VISION: The Workforce needs of employers and job seekers in San Luis Obispo County are met.

Workforce Development Board
EXECUTIVE COMMITTEE MEETING AGENDA

Date: Wednesday, March 13, 2019
Time: 8:00 AM – 10:00 AM
Location: Department of Social Services Room 101, 3433 South Higuera Street, SLO

1. Call to Order and Introductions

2. Public Comment

3. Consent Items:
   3.1 Approve the January 9, 2019 Minutes
   3.2 Approve appointment of Allison Schiavo to Services and Strategies Committee

4. Presentation:
   4.1 Eckerd AJCC Contract Performance Update

5. Action Items:
   5.1 Authorize the Administrative Entity to commence AJCC contract negotiations with Eckerd for program year 2019-2020
   5.2 Review and Approve the WIOA Local Plan modification for 2017-2020
   5.3 Review and Approve the WIOA Regional Plan modification for 2017-2020

6. Reports:
   6.1 Chairperson’s Report
   6.2 Staff Report
   6.3 Rapid Response Update

7. Administrative Entity Updates:
   7.1 Receive and Review Fiscal Budget Update

8. Board Member Workforce Development Updates

9. Next Meeting:
   Wednesday, April 10, 2019 at 8:00 AM
   Department of Social Services Room 101, 3433 South Higuera Street SLO

10. Adjournment
WORKFORCE DEVELOPMENT BOARD  
of San Luis Obispo County  
EXECUTIVE COMMITTEE MEETING MINUTES (DRAFT)

Date: Wednesday, January 9, 2019  
Time: 8:00 AM – 10:00 AM  
Location: 3433 South Higuera Room 101, San Luis Obispo, CA

Present: Carl Dudley, Isiah Gomer, Louise Matheny, William Hills, Patrick McGuire, Loreli Cappel  
Absent:  
Staff: Dawn Boulanger, Sarah Hayter, Michael Coughlin, Diana Marin  
Guest: Jenny Huss, Suzanne Foran (phone), Johnathan Zeigler (phone)

1. Call to Order:  
Chair Carl Dudley: called the meeting to order at 8:00 A.M. Quorum.

2. Public Comment:  
Chair Dudley: opened the floor to public comment without response.

3. Consent Items:  
3.1 Approve the October 10, 2018 Minutes  
Motion: Louise Matheny  
Second: Loreli Cappel  
Abstentions: None  
Motion Passed Unanimously

4. Action Items:  
4.1 Approve the proposed Executive Committee Meeting schedule change  
The Committee Approved the proposed Executive Committee Meeting schedule change  
Motion: William Hill  
Second: Louise Matheny  
Abstentions: None  
Motion Passed Unanimously

4.2 I. The Committee Approve RFP Selection Committee’s Recommendation of Eckerd Youth Alternatives, Inc.as the WIOA Youth Services Provider for program year 2019-2020 and  
II. Authorize the Administrative Entity to commence contract negotiations  
Sarah Hayter (Staff) presented the item, which is available as part of the agenda.  
Chair Dudley: opened the floor to public comment without response.  
Suzanne Foran and Johnathan Zeigler: speak  
Motion: Patrick McGuire  
Second: Isiah Gomer  
Abstentions: None  
Motion Passed Unanimously
5. Discussion Items:
5.1 Update on Local and Regional WIOA Strategic Plans
Dawn Boulanger (staff) discussed current plans for the local and regional WIOA Strategic Plans.

5.2 Review and discuss America’s Job Center of California Contract Performance
Sarah Hayter (staff) reported on AJCC performance. The Committee discussed possibly pulling funds and contracting some services out due to lack of performance from current contractor. Item to be discussed further at the February Workforce Development Board full board meeting.

6. Reports:
6.1 Chairman’s Report: No report.

6.2 Staff Report: Dawn Boulanger (staff) reported on WIOA budget and expenditures for PY 2018-2019.

6.3 Rapid Response Report: Sarah Hayter (staff) very busy 1st and 2nd quarters for Rapid Response. All responses have been closures and most have been in San Luis Obispo.

7. Administrative Entity Updates:
None reported

8. Board Member Workforce Development Updates:
None reported

9. Next Meeting:
March 13, 2019 at 8:00 a.m.
Department of Social Services
3433 South Higuera Street, Room 101, San Luis Obispo

10. Adjournment:

Chair Dudley: adjourned the meeting at 10:06 A.M.

I, Diana Marin, Clerk of the Executive Committee of the Workforce Development Board of San Luis Obispo, do hereby certify that the foregoing is a fair statement of the proceedings of the meeting held Wednesday, January 9, 2019 by the Executive Committee of the Workforce Development Board of San Luis Obispo County.

Diana Marin, Executive Committee Clerk

Dated: January 11, 2019
AGENDA ITEM NUMBER:  3.2

ITEM: Approve the Appointment of Allison Schiavo to the Services and Strategies Committee

ACTION REQUIRED:
It is requested that the Executive Committee approve the appointment of Allison Schiavo to the Services and Strategies Committee.

SUMMARY NARRATIVE:
On October 18, 2016 the San Luis Obispo County Board of Supervisors passed a resolution formally approving the revised Bylaws of the Workforce Development Board of San Luis Obispo County (WDB). The WDB Bylaws require the formation of a Services and Strategies Committee with the expressed purpose of providing information and assisting with the planning, operational, and other issues relating to the provision of services to individuals with barriers to employment.

Membership of the Services and Strategies Committee shall include individuals from the Board of Directors and non-WDB representatives with a demonstrated record of success in serving individuals with barriers to employment, including but not limited to: veterans, individuals with disabilities (including issues relating to compliance with WIOA sec. 188 if applicable, and applicable provisions of the American with Disabilities Act of 1990 regarding access to WIOA services, programs and activities), and employment, training or education needs of WIOA eligible youth.

Allison Schiavo is Area Manager for Eckerd Connects, the current America’s Job Center of California (AJCC) Operator and WIOA Service Provider for San Luis Obispo County. Allison has six years of experience overseeing the following programs: AJCC, WIOA Title I Services (Adult, Dislocated Worker, Youth and Business Services) CalWORKs subsidized employment, probation department employment coordination, homeless veterans’ employment services, and the low-income fatherhood program.

BUDGET/FINANCIAL IMPACT:
No current fiscal impact

STAFF COMMENTS:
Dawn Boulanger, Director of San Luis Obispo County Workforce Development, recommends the appointments of Allison Schiavo to the Services and Strategies Committee.
Services & Strategies Committee Member Application Form

Applicant Information:

Name: Allison Schiavo

Address: 880 Industrial Way, San Luis Obispo CA 93401

County: SLO

Telephone: (Office) __________ (Cell): __________

Fax #: __________ Email: __________

Company/Organization: Eckerd Connects

No. of Employees: __________

Company Website: www.eckerd.org

Assistant/Secretary: __________ Email: __________

Telephone: (Office) __________ Fax#: __________

Please list any experience you have had with local services/programs or supporting the needs of individuals experiencing barriers to obtaining employment/services:

Area Manager- Eckerd Connects - Over six years experience overseeing the following programs: AJCC, WIOA Title I Services (Adult, Dislocated Worker, Youth and Business Services), CalWORKs subsidized employment, probation department employment coordination, homeless veterans employment services, low-income fatherhood program.

What is your official title and/or what skills and talents do you possess that would apply to supporting populations that may need assistance to obtain employment/services (ie. Offenders, homeless individuals, out-of-school youth)?

Program management, career counseling/development, assessment, adult learning principles, community resources, services delivered through Goodwill’s Workforce programs

Please list any affiliations and offices held with other associations/organizations:

What do you think are the critical workforce issues in our County?

Skills gaps, wage issues, housing, underemployment

What will you bring to the Services and Strategies Committee?

(i.e., network, resources, experience, insight into workforce needs in your industry, etc.)

An open mind to implement ideas/build services at AJCC based on what comes out of this committee. Knowledge of AJCC demographics and employer needs.

What are your goals for participation on the Services and Strategies Committee?

Implement strategies/services into AJCC programming, coordinate and increase referrals/collaboration with partner agencies

I formally request that consideration be given to my nomination for appointment to the Services and Strategies Committee of the San Luis Obispo County Workforce Development Board.

Allison Schiavo

Signature of Applicant 03/01/2019 Date
AGENDA ITEM NUMBER: 5.1

ITEM: Authorize the Administrative Entity to Commence AJCC Contract negotiations with Eckerd for Program Year 2019-2020.

ACTION REQUIRED:
Authorize the Administrative Entity to commence contract negotiations with Eckerd Youth Alternatives, Inc. for the annual renewal of their contract for program year 2019-2020 WIOA Title I Services.

SUMMARY NARRATIVE:
Eckerd Youth Alternatives, Inc. was initially awarded the WIOA AJCC services contract for program year (PY) 2017-18 through a competitive procurement process and Request for Proposal (RFP) issued on April 07, 2017. That procurement authorized an initial annual contract with an option to renew for a second and third year. The PY 18-19 contract with Eckerd was renewed for a second year of provision of WIOA AJCC services in San Luis Obispo County. The PY 19-20 contract would be the third year of the regular procurement cycle. Under this contract, Eckerd will continue to provide all required elements of WIOA Title I Adult, Dislocated Worker, and Business Services as well as Rapid Response and Layoff Aversion services throughout the County. Eckerd will provide these services through their continued operation of the comprehensive AJCC site in San Luis Obispo as well as via access points to services through partner locations.

Eckerd has faced challenges in meeting the following contract obligations: staffing, client enrollments, training enrollments including individual training accounts and on-the-job training, and quality assurance and oversight. At the January 9, 2019 meeting, the Executive Committee reviewed and discussed the current contract. The Executive Committee requested a presentation and corrective action plan from Eckerd. At the February 7, 2019 Workforce Development Board meeting Eckerd presented and discussed their corrective action plan to address the unmet contract obligations and plans to achieve proposed staffing, enrollments and quality assurance. Eckerd’s corrective action plan outlined measurable goals and specific interventions to address all the areas identified above as well as continued assessment of service delivery to identify more effective strategies that support delivery of required services throughout the County. It was requested that Eckerd demonstrate progress on the implementation of the plan as outlined to the Workforce Development Board. Eckerd will present an update on status to date at this Executive Committee meeting.

Eckerd remains a collaborative partner of the WDB and demonstrates their willingness to adapt and make changes as needs are identified. With continued evaluation of service delivery using data-based decision making, targeted outreach efforts, ongoing technical assistance from WDB staff, and the support of Eckerd’s re-designed business outreach
team aiming to collaboratively address service needs amongst all three of Eckerd’s employment and training contracts with the County of San Luis Obispo (WIOA Youth, AJCC, and CalWORKS ESE), it is projected Eckerd will achieve improved performance in third and fourth quarter of this program year and carry this forward into their third year of provision of AJCC services.

BUDGET/FINANCIAL IMPACT:
An estimated contract amount of $800,000 is anticipated to be awarded via contract to Eckerd Youth Alternatives, Inc. for provision of WIOA Title I AJCC services county-wide. This estimate is based on the projected PY 2018-19 WIOA Adult, Dislocated Worker, Rapid Response and Layoff Aversion allocation and is subject to change based on the final Department of Labor and California Employment Development Department allocations.

STAFF COMMENTS:
Staff recommends that the Executive Committee authorize the Administrative Entity to commence contract negotiations with Eckerd Youth Alternatives, Inc. for WIOA Title I Services for PY 2019-20 commencing the last year of the regular procurement cycle. A Request for Proposals (RFP) will be released in the fall of 2019 for the provision of WIOA Title I Services beginning July 1, 2020.

With approval of this item, the PY 2019-20 Draft Scope of Work and Draft Budget will be brought to the WDB or WDB Executive Committee for approval prior to submission of the PY 2019-20 AJCC contract to County Board of Supervisors for approval and execution of the contract.

A no vote on this item would require an unplanned procurement be conducted for a new WIOA Title I AJCC Services provider to begin services July 1, 2019.
San Luis Obispo County  
WDB Executive Committee  
ACTION ITEM  
March 13, 2019

AGENDA ITEM NUMBER:  5.2

ITEM:  REVIEW AND APPROVE THE WIOA LOCAL PLAN MODIFICATION FOR 2017-2020

ACTION REQUIRED:  It is requested that the Workforce Development Board (WDB) Executive Committee review and approve the Workforce Development Board of San Luis Obispo County Local Plan Modification for PY 2017-2020 and authorize the Board Chair to sign all documents related to the Local Plan Modification submission.

SUMMARY NARRATIVE:

The Workforce Innovation and Opportunity Act (WIOA) required the development of a Local Plan to identify partnerships and facilitate access to workforce services at the local level. At the March 8, 2017 WDB Executive Committee meeting, members approved the San Luis Obispo County WDB Local Plan for program years 2017-2020. The Local Plan is in alignment with and in support of the California Workforce Development Board (CWDB) Unified Strategic Workforce Development Plan and the Coastal Regional 4-year Plan. The WDB’s Local Plan reflects development of collaborative efforts with Cuesta College, San Luis Obispo County Office of Education, the Economic Vitality Corporation and other community agencies, as invested partners in the workforce development system. The plan focuses on identifying new and innovative approaches to increase educational and employment opportunities for job seekers throughout all partner agencies, career pathway development and increased employer input to ensure workforce services are in line with business needs.

On July 27, 2018 the Employment Development Department (EDD) released Workforce Services Directive 18-01 requiring a Modification to the 2017-2020 Local and Regional Plans. The Local Plan Modification was to describe strategies to strengthen collaboration amongst four key partnerships:

1. CalFresh recipients
2. Services for parents involved with child support agencies
3. Services for individuals with limited English proficiency, immigrants and refugees
4. Competitive integrated employment for individuals with developmental or intellectual disabilities.

The attached Local Plan Modification (Attachment 1) was developed from stakeholder sessions held on November 14th and 15th 2018 that were conducted with agencies serving these populations in San Luis Obispo County and an open public comment session on November 14, 2018. The Local Plan Modification contains a population overview and needs assessment of these partnerships and identifies strategies to strengthen the collaboration between WIOA programs and the agencies serving these populations in the County.
A draft version of the Local Plan Modification for program years 2017 - 2020 was released on February 8, 2019 for public comment via posting to the WDB’s website www.SLOworkforce.com as well as a notice in the Tribune, social media and direct email correspondence. Local and Regional Plan modifications were also included on the January 9th and March 13th, 2019 WDB Executive Committee meeting agendas providing additional opportunities for member and public comment and input. Public comment closed on March 11, 2019 and no comments were received.

**BUDGET/FINANCIAL IMPACT:**
There is no financial impact.

**Staff Comments:**
Upon approval of the WDB, the Local Plan Modification will be submitted to the County Board of Supervisors for consideration and approval by no later than May 21st, 2019.

**Please Note:** A copy of the Local Plan Modification with appendices is available as an addendum to this agenda packet on our website: www.SLOworkforce.com
**Workforce Development Board of San Luis Obispo County**  
**Local Plan Modification**

**Introduction**

The Workforce Development Board of San Luis Obispo (WDBSLO) is a 20-member board appointed by the San Luis Obispo (SLO) County Board of Supervisors. The WDBSLO’s vision is to meet the needs of local and regional employers and job seekers through a system that is responsive to workforce needs as they emerge, utilizing labor market data and trends to anticipate future needs of the workforce. The system is built on leveraging and braiding community resources and services and working with partners to develop programs and strategies that contribute to a healthy economy for SLO County. WDBSLO staff are nested within the SLO Department of Social Services (DSS).

Beginning 2018-19, Eckerd Connects became WDBSLO’s contracted provider to deliver all WIOA Title I services and to serve as the One Stop Operator. They operate the one comprehensive AJCC in the county located in the city of San Luis Obispo. Eckerd Connects is a national non-profit providing workforce development, juvenile justice and child welfare services in 20 states and the District of Columbia.

This two-year local plan modification, as required under WIOA (29 US Code 3123), is organized in accordance with requirements outlined in the Employment Development Department’s (EDD) Workforce Services Directive 18-01 and presents data on the required populations, status of collaborative efforts, and economic and workforce trends.

To fulfill the requirements of the directive and to ensure robust community input, the WDBSLO hosted stakeholder discussion sessions for each of the required populations as well as a listening session outside of traditional business hours. Invitees included organizations listed in the State’s Directory of Planning Partners as well as additional local organizations and contacts. These sessions were open to all members of the community as well as partner organizations. In addition to personalized email outreach and invitations, session announcements were submitted to the California Workforce Development Board, posted in the America’s Job Center of California (AJCC), and posted on the WDBSLO website and through social media. Furthermore, community members and partners were invited to provide written input electronically if they were unable to attend a session. Please see the appendix for a complete list of invitees and other documentation related to community engagement.

**CalFresh Program**

As described above, the directive-required partners as well as members of the general public were invited to the CalFresh stakeholder session. Invitees were also welcomed to
forward the meeting information on to any other interested parties. Representatives from the Department of Social Services, CalFresh and CalWORKs programs participated in the session.

The WDBSLO, CalFresh, and CalWORKs programs are nested within SLO County’s DSS. This structure allows for greater ease of collaboration as staff are within the same organization. The WIOA and CalWORKs programs currently share a Memorandum of Understanding (MOU), which was submitted as part of WDBSLO’s local strategic plan in 2016.

In November 2018, San Luis Obispo had 14,072 CalFresh recipients. (Please see the appendix for race/ethnicity data of CalFresh recipients.) According to CalFresh staff, the CalFresh population in SLO County is increasing and most recipients receive the maximum allowance due to the high cost of living in the county. Applications among non-citizens has decreased, however, possibly due to the current federal political climate surrounding immigration. The SLO CalFresh Employment and Training (CFET) plan states that 96 participants will be assisted with job search during the 2019 fiscal year.

Stakeholders shared that the barriers to employment confronting recipients in SLO include the high cost of living and the lack of affordable housing, the lack of public transportation, and in some cases mental health challenges. Mental health often stands in the way of an individual fully participating in the program and taking advantage of support services.

The difficulty of the high cost of living and low wage jobs is substantiated by research. In 2018 the WDBSLO commissioned BW Research Partnership, Inc., an independent research firm, to conduct an industry cluster analysis and economic and workforce research study. BW Research found that a household with two adults and two children would require 1.26 middle wage jobs and 2.27 low wage jobs to reach the self-sufficiency level for a family of that size. The majority of jobs (51%) in SLO are low wage jobs. The cost of living in SLO is 32% above the national average but wages are 15% below the national average. The study also found people in professional level occupations commuted as far south as Santa Barbara County for higher wages and career growth. (See appendix for full report).

The availability of public transportation is limited, with service in some areas non-existent. For example, a bus ride from Paso Robles in the northern part of the county to the city of San Luis Obispo is 30 miles but takes an estimated 1.5 hours. This reality has caused the CalFresh program to exempt from some program requirements recipients who live in areas where public transportation is unavailable. Those individuals ultimately do not receive the benefits of in-person support.

Housing costs are high and access to subsidized housing is limited. According to the Tribune, a daily broadsheet newspaper and website covering San Luis Obispo County, the average regional cost was $1,500 per month for 830 square feet of space and in the
city of San Luis Obispo 690 square feet (11/8/18). While an individual may receive an affordable housing voucher, it is not uncommon for that individual to be unable to find a landlord willing to accept it. To counteract the trend of high housing costs, the county has added requirements for new housing developments such as mixed-income housing. In addition, organizations such as Habitat for Humanity have stepped in to provide some support and assistance.

DSS operates offices in north and south county to provide CFET clients with job search assistance services. These job search centers provide basic services similar to those provided by the AJCC. CalFresh does refer a limited number of clients to the WIOA program for training services. Overall collaboration and program knowledge across staff are good, although both programs agree regular ongoing cross training for staff is helpful.

The WDBSLO Director as well as CalFresh staff regularly meet which serves as the primary vehicle for information sharing and collaboration. Additionally, WDBSLO staff will bring its contracted service provider into the discussion to ensure smooth cross referrals and further collaboration. Both programs are invested in exploring ways to work together and agreed to move forward with an agreement to formalize their partnership and efforts. This agreement is currently being reviewed by county counsel. Please see the appendix for the 2019 CFET Plan, which includes a discussion of the collaboration with WIOA and the draft agreement.

**Local Child Support Agency**

Core WIOA partners and the Local Child Support Agency (LCSA) were invited to participate in a stakeholder session in November 2018. Invitees were also welcomed to forward the meeting information on to any other interested parties. The LCSA stakeholder session was attended by staff from the WDBSLO and the SLO County Department of Child Support Services (DCSS).

SLO County DCSS assists with locating non-custodial parents for payments, establishing paternity, and obtaining child support and health insurance orders. The overriding goal of the DCSS is “for all children in San Luis Obispo County to maintain healthy and productive lives in a livable, sustainable, and prosperous community.”

DCSS operates on a minimal budget, maintains all services in-house, and has a staff of 30 members who provide administrative support, direct client services and program oversight. Staff size once totaled 60 members but like other county departments, DCSS has experienced attrition. While limited resources caused DCSS to scale back community outreach efforts, it also ignited new ideas for service delivery, partnerships and leveraging resources.

DCSS staff reported their average caseload is between 3,800 and 3,900. As of a December 2018 data report, the current caseload number is 3,805. 4,283 children are currently attached to the current caseload number. (See the appendix for additional demographic information.)
The primary barrier facing child support clients are low-wage jobs and to some degree limited English ability. DCSS staff also interact with custodial parents and it is a priority for staff to identify partnerships and resources to assist custodial parents.

Moving forward, DCSS intends to focus its efforts on engagement versus enforcement and to create a service delivery model that includes more staff involvement and possibly case management, including supporting job search and employment for custodial parents. DCSS is currently exploring incentive-based methods to encourage job search. For example, a client could receive financial assistance to get their driver’s license upon meeting a job search benchmark.

Both agencies are invested in developing a partnership and braiding services for stronger client outcomes and have established an agreement that is currently being reviewed by county counsel. Topics for further exploration include developing a referral process that supports both non-custodial and custodial parents, program presentations and tours for staff, and collaborative events, like job and resource fairs. In future discussions, WDBSLO staff will include its contracted service provider to work on the referral process and ensure smooth collaboration. (See appendix for draft of agreement.)

**Competitive Integrated Employment**

Required planning partners and the general public were invited to a stakeholder session on Competitive Integrated Employment (CIE) for individuals with developmental or intellectual disabilities. Invitees were also welcomed to forward the meeting information on to any other interested parties. A Department of Rehabilitation (DOR) representative and staff from the Tri-Counties Regional Center (TCRC) attended the stakeholder session.

The TCRC is one of 21 non-profit regional centers in California and provides lifelong services and supports to people with developmental disabilities living in San Luis Obispo, Santa Barbara and Ventura Counties. It has two locations in SLO - the city of San Luis Obispo and Atascadero. TCRC serves 14,000 clients annually and has a staff of 300 members spread across its three counties with 70 staff located in SLO County.

SLO County is situated within the DOR’s Santa Barbara District, which has one office in the county located in the city of San Luis Obispo. The branch manager is Justin McIntire who is also the designated point of contact.

WDBSLO, DOR and TCRC already partner on a number of initiatives. WDBSLO and DOR currently share an MOU (submitted with the 2016 Strategic Plan) and conduct client cross referrals and provide staff trainings when requested. With a common client population, DOR and TCRC work in tandem, with clients moving between programs as their needs evolve. All partners agree that they provide similar services that include job search assistance, vocational training, work readiness skill building, job development and job retention support.
Both DOR and TCRC have piloted or are currently piloting CIE projects. DOR foresees some challenges with establishing CIE opportunities in that some employers may not be flexible with revising job qualifications to meet the needs of clients with intellectual disabilities (ID)/developmental disabilities (DD). DOR will support CIE employer partnerships but plans to concentrate its efforts on group-supported employment.

TCRC is in the process of piloting two CIE focused projects. The first is based on a state initiative that provides up to $10,400 for an individual to participate in a paid internship. The second project is customized employment partnerships, which is being conducted across the state. Because this pilot offers an incentive to vendors for employment retention, TCRC has been able to create a list of 68 employers as potential CIE work sites. The results of the second pilot have been positive and TCRC is ready to move forward with a Request for Proposal process to select vendors to expand this approach.

TCRC is facilitating the Local Partnership Agreement (LPA) process for SLO County and initiated efforts in November 2018. Educational partners and community-based organizations serving individuals with developmental/intellectual disabilities will also be invited to participate. WDBSLO or its contracted service provider will engage with the LPA process and will explore the most appropriate role for WDBSLO in the LPA. Possible ways for WIOA staff to support CIE efforts include cross referrals of clients, supporting employer outreach and education efforts, and a single point of contact for ID/DD clients referred to the AJCC.

Moving forward, the LPA meetings will provide ample opportunity for partners to further discuss ideas that evolved during this stakeholder session such as an employer recognition event, a workforce and disability conference, job and resource fairs, workshops for employers, and staff training for better cross referral. In addition to the LPA meetings, WDBSLO will attend a future SLO County Employment Collaborative meeting. Please see the appendix for DOR’s draft CIE partnership plan for SLO.

**English Language Learners, the Foreign Born, and Refugees**

Required planning partners and the general public were invited to a stakeholder session on services for English Language Learners, the Foreign Born, and Refugees. Invitees were also welcomed to forward the meeting information on to any other interested parties. Cuesta College, Lucia Mar Adult Education, and San Luis Obispo Adult Education attended this session and discussed the population, existing and needed services, outreach efforts, and partnering on future service efforts.

Cuesta College’s main location is in the city of San Luis Obispo with a satellite location in Paso Robles, referred to as Cuesta College North County Campus. They also offer classes at two local high schools. Approximately 11,000 students are enrolled at Cuesta College. Cuesta College sits on the local WDB as the Career Technical Education representative, and Lucia Mar Unified School District represents Adult Education.
Cuesta College offers English as a Second Language (ESL) and Vocational English as a Second Language (VESL) classes at their campuses and in different communities throughout SLO County. The North County Campus is a large program and a wait list for classes is common. In response to the consistent wait list, Cuesta College is moving forward with a pilot project in the spring of 2019. The project will launch a multi-level ESL class that will commence two weeks after regular classes start. This will allow students who were not able to enroll into regular session ESL classes to receive some instruction. As an incentive, Cuesta College will give these students priority registration in the following semester’s ESL classes. The second project underway is an ESL class with civic learning and engagement. The goal of this endeavor is to expose students to community resources and American culture. One semester the class focused on health and wellness with the goal of introducing students to community health centers, healthy diets, and different types of exercise. An unintended result of this project was student exposure to a variety of career pathways in the health and medical sector. Because of this outcome, staff intend to incorporate career pathway information into the curriculum. Cuesta College and WDBSLO staff will continue discussions to identify ways that WDBSLO can support that effort.

The Lucia Mar Adult School is located in the South County in the cities of Nipomo and Oceano. The school offers a menu of ESL, VESL, and citizenship classes. The school focuses on family literacy and works with local K-12 schools to outreach to parents. The school has partnered with local hotels to provide employees with VESL classes. In this partnership, Lucia Mar provides the teaching staff and the employer compensates the employee for the hour they spend in class.

San Luis Obispo Adult School provides classes in the cities of San Luis Obispo, Avila Beach and Pismo Beach. Similar to Lucia Mar Adult School, San Luis Obispo Adult School offers a menu of ESL and VESL classes. Unique to San Luis Obispo Adult school is the availability of an early childhood education class in which students can earn units to apply towards obtaining a child care license or teaching certificate.

<table>
<thead>
<tr>
<th>Source: Census 2012-16 Community Survey Estimates</th>
<th>Total population of SLO</th>
<th># and % Foreign Born</th>
<th># and % who speak English less than “very well”</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>283,405</td>
<td>29,083 (10.3%)</td>
<td>18,692 (6.6%)</td>
</tr>
</tbody>
</table>

According to Data USA, the most common foreign languages spoken in SLO County are Spanish, Chinese, and Tagalog. Cuesta College and Lucia Mar Adult School estimate the majority of the student population is comprised of students from Spanish speaking countries with a small percentage of students from Asian speaking countries and a lesser percentage from India and Russia. The student population at San Luis Obispo Adult school consists of an estimated 19 different countries. All three educational institutions agree students from non-Spanish speaking countries tend to be more highly educated, and
in some cases, do not seek to participate at length in ESL classes. Please see the appendix for more detailed demographic data from the adult education programs.

The Center for Employment Training (CET) is the identified partner responsible for the provision of migrant seasonal farm worker services in SLO County, however their closest office is in Santa Maria (Santa Barbara County). CET services are described in the current WIOA MOU. Eligible residents of SLO County would need to attend their job training classes (provided Monday through Friday) at their Santa Maria office.

In addition to this population’s limited English-speaking skills, the high cost of living, underemployment, limited transportation options, and lack of affordable child care are all obstacles to self-sufficiency. A person in a low wage job cannot afford to work if they have a child under 5 years of age because the cost of childcare would consume their wages. Even Head Start, which provides subsidized child care, is difficult to obtain as there is far more demand than supply and the agency has a long waitlist.

There is a high level of information sharing and collaboration among the agencies that provide services to this community. Clients are regularly cross referred between agencies and programs. Cuesta College utilizes the WDBSLO labor market reports as a source of information and data in determining which career pathways to implement or support. And recently, WDBSLO’s contracted service provider established communication with the adult education partners through monthly meetings. The agencies agreed however, that more opportunities for information sharing between agencies and more program exposure for clients would be beneficial. All agencies agreed there are significant areas for collaboration to ensure students receive support, are able to access services, and receive informed guidance towards gainful employment.

To maintain the momentum from this discussion, the WDBSLO will have its contracted service provider follow up with stakeholders. All stakeholders plan to schedule AJCC tours and WIOA program presentations for their staff. Cuesta College suggested conducting one VESL class and one ESL/Civic Engagement class at the AJCC every semester in order to ensure students receive a WIOA orientation and facility tour. Cuesta College also invited WDBSLO to participate in a resource fair for students. Planning for these efforts will continue via on going monthly meetings.

**Changes in local labor market conditions**

As mentioned previously, the WDBSLO commissioned BW Research Partnership, Inc. (BW Research), an independent research firm, to conduct the 2018 Industry Cluster Analysis and Economic and Workforce Research Study. The research highlights key industry clusters, job quality, talent and educational characteristics, and commute patterns. As markets emerge and decline, the research evaluates new opportunities and challenges for workforce development in San Luis Obispo County. This report
represents the most current analysis of industry clusters and potential areas of focus. The current priority industry clusters for SLO are:

- Energy
- Biotechnology & Biomedical Devices
- Healthcare
- Defense, Aerospace, & Transportation Manufacturing
- Building & Design
- Information & Communication Technologies

The report is incorporated into this local plan modification via the appendix.

**Attachments**

1. Documentation of stakeholder engagement
2. CalFresh race/ethnicity table
3. Draft CalFresh partnership agreement
4. Draft Child Support partnerships agreement
5. 2019 CFET Plan
6. Child support data
7. DOR draft CIE partnership plan
8. Adult ed demographic reports (LMUSD and SLCUSD)
9. BW Research report

**Public Comment received**

After 30 day public comment period –include any comments that disagree with the draft.
AGENDA ITEM NUMBER:  5.3

ITEM: REVIEW AND APPROVE THE WIOA REGIONAL PLAN MODIFICATION FOR 2017-2020

ACTION REQUIRED: It is requested that the Workforce Development Board (WDB) Executive Committee review and approve the Workforce Innovation and Opportunity Act Regional Plan Modification and authorize the Board Chair to sign all documents related to the Regional Plan Modification submission.

SUMMARY NARRATIVE:

The Workforce Innovation and Opportunity Act (WIOA) required the development of a Regional Plan as the primary mechanism for aligning education and training provider services with industry sector needs in the Regional Planning Unit (RPU). The Coastal RPU consists of Santa Cruz, Monterey, San Luis Obispo and Santa Barbara Workforce Development Boards. The partnerships include coordination with K-12, Community Colleges and WIOA systems, using sector strategies as the operational framework for the state’s workforce system. The WDB Executive Committee approved the 2017-2020 Regional Plan at the March 8, 2017 meeting.

On July 27, 2018 the Employment Development Department (EDD) released Workforce Services Directive 18-01 requiring a Modification to the 2017-2020 Local and Regional Plans. The Regional Plan Modification focuses primarily on services and system coordination for justice involved individuals. The attached Regional Plan Modification (Attachment 1) was developed from stakeholder sessions held throughout the region on November 15th 2018 and January 10th 2019 that were conducted with agencies serving the justice involved population. Additionally, open public comment sessions were held throughout the region on November 14, 2018, February 13th and 18th 2019. The Regional Plan Modification contains a population overview and needs assessment of these workforce–corrections partnerships and identifies service strategies to strengthen the collaboration between WIOA programs and the agencies serving the reentry populations in the region.

The Regional Plan Modification also addresses Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship Partnerships. The attached Regional Plan Modification identifies current partnerships in place to ensure coordination with the local building trades and identifies the current development and implementation of pre-apprenticeship programs throughout the region.

A draft version of the Regional Plan Modification for program years 2017 - 2020 was released on February 8, 2019 for public comment via posting to the WDB’s website www.SLOworkforce.com as well as a notice in the Tribune, social media and direct email correspondence. Local and Regional Plan modifications were also included on the January 9th and March 13th, 2019 WDB Executive Committee meeting agendas providing additional
opportunities for member and public comment and input. Public comment closed on March 11, 2019 and no comments were received.

**BUDGET/FINANCIAL IMPACT:**
There is no financial impact.

**Staff Comments:**
Upon approval of the WDB, the Regional Plan Modification will be submitted to the County Board of Supervisors for consideration and approval by no later than May 21st, 2019. The submission to the State will include the local plan modifications from each RPU member.

**Please Note:** A copy of the Local Plan Modification with appendices is available as an addendum to this agenda packet on our website: [www.SLOworkforce.com](http://www.SLOworkforce.com)
A. Workforce-Corrections Partnerships

Assessment of Need and Population Size

See Appendix B for a detailed response to each question in this section including:

- Size and demographics of justice involved population
- Services needed
- Number of individuals released to region from state prison
- Number of justice involved individuals served by the Workforce System
- Information sharing among partners

Services – Who, What, When, and How of Regional Alignment

- Existing and prospective partnerships:

  - Existing partnerships: At the local level, the Local Workforce Development Boards (LWDBs) have already established the following partnerships and will continue to participate and work collaboratively with their local criminal justice partners:
    - Each Director sits on or regularly attends the local Community Corrections Partnership (CCP) meetings. The CCP oversees local AB109 funding and reentry strategies.
    - Monterey and Santa Barbara Counties both applied for and received AB2060 grants to pilot programs to serve the justice-involved population in coordination with local Probation Departments.
    - Each County has well-known and respected community based organizations (CBOs) that serve the justice-involved population: Community Action Board of Santa Cruz County (AB109 Jobs to Jails Contractor); Turning Point and Rancho Cielo in Monterey County; Restorative Partners in San Luis Obispo County; Community Solutions Inc. in Santa Barbara County.

  - Developing partnerships: Utilizing Prison to Employment (P2E) Planning Grant Funds, the RPU conducted an extensive outreach and engagement process. Through this process, new and existing partners came together to brainstorm strategies and commit to working together. See Appendix A for an overview of meetings that took place and partners who participated. CDCR is a critical new partner for the LWDBs which have mostly partnered with local Probation Departments to date.

The regional partnerships are also a new aspect to this process. Due to the large geographic area covered, the RPU separated partners from the North (Santa Cruz and Monterey Counties) and the South (San Luis Obispo and Santa Barbara Counties). During these meetings, participants expressed strong interest in convening at the regional/sub-regional level. The RPU will work with all stakeholders to create a regular networking opportunity that will facilitate the partner/provider dialogue needed to support collaboration across the Coastal Region.
Service strategies: During the stakeholder meetings, the partners developed an “ideal model” to serve the justice-involved population. The model is designed to be comprehensive and replicates the AB109 or Day Reporting Center model which brings all relevant and needed services into one single location for ease of access.

Service delivery should begin while the individual is still in custody with a transitional counselor assigned to an inmate 90-120 days prior to release. To increase participation rates and remove barriers, individuals who are being released should be picked up at the jail or given a warm hand-off from Probation. Service strategies should be flexible and individualized. They should not be cookie-cutter or overly prescriptive. The following services were identified as particularly effective:

- Supportive services that can be provided with more flexibility and fewer restrictions
- Subsidized employment or long-term paid internships
- Mentor programs
- Social enterprise
- Job retention strategies and training

The model should be delivered collaboratively by partners in a streamlined system that reduces duplication and overscheduling for the clients. The partners should use a common intake form and assessment that can be shared among service providers. The model should incorporate input and feedback from participants. The partners should meet regularly (monthly or quarterly) to share best practices and to ensure service providers are aware of all available resources. Staff should be trained in the specific needs of the population. Participant data should be shared among the partners to enable effective management of shared clients, and employer information should also be shared to avoid multiple points of contact and confusion.

While this comprehensive model is not currently realistic given funding constraints and restrictions on data-sharing, the partners found it useful to develop an ideal model to work toward.

Delivery of services to individuals who lack work experience and/or have low levels of educational attainment requires a closely coordinated and well-planned array of services. The need for education and training services for these individuals is high, and the length of time needed for them to attain an education/skill level that is marketable may require the use of other social supports to ensure basic needs are met and they can participate in education and training services. The RPU promotes close collaboration between LWDBs and County Social/Human Services organizations. LWDBs have cross-referral agreements with County Social Services agencies including referring individuals to social programs like CalWORKs, CalFresh, and other locally based cash assistance programs. In addition, assisting the individual with identifying other sources of support that may be available based on Veteran’s status, health needs, or special needs is also provided.

Based on individual need and ability to benefit from services, referrals may be made to learn and earn programs offered through local community based organizations (CBOs). During Stakeholder Engagement Sessions, the expansion of paid internships, earn and learn programs, apprenticeship programs and other services strategies that would provide an earned wage while participating in
training and education services was identified as a regional need. Should funding be awarded through the P2E grants, the RPU may seek to expand or replicate existing learn and earn models, and/or seek partnerships to launch such models where none currently exist.

- **Current regional services being delivered:** Although significant overlap exists, each County in the Coastal Region has a different set of partnerships, CBOs, resources and grants to serve the justice-involved population. To date, there is no regional approach to serving these individuals. The P2E Planning Grant and resulting stakeholder meetings created the first opportunity to share best practices and common challenges across the RPU.

If granted P2E Implementation Funds, the LWDBs within the Coastal Region would need to continue the local approach to service delivery and partner with the local CBOs and departments in their areas to serve the population. However, the P2E planning process has allowed the RPU to define common objectives, strategies and metrics for serving the population. The Coastal Region is committed to continuing the regional dialogue to ensure consistency among the four Counties.

- **Potential barriers to success:** In the Coastal Region, housing and transportation pose the most significant barriers to participation and success among the formerly incarcerated population. Transportation and/or supportive services to fund transportation will be key components of the regional strategy. Because of the high cost of housing in the Region, this remains a challenge that will not be easily addressed with supportive services. Working with partners who provide housing will be critical. The State of California is working on other initiatives to address this issue as well.

Another barrier shared by all four Counties in the Region is employer bias. Many employers are unwilling to hire individuals with a record because of fear and risk aversion. To help overcome this barrier, the RPU will compile and maintain a list of employers who are willing to hire justice-involved individuals and a repository of information and resources to better educate and incentivize employers to hire individuals with past convictions. See Appendix C.

- **Potential opportunities for collaboration with parole and probation:** The Coastal Region intends to maintain and enhance existing relationships with criminal justice partners. One potential opportunity for collaboration is the funding of a Reentry Navigator who would be responsible for mapping existing services and resources and helping the formerly incarcerated to navigate, access, and take advantage of the existing network of providers and services with a particular emphasis on employment outcomes. The Navigator would customize the road map for each individual based on their unique needs and would not duplicate intake processes.

- **Intake and case management needs for justice involved population:** It is the intent of the RPU to work in cooperation with local corrections agencies to reach an agreement on intake and case management coordination, including information sharing across organizations regarding education, training, prior assessments and pre-release education and training. This was identified as a system-wide enhancement that would significantly improve services delivered and the experience of the reentry population as they seek out services from multiple agencies. As part of the MOU under consideration by the RPU and community stakeholders, data sharing is identified as a key component of the next generation of service delivery coordination. In some local areas, the CCP has identified initiatives to improve information sharing. It is the intent of the RPU to leverage and collaborate on those initiatives where they exist.
Coastal RPU Regional Plan Modification

Narrative

- **Data collection and reporting**: The Coastal Region will adhere to all data collection protocols and requirements. The County of San Luis Obispo Workforce Development Board will oversee data entry into CalJOBS by each of the Counties in the RPU to ensure timely and accurate data entry and provide reports from CalJOBS as needed for the Prison to Employment initiatives.

The regional partners are committed to improving communication and information sharing when possible to reduce duplication of efforts and improve outcomes for participants. However, the Region anticipates some limitations on the sharing of personal data due to privacy and legal concerns that have been raised by County Counsel.

- **Supportive services to support job retention**: Currently, LWDBs utilize supportive services post-employment to provide short-term assistance with transportation, child care, uniforms, tools, licensing and other employment-related expenses on a case-by-case basis. If awarded a P2E Supportive Services grant, the RPU would consider the following enhancements:
  - Increase or extend supportive services for a longer period of time based on individual need.
  - Improve flexibility to meet an individual's specific needs.
  - Increase the number of people who can receive supportive services and/or the amount one individual can receive.

**Relationship to Regional Labor Market Needs, Regional Sector Pathway Programs, and Regional Partnerships**

- **Intersection with regional sector pathways**: The RPU will connect P2E initiatives to regional sector pathway initiatives when feasible. In particular, opportunity for overlap and referral may be present with the MC3 programs discussed below.

  The RPU recognizes that not all sectors will present widespread employment opportunities for the reentry population and is committed to assisting regional partners in understanding the unique employment demands and requirements associated with employment in the priority sectors.

- **Interface with existing State Board grantees**: The RPU will leverage and build upon regional partnerships already in existence to serve this population. One of the keys to success in serving this population is the appropriate blending and braiding of resources to create the network of services necessary to ensure individual success. The RPU and its Local WDBs will work to coordinate services with existing grantees and focus any additional funding provided on augmentation and enhancement of services, rather than recreation or supplanting existing services.

  Monterey and Santa Barbara Counties have both received AB2060 (Forward Focus) grants. The Coastal Region intends to build upon the successes and lessons learned from these pilot programs when implementing the Prison to Employment initiative. The relationships with Probation and CBOs/Service Providers that partnered on the Forward Focus grants will lay the groundwork and provide the foundation for P2E.
Coastal RPU Regional Plan Modification

Narrative

The Coastal Region will explore the possibility of linking P2E programs to the High Road Partnerships program. If collaboration is deemed to be appropriate, P2E participants would receive pre-apprenticeship training that would lead to apprenticeship opportunities in the construction trades.

- **Provision of industry sector and occupation information to partners:** The RPU and LWDBs within the Region regularly contract with consultants and researchers to develop economic and workforce reports as well as sectoral and occupational analysis. These reports will be used to support and inform initiatives and programs to serve the justice involved population.

These reports and any other relevant Labor Market Information (LMI) will be made available to the regional partners. This may be done via special presentations, requesting time on the CCP meeting agenda, or via distribution of electronic or printed information on the sectors and occupations identified.

- **Employer engagement:** The Coastal Region plans to make employer engagement, information sharing, and collaboration a key part of the Memorandum of Understanding negotiated with regional and local partners. The RPU recognizes that job development and relationship management efforts with this subset of employers often takes months if not years and a significant expenditure of personal and professional relationship capital. It will be essential to the regional and local partners to be involved in setting the criteria for an information sharing agreement of this nature.

Although challenging, information sharing and cooperation is critical for the partners working directly with employers to reduce duplication and avoid overwhelming employers with multiple agencies reaching out without coordination.

- **Employer resources and list of employers:** See Appendix C for a detailed response to this question
- **Memorandums of Understanding:** The Coastal Region has developed a draft MOU (see Appendix E) to identify the key partners and define the structure and terms in which they will work together.
- **Staff training:** The Coastal Region intends to pursue staff training to more effectively serve the justice involved population. The RPU has identified the following trainings which will be evaluated and considered as part of this process:
  - California Workforce Association Trainings
    - Human Solutions----Strategies for Working with Re-Entry Customers
    - Civic Solutions Initiatives - Strategies for Working with Ex-Offenders
    - Ascend Program, Inc - Working with Targeted Populations (Ex-Offenders)
    - Robbin and Associates – I Don’t Want to Work and You Can’t Help Me! How to Achieve Success with Work Resistant Individuals
  - National Institute of Corrections Trainings
  - National Reentry Resource Center Training
  - Root and Rebound Trainings
Coastal RPU Regional Plan Modification  
Narrative

As part of the P2E implementation grants, the RPU will incorporate informal staff training and the sharing of best practices to ensure sustainability.

- **Shared case management:** As stated previously, the Coastal Region intends to work in cooperation with local corrections agencies to reach an agreement on intake and case management coordination. This was identified as a top priority for system-wide improvement and will be a key component of the MOU. CBOs will also be a critical component of the service delivery model. Representatives from local CBOs have been engaged from the beginning and have had the opportunity to provide input during the P2E Planning Sessions. Continued collaboration and communication will be sustained beyond the term of the grant.

### B. Multi-Craft Core Curriculum Pre-Apprenticeship Partnerships

The Coastal Region is committed to utilizing the Multi-Craft Core curriculum and ensuring coordination and partnership with the local building trades as per state law and the State Plan. The Local Boards within the Coastal Region are in different stages of development and implementation of pre-apprenticeship programs.

**Santa Cruz & Monterey Counties:**
The Monterey Bay Collaborative (MBC) is a partnership between the Workforce Development Boards of Santa Cruz, Monterey, and San Benito Counties. The MBC is participating in a regional Proposition 39 Pre-Apprenticeship grant. The MBC works with local carpenters unions, including IBEW Local 234 and Monterey & Santa Cruz Counties Building & Construction Trades Council, which cover electrical workers and carpenters.

In the first phase of the grant, the MBC worked with employers to determine need and developed a curriculum and training program to fill that need. The first phase resulted in a small group of individuals trained.

The goal of the second phase of the Proposition 39 project was to bolster the economic competitiveness of the Monterey Bay region by fully implementing the energy efficiency-focused job training and placement program created with the grant. The three County region used the Multi-Craft Core Curriculum (MC3) green job skills program to train 55 individuals, targeting at-risk youth, women, veterans, and disadvantaged or disconnected job seekers. Graduates were prepared for career pathways in a variety of building trades, including Electricians, Iron Workers, Plasterers and Cement Masons, Sheet Metal Workers, Plumbers and Pipe Fitters, Operating Engineers and Teamsters.

The MBC completed the third phase of the grant program on December 31, 2018. The MBC conducted outreach through the local CalWORKs programs to recruit and train women. Co-enrollment provided additional supports for retention. The program produced the following outcomes: 114 enrollments; 90 completed training, 74 MC3 certifications, 24 in apprenticeships, 21 in construction.

The partnerships and infrastructure for the MC3 curriculum trainings are now in place and working well. Any additional funds for MC3 curriculum training could easily be folded into ongoing work and/or replicate the work that has been done to date with the current grant.
San Luis Obispo County:
In San Luis Obispo, the County Office of Education (COE) has received an MC3 apprenticeship grant through the California Apprenticeship Initiative (CAI). The San Luis Obispo Workforce Development Board (WDB) is partnering with the COE to implement the grant along with other key partners including the Building Trades, Sheet Metal, Plumber/Pipe Fitter, and Carpenters Unions, High School Districts throughout the County, California Labor Federation, Division of Apprenticeship Standards (DAS), and Cuesta Community College.

The goal of the grant is the development of an MC3 pre-apprenticeship training program that directly links to the registered apprenticeship programs of various local trade union groups. The grant includes a train-the-trainer model. All participating trades/unions will have identified staff participate in a centralized MC3 training which they can take back and apply to their respective apprenticeship programs. WIOA funds will be used to support the training in the registered apprenticeship programs approved by DAS and listed on the ETPL, and to provide supportive services during pre-apprenticeship and/or apprenticeship participation. WIOA programs will also support the outreach and recruitment of individuals into the apprenticeship and pre-apprenticeship programs. The SLO WDB will begin policy development and/or establish memorandums of understanding addressing the collaboration amongst the WDB, WIOA programs/service providers and identified partners in the 2018-19 program year.

The SLO WDB and its partners have focused on outreach to women and will enable the apprentices access to WIOA and/or other funds (TANF/CalWORKS, CalFRESH, etc.) that provide supportive services such as childcare which can be a barrier to participation and/or successful completion of an apprenticeship program.

The SLO WDB will include on the Eligible Training Provider List (ETPL) all MC3 pre-apprenticeship programs that have a documented linkage to a registered apprenticeship program. The AJCC will support job-seeker awareness and interest in trades apprenticeship programs via labor market information and career counseling that highlights the career paths and sustainable wages earned in these programs.

Santa Barbara County:
Currently, the Santa Barbara County Workforce Development Board (SBCWDB) is not funding any apprenticeship or pre-apprenticeship programs. The SBCWDB has limited funds that are used to support One-Stop operations and the Adult, Dislocated Worker and Youth programs. The SBCWDB has recently established a policy for allocating unspent or underspent funds from these programs and apprenticeship/pre-apprenticeship training will be considered as a mid-level priority based on the needs in the community.

Any pre-apprenticeships programs to be developed in the future will be created in coordination with the local building trades and in compliance with the State Plan.

C. Regional Coordination and Alignment Indicators

See Appendix D for a detailed self-evaluation by the Workforce Directors in the Coastal RPU.
D. Other Changes to the Regional Plan

- Changes made pursuant to changes in labor market and economic conditions:
  During the 2013 Local Plan process, the Local Boards within the Coastal Region determined their priority industry sectors through labor market data that identified industries and sectors that were responsible for past growth and were projected to grow in the future. The table below represents the priority industry sectors for each Local Area as of the current Regional Plan:

<table>
<thead>
<tr>
<th>Coastal RPU Priority Sectors – As of Regional Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Priority Sectors</td>
</tr>
<tr>
<td>Agriculture</td>
</tr>
<tr>
<td>Building, Design Construction</td>
</tr>
<tr>
<td>Business Support Services</td>
</tr>
<tr>
<td>Education</td>
</tr>
<tr>
<td>Energy &amp; Environment</td>
</tr>
<tr>
<td>Healthcare Services</td>
</tr>
<tr>
<td>Hospitality/Accommodation/Tourism</td>
</tr>
<tr>
<td>Retail</td>
</tr>
<tr>
<td>Manufacturing</td>
</tr>
<tr>
<td>Technology/Innovation</td>
</tr>
</tbody>
</table>
Since the writing of the Regional Plan, each Local Area within the Region has worked with BW Research to analyze and reevaluate the priority sectors within their area based on recent changes in the local labor market and economic conditions. The table below represents the most updated priority sectors for each Local Area in the Region:

<table>
<thead>
<tr>
<th>Coastal RPU Priority Sectors – Current</th>
<th>Monterey County</th>
<th>Santa Barbara County</th>
<th>Santa Cruz County</th>
<th>San Luis Obispo County</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agriculture</td>
<td>x</td>
<td>x-Food, Beverage and Agriculture</td>
<td>x</td>
<td></td>
</tr>
<tr>
<td>Building, Design Construction</td>
<td>x - Construction</td>
<td>x</td>
<td></td>
<td>x</td>
</tr>
<tr>
<td>Business Support Services</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Energy &amp; Environment</td>
<td>x</td>
<td>x</td>
<td></td>
<td>x</td>
</tr>
<tr>
<td>Healthcare Services</td>
<td>x</td>
<td>x</td>
<td>x</td>
<td>x</td>
</tr>
<tr>
<td>Hospitality/Accommodation/Tourism</td>
<td>x-Tourism/Hospitality</td>
<td>x-Tourism/Hospitality</td>
<td>x-Tourism/Hospitality</td>
<td></td>
</tr>
<tr>
<td>Information and communication</td>
<td>x</td>
<td>x</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Technologies</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retail</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manufacturing</td>
<td>x-Aerospace and defense</td>
<td>x</td>
<td>x-Defense, Aerospace, and Transportation Manufacturing</td>
<td></td>
</tr>
<tr>
<td>Technology/Innovation</td>
<td>x-Biotechnology and related devices</td>
<td>x</td>
<td>x-Biotechnology &amp; Biomedical Devices</td>
<td></td>
</tr>
<tr>
<td>Finance, Banking, Insurance and Real</td>
<td>x</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Negotiated Performance Goals:
The four Local Boards agreed to adopt the same performance goals. Those final negotiated goals are detailed below:

<table>
<thead>
<tr>
<th>Coastal Regional Planning Unit</th>
<th>Performance Indicators</th>
<th>Final Negotiated Goals</th>
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</thead>
<tbody>
<tr>
<td></td>
<td>PY18</td>
<td>PY19</td>
</tr>
<tr>
<td><strong>Adult</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment 2nd Q post exit (7/1/16 - 6/30/17)</td>
<td>64.0%</td>
<td>66.0%</td>
</tr>
<tr>
<td>Employment 4th Q post exit (7/1/16 - 12/31/16)</td>
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<tr>
<td>Median Earnings (7/1/16 - 6/30/17)</td>
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<td>$5,600</td>
</tr>
<tr>
<td>Credential Attainment Rate (7/1/16 - 12/31/16)</td>
<td>53.0%</td>
<td>54.0%</td>
</tr>
<tr>
<td>Measurable Skill Gain (7/1/17 - 6/30/18)</td>
<td>baseline</td>
<td>baseline</td>
</tr>
<tr>
<td><strong>Dislocated Worker</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employment 2nd Q post exit (7/1/16 - 6/30/17)</td>
<td>68.0%</td>
<td>69.5%</td>
</tr>
<tr>
<td>Employment 4th Q post exit (7/1/16 - 12/31/16)</td>
<td>65.0%</td>
<td>66.5%</td>
</tr>
<tr>
<td>Median Earnings (7/1/16 - 6/30/17)</td>
<td>$7,700</td>
<td>$8,000</td>
</tr>
<tr>
<td>Credential Attainment Rate (7/1/16 - 12/31/16)</td>
<td>57.0%</td>
<td>58.0%</td>
</tr>
<tr>
<td>Measurable Skill Gain (7/1/17 - 6/30/18)</td>
<td>baseline</td>
<td>baseline</td>
</tr>
<tr>
<td><strong>Youth</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>In Education, Training or Employment 2nd Q post exit (7/1/16 - 6/30/17)</td>
<td>65.4%</td>
<td>66.9%</td>
</tr>
<tr>
<td>In Education, Training or Employment 4th Q post exit (7/1/16 - 12/31/16)</td>
<td>62.0%</td>
<td>64.0%</td>
</tr>
<tr>
<td>Median Earnings (7/1/16 - 6/30/17)</td>
<td>baseline</td>
<td>baseline</td>
</tr>
<tr>
<td>Credential Attainment Rate (7/1/16 - 12/31/16)</td>
<td>53.0%</td>
<td>54.0%</td>
</tr>
<tr>
<td>Measurable Skill Gain (7/1/17 - 6/30/18)</td>
<td>baseline</td>
<td>baseline</td>
</tr>
</tbody>
</table>
### DSS Salary & Benefits

**DSS Administrative and Fiscal cost**

These expenses are for DSS salaries and actual time spent on the WIOA Program. This includes WIB support, administrative support, program monitoring, data management, and fiscal management support. The DSS staff includes the Administrative Services Manager, Program Manager, Fiscal Manager, program and clerical support staff. DSS Employees use a time study report to code their work time to the WIOA program. The salary and benefit costs for the month of February are $35,364.73.

<table>
<thead>
<tr>
<th>Budget</th>
<th>YTD Actuals</th>
<th>Percent Expended</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>$502,209</td>
<td>$281,542</td>
<td>56.06%</td>
<td>$220,667</td>
</tr>
</tbody>
</table>

### DSS Operating

**DSS Operating Expenses**

Operating expenses include travel, registration, memberships, legal notices, auditing and office supplies. Also included are monthly expenses for services and systems expenses that would require Purchase Order. This includes online subscriptions to Labor Market information, CWA trainings, economic analysis support, youth forum presenter and food purchases, etc.

<table>
<thead>
<tr>
<th>Budget</th>
<th>YTD Actuals</th>
<th>Percent Expended</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>$197,500</td>
<td>$68,094</td>
<td>34.48%</td>
<td>$129,406</td>
</tr>
</tbody>
</table>

### Eckerd

**WIOA Youth Employment and Training Services. In-School youth and transitional planning projects**

<table>
<thead>
<tr>
<th>Budget</th>
<th>YTD Actuals</th>
<th>Percent Expended</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>$550,000</td>
<td>$235,251</td>
<td>42.77%</td>
<td>$314,749</td>
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</tbody>
</table>

### Eckerd

**WIOA AJCC**

<table>
<thead>
<tr>
<th>Budget</th>
<th>YTD Actuals</th>
<th>Percent Expended</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>$800,000</td>
<td>$344,000</td>
<td>43.00%</td>
<td>$456,000</td>
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</tbody>
</table>

### WIB Set-Aside

**WIB Set-Aside Expenses**

These expenses are costs associated directly with the WIB. This includes WIB initiative costs, job fairs, conference registration and travel expenses, membership renewals, and recognition costs.

<table>
<thead>
<tr>
<th>Budget</th>
<th>YTD Actuals</th>
<th>Percent Expended</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>$12,500</td>
<td>$3,100</td>
<td>24.80%</td>
<td>$9,400</td>
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</table>

### TOTAL:

<table>
<thead>
<tr>
<th>Budget</th>
<th>YTD Actuals</th>
<th>Percent Expended</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>$2,062,209</td>
<td>$931,988</td>
<td>45.19%</td>
<td>$1,130,221</td>
</tr>
</tbody>
</table>
### Operating Expenditure Budget

**Fiscal Year 2018-2019**

#### MONTHLY EXPENDITURES

<table>
<thead>
<tr>
<th>Item</th>
<th>Budget</th>
<th>YTD Actuals</th>
<th>Remaining</th>
<th>July</th>
<th>August</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>June</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Travel - AE</strong></td>
<td>$37,000</td>
<td>$7,756</td>
<td>$29,244.39</td>
<td>$1,287.48</td>
<td>$1,568.26</td>
<td>$223.83</td>
<td>$176.81</td>
<td>$1,817.55</td>
<td>$834.71</td>
<td>$1,846.97</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
</tr>
<tr>
<td><strong>CWA Registration (SLO employees only)</strong></td>
<td>$6,000</td>
<td>$2,790</td>
<td>$3,210.00</td>
<td>$2,790.00</td>
<td>$-</td>
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</tr>
<tr>
<td><strong>Auditing (County Auditor)</strong></td>
<td>$18,000</td>
<td>$-</td>
<td>$18,000.00</td>
<td>$-</td>
<td></td>
<td></td>
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</tr>
<tr>
<td><strong>Office Supplies</strong></td>
<td>$3,000</td>
<td>$472</td>
<td>$2,527.86</td>
<td>$-</td>
<td>$16.05</td>
<td>$421.14</td>
<td>$-</td>
<td>$34.95</td>
<td>$-</td>
<td></td>
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</tr>
<tr>
<td><strong>Other Program (legal notices, memberships, etc)</strong></td>
<td>$1,500</td>
<td>$1,574</td>
<td>$73.83</td>
<td>$16.95</td>
<td>$1,280.00</td>
<td>$198.00</td>
<td>$78.88</td>
<td>$-</td>
<td>$-</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td>$65,500</td>
<td>$12,592</td>
<td>$52,908.42</td>
<td>$1,304.43</td>
<td>$1,568.26</td>
<td>$4,309.88</td>
<td>$795.95</td>
<td>$1,896.43</td>
<td>$869.66</td>
<td>$1,846.97</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
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<td>$-</td>
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</table>

#### Services & Systems Purchase Orders

<table>
<thead>
<tr>
<th>Item</th>
<th>Budget</th>
<th>YTD Actuals</th>
<th>Remaining</th>
<th>July</th>
<th>August</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>June</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Chmura (Labor Market Subscription)</strong></td>
<td>$10,000</td>
<td>$6,360</td>
<td>$3,639.90</td>
<td>$-</td>
<td>$-</td>
<td>$6,360.10</td>
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</tr>
<tr>
<td><strong>Staff/Contractor Trngs.</strong></td>
<td>$35,000</td>
<td>$4,156</td>
<td>$30,844.50</td>
<td>$868.00</td>
<td>$383.00</td>
<td>$1,760.00</td>
<td>$1,144.50</td>
<td>$-</td>
<td></td>
<td></td>
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<td></td>
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<td></td>
</tr>
<tr>
<td><strong>AJCC (Participant Training)</strong></td>
<td>$40,000</td>
<td>$-</td>
<td>$40,000.00</td>
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<td></td>
</tr>
<tr>
<td><strong>TBD (Strategic Plan)</strong></td>
<td>$35,000</td>
<td>$34,500</td>
<td>$500.00</td>
<td>$34,500.00</td>
<td>$-</td>
<td></td>
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</tr>
<tr>
<td><strong>TBD (Workforce Study/Presentation)</strong></td>
<td>$12,000</td>
<td>$10,487</td>
<td>$1,513.06</td>
<td>$3,781.18</td>
<td>$-</td>
<td>$4,945.00</td>
<td>$1,760.76</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td>$132,000</td>
<td>$55,503</td>
<td>$76,497.46</td>
<td>$-</td>
<td>$-</td>
<td>$-</td>
<td>$3,781.18</td>
<td>$868.00</td>
<td>$3,520.76</td>
<td>$35,644.50</td>
<td>$-</td>
<td>$-</td>
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</table>

#### DSS Operating Expense Grand Total

<table>
<thead>
<tr>
<th>Item</th>
<th>Budget</th>
<th>YTD Actuals</th>
<th>Remaining</th>
<th>July</th>
<th>August</th>
<th>Sept</th>
<th>Oct</th>
<th>Nov</th>
<th>Dec</th>
<th>Jan</th>
<th>Feb</th>
<th>Mar</th>
<th>Apr</th>
<th>May</th>
<th>June</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>DSS Operating Expense Grand Total</strong></td>
<td>$197,500</td>
<td>$68,094.12</td>
<td>$139,405.88</td>
<td>$1,304.43</td>
<td>$1,568.26</td>
<td>$8,091.06</td>
<td>$1,663.95</td>
<td>$4,390.42</td>
<td>$37,491.47</td>
<td>$-</td>
<td>$-</td>
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</table>
### Expenditures

#### MONTHLY EXPENDITURES

<table>
<thead>
<tr>
<th>IN AND OUT OF SCHOOL</th>
<th>Budget</th>
<th>YTD Actuals</th>
<th>Remaining</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries &amp; Benefits</td>
<td>$267,842.46</td>
<td>$133,979</td>
<td>$133,863.71</td>
</tr>
<tr>
<td>Operations</td>
<td>$67,408.54</td>
<td>$43,232</td>
<td>$24,176.05</td>
</tr>
<tr>
<td>Participant Costs</td>
<td>$160,500.00</td>
<td>$35,459</td>
<td>$125,040.79</td>
</tr>
<tr>
<td>Admin</td>
<td>$54,249.00</td>
<td>$22,581</td>
<td>$31,668.24</td>
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</table>

#### Total

<table>
<thead>
<tr>
<th>Pd in Aug</th>
<th>Pd in Sep</th>
<th>Pd in Oct</th>
<th>Pd in Nov</th>
<th>Pd in Dec</th>
<th>Pd in Jan</th>
<th>Pd in Feb</th>
<th>Pd in Mar</th>
<th>Pd in Apr</th>
<th>Pd in May</th>
<th>Pd in June</th>
</tr>
</thead>
<tbody>
<tr>
<td>July</td>
<td>August</td>
<td>Sept</td>
<td>Oct</td>
<td>Nov</td>
<td>Dec</td>
<td>Jan</td>
<td>Feb</td>
<td>Mar</td>
<td>Apr</td>
<td>May</td>
</tr>
<tr>
<td>$17,625.39</td>
<td>$20,575.06</td>
<td>$17,055.91</td>
<td>$17,963.12</td>
<td>$19,574.93</td>
<td>$22,548.03</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
<td>$ -</td>
</tr>
</tbody>
</table>

**Work Experience (included in total)**

<table>
<thead>
<tr>
<th>Item 7.1</th>
</tr>
</thead>
<tbody>
<tr>
<td>$58,342</td>
</tr>
</tbody>
</table>

**Percent OSY to total:** 100%

**Percent WEX to total:** 27%
### Fiscal Year 2018-2019

#### Adult

<table>
<thead>
<tr>
<th>Item 7.1</th>
<th>MONTHLY EXPENDITURES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Budget</strong></td>
<td><strong>YTD Actuals</strong></td>
</tr>
<tr>
<td><strong>July</strong></td>
<td><strong>August</strong></td>
</tr>
<tr>
<td>Salaries &amp; Benefits</td>
<td>$211,028.63</td>
</tr>
<tr>
<td>Operations</td>
<td></td>
</tr>
<tr>
<td>Participant Training</td>
<td></td>
</tr>
<tr>
<td>Participant Supportive Svcs</td>
<td></td>
</tr>
<tr>
<td>Indirect</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$80,000.00</td>
</tr>
</tbody>
</table>

### DW

<table>
<thead>
<tr>
<th>Item 7.1</th>
<th>MONTHLY EXPENDITURES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Budget</strong></td>
<td><strong>YTD Actuals</strong></td>
</tr>
<tr>
<td><strong>July</strong></td>
<td><strong>August</strong></td>
</tr>
<tr>
<td>Salaries &amp; Benefits</td>
<td>$211,028.63</td>
</tr>
<tr>
<td>Operations</td>
<td></td>
</tr>
<tr>
<td>Participant Training</td>
<td></td>
</tr>
<tr>
<td>Participant Supportive Svcs</td>
<td></td>
</tr>
<tr>
<td>Indirect</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$80,000.00</td>
</tr>
</tbody>
</table>

### Rapid Response

<table>
<thead>
<tr>
<th>Item 7.1</th>
<th>MONTHLY EXPENDITURES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Budget</strong></td>
<td><strong>YTD Actuals</strong></td>
</tr>
<tr>
<td><strong>July</strong></td>
<td><strong>August</strong></td>
</tr>
<tr>
<td>Salaries &amp; Benefits</td>
<td>$211,028.63</td>
</tr>
<tr>
<td>Operations</td>
<td></td>
</tr>
<tr>
<td>Participant Training</td>
<td></td>
</tr>
<tr>
<td>Participant Supportive Svcs</td>
<td></td>
</tr>
<tr>
<td>Indirect</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$80,000.00</td>
</tr>
</tbody>
</table>

### Rapid Response Layoff Aversion

<table>
<thead>
<tr>
<th>Item 7.1</th>
<th>MONTHLY EXPENDITURES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Budget</strong></td>
<td><strong>YTD Actuals</strong></td>
</tr>
<tr>
<td><strong>July</strong></td>
<td><strong>August</strong></td>
</tr>
<tr>
<td>Salaries &amp; Benefits</td>
<td>$211,028.63</td>
</tr>
<tr>
<td>Operations</td>
<td></td>
</tr>
<tr>
<td>Participant Training</td>
<td></td>
</tr>
<tr>
<td>Participant Supportive Svcs</td>
<td></td>
</tr>
<tr>
<td>Indirect</td>
<td></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$20,000.00</td>
</tr>
</tbody>
</table>

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**TOTAL AJCC - One Stop**

<table>
<thead>
<tr>
<th>Item 7.1</th>
<th><strong>Budget</strong></th>
<th><strong>YTD Actuals</strong></th>
<th><strong>Remaining</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>July</strong></td>
<td><strong>August</strong></td>
<td><strong>Sept</strong></td>
<td><strong>Oct</strong></td>
</tr>
<tr>
<td>Adult</td>
<td>$375,000.00</td>
<td>$187,371.19</td>
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</tr>
<tr>
<td>Rapid Response</td>
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<td>$28,553.25</td>
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</tr>
<tr>
<td><strong>Total</strong></td>
<td>$455,000.00</td>
<td>$215,924.44</td>
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</tr>
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</table>
### WIOA - Workforce Investment Board (WIB) Set-Aside Budget

**Fiscal Year 2018-2019**

<table>
<thead>
<tr>
<th>Item 7.1</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>MONTHLY EXPENDITURES</strong></td>
</tr>
<tr>
<td><strong>Budget</strong></td>
</tr>
<tr>
<td>CWA (Youth/Spring/Fall) Conf (1 WIB member per conf)</td>
</tr>
<tr>
<td>Membership Renewals</td>
</tr>
<tr>
<td>Recognition &amp; other</td>
</tr>
<tr>
<td><strong>Total:</strong></td>
</tr>
</tbody>
</table>