

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

DEPT: Workforce Development

BOARD AGENDA: 4.B.16
AGENDA DATE: April 2, 2019

SUBJECT:

Approval of Stanislaus County Workforce Development's Local Plan Two-year Modification and San Joaquin Valley and Associated Counties Regional Plan Two-Year Modification for Program Years 2017-2021

BOARD ACTION AS FOLLOWS:

RESOLUTION NO. 2019-0187

On motion of Supervisor Olsen ----- Seconded by Supervisor Berryhill -----
and approved by the following vote,

Ayes: Supervisors: Olsen, Chiesa, Berryhill, DeMartini, and Chairman Withrow -----

Noes: Supervisors: None -----

Excused or Absent: Supervisors: None -----

Abstaining: Supervisor: None -----

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

MOTION:

ATTEST: 
ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Workforce Development

BOARD AGENDA:4.B.16
AGENDA DATE: April 2, 2019

CONSENT:

CEO CONCURRENCE: YES

4/5 Vote Required: No

SUBJECT:

Approval of Stanislaus County Workforce Development's Local Plan Two-year Modification and San Joaquin Valley and Associated Counties Regional Plan Two-Year Modification for Program Years 2017-2021

STAFF RECOMMENDATION:

1. Approve Stanislaus County Workforce Development's Local Plan Two-Year Modification for Program Years 2017-2021
2. Authorize the Chair of the Board of Supervisors to sign the Local Plan Two-Year Modification
3. Approve the San Joaquin Valley and Associated Counties (SJVAC) Regional Planning Unit (RPU) Program Years 2017-2021 Regional Plan Two-Year Modification

DISCUSSION:

The Workforce Innovation and Opportunity Act (WIOA) requires a Local and Regional Plan to be submitted to the California Workforce Development Board (State Board) and that both plans are aligned with the California Workforce Development Plan (State Plan). The State Plan is the controlling State Policy document for Local and Regional Plans. It sets the State's policy direction and serves as a conceptual map for local boards and their partners as they jointly develop the required Local and Regional Plans. WIOA requires that the Local and Regional Plans are reviewed and updated every two years to evaluate their effectiveness and allow for adjustments based on changes in labor market conditions, economic factors, target populations served and policy changes which may occur at the local, regional or State level. The policy objectives of the State Two-year Plan Modifications include addressing partnerships with CalFRESH Employment and Training, Department of Child Support Services for non-custodial parent support, Department of Rehabilitation's efforts to increase Competitive Integrated Employment, and increasing provision of services to English Language Learners, foreign born and refugees.

Local Plan

State Workforce Services Directive 18-01 provided guidance to the Local and Regional areas on the Two-year modifications. Attachment 1 is the Department's Two-year modification to the Local Plan. Stanislaus County Workforce Development (SCWD) convened five local forums for the Local Plan Two-year modifications to solicit input and take into consideration comments for increasing program efficacy. Workforce

Development Board (WDB) members, community based organizations, and the members of the community were invited to provide input at these forums. The five forums included: English Language Learners, Immigrants and Refugees on October 23, 2018; CalFresh Employment and Training, October 30, 2018; Individuals with Disabilities, November 6, 2018; Child Support Services, November 19, 2018; and Community Engagement, November 29, 2018.

Changes to the Local Plan include new strategies that specifically address:

1. Partnership and leveraging resources with the Community Services Agency's CalFresh Employment and Training system within Stanislaus County. This effort is designed to bridge service gaps and provide value-added services to CalFRESH Employment and Training customers.
2. Collaborating with and assisting the Department of Child Support Services in transitioning non-custodial parents into employment situations through WIOA funded training and placement services.
3. Assisting the Department of Rehabilitation in expanding and improving the Competitive Integrated Employment options for individuals with disabilities.
4. Expanding and focusing provision of services to English Language Learners, Foreign Born, and Refugees in an effort to provide better employment opportunities.

Per the State Directive, there is a 30-day public comment period for the Two-Year Local Plan modifications. The Department posted the Two-Year Local Plan modifications notice on its website, at Resource Centers as well as in the local newspaper for public comment period, which began on January 8, 2019 and ended on February 22, 2019. There was one comment submitted regarding the Two-Year Local Plan modification, asking for the addition of links on the SCWD website for people who want to make their homes more accessible for a family member with a disability. This comment is attached to the Local Plan Two-year Modification as a Public Comment.

The Stanislaus County Workforce Development Board approved the Local Plan Two-Year modification at the January 7, 2019 meeting. The Workforce Development Board Chair and the Chief Local Elected Official are required to approve and sign the Local Plan modification. The Two-Year Local Plan Modification was submitted to the State by the March 15, 2019 due date, unsigned. The State allows for the signed copies of the Plan to be submitted after the March 15th due date to allow local areas to obtain necessary signatures and ancillary documents.

Regional Plan

Stanislaus County has aligned with regional partners in the Central California Workforce Collaborative on the development and submittal of the San Joaquin Valley and Associated Counties (SJVAC) Regional Planning Unit (RPU) Regional Plan Two-Year Modification. These regional partners include: Fresno County, Kern/Inyo/Mono Counties, Kings County, Madera County, Merced County, San Joaquin County, and Tulare County. Several town hall forums were conducted in the local areas by regionally

contracted consultants John Chamberlin and David Shinder acting as regional coordinators, to assist in providing feedback and insight toward the Regional Plan Two-year Modification. Attendees included representatives from business, education, community based organizations and community members. The Regional Plan changes mirrored the Local Plan Two-year Modification changes, based on a regional perspective, and included Prison to Employment initiative strategies. Regional Plan modifications were completed by end of January, available for public comment by February 1, 2019 and shared with the Workforce Development Board members to allow for comments. No public comments were received regarding the Regional Plan Two-Year modification.

The Regional Plan modifications were submitted to the State by the March 15, 2019 deadline by Merced County, the acting Regional Coordinating organization. The Regional Plan Two-year modification does not require the signature of the Chief Local Elected Official.

The Local and Regional Plan Two-Year modifications are located at:

<http://stanworkforce.com/documents/reports/StanislausCountyLocalPlan2year.pdf>

<http://stanworkforce.com/documents/reports/RegionalPlan2YearModification.pdf>

POLICY ISSUE:

The Workforce Innovation and Opportunity Act Title 1 Section 108(a) stipulates that each Local Workforce Development Area must develop a four-year Local Plan, and if part of a Region, a four-year Regional Plan as well. Additionally, at the end of the first two-year period, each Local Board shall review the Local Plan and the Local Board, in partnership with the Chief Elected Official, shall prepare and submit modifications to the Local Plan to reflect changes in the labor market and economic conditions or in other factors affecting the implementation of the local plan.

FISCAL IMPACT:

There is no fiscal impact associated with this item.

BOARD OF SUPERVISORS' PRIORITY:

The recommended actions are consistent with the Board's priority of *Delivering Efficient Public Services and Community Infrastructure* by assuring that the Local Plan is in alignment with Regional and State Workforce Development Plans as required by law.

STAFFING IMPACT:

There is no staffing impact associated with this item.

CONTACT PERSON:

Doris Foster, Director (209) 558-2100

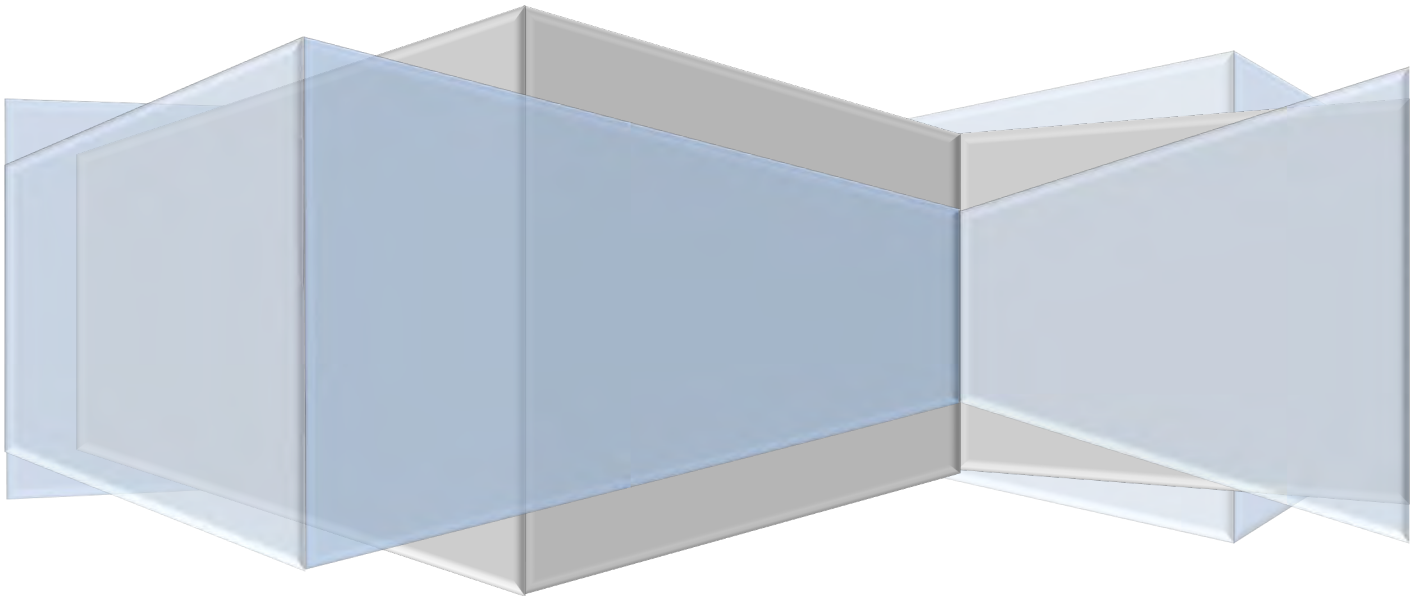
ATTACHMENT(S):

1. Local Plan 2-year Modification
2. Local Plan 2-year Modification Signature pages
3. SJVAC Regional Plan 2-year Modification



**Stanislaus County
Workforce Development
Board**

Local Plan 2 year Modification



INTRODUCTION

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

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

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

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

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

PUBLIC COMMENT

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

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

REGIONAL PLAN

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

LOCAL PLAN TWO YEAR MODIFICATION SUBMISSION AND DUE DATE

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

RESPONSE TO LOCAL PLAN SCORING MATRIX

A. CalFresh Employment & Training Partnership

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

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

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

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

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

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

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

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

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

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

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

B. Department of Child Support Services Partnership

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

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

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

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

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

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

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

C. Competitive Integrated Employment Updated Partnership

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Local Plan 2 Year Modification Attachments

Stanislaus County Workforce Development

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

THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



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

SAVE THE DATES!

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

English Language Learners, Immigrants & Refugees

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

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

CalFresh Employment & Training

Developing Workforce System Partnerships with CalFresh Employment and Training Programs

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

Individuals With Disabilities

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

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

Child Support Services

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

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

Community Engagement/Input

Community Forum on Local Workforce Services



See each forum flyer for location

209.558.2100



www.stanworkforce.com

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

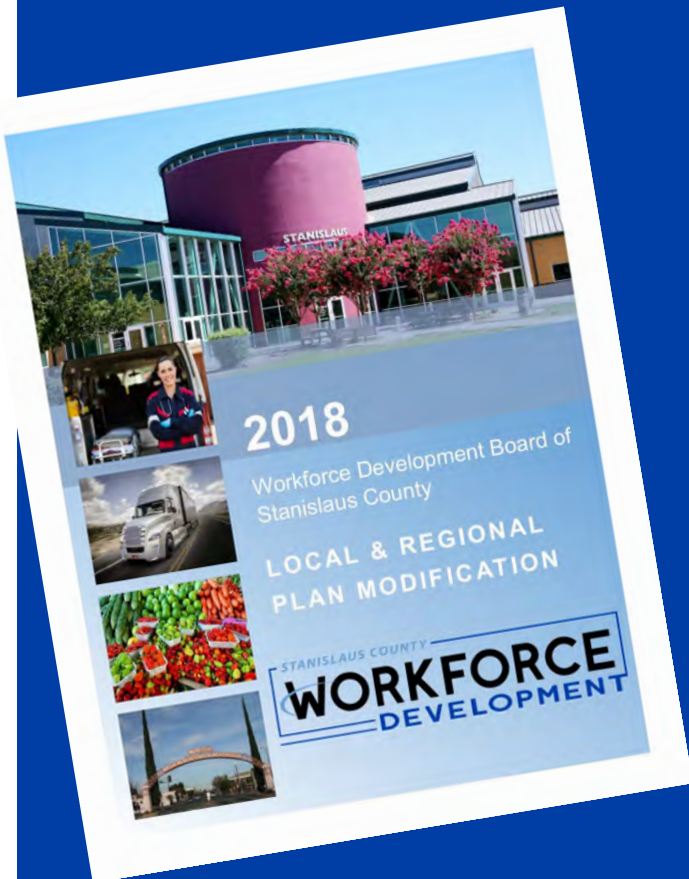


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THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



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



SAVE THE DATE!

Tuesday, October 30, 2018

3:30PM to 5:00 PM

CalFresh

Employment & Training

Developing Workforce System Partnerships
with CalFresh Employment and Training
Programs

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

What Are The Barriers To Employment?

How Can We Leverage Our Resources?

How Can We Align Our Programs?

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

209.558.2100



www.stanworkforce.com

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



A proud partner of America's **JobCenter**
of CaliforniaSM

Community Forum:

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

AGENDA

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

Developing Workforce System Partnerships with CalFresh Employment and Training Programs

STANISLAUS COUNTY WORKFORCE DEVELOPMENT

OCTOBER 30, 2018



Background

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

Local Plan Update Forums

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



Overview

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



Objectives of this Community and Stakeholder Forum

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



For Your Consideration and Input

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

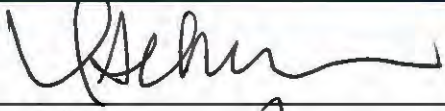
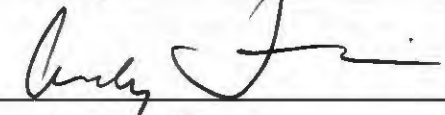

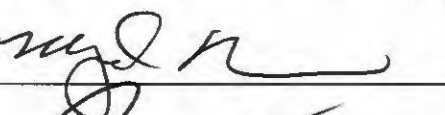
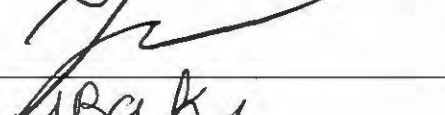

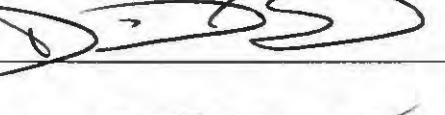
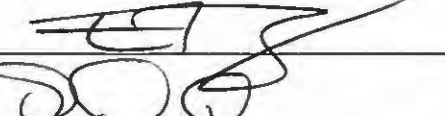
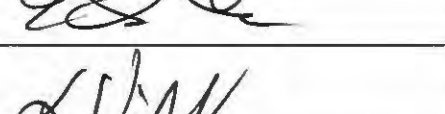



For Your Consideration and Input – Cont'd

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

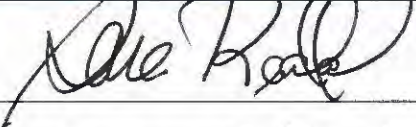
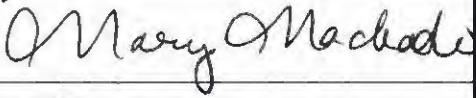
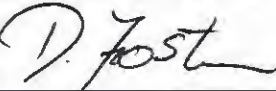
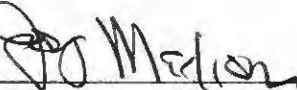
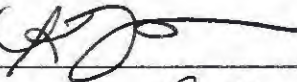
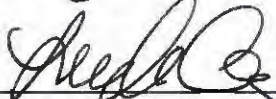

**Stanislaus County Workforce Development
Local Plan Update Forum: CalFresh Employment & Training**

**Stanislaus County Community Services Agency- Large Training Room 251 E. Hackett Road, Modesto CA 95358
October 30, 2018 3:30PM-5:00PM**

Print Name & Agency	Email Address	Phone Number	Signature
Loni Schumacher	lschumacher@centerforhumanservices.org	526-1476	
Andy Fiskum	SCWD	558-2133	
Teresa Pedra	SCWD	558-3567	
Margarita Ramos	SCWD	558-1202	
Jorge DeNauca	CUDC	380-2868	
Teresa Baker, CST	BakerT@stancounty.com	558 1745	
Dwight Bristol	Bristol@stancounty.com	558-1725	
Ernesto Rodriguez	erodriguez@cucol.org	571-3210	
El Cuellar	Cuellar@stancounty.com	558-2338	
Keira Vink	Vinkke@standcounty	2196	

**Stanislaus County Workforce Development
Local Plan Update Forum: CalFresh Employment & Training**

**Stanislaus County Community Services Agency- Large Training Room 251 E. Hackett Road, Modesto CA 95358
October 30, 2018 3:30PM-5:00PM**

Print Name & Agency	Email Address	Phone Number	Signature
Sara Redd Workforce Development			
Mary Machado workforce board member			
Doris Foster workforce Development	fosterd@stanworkforce.com	209 650 0458	
Jo Madison Manufact Council		209-247-7041	
Karinna Franco Sierra Vista Child Family	kfranco@sierravistacares.org	805)492-9785	
Linda Alaniz	LAlaniz@turlock.KR.ca.us	667-0643	
Cheryl Fondse	FondseC@stanworkforce.com	558-2151	



FFY 2019 CalFresh Employment & Training County Plan Template

COUNTY PLAN COVER SHEET

Name of County:	Stanislaus
Primary E&T Contact	
Name:	Teresa Baker
Title:	Manager
Telephone:	209 558-1765
Email:	bakert@stancounty.com
Secondary E&T Contact	
Name:	Margaret McKain
Title:	Supervisor
Telephone:	209 558- 2836
Email:	mckainm@stancounty.com

Please also include in emails, Keria Vink at vinkke@stancounty.com

FFY 2019 County Plan Template Checklist

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

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

Part I. County E&T Program Overview

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

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

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

Part II. County E&T Component Detail

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

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

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

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

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

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

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

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

Part IV. Third-Party Partner Totals

Stanislaus County does not contract CF E&T services.

Part V. E&T Component Counts

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

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

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

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

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

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

4	E&T Participants	
	1	Estimate the total number of mandatory E&T participants during FFY 2019: 0
	2	Estimate the total number of voluntary E&T participants during FFY 2019: 500

Part VII. Operating Budget

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

Part VII. Budget Narrative and Justification

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

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

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

Part X. E&T Reporting Requirements

1. E&T Quarterly Progress Report

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

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

2. National E&T Outcome Metrics Report

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

- b. The following data elements (data definitions provided in the National Outcomes Metrics Reporting instructions) will be collected for each individual who participated in E&T during FFY 2019:
 - Social Security Number (SSN)
 - County Indicator
 - Date of Birth
 - Male or Female
 - E&T Component
 - Component Start Date (for each component)
 - Component End Date (for each component)
 - Completion of Participation Date
 - Able Bodied Adults Without Dependents (ABAWD) Status
 - High School Degree (HSD) or GED
 - English as a Second Language
 - Mandatory or Voluntary

Part XI. Assurance Statement

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

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

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

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

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

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

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

Q. Can we have an explanation of Cal Fresh?

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

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

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

Two different types of General Assistance Programs

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

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

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

Q. Any other unique needs that participants face?

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

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

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

Q. What does it support?

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

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

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

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

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

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

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

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

Q. Do they have bus transportation available?

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

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

Q. What other type of services do they receive?

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

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

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

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

A. 90 days/ every 12 months.

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

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

Q. How long is the orientation?

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

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

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

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

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

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

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

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

Q. Is that tracked?

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Session Closed

THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



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

SAVE THE DATE!

Monday, November 19, 2018

10:00 AM to 12:00 PM

Child Support Services

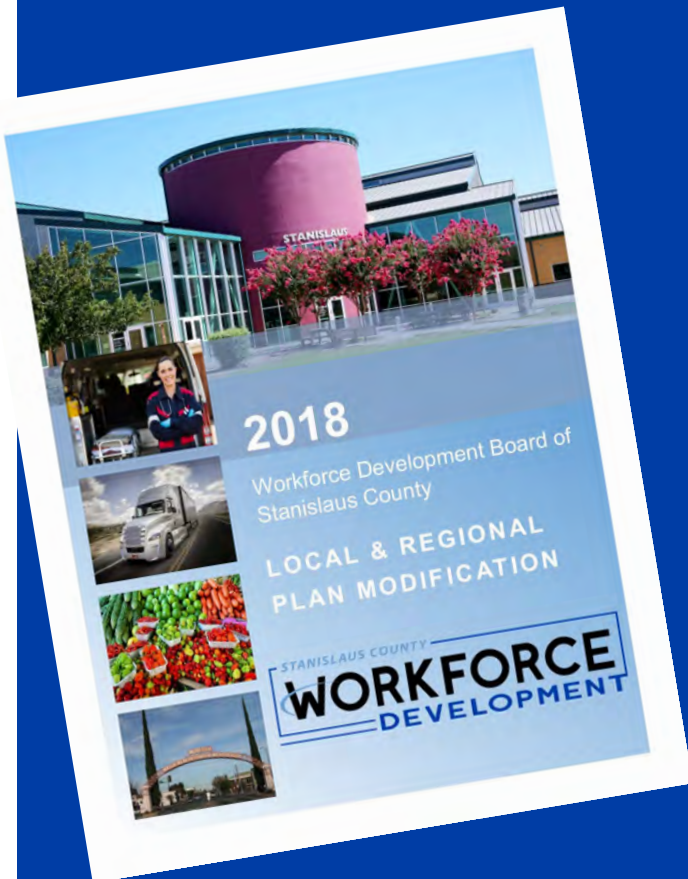
Strengthening Partnerships with the Stanislaus County Department of Child Support Services to serve Unemployed, Under-Employed, Payment-Delinquent Non-Custodial Parents

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

What Are The Barriers To Employment?

How Can We Leverage Our Resources?

How Can We Align Our Programs?



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

209.558.2100



www.stanworkforce.com

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



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Community Forum:

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

AGENDA

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



NOVEMBER 19, 2018

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



STANISLAUS COUNTY
WORKFORCE
DEVELOPMENT

LOCAL WORKFORCE PLANNING AND THE BIENNIAL UPDATES

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

REQUIRED MODIFICATIONS TO LOCAL PLANS MUST ADDRESS:

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

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

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

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

OBJECTIVES OF THIS COMMUNITY AND STAKEHOLDER FORUM

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

FOR YOUR CONSIDERATION AND INPUT

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

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


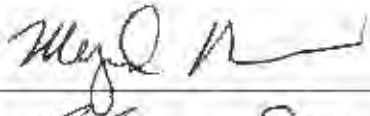



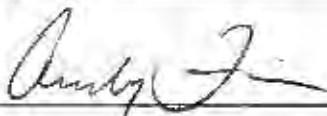


THANK YOU!

WE GREATLY APPRECIATE YOUR INPUT!

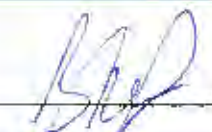


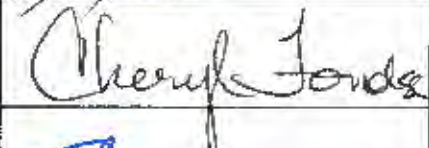


**Stanislaus County Workforce Development
Local Plan Update Forum: Child Support Services**

Stanislaus County Community Services Agency, Large Training Room 251 E. Hackett Road, Modesto CA 95358
November 19, 2018 10:00am-12:00pm

Print Name	Agency/ Organization	Email Address	Phone Number	Signature
Bruce Merchant	Workforce Dev	Merchant@stanworkforce.com	558-7748	
Margarita Ramos	SCWD	ramosm@stanworkforce.com	558-1202	
Virginia Isha	SCWD	Isha.V@Stanworkforce.com	558-2105	
Sara Redd	SCWD			
ERIC ANDERSEN	MCS	andersen.ed@monet.k12.ca.us	574-8194	
Amy Fiskum	SCWD		558-2133	

**Stanislaus County Workforce Development
Local Plan Update Forum: Child Support Services**

Stanislaus County Community Services Agency, Large Training Room 251 E. Hackett Road, Modesto CA 95358
November 19, 2018 10:00am-12:00pm

Print Name	Agency/ Organization	Email Address	Phone Number	Signature
BASIT ATWAL	Child Support	BATWAL@STANCOCSSA.ORG	558 1414	
Ryan Gonchar	Workforce Development			
Joni FOSTER	SCWD	fofster@stanworkforce.com		
Cheryl Fondse	SCWD	fondse.c@stanworkforce.com	558-2151	
Vinod Chand	SCWD	Chandv@Stanworkforce.com	558-2120	
Sara Fearon	Child Support	Sfearon@stancosw.org	558-1916	

Stanislaus County Non-Custodial Parent Demographic Information

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

As of 11/2018:

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

Gender

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

Race

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

Language spoken

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

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

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

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

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

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

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

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

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

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

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

Q. What is the CSPED?

A. Child Support Non-Custodial Parent Employment Demonstration Project

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

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

A. An additional barrier is incarceration.

Q: Is there a co-located case manager?

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

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

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

A. WD and Child Support

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Q. What is IV-D funding?

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

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

A. Partnering with CSA/HSA and Workforce Development.

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

A. We participate with the CHS Fatherhood Conference.

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

Closing comments:

Q. How about relationship to education?

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

Q. What can you provide?

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

Q. So no excuses?

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

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

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

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

Q. Maybe lack of confidence?

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

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

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

Forum Closed

THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



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SAVE THE DATE!

Tuesday, November 6, 2018

10:00 AM to 12:00 PM

Individuals with Disabilities

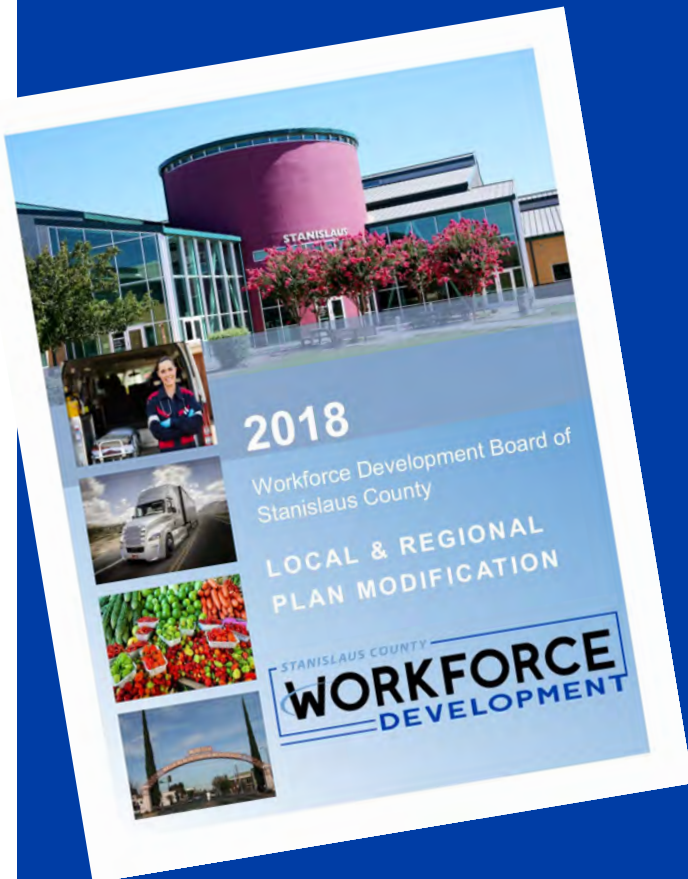
Improving Services to Individuals with
Disabilities through Competitive
Integrated Employment

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

What Are The Barriers To Employment?

How Can We Leverage Our Resources?

How Can We Align Our Programs?



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A proud partner of America's **JobCenter**
of CaliforniaSM

Community Forum:

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

AGENDA

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

Improving Services to Individuals with Disabilities through Competitive Integrated Employment



November 6, 2018

Background

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



Required modifications to local plans must address:

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



Local Plan Update Forums

October 23- English Language Learner Forum

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

October 30- CalFresh Forum

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

November 6- Individuals with Disabilities Forum

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

November 19- Child Support Services Forum

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

November 29- Community Forum

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

What is Competitive Integrated Employment?

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



Overview of Local Plan Guidance Regarding Competitive Integrated Employment

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

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



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

Objectives of this Community and Stakeholder Forum

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



For Your Consideration and Input

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

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

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

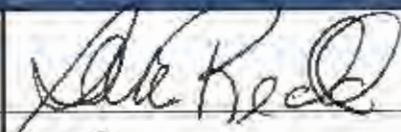
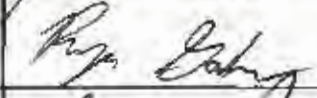
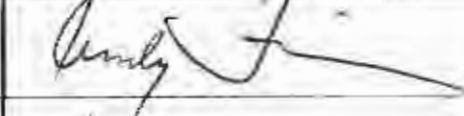
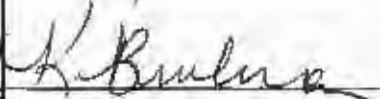
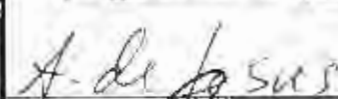
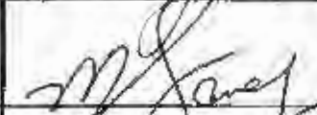
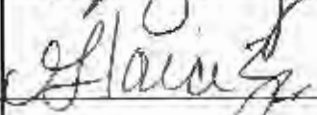


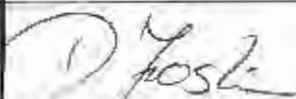
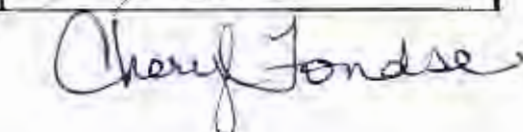
Thanks!
We greatly appreciate your input!



**Stanislaus County Workforce Development
Local Plan Update Forum: Individuals with Disabilities**

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

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

Print Name & Agency	Email Address	Phone Number	Signature
Sara Redd <small>SCWD</small>			
Ryan Gonchar <small>SCWD</small>			
Andy Fiskum <small>SCWD</small>			
Rym Brinkman <small>SCWD</small>			
Aurora de Jesus <small>CSA</small>	dejesuaa@stancounty.com	8-3762	
Mattia Sanchez <small>SCWD</small>	sanchezm@stanalliance.com	8-6134	
Jona Gordaz <small>AVOC</small>	gordaz@avoc.org	957-0062	
Dallas Plas <small>CUSD</small>	dplas@ceres.k12.ca.us		
Mahalia Eotico <small>IDR</small>	meotico@dor.ca.gov	209-576-6115	
Dennis Foster <small>SCWD</small>	fosterd@stanworkforce.com	650-3458	
Cheryl Fondse <small>SCWD</small>	fondsec@stanworkforce.com	558-2151	

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

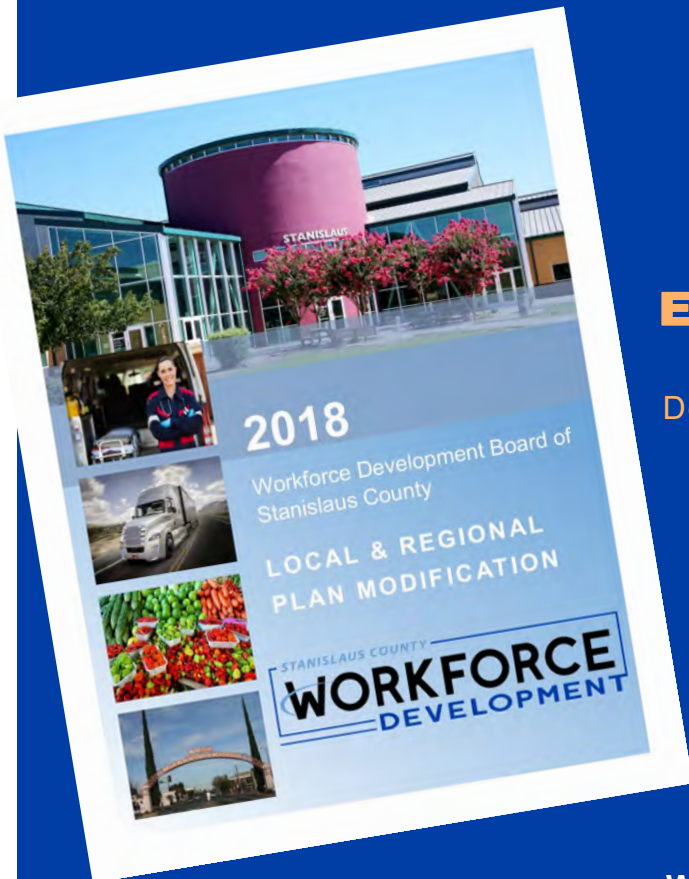
A. Also partner with other agencies to add to the available resources.

Session Closed

THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



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



SAVE THE DATE!

Tuesday, October 23, 2018

10:00 AM to 12:00 PM

English Language Learners, Immigrants & Refugees

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

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

What Are The Barriers To Employment?

What Are The Gaps In Services?

What Are Strategies For Effective Outreach?

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

209.558.2100



www.stanworkforce.com

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



A proud partner of America's **JobCenter**
of CaliforniaSM

Community Forum:

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

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

AGENDA

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

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

STANISLAUS COUNTY WORKFORCE DEVELOPMENT

OCTOBER 23, 2018



Background

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

Local Plan Update Forums

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



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

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



Objectives of this Community and Stakeholder Forum

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



For Your Consideration and Input

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



For Your Consideration and Input – Cont'd

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

Stanislaus County Workforce Development

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

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

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

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

2013-2017 American Community Survey 5-Year Estimates

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

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

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

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

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

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

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

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

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

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

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

Stanislaus County English Language Learners Demographics

Stanislaus County Office of Education

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

Racial/Ethnic Distribution of Students: 15-16

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

English Learners: 2015-16

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

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Bulletin on surrounding community services.

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

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

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

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

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

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

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

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

A. Previously incarcerated. Partner businesses.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

A. Bridge resources and combine resources.

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

Q. Career Pathways?

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

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

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

Q. How do you monitor client's success?

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

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

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

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

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

Session End

THE STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD LOCAL PLAN



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

SAVE THE DATE!

Thursday, November 29, 2018

5:30PM to 7:00 PM

Community Engagement/Input

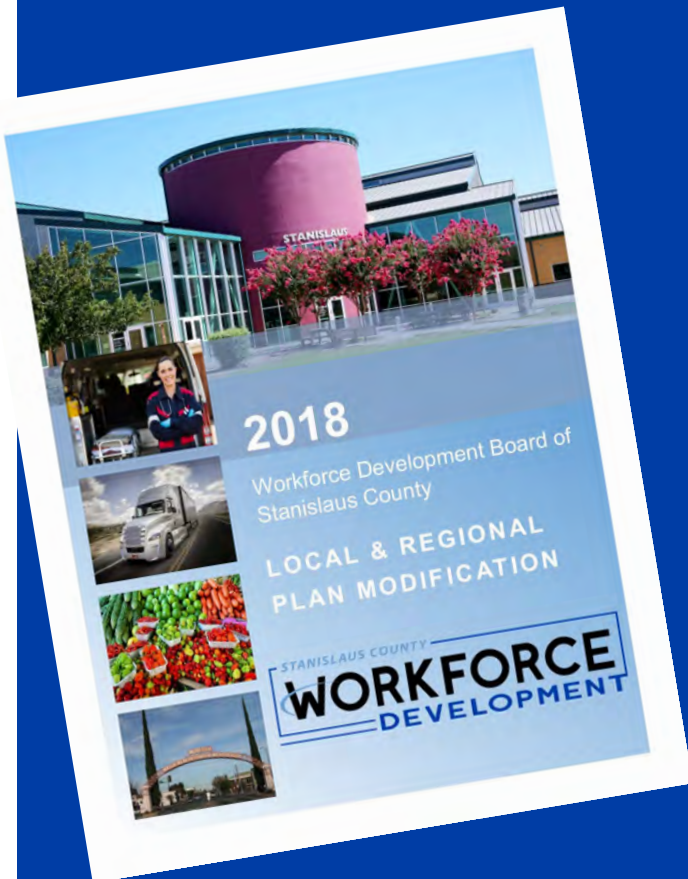
Community Forum on Local Workforce Services

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

What Are The Barriers To Employment?

How Can We Leverage Our Resources?

How Can We Align Our Programs?



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

209.558.2100



www.stanworkforce.com

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



A proud partner of America's **JobCenter**
of CaliforniaSM

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

AGENDA

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



Community Forum on Local Workforce Planning

Stanislaus County Workforce Development

November 29, 2018

Local Workforce Planning and Biennial Updates

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

Required modifications to local plans must address:

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

Why Hold a Community Forum?


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

Objectives of this Community Forum

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

For Your Consideration/Input

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

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



Thank you!

Stanislaus County Workforce Development

Local Plan Update: Community Forum

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

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

Print Name	Agency/ Organization	Email Address	Phone Number	Signature
Doug Murdoch	Stan Co Appr Program	murdoch1e@1a1	925-442- 9338	Doug Murdoch
Dustin Pack	Project YES	dpack@cores.k12.ca.us	209-842- 6407	Dustin Pack
Andy Fiskum	SCWD		209 558-2133	Andy Fiskum
Marysue Rana	SCWD	ranasue@workforce.ca	558-1202	Marysue Rana
Vinod Chand	SCWD		558-2121	Vinod Chand
Ed Cuellar	CSA	Cuellar@stanislauscounty.com	558-2338	Ed Cuellar
Yvonne Foster	SCWD	fooster@stanislausworkforce.com	650-2458	Yvonne Foster
Jay Madson	Mcar	jay@mcars.org		Jay Madson
Willie Barragan	FOS	casemanager@friendsoutside.com	522-4147	Willie Barragan
Karen Blakes	FOS	foacety@friendsoutside.com	522-2209	Karen Blakes

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Session End.

Public Notice
Stanislaus County Workforce Development
Publication of the Workforce Innovation and Opportunity Act Local Plan 2 Year Modification
January 8, 2019

The Stanislaus County Workforce Development hereby provides notice of publication of the Stanislaus County Workforce Development Board Local Plan 2 year Modification which provides guidance for implementation of the Federal Workforce Innovation and Opportunity Act (WIOA) in Stanislaus County. These plan modifications have been developed in response to guidance from the California Employment Development Department. The Local Plan provides strategic direction for WIOA services, the Stanislaus County Workforce Development Board and America's Job Center of California activities.

The draft Local Plan 2 year Modification will be submitted to the California Employment Development Department for review on March 15, 2019. Public Comments regarding the draft plan modification will be accepted through February 7, 2019. Any comments regarding the plan modification may be sent via email to awcontracts@stanworkforce.com or mailed to Stanislaus County Workforce Development ATTN: Contracts and Planning Unit, P.O. Box 3389 Modesto, CA 95353-3389. All comments will receive a response and copies of comments and related responses will be forwarded to the California Employment Development as a part of the review process.

The Local Plan 2 year Modification is available through the Stanislaus County Workforce Development website www.stanworkforce.com on the home page. Copies are also available at any America's Job Center of California in Stanislaus County or 251 E. Hackett Road C-2, Modesto, CA 95358. Directions on how to locate the area Job Centers can be obtained from the Stanislaus County Workforce Development website.

**DECLARATION OF PUBLICATION
(C.C.P. S2015.5)**

**COUNTY OF STANISLAUS
STATE OF CALIFORNIA**

I am a citizen of the United States and a resident Of the County aforesaid; I am over the age of Eighteen years, and not a party to or interested In the above entitle matter. I am a printer and Principal clerk of the publisher of THE MODESTO BEE, printed in the City of MODESTO, County of STANISLAUS, State of California, dally, for which said newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of STANISLAUS, State of California, Under the date of February 25, 1951, Action No. 46453; that the notice of which the annexed is a printed copy, has been published in each issue there of on the following dates, to wit:

Feb 08, 2019, Feb 13, 2019, Feb 17, 2019

Public Notice
Stanislaus County Workforce
Development
Publication of the Workforce Innovation
and Opportunity Act Local Plan 2-Year
Modification
January 8, 2019

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The draft Local Plan 2 year Modification will be submitted to the California Employment Development Department for review on March 15, 2019. Public Comment regarding the draft plan modification is extended to February 22, 2019. Any comments regarding the plan modification may be sent via email to workforce@stanworkforce.com or mailed to Stanislaus County Workforce Development, ATTN: Contracts and Planning Unit, P.O. Box 3389 Modesto, CA 95353-3389. All comments will receive a response and copies of comments and related responses will be forwarded to the California Employment Development as a part of the review process.

The Local Plan 2 year Modification is available through the Stanislaus County Workforce Development website: www.stanworkforce.com on the Home page. Copies are also available at any America's Job Center of California in Stanislaus County or 251 E. Hackett Blvd. C-2, Modesto, CA 95366. Directions on how to locate the area Job Centers can be obtained from the Stanislaus County Workforce Development website.
Pub Dates 2/8/19, 2/13/19, 2/17/19

I certify (or declare) under penalty of perjury
That the foregoing is true and correct and that
This declaration was executed at

MODESTO, California on

February 17th, 2019

(By Electronic Facsimile Signature)

Cynthia A. Matheson

From: Kim Thomas [<mailto:kim.t@ushealthcorps.org>]
Sent: Monday, January 28, 2019 3:52 PM
To: AWContracts <AWContracts@stanworkforce.com>
Subject: Can you add this disability information to one of your pages?

Hi there,

I've gotten a lot of questions lately from people who want to make their homes more accessible for a family member with a disability. The timing is pretty serendipitous, actually, because my grandmother recently suffered a fall that requires her to use a wheelchair or a walker at all times. She's undergoing physical therapy which is helping her gain back some of her mobility, but she and my grandfather have had to make some adjustments to their home in order for her to get around safely.

Anyway, my experience and the dozens of questions I've gotten on this topic lately made me realize that home accessibility for individuals with disabilities is something many people are seeking information on. Seeing as you're clearly an authority for those with questions about disability accommodations, I was hoping you might be able to add some home accessibility information to one of your website's resource pages? I was thinking this webpage would be a good place - <http://www.allianceworknet.com/documents/reports/LocalPlanFinal.pdf> - and here is the information I humbly suggest adding to it:

[Guide to Room-by-Room Repairs for Easy Accessibility for Disabled Loved Ones](#)

[Wood Ramp Design: How to Add a Ramp that Looks Good and Works Too](#)

[Top 5 things to consider when designing an accessible bathroom for wheelchair users.](#)

[Handicap Accessible Modifications That Won't Turn Off Future Homebuyers](#)

[Creating a Wheelchair-Accessible Backyard For Visitors](#)

[Wheelchair Gardening Tips](#)

[Building An Accessible Garage](#)

I truly appreciate if you're able to add these to your website for people like my grandparents to refer to. And I admire all of the work you do to support people who have a disability, so thank you!

Thank you,
Kim

Kim Thomas - kim.t@ushealthcorps.org

We genuinely hope you find our outreach helpful, but if you'd rather we didn't contact you again, please send me an email to let me know.

Board Meeting

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

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

http://ag.ca.gov/publications/2003_Intro_BrownAct.pdf

<http://stanworkforce.com/board>

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

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

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

Public notice of all Workforce Development Board meetings are posted 72 hours in advance of the meeting at the location site and on the webpage at www.stanworkforce.com.

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

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

VIII. Future Topic and Discussion

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

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

Local Board Assurances

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

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

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

SIGNATURE PAGE

Instructions

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

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

**Local Workforce Development Board
Chair**



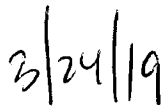
Signature

WILLIAM O'BRIAN

Name


WORKFORCE DEVELOPMENT BOARD
CHAIR

Title



Date

Local Chief Elected Official



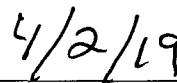
Signature

TERRANCE WITHROW

Name

BOARD OF SUPERVISORS CHAIR

Title



Date

**SAN JOAQUIN VALLEY and ASSOCIATED COUNTIES (SJVAC)
REGIONAL PLANNING UNIT (RPU)
2019 BIENNIAL MODIFICATION TO 2017-2021 REGIONAL PLAN**

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**SAN JOAQUIN VALLEY and ASSOCIATED COUNTIES (SJVAC)
2019 BIENNIAL MODIFICATION TO 2017-2021 REGIONAL PLAN**

PRINCIPAL NARRATIVE

I. WORKFORCE-CORRECTIONS PARTNERSHIP

A. INTRODUCTION: Crafting and executing the 2017-2021 Regional Plan for the San Joaquin Valley and Associated Counties (SJVAC) Regional Planning Unit (RPU) has highlighted for the eight local workforce development boards (WDBs) that make up the state's largest planning region that implementing regional goals relies on marshalling local resources. Hence, regional goals concerning serving targeted industries, addressing the needs of priority populations or implementing innovative strategies naturally take shape in unique ways within each local workforce area given the resources that are present and available. While regional approaches are all "cut from the same cloth," local circumstances require that they be tailored to fit local needs. While, overall, the boards have done an excellent job of managing this dichotomy, the Central Valley's workforce system leaders clearly recognize that their regional "playing field" looks different than others. It is bigger (some 40,760 square miles) and is comprised of more WDBs than any other RPU. It represents 10 counties that range in population from 14,202 in Mono County to more than a million in Fresno County. Within this landscape, the prospect of developing a regional plan modification that is principally-focused on new workforce-corrections partnerships is equally exciting as it is challenging. As corrections partners (prisons, jails, probation agencies, law enforcement, and service providers) operate at the local level (many within county structures), the "cord" that will tie the regional Prison to Employment Initiative together throughout the Central Valley is each WDB's adherence to a shared philosophy, guiding principles and general approach. Within this context, the eight boards anticipate that local variations in service delivery will produce collaboration and service delivery models that can be replicated not only across the RPU, but throughout all of California. The common elements that will define the Central Valley workforce-corrections partnerships are those that follow.

1. Overarching Prison to Employment Philosophy: The SJVAC RPU's workforce-corrections partnerships will leverage multiple resources and various fund sources to address the needs of formerly incarcerated and justice-involved individuals by focusing the right interventions at the right time for the right individuals. Commitment from the full range of workforce, corrections and community stakeholders is needed to successfully connect targeted individuals to the local labor market and to reduce recidivism.

2. Guiding Principles for Workforce Corrections Partnerships: In providing services in connection with the statewide Prison to Employment Initiative, the region's workforce-corrections partnerships will adhere to the following principles that support and represent evidenced-based models and reflect both the Governor's goals and the Central Valley's philosophy.

- A job itself is not the goal. Rather, the goal is to address risks and needs that affect targeted customers, thereby increasing the likelihood of their success in the workplace and their long-term labor market outcomes.
- A thorough assessment of each customer's risks and needs is essential to a positive outcome.
- Interventions, including all workforce services and support, must be responsive to each customer's individual risks and needs.
- Customers' success will require close, on-going and wrap-round support from multi-disciplinary teams representing workforce, corrections and community services.
- Long-term success will require intensive follow-up and on-going support services.

3. Regional Approach – Overview of Prison to Employment Protocols and Strategies: The region's overall approach to implementing Prison to Employment strategies will entail local WDBs adopting agreed upon protocols and strategies that will then be customized, refined and implemented within the context of local resources, priorities and infrastructure capacity. Central to the region's approach will be a bifurcated focus, under which local workforce systems will work with both county probation agencies (to serve both the AB 109 supervised population and others subject to county oversight) and with the California Department of Corrections and Rehabilitation facilities located within the boundaries of the SJVAC RPU.

Partnership and Collaboration with CDCR: Of the 35 adult facilities operated by CDCR, nearly 40% are located inside counties represented by the SJVAC RPU. Together these institutions house more than 47,240 inmates. While only a fraction of the inmates are within six months of parole at any given time, at an estimated 15% of the total population in that window per year, local workforce boards could provide services to 7,086 transitioning inmates annually. For individuals incarcerated in CDCR facilities, our focus will be on providing a combination of work readiness services and information about training, career services and placement support available throughout the state.

Pre-Release Focus: Five of the eight WDBs within the region have CDCR facilities located within their service areas. There are five in Kern County, three in Kings County, two in Madera County, two in San Joaquin County and one in Fresno County for a total of thirteen (13). Based on past and current models of collaboration with CDCR facilities, the local boards will enter

Key Terms Used By Corrections Professionals

Criminogenic Risk: The likelihood that an individual will engage in new criminal activity. In this content, risk does not refer to the seriousness of a crime that a person may commit in the future. Instead, standard assessments generally provide information simply on the likelihood that a person will reoffend.

Criminogenic Needs: The characteristics (such as antisocial attitudes, beliefs, and thinking patterns) or circumstances (such as a person's friends or family dynamics) that research has shown are associated with criminal behavior, but which a person can change.

Risk/Needs Assessment: A comprehensive examination and evaluation of both dynamic (changeable) and static (historical and/or demographic) criminogenic factors that predict risk of recidivism. Results can be used to guide decisions about services, placements, supervision and sentencing in some cases.

From "Integrated Reentry and Employment Strategies, The Council of State Governments Justice Center, September 2013"

into agreements with CDCR institutions to provide pre-release job readiness preparation, transition support (including risk/needs assessment and retrieval of right to work and educational attainment documentation), and workforce services information to inmates preparing for parole. Since training and employment preparation services available at facilities varies significantly from institution to institution in terms of both type and intensity, the local board where CDCR facilities are located will contact the warden and/or other top administrative personnel from each facility to determine what services, if any, are desired from the local workforce system. In some cases, such as Kings County, discussions between the WDBs and state-run correctional

institutions have recently taken place. Based on these conversations, it appears that CDCR facilities are quite receptive to assistance from the local workforce system and that these services will complement vocational skills training and related services already available within state institutions. While it is logical that the local board with jurisdiction in the county where the CDCR facility is located will take the lead in providing services, it is anticipated that these boards may turn to adjacent local WDBs for assistance in providing pre-release services.

Hand-Off and Re-Entry Focus: The SJVAC RPU boards realize that most individuals served through CDCR pre-release services will be paroled to communities outside the RPU. This fact will shape both the content of pre-release services and efforts to provide a "warm hand-off" at the time of parole. Among the services provided to individuals within six months of parole will be information on the full array of workforce development and skills training services available throughout the state. Such information will include detailed descriptions of AJCC services, partners and locations. Referrals to local one-stops will be made for everyone for whom parole dates and locations are provided. In addition, a principal goal of the region's re-entry focus will be to work with the California Department of Motor Vehicles, the U.S. Social Security Administration and various county agencies to secure "right to work" documents prior to inmates' release. For individuals paroled to counties in the Central Valley from institutions located outside the region, Parole Officers will inform AJCC representatives of the need for services and a meeting of a co-case management team (described below) will be immediately scheduled to complete assessments and develop a service plan for customer.

Partnerships and Collaboration with County Jails and Probation: All the local WDBs have existing relationships with their probation departments, albeit with varying levels of intensity. Taking advantage of resources from CWDB-funded Prison to Employment implementation and direct services grants, it is the goal that every local board within the SJVAC RPU has a strong, well defined relationship with its corresponding probation agency to promote maximum job readiness and employment opportunities for individuals under probation supervision.

Pre-Release Focus: Each board that has not already done so will work with its local sheriff's and/or probation agency to develop an agreement to provide pre-release services like those described above for CDCR facilities. Again, the goal will be to supplement rather than supplant services that are already being offered within county-administered facilities.

Hand-Off and Re-Entry Focus: Unlike the hand-off and re-entry focus described for inmates of CDCR facilities, the WDBs of the SJVAC RPU anticipate that most individuals released from county jails will re-enter communities within their jurisdictions. Therefore, a connection with the local AJCC will be made in advance so that those on probation may connect with the local workforce system on the first day after release. The same scenario will be in effect for those transferred from state to county custody in accordance with realignment provisions of AB 109.

Additional information on SJVAC’s regional workforce-corrections approaches is provided throughout narrative sections I.B and I.C, below.

4. Regional Workforce-Corrections Objectives: *Regional Workforce-Corrections Objectives:* Given the region’s approach to implementing Prison to Employment programs and services at the local level, the flow of information and ideas among the eight boards and their workforce-corrections stakeholders will be critical. Therefore, each board agrees to participate in a Central Valley Workforce-Corrections Coalition, which will convene monthly (either in person or via web conferencing) as a platform for discussing strategies, innovations, accomplishments and challenges, along with performance on state-funded Prison to Employment contracts. It is envisioned that each local board will assign up to three representatives from its jurisdiction (presumably one from workforce, one from corrections and one from a community partner) to the coalition. The objectives of the coalition include:

Promoting Communication: The coalition will provide a means for all boards and partners to come together for dialog and the exchange of ideas. While these monthly meetings will not preclude more frequent communication, they will provide a structure for the region to convene monthly regarding programs serving justice-involved individuals. As discussed in section B.3, below, the region is considering an on-line communications platform for promoting Prison to Employment programs, a portion of which could be dedicated to information and documents sharing by and among coalition representatives.

Fostering Collaboration: Because the coalition will include representation that crosses not only regions (the eight local boards), but disciplines (workforce, corrections, community-based services), the opportunity for partnerships to develop among various professionals is significant. Individuals whose jurisdictions are separated by hundreds of miles will have the opportunity to collaborate on programs drawing from the same set of protocols and strategies.

Replicating Promising Practices and Bringing Them to Scale: As the coalition (and the virtual platform tool that will likely accompany it) result in the exchange of information about strategies and processes that are producing desired results, the coalition will serve to encourage adoption of high-performance practices by the stakeholders. Discussions among the partners will help coalition representatives determine the best options for replicating promising practices and whether certain strategies should be scaled-up within portions or the entirety of the region.

5. Other Content of Regional Plan Modification: While the workforce-corrections narrative accounts for nearly ninety-percent of the SJVAC RPU’s 2019 Regional Plan Modification content, other topics include: collaboration with building trades councils regarding Multi-Craft Core Curricula (MC3) Construction Pre-Apprenticeship training; a self-assessment pertaining to the California Workforce Development Boards (CWDB’s) Regional Coordination and Alignment Indicators; and a brief update on RPU priorities and progress on goals stated in the 4-year Regional Plan.

B. SERVICES – WHO, WHAT, WHEN AND HOW OF REGIONAL ALIGNMENT

1. Partnerships to Support Service Delivery to the Target Population: The 8 local boards of the SJVAC RPU either directly operate or manage the one-stop/AJCC system and coordinate the services of all WIOA-mandated and optional partners programs within their service areas. As such, connections to a wide range of workforce programs (WIOA, Wagner-Peyser, Veterans Employment Programs, Title V OAA, Rehabilitation Act) and education providers (WIOA Title II, adult education, community college CTE programs, Strong Workforce-funded programs) exist throughout the region.

Re-entry coordination involves participation of corrections agencies and CBOs that may not be part of the workforce system’s network of providers. However, in each RPU, relationships exist that can be expanded to meet the needs of justice-involved individuals that will be served under Prison to Employment implementation and direct services grants. A snapshot of existing workforce-correction partnerships in the region includes the following:

Fresno Regional WDB	FRWDB has a long-standing relationship with the County Probation Department to provide pre- and post-release services and maintains a workforce services resource room at the Fresno Day Reporting Center. AJCC staff is active in monthly Parole and Community Team (PACT) events and regularly receives referrals from Parole Officers. Re-Entry CBO partners include Turning Point, which offers substance abuse services and WestCare, which provides a continuum of health and human services.
Kern-Inyo-Mono WDB	KIM WDB/Employers’ Training Resource (ETR) is actively involved with the Community Corrections Partnership (CCP), which provides it connections to many experienced re-entry CBOs offering substance recovery, transitional housing and peer support services. ETR staff also attends monthly CDCR-led PACT meetings. The agency receives realignment funding under AB 109 from the Probation Department and provides pre-release services to individuals under the Sheriff’s custody at its Lerdo Jail facility.

Kings County WDB	Kings County Job Training Office (JTO) collaborates with the County Probation and Sheriff's Departments. JTO will co-locate a case manager at Probation and is providing workshops inside the County Jail. JTO is in discussions with three CDCR facilities located in the County (Avenal, Corcoran, and Substance Abuse Treatment Facility and State Prison, Corcoran) regarding provision of workshops and informational services to inmates pending release.
Madera County WDB	Madera County WDB is under contact with the County Department of Corrections (which operates the local jail) to provide in-custody transition services via a series of 4-week transition workshops, and also has a contract with the County Probation Department to provide post-release services. A State Board-funded grant currently supports housing a staff member at DOC and probation for pre- and post-release services. A program for juvenile probationers attending court day school will be piloted in 2019.
Merced County WDB	The WDB and the County Probation Department have entered a MOU that provides a framework for referrals of individuals under County supervision. In addition, Probation has provided \$100,000 to the WDB for the purpose of covering the costs of training for formerly incarcerated job seekers. Collaboration also exists with the County Office of Education's Phoenix Project, which provides basic education and workforce training services for justice-involved individuals.
San Joaquin County WDB	Two San Joaquin County WorkNet Case Managers are co-located within the Probation Department, thereby facilitating referrals. WorkNet actively participates in twice-monthly meetings of the CCP. WorkNet also receives referrals from the County Courts system. Community-based re-entry partners include Friends Outside, El Concilio, Fathers and Families of San Joaquin, and Mary Magdalene Community Services. WorkNet maintains a robust roster of second chance-friendly employers.
Stanislaus County WDB	An MOU between the Probation and Workforce Development departments supports the provision of in-custody and out of custody services to youth. A WIOA-funded program exists under the WDB's contract with Friends Outside (an experienced and well-regarded re-entry services agency) to provide work-based learning opportunities services to formerly incarcerated adults.
Tulare County WIB	In the region, Tulare County WIB, arguably, has the most evolved and multi-faceted collaboration with its County Probation Department. Under the Readiness for Employment through Sustainable Education and Training (RESET) program, AJCC staff works in tandem with Probation to provide many pre-release workforce services. Strong collaboration exists with CDCR Parole Officers, as evidenced by participation in PACT events to connect recently released parolees to workforce services. A strong relationship with the Sheriff's Department enables services to those serving sentences in County jail.

2. Strategies for Customers with Multiple Barriers and Challenges: Having a record of justice involvement is considered by many workforce development professionals as the biggest barrier a job seeker can face, as it closes too many doors of opportunity and elicits scant empathy from too many people with hiring authority. For formerly incarcerated individuals with additional barriers (such as having a disability or lacking educational attainment), the path to employment may be even more difficult. However, the approach to working with such individuals remains the same. Services begin with assessment of criminogenic risks and needs. These are followed by additional assessments that consider the secondary (and any additional) barriers. A service plan is then developed that identifies the full range of support needed to eradicate or minimize risks and barriers and to address needs. The plan will also prescribe specific workforce services required to prepare the participant for employment. Service strategies for individuals will include participation of organizations with the resources and expertise to deliver needed services. Therefore, in addition, to harnessing resources from organizations with expertise in re-entry, the workforce-corrections partners will secure services from other stakeholders. For individuals with disabilities, the California Department of Rehabilitation is an invaluable partner, as are local adult education agencies for customers needing remedial education, English-as-a-Second Language (ESL) training, or assistance in earning a high school diploma or an equivalent. Following assessment, service planning, securing resources and plan execution, intensive and frequent co-case management by an assigned team will increase customers' likelihood of success in achieving their plan goals, including securing and sustaining employment.

3. Existing and Currently Funded Service Strategies: The establishment of workforce-corrections partnerships throughout the region will produce more abundant, better coordinated and more effective services for formerly incarcerated individuals. Following is a summary of services that are currently being provided to the target group, along with an overview

of anticipated changes and improvements that will occur as the result of SJVAC's Regional Plan Modification and implementation of state-funded Prison to Employment grants.

Services Currently Available: The regional planning process triggered by the statewide implementation of workforce-corrections partnerships and the Governor's actions to make available funding to serve formerly incarcerated individuals have clarified for stakeholders throughout the Central Valley that a wide range of services are currently available. At the same time, there is widespread agreement that these services could be made exponentially more effective through better coordination. Among the services currently being offered are the following:

Corrections System Services: With varying levels of availability and intensity from place to place and agency to agency, various pre-release services are present, including: remedial education, support for diploma/equivalency attainment, and job skills training; some assessment of risks and needs; job readiness training; assistance in obtaining identification documents required for work; and transition support and referrals. Post-release support for employment and supportive services by parole and probation agencies relies largely on referrals to workforce agencies, training programs, contracted support providers, and other community-based resources.

Workforce Development Services: Like the corrections system, workforce services available to the target population – both inside correctional facilities and in the community – vary among places and providers. Still a wide variety of services are available. Several local boards provide workforce services within county facilities. These include workshops, information on career services available through AJCCs, and information on job opportunities and requirements, along with transition support by working with corrections system representatives to secure work-required identification documents and records of educational attainment and training certification. In some areas, conversations are underway with CDCR institutions to introduce or re-introduce local workforce system services into those facilities. Post-release, workforce providers receive referrals from both CDCR Parole Officers and local Probation agencies. The full range of workforce services is available to the targeted population via the AJCCs. All workforce agencies, through their business outreach and engagement strategies, have identified companies that will consider formerly incarcerated individuals for employment.

Community-Based Re-Entry Services: While not present in every community of the vast SJVAC region, community-based organizations with expertise in serving the re-entry population can be critical partners in addressing the holistic needs of those in transition. Services address barriers commonly experienced by the target population and include, but are not limited to, substance abuse treatment, mental health services, general health services, transitional housing, life and coping skills, family-centered services, and various forms of peer support. Some of the CBOs currently providing these services to formerly incarcerated individuals served by the workforce system are included in the partnership descriptions within the preceding response.

For a summary of baseline service numbers for individuals served by the local WDBs, please refer to Attachment B, item 3.

Service Improvements Resulting from Establishment of the Workforce Corrections Partnership: The establishment or strengthening of workforce-corrections partnerships will create a greater focus on the needs of the target population, thereby increasing services to formerly incarcerated and justice-involved individuals. The availability of specialized Prison to Employment funding will further enhance the ability of the partners to deliver services that fuel positive change for participants and increase their prospects for employment and sustained success in the workforce. Among the specific service improvements the partners anticipate are:

- Increased pre-release involvement by the workforce system that will enable better workforce preparation prior to re-entry and more successful referrals at transition.
- Greater use of criminogenic risk and needs assessments and the use of results to determine the preparedness of individuals for employment, along with the types and intensity of services to thwart risks and address needs.
- A more structured approach to collaboration in the delivery of services post-release, where a multi-disciplinary team of workforce, corrections and community representatives co-case manages and co-invests in participants.
- More effective and multi-faceted service planning that sets goals and devises strategies that extend well beyond starting a job to a point where customers are identifiably stable and secure.
- Improved identification and deployment of customized resources to address the specific needs of everyone.

And while not services per se, the following enhancements resulting from the partnership will improve service delivery:

- By the partners working together more often, more effectively and within more structured processes, workforce services will be more visible to customers and they are likely to perceive their prospects for employment being greater.
- The establishment of the Workforce-Corrections Coalition will provide a platform and mechanisms for process improvement, as representatives will consistently be reviewing, analyzing and suggesting ways to strengthen collaboration, services and service delivery.

4. Strategies to Support Successful Program Participation and Completion: Through MOUs in place and that will be developed with state and county corrections partners, the workforce system will encourage referrals of all formerly incarcerated individuals who need and are ready to participate in career services and employment. Central to the partnerships' approach and critical to their success will be holistic, wrap-around and sustained supportive services that address barriers to participation in workforce services, including training and employment. Stakeholders have identified the following as significant barriers and potential resources.

- Transitional and stable housing: The most basic, immediate need for the re-entry population is a place to stay. The Central Valley, however, lacks enough temporary and transitional housing to meet the level of need present in most counties. Community and faith-based organizations (such as rescue missions) fulfill critical needs, as do various publicly-funded sober living environments, treatment facilities and group homes. Both locally and regionally, identifying and cataloging resources will be a priority for workforce-corrections partners and the Coalition. Advocacy for establishment of additional housing resources will be a long-term goal.
- Transportation: Within the urban communities of the Central Valley, public transportation meets the needs of many formerly incarcerated individuals participating in job readiness services, skills training and job search. However, public transit schedules and routes still pose challenges for returning individuals who often manage training, work, and mandatory probation/parole activities. Individuals returning to rural communities face even greater challenges. Partnerships will explore transportation alternatives, such as contracting for private transportation services and working with programs that make donated vehicles available to low-income individuals.
- Counseling and Peer Support: For many within the target population, the need for these services is immediate and on-going. Several CBOs with a presence in the Central Valley have experience providing these services to formerly incarcerated individuals. Under the Prison to Employment initiative, local boards will procure qualified providers to support the goals of workforce-corrections partnerships in serving the target population.
- Tattoo Removal: Individuals with visible tattoos that evoke gang affiliation or antisocial attitudes face significant barriers to employment. Referrals to providers of tattoo removal services are critical for these individuals.
- Health and Wellness Services: In addition to the frequent need for substance treatment programs, many returning individuals have significant needs for mental and physical health services to stabilize them so that they are ready for employment. County public health and behavioral services agencies are critical allies in meeting these needs, as are community clinics and specialized, non-profit substance abuse providers, such as Turning Point and WestCare.

As availability of resources vary significantly from county to county and among communities within each county, local boards will be developing structured plans for providing support to Prison to Employment program participants. These plans will describe services to be offered, service providers and requirements/parameters for receiving services.

5. Opportunities for Justice System Collaboration on Pre-Release Strategies: As described, most of the local boards in the Central Valley are participating to some extent in pre-release activities at facilities under the jurisdiction of county law enforcement and probation agencies. This presence promotes the workforce system's ability to collaborate with corrections staff on planning structured transition services at the point of release. To promote successful re-entry, workforce and community partners want to contact exiting individuals as soon as possible after release. While offering services inside facilities increases successful referrals and contacts with workforce providers following release, improvements can still be made, as many individuals are released during non-business hours and workforce agencies are informed after the fact. In such cases, there is less likelihood that the re-entry individual will contact workforce services.

From CDCR, individuals parole from institutions throughout California. Therefore, referrals are generally made by local Parole Officers following release. However, WDBs in the region will work with Central Valley-based CDCR institutions to develop agreements to provide pre-release services, recognizing that only a small percentage of individuals released from these facilities will parole to Central Valley communities. However, for those who do, a structured transition plan, including immediate connection to workforce and community support agencies, could be achieved. In addition, if the state were to shepherd the installment of local workforce staff and information in all CDCR institutions, pre-release referrals to the workforce system in the community of parole could be made for all individuals released from state custody.

6. Case Management Needs and Strategies: Strong and effective working relationships with corrections and other government agencies will increase the workforce system's effectiveness in completing intake, assessment, service planning and in providing high quality case management. Key issues to be addressed pre-release that will promote successful engagement with workforce services providers include the following.

Right to Work Documentation: For the workforce system to engage individuals in employment of any kind, including subsidized work-based "earn and learn" activities, these customers must fulfill requirements for documenting their right to work. California Identification Cards, Social Security Cards, and birth certificates/verification of legal residency are among

the documents needed. Because the lag time for obtaining these documents can be weeks, beginning the process prior to release is essential. Support from state and county corrections agencies to identify those pending release and agreements with the DMV, Social Security and county registrars to facilitate the processing of requests would hasten the workforce system's ability to quickly connect the job ready re-entry population to work.

Results of Risk/Needs Assessment: Understanding an individual's criminogenic risks and needs is critical to devising an appropriate service plan and to determining the point at which he/she is ready for various career services. The workforce system partners intend to work with corrections facilities to ensure that such assessments are completed pre-release and that results are made available to the case management team that will identify appropriate workforce and support strategies.

Documentation of Educational Attainment and Skills Certification: Prior to release, the workforce-corrections partners, in cooperation with the customer, should identify all education and training completed by the customer and assemble documentation of these achievements. For diplomas or certificates earned while incarcerated, the corrections facility can assist in providing records. Pre-release identification of pre-incarceration educational attainment will help workforce staff in securing records from schools systems located throughout California and across the nation.

7. Data Collection and Reporting: SB 866 requires evaluation to be based on UI Code 14033 (b) to (d), as enacted by AB 1111. The applicable sections of 14033 state that the initiative's purpose is to provide individuals with barriers to employment "services they need to enter, participate in, and complete broader workforce preparation, training and education programs, and, ultimately, to obtain employment." It then describes performance evaluation criteria that are substantially similar to WIOA, as they deal with participants' enrollment and completion of workforce and training services, followed by job placement and retention. It is envisioned, therefore, that data collection and reporting would be similar to WIOA for which participant activities are recorded in CalJOBS, which produces reports on performance. San Joaquin County WDB, serving as fiscal agent for Prison to Employment implementation programs, will be responsible for developing data collection and reporting procedures and transmitting them to local WDBs for their use and that of their subcontractors. The WDB will consult with stakeholder representatives participating in Central Valley Workforce-Corrections Coalition for recommendations on procedures.

8. Strategies to Support Job Retention: As most of the formerly incarcerated and justice involved individuals served by the program will be recently released, the supportive services assembled to facilitate their transition and re-entry will generally need to remain in place for several months following initial placement on a job. This will be especially true for individuals who are in transitional housing. Because many will have little to no savings at the time they begin work, maintaining transitional services in place will be critical to participants' stability and success. At the time the participant begins work, the co-case management team will update the supportive services plan to ensure that it provides a detailed course of action and timeframe for all services needed. The plan will specify all services that will continue following placement, along with a timeframe for the participant's transition to self-sustainability concerning housing and other services. In updating the plan, the case management team will work with the participant to develop a budget and savings plan that will enable him/her to transition to stable housing that is unsubsidized. In addition to housing support, free and low cost services required to promote success and retention on the job will include transportation, counseling and health services, among others. All post-placement follow-up discussions with the participant and among the case management team will examine the participant's support needs and progress on the plan to achieve self-sufficiency.

C. RELATIONSHIP TO REGIONAL LABOR MARKET NEEDS, REGIONAL SECTOR PATHWAY PROGRAMS, AND REGIONAL PARTNERSHIPS

1. Linking the Workforce-Corrections Initiative to the Region's Sector Pathways: Based on extensive labor market research and analysis and considering priority sectors previously adopted by all 8 local boards, in 2017, the WDB leadership in the region agreed on the following regional priority sectors:

• Advanced Manufacturing	• Healthcare
• Construction (including Public Infrastructure)	• Transportation and Logistics
• Energy (including Green Energy)	• Value-Added Agriculture

As the economy of the region has continued to grow stronger over the last two years, these sectors have continued to show their value in terms of creating jobs, offering good wages and providing career advancement opportunities for those who build experience and attain credentials through school and work-based learning activities. Given the strength of these industries, the local boards of the Central Valley not only emphasize careers in these sectors to job seekers, but generally restrict WIOA training funds to programs that prepare workforce system customers for employment in a demand industry. Adult education and community college partners throughout the region, along with private technical and trades schools, are

working to support the region's sector focus by offering more courses linked to target industries. In addition, extensive outreach to and on-going engagement with businesses in SJVAC RPU's priority sectors continue to create opportunities to implement work-based learning programs ranging from transitional employment models to highly structured on-the-job training (OJT).

Boards prioritize jobs in priority sectors for all workforce system customers, including formerly incarcerated and justice-involved individuals. However, for this target group, consideration is given to the effect that their record (particularly the nature of the offense and subsequent conviction) may have on eligibility for particular jobs. The region's target sectors include a wide range of occupations and trades that are "second chance- friendly," providing employment opportunities for justice-involved individuals on a regular basis. In fact, of the region's 6 priority sectors, agriculture, construction, energy, manufacturing and transportation/logistics are all known for having jobs for which ex-offenders will qualify, assuming they have the right skills and meet other job requirements. Therefore, connecting individuals from this target group to sector pathway training will be a priority. As described, every Prison to Employment participant will undergo a thorough assessment of risks and needs, along with evaluations of vocational aptitudes and preferences. Based on results, participants may be referred to any number of sector pathway programs throughout the region, including, but not limited to the following:

Advanced Manufacturing	Maintenance Mechanic programs have been designed and implemented by several of the region's community colleges, in part with funding provided by the SlingShot grant. Students completing welding and blueprint reading courses are still in high demand.
Construction	In some areas of the Central Valley, public infrastructure projects are driving the demand for more workers. Throughout the region, commercial, industrial and residential building continue to grow. As described in Section II of the narrative, the local boards are working with their respective Building Trades Councils (BTCs) to increase the use of MC3 Pre-Apprenticeship Training and to transition those completing MC3 to building trades apprenticeships.
Energy	A subset of the sector that is showing growth is solar installation, including large scale projects. While several businesses have demonstrated a willingness to hire and train formerly incarcerated individuals, pathway training that provides career opportunities is generally provided via building trades apprenticeships.
Healthcare	While many jobs within healthcare are difficult for the target population to access, justice-involved individuals do qualify for certain positions of an administrative or support nature. These include jobs such as biller- coder, substance abuse counselor and healthcare navigator. In addition to training programs available across the valley, some training is available inside state institutions, such as Certified Drug and Alcohol Counselor training offered at the Central California Women's Facility.
Transportation/ Logistics	Sector pathway training for transportation maintenance, warehousing skills and truck driving are abundant throughout the Valley, as are jobs for which the target population is often hired.

2. Coordination with State Board-Funded Initiatives: Among the current grantees for these programs in the region, all are local boards. For the Forward Focus program, Tulare County WIB has received funding through two grants: Supervised 2.0 and Supervised 3.0. Under the Workforce Accelerator Fund (WAF), Tulare County WIB, Madera County WDB, and Fresno Regional WDB have an active project. Tulare County is using WAF funding, in part, to provide pre- and post- release services (education, job readiness and work experience) to youth probationers. Madera and Fresno are also serving justice-involved individuals who are in local custody or are being supervised by the Probation Department.

3. Promoting Information on Regional Priority Sectors: Each of the local boards collects and disseminates information about the labor market, demand occupations and growth/priority industries. The sources for such information vary from area to area, but generally include: State-published data and reports from the Labor Market Information Division of Employment Development Department; information gleaned from federal sources, such as O*Net and the U.S. Department of Labor's Bureau of Labor Statistics; Dunn & Bradstreet; and information provided by local economic development agencies. Also, local boards meet with businesses representing priority sectors to gather information about their hiring and training needs. Examples of such activities include the work the San Joaquin County WDB is doing with employers from the healthcare sector and the various industry councils that have being developed by the Tulare County WIB. From time to time, local boards will independently or regionally commission labor market analysis, as was the case in 2016 when the Central Valley boards engaged Applied Development Economics (ADE) to analyze and report on growth industries. Information from that study was shared with stakeholders and the public via the publication of the 2017-2021 Regional Plan.

The 8 WDBs currently use a variety of approaches for sharing information on priority sectors and jobs with stakeholders. For instance, Madera County WDB produces newsletters to address the needs and interests of businesses for labor market data. Other WDBs get information out through reports presented at public board meetings or through publication of annual reports. Because the Prison to Employment initiative will involve a wide range of stakeholders, including corrections system organizations and their community-based partners, the SJVAC RPU will make data on target industries and the labor market much more accessible. On behalf of the region, the Merced County WDB has entered into a contract with the California Central Valley Economic Development Corporation (CCVEDC) to reach into the region's business communities to not only enhance industry engagement, but to secure additional intelligence on the needs of target industries. Concurrently, the RPU is developing a Regional Business Tool website, where a wide range of information, tools, and data can be shared. This platform will serve as an excellent means of communicating sector-focused information to all workforce-corrections partners.

4. Business Engagement Strategy: Surveys conducted with local boards and their providers, along with discussions during community forums, made clear that there are two key components to working with businesses to identify employment opportunities for formerly incarcerated individuals. The first is outreach, which all local boards and their workforce system partners do on an on-going basis. Business services staff identifies businesses where hiring opportunities likely exist. Such businesses include new companies, those in target sectors and businesses that are advertising for employees. Part of the process of working with new business customers is determining the requirements for positions in the company. Based on these requirements, boards typically take an assets-based approach, referring candidates meeting skills, experience and other background requirements. If there are conditions of employment that exclude individuals with certain felony convictions, these requirements are also considered in making referrals. The second key component is messaging, where business services staff develop specific benefits-focused language to persuade businesses to consider candidates. This message is tailored for every customer that is being promoted to employers, but often includes specific content for promoting job seekers with barriers. Hence, unique sets of messages have been developed for older workers, persons with disabilities, and justice-involved individuals. For the latter group, workforce services representatives share with employers a wide variety of reasons they should consider hiring individuals that were formerly incarcerated. These include:

- First and foremost, the specific qualifications of the candidate, including skills, abilities and attitudes related to the requirements of the job.
- Hiring incentives, including tax credits and free bonding.
- Employee reliability. Studies and workforce system experience have shown that many formerly incarcerated individuals are equally or more reliable and loyal than other workers.
- They are an under-utilized pool of talent.
- There is a positive economic and community impact to hiring these candidates as, over time, employment makes them less likely to rely on public support or reoffend.

Based on the combination of outreach and messaging strategies that are currently in use, the 8 local boards and their system partners have identified hundreds of Central Valley businesses that are second chance-friendly (see Attachment C, item 2 for additional information). The Coalition will produce a "messaging protocol" to guide all workforce-corrections partners in having productive and effective discussions with businesses about hiring justice-involved job seekers.

5. Engaging System Stakeholders in Workforce-Corrections Partnership: Of the eight boards in the region, six have received state approval to function as the service provider for their AJCCs. Two others (Fresno Regional WDB and Tulare County WIB) contract with independent providers that were procured under an open, competitive process. Therefore, MOUs with AJCCs are not necessary in the region. As described below, several local boards will seek to take advantage of the expertise that community-based organizations have in working with the re-entry population. Where direct services are provided to individuals enrolled in Prison to Employment grants, it is likely that the boards will competitively procure providers and enter into contracts for services. In cases where boards have previously procured a CBO's services, a separate procurement may not be necessary and contracts could be amended to include funding from these new state grants. Where CBOs are already funded to provide a specific service, WDBs will enter MOUs that describe the types of services to be provided and the referrals process. Utilizing existing MOUs as a resource, the Central Valley Workforce-Corrections Coalition will develop a template that can be used across the region.

6. Engaging Re-Entry Service Organizations in Partnership Activities: The local boards within the region recognize the necessity of having agreements in place with a variety of agencies to support the work of the workforce-corrections partnership. These include agreements with state and local corrections agencies (principally, CDCR/parole and county probation), law enforcement/jails, individual CDCR institutions, and public agencies controlling right to work documents. Many of these MOUs are in place, while other are in development or need to be negotiated. These agreements are a priority

and the local boards are committed to executing them as quickly as possible, but no later than June 30, 2019. Following is a snapshot of the status of desired MOUs by local WDB:

WDB	Probation	CDCR	Sheriff/Jails	CDCR Facilities	DMV	Social Security	Child Support	DSS
Fresno								
Kern-Inyo-Mono			X		X			
Kings								
Madera	X		X				X	X
Merced	X	N/A		N/A			X	X
San Joaquin	X							
Stanislaus	X	N/A		N/A			X	X
Tulare	X	N/A	X	N/A				

7. Training for Staff and Stakeholders: The process for updating and modifying the SJVAC RPU's Regional Plan to incorporate a workforce-corrections partnership included significant outreach to and engagement with workforce system stakeholders, representatives from the corrections system, community partners and others. Stakeholder and community engagement forums and meetings revealed that there are many effective partnerships already in place between workforce agencies and corrections partners. However, representatives from both sides indicated that advancing collaboration and achieving greater employment and anti-recidivism successes with formerly incarcerated individuals will require extensive additional training across disciplines. When queried regarding training needs and priorities, stakeholders suggested that several topics be prioritized. Training about the corrections system and justice-involved individuals should address: education and workforce services currently available within state and county corrections institutions; basics on parole, probation and supervision; building trust; building and maintaining motivation; basics on child support requirements; options for transitional housing; substance counseling and treatment programs; and mental health and trauma informed services. Training on the following workforce systems and services topics would benefit corrections and community partners: WIOA and workforce system basics; AJCC and workforce partner services; training programs; understanding the labor market; business outreach and job development; and work-based learning opportunities, including internships. Various stakeholders acknowledged the capacity of the California's Workforce Association's California Training Initiative to procure and broker training on many of these topics, while others recommended that state and county agencies (e.g. CWDB, CDCR, the California Prison Industry Association, local WDBs, county probation departments) take the lead in offering training. The Central Valley Workforce-Corrections Coalition will prioritize the development of and implementation of a Workforce-Corrections Training Plan no later than June 30, 2019.

8. Case Management Collaboration with the Justice System: The capacity to co-case manage participants relies foremost on the strength of partnerships and nearly equally on a sound structure for sharing information and apportioning responsibilities. Fortunately for Central Valley stakeholders and the justice-involved job seekers that they serve, effective working relationships currently exist between the workforce partners and their corrections/re-entry counterparts. Models for truly effective shared case management exist in the region and these strategies will be scaled-up in the implementation of state-funded Prison to Employment grants.

Coordination with State Parole and County Probation Supervision: As suggested in the introduction to this plan, coordination with state and local corrections systems will occur on two levels: pre-release and post-release. Pre-release coordination with CDCR will itself occur in two ways. For services provided inside the 13 SJVAC-based state corrections facilities, WDB services will complement those provided by the CDCR and its education contractors. Coordination of referrals will be directed to workforce areas to which inmates will parole. Hence, the hand-off will, for most inmates, signal the end of the facility's and the WDB's services to that individual. However, a small percentage of those being released will parole to Central Valley communities, in which CDCR and WDB staff providing pre-release services will provide a warm handoff to the SJVAC region WDB/AJCC staff and parole agents that will provide services. This staff will work together on a co-case management team to complete any remaining assessment, service planning and document retrieval that are necessary to engage the participant in workforce services and employment. For individuals paroled from institutions outside the RPU, Parole will quickly make referrals to the workforce system so that a co-case management team comprised of Parole, AJCC and CBO representatives can review and complete a risk/needs assessment and work toward developing a service plan for workforce development activities, supportive services and employment. For individuals under supervision of county probation agencies (including PRCS individuals and those in/released from county jails) coordination and referral will be substantially like that described for CDCR.

Working with CBOs to Provide Support and Direct Services: CBOs with expertise in serving formerly incarcerated individuals are a unique and immensely valuable resource. There are several highly experienced providers located in the Central Valley. However, in a region with several large cities, many small towns and a seemingly endless number of rural

hamlets, these CBOs are primarily clustered in and around large cities. Therefore, the region's strategy regarding experienced re-entry CBOs will be to use them where they are present and work to replicate their services (by AJCC staff or other providers) where they are not. As described above, community-based providers that have not already been procured will be invited to submit proposals under an open RFP. There are no presumptive providers and competition for supportive services funding under Prison to Employment grants will be fair and open. Once under contract, CBOs will become members of the multi-disciplinary co-case management team that will establish and execute plans for participants. As stated, the principal activities for contracted CBOs will include: peer support; provision and coordination of support services (including those provided via MOU at no cost to the grant); services that promote pro-social behaviors; and workshops dealing with anger management, goal setting, positive attitudes and motivation. Referrals to CBOs will come from assigned workforce services staff, so that they can be appropriately recorded and tracked.

II. MULTI-CRAFT CORE CURRICULUM MC3 CONSTRUCTION PRE- APPRENTICESHIP PARTNERSHIPS

There are four (4) local/regional Building Trades Councils (BTCs) that align with the counties that comprises the SJVAC RPU: 1) Fresno, Madera, Tulare, Kings; 2) Kern, Inyo, Mono; 3) San Joaquin, Calaveras, Alpine; and 4) Stanislaus, Merced, Mariposa, Tuolumne. As part of the process to modify and update the Regional Plan, meetings were held with each of the four councils that were attended by: BTC leaders and representatives from various local building trades unions; Executive Directors and senior staff from each Local WDB; a regional planning consultant; and, in some cases, WDB members. The purpose of these meetings was for workforce system leaders to get a better understanding of how the councils were approving, overseeing and, possibly, operating MC3 training, their plans and/or goals regarding MC3, and how the workforce system (including WDBs, the AJCCs and partners) could support the councils' efforts pertaining to MC3. The third and fourth councils listed above also serve counties for which the Middle Sierra RPU has jurisdiction over workforce development programs. Therefore, the Executive Director of Mother Lode Job Training joined his Central Valley counterparts in meetings with BTC leaders from those areas. Following is a summary of the discussions that took place at each meeting, including plans for local boards for coordinate their programs and activities with BTCs and MC3 programs.

Fresno, Madera, Tulare, Kings BTC: The BTC serving this four-county region has the most fully developed program, operational strategies and relationship structures in the region when it comes to MC3 pre-apprenticeship training. The council not only oversees the 6-week program, it directly delivers the 10-day core curriculum, after which participants are exposed to various trades through modules provided by local trades unions. Content also includes visiting job sites and information by guest speakers. BTC and WDB leaders agreed on the importance of understanding one another's systems (e.g. eligibility and enrollment criteria) to working together effectively. The candidate vetting process (verification of high school completion, possession of a valid CDL, physical stamina and agility, passing a drug screening, etc.) is critical to a successful match, as apprenticeship and hiring standards are strict. Local boards have supported MC3 training through referrals and co-enrollments with WIOA. BTC leaders indicated that WDBs could provide additional support to MC3 programs by referring target populations, including women and formerly-incarcerated individuals.

Kern, Inyo, Mono BTC: In the past, various construction-related pre-apprenticeship programs have taken place in the county, including programs that focused on more than one trade, but these programs were not using the MC3 curriculum. Currently, programs are offered to students at Arvin High School (operating under the State Building Trades Council) and to adults in Rosemond through Los Angeles County-based Antelope Valley College. The BTC does not currently have an MC3 program operating under its auspices or approval, but is open to working with the WDB and local education providers (such as the Regional Occupational Center) to develop one or more programs. The question of need for more apprentices arose, as there are a limited number of project labor agreements in place, which often serve as the main driver for recruiting new apprentices through MC3 and other mechanisms. Still, projected retirements of skilled tradespeople may alone require that more people be apprenticed in the building trades. The BTC, represented unions, and the WDB agreed to continue discussions about increasing the availability of MC3 training, developing local capacity to provide pre-apprenticeship programs and ways the workforce system and labor can work better together to recruit, screen and prepare pre-apprentices.

San Joaquin, Calaveras, Alpine BTC: BTC leadership reported that the San Joaquin County Office of Education, through its YouthBuild program, operates the only BTC-approved MC3 pre-apprenticeship training in the County. Trainees participating in the program come from diverse backgrounds, like those served by the local workforce system. The MC3 program currently has the capacity to serve approximately 30 students per year. Like discussions that were held with other councils, local BTC representatives expressed that there are currently no specific plans to expand MC3 capacity, because it currently meets requirements for known public projects. Council leadership requested support from San Joaquin and adjacent counties in advocating for local hire language in public projects. San Joaquin County officials offered to have further

discussions on this matter. The WDB and BTC agreed to continue to work together to assess the need for more pre-apprenticeship training and to discuss the role of the workforce system in supporting a pipeline of candidates for MC3 and building trades apprenticeships.

Stanislaus, Merced, Mariposa, Tuolumne BTC: A very productive small group discussion occurred among two leaders from the local BTC and the Executive Directors of three local boards. While pre-apprenticeship training is being offered in the region (including programs provided by Modesto Junior College and Merced College), the curriculum was not officially BTC-approved for MC3. Council representatives agreed to review the programs, secure MC3 technical assistance and collaborate with local boards to consider current programs for approval. The boards agreed to work together to develop specific strategies for the workforce system to: promote building trades careers, MC3 and apprenticeships; to agree on protocols for candidate vetting and referrals; and provide funding, as available, to support training. Within the “Exhibits” section of this Regional Plan Modification, agendas, notes and sign-in sheets from these meetings are provided.

III. REGIONAL COORDINATION AND ALIGNMENT INDICATORS

RPU leaders have overseen a multi-faceted process to review progress on regional alignment and coordination as expressed by the Indicators that have been cross-walked to SJVAC RPU goals. This process looked at work not only funded by RPI grants and other initiatives supported by the State board, but at other regional activities, including those being led by system partners. Following is a snapshot of self-assessment rankings for Indicators that touch on the principal objectives of the State Plan.

Indicator	Description	Level of Progress on Indicator		
		Learning/ Experimenting	Operationalizing/ Doing	Growing/ Expanding
Demand-Driven Indicators				
Indicator A	Team that jointly convenes industry/industry champions		X	
Indicator B	Shared industry sector focus and resources		X	
Indicator C	Communicating industry workforce needs to supply-side partners		X	
Upward Mobility and Equity Indicators				
Indicator F	Deploys shared resources to meet target population needs		X	
System Alignment Indicators				
Indicator H	Shared administrative systems to achieve efficiencies		X	
Indicator J	Processes for evaluating performance	X		

Detailed information on the region’s self-assessment on progress, including narratives describing progress on the indicators and rationales for ranking levels, is provided in Attachment D.

IV. OTHER MODIFICATIONS TO 2017-2021 SJVAC RPU REGIONAL PLAN

Since the SJVAC Regional Plan was submitted in 2017, local boards have met frequently to discuss regional collaboration and strategies to improve services to key customer groups throughout the Central Valley. Following is a summary of progress made on the establishment of regional priorities and on numerous issues for which goals were set within the 4-year plan.

A. Regional Workforce System Priorities: Shortly after the Governor’s approval of the RPU’s Regional Plan, State Board representatives requested that the region identify from the goals stated in the plan a few priorities on which the partners would initially concentrate. The region zeroed in on five priorities, which include:

Coordination with Region-wide Economic Development: A portion of the region’s Implementation Grant funds has been used to secure the services of the California Central Valley Economic Development Corporation (CCVEDC), which is implementing regional strategies to assist the workforce system in expanding partnerships, enhancing industry engagement, and creating a structure for sharing information with business stakeholders.

Improving the Capacity of Regional Leaders: The goal is for leadership teams from each board in the region to complete the CWA-sponsored Workforce Executive Bootcamp. Regionally and locally, management will be prepared to develop innovative strategies and lead workforce system partnerships.

Coordination of Training Oversight: With leadership from FRWDB, the region has established an Eligible Training Provider List (ETPL) Council that is developing approaches to reducing duplication and promoting consistency in monitoring. The council also serves as a forum for sharing best practices.

Promotion of Priority Sectors: Standardized tools and informational resources are being developed to promote careers in key industry sectors. The goal is for local boards and stakeholders to provide consistent information that can be locally customized, across the region.

B. Progress on Regional Plan Goals: The 2017-2021 SJVAC Regional Plan enumerated goals in several areas. Based on these goals, the five foregoing priorities were identified. While the priorities have received significant attention, progress, some of which is substantial, has also been made in other goal areas. Following is an overview of regional activities related to these goals:

Engagement with Economic Development and Economic Analysis: The above-described regional project with CCVEDC exemplifies the RPU's commitment to maintaining strong partnerships with economic development and to utilizing economic and labor market data as a tool for both outreach to businesses and for providing services that meet the workforce needs of the Central Valley's leading industries.

Regional Sectors Pathway Programs and Credential Attainment: The region continues to work with businesses, industry associations and organized labor to develop and strengthen sector pathway programs and to guide job seekers to training, preparing them for opportunities in growth industries. The SlingShot grant was focused, in part, on developing industry-responsive programs for the manufacturing and construction industries that result in the award of industry-valued credentials.

System Accessibility and Inclusiveness: While SJVAC's 4-year plan addresses the needs of job seekers with barriers to employment, including English language learners and individuals with disabilities, modifications to local and regional plans are strengthening the workforce system's emphasis on priority populations identified in the 2018 State Plan modification.

Administrative and Operational Coordination: Where the Central Valley Workforce Collaborative has served for years as a platform for local board Directors to communicate on projects and share ideas, other structures (e.g. the ETPL Council, the Central Valley Workforce-Corrections Coalition) are being developed to promote communication on specific areas of administration and service delivery.

System Development and Collaboration with Partners: Each of the local boards reports progress on their partnerships working more collaboratively as part of a single workforce system, rather than in silos. Goals recently set in concert with local and regional plan updates and one-stop certification are further enhancing this collaboration.

In two remaining areas (Tracking the System's Training-Related Placements and Defining Job Quality), some progress has been made, but more work remains before the region will be ready to categorize these goals as poised for achievement. Updates will be provided in future reports concerning regional planning goals.

SUPPLEMENTAL NARRATIVE

STAKEHOLDER AND COMMUNITY OUTREACH AND INVOLVEMENT IN THE TWO-YEAR REVIEW OF THE REGIONAL PLAN

Under the oversight of the Merced County Workforce Investment Department/Merced County WDB, which functions as the Regional Organizer and as the Fiscal Agent for the Regional Plan Implementation Grant funds, the SJVAC initiated a process for the biennial review and modification of the 2017-2021 Regional Plan that involved not only management and staff of the eight (8) local WDBs that make up the RPU, but a wide range of workforce system partners, local stakeholders and representatives of the communities throughout the region. The content of the Regional Plan Modification is substantially influenced by and representative of organizations and individuals committed to developing and maintaining a prepared and capable local workforce for the Central Valley.

1. Overall Strategy for Community Outreach and Stakeholder Engagement to Support Modification of the Regional Plan

The primary method of obtaining community and stakeholder input on the Regional Plan Modification was to invite participation in a series of public forums, focused on the principal topics to be addressed by the Plan Modification.

At the opening of each forum, participants were informed of the session's objectives, which were:

- To give stakeholders and the community the opportunity to weigh in on the needs of the target groups and/or issues being discussed;
- To learn from services providers, stakeholders and customers about best practices in meeting service needs;
- To identify gaps in services; and
- To hear recommendations for improving the content, availability and quality of services/strategies under consideration.

To promote input from individuals and organizations in the vast RPU region, sessions were scheduled in three sub-regions:

North Valley: Merced, San Joaquin, and Stanislaus counties.

Mid-Valley: Fresno, Kings, Madera, and Tulare counties.

South Valley: Kern, Inyo, and Mono counties.

A. Approach to Conducting Population/Partnership-Specific Input Sessions

For each of the forums, an agenda was published so that invited stakeholders and members of the community were informed in advance of what, specifically, would be discussed. Each session was scheduled for approximately two hours. The forums addressed the following topics:

- Building and Sustaining Successful Workforce-Corrections Partnerships: Creating a Provider Network that Achieves Results
- Building and Sustaining Successful Workforce-Corrections Partnerships: Ensuring the Availability of Skills Development, Job Placement and Wrap-Around Support Services for Formerly Incarcerated and Justice-Involved Individuals
- Collaborating with Building Trades Councils on Promotion of Multi-Craft Core Curriculum (MC3) Construction Pre-Apprenticeship Training Programs
- Review of Regional Workforce Goals: Assessment of Progress on Achieving Goals on Regional Programs and Strategies
- Regional Workforce Development Strategies: Identifying Programs, Services and Approaches that Reflect Business and Community Priorities

One of the forums addressing “Regional Workforce Development Strategies” was held after regular work hours to enable members of the community to participate.

B. Use of Experienced Facilitators to Guide and Support Discussion

To promote neutrality and encourage open input during the forums, RPU leaders engaged John Chamberlin and David Shinder to serve as facilitators. Together, Mr. Chamberlin and Mr. Shinder have more than 80 years of experience in the field of workforce development and have facilitated hundreds of forums and planning sessions over their careers. They consulted with the region on the development of the San Joaquin Valley and Associated Counties (SJVAC) 2017-2021 Regional Plan and both have extensive experience working throughout the San Joaquin Valley.

C. Capturing Community and Stakeholder Input

To promote contribution to the planning process by a wide range of organizations and points of view, the WDBs in the SJVAC RPU used several methods to inform stakeholders and the community about the forums. These included:

- Direct email to partners and a broad array of stakeholders, including organizations listed in the State Board’s Directory of Planning Partners.
- Posting of meeting notices in the AJCC.

- Posting of the agenda and meeting notices on each local WDB's website.
- Posting of meeting announcements on the State Board's website (following e-mail notification to designated State Board staff).

The forums were frequently audio recorded and the recordings were used as the basis for developing summary notes for each forum. Meeting notes are attached as exhibits to this Plan Modification.

D. *Harnessing Intelligence On-Going Engagement Process*

The forums held as part of the process to modify the 2017-2021 Regional Plan represent just a small part of the many ways in which the local boards gather stakeholder input on a regular and on-going basis.

E. *Strengthening Communities of Support around Key Populations and Partnerships:*

The forums, held as part of the process to update and modify the Regional Plan, produced the ancillary benefit of fostering communities of practice and support around priority populations and issues. While the region's WDBs are diligent in bringing together the one-stop partners on a regular basis to discuss a wide range of issues pertaining to the delivery of services to job seekers and businesses in the region, the forums have served to foster and/or strengthen partnerships on specific issues. Dialogs are taking place among many stakeholders on strategies to best serve justice-involved and formerly incarcerated individuals and other key target groups. The regional leaders anticipate continuing to use community forums in the future to capture intelligence from the community and engage stakeholders in issues-specific conversations.

2. Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on SJVAC RPU's Workforce-Corrections Partnership

A total of six (6) community and stakeholder input sessions on Workforce-Corrections Partnership issues were held throughout the RPU, as follows:

Workforce-Corrections Forum (focus on partnerships)	Merced County WDB	12/05/18
	Madera County WDB	11/08/18
	Kern-Inyo-Mono WDB	10/24/18
Workforce-Corrections Forum (focus on services)	San Joaquin County WDB	10/25/18
	Tulare County WDB	11/07/18
	Kern-Inyo-Mono WDB	12/04/18

Two distinct forums were held pertaining to collaboration between the workforce system and the justice/corrections system. The first dealt with ways in which

partnerships can be built or strengthened. The second focused on the services needed by the target group both pre- and post-release. Following are summaries on the purpose and content of both forums that were used to promote the sessions.

Building and Sustaining Successful Workforce-Corrections Partnerships: Creating a Provider Network that Achieves Results: A principal feature of the Central Valley's efforts in updating its regional workforce plan is strengthening existing relationships with justice system agencies and organizations that assist formerly incarcerated individuals with re-entry into local communities. The regional Workforce-Corrections Partnership resulting from efforts will leverage the experience, talents and resources of organizations and individuals that are committed to providing services and support that will enable job seekers in this category to develop skills and secure employment. Stakeholders and community representatives are invited to join this discussion on building local and regional provider networks to ensure successful outcomes for formerly incarcerated job seekers.

Building and Sustaining Successful Workforce-Corrections Partnerships: Ensuring the Availability of Skills Development, Job Placement and Wrap-Around Support Services for Formerly Incarcerated and Justice-Involved Individuals: During this forum, local stakeholders and community representatives will continue to exchange ideas and explore a variety of strategies for serving formerly incarcerated individuals, including approaches to providing skills training, job readiness services, and a wide range of ancillary support services (e.g. housing, healthcare, counseling) often needed by members of this target group. During this session, stakeholders will be asked to help identify where gaps in services and resources exist and how to best bridge these gaps through the implementation of proven or innovative strategies. Input is sought from a wide range of stakeholders, including those with experience in serving the target population.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

For the "partnership-focused" workforce-corrections session, the following questions were posed to forum participants:

- What re-entry partnerships currently exist? CCPs? Re-entry councils? Others? Who are the re-entry partners in the region?
- How does the workforce system currently collaborate with the parole and probation systems? If collaboration is not extensive, how could it be improved?
- Does collaboration exist pre-release? If not, what opportunities exist for collaboration at this stage?
- What should the referral process look like?

- What level of staff support is necessary to achieve collaboration goals?
- What training and staff development is necessary to achieve collaboration goals?

The following questions were posed for the “services-focused” session:

- What are the major employment and re-entry barriers faced by formerly incarcerated and justice involved individuals?
- How do stakeholders coordinate reentry, workforce, and education services for formerly incarcerated and justice-involved individuals?
- What types of services currently exist within the region to help the target population with re-entry?
 - Training
 - Employment
 - Support
- What pre-release education, training and employment-related services are available? How do these services prepare targeted individuals for employment upon re-entry?
- What processes exist to connect incarcerated individuals with the workforce system prior to their being released?
- What sectors and careers offer the most promise for the target population? What training and other preparation/services are needed to connect them with these opportunities?

A. Outreach Activities: Notices regarding the forums were placed on the each WDB’s website. Printed notices were also posted in the AJCCs throughout the Central Valley.

B. Efforts to Engage Corrections Partners and Key Stakeholders: Direct emails were sent to stakeholders, including those on the State Directory.

C. Communication with the State Board regarding Workforce-Corrections Forums: No less than 10 days prior to each forum, the Regional Organizer sent an email about the forum to the designated contact persons at the State Board.

D. Documentation of Efforts: Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-1-a: Sample flyers and promotional information
- Exhibit A-1-b: Sample outreach-related email communication
- Exhibit A-1-c: List of individuals and organizations invited to participate in forum
- Exhibit A-1-d: List of individuals that participated in forum, included their contact information
- Exhibit A-1-e: Sign-in sheet(s) for forum

- Exhibit A-1-f: Forum agenda
- Exhibit A-1-g: Forum presentation (PowerPoint)
- Exhibit A-1-h: Meeting notes summarizing the content of forum discussions

3. Specific Efforts by SJVAC RPU to Engage Building Trades Councils (BTCs) on Multi-Craft Core Curriculum (MC3) Construction Pre-Apprentice Partnerships

A total of four (4) meetings with BTCs were held throughout the RPU, as follows:

<i>Building Trades Council</i>	<i>Meeting Host</i>	<i>Date</i>
Fresno, Madera, Tulare, Kings BTC	Fresno Regional WDB	10/23/18
Kern, Inyo, Mono BTC	Kern-Inyo-Mono WDB	11/07/18
San Joaquin, Calaveras ¹ , Amador, Alpine BTC	San Joaquin County WDB	11/08/18
Stanislaus, Merced, Mariposa, Tuolumne BTC	Stanislaus County WDB	11/14/18

To meet the objectives of the Regional Plan Modification pertaining to strengthening collaboration with local BTCs pertaining to MC3 Construction Pre-Apprenticeship Training, meetings between WDBs were scheduled with each BTC in the region.

Following is a summary of the purpose and content of meeting that was used to promote BYC participation in the sessions.

Collaborating with Building Trades Councils on Promotion of Multi-Craft Core Curriculum (MC3) Construction Pre-Apprenticeship Training Programs: In sync with public workforce policy and state law, WDBs throughout the Central Valley are working to strengthen relationships with local BTCs, which lead to partnerships among labor, workforce, education and community agencies that are focused on building pathways to careers in the construction trades. BTCs approve and lend support to MC3 pre-apprenticeship training programs, which enable job seekers to become familiar with and explore various trades to determine which craft might be a fit for them. Because local workforce systems function as key recruiters of job applicants, they are ideally positioned to recruit and screen candidates for MC3 programs. As part of regional efforts to modify workforce plans to reflect current partnerships with stakeholders in training for the building and construction trades, the eight WDBs of California’s Central Valley will meet with the following local BTCs to establish protocols for referrals of job seekers to MC3 programs:

The agenda for these small group sessions was as follows:

- Welcome and Introductions

¹ Middle Sierra RPU representatives at two BTC meetings that addressed the region (San Joaquin, Calaveras, Amador, Alpine and Stanislaus, Merced, Mariposa, Tuolumne)

- Purpose and Overview Meeting between BTC and Workforce System Leadership
- Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- Review of BTC-Approved MC3 Programs and Authorized Providers in the Multi-County Area
- Strengthening the Role of the Workforce System within MC3 Partnerships
- Developing a Plan for Improved MC3 Coordination between the Local Workforce Development Boards and their Partners and the BTC
 - Promotion
 - Referrals
 - Support
- Next Steps and Planned Follow-Up

A. Efforts to Engage BTCs: Emails or calls were made to BTC leadership inviting them to meetings.

B. Communication with the State Board regarding BTC Meetings: No less than 10 days prior to each BTC meeting, the Regional Organizer sent an email about the meeting to the designated contact persons at the State Board.

C. Documentation of Efforts: Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-2-a: Sample email communication (if used vs. call)
- Exhibit A-2-b: Sign-in sheet(s) for the meeting
- Exhibit A-2-c: Meeting agenda
- Exhibit A-2-d: Meeting notes summarizing the content of forum discussions

4. Efforts to Outreach to the Community and Engage Stakeholders in Discussions on SJVAC RPU’s Progress on Regional Coordination and Alignment

A total of three (3) community and stakeholder input sessions concerning Progress on Regional Coordination and Alignment issues were held throughout the RPU, as follows:

Progress on Regional Coordination and Alignment Forums	Stanislaus County WDB	10/24/18
	Fresno Regional WDB	10/25/18
	Kern-Inyo-Mono WDB	11/13/18

Following is a summary of the purpose and content of the forums that was used to promote the sessions.

Review of Regional Workforce Goals: Assessment of Progress on Achieving Goals on Regional Programs and Strategies: Utilizing a framework developed by the state, local workforce development boards throughout the Central Valley are required to complete a self-assessment of their progress in implementing strategies for serving priority populations and meeting the workforce needs of key industries. Representatives of local education, economic development, workforce development and community organizations, as well as the public, are encouraged to join these discussions, which will focus on goals and strategies expressed in the region's current 4-year's Workforce Plan.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

The following questions were posed to forum participants:

Indicator A: Region has a team that jointly convenes industry

- What industries/sectors meet in the region?
- Who are the industry champions including unions where applicable for each industry sector?
- How were the lead organization(s) and sector experts responsible for convening employers identified?
- What activities take place during a convening/meeting?
- How frequently do convenings/meetings occur? Who attends each convening?
- What new Industry Recognized Credentials and/or Apprenticeship programs will result from the Industry Sector convenings/meetings? Have the partners identified existing credentials offered in the region that meet Industry needs?

Indicator B: Region has shared sector/occupational focus and shares/pools resources to meet demand in the region

- How does the region identify demand occupations and sectors, and who are the partners engaged in this process?
- How are resources pooled to meet the identified demand?
- Provide 1-3 examples in how demand was identified and resources pooled to meet this demand.

Indicator C: Region has a process to communicate industry workforce needs to supply-side partners

- Who are the supply-side partners engaged at the regional level, and how does the region ensure understanding by staff and partners of targeted industry sectors and job quality framework?
- What training/professional development opportunities are available to front-line staff on targeted sectors and job quality?
- How do the services provided by the AJCC and regional partners prepare job candidates to meet the needs of targeted industry?

- How do One-Stop Operators, AJCC service providers, and other supply-side partners ensure that services are aligned to reduce duplication and redundancy? Give examples.

Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs

- Have relevant regional partners entered a Memorandum of Understanding (MOU) to share customers, services and costs?
- List funding streams that are shared/pooled to provide services, training, and education to meet target population needs.
- If funding is not directly administered by Local Boards, please indicate levels of shared/pooled funding resources administered by regional partners.

Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes

- Does your region have shared/pooled administrative systems or processes? If yes, what are the systems/process?
- Describe the administrative efficiencies that your region has identified that will reduce duplication, streamline processes, save money, and/or improve program outcomes.
- Does your region have MOUs or agreements in place to share resources, streamline administrative processes, and/or improve program outcomes?
- Does your region have a plan to unify the regional partners approach to engaging employers?

Indicator J: Regional organization and evaluation of performance

- How will the region qualitatively assess/evaluate progress towards meeting regional industry and occupational demand?
- Have the regional partners determined regional goals for increasing the number of industry-recognized credentials and apprenticeships available in the region? How will, or how might, these outcomes be tracked numerically and categorically?
- Does the region have a numeric goal of placing participants in sector-based occupations? If so, list the sectors and occupations, numeric goal(s), and the number to-date in attaining that goal (baseline).
- Is the region piloting employer engagement performance measures? If yes, what are they?
- Have the Local Boards met to discuss WIOA performance negotiations and how negotiations might align with other regional goals/measures?

A. Outreach Activities: Notices regarding the forums were placed on the each WDB's website. Printed notices were also posted the AJCC throughout the Central Valley.

B. Efforts to Engage Partners and Key Stakeholders on Regional Coordination and Alignment: Direct emails were sent to stakeholders, including those on the State Directory.

C. *Communication with the State Board regarding Forums regarding Progress on Regional Coordination and Alignment:* No less than 10 days prior to each forum, the Regional Organizer sent an email about the forum to the designated contact persons at the State Board.

D. *Documentation of Efforts:* Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-3-a: Sample flyers and promotional Information
- Exhibit A-3-b: Sample outreach-related email communication
- Exhibit A-3-c: List of individuals and organizations invited to participate in forum
- Exhibit A-3-d: List of individuals that participated in forum, included their contact information
- Exhibit A-3-e: Sign-in sheet(s) for forum
- Exhibit A-3-f: Forum agenda
- Exhibit A-3-g: Forum presentation (PowerPoint)
- Exhibit A-3-h: Meeting notes summarizing the content of forum discussions

5. Efforts to Outreach to the Community and Engage Stakeholders in Discussions on the Regional Workforce Strategies (Community Forum)

Three (3) general input sessions/community forums, which addressed overall workforce strategies for the region were held as follows:

Regional Workforce Strategies forum	Kern-Inyo-Mono WDB	10/03/18
	Kings County WDB	11/06/18
	Stanislaus County WDB	11/13/18

The session in Stanislaus County was held in the evening, after regular work hours, to enable community members to attend.

Following is a summary of the purpose and content of both forums that were used to promote the sessions.

Regional Workforce Development Strategies: Identifying Programs, Services and Approaches that Reflect Business and Community Priorities: In accordance with federal requirements, public funding that assists job seekers to develop skills and connect with employment opportunities is distributed to local Governor-designated workforce areas. In California, the 45 local areas have been grouped into 14 regions to align local workforce activities with larger economic development areas and resources. The Central Valley region is in the process of modifying its plan for serving businesses and individuals seeking employment. As part of this effort, leadership of local workforce agencies is requesting input from the public regarding priorities for skills training, job placement and related

workforce services. This input will help guide efforts to develop new partnerships and programs and to expand existing ones.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- The Regional Plan suggests that certain groups of job seekers (such as formerly incarcerated individuals, English language learners, persons with disabilities and others) have a difficult time finding work and/or advancing in their careers. In the current strong economy, is this still true?
- Training and the opportunity to attain industry valued credentials is a central feature of the Regional Plan. Is enough training available to meet demand? For those taking part in training, are they able to earn certificates and find jobs?
- Digital literacy skills (the use of technology in the workplace) were identified as a priority for workers. Is this training widely available and is it meeting the needs of workers and employers?
- Based on a 2016 analysis of labor market and economic data, six major industries (advanced manufacturing, construction/public infrastructure, energy, healthcare, transportation and logistics, and value-added agriculture) were identified as priorities. Are job seekers currently able to easily secure employment in these sectors? If there are gaps, what are they?
- If you were writing the Regional Workforce Plan, what would your priorities be and why?

A. Outreach Activities: Notices regarding the forums were placed on each WDB's website. Printed notices were also posted in AJCCs throughout the Central Valley.

B. Efforts to Engage Partners and Key Stakeholders on Regional Workforce Strategies: Direct emails were sent to stakeholders, including those on the State Directory.

C. Communication with the State Board regarding Regional Community Forums: No less than 10 days prior to each forum, the Regional Organizer sent an email about the forum to the designated contact persons at the State Board.

D. Documentation of Efforts: Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-4-a: Sample flyers and promotional information
- Exhibit A-4-b: Sample outreach-related email communication
- Exhibit A-4-c: List of individuals and organizations invited to participate in forum

- Exhibit A-4-d: List of individuals that participated in forum, included their contact information
- Exhibit A-4-e: Sign-in sheet(s) for forum
- Exhibit A-4-f: Forum agenda
- Exhibit A-4-g: Forum presentation (PowerPoint)
- Exhibit A-4-h: Meeting notes summarizing the content of forum discussions

6. Publication of Draft for Public Comment

On February 1, 2019, the eight local boards comprising the SJVAC RPU each opened a 30-day public comment period on the Regional Plan Modification, which corresponded to the comment period for their Local Plan Modifications. The public comment period concluded on March 2, 2019.

- A. *Notice on the Availability of the Draft Plan for Public Review and Comment:*** Each local board placed a notice in a local newspaper/periodical, informing the community of the 30-day public comment period and the availability of the Regional Plan Modification plan electronically on each local WDB's web site. Notices were published as follows:

<i>Local WDB</i>	<i>Newspaper/Periodical</i>	<i>Date of Publication</i>
Fresno Regional WDB	Fresno Bee	2/1/19
Kern-Inyo-Mono WDB	Bakersfield Californian	2/1/19
Kings County WDB	Hanford Sentinel	2/1/19
Madera County WDB	Chowchilla News, Sierra Star, Madera Tribune	1/30 or 1/31/19
Merced County WDB	Merced Sun Star	2/1/19
San Joaquin County WDB	The Record	2/1/19
Stanislaus County WDB	Modesto Bee	2/1/19
Tulare County WIB	Foothill Sun Gazette	1/30/19

Email notices about the availability of the draft were also sent to all stakeholders invited to participate in the regional planning forums. In addition, notification on the public comment process was emailed to the designated State Board contacts.

- B. *Opportunities and Mechanisms for Public Comment:*** To ensure that comments to the plan are captured accurately, the WDB requested that all comments be made in writing. Written comments could be submitted by email to comments.regionalplanupdate@gmail.com or in print by mail and hand delivery to 1205 West 18th Street, Merced, CA 95340, Attn: Nick Loret de Mola.

C. *Results of Public Comment:* At the conclusion of the public comment period, a tally of comments received will be counted. Based on these comments, adjustments were made to the draft Regional Plan Modification:

When comments express disagreement with the Regional Plan Modification, they will be incorporated into Attachment E.

D. *Documentation of Efforts:*

- Exhibit A-5-a: Sample Notice to Newspapers for Public Notice
- Exhibit A-5-b: Sample Email Message to Stakeholders

SUPPLEMENTAL NARRATIVE

**WORKFORCE-CORRECTIONS PARTNERSHIP –
ASSESSMENT OF NEED AND POPULATION SIZE**

The following information addressed the target population and its need.

1. **Overview of Supervised Population**
2. **Individuals Released Annually from State Prison and Local Custody**

Following is available data for individuals released from state and local custody to all Regional Planning Units in the state, as well as individual counties in the San Joaquin Valley and Associated Counties RPU.

I. Supervised Population (Broken down by Regional Planning Unit)				
RPU	Total Parole/PRCS Population	Total Probation Population	Total	% Total State Supervised Population
Los Angeles Basin	25,324	80,894	106,218	28.1%
SJVAC	11,568	49,178	60,746	16.1%
Inland Empire	11,305	38,501	49,807	13.2%
Capital	5,479	27,761	33,240	8.8%
Orange	4,911	23,011	27,922	7.4%
Bay-Peninsula	3,855	18,047	21,902	5.8%
Coastal	2,921	17,919	20,840	5.5%
East Bay	2,455	12,059	14,514	3.8%
North Bay	2,191	11,871	14,062	3.7%
Ventura	1,980	8,988	10,968	2.9%
North State	1,947	6,951	8,898	2.4%
Middle Sierra	1,081	3,919	5,000	1.3%
Southern Border	311	2,616	2,927	0.8%
Humboldt	258	1,090	1,348	0.4%
II. Supervised Population (For Central Valley, broken down by Workforce Board)				
WDB	Total Parole/PRCS Population	Total Probation Population	Total	% Total RPU Supervised Population
Fresno	3,244	12,460	15,704	26%
Kern-Inyo-Mono	2,855	8,763	11,618	19%
San Joaquin	1,607	8,045	9,652	16%
Stanislaus	1,403	7,015	8,418	14%
Tulare	949	6,130	7,079	12%
Madera	371	3,215	3,586	6%
Kings	603	2,739	3,342	6%
Merced	536	810	1,346	2%

Sources: CDCR Office of Research as of 12/2017 Offender Demographic and Census Report, California County Probation Data Dashboard as of 06/2017

3. Services Needed by The Target Group

Workforce development and support services needed by the target group are described throughout sections I.A and I.B of the principal narrative.

4. Formerly Incarcerated Individuals Served by the Workforce System

Following is a summary of formerly incarcerated individuals served by local workforce areas in the San Joaquin Valley and Associated Counties RPU in PY 2016-2017 and PY 2017-2018.

PY 2016-2017	Adult	Adult	Youth	Youth
WDBs	Enrollments	Outcomes*	Enrollments	Outcomes**
Fresno Regional WDB	76	50%	31	55%
Kern-Inyo-Mono WDB	195	15.38%	23	48%
Kings County WDB	104	59%	10	33.3%
Madera County WDB	37	38%	5	40%
Merced County WDB	21	76.19%	3	0
San Joaquin County WDB	58	25.86%	9	22.2%
Stanislaus County WDB	113	63%	27	62%
Tulare County WDB	778	56.05%	22	64%

PY 2017-2018	Adult	Adult	Youth	Youth
WDBs	Enrollments	Outcomes*	Enrollments	Outcomes**
Fresno Regional WDB	106	21%	46	9.8%
Kern-Inyo-Mono WDB	105	27.62%	3	0
Kings County WDB	39	24.2%	7	33.3%
Madera County WDB	26	17%	8	0
Merced County WDB	27	22.73%	3	0
San Joaquin County WDB	67	4.48%	12	8.33%
Stanislaus County WDB	114	26%	20	16%
Tulare County WDB	957	51.01%	21	75%

* Employment after 2nd Quarter

** Employment or Placement into Training after 2nd Quarter

5. Information Sharing among Stakeholders

As described throughout the principal narrative, to ensure the development of customized service plans and to promote successful outcomes, the partners will work in multi-disciplinary/co-case management teams, consisting of representatives from of workforce, corrections and community agencies. These teams will utilize information gathered pre-release (including results of risk/needs assessments, if available) for formulating plans. As permissible under the programs in which justice-involved individuals are participating, the partners will agree to share information on assessments, needs, services, progress and outcomes. Participants will be asked to sign a release enabling sharing of information that does not compromise legally required confidentiality.

ATTACHMENT C

SUPPLEMENTAL NARRATIVE

WORKFORCE-CORRECTIONS PARTNERSHIP – SUPPLEMENTAL INFORMATION ON “RELATIONSHIP TO REGIONAL LABOR MARKET NEEDS, REGIONAL SECTOR PATHWAY PROGRAMS AND REGIONAL PARTNERSHIPS”

The following information supplements content in Section I.C of the principal narrative.

1. Promoting Hiring Incentives and Benefits

Section C.4 of the principal narrative includes information on the workforce development system’s approach to outreaching to and messaging businesses about hiring formerly incarcerated individuals. Among the information communicated are benefits, incentives and services available to both justice-involved individuals and the companies that hire them. Many of the partners – from EDD to Probation to CBOs – have developed informational materials in both print and web-based formats about the various federal and state tax credits and incentives that are available to businesses that hire justice-involved and formerly incarcerated individuals. The members of the Central Valley Workforce-Corrections Coalition will take on the task of reviewing this information and will utilize its content as the basis for developing a standardized information summary that can be adopted and customized by partners throughout the Central Valley. This will be completed no later than June 30, 2019.

2. Identifying and Cataloging Targeted Businesses

As also described in Section C.4 of the principal narrative, each of the region’s local boards, in connection with its business outreach efforts, has identified numerous companies that are “second chance friendly” and are open to interviewing and hiring formerly incarcerated individuals. WDB and AJCC staff maintain a roster of these businesses as a resource for assisting justice-involved participants. As workforce-corrections partnerships, further coalesce within local workforce areas and multi-disciplinary/co-case management teams are formed, each board will have the option of establishing protocols by which local workforce, corrections and community-based partners share information about businesses that employ formerly incarcerated individuals.

SUPPLEMENTAL NARRATIVE

REGIONAL COORDINATION AND ALIGNMENT INDICATORS

The SJVAC RPU has prioritized several goals expressed in the 2017-2021 Regional Plan. In early 2018, the region received a grant award from the State Board for the purpose of Regional Plan implementation. Based on the goals that were prioritized for implementation, the State Board prepared a crosswalk for the SJVAC RPU that connected 6 of the 10 indicators of regional alignment and coordination to our priorities. These include:

- Indicator A: Region has a team that jointly convenes industry and is led by Industry Champions
- Indicator B: Region has shared industry sector focus and pools/shares resources to meet demand in the region
- Indicator C: Region has a process to communicate industry workforce needs to supply- side partners.
- Indicator F: Region deploys shared/pooled resources to provide services, training, and education to meet target population needs.
- Indicator H: Region has shared/pooled administrative systems or processes to achieve administrative efficiencies and program outcomes
- Indicator J: Region has developed a process for evaluating performance that includes, but may not be limited to: 1) Qualitatively evaluating progress towards meeting regional industry and occupational demand; 2) Tracking the number of Industry-Recognized Credentials and Apprenticeships; 3) Aligning negotiated performance measures to regional Indicators; and 4) Using the Indicators of Regional Coordination and Alignment to evaluate progress.

The process of conducting the self-assessment of progress against the indicators consisted of:

1. Three community/stakeholder input sessions, as described in Attachment A, Part 4.
2. Leadership teams from each local board conducted its own self-assessment of progress.
3. At a meeting of the Central California Workforce Collaborative, Director and senior staff from the eight boards discussed progress, accomplishments and “assessment levels.”
4. The foregoing reviews were aggregated into a single “rating” for the 6 indicators applicable to the region.

Incorporated into Attachment D is a completed “self-assessment” instrument with RPU Responses.

Regional Coordination and Alignment Indicators

Demand Driven Skills Attainment Indicators

Indicator A: Region has a team that jointly convenes industry

Example Considerations: region has a dedicated team (recognized as such by regional workforce and education partners), multiple committed companies (industry champions) in each prioritized industry sector, unions from prioritized industry sectors where workers are represented, frequency of meetings, diversity and reach of representation on the team, depth and representation of priority industry sectors (decision makers, number of employers, size of workforce represented) and a method of ensuring core program partners are connected.

Assessment Questions:
What industries/sectors meet in the region?
Who are the industry champions including unions where applicable for each industry sector?
How were the lead organization(s) and sector experts responsible for convening employers identified?
What activities take place during a convening/meeting?
How frequently do convenings/meetings occur? Who attends each convening?
What new Industry Recognized Credentials and/or Apprenticeship programs will result from the Industry Sector convenings/meetings? Have the partners identified existing credentials offered in the region that meet Industry needs?
<p>SJVAC RPU Response: Much of what is occurring by way of the foregoing topics (e.g. industries that convene, meetings with businesses, industry champions) takes place at the local workforce area level. As stated in the introduction to this Plan Modification, the size and diversity of the SJVAC RPU leads to collaboration being centered in local labor markets and to common interests coalescing within these hubs. Still, as described throughout the region’s four-year plan and this modification, many regional initiatives exist and frameworks (such as the eight WDB Directors gathering monthly at meetings of the Central California Workforce Collaborative) provide mechanisms for on-going dialog, sharing of ideas and planning for regional replication and scaling-up of successful models and practices.</p> <p>The convening of industry partners and using business priorities to guide workforce planning is robust within Central California’s eight workforce areas. In San Joaquin County, the workforce system, education, county government and the full-spectrum of economic development and community service agencies have joined with healthcare organizations of all types and sizes to launch a major initiative to prepare a pipeline of workers for this growing sector. The effects of these efforts will stretch into adjacent counties, both inside and beyond RPU boundaries, as many businesses have operations extending past the county lines. On a monthly basis, the Tulare County WIB convenes industry-based councils that deal with healthcare, manufacturing and logistics. Tulare WIB and Kings County WDB, along with businesses they serve, are partners in the South Valley Industrial Collaborative which is led by the community</p>

college's Sector Navigator for advanced manufacturing. FRWDB has established active partnerships with the building trades unions in support of major infrastructure construction projects. These efforts have been replicated in projects operated in Madera County. Similar work on outreaching to, engaging with and supporting businesses' hiring and training needs are present throughout the region.

At the regional level, significant initiatives are underway to address the needs of priority sectors. All local boards support the work of the San Joaquin Valley Manufacturing Alliance, which hosts a major regional conference in which industry champions, workforce agencies, educators, economic development and other system stakeholders participate. Under the SlingShot grant, Industrial Maintenance Technician curriculum was developed in response to industry need and training is now available at colleges across the region. As part of the RPU's Regional Plan Implementation grant, a Regional Business Tool website is being developed as a platform for communicating with businesses and about their interests throughout the RPU. As described below, a partnership with the regional economic development agency will create new opportunities for boards to engage with companies in every corner of the Central Valley.

Assessment Levels:

Learning/ Experimenting	Some of the relevant partners meet episodically with a handful of employers to comply with planning requirements and share labor market information and employer's workforce needs.
Operationalizing/ Doing	All the relevant partners meet at least a few times a year to discuss industry sector needs, with industry champions and sector experts and are engaged in a planning process that will result in a regional approach to meeting industry's workforce needs.
Growing/ Expanding/ Scaling	A dedicated and specialized team of relevant partners meet regularly with decision-making leaders/industry champions in a specified industry to develop and execute a meaningful plan to meet industry workforce needs and includes measurable goals to develop education and training programs that meet the needs of industry sectors.

SJVAC RPU Assessment of Progress: Operationalizing/ Doing. This assessment level is based on the variety of efforts in the RPU that are being developed and implemented with both region-wide focus and as local/sub-regional models with potential for regional replication.

Indicator B: Region has shared sector/occupational focus and shares/pools resources to meet demand in the region

Example Considerations: regional plan partners have identified industry sectors with large numbers of good quality jobs with openings; region has a shared written assessment of regional needs; region has a concrete plan to meet written identifiable needs; region demonstrates ongoing meaningful activity to meet needs and achieve workforce goals; region has achieved relative scale and diversity of dedicated resources and shared/pooled funds, and/or has

identified common tools for determining job quality that help assess what industries, companies, and jobs to target.

Assessment Questions:	
How does the region identify demand occupations and sectors, and who are the partners engaged in this process?	
How are resources pooled to meet the identified demand?	
Provide 1-3 examples of how demand was identified and resources pooled to meet this demand.	
<p>SJVAC RPU Response: During the process of developing the four-year Regional Plan, the local boards agreed on the following target sectors: advanced manufacturing, construction (including public infrastructure), energy (including green energy), healthcare, transportation and logistics and value-added agriculture. These industries were selected following review and analysis of labor market data, including a specialized study completed by economists from ADE, which was independently commissioned by the Central Valley boards. As described above, in the response to Indicator A, the region’s SlingShot grant was primarily focused on manufacturing and construction, with industry-responsive coursework being developed for these sectors. Resources from the SJVAC RPU’s Regional Plan Implementation grant are also being used to address the workforce interests and needs of target sectors. In addition to a web-based regional business tool, the grant is being used to fund efforts by the California Central Valley Economic Development Corporation to promote workforce development services to businesses throughout the region. Furthermore, funds have been allocated for the development of career path summaries for occupations within priority sectors. The summaries will be used by all eight boards to promote careers in the region’s target industries.</p>	
Assessment Levels:	
Learning/ Experimenting	Regional partners separately identified priority sectors, or some of the relevant partners have identified and agreed upon the targeted sectors in the region and identified employer champions for each sector.
Operationalizing/ Doing	Regional partners identified same priority sectors, occupations with most openings. Employer champions from one or more of the targeted sectors, including labor where workers are represented, are leading the effort to create industry advisory committees, and relevant regional partners have agreed to use advice in planning/implementing sector strategies and developing curriculum to teach skills necessary for employment in target sectors.
Growing/ Expanding/ Scaling	Regional sector committees are business led and functioning in all targeted sectors. Colleges and training providers are training for the skills needed by regional employers. Regional partners identified industry sectors with large numbers of good quality jobs with openings and developed a common tool for determining job quality that helps assess what industries, companies, and jobs to target.

SJVAC RPU Assessment of Progress: Operationalizing/ Doing. On-going efforts to focus on the region's priority sectors provide the rationale for this ranking.

Indicator C: Region has a process to communicate industry workforce needs to supply-side partners

Example Considerations: region has developed communication protocols and professional development opportunities to ensure understanding of the targeted industry sectors and job quality framework by all supply-side partners (America's Job Center of CaliforniaSM (AJCC) staff and partners, Workforce Innovation and Opportunity Act (WIOA) core program partners, Adult Education Block Grant (AEBG), Community Colleges and other State Plan Partners); has a concrete plan for preparing job candidates to meet the needs of industry; demonstrates ongoing meaningful activity to meet needs and achieve workforce goals; has achieved relative scale and diversity of dedicated resources and shared/pooled funds.

Assessment Questions:
Who are the supply-side partners engaged at the regional level, and how does the region ensure understanding by staff and partners of targeted industry sectors and job quality framework?
What training/professional development opportunities are available to front-line staff on targeted sectors and job quality?
How do the services provided by the AJCC and regional partners prepare job candidates to meet the needs of targeted industry?
How do One-Stop Operators, AJCC service providers, and other supply-side partners ensure that services are aligned to reduce duplication and redundancy? Give examples.
SJVAC RPU Response: Partner organizations that make up the workforce system include the WIOA-prescribed one-stop partners and various local service providers, such as community-based organizations. Again, based on the size of the region, partner engagement occurs, principally, at the local level, where community colleges, adult schools, AJCCs, and agencies serving priority populations (e.g. individuals with disabilities, English language learners) deliver services to customers. Each board has regular meetings of the partners. These sessions serve as forums for cross training and for sharing information about business needs, such as skill requirements and hiring needs for jobs in priority sectors. Economic development and labor market information is also shared among the partners, and resources (such as the career path summaries, described above) are provided to the partners to build common understanding of supply-side needs. The One-Stop Operator in each area participates in partner meetings to promote alignment of the partners' programs and services. Alignment includes avoiding duplication of efforts, such as ensuring that single points of contact are assigned for communicating with businesses. The boards have taken advantage of Regional Training Funds to jointly sponsor staff development sessions for system partners on a wide range of topics, including business-focused/supply-side services.
Assessment Levels:

Learning/ Experimenting	One-Stop Operators/AJCC Service providers in a region are connected to Industry Sector Committees, and training is provided to staff and partners on industry workforce needs.
Operationalizing/ Doing	Regional partners have a process to communicate industry workforce needs and train staff on targeted industry sectors and job quality and are developing a method of ensuring that AJCC and other supply-side partners provide work-readiness services to prepare job candidates for targeted industry sector jobs.
Growing/ Expanding/ Scaling	Region has developed communication protocols and professional development opportunities to ensure understanding of the targeted industry sectors and job quality framework by all supply-side partners (AJCC staff and partners, WIOA core program partners, AEBG, Community Colleges and other State Plan Partners); has a concrete plan for preparing job candidates to meet the needs of industry; demonstrates ongoing meaningful activity to meet needs and achieve workforce goals; has achieved relative scale and diversity of dedicated resources and shares/pools funds.
SJVAC RPU Assessment of Progress: <u>Operationalizing/ Doing</u> . The local boards and the partners agree that needs of target sectors continue to be prioritized in communications with system stakeholders.	

Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs

Example Considerations: Local Boards, WIOA core partners, Community Colleges, and other relevant regional plan partners pool/share resources, identify areas of strength/ leadership, create regional career pathway programs, identify scale and diversity of dedicated resources and funds pooled to fund relevant activities, implement a shared decision-making process on deployment of pooled resources, and plan alignment of services and programming across funding streams and partner programs.

Assessment Questions:
Have relevant regional partners entered a Memorandum of Understanding (MOU) to share customers, services and costs?
List funding streams that are shared/pooled to provide services, training, and education to meet target population needs.
If funding is not directly administered by Local Boards, please indicate levels of shared/pooled funding resources administered by regional partners.
SJVAC RPU Response: Given the immensity of the region, deploying service delivery resources across multiple local areas is, generally, impractical. In fact, some of the local workforce areas are so large and cover so many remote rural communities that it can sometimes be difficult to leverage resources within local boundaries. These challenges notwithstanding, there is a long history of sharing funding and resources among the eight local boards, most frequently in the form of common approaches and

strategies. It is also the case that the boards have often shared grant resources. This practice began long before the advent of Regional Planning Units and associated grants. Joint applications among Central Valley boards for state and federal discretionary and demonstration funding stretches back more than two decades. Such collaborations have, from time to time, also included non-WIOA partners, such as the community colleges. Currently, shared grants/funding include Workforce Accelerator Fund grants from the State Board and the full range of regional planning grants. The SlingShot project provided another opportunity for the eight boards to collaborate under a specialized funding opportunity. The next round of joint funding to be shared and coordinated across the region will be planning and implementation grants for California's Prison to Employment initiative.

While local boards do not necessarily share training resources (except where community college districts and campus service areas cross county boundaries), as discussed in greater detail in response to Indicator H, the WDBs that make up the SJVAC RPU are currently working together to streamline and align resources around the approval and oversight of providers on the Eligible Training Provider List (ETPL).

Assessment Levels:

Learning/ Experimenting	Local Boards in a region have executed an MOU that includes referral agreements, infrastructure cost sharing and commitment to target population of emphasis described in local/regional plans.
Operationalizing/ Doing	Regional Plan partners are in the process of developing a plan to pool/share resources to provide services to meet target population needs, have identified industry sectors to create regional career pathway programs for targeted populations.
Growing/ Expanding/ Scaling	Relevant regional plan partners pool/share resources, identify areas of strength/ leadership, create regional career pathway programs, share decision-making on deployment of pooled resources, and align services and programming across funding streams and partner programs.

SJVAC RPU Assessment of Progress: Operationalizing/ Doing. Given the region's long history of local areas' working together on grants and specialized training, this "mid-level" ranking accurately characterizes the regions status on this Indicator.

System Alignment Indicators

Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes

Example Considerations: Local Boards, WIOA Core program partners and other State Plan/Regional Plan partners have specific documented goals for achieving administrative efficiencies and reducing duplication, including using dedicated staff and/or pooled/shared resources for regional business engagement, regional training coordination and Training Provider Directories, regional contracting, regional performance negotiations and regional data aggregation measuring progress.

Assessment Questions:

Does your region have shared/pooled administrative systems or processes? If yes, what are the systems/process?	
Describe the administrative efficiencies that your region has identified that will reduce duplication, streamline processes, save money, and/or improve program outcomes.	
Does your region have MOUs or agreements in place to share resources, streamline administrative processes, and/or improve program outcomes?	
Does your region have a plan to unify the regional partners approach to engaging employers?	
<p>SJVAC RPU Response: Regarding this indicator, the Central Valley had a bit of a head start over other regions, as the administrators of the local boards have been collaborating on administrative and programmatic matters for many years. In addition to the Central California Workforce Collaborative, which provides structure for the local boards' meetings and sharing intelligence on a monthly basis, existing and evolving platforms for the collaboration leading to administrative (and operational) efficiency, include the following:</p> <ul style="list-style-type: none"> • Fiscal services staff meet virtually as a work group to discuss use of common processes and strategies to avoid duplication of efforts and achieve efficiencies. • Business services staff also meet as a work group to share best practices and to address common approaches to business outreach and messaging. • As described in the principal narrative to the RPU's Regional Plan Modification, the FRWDB has taken the lead in overseeing an ETPL Council, which is addressing approaches to shared monitoring concerns and oversight. • In conjunction with the region's preparation for on-going concentration on customers that are formerly incarcerated/justice-involved, the WDBs have developed plans to establish a Central Valley Workforce-Corrections Coalition, which will bring together workforce, corrections and community re-entry partners on a monthly basis to share strategies and best practices for connecting the target population with workforce preparation services and employment. 	
Assessment Levels:	
Learning/ Experimenting	Relevant partners have executed a One-Stop MOU that includes commitment to sharing customers, providing shared services, referral agreements, infrastructure cost sharing for the AJCC system.
Operationalizing/ Doing	Region has shared/pooled admin costs for achieving administrative efficiencies and program outcomes, relevant partners meet on a regular basis to identify additional administrative efficiencies that will improve program outcomes and have a plan to implement one or more regional policies/strategies.
Growing/ Expanding/ Scaling	Region has a formal structure or intermediary in place, common policies, coordinated deployment of resources and shares staffing of services and/or regional systems.
SJVAC RPU Assessment of Progress: <u>Operationalizing/ Doing</u> . The region's past and current efforts to promote administrative and operations efficiencies support the stakeholders' assignment of this ranking.	

Indicator J: Regional organization and evaluation of performance

Example Considerations: Local Boards, WIOA Core program partners and other State Plan/Regional Plan partners utilize specific documented quantifiable goals, regional data aggregation evaluating progress towards those goals by dedicated staff using pooled/shared resources to evaluate outcomes for the region.

Assessment Questions:	
How will the region qualitatively assess/evaluate progress towards meeting regional industry and occupational demand?	
Have the regional partners determined regional goals for increasing the number of industry-recognized credentials and apprenticeships available in the region? How will, or how might, these outcomes be tracked numerically and categorically?	
Does the region have a numeric goal of placing participants in sector-based occupations? If so, list the sectors and occupations, numeric goal(s), and the number to-date in attaining that goal (baseline).	
Is the region piloting employer engagement performance measures? If yes, what are they?	
Have the Local Boards met to discuss WIOA performance negotiations and how negotiations might align with other regional goals/measures?	
SJVAC RPU Response: The WDB and system partners throughout the region agree that the focus to date has been on building partnerships, increasing collaboration and achieving alignment across systems, programs and geographic boundaries. Significant work on the quantitative aspects of service delivery at the regional level has not been achieved. However, local boards have met to discuss WIOA performance negotiations, and, as part of updating the Regional Plan, the WDBs and stakeholders have completed a self-assessment of progress pursuant to the Regional Indicators of Coordination and Alignment.	
Assessment Levels:	
Learning/ Experimenting	Relevant regional partners meet at least once per year to discuss negotiating regional performance measures with the California Workforce Development Board (State Board), and they use standard performance measures as the basis for evaluating local and regional performance.
Operationalizing/ Doing	Relevant regional partners use the indicators of regional coordination (the nine indicators detailed here) to continuously improve regional plan goals and objectives, develop ways to count, assess and evaluate credential and apprenticeships in the region
Growing/ Expanding/ Scaling	Relevant regional partners work together to evaluate progress on meeting regional industry and occupational demands, share standard performance measures across systems, and develop regional measures to continuously improve regional performance.
SJVAC RPU Assessment of Progress: <u>Learning/ Experimenting</u> . This assessment is based on the need for additional progress as described above.	

SUPPLEMENTAL NARRATIVE

PUBLIC COMMENTS IN DISAGREEMENT WITH REGIONAL PLAN

This is the space designated for chronicling Public Comment upon receipt of said Comment.

1.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

2.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

3.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

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REGIONAL FORUM ON RE-ENTRY: WORKFORCE PARTNERSHIPS

TOPICS OF DISCUSSION:

- Bridging the workforce development system for the formerly incarcerated and justice involved individuals from incarceration to employment
- Review of regional workforce goals
- Creating a provider network that achieves results

WHEN:

Wednesday, December 5, 2018

2:00 pm- 4:00 pm

WHERE:

Behavioral Health & Recovery Services

2nd Floor Room C207

301 E. 13th Street

Merced, CA 95348

RSVP: Nick Loret de Mola: nloretmola@co.merced.ca.us



The Fresno Regional Workforce Development Board is hosting a

Regional Convening

TO UPDATE THE WORKFORCE PLAN

TOPIC OF DISCUSSION

ASSESSMENT OF REGIONAL PROGRESS

Your participation and input is critical to developing a plan that addresses the needs of the community

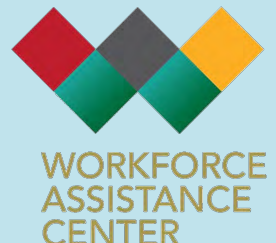
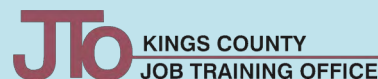
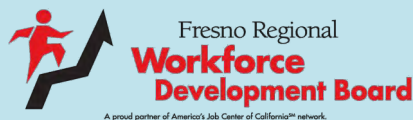
Open to the Public

When: October 25, 2018 — 1:00 to 3:00 p.m.

**Where: Manchester One Stop Center
3302 N. Blackstone Ave. Suite 209—Fresno**

RSVP

<https://bit.ly/2pP6THZ>



Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request



The Kern, Inyo & Mono Workforce Development Board is updating its Local & Regional Plans

Your participation and input is critical to developing a plan that is responsive to the needs of our COMMUNITY

11/1/2018 • 11:30 am - 1:30 pm
Individuals with Disabilities
Improving services to individuals with disabilities through competitive integrated employment

11/1/2018 • 4:30 pm - 6:30 pm
Child Support Services
Strengthening partnerships with local child support agencies to serve non-custodial parents

11/8/2018 • 11:30 am - 1:30 pm
CalFresh Employment and Training
Developing workforce system partnerships with CalFresh employment and training programs

11/8/2018 • 2:30 pm - 4:30 pm
English Language Learners, Immigrants, and Refugees
Developing strategies to strengthen services to English language learners, foreign born individuals, and refugees

Join Us LOCAL PLAN FORUMS

10/3/2018 • 4:30 pm - 6:30 pm
Community
Regional Workforce Development Strategies: identifying programs, services, and approaches that reflect business and community priorities

10/24/2018 • 1:30 pm - 3:30 pm
Re-Entry Partnership
Building and sustaining successful Workforce-Corrections Partnerships: creating a provider network that achieves results

11/13/2018 • 1:30 pm - 3:30 pm
Indices
Review of Regional Workforce Goals: Assessment of progress on achieving goals on regional programs and strategies

12/4/2018 • 1:30 pm - 3:30 pm
Re-Entry Services
Building and sustaining successful Workforce-Corrections Partnerships: ensuring the availability of skills development, job placement, and wrap-around support services for formerly incarcerated and justice-involved individuals

Join Us REGIONAL PLAN FORUMS



Forums will be held at the Beale Memorial Library Auditorium (701 Truxtun Avenue • Bakersfield, CA)

Reply all | Delete Junk | ...

Re: You're Invited | Regional Forums - Kern, Inyo Mono Workforce Development Board - IMPORTANT

Michael Saltz

Mon 10/22/2018, 11:01 AM

Reply all |

Sent Items

Workforce Local and Re...
574 KB

Show all 1 attachments (574 KB) Download Save to OneDrive - County of Kern

Good morning,

The Workforce Development Boards of the San Joaquin Valley are updating their Regional Workforce Plan and are seeking local stakeholders and community representatives to provide input through a series of forums. Your participation is crucial to obtaining the necessary pertinent information that will ensure the interests of the clients we serve are placed at the center of the planning conversations.

The Regional forums will be held at the Beale Library Auditorum and will focus on new and enhanced partnerships:

Re-entry Workforce Partnerships

Date: October 24, 2018 - 1:30 P.M. to 3:30 P.M.

Location: 701 Truxtun Avenue - Bakersfield

Host: Kern, Inyo and Mono Workforce Development Board

Stakeholders and community representatives are invited to join discussion on building local and regional provider networks to ensure successful outcomes from formerly incarcerated job seekers. A principal feature of the Central Valley's efforts in updating its Regional Workforce Plan is strengthening existing relationships with justice system agencies and organizations that assist formerly incarcerated individuals with re-entry into local communities. The regional Community Corrections Partnership resulting from efforts will leverage the experience, talents and support the will enable job seekers in this category to develop skills and secure employment. (Please see attached flyer for more details)







Re-entry Workforce Corrections Partnership-Services

Date: December 4, 2018 - 1:30 P.M. to 3:30 P.M.

Location: 701 Truxtun Avenue - Bakersfield

Host: Kern, Inyo and Mono Workforce Development Board

Local stakeholders and community representatives will exchange ideas for serving justice involved and formally incarcerated individuals. During the forum, stakeholders will explore various approaches to improve skills training, job readiness services, and wide range of ancillary support services such as housing, healthcare, and counseling needed by members of this target group. During this session, stakeholders will

 Reply all |   Delete  Junk |  

Your attendance and input at these forums is critical in modifying our plan based on the needs of the population you serve and in establishing meaningful partnerships.

Should you have any questions or need additional information, please contact me at (661) 336-6913 or saltzm@kerncounty.com. or Teresa Hitchcock, Assistant County Administrative Officer at (661) 336-6849 or orhitchcockt@kerncounty.com.

Michael Saltz
Contract Administrator
Employers' Training Resource
1600 E. Belle Terrace
Bakersfield, California 93307
Phone: 661.336.6913
Facsimile: 661.833.2267
Email: saltzm@kerncounty.com



WORKFORCE DEVELOPMENT BOARD

The Kern, Inyo & Mono Workforce Development Board is updating its Local & Regional Plans

Your participation and input is critical to developing a plan that is responsive to the needs of our COMMUNITY

11/1/2018 • 11:30 am - 1:30 pm

Individuals with Disabilities

Improving services to individuals with disabilities through competitive integrated employment

11/1/2018 • 4:30 pm - 6:30 pm

Child Support Services

Strengthening partnerships with local child support agencies to serve non-custodial parents

11/8/2018 • 11:30 am - 1:30 pm

CalFresh Employment and Training

Developing workforce system partnerships with CalFresh employment and training programs

11/8/2018 • 2:30 pm - 4:30 pm

English Language Learners, Immigrants, and Refugees

Developing strategies to strengthen services to English language learners, foreign born individuals, and refugees

Join Us LOCAL PLAN FORUMS

10/3/2018 • 4:30 pm - 6:30 pm

Community

Regional Workforce Development Strategies: identifying programs, services, and approaches that reflect business and community priorities

10/24/2018 • 1:30 pm - 3:30 pm

Re-Entry Partnership

Building and sustaining successful Workforce-Corrections Partnerships: creating a provider network that achieves results

11/13/2018 • 1:30 pm - 3:30 pm

Indices

Review of Regional Workforce Goals: Assessment of progress on achieving goals on regional programs and strategies

12/4/2018 • 1:30 pm - 3:30 pm

Re-Entry Services

Building and sustaining successful Workforce-Corrections Partnerships: ensuring the availability of skills development, job placement, and wrap-around support services for formerly incarcerated and justice-involved individuals

Join Us REGIONAL PLAN FORUMS



All Forums will be held at the Beale Memorial Library Auditorium located at 701 Truxtun Avenue in Bakersfield

Invitation List to Regional and Local Planning Forums

1. Rob Arias, Kern County Superintendent of Schools
2. Laura Barnes, Associated Builders and Contractors Central California Chapter
3. Leo Bautista, Wonderful Company
4. Tamara Chapman, Johasee Rebar, Inc.
5. Ian Journey, 3C Engineering
6. Ron James, International Union of Operating Engineers Local 12
7. Jim Elrod, IBEW Local 428
8. Phillip Engler, JTS Modular, Inc.
9. Gregory Knittel, Centralize HR, LLC
10. Gregory Gutierrez, Truitt Oildfield Maintenance Corp.
11. Stacy Ferreira, Clinica Sierra Vista
12. Karen King, Golden Empire Transit
13. Anita Martin, Kern Health Systems
14. Gregory McGiffney, Shepard Bros. Inc.
15. Ali Morris, INTEG Enterprises LLC
16. Clare Pagnini, Macpherson Oil Company
17. Jay Tamsi, KC Hispanic Chamber of Commerce
18. Alissa Reed, Kern Oil & Refining Co.
19. Todd Yepez, PCL Industrial Services, Inc.
20. John Means, Kern Community College District
21. Carl Dean McGee, Kern High School District
22. Luis Lopez, Essendant
23. Joseph Sumlin, Teamsters Local Union No. 87
24. John Spaulding, Kern, Inyo, Mono Building Trades Council
25. Steven Gomez, Plumbers & Steamfitters Local 460
26. Chris Gonzalez, SMART Local No. 105
27. Jeremy Tobias, Community Action Partnership of Kern,
28. Kelly Bearden, CSUB Small Business Development Center
29. Richard Chapman, Kern Economic Development Corporation
30. Eric Cooper, California Indian Manpower Consortium, Inc.
31. Diane McClanahan, California Department of Rehabilitation (DOR)
32. Norma Rojas-Mora, Bakersfield College
33. Shelly Tarver, Employment Development Department (EDD)
34. Michael Rock, Individual
35. Mark Wyatt, Bakersfield Adult School
36. Araceli Holland, DOR
37. Christina Garza, EDD
38. Cindy Uetz, Kern County Department of Human Services (DHS)
39. Dena Murphy, DHS
40. Maria Curiel, DOR
41. Pam Holiwell, DHS
42. Sofia Morales, EDD
43. Kathy Peterson, Mono County Department of Social Services
44. Francie Avitia, Mono County Department of Social Services
45. Cassaundra Cotera, KC Department of Probation
46. Chad Blain, Kern High School District

47. Laura Epps, EDD
48. Tyson Davis, Kern County Sheriff's Department
49. Richard Crow, Bakersfield College
50. Michelle Culy, Kern County Behavioral Health & Recovery Services
51. Margo Ruffin, Employers' Training Resource (ETR)
52. Susan Saelee, Kern County Child Support Services
53. Veronique Hayes, DHS
54. Randy Lormand, ETR
55. Gerardo Garcia, EDD
56. Martha Robles, Kern County Probation Department
57. Juan Avila, Garden Pathways
58. Yolanda Martinez Nunez, WestCare Stop Area 3
59. Tristan O'Neil, Kern County District Attorney's Office
60. Endee Grijalva, Bakersfield Adult School
61. Miguel Salazar, DHS
62. Maricela Valentin, EDD
63. Jennifer Bloomquist, ETR
64. Summer Ashley, DOR
65. Victor Cotera, Kern County Probation Department
66. Beth Kanavalov, Freedom House Recovery Homes
67. Tyson David, Kern County Sheriff Department
68. Julio Martinez, Kern County Probation Department
69. Martha Esparza, DHS
70. S Walter, Kern County Probation Department
71. Rica Galiza, DOR
72. Nicole Griffin, Cerro Coso Community College
73. Lawrence Watson, ETR
74. Beth Kan, Individual
75. Barry Champayne, Bakersfield Adult School, Lerdo Prison
76. Barbara Collazo, New Life Centers
77. Deasia Gonzales, Individual
78. Dress for Success
79. Jennifer Patino, California State University, Bakersfield (CSUB)
80. Michael Halpern, ETR
81. Rocha Tiffany, Kern County Child Support Services
82. April Smith, Jason's Retreat
83. Alejandra Vento, DHS
84. Tristan O'Neil, Kern County DA Victim Services
85. Miguel Salazar, DHS
86. Dixie Walters, Kern County Sheriff's Department
87. Marilyn Mann, Inyo County Department of Health and Human Services
88. Keri Oney, Inyo County Department of Health and Human Services
89. Meaghan McCamman, Inyo County Department of Health and Human Services
90. Thatcher Weldon, Kern Community College District, Kern AEBG Consortium
91. Bonita Steele, Kern Community College District
92. Cindy Coliler, Bakersfield College
93. Terry Nuckols, Delano Joint Union High School District
94. Mike Bonneau, DHS

95. Keith Woldridge, New Life Centers
96. Joseph Denoyer, Freedom House Recovery Homes
97. Richard McCrow, Bakersfield College
98. Ruby Awesome, Worknet Merced County
99. Stephen Mettler, Regional Occupational Center, Kern High School District
100. Ralph Martinez, CAPK
101. Christopher Gerry, City of Bakersfield
102. Stacey Wuertz, Kern County Department of Child Support Services
103. Donna Gaut, EDD
104. Ashley Howard, Kern Regional Center
105. Elizabeth Chavez, Kern County Department of Child Support Services
106. Bill Rector, Westec
107. Elisa Navarro, KERO 23 ABC
108. Nicole Tate, Community Action Partnership of Kern (CAPK)
109. Jim Baldwin, Bakersfield ARC
110. John Moraler, Teamsters 87
111. Will Scott, Smart Local Union 105
112. Laura Barney, Association of Building Contractors
113. Russell Johnson, Association of Building Contractors
114. Jauier Flores, UA 460
115. Joseph Sumlin, Teamsters
116. Kasey Mehaz, DHS
117. Kelly Kulzer – Reyes, Taft College
118. Leticia Garcia, DHS
119. Beth Carter, ETR
120. Tommy Monreal, DOR
121. Veronica Munoz, Kern County Behavioral Health & Recovery Services
122. Lupe Aguirre, Bakersfield College
123. TR Merickel, Kern County Probation Department
124. Tamarah Harber-Pickens, Kern County Superior Court
125. Cynthia Zimmer, Kern County District Attorney
126. Pam Singh, Public Defender
127. Donny Youngblood, Kern County Sheriff's Department
128. Lyle Martin, Bakersfield Police Department
129. Bill Walker, Kern County Behavioral Health & Recovery Services
130. Leticia Perez, Kern County Board of Supervisors
131. Teresa Hitchcock, Assistant County Administrative Officer / Employers' Training Resource
132. Ana Olvera, Kern County Behavioral Health and Recovery Services
133. Mary Barlow, Kern County Superintendent of Schools
134. Tom Corson, Network for Children
135. Linda Finnerty, Kern County District Attorney's Office
136. Cristina Libatique, Taft Union School District
137. Leticia Cruz, Taft Union School District
138. Angela Nary, Taft Union School District
139. Liset Caudillo, Proteus, Inc.
140. Elaine Wakelin, Kern Machinery
141. Jamallah Dean, ETR
142. Brett Sakanoto, Kern County Child Support Services

143. Toni Kendrick, Kern County Child Support Services
144. Griselda Guerro, Kern County Child Support Services
145. Nancy Toyos, DOR
146. Sandra Gutierrez, ETR
147. Virginia Elliott, Individual
148. Stephanie Smart, Independent Living Center of Kern County
149. Aaron Ellis, ETR
150. Bill Stevenson, ETR
151. Anne Meert, ETR
152. Candy Gettman, ETR
153. Charles West, ETR
154. Danette Scarry, ETR
155. Grant Wong, ETR
156. Karen Briefer-Gose, ETR
157. Linda West, ETR
158. Luanne Santos, ETR
159. Magda Menendez, Mexican American Opportunity Foundation
160. Karine Kanikkeberg, Kern High School District
161. Gregory McGiffney, California Electric Supply
162. Randy Martin, Covenant Community Services
163. Sandy Mittelsteadt, Taft Union High School
164. Mark Novak, CSUB
165. Jayme Stuart, Kern County Network for Children
166. Gregg Terry, Bakersfield Police Department
167. David Villarino, Farmworker Institute for Education and Leadership Development
168. Nathan Gutierrez, ETR
169. Odilla Camacho, ETR
170. Sam Townsend, ETR
171. Michl Gates, Kern Regional Center
172. Jammie Soto, Independent Living Center of Kern County
173. Camila Chavez, Dolores Huerta Foundation
174. Eric Sanders, Bakersfield Recovery
175. Amy Martin, Turning Point – Kenmore Center
176. Ernesto Rosas, Turning Point – Kenmore Center
177. Susan Harrison, Westcare
178. Denise Sapien, Westcare STOP
179. Lois Hannible, CAPK
180. Dyann Bamentos, Garden Pathways
181. Linda Gutierrez, MAOF
182. Tina Reyes, EDD
183. Ian Silva, Kern County Sheriff's Department
184. Monica Delgado, California Department of Corrections and Rehabilitation

NAME	ORGANIZATION
Adam Peck	Tulare WIB
Adrian Gonzalez	CVOC
Alan Doswald	Love, Inc.
Ana Yansi Gonzalez	San Joaquin College of Law
Angie Jenkins	Westcare
Ani Eliason	United Way of Fresno and Madera Counties
Anthony Huhon	Madera County Board of Supervisor
Araceli Holland	California DOR
Ariana Gomez	Community Action Partnership Madera County
Ashley Ruiz	Reading and Beyond
Ashley Ruiz	Reading and Beyond
Awesome, Ruby	Merced County Department of Workforce Development
Barbara Baily	The GEO Group, Inc.
Barbara Christoffersen	Love Madera
Barbi Brokhoff	Kings County Child Support
Blake Konczal	Fresno Regional WDB
Bob Carlson	MCWIC Board Member - Community Member At Large
Carrie Phillips	Salvation Army
Cary Catalano	Habitat for Humanity Fresno County
Cece Gallegos	Madera City Council
Chino Chiramonte	City of Madera PD
Chris Childers	Madera County
Chris L. Rodriguez	Madera County
Chris Zeitz	Reading and Beyond
Claudia Habib	State Center Community College District
coleman.lynniecia@jobcorps.org	Job Corps
Cory Alvarez	CDCR
Cynthia Buiza	California Immigrant Policy Center
Danielle Beckett	EDD
Dava Overacker	Pleasant Valley State Prison
David Castillo	West Hills Community College
David Daniel	Westcare
David McMunn	WIB of Tulare County
David Mirrione	Merced County Department of Workforce Development
David Raygoza	Madera Adult School
David Rogers	Madera County Department of Social Services
Debi Bray	Madera District Chamber of Commerce
Deborah Martinez	Madera County DSS
Deisy Ruiz	State Center Community College District
Denis Brewer	Westcare
Derek Robinson	Madera City Council
Don Caballero	Clay Ministries
Donald Holley	Madera City Council
Edward Sanchez	CDCR
Elizabeth Akinola	Administration for Community Living
Elizabeth Wisener	Community Action Partnership of Madera County

Emily Hering	CA DSS
Esteban Gonzales	SER
Esteban Gonzalez	SER
Evan Hernandez	Housing Authority of the City of Madera
Falicia Jensen	SERI
Fenn Chan	State Center Community College District
Francis Trujillo	SER
Gabriel Mejia	Camarena Health
Gabrielle Sanchez	Madera County
Gail Lopez	Madera County Workforce Investment Corporation
Ganesan Srinivasan	State Center Community College District
Gary Knepper	Westcare
Gregory Olson	New American Legal Clinic
Harkiran Sandhu	Madera County DSS
Heather Flores	Central Valley Regional Center
Heidi Rousey	EDD
Jaden Hudson	Catholic Charities
James Bradford	EDD
Janel Espinoza	CDCR
Jeri Miller	Madera Adult School
Jessica Roche	Madera County Workforce Investment Corporation
Joe Perez	California DOR
John Jepson	CVOC
John Werner	Sequoias Adult Education Consortium
Jorge De Nava	Central Valley Opportunity Center
Jorge De Nava	Central Valley Opportunity Center
Jose Pantoja	Madera County Probation
Jose Rodriguez	Madera City Council
Jyotswaroop Kaur Bawa	California Immigrant Policy Center
Kari Gilbert	Fresno Local Child Support
Karri Hammerstrom	Central /Mother Lode Regional Consortium
Karrie Hammerstrom	State Center Community College District
Kelly Zuniga	Kings County Probation
L. Bear Alexander	California Indian Manpower, Inc.
Lacy Burlerson	City of Madera
Lance Lippincott	Kings County Job Training Office
Leticia Canales	State Center Community College District
Leticia Gonzalez	Madera County Board of Supervisors
Linda Shaw	Housing Authority of the City of Madera
Lindsay Callahan	United Way of Fresno and Madera County
Lisa Morales	Madera County Corrections
Lorenda Sanchez	California Indian Manpower, Inc.
Love Madera	Love Madera
Luz Romero	Madera County Departments of Corrections
Maiknue Vang	Madera County Workforce Investment Corporation
Marizela Terkildsen	Madera County Behavioral Health
Marlene Aguilar	Mader County Juvenile Probation

Marsha Jinapuck	California Indian Manpower, Inc.
Martha Ramirez	Housing Authority of the City of Madera
Mary Oganessian	SERI
Mattie Mendez	Community Action Partnership Madera County
Max Rodriguez	Madera County Board of Supervisors
Mayor Medillin	Madera City Council
Melisa DaSilva	Madera County Board of Supervisors
Melissa Abby	Job Corps
Michelle Miller	ACLU Northern California
Michelle Santesteban	State Center Adult Education Consortium
Miguel Gonzalez	Madera County DSS
Mike Farmer	Fourth Street Church of God
Mike Unger	Madera Rescure Mission
Moises J. Mendoza	Fresno County Probation
Monica Armenta	State Center Community College District
Nicki Martin	Madera County Workforce Investment Corporation
Osiris Almaraz	Westcare
Pao Yang	Fresno Center for New Americans
Pastor Leach	Valley West Christian Center
Paul Yankey	Madera County DSS
Peggy Mendibles	SER
Phyllis Stogbauer	Fresno Regional WDB
Raeanne Jain	Madera County Child Support
Ramiro Gudino	Madera County DSS
Raul Moreno	Educational & Leadership Foundation
Raythel Fisher	CDCR
Rebecca Salgado	Reading and Beyond
Rhonda Cargill	Madera County Board of Supervisors
Richard Mann	Madera County
Rick Galindo	Madera County Probation
Roberth Poythress	Madera County Board of Supervisors
Roberto (Proteus)	Proteus
Robyn Smith	Yosemite/Sequoia Resource-Conservation & Development Area
Roger Dixon	Tulare County Child Support
Ruby Awesome	Merced County Department of Workforce Development
Sandra Mendes (sandra.mendes@cdcr.ca.gov)	CDCR
Sarah Anderson	Madera County Board of Supervisors
Sarah Honeycutt	Madera County Child Support
Sarah Turner	CA DSS
Sharon Jones	Merced County Mental Health Services
Shelly Tarver	EDD
Sherri Watkins	State Center Adult Education Consortium
Sophia Abarca	Madera County Probation
Stephanie Stoeckel	Madera County Probation
Steven Gutierrez	EDD
Sylvia Garibay	EDD
Tammie Turnit	Comprehensive Addiction Program, Inc.

Teri Dobson (Tule River Indian Tribe)
Terry Nichols
Tom Wheeler
Toni Powerson (WestCare Living Room)
Tracie Scott-Contreras
Vicki Teran
Vince Velo
Wayne Juarez
Wendy Lomeli
WestCare Belmont Health and Wellness
William Oliver
Zaven Kalebjian

Tule River Indian Tribe
DOR
Madera County Board of Supervisors
Westcare
Madera County Workforce Investment Corporation
Madera County Probation
Kings County Job Training Office
City of Madera
EDD
Westcare
Madera City Council
Educational Employees Credit Union

REGIONAL PLAN INVITEES				
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Acosta	Lawrence		Pacific Gas and Electric	LHA3@pge.com
Alcantor	Tammy	Human Resources	City of Escalon	TAlcantor@cityofescalon.org
Allum	Skip		California Dept of Transportation	Skip.allum@dot.ca.gov
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Andres	Janell		Creative Child Care Services	manteca@cccisj.com
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Areida	Maxine		Stockton Unified School District HCA	maxineareida@stocktonusd.net
Arguelles	Johnny	Division Director	SJCOE, Center for Educational Dev and Research, Career & Technical Ed Center	jarguelles@sjcoe.net
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Arvizn	Maribel	Fiscal and Human Resource Coordinator	Team Charter	marvizn@team-charter.org
Aschieris	Richard	Port Director	Port of Stockton	raschieris@stocktonport.com
Attix	Shelley		Modesto Community College	shelley.attix@mccd.edu
Baker	Meredith	Executive Director	Community Partnership for Families of San Joaquin	mbaker@cpfsj.org
Baker	Laura		Boys & Girls Club	lbaker@lodibjc.org
Balaji	Kris	Department Head	SJC Public Works	kbalaji@sjgov.org
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Vang	Mai		LAO Family Community Empowerment	mkvang@flcempowerment.org
Vang	Maiknue	Interim Deputy Director	Madera Workforce Development	mvang@maderaworkforce.org
Vargas	Salvador	Interim Assistant Superintendent/Vice President of Instruction and Planning	SJDC, Instruction and Planning	svargas@deltacollege.edu
Vargas	Max		City of Stockton	Max.Vargas@stocktonca.gov
Velo	Vincent	Program Manager	Kings Workforce Development	Vincent.Velo@co.kings.ca.us
Vierra	Jeff		DRAIL	jeff@drail.org
Vigil	Diane	Board Member	Workforce Development Board	d.vigil@dameronhospital.org
Vigil	Lisa	Field Representative	Carpenters Local 152	lvigil@nccrc.org
Villanueva	Juan		Port of Stockton	jvillanueva@stocktonport.com
Villapudua	Miguel	Board Member	SJC Board of Supervisors	cvillapudua@sigov.org
Vincelet	Greg	Board Member	Workforce Development Board	gregv@local442.com
Vistica	Bonnie	Board Member	Revolving Loan Fund Board	bvistica@mgdrilling.com

Vongehr	Chelsea	Public Information Officer/Grant Writer	Lodi Unified School District	cvongehr@lodiUSD.net
Wallach	Lita	President	Wallach and Associates	lita.wallachconsult@gmail.com
Ward	Jamie	Assistant Principal	Village Oaks High School - Lincoln Unified	jward@lUSD.net
Waters	Elizabeth	Workplace Internship Coordinator	SJDC Workforce Development Center	ewaters@deltacollege.edu
Watts	Jaime		Miracle Mile Imp. District	info@stocktonmiraclemile.com
Werner	Kevin	City Administrator	City of Ripon	kwerner@cityofripon.org
Wesley	John	Board Member	Revolving Loan Fund Board	JJW38@comcast.net
Weston	Ardria	Staff Services Manager	Department of Rehabilitation	ardria.weston@dor.ca.gov
Wilhoit	Douglass	Chief Executive Officer	Greater Stockton Chamber of Commerce	Doug@stocktonchamber.org
Willet	Beth	Information Systems Manager	SJC-Information Systems Division	bwarren@sigov.org
Williams	Marcus	Regional Vice-President	SEIU Local 1021	mwilliams2@sbcglobal.net
Willis	Rebecca	Director	City of Lathrop	rwillis@ci.lathrop.ca.us
Wilson	Kurt	City Manager	City of Stockton	city.manager@stocktonca.gov
Wilson	Leanne		Creative Child Care Services	ukp@cccisj.com
Wilverding	Jerome	Auditor-Controller	SJC Auditor Controllers Office	wilverding@sigov.org
Wimmer	Virginia	Director	San Joaquin Veteran's Services	vwimmer@sigov.org
Winn	Chuck	Board Member	SJC Board of Supervisors	cwinn@sigov.org
Xiong	Ka	USDA Grant Program	Fresno Workforce Development	kxiong@workforce-connection.com
Yang	Der	Business Manager	UOP	Dyang@Pacific.edu
Yanni	Larry	Deputy Director	MotherLode Workforce Development	lyanni@mlii.org
Zuidervaart	Ken		City of Ripon	kzuidervaart@cityofripon.org
Zurich	Sheila	Senior Apprenticeship Consultant	Department of Industrial Relations, Division of Apprenticeship Standards	szuvich@dir.ca.gov

RLFB

To: [Bob Sivell](#)
To: [Bonnie Vistica](#)
To: jcolombini@fmbonline.com
To: [John Wesley](#)
To: [Karen Smith](#)
To: [Luis Sanchez](#)
To: [Mayra Cuevas](#)

Workforce Development Board Members

To: [Anita Maldonado](#)
To: [Ardria Weston](#)
To: [Carol Hirota](#)
To: [Dan Ball](#)
To: [David Culberson](#)
To: [Diane Vigil](#)
To: [Gene Acevedo](#)
To: [Greg Vincelet](#)
To: [Henry Peralta](#)
To: [Jamie Mousalimas](#)
To: [Jose Hernandez](#)
To: [Julian Sepulveda](#)
To: [Kathleen Hart](#)
To: [Les Fong](#)
To: [Lorraine Perry](#)
To: Management
To: [Marcus Williams](#)
To: [Mayra Cuevas](#)
To: [Michael Mark](#)
To: [Michael Miller](#)
To: [Mike Ammann](#)
To: [Pat Patrick](#)
To: [Raul Hernandez](#)
To: [Robin Sanborn](#)
To: [Sofia Valenzuela](#)
To: [Stephanie James](#)
To: [Tamra Spade](#)
To: [Terry Givens](#)
To: [Tim Robertson](#)
Bc: [Kelly Fry](#)
Bc: rarmendariz@bci-sjc.org
Bc: [Rick Aguilera](#)
Bc: [Suzanne Astabie](#)

DEPARTMENT HEADS 2018

To: [Brent Holtz](#)
To: [David Culberson](#)
To: [Greg Diederich](#)
To: [Jay Wilverding](#)
To: [Jerry Becker](#)
To: [Jon Drake](#)
To: [Kerry Sullivan](#)
To: [Kris Balaji](#)
To: [Linda Turkatte](#)
To: [Lori Cruz](#)
To: [Marcia Cunningham](#)
To: [Mark Myles](#)
To: [Mike Cockrell](#)
To: [Mike Miller](#)
To: [Mimi Duzenski](#)
To: [Miriam Lyell](#)
To: [Monica Nino](#)
To: [Russell Stark](#)
To: [Shabbir Khan](#)
To: [Stephanie James](#)
To: [Steve Bestolarides](#)
To: [Steve Moore](#)
To: [Ted Cwiek](#)
To: [Tim Pelican](#)
To: [Tori Salazar-Veber](#)

Sent to Apprenticeship and Regional and Local Plan groupings

MUNICIPALITIES

To: [Adele Post](#)
To: [Alan Nakanishi](#)
To: [Andy Su](#)
To: [Ann Rogan](#)
To: [Bernice TIngle](#)
To: [Bob Johnson](#)
To: [Brian Lucid](#)
To: [Daniel de Graaf](#)
To: [Daniel Harrison](#)
To: [Danny Fox](#)
To: [Dawn Lichti](#)
To: [Dean Uecker](#)
To: [Debby Moorhead](#)
To: [Doug Kuehne](#)
To: [Ed Alves](#)
To: [Florence Low](#)
To: [Gary Singh](#)
To: [Geri VanGorkum](#)
To: [Jada Hallman](#)
To: [Jake Parks](#)
To: [Jeff Laugero](#)
To: [Joanne Mounce](#)
To: [Joe Kriskovich](#)
To: [Juana Dement](#)
To: [Kevin Werner](#)
To: [Kimberly Murdaugh](#)
To: [Kurt Wilson](#)
To: [Leo Zuber](#)
To: [Manuel Moreno](#)
To: [Mark Chandler](#)
To: [Mark Elliott](#)
To: [Martha Salcedo](#)
To: [Max Vargas](#)
To: [Micah Runner](#)
To: [Michael Tubbs](#)
To: [Mike Morowit](#)
To: [Mike Restuccia](#)
To: [Nancy Young](#)
To: [Patnze Clemons](#)
To: [Paul Akinjo](#)
To: [Randall Bradley](#)
To: [Rhodesia Ransom](#)
To: [Rich Silverman](#)
To: [Robert Rickman](#)
To: [Sharon Davis](#)
To: [Shelley Burcham](#)
To: [Sonny Dhaliwal](#)
To: [Stephen DeBrum](#)

To: [Stephen Salvatore](#)
To: [Steve Dresser](#)
To: [Steve Schwabauer](#)
To: [Tammy Alcantor](#)
To: [Tim Ogden](#)
To: [Veronica Vargas](#)
To: [Walter Murken](#)

Sent to Apprenticeship and Regional and Local Plan groupings

SUPERINTENDENTS/ADMINISTRATORS

To: [Brian Stephens](#)

To: [Catherine Nichols-Washer](#)

To: [Clark Burke](#)

To: [Daniel Moore](#)

To: [Dave Thoming](#)

To: [James Mousalimas](#)

To: [John Deasy](#)

To: [Kelly Dextraze](#)

To: [Rick Hall](#)

To: [Ward Andrus](#)

To: [Ziggy Robeson](#)

Sent to Apprenticeship and Regional and Local Plan groupings

CHASP-BOYS AND GIRLS CLUB

To: [Jeanie Miller](#)

To: [Laura Baker](#)

To: [Lincoln Ellis](#)

To: [Yauna Throne](#)

CHILD SUPPORT SERVICES

To: [Aida Monarrez](#)
To: [Amy Silva](#)
To: [Chris Becerra](#)
To: [Chris Johnson](#)
To: [Danielle Cenedella](#)
To: [Erick Olea](#)
To: [Ernestina Ramirez](#)
To: [Gloria Barbero](#)
To: [James Hyland](#)
To: [Janell Andres](#)
To: [Janissa Boesch](#)
To: [Jennifer DeAngelo](#)
To: [Jose Moreno](#)
To: [Lania Brice](#)
To: [Leanne Wilson](#)
To: [Leslie Reece](#)
To: [Liliana Herrera](#)
To: [Lupe Ledezma](#)
To: [Lynsay Nuss](#)
To: [Malika McGee](#)
To: [Mary Mills](#)
To: [Meagan Silva](#)
To: [Mona Dates](#)
To: [Nancy Cook](#)
To: [Oscar Munguia](#)
To: [Raksan Hasem-Houy](#)
To: [Ray Hoo](#)
To: [Rhodesia Ransom](#)
To: [Sarah Gruzaz](#)
To: [Suzanne Schultz](#)
To: [Veronica Espara](#)
To: [Virginia Wimmer](#)

CHILD CARE SERVICE PROVIDERS

To: [Kay Ruhstaller](#)

Sent to Regional and Local Plan groupings

CHAMBERS OF COMMERCE

To: [Doug Wilhoit](#)
To: [Elisa Bubak](#)
To: [Frank Ferrel](#)
To: [Jesus Andrade](#)
To: [Leslie Edman](#)
To: [Mario Supnet](#)
To: [Pat Brown](#)
To: [Pat Patrick](#)
To: [Paulette Gross](#)
To: [Sofia Valenzuela](#)
To: [Tamra Spade](#)

INTERESTED STAKEHOLDERS

To: [Der Yang](#)
To: [Dr. Ines Ruiz-Houston](#)
To: [Jonathan Latta](#)
To: [Kristi Capra](#)
To: [Lisa Douglass](#)
To: [Lynnie Lechich](#)
To: [Pamela A. Eibeck](#)
To: [Patricia Campbell](#)
To: [Roy Childs](#)
To: [Shim Lacy](#)
To: [Stacy McAfee](#)

UOP Sent to Apprenticeship and Regional and Local Plan groupings

CALFRESH-SNAP

To: [Jessica Quan](#)

To: [Matt Aguirre](#)

English Limited Learners/Refugees

To: [Anita Maldonado](#)

To: [Frank Gatdula](#)

To: [Juan Prieto](#)

To: [Mai Vang Vang](#)

To: [Sovanna Koeurt](#)

COMMUNITY LEADERS

To: [Bobby Bivens](#)
To: [Brad Menil](#)
To: [George Okamoto](#)
To: [John Acosta](#)
To: [John VanCamp](#)
To: [jose Rodriguez](#)
To: [Keiland Henderson](#)
To: [Leslie Edman](#)
To: [Meredith Baker](#)
To: [Michael Mark](#)
To: [Mike Ammann](#)
To: [Ryan Sarna](#)
To: [Sarah Rastreed](#)
To: [Tim Ulmer](#)
To: [Vinz Koller](#)

Sent to Apprenticeship and Regional and Local Plan groupings

Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Re-Entry Services – December 4, 2018 @ 1:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
1. Denise Sapien	Westcare	326-0485	Denise.sapien@westcare.com
2. T. Rocha	DCSS	868-2975	Rocha.tiffany@kernco.cse.ca.gov
3. Lois Hannible	CAPK	369-8926	lhannib@capk.org
4. Leticia Garcia	DHS	631-6150	lgarcia@kerndhs.com
5. Griselda Garcia	DCSS	868-2861	Guerra.griselda@kernco.cse.ca.gov
6. Thatcher Weldon	KCCD	336-5039	Thatcher.weldon@kccd.ed
7. Magda Menendez	MAOF	336-6820	
8. Martha Robles	KCPD	204-5015	Martha_robles@kernprobation.com
9. Victor Coterav	KCPD	868-4591	coterav@kernprobation.org
10. John Spaulding	Building Trades	323-7957	
11. Ralph Martinez	CAPK	329-8321	rmartinez@capk.org
12. Dyann Barrientos	Garden Pathways	633-9133	dyannb@gardenpathways.org
13. Juan Avila	Garden Pathways	633-9133	juana@gardenpathways.org
14. Peggy Langels	ETR	336-6907	langelsp@kerncounty.com
15. Yazid Alawohary	Housing Authority	631-8500	yalawohry@kernha.org
16. Ruben Jauregui	EDD	635-2607	Ruben.jauregui@edd.ca.gov
17. Juan Rocha	DHS	631-6041	

Name (Please Print)	Organization	Phone Number	Email Address
18. Linda Gutierrez	MAOF	336-6825	gutierrezl@kerncounty.com
19. Elaine McNearney	Dress for Success		
20. Yolanda Martinez	Westcare	559-265-4800	yolandamartinez@westcare.com
21. Tiffany Cameron	DHS	633-7170	camerot@kerndhs.com
22. Tina Reyes	EDD	635-2612	Cristina.reyes@edd.ca.gov
23. Cianna Maya	EDD	635-2613	Cianna.maya@edd.ca.gov
24. Ian Silva	KCSO		silvai@kernsheriff.org
25. Barbara Collazo	New Life	366-8003	barbara@newlifecenters.us
26. April Smith	BHRS	563-0045	april@jasonsretreat.com
27. Ali Morris	AEM Ent.	376-8998	amorris@aement1.com
28. Stacey Wuertz	DCSS	868-6524	Wuertz.stacey@kernco.cse.ca.gov
29. Kellsey Mehaz	DHS	633-7278	mehazk@kerndhs.com
30. Christina Rodriguez	ETR	635-2685	rodriguezch@kerncounty.com
31. Jenny Rodriguez	ETR	760-384-5995	rodriguezjen@kerncounty.com
32. Lawrence Watson	ETR	336-6651	lawrencew@kerncounty.com
33. Veronica Munoz	KCBHRS	868-7882	vmunoz@kernbhirs.com
34. Shanda Evett	DHS	635-2631	evetts@kerndhs.com
35. Randy Lormand	ETR	391-2037	lormandr@kerncounty.com
36. Leticia Garcia	DHS	631-6150	garciale@kerncounty.com

Name (Please Print)	Organization	Phone Number	Email Address
37. Monica Delgado	CDCR	440-2532	Monica.delgado@cdcr.ca.gov
38. Jim Elrod	IBEW	747-3314	jim@ibew428.org
39. Michael Saltz	ETR	661.336.6913	saltzm@kerncounty.com
40. Francie Avitia	Mono County DSS	760.924.1789	favitia@mono.ca.us
41. Angela Olson	Mono County DDS	760.924.1789	aolson@mon.ca.us

Regional Plan: Re-entry Workforce-Corrections Partnership Services
 Employment Connection-4025 W. Noble, Suite B. - Visalia
 November 7, 2018 at 10:00 A.M.
 Attendee List

Name	Agency
Erick Flores	Madera Workforce
Phyllis Slogbauer	FRWDB
Laura Magana	Job Training
Edith Hernandez	WIB-TC
Kristina Leach	HHSA
Alma Rocha	HHSA
Janine Medina	SAEC
Jose Pantoja	Madera Co. Probation
Lisa Martinez	WIB
Maria Villa	CSET
Lupe Romo	HHSA
Jason Delgado	Parole
Johnny Delacruz	EC Visalia
Ed Mata	Turning Point VRC
Sharon Lopez	HHSA
Anna Avila	Proteus
Rayann Cruz	Butte Co. Office Of Education Back 2Work
David Daniel	Westcare
Summer Hamilton	TCPD
Francena Martinez	HHSA
Thad Russell	COS
Desiree Landeros	WIB
Tracie Scott Contreras	WDB oF Madera
Maiknue Vang	WDB Madera
Lance Lippincott	JTO

Jacob Jimenez	Tulare Works
Leticia Hinojosa	KTHA
Sabrina Williams	Parole
Celeste Van Anne	Parole
Spencer Williams	Parole
Tami Olson	Visalia Adult School
Maria Guerrero	CSET
Gail Zurek	Visalia Chamber
Bob Kleyn	DOR
Frank Ruiz	Turning Point
Jennie Bautista	WIB-TC
Mary Rodarte	WIB-TC
Raul Martinez	CDCR-DAPO-CTP
David McMunn	WIB –TC
Patricia Pullen	WIB TC
Tammy Peckham	Probation
Miravel Navarro	MCWIB
Nick Loret de Mola	Merced WDB
Darrell Forney	CSET Nexstep
Araceli Olivares	BI GEO Re-entry Services
Rich Freeman	PAAR Center
Sofia Morales	Cluster Mgr
Carla D. Calhoun	CSET
Jesse Arrequin	GRID Alternatives
April Farkas	Central Mother Lode Regional Consortium
Ken Hopkins	Champion Homes

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
 REGIONAL FORUM
 CORRECTIONS/WORKFORCE PARTNERSHIPS
 November 8, 2018 - 2:00 p.m. to 4:00 p.m.

	<u>NAME</u>	<u>ORGANIZATION</u>	<u>EMAIL</u>	<u>PHONE</u>	<u>PLEASE INITIAL</u>
1	Adam Peck	WIB of Tulare County	APeck@tularewib.org		
2	Annette Ortega	WestCare			
3	Barbara Bailey	The GEO Group, Inc/Madera DRC	bbailey@geogroup.com	673-1369	B&B
4	Carrie Critchlow	Central California Women's Facility		797-0506	CC
5	Cassandra Little	Root Rebound	clittle@rootandrebounce.org	510-279-4662	CL
6	Claudia Habib	State Center Community College District	claudia.habib@scccd.edu		_____
7	Craig Plath Diana Commins	WIB of Tulare County			D&C
8	David Daniel	WestCare	david.daniel@westcare.com	559-353-0761	DD
9	David McMunn	WIB of Tulare County	DMcMunn@tularewib.org	559-713-5216	DM
10	David Raygoza	Madera Adult School	davidraygoza@maderausd.org	559-675-4425	DR
11	Derek O. Robinson	Madera City Council	maderacouncil04@icloud.com	559-661-5405	DR
12	Desiree Landeros	WIB of Tulare County			DL
13	Edith Hernandez	WIB of Tulare County			EH
14	Gail Lopez	MCWIC	glopez@maderaworkforce.org		GL
15	Jim Lasek	Central California Women's Facility			
16	Jose Pantoja	Madera County Probation	JPantoja@maderacounty.com	559-65-6739 x204	JP
17	Karina Gonzalez	GRID Alternatives Central Valley	kgonzalez@gridalternatives.com	490-2368	KG
18	Kathleen Ratliff	Central California Women's Facility	Kathleen.Ratliff@ccwf.ca.gov	(554) 665-5531	KR
19	Laura Magana	Kings County Job Training	laura-magana@co.kings.ca.us		LM
20	Lisa Martinez	WIB of Tulare County	Lmartinez@tularewib.org		LM

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
 REGIONAL FORUM
 CORRECTIONS/WORKFORCE PARTNERSHIPS
 November 8, 2018 - 2:00 p.m. to 4:00 p.m.

	<u>NAME</u>	<u>ORGANIZATION</u>	<u>EMAIL</u>	<u>PHONE</u>	<u>PLEASE INITIAL</u>
21	Lisa Morales	Madera Corrections	lmorales@maderacounty.com	657951	LM
22	Luna Weerasinghe	GRID Alternatives Central Valley		559-214-0104	LW
23	Maiknue Vang	MCWIC	mvang@maderaworkforce.org	662-4503	MV
24	Maria Espinosa	WIB of Tulare County	maria.espinosa@cset.org	713-5117	ME
25	Marisol Rivera	MCWIC	mrivera@maderaworkforce.org		MR
26	Marlene Aguilar	Madera County Juvenile Probation	marlene.aguilar@maderacounty.com	559-675-4970 x557	
27	Michael Pallares	Central California Women's Facility	mike.pallares@cdcr.ca.gov	559-665-5531 ^{x5000}	MP
28	Michael Salinas	United Way of Fresno and Madera Counties	msalinas@uwfm.org	559-244-5710	MS
29	Miguel Gonzalez	Madera County Department of Social Services	miguel.gonzalez@maderacounty.com	559-479-4888	MG
30	Mike Lovell	MCWIC	mlovell@maderaworkforce.org		ML
31	Miravel Navarro	MCWIC	mnavarro@maderaworkforce.org	559-662-4513	MN
32	Nicki Martin	MCWIC	nmartin@maderaworkforce.org		NM
33	Pam Lowery	MCWIC	plowery@maderaworkforce.org		PL
34	Pang Vangyi	State Center Adult Education Consortium	pang.vangyi@statecenter.com		PV
35	Phyllis Stogbaner	WDB of Fresno County	Phyllis Stogbaner	559-490-7168	PS
36	R. Fisher, Jr.	Valley State Prison	Raythel.Fisher@cdcr.ca.gov	556-665-6100 x5505	RF
37	Raeanne Jain	Department of Child Support Services	raeanne.jain@maderacounty.com	559-675-7890	RJ
38	Rick Galindo	Madera County Probation	rgalindo@maderacounty.com	675-6739	RG
39	Roger Leach	Madera County Workforce Investment Corp.			

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
 REGIONAL FORUM
 CORRECTIONS/WORKFORCE PARTNERSHIPS
 November 8, 2018 - 2:00 p.m. to 4:00 p.m.

	<u>NAME</u>	<u>ORGANIZATION</u>	<u>EMAIL</u>	<u>PHONE</u>	<u>PLEASE INITIAL</u>
40	Sarah Honeycutt	Department of Child Support Services	s.honeycutt@csa20ca.org	559-675-7889	SH
41	Sarahi Cuellar	MCWIC	scuellar@maderaworkforce.org		SC
42	Stephanie Stoeckel	Madera County Probation	sstoeckel@maderacounty.com	559-675-7739 x293	SS
43	Tracie Scott-Contreras	MCWIC	tscott-contreras@maderaworkforce.org		TC
44	Vicki Teran	Madera County Probation	vicki.teran@maderacounty.com	Vicki Teran	559-675-6739
45	Vickie Ekezian	Central California Women's Facility	vickie.ekezian@ccwfc.ca.gov	559-514-5707	TE
46	Vince Veto	Kings County Job Training			
47	Wendy Olono	Central California Women's Facility	wendy.olono@ccwfc.ca.gov	559-5571 x7300	WO
48	Yolanda Martinez-Nunez	WestCare	yolanda.martinez@westcare.com	559-265-4800 x20146	YMN
49					
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WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY

REGIONAL FORUM

CORRECTIONS/WORKFORCE PARTNERSHIPS

November 8, 2018 - 2:00 p.m. to 4:00 p.m.

	NAME	ORGANIZATION	EMAIL	PHONE
1	Jacobs Jimenez	HHSA	jojimenez@tularehhsa.org	559-623-0125
2	MARGARITA ALCALA	KINGS CO JTO	margarita.alcala@co.kings.ca.us	559 585-3566
3	RICK MOSTERT	TC WTB	FPI 8300000000 TULAREHHSA	713-5205
4	SPENCER WILLIAMS	CDOR PAROLE	spencer.williams@cdor.ca.gov	559 612-4878
5	Veronica Aguilera	Tulare Co. Preopation	vaguitera@co.tulare.ca.us	559-713-7833
6	Olivia Rodriguez	Kings co Child Support	olivia.rodriguez@co.kings.ca.us	559-852-4197
7	Deisy Ruiz	SCCCD - MCCC	deisy.ruiz@sccd.edu	559-675-4810
8	Janel Espinoza	CCWF - Warden	janelle.espinosa@cdor.ca.gov	665-5531
9	Shirley Gregory	Madera Adult	shirley.gregory@madera.usd.org	Ext 300 625-4475
10	Nicholas de Mola	Merced WDB	nloret.de.mola@co.merced.ca.us	916 276 9898
11	Roger Leach	VWCC	Leach.RD@gmail.com	555 507-4810
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Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Re-Entry Partnership - October 24, 2018 @ 1:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
Barbara Collazo	New Life	360-8003	barbara@newlifecenters.us
² Alejandra Vento	Department of Human Services	556-0460	ventoa@kerndhs.com
³ Tristan O'Neil	KCPA Victim Services	808-1117	Toneil@kernca.org
⁴ Mike Bonnell	Department of Human Services		
⁵ LAWRENCE WATSON	ETR		
⁶ Miguel Salazar	DHS	746-8429	Salazar@kerndhs.com
⁷ DIXIE WALTERS	KCSU	391-7349	WALTERS@kernsheriff.org
⁸ Laura Q. Epps	END	635-2661	Laura.epps@edd.ca.gov
⁹ APRIL SMITH	BRS	5630045	aprila@jasonsretreat.com
¹⁰ Victor Coteria	Probation	968-4591	Coteria@kernprobation.org
¹¹ Nicole Griffin	Cerro Coso College	661-823-4986	nicole.griffin@cerrocoso.edu
¹² Jennifer Blomquist	ETR	661-3366919	BlomquistJ@kerncounty.com
¹³ BETH KANAVALOV	FREEDOM HOUSE	384-2820	beth-kan@yahoo.com
¹⁴ Maria L Cunel	DOR	(661) 395-2525	Maria.cunel@dor.ca.gov
¹⁵ Juan Avila	Garden Pathways	661-633-9133	JuanA@gardenpathways.org
¹⁶ Tiffeny Rocha	Child Support	661-8082975	Rocha.Tiffeny@kernco.ca.gov
¹⁷ Michelle Culy	Kern DHS	868-1881	mculy@kerndhs.org

Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Re-Entry Partnership - October 24, 2018 @ 1:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
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4. Keith Wolavitz	New Life	661-366-8003	jobs@newlifecenter.us
5. Elaine McNEARNEY	Dress for Success	661-703-4353	Bakersfield Dress for Success
6. Randy Leonard	Employers Training Resource	661-391-2037	leonardr@kerncounty.com
7. Diane McClanahan	DOR	661-395-2525	
8. Sophie Mordv	EDD	888-713 5136	Smordes@edd.ca.gov
9. Barry Champagne	BAS-Lerdo	661-391-7333	Barry_champagne@hotmail.com
10. John Spaulding	TRADES	661 323-7957	SPAWLING@CLE@VAHOO.COM
11. DeAsia Gonzalez	Evolve Force	800-768-8465	deasia.gonzalez@gmail.com
12. Joseph Denoyer	Freedom House Recovery Homes	661-325-2403	Freedomhouse.recoveryhomes@outlook.com
13. Summer Ashley	DOR	661-395-2549	Summer.Ashley@clar.ca.gov
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15. Richard McCrow	Bakersfield College	661 395 4921	rmccrow@BakersfieldCollege.edu
16. Mance Valentin	EDD	635 2662	Mance.Valentin@EDD.ca.gov
17. Ruby Awesome	WORKNET Merced Co.	209 724 2042	Ruby.Awesome@countyofmerced.com

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19. Jennifer Peltine	CSUB-Ext. Ed.	654-2427	pelj@csu.boisestate.edu
20. Matthew Roberts	KAPD	808-4518	
21. Julio Martinez	KCPD	808-4695	
22. Rica Galliza	Dept. of Rehabilitation	661-395-2525	
23. Yvonne Hedges	DHS	401-873-2821	
24. Margie Kuffin	ETD / Cal Works	401-330-6915	mkuffin@kemcounty.com
25. Susan Saelee	MIW Support	401-818-2913	Saelee.Susan@kernco.org
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Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Re-Entry Services – December 4, 2018 @ 1:30 PM

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4. Leticia Garcia	DHS	661-631-6150	lgarcia@kern.dhs.com
5. Griselda Guerra	DCSS	661-868-2861	guerra.griselda@kernco.cse.ca.gov
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7. Magda Meneu	MAOT	661-336-6920	
8. Martha Robles	KCPD	661 204-5015	Martha_Robles@kernprobation.com
9. Victor Coteria	KCPD	661-868-4591	CoteriaV@kernprobation.org
10. Lonnie Spaulding	BUILDING TRADES	323-7957	
11. Ralph Martinez	CAPK	329-8321	rmartinez@capk.org
12. Dyanne Bumentes	Garden Pathways	633-9133	dyannb@gardenpathways.org
13. Juan Avila	Garden Pathways	633-9133	JuanA@gardenpathways.org
14. Peggy Langels	ETR	336-6907	langelsp@kerncounty.com
15. YAZW ALAWOMY	HOUSING AUTHORITY	631-8500 x1401	yalawom@kernha.org
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17. JUAN ROCHA	DHS	661 631 6041	
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20. Tiffany Cameron	DHS	633-7170	CameronT@KernDHS.com
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22. Cianna Maya	EDD	661-635-2613	Cianna.maya@edd.ca.gov
23. Ian Silva	KCSO		silvaian@kernsheriff.org
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26. Ali Morris	AEM Enterprises (WDB)	376-8998	amorris@aement1.com
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Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Re-Entry Services – December 4, 2018 @ 1:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
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**BUILDING AND SUSTAINING SUCCESSFUL WORKFORCE
CORRECTIONS PARTNERSHIPS RE-ENTRY FORUM**

**OCTOBER 25, 2018
1:00 P.M. TO 3:00 P.M.**

SIGN-IN LOG

NAME	AGENCY AFFILIATION/ADDRESS	PHONE(S)	E-MAIL ADDRESS	SIGNATURE
Linda Gutierrez	Merced Co. Worknet	209-724-2017	Linda.Gutierrez@mercedca.us	
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Elmundo	CSJL	209 468 7574		
Ryan Oatts	SJC PROBATION	209 468 0813	roatts@sjcso.org	
Daniel Lott	Geo Re-entry Svcs	209-734-1067	dlott@geogroup.com	
Sara Redd	Stanislaus Co Workforce Development	209 558 2100	redds@stanworkforce.com	
	You have -			
Patty Virgin	EBDD		pvirgin@sjworknet.org	
Abraham Mendez	EBDD			
DAVID MARRIONE	WORKNET MERCED	209-724-2000		
Andre Belion	FFSJ	209 941 0701	Abelion@FFSJ.org	

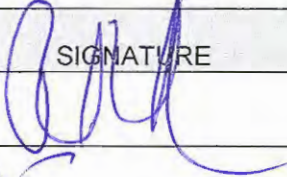




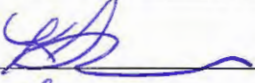
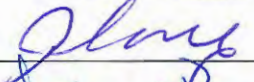

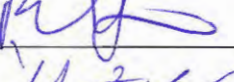
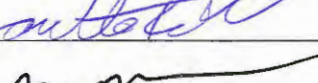
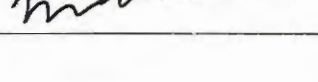
**BUILDING AND SUSTAINING SUCCESSFUL WORKFORCE
CORRECTIONS PARTNERSHIPS RE-ENTRY FORUM
OCTOBER 25, 2018
1:00 P.M. TO 3:00 P.M.**

SIGN-IN LOG

NAME	AGENCY AFFILIATION/ADDRESS	PHONE(S)	E-MAIL ADDRESS	SIGNATURE
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Paul Aroney	Probation	468-9651	paroney@sjgov.org	Paul
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Tommy Minor	GRID Alternatives	(916) 620-9807	eminor@gridalternatives.org	
Febin Sanborn	WDB			
Sheri Oneto	CAS chair	(209) 810-8974		Sheri Oneto

**BUILDING AND SUSTAINING SUCCESSFUL WORKFORCE
CORRECTIONS PARTNERSHIPS RE-ENTRY FORUM
OCTOBER 25, 2018
1:00 P.M. TO 3:00 P.M.**

SIGN-IN LOG

NAME	AGENCY AFFILIATION/ADDRESS	PHONE(S)	E-MAIL ADDRESS	SIGNATURE
Robin Toschi	Probation	953-0195	rtoschi@sjgov.org	
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Regina Tamara	WORKNET	—	—	—
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Joseph Thompson	WORKNET	408-4132	jthompson@worknet	
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PAUL HURT	WORKNET	4682201	phurt@esj.comorknet.org	
Anthony	FATHERS/FAMILIES	209-390-3918	acabanson2000@gmail	
Michael Maric	SAN JOAQUIN BUILDING TRADES SMW LOCAL 104	939-4375	michaelmaric@smw104.org	

**BUILDING AND SUSTAINING SUCCESSFUL WORKFORCE
CORRECTIONS PARTNERSHIPS RE-ENTRY FORUM
OCTOBER 25, 2018
1:00 P.M. TO 3:00 P.M.**

SIGN-IN LOG

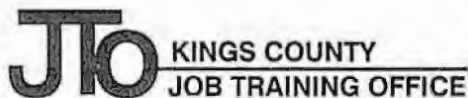
NAME	AGENCY AFFILIATION/ADDRESS	PHONE(S)	E-MAIL ADDRESS	SIGNATURE
Nate Martinez	EDD	941 6551		NM
Sharon Cherman	SSWE, WorkSTAY			SC
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Margarita Cabalbos	EDD WSB	576-6072		Margarita Cabalbos
Nancy Perez	ESWD	468 3533	nperez@sjcworkand.org	N. Perez
Freda Henriquez	WHT			Freda Henriquez



Regional Plan: Re-entry Workforce-Corrections Partnership Services

Employment Connection – 4025 W Noble Suite B - Visalia

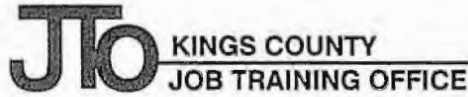
November 7, 2018 at 10:00 A.M.



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Eric Flores	Modern Workforce	662-4528	
Phyllis Slogbauer	FRWDB	559-490-7168	
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Jason DELGADO	PAROLE	559 612-4917	jason.delgado@cdcr.ca.gov
Ken Hopkins	Champion Homes		



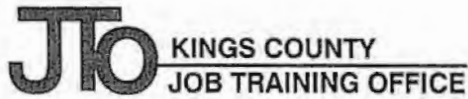
Regional Plan: Re-entry Workforce-Corrections Partnership Services
 Employment Connection – 4025 W Noble Suite B - Visalia
 November 7, 2018 at 10:00 A.M.



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JOHNNY DELACRUZ	EC VISALIA	713 3234	jdelacruz@employmentconnection.co
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Franco Martinez	HHSA	741-5111	FDMartinez@tularehhsa.org
Thad Russell	COS	785 799 7690	thadr@cos.edu
Desiree Landeros	WIB		



Regional Plan: Re-entry Workforce-Corrections Partnership Services
 Employment Connection – 4025 W Noble Suite B - Visalia
 November 7, 2018 at 10:00 A.M.



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Jaosh Jimenez	Tulare Works	559-623-0125	
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Frank Ruiz	Turning Point	334-6407	fr Ruiz@tpccc.org

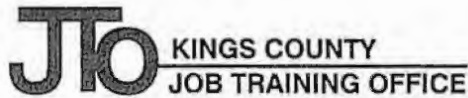


WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY

Regional Plan: Re-entry Workforce-Corrections Partnership Services

Employment Connection – 4025 W Noble Suite B - Visalia

November 7, 2018 at 10:00 A.M.



Workforce Investment Board OF TULARE COUNTY Driving Economic Success

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**Building and Sustaining Successful Workforce-Corrections Partnerships:
*Ensuring the Availability of Skills Development, Job Placement and Wrap-Around
Support Services for Formerly Incarcerated and
Justice-Involved Individuals***

A Stakeholders' Forum

AGENDA

- I. Call to Order
- II. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- III. Overview of Regional Planning Topics
- IV. The Workforce-Corrections Content of the Regional Plan Modification
- V. State Guidance on Workforce-Corrections Partnerships
- VI. Prison to Employment Initiative and Designated Funding
- VII. Building on Existing Partnerships
- VIII. Objectives of Regional Community Forum
- IX. Discussions and Stakeholder Input:
 - A. What are the major employment and re-entry barriers faced by formerly incarcerated and justice involved individuals?
 - B. How do stakeholders coordinate reentry, workforce, and education services for formerly incarcerated and justice-involved individuals?
 - C. What types of services currently exist within the region to help the target population with re-entry?
 - ✓ -Training
 - ✓ -Employment
 - ✓ -Support
 - D. What pre-release education, training and employment-related services are available? How do these services prepare targeted individuals for employment upon re-entry?
 - E. What processes exist to connect incarcerated individuals with the workforce system prior to their being released?
 - F. What sectors and careers offer the most promise for the target population? What training and other preparation/services are needed to connect them with these opportunities?
- X. Adjournment

Building and Sustaining Successful Workforce-Corrections Partnerships:

Creating a Provider Network That Achieves Results

A Stakeholders' Forum

AGENDA

- I. Call to Order
- II. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- III. Overview of Regional Planning Topics
- IV. The Workforce-Corrections Content of the Regional Plan Modification
- V. State Guidance on Workforce-Corrections Partnerships
- VI. Prison to Employment Initiative and Designated Funding
- VII. Building on Existing Partnerships
- VIII. Objectives of Regional Community Forum
- IX. Discussions and Stakeholder Input:
 - A. What re-entry partnerships currently exist? CCPs? Re-entry councils? Others? Who are the re-entry partners in the region?
 - B. How does the workforce system currently collaborate with the parole and probation systems? If collaboration is not extensive, how could it be improved?
 - C. Does collaboration exist pre-release? If not, what opportunities exist for collaboration at this stage?
 - D. What should the referral process look like?
 - E. What level of staff support is necessary to achieve collaboration goals?
 - F. What training and staff development is necessary to achieve collaboration goals?
- X. Adjournment

BUILDING AND SUSTAINING SUCCESSFUL WORKFORCE- CORRECTIONS PARTNERSHIPS

***ENSURING THE AVAILABILITY OF
SKILLS DEVELOPMENT, JOB PLACEMENT AND WRAP
AROUND SUPPORT SERVICES FOR FORMERLY
INCARCERATED AND JUSTICE-INVOLVED INDIVIDUALS***

San Joaquin Valley and Associated Counties

Regional Planning Unit

Month #, 2018

REGIONAL WORKFORCE PLANNING AND BIENNIAL UPDATES

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units to address issues that exist at a regional level, affecting areas larger than those covered by a single board.
- In 2017, all LWDBs and the 14 RPUs submitted 4-year Local and Regional Workforce Plans to the Governor, all of which were, ultimately, approved.

- In accordance with WIOA requirements, a biennial review of the 4-year Regional and Local Plans is required.
- California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

WIOA Regional Planning Units



Cartography By
Labor Market Information Division
California Employment Development Department
July 2010

REGIONAL PLANNING TOPICS

The 2019 modification to the SJVAC Regional Plan will address the following:

3 Mandatory Topics:

- Formalization of workforce-corrections partnerships
- Self-assessment of regional workforce coordination and alignment
- Relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction pre-apprenticeship programs

One Optional Matter:

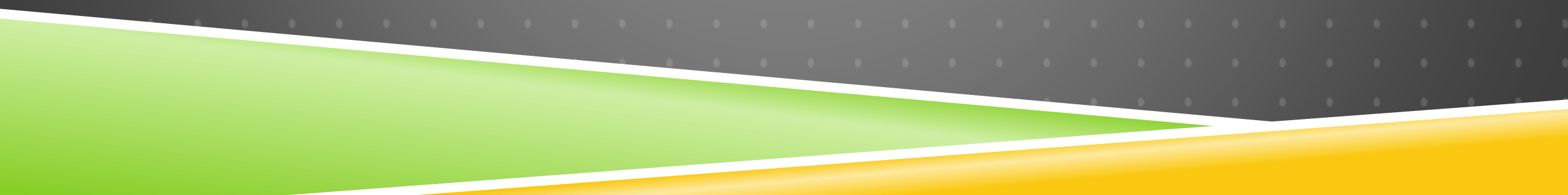
- Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.

THE WORKFORCE-CORRECTIONS CONTENT OF THE REGIONAL PLAN MODIFICATION

- RPUs are required to submit updated regional plans that describe how they intend to coordinate workforce and reentry services.
- Modifications must specify how the regional and local workforce system stakeholders will collaborate with community organizations, CDCR-contracted reentry service providers, and representatives of State Parole and County Probation Departments to provide effective services to formerly incarcerated and other justice-involved individuals.
- Regional plans must include specific strategies for how Local Boards will engage and work with specific community-based organizations to offer new, effective services to meet the needs of their local reentry population.

GENERAL BACKGROUND FROM THE STATE GUIDANCE

- ▶ The State Board has entered into a formal partnership agreement with:
 - ❖ California Department of Corrections (CDCR)
 - ❖ California Prison Industry Authority (CALPIA) and
 - ❖ California Workforce Association (CWA)
- ▶ The agreement has the goal of improving labor market outcomes of the state's formerly-incarcerated population.
- ▶ The partnership seeks to provide the state's 14 RPUs with resources that will enable regions to better serve the formerly-incarcerated by fostering partnerships at the local and regional levels.

- Local partnerships should include processes for shared case management, beginning pre-release, between corrections-side case managers (e.g. parole and probation officers) and workforce case managers, contributing to better outcomes for the formerly incarcerated.
 - Until now, workforce services have, typically, been provided to the re-entry population in an ad hoc fashion, with program and service availability varying from place to place depending on funding and the existence of local and regional partnerships, which have generally been formed independently of state-level partner efforts.
 - It is, however, widely agreed that an individual's ability to find a job after release from prison results in a reduced risk of returning to prison.
- 

PRISON TO EMPLOYMENT INITIATIVE AND DESIGNATED FUNDING

- ▶ Under funding being made available pursuant to SB 866, the State Workforce Board will make grants available to the 14 RPUs in three phases as follows:
 - ▶
 - Regional Planning Grants are intended to fund collaborative development of regional partnerships and plans to serve the formerly incarcerated and other justice involved individuals. In September 2018, the SJVAC RPU received a grant of nearly \$200,000 for this purpose.

- Regional Implementation and Direct Services Grants will fund the implementation of regional workforce corrections plans and provide direct services pursuant to these regional plans. A grant application will be released in the spring of 2019.
- Regional Supportive Services and Earn and Learn Grants will provide funds to provide supportive services and “earn and learn” opportunities that offer access to immediate income for justice-involved and formerly incarcerated individuals. A grant application will be released in the spring of 2019.

BUILDING ON EXISTING PARTNERSHIPS

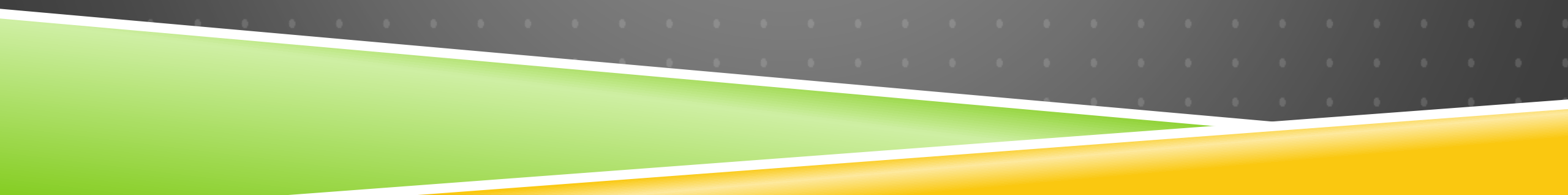
- ▶ RPUs should build on existing regional partnerships, including existing Community Corrections Partnerships (CCPs) and local re-entry councils, to develop a comprehensive regional vision and plan for successfully integrating the formerly incarcerated and other justice-involved individuals into the labor market.

OBJECTIVES OF THE FORUM

- To obtain information from stakeholders that will inform the content of the Regional Plan Modification.
- To hear from justice system representatives about existing partnerships, approaches, strategies and processes that hold promise moving forward into a more robust and effective workforce-corrections partnership.
- To engage in a dialog among stakeholders about priorities, resources, and plans to serve justice-involved and formerly incarcerated individuals.

FOR YOUR CONSIDERATION, INPUT AND RECOMMENDATIONS

- ▶ What are the major employment and re-entry barriers faced by formerly incarcerated and justice involved individuals?
- ▶ How do stakeholders coordinate reentry, workforce, and education services for formerly incarcerated and justice-involved individuals?
- ▶ What types of services currently exist within the region to help the target population with re-entry?
 - ▶ -Training
 - ▶ -Employment
 - ▶ -Support

- ▶ What pre-release education, training and employment-related services are available? How do these services prepare targeted individuals for employment upon re-entry?
 - ▶ What processes exist to connect incarcerated individuals with the workforce system prior to their being released?
 - ▶ What sectors and careers offer the most promise for the target population? What training and other preparation/services are needed to connect them with these opportunities?
- 

Thanks!

We appreciate your input!


**BUILDING AND SUSTAINING
SUCCESSFUL WORKFORCE-
CORRECTIONS PARTNERSHIPS**

***CREATING A PROVIDER NETWORK
THAT ACHIEVES RESULTS***

**SAN JOAQUIN VALLEY AND ASSOCIATED COUNTIES
REGIONAL PLANNING UNIT
MONTH #, 2018**

REGIONAL WORKFORCE PLANNING AND BIENNIAL UPDATES

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units to address issues that exist at a regional level, affecting areas larger than those covered by a single board.
- In 2017, all LWDBs and the 14 RPUs submitted 4-year Local and Regional Workforce Plans to the Governor, all of which were, ultimately, approved.

- In accordance with WIOA requirements, a biennial review of the 4-year Regional and Local Plans is required.
 - California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.
- 

WIOA Regional Planning Units



Cartography By
Labor Market Information Division
California Employment Development Department
July 2010

REGIONAL PLANNING TOPICS

The 2019 modification to the SJVAC Regional Plan will address the following:

3 Mandatory Topics:

- Formalization of workforce-corrections partnerships
- Self-assessment of regional workforce coordination and alignment
- Relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction pre-apprenticeship programs

One Optional Matter:

- Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.

THE WORKFORCE-CORRECTIONS CONTENT OF THE REGIONAL PLAN MODIFICATION

- RPU's are required to submit updated regional plans that describe how they intend to coordinate workforce and reentry services.
- Modifications must specify how the regional and local workforce system stakeholders will collaborate with community organizations, CDCR-contracted reentry service providers, and representatives of State Parole and County Probation Departments to provide effective services to formerly incarcerated and other justice-involved individuals.
- Regional plans must include specific strategies for how Local Boards will engage and work with specific community-based organizations to offer new, effective services to meet the needs of their local reentry population.


GENERAL BACKGROUND FROM THE STATE GUIDANCE

The State Board has entered into a formal partnership agreement with:

- ❖ California Department of Corrections (CDCR)
- ❖ California Prison Industry Authority (CALPIA) and
- ❖ California Workforce Association (CWA)

The agreement has the goal of improving labor market outcomes of the state's formerly-incarcerated population.


The partnership seeks to provide the state's 14 RPUs with resources that will enable regions to better serve the formerly-incarcerated by fostering partnerships at the local and regional levels.

- Local partnerships should include processes for shared case management, beginning pre-release, between corrections-side case managers (e.g. parole and probation officers) and workforce case managers, contributing to better outcomes for the formerly incarcerated.
 - Until now, workforce services have, typically, been provided to the re-entry population in an ad hoc fashion, with program and service availability varying from place to place depending on funding and the existence of local and regional partnerships, which have generally been formed independently of state-level partner efforts.
 - It is, however, widely agreed that an individual's ability to find a job after release from prison results in a reduced risk of returning to prison.
- 

PRISON TO EMPLOYMENT INITIATIVE AND DESIGNATED FUNDING

Under funding being made available pursuant to SB 866, the State Workforce Board will make grants available to the 14 RPUs in three phases as follows:

- **Regional Planning Grants** are intended to fund collaborative development of regional partnerships and plans to serve the formerly incarcerated and other justice involved individuals. In September 2018, the SJVAC RPU received a grant of nearly \$200,000 for this purpose.

- **Regional Implementation and Direct Services Grants** will fund the implementation of regional workforce corrections plans and provide direct services pursuant to these regional plans. A grant application will be released in the spring of 2019.
 - **Regional Supportive Services and Earn and Learn Grants** will provide funds to provide supportive services and “earn and learn” opportunities that offer access to immediate income for justice-involved and formerly incarcerated individuals. A grant application will be released in the spring of 2019.
- 

BUILDING ON EXISTING PARTNERSHIPS


RPU should build on existing regional partnerships, including existing Community Corrections Partnerships (CCPs) and local re-entry councils, to develop a comprehensive regional vision and plan for successfully integrating the formerly incarcerated and other justice-involved individuals into the labor market.

OBJECTIVES OF THE FORUM

- To obtain information from stakeholders that will inform the content of the Regional Plan Modification.
- To hear from justice system representatives about existing partnerships, approaches, strategies and processes that hold promise moving forward into a more robust and effective workforce-corrections partnership.
- To engage in a dialog among stakeholders about priorities, resources, and plans to serve justice-involved and formerly incarcerated individuals.

FOR YOUR CONSIDERATION, INPUT AND RECOMMENDATIONS

- What re-entry partnerships currently exist? CCPs? Re-entry councils? Others? Who are the re-entry partners in the region?
- How does the workforce system currently collaborate with the parole and probation systems? If collaboration is not extensive, how could it be improved?
- Does collaboration exist pre-release? If not, what opportunities exist for collaboration at this stage?

- What should the referral process look like?
 - What level of staff support is necessary to achieve collaboration goals?
 - What training and staff development is necessary to achieve collaboration goals?
- 

Thanks!

We appreciate your input!





**Regional Forum on
Building and Sustaining Successful Workforce-Corrections Partnerships**

MINUTES

November 8, 2018

***Madera Municipal Golf Course
23200 Avenue 17, Madera, CA 93637
(559) 662-4589***

PRESENT: Barbara Bailey, Carrie Critchlow, Cassandra Little, Craig Plath, David Daniel, David McMunn, David Raygoza, Deisy Ruiz, Derek O. Robinson, Desiree Landeros, Edith Hernandez, Gail Lopez, Jacob Jimenez, Janelle Espinoza, Jose Pantoja, Karina Gonzalez, Kathleen Ratliff, Laura Magana, Lisa Martinez, Lisa Morales, Luna Weerasinghe, Maiknue Vang, Margarita Alcalá, Maria Espinosa, Marisol Rivera, Michael Pallares, Michael Salinas, Miguel Gonzalez, Mike Lovell, Miravel Navarro, Nick Loret De Mola, Nicki Martin, Olivia Rodriguez, Pam Lowery, Pang Vangyi, Phyllis Stogbauer, R. Fisher, Jr., Raeanne Jain, Rich Mostert, Rick Galindo, Roger Leach, Sarah Honeycutt, Sarahi Cuellar, Shirley Gregory, Spencer Williams, Stephanie Stoekel, Tracie Scott-Contreras, Veronica Aguilera, Vicki Teran, Vickie Ekezian, Wendy Olono, Yolanda Martinez-Nunez

1.0 Call to Order

Maiknue Vang welcomed John Chamberlain and thanked everyone in attendance at 2:04 p.m. Everyone introduced themselves.

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

- *Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).*
- *In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units to address issues that exist at a regional level, affecting areas larger than those covered by a single board.*
- *In 2017, all LWDBs and the 14 RPUs submitted 4-year Local and Regional Workforce Plans to the Governor, all of which were, ultimately, approved.*
- *In accordance with WIOA requirements, a biennial review of the 4-year Regional and Local Plans is required.*
- *California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California’s 2018 update of the State Workforce Plan.*

3.0 Overview of Regional Planning Topics

The 2019 modification to the SJVAC Regional Plan will address the following:

3 Mandatory Topics:

- *Formalization of workforce-corrections partnerships*
- *Self-assessment of regional workforce coordination and alignment*
- *Relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction pre-apprenticeship programs*

One Optional Matter:

- *Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.*

4.0 The Workforce-Corrections Content of the Regional Plan Modification

- *RPUs are required to submit updated regional plans that describe how they intend to coordinate workforce and reentry services.*
- *Modifications must specify how the regional and local workforce system stakeholders will collaborate with community organizations, CDCR-contracted reentry service providers, and representatives of State Parole and County Probation Departments to provide effective services to formerly incarcerated and other justice-involved individuals.*
- *Regional plans must include specific strategies for how Local Boards will engage and work with specific community-based organizations to offer new, effective services to meet the needs of their local reentry population.*

5.0 State Guidance on Workforce-Corrections Partnerships

The State Board has entered into a formal partnership agreement with:

- ❖ *California Department of Corrections (CDCR)*
- ❖ *California Prison Industry Authority (CALPIA) and*
- ❖ *California Workforce Association (CWA)*

The agreement has the goal of improving labor market outcomes of the state's formerly-incarcerated population.

The partnership seeks to provide the state's 14 RPUs with resources that will enable regions to better serve the formerly-incarcerated by fostering partnerships at the local and regional levels.

- *Local partnerships should include processes for shared case management, beginning pre-release, between corrections-side case managers (e.g. parole and probation officers) and workforce case managers, contributing to better outcomes for the formerly incarcerated.*
- *Until now, workforce services have, typically, been provided to the re-entry population in an ad hoc fashion, with program and service availability varying from place to place depending on funding and the existence of local and regional partnerships, which have generally been formed independently of state-level partner efforts.*
- *It is, however, widely agreed that an individual's ability to find a job after release from prison results in a reduced risk of returning to prison.*

6.0 Prison to Employment Initiative and Designated Funding

Under funding being made available pursuant to SB 866, the State Workforce Board will make grants available to the 14 RPUs in three phases as follows:

- **Regional Planning Grants** *are intended to fund collaborative development of regional partnerships and plans to serve the formerly incarcerated and other justice involved individuals. In September 2018, the SJVAC RPU received a grant of nearly \$200,000 for this purpose.*
- **Regional Implementation and Direct Services Grants** *will fund the implementation of regional workforce corrections plans and provide direct services pursuant to these regional plans. A grant application will be released in the spring of 2019.*
- **Regional Supportive Services and Earn and Learn Grants** *will provide funds to provide supportive services and "earn and learn" opportunities that offer access to immediate income for justice-involved and formerly incarcerated individuals. A grant application will be released in the spring of 2019.*

7.0 Building on Existing Partnerships

RPUs should build on existing regional partnerships, including existing Community Corrections Partnerships (CCPs) and local re-entry councils, to develop a comprehensive regional vision and plan for successfully integrating the formerly incarcerated and other justice-involved individuals into the labor market.

8.0 Objectives of Regional Community Forum

- *To obtain information from stakeholders that will inform the content of the Regional Plan Modification.*
- *To hear from justice system representatives about existing partnerships, approaches, strategies and processes that hold promise moving forward into a more robust and effective workforce-corrections partnership.*
- *To engage in a dialog among stakeholders about priorities, resources, and plans to serve justice-involved and formerly incarcerated individuals.*

9.0 Discussions and Stakeholder Input:

9.1 What re-entry partnerships currently exist? CCPs? Re-entry councils? Others? Who are the re-entry partners in the region?

- *Spenser Williams - Fresno Probation: We currently have monthly PACT orientations where we have different local agencies share information and the benefit of them accessing those services.*
- *Veronica Aguilera - WIB in Tulare County: Tulare works closely with the Tulare WIB through an MOU. Program for probationers which helps them with their transition. Joint orientations are conducted but should be done more often – weekly would be the best.*
- *Jose Pantoja – Madera County Probation: County Probation currently works with Workforce for the in-custody and out-of-custody population. Miravel Navarro provides classes within the facility for the in-custody. County Probation also refers out to Workforce for out-of-custody services.*

What connections work the best? Which partnerships do you feel the best about?

- *Jose Pantoja – Madera County Probation: it depends on the court order – if there's domestic abuse then to a batterer's treatment program, if it's a sex offender case then to a treatment program.*
- *Miravel Navarro – WDB of Madera County: Madera works closely with Madera county probation. Staff go into the facility to provide job readiness workshops within the jail. Once they are released, staff see them at the probation for one-on-one visits and transition them into WIOA services.*

Are there any gaps where there's not an obvious place to refer to?

- *Mental Illness is a gap.*
- *Gaps are with DMV and the Social Security office. This population has a hard time obtaining their right-to-work documents.*
- *Desiree Landeros – WIB of Tulare County: The biggest gaps are not having a partnership of the DMV and Social Security Offices. The formerly incarcerated should apply for their identification and social security cards before being released.*
- *Spencer Williams - Fresno Probation: The I.D. is an issue but DMV won't let the prison start the paperwork until 120 days before their release date. Most of these individuals start the process but sometimes their cases are moved up and they are released quicker than anticipated and there is not time to work on getting their IDs with the DMV before they are released.*

What trainings are offered?

- *Karina Gonzalez - GRID Alternatives Central Valley: GRID offers a four week basic Solar program. They graduate with a safety certificate. There is a five week program to develop skills to enter that industry. Participants come to Fresno for training and GRID will assist them with transportation and work with employers that hire re-entry clients. Classes are 10 individuals every 10 weeks. Many participants can't continue the training due to issues with transportation. Many participants get jobs. GRID sees good outcomes with the participants that complete the course. They are either working in solar jobs or using the skills learned and putting them to use in other industries.*
- *Wendy Olono - Central California Women's Facility (CCWF): CCWF offers many different training opportunities from cosmetology to a nationally recognized certification for national center for Construction Education and Research. Inmates can also get their high school diploma/GED or an AA degree but there is no a tracking system in place. All of the programs have waiting lists. Some programs waiting lists can take up to a couple of years. If someone is there for a couple of years or more they will be able to get into the program from the waiting list. After the inmate is released, there's no way of knowing if they are using those skills. A tracking system needs to be used/put in place.*

What trainings are offered that help with employment and recidivism?

- *Hospitality – the field as a whole.*
- *Construction*
- *Truck Drivers – pay is high and receptive to ex-offenders.*
 - *Phyllis Stogbauer - WDB of Fresno County: Truck driving is hard if the individual is on probation. Workforce staff ask the participant to provide a letter from the probation office knowing that if they join that training they might have to leave the county to seek employment.*
- *Lack of IDs often disqualifies people from trainings.*
- *Desiree Landeros – WIB of Tulare County: Tulare developed a local activity code that allows staff to enter job retention information. Tulare estimates that they have a 14% recidivism rate.*
- *Sarah Honeycutt - Department of Child Support in Madera: Child Support can negotiate with the formerly incarcerated if they can show that they are participating in a class or training and that they are going to follow through. Their driver's license can be restored. The process usually takes 10 days but it can be restored within 24 hours in an emergency situation. Emergency situations don't happen very often.*
- *Vickie Ekezian - CCWF: CCWF assists participants with treatment/ education/ employment. Women are getting paid but only receive half of their pay check and the rest is saved so they have money when they are released. They are always being monitored.*
- *Vickie Ekezian – CCWF: Custody to Community Transitional Rehabilitative Program (CCTRP) – when an inmate has 3 years until release, she can apply for the program and will be able to go out into the CCTRP program at their facility and serve up to 2 ½ years of their sentence at the facility where they will get substance abuse services, counseling, mental health treatment, get into colleges or vocational training and look for employment. When they do find employment, 70% of their paycheck is saved for them. They will be wearing an ankle monitor but still be able to go out into the community and visit with their families. CCTRP is for inmates with violent or serious felonies but when the program first started it was with inmates with lesser crimes. Those inmates are able to serve up to 1 year in the program facility. The program is also now extended out to the male inmates. Time off of their sentences are taken off when they enter into these programs.*
- *Carrie Critchlow – CCWF: CCWF has a unique program to the Department of Corrections where the women can train to become certified drug and alcohol counselors. They earn their internship hours within the facility and can then work with their own population. Upon their release, its easy for them to find jobs because it's an in-demand job.*

What are some Barriers with Youth? What works best for Youth?

- *Maria Espinosa – WIB of Tulare County: Family support is a barrier we see with young adults. There needs to be guidance and mentors who will be with the youth from when they are justice involved through their release. Someone accessible 24/7.*
- *Desiree Landeros – WIB of Tulare County: partnership with probation works best. Probation does pre-release orientation and they allow Tulare staff into the facility.*
- *Phyllis Stogbauer - WDB of Fresno County: Our biggest barrier is we lose contact when the juveniles are released. They sometimes become homeless and may end up on the street. Need more wrap-around services. Fresno started working with the juveniles that are released to try to keep them engaged.*
- *Expanding mentorship – they need someone they can call.*
- *Lisa – Co-case management probation. Continuous communication so it's not just referrals.*
- *Vickie Teran – Madera County Probation: Connecting them with their parents. If the parents are incarcerated connecting them to the juvenile can make them want to change their life style. The youth benefits from contact with the parent and the incarcerated parents benefit from contact with the youth.*
- *Desiree Landeros – WIB of Tulare County: probation system feeds into CalJOBS – they do Wagner Peyser.*
- *Madera Workforce: We are currently not serving youth but are looking into providing services to court day school students.*

9.2 How does the workforce system currently collaborate with the parole and probation systems? If collaboration is not extensive, how could it be improved?

- *Miravel Navarro - WDB of Madera County: We currently go out to the jail and have a two week program that is offered where they are case managed, receive job readiness workshops, assist with interviewing skills, explain WIOA services and make them aware of any job opportunities.*

9.3 Does collaboration exist pre-release? If not, what opportunities exist for collaboration at this stage?

9.4 What should the referral process look like?

- *Spencer Williams – CDCR Parole: Its gotten better. Prior to having the employers coming to the orientation, it was just trying to get them to seek and maintain gainful employment. Needs to be better.*
- *Lisa Martinez – WIB of Tulare County: Workforce is inside the probation doing a warm hand off and then referring them over to the center to start their eligibility process after they already meet a staff member.*
- *Phyllis Stogbauer – WDB of Fresno County: many times we don't know they're coming. Working on working with parole and probation. There used to be a mini resource center in the facilities but that didn't really work. They would go in and apply for or look for jobs but then leave. It needs to be a warm hand off. Inmates sometimes get dropped off in the middle of the night and can be lost to staff. We need to have someone in the jail to talk to them or use some type of community organization that they can connect with when they are released. Fresno had New Start funding and had a re-entry One Stop with staff who had experience working with the population. Parole and Probation had offices there. People were more comfortable going there – some people had restrictions to where they could be if they had sexual offenses on their record. There were better results in that Center. Even a small office somewhere would be effective.*

How do you handle referrals for offenders who are released to rural areas?

- *Mother Lode tries to reach out to find out where people are being released.*
- *Miravel Navarro – WDB of Madera County: It comes down to their counselor – a State and CDCR issue. We work with inmates in the facility and give them information for the AJCC where they will be released. Because we provide services within the facility, they are already familiar with her and workforce services. The referral process for Madera works well because we are already in the building and can do a warm hand-off. They get scheduled to do orientation. They see Miravel at all levels of the process. Madera does everything through CalJOBS.*
- *Rick Galindo – Madera Probation: Video calls with the clients to get them more interested. Video calls work better than a phone call or referring them over. Its another way to connect with them.*
- *Yolanda Martinez-Nunez – WestCare: Trying to emphasize direct referrals. They try to have a van pick them up and take them directly to a program – outpatient facility, transitional facility. They have placement teams and representatives that go directly into the prison to talk directly to the inmates and going out into the community. A central case management system is used so everyone can see all the data. Any parolee can pretty much go anywhere and have their records available there.*
- *Spencer Williams – CDCR Parole: The WIBs can contact WestCare. Workforce can go into the facility with WestCare and sign people up at that time.*
- *Miravel Navarro – WDB of Madera County: We need a more connected way to case manage. Most of the WIBs use CalJobs. Everyone can use CalJOBS. Everyone is on a different system and it can be time consuming for case managers if they have to use multiple systems.*
- *Phyllis Stogbauer – WDB of Fresno County: Fresno has used and piloted the use of Community Pro. It allows you to case manage but you can also make referrals through the system. It's a shared data system.*
- *In Sacramento they had a probation officer bring them to the center.*
- *We need a shared data system where all partners can input information.*

How do we handle when juveniles are released in the middle of the night?

- *Phyllis Stogbauer – WDB of Fresno County: Fresno providers/counsellors work after-hours many times. Many times, juveniles will not disclose their circumstances.*

9.5 What level of staff support is necessary to achieve collaboration goals?

- *Miravel Navarro – WDB of Madera County: Staff members need more training. Some staff member's assist these clients while others may not know how to assist this population. Also, train staff on how to inform employers and help employers to work with this population.*

Do your staff need additional training?

- *Miravel Navarro – WDB of Madera County: additional training is necessary. There are many seasonal jobs in Madera County. Many employers don't want to hire people with felonies. Employers need training and information on incentives and tax breaks to hiring ex-offenders.*
- *Cassandra Little – Root Rebound: We offer classes on Fridays to educate employers about their employees' concerns. Also have a clinic service on Saturdays. There are training and toolkits for employers.*
- *Phyllis Stogbauer – WDB of Fresno County: Some staff are afraid to work with this population. Staff need training on active listening skills.*
- *Miravel Navarro – WDB of Madera County: WIOA focuses on people's barriers – we need to focus on individuals' strengths. Vocational trainings.*
- *Michael Salinas – United Way: Trainings should focus on bringing everyone together – do more events and collaborations like what is happening today.*
- *More pre-release activities, earn and learn opportunities (PWEX)*
- *Phyllis Stogbauer – WDB of Fresno County: Workforce Boards have a hard time with employer of record issues. It brings up workers comp and other issues. It would be beneficial to have some type of program from the state that would help alleviate this issue for the workforce areas. Madera has a vendor for participant payroll. Some areas use vendors for workforce services and they can be used for employer of record purposes.*
- *Desiree Landeros – WIB of Tulare County: Finds doing transitional jobs has been a benefit because the employer doesn't have to take the risk with the additional benefit of the employer getting to know the participant which raises the possibility of them being hired when their hours are done.*
- *Department of Corrections uses Joint Venture which allows them to identify inmates based on their good behavior for jobs. This allows them to work and make money which is saved and ready for them when they are paroled. They are learning trades while they are in prison and employers can check on them and may hire them when they are paroled.*

9.6 What training and staff development is necessary to achieve collaboration goals?

- *Housing*
- *Need to be very positive with inmates*
- *Employer Workshops (leadership and hardship)*
- *Pushing programs/mentors within the institution*
- *Staff Training Working with Re-Entry Population*
- *Resources Available in the area*
- *Paid Internship*
- *Transitional Housing*
- *Child support is a barrier; make sure they know they can contact Child Support to have barriers removed*
- *Work-based learning opportunities*
- *Earning Trust*
- *Keeping them motivated (skills, opportunities available)*
- *Measure Interest in Program*
- *Detox Service*
- *Mental Health Training*
- *Job Development Training*
- *Manage Money*
- *Work with those who have already been released; help them keep up with resources*
- *Work towards a shared communication system – unite 211 & 311*

- *Help them finish their educational components*
- *Create and maintain a resource directory for the County*
- *Counselors*
- *More networking*
- *Wrap around services*

6.0 Adjournment

Meeting adjourned at 4:13 p.m.

RE-ENTRY NOTES – Merced County.

Meeting date 12/11/2018. Location: Worknet Merced office

ATTENDEES:

Nick Loret de Mola, Deputy Director, Merced County WDB

Lisa Maples, Program Manager – Adult Division, Merced County Probation Department

Shoua Her, Supervising Probation Officer, Merced County Probation Department

What re-entry partnerships currently exist? CCPs? Re-entry councils? Others? Who are the re-entry partners in the region?

- LISA: Chief Kettering runs the Community-Corrections Partnership in the county. Funding for it comes through AB 109, and it has been running since 2011. It is the first time in the county that probation is the head of the table. Law enforcement, HSA, Behavioral Health, the District Attorney, Public Defender's Office, Courts, and County Judges are all active members. They just completed their strategic plan for the year. Funding for the Worknet/Probation partnership (detailed below) comes from an offshoot of this group, called the Adult Services Committee of the CCP.

How does the workforce system currently collaborate with the parole and probation systems? If collaboration is not extensive, how could it be improved?

- SHOUA: Worknet receives \$100,000 in funding from County Probation to add to their training fund. In exchange, Probation sends 15 selected ex-offenders to Worknet on referral. If ex-offenders on probation come into Worknet on their own, outside of the agreement, Worknet can call Probation to discuss the individual's case, determine feasibility, and potentially use that \$100,000 to also serve them.
- LISA: Also work with the Phoenix Project, basically a workforce services program under the Merced County Office of Education. Run by former Workforce Board staff. Focuses solely on ex-offenders. They also run a soft skills program called Ace Overcomes, as well as a resume building and job search coaching series of workshops in the Leadership for Life series.

Does collaboration exist pre-release? If not, what opportunities exist for collaboration at this stage?

- Currently, there is a program for soft skills training pre-release at the jail outside of the city of Merced, but it is a small program. Likewise, a local CBO GEOGroup runs a Day Reporting Center inside of that jail as well.

What should the referral process look like?

- Currently, Probation provides a listing of names and basic case information to Worknet's case managers, who then conduct an orientation, a skills assessment, and a conversation to determine feasibility of service. The case manager and the probation officer communicate about the individual and the case and coordinate services.

What level of staff support is necessary to achieve collaboration goals?

- Communication between agencies is new, and must continue. It must start from the top down, and lessons learned have to be communicated from the bottom up.

What training and staff development is necessary to achieve collaboration goals?

- Probation offers training on AB 109 and overall case management for ex-offenders. Worknet is going to get estimates to ensure that this cross-training opportunity occurs. Likewise, Worknet will meet with probation officers to discuss our services and open a two-way dialogue to coordinate services, both in skill training and support services.

**COMMUNITY AND STAKEHOLDER FORUM ON
BUILDING AND SUSTAINING SUCCESSFUL
WORKFORCE-CORRECTIONS PARTNERSHIP**
**Ensuring the Availability of Skills Development, Job Placement and
Wrap-Around Support Services for Formerly Incarcerated & Justice-Involved
Individuals**

Thursday, October 25, 2018
1:00 a.m. to 3:00 a.m.
Stockton WorkNet Center
56 S. Lincoln Street
Stockton, CA 95203

Presenter: John Chamberlin

Attendees: 50

Allen Grim, Med Mark
Andre Belion, Fathers and Families San Joaquin (FFSJ)
Anthony Robinson, Jr., FFSJ
Bawit Atwal, Stanislaus County Child Support
Chris Fair, Nor Cal Construction Training (NCCT)
Chris Johnson, DAPO
Daniel Lutt, GEO Re-Entry Services
David Jimenez, Economic Development Association
David Mirrione, Worknet Merced
Doris Foster, Stanislaus County Dept Workforce Development
Enos Edmerson, Jr, Valley Mountain Regional Center
Eric Hawkins, Uneed2
Holly Newlon, Merced County Office of Education
Jim Cline, Northern California Construction Training (NCCT)
Karina Franco, Sierra Vista Child & Family Services
Kim De La Cruz, Sheriff's Office
Lily Aman, California Human Development
Linda Gutierrez, Merced County Worknet
Lisa Douglass, University of the Pacific
Lori Cruz, San Joaquin County Child Support Division
Lorraine Perry, Employment Development Department (EDD)
Lynda Hawkins, Uneed2
Margarita Cabalbag, EDD Workforce Services Branch
Michael Mark, WBD – Sheet Metal Workers
Nati Martinez, EDD
Paul Arong, SJC Probation
Rafael Aguilera, State Workforce Board
Rebecca Petty, Merced County Human Services Agency
Rieh Limas, New Directions
Robin Sanborn, Workforce Development Board

Robin Toschi, SJC Probation
Ryan Oatts, SJC Probation
Sara Redd, Stanislaus County Dept of Workforce Development
Severine Winter, BayMark Health Services Sacramento
Sharon Oberman, San Joaquin County Office of Education
Sharon Wardale Trejo, Director Merced County Dept of Child Support Svcs
Sheri Oneto, Workforce Development Board
Steve Kowalczyk, SJC Sherriff's Office
Tim Polinsky, SJC Probation
Tommy Minor, GRID Alternatives
Travis Sanchez, Back 2 Work, Butte County

WorkNet Staff:

John Solis, Executive Director
Patty Virgen, Deputy Director
Elena Mangahas, EEDD Division Manager
Tonnie Mallory, EEDD Analyst III
Alfredo Mendoza, EEDD Analyst III
Paul Huerta, Employment Training Specialist II
Nancy Perez, Employment Training Specialist II
Regina Raman, Employment Services Specialist II
Joseph Tabagura, Program Assistant

John Camberlin (JC) provided an overview of the forum, the objectives, and the request for stakeholder input. He mentioned that we identified three (3) very important factors in regards to this population: Jobs, getting a job and staying employed continuously for the six months after they get out of jail or prison has the likelihood they are going back to prison. Getting a job is the easy part, continuous employment is the hard part. That means that when someone loses their job, helping them get another job ASAP should be a top priority. Working continuously for six months after they get out of jail or prison decreases the likelihood they are going back [to prison].

Anthony Robinson, Jr.: shared that he is a formerly incarcerated person and has been in prison for the past 20 years and was just recently released in August. He has been out eight (8) weeks. To him, his job, is his transformation, his access to education and increasing his substantial skills is very important.

JC: people need to know how to get a degree or credential prior to being released (at least) a year before they get out, or else they are likely to go back.

Lorraine Perry: Other parole programs are needed including family housing. They have lived in a different system. Understanding their child support situation is very important and they need to get their driver's license.

JC: Housing and transportation, earn and learn module, may be a primary focus.

Consideration of and Discussions on:

1. What are the major employment and re-entry barriers faced by formerly incarcerated and justice involved individuals?

Laurie Cruz: Child support debt. It's an issue because once you are back in the community then Child Support comes after you for that debt. The debt accrues while you were incarcerated and also effects your ability to keep a job because if you don't have a license most people can't get a job.

Anthony Robinson, Jr.: Services may disorient you. More of an investment in the service than the people. It took me about two weeks to get my "right to work" paperwork going to DMV, Social Security office, and no one informs you that you have to make an appointment, we have a schedule to attend classes (with Parole or Probation) in order to keep our transitional housing. The transitional housing classes are no joke. Having a job or going to the hospital is not an excuse to miss the meeting because they are paying for our transitional housing. Sometime I can't make group because I have to work. There are certain employers who will work around your schedule so I attend group so I can keep my transitional housing.

J.C: We don't coordinate the schedule that people need to meet.

Andre Belion: Services don't really gear toward the person. I need to pay my rent and if I don't pay my rent I'm homeless if I homeless I'm violating my parole. All services need to wraparound the person.

J.C. Requirements that are driven by our fund sources, when you have to do x on this day, then x on that day, then x on the next day and when you add it all up, these fund sources all together sometime all those requirements don't let you work and that's a problem too - it's not just here its everywhere.

Jim Cline: The larger population is lacking proper Mental Health. There is nowhere for them to turn to get that help. They are eager to work, but just don't have the skills set to focus on learning.

J.C. Mental Health is a big issue.

David Jimenez: Even though we don't have anyone here today from Mental Health, certainly we have the resources to refer them for these services.

J.C. Referral is good. The question is how the referral works, is it quite enough. Something more active. That is a big issue.

In a previous discussion another group talked about. How are our services crossover with the purpose of other services? You have an individual who is coming out in the community that is pretty fragile receiving services. Then getting a job (employment) may disqualify them from receiving services and it puts them in an even more fragile setting if they have to decide - do I work and lose benefits or receive benefits not work and be out of compliance with my probation?

JC: We have cliffs in our systems where if you earn \$100 more (that month), you can lose more than \$100 worth of benefits and there comes a point where it's very hard for some people to understand. Some of those we can fix and some we can't, they do come with our funds source. They might lose their public housing or supported child care, or health benefits. People don't want to cross that line.

Lillian M: Driver's License and Transportation they cannot work anywhere.

JC: If you need a car to work, and you do in most of California, and certainly most of this region. How do we deal with that? The buses don't tend to go where the people live to where their jobs are. Does anyone use alternative methods to get people where the work is?

A. Robinson: It's the risk I take on the bus, I take Lyft to work because I work part-time. I get up at 6:00 a.m. to make my appointment it cost me \$20 a day to make my appointment and to get to work.

JC: Businesses say the key is the first six (6) weeks after you go back to work. If we can get someone there on time for six weeks - its swords. Back-up systems help people when it doesn't work. Let's help people not need the system. Not to build the independence.

2. How do stakeholders coordinate reentry, workforce and education services for formerly incarcerated and justice-involved individuals?

Kim DeLaCruz: We collaborative work with probation. Very active with Community Partnership (CCP) and community based organizations (CBO). Probation will attach them to their case manager's CBO. We have them come in and start to decide with the individual, do you have housing, do you need housing, what services, what classes, they do have an exit plan. When

they leave jail. Skills and training, education, anger management course, etc. being taken care off.

Jim Cline: More pre-release services are needed.

Kim DeLaCruz: Labor Trade, Trade Skills, Certification, Post Care, Job Fairs. Getting them connected to the job. Positive environment. Certification is very important.

Jim Cline: Vocational opportunities, office technology need more trade skills, award them certification so they can go to a job application so they show them what I did. Mental Health offender and post release care. That is a big problem with recidivism. They get out of custody and they don't have the post care for the mentally ill offender or medical care and they re-lapse.

Tim Polinsky: We have a probation officer that is assigned out at the jail. Four (4) weeks prior to their release they meet with the client go over their additions to their condition of their probation supervision. This includes what services we have available, WorkNet services, and Behavioral Health services so they know when they get out, what to expect and where they need to report to or who to go see and where we are all located. We also provide for the post offenders getting out prison, supervision, video conferencing with CDCR. We connect the probation officer with the inmate and they go over the expectations when they get out. It is important to match a name with a face and understand the programs available. When they do come and report to the assessment unit, they go over the conditions and we can talk about their mental health issues. The Human Services Agency (HSA), WorkNet and what services we can provide them right there in our office. Appointments are all in the same place and that's pretty beneficial. Additionally, we have the assessment side where we do an additional assessment to determine the risk level that can guide them and what their supervision level will be. Once that's done, they then go to their probation officer where they can be more social and learn about what society has to offer.

JC: Risk assessment? Pro social skills, education, life skills motivation, how to deal with problems. They need mental health; what society has to offer.

R. Sanborn: Transition into the workplace check references, back ground checks, screen them for violence and if they will be a liability to the employer. We are to make sure that it's a safe place to work.

Jim C: Educate them to career pathways and employment and work closely with the probation department, case management, housing, transportation, shuttle services, the main campus has all those services.

Merced County through the Probation Office using AB109 & CCP Program they develop a trail seven (7) years ago which brings together a number of entities including Probation, Human Services Agency, Fatherhood program “All dad’s matter” this is a post release for probation initially. All dads matter fatherhood program has a Leadership for Life academy that they send all their participants. This is where they are required to participate and teaches those individuals soft skills, life skills, and how to advocate and represent themselves in the corporate world. It also teaches anger management courses and its really beneficial for the members in our community.

3. What types of services currently exist within the region to help the target population with re-entry?

Paul Huerta: Through WorkNet, we have a Job Training Program practically it’s modeled for the AB109 program. If it [this program] could be opened up to the general population, there would be a lot of opportunity for them to get training and to develop skills they need to hold a job.

JC: Training programs that are adjusted for the population. Yesterday in Bakersfield. Do we do any entrepreneurship activities to start your own business activities that are tailored to this population.

Eric Hawkins: Our organization does technology training. I used to work probation and now I’m retired from probation. I saw the need, so we started a technology program. Technology training, Industry, Entrepreneur Program, these all have a plan when they get released from prison. Currently, we are doing the adult training and at-risk training and we are putting together a plan to learn and earn. The goal is for the individual or incarcerated person to either come into the facilities. These are certification trainings and they can do the training once they get out they also come and do the training. In the tech industry there are tons of jobs, I’ve seen the vocational training. In the tech industry. They will need to be monitored and put a plan together. They need someone to guide them through the steps.

Holly Newlon: In 2017, we partnered with Merced County Probation and developed a program called the Phoenix Program Project. Nineteen (19) people referred by probation (totally volunteered) and all 19 individuals have completed the program. It included an assessment on what they are good at. Keeping their job for 6 months and leaving smart and they are feeling there is hope for the future.

4. What pre-release education, training and employment-related services are available? How do these services prepare targeted individuals for employment upon re-entry?

Andre Belion: Fathers and Families has Pilot Project felony probation AB109 Project, we can put people in training such as carpentry, welding, truck driving. We have enrolled 6 participants into truck drivers. Connected them directly to an employer is our strong suit and benefits the participant.

J.C. Connecting people as directly and quickly as possible to a job and focusing not on the process but the outcome.

Tommy Minor: A solar non-profit construction company, working with other organizations, being flexible and construction is very flexible, collaboration is important especially with other organization to also be flexible, because it works for us. We place people in good jobs.

Michael Mark: I've spoken plenty of times at Fathers and Families, at the parole office, at the women's group when you join a union construction trades you are like joining a family. These are careers. sheet metal, welders some are 5 year programs some are 3 years. Every six months employed you will receive a \$2 to \$3-dollar raise. All the other necessities such as housing, transportation, and other things will fall into place if you can get into one of these programs.

J.C. Brotherhood is real important with people coming out of the system. It's a community that you are part of.

Jim Cline: At NCTT there is a minimum of two months requirement to participate in the program to properly vet the client. We are signatory with 19 unions Pacific Teichert construction – we vet each individual employee for attitude, work ethics on a lot different things. We can teach anybody construction, but do they have the personality and willingness to put out the sweat equity? When an employer calls and ask us to send them employees, they come for 2 months minimum and we are able to see them interact with other people. If they have anger issues, we are able to find a resource to help them deal with that issue. If they have a substance abuse issue, we have a resource for that. So that when we put them out for employment they are ready. A lot of people think that they think they are ready for work; they are really not.

Diane Lott: Child support and the opportunity for flexibility. When you look at child support, often times it seems like a barrier to employment because you do have the license suspension program. This only mans that we have the flexibility in that process. So if someone has had their license suspended as a result of being delinquent from not paying their child support, call us, work with us, we can release that license for the purpose of employment. That's a huge opportunity to make that connection with that person because we want

you working. That's best for you and your family. We want you employed but you have to talk to us.

Kim: Working closely with Stanislaus County Department of Workforce Development and joining forces with non-profits to provide parenting classes, anger management, CBOs, and training. Parenting classes are needed for them to rejoin with their families.

Daniel Lott: Support services for jobs, behavioral modification courses, assessment by addressing those issues that are preventing those people of maintaining long-term permanent employment.

5. What processes exist to connect incarcerated individuals with the workforce system prior to their being release?

JC: Question for Anthony: How do we do that behavioral change? How do you do that from the inside? How do you change where your mind goes?

Anthony R – Lack of education comes with a sense of hopelessness. We need to develop coping and problem solving skills. When I went into prison, I read everything I could and when I got tired then I wrote and when I go tired of that, I went back to reading again. I was able to obtain two degrees, publish a documentary and publish a book. Obtaining the resources on the outside is great. The most important thing is how do we get the resources to them when they are inside the prison. I didn't know that I needed, right-to-work documents. Before you get out of the system you need to be prepared to have all the documentation.

Support from DMV is necessary. Wouldn't it be nice if a State agency like DMV would go into the prison and re-issue them IDs or Driver's Licenses?

John Solis, State of California is going to develop a re-entry program, establish six re-entry facilities in the area, and San Joaquin County was one of them. They hired all these consultants that had retired from the State Corrections and Probation to facilitate the process. We started meeting with all the Workforce Development Boards with the idea to model it after the Texas model. Workforce Development Boards received funding to facilitate the transition out of incarceration where 2 years to 18 months before these individuals were to be released, they would receive all the information. They would receive their right-to-work documents and re-establish relationship with the families. Thirty days is not enough time to get all your documents together, it could take 3 to 6 months, depending on where you can obtain your birth certificate. Well, meetings were being canceled and the re-entry would not get started. The Workforce Development Boards has WIOA funds and they gave it to State Department of Correction and Rehabilitation The

benefit from the AB109 is getting the community involved. The local agency will be providing the services to the parolees.

J.C. Take all the services, we need to start delivering them well before people start to get out. This should be a major push. From mental health counseling to job connection helping people to get housing and their documents.

6. What sector and careers offer the most promise for the target population? What training and other preparation/services are needed to connect them with these opportunities?

Parenting classes, workforce resume preparation classes, mock interviews, anger management, mental health classes, peer on peer classes guide them to make the right decisions, life skills, GED, High School Diploma. Different type of individuals, so their needs will be different.

Travis Sanchez: Statewide program such as a Back to Work program, transitional program, day to day, interview with CalTrans working with other training programs

Andra: Assessment – life skills; options, they are drawn to truck driving.

Jim C: Enroll in Green Diesel with American River College, Culinary is one of the big ones, what they are successful everything is word of the mouth.

Lillie: Welding

Paul Huerta: On-the-Job Training; truck driving; welding; construction; transportation.

JC: Women incarcerated; Stanislaus – women with families, having their kids returned to them, wrap-around services, help re-union certification (GAP)

JC: Juvenile Services, Construction, maybe Solar



San Joaquin Valley and Associated Counties Regional Planning Unit: Building and Sustaining Successful Workforce-Corrections Partnerships

Ensuring the Availability of Skill Development, Job Placement and Wrap-Around Support Services for Formerly Incarcerated and Justice-Involved Individuals.

Stakeholders' Forum

Meeting Notes

4025 West Noble Suite B – Visalia, CA
November 7, 2018 – 10:00 A.M.

In Attendance

Erick Flores, Phyllis Slogbauer, Laura Magana, Edith Hernandez, Krissie Leach, Alma Rocha, Janine Medina, Jose Pantoja, Lisa Martinez, Maria Villa, Lupe Romo, Jason Delgado, Tracie Schott Contreras, Maiknue Vang, Lance Lippincott, Jacob Jimenez, Leticia Hinojosa, Sabrina Williams, Celeste VonAnne, Spencer Williams, Tami Olson, Maria Guerrero, Gail Zurek, Bob Kleyn, Frank Ruiz, Jennie Bautista, Mary Rodarte, Raul Martinez, David McMunn, Patricia Williams, Tammy Peckham, Miravel Navarro, Nick Loret de Mola, Darrell Forney, Araceli Olivares, Rich Freeman, Sofia Morales, Carla Calhaun, Johnny De La Cruz, Ed Mata, Sharon Lopez, Anna Avila, Rayann Cruz, David Damel, Summer Hamilton, Francena Martinez, Thad Russell, Desiree Landeros, Jesse Arreguin, April Farkos, Ken Hopkins

Agenda Items

I. Introduction

Desiree Landeros, Workforce Investment Board of Tulare County, Program Coordinator, began the meeting at 10:10 a.m. by welcoming all attendees and thanked them for attending the stakeholders' forum. She gave a brief overview of the purpose of the forum and introduced David Shinder, facilitator for the forum.

II. Presentation - Building and Sustaining Successful Workforce-Corrections Partnerships. Ensuring the Availability of Skill Development, Job Placement and Wrap-Around Support Services for Formerly Incarcerated and Justice-Involved Individuals:

David Shinder provided a PowerPoint presentation that provided background information for today's forum topic. The presentation covered:

- History of the "regional coordination" provisions of WIOA, which organized 45 Boards into 14 Regional Planning Units to address issues that exist at a regional level.
- Overview of the Regional Workforce Plan and the requirement to submit one plan in 2017.
- Regional and Local Workforce Planning and biennial updates regarding required modifications that must be addressed.
- Defined the three mandatory regional planning topics – Formalization of workforce-corrections partnerships, self-assessment of regional workforce coordination and alignment, relationships with Building Trades Council in support of Multi-Craft Core Curriculum (MC3)
- Provided guidance on the Workforce-Corrections content of the Regional Plan modification
- Gave general background from the State Guidance which included, details about the State Board entering a formal partnership agreement with CDCR, CALPIA and CWA in order to provide the state's boards with resources that will enable regions to better serve formerly-incarcerated by fostering partnerships at the local and regional levels.

- Defined the Prison to Employment Initiative and designated funding.. Explained that the State Workforce Board will make grants available to the 14 RPU's in three phases- Regional Planning Grants – nearly \$200,000 was awarded in September 2018, Regional Implementation and Direct Services Grants – fund will support implementation of regional workforce corrections plans and provide direct services pursuant to these regional plans – grant application will be released April 2019, and Regional Supportive Services and Earn and Learn Grants – fund to provide supportive services and “earn and learn” opportunities that offer access to immediate income for justice-involved and formerly incarcerated individuals – grant application will be available spring of 2019.
- Objectives of the forum

David then opened the forum for discussion regarding ensuring the availability of skill development, job placement and wrap-around support services for formerly incarcerated and justice-involved individuals.

1. What are the major employment and re-employment barriers faced by formerly incarcerated and justice involved individuals?

Various stakeholders from different industries weighed in on their perspective of re-employment barriers for the targeted population. **Tammy Peckham, Tulare Co Probation Department**, started the discussion and stated that one of the biggest barriers Probation Officers have encounters is that many of their probationers have drug related issues and have a hard time getting them clean to be job ready candidates.

Janine Medina, Sequoia Adult Education Consortia, experience in working with this population is the lack of digital literacy, technology skills. With technology being the present and future and it's constantly evolving. This issue is acute for those who have been incarcerated for a while. Additionally, she shared that their appearance can be a barrier when the individual has current/former gang affiliated visible tattoos. She shared that in the Visalia surrounding area local agencies collaborate with a spa who offers tattoo removal services available through community service.

Miravel Navarro, Madera County WBD, expressed a major area of concern is individuals having access to their I-9 documents such as ID, social security cards, birth certificates. Ms. Navarro shared additional concerns involving lack of transportation and housing.

Ed Mata, Turning Point, shared lack of job history and employment gaps. It's a known fact that the best time to look for a job is while being employed, and if you don't have employment the smaller the gap the better you look as a candidate. This especially hard to overcome for our formally incarcerated individuals.

Ken Hopkins, Champion Homes, shares his experience from an employer's perspective. As an employer, he shared that his struggle is pulling too many people from the same program. Champion Homes works with RESET, Supervised, and LEAP (justice involved grants) individuals. Mr. Hopkins noted that a person's surrounding environment can determine their success. He gave an example about when individuals are exposed to a positive environment with adequate supervision, it can be a positive experience. However, when you have a crew with similar backgrounds congregating, old habits can come into the picture. The more navigation support provided through community partners, the better the outcome.

Tracie Scott-Contreras, Madera County WBD, shared that lack of educational attainment and unidentified disabilities are major common barriers in Madera County. Ms. Scott-Contreras noted that the justice involved population tends to cross-over with other prioritized workforce target groups. Individuals with

untreated disabilities or learning disabilities can result into behavior issues resulting into incarceration. Additionally, when individuals become incarcerated it can result in becoming delinquent on their child support order.

Alma Rocha, Health and Human Services (HHS), brought up the issue of job retention. The lack of soft-skills and motivation are key factors to job retention. Ms. Rocha notes that behavior and attitude towards employment determines a person's success. This becomes an issue when individuals do not have a strong connection with the workforce. Behavior is not habitual and needs to be taught.

Maiknue Vang, Madera County WDB, shared that intimidation, self-motivation and confidence are a barriers for individuals seeking employment. Individuals have a personal assumptions that nobody will hire them, and will not come to the one-stop center because they think people are afraid of them.

Sharon Lopez, Health and Human Services (HHS), stated that in some instances the barrier is employer's perspective that justice involved individuals are a legal liability. **Tammy Peckham, Tulare Co Probation Department,** followed up on Ms. Lopez's comment about employers perceiving that justice involved individuals are a liability. She explained that individuals do not always know how to articulate their crime without providing too much information. Ms. Peckham shared a best practice her probation staff shares with probationers is to be upfront and honest with employers. Probation Officers get probationers comfortable with talking about their conviction in a professional setting that is appropriate to job search.

Ed Mata, Turning Point, shared that the misconception that the government is going to take their money through restitution and wage garnishment can be a barrier. They are afraid that they will not earn enough to survive.

Frank Ruiz, Turning Point, shared that a variety of pressures to meet the terms of parole, probation, family obligations can create stress. Many of these individuals lack support to pursue education or to participate in other training programs. Mr. Ruiz continued by describing that individuals have a sense of hopelessness that can lead to the need to make quick money or indulge in substances.

Tracie Scott-Contreras, Madera County WDB, shared a concern of lack of transitional housing/residential programs. Due to this population's criminal background, many time they are not able to participate with HUD, support programs, and/or transitional housing. **Maria Villa, CSET,** explained that funding from HUD – has coordinated entry and there isn't enough agencies or funding to meet the need. Additionally, there are many programs offered with different processes and is overwhelming for individuals. Ms. Villa echoed the sentiment of the need of more advocacy and working together.

2. How do stakeholders coordinate reentry, workforce, and education services for formerly incarcerated and justice-involved individuals?

Ken Hopkins, Champion Homes, weighed in to stakeholders on coordination of appointed obligation appointments for individuals on parole or probation. He continued by stating requirements from courts, parole, and probation can be a disruption to the workforce/business. Mr. Hopkins shared examples about employees asking to leave early several times a week to meet their court obligations or getting visits on site from corrections without flexibility with time. **Tammy Peckham, Tulare Co Probation Department,** followed up to Mr. Hopkins statement and explained that Probation has the ability of developing good plans for each

individual depending on their obligation. Probation gives them completion goals based on their probation term in order to not overwhelm them. In Tulare County, Probation has been working to accommodate by offering a flexible schedule. Probation works one late night a week for check-ins. If the court has probationers scheduled to complete programs for convictions such as domestic, DUI, sex offense case requirements treatment, community service hours, parenting, drug test, home search that is out of probation's hands. The schedule is based on when classes are offered. She agreed that it's a complex situation and not an easy fix.

Tracie Scott-Contreras, Madera County WDB, shared Workforce-Corrections and Education have all worked together at some point, but not as intentionally as this workforce plan is expected to.

David Shinder, poses the question of "How can we work together more organized/structured to case manage this population?" **Jose Pantoja, Madera County Probation**, shared Madera County is collaborating with Workforce staff who are working with individuals inside the jail pre-release on workforce issues – career exploration, pre-employment skills.

Spencer Williams, Parole, shared that the prison offered "PACT" once a month for pre-released individuals. This type of orientation consists of different community stakeholders providing parolees resources with regards to child support, employment services, DMV, and any services that will help them in their transition. *David Shinder, How good of a job are we doing in marketing resources?* Mr. Williams responded by sharing that in the 20-30 years of being in this field, it's getting better.

Desiree Landeros, Workforce Investment Board TC, shared different ways their Workforce-Correction-Education partnerships are working together: **Probation** has fully embraced co-case management with Workforce. Probation has dedicated officers who prescreen individuals to ensure individuals are job ready, providing resources to overcome barriers prior to referring and providing a warm handoff to **workforce staff** at the Employment Connection (EC) for more intensive services. **Parole**- CBO's, Parole Agents, Turning Point and PAAR refer individuals to the EC for the same intensive services. **Pre-release program**- through the partnership with Sheriff Department, workforce staff work with individuals in the jail facilitating work readiness workshops. Upon release, workforce staff continues to work with them. **Education**-Sequoia Adult Education Consortia Navigators provide a series of classes which can lead to certifications. SAEC refers to probation, for work readiness workshops, to address any barriers if applicable, and refer to the EC once they are job ready. This process is structured by having dedicated staff at specific locations and a structured referral process through a referral form.

David Shinder, How can we do a better job? **Maiknue Vang, Madera County WDB**, responded by saying that having one point of contact such as a Navigator contributes to the overall success when providing services to this population. Madera County's Navigator offers pre-release workshops, initial assessment, and is the responsible to connect individuals to resources.

Tracie Scott-Contreras, Madera County WDB, expressed that Workforce staff need more training to work with this population. Ms. Scott-Contreras continued by explaining that Workforce is not trained in trauma informed services. Specifically with respect in working with individuals who have been impacted by trauma, whether its violent, victimization, abuse, or neglect.

David Shinder, do we have active Community Correction Partnerships? (Pursuance of AB109- Including probation, parole, and others? Where do they exist and what do they look like? Adam Peck, Workforce Investment Board TC, shared that he sits on a partnership board of Tulare County. This Board consists of County Probation, Sheriff, the District Attorney, County Mental Health, community based organizations and is led by the Probation Chief. Mr. Peck shared that discussions from this group have flourished in to many directions providing opportunities to collaborate. The AB109 funding, funded some of the work that has come with this partnership. Mr. Peck noted that Probation varies so much county to county and it makes it hard to scale regionally and that Parole fits more regionally because it's a statewide system. **David Shinder – Looking for common threads to approach? Adam Peck**, explained an early approach to Probation-Workforce partnership in Tulare County was to verbally refer individuals to the Employment Connection. This pilot failed due to lack of follow-through and no system in place therefore unable to track. This effort caused discussion with the Board which lead to a structured co-case management process that involves assessment, warm hand off, and probation screening individuals prior to referring to the EC.

Jose Pantoja, Madera County Probation, shared that in Madera County the CCD Board is similar to what Mr. Peck described. The CCD Board consists of county heads at the table, however states that the department of corrections in Madera is not overseen by the County Sheriff's adding different dynamics. Mr. Pantoja explained that most California jails are usually ran by the County Sheriff's Department with exception of two counties, making Madera one of them. Madera hired a Transitions Coordinator who is not a Probation Officer. This Coordinator works with individuals and provides a warm handoff to workforce staff.

3. What type of services currently exist within the region to help the target population re-entry? Training, Employment, Support

Francena Martinez, Health and Human Services (HHS), shared that Tulare County, HHS has a representative co-located in corrections. As part of the pre-release process, HHS provides a coordinated exits which involves assistance with applications and copies of I-9 documents if requested. Additionally, Ms. Martinez shared that HHS is doing road maps for housing programs such as, Housing Disability Advocacy, HSP-housing support program for people that are eligible for CalWORKS, CalFresh Employment & Training (piloting stages). All these services will play a big role in the States updated plan to build alliances for housing and training opportunities.

Several counties shared that having a common database would facilitate co-case management and help communication. **Lance Lippincott, Job Training Office**, shared Kings Partnership – currently looking into using the 211 platform to share information across the region and co-case manage. **Adam Peck, Workforce Investment Board TC**, shared that Tulare County Probation and Workforce uses CalJOBS system to co-case manage. Probation has their own portal. **Nick Lomet de Mola, Merced WDB**, Shared about Merced County's Homeless Outreach Center-Directors developed a common intake form, formal MOU with Corrections. Probation is intentional about co-case managing individuals by pulling case files and discussing services with all the key stakeholders. **Phyllis Slogbauer, Fresno WDB**, agreed about the need of a warm handoff and a common case management systems. She described Community Pro software which allows to share relevant data with key stakeholders. Ms. Slogbauer notes that Fresno County needs strengthen their relationship with corrections. She described that through AB109 they coordinated a meeting however due to lack of funding in corrections, they had no results. She stated that Fresno's prior practice involved the use a dedicated Re-entry One-Stop (Parole/Workforce) which was successful.

Lance Lippincott, Job Training Office, shared that Kings County has an evolving approach to Corrections-Workforce partnership. They have been meeting for the last two- weeks and have a formal MOU to map out partnership.

Alma Rocha, Health and Human Services (HHS), HHS/Corrections/Workforce partnership to identify individuals in order to leverage supportive services and satisfies the program needs – Welfare to Work serves mutual customers and collaborate for program services.

David Shinder, Where is the hub-anyone of us can be the hub or can we all work together? Is there a notion to the being the hub? **Tracie Scott-Contreras, Madera County WDB**, weighed in on the question by saying in Madera County the AJCC was the hub due to the nature of their co-located partners (i.e. HHS, DOR, Adult Education, Mental Health, and Workforce.) Ms. Scott-Contreras noted that she recognizes that it may not work for other community. **Spencer Williams, Parole**, stated that he believes that the agency who has primary jurisdiction over the customer is the hub. **Lisa Martinez, Workforce Investment Board TC**, shared that it depends on the individual’s goals and needs – who they can trust. **Frank Ruiz, Turning Point**, expressed that we are all hubs. He continued by stating that agencies need to be aware of what’s going on in the community in order to provide resources and referrals to partners. **Carla Calhoun, CSET**, stated that hub is not a place, it’s a strategy. A Community Action Agency such as CSET in Tulare County is a hub. CSET is populated throughout the community and part of housing, workforce system, parenting network, CCP, multidisciplinary teams. She further notes that she recognizes that the State has given this task as regional effort, however it has a local flavor.

4. **What pre-release education, training and employment-related services are available? How do these service prepare targeted individuals for employment upon re-entry?**

Jose Pantoja, Madera County Probation, shared that Madera County has re-entry coordination. A Workforce Re-entry Coordinator meets with individuals in the jail and is available to meet with them when they get released. Additionally, they are working with CDCR and piloting a Skype services for individuals who are in prison to facilitate meeting with probation prior to being released.

Janine Medina, Sequoia Adult Ed Consortia (SAEC), summarized her role as a Navigator for the SAEC in Tulare County. She explained that she works with the pre-release population, offering education services at the jail through Visalia Adult School. The programs include getting their GED and ACDC training program – basic electrical. Ms. Medina works with inmates providing them the opportunity to earn their GED or a vocational certificate. Upon release, Ms. Medina assists them to transition to more education or community agency depending on the individual goals.

Jesse Arreguin, GRID Alternatives, described how GRID Alternative’s coordinates with Department of Corrections. Mr. Arreguin shared that GRID Alternative’s operates a program that offers basic solar training in jail. Upon release the company assists with job placement. Most individuals who complete the training move on to get employment with small businesses or solar farms.

5. **What processes exist to connect incarcerated individuals with the workforce system prior to their release?**

Ken, Champion Homes, Brought a best practice from other states from 9 other states which echoes today's forum responses to the importance of the role of a Navigator. Assistance to help with transition from pre-release to post release.

Edith Hernandez, Workforce Investment Board TC, shares about Tulare County's LEAP program which offers support pre-release and post release. Workforce staff facilitates a two-week essential skills workshop and prepares them to transition to the workforce.

6. **What sectors and careers offer the most promise for the target population? What training and other preparation/services are needed to connect them with these opportunities?**

Sharon Lopez, Health and Human Services (HHSA), shared that manufacturing, construction offer a welcoming environment to onboard for the justice involved population.

Tammy Peckham, Tulare Co Probation Department, shared that she has found that her customer base have found success – Food Service- Individuals enjoy it. It's an easy way to polish up workforce skills and in order to upgrade employment in the future.

RayAnn Cruz, Butte County Office of Education Back2Work, shared that Caltrans is doing a great job working with the formerly incarcerated population. Men/women have the opportunity to work on the highways, however shared that the mindset plays a big role in success. She stated retention is a challenge.

Jesse Arreguin, GRID Alternatives, shared that solar careers are in demand and welcoming for this population.

Reply all | Delete Junk | ...

Re: You're Invited | Regional Forums - Kern, Inyo Mono Workforce Development Board - IMPORTANT

Michael Saltz

Mon 10/22/2018, 11:01 AM

Reply all | ...

Sent Items

Workforce Local and Re...
574 KB

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Good morning ,

The Workforce Development Boards of the San Joaquin Valley are updating their Regional Workforce Plan and are seeking local stakeholders and community representatives to provide input through a series of forums. Your participation is crucial to obtaining the necessary pertinent information that will ensure the interests of the clients we serve are placed at the center of the planning conversations.

The Regional forums will be held at the Beale Library Auditorum and will focus on new and enhanced partnerships:

Re-entry Workforce Partnerships

Date: October 24, 2018 - 1:30 P.M. to 3:30 P.M.

Location: 701 Truxtun Avenue - Bakersfield

Host: Kern, Inyo and Mono Workforce Development Board

Stakeholders and community representatives are invited to join discussion on building local and regional provider networks to ensure successful outcomes from formerly incarcerated job seekers. A principal feature of the Central Valley's efforts in updating its Regional Workforce Plan is strengthening existing relationships with justice system agencies and organizations that assist formerly incarcerated individuals with re-entry into local communities. The regional Community Corrections Partnership resulting from efforts will leverage the experience, talents and support the will enable job seekers in this category to develop skills and secure employment. (Please see attached flyer for more details)







Re-entry Workforce Corrections Partnership-Services

Date: December 4, 2018 - 1:30 P.M. to 3:30 P.M.

Location: 701 Truxtun Avenue - Bakersfield

Host: Kern, Inyo and Mono Workforce Development Board

Local stakeholders and community representatives will exchange ideas for serving justice involved and formally incarcerated individuals. During the forum, stakeholders will explore various approaches to improve skills training, job readiness services, and wide range of ancillary support services such as housing, healthcare, and counseling needed by members of this target group. During this session, stakeholders will

 Reply all |   Delete  Junk |  

Your attendance and input at these forums is critical in modifying our plan based on the needs of the population you serve and in establishing meaningful partnerships.

Should you have any questions or need additional information, please contact me at (661) 336-6913 or saltzm@kerncounty.com. or Teresa Hitchcock, Assistant County Administrative Officer at (661) 336-6849 or orhitchcockt@kerncounty.com.

Michael Saltz
Contract Administrator
Employers' Training Resource
1600 E. Belle Terrace
Bakersfield, California 93307
Phone: 661.336.6913
Facsimile: 661.833.2267
Email: saltzm@kerncounty.com

WDB

Kern, Inyo & Mono

**WORKFORCE
DEVELOPMENT
BOARD**

**The Kern, Inyo & Mono
Workforce Development
Board is updating its
Local & Regional Plans**

**Your participation and input is critical to developing a plan
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11/1/2018 • 11:30 am - 1:30 pm

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11/13/2018 • 1:30 pm - 3:30 pm

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Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Multi-Craft Core Curriculum Pre-Apprenticeship Training Program – November 7, 2018 @ 2:00 PM

Name (Please Print)	Organization	Phone Number	Email Address
1. Joseph H. Sumlin	Teamsters	(661) 327-8594	teamsters87@sbcglobal.net
2. Ron James	IUOE #12	(661) 325-9491	r.james@iuor.local12.org
3. Jaime Briceno	OPCMIA	(661) 323-6018	bkfd191@hotmail.com
4. Javier Flores	UA 460	(661) 619-1226	jflores@local460.com
5. Jim Elrod	IBEW	(661) 323-2979	jim@ibew428.org
6. Melissa Mendes	FRWDB	(559) 490-7196	mmendes@wfc.co
7. Will Scott	Smart Local Union 105	(661) 852-1187	wscott@local105.org
8. Chris Gonzalez	Smart Local Union 105	(909) 725-3137	cgonzalez@local105.org
9. Teresa Hitchcock	KIM WDB	(661) 336-6956	hitchcockt@kerncounty.com
10. John Spaulding	Building Trades	(661) 325-7957	spauldingclc@yahoo.com
11. John Morales	Teamsters 87	(661) 327-8594	Teamsters87@sbcglobal.net
12. Russell Johnson	Associated Builders	(661) 203-1838	rjohnson@abcentralcal.org
13. Laura Barney	Associated Builders	(661) 392-8729	lbarnes@abcentralcal.org
14. Michael Saltz	Employers' Training Resource	(661) 336-6913	saltzm@kerncounty.com

Workforce System Meeting with Name Building Trades Council (BTC)

**Examining Opportunities to Increase Workforce System Support for
Multi-Craft Core Curriculum Pre-Apprentice Training Programs**

Month #, 2018

##:## x.m. - ##:## x.m

Address, City, CA

AGENDA

- I. Welcome and Introductions
- II. Purpose and Overview Meeting between BTC and Workforce System Leadership
- III. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- IV. Review of BTC-Approved MC3 Programs and Authorized Providers in the #- County Area
- V. Strengthening the Role of the Workforce System within MC3 Partnerships
- VI. Developing a Plan for Improved MC3 Coordination between the Local Workforce Development Boards and their Partners and the BTC
 - Promotion
 - Referrals
 - Support
- VII. Next Steps and Planned Follow-Up

Excerpted Text from California Employment Development Department Workforce Service Directive (WSD) 18-01 on Regional and Local Plan 2017-2021- Two-Year Modifications

Required compliance with State Plan Guidance and State Law regarding Multi-Craft Core Curriculum Pre-Apprenticeship Partnerships

In all industry sectors, it is the policy of the State Board that pre-apprenticeship training must connect directly to apprenticeship programs approved by the California Division of Apprenticeship Standards. In the construction industry, it is also the policy of the State Board that pre-apprenticeship training utilize the Multi-Craft Core Curriculum (MC3). This is required by state law if utilizing WIOA Title I funds. See Directive [WSDD-178](#).

Background

The MC3 is a standardized comprehensive pre-apprenticeship curriculum that delivers an industry-recognized credential. To become an MC3 training provider, an entity must contact a local building trades council in the entity's area of operation.

MC3 partnerships, or what the State Board refers to as High Road Partnerships for Construction Careers, are established collaborations led by local building trades councils and can include local workforce boards, community organizations, colleges, and schools. In these partnerships, workforce entities work closely with building trades councils to establish pathways for and provide support to disadvantaged populations in accessing state-approved apprenticeship through joint apprenticeship training councils. Effective programs are embedded in large public works or commercial-scale infrastructure projects through community workforce agreements negotiated with or by local building trades councils. Job seekers get to explore different trades through introductory programs and decide which craft is the best fit. The building trades and construction contractors get a pool of qualified, diverse candidates who have received a minimum of 120 hours of rigorous pre-construction instruction.

Required Content

The RPUs are required to submit an updated regional plan which describes in detail how each local workforce board and core regional planning partners will ensure coordination and partnership with one or more local building trades council when pursuing pre-apprenticeship training in the construction industry, as per state law and the State Plan.

Workforce System Meeting with Building Trades Council (BTC)

Examining Opportunities to Increase Workforce System Support for Multi-Craft Core Curriculum Pre-Apprentice Training Programs

November 14, 2018

3:00p.m. - 3:53p.m.

**Tenth Street Place-Basement Training Room
1010 Tenth Street, Modesto CA 95354**

Meeting Notes

- I. Welcome and Introductions
- II. Purpose and Overview Meeting between BTC and Workforce System Leadership
 - 2 Years ago put together a Regional Plan for the region.
 - Updating Regional plan.
 - Received instructions from State Workforce Development Board to meet with the Building Trades Council to discuss implementing, expanding, promoting pre-apprenticeship programs.
 - Stanislaus County is currently doing a pre-apprenticeship program with the Labor Union in partnership with Modesto Junior College
 - Merced County is doing a pre-apprenticeship in partnership with UC Merced
 - Mother Lode has had some activity around apprentice in partnership with UC Merced – specifically Tehachapi Pass – 4th co-hort. Working in conjunction with San Joaquin Community College. Trainings are up in Sonora.
- III. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
 - David Shinder read the Required compliance with State Plan Guidance and State Law requiring Multi-Craft Core Curriculum Pre-Apprenticeship Partnerships (see last page)
 - Effective now – State Plan in place. If using public funding for the construction trades, it must be with multi-craft trade
- IV. Review of BTC-Approved MC3 Programs and Authorized Providers in the Area
 - Building Trades Council that cover the area:
 - o Kern and Mono – had MC3 training as part of the school system,
 - o Fresno, Madera and Kings and
 - o San Joaquin – County office of Education

- V. Strengthening the Role of the Workforce System within MC3 Partnerships
- There is a meeting for the State Building Trades Council on December 17th in Sacramento
 - There is the question of how many trainings can be done and how many jobs are available
 - Need to make sure there are jobs after the training
 - MC3 training is a great value for screening individuals, learn good soft skills, resume, interviewing, and problem solving skills
- VI. Developing a Plan for Improved MC3 Coordination between the Local Workforce Development Boards and their Partners and the BTC
- Promotion
 - Referrals
 - Support
 - How do we get the training into the colleges
 - Colombia College is really big on Pre-apprenticeship training
 - Need to get approval of Colleges to get MC3 trainings in place
 - Fresno has draft MOUs to use for MC3 trainings
 - Trades are relatively larger in Fresno
 - Laborers have a plan that has a lot of potential that we can become involved in
 - Building Trades Council will look into the requirement for receiving certified instructors
 - Stanislaus County Workforce Development will facilitate the request with Modesto Junior College
 - Merced County Workforce will facilitate the request with Merced Junior College
 - Building Trade Council believes that there is faculty at Yosemite Community College and Merced Junior College that would be interested to take the Train-the-Training class
 - State Building Trades Council is holding a meeting on December 17th in Sacramento where they will be sharing State Mandates and what they are being tasked with

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BOARD**

**The Kern, Inyo & Mono
Workforce Development
Board is updating its
Local & Regional Plans**

**Your participation and input is critical to developing a plan
that is responsive to the needs of our COMMUNITY**

11/1/2018 • 11:30 am - 1:30 pm

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Improving services to individuals with disabilities through competitive integrated employment

11/1/2018 • 4:30 pm - 6:30 pm

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Strengthening partnerships with local child support agencies to serve non-custodial parents

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Developing strategies to strengthen services to English language learners, foreign born individuals, and refugees

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Loret De Mola, Nick

From: Phyllis Stogbauer <pstogbauer@workforce-connection.com>
Sent: Wednesday, October 17, 2018 3:35 PM
To: 'abby.melissa@jobcorps.org'; 'aholland@dor.ca.gov'; 'bchamber@dor.ca.gov'; Becky Barabe; 'danielle.beckett@edd.ca.gov'; 'danr@proteusinc.org'; 'davidcastillo2@whccd.edu'; 'janet.barbeiro@scccd.edu'; Jeff Davis; 'jerome.countee@scccd.edu'; 'ken.elvington@dor.ca.gov'; 'lauralopez@co.fresno.ca.us'; 'linda.solis@ncoa.org'; 'lorendas@cimcinc.com'; 'mae@proteusinc.org'; 'mcasada@dor.ca.gov'; 'rozanne.hernandez@scccd.edu'; 'shelly.tarver@edd.ca.gov'; 'sherri.watkins@statecenter.com'; 'stunkel.katie@jobcorps.org'; sylvia.garibay@edd.ca.gov; Jua Thao; Wendy Lomeli
Subject: Fresno WIOA Regional Plan Development Convening
Attachments: Fresno Regional Convening - Assessment of Regional Progress.pdf

The Fresno Regional Workforce Development Board (FRWDB) is updating its Regional WIOA Plan. Your participation and input is critical to developing a plan that addresses the needs of our local community. To facilitate this process, the FRWDB is hosting a public meeting on the "Assessment of Regional Progress" to get input from community members, partner agencies and local community based organizations.

A flyer is attached with the date, time and location for meeting. Your input is important; please RSVP by clicking on the RSVP link or the website link on the flyer. We are looking forward to hearing from you.

Regards,



Phyllis Stogbauer

Deputy Director of Program Services
Fresno Regional Workforce Development Board

559.490.7168 | www.frwdb.net



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Re: You're Invited | Regional Forums - Kern, Inyo Mono Workforce Development Board - IMPORTANT

Michael Saltz

Mon 10/22/2018, 11:01 AM

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Email: saltzm@kerncounty.com

WDB

Kern, Inyo & Mono

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Invitation List to Regional and Local Planning Forums

1. Rob Arias, Kern County Superintendent of Schools
2. Laura Barnes, Associated Builders and Contractors Central California Chapter
3. Leo Bautista, Wonderful Company
4. Tamara Chapman, Johasee Rebar, Inc.
5. Ian Journey, 3C Engineering
6. Ron James, International Union of Operating Engineers Local 12
7. Jim Elrod, IBEW Local 428
8. Phillip Engler, JTS Modular, Inc.
9. Gregory Knittel, Centralize HR, LLC
10. Gregory Gutierrez, Truitt Oildfield Maintenance Corp.
11. Stacy Ferreira, Clinica Sierra Vista
12. Karen King, Golden Empire Transit
13. Anita Martin, Kern Health Systems
14. Gregory McGiffney, Shepard Bros. Inc.
15. Ali Morris, INTEG Enterprises LLC
16. Clare Pagnini, Macpherson Oil Company
17. Jay Tamsi, KC Hispanic Chamber of Commerce
18. Alissa Reed, Kern Oil & Refining Co.
19. Todd Yepez, PCL Industrial Services, Inc.
20. John Means, Kern Community College District
21. Carl Dean McGee, Kern High School District
22. Luis Lopez, Essendant
23. Joseph Sumlin, Teamsters Local Union No. 87
24. John Spaulding, Kern, Inyo, Mono Building Trades Council
25. Steven Gomez, Plumbers & Steamfitters Local 460
26. Chris Gonzalez, SMART Local No. 105
27. Jeremy Tobias, Community Action Partnership of Kern,
28. Kelly Bearden, CSUB Small Business Development Center
29. Richard Chapman, Kern Economic Development Corporation
30. Eric Cooper, California Indian Manpower Consortium, Inc.
31. Diane McClanahan, California Department of Rehabilitation (DOR)
32. Norma Rojas-Mora, Bakersfield College
33. Shelly Tarver, Employment Development Department (EDD)
34. Michael Rock, Individual
35. Mark Wyatt, Bakersfield Adult School
36. Araceli Holland, DOR
37. Christina Garza, EDD
38. Cindy Uetz, Kern County Department of Human Services (DHS)
39. Dena Murphy, DHS
40. Maria Curiel, DOR
41. Pam Holiwell, DHS
42. Sofia Morales, EDD
43. Kathy Peterson, Mono County Department of Social Services
44. Francie Avitia, Mono County Department of Social Services
45. Cassaundra Cotera, KC Department of Probation
46. Chad Blain, Kern High School District

47. Laura Epps, EDD
48. Tyson Davis, Kern County Sheriff's Department
49. Richard Crow, Bakersfield College
50. Michelle Culy, Kern County Behavioral Health & Recovery Services
51. Margo Ruffin, Employers' Training Resource (ETR)
52. Susan Saelee, Kern County Child Support Services
53. Veronique Hayes, DHS
54. Randy Lormand, ETR
55. Gerardo Garcia, EDD
56. Martha Robles, Kern County Probation Department
57. Juan Avila, Garden Pathways
58. Yolanda Martinez Nunez, WestCare Stop Area 3
59. Tristan O'Neil, Kern County District Attorney's Office
60. Endee Grijalva, Bakersfield Adult School
61. Miguel Salazar, DHS
62. Maricela Valentin, EDD
63. Jennifer Bloomquist, ETR
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65. Victor Cotera, Kern County Probation Department
66. Beth Kanavalov, Freedom House Recovery Homes
67. Tyson David, Kern County Sheriff Department
68. Julio Martinez, Kern County Probation Department
69. Martha Esparza, DHS
70. S Walter, Kern County Probation Department
71. Rica Galiza, DOR
72. Nicole Griffin, Cerro Coso Community College
73. Lawrence Watson, ETR
74. Beth Kan, Individual
75. Barry Champayne, Bakersfield Adult School, Lerdo Prison
76. Barbara Collazo, New Life Centers
77. Deasia Gonzales, Individual
78. Dress for Success
79. Jennifer Patino, California State University, Bakersfield (CSUB)
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81. Rocha Tiffany, Kern County Child Support Services
82. April Smith, Jason's Retreat
83. Alejandra Vento, DHS
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87. Marilyn Mann, Inyo County Department of Health and Human Services
88. Keri Oney, Inyo County Department of Health and Human Services
89. Meaghan McCamman, Inyo County Department of Health and Human Services
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93. Terry Nuckols, Delano Joint Union High School District
94. Mike Bonneau, DHS

95. Keith Woldridge, New Life Centers
96. Joseph Denoyer, Freedom House Recovery Homes
97. Richard McCrow, Bakersfield College
98. Ruby Awesome, Worknet Merced County
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101. Christopher Gerry, City of Bakersfield
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103. Donna Gaut, EDD
104. Ashley Howard, Kern Regional Center
105. Elizabeth Chavez, Kern County Department of Child Support Services
106. Bill Rector, Westec
107. Elisa Navarro, KERO 23 ABC
108. Nicole Tate, Community Action Partnership of Kern (CAPK)
109. Jim Baldwin, Bakersfield ARC
110. John Moraler, Teamsters 87
111. Will Scott, Smart Local Union 105
112. Laura Barney, Association of Building Contractors
113. Russell Johnson, Association of Building Contractors
114. Jauier Flores, UA 460
115. Joseph Sumlin, Teamsters
116. Kasey Mehaz, DHS
117. Kelly Kulzer – Reyes, Taft College
118. Leticia Garcia, DHS
119. Beth Carter, ETR
120. Tommy Monreal, DOR
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122. Lupe Aguirre, Bakersfield College
123. TR Merickel, Kern County Probation Department
124. Tamarah Harber-Pickens, Kern County Superior Court
125. Cynthia Zimmer, Kern County District Attorney
126. Pam Singh, Public Defender
127. Donny Youngblood, Kern County Sheriff's Department
128. Lyle Martin, Bakersfield Police Department
129. Bill Walker, Kern County Behavioral Health & Recovery Services
130. Leticia Perez, Kern County Board of Supervisors
131. Teresa Hitchcock, Assistant County Administrative Officer / Employers' Training Resource
132. Ana Olvera, Kern County Behavioral Health and Recovery Services
133. Mary Barlow, Kern County Superintendent of Schools
134. Tom Corson, Network for Children
135. Linda Finnerty, Kern County District Attorney's Office
136. Cristina Libatique, Taft Union School District
137. Leticia Cruz, Taft Union School District
138. Angela Nary, Taft Union School District
139. Liset Caudillo, Proteus, Inc.
140. Elaine Wakelin, Kern Machinery
141. Jamallah Dean, ETR
142. Brett Sakanoto, Kern County Child Support Services

143. Toni Kendrick, Kern County Child Support Services
144. Griselda Guerro, Kern County Child Support Services
145. Nancy Toyos, DOR
146. Sandra Gutierrez, ETR
147. Virginia Elliott, Individual
148. Stephanie Smart, Independent Living Center of Kern County
149. Aaron Ellis, ETR
150. Bill Stevenson, ETR
151. Anne Meert, ETR
152. Candy Gettman, ETR
153. Charles West, ETR
154. Danette Scarry, ETR
155. Grant Wong, ETR
156. Karen Briefer-Gose, ETR
157. Linda West, ETR
158. Luanne Santos, ETR
159. Magda Menendez, Mexican American Opportunity Foundation
160. Karine Kanikkeberg, Kern High School District
161. Gregory McGiffney, California Electric Supply
162. Randy Martin, Covenant Community Services
163. Sandy Mittelsteadt, Taft Union High School
164. Mark Novak, CSUB
165. Jayme Stuart, Kern County Network for Children
166. Gregg Terry, Bakersfield Police Department
167. David Villarino, Farmworker Institute for Education and Leadership Development
168. Nathan Gutierrez, ETR
169. Odilla Camacho, ETR
170. Sam Townsend, ETR
171. Michl Gates, Kern Regional Center
172. Jammie Soto, Independent Living Center of Kern County
173. Camila Chavez, Dolores Huerta Foundation
174. Eric Sanders, Bakersfield Recovery
175. Amy Martin, Turning Point – Kenmore Center
176. Ernesto Rosas, Turning Point – Kenmore Center
177. Susan Harrison, Westcare
178. Denise Sapien, Westcare STOP
179. Lois Hannible, CAPK
180. Dyann Bamentos, Garden Pathways
181. Linda Gutierrez, MAOF
182. Tina Reyes, EDD
183. Ian Silva, Kern County Sheriff's Department
184. Monica Delgado, California Department of Corrections and Rehabilitation

Fresno Regional Workforce Development Board

Assessment of Regional Progress – Regional Forum Mailing List

David Castillo – West Hills Community College Adult Ed Consortium

Sherri Watkins - State Center Community College Adult Ed Consortium

K. Lilles - Catholic Charities

P. Yang - Fresno Center for New Americans

Patrick Turner - Fresno Economic Opportunities

Felipe Gaona - Fresno County Dept. of Human Services

Lopez, Laura - Fresno County Dept. of Human Services

Rangel, Jessica - Fresno County Dept. of Human Services

Luis Santanna – Reading and Beyond

Julie Thao - Fresno County Dept. of Human Services

Sandra Celedon - Fresno Building Healthy Communities

April Henry - Highway City Thrift

Keith Bergthold - Fresno Metro Ministry

Michelle Pannett - Reading and Beyond

Nakia Vue - Reading and Beyond

Pete Weber – Fresno Bridge Academy

Rebecca Salgado – Reading and Beyond

Jose Barraza - Southeast Fresno Community EDA

Yolanda Randles - West Fresno Family Resource Center

Yami Rodriguez - Youth Leadership Institute

Kari Gibert - Fresno County Dept of Child Support Services

E. Diaz - Fresno County Public Defender's Office

Crystal Johnson - Fresno County Public Defender's Office

Raed Nijmeddin – County of Fresno Department of Child Support Services

A. Chavez – SER – Jobs for Progress Inc.

Ashley McBride – United Way Fresno

Aracely Mota – San Joaquin College of Law – New American Legal Clinic

Alejandra Tovar - KIND Kids in Need of Defense

Carmen Romero - Central California Legal Services

Clarissa Vivian – Mexican Consulate

Raul Moreno - Education & Leadership Foundation

X. Vazquez - Education and Leadership Foundation

Eleazar Valdez – Dream Resource Center

Ghia Xiong - Fresno Center for New Americans

G. Olson – San Joaquin College of Law – New Americans Legal Clinic;

Iran Barrera – California State University - Fresno

Jazmin Santana – Fresno Building Healthy Communities

John Shore – Community Housing Council

Ken Warkentin – Valley Center for the Blind

Ken Elvington – Department of Rehabilitation

Karla Paola Paramo – Consulado de Mexico;

Lydia Gutierrez – Fresno Career Development Institute Inc.

Linda Lopez – Proteus Inc.

Lucky Siphongsay – FIRM

Zachary Darrah - FIRM

Luisa Medina – Central California Legal Services, Inc.

Maria Macedo - Proteus Inc.

Mario Gonzalez – Centro La Familia

Gracilea Ramirez – Fresno City College Dream Center

Naomi Janzen – Resource for Independence

Reva Guimont – Exceptional Parents Unlimited

Roberto Maqueda – Reading and Beyond

Sally Potter – Fresno City College

J. Atkinson -San Joaquin College of Law/New American Legal Clinic

Sara Bosse – Fresno County Department of Public Health

Sasha Feldstein - California Immigrant Policy Center

Shannon Morrison – Fresno County Library

Stephanie Oakey – Fresno County Department of Social Services

Sharon Ross – Turning Point of Central California

Vianey Gomez - Cento Binacional Para el Desarrollo Indigena Oxaqueño;

Yery Olivares – Fresno Area Hispanic Foundation

Yolanda Randles – West Fresno Family Resource Center

Elizabeth Akinola - Administration for Community Living

Araceli Holland – Department of Rehabilitation

Helen Flores - Central Valley Regional Center

Brian Chambers – Department of Rehabilitation

Larry Wanger – Resources for Independence, Central Valley

Lorenda Sanchez – California Indian Manpower Consortium, Inc. (CMIC)

Sandra Macdonald – CMIC - Career Pathways for Native Youth

Jaylene Marrufo – CMIC – Community Services Block Grant Program

Velma White Bear - CIMC - Workforce Development Program

David Falls - Tribal TANF

Regina Murillo – Tribal TANF

Robert Alcazar - Proteus Inc. - 167

Michelle Miller - ACLU Northern California

Cliff Downing – Fresno County Probation

Cindy Gonzales – Kings View

Cassandra Little – Root and Rebound

Christina Yee – California Youth Outreach

Dan Goetz – Teen Challenge

Kirk Haynes - Fresno County Probation

Circles of Support & Accountability

Joseph Hebert – Comprehensive Addiction Program

Joseph Oaxaca - ResCare

Lynn Pimental – Westcare

Mark Padilla – Fresno County Sheriff

Moises Mendoza – Fresno County

M. Roth – Comprehensive Addiction Program

Celeste Vananne - Parole - Greater Fresno Area

Rayann Cruz – Butte County Office of Education

Andrew Hackett - Re-Entry Solutions

R. Martin – Fresno New Connection

Sue Ewert - BAART Programs

Susan Holt – Department of Behavioral Health Fresno County

Spencer Williams – California Department of Corrections and Rehabilitation

Stacy Vanbruggen - Department of Behavioral Health Fresno County

Don Smith - West Care Admin Office

Angie Jenkins - West Care Belmont Health & Wellness

Maryann Kroy - WestCare - McKinley Plaza

Jenny Gonzalez - WestCare - San Joaquin Valley Veterans

Toni Harrison - WestCare - The Living Room

Gary Knepper - WestCare Homefront

Derrick Bressel - WestCare Liberty Plaza

David Hinojosa – California EDD Workforce Services

San Joaquin Valley and Associated Counties Regional Planning Unit Assessment of Progress on Regional Strategies: A Stakeholders' Forum
 October 24, 2018 2:00pm-4:00pm Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

	Name	Organization	Email Address	Phone Number
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13	Dallas Plaa	Ceres School District	dplaa@ceres.k12.ca.us	209-856-1854
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16	David Shinder (Presenter)			

**Local Plan Stakeholder Convening
WIOA Regional Plan Community Forum Indices
October 25, 2018**

Attendee List

Jessica Rangel	Fresno County DSS	jeramirez@fresnocountyca.gov
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Nakia Vue	Reading & Beyond	not provided
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Rebecca Salgado	Reading & Beyond	rsalgado@readingandbeyond.org

**Local Plan Stakeholder Convening
WIOA Regional Plan Community Forum Indices
October 25, 2018**

Attendee List – Page 2

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Corinna Pereira	West Hills Comm. College District	corinnapereira@whccd.edu

Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Indices – November 13, 2018 @ 1:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
1. Shanda Evett	DHS	661.635.2637	evetts@kerndhs.com
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12. Linda Reed	ETR	661.635.2706	Lindar@kerncounty.com
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15. Angela Olson	Mono County DSS	760.924.1790	aolson@mon.ca.gov

San Joaquin Valley and Associated Counties Regional Planning Unit Assessment of Progress on Regional Strategies: A Stakeholders' Forum
 October 24, 2018 2:00pm-4:00pm Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

	Name	Organization	Email Address	Phone Number
1	John M Solis	SJC Worknet	jsolis@sjcworknet.org	209-468-3511
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8	Sara Haub Redd	Stanislaus County Workforce Development	redds@stanworkforce.com	209-558-2100
9	Karen Williams	LQ Learning Quest	kwilliams@lqsk.com	209-672-6643
10	Patty Virgen	SJC Worknet	pvirgen@sjcworknet.org	209-468-2246
11	Alfredo Mendoza	SJC Worknet	amendoza@sjcworknet.org	209-468-3651
12	Linda Gutierrez	Merced County	linda.gutierrez@co.merced.ca.us	209-724-2017
13	Dallas Plaa	Ceres School District	dplaa@ceres.k12.ca.us	209-856-1854
14	Doris Foster	Stanislaus County Workforce Development	fosterd@stanworkforce.com	209-652-2458
15	Cheryl Fondse	Stanislaus County Workforce Development	fondsec@stanworkforce.com	209-558-2451
16	David Shinder (Presenter)			

Fresno Regional Workforce Development Board

Date: October 25, 2018
 Subject: Indicators Self-Assessment

Local Plan Stakeholder Convening

Name (Please Print)	Organization	Email Address
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James Bradford	EDD	James.Bradford@edd.ca.gov
Andrea Reyes	Fresno County EDC	areyes@fresnoedc.com

Date: October 25, 2018
 Subject: Indicators Self-Assessment

Fresno Regional Workforce Development Board

Local Plan Stakeholder Convening

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Nakia Vull	Reading & Beyond	
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Assessment of Progress on Regional Strategies:

A Stakeholders' Forum

AGENDA

- I. Call to Order
- II. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- III. Overview of Regional Planning Topics
- IV. Objectives of Regional Community Forum
- V. Focus of the Forum – Indicators of Regional Alignment and Coordination
- VI. SJVAC Regional Plan – Priority Goals and Planned Outcomes
- VII. Regional Progress: Self-Assessment Rankings
- VIII. Discussions and Stakeholder Input on the following “Regional Indicators:”
 - A. Region has a team that jointly convenes industry (Indicator A)
 - B. Region has shared sector/occupational focus and shares/pools resources to meet demand in the region (Indicator B)
 - C. Region has a process to communicate industry workforce needs to supply-side partners (Indicator C)
 - D. Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs (Indicator F)
 - E. Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes (Indicator H)
 - F. Regional organization and evaluation of performance (Indicator J)
- IX. Adjournment

Assessment of Progress on Regional Strategies
A Stakeholders' Forum

San Joaquin Valley and Associated Counties (SJVAC)
Regional Planning Unit
Month #, 2018

Regional Workforce Planning and Biennial Updates

2

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units (RPUs) to address issues that exist at a regional level. The 8 LWDBs of the Central Valley (which cover 10 counties) comprise the SJVAC RPU.
- In 2017, all LWDBs and the 14 RPUs submitted 4-year Local and Regional Workforce Plans to the Governor, all of which were, ultimately, approved.

- In accordance with WIOA requirements, a biennial review of the 4-year Regional and Local Plans is required.
- California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Regional Planning Topics

4

The 2019 modification to the SJVAC Regional Plan will address the following:

3 Mandatory Topics:

- Formalization of workforce-corrections partnerships
- Self-assessment of regional workforce coordination and alignment
- Relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction re-apprenticeship programs

One Optional Matter:

- Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.

Objectives of the Forum

5

- Provide workforce system partners and other stakeholders the opportunity to provide input on Regional Plan implementation focus and planned outcomes.
- Gather intelligence on efforts and initiatives that support regional collaboration.
- Learn about plans and priorities of stakeholders that effect workforce development.

Focus of Today's Forum

6

Self-Assessment of Regional Progress Using “Regional Coordination and Alignment Indicators”

The State Board has developed **Regional Coordination and Alignment Indicators** as a framework for assessing regional implementation progress in achieving the three objectives of the State Plan:

- Demand-Driven Skills Attainment
- Upward Mobility and Equity for Individuals with Barriers to Employment
- System Alignment

There are **ten (10) Regional Coordination and Alignment Indicators**, which **correspond to the three objectives** of the State Plan

Demand Driven Skills Attainment Indicators

- Indicator A: Region has a team that jointly convenes industry and is led by Industry Champions
- Indicator B: Region has shared industry sector focus and pools/shares resources to meet demand in the region
- Indicator C: Region has a process to communicate industry workforce needs to supply- side partners.
- Indicator D: Region has policies supporting equity and strives to improve job quality

Upward Mobility and Equity for Individuals with Barriers to Employment Indicators

- Indicator E: Region has shared target populations of emphasis
- Indicator F: Region deploys shared/pooled resources to provide services, training, and education to meet target population needs.
- Indicator G: Region utilizes shared/common case management and capacity building strategies such as co-enrollment, professional development, to develop shared responsibility for providing services and ensure quality outcomes

System Alignment Indicators

- Indicator H: Region has shared/pooled administrative systems or processes to achieve administrative efficiencies and program outcomes
- Indicator I: Region has created formalized structures for decision-making
- Indicator J: Region has developed a process for evaluating performance that includes, but may not be limited to:
 - ✓ Qualitatively evaluating progress towards meeting regional industry and occupational demand;
 - ✓ Tracking the number of Industry-Recognized Credentials and Apprenticeships;
 - ✓ Aligning negotiated performance measures to regional Indicators; and
 - ✓ Using the Indicators of Regional Coordination and Alignment to evaluate progress.

Implementation of SJVAC Regional Plan - Priority Goals and Planned Outcomes

10

Focus of the SJVAC Regional Plan

- Building regional coalitions
- Enhancing industry/employer engagement
- Enriching AJCC service delivery
- Administrative efficiencies through streamlining regional efforts

Specifics include:

- An annual regional conference
- Business/industry outreach meetings
- Best practices forums
- Regional marketing
- Regional Eligible Training Provider Directory

Planned Outcomes of the SJVAC Regional Plan

- Semi-Annual Partner Business Forums and Industry Engagement Process to Ensure value of Industry Recognized Credentials received in the region (*Indicators A, B, C, F*)
- Piloting Employer Performance Measures (*Indicator J*)
- Build Regional Coalition through Annual Regional Implementation Conference and Business Forums (*Indicator B, F*)
- Partnership expansion (*Indicator F*)
- Regional Best Practices Forums (*Indicator H*)
- Regional ETPL Council, standardized forms and Training (*Indicator H*)

Regional Progress: Self-Assessment Rankings

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There are three levels of self-assessment rankings associated with the “Indicators”

- 1. Learning/Experimenting:** Regional partners separately identified priority sectors, or some of the relevant partners have identified and agreed upon the targeted sectors in the region and identified employer champions for each sector.
- 2. Operationalizing/Doing:** Regional partners identified same priority sectors, occupations with most openings. Employer champions from one or more of the targeted sectors, including labor where workers are represented, are leading the effort to create industry advisory committees, and relevant regional partners have agreed to use advice in planning/implementing sector strategies and developing curriculum to teach skills necessary for employment in target sectors.

3. Growing/Expanding/Scaling: Regional sector committees are business led and functioning in all targeted sectors. Colleges and training providers are training for the skills needed by regional employers. Regional partners identified industry sectors with large numbers of good quality jobs with openings and developed a common tool for determining job quality that helps assess what industries, companies, and jobs to target.

For Your Consideration and Input

How do we stack up against the 6 indicators associated with our plan?

Indicator A: Region has a team that jointly convenes industry

- What industries/sectors meet in the region?
- Who are the industry champions including unions where applicable for each industry sector?
- How were the lead organization(s) and sector experts responsible for convening employers identified?
- What activities take place during a convening/meeting?
- How frequently do convenings/meetings occur? Who attends each convening?
- What new Industry Recognized Credentials and/or Apprenticeship programs will result from the Industry Sector convenings/meetings? Have the partners identified existing credentials offered in the region that meet Industry needs?

Indicator B: Region has shared sector/occupational focus and shares/pools resources to meet demand in the region

- How does the region identify demand occupations and sectors, and who are the partners engaged in this process?
- How are resources pooled to meet the identified demand?
- Provide 1-3 examples in how demand was identified and resources pooled to meet this demand.

Indicator C: Region has a process to communicate industry workforce needs to supply-side partners

- Who are the supply-side partners engaged at the regional level, and how does the region ensure understanding by staff and partners of targeted industry sectors and job quality framework?
- What training/professional development opportunities are available to front-line staff on targeted sectors and job quality?
- How do the services provided by the AJCC and regional partners prepare job candidates to meet the needs of targeted industry?
- How do One-Stop Operators, AJCC service providers, and other supply-side partners ensure that services are aligned to reduce duplication and redundancy? Give examples.

Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs

- Have relevant regional partners entered into a Memorandum of Understanding (MOU) to share customers, services and costs?
- List funding streams that are shared/pooled to provide services, training, and education to meet target population needs.
- If funding is not directly administered by Local Boards, please indicate levels of shared/pooled funding resources administered by regional partners.

Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes

- Does your region have shared/pooled administrative systems or processes? If yes, what are the systems/process?
- Describe the administrative efficiencies that your region has identified that will reduce duplication, streamline processes, save money, and/or improve program outcomes.
- Does your region have MOUs or agreements in place to share resources, streamline administrative processes, and/or improve program outcomes?
- Does your region have a plan to unify the regional partners approach to engaging employers?

Indicator J: Regional organization and evaluation of performance

- How will the region qualitatively assess/evaluate progress towards meeting regional industry and occupational demand?
- Have the regional partners determined regional goals for increasing the number of industry-recognized credentials and apprenticeships available in the region? How will, or how might, these outcomes be tracked numerically and categorically?
- Does the region have a numeric goal of placing participants in sector-based occupations? If so, list the sectors and occupations, numeric goal(s), and the number to-date in attaining that goal (baseline).
- Is the region piloting employer engagement performance measures? If yes, what are they?
- Have the Local Boards met to discuss WIOA performance negotiations and how negotiations might align with other regional goals/measures?

Thanks!

We appreciate your input!

Assessment of Regional Progress 10.24.2018
Stanislaus County Library – Salida Community Room
4835 Sisk Road, Salida, CA 95368

Based on the 2016 plan, 6 of the 10, indicators apply to us.

For your Consideration and Input

How do we stack up against the 6 indicators associated with our plan?

Overall theme: Share information at all levels not only at partner level, avoid redundancy, provide soft skill training

(Indicator A): Region has a team that jointly convenes industry

- **What industries/sectors meet in the region?**
- **Who are the industry champions including unions where applicable for each industry sector?**
- **How were the lead organization(s) and sector experts responsible for convening employers identified?**
- **What activities take place during a convening/meeting?**
- **How frequently do convenings/meetings occur? Who attends each convening?**
- **What new Industry Recognized Credentials and/or Apprenticeship programs will result from the Industry Sector convenings/meetings? Have the partners identified existing credentials offered in the region that meet Industry needs?**

Karen LQ Learning: Volt Institute pulls together education through the county office of education and industries and their needs regional, it's happening with Stanislaus Co.

Is this info regional?

Doris Workforce: YES. We've/Volt have reached out to other counties to get applicants interesting in the program. Blake w/Fresno Co bought and invested in some trainings. Trying to reach out to local businesses to share info on the program. It's in the works.

What is the industry market? Advanced Manufacturing

Opportunity to bring businesses beyond county wide. How about conference calls?

Merced:

John SJC: Develop a strategy working with manufacturing. 2 year process. Had a series of forums north, central, and south region. Other forums, San Joaquin Co, 25 manufacturing companies to look at the curriculum Delta College had and to revise the curriculum, take a look at the needs. Wanted "stackable credentials" rather than Jr. curriculum. Clients have different starting points. What is good for one isn't always good for the other. Each of the 25 manufactures start at different places.

The Ask: Delta College to go back and develop stackable credentials so there can be 8 different starting points and folks will get the entire certification at the 2 year progress. Orientation on soft skills, critical.

They need the basics to be productive in the industry. Would like to coordinate and have similar forums as a region

Nick Merced Co: Meeting with about half a dozen mfg. Theme: soft skills were low?

David Presenter: Economic Development Agencies of the Central Valley have a clearing house represents all the counties of the central valley. Formed a partnership with the workforce boards to do some type of co-branding, singular messaging. Employee engagement and shared messaging and conversations.

David's Question: Does the adult education system has a mechanism to share industry priorities across their industry? No

118 Junior Colleges do

Key Takeaway: We need to share across all disciplines (education, workforce, economic dev department)

(Indicator B): Region has shared sector/occupational focus and shares/pools resources to meet demand in the region. (Vote: Mid-level stage 16 votes)

- **How does the region identify demand occupations and sectors, and who are the partners engaged in this process?**
- **How are resources pooled to meet the identified demand?**
- **Provide 1-3 examples in how demand was identified and resources pooled to meet this demand.**

David: Central Valley identified 6 sectors: Construction, High Value Agriculture, Healthcare, Transportation and Logistics, Advanced Manufacturing, Green/Environmental/Energy. Stockton: IT These are the shared goals

John SJC: San Joaquin County initiated a planning for a sector strategy working in health. Invited partners in the area. Steering committee: community college, industry experts, hospitals, workforce development board. Invited state agencies, training agencies, all healthcare service providers in the area.

Objective to develop/implement a strategy, which was initiated this past June, in various stages. Conflicts with funding (internal and external training, taking one resource to assist with another task and so on).

Needed to develop a strategy so all partners and clients would benefit.

Service providers crossed over. For example Kaiser stated rather than several meetings (sometimes as many as 3) why couldn't there just be one meeting and one check to write? Engaged with the other counties and agencies.

John's SJC KEY note and outcome: In SJC the partners decided to fund a 3 year effort to tackle the sector strategy. Hired a director and staff to facilitate the strategy to bring information and identify the industry needs as well as prioritization.

Objective to switch from a SJC to a regional focus (Stan and Merced)

Dallas Ceres Schools: Meet monthly with local community colleges on job openings and needs, base classes on those needs. Medical need: Started a medical/billing coding and CNA class and CNA is Turlock.

John SJC: Meet monthly. Green and renewable energy, clean manufacturing is a big focus with Stockton Chamber of Commerce. Meeting with public/private sectors.

Regional forums folks come from outside the county. Industry is growing at 28%. Great opportunity if supported by legislation. To support the effort, SJC is sponsoring some of the forums to help the industry forum in the central valley.

Indicator C: Region has a process to communicate industry workforce needs to supply-side partners (Vote: Beginning-level stage 9 votes, Mid-level stage 2 votes)

- **Who are the supply-side partners engaged at the regional level, and how does the region ensure understanding by staff and partners of targeted industry sectors and job quality framework?**
- **What training/professional development opportunities are available to front-line staff on targeted sectors and job quality?**
- **How do the services provided by the AJCC and regional partners prepare job candidates to meet the needs of targeted industry?**
- **How do One-Stop Operators, AJCC service providers, and other supply-side partners ensure that services are aligned to reduce duplication and redundancy? Give examples.**

Nick Merced Co: Share AJCC – Has a contract with ProPath (Danny Patterson with the state board: one stop operator). Danny's focus is with the business engagement strategy. Quarterly One Stop meeting. Sharing best practices across counties.

Doris Workforce: We have the same one stop operator. Talk is at a regional level. AJCC partner meetings. Feed off each other's strengths. We talk at a local level to make sure there is no redundancy.

David's Question: Are we staring regional economic data via platforms?

Nick Merced Co: Yes, it's part of the contract to build a platform. Co-branding marketing can help push that out to partners (target).

Doing what matters initiative: CA initiative of community colleges initiative around their target sectors which aligns with the valley. They have a platform that pushes information to partners.

Dallas Ceres School: Is there a roll out date for this platform?

Nick Merced Co: I believe?: Contact is in process. Hoping for the start of the year, January 19th.

Doris Workforce: Co-enrollment. Schools will learn from the local partner meetings.

John SJC: when they started the CA partnership with the central valley the governor gave allocated funds. There were quarterly meetings economic agencies, workforce and community colleges. Need to

bring k12 to the table. Each sponsor so that we can align the programs to have more successful projects. Don't want to learn after the fact. Shouldn't be an afterthought so to better strategize these efforts.

David's response to John SJC: That is the goal were working towards. Looking at the plan at the 2 years mark rather than at the end, 4 year mark.

Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs

(Vote: Beginning-level stage 5 votes, Mid-level stage 4 votes, High-level stage 3 votes)

- **Have relevant regional partners entered into a Memorandum of Understanding (MOU) to share customers, services and costs?**
- **List funding streams that are shared/pooled to provide services, training, and education to meet target population needs.**
- **If funding is not directly administered by Local Boards, please indicate levels of shared/pooled funding resources administered by regional partners.**

Doris Workforce: California workforce association put together a robust training program. We select trainings based on our needs and regional training dollars (trainings/conferences).

David: Sounds like the target is more for staff and partner training. That's a great way to educate the stakeholders.

ESE: Expanded subsidized employment

Didn't get name: Probation department gives them 100k annually for training to serve folks with barriers. Learned from Madera County.

Lady didn't get name: Correctional folks: Prop 47? Money goes to a local council which provides funding for offenders to get training to reenter into the workforce. Reentry council: Community Corrections Partnership

John SJC: Summer Youth Program. Served 1000 students at one point. Children of families in CalWORKs program. Not many jobs for the youth. This money helped.

Dallas Ceres Schools: Ceres uses money to service Adult education programs. Co-located in Modesto EDD. Liaison works with Modesto clients and they will work with folks who are referred.

Doris Workforce: ETPL Group meets every couple months and discuss available trainings at the participant level

Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes

(Vote: Mid-level stage 10 votes, High-level stage 2 votes)

- **Does your region have shared/pooled administrative systems or processes? If yes, what are the systems/process?**
- **Describe the administrative efficiencies that your region has identified that will reduce duplication, streamline processes, save money, and/or improve program outcomes.**
- **Does your region have MOUs or agreements in place to share resources, streamline administrative processes, and/or improve program outcomes?**
- **Does your region have a plan to unify the regional partners approach to engaging employers?**

Nick Merced Co: ETPL's goal: Shared monitoring training. If we all send folks to a location (example Fresno Adult school) we shouldn't duplicate monitoring efforts. We should utilize the schools monitoring process. Monitoring should be streamlined.

Karen LQ Learning: Great example: Runs the Riverbank Adult Ed Program...upload to the state level, into their portal, so the state isn't duplicating efforts.

John SJC: CCWC. Regional projects. Combining administrative entity efforts and facilitation by county rotation. Have a regional CCWC meeting (via phone or live) to ensure there are no redundancies.

Vinal Stanislaus Co: Fiscal group. CCWC. Met live once and switched over to conversations via email 4 or 5 times a month re: next steps/ideas. CCWC poll results stated this was helpful and encouraged the efforts.

Doris Workforce: As a region, we use Drop Box to sharing info. Sounds like local Workforce boards are sharing information, but the information is not communicated at the partner level. At a local level (Stan Co.) we do well in partner meetings, but sub-regional, it loses communication/momentum.

Nick Merced Co: Local level there is funding. Regional to org workforce boards. No funding for a position to communicate with consortia's.

Doris Workforce: 1111 Barrier to employment. Funding.

Nick Merced Co: Show effectiveness and getting outcomes.
Regional Coordinator: Single point of contact would create some consistency:

David Presenter: Need digital meetings

Indicator J: Regional organization and evaluation of performance

Quantitative – Goal Baseline

(Vote: Beginning-level stage X, Mid-level stage X votes, High-level stage X votes)

- **How will the region qualitatively assess/evaluate progress towards meeting regional industry and occupational demand?**
- **Have the regional partners determined regional goals for increasing the number of industry-recognized credentials and apprenticeships available in the region? How will, or how might, these outcomes be tracked numerically and categorically?**
- **Does the region have a numeric goal of placing participants in sector-based occupations? If so, list the sectors and occupations, numeric goal(s), and the number to-date in attaining that goal (baseline).**
- **Is the region piloting employer engagement performance measures? If yes, what are they?**
- **Have the Local Boards met to discuss WIOA performance negotiations and how negotiations might align with other regional goals/measures?**

John SJC: Yes the local boards have met

No name: We're at the ground floor

Industry credentials: Determined by local boards.

David Presenter: State says we need a regional definition.

Nick Merced Co: Sacramento County has 40k business licenses. What is a realistic market penetration?
5%, 10%?



**Community and Stakeholder Forum on:
San Joaquin Valley and Associated Counties Regional Planning Unit
Assessment of Progress on Regional Strategies:**

October 25, 2018

**Convened at:
Workforce Connection
3302 N. Blackstone Avenue, Suite 209
Fresno, CA 93726
(559) 230-3600**

ACCOMMODATIONS FOR PERSONS WITH DISABILITIES

Disabled individuals and individuals who are limited English proficient who need special assistance to attend or participate in this meeting may request assistance by contacting the Fresno Regional Workforce Development Board, at 2125 Kern Street, Suite 208, Fresno, California, or by calling (559) 490-7100. Every effort will be made to reasonably accommodate individuals with disabilities or who are limited English proficient by making meeting materials available in alternative formats. Requests for assistance should be made at least three (3) working days in advance of the meeting

1.0 Call to Order

Meeting called to order by David Shinder at 1:06 p.m.

2.0 Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification

- *Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).*
- *In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units (RPUs) to address issues that exist at a regional level. The eight (8) LWDBs of the Central Valley (which cover ten counties) comprise the SJVAC RPU.*
- *In 2017, all LWDBs and the 14 RPUs submitted four (4)-year Local and Regional Workforce Plans to the Governor, all of which were, ultimately, approved.*
- *In accordance with WIOA requirements, a biennial review of the four (4)-year Regional and Local Plans is required.*
- *California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California’s 2018 update of the State Workforce Plan.*

3.0 Overview of Regional Planning Topics

- *The 2019 modification to the SJVAC Regional Plan will address the following:*
- *Three (3) Mandatory Topics: Formalization of workforce-corrections partnership, self-assessment of regional workforce coordination and alignment, and relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction re-apprenticeship programs*
- *One (1) Optional Matter: Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.*

4.0 Objectives of Regional Community Forum

- *Provide workforce system partners and other stakeholders the opportunity to provide input on Regional Plan implementation focus and planned outcomes.*
- *Gather intelligence on efforts and initiatives that support regional collaboration.*
- *Learn about plans and priorities of stakeholders that effect workforce development.*

5.0 Focus of the Forum – Indicators of Regional Alignment and Coordination

The State Board has developed Regional Coordination and Alignment Indicators as a framework for assessing regional implementation progress in achieving the three (3) objectives of the State Plan: Demand-Driven Skills Attainment, Upward Mobility and Equity for individuals with Barriers to Employment and System Alignment. There are ten (10) Regional Coordination and Alignment Indicators, which correspond to the three (3) objectives of the State Plan Demand Driven Skills Attainment Indicators

- *Indicator A: Region has a team that jointly convenes industry and is led by Industry Champions*
- *Indicator B: Region has shared industry sector focus and pools/shares resources to meet demand in the region*
- *Indicator C: Region has a process to communicate industry workforce needs to supply- side partners.*
- *Indicator D: Region has policies supporting equity and strives to improve job quality*

Upward Mobility and Equity for Individuals with Barriers to Employment Indicators

- *Indicator E: Region has shared target populations of emphasis*
- *Indicator F: Region deploys shared/pooled resources to provide services, training, and education to meet target population needs.*
- *Indicator G: Region utilizes shared/common case management and capacity building strategies such as co-enrollment, professional development, to develop shared responsibility for providing services and ensure quality outcomes*

System Alignment Indicators

- *Indicator H: Region has shared/pooled administrative systems or processes to achieve administrative efficiencies and program outcomes*
- *Indicator I: Region has created formalized structures for decision-making*
- *Indicator J: Region has developed a process for evaluating performance that includes, but may not be limited to: Qualitatively evaluating progress towards meeting regional industry and occupational demand; tracking the number of Industry-Recognized Credentials and Apprenticeships; aligning negotiated performance measures to regional Indicators; and using the Indicators of Regional Coordination and Alignment to evaluate progress.*

6.0 SJVAC Regional Plan – Priority Goals and Planned Outcomes:

Focus of the SJVAC Regional Plan:

- *Building regional coalitions*
- *Enhancing industry/employer engagement*
- *Enriching AJCC service delivery*
- *Administrative efficiencies through streamlining regional efforts*

Specifics include:

- *An annual regional conference*
- *Business/industry outreach meetings*
- *Best practices forums*
- *Regional marketing*
- *Regional Eligible Training Provider Directory*

Planned Outcomes of the SJVAC Regional Plan:

- *Semi-Annual Partner Business Forums and Industry Engagement Process to Ensure value of Industry Recognized Credentials received in the region (Indicators A, B, C, F)*
- *Piloting Employer Performance Measures (Indicator J)*
- *Build Regional Coalition through Annual Regional Implementation Conference and Business Forums (Indicator B, F)*

- *Partnership expansion (Indicator F)*
- *Regional Best Practices Forums (Indicator H)*
- *Regional ETPL Council, standardized forms and Training (Indicator H)*

7.0 Regional Progress: Self-Assessment Rankings

There are three (3) levels of self-assessment rankings associated with the “Indicators”

1. Learning/Experimenting: Regional partners separately identified priority sectors, or some of the relevant partners have identified and agreed upon the targeted sectors in the region and identified employer champions for each sector.

2. Operationalizing/Doing: Regional partners identified same priority sectors, occupations with most openings. Employer champions from one or more of the targeted sectors, including labor where workers are represented, are leading the effort to create industry advisory committees, and relevant regional partners have agreed to use advice in planning/implementing sector strategies and developing curriculum to teach skills necessary for employment in target sectors.

3. Growing/Expanding/Scaling: Regional sector committees are business led and functioning in all targeted sectors. Colleges and training providers are training for the skills needed by regional employers. Regional partners identified industry sectors with large numbers of good quality jobs with openings and developed a common tool for determining job quality that helps assess what industries, companies, and jobs to target.

8.0 Discussions and Stakeholder Input on the following “Regional Indicators:”

8.1 Does your region have a team that jointly convenes industry?

Valerie Vuicich, Fresno County Superintendent of Schools – From the ROP perspective we go to San Joaquin Valley Manufacturing Association (SJVMA) meetings. We get on their agenda instead of them coming to us.

Trayce Pedro, United Health Centers – Our problem is we feel it’s stagnant. We need good employees in multiple counties and we struggle to get responses from other companies.

Michael Salinas, United Way Fresno/Madera – Our job is uniting organizations to see how we can work as a team.

Jessica Rangel, Fresno County DSS – The challenges we have is trying to connect with local businesses. (The population they serve has a host of barriers). We serve only a certain part of the population. We are unclear about who serves who, and who is looking for what kind of employers.

Cassandra Little, Root and Rebound – I work with women who have a criminal background and they can’t get employment. We need to open those doors. Our services are free and there are a lot of jobs. Doing training like soft skills doesn’t matter if employers still won’t hire. We have to give people opportunities to present their best self.

David Shinder – On the regional planning side we will be addressing this. One of the things we are going to attempt is to have a uniform strategy approach.

Jenson Vang, The Fresno Center – We have developed a resource center so people are more comfortable using our facilities. Language barriers are hard.

Ed Schmalzel, Clovis Adult School – Our relationships with our agencies and resources are so critical. We went from serving 45,000 adults to about half that because half our Adult Schools closed. We have to go out and make connections in the community. We build bridges to community colleges and other agencies.

Maribel Delgado, SAEC – We have joint efforts with Community Colleges on partnering with industry partners. Our students get invited and can ask questions about future careers. Other partners invite us to regional meetings like West Hills for their healthcare program.

Maiknue Vang, Madera WDB – We have a partnership that represents the entire valley of manufacturers to talk about industry and other partners are invited from workforce. It's the SJVMA. Their quarterly meetings highlight the manufacturing needs.

Phyllis Stogbauer, FRWDB – With the manufacturing and logistics we have a partnership with the SJVMA and we have a career pathway with Reedley College. We work with employers on manufacturing to get internships and training for job seekers.

Mr. Shinder took a poll to see how many people believed there was a process for speaking to businesses on behalf of multiple discipline, education, workforce, and economic development disability services. For the "implementation" stage, seven (7) people agreed, for the "operating" stage 26 people agreed, and for the "growing" stage no one agreed.

8.2 Do you as a community agree upon our sector focus, and what are ways we work together to leverage one another's resources to meet the demands?

Pamela Wilson, Community Vocational Services Inc. – We are not addressing disabilities.

Adam Peck, WIB of Tulare County – In Tulare county we have an industrial sector advisory. We engage with key industries. The consortiums are involved.

Wendy Lomeli, EDD – An example is our Rapid Response team. The team comes together to assist companies being laid off. We hold job fairs only for those affected so they can be rehired somewhere else. If workers lose their job due to foreign trade, they are eligible for \$10,000 in funds toward training.

Carmen Romero, Public Defender/Clean Slate – If we don't have a CTE in place we attempt to create one. We work with the America's Job Center of California (AJCC) and the Eligible Training Provider List to see what is needed in our areas. We are located at the Colleges, Adult Schools and AJCC's.

Valerie Vuicich – There is a distinct difference between K12 in school youth related to this topic. We look at the EDD LMI as we build items. We have a shared info piece, but as far as the program side we won't restrict our program to those sectors so that creates a disconnect.

Claudia Call, WHCCD/Workforce – We do have Business Workforce Consultants that go out and find jobs in those sectors. Our resources are small in our area but that gives us the opportunity to find out what is needed.

Phyllis Stogbauer – Right now we don't have a partnership group that meets regularly because the group is too large. We are looking at having a quarterly networking meeting where we can invite all the CBIOS and let groups showcase what their services are. People don't know who each other are.

Maiknue Vang – In Madera County we do have partner meetings but we want to streamline our process to share with other people. We don't want to duplicate business services.

David McMunn, WIB of Tulare County – Our advisory committee meets regularly to share information.

Roxanna Cruz, Tulare County HHSA – We work with Welfare to Work of Tulare County and we utilize CalWORKs employment funding. We work with the WDB and Colleges.

Andre' Brasil, WIB of Tulare County – We had the Innovators by Design conference and we had industry providers from the region there. We had several breakout session regarding industries. Our partners took notes and asked questions.

Mr. Shinder took a poll to see if the same sectors were being recognized and resources were be levered.

For the “implementation” stage, three (3) people agreed, for the “operating” stage 30 people agreed, and for the “growing” stage no one agreed.

8.3 Who are the supply-side partners in the community? What training is available to staff from your organization so you can learn more about the sectors and targeted industries? How do you make sure services are in line so duplication is reduced?

Jensen Vang – I was part of City of Fresno planning group and we talked about job creation in the community and almost everyone raised their hand that a friend or family member got them their job.

Michael Salinas – Partnerships are not happening. Communication between industries is needed.

Carmen Romero – In Kings and Tulare County we have navigators that go out to public places and communicate with people in the community. In regards to talking about the sectors with them, it just depends on what they are looking for and their needs.

Ed Schmalzel – CalJobs is a great resource to us.

Trayce Pedro – We have 20 openings for medical assistants in our locations but we can’t get people to apply because the need is in remote locations. We have huge needs and openings.

Maribel Delgado – Our medical students that graduated a couple years ago say that employers want experienced students but the students need jobs to get that experience.

David Shinder – It’s important for On-the-Job Training (OJT) to create a bridge from school to jobs.

Ricky Talley, Clovis Adult Education – Internships and externships. If a business invests efforts with an intern they hire them on after 98% of the time.

Claudia Call – We do OJTs. Workforce also has a youth program that goes up to 24 years old so we let them get a work experience. This way they are showing their character and glimpses of what they know.

Laura Lopez, Fresno County DSS – We have work experience with adults receiving CalWORKs. With work experience we transition to unsubsidized employment. This is great for employers who are looking to train. They can go to work experience and try them out.

Andrea Reyes, Fresno County EDC – We have staff that takes data from EDD to see what is relevant to Fresno County. Businesses want to know if there is a workforce and people to hire before they move here.

Mr. Shinder took a poll to see how far the progression was for the communication from the economic job data gathering side, down to the community for what the needs are for the majority of the sectors. For the “implementation” stage, 20 agreed, for the “operating” stage 13 people agreed, and for the “growing” stage no one agreed.

8.4 Do you have agreements in place to share customer services and costs? Are there any other examples where resources are pulled to find out the needs of job seekers?

David Keosheyhan – We just graduated our first class from Project Search which was a partnership with five organizations. This was a nine month program. We had people interning at a hospital.

David McMunn – The boards work together to serve different counties under a variety of funding streams.

Carmen Romero – The Public Defender’s office recently got funding to help people who can’t get jobs because of a conviction. We work with Workforce Connection and EOC to get cases dismissed or reduced, and they are now employable.

Sherri Watkins – We are able to partner with Madera Workforce and Fresno Workforce in an ELL navigator pilot program. We refer people who are underserved.

Maria Gonzalez, Proteus Inc. – We work with DSS, and the Public Defender’s office and we teach classes about removing barriers to employment. We help them get their drivers licenses back and find jobs. We use Children Service Network and EOC and they come out and do presentations.

Wendy Lomeli – EDD has a Veterans program. We help with transitional employment.

Mr. Shinder took a poll to see how progression is in term of leveraging one another’s resources to meet the needs of target populations. For the “implementation” stage, two (2) people agreed, for the “operating” stage 30 people agreed, and for the “growing” stage one (1) person agreed.

8.5 What are the shared administration systems? Does your region have agreements in place about sharing resources?

Sherri Watkins – State Center funds brought in our partners and created a program called Community Pro. It is all of our system with shared data and referrals. It is HIPPA protected and only pulls what is needed. We can track and it also has a catalog of services.

Mr. Shinder took a poll to see how far the progression is for sharing admin systems. For the “implementation” stage, 30 people raised their hands, for the “operating” stage no one raised their hands, and for the “growing” stage no one raised their hands.

8.6 How will the region qualitatively assess and evaluate its progress toward meeting regional industry and occupational demands?

Corinna Pereira – I think Merced does collect data on apprenticeship programs but not collect data for other industries.

Mr. Shinder took a poll to see how far the progression is for the regional organization and evolution of performance. For the “implementation” stage, 30 agreed, for the “operating” stage no one agreed, and for the “growing” stage no one agreed.

9.0 Adjournment

Meeting adjourned at 3:02 p.m.

Assessment of Regional Progress 10.24.2018
Stanislaus County Library – Salida Community Room
4835 Sisk Road, Salida, CA 95368

Based on the 2016 plan, 6 of the 10, indicators apply to us.

For your Consideration and Input

How do we stack up against the 6 indicators associated with our plan?

Overall theme: Share information at all levels not only at partner level, avoid redundancy, provide soft skill training

(Indicator A): Region has a team that jointly convenes industry

- **What industries/sectors meet in the region?**
- **Who are the industry champions including unions where applicable for each industry sector?**
- **How were the lead organization(s) and sector experts responsible for convening employers identified?**
- **What activities take place during a convening/meeting?**
- **How frequently do convenings/meetings occur? Who attends each convening?**
- **What new Industry Recognized Credentials and/or Apprenticeship programs will result from the Industry Sector convenings/meetings? Have the partners identified existing credentials offered in the region that meet Industry needs?**

Karen LQ Learning: Volt Institute pulls together education through the county office of education and industries and their needs regional, it's happening with Stanislaus Co.

Is this info regional?

Doris Workforce: YES. We've/Volt have reached out to other counties to get applicants interesting in the program. Blake w/Fresno Co bought and invested in some trainings. Trying to reach out to local businesses to share info on the program. It's in the works.

What is the industry market? Advanced Manufacturing

Opportunity to bring businesses beyond county wide. How about conference calls?

Merced:

John SJC: Develop a strategy working with manufacturing. 2 year process. Had a series of forums north, central, and south region. Other forums, San Joaquin Co, 25 manufacturing companies to look at the curriculum Delta College had and to revise the curriculum, take a look at the needs. Wanted "stackable credentials" rather than Jr. curriculum. Clients have different starting points. What is good for one isn't always good for the other. Each of the 25 manufactures start at different places.

The Ask: Delta College to go back and develop stackable credentials so there can be 8 different starting points and folks will get the entire certification at the 2 year progress. Orientation on soft skills, critical.

They need the basics to be productive in the industry. Would like to coordinate and have similar forums as a region

Nick Merced Co: Meeting with about half a dozen mfg. Theme: soft skills were low?

David Presenter: Economic Development Agencies of the Central Valley have a clearing house represents all the counties of the central valley. Formed a partnership with the workforce boards to do some type of co-branding, singular messaging. Employee engagement and shared messaging and conversations.

David's Question: Does the adult education system has a mechanism to share industry priorities across their industry? No

118 Junior Colleges do

Key Takeaway: We need to share across all disciplines (education, workforce, economic dev department)

(Indicator B): Region has shared sector/occupational focus and shares/pools resources to meet demand in the region. (Vote: Mid-level stage 16 votes)

- **How does the region identify demand occupations and sectors, and who are the partners engaged in this process?**
- **How are resources pooled to meet the identified demand?**
- **Provide 1-3 examples in how demand was identified and resources pooled to meet this demand.**

David: Central Valley identified 6 sectors: Construction, High Value Agriculture, Healthcare, Transportation and Logistics, Advanced Manufacturing, Green/Environmental/Energy. Stockton: IT These are the shared goals

John SJC: San Joaquin County initiated a planning for a sector strategy working in health. Invited partners in the area. Steering committee: community college, industry experts, hospitals, workforce development board. Invited state agencies, training agencies, all healthcare service providers in the area.

Objective to develop/implement a strategy, which was initiated this past June, in various stages. Conflicts with funding (internal and external training, taking one resource to assist with another task and so on).

Needed to develop a strategy so all partners and clients would benefit.

Service providers crossed over. For example Kaiser stated rather than several meetings (sometimes as many as 3) why couldn't there just be one meeting and one check to write? Engaged with the other counties and agencies.

John's SJC KEY note and outcome: In SJC the partners decided to fund a 3 year effort to tackle the sector strategy. Hired a director and staff to facilitate the strategy to bring information and identify the industry needs as well as prioritization.

Objective to switch from a SJC to a regional focus (Stan and Merced)

Dallas Ceres Schools: Meet monthly with local community colleges on job openings and needs, base classes on those needs. Medical need: Started a medical/billing coding and CNA class and CNA is Turlock.

John SJC: Meet monthly. Green and renewable energy, clean manufacturing is a big focus with Stockton Chamber of Commerce. Meeting with public/private sectors.

Regional forums folks come from outside the county. Industry is growing at 28%. Great opportunity if supported by legislation. To support the effort, SJC is sponsoring some of the forums to help the industry forum in the central valley.

Indicator C: Region has a process to communicate industry workforce needs to supply-side partners (Vote: Beginning-level stage 9 votes, Mid-level stage 2 votes)

- **Who are the supply-side partners engaged at the regional level, and how does the region ensure understanding by staff and partners of targeted industry sectors and job quality framework?**
- **What training/professional development opportunities are available to front-line staff on targeted sectors and job quality?**
- **How do the services provided by the AJCC and regional partners prepare job candidates to meet the needs of targeted industry?**
- **How do One-Stop Operators, AJCC service providers, and other supply-side partners ensure that services are aligned to reduce duplication and redundancy? Give examples.**

Nick Merced Co: Share AJCC – Has a contract with ProPath (Danny Patterson with the state board: one stop operator). Danny's focus is with the business engagement strategy. Quarterly One Stop meeting. Sharing best practices across counties.

Doris Workforce: We have the same one stop operator. Talk is at a regional level. AJCC partner meetings. Feed off each other's strengths. We talk at a local level to make sure there is no redundancy.

David's Question: Are we staring regional economic data via platforms?

Nick Merced Co: Yes, it's part of the contract to build a platform. Co-branding marketing can help push that out to partners (target).

Doing what matters initiative: CA initiative of community colleges initiative around their target sectors which aligns with the valley. They have a platform that pushes information to partners.

Dallas Ceres School: Is there a roll out date for this platform?

Nick Merced Co: I believe?: Contact is in process. Hoping for the start of the year, January 19th.

Doris Workforce: Co-enrollment. Schools will learn from the local partner meetings.

John SJC: when they started the CA partnership with the central valley the governor gave allocated funds. There were quarterly meetings economic agencies, workforce and community colleges. Need to

bring k12 to the table. Each sponsor so that we can align the programs to have more successful projects. Don't want to learn after the fact. Shouldn't be an afterthought so to better strategize these efforts.

David's response to John SJC: That is the goal were working towards. Looking at the plan at the 2 years mark rather than at the end, 4 year mark.

Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs

(Vote: Beginning-level stage 5 votes, Mid-level stage 4 votes, High-level stage 3 votes)

- **Have relevant regional partners entered into a Memorandum of Understanding (MOU) to share customers, services and costs?**
- **List funding streams that are shared/pooled to provide services, training, and education to meet target population needs.**
- **If funding is not directly administered by Local Boards, please indicate levels of shared/pooled funding resources administered by regional partners.**

Doris Workforce: California workforce association put together a robust training program. We select trainings based on our needs and regional training dollars (trainings/conferences).

David: Sounds like the target is more for staff and partner training. That's a great way to educate the stakeholders.

ESE: Expanded subsidized employment

Didn't get name: Probation department gives them 100k annually for training to serve folks with barriers. Learned from Madera County.

Lady didn't get name: Correctional folks: Prop 47? Money goes to a local council which provides funding for offenders to get training to reenter into the workforce. Reentry council: Community Corrections Partnership

John SJC: Summer Youth Program. Served 1000 students at one point. Children of families in CalWORKs program. Not many jobs for the youth. This money helped.

Dallas Ceres Schools: Ceres uses money to service Adult education programs. Co-located in Modesto EDD. Liaison works with Modesto clients and they will work with folks who are referred.

Doris Workforce: ETPL Group meets every couple months and discuss available trainings at the participant level

Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes

(Vote: Mid-level stage 10 votes, High-level stage 2 votes)

- **Does your region have shared/pooled administrative systems or processes? If yes, what are the systems/process?**
- **Describe the administrative efficiencies that your region has identified that will reduce duplication, streamline processes, save money, and/or improve program outcomes.**
- **Does your region have MOUs or agreements in place to share resources, streamline administrative processes, and/or improve program outcomes?**
- **Does your region have a plan to unify the regional partners approach to engaging employers?**

Nick Merced Co: ETPL's goal: Shared monitoring training. If we all send folks to a location (example Fresno Adult school) we shouldn't duplicate monitoring efforts. We should utilize the schools monitoring process. Monitoring should be streamlined.

Karen LQ Learning: Great example: Runs the Riverbank Adult Ed Program...upload to the state level, into their portal, so the state isn't duplicating efforts.

John SJC: CCWC. Regional projects. Combining administrative entity efforts and facilitation by county rotation. Have a regional CCWC meeting (via phone or live) to ensure there are no redundancies.

Vinal Stanislaus Co: Fiscal group. CCWC. Met live once and switched over to conversations via email 4 or 5 times a month re: next steps/ideas. CCWC poll results stated this was helpful and encouraged the efforts.

Doris Workforce: As a region, we use Drop Box to sharing info. Sounds like local Workforce boards are sharing information, but the information is not communicated at the partner level. At a local level (Stan Co.) we do well in partner meetings, but sub-regional, it loses communication/momentum.

Nick Merced Co: Local level there is funding. Regional to org workforce boards. No funding for a position to communicate with consortia's.

Doris Workforce: 1111 Barrier to employment. Funding.

Nick Merced Co: Show effectiveness and getting outcomes.
Regional Coordinator: Single point of contact would create some consistency:

David Presenter: Need digital meetings

Indicator J: Regional organization and evaluation of performance

Quantitative – Goal Baseline

(Vote: Beginning-level stage X, Mid-level stage X votes, High-level stage X votes)

- **How will the region qualitatively assess/evaluate progress towards meeting regional industry and occupational demand?**
- **Have the regional partners determined regional goals for increasing the number of industry-recognized credentials and apprenticeships available in the region? How will, or how might, these outcomes be tracked numerically and categorically?**
- **Does the region have a numeric goal of placing participants in sector-based occupations? If so, list the sectors and occupations, numeric goal(s), and the number to-date in attaining that goal (baseline).**
- **Is the region piloting employer engagement performance measures? If yes, what are they?**
- **Have the Local Boards met to discuss WIOA performance negotiations and how negotiations might align with other regional goals/measures?**

John SJC: Yes the local boards have met

No name: We're at the ground floor

Industry credentials: Determined by local boards.

David Presenter: State says we need a regional definition.

Nick Merced Co: Sacramento County has 40k business licenses. What is a realistic market penetration?
5%, 10%?

Regional Planning Forum
Indices
The Beale Memorial Library
701 Truxtun Ave, Bakersfield, CA 93301
November 13, 2018

Michael Saltz: Welcomed those in attendance and reminded the audience of the upcoming local planning forum before introducing John Chamberlin.

John Chamberlin: Gave a brief explanation of the purpose of the Regional Planning Forum and called for introductions from the audience.

John Chamberlin: So let me introduce this and first a little more introduction of myself. I grew up in Chicago, I now live in Portland, Oregon I moved many years ago. I don't miss the winters but I miss the city. My wife is a New Yorker we met in Puerto Rico 35 years ago so it isn't just my work that's all over the country. Again we have 14 regional planning units in California, this is the biggest by far geographically and this whole session is about region today so we are going to be asking you again what we do that crosses county boundaries, political boundaries, or crosses fund streams where we are working together – two or more agencies to get something done to help businesses, workers, our community through the workforce system. We have a four-year regional plan, we are two years in, and in effect, this is our midterm exam. How well did we do, and we are resetting. We are going to do these sessions, the self-assessment, the north, the center of this region probably somewhere around Fresno, and here in the south. We are doing them around the rest of the state as well to assess how we're doing in terms of what we said we did. Kind of to everybody's shock, when we wrote this plan it didn't just go on a shelf and gather dust we're actually going to get graded on how well we did and you're going to be part of the grade.

John Chamberlin: Adult School, are you involved with Health Care employers?

Steve Mettler: We have advisory groups that we meet with once a year. We have quite a few health programs and so they usually meet together with industry partners in an advisory group to discuss what's new in the industry, what's are the needs of the industry, what are they looking for to hire.

John Chamberlin: Do you have other players at those meetings? Community colleges for example.

Steve Mettler: Yes. Bakersfield College. People we have dual enrollment with.

John Chamberlin: Workforce Board system? Job Center?

Steve Mettler: No.

John Chamberlin: Do you ever hold those meetings in and go to them with Tulare County or is it strictly Kern County?

Steve Mettler: Pretty much strictly Kern County.

John Chamberlin: Anybody else meet with healthcare employers as a group? Michael do you do that as a Workforce Board?

Michael Saltz: I don't do that personally but yes we do that.

John Chamberlin: Do you know as a workforce system do you ever convene them crossing Kern County line?

Michael Saltz: Yes, when it comes to healthcare, yes.

John Chamberlin: Who are the industry champions for the healthcare sector? Any specific hospitals or HR people?

Unknown: Mostly the community partners that we have out there take our interns. We have a community classroom internship program that we do in the spring. It's mostly those businesses, those industries are the ones that we meet with.

John Chamberlin: Anyone else have a hospital, clinic, anyone else from the healthcare sector that takes leadership for working with you and helping your folks get jobs, training, knowledge?

Peggy Langels (ETR): We do get together a lot with industry employers. Our Job Developers are all assigned to different clusters, so they work directly with transportation logistics. They work directly with the medical field because we do so many OJT's with those fields. Sometimes we have targeted job fairs that type of thing where we just have medical people come and you know bring in all the people we are training in those industries so that they have one on one in the type of industry that they are looking for. We do also attend the industry cluster meetings with the high school district. I've been to one for the automotive industry, I know that they are having one tomorrow at the AJCC in the cafeteria for another industry that we have some of our staff attending.

John Chamberlin: Voc rehab folks, do you guys work with the healthcare sector? Do you have hospitals, clinics or any employers that are especially working with customers of the department of vocational rehab?

Greg Thornberry: Through the third party regional center they've got an adult prep program where clients who would be eligible for supportive employment but are needing more work readiness training. We've got a contract with Dignity Health, with Mercy where they have two sites, the southwest and the downtown and about six clients per term will intern where they are getting exposure to food service and admitting and different entry-level jobs. That's done through a purchase of service through the regional center, I don't

think they would mind me talking about that. Indirectly those clients are then referred to voc rehab once the placement piece is ready then we get involved and provide supportive employment and job development starts after that.

John Chamberlin: Housing authority do you have any employers in healthcare or other sectors that are particularly friendly to working with your clients?

Mr. Alwagarey (Housing Authority): The only thing that we have cross county is that we work with all the housing authorities throughout Californian through the Family Self Sufficiency Program. Any family can sign up, it's a five-year program in which they choose three goals that they want to attain in five years. When they do any additional rent that gets raised because their situation got better gets put into an escrow account and if they complete the program we give them their money back. We've given checks as low as a couple hundred dollars and the largest was a little over \$35,000. Some families use it for a down payment on a home or to start a business or a college fund for their kids.

John Chamberlin: And that crosses all county lines?

Mr. Alwagarey: All county lines, so let's say if they start the program let's say first year here they could complete their remaining four years in another county.

John Chamberlin: Do others of you have people that are in housing authority? For example, do you have clients of the Department of Rehab that are in the housing program?

Mr. Alwagarey: We have several different types of developments. We have low-income, we have Section-8, senior housing, veteran homelessness, and emancipated youths.

John Chamberlin: Do you do anything else that you can think of that crosses county lines with housing that helps your folks get a job, keep a job, or get skills?

Mr. Alwagarey: We do offer a lot of after-school programs for youth to try and get them a head start in life to make their situation better from what their parents currently have. For the parents we do have different services, we'll invite different programs to come in and do a workshop. We did at one point have a workforce program to teach kids construction so they could find employment but that was a one year program that has since finished.

John Chamberlin: Do we have any new programs in the last years that give industry-recognized credentials or apprenticeships?

John Chamberlin: Give us a one, two, or three. How good are we doing at pulling industries together to tell us what they need?

John Chamberlin: Michael gave us two, why did you choose two?

Michael Saltz: Because I think that we are convening as partners but the fact is there is always room for improvement.

John Chamberlin: Okay indicator B. We have, as a region, a shared occupational focus and we share and pool resources to meet demand. I know we came up with sectors in our region, we have – and by the way, every other county in California has healthcare on the list. Pretty much everybody has construction, pretty much everybody has logistics, most of them have manufacturing, and a handful has energy. Some have, food industry/agriculture which starts to look a lot like manufacturing, some have high tech, there's one place in the state has entertainment. Looking at those, if we examine demand occupation in sectors, how many of you are engaged with sectors? How many of you would like to be engaged? Do we ever pool resources? Have any of the others, the housing folks. Do you ever work with another fund stream to meet an employer's demand?

Unknown: Yes and no. We do get grants from different organizations. For example, we do get grants from some of the banks to integrate people into one of our programs to get home ownership. We did work with the city and county to get abandoned property to create a rent-to-own housing to encourage some families to move from rentals to become homeowners but everything is local it doesn't cross to another region.

John Chamberlin: Okay, community action I know you do a number of things. Do you ever work with sectors or do your customers hear about it if there are a set of jobs opening up that they might be interested in?

Ralph Martinez (CAPK): Through our youth center we do some prisoner re-entry programs working with job skills. We've also done classes for opportunity youth 16-18 that are not in school and don't have a job. We provide employment training, also paid work experience and volunteer experience for them.

John Chamberlin: How about EDD? Are you involve with helping meet employer demand?

Estrella Sistual (EDD): Yes we do. We are trying to revamp our Employer Advisory Council as well. So we are trying to get that engagement with employers.

John Chamberlin: And Voc Rehab, if an employer has a set of openings, do you hear about it? Are you engaged with this partnership?

Diane McClanahan (DOR): We have business specialist and they go out into the community and meet with employers more one on one to tell them what the Department of Rehabilitation does, about our consumers we serve and just kind of open the door. We also provide Windmills Training which is sensitivity training. We are finding that we are going to have more training for employers to help them understand that it's okay to hire a

person with a disability, accommodations aren't expensive. We find we have to do more training for employers so that they are willing to open their doors to our consumers.

John Chamberlin: When the rest of the other partners are meeting together and developing new curricula or content or credentials programs for partners, do your clients hear about it?

Diane McClanahan: We are a part of America's Job Center so yes we hear about it and pass it on.

John Chamberlin: Do we pool resources to meet demand? If an employer when you meet at your forum needs some kind of training do the adult school and the community college pool resources to help meet that demand?

Unknown: With the community college not too much with the adult school. We don't really do too much with Bakersfield Adult School even though we share a campus with them. Ours is more with community colleges. So let's say the distribution centers that we have here we were approached by them saying there is going to be a job shortage, and so we then picked up programs. We have the engineering and robotics program where we work with Bakersfield College for programmable logic controllers and things like that for the automated systems. Next year we are opening a 10,000-foot warehouse for training distribution a logistics and we work with community colleges on that mostly.

John Chamberlin: Are there other players or partners in the community that you could benefit from or who can benefit from these programs? Can we do a better job of connecting?

Unknown: Well yes we always can, we can always be better. With the warehousing and distribution, we're working pretty closely with Tejon Outlets, we just met with them a couple of weeks ago, Caterpillar, and Dollar Tree or Dollar General was there, those distribution centers up there were there as well as the one on 7th Standard through John Wynn.

John Chamberlin: Every projection that I have seen says that the logistics– warehouse, transportation industry is going to grow for the foreseeable future.

Michael Saltz: The question that you initially asked, are we working together with other partners. There are several grants that Employers' Training Resource has written that's included other partners. We wrote a grant under WAF that we worked on with DHS as well as a couple of other entities and it worked out really well. It's about Career Hub and using technology to better serve our clients. We did the DEI grants for individuals who are deaf and hard of hearing, we worked with DOR and other agencies including EDD. We are working on the DEA grant right now with Kings County. We worked on Viper which is a grant that is through the region. Whenever we have an opportunity we take advantage we want money in our region versus it going somewhere else. We definitely have a great relationship with our partners and we capitalize on that as much as possible.

John Chamberlin: Just to be clear, a federal priority and a state priority is to tie additional funding to regional. I know neighborhoods are important and communities are important but the better we work together as a system both aligned in this county and in this community is the better shot we have to bring in more resources to help our people. That's not going to change with a new governor, regional is here and it's a big deal.

Shanda Yvette (DHS): You were talking about pooling resources, we work very closely with Employer's Training Resource utilizing the subsidized employment fund. We take people who are receiving benefits from DHS and they go into work experience sites, prove themselves in about a month and then they are rolled in and contracted under Employer's Training Resource who also works with other agencies- specifically Mexican American Opportunity Foundation, Kern High School District, and Proteus to get these people paid. They are paid a wage for six months and that gives experience that they can put on their resume and we get a lot of people hired out of that. Once they are finished with that, if the employer actually hires them then we pay the employer \$4,000 and so that's working with four different agencies.

John Chamberlin: That's a lot of different fund streams as well, the group you just named. Again housing, I know in subsidized housing you have a gamut from little kids to old people. You have people that are probably involved with ROP, you probably have customers that are served by every program in the room. Do you have access to those programs? Are you involved in helping to recruit and refer?

Mr. Alawgarey: Yes and no, a lot of our clients do come from the Department of Human Services and we do have some people coming from the EPP program, I worked 5 years at CAPK and half of our staff come from that program it's definitely a wonderful program and it has amazing results. We do hire from some of the programs and we make sure that our clients are aware of the different agencies in the community. We have a resource binder where we refer them for different resources in my department all of the service coordinators are there for our clients to help refer them to one.

John Chamberlin: So you've given me some examples of the ways you have identified and pooled resources locally with exception of housing who allows credits past county lines. Is there anyone else doing a project that pools resources across county lines?

Shanda Yvette: We have some job developers in Mojave which is East Kern so it's closer to LA. We have a lot of employers coming in, there's gold mining out there, it's out the desert and you aren't going to find a lot of people looking for employment out there so they did work with LA County to do a job fair down there of those specific industries that were coming in and it was very successful.

Unknown: I just wanted to say that the first of the year we did our partner presentations and we have over 20 partners and we covered about 17 of them in the partner presentations that we had bi-monthly. We did have people like Indian Man Power that came down from Mammoth, and then we had some people come in from different regions.

We do know what they do, everyone got to explain what they do and how they do it and all of our resources and those are on our YouTube channel as well so anybody can see it. As far as housing we have a huge marketing and outreach program with ETR and we try to set up booths at anything that anybody is having around town and try to share information so that it does get out to everybody and the other agencies as well.

John Chamberlin: Okay let's get a score of this. How well do we do 1, 2, or 3, in sharing sector or occupational focus or sharing and pooling resources to meet demand? Okay, so we give it a two and again I know that the information we're bringing on to you is incomplete I know there are other things you are doing.

John Chamberlin: Do we have a process to communicate industry or workforce needs? The supply side partners, that's you, you service the people. Do we have a process to communicate if one of us hears about a need from an employer or sector to each other? Are our supply side partners engaged at the regional level? What training and professional development opportunities do your staff get to help with this? How are services provided by our career centers and our regional partners, how well do they meet the needs of targeted centers? How do we ensure that services are combined coordinated so we don't duplicate each other? One example would be if we have job developers in our agencies they don't all go to the same employer on the same week with contradictory messages. Can you give me some examples of how well we do at communicating when there is an employer demand?

Unknown: I think we do really well. We've had our ups and downs we had to work out a lot of things, when a lot of agencies are working together you are going to have some lines crossed occasionally. I think we've worked it out pretty well, we're all in CalJobs mostly now I don't think DHS is yet. We can pull up and see if another agency or another person is working with an employer. We do a lot of 'hey I can do this, I can do that' so if Estrella has an employer that she is working with we can do an OJT with them, then one of our job developers and Estrella get together to work that out we do the OJT. So really it works with the partnership, and we have really come together more as a partnership that way and we work really well together. We pull each other's JDs in when we are having recruitment, when we need help, whatever may be going so we are doing really well with that right now

Maria Curiel: As Diane indicated we have business specialist and their duties entail reaching out to the employers. What really works well with ETR is our job developers meet with their job developers and they'll facilitate workshops so they're able to communicate what employers are looking for candidates. There is communication back and forth between agencies and that happens with the job developers so I think that is really positive

John Chamberlin: What about with the ROP, if an employer has a demand do you get appropriate notice?

Unknown: We do but it's mostly through our advisories. We have a law enforcement class, and West Tech the training facility they attended there and they said we are in need of corrections so we are going to start a corrections program at ROC because they said that there is a demand for it. We start that next semester, it's a one-semester program West Tech instructors are going to come, and they teach the whole thing we just provide the kids and the facilities.

John Chamberlin: How about EDD? I know CalJobs is a way of communicating demand, how does EDD communicate here and in the region if there is an employer demand? Is there something more than CalJobs?

Unknown: We do have Job Squad in America's Job Center and throughout the region as well, as far as EDD I'm probably not the person to be talking about this but we do have a lot of communication throughout the partner agencies under America's Job Center like Shanda and Peggy did mention.

John Chamberlin: So if there's a big demand one county over, let's say there's a big construction project in Visalia and they're going to need a whole lot of construction workers, would you hear about it?

Unknown: We do have our offices that are located in other AJCCs in different counties so we have our counter parts that work there. Let's say an EDD job developer were to get that type of opportunity and needed people in our area then we would have that communication.

John Chamberlin: Can you think of any places where we have worked together to decrease duplication where we aren't both doing the same thing? As you mentioned our job developers work together to meet needs that would work.

Michael Saltz: An example of that is happening tomorrow. The state looked at the Hallmarks of Excellence Report that we did covering some of the AJCCs and we determined 'you know what let's have a training for Windmills for those serving individuals with disabilities' and instead of having DOR perform their own for their own staff and ETR doing it for their own staff or DHS etcetera we're holding a training for all of the core partners to ensure that everyone that needs to, gets that training. In addition, Career Hub, again we have applied for a grant under WAF to assist us with connecting to clients through technology. It has been very successful through ETR, Kern High School District, DHS, but other agencies in Kern County have asked us. In fact, we communicated that at the CCWC meeting and San Joaquin is using it as well as other workforce development boards. Whenever there are issues, for example, if an employer needs work they'll talk about that at the CCWC where the directors are and that is trickled down to staff so we communicate very well.

Peggy Langels (ETR): I just want to say when it comes to training, I plan most of the training with ETR but we invite all of the partners to all of our training. We all try to make sure they have the benefit of that and EDD is very good about inviting us to their training

as well. We've had four sessions of active shooter training this month and that was mandatory for all ETR people but we also invited the partners to send anybody that they had that they felt would benefit from it as well. So we try really hard to incorporate all of our agencies.

John Chamberlin: I know we have a regional training coordinator now and we try to put the word out at least the 8 workforce boards when we do training. I know we mentioned Windmill and active shooter training; are there any other trainings that you would like to hear about?

Michael Saltz: We are looking into, or determining right now if it would work for us- but we are looking at an apprenticeship for our own staff. Staff will be able to increase their knowledge in regards to different aspects of what their duties are and they'll get certification for it. We're working with Kings County and Merced County to determine whether or not that's feasible. We're always looking at ways to train our staff and Peggy has done a phenomenal job in ensuring that that happens, not only through ETR but throughout our core partners.

John Chamberlin: Okay so with this third indicator, one, two, or three, how well we communicate as supply-side partners?

Michael Saltz: For this, I think we deserve a three. The reason we deserve a three, I believe, is that we do a really great job at communicating with each other, there is very little duplication. We strive to work together and when there are issues those issues are resolved very quickly. There's always room for improvement even if you are at a three but I think the amount of improvement that is necessary is relatively low in this category.

John Chamberlin: Do I hear a case for a one? Two? How many would give us a three? How many a two? How many a one? Okay, so about 2/3 vote three and 1/3 vote two which is reflective of the fact that there is still room for improvement for all our partners.

John Chamberlin: Okay we skipped one, and as I pointed out not all regions in the state are the same. Indicator F: We deploy, share or pool resources to meet targeted population needs. Now, this is kind of flipping from the demand side on the employer to our hardest to serve, our targeted populations. The disabled customers, the community action clients that come in to use the food bank, prisoner re-entry, housing authority folks, people long-term unemployed, or low English speaking. So this one is how well we do share or pooling resources to help our targeted populations have a shot. Do we have a Memorandum of Understanding across partners?

Michael Saltz: I can probably speak to that because I prepared the MOU. I have to tell you that although I prepared the MOU it really wasn't necessary because, in all due respect, the core partners, DOR, DHS, EDD and Employer's Training Resource have been sharing resources for way before I was born. The bottom line is they have done a great job with regards to sharing resources. Although it is memorialized now when it was more of a before but yes we have done a great job at that. Recently the directors of each

agency came together indicate that the MOU stays in place and that the costs haven't differed much. There is one point that we are looking forward to doing in 2019 is getting the non-core partners or as I like to call them the non-located partners to sign off. We've gotten most of them on board we have a few holdouts relative to some language but we're working through that and we'll have that done by 2019.

John Chamberlin: By the way that's similar around the country where partners aren't physically in the one stop we've got work to do to connect our resources. Do we have any regional partners? I know Proteus is probably one dealing with migrant and seasonal, do we have any other partners?

Michael Saltz: Yes there's a number of regional partners that we have as a part of our 21 WIOA partners

John Chamberlin: During the prisoner re-entry session we had a number of regional players here, we don't have anyone from economic development here we were just having an event and we were signing an agreement the workforce boards- all eight workforce boards along with eight agencies for economic development corporations to work together to share leads and resources all across the region

Diane McClanahan: The Department of Rehabilitation, the Department of Developmental Services and the Department of Education are working together to put together a local plan agreement where we are going to help individuals with intellectual and developmental disabilities obtain competitive integrated employment. That's something that three very large state agencies are coming together to work on a plan, so it is being done across the state. Currently, for Kern, Inyo and Mono counties, we are still working on that plan.

Unknown: I don't know if you've heard of HIRE, it's Helping Incorporate Reliable Employees and it's probably 11 or more agencies a lot of them tied into people with disabilities and so that's our focus. We meet monthly and do events throughout the year, there is a job fair, an alumni banquet, we have employers of the year where we recognize those employers that have hired individuals with disabilities. So that is a lot of pooling of resources, Diane is a part of it. So that is one way that we pool resources to help our targeted population

John Chamberlin: How about community action do you have any initiatives that you work with other agencies here to get people to work? Or do people refer people to you when they have a food or a special need that you can aid?

Unknown: We work with the Probation Department, the Sheriff's Department on re-entry programs.

John Chamberlin: I know community actions agencies are great when it comes to emergency need that all our clients have.

Michael Saltz: So Ralph was not saying the whole picture because Community Action Partnership of Kern is a very important partner. In fact, I gave Ralph a call because we opened the EPIC center here in this building and it's geared toward youth and the reason why a lot of the youth is are disconnected and they don't have the necessary food, sometimes they're coming in looking for their next meal. I gave Ralph a call and it took less than a few days to make it all happen. So we do work well together and because of that if you go upstairs there is food available for kids that really need that food.

John Chamberlin: Libraries have kind of become a new church, a place for people who don't have anywhere to go across the country. Libraries are important for more than literature and books. How about housing? Do you have any initiatives that you are involved with where other agencies to share resources to help your people that we haven't talked about?

Unknown: I do want to add for CAPK there's also migrant CAP which helps families that move from county to county in search of agriculture work so as they move they find a place for them to live and school for their kids so they don't have to look they have a place ready.

John Chamberlin: That's a good one and that's across regions. So people, migrant workers who cross county lines there to receive them and help them.

John Chamberlin: Okay so this one, do we deploy and share resources to provide services to our target population. One, two, or three?

Unknown: I don't really know if we have target populations, we're Kern High School District we're 80% seniors 20% juniors not a real adult population at our facility. We allot a certain amount of seats to alternative education which are kids who are behind on credits and so they go to Tiera Del Sol, Vista West so we do hold a certain amount of seats for those kids. We service the special education community of the Kern High School District and also kids with 504 disability. So we do make sure that we bring those kids into the ROC and give them a certain amount of seats.

John Chamberlin: Okay so again, how many would give us a one? Two? Three? Okay I'll give us a 2.95 on that one

John Chamberlin: Okay our administrative process and systems, do we do anything together? Do we do any buying of services together? Do we ever share service deliverers?

Michael Saltz: We do, for instance at the CCWC meeting we learned that certain truck driving schools were charging one workforce development board one price and another workforce development board another price. So we got smart and we're saying to the truck driving school 'hey we want the low price that you're giving in the entire region'. So those things are talked about in the CCWC meeting with the director and when they find something like that out they act together as a region but typically when it comes to purchasing items it's not done through the region it's done locally.

John Chamberlin: Is there any grant writing that we do together across the region other than what was already mentioned?

Michael Saltz: Yeah there are a lot of different grants that are written, slingshot grant, re-entry grant, I mean there's a ton of grants that we do regionally.

John Chamberlin: Do we have any agreements in place where we share administrative resources?

Shanda Yvette: It's something that I already mentioned but the administrative part of our subsidized employment work experience program is done with Employers Training Resource who handles the administrative part beautifully. Also within the AJCC system, we have forms in place to communicate with each other, emails go out on a mass email list. We're all very much in communication with each other, we meet very often, and we've been a part of forums and the workforce summit, planning committees, partnership meetings.

John Chamberlin: And I'd say we're doing one today, these forums are an example of regional cooperation, and we're doing some strategic planning together. Anything else that you can think of where we're lowering overhead by working together?

Shanda Yvette: I'm not going to have a lot of information because a lot of that happens above me, I'm involved with AJCC but when it comes to TANF yes we are very connected with other regions, we're always in Sacramento. In fact, about a year ago I went down south where we're learning what they're doing especially with regard to WIOA and how TANF changing. This county TANF has been involved for about 20 years before it was mandatory we were voluntarily a part of the one stop. Now that it is mandated a lot of the counties are having to do it for the first time and they don't know how to do it, they've never had job developers. Well, we had job developers 20 years ago because we learned from Employers Training Resource and EDD so we're quite familiar with it and already have a lot of things in place and are communicating with other counties constantly when it comes to TANF.

John Chamberlin: Great so you're sharing best practices. I know a lot of this is old hat for you, you are a leader in how you share and organize resources in the county.

John Chamberlin: So with this one, sharing and pooling administrative systems, processing, sharing advice with each other, how well do we do on this one. Anyone want to advocate for a one, two, or three?

Michael Saltz: Again I think that we are a three when we're not a three I will certainly tell you when we are not a three but in this case and the previous case I believe that we are a three.

John Chamberlin: Okay so how many of you would give this a three? How many a two? How many a one? It's unanimous but not everybody voted so that means there is room for improvement, Okay let the record show that it's a three.

John Chamberlin: This is a little tricky and this is kind of a brand new thing. Do we have a way other than guessing a one, two, or three, do we have a regional way to evaluate our process? I would say this session is a start, it's subjective. Do we have a way to evaluate how we are doing on our plan as a region? Just to give you some examples, do we measure an increase in credentials as opposed to saying we're doing more? Do we have a numerical goal of putting people to work in occupations? Do we have performance measures for sectors? And this last one is kind of insider baseball for the boards- are we working together to negotiate performance across the region?

Michael Saltz: Well the reason why I can answer this is that I was a part of the negotiations that not only did Anne Meert and her analysts did for Employers Training Resource but we worked together with the region to determine what our performance goals would be for 2019-20 and going further down the road. When that communication occurred by teleconference, everyone gave their thoughts. There were some that lower, there were some that were higher and we all had third discussions and came up with a resolution there was no one that was upset, we all got along and was able to come up with a resolution.

John Chamberlin: By the way, this is a state requirement this last one that applies to the workforce areas and you don't get a choice in it, it's kind of a rhetorical question.

John Chamberlin: Okay so we did have a negotiation across all eight boards for performance. Again in this first version of the plan, we had to set a goal for 2016-2026 and it asked us to estimate the number of additional credentials that people would get in new activities. Do we have any way to measure that? We don't. By the way, I don't know anyone in the state who does. But that was a goal of the plan, to have a way to measure an increased number of credentials. I know you probably do at the ROP measure how many credentials that you get but we don't necessarily gather that as a system. I don't know if any of the colleges are doing that, they probably are but I don't know if they differentiate what's new from what already existed prior to 2016.

John Chamberlin: Any other thought? What about employers, do we have a measure as to how well we're outreaching to employers? Or how good a job we're doing meeting their needs? Are there any performances that are tied to business?

Shanda Yvette: I know that we put out surveys, I'm not the one who sends them out but I am very aware that they do this, Danette sends them out. We do employer surveys maybe even several times a year there are mass surveys that go out and they come back and tell us how we're doing. We also do client surveys so there is a mad rush to get the people that are within the building, sit down and survey them, so there are surveys on both sides

John Chamberlin: Are they customer satisfaction surveys, where you ask them how well did we do and if they have any comments.

Shanda Yvette: It's 'were your needs met' 'what services did you come in to get' that type of thing and employers are 'did you hire' 'would you benefit from information on additional training' stuff like that but yes they're expensive

Michael Saltz: In fact, the partners met last month with our one-stop operator and we're actually going to be revamping some of the questions and doing it through Survey Monkey. We have done it in years past and then we stopped using Survey Monkey and now we're looking at it again.

Unknown: We just did a yearly customer satisfaction survey, employer satisfaction survey and we had about 600 responses on the customer satisfaction survey. We were close to 100 on the employer satisfaction surveys. We did those all on Survey Monkey but that was just ETR that wasn't the whole AJCC.

John Chamberlin: Are any of these surveys regional? Do we share how we're doing this in other counties or are we doing this on our own? Any other thoughts on how we measure performance?

Michael Saltz: I do think that we could do a better job with regards to reaching out to employers. A lot of times we will reach out to our employers and ask 'hey do you have a job lead?' I think that we need to get them involved and not just reaching out for job leads. I think that we should be having seminars for them about what new changes in laws have taken place as 2019 is moving along. What kind of licenses does business require? In other words, we need full service versus just calling about what types of jobs that we need so that way businesses will think of us when thinking of a temporary job agency to fill their needs.

John Chamberlin: Any other thoughts on a better way to gather or use data to do a better job of serving business or our people?

Unknown: Well I do know that in CalJobs we all use the customer relationship module for any time we do outreach to a new employer whether they give us the job or not. We're at least dropping off the information on our services, on the job training, that type of thing. It's a requirement for all of our job developers that any time they do any type of outreach they put it in the customer relationship module. All that data is used when the state does report that goes to the federal government. So it does show all of the training that we have. We write a lot of on the job training, we did over 200 last year so a lot of money going into that. When employers are good at that they keep coming back to us for those and they are sharing that with their business partners and other people that are in our industry that that can happen for them then that word of mouth gets around too. As Michael said we did have a that was training just for our employers, as a matter of fact, it was here in the Beale Library taught by a dynamic speaker and they loved it so we are going to try and plan more of those this next year.

Ernie Estrada: I think that when the people that are in the welfare program when they have so many months to get everything done, I was in all GED *unintelligible* classes and

when it went to all GED classes I had to quit. Once I got into all GED classes I had to quit, I think that there should be someone monitoring people and if they're making progress let them finish it but they made me stop. They checked my records and seen that I was doing better and progressed then let me finish and I wouldn't have to go back now to start all over again.

John Chamberlin: Did you have a chance to come in before this meeting and say 'I don't like this' and have your input registered?

Ernie Estrada: No I wasn't, never did. That's what I'm saying I think there should be someone watching to see if they're actually progressing or not and if they're not progressing then yeah make them go to work. But my time ran out so I didn't get to finish but I was progressing, I was in all regular classes and then right at the end I had to quit so all that work was for nothing. I think there should be someone monitoring that kind of stuff.

John Chamberlin: So what would you give this one? What kind of score would you give on this?

Linda Reed: You only know how good your program is working if you engage the customers, you got to talk to that customer and see how they benefit from those services and how they like the benefits of those services.

John Chamberlin: And we do a lot of customer service surveys. This is more as a system or a one-stop system and by the way this thing today is an evaluation and we're doing a number of these across the region. But again, thoughts, what score would you give us on this?

Unknown: I would say a 2.5 based on what the customer just said right now because there is an issue if the customer is not being monitored or the service is not being provided or maybe they are being provided but there is no follow through so I would say a 2.5 there are things that we can improve on for sure. We do a great job at our partnerships but there's always room for improvement.

John Chamberlin: Okay so 2.5. How many would give us a two? How many a three? How many a one? The consensus is a two, I'll give us a 2.05 average. I think the lady is right, I don't think that any of us anywhere do a good enough job of reaching out to some of our hardest to serve people and ask for their input and get back to them. I think we probably do a pretty good job with business. Do you have any wrap-up questions or comments? Other questions, comment, thoughts?

John Chamberlin: Thanked those in attendance and provide contact information for Michael and himself in case the audience had additional questions.

Michael Saltz: Reminded the audience of the date and time of the next regional planning session.

As there was no more business the meeting was dismissed.



**WORKFORCE
DEVELOPMENT
BOARD**

**The Kern, Inyo & Mono
Workforce Development
Board is updating its
Local & Regional Plans**

**Your participation and input is critical to developing a plan
that is responsive to the needs of our COMMUNITY**

11/1/2018 • 11:30 am - 1:30 pm

Individuals with Disabilities

Improving services to individuals with disabilities through competitive integrated employment

11/1/2018 • 4:30 pm - 6:30 pm

Child Support Services

Strengthening partnerships with local child support agencies to serve non-custodial parents

11/8/2018 • 11:30 am - 1:30 pm

**CalFresh Employment
and Training**

Developing workforce system partnerships with CalFresh employment and training programs

11/8/2018 • 2:30 pm - 4:30 pm

**English Language Learners,
Immigrants, and Refugees**

Developing strategies to strengthen services to English language learners, foreign born individuals, and refugees

Join Us LOCAL PLAN FORUMS

10/3/2018 • 4:30 pm - 6:30 pm

Community

Regional Workforce Development Strategies: identifying programs, services, and approaches that reflect business and community priorities

10/24/2018 • 1:30 pm - 3:30 pm

Re-Entry Partnership

Building and sustaining successful Workforce-Corrections Partnerships: creating a provider network that achieves results

11/13/2018 • 1:30 pm - 3:30 pm

Indices

Review of Regional Workforce Goals: Assessment of progress on achieving goals on regional programs and strategies

12/4/2018 • 1:30 pm - 3:30 pm

Re-Entry Services

Building and sustaining successful Workforce-Corrections Partnerships: ensuring the availability of skills development, job placement, and wrap-around support services for formerly incarcerated and justice-involved individuals

Join Us REGIONAL PLAN FORUMS






**Forums will be held at the Beale Memorial Library Auditorium
(701 Truxtun Avenue • Bakersfield, CA)**

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Re: You're Invited | Regional Forums - Kern, Inyo Mono Workforce Development Board - IMPORTANT

Michael Saltz

Mon 10/22/2018, 11:01 AM

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Good morning ,

The Workforce Development Boards of the San Joaquin Valley are updating their Regional Workforce Plan and are seeking local stakeholders and community representatives to provide input through a series of forums. Your participation is crucial to obtaining the necessary pertinent information that will ensure the interests of the clients we serve are placed at the center of the planning conversations.

The Regional forums will be held at the Beale Library Auditorum and will focus on new and enhanced partnerships:

Re-entry Workforce Partnerships

Date: October 24, 2018 - 1:30 P.M. to 3:30 P.M.

Location: 701 Truxtun Avenue - Bakersfield

Host: Kern, Inyo and Mono Workforce Development Board

Stakeholders and community representatives are invited to join discussion on building local and regional provider networks to ensure successful outcomes from formerly incarcerated job seekers. A principal feature of the Central Valley's efforts in updating its Regional Workforce Plan is strengthening existing relationships with justice system agencies and organizations that assist formerly incarcerated individuals with re-entry into local communities. The regional Community Corrections Partnership resulting from efforts will leverage the experience, talents and support the will enable job seekers in this category to develop skills and secure employment. (Please see attached flyer for more details)






Re-entry Workforce Corrections Partnership-Services

Date: December 4, 2018 - 1:30 P.M. to 3:30 P.M.

Location: 701 Truxtun Avenue - Bakersfield

Host: Kern, Inyo and Mono Workforce Development Board

Local stakeholders and community representatives will exchange ideas for serving justice involved and formally incarcerated individuals. During the forum, stakeholders will explore various approaches to improve skills training, job readiness services, and wide range of ancillary support services such as housing, healthcare, and counseling needed by members of this target group. During this session, stakeholders will

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Your attendance and input at these forums is critical in modifying our plan based on the needs of the population you serve and in establishing meaningful partnerships.

Should you have any questions or need additional information, please contact me at (661) 336-6913 or saltzm@kerncounty.com. or Teresa Hitchcock, Assistant County Administrative Officer at (661) 336-6849 or orhitchcockt@kerncounty.com.

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DEVELOPMENT
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Join Us REGIONAL PLAN FORUMS



**All Forums will be held at the Beale Memorial Library
Auditorium located at 701 Truxtun Avenue in Bakersfield**

Invitation List to Regional and Local Planning Forums

1. Rob Arias, Kern County Superintendent of Schools
2. Laura Barnes, Associated Builders and Contractors Central California Chapter
3. Leo Bautista, Wonderful Company
4. Tamara Chapman, Johasee Rebar, Inc.
5. Ian Journey, 3C Engineering
6. Ron James, International Union of Operating Engineers Local 12
7. Jim Elrod, IBEW Local 428
8. Phillip Engler, JTS Modular, Inc.
9. Gregory Knittel, Centralize HR, LLC
10. Gregory Gutierrez, Truitt Oildfield Maintenance Corp.
11. Stacy Ferreira, Clinica Sierra Vista
12. Karen King, Golden Empire Transit
13. Anita Martin, Kern Health Systems
14. Gregory McGiffney, Shepard Bros. Inc.
15. Ali Morris, INTEG Enterprises LLC
16. Clare Pagnini, Macpherson Oil Company
17. Jay Tamsi, KC Hispanic Chamber of Commerce
18. Alissa Reed, Kern Oil & Refining Co.
19. Todd Yepez, PCL Industrial Services, Inc.
20. John Means, Kern Community College District
21. Carl Dean McGee, Kern High School District
22. Luis Lopez, Essendant
23. Joseph Sumlin, Teamsters Local Union No. 87
24. John Spaulding, Kern, Inyo, Mono Building Trades Council
25. Steven Gomez, Plumbers & Steamfitters Local 460
26. Chris Gonzalez, SMART Local No. 105
27. Jeremy Tobias, Community Action Partnership of Kern,
28. Kelly Bearden, CSUB Small Business Development Center
29. Richard Chapman, Kern Economic Development Corporation
30. Eric Cooper, California Indian Manpower Consortium, Inc.
31. Diane McClanahan, California Department of Rehabilitation (DOR)
32. Norma Rojas-Mora, Bakersfield College
33. Shelly Tarver, Employment Development Department (EDD)
34. Michael Rock, Individual
35. Mark Wyatt, Bakersfield Adult School
36. Araceli Holland, DOR
37. Christina Garza, EDD
38. Cindy Uetz, Kern County Department of Human Services (DHS)
39. Dena Murphy, DHS
40. Maria Curiel, DOR
41. Pam Holiwell, DHS
42. Sofia Morales, EDD
43. Kathy Peterson, Mono County Department of Social Services
44. Francie Avitia, Mono County Department of Social Services
45. Cassaundra Cotera, KC Department of Probation
46. Chad Blain, Kern High School District

47. Laura Epps, EDD
48. Tyson Davis, Kern County Sheriff's Department
49. Richard Crow, Bakersfield College
50. Michelle Culy, Kern County Behavioral Health & Recovery Services
51. Margo Ruffin, Employers' Training Resource (ETR)
52. Susan Saelee, Kern County Child Support Services
53. Veronique Hayes, DHS
54. Randy Lormand, ETR
55. Gerardo Garcia, EDD
56. Martha Robles, Kern County Probation Department
57. Juan Avila, Garden Pathways
58. Yolanda Martinez Nunez, WestCare Stop Area 3
59. Tristan O'Neil, Kern County District Attorney's Office
60. Endee Grijalva, Bakersfield Adult School
61. Miguel Salazar, DHS
62. Maricela Valentin, EDD
63. Jennifer Bloomquist, ETR
64. Summer Ashley, DOR
65. Victor Cotera, Kern County Probation Department
66. Beth Kanavalov, Freedom House Recovery Homes
67. Tyson David, Kern County Sheriff Department
68. Julio Martinez, Kern County Probation Department
69. Martha Esparza, DHS
70. S Walter, Kern County Probation Department
71. Rica Galiza, DOR
72. Nicole Griffin, Cerro Coso Community College
73. Lawrence Watson, ETR
74. Beth Kan, Individual
75. Barry Champayne, Bakersfield Adult School, Lerdo Prison
76. Barbara Collazo, New Life Centers
77. Deasia Gonzales, Individual
78. Dress for Success
79. Jennifer Patino, California State University, Bakersfield (CSUB)
80. Michael Halpern, ETR
81. Rocha Tiffany, Kern County Child Support Services
82. April Smith, Jason's Retreat
83. Alejandra Vento, DHS
84. Tristan O'Neil, Kern County DA Victim Services
85. Miguel Salazar, DHS
86. Dixie Walters, Kern County Sheriff's Department
87. Marilyn Mann, Inyo County Department of Health and Human Services
88. Keri Oney, Inyo County Department of Health and Human Services
89. Meaghan McCamman, Inyo County Department of Health and Human Services
90. Thatcher Weldon, Kern Community College District, Kern AEBG Consortium
91. Bonita Steele, Kern Community College District
92. Cindy Coliler, Bakersfield College
93. Terry Nuckols, Delano Joint Union High School District
94. Mike Bonneau, DHS

95. Keith Woldridge, New Life Centers
96. Joseph Denoyer, Freedom House Recovery Homes
97. Richard McCrow, Bakersfield College
98. Ruby Awesome, Worknet Merced County
99. Stephen Mettler, Regional Occupational Center, Kern High School District
100. Ralph Martinez, CAPK
101. Christopher Gerry, City of Bakersfield
102. Stacey Wuertz, Kern County Department of Child Support Services
103. Donna Gaut, EDD
104. Ashley Howard, Kern Regional Center
105. Elizabeth Chavez, Kern County Department of Child Support Services
106. Bill Rector, Westec
107. Elisa Navarro, KERO 23 ABC
108. Nicole Tate, Community Action Partnership of Kern (CAPK)
109. Jim Baldwin, Bakersfield ARC
110. John Moraler, Teamsters 87
111. Will Scott, Smart Local Union 105
112. Laura Barney, Association of Building Contractors
113. Russell Johnson, Association of Building Contractors
114. Jauier Flores, UA 460
115. Joseph Sumlin, Teamsters
116. Kasey Mehaz, DHS
117. Kelly Kulzer – Reyes, Taft College
118. Leticia Garcia, DHS
119. Beth Carter, ETR
120. Tommy Monreal, DOR
121. Veronica Munoz, Kern County Behavioral Health & Recovery Services
122. Lupe Aguirre, Bakersfield College
123. TR Merickel, Kern County Probation Department
124. Tamarah Harber-Pickens, Kern County Superior Court
125. Cynthia Zimmer, Kern County District Attorney
126. Pam Singh, Public Defender
127. Donny Youngblood, Kern County Sheriff's Department
128. Lyle Martin, Bakersfield Police Department
129. Bill Walker, Kern County Behavioral Health & Recovery Services
130. Leticia Perez, Kern County Board of Supervisors
131. Teresa Hitchcock, Assistant County Administrative Officer / Employers' Training Resource
132. Ana Olvera, Kern County Behavioral Health and Recovery Services
133. Mary Barlow, Kern County Superintendent of Schools
134. Tom Corson, Network for Children
135. Linda Finnerty, Kern County District Attorney's Office
136. Cristina Libatique, Taft Union School District
137. Leticia Cruz, Taft Union School District
138. Angela Nary, Taft Union School District
139. Liset Caudillo, Proteus, Inc.
140. Elaine Wakelin, Kern Machinery
141. Jamallah Dean, ETR
142. Brett Sakanoto, Kern County Child Support Services

143. Toni Kendrick, Kern County Child Support Services
144. Griselda Guerro, Kern County Child Support Services
145. Nancy Toyos, DOR
146. Sandra Gutierrez, ETR
147. Virginia Elliott, Individual
148. Stephanie Smart, Independent Living Center of Kern County
149. Aaron Ellis, ETR
150. Bill Stevenson, ETR
151. Anne Meert, ETR
152. Candy Gettman, ETR
153. Charles West, ETR
154. Danette Scarry, ETR
155. Grant Wong, ETR
156. Karen Briefer-Gose, ETR
157. Linda West, ETR
158. Luanne Santos, ETR
159. Magda Menendez, Mexican American Opportunity Foundation
160. Karine Kanikkeberg, Kern High School District
161. Gregory McGiffney, California Electric Supply
162. Randy Martin, Covenant Community Services
163. Sandy Mittelsteadt, Taft Union High School
164. Mark Novak, CSUB
165. Jayme Stuart, Kern County Network for Children
166. Gregg Terry, Bakersfield Police Department
167. David Villarino, Farmworker Institute for Education and Leadership Development
168. Nathan Gutierrez, ETR
169. Odilla Camacho, ETR
170. Sam Townsend, ETR
171. Michl Gates, Kern Regional Center
172. Jammie Soto, Independent Living Center of Kern County
173. Camila Chavez, Dolores Huerta Foundation
174. Eric Sanders, Bakersfield Recovery
175. Amy Martin, Turning Point – Kenmore Center
176. Ernesto Rosas, Turning Point – Kenmore Center
177. Susan Harrison, Westcare
178. Denise Sapien, Westcare STOP
179. Lois Hannible, CAPK
180. Dyann Bamentos, Garden Pathways
181. Linda Gutierrez, MAOF
182. Tina Reyes, EDD
183. Ian Silva, Kern County Sheriff's Department
184. Monica Delgado, California Department of Corrections and Rehabilitation

Organization	Address	City	Zip	County	Website/Organization's Description	Contact Name/Email	Phone Number
Local Workforce Development Boards							
Fresno	2125 Kern Street, Suite 208	Fresno	93721	Fresno	https://www.workforce-connection.com/	Blake Konczal bkonczal@workforce-connection.com	(559) 490-7101
Kern, Inyo, & Mono	1600 East Belle Terrace	Bakersfield	93307	Kern, Inyo, Mono	http://www.etronline.com/	Teresa Hitchcock hitchcockt@co.kern.ca.us	(661) 325-4473
Kings	124 North Irwin Street	Hanford	93230	Kings	http://www.kingsedc.org/	Lance Lippincott lance.lippincott@co.kings.ca.us	(559) 585-3532
Madera	2037 West Cleveland Avenue	Madera	93637	Madera	http://www.maderaworkforce.org/wib/	Tracie Scott Contreras tscott-contreras@maderaworkforce.org	(559) 662-4500
Merced	1205 West 18th Street	Merced	95340	Merced	http://www.mercedwib.com/	David Mirrione dmirrione@co.merced.ca.us	(209) 724-2000
San Joaquin	56 South Lincoln Street	Stockton	95203	San Joaquin	http://www.sjcworknet.org/index.asp	John Solis jsolis@sjcworknet.org	(209) 468-3500
Stanislaus	251 East Hackett Road, C-2	Modesto	95358	Stanislaus	http://www.allianceworknet.com/home	Doris Foster FosterD@stanalliance.com	(209) 558-2100
Tulare	309 West Main Street, Suite 120	Visalia	93291	Tulare	https://www.employmentconnect.org/vosnet/Default.aspx	Adam Peck apeck@tcwib.org	(805) 477-5306
Strong Workforce (SWP) Regional Chair							
Central Valley/Mother Lode Regional Consortium					http://crconsortium.com	Karri Hammerstrom Karri.hammerstrom@reedleycollege.edu	(559) 324-6476
Adult Education Block Grant (AEBG) Consortia							

Sequoias Adult Education Consortium	630 South Atwood	Visalia	93277	Tulare	http://sequoiasadulted.com	John Werner, Director sequoiasadulteddirector@gmail.com	(559) 967-5342
Department of Rehabilitation							
Central Valley Regional Center	4615 North Marty Avenue	Fresno	93722	Fresno Kings Madera Mariposa Merced Tulare	https://www.dds.ca.gov/RC/rc367.cfm	Heather Flores hflores@cvrc.org	(559) 276-4300
Central Valley Regional Center	5441 W. Cypress Ave	Visalia	93277	Tulare		Janette Flores jflores@cvrc.org	(559) 738-2200
Department of Rehabilitation	4930 W. Kaweah Court#100	Visalia	93277	Kings Tulare	http://www.dor.ca.gov/	Robert Klelyn rkleyn@dor.ca.gov	(559) 735-3838
Independent Living Centers							
California Foundation for Independent Living Centers (CFILC)	1000 G Street	Sacramento	95814		https://cfile.org/	Christina Mills	916-326-1690
Champions	311 N. Douty St	Hanford	93230		http://www.championsrecoveryprograms.org/	Regina Boerkamp, HR Director rboerkamp@championsrecovery.org	(559) 583-9300
Health and Human Services Programs							
Kings County Human Services Agency	1400 W. Lacey Blvd	Hanford	93230		www.countyofkings.com/departments/human-services-agency	Sanja Bugay, Director Sanja.bugay@co.kings.ca.us	(559) 852-2200
CDSS Jobs & Training Providers							
Catholic Charities	149 N Fulton Street	Fresno	93701	Fresno	www.ccdof.org		(559) 237-0851
Fresno Center for New Americans	4879 E Kings Canyon Road	Fresno	93727	Fresno	www.fresnocenter.com		(559) 255-8395
Fresno Economic Opportunities Commission	1920 Mariposa Mall, Suite 300	Fresno	93721	Fresno	www.fresnoeoc.org		(559) 263-1000

Immigrant Serving Organizations							
Education & Leadership Foundation	4295 E. Ashlan Ave	Fresno	93731	Fresno	https://www.education-leadership.org/ The Education and Leadership Foundation (ELF) is a community benefit organization that provides education and immigration services.	Joseluis Elizalde Jelizalde@education-leadership.org	(559) 291-5428
California Immigrant Policy Center	1225 8th Street, Suite 590	Sacramento	95814	Sacramento	https://caimmigrant.org/ The California Immigrant Policy Center (CIPC) is a constituent-based statewide immigrant rights organization with offices in Los Angeles, Sacramento, San Diego and Oakland		(213) 250-0880
Immigration Legal Services							
Education and Leadership Foundation	4290 E. Ashlan Ave	Fresno	93726	Fresno	www.education-leadership.org Education and Outreach	Joseluis Elizalde Jelizalde@education-leadership.org	559-291-5428
Fresno Center for New Americans	4879 E. Kings Canyon Road	Fresno	93727	Fresno	https://fresnocenter.org Education and Outreach		559-255-8395
San Joaquin College of Law - New American Legal Clinic	901 Fifth Street	Clovis	93612	Fresno	www.sjel.edu Application Assistance-Naturalization; Application Assistance-Other Immigration Remedies.		559-323-2100
Refugee Resettlement Agencies							
World Relief-Modesto	1401 F St.	Modesto	95354	Stanislaus	https://worldreliefmodesto.org/ Programs provided by World Relief-Modesto include refugee resettlement, employment services, and youth services.	Lori Aderholt Laderholt@wr.org	209-521-2448
WIOA 166 & 167 Grantees							
Proteus, Inc.	216 W. 7th Street	Hanford	93230	Kings	http://www.proteusinc.org/ WIOA 167 Grantee - supports migrant and seasonal farmworker (MSFW) programs.	robertoa@proteusinc.org	(559) 582-9253 (559) 582-1023

Re-Entry Organizations							
Center Point - Avenal State Prison	1 Kings Way	Avenal	93204	Kings	http://www.cpinc.org/ Comprehensive program of counseling, skills training and supportive services.	cpmail@cpinc.org	559-386-4323
California State Prison, Corcoran	4001 King Avenue	Corcoran	93212	Kings		Marlene Robicheaux	(559) 992-8800
California Substance Abuse Treatment Facility and State Prison	900 Quebec Avenue	Corcoran	93212	Kings		Bonnie.daveiga@cdcr.ca.gov	(559) 992-7100
Parole Units							
Kings-Tulare County Parole Office	344 W. 5th Street	Hanford	93230	Kings	www.cdcr.ca.gov/Parole/	Spencer Williams, Agent Spencer.williams@cdr.ca.gov	(559) 253-4144 x255
County Probation							
Kings County Probation	1424 Forum Dr	Hanford	93230	Kings	https://www.countyofkings.com/departments/probation-department	Wendi Dibble, Division Manager Wendi.dibble@co.kings.ca.us	(559) 852-4328
Local Child Support Agencies							
Kings County Child Support Services	312 W. 7th St. Suite 201	Hanford	93230	Kings	https://www.countyofkings.com/departments/child-support-services	Barbi Brokhoff, Director barbi.brokhoff@co.kings.ca.us	559-852-2457
Community Colleges							
College of Sequoias Veteran Resource Dept	915 S. Mooney Bl Sequoia Bldg., Rm. 106 COS Visalia Campus	Visalia	93277	Tulare	http://www.cos.edu/StudentServices/StudentSupportServices/VeteranServices/Pages/default.aspx	Ashley Martinez, Veteran Resource Coordinator ashleym@cos.edu	(559) 730-3854
West Hills College Lemoore	555 College Ave	Lemoore	93245	Kings	www.westhillscollge.com	Callie Branan, Coordinator of Special Grants calliebranan@whccd.edu	(559) 925-3345
Veteran Services							

WestCare — Hanford	410 E. 7th Street, Suites 5,7,9	Hanford	93230	Kings	https://www.westcare.com/ Supportive Services for Veteran Families (SSVF) in Kings and Tulare Counties.	Erica Sanchez, Lead Advocate Erica.sanchez@westcare.com	(559) 584-8100
Kings County Veterans Services	1400 W. Lacey Blvd Law Building #4	Hanford	93230	Kings	www.countyofkings.com/departments/general- services/veterans-services	Scott Holwell, Veterans Officer Scott.holwell@co.kings.ca.us	(559) 852-2669
Misc Agencies							
Employment Development Department	124 N. Irwin St	Hanford	93230	Kings		Wendy.lomeli@edd.ca.gov Shelly.tarver@edd.ca.gov Danielle.beckett@edd.ca.gov	(559) 230-4101
Kings Community Action Organization	1130 N. 11 th Ave	Hanford	93230	Kings	www.kcao.org	Jeff Garner, Executive Director	(559) 582-4386
Kings United Way	125 W. 7 th Street	Hanford	93230	Kings	www.kingsunitedway.org	nanettev@kingsunitedway.org	(559) 584-1536

Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Community – October 3, 2018 @ 4:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
1. Charles West	Employers' Training Resource (ETR) – AB 109	661.635.2725	charlesw@kerncounty.com
2. Yazid Alawoarey	Housing Authority of Kern County	661.631.8500	yalawoarey@hernha.org
3. Ali Morris	INTEG Enterprises & KIM WDB	661.376.8998	aement@gmail.com
4. Ruby Awesome	Worknet Merced County	209.724.2042	ruby.awesome@countyofmerced.com
5. Sonia Jeffrey Webster	3C Coalition	661.863.7557	swebster@3ccoalition.com
6. Christina Garza	EDD	661.635.2606	christina.garza@edd.ca.gov
7. John Spaulding	KIM WDB – Building Trades	661.323.7957	spauldingclc@yahoo.com
8. Ralph Martinez	Community Action Partnership of Kern	661.379.8321	rmartinez@capk.org
9. Ashley Howard	Kern Regional Center	661.852.3297	ahoward@kernrc.org
10. Peggy Langels	ETR	661.336.6907	langelso@kerncounty.com
11. Elizabeth Chavez	Kern County Department of Child Support Services	661.868.2824	chavez.elizabeth@kernco.cse.ca.gov
12. Kathy Campbell	ETR	661.635.2755	kathyc@kerncounty.com
13. Lupe Aguirre	Bakersfield College	661.396.4992	lupe.aguirre@bakersfieldcollege.edu
14. Cindy Collier	Kern Community College District	661.336.5012	ccollier@kccd.com

Name (Please Print)	Organization	Phone Number	Email Address
15. Margo Ruffin	ETR/WTW (CalWORKS)	661.336.6965	ruffin.margo44@gmail.com
16. Cindy Uetz	KC Department of Human Services	661.635.7257	uetzc@kerndhs.com
17. Leo Bautista	The Wonderful Company & KIM WDB	661.332.3274	leo.bautista@wonderful.com
18. Summer Ashley	CA Department of Rehabilitation	661.395.2525	summer.ashley@dor.ca.gov
19. Tiffany Rocha	Kern County Child Support Services	661.868.2975	Rocha.tiffany@kernco.cse.ca.gov
20. James Burger	Community Action Partnership of Kern	661.336.5236	jburger@capk.org
21. Luanne Santos	ETR	661.635.2735	luannes@kerncounty.com
22. Brett Sakemoto	Kern County Department of Child Support Services	661.868.8483	sakamoto.brett@kernco.cse.ca.gov
23. Endee Gujabee	Bakersfield College – Adult Ed	661.303.8814	endee.gujabee@bakersfieldcollege.edu
24. Mari Valentin	EDD	661.635.2662	maricela.valentin@edd.ca.gov
25. Reyna A. Perez	Aspiranet	661.637.9416	rperezdeurbank@aspiranet.org
26. Sofia Morales	EDD	559.713.5136	smorales@edd.ca.gov
27. Linda Reed	ETR – CalWORKS	661.635.2706	lindar@kerncounty.com
28. Michael Saltz	ETR	661.336.6913	saltzm@kerncounty.com
29. Francie Avitia	Mono County DSS	760.924.1789	favitia@mono.ca.us
30. Angela Olson	Mono County DSS	760.924.1790	aolson@mono.ca.us

**San Joaquin Valley and Associated Counties Regional Planning Unit
Community Forum on Regional Workforce Planning**

Kings County Public Health Department Auditorium
330 Campus Drive, Building 5 Hanford, CA 93230

November 6, 2018
10:00am-12:00pm



Name	Organization	Phone	Email
Aguilar, Sophia	Madera WIB	559-662-4587	saguilar@maderaworkforce.org
Andrade, Monica	Tulare WIB	559-713-5200	mandrade@tularewib.org
Cooper, Terri	Proteus Inc	559-582-9253	terric@proteusinc.org
Cruz, Roxanna	Employment Services Tulare County	559-623-0241	Rcruz@tularehhsa.org
Daniel, Daivd	WestCare	559-353-0761	david.daniel@westcare.com
Espinosa, Jorge	Madera WIB	559-662-4587	jespinosa@maderaworkforce.org
Gonzales, Antoinette	Kings Human Services	559-852-4280	antoinette.gonzales@co.kings.ca.us
Hernandez, Edith	Tulare WIB	559-713-5216	ehernandez@tularewib.org
LeFils, Julie	Kings Partnership for Prevention	559-423-0781	kpfp.coordinator@gmail.com
Lomeli, Wendy	State of California EDD	559-230-4101	wendy.lomeli@edd.ca.gov
Long, Janet	Bank of the West	559-582-4381	janet.long@bankofthewest.com
Loret De Mola, Nick	Merced WIB	416-276-9898	nloretdemola@co.merced.ca.us
McMunn, Daivd	Tulare WIB	559-713-5200	dmcmunn@tularewib.org
Medina, Janine	Sequoias Adult Education Consortium	559-280-9420	jmedina05@vusd.org
Mostert, Rich	Tulare WIB	559-713-5208	rmostert@tularewib.org
Pagan, Ivan	Proteus Inc	559-582-9253	ivanp@proteus.inc.org
Pereira, Corinna	West Hills College	559-934-2168	corinnapereira@whccd.edu
Rodriguez, Olivia	Kings County Child Support	559-582-0277	olivia.rodriguez@co.kings.ca.us
Rodriguez-Lopez, Maria	Kings Human Services	559-852-4294	maria.rodriguez-lopez@co.kings.ca.us
Salinas, Michael	United Way of Fresno & Madera	559-244-5710	msalinas@uwfm.org
Scott-Contreras, Tracie	Madera WIB	559-662-4587	tscott-contreras@maderaworkforce.org
Silva Carter, Donnette	Tulare Chamber of Commerce	559-686-1547	donnette@tularechamber.org
Silva, Nancy	Silva	559-	cameralady1947@yahoo.com
Snowden, Genobeve	Tulare WIB	559-713-5200	gsnowden@tularewib.org

Name	Organization	Phone	Email
Stogbauer, Phyllis	Fresno WIB	559-490-7168	pstogbauer@workforce-connect.com
VanAnne, Celeste	Kings-Tulare Parole Office	559-253-4144	celeste.vananne@cdcr.ca.gov
Vang, Maiknue	Madera WIB	559-662-4587	mvang@maderaworkforce.org
Williams, Spencer	Kings-Tulare Parole Office	559-253-4144 x255	spencer.williams@cdcr.ca.gov

San Joaquin Valley and Associated Counties Regional Planning Unit Regional Planning Community Forum
 November 13, 2018 5:00pm-7:00pm Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

Name	Organization	Email Address	Phone Number
1 Joy Madison	Manufacturer's Council of the Central Valley	joy@mccv.org	209-247-7041
2 Therese Gardner	Department of Rehabilitation	tgardner@dor.ca.gov	209-576-6220
3 Blanca Mendoza	Department of Rehabilitation	bmendoza@dor.ca.gov	209-576-6220
4 Andy Fiskum	Stanislaus County Workforce Development	fiskuma@stanworkforce.com	209-558-2133
5 John Lutzow	San Joaquin County Worknet	jlutzow@sjcworknet.org	209-468-3675
6 Octavio Valencia	Cultiva La Salud	octavio@unitedwaymerced.org	209-756-3777
7 Erika Angel	Department of Rehabilitation	eangel@dor.ca.gov	209-576-6220
8 Dan Bava	Agriculture		209-483-6851
9 Melyn Cardenas	San Joaquin County Worknet	mcardena@sjcworknet.org	209-953-5654
10 Belinda Petate-Chan	San Joaquin County Worknet	bpetate@sjcworknet.org	209-468-3584
11 Margarita Cabalbag	EDD	margarita.cabalbag@edd.ca.gov	209-576-6072
12 Ed Wanket	EDA	ewanket@sjcworknet.org	209-468-3613
13 Lana Sloan	Stanislaus County Office of Education	lsloan@stancoe.org	209-756-3244
14 Meshan Rachal	EDD	meshan.rachal@edd.ca.gov	209-576-6272
15 Fay Olympia	SJCEEDD	folympia@sjcworknet.org	209-468-3585
16 Elena Mangahas	SJCEEDD		
17 Dustin Pack	Ceres Unified School Dist. Project YES	dpack@ceres.k12.ca.us	209-872-6407
18 Alfredo Mendoza	San Joaquin County Worknet	amendoza@sjcworknet.org	209-468-3651
19 Vinal Chand	Stanislaus County Workforce Development	chandv@stanalliance.com	209-558-2120
20 Cheryl Fondse	Stanislaus County Workforce Development	fondsec@stanworkforce.com	209-558-2151
21 Tonnie Mallory	SJCEEDD	tmallory@sjcworknet.org	209-468-3517
22 April Potter	Opportunity Stanislaus	apotter@opportunitystanislaus.com	209-422-6427
23 Karen Blades	Friends Outside	foacctg@friendsoutside.com	209-522-2269
24 Chris Savage	Stanislaus Co. Workforce Board Member	chris.savage@ejgallo.com	209-341-7402
25 Patty Virgen	San Joaquin County Worknet	pvirgen@sjcworknet.org	209-468-2246
26 JD Virgen	Community	jdvirgen1@gmail.com	209-581-2808
27 John M. Solis	San Joaquin County Worknet	jsolis@sjcworknet.org	209-468-3500
28 Sylvia Jimenez	Golden Valley Health Centers	smjimenez@gvhc.org	209-384-6561
29 Regina Ram	San Joaquin County Worknet		
30 Doris Foster	Stanislaus County Workforce Development	fosterd@stanworkforce.com	209-652-2458

Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Community - October 3, 2018 @ 4:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
1. CHARLES WEST	ETR - AB109	635-2725	CHARLESW@KernCounty
2. YAZID ALAWGAREY	HOUSING AUTHORITY	631-8500	Yalawgarey@kernha.org
3. Ali Morris	WDB	376-8998	aement@gmail.com
4. Ruby Awesome	worknet merced County	209 7242042	Ruby.Awesome@mercedcountyofmerced.com
5. Sonia JEFFERY Webster	3C Coalition	661-863-7557	SWebster@3CCoalition.com
6. Christina Garza	EDD	635-2606	christina.garza@edd.ca.gov
7. JOHN SPAULDING	BUILDING LEADERS	661-323-7957	SPAULDING@YA400.COM
8. Daphne Martinez	CAPK	379-8321	martinez pmartinez@CAPK.org
9. Ashley Howard	KRC	661-852-3297	ahoward@kernre.org
10. Peggy Langels	ETR	661-336-6907	langelsp@kerncounty.com
11. Elizabeth Chavez	KCDSS	661-864-2824	chavez.elizabeth@kerncdss.org
12. Kathy Campbell	ETR	661-635-2555	Kathy@kerncounty.com
13. Lupe Aguirre	Bakersfield College	661-396-4992	Lupe.aguirre@bakersfieldcollege.edu
14. Cindy Miller	KCDSS	661-336-5012	Miller@KernCounty
15. Margo Ruffin	ETR/W+W	661-336-6965	ruffin.margo55@gmail.com
16. Cindy Utz	DHS (661)	633-7257	Utz@KernDHS.com
17. Leo Bautista	The Wonderful Company	332-3274	Leo.Bautista@Wonderful.com

Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Community - October 3, 2018 @ 4:30 PM

	Name (Please Print)	Organization	Phone Number	Email Address
1.	Summer Ashby	Dept. of Rehab.	661-395-2525	Summer.Ashby@dor.ca.gov
2.	Tiffany Rocher	Child sup Svcs	661-818-2975	Rocher.Tiffany@kerncose.ca.gov
3.	James Burger	CAPK	661-336-5236x1105	jburger@capk.org
4.	LUANINE SANTOS	ETR	661-635-2735	luanine@kerncommunity.com
5.	Brett Sakamoto	Ch. W Support Svcs	661-868 8483	sakamoto_brett@kerncose.ca.gov
6.	Endee Enjalba	BC - Adult Ed.	661-303-8814	endee.enjalba@kerncose.ca.gov
7.	Maricela Valentin	EDD	661-635-2662	Maricela.Valentin@EDD.ca.gov
8.	Ronald A. Perez	ASPIRANT.	661-637-9416	rperezdebank@owpfront.org
9.	Sofia Mordue	EDD	559 713 5136	Smordue@edd.ca.gov
10.	Linda Reed	EDD	661 635-2706	lindar@kerncounty.com
11.				
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San Joaquin Valley and Associated Counties Regional Planning Unit

Regional Planning Community Forum

Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

November 13, 2018 5:00pm-7:00pm

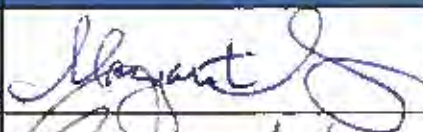
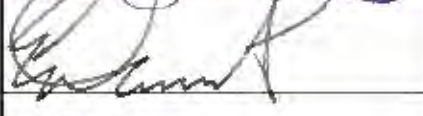

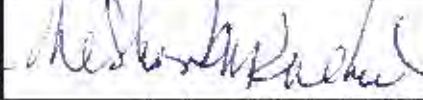
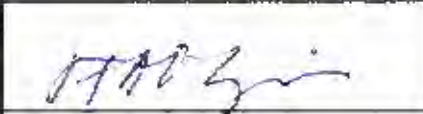
Print Name	Agency/ Organization	Email Address	Phone Number	Signature
Joy Madison	MCCV	joy@mccv.org	209-243-7011	
Therese Gardner	DOR	tgardner@dor.ca.gov	209-576-6222	
Blanca Mendez	DOR	bmendez@dor.ca.gov	576-6222	
Audrey Fiskum	SCWD	fiskum@stanislauscounty.org	209-538-1133	
Dawn Lutze	SSE WORKNET	jlutze@sseworknet.org	209-468-3675	
Octavio Valencia	Cultiva La Salud.	octavio@unitedwaymerced.org	(209) 756-3777	
Erika Angel	DOR	eangel@dor.ca.gov	(209) 576-6220	
Dan Bava	Ag		(209) 483-6857	
Melvin Cardenas	WORKNET	melvin@sseworknet.org	(209) 533-5654	
Belinda Petake-Elvin	WORKNET	bpetake@sseworknet.org	(209) 468-3675	

San Joaquin Valley and Associated Counties Regional Planning Unit

Regional Planning Community Forum

Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

November 13, 2018 5:00pm-7:00pm

Print Name	Agency/ Organization	Email Address	Phone Number	Signature
f Margarita Cabalbas	EDD	margarita.cabalbas @redd.ca.gov	209 576-6072	
Ed Wanker	EDA	EWANKER@SJCWIPAC ^{OLA} .ORG	209-468-3615	
Lana Sloan	SLOC	LSloan@stanislaus.org	209 756 3244	
f Meghan Rachel	EDD	Meghan.Rachel@ redd.ca.gov	209 576 6272	
f FAY CLYMPIA	SJCEDD	fayclimpia@sjcwipac.org	714 465-3585	
TRINA MANGATAS SISK EDD				

San Joaquin Valley and Associated Counties Regional Planning Unit

Regional Planning Community Forum

Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

November 13, 2018 5:00pm-7:00pm

Print Name	Agency/ Organization	Email Address	Phone Number	Signature
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**San Joaquin Valley and Associated Counties Regional Planning Unit
Community Forum on Regional Workforce Planning**

Kings County Public Health Department Auditorium
330 Campus Drive, Building 5 Hanford, CA 93230

November 6, 2018
10:00am-12:00pm



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**San Joaquin Valley and Associated Counties Regional Planning Unit
Community Forum on Regional Workforce Planning**


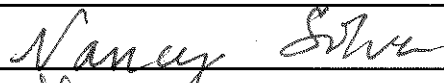

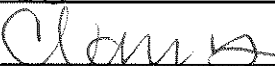

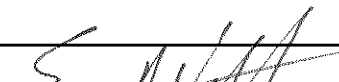

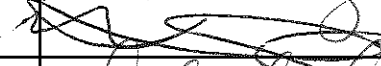
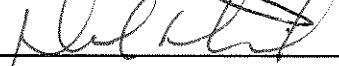



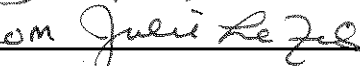
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Community Forum on Regional Workforce Planning

AGENDA

- I. Call to Order
- II. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- III. Purpose of the Regional Community Forum
- IV. Objectives of Regional Community Forum
- V. Consideration of and Discussions on the following topics:
 - A. The Regional Plan suggests that certain groups of job seekers (such as formerly incarcerated individuals, English language learners, persons with disabilities and others) have a difficult time finding work and/or advancing in their careers. In the current strong economy, is this still true?
 - B. Training and the opportunity to attain industry valued credentials is a central feature of the Regional Plan. Is enough training available to meet demand? For those taking part in training, are they able to earn certificates and find jobs?
 - C. Digital literacy skills (the use of technology in the workplace) were identified as a priority for workers. Is this training widely available and is it meeting the needs of workers and employers?
 - D. Based on a 2016 analysis of labor market and economic data, six major industries (advanced manufacturing, construction/public infrastructure, energy, healthcare, transportation and logistics, and value-added agriculture) were identified as priorities. Are job seekers currently able to easily secure employment in these sectors? If there are gaps, what are they?
 - E. If you were writing the Regional Workforce Plan, what would your priorities be and why?
- VI. Adjournment

**COMMUNITY FORUM ON
REGIONAL WORKFORCE
COLLABORATION
IN THE SAN JOAQUIN
VALLEY AND ADJACENT
COUNTIES**

Location

Date

REGIONAL WORKFORCE PLANNING AND BIENNIAL UPDATES

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units to address issues that exist at a regional level, affecting areas larger than those covered by a single board.
- In 2017, all LWDBs and the 14 RPUs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.

- ⦿ In accordance with WIOA requirements, a biennial review of the 4-year Regional and Local Plans is required.
- ⦿ California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

REGIONAL PLANNING TOPICS - 2019 MODIFICATION

The 2019 modification to the Regional Plan for the San Joaquin Valley and Adjacent Counties Regional Planning will address the following topics:

3 Mandatory Topics

- ⦿ Formalization of a workforce-corrections partnership.
- ⦿ Self-assessment of regional workforce coordination and alignment
- ⦿ Relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction re-apprenticeship programs.

One Optional Matter

- ⦿ Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.

OBJECTIVES OF THIS FORUM

- ◉ Give stakeholders and the community the opportunity to weigh in regional workforce issues
- ◉ Learn from practitioners about best practices in meeting service needs
- ◉ Identify where there are gaps in services
- ◉ Hear recommendations on building and/or strengthening services and programs to address currently unmet needs

FOR YOUR CONSIDERATION, COMMENT AND RECOMMENDATIONS

- ◉ The Regional Plan suggests that certain groups of job seekers (such as formerly incarcerated individuals, English language learners, persons with disabilities and others) have a difficult time finding work and/or advancing in their careers. In the current strong economy, is this still true?
- ◉ Training and the opportunity to attain industry valued credentials is a central feature of the Regional Plan. Is enough training available to meet demand? For those taking part in training, are they able to earn certificates and find jobs?
- ◉ Digital literacy skills (the use of technology in the workplace) were identified as a priority for workers. Is this training widely available and is it meeting the needs of workers and employers?

- ⦿ Based on a 2016 analysis of labor market and economic data, six major industries (advanced manufacturing, construction/public infrastructure, energy, healthcare, transportation and logistics, and value-added agriculture) were identified as priorities. Are job seekers currently able to easily secure employment in these sectors? If there are gaps, what are they?
- ⦿ If you were writing the Regional Workforce Plan, what would your priorities be and why?

Thanks!

We greatly appreciate your input.

Regional Planning Forum
Community
The Beale Memorial Library
701 Truxtun Ave, Bakersfield, CA 93301

October 3, 2018

John Chamberlin: The Regional Plan says that we have specific groups of barrier individuals particularly people who were in jail, English Language Learners and people with disabilities are having a hard time finding work or advancing in their careers, has it gotten better or worse?

Charles West (ETR): Two years ago the economy wasn't that strong, it's better now. I feel we are headed in a better direction.

John Chamberlin: What do we do best as a community? What's our strength?

Cindy Collier (KCCD): One of the things I think we are doing really well as a community is an education that we providing within the prisons. The community colleges have started doing inmate education and I think that is a great first step.

John Chamberlin: How extensive is it?

Cindy Collier (KCCD): It's gigantic, we are serving 8 facilities and 60 different sections of courses.

John Chamberlin: How long have you been doing that?

Cindy Collier (KCCD): 3 years maybe.

John Chamberlin: That is not universal around the country. National data says that the three things that work best in terms of seeing someone get out of jail don't go back to jail are: 1) Getting a degree or certificate in the year before you get out halves the recidivism rate alone; 2) where you live when you get out; and 3) getting a job when you get out and working steadily for the year after contributes to recidivism.

John Chamberlin: Anyone else, what we do well to help people getting out of jail?

Endee Grijalva (BC): Expanding on Cindy Collier's comment. What we are doing in adult Ed is we are partnering with agencies like Garden Pathways and partnering with our inmate scholars program for the next step. Once they do come out of prison they have a support system in place to continue their education. For those had not identified themselves as college-going we are working to help identify those students and help get them connected over.

John Chamberlin: Have you expanded that program in the last couple of years?

Endee Grijalva (BC): Actually, that has been in the last couple of months. Adult Ed is fairly new to Bakersfield College. Bakersfield Adult School has been doing some work similarly.

John Chamberlin: Do you have a waiting list to get into the programs?

Endee Grijalva (BC): No. It's whoever would like the service.

John Chamberlin: Other comments on what we are doing well?

Sonia Webster (3C): I think that the AB109 program and the attention the CCP has done in supporting community-based organization with assisting people when they get out of prison has provided some support and stability for them to access certain programs and get the additional support that they need.

John Chamberlin: A few others, what we are doing well?

Luanne Santos (ETR): We do have an AB109 program and we are a partner of the CCP and we have worked with different partners and community agencies and one of the things that we have found is that getting information out to the formerly incarcerated and keeping them motivated because housing and dealing with that blackout period when they have to meet certain requirements when they are in these housing facilities. Sometimes their goal is to find work but their main concern is I need a roof over my head. It's great that we have these partnerships and we are trying to be uniform and trying to reach out to these customers and we are continually changing our processes our team has revamped our program so we don't lose them when they come out of Lerdo or any facility. We have changed our approaches so that we can keep them with us and hopefully continue on with their plan. Also when they have a job for a period of time and they lose it because other factors play in we want to let them know that we are still here so please reach out to us.

John Chamberlin: Any gaps you can think of in helping people? Where do people fall in the holes do you think?

Elizabeth Chavez (KDCSS): I think Child Support Services is one of the gaps that happen. When they complete their training and seek employment and find a job if they haven't paid their child support their license is suspended and that partnership doesn't exist with our department right now. So I think that is one of the gaps and that really working together so that our customer is successful at employment. Being able to educate them on the income withholding that is mandated and how can we keep them employed by allowing their license to be released and negotiating that with them. We see it all the time we get one payment and then no payments after that and that customer never comes in to talk to us. We have no way to speak to them to educate them on how we can help them to be successful.

John Chamberlin: People with disabilities. What do we do best?

Michael Saltz (ETR): I think that one of the things that we do best is that we partner with DOR but more importantly we look for grants that specifically help out people with disabilities. We were fortunate enough to get the DEA grant and we were able to assist individuals who were deaf or hard of hearing get employment. We keep records of the people we were able to get employment. ETR actually look at helping and assisting people with disabilities to find employment or helping them get an education whether it is vocationally or in college.

Ashley Howard (KRC): Right now through the State of California we have 2 programs right now called paid internship program for our folks with disabilities and our CIE. The State put aside \$29 million dollars for these programs. We are as a County promoting these programs with our vendors and are encouraging them to seek employment in partnership, not as free labor but as our folks are valued employees and really honing in on their strengths, not just a placement. So that if all of their needs are met then what is going to spark them to stay at work and I think that is the key component. Getting their interest because if mom and dad are paying all of the bills then the checks will just pile up and they could care less about the money. But if we could focus on customized employment which happens in bigger cities. I think Kern County could really focus on that, it's starting small but I think that it could really grow.

John Chamberlin: How about people with limited English? What do we do best here? What do we struggle with?

Endee Grijalva (BC): Under adult education, we harbor a scope of work that is specifically outreach to ESL students. We are seeing people with foreign degrees who are not hireable because they do not have a GED or they don't have the confidence to be able to go out and become employed. So, a lot of our work is specifically directed at supporting those individuals in transitioning into the EMLS we are offering that for credit and non-credit. Non-credit meaning free to them as a student, this is huge because some of them are not California State residents and would not qualify for educational courses as a result. So through those efforts, we are able to get them those skills and the confidence and then get them connected to our job development team and continue on to get them those units transferred or certificates whatever it may be.

John Chamberlin: Why does Bakersfield have the highest number of disconnect youth?

Reyna Perez (Aspiranet): A lot of the youth have a lot of challenges. It's unbelievable what they have to go through to get employment. A big thing is probably motivation, I have to beg the kids to go to the workshops. As an agency, we don't have a lot of funding to provide them with meals, or gift cards or anything like that would motivate them. A lot of them have trauma, they have transportation issues a lot of the jobs are out in Shafter and they qualify but they don't have transportation and if they use the bus some of these jobs are late in the night and they will tell me, Reyna, I won't work there because I won't catch the bus. Even for college, they will drop Milan because there is not a bus at 9:00 and they were stranded looking for a ride. A lot of them have behavioral problems in our

program we have 18-21-year-olds with so many behavioral problems that sometimes we have to discharge them from our program because the managers want them out of the housing program. So the way that we work is that once they get approved for a program we offer them housing. So they will stay in one of our apartments. So for us to work with the landlords we have to go by their rules which means that if they are not behaving they have to get discharged from the program and then they are homeless. If they are not going to school, not working, or are not AB12 compliant then when they get that court hearing they will be homeless and I have seen a lot of my youth go homeless. I just recently last week a social worker called me and need the progress report for a specific person for this month because he's going to get discharged. He has nowhere to go. They have no family, friends, sometimes even their friends are homeless. I think that these foster youth face a lot of challenges and unless you work with this type of population you really don't know what we go through and we really struggle.

John Chamberlin: What works best with your foster youth population? What should we be looking to expand to do a better job?

Reyna Perez (Aspiranet): I would say right now we do have good resources. They have access to ETR to help them with training and now we have the EPIC program that we are working closely with so that's a big blessing. Finding a way to motivate them, understand them and not label them. A lot of them are afraid to say that they are foster youth sometimes I go with them but they'll ask me to walk away because wearing this badge identifies me as a staff member. They are embarrassed that they are a foster youth. They have so much potential and we need to find ways to motivate them and let them know that they are so valuable and my kids are very smart and have so much potential but as soon as something happens in their life it crushes them and that is because they don't have support from a family member. I clock in from 8am-5pm and that's it, that's my time with them right now as an employment specialist I'm trying to reach out to the people from America's Job Center from different agencies. Even working with people with disabilities because they probably understand us better as well and just trying to work with them and trying to find places that they can give me one hour nine be motivated. They are our tomorrow and we need them.

John Chamberlin: Any other thoughts on why Bakersfield in particular as such a high level of disconnected youth?

Michael Saltz (ETR): Regarding ESL through the Workforce Development Board we have a mobile AJCC which goes around all 8,000 miles of Kern County to provide services for individuals, in particular, those who have an English language barrier. In addition, we have Rosetta Stone that's available at all 21 public libraries for free. We are doing other things to help out the English language learners. With regard to the foster youth we are in the infancy stage we are teaming up with ifoster which is an organization that helps out individuals who are fostered youth. This organization helps with mental health issues and job opportunities. Kern High School communicates with local merchants to help get them jobs and ifoster actually deals with them nationally and they will guide them with regards

to interviews so that they can get a job. We are doing whatever we can to help out individuals.

John Chamberlin: Are there specific courses or programs where we have a waiting list? and the training supply is inadequate?

Leo Bautista (KIM WDB): I can't think of anything that's lacking because we offer quite a few program apprenticeships through our partners. A lot of times our employers are just not aware of all of the services we provide through the various trades and through the various educational services that we have. I think that where we have a "gap" if you will, is our ability to reach out to our employers to truly educate them on what's available and once we are able to bridge that comfort level we might have a spark in hiring if you will. I attended a tour at the Delano facility and they do a really good job at reaching out to the ag community and telling them that we have these services available but I think that can always be enhanced. I think we always have to be promoting the services that we provide.

John Chamberlin: If we have adequate training, do the participants get certificates? Are they able to complete it? and do they get jobs? And I understood a little bit of it, Leo, your point and part is working together and marketing those training.

Leo Bautista (KIM WDB): In seeing the value of those certificates and what it takes to achieve that.

John Chamberlin: Those of you from the College and other educators What training have you created in the last two years that's new or different?

No name: One of the best programs I think the colleges have developed that has been created is the baccalaureate degree in industrial automation and through their partnerships through the high schools being able to offer introductory courses through dual enrollment students then can go on and get the associate and then the baccalaureate degree right at BC for a reasonable cost. The degree in industrial automation covers all kinds of areas ag, food, health care, it is wide open. I think that is one of the highlights but they have also expanded and created an HVAC program in Delano that should be opening up real soon, cyber security the list goes on and on. I can tell you that health care is a huge gap in our community the employers in our community are impacted in the community and they can't find enough nurses primarily.

John Chamberlin: Nursing or other healthcare where we still have gaps?

Endee Grijalva (BC): We actually just started some conversations specifically targeting our homeless population with the Bakersfield Homeless Shelter and the conversation is around getting them hireable and we were looking at the health careers as a potential and the idea came from Sarah Barron and she came up with the public navigator certificate which is little modules and badges of achievement so those motivators that we talked about and trying to keep people engaged but these are early talks. Being innovative on

certificates and the pathways in which to obtain those different levels of certificates something I think we are very much on the forefront of.

No Name: Just recently I had a conversation with BHRS and mental health care technicians. Which is an entry level person but it is more like a nursing assistant there is a specialized curriculum that needs to happen to care for the mentally ill and I can tell you we haven't developed it yet because I can't figure out how to develop it but I think health care is a huge red tag. Radiology, technology, ultrasound some of the diagnostic positions are very hard to fill because we don't have enough spaces for those students.

John Chamberlin: Other thoughts where we have gaps in other careers?

Luanne Santos (ETR): Something that has been surprising for us is the need for truck drivers. It used to be that they had to have at least 2 years of over the road experience and now businesses are trying to grab them even before they are done with training and training is only about 4 weeks long. So, the interest is there but keeping the people who are skilled to go for those jobs the employers are looking for them and that is something that we have to keep up with. We have added another trucking school to our list of vendors.

John Chamberlin: What are we doing to make the training more accessible? Or to increase the graduation rate for the hardest to serve groups

No name: The colleges are working with high school districts for dual enrollment and so really looking at those programs so that hopefully we can get our students to get six or eight units of education credit. While there still in high school, which literally could lead them straight into a job once they're either in high school or out of high school. It can also give them access to the college so I think that's a huge piece of it. The other part is really focusing on getting those students to realize there are entry and exit points and that there are different levels of education, whether it's a certificate or a degree.

John Chamberlin: Is digital literacy still a priority? What are we doing to address the universal need for digital literacy?

Leo Bautista (KIM WDB): As an employer. I think the programs address this because they are always looking at the next forefront and how do you do your interview. How do you present yourself? How do you prepare yourself for that? So I think that America's job center they hold the right forums and present that and give everybody an opportunity to go to the programs. So I think that they do a good job of preparing somebody for that. They do a good job preparing soft skills something we should address more is how do we help them with their self-esteem so they maintain those jobs and they look for the next step because as employers we all have different opportunities for advancement and a lot of times they get a job and they want to stay in a job and they don't want to go to the next level because it puts them in a different light or requires them to give more and they're not really ready to do that so what is more important how we get them there. How do we go back and follow up to make sure they're maintaining in their function properly

John Chamberlin: What do we do best to help people gain the motivation or the skills to retain a job or move up that we should look to expand or replicate? What do we struggle with? What works best in terms of retention? Should we be asking employers that?

Elizabeth with child support: As a County employer, we are actually trying to engage millennial's so they can stay a little bit longer because we know that they are moving constantly trying to look for the next thing that makes them feel good. So we're actually looking at a buddy program so I'm thinking maybe employers with a mentorship program may retain people and so if someone who has never had an example of what it is to go to work every day and you're supposed to call out supposed to be a work on time so maybe finding mentors for them outside of work who have been through that experience already and that can help them prepare for their job. We have had that issue happening in our organization. At one point, and we actually set out to talk about the barrier may be that they have never had a job before. So they've never had a job. We really need to spend some more time setting the standard, what we expect, how do you call in, What are acceptable reasons to call it really so that you're not wasting your sick leave because then when an emergency comes, you don't have that available to you If you've never seen an example of that in your life, especially if your foster child? You may have some of those other struggles that you're dealing with. Maybe some real people that have been successful can help mentor those youth, even those people who have been recently released from incarceration because there are already barriers coming out of that. You have to put on your application that you have a conviction. How do you explain that it is not a barrier for you?

Leo Bautista (KIM WDB): You no longer have to put that on an application.

Elizabeth with child support: But people may still feel that way and unless you tell them they don't have to do that then they don't know that so in your preparation for them going to the job interview are we setting that for them. I don't know.

John Chamberlin: To recap a little bit. It makes it a big difference if your foster kid and you can meet someone else who was a foster kid who succeeded. If you're young African-American kid who has dropped out of school and you meet someone who is just like you, who is making it inspiring and to hook people up with a one on one with someone who lived a life that they can relate to makes a big difference.

Peggy Langels (ETR): I think one of the things that might work would be having a coping skills workshop. Okay, so you got a get a job in your boss is something that you don't like what you do? What do you say? You don't walk off the job you cope with that. Who do you talk to? What should your reaction be? Because I think a lot of the times people who really have a worked in a long time or they've never had a really good job and all of a sudden there have one, it's more stress more things happening and they don't know how to cope with that. So instead of coping with that in a proper way they either get mad have a fit or walk off so, I think that is something we need to have workshops on before they even start working.

John Chamberlin: Do we have those workshops now for people getting out of jail?
Okay, so we have those setup.

Leo Bautista (KIM WDB): I was just going to echo that because we do a lot to help them get in the door but it's what they do afterward. Now the law is where we don't ask questions and you don't have to put down that you were incarcerated or that you did this. Where it's going to come up is in your background screen, but the job has already been offered and you can't do a background screen until the job has already been offered and then there has to be a truly compelling reason why they can't get that job.

No Name: Right, but the form asked have you ever been convicted?

Leo Bautista (KIM WDB): That question is no longer asked. It's only asked in their background screen, but that is done by a third party is not done by the employer, so they get the conviction. Say, for instance, just to give you an example, if you had an embezzler apply for a job at an accounting firm well obviously they're not going to be able to get that job, but if you have one that the truck driver that should be a reason for an employer to say no.

No Name: Right, what we experience is that people don't mark the box that they have been convicted. When they complete their background check and so because they're afraid to disclose anything when they are completing their paperwork so that excludes them from the position.

Leo Bautista (KIM WDB): True because they have falsified their paperwork. It's impressed upon them that they have to be truthful. They pay their debt to society. Most employers are going to say let's go because there aren't enough employees out there.

No Name: Exactly.

Leo Bautista (KIM WDB): so they have to have faith in the system and building that but more importantly, I think, once they get the job they need to not that I'm asking anyone to lie, but they don't need to tell everybody. They were incarcerated. They go and they share their business and it's nobody business but their own. Those are the classes we need to teach.

John Chamberlin: Leo, in your opinion, is the word out to employers? Little ones, as well as big ones and applicants, do they know that they no longer disclose their conviction on an application?

Leo Bautista (KIM WDB): It's the law.

No Name: unintelligible

John Chamberlin: Just because it's the law doesn't mean that the host of applicants know that.

Leo Bautista (KIM WDB): Then we need to do a better job of informing our population of their rights.

John Chamberlin: I know as someone who rights policies that it easier to write the law than it is to get someone to read it.

Charles West (ETR): Concerning your AB109 or reentry individuals, what we do at ETR is we meet them inside the institution. We have an instructor that works with them while they're incarcerated and then as they are released he meets with them again. So that's unique in what we do. So then we take it a step further, inside they don't have access to computers and outside they do so we take some of that as another step. Another thing we do is that we discuss answering that difficult question, it's not so much about what I can't do, and this is what I can do. I amplify that they reinforce what "I am able to do". Job Developers that go out into the community and let them know what do you have for that individual who has a barrier? Who has a blemish? Who has a bump? So you have any position for those individuals? So that interview point doesn't become the conscientiousness of the interview. My employer has allowed me to be certified as a GED proctor so you will see me as a case a case manager, a job developer, you're going to see me in class and all of a sudden you're going to come in here because I told you to better yourself and I'm going to be the one at the desk saying "I'm proud of you" and that's what we do better than anyone else. In larger communities you've got this person, this person, this person and all of these differences and the inconsistencies are what they are accustomed to, they don't embody success. So that again is why I'm so proud. We have ETR, EDD, DHS, and Child Support we all partner together. I can pick up the phone and say give them a chance and they will say he already got a chance, he just doesn't come over, again EDD what are we able to do for them to get them to go in the right direction? We do that very well. The difficult aspect is that we are dealing with a population that just doesn't know how to win and that is the part we have to work on.

John Chamberlin: How do we work on that?

Charles West (ETR): We continue to be consistent. I've learned through management that you can't save everybody. We look at saving everyone, leaving no one behind and in this population, in what we do, you just can't do that for everyone and that is our frustration. As far as the employers and the difficult questions we're going to make sure that upfront before you come in before you apply, they already know who you are because they have already seen your resume. So then they are looking at an individual. I can't name anyone is here that hasn't had a family member that is perfect and that is the greatness of this community.

John Chamberlin: I really appreciate your passion, Charles. One of the themes self-esteem is so huge and looking for ways to get into our programs we have to find the barriers and we focus so much on assessment and what is wrong with you that we don't always give an equal amount to what is your passion and what is right with you. It's the

system and we have to figure out a better way to do that. Focus better on the passion and what we can do to find you a job that fits that passion because there is one out there.

Okay, another question, we did a ton of Labor market data when we were here last. Probably the hardest job my partner David Schindler and I had writing this plan was crunching a ton of Labor data. We distilled down into 6 major industries that are our primary targets manufacturing, construction, public infrastructure, energy, healthcare, transportation, logistics, and agriculture. Are those still our priority? Are there gaps? Can you think of others? And where would they be? And how can we do a better job?

Michael Saltz (ETR): I believe that a gap we have is in vocational school. A lot of time high school students have no idea that there is a vocational school in Bakersfield. That is changing. KHSD is making a concerted effort to let students know that there is a vocational school here. In fact, they are building a new one on the South West side of town. Some kids are geared to college and some are geared toward vocational school and I think that has been one of the gaps we have had in our community is that is always being pushed college and college is not the answer for everyone. In fact, quite frankly I know that when you are a lawyer, plumbers and electricians make a lot more than lawyers can and I think that kids need to understand that. It's not that being a plumber or electrician is not a job that they should be disappointed with. It's a job where they can make a lot of money and they can be very proud of.

John Chamberlin: If you were telling me what to write into this regional plan, give me 1 or 2 of your process plans to help people with self-esteem? Can you think of anything else that you would prioritize?

Yazid Alawoarey (Housing Authority): I think our biggest priority should always be having guest speakers especially at schools. I remember when I was in college I had a class where we had a guest speaker every 2 weeks and it was very inspirational to see somebody go through what I had to go through. At the Housing Authority, we do have after school programs for the kids at our facilities. One of the facilities is for emancipated youth and their outcome is completely different than our adult Section 8. A lot of the people that live there are in our self-sufficiency program and they think they have nothing in common with us. They assume that we went through zero hardships compared to them and when we sit down and talk to them and tell them where we came from they become more encouraged. Then they say "if you can do it" "I can too". When I worked at Community Action Partnership of Kern half of our staff came from the Welfare to work, EPP program about 15% of them graduated the program and found employment about 180 people found employment while I was there. So I think motivational speeches at schools, at community centers, should always be a part. I try to schedule a guest speaker at our facilities because it encourages the kids to take that one step and unfortunately because of their situations a lot of them don't have a lot of self-esteem and they see people that they look up to that look like them and came from where they came from they feel encouraged.

John Chamberlin: Other thoughts, priorities that you would have? By the way, we are taking notes and your ideas will be considered. You may have something that someone may not have thought of 2 counties over.

Sofia Morales (EDD): The SEAJCC we do really well as partnerships. We have partnership meetings about every month and in those meetings, the different schools are there and housing authority, DHS is there and we can bring anything to the table and I'd like to see more of that.

John Chamberlin: More and continued partnership meetings and maybe have people at this meeting would like to be a part of those meetings.

Reyna Perez (Aspiranet): I try to different workshops with them as far as teaching them interview skills, and interpersonal skills, how to write a resume, how to complete an application but I also feel it's really important outreach in the community to learn about CAPK and learn about other programs. Sometimes we may not work with the same population and that's ok. I'm part of the hiring committee most of them are with DOR or Regional Center, BARC, Taft College or BC and most of them are foster kids but I'm so lucky that I found them because they have welcomed me into their meetings and we do job clubs so we invite employers which its about 2 employers, I am hosting the next one in November and we are doing the Mayor's Luncheon coming up October 16th. Where the Mayor will pick the employer and employee of the year etc. and it's my first time. I've partnered up with another agency the Native American Achievement Career Center, and they have nothing. They have funding and I said let me help you, I love going down to the community center. I put on all the workshops, outreaching to employers. Another agency, Act 1, is doing a workshop for me tomorrow for our kids so they can learn different personalities and then the Native American agency will just pretty much do the incentives and the meals. So I think it's pretty nice that even if you don't work with the same population but if you somehow we can partner up I invited the EPIC program to the workshop and different people because I love to welcome everybody and I want to feel like Bakersfield is going to welcome us as well, so I think partnering up, community outreach, maybe doing more workshops, more events that they feel more engaged with the community they feel more motivated. I know for kids even if for Christmas we ask them what they want and they'll ask for McDonald's because sometimes that is all they know and that's a huge thing. So can we reach out to McDonald's and ask them to give us gift cards? can you guys be a part of this? Can we help them get those barriers out? Are there ways we can help them with transportation? Are there ways we can help them with interviewing clothes? They don't get a lot of money per month and they don't have jobs so employers will turn them down. So can we find employers that are willing to donate? Can we ask the community for that? Can we ask for more discounts for them? Or something that will motivate them, I know there is something out there and I can think of a million different ways that I can write it down. I think it's important that if we all work together and I highly encourage you even if you think of something if you're not working with the same population, we're not getting paid by the same employer but I still feel like somehow we can collaborate.

Sonia Webster (3C): I think what I would put as a priority is to be more inclusive. A lot of times we as individuals are working with organizations, but we don't engage the actual participant or client so you really are creating programs or solutions without really engaging the individual and so I think I would try to find a way where you can include the population that you are trying to serve in asking them what they want, but also trying to create and design whatever it is that you know they would end up accessing and let also the nonprofit and the grassroots organizations which I think we have a lot of large nonprofit, but we have grassroots organizations that probably could have been here tonight to give you more feedback because they are working directly in the community where the individuals live and I don't think they get engaged or included in the process.

Ali Morris (WDB): One of the things I haven't heard thus far tonight and I believe is the inclusion of entrepreneurial training for individuals that is my passion. I love to teach a training we talked about students coming out not necessarily looking to college may be looking to vocational training. My point is the same when it comes to people looking for jobs, especially when you are an ex-offender. It is a little more difficult to get a job than a person that is out there with maybe even a college degree. I believe there are people out there that can train them on how to start a business. When you start a business and you going after a client track, you don't have to put that you have a record anywhere in your proposal so that levels the playing field and a lot of times. If an ex-offender starts a business, then they are more than likely to hire another ex-offender so that creates jobs. When it comes to our youth. We have entrepreneurial programs and classes for youth if you are talking about motivating the youth and you can show them how to start a business and become successful. That may motivate them more than trying to teach them how to get a skill or find a job. I just believe that engaging them in the entrepreneurial world may be another avenue for us and I have noticed that as a nation we are slowly starting to engage the idea of small business development as a way out of our situation. I think that is something that we should consider.

John Chamberlin: They recently did a study in the city of Los Angeles and of their disconnected youth 40% of them were working in the *unintelligible* one-way shape or another, but they didn't know how to grow that into a full-time income and maybe some training would help with that. Another issue is that a lot of people are coming out of the retail business. Now the Amazon affect people buying things online. How many of you get a package a week delivered at your house? It has a big effect on retail in one week, 24,000 people were laid off from retail jobs. It affects a lot of people's lives.

Final thoughts, Ruby?

Ruby Awesome: I just want to say I have heard great things tonight, especially the passion that everyone shares helping their individuals here in the community, but there something that I wanted to touch on regarding the reentry population and the discussion around the application checkmark box and how it's law. Anything can be put into law, we can following the rules that we like that we like. However, that doesn't change the fact that there's a stigma out there that we can talk to those lawyers and say you need this off your application, but they also have a stigma on them, and it's our job when we work with

these individuals at this level it's a bigger issue when they go out there because right here I can say you're doing a great job. I'm so proud of you they're still stepping out that door. They are still going out there saying I'm going to this job interview and once they are reaching that step they go through that process with their fingerprinting saying they can appeal and hit the job, but that person still knows about them. They are making that judgment and it's hard to motivate that one person who probably came out after 20 or 30 years and 20 or 30 years ago it was nothing like it is today. Technology has grown, communities have grown education has changed a lot and I just wanted to say that a greater discussion of our reentry population is not only in our workforce arena and behavioral health motivating. It is also stigma just so that we take away that self-fulfilling prophecy status from them and empower them not only individually but empower employers to see them as individuals that can grow and flourish and so with that said, it just takes a village.

Michael Saltz (ETR): I just want to thank everyone for attending tonight. In addition, I want to thank John for coming and talking about the regional plan the next convening is going to happen on October 24, 2018, here (The Beale Library) at 1:30 to 3:30 PM. In addition, I also want to thank Ruby Awesome for coming down from Merced to assist in this process I want to take the board members for attending It is great to see so many of them here. I would also like to thank the director of child support services for being here. Although John talked about the regional plan and he made reference to the local plan . The local plan is just as important as a regional plan on November 1, 2018, and November 8, 2018. We are going to have topics and all of you have received the flyer. Not only do I hope that you continue to attend the regional planning forum but also the local planning forum for because that is where we will be taking information similar to what John is doing so that way we can prepare a local plan that is representative of our region. Please make sure that you attend if you can. Thank you so much for attending.

Regional Community Forum

November 13, 2018 5:00pm – 7:00pm

Stanislaus County Library, Community Room 4835 Sisk Road, Salida CA 95368

FOR YOUR CONSIDERATION, COMMENT AND RECOMMENDATIONS

1. The Regional Plan suggests that certain groups of job seekers (such as formerly incarcerated individuals, English language learners, persons with disabilities and others) have a difficult time finding work and/or advancing in their careers. In the current strong economy, is this still true?

David Shinder: Shrinking of the applicant pool, creates new opportunity. Some job requirements seem to be non-negotiable, even in a strong labor market. But with such a small labor market, there are some requirements that can now be achieved. Workers that previously worked in the fields seasonally, are now finding work year-round, pay higher wages and less labor intensive. This is a good time to better market and brand our system to businesses and job seekers. Workforce needs statewide branding and good marketing campaign outlining services, trainings and other opportunities we offer. Different marketing required for different targeted populations.

Andy Fiskum: Our local economy has an unemployment rate of 5.5-5.6%. Since labor pool is smaller, employers are hiring persons with barriers that they wouldn't normally look at in a stronger economy.

John Solis: More employers are coming into the AJCC's as well as at Job Fairs, looking for qualified candidates trying to get the edge over other employers. Still difficult for job seekers that are timid, not really looking to be employed, and long term unemployed.

April Potter: Some employers are loosening their requirements for applicants, in order to expand the labor pool.

Dan Bava: It is still very hard to find workers to work in the fields.

Terese Gardner: Deaf & hard of hearing individuals are historically severely under-employed, because perspective employers are not sure how to make accommodations. DOR can provide devices to help aid in employment and offer

OJT's, but the DOR services that are offered aren't marketed very well. These groups are usually helped by a strong economy, but it isn't happening currently.

Chris Savage: For Gallo- The local workforce is shrinking at a higher skill set level, but no problem in the lower skill set levels. From a Workforce viewpoint- we need to BRAND statewide using clear, concise information.

J.D. Virgen: Small business owner that caters to the Spanish-speaking population. They are going to jobs that have the benefits available. That is how employers will get them to stay at a job. Get the word out on TV and Radio of what Worknet is, and that there are ways for Worknet to help them get jobs.

Karen Blades: Friends Outside is a non-profit organization and radio gives them free airtime, so that's how they market their services of job searching and training.

2. Training and the opportunity to attain industry valued credentials is a central feature of the Regional Plan. Is enough training available to meet demand? For those taking part in training, are they able to earn certificates and find jobs?

David Shinder: As jobs continue to change, and need emerges, we look to business to be the trainer to fit their needs. Then, over time educational institutions will take over the trainings, but work with businesses to get training started timely. Adult Schools provide career pathways for business (modular training). Job loss due to industry change. Localized trainings to the extent of specific employer.

April Potter: Data shows that there is not sufficient industry training available. There are plenty of certificate trainings, but not to meet industry needs that will result in jobs. There is a significant skills gap in the home health care sector.

John Solis: There are many new growth industries where there are no training programs available, so they rely on OJT's to gain the needed skill sets. Under WIOA we are required to work with businesses. Adult Schools are developing career pathways with employers, and other certification programs that will build on skills to get them to their employment goals.

Patty Virgen: Utilizing the Adult Schools to provide relevant trainings with flexibility. Private Schools- too expensive. Community Colleges- have course length too long.

Chris Savage: Food processing is losing jobs. More job losses due to industry changes. Localized trainings (such as the VOLT institute) that help with local industry and their needs.

Sylvia Jimenez: Golden Valley has a program that takes students that complete their degree, monitor them to verify their skill sets and incorporate them into their

workforce as their employees. If areas are missing, such as people skills, they are retrained before going on to the facilities.

3. Digital literacy skills (the use of technology in the workplace) were identified as a priority for workers. Is this training widely available and is it meeting the needs of workers and employers?

David Shinder: Still lacking... there is no workaround for digital literacy skills. It is in every sector, market and industry. AJCC's are doing own digital literacy skills training. More marketing needed to let job seekers know where to go for training. Digital literacy is the other needed skill that needs to be taught. Training methods will vary from target group to target group. Making sure that computer skills transfer from educational institutions to the work world. Focus on customized digital literacy skills.

Patty Virgen: It has gotten better/ ie. Everyone has cellphones. More online applications. Still big need for more training. AJCC's doing own trainings. Previously incarcerated are lacking these skills.

April Potter: The library is offering computer access to many. A lot of trainings available that people don't know about.

John Solis: There is a need to change the culture. Make requirement in schools, adult schools and AJCC's for required digital literacy skills classes, like they do for English & Math in schools. Slowly moving in that direction, but not there yet.

Dustin Pack: The local schools are implementing it is in schools with assignment of laptops and notebook computers, but they are only using for school work and losing it when they are leaving school and have not learned how to use for job searching and other computer skills needed in work settings. Skills are still lacking.

Karen Blades: Friends Outside incorporates digital literacy skills into their training. Maybe more in-house training rather than sending them out to outside training schools. More focus on individuals.

April Potter: More focus on targeted job-based computer skills.

4. Based on a 2016 analysis of labor market and economic data, six major industries (advanced manufacturing, construction/public infrastructure, energy, healthcare, transportation and logistics, and value-added agriculture) were identified as priorities. Are job seekers currently able to easily secure employment in these sectors? If there are gaps, what are they?

David Shinder: With the recession and current economy, we have probably seen the most changes in the construction industry.

April Potter: Add in Cyber Security... coming to the valley.

Belinda Petate-Chan: Seeing an increase in construction jobs in the current economy.

5. If you were writing the Regional Workforce Plan, what would your priorities be and why?

David Shinder:

April Potter: Get industry at the table to lead the conversation.

Elena Mangahas: More non-traditional jobs for women. Construction, energy, and transportation.

Terese Gardner: Customized employment to meet the needs of workers.

John Solis: Focusing on the need for jobs for the aging population, for those re-entering the job force. Don't lose sight of the energy sector, it is growing at a rate of 25% right now.

**San Joaquin Valley and Associated Counties Regional Planning Unit
Community Forum on Regional Workforce Planning.
November 6, 2018 10:00am-12:00pm Hanford, CA**

Meeting Minutes

Attendees: Lance Lippincott, David Schinder, Vince Velo, Laura Magana, Sophia Aguilar, Monica Andrade, Roxanna Cruz, David Daniel, Jorge Espinosa, Wendy Lomeli, Janet Long, David McMunn, Terri Cooper, Janine Medina, Rich Mostert, Corinna Pereira, Olivia Rodriguez, Michael Salinas, Tracie Scott-Contreras, Nancy Silva, Genobeva Snowden, Celeste VanAnne, Maiknue Vang, Spencer Williams, Phyllis Stogbauer, Antoinette Gonzales, Maria Rodriguez-Lopez, Edith Hernandez, Donette Silva-Carter, Julie Lefils, Nicolas L, Ivan

- I. **Call to order:** Kings County Economic and Workforce Director Lance Lippincott called the meeting to order at 10:00 am and introduced presenter David Schinder, Regional Consultant for the Central Valley.

- II. **Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification:** David Schinder explained the Workforce Innovation and Opportunity Act (WIOA) is the federal legislative piece by which every Workforce Development program is operated under. The State of California has 45 distinct Workforce Development Boards. In 2016 the Governor organized the Boards into 14 Regional Planning Units. There are eight local Workforce Development Boards in the Central Valley. The State requires a 4-year Regional-Local Plan; the current plan covers 2017-2021. The State is requiring modifications to the plan due in 2019. The state is requiring to look at the following three topics: formalizing partnerships; self-assessments of regional workforce coordination and alignment; and meetings with local Trade Councils that over see apprenticeship programs.

- III. **The Purpose of the Regional Community Forum:** David Schinder explained that the State is requiring Regional Community Forums to secure state holder and community input in preparation to updating the existing plans based on changes to the economy or labor market. Kings County is part of the Central California Workforce Collaborative (CCWC).

- IV. **Objectives of Regional Community Forum:** The Regional Community Forum’s objective is to hear recommendations on building and strengthening services or programs, identify gaps in services, learn about best practices and it give the community the opportunity to weigh in on regional workforce issues.

- V. **Consideration of and Discussions on the following topics:**
 - A. **The Regional Plan suggest that certain groups of job seekers (Such as formerly incarcerated individuals, English language learners, persons with disabilities and others)**

have a difficult time finding work and/or advancing in their careers. In the current strong economy, is this still true?

Tracie Scott-Contreras - Madera WIB: Reported what she is seeing in their community is those who have marketable skills perhaps mid-level skills or higher are having very little difficulty in finding employment. However, the individuals that have multiple barriers are struggling. The interventions that are necessary to assist those individuals with barriers take much longer and require a lot of support.

Wendy Lomeli - State of California EDD: EDD serves a variety of individuals such as Veterans, re-entry, recently released, and youth who have different barriers. However, the expectations of employers can make it difficult for individuals with barriers to be hired. Employers can be accommodating for shorter periods of time but are not accommodating for longer periods of time for those that need it.

Rich Mostert - Tulare WIB: Tulare County has two main industries Health and Industrial/Manufacturing. Employers are becoming more creative due to staff shortage. More job fairs are coming up, and employers are doing more hiring on the spot. Many companies are using Workforce Training Programs prior to hiring. These training programs work with individuals that have barriers.

Maria Rodriquez-Lopez - Kings Human Services Agency: Reported that the English language learners do not have a difficult time finding employment because they work in the agriculture sector, the difficulties they have is advancing in there careers because of the language barrier.

Tracie Scott-Contreras - Madera WIB: Reports the better their relationship with employers the more likely employers will take a chance in hiring employees they normally wouldn't. Especially, with some of the incentives offered such as on the job training and tax credit. Tracie also sees there is a struggle with people taking advantage of educational services available to them to move up in their careers due to working full-time jobs to support the families; working 10 hour days or having two jobs having; or only have one car.

Corinna Pereira - West Hills Community College: West Hills College is seeing more youth enrollment as they are taking courses to transfer to a four-year university. They have short term programs and are trying to add night and weekend classes however, they are not filling those classes. West Hills is constantly canceling classes due to lack of enrollment. People are just not making that committee. Individuals do not see the worth of the sacrifice for training. West Hills is also trying to build programs outside of season. Corinna recognizes that people are also struggling in the registering process. The college is now going into businesses and asking for most valuable employees and are willing to create a program to develop these employees. The college is educating employers how they are a training facility.

Julie Lefils – Kings Partnership for Prevention: Julie believes when advancing in a career it's about leadership development.

Michael Salinas - United Way of Fresno & Madera: Michael is a strong supporter of communication and building partnership. Fresno just developed Career Technical Education Charter (CTEC) High School. They understand there is a huge bubble for poverty and underserved and uneducated individuals. Michael mentions there is a smaller bubble where you have education, businesses and entrepreneurship. All these bubbles need to communicate and work together for the same mission.

Janine Medina - Sequoias Adult Education Consortium: The Sequoias Adult Education Consortium serves youth and adult population in Kings and Tulare Counties. What they are noticing is that basic education classes or English as a second language classes are not filling up as quickly. Janine mainly works with currently incarcerated students and with the advanced manufacturing programs. Janine reports the welding and industrial maintenance programs are impacted with waiting list. They have employers that are calling them to get the names of students finishing manufacturing and healthcare programs. They are at a point of doing lottery for these programs as there are so many students that want to enroll.

B. Training and the opportunity to attain industry valued credentials is a central feature of the Regional Plan. Is enough training available to meet demand? For those taking part in training, are they able to earn certificates and find jobs?

Antoinette Gonzales – Kings County Human Services Agency: West Hills Community College has expanded their English as a second language courses which are being filled up with older population. The adults are now understanding in order to grown they must speak English. They are also pushing their children to further their education.

Janine Medina – Sequoias Adult Education Consortium: Janine does not feel there are enough trainings available. Some of the programs in healthcare, manufacturing and welding are very expensive to start up due to the cost of the equipment. The students that go through these programs are acquiring the actual skill but are lacking soft skills. They don't know how to interview, be a team player or be punctual. These industries have big employment potential as beginning salary can be higher than for those obtaining a bachelor's degree.

Rich Mostert - Tulare Workforce Investment Board: Reports that a big issue for the College of the Sequoias is they cannot find instructors.

Corinna Pereira – West Hills Community College: West Hills Community College is developing new programs, Corinna feels there is enough training and resources available. Corinna expresses there is not a pipeline to notify people of the programs they offer. They have classes that constantly get cancelled due to lack of enrollment. This also affects the instructor as they are left wondering what their income may be and may choose to work somewhere else.

Phyllis Stogbauer: Fresno Workforce Connection: Fresno doesn't have a lack of training, there's a lack of individuals that are interested and want to take the time to go into training. Recently Amazon opened a facility in Fresno, while Fresno Community College was willing to

work with Amazon on a training program. Amazon was not interested in training for their employees. They are finding that employers are more interested in soft skills and obtaining employees whom they are able to train themselves.

Maiknue Vang – Madera Workforce: Maiknue expresses seeing the most difficult to serve individuals have multiple barriers. They have grants that specifically target these individuals. In their disability program enrollment numbers have not increased. As previously said these individuals have several needs. However, these individuals are needing immediate employment to fulfill their basic needs and are finding employment where employers are not requiring training.

Spencer Williams – State of California Parole: Opportunities are available for the population they work with however, individuals are not interested in training and lack life and technical skills.

Celeste VanAnne – State of California Parole: Celeste works with a population that are stagnates and lack a bigger vision. These individuals do not seek resources or to go out to job fairs. For this type of populations, it may take reaching out to them in their own neighborhoods.

Tracie Scott-Contreras - Madera WIB: Commented that individuals that come into the center are looking for immediate work. They can help them find immediate work but if they lack soft skills three weeks later they will be back at the center. This is a cycle that takes time for them to understand. Soft skills are not easy to teach in a workshops. Unfortunately, for many of these individual's soft skills were not modeled to them and it takes time for them to build these skills and what they are noticing that some give up before achieving these skills.

Phyllis Stogbauer: Fresno Workforce Connection: Fresno has a two-week workshop which evaluates individual's soft skills. After identify areas that need improvement an individual works through an online course. Fresno understands they need to change the way they do business. They are working on getting individuals employment and seeing how to keep these individuals engage to continue working with them. They are looking at their flow and now have a population that is going to take more time and a different path.

Michael Salinas - United Way of Fresno & Madera: Michael believes cultural plays a huge role in the workforce. Instructors can create a multi-cultural environment but they also have to have knowledge and respect to the background of students. However, employers are lacking understanding the culture of their desired employees. By understanding the culture employers can work with employees on what motivates them and further develop their employee.

Wendy Lomeli – State of California EDD: Wendy explained with their Youth program they are working more with those individuals that are showing interest to be served.

Rich Mostert – Tulare Workforce Investment Board: Tulare County has made a lot of effort to build a bridge from the education side to employment side. They are prioritizing education and having employers come into classrooms and explain the essentials they are looking for besides having the actual skill.

David McMunn – Tulare Workforce Investment Board: Tulare County is partnering with probation department on working with individuals on soft skills training. After this an individual is referred to the One-Stop. They are working with Human Services Agency on subsidized employment experience program where they are put individuals to work on a one-week job readiness then transitioned to a job experience program.

C. Digital literacy skills (the use of technology in the workplace) were identified as a priority for workers. Is this training widely available and is it meeting the needs of workers and employers?

David McMunn – Tulare Workforce Investment Board: As looking into the future many jobs will be replaced by robots. We now need to understand the net gain and loss of future jobs. There will be new employment to produce, train and repair robots. We need to start focusing in adaptability and creativity skills. With the evolution of technology from robots to having virtual meetings it's important to start training in digital literacy.

Tracie Scott-Contreras - Madera WIB: Tracie mention the younger generation's digital literacy, does not translate into the work environment. Social media and texting literacy is not typically transferable into the workforce. The primary working age population may struggle to use a computer. They may only have the One-Stops for digital access.

Nick Loret De Mola – Worknet Merced County: Merced is training their Employment and Training Specialist on digital literacy. For those individuals that are seeking services they are looking at their social media profiles. This is important as employers nowadays will look up on social medial potential employees.

Corinna Pereira – West Hills Community College: Corinna reports with her own staff she struggles with Access skills which are needed to run reports. They are working on improving. In addition, they are coaching customers in completing applications, resumes and cover letters. They are working with Kings County Office of Education to run these support programs for customers.

Genobeva (Gigi) Snowden – Employment Connection of Visalia: Gigi explained she likes to hold workshops where individuals are engaged, entertained and enthusiastic. Going beyond addressing social media profiles she also addresses the importance of a proper email address.

Wendy Lomeli – State of California EDD: Explained the struggles with the younger population in having the appropriate digital literacy. They are training and coaching individuals as they are not meeting the needs of employers.

David McMunn – Tulare Workforce Investment Board: David commented from observing his daughter who is in High School, not only are they experts in social media, but schools are also requiring students to submit assignments electronically.

Genobeva (Gigi) Snowden – Employment Connection of Visalia: Gigi reflects how when she was in school students would physically meet to do work, now her 8th grade daughter does everything online. Employment Connection of Visalia partnered with Fresno State University to provide digital literacy training. The university came to their facility to provide digital literacy training classes at different levels.

Janine Medina - Sequoias Adult Education Consortium: Janine has a challenge with her incarcerated students learning digital literacy. Some of these individuals that are released lack technology skills and do not have access to technology. These individuals have a hard time transitioning into the workforce or school.

Wendy Lomeli – State of California EDD: Wendy explains how staff is constantly educating customers on using their UI online program.

Phyllis Stogbauer: Fresno Workforce Connection: Addresses the struggle of customers that do not have any internet access because it's not available in their area.

- D. Based on a 2016 analysis of labor market and economic data, six major industries (advanced manufacturing, construction/public infrastructure, energy, healthcare, transportation and logistics, and value-added agriculture) were identified as priorities. Are job seekers currently able to easily secure employment in these sectors? If there are gaps, what are they?**

Tracie Scott-Contreras - Madera WIB: Tracie states securing employment depends on the industry. An individual getting a class A truck driving license can go to work tomorrow. For individuals receiving Welding and Maintenance Mechanic Certificates employment depends on the employer's needs. An individual may receive a welding certificate yet an employer may need a stainless steel welder which is not necessarily what is being taught. It's important for certification programs to keep up with employer needs. But the ability for these program to keep up can be a challenge due to the equipment and the technology needed.

Corinna Pereira – West Hills Community College: Corinna addresses the lengthy process for curriculums and getting them approved. She also explained in the construction industry Unions are contracting constructions workers to work on commercial/industrial projects. This is causing a lack of residential constructions workers. Apprenticeships are looking for the best people but at times they are not employed all year round. Corinna would like to see a diversity of workers in every industry.

- E. If you were writing the Regional Workforce Plan, what would your priorities be and why?**

Attendees would like to hospitality, entrepreneurship and cross-sector's skills training implemented into the plan.

PUBLIC NOTICE

**2019 BIENNIAL MODIFICATION
TO THE Strategic 2017-2021 Re-
gional and Local Workforce De-
velopment Plan for Title I of the
Workforce Innovation & Opportu-
nity Act for the Merced County
Local Workforce Development
Area**

The Workforce Development Board of Merced County is requesting public comment on the 2019 Biennial modification to the 2017-2021 drafts of the Strategic Regional and Local Workforce Development Plans. Funding for the services to be delivered under the plans is provided through Title I of the federal Workforce Innovation and Opportunity Act.

The plans will be available for review from Friday, February 1, 2019 through Saturday, March 2, 2019. Copies of the plans will be available at the Workforce Assistance Center at 1205 W. 18th Street in Merced between the hours of 9:00 a.m. and 3:00 p.m. Monday through Friday. The draft plans are also posted on the Workforce Investment - Worknet of Merced County web page at <https://www.co.merced.ca.us/858/Public-Notices>.

For further information please contact Nick Lorel De Mola, Deputy Director, Workforce Investment at (209) 724-2041.
MER/AS/LC/CN/LB-4057420 2/1, 2, 6

Loret De Mola, Nick

Subject: San Joaquin Valley Regional Workforce Plan open for public comment

Good morning,

The regional planning unit comprising the Workforce Development Boards of the San Joaquin Valley and Associated Counties have officially released their Regional Workforce Plan Update for public comment. We strongly encourage feedback by all stakeholders and the public, and also encourage you to pass this notice on to your mailing lists.

The link to the Regional Plan is located at <https://worknetmerced.com/resources/publications/>

Thank you,

Nick Loret de Mola
Deputy Director
Worknet Merced County
1205 West 18th Street
Merced, California 95340
Ph: 209.724.2041
Fax: 209.725.3592



**DECLARATION OF PUBLICATION
(C.C.P. S2015.5)**

**COUNTY OF STANISLAUS
STATE OF CALIFORNIA**

I am a citizen of the United States and a resident of the County aforesaid; I am over the age of Eighteen years, and not a party to or interested in the above entitled matter. I am a printer and Principal clerk of the publisher of THE MODESTO BEE, printed in the City of MODESTO, County of STANISLAUS, State of California, daily, for which said newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of STANISLAUS, State of California, Under the date of February 25, 1951, Action No. 46453; that the notice of which the annexed is a printed copy, has been published in each issue there of on the following dates, to wit:

Feb 04, 2019, Feb 10, 2019, Feb 17, 2019

Public Notice
Stanislaus County Workforce
Development
Publication of the Workforce Investment
and Opportunity Act San Joaquin Valley
and Associated Counties (SJVAC)
Regional Planning Unit (RPU) Regional
Plan 3 Year Modification
February 1, 2019
The Stanislaus County Workforce
Development hereby provides notice of
publication of the San Joaquin Valley
and Associated Counties (SJVAC)
Regional Planning Unit (RPU) Regional
Plan 3 year Modification which provides
guidance for implementation of the
Federal Workforce Investment and
Opportunity Act (WIOA) in the Central
Valley Region. These plan modifications
have been developed in response to
guidance from the California
Employment Development Department.
The Regional Plan provides strategic
direction for WIOA services, the
Stanislaus County Workforce
Development Board and America's Job
Center of California activities.

The draft Regional Plan 3 year
Modification will be submitted to the
California Employment Development
Department for review on March 15,
2019. Public Comments regarding the
draft plan modification will be accepted
through March 3, 2019. Any comments
regarding the plan modification may be
sent via email to
Wlucrd@delnodelco,merced.ca.us or
mailed to Merced County Department of
Workforce Investment, ATTN: Nick
Loren-Deloria, 1880 Wardrobe Ave,
Merced, CA 95341. All comments will
receive a response and copies of
comments and related responses will be
forwarded to the California Employment
Development as a part of the review
process.

The Regional Plan 3 year Modification is
available on the Stanislaus County
Workforce Development website
www.stanworkforce.com or at the
Stanislaus County Workforce
Development offices located at 251 E
Harvest Road C-2, Modesto, CA 95358.
Copies are also available at any
America's Job Center of California in
Stanislaus County, locations for the
AJCC sites are listed on the Stanislaus
County Workforce Development website.
Pub Dates: 2/4/19, 2/10/19, 2/17/19

I certify (or declare) under penalty of perjury
That the foregoing is true and correct and that
This declaration was executed at

MODESTO, California on

February 17th, 2019

(By Electronic Facsimile Signature)

Cynthia A. McLaughlin