



MONTEREY COUNTY ECONOMIC DEVELOPMENT

ERIK CUSHMAN, WIB CHAIR

Monterey County Workforce Investment Board (WIB) EXECUTIVE COMMITTEE

Shoreline Workforce Development, 249 10th Street, Marina, CA

Wednesday, June 19, 2013, 8:00am

AGENDA

Executive Committee Members:

Erik Cushman, Chair

Anthony Aniello

Diana Carrillo

Cesar Lara

Mary Ann Leffel

Dave Potter

CALL TO ORDER/INTRODUCTIONS:	Erik Cushman, <i>Chair</i>
CHANGES TO AGENDA:	
PUBLIC COMMENT:	
SUBCOMMITTEE CHAIR REPORTS:	
BUSINESS SERVICES: Anthony Aniello	
CONSENT CALENDAR:	Erik Cushman
1. Approve minutes from May 15, 2013.	
REAPPOINTMENTS:	Erik Cushman
1. ACTION: Consider and approve the reappointment of Anthony Aniello, representing Business for a three year term.	
2. ACTION: Consider and approve the reappointment of Wendy Brickman, representing Business for a three year term.	
3. ACTION: Consider and approve the reappointment of Diana Carrillo, representing a Community Based Organization for a three year term.	
4. ACTION: Consider and approve the reappointment of Wendy Crawford, representing Business for a three year term.	
5. ACTION: Consider and approve the reappointment of Hunter Harvath, representing Economic Development and Business for a three year term.	
6. ACTION: Consider and approve the reappointment of Mary Ann Leffel, representing Business for a three year term.	
7. ACTION: Consider and approve the reappointment of Kimberly Schnader, representing Business for a three year term.	
8. ACTION: Consider and approve the reappointment of Larry Silva, representing Business for a three year term.	
9. ACTION: Consider and approve the reappointment of Teresa Sullivan, representing a One-Stop Partner for a three year term.	
10. ACTION: Consider and approve the reappointment of Mark Verbonich, representing Business for a three year term.	
DISCUSSION/REVIEW OF BUSINESS CALENDAR ACTION ITEMS:	
1. ACTION: Approve WIB staff to negotiate the proposed Common Measures performance goals for Program Year 2013-14.	Joyce Aldrich
2. Discuss and review Strategic Local Plan for Monterey County for PY 2013-17.	Joyce Aldrich
DIRECTOR'S REPORT:	Joyce Aldrich
ANNOUNCEMENTS OF EVENTS:	
SUBCOMMITTEE MEETINGS: Youth Council: 7/9/13 – Shoreline, Marina Oversight: 7/11/13 – Shoreline, Marina Executive: 7/17/13 – Shoreline, Marina Business Services: 8/13/13 – Marina Library	WIB MEETINGS: August 7, 2013, One-Stop Center
ADJOURNMENT:	Erik Cushman
To request information, please contact the Monterey County Workforce Investment Board staff at (831) 796-6434 or visit our website at www.montereycountywib.org .	

Monterey County
Workforce Investment
Board (WIB)

Joyce Aldrich,
WIB Executive Director

730 La Guardia Street
Salinas, CA 93905
(831) 759-6644

www.montereycountywib.org

UNADOPTED

Monterey County Workforce Investment Board
Executive Committee
 Shoreline Workforce Development
Wednesday, May 15, 2013

Members Present: Anthony Aniello, Erik Cushman (Chair), Cesar Lara, Mary Ann Leffel and Dave Potter

Members Absent: Diana Carrillo (excused)

Staff Present: Joyce Aldrich, Marleen Esquerria and Flor Galvan

Others Present: Kristen Aldrich, Deborah Carrillo, Rosie Chavez and Wil Moore

Call to Order/Introductions: Mr. Aniello called the meeting to order at 8:07 am and asked for introductions. A quorum was established.

Changes to Agenda: None

Public Comment: None

Subcommittee Chair Reports:

Oversight: Ms. Leffel reported that the Oversight Committee received the bones of the budget and approved the concept knowing that it would have to be adjusted. She stated at the time of the meeting, the Department of Labor just released their budget and the State still had not revised their budget to the LWIA's. She stated that the Oversight Committee has approved Staff's recommendation concerning the subcontractor's contracts to start in the 2nd quarter of the fiscal year 2013-14.

Business Services: Mr. Aniello reported that he has scheduled a guest speaker for the regularly scheduled meeting on June 18, 2013.

Consent Calendar:

2. Approve minutes from March 20, 2013.

Motion: Supervisor Potter motioned to accept the action as stated.

Second: Mr. Lara

Motion Passed Unanimously

Discussion or Review of Business Calendar Action Items:

1. **Discussion on a workshop for the strategic Local Plan for Monterey County WIB for PY 2013-17.** Ms. Aldrich reported that staff has been working on strategies and incorporation of those strategies into the strategic Local Plan that is scheduled to be submitted to the state in July. She also reported that a workshop was scheduled amongst the Economic Development Committee, Workforce Investment Board and Youth Council. Due to the Economic Development Committee's busy agenda a workshop will now take place at the WIB meeting on June 5th to allow board members to provide input in response to the Local Plan. She stated that the State Strategic Plan mandates that WIB's maintain collaborations with the community. Ms. Aldrich informed the WIB that a Press Release will be released on May 30, 2013 requesting input to the Local Plan from all interested parties.

2. **Action: Consider and recommend the Chief Local Elected Official Agreement with the Economic Development Department and Workforce Investment Board to the full WIB on June 5, 2013.** Ms. Aldrich stated the CLEO agreement has been brought before the Board in the past; however the agreement was never completed and signed because of the continued changes to our local system. Now that the move of the WIB and OET subdivisions under the Economic Development Department is complete, the agreement is now being brought before the Executive Committee prior to submission to the full WIB for review and consideration. County Counsel has not been able to review the agreement in full; therefore any changes to the agreement by County Counsel will be brought to the full WIB on June 5, 2013. The major changes to the agreement incorporate the WIB and OET under the Economic Development Department. Ms. Aldrich asked that the committee recommend the agreement move forward to the full WIB for final approval which will have County Counsel's suggestions/changes.
Motion: Mr. Lara motioned to move the agreement forward to the full WIB with County Counsel's changes and approval, provided the changes are not substantial.

Second: Ms. Leffel

Motion Passed Unanimously

3. **Report out on the Economic Modeling Specialists International (EMSI) and Econovue labor market presentations.** Mr. Cushman reported that after review of both EMSI and Econovue presentations he felt that both programs contained similar features however EMSI seemed more user friendly and provided comprehensive reports. Ms. Aldrich stated the price to obtain the EMSI program would cost \$9,500 and would provide information for 10 counties. She stated that the price for the Econovue program is \$8,898, based on the number of employers in the county. However, this price includes a discount should the regional partners of the W4C Consortium decide to purchase the program. Ms. Aldrich stated that she was unsure if the \$9,500 EMSI price would be given if all the counties did not purchase the program. Mr. Cushman asked that Ms. Aldrich negotiate with EMSI for a reduced price. Ms. Leffel stated that the Monterey County Business Council is applying for a technical grant and could possibly write the purchase of the EMSI program into the grant. Ms. Aldrich will contact EMSI personnel to discuss a demonstration at a subsequent full WIB meeting.

4. **Update on Capital One enrollments and training for PY 2012-13.** Ms. Aldrich reported that since April, enrollments have increased from 221 to 257 exceeding the planned goal of 185. She also reported that training enrollments have increased from 100 to 124 exceeding the planned goal of 80. She also stated that OET is able to co-enroll participants into the Dislocated Worker Program thereby exceeding the enrollment goals. She stated that several Capital One associates have been taking classroom training in O*Net, Java and Project Management and have the opportunity to obtain certifications upon completion.

5. **Update on the Local Workforce Investment Area (LWIA) budget for PY 2012-13.** Ms. Aldrich introduced Kristen Aldrich as the new Finance Manager II with OET/WIB. Ms. Aldrich reported that the Adult program is at 86% expended; Dislocated Worker 69%; Youth 52% however she stated that the Summer Youth Employment Program is currently in process and a total of 130 applicants have applied however 100 youth will be placed. She stated that the Rapid Response allocation is at 51% expended; however the State allowed unexpended funds to be carried over into this current year's budget and due to sequestration the State has again allowed any unexpended funds to be carried into next year's budget. She stated that the Additional Assistance Dislocated Worker grant allocation is at 42% expended however it will increase significantly at the end of the month once training has been completed and invoices submitted. She also stated that the AB109, a non-WIA program funded allocation, is sorely unexpended as individuals are struggling to travel to the One-Stop location. For PY 2013-14, she anticipates they will only receive \$323,000 in AB109 funds. She reported that Workforce Solutions is at 19% expended and at this time 33 participants are in on-the-job training and 20 have been directly placed into employment. She stated that Silver Star Program is at 61% expended and currently have 34 participants enrolled in work experience.

6. **Action: Consider and recommend the LWIA budget for PY 2013-14.** Ms. Aldrich provided the committee with the Adult and Dislocated Worker budget for PY 2013-14. She stated the State initially provided an estimated budget; however the figures have changed to reflect the Department of Labor's reduction. She stated the Adult allocation will only receive an estimated \$37,000 for the first quarter period, which reflects a difference from last year's allocation of \$641,000. For the same period, Monterey County will receive a Dislocated Worker allocation of \$203,000, which is a difference from last year's allocation of \$508,000. She reported that she met with Shoreline and Turning Point and explained that the WIB would not be able to contract with them for the first quarter of PY 2013-14. She stated that the plan is to keep the One-Stop open for Dislocated Worker participants with a kiosk available to serve Adult participants. She stated it is anticipated that sequestration will continue and the system will see another decrease in funding in the 2nd quarter. She asked that a 5% reserve be added to the LWIA budget in anticipation of the decreases.
Motion: Ms. Leffel motioned to approve and recommend the PY 2013-14 to be forwarded to the full WIB for approval.
Second: Mr. Aniello
Motion Passed Unanimously

7. **Discussion regarding WIB membership and composition.** Ms. Aldrich stated that the information included in the agenda is outdated. Labor and Education has been filled with Mr. Donato and Mr. Dr. Tribley's memberships respectively. However, the WIB is lacking five business members. She also stated that it is mandated by the State that WIB's have 51% business representatives. If the WIB does not have the members, the WIB would have to complete a corrective action plan. Ms. Leffel provided Ms. Aldrich with two possible candidates. Mr. Cushman asked Ms. Aldrich to contact him within a week concerning possible business members.

8. **Review and discuss the DRAFT WIB Agenda in preparation for the meeting scheduled for June 5, 2013.** Ms. Aldrich stated that she will be adding an agenda item on the WIB agenda for the LWIA/CLEO Agreement as well as items concerning the PY 2013-14 budget and subcontracts for Adult and Youth. Mr. Cushman asked that Ms. Aldrich contact EMSI about providing a demonstration. Ms. Leffel also asked that Brooks Merritt provide information concerning PTAC's numbers.

Announcements of Events: Ms. Leffel announced the 2013 Monterey Bay Region Critical Conversation scheduled on May 30, 2013 from 7:30-3:30 pm. Ms. Cushman announced that the Monterey County Institute of International Studies will be presenting "The Brics Counties" on May 24, 2013 from 8:30-4:30 pm.

Adjournment: Mr. Cushman proposed to adjourn the meeting at 9:15 am.

Motion: Ms. Leffel motioned to accept the action as stated.

Second: Supervisor Potter.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: CONSIDER AND APPROVE THE REAPPOINTMENT OF ANTHONY ANIELLO,
REPRESENTING BUSINESS FOR A THREE YEAR TERM

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee consider and approve the reappointment of Anthony Aniello, representing Business for a three year term. Mr. Aniello's reappointment will be forwarded to the Monterey County Board of Supervisors (BOS) for approval.

SUMMARY:

The WIB bylaws state that the term of membership for all Workforce Investment Board (LWIB) members shall be three years. The three year term limit was enacted with the approval of the original WIB bylaws by the Board of Supervisors on May 29, 2001.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: CONSIDER AND APPROVE THE REAPPOINTMENT OF WENDY BRICKMAN,
REPRESENTING BUSINESS FOR A THREE YEAR TERM

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee consider and approve the reappointment of Wendy Brickman, representing Business for a three year term. Ms. Brickman's reappointment will be forwarded to the Monterey County Board of Supervisors (BOS) for approval.

SUMMARY:

The WIB bylaws state that the term of membership for all Workforce Investment Board (LWIB) members shall be three years. The three year term limit was enacted with the approval of the original WIB bylaws by the Board of Supervisors on May 29, 2001.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: CONSIDER AND APPROVE THE REAPPOINTMENT OF DIANA CARRILLO, REPRESENTING A COMMUNITY BASED ORGANIZATION FOR A THREE YEAR TERM

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee consider and approve the reappointment of Diana Carrillo, representing a Community Based Organization for a three year term. Ms. Carrillo's reappointment will be forwarded to the Monterey County Board of Supervisors (BOS) for approval.

SUMMARY:

The WIB bylaws state that the term of membership for all Workforce Investment Board (LWIB) members shall be three years. The three year term limit was enacted with the approval of the original WIB bylaws by the Board of Supervisors on May 29, 2001.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: CONSIDER AND APPROVE THE REAPPOINTMENT OF WENDY CRAWFORD,
REPRESENTING BUSINESS FOR A THREE YEAR TERM

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee consider and approve the reappointment of Wendy Crawford, representing Business for a three year term. Ms. Crawford's reappointment will be forwarded to the Monterey County Board of Supervisors (BOS) for approval.

SUMMARY:

The WIB bylaws state that the term of membership for all Workforce Investment Board (LWIB) members shall be three years. The three year term limit was enacted with the approval of the original WIB bylaws by the Board of Supervisors on May 29, 2001.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: CONSIDER AND APPROVE THE REAPPOINTMENT OF HUNTER HARVATH,
REPRESENTING ECONOMIC DEVELOPMENT AND BUSINESS FOR A THREE YEAR TERM

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee consider and approve the reappointment of Hunter Harvath, representing Economic Development and Business for a three year term. Mr. Harvath's reappointment will be forwarded to the Monterey County Board of Supervisors (BOS) for approval.

SUMMARY:

The WIB bylaws state that the term of membership for all Workforce Investment Board (LWIB) members shall be three years. The three year term limit was enacted with the approval of the original WIB bylaws by the Board of Supervisors on May 29, 2001.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: CONSIDER AND APPROVE THE REAPPOINTMENT OF MARY ANN LEFFEL,
REPRESENTING BUSINESS FOR A THREE YEAR TERM

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee consider and approve the reappointment of Mary Ann Leffel, representing Business for a three year term. Ms. Leffel's reappointment will be forwarded to the Monterey County Board of Supervisors (BOS) for approval.

SUMMARY:

The WIB bylaws state that the term of membership for all Workforce Investment Board (LWIB) members shall be three years. The three year term limit was enacted with the approval of the original WIB bylaws by the Board of Supervisors on May 29, 2001.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: CONSIDER AND APPROVE THE REAPPOINTMENT OF KIMBERLY SCHNADER, REPRESENTING BUSINESS FOR A THREE YEAR TERM

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee consider and approve the reappointment of Kimberly Schnader, representing Business for a three year term. Ms. Schnader's reappointment will be forwarded to the Monterey County Board of Supervisors (BOS) for approval.

SUMMARY:

The WIB bylaws state that the term of membership for all Workforce Investment Board (LWIB) members shall be three years. The three year term limit was enacted with the approval of the original WIB bylaws by the Board of Supervisors on May 29, 2001.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: CONSIDER AND APPROVE THE REAPPOINTMENT OF LARRY SILVA, REPRESENTING BUSINESS FOR A THREE YEAR TERM

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee consider and approve the reappointment of Larry Silva, representing Business for a three year term. Mr. Silva's reappointment will be forwarded to the Monterey County Board of Supervisors (BOS) for approval.

SUMMARY:

The WIB bylaws state that the term of membership for all Workforce Investment Board (LWIB) members shall be three years. The three year term limit was enacted with the approval of the original WIB bylaws by the Board of Supervisors on May 29, 2001.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: CONSIDER AND APPROVE THE REAPPOINTMENT OF TERESA SULLIVAN, REPRESENTING A ONE-STOP PARTNER (ALLIANCE ON AGING) FOR A THREE YEAR TERM

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee consider and approve the reappointment of Teresa Sullivan, representing a One-Stop Partner (Alliance on Aging) for a three year term. Ms. Sullivan's reappointment will be forwarded to the Monterey County Board of Supervisors (BOS) for approval.

SUMMARY:

The WIB bylaws state that the term of membership for all Workforce Investment Board (LWIB) members shall be three years. The three year term limit was enacted with the approval of the original WIB bylaws by the Board of Supervisors on May 29, 2001.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: CONSIDER AND APPROVE THE REAPPOINTMENT OF MARK VERBONICH,
REPRESENTING BUSINESS FOR A THREE YEAR TERM

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee consider and approve the reappointment of Mark Verbonich, representing Business for a three year term. Ms. Sullivan's reappointment will be forwarded to the Monterey County Board of Supervisors (BOS) for approval.

SUMMARY:

The WIB bylaws state that the term of membership for all Workforce Investment Board (LWIB) members shall be three years. The three year term limit was enacted with the approval of the original WIB bylaws by the Board of Supervisors on May 29, 2001.

MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: APPROVE WIB STAFF TO NEGOTIATE THE PROPOSED COMMON MEASURES PERFORMANCE GOALS FOR PROGRAM YEAR 2013-14

DATE: JUNE 19, 2013

RECOMMENDATION:

It is recommended that the Executive Committee approve WIB staff to negotiate with the State of CA Workforce Investment Board (State Board) the proposed Common Measures performance goals for Program Year (PY) 2013-14.

SUMMARY:

On June 14, 2013, the State of CA Employment Development Department issued a Draft Directive (WSDD-87) regarding the proposed Local Workforce Investment Areas (LWIA) Common Measure performance goals for PY 2013-14 and the process for LWIA's to negotiate the nine (9) Adult, Dislocated Worker, and Youth WIA Title I Common Measures performance goals. The State Board requires a formal written proposal from the Monterey County WIB regarding the standards the WIB desires to negotiate by June 24, 2013. Below are the State proposed goals for PY 2013-14 compared to the WIB's current performance rates for PY 2012-13.

WIA SECTION 136(b) COMMON MEASURES	2013-14 State Proposed Goals	Current Rates	Met 80% of Goal?
ADULT			
Entered Employment	68.20%	59.95%	87.90%
Employment Retention	81.20%	70.22%	86.48%
Average Six-Months Earnings	\$9,884	\$10,383	105.05%
DISLOCATED WORKER			
Entered Employment	70.20%	54.13%	77.11%
Employment Retention	82.40%	72.54%	88.03%
Average Six-Months Earnings	\$14,186	\$13,817	97.40%
YOUTH			
Placement in Employment or Education	72.20%	59.39%	82.26%
Attainment of a Degree or Certificate	76.30%	66.13%	86.67%
Literacy and Numeracy	69.50%	43.30%	62.30%

Based on data currently available from the WIB's management information system (MIS), Monterey County is below the State proposed goals for PY 2013-14. The current rates achieved, based on data for the existing PY 2012-13, through March 2013 is reflected in the table above. WIBs are allowed to meet 80% of each goal. Monterey County is below this rate for the Dislocated Worker entered employment and Youth literacy and numeracy gains.

Therefore, WIB staff is recommending that a letter be prepared following the guidelines established in the draft directive, to authorize WIB staff to negotiate its PY 2013-14 goals with the State Board.

ATTACHMENT: EDD Draft Directive (WSDD-87)

**DRAFT DIRECTIVE TRANSMITTAL
WORKFORCE SERVICES**

Number: WSDD-87

Date: June 14, 2013

TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: PROPOSED STATE-LEVEL WPA, WIA, AND LWIA PERFORMANCE
GOALS FOR PY 2013-14

IMMEDIATE ACTION

Bring this draft to the attention of the appropriate staff.

E-MAIL COPY TRANSMITTED

Number of pages (including coversheet): 8

If there are any problems with this transmittal, please call the Pagemaster at 916/654-8008.

SUBJECT MATTER HIGHLIGHTS:

This draft directive publishes the proposed state-level Wagner-Peyser Act (WPA), state-level Workforce Investment Act (WIA), and the Local Workforce Investment Areas (LWIA) performance goals for Adult, Dislocated Worker, and Youth programs for Program Year (PY) 2013-14.

COMMENTS ARE DUE BY:

6/24/13

Comments can be submitted through one of the following ways:

- 1) **Fax** - CWIB, Attention: **Loren Shimanek** at (916) 324-3068
- 2) **E-Mail** - Loren.Shimanek@cwib.ca.gov (Include "draft comments" in the subject line)
- 3) **Mail** - CWIB / P.O. Box 826880 / MIC 45 / Sacramento, CA 94280-0001

All comments received by the end of the comment period will be considered before the final directive is issued. The Workforce Services Branch does not respond individually to each comment received. However, a summary of comments will be released with the final directive. **Comments received after the specified due date will not be considered.** If you have any questions, contact the California Workforce Investment Board at (916) 324-3258

DRAFT DIRECTIVE

WORKFORCE SERVICES

Number:

Date:

50:74:km:16332

TO: WORKFORCE DEVELOPMENT COMMUNITY

SUBJECT: PROPOSED STATE-LEVEL WPA, WIA, AND LWIA PERFORMANCE GOALS FOR PY 2013-14

EXECUTIVE SUMMARY:

Purpose:

This draft directive publishes the proposed state-level Wagner Peyser Act (WPA), state-level Workforce Investment Act (WIA) and the Local Workforce Investment Areas (LWIA) performance goals for Adult, Dislocated Worker, and Youth programs for Program Year (PY) 2013-14.

Scope:

This Directive applies to all LWIAs.

Effective Date:

This Directive is effective on the day of issuance.

REFERENCES:

- Workforce Investment Act (WIA) Sections 136(b) and 136(c)
- Title 20 Code of Federal Regulations (20 CFR) Part 666
- Department of Labor (DOL) Training and Employment Guidance Letter (TEGL) 17-05, Common Measures Policy for the Employment and Training Administration's Performance Accountability System and Related Performance Issues (February 17, 2006), and DOL TEGL 17-05 Change 2 (May 20, 2009)
- DOL [TEGL 26-12](#), Negotiating Performance Goals for the Workforce Investment Act Title 1B Programs and Wagner-Peyser Act Funded Activities for Program Year (PY) 2013 (May 06, 2013)

STATE-IMPOSED REQUIREMENTS:

This Directive contains some state imposed requirements. These requirements are indicated by ***bold, italic type***.

FILING INSTRUCTIONS:

Retain this directive until further notice.

The EDD, an equal opportunity employer/program, is a partner in this publication. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling (916) 654-8055 (Voice). TTY users, please call the California Relay Service at 711.

BACKGROUND:

The State is required to reach agreement with the Secretary of Labor on state-level performance goals for the WPA and the WIA Adult, Dislocated Worker, and Youth programs. WIA Section 136(c)(2) states that the Local Workforce Investment Board (LWIB), chief elected official, and the Governor shall negotiate and reach agreement on the local levels of performance.

POLICY AND PROCEDURES:

This directive provides the proposed state-level WPA, state-level WIA, and LWIA performance goals for the Adult, Dislocated Worker, and Youth programs for PY 2013-14 (See Attachments).

The California Workforce Investment Board (State Board) will be the primary contact for performance negotiations. The State Board and the Employment Development Department (EDD) will work closely together to develop and negotiate state and local board performance goals. While performance goals have been extended for the last several years, the PY 2013-14 negotiations process will define local performance targets that are aligned with current economic indicators and reflect Local Area service strategies. The State Board and the EDD's objective in the development of these performance targets is to reflect local achievements, while at the same time building on the overall system goal of continuous improvement for our customers.

The tools to be used in the performance negotiations are listed in [TEGL 26-12](#). The TEGL identifies tools, such as a Local Board's past program performance data; the local unemployment rate; labor market statistics; and program participant data may be used to support the negotiation of the local board performance goals.

Those local areas that wish to negotiate their proposed performance goals should prepare their local performance proposals for PY 2013 and must be received by the State Board no later than Monday, June 24, 2013. When preparing the local area's performance proposal, the Local Board should consider:

- The Governor's performance goals for PY 2013;
- The local area's desired performance levels, taking into account the statewide performance levels. These levels are included as Attachment 1, 2 and 3 to this directive;
- The rationale for the proposed performance goals based on the economics, demographics and service mix within the local area. This analysis should explain how these goals promote continuous improvement; and
- A designated contact person responsible for the local performance negotiation process.

The proposals must be submitted to the State Board:

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**ATTN: Mr. Loren Shimanek
California Workforce Investment Board
777 12th Street, #200
Sacramento, CA 95814**

Negotiation proposals must be received no later than Monday, June 24, 2013, and be signed by the Chair of the Local Workforce Investment Board or the Chair's designated alternate. (Note: Alternates must be formally designated by official action of their respective boards or locally-approved policy.) Some local areas may be unable to obtain the required signatures by the due date. If so, they must submit the unsigned letter by the due date and provide an explanation and date by which the signed original will be sent.

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Local areas may also fax a copy of the signed proposal to (916) 324-3068, Attn: Loren Shimanek, or e-mail an unsigned letter to Loren.Shimanek@cwib.ca.gov by the due date and provide an explanation and date by which the signed original will be sent.

Upon receipt of these proposals, the State Board will contact the local areas directly to schedule a negotiation session to reach an agreement and finalize the local areas' specific goals.

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ACTION:

This directive should be called to the attention of the Chief Elected Official (CEO) and the Local Board for consultation. Local boards, local area administrators, and staff should carefully review the final performance goals for PY 2012 and take action at the local level, as appropriate. The CEO and local boards should take immediate action to prepare initial performance proposals for PY 2013.

INQUIRIES:

If you have any questions about this policy, please contact Loren Shimanek at Loren.Shimanek@cwib.ca.gov or by phone at (916) 324-3258.

F

JOSÉ LUIS MÁRQUEZ, Chief
Workforce Services Division

Attachments

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D PROGRAM YEAR 2013-14 PROPOSED PERFORMANCE GOALS BY LOCAL AREAS

ADULT WIA TITLE IB COMMON MEASURES			
LOCAL AREA	ENTERED EMPLOYMENT	RETENTION RATE	AVERAGE EARNINGS
ALAMEDA	67.4%	91.4%	\$20,515
ANAHEIM	79.6%	93.1%	\$14,368
CONTRA COSTA	79.2%	91.0%	\$16,001
FOOTHILL CONSORTIUM	82.8%	95.1%	\$13,283
FRESNO	74.1%	90.5%	\$14,664
GOLDEN SIERRA CONSORTIUM	83.5%	94.8%	\$17,337
HUMBOLDT	66.4%	87.5%	\$15,092
IMPERIAL	80.5%	77.5%	\$14,519
KERN/INYO/MONO CONSORTIUM	78.6%	89.8%	\$13,297
KINGS	67.9%	97.8%	\$13,846
LOS ANGELES CITY	83.6%	92.0%	\$13,439
LOS ANGELES COUNTY	40.2%	60.3%	\$13,943
LONG BEACH	58.8%	88.4%	\$15,621
MADERA	55.0%	84.0%	\$11,888
MARIN	80.9%	94.0%	\$17,855
MENDOCINO	99.9%	99.9%	\$16,749
MERCED	81.2%	99.0%	\$19,634
MOTHER LODE	78.4%	92.8%	\$12,165
MONTEREY	68.2%	81.2%	\$9,884
NAPA	90.0%	90.1%	\$24,906
NORTH CENTRAL CON.	78.6%	90.4%	\$14,476
NORTEC	87.3%	90.7%	\$15,327
NOVA	56.9%	90.4%	\$21,501
OAKLAND	71.8%	82.5%	\$12,204
ORANGE	88.6%	96.2%	\$15,841
RICHMOND	79.9%	96.3%	\$16,279
RIVERSIDE	52.8%	85.7%	\$11,395
SACRAMENTO	58.1%	84.8%	\$13,081
SANTA ANA	70.4%	90.4%	\$12,733
SANTA BARBARA	72.6%	97.5%	\$11,611
SAN BENITO	55.0%	99.5%	\$13,476
SAN BERNARDINO CITY	80.8%	94.7%	\$12,337
SAN BERNARDINO COUNTY	50.1%	89.6%	\$13,765
SOUTH BAY	99.9%	96.4%	\$12,225
SANTA CRUZ	82.2%	90.9%	\$21,371
SAN DIEGO	60.7%	83.1%	\$13,086
SELACO	83.1%	97.1%	\$15,838
SAN FRANCISCO	80.8%	90.8%	\$13,891
SAN JOAQUIN	68.8%	91.8%	\$16,683
SAN JOSE CITY	52.3%	87.6%	\$14,360
SAN LUIS OBISPO	86.8%	86.1%	\$13,690
SAN MATEO	70.5%	87.2%	\$14,037
SOLANO	84.3%	95.9%	\$15,150
SONOMA	53.9%	86.1%	\$13,511
STANISLAUS	82.5%	87.6%	\$12,053
TULARE	54.8%	84.0%	\$10,331
VENTURA	84.4%	91.2%	\$13,251
VERDUGO	60.7%	90.0%	\$18,180
YOLO	78.6%	95.7%	\$15,113
STATEWIDE GOAL PY 2013-14	61.0%	86.8%	\$14,033

D PROGRAM YEAR 2013-14 PROPOSED PERFORMANCE GOALS BY LOCAL AREAS

DISLOCATED WORKER WIA TITLE IB COMMON MEASURES			
LOCAL AREA	ENTERED EMPLOYMENT	RETENTION RATE	AVERAGE EARNINGS
ALAMEDA	77.0%	96.4%	\$24,174
ANAHEIM	85.0%	99.8%	\$17,493
CONTRA COSTA	86.5%	98.3%	\$23,693
FOOTHILL CONSORTIUM	73.3%	93.6%	\$20,496
FRESNO	84.0%	93.6%	\$15,834
GOLDEN SIERRA CONSORTIUM	79.7%	95.7%	\$19,310
HUMBOLDT	68.6%	99.9%	\$19,001
IMPERIAL	85.8%	89.4%	\$12,838
KERN/INYO/MONO CONSORTIUM	84.3%	93.5%	\$15,970
KINGS	84.3%	99.8%	\$16,867
LOS ANGELES CITY	82.4%	93.6%	\$16,220
LOS ANGELES COUNTY	47.8%	70.3%	\$16,564
LONG BEACH	66.1%	92.2%	\$16,595
MADERA	70.6%	87.4%	\$15,103
MARIN	75.0%	96.3%	\$20,171
MENDOCINO	99.9%	99.9%	\$16,557
MERCED	88.5%	96.0%	\$19,082
MOTHER LODE	87.4%	87.7%	\$17,294
MONTEREY	70.2%	82.4%	\$14,186
NAPA	89.2%	93.7%	\$18,322
NORTH CENTRAL CON.	76.6%	88.2%	\$13,863
NORTEC	86.2%	92.0%	\$15,653
NOVA	67.6%	93.0%	\$33,092
OAKLAND	71.5%	84.5%	\$18,035
ORANGE	94.9%	99.3%	\$22,498
RICHMOND	86.4%	99.9%	\$19,347
RIVERSIDE	58.5%	87.9%	\$14,170
SACRAMENTO	69.1%	91.0%	\$17,600
SANTA ANA	71.3%	97.6%	\$15,584
SANTA BARBARA	83.7%	93.8%	\$14,549
SAN BENITO	71.2%	99.5%	\$17,274
SAN BERNARDINO CITY	90.4%	99.9%	\$16,815
SAN BERNARDINO COUNTY	56.3%	90.4%	\$14,856
SOUTH BAY	99.9%	99.9%	\$19,346
SANTA CRUZ	80.0%	93.9%	\$17,179
SAN DIEGO	75.1%	93.1%	\$18,962
SELACO	86.2%	99.9%	\$18,344
SAN FRANCISCO	79.6%	98.0%	\$19,553
SAN JOAQUIN	75.8%	94.7%	\$18,394
SAN JOSE CITY	64.8%	91.6%	\$20,951
SAN LUIS OBISPO	92.9%	99.9%	\$16,642
SAN MATEO	79.4%	90.2%	\$18,355
SOLANO	93.4%	98.2%	\$20,474
SONOMA	57.1%	92.1%	\$17,609
STANISLAUS	91.7%	96.9%	\$16,219
TULARE	60.6%	84.9%	\$12,446
VENTURA	89.4%	96.1%	\$17,670
VERDUGO	63.8%	84.0%	\$17,587
YOLO	90.4%	99.9%	\$19,290
STATEWIDE GOAL PY 2013-14	70.7%	91.5%	\$19,178

PROGRAM YEAR 2013-14 PROPOSED PERFORMANCE GOALS BY LOCAL AREAS

YOUTH WIA TITLE IB COMMON MEASURES			
LOCAL AREAS	PLACEMENT	ATTAINMENT	LITERACY & NUMERACY
ALAMEDA	56.8%	30.3%	15.7%
ANAHEIM	80.2%	81.2%	43.3%
CONTRA COSTA	65.2%	43.6%	41.7%
FOOTHILL CONSORTIUM	85.6%	57.3%	55.0%
FRESNO	76.8%	59.6%	76.2%
GOLDEN SIERRA CONSORTIUM	58.2%	35.8%	20.0%
HUMBOLDT	68.9%	81.9%	24.4%
IMPERIAL	52.0%	51.7%	73.3%
KERN/INYO/MONO CONSORTIUM	64.6%	63.7%	53.3%
KINGS	73.3%	39.2%	61.1%
LOS ANGELES CITY	99.9%	66.8%	74.0%
LOS ANGELES COUNTY	62.4%	57.6%	62.8%
LONG BEACH	87.3%	42.8%	99.9%
MADERA	52.3%	44.0%	51.6%
MARIN	58.2%	78.6%	60.5%
MENDOCINO	99.9%	68.8%	60.5%
MERCED	89.4%	80.5%	56.3%
MOTHER LODE	86.1%	78.6%	60.5%
MONTEREY	72.2%	76.3%	69.5%
NAPA	82.5%	36.7%	20.0%
NORTH CENTRAL CON.	93.9%	81.2%	71.9%
NORTEC	69.0%	37.7%	77.2%
NOVA	80.5%	62.3%	79.4%
OAKLAND	60.1%	63.8%	20.1%
ORANGE	74.8%	51.7%	82.9%
RICHMOND	83.3%	42.7%	60.5%
RIVERSIDE	61.3%	54.8%	83.9%
SACRAMENTO	56.7%	71.0%	71.8%
SANTA ANA	83.0%	59.1%	77.5%
SANTA BARBARA	66.0%	66.3%	60.0%
SAN BENITO	80.0%	82.5%	60.5%
SAN BERNARDINO CITY	99.9%	58.7%	77.8%
SAN BERNARDINO COUNTY	69.9%	40.4%	81.0%
SOUTH BAY	88.1%	98.8%	43.6%
SANTA CRUZ	73.7%	86.0%	99.9%
SAN DIEGO	83.2%	75.4%	60.5%
SELACO	67.6%	34.3%	50.5%
SAN FRANCISCO	46.4%	35.6%	9.8%
SAN JOAQUIN	72.1%	83.0%	41.3%
SAN JOSE CITY	71.5%	41.4%	66.4%
SAN LUIS OBISPO	70.6%	85.1%	99.9%
SAN MATEO	65.3%	44.8%	32.4%
SOLANO	99.9%	82.5%	60.3%
SONOMA	44.5%	34.1%	22.0%
STANISLAUS	82.6%	39.4%	72.3%
TULARE	75.9%	46.1%	48.4%
VENTURA	75.0%	73.5%	81.8%
VERDUGO	32.6%	52.1%	88.2%
YOLO	75.8%	92.4%	91.7%
STATEWIDE GOAL PY 2013-14	70.5%	55.9%	60.5%

D	WAGNER PEYSER COMMON MEASURES		
	ENTERED EMPLOYMENT	RETENTION RATE	AVERAGE EARNINGS
	STATEWIDE GOAL PY 2013-14	53.6%	82.0%

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MEMORANDUM

TO: WORKFORCE INVESTMENT BOARD EXECUTIVE COMMITTEE

FROM: JOYCE ALDRICH, EXECUTIVE DIRECTOR, WORKFORCE INVESTMENT BOARD

SUBJECT: DISCUSS AND REVIEW STRATEGIC LOCAL PLAN FOR MONTEREY COUNTY WIB FOR PY 2013-17

DATE: JUNE 19, 2013

BACKGROUND:

WIB staff has been developing a Strategic Local Plan that addresses the goals and objectives to meet the workforce needs; develop a business plan that integrates local businesses with workforce initiatives, align workforce development strategies for adults and youth and develop a plan that supports system alignment.

A draft version of the Local Plan for Program Years 2013-17 was released on May 30, 2013 for input, comments and/or questions and was brought before the Workforce Investment Board for discussion and review on June 5, 2013. The Strategic Local Plan is still in the review period and **MUST BE** submitted to the State by **July 1, 2013**.

ATTACHMENT:

#2a: DRAFT Strategic Plan 2013

Key Strategic Goals, Strategies and Actions

Together, the WIB and various key stakeholders worked collaboratively to develop a common set of action oriented strategies that emerged from the 2013 WIB retreat and strategic planning sessions, workgroups and meetings with stakeholders across the region as well as through labor market data analysis. The input received was compiled into a well-specified “blueprint” for attaining the goals with anticipated timelines, and action steps of those involved who will take action to meet the goals.

The following is Monterey County WIB’s “blueprint” of key strategic Local Plan goals, objectives and action oriented strategies intended to guide the activities of the workforce system in alignment with the State Plan goals for Program Years 2013-17:

GOAL #1 – BUSINESS AND INDUSTRY: Meet the workforce needs of high demand sectors of the state and regional economies.	
OBJECTIVE 1: Prepare skilled workers for employment in competitive and emergent regional industry sectors and to fill skill gaps created by retirements.	Status / Action Steps
<p>Strategy 1 – Requested Action: Develop Labor Market Information analysis to identify business needs, workforce needs, predict shortages, and skills gaps. At a stakeholder meeting held in March 2013, it was emphasized that the WIB use multiple sources of information to gain an understanding of the workforce needs of the region to forecast and prepare for workforce shortages and skills gaps.</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Coordinate and develop labor market data on priority industry sectors and occupational needs to include interviews and direct contact with stakeholders. 2. Develop survey to assess workforce needs of employers participating in on-the-job training. 3. Work with local chambers to survey members on workforce development needs, required job competencies, and professional development interests. 4. Work with the Small Business Development Centers (SBDC) to use their market research National Information Clearinghouse to identify available resources to small businesses. 5. Attend roundtables hosted by SBDC of industries that have high growth industries and ask how we can close the gaps. 6. Use Enterprise Zone survey “synchronist” to understand business growth, development and overall trends. 7. Convene roundtables with priority industry sectors and educators to share labor market data and identify challenges, workforce needs, skill gaps and respond to training needs. 8. Use WorkKeys® assessments to identify skill gaps of local labor force. <p>(Short-term and on-going; involves collective input via roundtables, surveys, ADE, EMSI, VOS, EDD LMID, Chambers, Business Associations, Monterey County Business Council and other workforce stakeholders)</p>	<p>Actions completed: May 2013, LMI analysis completed, reference Local Plan APPENDIX: H – ADE Labor Force Analysis</p>
<p>Strategy 2 – Requested Action: Develop a Business Services Plan, which integrates local business involvement with workforce initiatives. In February 2013, the CLEO approved the WIB’s recommendation to adopt and amend its bylaws to form a Business Services Committee charged with developing a Business Services Plan that integrates local business with overarching workforce initiatives, such as job creation within targeted industry sectors.</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Develop Business Services Plan with Business Services Committee input. 2. Work with Business Services and Rapid Response Team to enhance business retention and layoff aversion strategies. 3. Work with Business Services to conduct customized job fairs to include employer interviews and job seeker referrals. <p>(Short-term and on-going; involves WIB Business Services Committee; Business Services and Rapid Response Teams)</p>	<p>Actions completed: May 2013, Business Services Plan completed, reference Local Plan APPENDIX: __ - Business Services Plan</p>

<p>OBJECTIVE 2: Support the development of regional workforce and economic development networks that address workforce education and training priorities.</p>	<p>Status / Action Steps</p>
<p>Strategy 1 – Requested Action: Partner with priority industry sector employers and educators in developing and operating a regional workforce and economic development network as a primary strategy. At a workgroup meeting held in March 2013, the stakeholders indicated that it’s important to support the WIB Executive Director in continuing to foster the regional WIB partnerships to promote regional perspective and working relationships to support priority sectors.</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Use labor market data to identify industry sectors and partnerships; and what the WIB’s role is in each sector. 2. Convene roundtables with priority industry sectors and educators to identify regional training needs and career pathways. 3. Align WIB with Economic Development Committee stakeholders to gain understanding of economic and workforce development opportunities and how they relate to job seekers, businesses and education. 4. Recognize obstacles to economic development and share them with policy makers. <p>(Long-term and on-going; involves collective input via WCCCC regional consortium, Economic Development Department and Committee, roundtables, WIA service providers, and other workforce stakeholders)</p>	<p>Actions completed: May and June 2013, local and regional LMI analysis completed by ADE, EconoVue, EDD LMID and BW Research Partnership and others for WCCCC.</p>
<p>GOAL #2 – System Alignment and Accountability Local Strategy: Support system alignment, service integration and continuous improvement using data to support evidence-based policymaking.</p>	
<p>OBJECTIVE 1: Develop and sustain a local-level leadership team to improve local and regional communication, better align local-level efforts, and more effectively respond to barriers and obstacles faced by regions.</p>	<p>Status / Action Steps</p>
<p>Strategy 1 – Requested Action: Ensure active engagement of WIB and workforce stakeholders.</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Enable easy access to concise, relevant information (i.e. news blast, email) highlighting accomplishments, bringing awareness of program benefits and value, highlighting positive performance outcomes and customer testimonials. 2. Recruit members to serve on WIB that represent major industries (Ag, Tourism/Hospitality, Healthcare, and Education). 3. Implement WIA provider and stakeholder meetings to get interagency cooperation to effectively respond to barriers and obstacles and communicate resolution as well as share information on grant updates, policies/directives, CalJOBS (VOS) system changes, best practices, etc. 4. Participate in the DOL effort to institute a national branding of the WIA and Wagner-Peyser programs to be identified as “America’s Job Center”, formerly known as One-Stop Career Center. <p>(Long-term and on-going; involves collective input from interagency involvement and other workforce stakeholders)</p>	<p>Actions completed: Education members are fully represented on WIB as of May 2013.</p>
<p>Strategy 2 – Requested Action: Ensure that the full range of employment and training services delivered through our local America’s Job Centers (One-Stops) are accessible to and will meet the needs of the diverse population groups and special populations in Monterey County.</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Work with America’s Job Center (One-Stop) partners to ensure continuation of integrated services. 2. Identify strategies for America’s Job Centers (One-Stop) that ensure appropriate services are available to diverse population groups (i.e. individuals with disabilities, veterans, older workers, migrant seasonal farm workers, etc.) <p>(Long-term and on-going; involves collective input from America’s Job Centers (One-Stop) providers and workforce stakeholders)</p>	

<p>OBJECTIVE 2: Develop a common workforce accountability system.</p>	<p>Status / Action Steps</p>
<p>Strategy 1 – Requested Action: Demonstrate value and impact of workforce system.</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Report on the services delivered, and performance outcome measures of job placements, jobs retained and the average earnings to the Oversight Committee on a monthly basis. Determine if the jobs are in alignment with the identified priority industry sectors. 2. Coordinate client testimonials to be presented at the full WIB meetings. 3. SBDC is scouting the process to identify gaps with employers. Suggested needs for improvement include helping employers to develop job descriptions to fill vacancies, streamline slow internal processes and encourage staff and partners to remove agency jargon and speak in terms business people can understand. 4. Convene WIA service providers and workforce stakeholders to meet to discuss what each other are doing and to understand each other's role, benefits/value, and challenges. 5. Inform all staff on the mission and vision of the WIB and what the strategic Local Plan is and what the system initiatives are. <p>(Long-term and on-going; involves collective input from America's Job Centers (One-Stop) interagency involvement, SBDC, and other workforce stakeholders)</p>	

GOAL #3 – Adults: Increase the number of Californians who obtain a marketable and industry-recognized credential or degree, with special emphasis on unemployed, underemployed, low skilled, low-income, veterans, individuals with disabilities, and other at-risk populations.

<p>OBJECTIVE 1: Increase the number of career pathway programs in demand industries</p>	<p>Status / Action Steps</p>
<p>Strategy 1 – Requested Action: Partner with priority industry sector employers and educators to improve linkages and career pathways.</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Inventory training assets in Eligible Training Provider List and align programs to occupations in target industry sectors. 2. Leverage resources to assign a central person to connect with businesses and education on a full-time basis. 3. Provide guidance, strategies and incentives to local partners to support programs for students in career pathway programs. <p>(Long-term and on-going; involves collective input from educators, WIA service providers, other workforce stakeholders)</p>	
<p>OBJECTIVE 2: Increase the number of adult basic education students who successfully transition to postsecondary education, training or employment and reduce the time students spend in remediation.</p>	<p>Status / Action Steps</p>
<p>Strategy 1 – Requested Action: Identify, test, and implement evidence-based models and best practices that build partnerships between adult schools, community colleges, and WIBs, and reduce the time students spend in remediation.</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Work with education and WIA providers to formalize educational and skills attainment and promote implementation of Career Readiness Certification Program, including business writing soft skills, customer service, etc. 2. Develop partnerships among community colleges, America's Job Centers (One-Stops), adult education programs, community based organizations, and others to provide supportive services to basic skills students. <p>(Long-term and on-going; involves collective input from educators, WIA service providers, other workforce stakeholders)</p>	

<p>OBJECTIVE 3: Increase the number of underprepared job seekers and displaced workers who enter and successfully complete education and training programs in demand industries and occupations.</p>	<p>Status / Action Steps</p>
<p>Strategy 1 – Requested Action: Update the Eligible Training Provider List (ETPL).</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Ensure that all accredited career education programs (community colleges, adult education, regional occupation centers/programs, and State-approved apprenticeship programs) are listed on the Eligible Training Provider List (ETPL) and are updated on a continual basis. 2. Identify strategies to increase the availability of training to WIA enrollments that includes the flexibility to contract directly with institutions of higher education or other eligible training providers to facilitate the training of multiple individuals in high-demand occupations that are designed to fit the needs of job seekers and employers. <p>(Long-term and on-going; involves collective input from educators, WIA service providers, other workforce stakeholders)</p>	
<p>OBJECTIVE 4: Develop and implement a strategic layoff aversion strategy that helps retain workers in their current jobs and provides rapid transitions to new employment minimizing periods of unemployment.</p>	<p>Status / Action Steps</p>
<p>Strategy 1 – Requested Action: Consider strategies that would avert lay-offs, help retain workers jobs or provide rapid transition to new employment.</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Effectively use unemployment insurance (UI) claimant data, mass layoff data and Worker Adjustment and Retraining Notification (WARN) data to identify industry trends, and inform Business Services and Rapid Response Team of data to strategize layoff aversion efforts. 2. Identify and secure Employment Training Panel (ETP) funding opportunities to provide incumbent worker training. 3. Ensure Business Services and Rapid Response Team are aware of and promote services and resources that benefit employers such as: tax credits, local incentives, on-the-job training subsidies, incumbent working training via ETP, Trade Adjustment Assistance, EDD’s Work Share program, qualifying workforce via Career Readiness Certification Program, etc. <p>(Short-term and on-going; involves WIB Business Services Committee; Business Services and Rapid Response Team)</p>	<p>Actions completed: March 2013, WIB received ETP funding of \$401,640 with the California Workforce Association (CWA) to help local WIBs to include Monterey, Santa Barbara, San Mateo and the South Bay to provide customized on-site training for local manufacturing.</p>
<p>OBJECTIVE 5: Expand the availability of and participation in “Earn and Learn” models such as apprenticeships, OJT and other customized training where workers can build skills while working</p>	<p>Status / Action Steps</p>
<p>Strategy 1 – Requested Action: Increase the number of career pathway programs available in our area that are directly connected to our demand industries. Use models like apprenticeship, on-the-job training, “Earn and Learn” or customized training most effectively.</p> <p>Actions to get us there:</p> <ol style="list-style-type: none"> 1. Ensure local WIB policies align with demand priority industry sectors. 2. Streamline processes to make it easier for employers to participate in on-the-job training. 3. Convene roundtables lead by WIB organized labor representatives to identify apprenticeship programs in key local and regional priority sectors and occupations 4. Ensure WIA training funds targeted to apprentice-able occupations, including pre-apprenticeships, are coordinated with the Department of Industrial Relations/Division of Apprenticeship Standards (DIR-DAS) approved apprenticeship programs. <p>(Long-term and on-going; involves DIR-DAS, WIA service providers, and other workforce stakeholders)</p>	

Goal #4 – Youth: Increase the number of high school students, with emphasis on at-risk youth and those from low-income communities, who graduate prepared for postsecondary vocational training, further education, and/or a career.

OBJECTIVE 1: Increase the number of high school students who complete a challenging education, including math gateway coursework and industry-themed pathways that prepare them for college, “Earn and Learn” training through apprenticeships, OJT, etc., and other postsecondary training.

Status / Action Steps

Strategy 1 – Requested Action: Facilitate collaborations necessary to better serve youth and successfully connect them to education and training opportunities that lead to successful employment.

Actions to get us there:

1. Strengthen linkages with education to address educational needs and to close skill gaps through a speakers’ bureau effort championed by the WIB’s Youth Council to create a “classroom to careers” mindset.
2. Include a Youth related item on every WIB meeting agenda that focuses on helping youth.
3. Ask Youth Council members to bring in job leads and market programs with business.
4. Partner with educators to promote information on job leads, workshops, tutoring, transportation assistance, and other youth related resources.

(Short-term and on-going; involves Youth Council, service providers, and other workforce stakeholders)

OBJECTIVE 2: Increase opportunities for high school students and disconnected youth to transition into postsecondary education and careers.

Status / Action Steps

Strategy 1 – Requested Action: Increase the educational, training and career attainment of our youth.

Actions to get us there:

1. Identify, promote and increase the use of enrollment in Career Technical Education (CTE) programs, career-based academies, Job Corps, and industry-themed high schools as a viable pathway to career readiness.
2. Align, promote, and increase the use of career exploration resources to ensure successful transition into postsecondary education (e.g. California Career Zone, California Career Center, EDD LMID and Community College Career Café, etc.)

(Long-term and on-going; involves Youth Council, service providers, and other workforce stakeholders)