THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: EMPLOYMENT AND TRAINING BOARD AGENDA # *B-1
Urgent □ Routine □ AGENDA DATE: July 26, 2005
CEO Concurs with Recommendation YES □ NO □ 4/5 Vote Required YES □ NO □

In Information Attached

SUBJECT:
Approval of Fifth-Year Modifications Extension 2005-2006 of Stanislaus County Workforce Investment Act (WIA) Strategic Five-Year Local Plan

STAFF RECOMMENDATIONS:

1. Approve the Local Workforce Investment Area Strategic Five-Year Local Plan Modification 5, Program Year 2005-06 Extension.
2. Authorize the Chair of the Board of Supervisors to Sign the Plan.

FISCAL IMPACT:
All funding for local WIA programs comes from Federal and State sources. Stanislaus County will receive a total of $8,693,319 in WIA funding for the 2005-2006 program year. Approval of this item will have no impact on the County General Fund.

BOARD ACTION AS FOLLOWS:

No. 2005-567

On motion of Supervisor Simon, Seconded by Supervisor Mayfield, and approved by the following vote,
Ayes: Supervisors: O'Brien, Mayfield, Simon, DeMartini, and Chairman Grover
Noes: Supervisors: None
Excused or Absent: Supervisors: None
Abstaining: Supervisor: None

1) X Approved as recommended
2) Denied
3) Approved as amended
4) Other:

MOTION:

Christine Ferraro

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.
DISCUSSION:

Upon implementation of the Workforce Investment Act in July 2000, Stanislaus County submitted to the State a Five-Year Plan describing how WIA services would be delivered in our county. On an annual basis, the State requires that the Plan be modified based upon new funding allocations for the upcoming year as well as to address any changes in the way services to the public are to be delivered.

The Workforce Investment Act was scheduled to sunset on June 30, 2005, however, since new workforce legislation has yet to be enacted in Congress, the WIA has been extended for an interim year. The sixth year of the WIA marks the third straight year of continually reduced funding. While the majority of the reductions have been absorbed through reductions in costs and staffing, this year will see the closing of the One-Stop Center at 12th and I Streets. Otherwise, no other significant changes have been made to the Plan.

The fifth year modifications extension to the Stanislaus County WIA Five-Year Plan was published in English and Spanish and made available to the public in printed form and via the internet. Two public hearings were held and the Plan was reviewed and approved by The Alliance board on July 18, 2005.

The State requires that the modified plan hereto attached as Attachment 1 be signed by the Chief Local Elected Official for the County. This is the Chair of the Board of Supervisors in Stanislaus County.

POLICY ISSUES:

Approval of this recommendation will support the Board of Supervisors’ goals and priorities as follows:

A STRONG LOCAL ECONOMY

WIA funds are invested in workforce development in coordination with economic development through the Alliance Board. This represents a unique approach to improving economic conditions in Stanislaus County.

EFFICIENT DELIVERY OF PUBLIC SERVICES

Approval of the plan allows for the continued operation of the Stanislaus Career Network Resource Centers, which provide employment services to all county residents.

EFFECTIVE PARTNERSHIPS

Through this plan, DET delivers employment and training services in cooperation with 12 community partners.
STAFFING IMPACT:

Approval of this recommendation does not create or eliminate any Stanislaus County staff positions.
Local Workforce Investment Area
Strategic Five-Year Local Plan Modification 5, Program Year 2005-06

Local Workforce Investment Area: Stanislaus County
Submitted on: July 27, 2005
Contact Person: Terry D. Plett, Director
Contact Person's Phone Number: (209) 558-2113
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<tr>
<th>Term</th>
<th>Definition</th>
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<tbody>
<tr>
<td>ADA</td>
<td>Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).</td>
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<tr>
<td>Affiliate Site</td>
<td>A non-Partner OSS site that can provide one or more programs, services, or activities to individuals.</td>
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<tr>
<td>The Alliance</td>
<td>The Stanislaus Economic Development and Workforce Alliance, Inc. (The Alliance), the local Board appointed by the Local Chief Elected Official and certified by Governor to set policy for the Area Workforce Investment System.</td>
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<tr>
<td>Area</td>
<td>Workforce Investment Area, the geographical portion of the state for which the local Alliance is responsible; Stanislaus County.</td>
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<tr>
<td>BOS</td>
<td>Stanislaus County Board of Supervisors, the Area local Chief Elected Official.</td>
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<tr>
<td>CBO</td>
<td>Community-Based Organization, a not-for-profit agency providing community services.</td>
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<td>CEO, CLEO</td>
<td>The Area local Chief Elected Official, the Stanislaus County Board of Supervisors.</td>
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<tr>
<td>Coordinated Community Plan</td>
<td>Community Action Plan for Job Creation (May 25, 1999) to be implemented by The Alliance.</td>
</tr>
<tr>
<td>CSA</td>
<td>Community Services Agency, an OS Partner; administrator of the StanWORKs Temporary Aid to Needy Family (TANF) program, Food Stamps, General Assistance (GA), Foster Care, and Independent Living Program (ILP, and Welfare-to-Work).</td>
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<tr>
<td>CVOC</td>
<td>Central Valley Opportunity Center, a CBO responsible for Community Development and Services Block Grants; provides MSFW services.</td>
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<tr>
<td>DET</td>
<td>Stanislaus County Department of Employment and Training, designated by the WIB and the CEO as the WIA Title One service provider and a One-Stop Operator; Welfare-to-Work provider.</td>
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<tr>
<td>EDD</td>
<td>Employment Development Department, an OS operator and required Partner; Wagner-Peyser Job Service; Veterans Employment Services; Trade Adjustment Assistance Act; North American Free Trade Act; Unemployment Insurance; Youth Economic Opportunity Program.</td>
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<tr>
<td>IEP</td>
<td>Individual Employment Plan for adults developed as an intensive service and showing the customer's employment goal, achievement objectives, and appropriate services needed to achieve the employment goals, taking into account the individual's objective assessment of aptitude, skills, interests, and abilities.</td>
</tr>
<tr>
<td>ISS</td>
<td>Individual Service Strategy showing the youth customer's employment goal, achievement objectives, and appropriate services, taking into account the objective assessment of the youth's academic level, skill level, and service needs.</td>
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<td>ITA</td>
<td>Individual Training Account to provide training by an eligible provider of training services to WIA-eligible customers.</td>
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<tr>
<td>LMI/LMID</td>
<td>Labor Market Information; Labor Market Information Division of EDD.</td>
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<tr>
<td>MOU</td>
<td>Memorandum of Understanding, for WIA, a written agreement between OSC Partners to provide services and share costs.</td>
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<td>-------------------------------------------------------------------------------------------------------------</td>
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<tr>
<td>MSFW</td>
<td>Migrant and Seasonal Farm Worker; programs to assist MSFWs.</td>
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<td>OS</td>
<td>One-Stop.</td>
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<td>OS Operator</td>
<td>An entity with management responsibilities for services and staff at OSC as determined by the site’s MOU.</td>
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<td>OS Partner</td>
<td>One-Stop Partner, an agency providing a program or activity through an OSC; signatory of a One-Stop MOU.</td>
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<td>OSC</td>
<td>One-Stop Center, the physical location at which employment, OS Partner and WIA Core (Tier One) services are provided and through which access is made to WIA Intensive (Tier Two) services, adult or dislocated worker Training (Tier Three) services, and affiliate agency services.</td>
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<tr>
<td>OSS</td>
<td>One-Stop System, the network of One-Stop services provided by the One-Stop Operator, Partner, and affiliate agencies, WIA and/or non-WIA funded, designed to provide coordinated employment and training activities in the Area.</td>
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<tr>
<td>Plan</td>
<td>Comprehensive Workforce Investment Act Five-Year Local Plan covering the period July 1, 2000, through June 30, 2005.</td>
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<tr>
<td>RFP/IFB</td>
<td>Request for Proposal and Invitation for Bid, the procurement processes through which goods and services are purchased. An RFP is used to purchase cost reimbursement services with selection based on multiple criteria and factors. An IFB is usually used to purchase goods, with the general rule that the award goes to the lowest bidder.</td>
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<tr>
<td>Rapid Response</td>
<td>WIA actions taken in the case of permanent closure, mass layoff, or other mass job dislocation so that dislocated workers may be re-employed as soon as possible.</td>
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<tr>
<td>Title I</td>
<td>Title I, Workforce Investment Systems, of WIA covering workforce investment activities at the federal, state, and local level for adults, dislocated workers, and youth.</td>
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<td>LWIB</td>
<td>The Local Workforce Investment Board, the local Board appointed by the Local Chief Elected Official and certified by Governor to set policy for the Area Workforce Investment System.</td>
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<td>YAC</td>
<td>Youth Advisory Council, a WIA-required committee of The Alliance, appointed by The Alliance in cooperation with the CEO, to develop the youth portions of the Plan and recommend eligible providers of youth activities, have youth program oversight, and coordinate youth activities.</td>
</tr>
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WORKFORCE INVESTMENT ACT
STRATEGIC FIVE-YEAR LOCAL PLAN

Local Plan Table of Contents

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<th>V. Local One-Stop Service Delivery System</th>
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<th>IX. Signature Page</th>
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<td>B 1. Budget Plan Summaries Required 3 of 3</td>
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<td>7. Other Submittal(s) ☐ (☐)</td>
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EXECUTIVE SUMMARY

Provide a brief summary, not more than two pages, of the five-year strategic local plan that gives a general overview of the proposed local workforce investment system. Include a description of how the system looks today, and how it will change over the five-year plan period. Include a discussion of the local board's economic and workforce investment goals and how the local system will support these goals.

Purpose. Stanislaus County’s Workforce Investment Act Strategic Five-Year Local Plan (Plan) presents

- A general overview of the County Workforce Investment System (System).
- A vision of what the System will be in five years.
- How that vision will be brought to life.

Each Local Workforce Investment Area must develop a five-year strategic plan to receive funds under the Federal Workforce Investment Act (WIA). This Plan shows how Congress's vision of a local partnership of business and government can

- Create new business opportunities.
- Develop a stronger workforce.
- Enable people to get and keep jobs.

In doing so, it also supports the Stanislaus County Board of Supervisors (BOS) mission to promote the public health, safety, welfare, and the local economy.

The Current Workforce Investment System. The current System consists of

- The local Workforce Investment Board, “The Stanislaus Economic Development and Workforce Alliance.” The Alliance, formerly the Local Workforce Investment Board (LWIB) appointed by the BOS on June 29, 1999, as successor to the Private Industry Council.
- One-Stop Centers (OSC) operated by a consortium including:
  - County Department of Employment and Training (DET).
  - County Community Services Agency (CSA).
  - California Employment Development Department (EDD).
- Partnership between the One-Stop System (OSS) and affiliate sites.
- Access or referral to One-Stop Center Partner services at all OSC sites.

Five-Year Changes. Expected changes in the One-Stop System are:

- Expansion of OSS access to include all County communities.
- Efficient, effective, customer responsive staffing from participating agencies.
- Integration of a highly developed business and employer service system within the job seeker-focused OSC network.
- Customer-driven system continually improving and striving to provide the best possible services to all area residents.
- Streamlined, integrated employment and training system in which there are no wrong doors, but access to all needed services in the quickest time possible.
The Alliance Vision. The BOS charged The Alliance to “coordinate the activities of the public and private institutions in Stanislaus County to achieve the goals of a coordinated community plan.” The Alliance is to provide direction and oversight in a community-building plan process to meet shifting local economic conditions. The Alliance’s functions:

- Identify unmet community needs, including employer and workforce needs, then seek solutions and resources to meet or mitigate them.
- Coordinate the resources of public institutions in order to maximize workforce development and avoid duplication.
- Provide oversight and direction to the Stanislaus County OSC system.

System Changes to Meet These Goals. In meeting these goals, the County Workforce Investment System will create

- A community vision of economic goals and the ways to achieve them.
- An effective Youth Advisory Council (YAC) to develop strategies for assisting youth participants to achieve academic and employment success in the 21st Century.
- Better service to employers, job seekers, and businesses through efficient, effective customer service in employment, training, and business and economic development.
- Business leadership in the design and development of employment opportunities through an improved economic and business climate.
- Easy access to needed employment and business services through integrated One-Stop Centers.
- Follow-up services to help participants remain on the job.
- Universal access to information and referral services to
  - Connect job seekers and employers.
  - Provide intensive services for those needing additional services to get and keep a job.
  - Provide Individual Training Account (ITA) services for participants needing them.
- Well-trained, effective, efficient staff from many agencies to
  - Provide excellent customer service for any person seeking assistance.
  - Identify which partner agency can be of most help.
  - Assist people to access needed services.

The Plan. The Five Year Plan is

- Local, addressing local needs while meeting the federal and state requirements in full compliance with all Affirmative Action, Equal Employment Opportunity, administrative, fiscal, and program service requirements.
- Flexible, allowing programs to adapt to changing conditions promptly.
- Dynamic, customer responsive, providing continual program improvement.
I. PLAN DEVELOPMENT PROCESS

In this section, describe the plan development process, including a discussion of how comments received during the public comment period were incorporated within the plan. [WIA, Section 118(c)(1)]

A. What was the role of the Chief Elected Official in developing the plan? [WIA, Section 118(a)]

The Stanislaus County Board of Supervisors includes the Chairman of the Board of Supervisors who is the Chief Elected Official. The BOS has been involved in planning new economic development activities since before the Workforce Investment Act was signed into law in August of 1998. When WIA was enacted, the BOS took advantage of the opportunity and charged the Local Workforce Investment Board with the mission to “Coordinate the activities of the public and private institutions in Stanislaus County in order to achieve the goals of a coordinated community plan.” This Five-Year Plan represents the workforce development piece of the Coordinated Community Plan. The BOS has appointed the County’s Chief Executive Officer and a County Supervisor to a seat on The Alliance. Together, these two individuals represent the Chief Elected Official and have review, input, and approval responsibilities for the plan. In addition, the BOS has final review, input, and approval responsibilities for the plan.

B. What local workforce investment board, transition board, or existing body had oversight for the development of this local plan? If there was no such body, how will you create a responsible entity? [WIA Section 117(d)(4)]

The Stanislaus County Workforce Investment Board, appointed by the Board of Supervisors on June 29, 1999, had oversight responsibility for the Strategic Five-Year Local Plan development.

C. Describe the process used to provide an opportunity for public comment, including comment by the Chief Elected Official; the Local Workforce Investment Board and youth council; other local governing bodies; educators; vocational rehabilitation agencies; service providers; community-based organizations; and migrant seasonal farmworker representatives. Describe the process used to get input for the plan prior to submission. [WIA Section 118(c)(1) and WIA Section 118(b)(7)]

Public Comment was encouraged by:

- Public Notice in eight newspapers and the newspaper of major distribution that the Draft Plan was available for review and translated into Spanish in those newspapers serving the Spanish speaking population.
- Copies of the Draft Plan placed conspicuously at three One-Stop locations.
D. How were comments considered in developing the local plan? [State Planning Guidance I B. and WIA, Section 112(b)(9)] In an attachment, summarize comments received.

Comments on the Draft Plan were evaluated by using the following process:

- All comments, both positive and negative, were reviewed.
- All comments were evaluated in light of WIA and Plan requirements.
- Where the comments were found to be appropriate by the WIB and BOS, the Plan was changed. All critical or negative comments received are attached. Please see Attachment A.

E. Describe the method used to make copies of the local plan available through public hearings, and through the local news media and the Internet. [WIA, Section 118(c)(2)]

The locations where the Draft Plan was available, including the One-Stop web site, were given in the Public Notice section of the Modesto Bee, the local newspaper of major distribution, and eight other local newspapers. Public hearings were scheduled for


F. What other organizations were involved in the development of the local plan? How were they involved?

The following organizations were given copies of the Draft Plan for review and input:

- Stanislaus County Department of Employment and Training.
- Stanislaus County Community Services Agency.
- California State Employment Development Department.
- Stanislaus County Economic Development Corporation (now the Alliance).
- Other One-Stop Partners
- Community based organizations requesting copies for review and input.
II. LOCAL VISION AND GOALS

In this section, identify your broad strategic economic and workforce development goals (e.g., “All people who want to work can find jobs. There will be a growing number of business start-ups. Fewer people will rely on welfare assistance.”) Describe the shared vision of how the local WIA workforce investment system will support attainment of these goals.

A. What is your vision for your local workforce investment system, and how will your system appear at the end of the five-year period covered by this plan? [State Planning Guidance II A.] [WIA, section 117(d)(1)] Some specific questions that may be considered are:

The Stanislaus County Board of Supervisors envisions a new workforce development system where local educators will join with local and state economic and employment development agencies and a host of community based Partners to work together in a collaborative new system aimed at re-inventing Workforce Development in Stanislaus County.

Based on its charter, approved on June 29, 1999, by the Stanislaus County Board of Supervisors, The Alliance is charged with strategic planning and policy oversight of a multi-partner, One-Stop system for workforce development. At its inaugural meeting on July 15, 1999, The Alliance adopted a mission statement resolving that the Workforce Investment Board will

“Coordinate the activities of the public and private institutions in Stanislaus County in order to achieve the goals of a coordinated community plan.”

The Board’s vision for the local workforce investment system is one in which information and services will be available to meet the needs of all customers, either through universal access to core services or, if necessary, through intensive and training services for those who require them.

The Board envisions a system in which customer satisfaction is the primary factor that determines what services are delivered and how they are to be delivered, not just a service system designed to meet federal- or state-mandated performance requirements. The Alliance has undertaken to fulfill the following functions:

- Identify unmet community needs including employer and labor force needs, then seek solutions and resources to mitigate or meet them.
- Coordinate the resources of the public institutions in order to maximize workforce development and avoid duplication.
- Coordinate economic development and workforce preparation activities for Stanislaus County and its nine cities.

To this end, the County Department of Employment and Training conducted employer and employee customer interviews to determine what “the voice of the customer” says that it wants in a workforce development system. These customers will be surveyed periodically to determine if the system is meeting their needs. System adjustments will be made accordingly.
1. In five years, describe how your local system will integrate services. [WIA, Section 117(d)(1) and Section 118(a)]

Successful implementation of the Five-Year Local Plan and the One-Stop System was predicated on building collaborative community relationships. Within five years, the Stanislaus County Workforce Investment System matured, having achieved the objectives established in the initial plan and progressed to new, bolder and broader levels of cooperation, community interaction, and development. The steps taken towards achieving this kind of cooperation and integration included:

- Training the One-Stop Partners about the services each program has to offer. This was accomplished through the “One-Stop Training Academy” in which staff members from Partners and affiliate agencies attended classes to learn about the range and details of available services and eligibility standards. Successive rounds of classes will be held, allowing staff from each agency to remain current in One-Stop services.
- Service expansion made a comprehensive system by bringing new Partners and One-Stop affiliates in from the community and encouraging increased co-location and collaboration among all of the Partners.

Creation of a seamless service delivery system by blending the separate workflow processes of all Partners into a single process enabled customers to receive the services they needed no matter where they first made contact with the system.

2. What programs and funding streams will support service delivery through the One-Stop system? [WIA, Section 121(b)(1)(B)]

The Stanislaus County One-Stop system is called “Stanislaus Career Network.” It is made up of three levels of service providers. The providers in the first level are Primary Partners who operate and fund the One-Stop Centers. These Partners are:

- The Stanislaus County Department of Employment and Training (WIA Adult, Dislocated Worker, and Youth programs, Welfare to Work, HUD Employment and Training).
- The Stanislaus County Community Services Agency (TANF, Food Stamps, General Assistance (GA), Foster Care, and Independent Living Program (ILP)).
- The Alliance.

The second level of service providers is made up of the other mandatory Partners under WIA who are either co-located at a Stanislaus Career Network location or linked to the One-Stop System via computer. These Partners include:

- Modesto Junior College (Carl Perkins Act, Post-Secondary Vocational Education).
- Stanislaus County Office of Education (Carl Perkins Act; Post-Secondary Vocational Education; Adult Education).
- Modesto City Schools (Adult Education, Carl Perkins Act).
- California Department of Rehabilitation (Rehabilitation Act).
- Center for Senior Employment (Title V of the Older Americans Act).
- Central Valley Opportunity Center (Community Services Block Grant, Migrant Education, Migrant and Seasonal Farm Worker).
- The Stanislaus County Housing Authority.

The third level of service providers are resource and referral Partners. These organizations provide the system with referral sources to meet many of the ancillary or special needs of the Stanislaus Career Network customers. Some of these organizations have representatives co-located at One-Stop sites. Some of these providers are:

- The Department of Behavioral Health and Recovery Services.
- Community Housing and Shelter Services.
- Haven Women’s Center.
- The Stanislaus Literacy Center.
- The Stanislaus County Housing Authority.
- Disability Resources Agency for Independent Living.
- Green Thumb Senior Employment.

Stanislaus County is committed to recruit additional one-stop partners that provide services needed by program customers to achieve economic self-sufficiency.

3. Typically, what information and services will be provided and how will customers access them? How will the goal of universal access be achieved? [20 CFR Part 652, et al., Interim Final Rule (I)(A), State Planning Guidance II.B. bullet 3]

Information on the following is available and accessible to the public:

- Job vacancies.
- Career options.
- Student financial aid.
- Occupations that have good employment opportunities locally.
- Typical wages for various occupations.
- Where to find training locally for various occupations.
- Performance information on local training providers.
- Customer satisfaction information on local training providers.
- Instructions on how to conduct a job search, write a resume, and interview for a job.

These are available to any job seeker entering an OSC. If assistance is needed to access these services, staff will provide it. Universal access to these services will be achieved by:

- An intensive outreach and recruitment campaign notifying the public of the services available and where to access them.
- Multiple locations offering full access to OSC information and services.
- Computers at Stanislaus Career Network satellite locations offering internet access to most of the above information.
Employer services at each OSC include entering job orders, CalJOBS, 558-Hire services, and Unemployment Insurance information. The Alliance additional Employer OSC resources are: business resource library, LMI, economic development information, access to Small Business Administration services, and customized training.

4. For customers who need training, how will the system maximize informed customer choice and use of the individual training accounts (ITAs)?

The Stanislaus Career Network Consumer Report will list all local area qualified training providers. This report provides the following information on each course:

- Location of training institution.
- Course length.
- Cost.
- Placement rate within 60 days of completion of training.
- Overall placement rate.
- Projected local job openings for the targeted occupation.
- Average wage at placement.
- Customer satisfaction rating.

Statewide information concerning qualified training service providers will be provided, also.

Customers may access more extensive labor market information on any given course of study that they are considering. A case manager will be assigned to assist the customer in making a well-informed career choice. Customers may not be provided training in an occupational area where demand is limited. Exceptions will be considered on a case by case basis.

Effective September 1, 2003, Department of Employment and Training (DET) will pay a maximum of $4,500 in WIA formula funds per each ITA. The Director or his/her designee may approve exceptions to this rule.

5. How will the local workforce investment system help achieve the goals of the State’s workforce investment, welfare, education, and economic development systems? [WIA, Section 118(a)(b)(1) State Planning Guidance II B bullet 6]

The Alliance will use the State WIB’s goals for workforce investment, welfare, education, and economic development systems as a starting point for developing local goals regarding these programs.

6. How will the youth programs be enhanced to expand youth access to the resources and skills they need to succeed in the State’s economy? [WIA, Section 111(d)(2) and 112(a)]

The Alliance selected members for the Youth Advisory Council (YAC) who

- Represent a broad range of interests or
- Represent businesses that hire youth or are
- Individuals who work at a grass roots level with youth or
- Parent(s) of eligible youth, or are
- Eligible youth.
These YAC members know what skills and resources are necessary for young people to succeed in the workplace. The YAC will recommend funding innovative programs that provide the training that youth in the community want and need, as opposed to programs designed primarily to meet State- or Federal-government imposed performance standards.

B. Identify organizations involved in the development of your local vision and goals.

Organizations involved in the development of local vision and goals include, but are not limited to the:
- Stanislaus County Board of Supervisors.
- The Alliance.
- Stanislaus County Department of Employment and Training.
- Stanislaus County Community Service Agency.
- Employment Development Department.
- California State University Stanislaus.
- Yosemite Community College District.
- Modesto City Schools.
- Stanislaus County Office of Education.

III. LABOR MARKET ANALYSIS

In this section identify the needs of businesses, job training, and education seekers, economic development professionals, and training providers in your workforce investment area. Are these the same or different than those present in the previous service delivery area(s)? If different, how can the needs be better met by the new, local workforce investment system? To complete this section, answer the following questions.

A. What are the workforce investment needs of businesses, job seekers, and workers in the local area? [WIA, Section 118(b)(1)(A)]

The Center for Public Policy Studies 2002 report revealed that economically, conditions in Stanislaus County are improving but serious challenges remain. Substantial job creation has occurred, exceeding the rate across the state in 4 of 5 years under review. At the same time, unemployment rates remain 4 or 5 percentage points higher than the state average although they had started to decline (consistent with job growth) until very recently when the economic slowdown finally found its way to the Central Valley.

Unemployment rates in Stanislaus County are substantially higher than the statewide unemployment rate. In fact, Stanislaus County unemployment rates are consistently about twice the state average. Since 1996, however, the Stanislaus County unemployment rate has shown substantial improvement although the rate of improvement has declined.

The average wage per job is lower in Stanislaus County than in the state. Regionally, wage rates are lower in Stanislaus County than in San Joaquin County but higher than Merced County. Wage rates increased in all areas from 1996 to 2000 but the increase was lower in the northern San Joaquin Valley than for the state.
The poverty rate in Stanislaus County is higher than the statewide average and has been increasing, while the poverty rate for California has been declining.

The local area is in transition. The County-commissioned Center for Public Policy Studies 1997 survey of employer needs revealed:

- Decline in agriculture-related employment.
- Growth of service-based industries.
- Highest employment in the county is in Services and Retail Trades.
- Area employers feel that the greatest workforce investment needs of persons in the local labor market are upgrade of basic educational skills and personal skills of workers, i.e. problem solving, communication skills, and getting along with bosses and co-workers.
- Need for employees with higher technical skills in some occupational areas.
- In lower skill occupations, employers were willing to train individuals who had good basic educational skills and good basic work skills.

Additional "soft skills" identified include pre-employment and work maturity skills, such as how to dress appropriately for an occupation, adhering to work hours, and regular work attendance.

B. How will the needs of employers be determined in your area? [State Planning Guidance IV.B.6.]

To determine employer needs, The Alliance will:

- Commission economic studies from the Center for Public Policies.
- Partner with the local economic development agency.
- Contract with organizations that have the most current labor market information to provide local employment statistics and employment outlook reports.

C. What Are The Current And Projected Employment Opportunities In The Local Area? [WIA, Section 118(B)(1)(B)]

The State LMI Office projects that the occupations with the greatest growth between 1997 and 2004, 2001 and 2008 and will be:

- Cashiers
- Combined Food Preparation and Service Workers, Including Fast Food
- Retail Salespersons
- Truck Drivers, Heavy & Tractor-Trailer
- Registered Nurses
- Office Clerks, General
- Waiters & Waitresses
- Elementary School Teachers, except Special Education
- Secondary School Teachers, except Special & Vocational Education
- Janitors & Cleaners, except Maids & Housekeeping Cleaners
The State projects that the occupations with the fastest growth will be:

- Computer Support Specialists
- Pest Control Workers
- Social & Human service Assistants
- Sheet Metal workers
- Personal & Home care Aides
- Medical Records & Health Information Technician
- Pharmacy Technicians
- Hotel, Motel, & Resort Desk Clerks
- Combined Food Prep & Serving Workers, Include Fast Food
- Special Education Teachers, Preschool, Kindergarten, & Elementary Education
- Systems Analysts-Electronic Data Processors
- Pest Controllers and Assistants
- Paralegal Personnel
- Computer Support Specialists
- Bill and Account Collectors
- Teachers—Special Education
- Data Processing Equipment Repairers
- Guards and Watch Guards
- Telemarketers, Solicitors, and Related Work
- Emergency Medical Technicians

D. What job skills are necessary to obtain such employment opportunities? [WIA, Section 118(b)(1)(C)]

- Critical thinking skills, excellent basic skills, college education, and the ability to problem solve are necessary for the following above occupations: Teacher Aides, Paraprofessional; General Managers, Top Executives; Registered Nurses; Teachers, Elementary School; Systems Analysts; Paralegal Personnel; Computer Support Specialists; Teachers, Special Education.
- Post-secondary vocational education, technical, and critical thinking skills are needed by Emergency Medical Technicians; Data Processing Equipment Repairers.
- Short- to moderate-term on-the-job training, good interpersonal skills, and the ability to work under pressure: Salespersons, Retail; Cashiers; Combined Food Preparation and Service; General Office Clerks; Truck Drivers, Light; Pest Controllers and Assistants; Bill and Account Collectors; Guards and Watch Guards; Telemarketers, Solicitors, and Related Work.
IV. LEADERSHIP

In this section describe how the local workforce investment board will exercise authority. [WIA, Sections 117(b)(3) and 117(d)(1)]

A. If an interim board was responsible for development of this plan, how will the plan and authority to oversee its implementation under WIA Section 117(d)(4) be transferred to the new local workforce investment board?

Does not apply.

B. What circumstances constitute a conflict of interest for a local board member, including voting on any matter regarding provision of service by that member or the entity that s/he represents, and any matter that would provide a financial benefit to that member? [WIA, Section 117(g)(1)(2)]

Local Board Members are required to comply with conflict of interest statutes under The Political Reform Act of 1974, (Government Code § 8100, et seq.), Conflicts of Interest in Contracts (Government Code § 1090), and Incompatible Activities (Government Code § 1125, et seq.) Accordingly, The Alliance members may not vote on a matter under consideration by the board regarding:

- The provision of services by such member (or by an entity represented by such member), or
- That would provide direct financial benefit to such member or the immediate family of such member.

C. How will the local board provide a leadership role in developing policy, implementing policy, and oversight for the local workforce investment system? [WIA Section 117(d)(4)]

The Alliance will evaluate economic development needs of Stanislaus County in regards to Human capital development and business retention and expansion, and work closely with city and County economic development departments in this effort. The Alliance will insure that the private sector fully participates in the efforts to improve economic conditions in Stanislaus County.

- The Alliance will evaluate performance of the One-Stop system in delivering WIA mandated services in the County, measure customer satisfaction with the system, recommend system performance improvements, negotiate local performance standards with the State and approve and recommend additions and deletions to the list of local training providers; may set additional or more stringent performance standards for training providers.

- The Alliance will collect and evaluate information on the various workforce development activities in the county with the intent of better coordinating such activities to eliminate gaps in services.

D. How will the local board assure the local system contributes to the achievement of the State’s strategic goals? [WIA, Section 118(a)]

The local WIB has reviewed the State Plan's strategic goals to assure that the local Five-Year Local Plan is consistent with the State’s strategic goals. In addition, the Chair of the Local WIB is on the State WIB and thus familiar with the State’s goals.
E. How will the local board meet the WIA requirement that neither the local board nor its staff provide training services without a written waiver from the Governor? [WIA, Section 117 (f)(1)(A) and (B)] If the local board plans to provide training services, describe which services. If a waiver is to be sought, a request for Waiver of Training Prohibition must be submitted for each specific training program. (See Attachment – Policy and Procedure for Waiver of Training Prohibition.)

The Alliance will act solely in an oversight capacity to the One-Stop system and the training providers. Stanislaus County, the recipient of WIA Title I funds, will establish an administrative staff for The Alliance that is distinct and separate from any County staff providing WIA-funded training services.

F. How will the local board ensure that the public (including persons with disabilities) have access to board meetings and activities including local board membership, notification of meetings, and meeting minutes? [WIA Section 117(e)]

These requirements are met through:
Publication of The Alliance and The Alliance committee meeting dates, times, and agendas in accordance with Federal laws and State laws, including the Sunshine and Brown Act.

- Submission of Agendas with pertinent information to all The Alliance Members, Partner Agencies, interested parties who have requested to be on The Alliance mailing list and to other interested parties that have expressed interest in special topics.
- Publication of minutes of the prior meeting in the next meeting Agenda
- Meetings held only in places that meet Americans with Disabilities Act (ADA) and other reasonable public accommodation requirements.
V. LOCAL ONE-STOP SERVICE DELIVERY SYSTEM

In this section describe how services will be coordinated through the One-Stop service delivery system.

A. Describe the One-Stop delivery system in your local area. [WIA, Section 118(b)(2)]. Include a list of the comprehensive One-Stop centers and the other service points in your area.

The Stanislaus County One-Stop system (The Stanislaus Career Network) is made up of a series of conveniently located sites that together provide access to the comprehensive list of One-Stop Partners. These locations are:

- Community Services Building
  251 E. Hackett Rd., Modesto, CA
- Job Club Center
  42nd and I Streets, Modesto, CA
- Employment Development Dept.
  629 12th Street, Modesto, CA
- The Alliance (employer One-Stop)
  1010 10th Street Place, Suite 1400, Modesto, CA
- Turlock Community Services Building,
  101 Lander Ave., Turlock, CA

In addition to these locations, other sites providing access to services through internet links to the Stanislaus Career Network website include, but are not limited to:

- ARBOR, Inc.
- California State University, Stanislaus.
- Center for Senior Employment.
- Central Valley Opportunity Center.
- Community Casa.
- Department of Rehabilitation.
- Disability Resource Agency For Independent Living
- Excell Center.
- Friends Outside.
- Goodwill Industries.
- Housing Authority of Stanislaus County.
- Merced County Migrant Education.
- Modesto City Schools.
- Modesto Junior College.
- Safety Center Incorporated.
- Stanislaus County Department of Aging & Veterans Services.
- Stanislaus County Free Library.
- Stanislaus County Office of Education.
- Stanislaus Literacy Center.
- Turlock School District.
- United Cerebral Palsy.
- United Way of Stanislaus County.
- West Side Valley High.
B. Describe the process used for selecting the One-Stop operator(s) [WIA, Section 121(d)(2)(A)] including the appeals process available to entities that were not selected as the One-Stop operators. [Interim Final Rule § 667.600 (b)(1)]

The Alliance, with agreement from the local chief elected official, has designated a consortium of One-Stop Partners as the One-Stop operators.

This consortium consists of:
- Stanislaus County Department of Employment and Training (Wia Title I, Welfare to Work, HUD Employment and Training)
- Stanislaus County Community Services Agency (TANF, Food Stamps, GA, Foster Care, and ILP)
- Employment Development Department (Wagner Peyser, Unemployment Insurance, NAFTA/TAO, Vertans, YEOP)
- The Alliance - optional partner (Economic Development, Employer Resources)

Entities wishing to appeal this selection may do so by submitting the appeal in writing to The Alliance Steering Committee. If necessary, further appeals may be directed to the Stanislaus County Board of Supervisors for a final decision.

C. Is each of the required WIA partners included in your One-Stop delivery system? How have they contributed to your planning and implementation efforts? If any required partner is not involved, explain the reasons. [WIA Section 117 (a)(2)(A); 121 (b)(2)(B)]

Each required WIA Partner is an Alliance member. Each Alliance-member Partner contributes to the development of the OSS by one or more of the following:
- Active sharing in the OS plan development process.
- Review of the OS plans as members of The Alliance.
- Participation in the development of the umbrella MOU for operation of the OSCs.
- Review of the Five-Year Plan.
- Participation in staff cross-training and operation of the OSCs, as appropriate.
- Co-location of staff at the OSCs.
- Establishment of electronic linkage with the OSCs when staff is not physically placed at the OSCs.

D. How will services provided by each of the One-Stop partners be coordinated and made available in the local One-Stop system? [WIA, Section 121(c)(2)]

The Alliance, with CEO concurrence, entered into a Memorandum of Understanding with each of the One-Stop Partners. These MOUs describe the services offered by each partner, how the services will be funded, and the referral process between the One-Stop Operator and the One-Stop Partners.
E. What is your plan for delivery of core and intensive services? [WIA Section 117(f)(2)]

Customers access Core Services at each full-service One-Stop location and, by Internet linkage or referral, from other affiliate OSC locations. The full-service site operators are EDD, DET, and CSA-Job Club Center Modesto City Schools. Intensive services are provided at multiple two One-Stop locations by DET and other Partner staff for individuals determined eligible for such services under the Act. Specific service strategies for the DET site include: In order to deliver WIA Core and Intensive services, DET will:

- Provide open customer access to the OSCs.

- Receiving voluntary OSC customer information cards to track Tier 1A use. This includes the customer's Social Security Number, if possible, for later follow-up and customer tracking purposes.

- Issue OSC customer information Swipe Cards to track Tier 1 use. The swipe card system tracks Tier One customer data efficiently. It allows for various characteristics of the Career Center users, including demographic data, UIB Status (Unemployment Insurance Benefits), Partner Services Used, Veterans Status, TANF Status.

- OSC staff providing information to OSC customers about computer and other electronic equipment use, services available, including Partner services, and OSC and Eligible Training Provider performance.

- Provide information, training and expertise to OSC customers about:
  - Computers, fax machines, copy machines and other electronic equipment available for public use
  - General services available (including non-MOU Partner services)
  - Eligible Training Provider performance

- Referral to Partner and other appropriate services, such as unemployment insurance, when this need is determined.

- Refer customers to Partner and other appropriate services, as the need arises
- Refer to WIA Orientation and Intensive services as appropriate
- Customer referral to a staff appraiser when the need is indicated. The appraiser helps the customer determine if Tier 1B, Core, or Tier 2, Intensive Services would be of benefit. Preliminary information for an Individual Employment Plan (IEP) is gathered.
- Registration in Tier 1B when the individual's need for staff assistance is determined. Completion of Registration, Follow up, and Eligibility forms leads immediately to provision of Tier 2, Intensive Services.
- Comprehensive and specialized assessment is provided, leading to the full development of the customer’s IEP.
- Further Tier 2 services and referral for Tier 3, Training, given to the degree needed as determined through the customer’s IEP.
- Follow-up services provided for a minimum of one year for persons exiting OSC services.
F. What is your plan for administering Individual Training Accounts (ITAs) as defined in WIA Section 134(d)(4)(G), including any limitations you plan to impose on ITAs established in your local area?

ITA administration includes:

- Identification of a program customer's ITA candidacy through Core and Intensive service case management.
- Establishment of case records and fiscal records to enable tracking of the program customer through training, placement, and follow-up.
- Quarterly review of program expenditures for total Training Services and supportive service costs to assure that projected costs do not exceed the amount of funds available.
- Monitoring customer satisfaction, training provider performance, and any other factors needed to assure the highest training service quality possible.
- Effective September 1, 2003, a maximum of $4,500 in WIA formula funds will be paid per each ITA. The Director or his/her designee may approve exceptions to this rule.
- Providing ITA funds for any person eligible and qualified, with priority given to those receiving public assistance and other low-income individuals if only limited funds are available. The LWIB Alliance has determined that the Area eligibility income standard shall be 100% of the Lower Level Income Standard of Living (LLISL).

- Training provided only by eligible providers of training services.
- Training only in occupational fields for which there is a demand or, on a case-by-case basis, if an employer has previously committed to hiring that program customer.
- Providing the program customer with information concerning the full range of occupational fields available, especially those found suitable for that person during Core and Intensive assessment, as identified in the IEP.
- Providing the program customer with all available information concerning resources to meet the costs of training and related IEP-identified needs.
- Providing ITAs in career fields for which the entry wage can be reasonably expected to bring above-poverty level income for the program customer at program exit or above-poverty income when wages in combination with other funds may lead to economic independence in a reasonable time.
- Providing ITAs in career fields where the training program brings competency and entry into the chosen career field within a reasonable time at a reasonable cost.
A limitation on the number of ITAs amount may be imposed based on the amount of funds for the program year or available for the remainder of the funding year at the time of a mid-year ITA program evaluation. ITAs may be written for a more than 24-month period only on an exception basis. After a careful analysis, the Department of Employment and Training (DET) has decided to limit the amount of funds DET will spend on any ITA at $4,500. This amount was derived from an ITA budget of $900,000 divided by an estimated 200 customers that DET had the capacity to serve in 2003-2004 program year.

**G. Describe how the WIA funds will be used to leverage other federal, State, local, and private resources. How will these coordinated and leveraged resources lead to a more effective local system that expands the involvement of business, employers, and individuals?** [State Planning Guidance IV.B.3. and WIA, Section 112(b)(10) and Section 121(c)(2)(A)(ii)]

Per WIA regulations: if available, other funding sources (non-WIA) will be utilized as the first source of payment for training programs. This includes, but is not limited to PELL Grants, BOG Grants, scholarships, etc.

WIA funds can be used to leverage additional resources through:
- Matching funds for grant money from non-WIA sources where needed.
- Special projects with non-WIA agencies for employment and training purpose programs on a share-of-cost basis.
- Customized employment-related services for employers on a partial fee-for-services basis.
- Focus on the needs of local employers for customized training on a share-of-cost basis.
- Development of programs with the County, other local governments and agencies, and private and not-for-profit agencies in common ventures to improve local economic conditions, including the job market, with funding shared between the various partners in the venture.

This use of funds will focus community attention on The Alliance and the OSS as a vital part of economic development activities. The Alliance will coordinate WIA and other program resources for business enhancement and expansion within the limits set by law.
- The majority of The Alliance membership consists of business people, each with a commitment to develop a One-Stop system in a manner consistent with the needs of local employers.
- The Alliance is one of the first organizations in the nation overseeing both job training and economic development activities. The Alliance is responsible for bringing both public and private partners together to ensure the continued economic viability of Stanislaus County.

The Alliance helps assure that the perspective of area economic well-being is maintained as policy is developed. Services available through each of the Partners will be coordinated to efficiently and effectively prepare workers for the needs of the employer. Employer confidence in the One-Stop System and its impact on business climate improvement will grow. As the business climate improves, workforce development opportunities will expand. This, in turn, will lead to better employment opportunities for individual job seekers.
H. Describe how the local system will meet the needs of dislocated workers, displaced homemakers, low-income individuals such as migrant and seasonal farmworkers, public assistance recipients, women, minorities; individuals training for non-traditional employment, veterans, individuals with multiple barriers to employment, older individuals, people with limited English speaking ability, and people with disabilities. [State Planning Guidance IV.B.5. and WIA, Section 112(b)(17) and Section 118(b)(4)]

Each of the populations listed above are eligible to receive core services through the One-Stop System, as is any member of the general public. In addition, each of these populations may be eligible to receive intensive and training services under WIA Title I.

Other programs available through referral from the One-Stop System to Partnering agencies include, but are not limited to:
- Dislocated Workers, Long-Term Unemployed, Displaced Homemakers – Services available through EDD, Central Valley Opportunity Center, Center for Senior Employment.
- Migrant and Seasonal Farmworkers – Services available through EDD, Central Valley Opportunity Center.
- Veterans – Services available through EDD and Office of Veterans Services.
- Older individuals – Services available through the Area Agency on Aging and the Center for Senior Employment.
- Limited English Speaking – Services available through Stanislaus County Office of Education, Turlock Adult School, Modesto Junior College, and other, various ROPs.
- People with Disabilities – Services available through Goodwill, State Department of Rehabilitation, Disability Resource Agency for Independent Living.

I. When allocated adult funds are limited, what criteria will you use in determining priority of service to ensure recipients of public assistance and other low-income individuals for intensive and training services? [WIA, Sections 134(d)(4)(E), 118(b)(4), State Planning Guidelines IV B 5]

The criteria by which the priority for adult intensive and training services will be applied:

Adult services priority will be given to customers who are determined through the Eligibility and Individual Employment Plan processes to be:

1) An eligible low-income participant, including public assistance recipients.
J. How will the local system assure non-discrimination and equal opportunity, as well as compliance with the Americans with Disabilities Act? [WIA Section 188(a)(2), State Planning Guidance IV B.4.]

The MOU between the CEO, The Alliance, and the One-Stop Operator and Partners requires non-discrimination on the basis of age, gender, race, color, national origin, religion, physical ability, mental disability, medical conditions, or marital status. In addition, All One-Stop Center and Partner facilities are Americans with Disabilities Act (ADA) compliant. Information concerning equal opportunity rights, non-discrimination, and ADA compliance is posted in a prominent place in each One-Stop Center, Partner, and affiliate agency. Civil Rights complaint filing procedures will be made available in writing to all program customers.

To ensure that the Department of Employment and Training (DET) is able to achieve its vision and accomplish its mission, the Department of Employment and Training completed the WIADOI-8, Limited English Proficiency study in April 2003. The results of this study will provide an opportunity for the Department of Employment and Training to assess and enhance its current service delivery to customers with Limited English Proficiency.

K. Describe how employer services (e.g. systems to determine general job requirements and job listings, including Wagner-Peyser Act services) will be delivered through the One-Stop system in your area? [State Planning Guidance IV B.6.]

Employer services will be based on employer needs and the resources available to help meet them. Employer needs will be determined by several means: Stanislaus County Department of Employment and Training (DET) and the State Employment Development Department (EDD) annually conduct and publish an In-depth survey of employers to gather information about a selection of specific occupations. The One-Stop Partners, including the Stanislaus County Economic Development Corporation, constantly exchange information gathered in their daily contacts with the employer community. This information is supplemented by data published by EDD’s Labor Market Information Division. Data is generally available to employers by phone or over the internet. Job openings identified by the Partners are entered into the CalJOBS system on the internet. This system also offers employers the option of direct order entry and the ability to access job seeker resumés. EDD dedicates a significant portion of its Wagner-Peyser funding to identifying local job openings for entry into CalJOBS.
L. What reemployment services will you provide to Worker Profiling and Reemployment Service claimants in accordance with Section 3(c)(e) of the Wagner-Peyser Act? [State Planning Guidance IV B.7. and WIA, Section 121(b)(1)(B)(ii)]

Worker Profiling and Reemployment Service claimants attend an initial Assistance Workshop conducted jointly by EDD and DET staff, after which they are offered the following choice of services.

- CalJOBS registration.
- Orientation and assessment for dislocated worker JTPA Title III/WIA Title I services.
- EDD Veterans’ services.
- A résumé preparation workshop.
- When appropriate, self-directed work searches.

M. How will you ensure that veterans receive priority in the local One-Stop system for Wagner-Peyser funded labor exchange services? [State Planning Guidance IV.B.9. and WIA, Section 121(b)(1)(B)(ii)]

CalJOBS system programming ensures:

- Job order information is available to veterans 24 hours before non-veterans.
- Veteran job seeker résumés are available to employers 24 hours before those of non-veterans.

N. What role will Local Veterans Employment Representative/Disabled Veterans Outreach Program Services (LVER/DVOPS) have in the local One-Stop system? How will you ensure adherence to the legislative requirements for veterans’ staff? [State Planning Guidance IV.B.10., 322, 38 USC Chapter 41 and 20 CFR Part 1001-120]

LVERs and DVOPS will provide services to veterans and other eligible persons in accordance with Chapter 38 of the U.S. Code, including community outreach to promote veterans’ access to one-stop services, and case management for appropriate veterans. EDD supervision, with the full support of the other One-Stop Operators and other Partners, will be responsible to insure that LVER/DVOP funds are spent only to serve veterans, and in the order of priority prescribed by law.

O. How will you provide Wagner-Peyser Act-funded services to the agricultural community – specifically, outreach, assessment and other services to migrant and seasonal farmworkers, and services to employers? How will you provide appropriate services to this population in the One-Stop system? [State Planning Guidance IV B.11.]

EDD receives dedicated funding for one full-time staff person to perform MSFW outreach year-round and one full-time staff person to provide recruitment services to agricultural employers in April thru September. Both of these specialists work closely with Central Valley Opportunity Center, the County’s 402 grantee for MSFW services. EDD’s Outreach Worker’s job is to facilitate access by MSFWs to EDD and other one-stop services. The Agriculture Recruitment Specialist identifies employers’ agriculture labor needs and assists in their recruitment of qualified workers. EDD is mandated to assist MSFWs and agricultural employers to access the full range of appropriate services, and our one-stop Partners are committed to helping.
P. How will the local board coordinate workforce investment activities carried out in the local area with the statewide rapid response activities? [(WIA, Section 118(b)(5)]

In the event of plant closures, downsizings, and dislocations that warrant use of Rapid Response funds, the Department of Employment and Training, in cooperation with One-Stop Partner and other agencies, will provide rapid response assistance. Affected dislocated workers and employers will be made aware of services available through the One-Stop system. Staff will facilitate access to appropriate core, intensive, and training services on an individual basis.

Q. What rapid response assistance will be available to dislocated workers and employers and who will provide them? [(WIA, Section 118(b)(4)(5), State Planning Guidance IV B.13.c.)]

- DET, in cooperation with the local EDD office, will provide the following rapid response assistance:
  - On-site contact with employees and employers to provide information on available services.
  - Offer to assist with the formation of labor-management committees.
  - In cooperation with the local economic development agency, collect information on potential dislocations and provide assistance in the effort to avert such dislocations. This includes assistance in obtaining State and other economic development assistance.
  - Dissemination of information throughout the area of the availability of services for employees and employers facing dislocation.

R. Describe and assess the adult and dislocated worker employment and training services that will be available in your local area. [(WIA, Section 118 (b)(4)(5)]

1. CORE SERVICES

   - **Eligibility determination:** Tier 1A Services are open access services. No eligibility-determination is required. For Tier 1B and higher tiers, service eligibility is determined with staff-assistance.
   - **Outreach, intake, and orientation:** Advertising through print, television, and radio informs the public of the availability of services. OSC Resource Room staff personal contacts and informational materials provide customer orientation on accessing WIA services through the OS System, including Partner services.
   - **Initial assessment:** Basic Skills self-testing, computerized aptitude and ability self-testing, supportive services.
   - **Employment assistance:** CalJOBS job vacancy listings, telephones to schedule interviews, fax machines to submit résumés and applications, résumé writing software and help, workshops in interview skill, counseling and job search, and placement assistance.
   - **Computerized labor market information:** Demand occupations, job skills needed for demand and other occupations, current wage and benefit information, jobs available through EDD and other, on-line services.
   - **Eligible training provider information** including performance data and costs.
• Performance and customer satisfaction information for the local OSS and eligible training providers.

• Unemployment Insurance: Claim filing information and telephones for filing claims, referral to on-site EDD staff.

• Welfare to Work: Referral to on-site or other-site Partner counselors for initial program eligibility determination, financial aid.

• WIA service follow-up: Minimum of twelve months for persons placed in unsubsidized employment under Title I.

2. INTENSIVE SERVICES

• Comprehensive skill assessment using computerized or other appropriate diagnostic assessment systems.

• Case Management Services: In-depth interviews to identify employment barriers, Individual Employment Plan (IEP) development to identify services needed for the program customer to reach the employment goal, and counseling on how to overcome barriers and be successful in this effort, identification of needed supportive services, and on-going case management for persons in Training Services and the post-employment follow-up period.

• Pre-vocational “soft skill” training: Weekly workshops on interviewing, communication, job retention skills, and professional dress and conduct.

• Goal setting/motivation workshops using Pacific Institute’s Achieving Your Potential program.

3. TRAINING SERVICES

These services are provided on an as-needed basis as identified in the customer’s IEP only after it has been determined with the customer that such training is necessary to attain and keep unsubsidized employment.

• Job skill: For demand occupations in the Area, this training is available through Individual Training Accounts (ITA).

• On-the-job training.

• Workplace training combined with related instruction.

• Skill upgrade training.

• Entrepreneurship training.

• Job readiness training.

• Basic skills and English-as-a-Second Language in combination with one or more of the above training services.

• Customized training benefiting employers who commit to hiring trainees on training completion.

4. SUPPORTIVE SERVICES

• Supportive services determined as needed for completion of WIA Title I services. Those not available through other programs may be provided. These services are identified in comprehensive assessment and IEP development.

• Needs-related payment: These may be made to unemployed individuals who do not qualify for, or have ceased to qualify for, unemployment insurance if necessary for completion of the individual's training program.
S. MEMORANDUM OF UNDERSTANDING:
WIA requires that a Memorandum of Understanding (MOU) between the local board and each of the One-Stop partners concerning the operation of the One-Stop delivery system be executed. As referenced on page 6, a copy of each MOU must be included with the plan. [WIA Section 118(b)(2)(B)]

The MOU may be developed as a single umbrella document, or as singular agreements between the Partners and the board. The MOUs should present in concrete terms, member contributions and the mutual methodologies used in overseeing the operations of the One-Stop career center system.

1. The MOU must describe: [WIA, Section 121(c)(1)(2)(A)(B)]
   a. What services will be provided through the One-Stop system.
   b. How the costs of services and operating costs will be funded, including cost-sharing strategies or methodologies.
   c. What methods will be used for referral of individuals between the One-Stop operator and Partners.
   d. How long the MOU will be in effect.
   e. What procedures have been developed for amending the MOU.
   f. Other provisions consistent or as deemed necessary by the local board.
   g. Financial obligation component has been added.

2. Identify those entities with which you are in the process of executing an MOU. Describe the status of these negotiations. [Interim Final Rule §662.310(b)]

The entities with which an MOU has been executed include:

- **Stanislaus County Department of Employment and Training**
  WIA Title I
  Welfare-to-Work Program
- **Employment Development Department**
  Wagner-Peyser Job Service
  Veterans Employment Services
  Trade Adjustment Assistance Act
  North American Free Trade Act
  Unemployment Insurance
  Youth Economic Opportunity Program
- **State Department of Rehabilitation**
  Title I of The Rehabilitation Act
- **Disability Resource Agency for Independent Living (DRAIL)**
  Rehabilitation Act of 1979
  Americans with Disability Act (ADA)
  Information and Referral
  Care Provider Registry Referrals
  Housing Referrals
  Individual and System Advocacy
  Benefits Counseling
  Peer Advising
  Independent Living Skills
  Braille Classes
  Referral to Sign and Language Registry of Interpreters


- **Housing Authority of Stanislaus County**
  Housing and Urban Development Employment and Training Program
  Family Self-Sufficiency Program

- **Center For Senior Employment**
  Title V of The Older Americans Act

- **Central Valley Opportunity Center**
  Community Services Block Grant
  Migrant and Seasonal Farm Worker Program

- **Stanislaus County Community Services Agency**
  StanWORKs – TANF
  Food Stamps
  General Assistance
  Foster Care
  Independent Living Program
  Welfare-to-Work Program

- **The Alliance**
  Economic development activities
  Employer services
  Small Business Administration programs

- **Modesto City Schools, Stanislaus County Office of Education**
  Title II Adult Education and Literacy Activities
  Carl Perkins Vocational and Applied Technology Education Act
  School-to-Career

- **Yosemite Community College District**
  Carl Perkins Vocational and Applied Technology Education Act
  Independent Living Program

3. **What process will the local board use to document negotiations with One-Stop partners who fail to participate or sign an MOU? How will you inform the state board when negotiations have failed? [Interim Final Rule §662.310(b)]**

In case of impasse, the OS Operator will negotiate with the reluctant Partner. LWIB will mediate negotiations between the OS Operator and the Partner. Disputed issues between the parties will be identified. The Alliance administrative staff will document negotiations. If agreement cannot be reached, an alternate entity representing the required funding source, if available, will be named as a replacement. The Local WIB will inform the State WIB in writing of these events and the failure to resolve the impasse(s).
VI. YOUTH ACTIVITIES

In this section describe the strategies and tactics to develop a comprehensive service delivery system for eligible youth, and discuss how that system will be coordinated through the One-Stop system.

<table>
<thead>
<tr>
<th><strong>A. Describe your local area’s efforts to construct a youth council, and what the role(s) of the Youth Council will be.</strong> [WIA, Section 117 (h)(1)(2)(3)(4)]</th>
</tr>
</thead>
<tbody>
<tr>
<td>LWIB held an extensive campaign to recruit members with first hand knowledge of the needs of local youth for the Youth Advisory Council (YAC). In addition to meeting the requirements under WIA, a special effort was made to staff the YAC with employers who hire youth and individuals who work with youth at the grassroots level in the local neighborhoods. WIB appointed YAC members on March 20, 2000, in cooperation with the Board of Supervisors. A youth was appointed to sit on the YAC. The first YAC meeting was on April 3, 2000. The role of the YAC is to determine the needs of local youth related to preparing them for success in the workplace. Based on identified needs, the YAC will develop program requirements and issue Requests for Proposals for programs that meet these needs. The Council will then review these proposals and recommend which programs to fund to The Alliance and Board of Supervisors.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>B. How will youth services be connected with your One-Stop delivery system?</strong> [Interim Final Rule § 664.700]</th>
</tr>
</thead>
<tbody>
<tr>
<td>Modesto City Schools is opening a One-Stop Center targeted to youth in September 2005. Youth activity contractors and One-Stop Partners that provide youth services will familiarize youth participants with universal services available in the One-Stop Centers. Eligible participating youth will be referred to One-Stop Centers for information services. For Intensive and Training services, an 18 to 21 year old may be concurrently enrolled in the Adult program, if it is appropriate and stated in the youth’s ISS. The funding streams paying for services to concurrently enrolled older youth will be identified and tracked to avoid duplication of services.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>C. Describe how coordination with Job Corps, Youth Opportunity Grants, and other youth programs in your local area will occur, e.g. School-to-Career.</strong> [WIA Section 112(b)(18)(C) and 117(h)(2)(vi), State Planning Guidance, IV B. 14.]</th>
</tr>
</thead>
<tbody>
<tr>
<td>There are currently no Job Corps or Youth Opportunity Grant programs available in the local area. Job Corps candidates will be referred to the nearest appropriate Job Corp office. Youth with School-to-Career program requests will be referred to the appropriate school district program.</td>
</tr>
</tbody>
</table>
D. Describe your area’s eligible youth population and needs in general. Describe and assess the type and availability of youth activities in the local area. Include an identification of successful providers of such activities. [WIA, sections 118(b)(6)]

Generally, the Area’s eligible youth population comes from low-income families mostly concentrated in certain census tracts. Many of these youth are at-risk of dropping out of school. They need character-building activities, work skills (hard and soft), and high school graduation or an equivalent degree. Types of youth activities available in the area include:

- **WIA-funded:** These services will be available through contract with eligible providers of youth activities and/or the OSCs. Services will begin on the agreed start date following YAC and The Alliance recommendation and BOS funding approval. For youth aged 14 through 18, job skill training may be provided using WIA Youth Funds or by referral to an appropriate, non-WIA funded agency. For youth aged 19 through 21, job skill training will be provided through concurrent enrollment for Adult services and use of Adult Funds or by a non-WIA funding source.

- **Non-WIA funded:**
  - **Education agency-based activities** found in each County area include the Regional Occupation Program, in-school vocational preparation, School-to-Career, and academic preparation in basic skills, work maturity, and job retention skills that meet Carl Perkins Act and school program accreditation standards.
  
  - **Recreational programs** include community-based organizations (such as YMCA and Red Shield), Police Activity League (including after-school tutoring and educational skill training), municipal and/or special district park and recreation associations, and religion-based activities.
  
  - **Residential programs for out-of-home youth** including Juvenile Justice programs and Foster Care group homes. Juvenile Justice programs are dependent on the County Office of Education for academic skill training, but youth are subject to sudden changes in the time available for completion of skill training. Foster Care programs may provide in-house educational programs that must meet education accreditation standards. Most foster youth group home residents are educated through local school districts. The Community Service Agency and Independent Living Program (ILP) provides voluntary participation foster and Probation Department youth with basic living skills classes through Modesto Junior College.
  
  - **Vocational training** is available for other eligible youth. The CSA and ILP courses provide both hard skill and soft skill training for foster youth and some probationers. EDD’s YEOP services provide staff to assist youth in achieving their educational and vocational goals.
Successful program operators funded under the Workforce Investment Act (WIA) prior Job-Partnership Training Act include Modesto City Schools, Modesto Junior College, Ceres Unified School District, Friends Outside, Excell Center, Youth For Christ, Stanislaus County Office of Education, Center for Human Services, Arbor of Stanislaus, Worldwide educational services, Computer Tutor and Central Valley Opportunity Center (CVOC), and Merced County Migrant Education, among others.

E. What is your local area’s strategy for providing comprehensive services to eligible in-school and out-of-school youth, including any coordination with foster care, education, welfare, and other relevant resources? Include any local requirements and activities to assist youth who have special needs or barriers to employment, including those who are pregnant, parenting, or have disabilities. [WIA Section 112(b)(18)(A), Interim Final Rule §664.400, State Planning Guidance, IV B.]

The strategy for providing comprehensive youth services is to:

- Focus WIA-eligible youth activities on programs and services most appropriate for meeting individual youth’s identified needs, whether by coordination and cooperation with, and referral to, Modesto Junior College, high schools districts, community organizations, One-Stop Partners, and agencies and organizations with expertise or by WIA funding of needed activities and services.
- Foster the development of youth services countywide through coordination and cooperation with the Stanislaus County Children’s’ Council, the Stanislaus County Youth Council, and United Way and other youth service organizations.
- Encourage the development of foster youth services by input into the Foster Youth Advisory Council.
- Ensure that a representative from the County Foster Care Program participates on the Youth Advisory Council (YAC).
- Strive, with other youth service agencies, to identify, strengthen, and broaden the range of needed, appropriate youth services available throughout the county, especially in the underserved areas.

Special needs populations such as pregnant/parenting teens, and youth in foster care, will receive services either by contract or appropriate referral for services. All Youth service contractors programs will be required to meet ADA requirements.

F. Describe how your local area will meet the Act’s provisions regarding the required youth program design elements: [WIA, Section 129(c)(2)(A) through (J)]

1. Preparation for post-secondary educational opportunities

   Services will include:
   - Information about, and referral to, local community college district services.
   - Information about sources of non-WIA grants, scholarships, and aid, including Higher Education Act funds.
   - Youth programs that provide basic academic training to prepare students for success in post secondary training.
2. **Strong linkages between academic and occupational learning**

   Youth participating in WIA programs will receive academic skill training that relates to their career goals as outlined in their Individual Service Strategy (ISS). For in-school youth, all services provided under WIA will be coordinated with the student's school to assure strong linkages.

3. **Preparation for unsubsidized employment opportunities**

   Eligible providers of youth services will be responsible for identification of the skills required for youth to obtain and retain employment. The YAC will recommend funding of programs that prepare youth in those skill areas.

4. **Effective linkages with intermediaries with strong employer connections**

   The One-Stop Centers have strong linkages to the employer community. In addition, the membership of the YAC includes employers who hire youth. The YAC will recommend funding program providers who have connection with the OSC system and have demonstrated a strong connection to employers in the community.

5. **Alternative secondary school services**

   Youth service providers, where appropriate, will encourage school dropouts enrolled in WIA programs to re-enter the school system through Alternative Schools.

6. **Summer employment opportunities**

   Paid summer work experience positions will be an integral part of the year-round youth programs. Participants will be placed in these positions if indicated in their ISS. Youth that seek summer employment through OSCs and whose preliminary screening indicates program eligibility will be referred to youth program providers. Non-eligible youth will be instructed on how to look for summer jobs using the resources at the OSCs.

7. **Paid and unpaid work experience**

   Work Experience positions will be offered to youth who require them, as indicated in the ISS. These positions will be designed to provide youth with "real world" experience. Youth will learn the basic skills, attributes, and personal behavior requirements necessary to obtain and retain employment.

8. **Occupational skills training**

   Occupational skills, as appropriate and in the individual's ISS, will be provided through:
   - School-based job skill training programs.
   - Referral to non-WIA funded agencies, as appropriate.
   - Private secondary and post-secondary training providers, if they are on the State List of Eligible Providers.
   - On-the-job training on an exception basis if appropriate based on the needs stated in the youth's ISS and the provider meets Governor's OJT performance criteria.
- Referral of 18 through 21 year old eligible youth to the OSC(s) for appropriate services, including concurrent enrollment for ITA-funded training if that person is also eligible under Adult and/or Dislocated Worker program criteria.

Any occupational skill training provided to in-school youth will be in coordination with, and have approval of, the student’s school.

9. **Leadership development opportunities**

Leadership development opportunities will be provided through:
- Existing mentoring programs in the community.
- WIA-funded youth programs with leadership training components.

10. **Comprehensive guidance and counseling**

Comprehensive guidance and counseling on making good career choices, and the steps required to be successful in reaching career goals, will be available from the youth service provider. Personal and family counseling will be provided through referral to the appropriate County Department or community-based organizations.

11. **Supportive services**

In the absence of other funds for this purpose, supportive services may be provided through WIA funds if the need is documented in the youth’s ISS. Such services may include childcare, transportation assistance, and tools, but are not limited to these.

12. **Follow-up services. [Interim Final Rule §664.450(a)(1) through (6)(b), State Planning Guidance, IV B.14.]**

Appropriate follow up services will be provided for a minimum of twelve months following program exit. These may include, in addition to regular contact with the youth, and as identified in the ISS,
- Supportive services as described above.
- Regular contacts with the youth’s employer to monitor employment progress and offer assistance in resolving work-related problems.
- Assistance in locating better employment, career development, and further education.
- Work-related peer groups.
- Adult mentoring.

**VII. ADMINISTRATIVE REQUIREMENTS**

A. **What competitive process will be used to award grants and contracts for youth services in your local area? [WIA Section 118 (b)(9), 112(b)(18)(B) and Section 123]**

The Alliance, on YAC recommendation, will award grants and/or contracts through use of the Request For Proposal (RFP) or Invitation For Bid (IFB) process.
B. What competitive and non-competitive processes will be used at the local level to award grants and contracts for activities under Title I of WIA, including how potential bidders are being made aware of the availability of grants and contracts? [WIA, Section 118(b)(9)]

The competitive procurement process will include:
1. Determination of the Area's program needs by The Alliance or its responsible committee.
2. Issuing of the Request For Proposal (RFP) or Invitation For Bid (IFB) through:
   a. Conformity with all pertinent RFP/IFB Department of Labor, State of California, and County procurement guidelines.
   b. Notice of RFP/IFB publication in a local newspaper of general distribution.
   c. Direct notice of RFP/IFB availability to eligible youth service providers on the RFP/IFB mailing list.
3. The Alliance recommendations for grant award made to the BOS for approval and authorization for expenditure of funds.
4. Documentation and record retention for the requisite time for each RFP/IFB process.

Non-competitive procurement process: Contract or grant award will be made in conformity with Federal and State requirements in the absence of other service resources in the area, in case of emergency, or in the presence of a uniquely qualified eligible service provider of outstanding performance for persons with special needs. The need for a non-competitive award will be documented.

C. What entity will serve as the local grant recipient and be responsible for disbursing grant funds as determined by the Chief Elected Official? [WIA Section 117(d)(3)(B)(i)(I)(II)(III) and 118(b)(8)]

The CEO has designated Stanislaus County as the local grant recipient and has authorized the Department of Employment and Training to act as the administrative entity for WIA-funded services.

D. What criteria will the local board use in awarding grants for youth activities, including criteria used by the Governor and local boards to identify effective and ineffective youth activities and providers? [WIA Section 112(b)(18)(B), State Planning Guidance III B.1.f.]

Youth grant award criteria include, but are not limited to:
- The proposal was submitted before the closing time and date.
- Agency customer satisfaction is strong.
- The proposed program will meet the needs of a YAC-designated group.
  - All ten required elements of a youth program are addressed.
  - The design is innovative (e.g., not duplicating current local programs).
  - The agency is experienced in providing youth programs.
  - The agency has the capacity to provide the proposed activities.
  - The program will serve areas of the County currently under-served.
  - Post-program followup service needs are fully addressed.
  - The proposed return on investment shows this to be a good investment for the benefits to be received.
• Administrative performance is strong:
  – The signing officer has the authority to submit the proposal.
  – The agency meets compliance standards and is not debarred.
  – Required operational linkages are in place.
  – Performance records are accurate, complete, and auditable.
  – Entity responds promptly to program correction findings (monitoring).

• Fiscal performance is strong.
  – The proposing agency is fiscally solvent.
  – The proposing agency will not be solely dependent on WIA funds.
  – The agency historically provides services within the budgeted level.
  – Fiscal records are accurate and complete.
  – Fiscal system is auditable, conforming to GAAP/GAGAS standards.
• The proposed program meets the Governor’s criteria for youth activities.

The above criteria will be used when awarding youth contracts in the first year of WIA. As performance and customer satisfaction data are collected in subsequent years, they will play a major role when funding decisions are being made. A contract period may be extended and funding increased if performance is satisfactory and the program helps the YAC meet its goals.

E. What is your local area’s definition regarding the sixth youth eligibility criterion, (“an individual who requires additional assistance to complete an educational program, or to secure and hold employment”)? [WIA Section 101(13)(C)(vi)]

The Alliance identifies “an individual who requires additional assistance to complete an educational program or to secure and hold employment” as a person with any one or more of the following characteristics:

• Below grade level in basic educational skills.
• Disabled, including learning disabled.
• 18-21 year old youth who are no longer receiving foster care services.
• Teen victims of domestic violence.
• Youth with visible tattoos that may affect employability.
• Youth in high unemployment areas (where the unemployment rate is two or more percent higher than the Local Workforce Investment Area average.
• Requires work maturity skills (for example, interpersonal, life survival basic thinking, team-building or job-seeking skills).

Eligibility under the sixth criteria is documented in the youth’s Individual Service Strategy.
F. What process will be used to allow public review and comment for specific performance outcomes and measures when these have been negotiated?

The process for public comment on performance standards is:
- If part of the annual Plan modification process, the public will be able to review and comment on the specific measures and outcomes as part of the Public Notice-Public Hearing process.
- If not part of the annual Plan modification process, a Public Notice of the proposed changes will be announced as part of The Alliance agenda. The public will be able to comment on the negotiated changes in writing and/or by oral discussion as part of The Alliance’s meeting.

VIII. ASSURANCES

A. The Local Workforce Investment Board and its staff assure that it will establish, in accordance with Section 184 of the Workforce Investment Act, fiscal control and fund accounting procedures necessary to ensure the proper disbursement of, and accounting for, funds provided to the Local Workforce Investment Board through the allotments made under Sections 127 and 132. [WIA, Section 112(b)(11)]

B. The Local Workforce Investment Board assures that it will comply with WIA, Section 184(a)(6), which requires the Governor to, every two years, certify to the Secretary that it has:
   1. Implemented the uniform administrative requirements referred to in WIA, Section 184(a)(3);
   2. Annually monitored local areas to ensure compliance with the uniform administrative requirements as required under WIA, Section 184(a)(4); and
   3. Taken appropriate action to secure compliance pursuant to WIA, Section 184(a)(5).

C. The Local Workforce Investment Board assures that compliance with the confidentiality requirements of WIA, Section 136(f)(3).

D. The Local Workforce Investment Board assures that no funds received under the Workforce Investment Act will be used to assist, promote, or deter union organizing. [WIA, Section 181(b)(7)]

E. The Local Workforce Investment Board assures that the board will comply with the nondiscrimination provisions of WIA, Section 188, including an assurance that Methods of Administration have been developed and implemented.

F. The Local Workforce Investment Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIA, Section 188.

G. The Local Workforce Investment Board assures that there will be compliance with grant procedures of WIA, Section 189(c).

H. The Local Workforce Investment Board certifies that veterans' services provided with Wagner-Peyser Act funds will be in compliance with 38 U.S.C. Chapter 41 and 20 CFR part 1001.
I. The Local Workforce Investment Board certifies that Wagner-Peyser Act-funded labor exchange activities will be provided by merit-based public employees. [State Planning Guidance VI. 13.]

J. The Local Workforce Investment Board assures that it will comply with the current regulations, 20 CFR part 651.111, to develop and submit affirmative action plans for migrant and seasonal farmworker Significant Offices in the local workforce area which are determined by the Department of Labor, to be in the highest 20% of MSFW activity nationally.

K. The Local Workforce Investment Board has developed this Plan in consultation with local elected officials, local workforce boards, the business community, labor organizations and other Partners. [WIA Section 118(a)]

L. The Local Workforce Investment Board assures that it will comply with section 504 of the Rehabilitation Act of 1973 (29 USC 794) and the American's with Disabilities Act of 1990 (42 USC 12101 et seq.).

M. The Local Workforce Investment Board assures that funds will be spent in accordance with the Workforce Investment Act, written Department of Labor guidance, and other applicable Federal and State laws and regulations.

N. The local Workforce Investment Board assures that veterans workforce investment programs funded under WIA, Section 168 will be carried out in accordance with that Section.

O. The local Workforce Investment Board assures that it will comply with future State Workforce Investment Board policies and guidelines, legislative mandates, or other special provisions as may be required under Federal law or policy, including the Workforce Investment Act or State legislation.

NEW ASSURANCES TO LOCAL WIA PLANS

1. The Local Workforce Investment Board assures that when allocated adult funds for employment and training activities are limited, priority shall be given to recipients of public assistance and other low-income individuals for intensive and training services [WIA, Sections 134 (d)(4)(E), 118(b)(4)].

2. The Local Workforce Investment Board certifies that its One-Stop Centers will recognize and comply with applicable labor agreements affecting represented employees located in the Centers. This shall include the right of access by State labor organization representatives pursuant to the Ralph C. Dills Act (Chapter 10.3 [commencing with Section 3512] of Division 4, of Title 1 of the Government Code).

3. The Local Workforce Investment Board assures that State employees who are located at One-Stop Centers shall remain under the supervision of their employing department for the purposes of performance evaluation, and other matters concerning civil service rights and responsibilities. State employees performing services at One-Stop Centers shall retain existing civil service and collective bargaining protections on matters relating to employment, including, but not limited to, hiring, promotion, discipline, and grievance procedures.
4. The Local Workforce Investment Board assures that when work-related issues arise at One-Stop Centers between State employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employees' civil service supervisor. The One-Stop Career Center operators and partners shall cooperate in the investigation of the following matters: discrimination under the California Fair Employment and Housing Act (Part 2.8 [commencing with Section 12900] of Division 3 of Title 2 of the Government Code), threats and/or violence concerning State employees, and State employee misconduct.

5. One-Stop Operator is responsible for administering One-Stop Center services in accord with roles to be determined by the Local Workforce Investment Board. The Local Workforce Investment Board assures that it will select the One-Stop Operator with the agreement of the Chief Elected Official, through one of three means:
   a. Through a consortium of at least three or more required One-Stop partners; or
   b. Through competitive process such as a Request for Proposal; or
   c. It may serve as the One-Stop Operator directly but only with the consent of the Chief Elected Official and the Governor.

The only time these selection procedures are not required is in the following circumstances inclusive: The One-Stop delivery system, of which the operator is a part, existed before August 7, 1998; the existing One-Stop system includes all of the required One-Stop partners; and an MOU has been executed which is consistent with the requirements of the Act. [WIA: Sections 121(d)(2)(A) and Regulations, Section 662.410.]
IX. SIGNATURE PAGE

This plan modification represents The Alliance’s efforts to maximize and coordinate resources available under Title I of the Workforce Investment Act (WIA) of 1998.

This plan modification is submitted for the period of July 1, 2005, through June 30, 2006, in accordance with the provisions of the Workforce Investment Act.

Approved by the LOCAL BOARD

Signature
Ralph S. Curtis
Name
Chair
Title
Date

Chief Elected Official(s)

Signature
Jeff Grover
Name
Chair, Board of Supervisors
Title
Date

07/01/05
ATTACHMENT A

FIVE-YEAR PLAN PUBLIC COMMENT

AND RESPONSES
FIFTH YEAR MODIFICATIONS PUBLIC COMMENT AND RESPONSES

Public Notice of the Public Comment period and Public Hearings for the Fifth Year Local Plan Modification Extension Modifications was published on June 17, 2005. The Comment period ran from June 18, 2005 through July 19, 2005. The Alliance held the Public Hearings on June 20, 2005 and June 29, 2005.

1. Comment: Interested individuals will have the opportunity to make comments at the scheduled Public Hearings. These comments will be published at DET’s internet site at: www.stannet.org and in the Five-Year Plan.

2. Response: Department of Employment and Training (DET) staff and Local Workforce Investment Board (LWIB) respect the opinion of its community and will:

- Translate any Public Hearings related to the Five-Year Plan into Spanish
- Translate all future Five-Year Plans and Modifications into Spanish
- Publicize the Five-Year Plan in English and Spanish
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<th>ENTITY</th>
<th>ORGANIZATION</th>
<th>CONTACT (NAME/TITLE)</th>
<th>ADDRESS (STREET, CITY, ZIP)</th>
<th>PHONE, FAX, E-MAIL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant Recipient (or Subrecipient if applicable)</td>
<td>Stanislaus County Department of Employment and Training</td>
<td>Terry D. Plett Director</td>
<td>P.O. Box 3389 251 E. Hackett Road Modesto, CA 95353-3389</td>
<td>(209) 558-2113 FAX: (209) 558-2164 <a href="mailto:plettt@mail.co.stanislaus.ca.us">plettt@mail.co.stanislaus.ca.us</a></td>
</tr>
<tr>
<td>Fiscal Agent</td>
<td>Stanislaus County Department of Employment and Training</td>
<td>Terry D. Plett Director</td>
<td>P.O. Box 3389 251 E. Hackett Road Modesto, CA 95353-3389</td>
<td>(209) 558-2113 FAX: (209) 558-2164 <a href="mailto:plettt@mail.co.stanislaus.ca.us">plettt@mail.co.stanislaus.ca.us</a></td>
</tr>
<tr>
<td>Local Area Administrator</td>
<td>Stanislaus County Department of Employment and Training</td>
<td>Terry D. Plett Director</td>
<td>P.O. Box 3389 251 E. Hackett Road Modesto, CA 95353-3389</td>
<td>(209) 558-2113 FAX: (209) 558-2164 <a href="mailto:plettt@mail.co.stanislaus.ca.us">plettt@mail.co.stanislaus.ca.us</a></td>
</tr>
</tbody>
</table>

Signature: [Signature]

Chief Elected Official

Date: 7-26-05

If a Local Grant Subrecipient has been designated, please submit a copy of the agreement between the Chief Elected Official and the Subrecipient. The agreement should delineate roles and responsibilities of each, including signature authority.
TITLE IB BUDGET PLAN SUMMARY (Adult)
WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2005, beginning 07/01/05 through 06/30/06
✓ Grant Code 201/202/203/204 WIA IB-Adult
✓ Grant Code 501/502/503/504 WIA IB-Dislocated Worker

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<td>4. Transfers - Plus or Minus</td>
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TOTAL ALLOCATION COST CATEGORY PLAN

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<td>C</td>
<td>Intensive Services</td>
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<td>D</td>
<td>Training Services</td>
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<td>E</td>
<td>Other</td>
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QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2004 and July 1, 2005 respectively)

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<td>3,071,119</td>
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<tr>
<td>18. December 2006</td>
<td>3,071,119</td>
</tr>
<tr>
<td>19. March 2007</td>
<td>3,071,119</td>
</tr>
<tr>
<td>20. June 2007</td>
<td>3,071,119</td>
</tr>
</tbody>
</table>

COST COMPLIANCE PLAN (maximum 10%)

<table>
<thead>
<tr>
<th>Line</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>21.</td>
<td>% for Administration Expenditures (Line 7/Line 8)</td>
</tr>
</tbody>
</table>

Terry D. Plett, Director
(209) 558-2113
07/01/05

Contact Person, Title
Telephone Number
Date Prepared

Comments:
NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.
TITLE IB BUDGET PLAN SUMMARY (Dislocated Worker)
WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2005, beginning 07/01/05 through 06/30/06
☐ Grant Code 201/202/203/204 WIA IB-Adult
☑ Grant Code 501/502/503/504 WIA IB-Dislocated Worker

<table>
<thead>
<tr>
<th>FUNDING IDENTIFICATION</th>
<th>R5887xx Subgrant</th>
<th>R692xxx Subgrant</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Year of Appropriation</td>
<td>2004</td>
<td>2005</td>
</tr>
<tr>
<td>2. Formula Allocation</td>
<td>2,563,796</td>
<td>2,672,700</td>
</tr>
<tr>
<td>3. Allocation Adjustment- Plus or Minus</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>4. Transfers - Plus or Minus</td>
<td>256,380</td>
<td>256,380</td>
</tr>
<tr>
<td>5. TOTAL FUNDS AVAILABLE (Line 2 plus 4)</td>
<td>2,307,416</td>
<td>2,307,416</td>
</tr>
<tr>
<td>TOTAL ALLOCATION COST CATEGORY PLAN</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Program Services (sum of Lines 6A through 6E)</td>
<td>2,076,675</td>
<td>2,405,429</td>
</tr>
<tr>
<td>A. Core Self Services</td>
<td>461,442</td>
<td>534,482</td>
</tr>
<tr>
<td>B. Core Registration Services</td>
<td>491,016</td>
<td>568,748</td>
</tr>
<tr>
<td>C. Intensive Services</td>
<td>532,465</td>
<td>616,758</td>
</tr>
<tr>
<td>D. Training Services</td>
<td>591,752</td>
<td>685,431</td>
</tr>
<tr>
<td>E. Other</td>
<td></td>
<td></td>
</tr>
<tr>
<td>7. Administration (Line 5 minus 6)</td>
<td>230,741</td>
<td>267,271</td>
</tr>
<tr>
<td>8. TOTAL (Lines 6 plus 7)</td>
<td>2,307,416</td>
<td>2,672,700</td>
</tr>
</tbody>
</table>

QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2004 and July 1, 2005 respectively)

| 9. September 2004 | 226,085 |
| 10. December 2004 | 903,433 |
| 11. March 2005 | 1,516,394 |
| 12. June 2005 | 2,177,960 |
| 15. March 2006 | 2,307,416 | 1,552,734 |
| 17. September 2006 | 2,672,700 |
| 18. December 2006 | 2,672,700 |
| 19. March 2007 | 2,672,700 |
| 20. June 2007 | 2,672,700 |

COST COMPLIANCE PLAN (maximum 10%)

| 21. % for Administration Expenditures (Line 7/Line 8) | 10.0% | 10.0% |

Terry D. Plett, Director (209) 558-2113 07/01/05
Contact Person, Title Telephone Number Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.
Local Plan Modification PY 2005-06

LWIA: Stanislaus County
Date: 07/01/05

TITLE IB BUDGET PLAN SUMMARY (Youth)
WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2005, beginning 04/01/05 through 06/30/06

☑ Grant Code 301/303/304 WIA IB-Youth

FUNDING IDENTIFICATION

<table>
<thead>
<tr>
<th>1. Year of Appropriation</th>
<th>R5887xx Subgrant</th>
<th>R692xxx Subgrant</th>
</tr>
</thead>
<tbody>
<tr>
<td>2004</td>
<td>3,048,957</td>
<td>3,006,028</td>
</tr>
<tr>
<td>2. Formula Allocation</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3,048,957</td>
<td>3,006,028</td>
<td></td>
</tr>
<tr>
<td>3. Allocation Adjustment- Plus or Minus</td>
<td></td>
<td></td>
</tr>
<tr>
<td>304,957</td>
<td>300,028</td>
<td></td>
</tr>
<tr>
<td>4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3,048,957</td>
<td>3,006,028</td>
<td></td>
</tr>
</tbody>
</table>

TOTAL ALLOCATION COST CATEGORY PLAN

<table>
<thead>
<tr>
<th>5. Program Services (sum of Lines 5A through 5C)</th>
<th>2,744,061</th>
<th>2,705,425</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. In School</td>
<td></td>
<td></td>
</tr>
<tr>
<td>B. Out-of-School (30%)</td>
<td>823,218</td>
<td>811,628</td>
</tr>
<tr>
<td>C. Other</td>
<td>1,920,843</td>
<td>1,893,797</td>
</tr>
<tr>
<td>6. Administration (Line 4 minus 5)</td>
<td>304,896</td>
<td>300,028</td>
</tr>
<tr>
<td>7. TOTAL (Line 5 plus 6)</td>
<td>3,048,957</td>
<td>3,006,028</td>
</tr>
</tbody>
</table>

QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2004, and April 1, 2005)

| 8. June 2004                                             | 0         |           |
| 9. September 2004                                        | 0         |           |
| 10. December 2004                                       | 655,021   |           |
| 11. March 2005                                           | 1,441,767 |           |
| 12. June 2005                                            | 2,582,083 | 0         |
| 13. September 2005                                      | 3,048,957 | 188,147   |
| 15. March 2006                                           | 3,048,957 | 1,506,193 |
| 17. September 2006                                      | 3,006,028 |           |
| 18. December 2006                                       | 3,006,028 |           |
| 19. March 2007                                           | 3,006,028 |           |
| 20. June 2007                                            | 3,006,028 |           |

COST COMPLIANCE PLAN (maximum 10%)

| 21. % for Administration Expenditures (Line 6/Line 7) | 10.0%     | 10.0%     |

Terry D. Plett, Director
(209) 558-2113
07/01/05
Contact Person, Title Telephone Number Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.
TITLE IB PARTICIPANT PLAN SUMMARY

WIA 118; 20 CFR 661.350(a)(13)

Plan the number of individuals that are in each category.

<table>
<thead>
<tr>
<th>Totals for PY 2005 (07/01/05 through 06/30/2006)</th>
<th>ADULT</th>
<th>DW</th>
<th>OY</th>
<th>YY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Registered Participants Carried in from PY2004</td>
<td>325</td>
<td>240</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>2. New Registered Participants for PY 2005</td>
<td>240</td>
<td>240</td>
<td>212</td>
<td>491</td>
</tr>
<tr>
<td>3. Total Registered Participants for PY 2005 (Line 1 plus 2)</td>
<td>565</td>
<td>480</td>
<td>212</td>
<td>491</td>
</tr>
<tr>
<td>4. Exits for PY 2005</td>
<td>275</td>
<td>210</td>
<td>224</td>
<td>401</td>
</tr>
<tr>
<td>5. Registered Participants Carried Out to PY 2006 (Line 3 minus 4)</td>
<td>290</td>
<td>270</td>
<td>0</td>
<td>90</td>
</tr>
</tbody>
</table>

PROGRAM SERVICES

6. Core Self Services
7. Core Registered Services
8. Intensive Services
9. Training Services

SKILL ATTAINMENT

10. Attained a Skill/Goal

52

11. Entered Employment
11A. Training-related
11B. Entered Postsecondary/Advanced/Credential Program
12. Remained with Layoff Employer
13. Entered Military Service
14. Entered Advanced Training
15. Entered Postsecondary Education
16. Entered Apprenticeship Program
17. Attained High School Diploma/GED
18. Returned to Secondary School
19. Exit for Other Reasons

Terry D. Plett, Director
(209) 558-2113
07/01/05

Contact Person, Title Telephone Date Prepared

Comments:
## Local Plan Modification PY 2005-06

**LWIA:** Stanislaus County  
**Date:** 07/01/05

### LOCAL PERFORMANCE INDICATORS AND GOALS

<table>
<thead>
<tr>
<th>WIA Requirement at Section 136(c)</th>
<th>State Performance Indicator(s)</th>
<th>Local Performance Goals</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Adults</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adult Entered Employment Rate</td>
<td>66%</td>
<td>66%</td>
</tr>
<tr>
<td>Adult Employment Retention Rate</td>
<td>74%</td>
<td>76%</td>
</tr>
<tr>
<td>Adult Earnings Rate</td>
<td>$3500</td>
<td>$3600</td>
</tr>
<tr>
<td>Adult Employment and Credential Attainment Rate</td>
<td>40%</td>
<td>50%</td>
</tr>
<tr>
<td><strong>Dislocated Workers</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dislocated Worker Entered Employment Rate</td>
<td>68%</td>
<td>69%</td>
</tr>
<tr>
<td>Dislocated Worker Employment Retention Rate</td>
<td>81%</td>
<td>83%</td>
</tr>
<tr>
<td>Dislocated Worker Earnings Replacement Rate</td>
<td>85%</td>
<td>86%</td>
</tr>
<tr>
<td>Dislocated Worker Employment and Credential Attainment Rate</td>
<td>40%</td>
<td>42%</td>
</tr>
<tr>
<td><strong>Youth Aged 19–21</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Older Youth Entered Employment Rate</td>
<td>55%</td>
<td>56%</td>
</tr>
<tr>
<td>Older Youth Employment Retention Rate</td>
<td>70%</td>
<td>72%</td>
</tr>
<tr>
<td>Older Youth Earnings Gain</td>
<td>$2500</td>
<td>$2600</td>
</tr>
<tr>
<td>Older Youth Employment and Credential Attainment Rate</td>
<td>36%</td>
<td>42%</td>
</tr>
<tr>
<td><strong>Youth 14–18</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Younger Youth Skill Attainment Rate</td>
<td>65%</td>
<td>70%</td>
</tr>
<tr>
<td>Younger Youth Diploma or Equivalent Rate</td>
<td>40%</td>
<td>42%</td>
</tr>
<tr>
<td>Younger Youth Retention Rate</td>
<td>40%</td>
<td>42%</td>
</tr>
<tr>
<td><strong>Participant Customer Satisfaction Rate</strong></td>
<td>66</td>
<td>67</td>
</tr>
<tr>
<td><strong>Employer Customer Satisfaction Rate</strong></td>
<td>64</td>
<td>65</td>
</tr>
</tbody>
</table>