportunities, staff have put together a list of possible topics of interest including:

- Youth-Focused Area Employer Presentation
- Stanislaus Literacy Center - GED Program
- Guest Speaker Focusing on Youth Issues Pertaining to the Workplace
- Stanislaus County Office Of Education – Tour
- Youth Eligibility Training

VI. ADMINISTRATIVE BUDGET IMPACT: None

V. Chand

Vinal Chand, Business Manager

November 5, 2018

Stanislaus County Youth Development Committee Agenda Item

TO: Youth Development Committee

FROM: Vinal Chand, Business Manager

- I. SUBJECT: Acceptance of Information for Workforce Innovation and Opportunity Act (WIOA) Youth Contractor Performance Report
- II. ITEM NUMBER: VIII-A
- III. ITEM TYPE: Information Only
- IV. STAFF RECOMMENDATION: Accept the information for Workforce Innovation and Opportunity Act (WIOA) youth contractor performance report for Program Year (PY) 2017-2018.
- V. POLICY ISSUE: WIOA Section 121 (a) establishes performance accountability measures that apply across the core programs to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served by those programs.
- VI. DISCUSSION: At the June 25, 2018 Workforce Development Board meeting, the Stanislaus County Workforce Development Board was provided with a contractor performance report with data compiled through May 31, 2018 for each of the Youth Service Providers – Ceres Unified School District (Project YES), Stellar Career College (Project Aspire), and Eckerd Youth Alternatives. This data has been updated to include the full Program Year (PY) for 2017-2018 for the youth providers.

Attachment 1 includes the statistical summary of the youth contractor performance report for PY 2017-2018 (July 1, 2017 – June 30, 2018) highlighting enrollments and services provided along with expenditures, cost per participant and cost per service. The cost per participant ranges from \$3,777 to \$5,047 with Stellar Career College being the highest at \$5,047 and the overall average being \$4,362. Cost per participant is based on multiple barriers that require staff to provide multiple services to each individual customer. Workforce Innovation and Opportunity Act has a requirement that local areas provide at least 50% of services to priority populations which includes low income, veteran, and basic skill deficient individuals.

The cost per service for clients ranges from \$791 to \$1,121, with the overall average being \$958. The highest cost per service is Eckerd Youth Alternatives. Youth contracts stipulate that at least four service elements must be provided to participants. Examples of service elements include: supportive services, job search, training, work based learning, community service, GED preparation, etc. Also included in attachment 1 is the number of participants

employed by each agency. The number of participants employed ranges from 8 to 75 or 17% - 45% respectively.

VII. ADMINISTRATIVE BUDGET IMPACT: None

V. Chand

Vinal Chand, Business Manager

Performance Report

Fiscal Year 2017-2018

Data through June 30, 2018

WIOA Youth Program Performance Measurements

Client Services:

PROGRAM	Agency	Enrollment				Service Elements Provided		Cost		
		Total Plan	Actual-to-date	Employed	Percent Employed	Provided	Average Per Client	Expenditure	Cost Per Participant	Cost Per Service
YOUTH	Ceres Unified School District – Project Yes	213	215	75	35%	1158	5.4	\$916,231	\$4,262	\$791
	Stellar Career College – Project Aspire	54	53	24	45%	278	5.2	267,500	\$5,047	\$962
	Eckerd Youth Alternatives	54	46	8	17%	155	3.4	173,748	\$3,777	\$1,121

*Service Elements Provided to clients include, but are not limited to, the following: Occupational Skills Training, Work Experience, On-the-Job Training, and Supportive Services.

November 5, 2018

TO: Youth Development Committee

FROM: Vinal Chand, Business Manager

- I. SUBJECT: Accept the Information on the Stanislaus County Workforce Innovation and Opportunity Act (WIOA) Local Plan
- II. ITEM NUMBER: VIII-B
- III. ITEM TYPE: Information Only
- IV. STAFF RECOMMENDATION: Accept the information on the Stanislaus County Workforce Innovation and Opportunity Act Local Plan.
- V. POLICY ISSUE: This Item is informational only as no action is necessary from the Youth Development Committee.
- VI. DISCUSSION: The Workforce Innovation and Opportunity Act (WIOA) required regional and local plans to be submitted to the California Workforce Development Board (State Board) for the first time to align with the State Plan. The State Plan is the controlling state policy document for regional and local 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 regional and local plans required by WIOA. The policy objectives of the State Plan include fostering demand-driven skills attainment, enabling upward mobility for all Californians, including populations with barriers to employment, and aligning, coordinating, and integrating programs and services.

Under the State Plan, the primary purpose of local workforce plans and partnerships is to facilitate access to workforce services at the local level. Local workforce development plans are required to ensure a baseline level of WIOA core program alignment compliant with federal regulations at the local level with a focus placed on program alignment, integrated services, braided resources, and upskilling on-ramps utilizing the America's Job Center of California (AJCC) system as the primary means for achievement.

The Stanislaus County Local Plan was developed in conjunction with workgroups from the Stanislaus County Workforce Development Board and was submitted to the State Board for conditional approval. At the July 10, 2017 Workforce Development Board meeting, the Board Chair signed the Local Plan for official submittal. The Stanislaus County Local Plan (Attachment 1) placed an emphasis on the following three goals:

1. Strengthen the current workforce
2. Develop future talent
3. Support business growth

The Local Plan was implemented with the known caveat that a two year modification would be required. The State released the Employment Development Department-Workforce Services Directive (EDD-WSD) 18-01 on July 27, 2018 outlining the requirements for modification, with the modified Local Plan being due to the State Board by March 15, 2019. Under WIOA the update is required to ensure plans remain current and account for “changes in labor market and economic conditions or in other factors affecting the implementation of the local plan.” The State Board has also made changes to the State Plan which require that local areas update their plans to remain consistent with the policy direction of the State Plan. Amongst areas of inclusion to the Local Plan include strategies and service provisions for workforce-corrections partnerships, new partnership agreements with CalFresh and strengthened partnerships with local human services agencies, new partnership agreement with the California Department of Child Support Services, revised partnership agreements pertaining to competitive integrated employment, provision of services to English Language Learners, foreign born, and refugees, and required compliance with State Plan guidance and State Law regarding Multi-Craft Core Curriculum pre-apprenticeship partnerships.

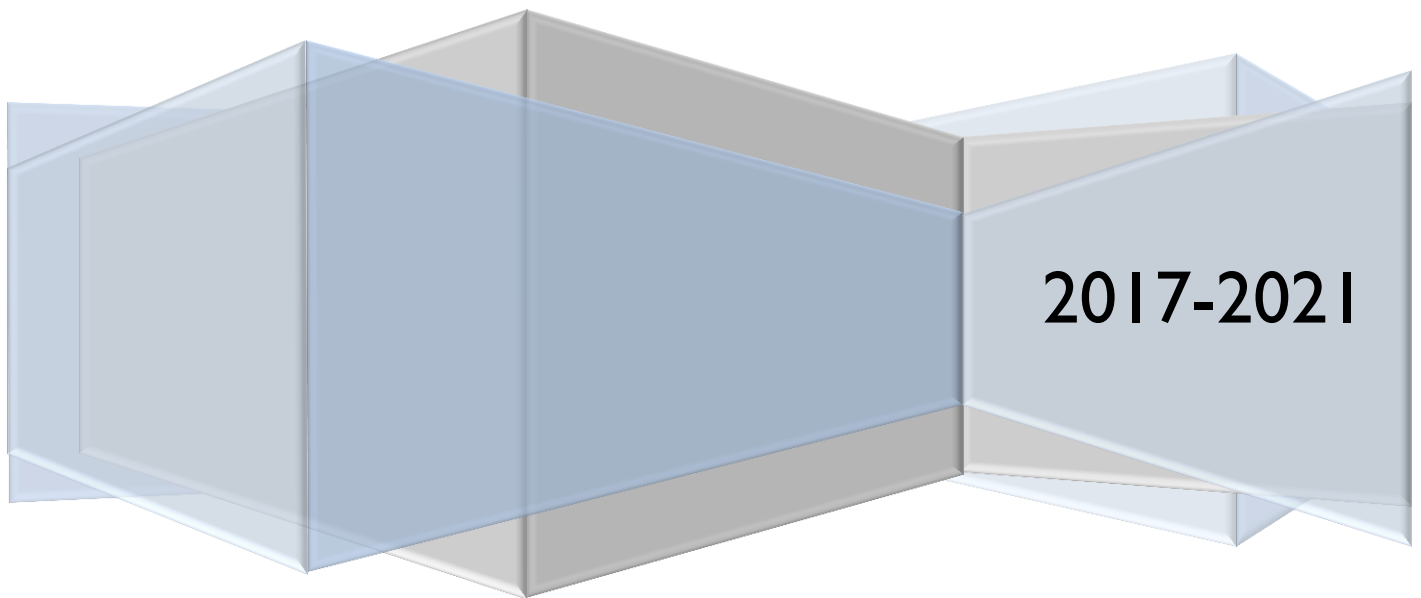
VII. ADMINISTRATIVE BUDGET IMPACT: None

V. Chand

Vinal Chand, Business Manager



Stanislaus County Workforce Development Board Local Plan



INTRODUCTION

The Stanislaus County Workforce Development Board (SCWDB) was appointed by the Stanislaus County Board of Supervisors (BOS) to administer Workforce Innovation and Opportunity Act (WIOA) funds and services in the local area. Acting as staff to the Board and facilitating these services is the Stanislaus County department of Alliance Worknet. WIOA requires each local workforce development area (LWDA) to develop and submit a comprehensive four-year plan. This plan will begin on July 1, 2017 and end on June 30, 2021.

The primary purpose of the local plan and the corresponding partnership discussion is to facilitate access to workforce services at the local level. The Alliance Worknet 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 SCWDB's vision and strategic goals and will be updated every two years.

The goals set forth by the SCWDB 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 SCWDB 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

The Stanislaus County Alliance Worknet 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.

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 SCWDB'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 will contribute to the completion of the regional plan.

PLAN SUBMISSION AND DUE DATE

The local and regional plans must be submitted to State of California Workforce Development Board (State Board). The due date is March 15, 2017.

GLOSSARY OF KEY TERMS, DEFINITIONS, & ACRONYMS

For a complete list please see Attachment A.

RESPONSE TO LOCAL PLAN SCORING MATRIX

A.–B. Vision, Strategic Planning and Implementation

- i. **The Plan's Vision is strategic and comprehensive and supports regional growth and self-sufficiency.**

The Stanislaus County Workforce Development Board's (SCWDB) vision is to foster a demand-driven, skilled workforce that enables upward mobility through the alignment and integration of private and public partnerships. Contributing to this vision are the following specific goals identified by the SCWDB:

1. *Strengthen the Current Workforce:* Stanislaus County residents, including populations with barriers to employment, will possess the skills required to enhance careers. By focusing on careers as opposed to jobs, workers will develop the skills necessary to advance so upward mobility can be a reality.
2. *Develop Future Talent:* Stanislaus County's young adult workforce, including populations with barriers, will exhibit the foundational skills and work readiness attributes necessary to contribute to the local economy.
3. *Support Business Growth:* SCWDB will facilitate communication with regional and local employers to identify in-demand sectors, skill gaps, and connect training opportunities to in-demand occupations.

- ii. **The Plan's Goals and Objectives include goals in which to prepare an education and skilled workforce, and goals related to performance accountability measures are based on WIOA performance indicators.**

To meet these goals and objectives, the SCWDB identified a set of guiding principles for Stanislaus County's workforce system:

1. Collaboration and alignment among businesses, workforce development, and community stakeholders is essential.
2. The formulation of strategy should be driven by data (quantitative and qualitative).

3. The maximization of resources is imperative.

iii. Core programs and other required partners align resources and are actively engaged in both the planning and implementation of the local plan strategic visions.

SCWDB is working collaboratively with all core partners (Title I, Title II, Title III, and Title IV) and actively engaged them in the planning and implementation of this local plan. The following strategies will be enacted to further facilitate the achievement of the stated goals:

- *Goal 1: Strengthen the Current Workforce*
 - Strategy 1.1 - Provide training for upward mobility (focus on supervisory and managerial skills).
 - Strategy 1.2 - Collaborate with local businesses to identify the in-demand work-based learning opportunities (internships, On-the-Job Trainings).
 - Strategy 1.3 - Increase number of apprenticeship opportunities in the local area.
- *Goal 2: Develop Future Talent*
 - Strategy 2.1 - Individuals new to the workforce will be placed in a work-readiness course to focus on foundational skills and work preparedness abilities (etiquette, timeliness, communication).
 - Strategy 2.2 – Locally increase youth funding expenditures for work based learning activities from the mandatory WIOA requirement of 20% to 30%.
 - Strategy 2.3 - Apply for grant opportunities focused on the development of future talent that is specifically aligned with the in-demand occupations in the area.
- *Goal 3: Support Business Growth*
 - Strategy 3.1 - Increase dialogue with businesses, including city economic development representatives, in the local area through regular contact focused on workforce and local business needs.
 - Strategy 3.2 - Survey employers to determine ongoing business needs.
 - Strategy 3.3 - Review survey results to determine in-demand occupations and skill gaps.

The attached partner resource and contributions chart (Attachment B) lists all the America's Job Center of California (AJCC) Memorandum Of Understanding (MOU) partners and the services partners have agreed to provide during Phase I of the MOU. SCWDB is currently negotiating Phase II of the AJCC MOU. Consolidated budgets are being compiled for all MOU partners. Co-located partners have met to discuss and review the shared infrastructure cost budget. SCWDB is currently awaiting a response from co-located partner's management to move forward with the proposed infrastructure budget. SCWDB staff does not foresee any concerns on the agreement of the infrastructure budget. SCWDB has started planning for negotiating and completing the other system costs budget portion of the AJCC MOU Phase II. Attached is the approved and submitted AJCC MOU Phase I (Attachment C).

iv. Local Plan includes description of the workforce development system, how it supports service alignment and implements the seven policy strategies identified in the State Plan, and how it plans to provide professional development and capacity building to workforce staff and partners.

The State of California's strategic plan sets the state's policy direction for the local and regional plans. It serves as the conceptual map for the SCWDB and its partners in the joint development of the required regional and local plans. The three policy objectives of the state plan are fostering demand-driven skills attainment, enabling upward mobility for all Californians, and aligning, coordinating, and integrating programs and services. The overarching goal of the state plan is to produce one million "middle-skill" industry-valued and recognized post-secondary credentials between 2017 and 2027. The state is requiring partners to adopt seven policy strategies that frame, align, and guide program coordination at the state, local, and regional levels. The following section describes how SCWDB will support the seven strategies:

- a. *Sector Strategies*: The regional industry sectors identified for Stanislaus County include manufacturing, logistics/warehouse, health, and agriculture. Alliance Worknet, under the direction of the SCWDB, will engage with education and business partners to align programs with sector needs. Through the relationships with business and education, Alliance Worknet will participate in or develop specific initiatives and programs that further eliminate skill gaps. The Department will enhance the current career focused initiatives already in development with the community colleges, secondary and post-secondary education, and business service providers. The SCWDB maintains a position on the Manufacturing/Maintenance Joint Apprenticeship Committee, which serves to develop pathways to apprenticeship opportunities with local and regional employers and education providers in this sector. The SCWDB anticipates serving on additional committees in the other targeted sectors in the future.
- b. *Career Pathways*: The SCWDB supports career pathways, as evidenced in the goals of strengthening the current workforce and developing future talent and will work closely with the business services provider to ensure that the level of skills development corresponds with business needs.¹ Alliance Worknet staff will work closely with the Central Mother Lode Regional consortium career and technical education (CTE), and adult schools for the enhancement of career pathways. The pathways will be designed in a flexible manner and include remedial programming, and English as a Second Language (ESL) training, to increase access to career pathways services. Career fairs and college expositions continue to be planned in targeted sectors. To assist in streamlining sector strategies in agriculture, a career fair was held in conjunction with Modesto Junior College's Agriculture Department. Efforts to continue to outreach in other identified sectors will also be made.
- c. *Regional Partnerships*: Alliance Worknet will continue to engage closely with the San Joaquin Valley and Associated Counties Regional Planning Unit (RPU). These discussions will serve to build partnerships between industry

¹ Business services may be provided through contract, internally and/or partnerships.

- leaders, workforce professionals, education and training providers, and economic development leaders to support regional economic growth. Alliance Worknet will continue to strengthen regional partnerships with efforts underway, such as the Central Valley Job Fair, which seeks to host 100 employers and 30 vendors across the region. Efforts such as these will allow for the gathering and synthesizing of information on business needs and labor market trends, including the coordination of labor market studies. Communication and coordination amongst regional partners will also be enhanced as a result.
- d. *Earn and learn:* The SCWDB will continue to support this state strategy, particularly as it relates to increasing youth participants in paid work experience activities. This strategy also aligns with the SCWDB's stated goal of developing future talent. In addition, Alliance Worknet staff will leverage relationships between community colleges, adult education programs, school districts, and private business to further enhance established educational programs that will incorporate paid learning activities (e.g. paid internships).
 - e. *Supportive services:* Alliance Worknet will work with all partner programs to take inventory of the ancillary services available to customers. Available resources will be aligned across the partner systems to limit resource duplication. This in turn will allow valuable resources to be made available to a wider pool of customers.
 - f. *Creating cross-system data capacity:* Alliance Worknet will implement the use of CalJOBS as the data entry referral point for the America's Job Center of California (AJCC) system. Partner programs will be granted access to the system and will be cross-trained on obtaining relevant reports that will assist in further enhancing system services.
 - g. *Integrated service delivery:* Through the collaboration of the established partnerships' activities across the local area, Alliance Worknet will continue to enhance the strategic initiatives, leverage resources, and align business and education. The AJCC MOU partnership will accomplish this by having in place an integrated service delivery: braiding resources and coordinating services at the local level to meet client's needs. MOU partners have agreed to cross-train staff on the services of each participating Alliance Worknet partner and the spectrum of related services available through respective agencies. The customer flow and coordination of services will be evaluated on an ongoing basis to better serve the customer. A referral process has been agreed upon by the partner agencies but will be evaluated and refined as needed. See AJCC MOU Phase I (Attachment C). Through the AJCC MOU partnership, employment services and training services will be provided in an enhanced manner to better serve mutual and common customers (job seekers, training and education seekers, and employers) in Stanislaus County. Partners will work in unison to accomplish shared goals.

The SCWDB recognizes the importance of professional development of a multi-faceted workforce staff and partners. Alliance Worknet has collaborated with the regional planning unit (RPU) and has contracted vendors to provide employee engagement training for key workforce development staff throughout the region. Further identified are

the following areas in need of development: case management training, basic skills assessment training, business engagement, customer service, leadership, strategic planning, and serving hard-to-serve populations. To address these specific needs, Alliance Worknet plans to contract with professionals to train workforce development staff and partners. In addition, Alliance Worknet plans to organize internal cross-training between staff and core partners in order to be an effective and customer centric system. This includes cross training of services provided among different core partners and community based organizations, such as those that serve English Language Learners (ELL). Alliance Worknet has in the past taken advantage of the vast training and learning opportunities that Stanislaus County offers through Training/Learning Institute for employees and plans on continuing to do so. Alliance Worknet will utilize trainings from the Training/Learning Institute of Stanislaus County such as: effective communication, ethics training, and the supervisory academy. To further align with the importance of professional development, the SCWDB and Alliance Worknet staff plan to attend conferences and trainings put on by the California Workforce Association (CWA) and the National Association of Workforce Boards (NAWB).

C. Specific Services and Service Delivery Strategies

- i. Local plan describes the ways the local board will work with entities carrying out core programs to expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment. Target populations include those listed in WIOA Section 24(a)-(m).**

The SCWDB will ensure the full provision of WIOA services through the implementation of the three stated goals described in sections A-B. Embedded within these goals are the strategies in which access to employment, training, education, and supportive services will be expanded. The SCWDB currently has a comprehensive AJCC and two affiliate AJCCs strategically located in Stanislaus County to provide residents in remote areas accessibility to services. An anticipated third affiliate site will open in 2018. Currently, the East County and West County affiliate AJCCs are accessible by public transportation. Through the AJCC partnership, individuals who access partners in remote areas will be able to receive assistance through the cross training of programs which will be provided. The following section details the SCWDB's efforts to expand access to services, particularly for those with barriers to employment.

Individuals with Disabilities: SCWDB will work closely with Disability Resource Agency for Independent Living (DRAIL), a local nonprofit 501, dedicated to increasing the independence of individuals with disabilities through resources, advocacy and services by coordinating services DRAIL offers to AJCC partners and individuals with disabilities. DRAIL has provided Alliance Worknet staff Disability Awareness Sensitivity Training and the availability of this training has been shared with the AJCC partnership. In addition, DRAIL provides on site assessment and evaluation to public and private organizations to assist in complying with the Americans with Disabilities Act. SCWDB plans to share these trainings and other resources and services offered by DRAIL to the partnership to better meet the needs of persons with disabilities.

Core Partner Engagement: Access will further be enhanced through the facilitation of core partner meetings. Beyond this, day-to-day contact, where necessary, will also serve to fortify the connection between the SCWDB, core partners, and other organizations within the community. The accessibility of Wagner-Peyser and Department of Vocational Rehabilitation staff being co-located in the comprehensive one-stop will help to seamlessly transition participants from one program to the next.

Common Referral Process: Partners comprising the AJCC workforce system will utilize a uniform referral process through the CalJOBS system, which will further expand access to employment, training, education, and supportive services for eligible individuals. The referral process will be seamless as manifested in the ability of any partner to make an appropriate referral for services based on the individual's service needs. This automated process will also reduce delays in service provision.

Staff Training: Reoccurring staff trainings will also service to employer case managers with the knowledge of supportive services available throughout the community, as well as other wrap around services. AJCC partnership training will be completed as a means to inform all involved of the available resources. These meeting will include webinars provided by state and federal entities that will be shared with the AJCC partnership. In addition to trainings provided by the AJCC partnership, technical training will be provided via the WIOA technical assistance funding provided by the State to the California Workforce Association's (CWA), California Training Institute. Consultants, facilitators and trainers may provide staff with additional technical knowledge related to case management, business engagement, career pathways, work-based learning, as well as other related topics.

Focus on Prevention Initiative: The SCWDB supports the Stanislaus County's Focus on Prevention Initiative. This initiative is a journey towards community transformation and prosperity through the identified four levers of change that serve to improve the quality of life for Stanislaus County. The four levers of change are as follows:

- To Reduce Homelessness,
- To Strengthen Families,
- To Invest in and Support Youth, and
- To Reduce Recidivism & Re-entry into Criminal Justice System.

In order for the coordinated prevention effort to be successful, multiple sectors throughout the community have come together. These include government; business; health; non-profit; philanthropy; education; faith; neighborhood; media; arts, entertainment and sports. The Focus on Prevention initiative is about doing better and that can only be accomplished when there is an actual calculated focus on addressing and identifying root causes that prohibit communities from having upward economic mobility. Alliance Worknet plans to participate in this initiative by coordinating with the different sectors and identifying, coordinating, and implementing appropriate referral structures and service engagement strategies.

Collaboration with Other County Departments: Alliance Worknet's role within Stanislaus County offers the opportunity for connections to be made with other county departments

who strive to strengthen the connections to inter-related services and the identification of service needs on a broader scale. SCWDB's efforts to expand the relationship with family services programs like Temporary Assistance for Needy Families (TANF) and Supplemental Nutritional Assistance Program (SNAP) will allow for the opportunity to better fulfill the priority of service tenets under WIOA, particularly as it relates to those low-income individuals. Additionally, this strengthened relationship will also allow for the ability of the English Language Learning (ELL) population to be more readily identified and thus served appropriately.

ii. Local plan describes how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs.

Collaboration has long been established with the local Health and Human Services Agency, the Community Services Agency, and the Employment Development Department's workforce services staff in providing effective co-enrolled services to mutual customers. Alliance Worknet has shared client data management systems access and is collocated throughout the County. Similarly, the comprehensive AJCC allows for effective collaboration with EDD staff in regards to veteran services, Job Corps services, as well as services provided by the Trade Adjustment Assistance program. Through the use of the CalJOBS system, co-enrolled customers in both WIOA Title I and Title III have benefited from more effective and efficient communication and service provision. Alliance Worknet is currently in the process of providing access to all of the AJCC partners so that an effective referral system will provide successful co-enrolled activity outcomes. The additional personnel from the education and vocational rehabilitation partnerships at the comprehensive AJCC will facilitate a further increase to our co-enrollment efforts. As related to career pathways, progressive skills development through education and training programs allows for the feasibility of career pathways. Career pathways are coherent and articulated sequences of academic and career and technical courses cultivated to result in proficiency for defined careers. Career pathways foster skills attainment for upward mobility and shared prosperity. Alliance Worknet staff has developed long-term relationships with several CTE institutions that are approved to provide training. Other organizations listed on the Eligible Training Provider List (ETPL) also serve to strengthen the development of career pathways in core programs. In order to expand upon the development of career pathways, Alliance Worknet will engage in the following strategies.

Training Provider Partnerships: Alliance Worknet will continue to engage in monthly meetings with the local community college consortium to align business needs with the trainings available. Alliance Worknet will continue to work with local technical colleges and other post-secondary training institutions to develop additional credentialing benchmarks. This will allow for basic and occupational skills to be developed on a timeline that helps reinsert individuals back into the labor force. By working with the community colleges, particularly in conjunction with the English Language Learner population, inroads can be made to broaden the pool of CTE applicants. The local community colleges will continue to be present at the AJCC locations in order to be readily available to clients.

The SCWDB will continue to support the development of career pathways by building upon the strong partnerships with Modesto Junior College (MJC), secondary school districts, and the Stanislaus County Office of Education. Alliance Worknet will continue to be an active member at the consortium meetings and intends to further enhance the discussions focused on meeting the seven state identified program areas that are supported by the Adult Education Block Grant and are consistent with the adult education regional plan. Alliance Worknet will further grow its current participation with these groups to assist in the implementation of the necessary strategies inherent in identifying and providing relevant trainings that lead to employment. Alliance Worknet will provide the SCWDB's in-demand list to inform the partnership of the current labor market demands throughout the local area on an annual basis or sooner if a business need is identified. Alliance Worknet will also forward to the partners any relevant real time labor market analysis received so as to assist in the strategic discussions of building relevant business needed training or education. It is essential that these pathways have additional resources necessary for English Language Learners, individuals with disabilities, basic skills deficient youth and adults, and other populations to overcome economic or other resource barriers.

Employer-Driven Partnerships:

- iii. **Local Plan describes the way the Local Board will improve access to activities leading to a recognized post-secondary credential; including a credential, that is an industry-recognized certificate or certification, portable, and stackable.**

To increase customer access, co-location within the AJCC system allows for improved customer service, communication, and customer referrals. In addition to colocation, the SCWDB intends to utilize presentations to the community to increase knowledge of the system's services and access points for customers. This will be especially important within areas of the community that have a higher presence of priority service customers. These presentations will enhance access to all workforce system activities, including those leading to a recognized post-secondary credential.

The SCWDB also plans to improve access for activities leading to recognized post-secondary credentials by continuing to serve the youth and adult populations through the ETPL, as well as through the maintenance of cohort trainings in partnership with higher education providers. An increased focus will be placed on vocational credentialing. Having a heightened level of communication with post-secondary credentialed programs will also assist efforts in improving access. Additionally, Alliance Worknet seeks to establish regular meetings with ETPL providers, focus on improving the referral process for credentialing, and improve customer service by disseminating information for post-secondary programs and credentialing. Alliance Worknet, in conjunction with the business services provider, will continue to strengthen business involvement in discussions of in-demand post-secondary credentials.

Alliance Worknet seeks to assist in aligning training opportunities to meet the needs of employers and job seekers to further facilitate job placements. This will be

accomplished through increased partnerships with educators, training providers and employers. A chief facet of this is to market and connect employers to On-The-Job (OJT) training programs. Alliance Worknet will identify OJT opportunities each month to reach its contracted goal and to increasingly ensure the relevance of trainings with the requirements of employers and businesses.

iv. Local plan describes the way Local Boards and their partners will facilitate engagement of employers in workforce development programs, including small employers and employers in in-demand industry sectors and occupations.

Alliance Worknet will continue to work closely with the business services partner to develop and implement an effective outreach and marketing plan to engage employers. In particular, this will include small employers and employers in in-demand industry sectors. This effort will include developing further staff knowledge of WIOA, SCWDB's network of resources, and local providers who are able to assist customers. The business services provider will:

- Develop strong partnerships with local economic development practitioners to coordinate a business outreach and engagement and align with the various communities' economic development priorities;
- Establish a virtual presence within the AJCC system that is available to businesses in need of WIOA services;
- Serve as primary point of contact for job orders for the AJCC system;
- Coordinate and assist with local and regional job fairs;
- Develop relationships with and conduct a needs assessment and retention visits of businesses in the local and regional area to gather data needed to engage and help meet the needs of all businesses;
- Increase the usage of referrals for On-the-Job Trainings (OJTs);
- Promote and facilitate sector strategies, career pathways, and apprenticeship programs among businesses;
- Utilize the CalJOBS database to track and disseminate information on employers and employment opportunities;
- Continue to participate in networking events hosted by community partners;
- Co-facilitate presentations with partners such as Employment Development Department (EDD);
- Conduct sector based outreach for the purpose of sector grant initiatives; and
- Email a provider newsletter to market the benefits of working with the workforce center.

v. Local plan describes the way Local Boards and their partners will support a local workforce development system that meets the needs of businesses in the local area.

In today's workforce system, it is essential that employers are the primary customer of AJCC staff and leadership. To best address their needs, Alliance Worknet staff will increase the dialogue with businesses in Stanislaus County through regular contact. Employers will be surveyed on a routine basis to determine ongoing business needs.

The surveys will help align training opportunities to meet the needs of employers and jobseekers to facilitate placements. Alliance Worknet will also connect employers OJT subsidies. Survey results will also be subsequently reviewed to determine in-demand occupations and identify any skill gaps.

Furthermore, Alliance Worknet will continue to engage with business representatives that serve on the SCWDB to complete a routine analysis of business needs and strategies to address those needs. In addition, Alliance Worknet will collaborate with the business services provider to improve upon the skill gaps identified by industry. The feedback received from employer surveys will serve to identify additional needs of the business community. To further support a local workforce development system, Alliance Worknet will:

- Develop and implement a comprehensive business services strategy to build relationships with local and regional business services provider in order to link business customers to available resources and services, including business start-up assistance, loans, industry roundtables, and human resources assistance;
- Utilize the EconoVue workforce data system to ensure outreach activities are fully accessing the employer population, and recognize local and regional employment trends;
- Refer businesses to a network of services and support, through required and recommended partnerships (e.g. small business development);
- Refer and connect businesses to appropriate incumbent worker training;
- Conduct rapid response and layoff aversion activities;
- Serve as primary point for job orders for the AJCC system;
- Partner with the career services provider and local and regional education partners to identify training and educational barriers that hinder local hiring and job creation; and
- Facilitate partnerships with educators, training providers, and employers to develop and market training opportunities to meet the employment needs of businesses.

vi. Local plan describes the way Local Boards and their partners will better coordinate workforce development programs and economic development.

Supporting business growth is one of the three goals identified by the SCWDB. By increasing the dialogue with business in the region, workforce development and economic development programs can be coordinated on a greater advanced scale. This will allow for the interests of both workforce development and economic development to be conveyed and corroborated in a more mutual fashion. Alliance Worknet, with the business services provider, will coordinate business outreach and engagement by aligning with the economic development priorities of the cities comprising the local area. Additionally, the business services provider will coordinate referrals of those in need of services provided through the Stanislaus County Small Business Development Center (SBDC). Alliance Worknet will collaborate with additional organizations to strengthen the accord between workforce development and economic development programs by

conducting quarterly meetings with interested service providers, including local colleges, EDD, the business services provider, and city and county economic development representatives. Beyond regular meetings, all organizations referenced will be communicating regularly on employer recruitment activities, community resource fairs, and job fairs via the development of appropriate points of contact.

vii. Local plan describes how local boards and their partners will strengthen linkages between the one-stop delivery system and unemployment insurance programs.

The SCWDB is currently in the process of procuring AJCC operator services with one of the chief functions being to help lead the integration of services between the core partners of WIOA Title I B Youth, Adult and Dislocated Worker, Title II Adult Education and Literacy, Title III Wagner-Peyser and Title IV Vocational Rehabilitation and the Unemployment Insurance Programs (UI).

Services will be delivered through colocation, information sharing, and direct access via the internet. By working together with common customers, various staff will integrate functions and cross-train one another in order to provide the best possible customer service. From the customer standpoint, services will be seamless. The EDD, specifically the Wagner-Peyser division, is a co-located partner in the AJCC system. The Wagner-Peyser staff provides assistance to UI customers by directing them to UI services via phone and online. EDD is currently in the process of hiring a UI Navigator that will be available to assist customers with claims and to provide additional technical assistance in the resource center. Alliance Worknet strives to conduct bi-monthly conference calls with UI to ensure consistency and to strengthen the linkage between UI programs and AJCC program partners.

D. America's Job Center of California

i. Local plan describes how the Local Board will ensure the continuous improvement of eligible providers of services through the system.

The SCWDB strives to create an integrated, customer-centered, and seamless workforce system for employers and jobseekers. This goal aligns with the objectives of the California Strategic State Plan. Through ongoing collaboration, Alliance Worknet will develop consistent service definitions, business practices, and efficiencies that will allow for improvement of the customer experience for both business and jobseeker customers. These aspects are highlighted in the recently released AJCC operator procurement in which the roles of the AJCC operator include the following:

- Develop processes that ensure that all AJCC customers receive appropriate, timely, and effective services;
- Help implement a formal referral process for services within and outside of the Center(s); and
- Coordinate and collaborate with regional or multi-county AJCC operators.

Continuous improvement of services provided through the system will also be priority through the following accountability measures placed on the AJCC operator:

- Develop and implement a system to gather, analyze, and report performance of core partners, center processes, and system services;
- Perform activities to achieve a high level of service quality and to enhance customer service;
- Ensure compliance with all State and local policies and procedures relative to the AJCC; and
- Prepare and submit monthly and quarterly reports.

Alliance Worknet will engage in regular and consistent communication in order to assess the needs of customers and ensure that service delivery is efficient. The business services provider will maintain frequent communication with business, government, and agencies in Stanislaus County. In addition, routine training will be conducted for staff providing services and assessments will be made as to their needed areas of technical assistance. Continuous improvement will be achieved through technical assistance and customer feedback. These actions, coupled with constant communication of all parties involved, will serve to ensure the continuous improvement of the system and meet employment needs.

ii. Local plan describes how the Local Board will facilitate access to services provided through the AJCC delivery system, including in remote areas, through the use of technology and other means.

The SCWDB currently has a comprehensive AJCC and two affiliate AJCCs strategically located in Stanislaus County to provide residents in remote areas accessibility to services. An anticipated third affiliate site will open in 2018. Currently, the East County and West County affiliate AJCCs are accessible by public transportation. The AJCC website has been revamped to include all partner website links with contact information. To increase access to services, the website will be updated continually to promote AJCC services and programs. Local and regional Labor Market Information (LMI) is also available on the AJCC website, as is information on occupations and training programs. The use of social media pages (e.g. Facebook and LinkedIn) provide a broad and aggressive communication avenue for job posting, center events, and services. AJCC partners are available to answer customer information via phone and email. In addition, Alliance Worknet also anticipates further accelerating the usage of technology by incorporating career-counseling sessions via Skype, increased e-mail communication, self-service kiosk, and the possibility of a web-chat operator to address routine questions. The online referral mechanism via CalJOBS will also facilitate access to AJCC services. Lastly, the SCWDB is currently pursuing possible funding to incorporate a virtual service delivery platform which allows for customers to view employment related videos, WIOA and other partner program orientations, as well as download documents that may be submitted directly to the service providers without requiring a face-to-face visit for those in more remote areas. Partners that may be located in such areas, based on the training provided as previously discussed, could provide the customers assistance on behalf of the Alliance Worknet staff if no staff were available.

- iii. **Local plan describes the way entities within the AJCC delivery system will comply with WIOA Section 188, and applicable provisions of the *Americans with Disabilities Act of 1990* regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities.**

WIOA places an emphasis on serving those individuals that are most difficult to serve. As a result, understanding the barriers of these participants is of high importance. SCWDB will ensure that all comprehensive AJCCs are physically accessible to individuals with disabilities. The AJCC system also places the responsibility on each of its partners to be familiar with and comply with the WIOA Section 188 and the Americans with Disabilities Act of 1990. Each party will promote capacity building and professional development of its staff in order to increase awareness and understanding of the needs of individuals with disabilities. Alliance Worknet will partner with the Department of Rehabilitation (DOR) and Disability Resource Agency for Independent Living (DRAIL) to train career services staff internally on an ongoing basis. Alliance Worknet will also obtain assistance from DOR and DRAIL offices to make on-site recommendations for accessibility. Compliance with accessibility requirements will be enhanced through the ongoing training efforts provided by Alliance Worknet Equal Employment Opportunity (EEO) Officer on at least a semi-annual basis. Staff self-assessments will also be reviewed to coordinate further on-site training as necessary. Customers coming into the AJCC system will also be provided with anonymous surveys regarding accessibility. These will in turn be forwarded to the EEO Officer for further follow-up as necessary.

- iv. **Provide a description of the roles and resource contributions of AJCC partners.**

The AJCC MOU illustrates the roles and functions each partner will serve. These roles include the provision of career services, training, and employer needs. While the resource contributions of the partners are still being finalized during MOU Phase II, the attached chart (Attachment B) depicts the different functions each partner will fulfill. An example of this would be TANF/CalWORKs partner, Community Services Agency, placing a Welfare to Work, work experience participant at the AJCC Comprehensive center with the EDD partner to fulfill the community service program's required hours. The EDD partner will act as the worksite for the participant to gain the experience needed to fulfill required hours.

- v. **Local plan includes executed MOUs, cost sharing agreements and cooperative agreements or if cost sharing agreements are not yet completed, a description of where they are in process and the roles and resource contributions of the AJCC partners.**

Attached is the AJCC MOU (Attachment C), which was approved when submitted to the State during Phase I of the MOU negotiations. Under the direction of the SCWDB, Alliance Worknet is in the process of developing Phase II of the MOU Infrastructure and other system cost funding agreements. All AJCC partners who completed and signed

Phase I MOUs will also complete and sign a Phase II MOU with the SCWDB by June 30, 2017. An initial meeting with the AJCC partnership was held to review the provisions, and discuss a timeline for completing Phase II of MOU. A second meeting with co-located partners was held on January 12, 2017 to formalize an agreement specifically on infrastructure costs.

- vi. **Local plan specifies how Local Boards will work with WIOA Section 166 and WIOA Section 167 grantees to include in their local plans their strategies to provide Indian and Native American and eligible Migrant Seasonal Farmworkers equal access to AJCC service.**

The Central Valley Opportunity Center (CVOC) is the local grantee for WIOA Section 167 in Stanislaus County. Alliance Worknet has an established and sound partnership with CVOC enhanced through workforce related activities, including CVOC's prior membership on the local board. In addition, they are actively involved in the development of the AJCC MOU and is committed to using the CalJOBS referral component of the system as the mechanism for referral for AJCC services. Through this coordinated effort, CVOC customers will have direct access to all relevant AJCC partner services including the planned technological access options that allow for customers living in agricultural focused outlying areas to engage with AJCC partner staff.

Alliance Worknet staff will coordinate with CVOC migrant seasonal farmworker staff to identify specific service needs and resource improvement via the review of materials relevant to customer service provision. Orientation information related to the AJCC services will also be provided in Spanish. Through the anticipated AJCC cross training sessions, CVOC staff will collaborate and share program updates with migrant seasonal farmworker customers.

The California Indian Manpower Consortium, Inc. is the local grantee for WIOA Section 166 in Stanislaus County. Alliance Worknet will engage with Consortium staff to identify the services provided throughout the local area and develop the cross training essential for streamlining of program services. As an AJCC MOU partner, the California Indian Manpower Consortium will also actively participate in the development of the CalJOBS referral component of the system. Consortium customers will have direct access to the relevant AJCC partnership services that will allow for customers in remote areas to access AJCC information.

- vii. **Local plans must specify how Local Boards will work with WIOA Section 167 grantees to include in their local plans their strategies to provide eligible Migrant Seasonal Farmworkers equal access to AJCC services. When possible, efforts should be made to co-enroll and coordinate services with 167 grantees.**

The Central Valley Opportunity Center (CVOC) is the local grantee for WIOA Section 167 in Stanislaus County. Alliance Worknet has an established and sound partnership with CVOC enhanced through workforce related activities, including CVOC's prior membership on the local board. In addition, they are actively involved in the development of the AJCC MOU and are committed to using the CalJOBS referral

component of the system as the mechanism for referral for AJCC services. Through this coordinated effort, CVOC customers will have direct access to all relevant AJCC partner services, including the planned technological access options that allow for customers living in agricultural focused outlying areas to engage with AJCC partner staff.

Alliance Worknet staff will coordinate with CVOC migrant seasonal farmworker staff to identify specific service needs and resource improvement via the review of materials relevant to customer service provision. Orientation information related to the AJCC services will also be provided in Spanish. Through the anticipated AJCC cross training sessions, CVOC staff will collaborate and share program updates with migrant seasonal farmworker customers.

viii. Local plan specifies how AJCCs will serve as an on-ramp for the regional Sector pathways emphasized in the corresponding regional plan.

The AJCC will serve as a conduit for organizations such as secondary, post-secondary, community college, technical education, and industry leaders to work together in development of regional sector pathways. The AJCC partnership will facilitate the entrance of participants into regional sector pathways by ensuring that front-line staff are informed of the pathways and understand the necessary credentials required by industry. By engaging in regular AJCC partnership meetings, SCWDB will facilitate discussions in around regional sector pathways, provide cross training, understand employer and industry needs, and braid program curriculum. In addition, AJCC staff will be kept abreast of all regional initiatives and refer applicable candidates to those programs.

The Modesto comprehensive AJCC and the affiliate AJCCs in Patterson and Oakdale will serve as on-ramps for the local area. The AJCCs provide an access point for education and training services to be received by job seekers; employers; UI claimants; youth; seniors; veterans; businesses; StanWORKS clients; WIOA clients; and others as specified in the individual partner agreements. The AJCC delivery system partnership, including the community college and other education providers, will engage in activities designed to meet the outcome objectives established in the California Workforce Development Strategic Plan, which include sector strategies, career pathways, and regional partnerships.

The AJCC will continue to have focused, active partnerships between businesses in target industry sectors and those engaged in workforce development, as well as educators, training providers, labor unions, and community organizations. Services pertaining to the sector pathways will be delivered through co-location, cross information sharing, and by direct access through real-time technology. Information and services pertaining to regional sector pathways will be provided to meet the needs of each customer, with referral to additional services as necessary.

E. Required Information Pertaining to Specific Programs, Populations, and Partners

- i. Local plan describes how the Local Board will coordinate local workforce investment activities with regional economic development activities and promote entrepreneurial skills training and microenterprise services.**

Alliance Worknet has fostered relationships with economic development organizations and will continue to work closely with organizations that connect, promote, and assist businesses throughout the region. The business services provider supports economic development services in the central valley area and serves the needs of business through the following activities:

- Offsetting expansion;
- Serving as a liaison to county and city services;
- Confidential site location assistance;
- Facilitating fast track permitting;
- Assisting with fees and permitting;
- Assisting with regulatory issues;
- Providing a link to alternative sources of financing;
- Serving as a direct conduit to state, regional, and local economic incentives;
- Providing workforce training;
- Providing research and marketing resources to connect businesses and suppliers; and
- Communicating successes through marketing and communications outreach.

Through the business services partnership, the SCWDB has secured the connection to both local and regional economic development and access to entrepreneurial training and microenterprise services. Through a referral process, as a component of, the Small Business Development Center (SBDC) will provide a wide range of services to support innovators, entrepreneurs, and small business owners. These services include:

- Understanding startup requirements;
- Assistance in locating and applying for funding;
- Building profitable operations;
- Developing new innovations;
- Facilitating government certifications;
- Understanding basic exporting requirements;
- Assisting with employer regulations and taxes;
- Assistance in writing business plans;
- Confidential one-on-one business consulting by expert local advisors;
- Providing live training events each year mostly at no cost;
- Professional research assistance;
- Access to marketing data;
- Access to online trainings; and
- Assistance with documents, forms, quick links, and other valuable business information via the online resource room.

SCWDB will receive quarterly updates regarding progress made in working with local and regional employers, as well as detailed reports on entrepreneurship, microenterprise, and small business development.

ii. Local plan describes and assesses the type and the availability of adult and dislocated worker employment and training activities.

Alliance Worknet and the AJCC partnership works with the general population of adults and dislocated workers as prescribed by WIOA to assist with accessing relevant opportunities to increase employability and long-term occupational growth. Services provided to customers by the career services unit are depicted below:

Basic Career Services

Eligibility Determination	Complete intake process for WIOA enrollment.
Development of MAP and Action Plan	Determine action steps on road map to specific services.
Career Advisement	Provide information regarding employment focus activities.
Workforce Preparation Activities	Activities focused to increase customer's employability; i.e., work readiness classes.
Employment Skill Assessments	Complete WorkKeys, ESkill, Typing tests.
Workshops	Classes focused on resume, interviewing, employer readiness understanding.
Supportive Services	Obtain transportation, childcare, other financial assistance to complete activities.

Individualized Career Services

Comprehensive Assessment	Determine specific employment gaps and formulize a detailed activity plan around the assessment results received in basic career services.
Case Management	Receive intensive case management from professional staff skilled in providing guidance and support during WIOA participation.
Work Based Learning Activities	Complete paid internship or work experience participation while earning income and learning employment skills.
Vocational and Customized Training	Receive classroom provided training focused on providing a certificate valued by industry.

Follow-Up Services will be provided after participant exits the program for up to 12 months in order to determine if the customer has retained employment or needs assistance with new employment.

Alliance Worknet and AJCC partnership also provide assessment of basic skills and current occupational skill-sets using National Reporting System (NRS) approved assessment tools and WorkKeys, which are also available to Spanish speaking customers. Using the results of those assessments, workforce staff counsel clients in labor market trends and career choices based on labor market data, and may recommend training in paid internships or OJTs or assess the need for occupational skills training with a private post-secondary education or training provider.

Alliance Worknet has administrative access to the ETPL through CalJOBS, and regularly updates and manages the training providers in the local area to assure that training is approved, insurance requirements are met, and courses are available for local adult, dislocated workers and youth participants.

The SCWDB has established a partnership with an agency providing specialty services to previously incarcerated adult and dislocated worker population. The SCWDB acknowledges the significant barriers these individuals face within the local labor market due to extraordinary situations and have achieved successful outcomes by meeting contractual performance. Alliance Worknet has collaborated with organizations such as Department of Rehabilitation, Disability Resource Agency for Independent Living, and Community Services Agency in the local area to expand services for people with disabilities. Those agencies have programs and supportive services that can be leveraged. Alliance Worknet will be seeking opportunities to coordinate and expand services in order to reduce duplication of effort and conserve resources.

iii. Local plan describes how the Local Board will coordinate rapid response activities

The primary purpose of rapid response activities is to enable affected workers to return to work as quickly as possible following a layoff, or to prevent layoffs altogether. To realize this, the AJCC system must be coordinated, comprehensive, and proactive in communicating with business. The business services provider will act as the local rapid response coordination body and work as a conduit for directing dislocated workers affected by closures to the AJCC. The business services provider is familiar with the programs and processes that serve affected workers and receives Worker Adjustment and Retraining Notification (WARN) notices for action directly from the EDD. The rapid response activities will be shared with other local partners. When making presentations to the personnel of companies, the business services provider will invite other partner organizations to assist in providing information regarding AJCC partnership services. These services include information regarding supportive services, housing assistance, and financial assistance.

The SCWDB works closely with the business services provider to ensure efficient delivery of rapid response activities within Stanislaus County. The business services provider also assists with other services including permitting assistance, site location services, business retention services, and layoff aversion services. This value-added approach promotes trust in the business community, and positions the AJCC workforce

system as an information resource for critical business needs in the local and regional economic area.

- iv. Local plan includes a description and assessment of the type and availability of youth workforce development activities in the local area, including identification of successful models and activities for youth who are individuals with disabilities.**

The WIOA places an emphasis on the expansion of youth services. As a result, youth services as a whole are expected to grow in both scope and availability. Integration of youth services into the AJCC is expanding, and both current and future youth service organizations will be expected to maintain a presence in the AJCC. This integration will maximize coordination between youth providers and minimize duplication of services, as well as provide direct access to youth service providers at the comprehensive AJCC.

The SCWDB youth service providers are required to complete assessments (including individual service strategies for each participant); enter eligibility documentation into the CalJOBS system; and provide financial literacy, work maturity skills, career counseling, supportive services, and transitional services for post-secondary education. They also offer extensive assistance on resume preparation, interviewing skills and techniques, and how to properly present themselves to employers when seeking employment.

Youth services providers offer work-based learning activities such as paid work experience and OJT opportunities, as these types of services teach youth foundational skills that are required to be successful in the workplace. As mandated in these contracts, service providers are required to place youth in a community service activity for a minimum of eight (8) hours to show the value of giving back to the community and as a means of developing workplace maturity skills. Another mandate requires participants entering a youth program without a high school diploma or general equivalency diploma (GED) to attend secondary school equivalent courses with the expectation that these individuals obtain a high school diploma or GED.

Youth with disabilities have been and continue to be served by SCWDB youth contractors. Stronger ties to other organizations providing services to the disabled community are being forged as youth providers integrate into the AJCC partnership. Additionally, English Language Learner (ELL) services are made available by youth providers to ensure inclusion of youth who may have limitations in English proficiency. It is the intent of the SCWDB to expand ELL youth services in the future in order to address a growing need of assistance to youth.

- v. Local plan describes how the Local Board will coordinate with relevant secondary and post-secondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services.**

SCWDB staff will continue to work with WIOA Title II Adult Education providers, secondary and post-secondary education programs such as Modesto Junior College

(MJC), the Stanislaus Partners in Education (SPIE), Stanislaus County Office of Education (SCOE), and various school districts within the county to facilitate communication regarding career pathways and how to better coordinate adult education efforts in the local area. SCWDB has overseen job fairs catered towards the local educational community including the South Modesto Job Fair at Hanshaw Middle School, the West County Job Fair at Patterson Unified School District's office, and the 2017 Career and College Expo at Modesto Junior College. Services such as these will continue as SCWDB anticipates remaining a conduit of information between workforce development and secondary and post-secondary education programs.

Manufacturing academies, Career Technical Education (CTE), and California Department of Education (CDE) career pathways are understood to provide substantive planning direction for WIOA. The local educational community is committed to working with business, the SCWDB, and its staff to better understand the workforce development needs of the local population and how to best address those needs going forward. The local education community has programs that are intended to meet the needs of business; however, there is room for strategic improvement to current programs. The educational community is striving to incorporate the opinions and needs of business and the workforce community to assure that the program designs are more targeted to the needs of business and will have a greater impact on the business community.

vi. Local plan describes how the Local Board will coordinate WIOA Title I with the provision of transportation and other appropriate supportive services in the local area.

The SCWDB will be working through the MOU process and the AJCC partnership to enhance and reduce duplication of services for AJCC participants. This will include the ability to share information on which program will be providing supportive services. It is crucial for customers, specifically those with significant barriers to employment, to have access to essential supportive services that enable them to participate in employment or educational related activities that will provide the avenues for self-sufficiency. Locally, it can be very challenging for residents living in remote areas to access readily available public transportation. Therefore, assistance with mileage costs and vehicle maintenance are an essential service. For participants receiving Unemployment Insurance due to job loss, access to supportive services related to tools, books, or other materials during training or participation in a work based learning activity can determine whether such participation is possible. Child care costs continue to be a significant cost in the budget and thus requires assistance from available resources.

Many partner organizations in the AJCC partnership have the ability to provide supportive services, including CSA, DOR, contracted WIOA providers, DRAIL, Welfare to Work providers, and other community services providers. Through improved communication of the partners and use of the CalJOBS system and the C-IV system (CSA's case management system), coordination of supportive services will be tracked, thus eliminating duplication, while ensuring that customers get the support they need for program success.

- vii. Local plan includes plans, assurances, and strategies for maximizing coordination, improving service delivery, and avoiding duplication of Wagner-Peyser Act services and other service provided through the One Stop delivery system.**

The Wagner-Peyser and Trade Adjustment Assistant (TAA) services are already built into the CalJOBS system, so information regarding what services were provided to those who are registered for EDD programs is readily available for viewing by AJCC staff members. Staff will be reviewing the services provided by all programs on an on-going basis to avoid duplicative efforts. The SCWDB will be actively seeking common intake and common narrative systems that the partnership may share to avoid duplication, as well as promoting sharing of confidential information to the extent permitted by statutes and by consent of shared customers.

- viii. Local plan describes how the Local Board will coordinate WIOA Title I activities with adult education and literacy activities under WIOA Title II, including how the Local Board will carry out the review of local applications submitted under Title II to determine whether such applications are consistent with the local plan, and how Local Boards will make recommendations to the eligible agency to promote alignment with the local plan.**

Coordination of workforce development, economic development and education activities has been increasing in 2016. The SCWDB is committed that this trend will continue. Alliance Worknet attends the Adult Education Block Grant (AEBG) meetings, as well as meetings with the adult and higher education consortium in Stanislaus County. Coordination of these activities is expected to improve further with increased participation by K-12, Title 1 Adult Education and post-secondary education providers. SCWDB members and Alliance Worknet will be reviewing the WIOA Title II applications and meeting with adult education representatives to suggest avenues that will assist the Title II providers in aligning with the local and regional plans. Local education providers have shown a commitment to participate in the strategic planning process and understand the value of being in alignment with the local and regional workforce development plans.

- ix. Local plan describes the services that will be provided to limited English proficient individuals, with details in any sections of the local plan that deal with the provision of services to individuals with basic skills challenges. Local plans must specify how basic skills programs in the local area will serve individuals from these communities.**

Alliance Worknet provides career services to limited English proficient (LEP) customers throughout the AJCC. Customers receive a wide arrange of services like career advisement, vocational training in logistics and referrals for other non-employment related services like utility or housing assistance. Alliance Worknet 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 Alliance Worknet staff includes Spanish, Cambodian, Russian, Farsi, Assyrian and Laotian. 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.

F. Administration – Managing the Work of the Local Board

i. Local plan identifies the entity responsible for the disbursement of grant funds described in WIOA Section 107(d)(12)(B)(i)(III)

The agency responsible for disbursement of grant funds and grant administration in Stanislaus County is the Stanislaus County Alliance Worknet, a County department. The Chief Local Elected Official (CLEO) and the Board of Supervisors (BOS) maintain fiduciary responsibility for WIOA funds and have delegated administrative authority to Alliance Worknet. Alliance Worknet submits its spending plan/budget to the Board Of Supervisors for approval. The Department's fiscal staff submit monthly and quarterly expenditure reports to the State on a cumulative basis following the modified accrual basis of accounting. The State then reimburses the County Treasurer, which in turn holds the funds in the Stanislaus County's cash pool account. Stanislaus County's Auditor Controller's Office issues all checks and payments to vendors and contractors on behalf of Alliance Worknet.

ii. Local plan describes the competitive process that will be used to award the sub-grants and contracts for WIOA Title I activities, consistent with WSB Draft Directive 153.

The SCWDB and Alliance Worknet, in conjunction with the Stanislaus County General Services Agency (GSA) and Stanislaus County Risk Management Division, award competitive grants and agreements through a Request for Proposal (RFP) process whenever relevant. The RFP process conforms to Federal Acquisition Regulations and 2 CFR 200, Uniform Administrative Requirements and Cost Principles for Federal Awards, and provides the best opportunity to secure services in an open and competitive manner. October 3, 2016 the SCWDB approved RFP's to be issued for AJCC Operator, WIOA Youth Services, and WIOA Specialized Adult Population services. The RFP's were sent out by Stanislaus County's General Services Agency, which manages the RFP process for all Stanislaus County departments. Youth, Specialized Adult Population, and One-Stop Operator services contracts will begin July 1, 2017.

When necessary, alternate procurement methodologies, such as Request for Information (RFI) may be used for services where Alliance Worknet has no history for

procuring comparable services, and/or wishes to solicit and promote innovative program designs or concept from proposers. Sole Source procurement may be used if after solicitation from a number of sources, competition is determined to be inadequate, or the service or item is available from only a single source. Sole Source procurement must follow the guidelines outlined in 2 CFR 200 Sub Part D §200.320 (f).

G. Performance Goals

i. Local plan includes the performance measures negotiated with the Governor and chief elected official

The SCWDB negotiates performance levels that reflect the economic conditions of the local area and allow for successful attainment of the negotiated performance levels.

The table below reflects the performance measures negotiated with the State in August 2016. Baseline indicators are indicators for which local areas will not propose an expected level of performance in the Local Plan submission for Program Years 2016-2017 and 2017-2018 and will not need to come to agreement with the state on negotiated levels of performance.

Performance Measure	Period	Performance Levels	
Adult Measures		2016-2017	2017-2018
Entry into unsubsidized employment	Measured in Q2 after exit.	65%	68%
Retention in unsubsidized employment (Employment Retention)	Measured in Q4 after exit.	62.5%	65.5%
Earnings change after entry into unsubsidized employment (Average Earnings)	Measured as median earnings in Q2 after exit.	\$4,350	\$4,400
Credential rate	New Measure	52.9%	55.9%
In Program Skills Gain	New Measure	Baseline	Baseline
Dislocated Worker Measures			
Entry into unsubsidized employment	Measured in Q2 after exit.	68%	71%
Retention in unsubsidized employment (Employment Retention)	Measured in Q4 after exit.	66.5%	69.5%
Earnings change after entry into unsubsidized employment (Average Earnings)	Measured as median earnings in Q2 after exit.	\$5,200	\$5,356
Credential rate	New Measure	60%	63%
In Program Skills Gain	New Measure	Baseline	Baseline
Youth Measures			
Entry into unsubsidized employment	Measured in Q2 after exit.	62.40%	65.40%

employment			
Retention in unsubsidized employment (Employment Retention)	Measured in Q4 after exit.	64.20%	67.20%
Earnings change after entry into unsubsidized employment (Average Earnings)	Measured as median earnings in Q2 after exit.	Baseline	Baseline
Credential rate	New Measure	54.7%	57.4%
In Program Skills Gain	New Measure	Baseline	Baseline
Employer Measure			
Indicators of effectiveness in serving employers	New Measure	Baseline	Baseline

H. High Performance Board Effort

i. Local plan includes a status report or description of local policies on Priority of Service, MOU Phase I and MOU Phase II policy.

Guidance for the AJCC system is provided in the following three EDD directives: Workforce Services Directive (WSD)15-14, WSD15-12, and WSD16-09. Below is the SCWDB's progress towards complying with these AJCC centric policies.

Priority of service (WSD 15-14) is given specifically to the adult and dislocated worker population who meet WIOA Title I eligibility criteria. Through the work of the Title I providers, adult and dislocated workers can access career services, supportive services, individual employment plan development, structured job search, group and individual career counseling, individualized skill development strategies, work experience opportunities, as well as other services.

Alliance Worknet has engagement strategies for serving individuals who qualify for priority of service as well as individuals who have barriers to employment. The EDD Directive WSD15-14 and Public Law 107-288 "Jobs for Veterans Act" outline priority of service in alignment with the federal regulations. Alliance Worknet has developed the service delivery strategy to expand the application of priority of service for individualized career services and training services under WIOA Title I Adult Programs. Continuous staff trainings will be held with AJCC partners to ensure priority of service is emphasized. In addition, Alliance Worknet will strive to increase the level of outreach and support given to these populations via electronic and technical means.

Priority for receipt of individualized career services and training services will be given to customers who are residents of Stanislaus County in the following order:

1. To veterans and eligible spouses who are recipients of public assistance; low income, including those who are underemployed; or basic skills deficient
2. To other recipients of public assistance; low-income individuals, including those who are underemployed; or individuals who are basic skills deficient

3. To veterans and eligible spouses who are not recipients of public assistance; not low-income individuals, including the underemployed; or who are not basic skills deficient
4. To long-term unemployed individuals
5. To all other persons who are not listed above

Alliance Worknet will continue to develop strategic partnerships to support individuals with barriers to employment. Listed below are additional targeted populations within Stanislaus County:

- Displaced homemakers
- ELLs, individuals who have low levels of literacy, and individuals facing substantial cultural barriers
- Homeless individuals
- Indians, Alaska Natives, and Native Hawaiians
- Individuals with disabilities, including youth with disabilities
- Long-term unemployed individuals
- Migrant and seasonal farmworkers
- Older individuals
- Returning citizens, also referred to as ex-offenders
- Single parents, including single pregnant women
- Youth who are in or have aged out of the foster care system

The commitment to offer priority of service and training with WIOA adult funds is fortified through the memorandum of understanding (MOU) that has been developed amongst the partners of the AJCC system. WSD 15-12 discusses the requirements for WIOA MOU for Phase I. The SCWDB with the agreement of the chief local elected official (CLEO) and the AJCC partners have developed an MOU concerning the operations of the AJCC system. The purpose of the MOU is to establish a cooperative working relationship between the parties and to define the respective roles and responsibilities in achieving the policy objectives. The MOU also serves to establish the framework for providing services to employers, employees, job seekers and others needing workforce services. Phase I of the MOU was submitted on June 30th 2016 to the State and was approved. The SCWDB will ensure that AJCC operators and career services providers are in place and operating by June 30, 2017.

The SCWDB with the agreement of the Stanislaus County Board of Supervisors and the AJCC partners are in the process of developing Phase II of the MOU. All AJCC partners who completed and signed Phase I MOUs are anticipated to complete and sign a Phase II MOU with the SCWDB by June 30, 2017. An initial meeting with the AJCC partnership was held to review the provisions, and discuss a timeline for completing Phase II of MOU. A second meeting with co-located partners will be held in early January 2017 to formalize an agreement specifically on infrastructure costs.

I. Training Activities

- i. Local plan describes how training services will be provided through the use of individual training accounts or contracts and how they will be**

coordinated to ensure informed customer choice in the selection of training programs.

The SCWDB each year approves a list of In-Demand occupations, which have been identified as the most likely to offer growth opportunities and new job openings. The list is generated through use of multiple occupational outlook surveys and employment reports. The Central California Workforce Collaborative (CCWC) contracted with Applied Development Economics, Inc. to conduct a “Regional and Local Economic Sector and Skills Gap Analysis.” The report was prepared and presented to the SCWDB. The regional occupational clusters identified for growth are:

- Health Care, Retail, and Food Services;
- Wholesale, Warehousing and Logistics;
- Education and Professional, Technical, and Scientific Services
- Manufacturing;
- Installation and Maintenance

The In-Demand List is used to identify and approve occupational fields for vocational training requests for participants, including specific trainings that focus in the above listed regional occupational clusters. Those participants who have demonstrated limited opportunities to return to employment utilizing their current skills and experience are referred to vocational training specialists who work with the customers to review their interests, aptitudes, and labor market information (LMI) to determine the most appropriate education or training programs that will help them achieve their employment goals. The In-Demand List will be further pinpointed using Dunn and Bradstreet’s EconoVue system, which is available to assist jobseekers, case managers, and business services representatives to uncover local and regional employers that utilize specific occupations, and identify locally occurring workforce trends.

To increase the number of participants who pursue training options within the programs, an increased outreach effort is being made to the community through a greater emphasis on social media. Facebook and LinkedIn will allow us to feature special projects, targeted recruitments by local employers, and successful customer testimonials. Alliance Worknet will post information about new businesses and planned expansions that will encourage participants to pursue training in order to be prepared and qualified for new job opportunities as they become available. If a customer selects a training that is covered by the SCWDB approved list, the process for approval is streamlined to enable the training request to be approved quickly.

Alliance Worknet has the ability to work with employers to develop specific training outlines that enable them to hire and train employees who lack the knowledge, skills, or training necessary to be successful. The reverse referral on-the-job training program enables business to hire and train an employee they feel meets their specific business needs, while off-setting the extraordinary expense of training the new hire and the loss of productivity while providing the training and extra supervision. This process enables Alliance Worknet to quickly respond to the business need, while tailoring training for the new employee. Alliance Worknet will also work with the business services provider’s

business-driven activities, which are anticipated to train for specific foundational and technical skills needed in the local area.

When displaced workers qualify for training through the Trade Adjustment Assistance (TAA) program, Alliance Worknet staff collaborates with EDD staff in order to co-enroll the customers. TAA coordinates the training and WIOA coordinates any needed wrap-around services to support the training and provides job search assistance for the customer, following the training. This collaboration streamlines the services for the customer, ensures that services are not duplicated, and effectively tracks the leveraging of costs.

Alliance Worknet also works closely with the approved California Employment Training Panel (ETP) programs in order to collaborate and provide wrap-around seamless service. Alliance Worknet coordinates the provision of employment services to the customer in order to ensure customer and training vendor success.

J. Public Transparency, Accessibility and Inclusivity

- i. Local plan describes the process to provide a 30-day public comment period. Information specifies how Local Boards complied with physical and programmatic accessibility requirement for individuals with disabilities.**

The SCWDB 2017-2021 WIOA Local Plan and subsequent updates were posted on the Alliance Worknet website (www.allianceworknet.com) for a public comment period. Hard copies were available at the America's Job Center of California – Stanislaus County, 629 12th Street Modesto, CA 95354 and the Community Services Facility, 251 E. Hackett Road C-2, Modesto, CA 95358. Notice of this publication and comment period were announced to the public via the following outlets:

- Publication in the newspapers (the Modesto Bee, Oakdale Leader, and Turlock Journal)
- Email notices forwarded to AJCC Partners, Regional Town Hall attendees, Stanislaus County Board of Supervisors and Stanislaus County Workforce Development Board members

The posting period began on January 17, 2016 and was terminated on February 23, 2017. Public comments could have been submitted the following ways: emailed to awcontracts@stanalliance.com; or, mailed to Alliance Worknet (AW), ATTN. Contracts and Planning Unit, P.O. Box 3389, Modesto, CA 95353-3389; or hand delivered to: Alliance Worknet, 251 E. Hackett Road, C-2, Modesto, CA 95358 Attention: Contracts and Planning Unit.

Three town halls were held during the public comment period. The dates, times and locations were as follows:

Oakdale Family Resource Center – January 24, 2017 at 12PM

Turlock City Council Chambers – January 25, 2017 at 5PM
Modesto, Kirk Lindsey Center – February 7, 2017 at 2PM

Notices of all public meetings were posted in the local newspapers, as well as on the Alliance Worknet website. The meeting announcements included a notice of how to request special accommodations for anyone planning to attend the meeting. All public meetings were held in facilities (entrances, restrooms, hallways) accessible to the physically handicapped.

A copy of all public comments are included in Attachment D.

K. Common Intake and Case Management

- i. Local plan describes how Local Boards currently handle intake and case management and whether their existing approach allows for the tracking of co-enrolled individuals across WIOA core programs and other programs party to the State Plan.**

All Title I and Title III partners will use the CalJOBS system as the primary tool for capturing WIOA intake and case management information. Alliance Worknet will work with the other program partners to determine how to best communicate the tracking and case managing of shared customers that will ensure that all services are being coordinated and not duplicated. This will be done by developing a process to communicate electronically customer information that is pertinent to all parties involved. These systems will accurately track co-enrolled activities and will include at a minimum projected start and end dates, detailed projected service outcomes, identify coordinated services and the responsibilities of the partners associated with the co-enrolled services.

The SCWDB will ensure that Alliance Worknet, core and other program partners are having regular meetings in which ideas will be shared, program progress will be updated, best practices will be identified, and thus confirming the alignment of vision and goals with regards to the local plan.

November 5, 2018

TO: Youth Development Committee

FROM: Vinal Chand, Business Manager

- I. SUBJECT: Advise the Youth Development Committee of the Youth Performance Levels Negotiated with the State of California Employment Development Department for the Local Workforce Development Area.
- II. ITEM NUMBER: VIII-C
- III. ITEM TYPE: Information Only
- IV. STAFF RECOMMENDATION: Accept information regarding the Youth Performance Levels Negotiated with the State of California Employment Development Department for the Local Workforce Development Area.
- V. POLICY ISSUE: Workforce Innovation and Opportunity Act (WIOA) Section 116(c)(2) stipulates that the local board, the chief elected official, and the Governor shall negotiate and reach agreement on local levels of performance based on the State adjusted levels of performance established under subsection (b)(3)(A). Per the agreement between Stanislaus County Workforce Development Board (SCWDB) and Stanislaus County, the SCWDB is responsible for negotiating and reaching an agreement on local performance with the Board of Supervisors and the Governor.
- VI. DISCUSSION: The Workforce Innovation and Opportunity Act (WIOA) requires core performance measures to be negotiated and agreed upon by the Local Workforce Development Board and the State of California. In May 2018, the State completed biennial negotiations for levels of performance for WIOA Program Years 2018-2019 and 2019-2020 with the Department of Labor's Employment and Training Administration. The State-level negotiated goals are the baseline for State negotiations with Local Areas. The Local Workforce Development Board, Chief Elected Official (CEO), and the State must reach an agreement on local level performance goals for the same time periods as the State-level negotiated goals.
In negotiating the performance goals for the local area, changes in the service population may be addressed to ensure that the performance goals are aligned with the population that the local area intends to serve over the next two year period, and performance goals are in alignment with the strategies outlined in the Local Plan.
WIOA Section 116 (b) requires the State to reach an agreement with the Secretary of Labor on State level performance goals WIOA Title IB Adult, Dislocated Worker, and Youth programs for the first two program years of performance accountability beginning on July 1, 2016. On August 31, 2016 as per the State Employment Development Department guidance given in Workforce Services Draft Directive (WSDD) 149, the Department in conjunction

with the other entities comprising the Regional Planning Unit, negotiated WIOA performance levels for the for Program Year 2016-2017 and 2017-2018. The first two-year cycle of negotiated performance is now complete, and the next two-year performance cycle must be negotiated.

As such, on September 21st, 2018 as per the State EDD guidance given in Workforce Services Draft Directive (WSDD) 189, Stanislaus County Workforce Development in conjunction with the other entities comprising the local Regional Planning Unit negotiated WIOA youth performance for Program Years 2018-2019 and 2019-2020 at the levels as shown on Attachment 1. Performance measures that were negotiated are:

Employment Rate – 2nd Quarter After Exit

The percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program (for Title I Youth, the indicator is the percentage of participants in education or training activities, or unsubsidized employment during the 2nd quarter after exit).

Employment Rate – 4th Quarter After Exit

The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program (for Title I Youth, the indicator is the percentage of participants in education or training activities, or unsubsidized employment during the 4th quarter after exit).

Median Earnings – 2nd Quarter after Exit*

The median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program.

Credential Attainment

The percentage of program participants enrolled in an education or training program (excluding those in OJT and Customized training) who attain a recognized postsecondary credential, or a secondary school diploma or its recognized equivalent, during participation in, or within 1 year after exit from the program.

Measurable Skill Gains (MSG)**

The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment, and who are achieving an MSG, defined as documented academic, technical, occupational, or other forms of progress, toward such a credential or employment.

*The Title I Youth program is not required to negotiate goals for this indicator as DOL ETA has identified this measure as a baseline indicator.

The MSG measure is a baseline indicator and is not subject to Local Area negotiations; *however, to encourage the alignment of skill attainment with the vision in the State Plan and to align it with other WIOA core program outcomes, Local Areas must propose regional MSG performance goals for the Adult, Dislocated Worker, and Youth programs.*** Local areas will not be held accountable for this baseline indicator.

Local Areas are not required to negotiate levels of performance for baseline indicators, which include MSG, Employer Effectiveness, and Median Earnings for the Youth program. Even though baseline indicators will not be negotiated, or used to determine failure to achieve adjusted levels of performance for purposes of performance accountability, Local Areas are expected to collect data and report on these indicators of performance.

The Department was able to negotiate at or lower levels than the Program Year 2017-2018 for the most part with the exception of the “In Education, Training or Employment 2nd Quarter post exit” measure for Program Year 2019-2020. This was due to the Department exceeding negotiated performance for 2017-2018 Program Year, which were considered baseline years.

V. Chand

Vinal Chand, Business Manager



Local Workforce Development Area: **Stanislaus**

	Program Year 2017-2018			Final Negotiated Levels	
	Negotiated Level	Quarter 4 Rolling 4*	% of Negotiated Goal Achieved	Program Year 2018-2019	Program Year 2019-2020
Youth					
In Education, Training or Employment 2nd Quarter post exit (7/1/16 - 6/30/17)	65.40%	71.43%	109.22%	65.40%	66.90%
In Education, Training or Employment 4th Quarter post exit (7/1/16 - 12/31/16)	67.20%	64.15%	95.46%	62.50%	65.00%
Median Earnings (7/1/16 - 6/30/17)	baseline	\$2,860	baseline	baseline	baseline
Credential Attainment Rate (7/1/16 - 12/31/16)	57.40%	41.67%	72.59%	53.00%	54.00%
Measureable Skill Gain (7/1/17 - 6/30/18)	baseline	53.95%	baseline	baseline	baseline

*Note - Rolling 4 means the data is inclusive of the quarter's numbers and the three prior quarters.