



EXECUTIVE COMMITTEE MEETING AGENDA

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

MEMBERS:

Isiah Gomer

Chairperson
Paso Robles
Waste & Recycle

William Hills

Vice Chairperson
United Staffing
Associates, LLC

Josh Cross

Atascadero
Chamber of
Commerce

Verena

Latona- Tahlman

Cannon
Corporation

Justin McIntire

Department of
Rehabilitation

Date: Wednesday, April 09, 2025

Time: 8:30 AM – 10:30 AM

Location: DSS, 3433 S Higuera Street- Room 101, San Luis Obispo, CA 93401

1. **Call to Order and Introductions** *Gomer*
2. **Public Comment**
3. **Presentation**
 - 3.1 WDB Director Update on Federal/State Funding *Dawn Boulanger*
4. **Consent Items:**
 - 4.1 Approve the March 12, 2025, Minutes *Gomer*
5. **Action Items:**
 - 5.1 Review and Approve WIOA Local Plan PY 2025-28 *Dawn Boulanger*
 - 5.2 Review and Approve WIOA Regional Plan PY 2025-28 *Dawn Boulanger*
6. **Information/Discussion Items:**
 - 6.1 Discuss WDB Executive Committee Memberships *Dawn Boulanger*
7. **Reports:**
 - a) Chairperson's Report *Gomer*
 - b) Board Member Workforce Development Updates *All Members*
8. **Administrative Entity Updates:**
 - 8.1 Receive and Review Fiscal Update *Dawn Boulanger*
 - 8.2 Receive and Review Rapid Response Update *Diana Marin*
9. **Next Meeting:**

Wednesday, June 11, 2025, at 8:30 AM
Location: DSS, 3433 S Higuera Street- Room 101, San Luis Obispo, CA 93401 *Gomer*
10. **Adjournment** *Gomer*

Public Comment: Members of the public may address the committee on items appearing on the agenda. The public may also address items of interest to the committee which are within the jurisdiction of the WDB. However, in compliance with Government Code section 64954.3(a), the committee shall take no action on any item not appearing on the agenda. Speakers are asked to limit their remarks to a maximum of three minutes.

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WORKFORCE DEVELOPMENT BOARD
of San Luis Obispo County
EXECUTIVE COMMITTEE MEETING MINUTES

Date: Wed, March 12, 2025
Time: 8:30 AM – 10:30 AM
Location: DSS, 3433 S Higuera Street-Room 101, San Luis Obispo

Present: Isiah Gomer, William Hills, Verena Latona-Tahlman, Josh Cross

Absent: Justin McIntire

Staff: Dawn Boulanger, Diana Marin, Eddie Hernandez

Guests: Josh Williams, Lori Baca

1. Call to Order:

Chair Gomer: called the meeting to order at 8:32 A.M. **Quorum.**

2. Public Comment:

No Public Comment

3. Presentation:

3.1 Draft WIOA Regional and Local Plans 2025-2028

Josh Williams and Lori Baca presented the item which is available as an addendum to the agenda packet.

4. Consent Items:

4.1 Approve the October 11, 2024, Meeting Minutes

The Committee approves consent items 4.1.

Motion: Josh Cross

Second: Verena Latona-Tahlman

Abstentions: None

Motions Passed Unanimously

5. Action Items:

5.1 Review and approve WIOA Local Area Subsequent Designation and Local Board Recertification for PY 2025-27

Dawn Boulanger (staff) presented the item which is available as part of the agenda packet.

Motion: Josh Cross

Second: Will Hills

Abstentions: None

Motion Passed Unanimously

6. Information/Discussion Items:

6.1 Receive FY24-25 Q2 Eckerd WIOA Adult Services & Career Center Contract Performance Report

Diana Marin (staff) presented the item which is available as part of the agenda packet.

6.2 Receive FY24-25 Q2 Eckerd WIOA Youth Services Contract Performance Report

Diana Marin (staff) presented the item which is available as part of the agenda packet.

7. Reports:

- a) **Chairman's Report:** Isiah Gomer (chair) reported that he recently attended the Paso Robles Chamber Gala and that it was highly attended. Mr. Gomer recognized that local (San Luis Obispo County) business vendors that attended the gala were more successful and had more fundraising opportunities than non-San Luis Obispo County vendors.
- b) **Board Member Workforce Development Updates:** Josh Cross (member) reported that JR CEO will be taking place at Atascadero Sunken Gardens, April 27, 2025. William Hills (member) mentioned a state unemployment loans debt that may negatively affect local businesses that have high turnover. Mr. Hills stated that the Federal Unemployment Tax Act (FUTA) will have an impact on the business' profitability, therefore affecting the business overall. Verena Latona-Tahlman reported that Cannon Corporation will soon open its doors to a new office in Riverside, California, where they will staff 10-12 employees.

7. Administrative Entity Updates:

7.1 Receive and Review Fiscal Budget Update: Dawn Boulanger (staff) reported on the Fiscal Budget, which is available as an addendum.

7.2 Receive and Rapid Response Report: Diana Marin (staff) reported on Rapid Response, which is available as part of the agenda.

8. Next Meeting:

April 09, 2025, at 8:30 A.M.

Location: 3433 S. Higuera Street- Room 101, San Luis Obispo, CA 93401

9. Adjournment:

Chair Gomer: adjourned the meeting at 10:26 A.M.

I, Eddie Hernandez, Clerk of the Executive Committee of the Workforce Development Board of San Luis Obispo County, do hereby certify that the foregoing is a fair statement of the proceedings of the meeting held Wednesday, March 12, 2025, by the Executive Committee of the Workforce Development Board of San Luis Obispo County.

Dated: 3/24/2025
Clerk

Eddie Hernandez, Executive Committee

Workforce Development Board Executive Committee
ACTION ITEM
April 09, 2025

AGENDA ITEM NUMBER: 5.1

ITEM: Review and Approve WIOA Local Plan PY 2025-2028

ACTION REQUIRED: It is requested that the Executive Committee review and approve the Workforce Development Board of San Luis Obispo County's (WDBSLO) Local Plan for program years 2025-2028 and authorize the Board Chair to sign all documents related to the Local Plan submission.

SUMMARY NARRATIVE:

The Workforce Innovation and Opportunity Act (WIOA) requires the development of a local strategic plan identifying goals and priorities for each workforce development area as well as a regional strategic plan for each workforce Regional Planning Unit (RPU). At the April 14, 2021 WDBSLO Executive Committee meeting, members approved the WDBSLO Local Plan for program years 2021-2024. Subsequently, on March 29, 2023, the WDBSLO Executive Committee approved the state mandated 2-year modification to the 2021-2024 Local Plan. On December 20, 2024, the California Employment Development Department (EDD) and the California Workforce Development Board (CWDB) issued Workforce Services Directive (WSD) 24-09 outlining requirements for the creation and submission of new/updated Local and Regional Plans for Program Years (PY) 2025-2028. The Local Plan document must align with the strategies in the State and Regional plans, however, address our local area of San Luis Obispo County specifically. The Plan development process must include stakeholder engagement and feedback as well as identification and strengthening of partnerships to accomplish stated goals. The WDBSLO has contracted with BW Research Partnership to conduct the workforce and economic data analysis and draft the Local and Regional Plans for 2025-2028. A presentation of the DRAFT Local and Regional Plans was conducted by BW Research at the March 12, 2025 WDBSLO Executive Committee meeting providing an opportunity for both member and public input and feedback on the Draft Plans. Both the Regional and Local Plans must be submitted to the State by April 27, 2025. These Plans must first be released for a public comment period, as well as be reviewed and approved by the local Workforce Development Board and the San Luis Obispo County Board of Supervisors (BOS) prior to submission to the State. However, the signature of the BOS may be obtained after the submission deadline and the signed document provided to the State at a later date identified by the local area.

The WDBSLO Local Plan is in alignment with and in support of the California Workforce Development Board (CWDB) Unified Strategic Workforce Development Plan (State Plan) and the South Central Coast Regional 4-year Plan. The WDBSLO's Local Plan addresses development and strengthening of partnerships as well as provision of services for individuals with barriers to employment. The WDBSLO Local Plan focuses on identifying new and strengthening existing 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.

A draft version of the WDBSLO Local Plan for program years 2025-2028 was released on March 26, 2025 for public comment via posting to the WDBSLO's website www.SLOWorkforce.com as well as a noticed in the Tribune, social media and direct email correspondence. The WDBSLO Local Plan contains a local labor market data overview and analysis and identifies strategies to strengthen the collaboration between WIOA programs and the agencies serving these populations in the County. Public comment will close on April 25, 2025. To date no comments have been received.

BUDGET/FINANCIAL IMPACT:

There is no financial impact.

STAFF COMMENTS:

Upon approval of the WDBSLO Executive Committee, the Local Plan will be submitted to the County Board of Supervisors for review and approval in May 2025.



County of San Luis Obispo

Workforce Innovation and Opportunity Act (WIOA) Local Plan

Program Years 2025-2028

Contact:

Dawn Boulanger
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Workforce Development Board of San Luis Obispo County
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DRAFT 2.0

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DRAFT

Executive Summary

The Workforce Development Board of San Luis Obispo County (WDBSLO) is a division within the Department of Social Services. This WDBSLO Local Plan is submitted in accordance with EDD Workforce Services Directive (WSD) 24-09 issued on December 20, 2024, as required under the Workforce Innovation and Opportunity Act (WIOA) and guides the Program Years 2025-28, effective July 1, 2025 through June 30, 2029.

The Local Plan is a WIOA requirement designed to align operations with the regional plan's strategic goals, promote coordination with local partners, and outline key service delivery strategies. It focuses on braided resources, support for workforce system partners, and strategic partnerships.

The WDBSLO Local Plan reviews and updates local systems and processes based on the vision outlined in the Regional Plan. The 2021-2024 Local Plan addressed topics such as CalFresh Employment and Training services, coordination with Local Child Support Agencies (LCSAs), alignment with the Department of Rehabilitation (DOR) for individuals with developmental and intellectual disabilities, and support for frontline staff in digital fluency, distance learning, and cultural competencies. It also covers Rapid Response and Layoff Aversion Activities.

A key component of the Local Plan is collaboration with local workforce partners to achieve the vision outlined in the Regional Plan. The plan was developed with input from key stakeholders to ensure alignment with local priorities and goals.

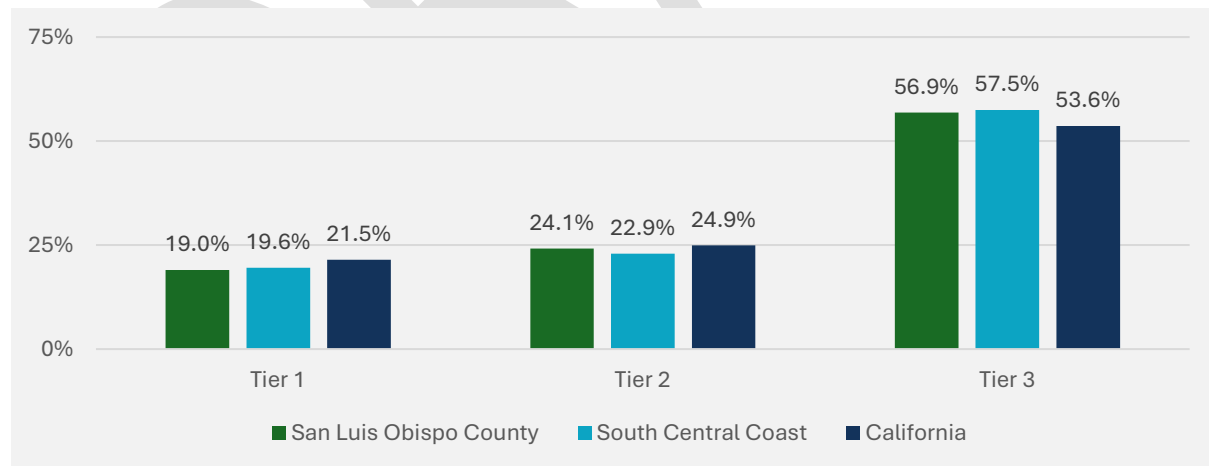
Regional Overview

This section of the Local Plan provides a brief overview of the regional labor force and resident population of San Luis Obispo County, to further inform WDBSLO's understanding of the key opportunities and challenges faced by the local workforce for use in its planning efforts.

San Luis Obispo County, together with Santa Barbara County, comprise the South Central Coast Regional Planning Unit (SCC RPU). The WIOA Regional Plan 2025-2028 prepared for the SCC RPU illuminated several key findings related to economic distress and job quality within the region, including:

- Slower regional recovery of employment from pandemic-induced losses as compared to California and the overall United States.¹
- One in five subregions in the SCC RPU exhibiting severe economic distress, and two in five indicating more moderate levels of economic distress.²
- Continuing challenges to job quality, with nearly three in five jobs falling within the lowest wage occupational categories.³ (Figure 1)

Figure 1. Job Quality by Tier in San Luis Obispo County, the South Central Coast RPU, and California (2024Q2)⁴



¹ Employment patterns in San Luis Obispo County were consistent with the South Central Coast region, with five-year job growth of 4.4 percent falling below statewide growth (7.5 percent) and national growth (9.2 percent). Employment in San Luis Obispo County also remained 5 percent below pre-pandemic levels in 2023, consistent with the SCC RPU average. Source: California EDD. Local Area Unemployment Statistics (2019 – 2024).

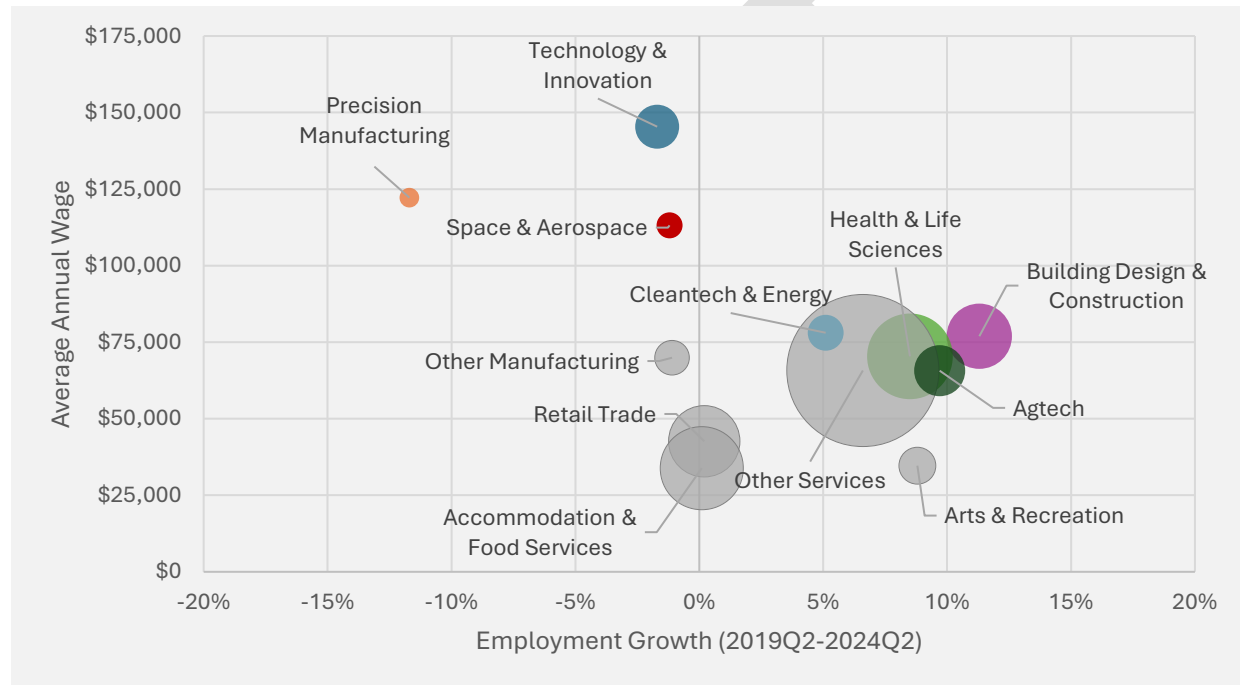
² Please see the South Central Coast Regional Planning Unit 2025-2028 Regional Plan for more information on the methodology underlying the assessment of economic distress.

³ Tier 1 occupations are typically the highest-paying, highest-skilled occupations in the economy, garnering a median annual salary of \$115,600 in the SCC RPU region. Tier 2 occupations are middle-wage, middle-skill occupations commanding a median annual salary of \$70,200. Tier 3 occupations are the lowest-paying, lowest-skilled occupations, commanding a median annual salary of \$44,100.

⁴ 2024 Q2. Bureau of Labor Statistics. Quarterly Census of Employment and Wages (2024).

- Strong employment growth and moderate to high-wage employment growth opportunities in four REACH priority clusters^{5 6}, most notably in Building Design & Construction, Health & Life Sciences, Agtech, and Cleantech & Energy (Figure 2).

Figure 2. REACH Industry Clusters in the South Central Coast Region (2019Q2-2024Q2)^{7 8}



Within San Luis Obispo County alone,

- The Building Design & Construction industry cluster accounts for over 11,500 jobs, and command average annual wages of \$74,400.
- The Agtech industry cluster accounts for nearly 7,000 jobs and command average annual wages of \$65,676.

⁵ REACH is a Regional Economic Action Coalition uniting public, private, and civic leaders across the Central Coast of California. REACH was responsible for the South Central Coast's [Comprehensive Economic Development Strategy \(CEDS\)](#) and the [Uplift Central Coast initiative](#) in support of the California Jobs First directive.

⁶ The Regional Plan analysis was based on 12 industry clusters identified in the South Central Coast region, which include seven priority industry clusters identified by REACH in its "Strengthening Key Industries on California's Central Coast – Talent Pipeline Analysis + Recommendations" report: (1) Agriculture Technology (Agtech), (2) Building Design and Construction, (3) Cleantech and Energy, (4) Health and Life Sciences, (5) Precision Manufacturing, (6) Space and Aerospace, and (7) Technology and Innovation.

⁷ JobsEQ 2024 Q2. Bureau of Labor Statistics. Quarterly Census of Employment and Wages (2019 – 2024).

⁸ Non-REACH priority industry clusters are semi-opaque and shown in gray, with bubble size is proportional to 2024Q2 employment levels.

- The Health & Life Sciences industry cluster accounts for nearly 17,900 jobs and command average annual wages of \$64,780.⁹

All REACH priority industry clusters generate average annual wages above the regional average in San Luis Obispo County, but only the Technology & Innovation industry cluster generates average annual wages above the San Luis Obispo County living wage of \$103,872.¹⁰

One of the primary objectives identified within the Regional Plan is to support growth in regional priority clusters via cross-functional partnerships with Central Coast economic and workforce development agencies. This Local Plan describes efforts being undertaken in San Luis Obispo County to advance these regional goals via deployed service delivery agreements and informal coordination efforts which are consistently delivered but may not be memorialized through a formal MOU.

Since the last Local Plan update, WDBSLO has participated in several initiatives designed to advance Regional Planning goals. These initiatives include the SLO Healthcare Workforce Partnership Working Group, two initiatives of the the SLO Chamber of Commerce; the Family Friendly Workplace Initiative; and the SLO Onboarding Assistance Resources (SOAR) Program.

The **SLO Healthcare Workforce Partnership** was launched to address the critical shortage of healthcare professionals in physical, behavioral, and oral health in San Luis Obispo County. The partnership is comprised of public, private, and nonprofit organizations representing healthcare, education, and workforce development, and is led by the County of San Luis Obispo Department of Public Health, with funding provided by the American Rescue Plan Act (ARPA) through 2026.

In 2023 the partnership developed a three-year Strategic Action Plan aimed at achieving the following objectives:

1. Improving recruitment and retention of healthcare employees
2. Developing healthcare career pathways
3. Funding development and advocacy efforts
4. Ensuring sustainable partnership operations

In 2024 the Partnership formed three Working Groups focused on addressing each of the first three objectives outlined above, with the fourth objective to be addressed by the full Partnership membership during its monthly meetings.

WDBSLO is a member of the full partnership and Working Group #2, Healthcare Career Pathways, which meets monthly to develop local pipelines and training goals for physical, behavioral, and oral health. Working Group #2 also includes members from California Polytechnic State University San Luis Obispo (Cal Poly SLO), Cuesta College, SLO Partners, SLO Health Counts, SLO Cal Careers, as well as local healthcare industry leaders.

⁹ JobsEQ 2024 Q2. Bureau of Labor Statistics. Quarterly Census of Employment and Wages (2019 – 2024).

¹⁰ MIT Living Wage Calculator (2024).

The Partnership's 2024 accomplishments included the successful completion of a healthcare employer survey, research to identify the nine most critically needed occupations in San Luis Obispo County by 2030, and the creation of a healthcare career pathway map infographic. In addition, the Partnership developed a pilot program for a career exploration fair and designed a summer paid internship program to be launched in 2025.

In 2025 the Partnership aims to publish a white paper for local employers describing best practices for healthcare recruitment and retention, to build out the healthcare career pathways pipeline program, and to continue to pursue funding initiatives and advocacy efforts at the state and national level.¹¹

The **SLO Chamber of Commerce Family Friendly Workplaces Initiative** represents the culmination of efforts coordinated by the San Luis Obispo Chamber of Commerce, First 5 San Luis Obispo County, and a coalition of community, business, and government leaders to address San Luis Obispo County's childcare crisis.

The Initiative offers an online assessment tool to gauge employers' family-friendly policies and to provide connections to personalized assistance to learn more about practical and tangible next steps to foster family-friendly workplaces. The Initiative aims to encourage local employers to adopt practices that will boost employee hiring and retention while supporting the well-being of employees and their families.¹²

Finally, the **SLO Onboarding Assistance Resources (SOAR) Program**, developed in partnership with Cal Poly SLO and REACH, aimed to foster recruitment and increase employee retention by providing additional support to employees who are new to the area (and their trailing spouses), to assist new employees with making SLO their permanent home. Such efforts were also aimed at increasing retention of employees who might otherwise leave the county if their spouses and/or families were unable to form strong community connections after relocation.

The following sections of the Local Plan summarizes San Luis Obispo County's ongoing efforts and plans related to WIOA core and partner coordination, which conform to the objectives outlined in the SCC RPU WIOA Regional Plan 2025-2028.

¹¹ [SLO Healthcare Workforce Partnership Year 1 Annual Report Highlights](#), February 2025.

¹² San Luis Obispo County Family-Friendly Workplaces, <https://slochamber.org/family-friendly-workplaces/>

WIOA Core and Required Partner Coordination

How Local Boards and AJCC partners will coordinate the services and resources identified in their MOU, as outlined in WIOA Memorandums of Understanding (WSD18-12).

The Workforce Development of San Luis Obispo County (WDBSLO) has one AJCC center in San Luis Obispo city. The SLO Cal Careers Center is located at 3450 Broad St, Suite 103A, San Luis Obispo CA 93401, in the Acacia Creek Business Park. The center operates Mondays through Fridays, from 9 am to 4 pm, but may also provide in-person or virtual client services after normal business hours on an as-needed basis. While the AJCC center is not typically open outside normal business hours, staff engage with community partners and stakeholders during after-hours events.

The SLO Cal Careers Center offers various technology resources to prospective jobseekers, including 16 public computers, one of which may be used for online interviews. All computers offer zoom capabilities to accommodate customers with vision impediments, and three workstations are sized to accommodate wheelchair users. One computer is also dedicated to veteran customers. In addition, the center provides a meeting space that can accommodate up to 10 to 12 participants.

The SLO Cal Careers Center is typically staffed by four Career Coaches, a Career Services Navigator, a Business Services Manager and Business Services Specialist, Outreach Specialist, and two Program Managers. Staff are trained in the use of communication technologies to bridge cultural divides, as well as in the use of customer-centered design strategies.

The SLO Cal Careers Center partners with local employers to offer interviewing skills workshops and hosts employer HR spotlights, where employers share information regarding their hiring processes. WDBSLO members also foster work experience and OJT placements to champion the public workforce system and the Career Center within their communities.

Career Coaches refer clients to the Business Services Team for job placement. The Business Services Team hosts a Job Club for enrolled clients to support their career goals and encourages clients to attend Labor Market Workshops to learn about growing industry sectors in SLO County.

Co-located partner staff include a TANF/CALWORKs staff, California Employment Development Department (EDD) Wagner Peyser staff and a veterans' representative that coordinates training for AJCC staff on priority of services. Co-located EDD staff provide integrated services alongside WIOA Title I and TANF staff at the AJCC. Access to AJCC services is also available through CalWORKs ESE program office locations.

The AJCC conducts weekly participant orientation sessions to inform the community of available services and provide instruction on accessing them with co-located AJCC programs, the WIOA MOU partners, and relevant community service partners.

The AJCC also meets with WIOA MOU and community partners on a quarterly basis to discuss service availability, current needs or trends, opportunities to align services to avoid duplication of

effort, and strategies to provide direct referrals or to connect customers to various services offered by the AJCC and its partners.

All AJCC staff, including co-located partners, receive training on regional market conditions, including regional target sectors and career pathways, business talent supply chains, and the needs of high road employers. The AJCC provides skill development and training opportunities for customers at all skill and experience levels and assists customers in accessing and enrolling in these services, including career pathways, integrated education and training, workforce preparation, work-based learning, and apprenticeship. The AJCC does not implement a “sequence of service requirement” for training and does not have cumbersome entry steps that prohibit easy access to education and training leading to industry-recognized credentials.

With regard to marketing, the SLO Cal Careers AJCC employs radio advertising and social media campaigns to promote its suite of career development services, attends and delivers presentations at community events, and hosts job and training resource fairs within the community. Outreach materials are available in both English and Spanish, with translations into other languages possible if needed. Ensuring adequate support to non-English speaking populations remains a priority of the SLO Cal Careers Center to enhance service delivery for Spanish-speaking and immigrant populations. WDBSLO provides program and services information as well as resources and WDB meeting materials on the SLOWorkforce.com website. The local area also hosts a SLOCalCareers.org landing page for ease of electronic referrals among partner agencies or as direct access by jobseekers or employers seeking to connect with services.

WDBSLO also supports workforce development by hosting a Job Seeker and Business Resource Guide for San Luis Obispo County on its website. The guides outline jobseeker and employer services available through the Career Center and partners, eligibility requirements, and access information, with regular digital updates and print distributions to community partners throughout the County. WDBSLO also manages WIOA participant data in CalJOBS.

In September 2024, WDBSLO engaged Eckerd Connects, the local WIOA Title I service provider and a national provider of workforce development services, to deliver career readiness services through the Regional Equity and Recovery Partnership Grant (RERP). Eckerd has since established a robust partnership with County libraries to increase community access points to SLO Cal Careers services; and has hosted public events at the Career Center and in the community to promote SLO Cal Careers services, including resource fairs, hiring events, and a WIOA orientation.

Contract goals for PY2024-2025 include:

- 80 new Adult/Dislocated Worker career service enrollments
- A minimum of 38 jobseeker enrollments in On-the-Job Training (OJT) or Individual Training Account (ITA)
- 40 new Youth enrollments

How the Local Board and AJCC partners will work towards co-enrollment and common case management as a service delivery strategy, as outlined in Strategic Co-Enrollment – Unified Plan Partners (WSD19-09).

The reception desk at the SLO Cal Careers Center initially screens potential walk-in customers to identify the reason for their visit and connects them to the appropriate services, whether at the Center or at a relevant partner agency.

Based on these individualized assessments, Career Center staff promote co-enrollments in relevant partner programs to maximize participation. Customers who require training are placed into a training track, which includes assessment, labor market research, informational interviewing, and ETPL exploration with staff support. Supportive services are provided with a \$1,000 cap per enrollment.

During orientation, Career Center staff discuss available training services and provide customers with one-on-one assistance with completing assessments and researching local in-demand occupations.

The WIOA Youth Program, a TANF/CALWORKs & CalFresh representative, and EDD are co-located at the SLO Cal Careers Center. All Career Center staff and co-located partners are cross trained in partner programs and can assist customers on the Career Center floor.

Staff from all programs participate in bi-weekly co-located partner meetings and occasional all-staff training. Co-located partner management meetings are held monthly to assess the effectiveness of existing strategies and to identify and discuss areas for improvement.

Quarterly partner meetings also allow co-located and non-co-located partners to share updates regarding services, customer needs, system improvement discussions, and training opportunities. The regular convenings also allow all organizations to share information about upcoming events.

WIOA service provider staff have access to a standard referral form that allows them to track and follow up on referrals made to and from partners. Points of contact are identified across the service agencies to support smoother referral hand-off.

Strong local partnerships allow WDBSLO to efficiently leverage funding and services of various providers that address different needs. Individuals may participate in career services through the AJCC while receiving other entities' housing, childcare, or counseling support. Since there is no shared data system among community service providers, communication between case managers of various programs is key to developing shared case plans where each entity can identify the aspects of a customer's service plan they can address.

WDBSLO uses a Universal Release of Information Form, which has been approved by County Counsel to allow all County government entities (such as Mental Health Services, Probation, or Social Services) to utilize this same form to share customer information among service providers. Additionally, WIOA programs align standardized testing (such as TABE or CASAS) with local Adult

Education and Community College providers to ensure that skills assessments from different providers can be utilized by different partners to decrease duplication of assessments for customers.

The Career Center receives referrals from various partner agencies such as DOR, Adult Education, homeless services partners, public assistance programs, as well as child support services and probation. In turn, Career Center staff also refer customers to WIOA Title II partners for GED and ESL services.

How the Local Board and AJCC partners will facilitate access to services provided through the one-stop delivery system, including in remote areas, through technology and other means.

Most residents have access to suitable technology, with 96.6 percent of San Luis Obispo County households owning a computer and 92.6 percent also having an internet subscription.¹³ The pandemic increased the demand to provide virtual services, leading to the AJCC abruptly shifting to online and virtual services. The AJCC also previously established several mechanisms to provide access to services. Before the pandemic, access to services through webinars and video conferencing was available through AJCC technology in the training room. This allowed staff to conduct workshops that others could join virtually from external locations.

The AJCC has also offered several monthly workshops through live video conferencing or hybrid options for in-person or virtual attendance options. Customers can also receive career coaching sessions virtually in small groups or via one-on-one sessions with AJCC staff. The AJCC service provider also has a YouTube channel with various recorded seminars, workshops, and available resources that can be accessed either in-person or online.

The AJCC system supports local libraries and public schools in offering wi-fi hot spots and access to computers for free use. The Job Seeker Resource Guide lists free Internet access spots and shared workspace locations throughout the County. The CalWORKs ESE program has a facility where individuals can access AJCC services. A CalWORKs ESE site is also available in the north county region, which serves as an access point to WIOA services. SLO Cal Careers WIOA staff also hold regular office hours at County library locations in the north and south county regions, that provide additional access points to WIOA services. Local Internet service providers have low-cost Internet access options promoted through the AJCC to inform customers.

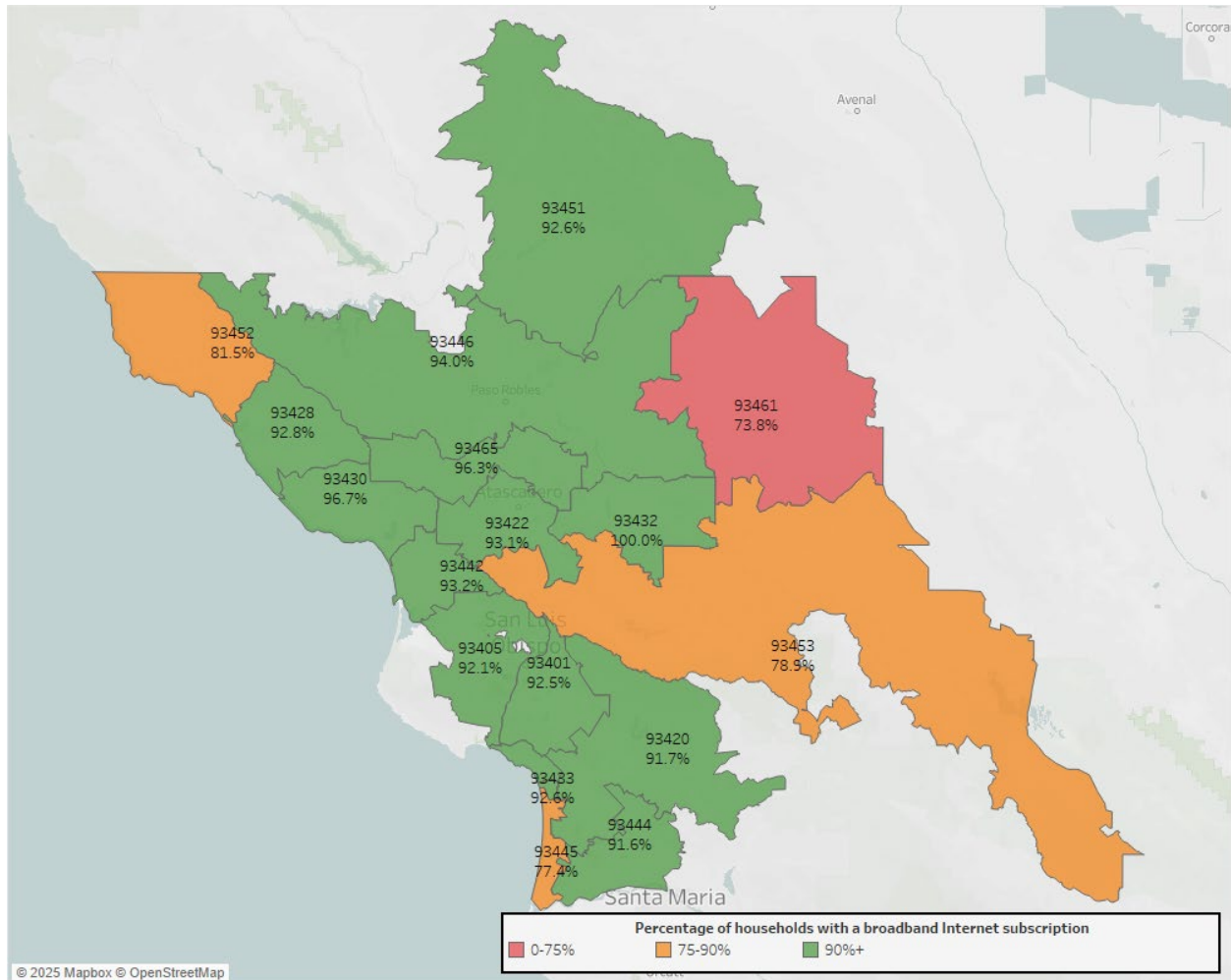
In addition to remote service delivery, WIOA enrollment is now available completely online through CalJOBS. Customers can upload documents and digitally sign required forms. AJCC system staff have wi-fi hot spots and laptops that allow them to deliver services across the community, not just at the AJCC facility.

A critical first step to facilitating access to services is identifying regions with limited Internet access. The eastern regions of the county currently have the most limited access to Internet

¹³ American Community Survey 2023 5 Year, United States Census Bureau. <https://data.census.gov/>

resources. This region includes zip codes 93461 and 93453, which are the Shandon and Santa Margarita regions. An estimated 73.8 percent and 78.9 percent of households in these zip codes, respectively, have access to Wi-Fi, significantly lower than the county proportion of 96.6 percent (Figure 3).

Figure 3. San Luis Obispo County - Internet Access Map¹⁴



How the Local Board and AJCC partners will coordinate workforce and education activities with the provision of appropriate supportive services.

WIOA service providers partner with adult education programs and community colleges to better connect education with employment services, helping individuals move from learning into the workforce. Supportive services are customized to meet the specific needs of WIOA participants. Before offering supportive services, providers first explore available partner resources to maximize funding and fill any gaps not covered by other community programs. In addition to education and training, WIOA offers ongoing assistance with job searches, interviews, and securing unsubsidized

¹⁴ American Community Survey 2023 5 Year, United States Census Bureau. <https://data.census.gov/>

employment. The AJCC system actively reaches out to community college students close to completing their programs, helping them access services that ease the transition from education to employment.

How the Local Board and AJCC partners will comply with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, as outlined in Nondiscrimination and Equal Opportunity Procedures (WSD17-01).

WDBSLO and AJCC partners are committed to ensuring full compliance with WIOA Section 188 and the Americans with Disabilities Act (ADA) of 1990, which mandates physical and programmatic accessibility for individuals with disabilities. To meet these requirements, WDBSLO and AJCC ensure that their facilities are physically accessible via ADA-compliant entrances, ramps, and restrooms.

As mentioned previously, the SLO Cal Careers Center offers various technology resources to prospective jobseekers, including 16 public computers that offer zoom capabilities to accommodate customers with vision impediments, and three workstations sized to accommodate wheelchair users.

WDBSLO also provides accessible programmatic services to ensure that jobseekers with disabilities have access to workforce development programs, training, and job placement services. This includes reasonable accommodations such as assistive technology, sign language interpreters, and other support services as needed.

Additionally, WDBSLO ensures that all materials and information, both digital and printed, are accessible to individuals with disabilities via accessible formats for online materials. Alternative formats are also provided upon request.

WDBSLO regularly reviews policies and procedures to ensure compliance with WIOA Section 188 and the ADA and provides staff training to emphasize their commitment to supporting individuals with disabilities. Regular accessibility assessments, including formal annual WIOA 188/EEO monitoring of programs, policies, and facilities, are conducted to identify and address barriers, ensuring participants' equal opportunity.

State Strategic Partner Coordination

How the Local Board will coordinate with County Health and Human Services Agencies and other local partners who serve individuals who access CalFresh Employment and Training services.

The Department of Social Services (DSS) continues to administer programs such as WDBSLO, CalFresh, and CalWORKs. Because these programs are under the same structure, collaboration remains relatively easy since staff all belong to the same department. The CalWORKs and WIOA programs currently share a Memorandum of Understanding (MOU) that outlines organizational cooperation and responsibilities.

The DSS has offices in Arroyo Grande, Atascadero, Morro Bay, Nipomo, Paso Robles, and San Luis Obispo. These offices span the county and offer services like the AJCC to CalFresh Education and Training Program (CFET) and CalWORKs participants. WDBSLO works with CalFresh and CalWORKs to align workforce development programs. This collaboration facilitates referrals of CalFresh participants to the America's Job Center of California (AJCC) for job search assistance, career counseling, skills training, and supportive services. Regular communication between WDBSLO and partners helps streamline the referral process and track participant progress.

Additionally, WDBSLO works with community-based organizations and training providers to offer targeted services that address barriers to employment, such as transportation, childcare, and digital literacy. Joint outreach efforts ensure that CalFresh participants are aware of available services and can access the resources they need to secure and maintain employment.

How the Local Board will coordinate with Local Child Support Agencies and other local partners who serve individuals who are non-custodial parents.

The Workforce Development Board of San Luis Obispo (WDBSLO) is committed to fostering collaboration with the San Luis Obispo County Department of Child Support Services (DCSS) and other community partners to help non-custodial parents access workforce development services. By creating strong referral networks and integrated service models, WDBSLO aims to remove employment barriers and help these individuals gain sustainable, high-quality jobs while meeting their child support obligations.

WDBSLO coordinates with DCSS to ensure that non-custodial parents who need employment services, job training, or educational support can quickly connect to resources that enhance their career prospects. Through the AJCC, WDBSLO helps to provide career counseling, resume assistance, and skills training opportunities tailored to in-demand industries in San Luis Obispo County.

How the Local Board will coordinate with local Partnership Agreement partners, established in alignment with the Competitive Integrated Employment Blueprint, and other local, regional, and statewide partners who serve individuals with developmental and intellectual disabilities.

In San Luis Obispo County, 13 percent of the civilian noninstitutionalized population has a disability, totaling 36,000 individuals in the county.¹⁵ The primary partners involved in the county in serving individuals with developmental and intellectual disabilities include WDBSLO, the Tri-Counties Regional Center (TCRC), and the Department of Rehabilitation (DOR). DOR staff have regular office hours at the AJCC, allowing direct access to these services and coordination with WIOA-funded programs.

TCRC operates across San Luis Obispo, Santa Barbara, and Ventura County to provide family and personal support to people with developmental disabilities. The nonprofit has two offices in the county, one in the city of San Luis Obispo and another in Atascadero. TCRC serves 20,000 clients annually and operates under the Lanterman Act, a part of the welfare and institutions code that states the right for the developmentally disabled to receive help by regulating support services to developmentally disabled individuals.¹⁶

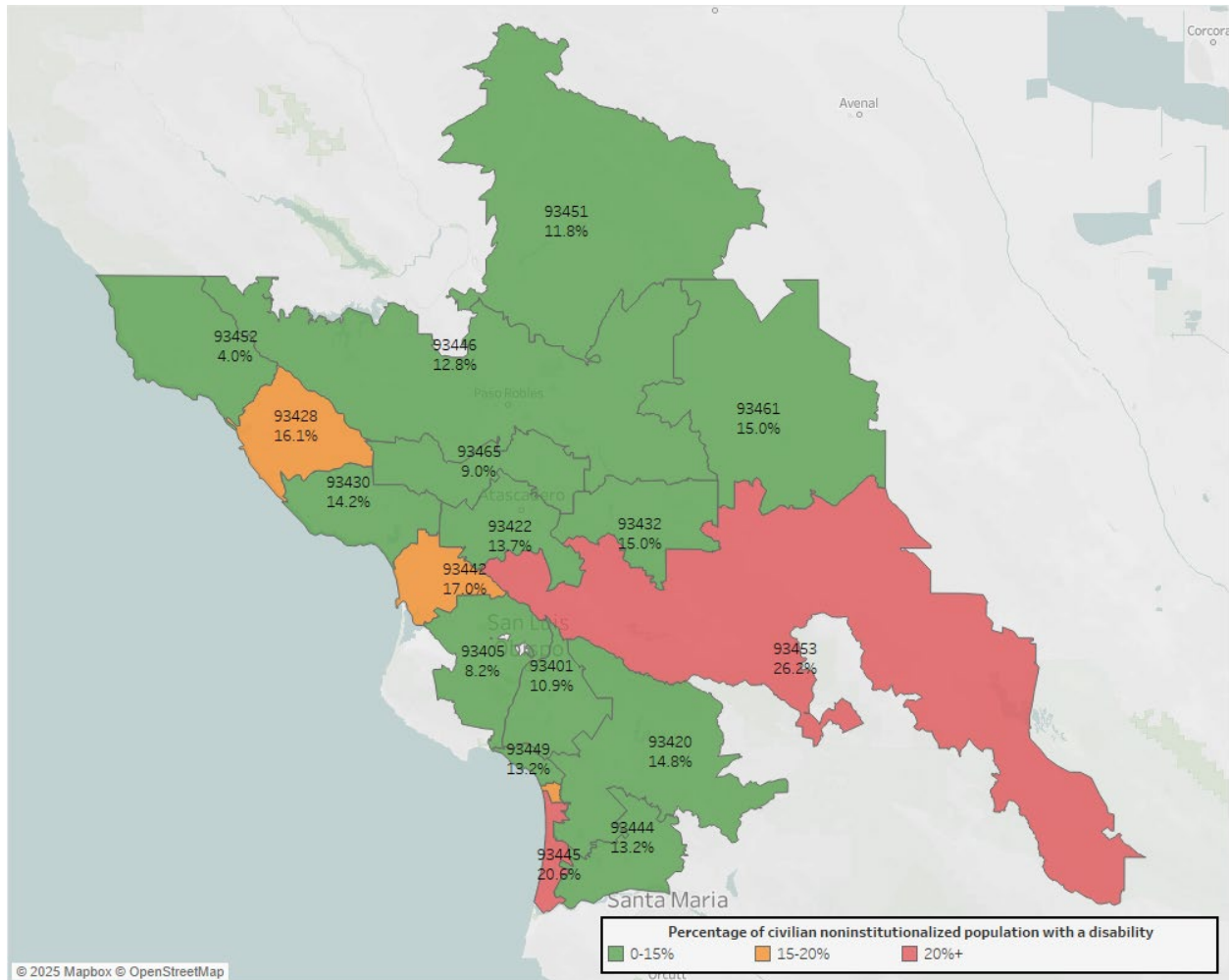
San Luis Obispo County is situated within the DOR Santa Barbara District, which has one office in the county in San Luis Obispo city.¹⁷ The office plays a vital role by providing vocational rehabilitation services to individuals with disabilities. Through these partnerships, WDBSLO ensures that individuals with developmental and intellectual disabilities have access to resources, training, and job placement services that align with both local and statewide employment goals.

A critical first step to ensuring equitable access to disability services in the county is to identify regions with higher needs for supportive services. As shown below, disability prevalence in the county ranges from a low of 4 percent in zip code 93452 to a high of 26.2 percent in zip code 93453, while most zip codes fall within the range of 8-18 percent (Figure 4). WDBSLO will ensure that these subregions with high disability prevalence, which includes regions such as Santa Margarita and Oceano, have adequate access to disability support services.

¹⁵ American Community Survey 2023 5 Year, United States Census Bureau. <https://data.census.gov/>

¹⁶ Who We Are, Tri-Counties Regional Center. <https://www.tri-counties.org/who-we-are/>

¹⁷ Find a Service, Department of Rehabilitation. <https://www.dor.ca.gov/Home/ContactUs>

Figure 4. San Luis Obispo County – Disability Map¹⁸

How the Local Board will coordinate with community-based organizations and other local partners who serve individuals who are English language learners, foreign-born, and/or refugees.

In San Luis Obispo County, 17.2 percent of people aged 5 years and older speak English less than “very well”, totaling 46,000 residents.¹⁹ County education and training providers that teach English as a Second Language (ESL) courses include, but are not limited to, San Luis Coastal Unified School District Adult School, Cuesta College, Templeton Adult School, and Lucia Mar Unified School District Adult Education.

Nearly one in ten residents in San Luis Obispo are born outside of the United States.²⁰ WDBSLO provides general workforce services and makes outreach materials available in both English and

¹⁸ American Community Survey 2023 5 Year, United States Census Bureau. <https://data.census.gov/>

¹⁹ American Community Survey 2023 5 Year, United States Census Bureau. <https://data.census.gov/>

²⁰ American Community Survey 2023 5 Year, United States Census Bureau. <https://data.census.gov/>

Spanish, with translations into other languages possible if needed. Ensuring adequate support to non-English speaking populations remains a priority of WDBSLO to enhance quality of service delivery for immigrant populations.

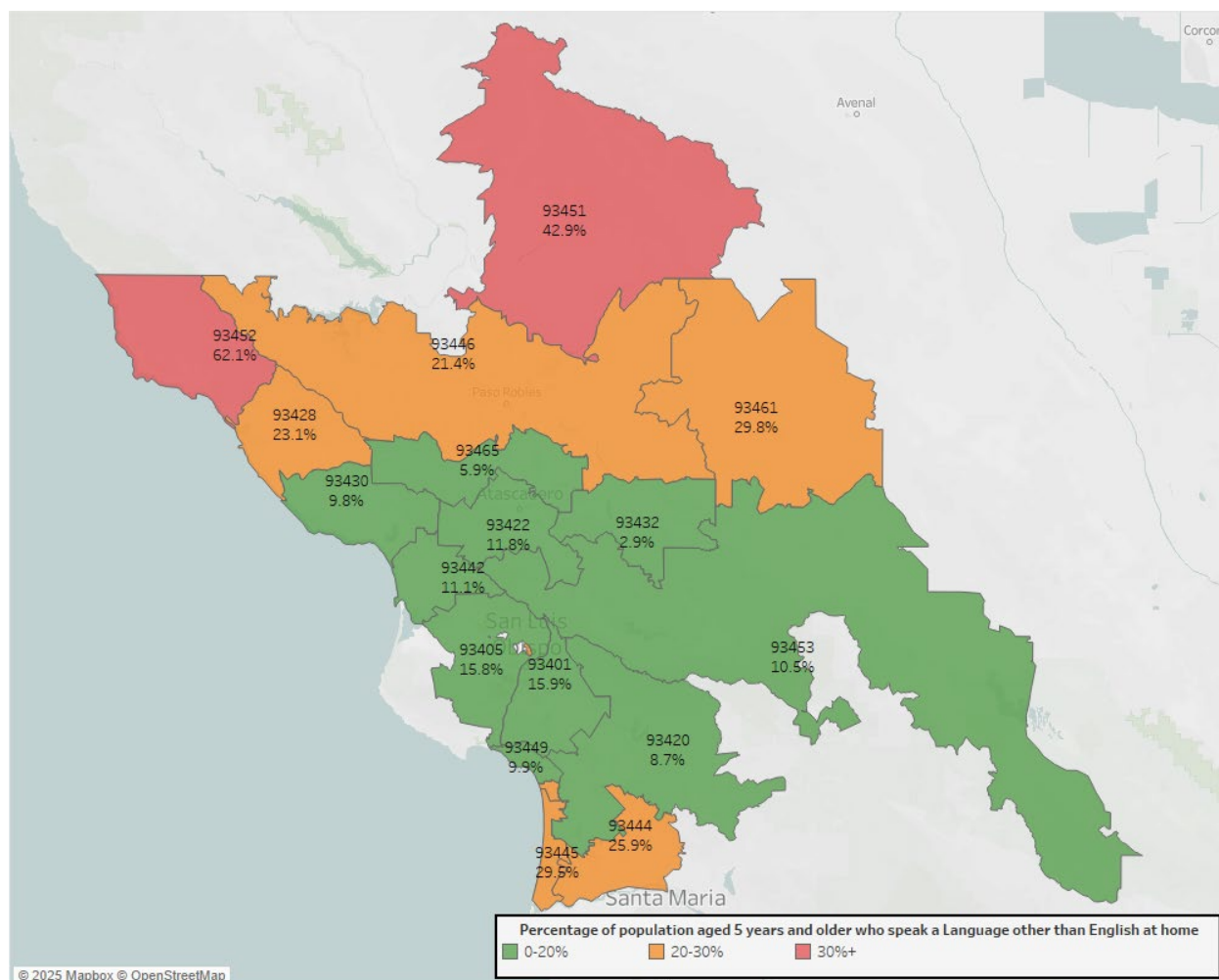
In addition, contract requirements ensure there is staff at the SLO Cal Careers Center that are bilingual in Spanish and may utilize the Language Line and/or provide an interpreter to help serve customers speaking a language other than English.

WDBSLO also engages in outreach and recruitment efforts tailored to immigrant populations, to promote awareness of workforce development programs. Through strong partnerships with community-based organizations, WDBSLO addresses language barriers, cultural differences, and other challenges, providing a clear pathway to employment and economic self-sufficiency.

Other local organizations also address the unique needs of foreign-born residents. For instance, entities like SLO County UndocuSupport coordinate resources for undocumented and mixed-status families by providing assistance with rental support, utility payments, transportation, groceries, and health needs.

Furthermore, to ensure superior levels of service for English language learners, foreign-born, and/or refugees, WDBSLO has identified areas of high need for English language fluency skills, i.e., zip codes with high concentrations of limited English proficiency.

As shown, northern regions of San Luis Obispo have a higher concentration of households that primarily speak another language other than English. For example, 62.1 percent of households in zip code 93452, a zip code that encompasses San Simeon and Ragged Point, speak a language other than English at home. These are regions which potentially require additional support in developing English language fluency (Figure 5).

Figure 5. San Luis Obispo County – English Fluency Map²¹

How the Local Board will coordinate with Local Veteran Affairs, community-based organizations, and other local partners who serve veterans.

WDBSLO coordinates closely with Local Veteran Affairs, community-based organizations, and other local partners to ensure veterans receive comprehensive services and support. WDBSLO collaborates with local partners to identify and address the specific needs of veterans within its workforce development system, including alignment of resources and services, such as job training, career counseling, and placement services, to meet the unique needs of veterans transitioning to civilian employment.

Via strong partnerships with Local Veteran Affairs, WDBSLO facilitates referrals and ensures veteran access to specialized services, including benefits counseling, mental health support, and

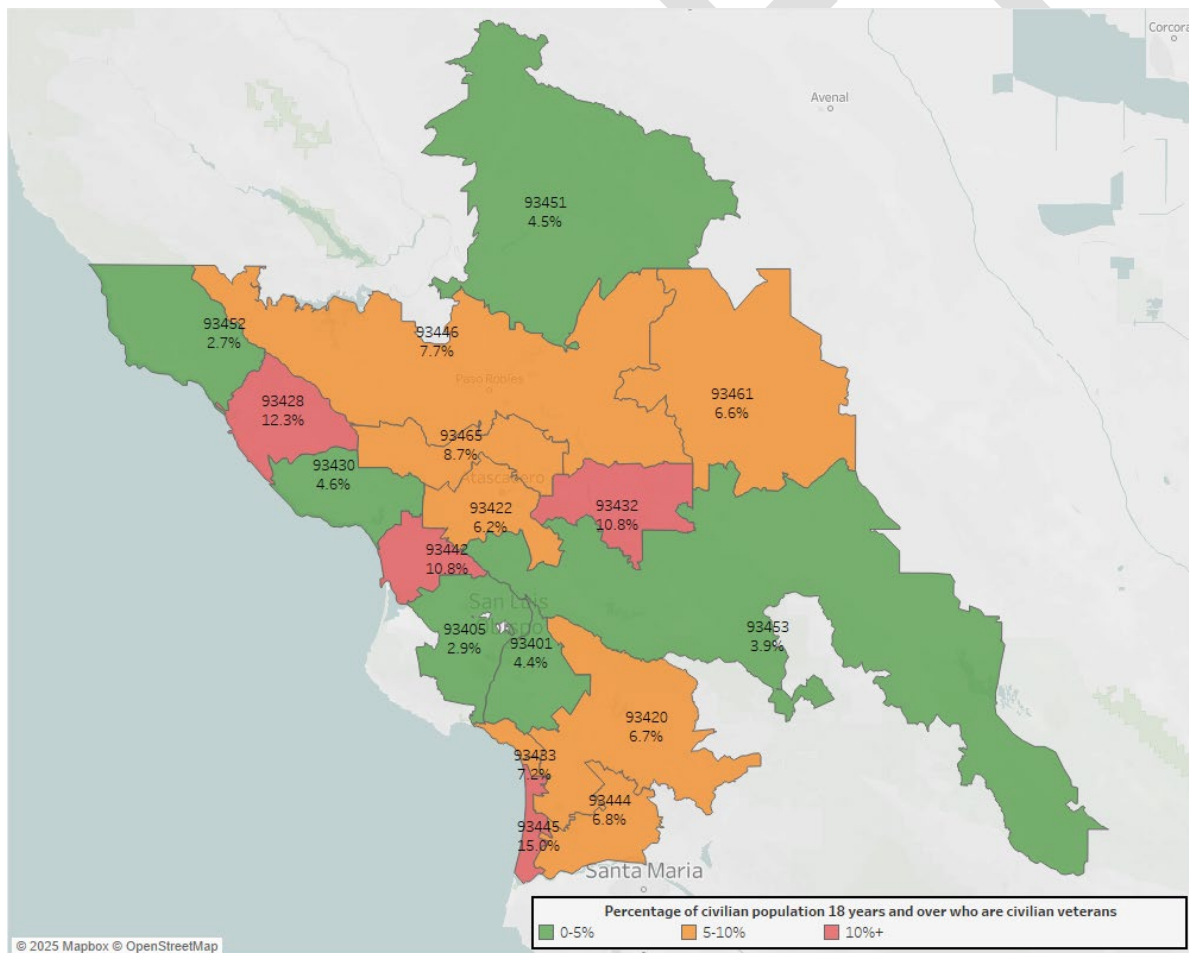
²¹ American Community Survey 2023 5 Year, United States Census Bureau. <https://data.census.gov/>

legal assistance. The San Luis Obispo Vet Center provides many services to support veterans.²² Additionally, WDBSLO works with community-based organizations that provide targeted services to veterans, such as housing assistance and family support programs, to create a holistic approach to supporting their reintegration into the workforce.

WDBSLO coordination efforts include regular communication and participation in veteran-focused events and outreach initiatives to raise awareness of available workforce services. This collaborative approach ensures veterans receive timely and effective services that enhance their career opportunities and well-being.

WDBSLO also supports veteran access to services in the county by identifying subregions with high potential needs for support, i.e., zip codes with high veteran populations and limited access to resources. These areas include zip codes 93445 and 93428 which encompass the Oceano, Cambria and Harmony regions (Figure 6).

Figure 6. San Luis Obispo County – Veterans Map²³



²² San Luis Obispo Vet Center, U.S. Department of Veterans Affairs. <https://www.va.gov/san-luis-obispo-vet-center/#locations-and-contact-information>

²³ American Community Survey 2023 5 Year, United States Census Bureau. <https://data.census.gov/>

How the Local Board will collaborate with the Strategic Planning partners to address environmental sustainability.

WDBSLO collaborates with local partners to address environmental sustainability by integrating sustainable practices into workforce development strategies. This collaboration focuses on promoting green jobs and clean energy technologies, identifying workforce training needs for emerging industries such as renewable energy, energy efficiency, and environmental conservation.

WDBSLO works to align workforce development programs with local and state sustainability goals, ensuring that training opportunities are available to prepare individuals for jobs that support environmental sustainability. This includes working with educational institutions, industry leaders, and community organizations to provide targeted skills training and certifications in green industries. The Office of Sustainability and Natural Resources website contains resources to educate residents about the importance of building an environmentally sustainable community.²⁴

Additionally, WDBSLO supports initiatives that encourage environmental stewardship and resource conservation in the workplace and the community. Through these partnerships, the Local Board helps foster a skilled workforce capable of contributing to the growing demand for green jobs, ensuring that sustainability becomes a key component of economic development in the region.

WDBSLO has also contemplated the potential role of an Offshore Wind Ad Hoc Committee to serve as an Advisory Body to the County Board of Supervisors (BOS) and the community, which could seek to secure funding to explore potential economic impacts of Offshore Wind projects, including Tier 1 and Tier 2 job opportunities associated with the Offshore Wind sector.

WDBSLO and the workforce development board of Santa Barbara County are jointly collaborating to explore career pathways to higher-wage jobs in the South Central Coast region via a separate research effort funded by the RERP. The results of this research will be released separately later in 2025.

²⁴ Office of Sustainability and Natural Resources, City of San Luis Obispo.
<https://www.slocity.org/government/department-directory/city-administration/office-of-sustainability-and-natural-resources/sustainable-slo>

WIOA Title I Coordination

Training and/or professional development that will be provided to frontline staff to gain and expand proficiency in digital fluency and distance learning.

WDBSLO continues to provide online training through Dynamic Works, through WDBSLO and frontline WIOA service provider staff. Additionally, WIOA Title I programs utilize Career Edge software that provides career readiness training to WIOA participants, supplemented with a curriculum and resources for staff that support digital access to career services. WDBSLO also continues to investigate and explore supplemental training resources.

Frontline staff have received substantial training to improve digital fluency and increase distance learning. WDBSLO has previously received staff training support from Eckerd through an online portal, including instruction on topics such as Zoom, WebEx, and Adobe Connect and annual required trainings.

This training has enabled staff to set up a digital classroom and incorporate polls, videos, interactive boards, and other tools to engage jobseekers. WDBSLO staff have successfully conducted virtual job fairs and work one-on-one with job seekers using platforms of the client's choosing.

WDBSLO has supported the effective transition of WIOA service provider staff to use CaJOBS to provide virtual and fully online WIOA eligibility, enrollment, and service provision. WDBSLO provided training and ongoing technical support on CaJOBS to support this transition. WIOA service providers also ensure ongoing training is available to staff so they may remain current on the efficient use of software programs, including the Microsoft Office Suite products and videoconferencing platforms.

Training and/or professional development that will be provided to frontline staff to ensure cultural competencies and an understanding of the experiences of trauma- exposed populations.

A Trauma Informed Care training curriculum is provided to DSS staff to educate staff on the experiences of trauma-exposed populations. Staff are familiar with operating through a trauma-informed lens to deliver services while working with the DSS.

WDBSLO will continue to educate staff by working with community partners who educate others about the populations they serve and bring exposure to trauma-exposed populations. Examples of programs in disability awareness programs provided by the Department of Rehabilitation and programs offered by Cal Poly SLO. These programs offered by Cal Poly SLO are open to the community as part of the college's effort to increase the community's awareness of diversity matters.

The WDBSLO Director will continue to work with the California Workforce Association, which has a committee to address diversity and cultural competencies in workforce programs. WDBSLO will also collaborate with SLO DSS to address workplace and community diversity.

WDBSLO continues to educate staff on trauma-exposed populations using an online learning platform. Staff are assigned topics such as harassment, cultural sensitivity and awareness, trauma-informed care, and other topics relevant to their job classification. Staff can complete additional courses and attend “Lunch & Learn” opportunities to further develop their understanding and knowledge of their local community.

How the Local Board will coordinate workforce investment activities in the Local Area with statewide rapid response activities, as outlined in Rapid Response and Layoff Aversion Activities (WSD16-04).

WDBSLO provides resources to businesses and employees to enable laid-off workers to return to the workforce as quickly as possible. Information about these resources is available on the WDBSLO website.²⁵ Jobseekers can also reach out to AJCC staff for assistance through phone and videoconferencing.

Rapid Response is a cooperative effort between the Local Workforce Development Area Rapid Response Coordinator, the SLO Cal Careers Center, and the EDD to assist employers and workers during a mass layoff or business closure. Rapid Response teams disseminate information on the adult and dislocated worker programs available at the SLO Cal Careers Center under Title I of the WIOA and Unemployment Insurance programs. The primary purpose of Rapid Response is to enable affected workers to return to work as quickly as possible following a layoff, or to prevent layoffs altogether.

Rapid Response services provided to workers during layoffs or plant closings results in multiple benefits to employers, such as:

- Higher productivity and worker morale and lower absenteeism during layoff event due to reduced stress.
- Lower unemployment insurance costs as workers are re-employed more quickly when services commence prior to layoff.
- Better public relations for an employer. Rapid Response can work with the media to highlight services an employer is providing to its workers during a layoff period.

²⁵ Rapid Response Fact Sheet, County of San Luis Obispo.
<https://www.slocounty.ca.gov/departments/social-services/workforce-development-board/rapid-response-services>

If a dislocation is the result of foreign competition or foreign relocation, dislocated workers may be eligible for assistance, income support, job search assistance/relocation and/or training under the Trade Adjustment Assistance (TAA).

WDBSLO continues to attend and co-facilitate the region's quarterly Business Engagement Roundtable meetings, which include Rapid Response discussions. This regional roundtable expands beyond the South Central Coast RPU and also incorporates the North Central Coast RPU as well as other counties with predominant small business communities that find this group to be relevant and educational, even if they are outside the geographic proximity of the Central Coast. State EDD staff also participate in this Business Engagement Roundtable to disseminate information on statewide Rapid Response efforts as well as Trades Adjustment Assistance (TAA) resources. WDBSLO also monitors and reports on Rapid Response activities during its internal Board meetings.

State participation in regional meetings significantly strengthens the Local Area's ability to remain aligned with statewide rapid response activities. It encourages ongoing partnerships with other WDBs to align regional rapid response efforts where industry layoff impacts are felt across counties.

A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the Local Area. *Note: This includes how the Local Board will ensure that priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient, as outlined in WIOA Adult Program Priority of Service (WSD24-06). Additional priority groups may need to be considered to serve the local area better. The Economic and Workforce Analysis section of the State Plan identifies workforce targets such as low-wage or high-unemployment industries that could be relevant to the local area's needs.*

WDBSLO ensures priority of service for adult career and training services to recipients of public assistance, other low-income individuals, and individuals who are deficient in basic skills. WDBSLO continues to implement state and local policies that mandate that a minimum of 75 percent of newly enrolled adults receiving career or training services must be in a priority service category. WDBSLO works with AJCC to ensure the cross-referral system and outreach efforts are effective.

Employment and training activities in the Local Area include the following:

1. Regularly scheduled overview of services and information on how to access AJCC and other community resources.
2. Assessments to define customers' skills, interests, and experience, to help set career goals. Assessments also help identify barriers to employment that need to be addressed.

3. Assistance in determining an individual's eligibility and suitability for workforce programs and supportive services.
4. Information on services in the greater workforce system, including supportive services and employment opportunities. Information on labor market conditions and training opportunities (including the ETPL) is also available.
5. Assistance to develop Individual Employment Plans that address their employment goals, barriers to success, supportive services needed, and the sequence of services.
6. WIOA provides up to \$8,000 per participant to assist with the costs of in-demand occupational skills training. Training may include vocational training, English as a Second Language courses, adult education and literacy activities, and skills upgrades and retraining.
7. WIOA funds subsidized employment opportunities through On-the-Job Training (OJT) services, subsidizing up to 90% of employer wages during a set period of employer provided training.
8. Supportive services to help participants successfully participate in and complete workforce and training services. Supportive services are available through WIOA and many partner organizations and may include transportation support, childcare, licensing and testing fees, and work-related expenses.
9. Job search support includes, but is not limited to, workshops in resumes, interviews, job applications, and others; computer, telephone, and printer access; individualized counseling; employment leads onsite hiring events and career fairs.
10. Staff continue to communicate regularly with enrolled participants for up to 12 months, to assist with any barriers that may have arisen with new employment.

A description and assessment of the type and availability of youth workforce investment activities in the Local Area, as outlined in WIOA Youth Program Requirements (WSD17-07).

Note: This includes any strategies for increasing the digital literacy and fluency of youth participants, including those with disabilities.

WDBSLO works with Eckerd Connects, the WIOA Adult, Dislocated Worker and One-Stop Operator for the local area as the contracted WIOA Youth services provider, to administer a WIOA youth program for young adults aged 16-24. Youths are assigned career coaches to facilitate the development of career and academic goals, providing a path to industry-recognized credentials, paid incentives, and job readiness training. WIOA programs also offer paid work experience opportunities and funds for classroom training. Career coaches may also be able to offer supportive services necessary to obtain or maintain employment, such as clothing for interviews, work tools, and bus passes.

The WIOA Youth services provider utilizes local labor market information to align training and career coaching with in-demand jobs in the area. The provider collaborates with partners to ensure youth participants have access to all WIOA Youth program elements. Youth without a high school diploma or equivalent are referred to Adult Education programs but continue to work with a career coach to develop and implement a personalized career plan.

The WIOA Youth program maintains a strong partnership with the Department of Rehabilitation (DOR) to enhance youth services. Staff are equipped with technology to deliver both in-person and remote services, offering individualized training opportunities. Depending on each participant's skills and interests, training options may include classroom instruction or paid work experience at worksites, supporting their path toward long-term employment.

In addition, individualized outreach is directed toward 18 to 24-year-olds via partnerships with other youth-serving organizations such as probation, foster-youth-serving agencies, homeless services agencies, and other youth-based organizations throughout San Luis Obispo County.

In 2024, Eckerd hosted youth empowerment events and attended partner events hosted by Transitions Mental Health Association (TMHA), Family Care Network, the IBEW Local 639, UA 403 and IUPAT. Presentations were made at local high schools and Grizzly Youth Academy, ECHO; and outreach was conducted at the Nipomo, Atascadero and SLO Libraries. Youth outreach was also conducted via partner, chamber and HR organization events and participation in Employer Advisory Council (EAC), Job Developer, and community meetings to enhance partnerships and identify potential work experience opportunities for youth program participants.

The entity responsible for the disbursement of grant funds as determined by the Chief Elected Official (CEO) or the Governor and the competitive process that will be used to award the sub-grants and contracts for WIOA Title I activities.

WDBSLO is the entity responsible for disbursing grant funds for WIOA Title I activities, as determined by the Chief Elected Official (CEO) or the Governor. WDBSLO ensures that funds are allocated efficiently to support workforce development programs in the region.

The competitive process to award sub-grants and contracts for WIOA Title I activities is designed to ensure transparency, fairness, and accountability. This process includes issuing requests for proposals (RFPs) or invitations to bid, with clear guidelines and selection criteria. WDBSLO evaluates proposals based on organizational capacity, experience, cost-effectiveness, and the ability to meet program goals and performance standards.

Once a proposal is selected, contracts are awarded to the successful bidder, and regular monitoring and performance assessments are conducted to ensure the services are delivered effectively and in compliance with WIOA requirements. WDBSLO works closely with local stakeholders to ensure the competitive process aligns with the region's workforce development priorities.

A description of how the Local Board fulfills the duties of the AJCC Operator and/or the Career Services Provider as outlined in Selection of AJCC Operators and Career Services Providers (WSD22-13). This should include the name(s) and role(s) of all entities with whom the Local Board contracts.

WDBSLO manages the responsibilities of the AJCC Operator and Career Services Provider through a competitive procurement process, issuing an RFP that results in a service contract approved by the WDB and awarded by the County Board of Supervisors (BOS). Contracts are typically for one year, with the option to renew for up to two additional years. Each year, the scope of services and budget are reviewed and revised to reflect updated WIOA performance goals, changes in budget allocations, and any new service strategies identified by the WDB. Procurement for the AJCC Operator and Career Services Provider occurs at least once every three years.

The AJCC Operator's duties and funding are specified in the RFP, with a distinct scope of work and line item funding. All WDB and BOS meetings where WIOA contracts are discussed are public, ensuring community input. County Purchasing oversees the procurement process to ensure compliance with federal, state, and local regulations, and a selection committee reviews and scores all RFP proposals.

The AJCC focuses on quality jobs by actively promoting targeted sector opportunities and high-demand occupations to all AJCC customers. The AJCC is an integral partner in the implementation of the Local Board's integrated business services strategy and seeks to minimize redundant employer contacts while maximizing access to system-wide, integrated business services. The AJCC offers a wide range of AJCC-based services for employers, including referrals of qualified candidates, on-site recruitment, pre-employment testing, skill verification, and hiring and training subsidies.

Stakeholder and Community Engagement Summary

The development of comprehensive plans entails building broad and inclusive partnerships with regional and local entities in a variety of sectors. This includes engaging with employers, labor organizations, and community-based organizations as well as WIOA core, required, and strategic program partners. Utilizing input from the communities themselves ensures the inclusion of person-centered approaches to addressing multifaceted barriers to employment.

WDBSLO and its partners conduct extensive outreach activities to identify and quantify barriers to successful job placement outcomes and areas for improvement, including online satisfaction surveys provided to enrolled clients, employers, and partners. WDBSLO and partner staff attend various community events and meetings, Post Release Offenders Meetings (PROM) and Parole and Community Team (PACT) meetings focused on justice-involved individuals, community library visits, and wrap-around services agency meetings and engages with local unions, employers and partner agencies, to discuss potential partnerships, opportunities, and other resources available to jobseekers and employers in the course of developing the Local Plan.

Additionally, WDBSLO partners with the Atascadero Chamber of Commerce (ACC) to provide layoff aversion services, which include gathering feedback from local businesses regarding workforce challenges and providing essential resources, conducting Business Assessments, and attending regional events to discuss WIOA-related resources, insights, and opportunities to foster job growth and engagement with local businesses that inform the development of the Local Plan.

Other stakeholder engagement efforts directly related to the creation of the Local Plan are summarized in Table 1.

Table 1. Stakeholder and Community Engagement Summary

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
In-person	TANF	CalWORKs/CalFresh managers and case managers	Increase awareness among CalWORKs/Welfare to Work case managers about WIOA/SLO Cal Careers services beyond subsidized employment training opportunities; Develop policies and procedures for co-case management of co-enrolled WIOA/TANF participants.
Virtual	Economic Development & Employers/Local Business Community	REACH; Chambers of Commerce staff, City and County (SLO & Santa Barbara) economic development staff	Improve communication to Chambers about procurement activities/opportunities; Support development of Chambers' knowledge of WIOA-funded business services. Simplify outreach messaging about the variety of services available through AJCCs. Increase outreach to businesses not engaged with Chambers of Commerce; Simplify multitude of information available about WIOA/AJCC services.
In-person	WDB Executive Committee Members and public. Review of Draft Local & Regional Plans and public input opportunity.	Local Employers, Chamber of Commerce, Department of Rehabilitation	Include recommendations/action steps the WDB/Local Area can take in response to needs identified through LMI included in the Plans. WDB to identify opportunities to outreach/present on findings of Plans to increase community awareness of workforce needs, programs available, and activities of the WDB/SLO Cal Careers.

Public Comments that Disagree with the Local Plan

[PUBLIC COMMENT PERIOD PENDING]

DRAFT

Signature Page

By signing below, the Local Board Chair requests approval of the San Luis Obispo County 2025-2028 Local Plan.

Local Board Chair

Local Chief Elected Official

Signature

Signature

Isiah Gomer

Supervisor Dawn Ortiz-Legg

Chair, Workforce Development
Board of San Luis Obispo
County

Chair, County of San Luis
Obispo Board of Supervisors

Title

Title

Date

Date

Workforce Development Board Executive Committee
ACTION ITEM
April 09, 2025

AGENDA ITEM NUMBER: 5.2

ITEM: Review and Approve WIOA Regional Plan PY 2025-2028

ACTION REQUIRED: It is requested that the Executive Committee review and approve the South Central Coast Workforce Region (comprised of San Luis Obispo and Santa Barbara Counties) Regional Plan for program years 2025-2028 and authorize the Board Chair to sign all documents related to the Regional Plan submission.

SUMMARY NARRATIVE:

The Workforce Innovation and Opportunity Act (WIOA) requires 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 California Workforce Development Board (CWDB) has designated San Luis Obispo and Santa Barbara Counties as the South Central Coast Regional Planning Unit (RPU) as one of the state-designated workforce regions in California. Regional Plans provide a roadmap for alignment of resources and investments to meet specific outcomes within the RPU. The Regional Plan is used to articulate how RPUs will build intentionality around industry sector engagement, drive workforce development outcomes across multiple jurisdictions, and expand on-ramps to career pathways for individuals who experience barriers to employment. At the April 14, 2021 WDBSLO Executive Committee meeting, members approved the WDBSLO Regional Plan for program years 2021-2024. Subsequently, on March 29, 2023, the WDBSLO Executive Committee approved the state mandated 2-year modification to the 2021-2024 Regional Plan. On December 20, 2024, the California Employment Development Department (EDD) and the California Workforce Development Board (CWDB) issued Workforce Services Directive (WSD) 24-09 outlining requirements for the creation and submission of new/updated Local and Regional Plans for Program Years (PY) 2025-2028. The Plan development process must include stakeholder engagement and feedback as well as identification and strengthening of partnerships to accomplish stated goals. The WDBSLO has contracted with BW Research Partnership to conduct the workforce and economic data analysis and draft the Local and Regional Plans for 2025-2028. A presentation of the DRAFT Local and Regional Plans was conducted by BW Research at the March 12, 2025 WDBSLO Executive Committee meeting providing an opportunity for both member and public input and feedback on the Draft Plans. Both the Regional and Local plans must be submitted to the State by April 27, 2025. These plans must first be released for a public comment period, as well as be reviewed and approved by the local Workforce Development Board and the San Luis Obispo County Board of Supervisors (BOS) prior to submission to the State. However, signature of the BOS may be obtained after the submission deadline and the signed document provided to the State at a later date identified by the local area.

The South Central Coast Regional Plan is in alignment with and in support of the California Workforce Development Board (CWDB) Unified Strategic Workforce Development Plan (State Plan). The Regional Plan contains regional indicators which identify that the region: has a process to communicate industry workforce needs to supply-side partners; has policies supporting equity and strives to improve job quality; has shared target populations of emphasis; and deploys shared/pooled resources to provide services, training, and education to meet target population needs.

A draft version of the Regional Plan for program years 2025-28 was released on March 26, 2025 for public comment via posting to the WDB's website www.SLOworkforce.com as well as a noticed in the Tribune, social media and direct email correspondence. Public comment will close on April 25, 2025. To date no comments have been received.

BUDGET/FINANCIAL IMPACT:

There is no financial impact.

Staff Comments:

Upon approval of the WDBSLO Executive Committee, the Regional Plan will be submitted to the County Board of Supervisors for review and approval in May 2025.

South Central Coast Regional Planning Unit

Workforce Innovation and Opportunity Act (WIOA) Regional Plan

Program Years 2025-2028

RPU Regional Lead Contact &

Santa Barbara County Local Workforce Development Area Contact:

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Plan Submission Date: TBD

DRAFT 2.0

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Executive Summary

Introduction

The South Central Coast Regional Planning Unit (RPU) – which is comprised of Santa Barbara County and San Luis Obispo County – is pleased to submit a Regional Plan for Program Years 2025 to 2028 that aims to foster deeper relationships with new and existing regional partners and create pathways for improved worker access and opportunity to High Road jobs in the South Central Coast.¹

This Regional Plan is submitted in accordance with EDD Workforce Services Directive (WSD) 24-09 issued on December 20, 2024, as required under the Workforce Innovation and Opportunity Act (WIOA), and guides the Program Years 2025-2028, effective July 1, 2025, through June 30, 2029.

This Regional Plan outlines initiatives undertaken by the RPU, and forward-looking goals of the RPU, to advance demand-driven skills attainment, supporting pathways to higher-wage jobs in the region, while affirming its commitment to climate resilience and sustainability.

Thus, the research team compiled and analyzed a breadth of economic and workforce data on regional employment, unemployment, labor force participation, and educational attainment, as well as data on regional high-wage industry clusters offering significant opportunities for growth. Data on labor supply and demand informs the RPU's regional planning efforts and promotes alignment between regional workforce supply and demand.

The Regional Plan also introduces a new performance metric to assess economic inequalities: an economic distress index, which assesses the severity of economic distress faced by subregions by zip code. Identifying subregions experiencing disproportionate levels of economic distress allows the RPU to better target its workforce development efforts to ensure access to resources and opportunities for high-wage career pathways within impacted communities. Regional career pathways and corresponding training opportunities are explored in depth in a separate report commissioned by the RPU, the standalone **SCC 2025 Career Pathways report**.

This Regional Plan serves as a data-driven strategic roadmap for fostering economic growth, developing career pathways, and improving access to High Road jobs. Through alignment with WIOA objectives and regional partners, the RPU will continue to collaborate across agencies, programs, and funding streams to drive coordinated investments, enhance service delivery, and support workforce development in key industry sectors.

¹ The Regional Plan was developed in accordance with the requirements outlined in the California Employment Development Department (EDD) Workforce Services Directive (WSD) 24-09, issued on December 30, 2024, for Program Years 2025-2028.

Research Objectives

The research outlined in this report seeks to inform the RPU's strategies to meet the workforce development objectives outlined by the state of California's Employment Development Department:

1. Fostering demand-driven skills attainment by:

- a. Leveraging labor market data to uncover strategic opportunities and gaps in training and education.
- b. Educating current and potential jobseekers on employment and upskilling opportunities offered in the region's priority industry clusters.

2. Enabling upward mobility for all Californians by:

- a. Measuring job quality outcomes in the region and identifying accessible career pathways leading to High Road jobs.
- b. Establishing strong ties with local employers to communicate industry workforce needs to supply-side partners.

3. Achieving climate and environmental sustainability goals by:

- a. Setting the state and region's climate-neutral goals as an explicit workforce development priority.
- b. Measuring the current state of the region's Cleantech and Energy industry clusters and developing accessible career pathways within each to drive growth.

4. Improving access and opportunity to higher-paying jobs by:

- a. Recognizing the region's most economically distressed areas and developing strategies to promote equal access to economic opportunity within historically underserved populations.

Key Findings

1. Employment in the South Central Coast region recovered from pandemic-induced losses much slower than in California and the overall U.S. (Figure 3). However, the unemployment rate fell to 4.0 percent in 2024, below the statewide average and on par with the national average (Figure 5). Labor force participation remains below state and national figures (Figure 6), driven by the decrease in prime working-aged residents (Figure 19), and the number of job postings in the region increased dramatically between 2023 and 2024, growing by 32 percent year-over-year (Figure 7).

2. One in five South Central Coast sub-regions exhibit severe economic distress, and two in five (42 percent) are somewhat distressed (Figure 2). Economically distressed sub-regions

experience high unemployment rates and low median earnings, coupled with high housing costs and limited employment and education opportunities.

3. **Job quality continues to pose a challenge in the South Central Coast region, with nearly three in five jobs (57 percent) falling within the lowest-paying occupational category of Tier 3 jobs** (Figure 14). This concentration exceeds the state average (54 percent) and further necessitates the development of career support services and accessible career pathways in the region (Figure 15).
4. **However, four of the seven priority industry clusters identified by REACH² exhibited strong employment growth and offer high- or middle-wage employment opportunities.** Between 2019 and 2024, these industry clusters exhibited employment growth ranging from 5 to 11 percent, with the most notable increases in the Building Design & Construction (+11.3 percent) and Agtech (+9.7 percent) industry clusters (Figure 12).
5. **Robust career pathways and growth opportunities exist within REACH priority industry clusters.** Each career pathway begins with entry-level positions that have low educational or experience requirements and offer upward wage growth as workers progress to mid-level and senior positions. Career pathways within each REACH priority industry cluster are identified in the Industry Deep Dives and Career Pathways Gap Analysis section of the Regional Plan. Supporting career pathways within these priority industry clusters is a key element underpinning the RPU's goals to support employment within high-opportunity sectors.

2025-2028 Regional Plan Goals

Based on extensive research on the South Central Coast's economy, workforce, priority industry clusters, and career pathways, the RPU will continue to work toward the following goals in the 2025 – 2028 Program Cycle:

1. **Foster collaboration with regional partners via MOUs and formal service delivery agreements** to drive workforce development efforts, with a particular emphasis on improving service delivery impact in South Central Coast sub-regions experiencing severe economic distress.
2. **Raise awareness of career pathways and educational opportunities to ensure South Central Coast residents have the skills needed for rapidly evolving industry demands.** The RPU will continue to lead efforts to coordinate with local educational agencies and training providers, including K-12 education providers, postsecondary institutions, and other providers, to better align outreach and awareness efforts for degree and certificate programs, CTE programs, and other workforce upskilling and reskilling training initiatives.

² REACH Central Coast. Strengthening Key Industries on California's Central Coast (2024).

3. **Track, monitor, and review coordinated service delivery partnerships** to ensure maximum efficiency, impact, and program uptake for South Central Coast residents.
4. **Support growth in regional priority industry clusters via cross-functional partnerships with Central Coast economic and workforce development agencies**, including REACH Central Coast and Uplift Central Coast, among others. The RPU will develop educational materials targeted toward current students and jobseekers, that aim to build awareness of high-quality opportunities in key regional industry clusters.
5. **Increase Cleantech and Energy workforce training opportunities to increase the regional pool of qualified workers.** To achieve the climate and emissions-related goals set forth in the City of San Luis Obispo³ and Santa Barbara County⁴ Climate Action Plans, the SCC RPU will prioritize creating an adequate workforce supply within the Cleantech and Energy industries. This will require a sustained effort from the RPU to track and monitor the evolving career pathways in the energy and related clean technology industries as the energy industry continues to transform.

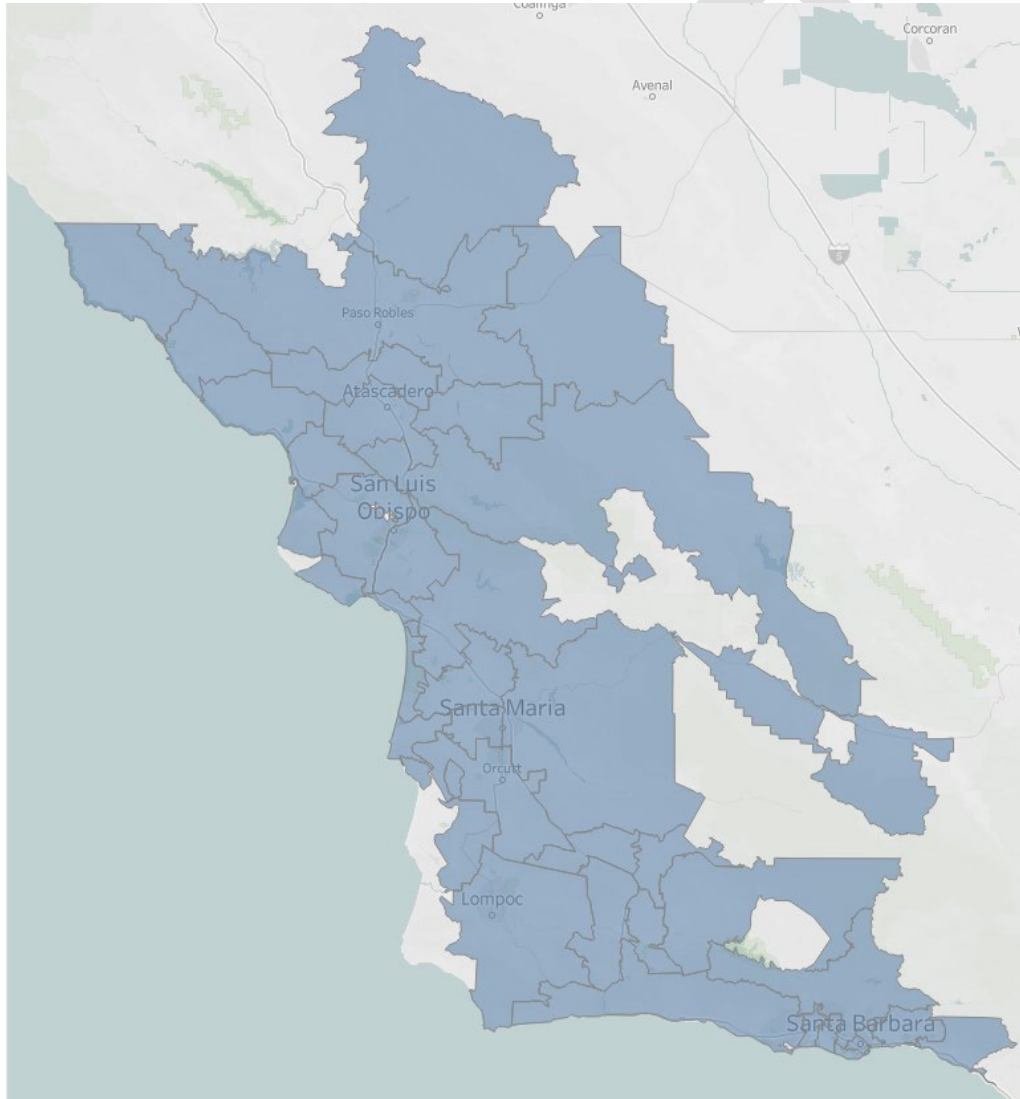
³ [City of San Luis Obispo. Climate Action Plan for Community Recovery.](#)

⁴ [Santa Barbara County. 2030 Climate Action Plan \(2024\).](#)

Region Definition

The geographic boundaries of the South Central Coast Regional Planning Unit (RPU) region, comprised of Santa Barbara County and San Luis Obispo County, are illustrated below (Figure 1). The analyses presented in this report leverage employment and demographic data on a region-wide, sub-regional, state, and national basis, as applicable. The full list of ZIP codes associated with the South Central Coast region is listed in Appendix B of this report.⁵

Figure 1. South Central Coast Region Definition



⁵ In the maps that follow, the unmapped coastal region corresponds to Vandenberg Space Force Base. Maps were constructed based on Zip Code Tabulation Areas (ZCTAs) assigned by the U.S. Census Bureau to allow for mapping, display, and geographic analyses of the USPS ZIP Codes dataset. Not all valid ZIP codes are represented by a ZCTA, and geographic areas meeting certain conditions may be left unassigned from ZCTA coverage. For more information, please see: <https://www.census.gov/programs-surveys/geography/guidance/geo-areas/zctas.html>

Analytical Overview of the South Central Coastal Region

This section of the Regional Plan discusses key metrics and characteristics of the regional labor force and resident population. Understanding post-pandemic trends within the South Central Coast labor force and broader population allows the RPU to make data-driven decisions in support of more effectively alignment, coordination, and integration of programs and services across the region.

Economic Distress

Identifying communities facing severe economic distress is important in fostering inclusive economic growth across the South Central Coast region, ensuring all residents – especially historically underserved communities – have access to resources and opportunity.

Overall economic vitality indicators, while crucial in understanding aggregate trends and providing benchmarks for state or national comparisons, tend to hide the nuances tied to specific indicators at a granular level. A more granular analysis of sub-regional economic distress helps the RPU identify local challenges and enact place-specific workforce and economic development initiatives through targeted investments and programs.

This section describes the index⁶ created to analyze levels of economic distress at the ZIP code level, based on the following economic indicators:

- Unemployment Rate
- Labor Force Participation Rate
- Median Income
- Percentage of Uninsured Residents
- Rent as a Percentage of Household Income

The research team compared these indicators in each ZIP code against state averages to determine the "index score" for each indicator. ZIP codes that score above (below) the 75th (25th) percentile in at least 3 of the 5 measures are defined as "distressed". ZIP codes that meet 1 to 2 of these criteria are "somewhat distressed," while those that meet none of these criteria are "not distressed." Table 19 displays the reference values and associated 75th (25th) percentile reference values for the overall state utilized in creating the economic distress index.

⁶ See Appendix A: Methodology for additional details on the data used to construct the index.

One in five South Central Coast sub-regions exhibit indications of severe economic distress, and two in five are somewhat distressed (Table 1).

Table 1. Economic Distress Index in the South Central Coast Region⁷

Classification	Number of Sub-Regions ⁸	Percent of Total Sub-Regions
Not Distressed	17	38%
Somewhat Distressed	19	42%
Severely Distressed	9	20%
Total	45	100%

Severely distressed ZIP codes within the South Central Coast are located in the Isla Vista – Naples – Capitan and Guadalupe – West Santa Maria sub-regions of Santa Barbara County, as well as the North San Luis Obispo, Santa Margarita and Cambria sub-regions of San Luis Obispo County.

The Isla Vista – Naples – Capitan sub-region (93117) faces severe economic distress due to large student populations driving high unemployment rates and low median earnings in the area, coupled with high housing costs, while the Guadalupe – West Santa Maria sub-region (93434, 93458) faces severe economic distress due to its reliance on low-wage, seasonal agricultural jobs, and limited employment opportunities.

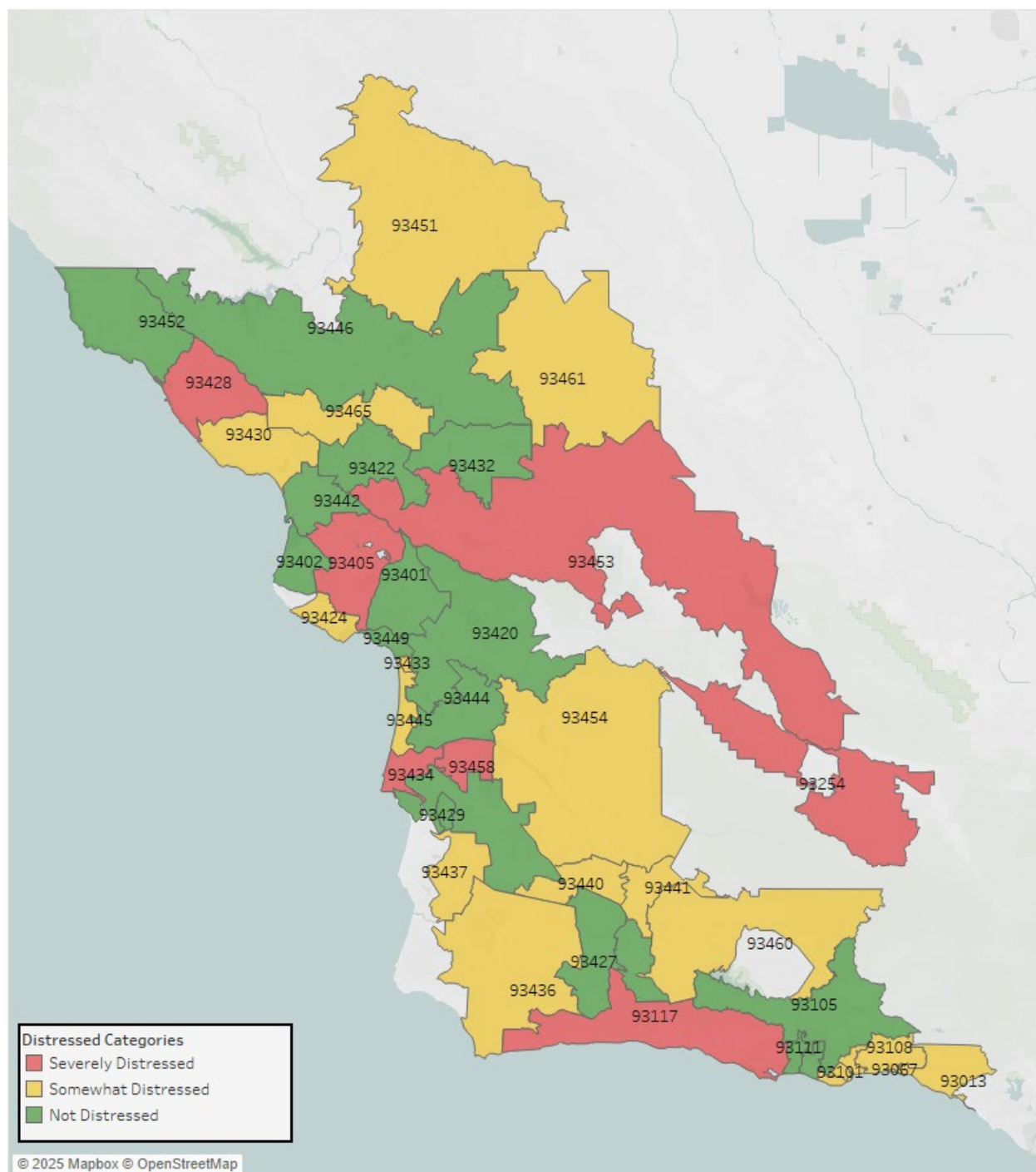
The North San Luis Obispo sub-region, in the City of San Luis Obispo (93405) has large student populations driving high unemployment rates and low earnings in combination with high housing costs, while residents of the relatively isolated Santa Margarita sub-region (93453) have limited employment and education opportunities. Cambria (93428) shows signs of severe economic distress due to a low prime working-age population, with nearly 45 percent of residents aged 55 and older; tourism-driven seasonal jobs; and high property values (Figure 2).

The South Central Coast sub-regions facing severe economic distress will be a particular focus for the RPU's continued workforce development and program deployment efforts in the 2025-2028 Program Cycle, and the RPU will continue to monitor economic outcomes in these sub-regions to close these disparities and gaps.

⁷ Based on United States Census Bureau. American Community Survey 5-year Estimates (2023).

⁸ 93106, UC Santa Barbara campus ZIP code, and 93407, the Cal Poly SLO campus ZIP code, were excluded from this analysis.

Figure 2. Economic Distress Index in the South Central Coast Region⁹



⁹ BW Research analysis of United States Census Bureau. American Community Survey 5-year Estimates (2023).

Employment Rate

Employment in the South Central Coast region recovered from pandemic-induced losses much slower than in California and the overall U.S. (Figure 3). Overall employment in the South Central Coast region grew 3.0 percent from 2020 to 2024, outpaced by growth in the overall state (7.5 percent) and the U.S. (9.2 percent). Regional employment remains below 2019 pre-pandemic levels, illustrating the outsized impacts of the pandemic on the South Central Coast (Figure 4).

Figure 3. Employment Growth for the South Central Coast Region, California, and the U.S. (2020 – 2024)¹⁰

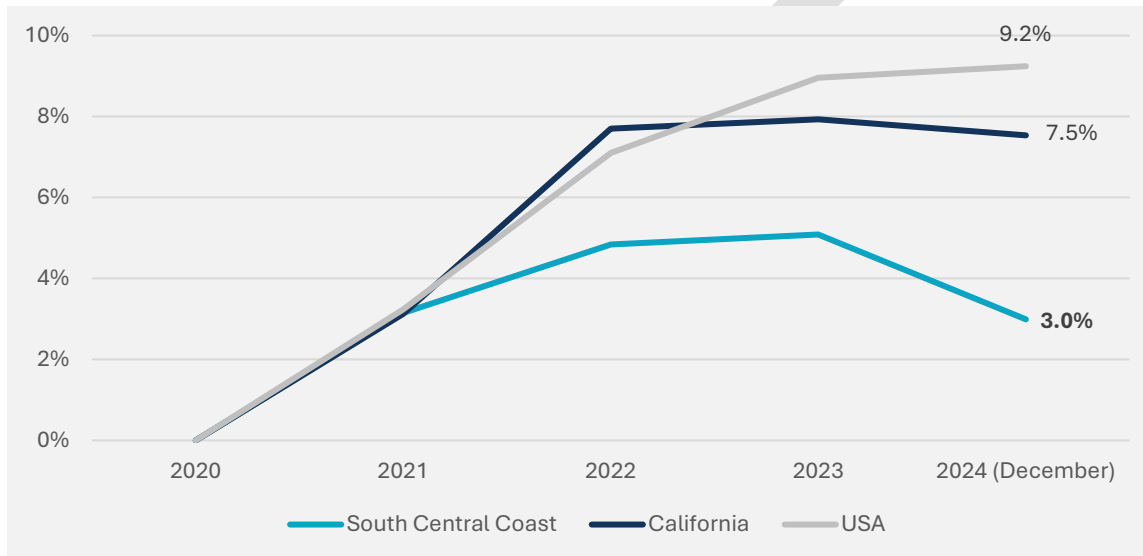
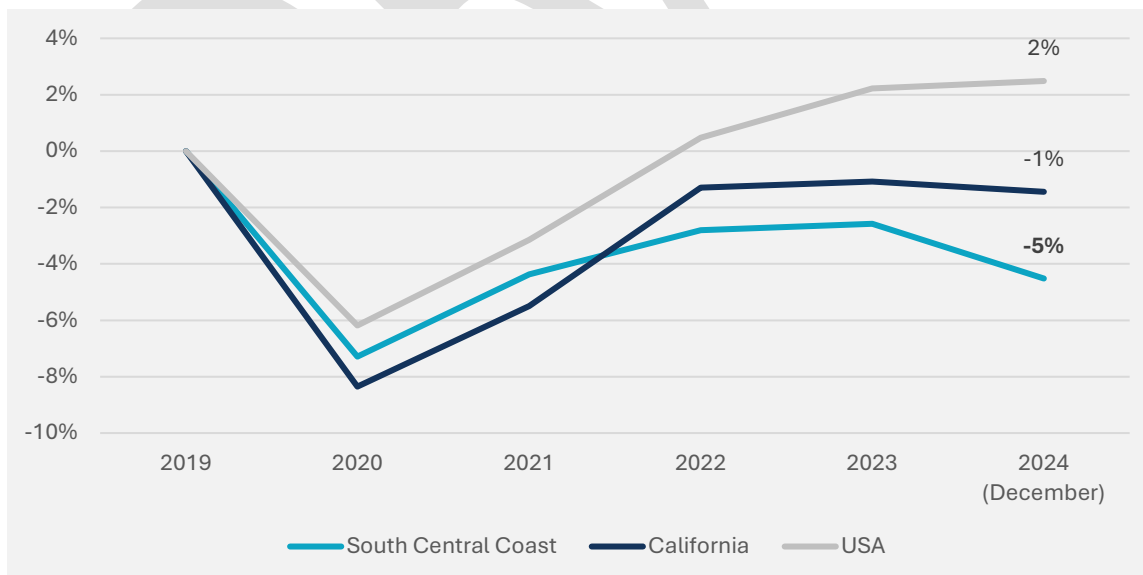


Figure 4. Employment Change for the South Central Coast Region, California, and the U.S. (2019 – 2024)¹¹



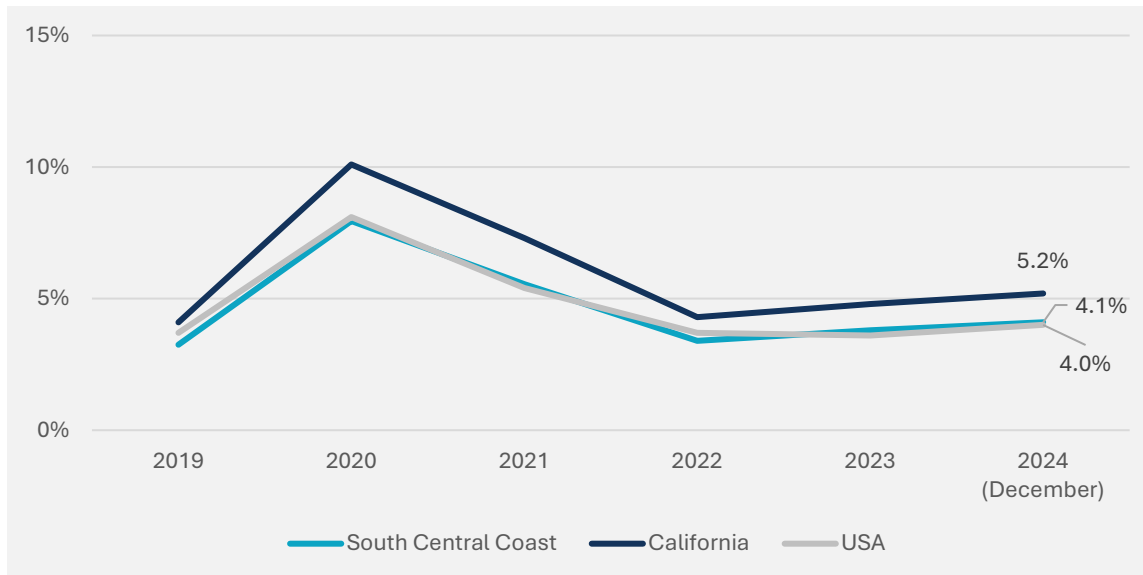
¹⁰ California EDD. Local Area Unemployment Statistics (2020 – 2024).

¹¹ California EDD. Local Area Unemployment Statistics (2019 – 2024).

Unemployment Rate

The South Central Coast region's unemployment rate has recovered to pre-pandemic levels, with the unemployment rate falling to 4.0 percent in December 2024, below the statewide average of 5.2 percent and on par with the national average of 4.1 percent (Figure 5).

Figure 5. Unemployment Rate for the South Central Coast Region, California, and the U.S. (2019 – 2024) ¹²



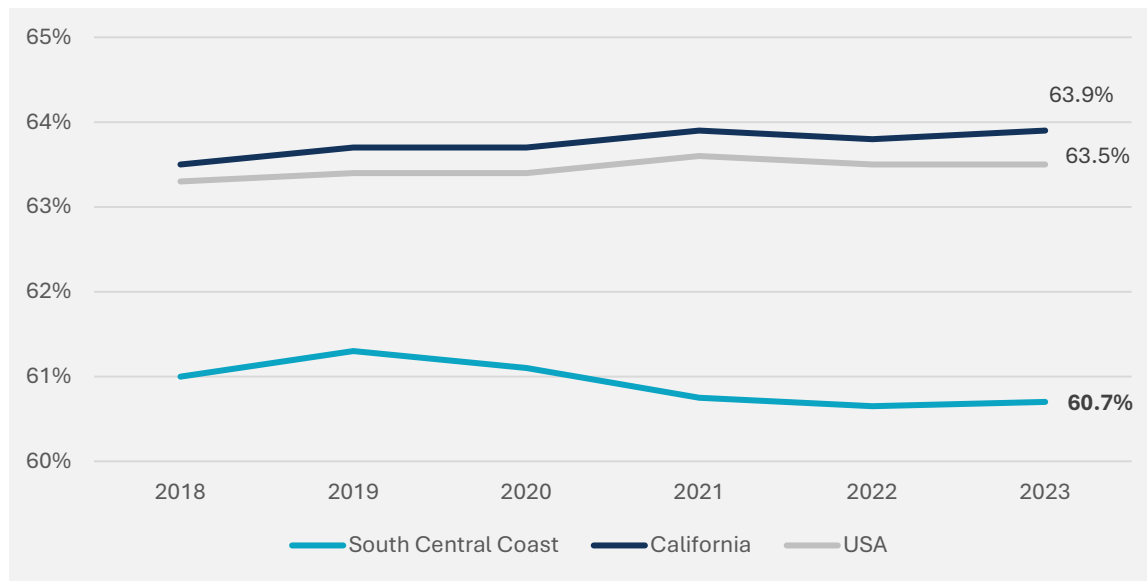
Labor Force Participation Rate

The South Central Coast region's labor force participation rate (LFPR)¹³ of 60.7 percent has slightly decreased since 2018 and has remained below the state and national LFPRs of 63.9 percent and 63.5 percent, respectively (Figure 6). The region's low labor force participation rate is driven primarily by the low proportion of prime working-aged 25 to 54-year-old residents (46.2 percent) compared to the state (53.4 percent) and the South Central Coast's proportion of 25 to 54-year-old residents declining by 2.7 percent since 2018 (Figure 19).

¹² California EDD. Local Area Unemployment Statistics (2020 – 2024).

¹³ The labor force participation rate (LFPR) measures the percentage of the citizen population that is available and willing to work.

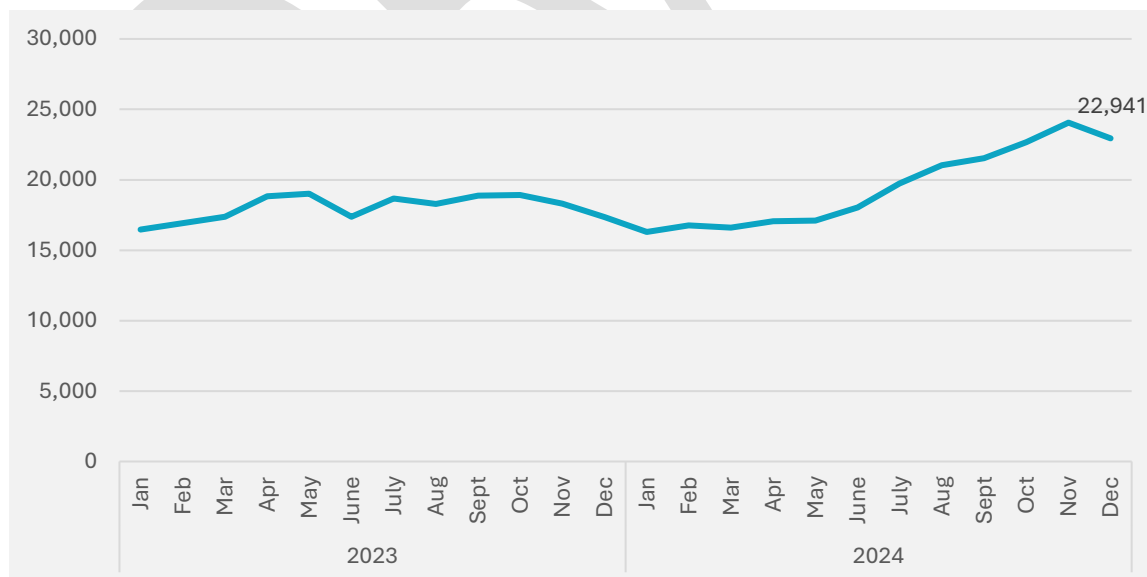
Figure 6. Labor Force Participation Rate for the South Central Coast Region, California, and the U.S. (2018 – 2023)¹⁴



New Jobs and Online Job Postings

Online job postings for positions located within the South Central Coast region have increased 32.1 percent between December 2023 and December 2024, indicating that hiring expansion and broader industry demand have increased across all positions and skill levels in the past year, particularly in Q3 and Q4 of 2024 (Figure 7).

Figure 7. Job Postings in the South Central Coast Region (2023 – 2024)¹⁵



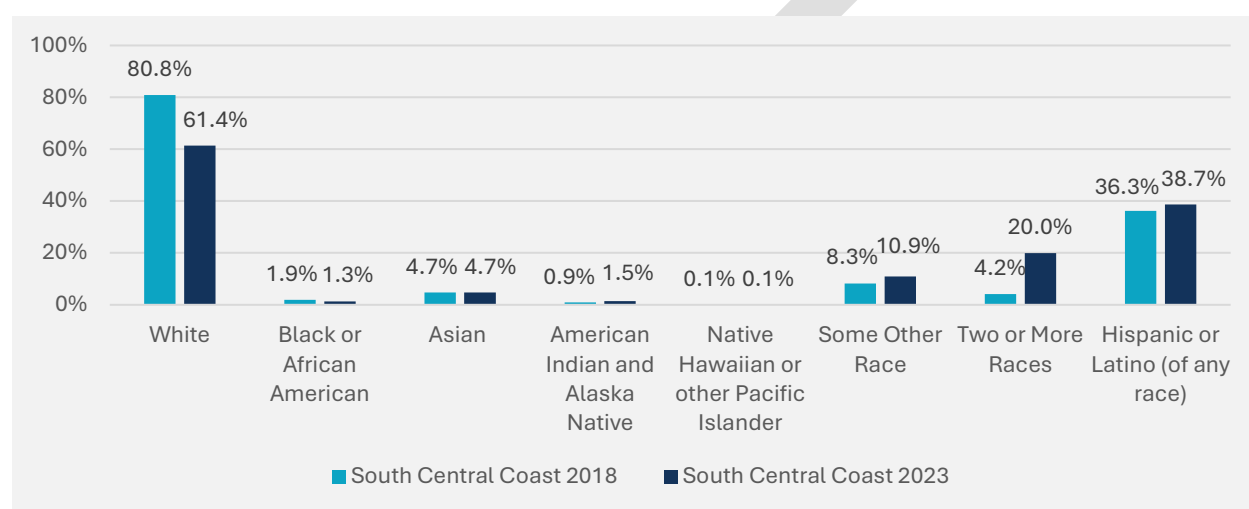
¹⁴ United States Census Bureau. American Community Survey 5-year Estimates (2019 – 2023).

¹⁵ JobsEQ. Real-Time Intelligence Tool. Job Postings by Region (2023 – 2024).

Race and Ethnicity

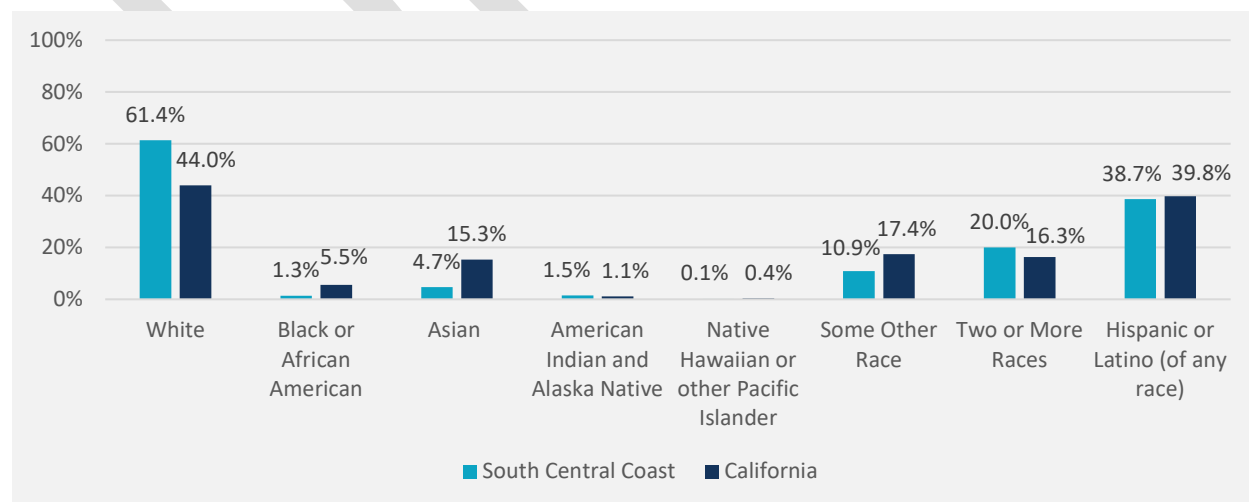
The demographic composition of the South Central Coast region has changed significantly between 2018 and 2023, with the share of White residents in the county decreasing by 19.4 percentage points during this period. In contrast, the share of Multiethnic residents increased by 15.8 percentage points, and the share of Hispanic or Latino residents increased by 2.4 percentage points (Figure 8).

Figure 8. Race and Ethnicity in the South Central Coast Region (2018 – 2023)¹⁶



Compared to California, the South Central Coast region has a higher proportion of White and Multiethnic residents and a lower proportion of Black or African American and Asian residents (Figure 9).

Figure 9. Race and Ethnicity of the South Central Coast Region and the State (2023)¹⁷



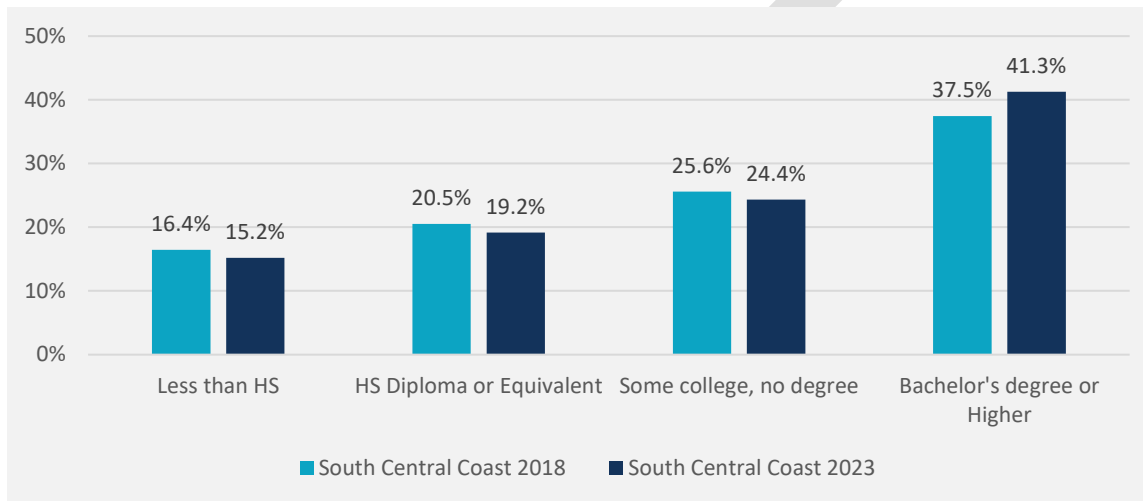
¹⁶ United States Census Bureau. American Community Survey 5-year Estimates (2018 – 2023).

¹⁷ United States Census Bureau. American Community Survey 5-year Estimates (2018 – 2023).

Educational Attainment

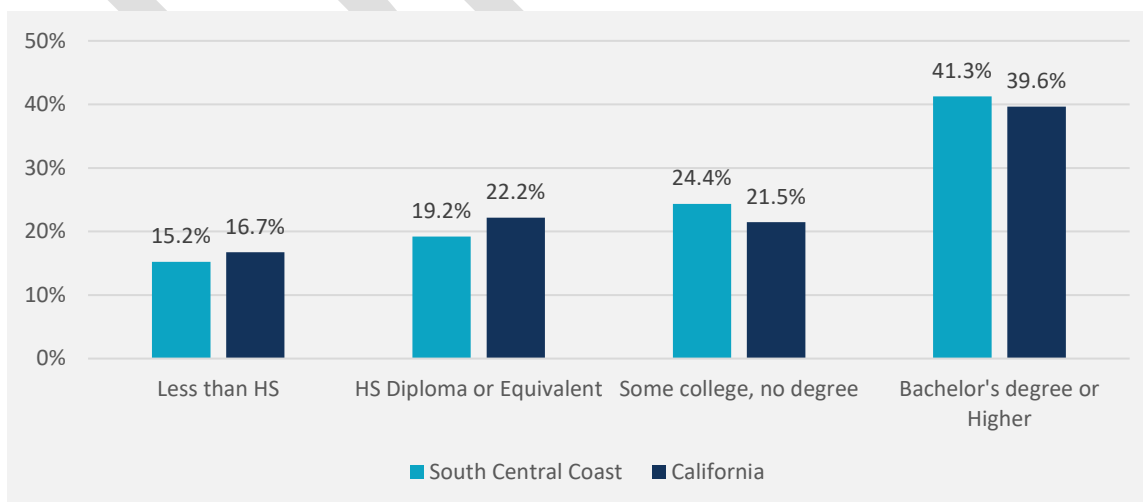
Educational attainment levels of South Central Coast residents aged 25 and older have slightly increased in the past 5 years, with 41.3 percent of residents aged 25 and older holding a Bachelor's degree or higher as of 2023, compared to 37.5 percent in 2018 (Figure 10). This increase is on par with both state and national trends, which both experienced educational attainment increases over the same period (Figure 20, Figure 21).

Figure 10. Educational Attainment of South Central Coast Region Residents Aged 25 and Older (2018 – 2023)¹⁸



However, approximately one-third (34.4 percent) of South Central Coast residents had a maximum educational attainment of a high school diploma (or equivalent) or less as of 2023, lower than the statewide average of 38.9 percent (Figure 11).

Figure 11. Educational Attainment of Populations Aged 25 and Older (2023)¹⁹



¹⁸ United States Census Bureau. American Community Survey 5-year Estimates (2018 – 2023).

¹⁹ United States Census Bureau. American Community Survey 5-year Estimates (2018 – 2023).

Regional Indicators

Each RPU is tasked with establishing objective metrics associated with at least two or more of the following four Regional Indicators:

- The region has a process to communicate industry workforce needs to supply-side partners.
- The region has policies supporting equity and strives to improve job quality.
- The region has shared target populations of emphasis.
- The region deploys shared/pooled resources to provide services, training, and education to meet the target population's needs.

This regional plan describes the metrics established for the selected indicators, including an assessment of the progress and outcomes achieved in tracking these metrics.

Regional Indicator 1: The region has a process to communicate industry workforce needs to supply-side partners. The RPU established a goal to work with local employers and possible training providers to identify industry workforce needs and to ensure effective communication with supply-side partners between July 2022 and December 2025. In pursuit of this goal, the workforce development boards of Santa Barbara County and San Luis Obispo County have coordinated on:

- **The High Roads Construction Careers (HRCC) Resilient Workforce Fund (RWF)**, a tri-county partnership led by the Ventura County Workforce Development Board, with the support of the Santa Barbara County Workforce Development Board and the San Luis Obispo County Workforce Development Board, targets expansion of past and present HRCC programs to expand the skilled construction workforce and to increase access to state-approved apprenticeships in the building and construction trades. Over 100 participants completed training through the HRCC RWF in 2024, and collaborations with unions facilitated permanent placements of some completers in 2024.
- **The SLO Healthcare Workforce Partnership**, which was launched to address the critical shortage of healthcare professionals in physical, behavioral, and oral health in San Luis Obispo County. The partnership is comprised of public, private, and nonprofit organizations representing healthcare, education, and workforce development, and is led by the County of San Luis Obispo Department of Public Health, with funding provided by the American Rescue Plan Act (ARPA) through 2026. The Partnership aims to achieve the following objectives:
 - Improving recruitment and retention of healthcare employees
 - Developing healthcare career pathways

- Funding development and advocacy efforts
- Ensuring sustainable partnership operations

The Partnership includes three Working Groups focused on addressing each of the first three objectives outlined above, with the fourth objective to be addressed by the full Partnership membership during its monthly meetings.

WDBSLO is a member of the full partnership and Working Group #2, Healthcare Career Pathways, which meets monthly to develop local pipelines and training goals for physical, behavioral, and oral health. Working Group #2 also includes members from California Polytechnic State University San Luis Obispo (Cal Poly SLO), Cuesta College, SLO Partners, SLO Health Counts, SLO Cal Careers, as well as local healthcare industry leaders.

The Partnership's 2024 accomplishments included the successful completion of a healthcare employer survey, research to identify the nine most critically needed occupations in San Luis Obispo County by 2030, and the creation of a healthcare career pathway map infographic. In addition, the Partnership developed a pilot program for a career exploration fair and designed a summer paid internship program to be launched in 2025.

In 2025 the Partnership aims to publish a white paper for local employers describing best practices for healthcare recruitment and retention, to build out the healthcare career pathways pipeline program, and to continue to pursue funding initiatives and advocacy efforts at the state and national level.²⁰

- **A Regional Equity and Recovery Partnerships (RERP) project**, in coordination with community college partners, that aims to provide jobseekers with classroom training opportunities that lead to in-demand occupations within target career pathways. Participants will also receive comprehensive case management services and wraparound services, including supportive services aimed at supporting the transition from training/education to employment in training related occupations.

The RERP project is funding the analysis of regional career pathways and corresponding training opportunities documented in the standalone **SCC 2025 Career Pathways report** commissioned by the RPU, which will be released later in 2025.

- **Collaboration with local Chambers of Commerce**, including coordination between SLOWDB and the Atascadero Chamber of Commerce on a Layoff Aversion/Business Retention services contract to increase communication of business needs to WIOA-funded services.

²⁰ [SLO Healthcare Workforce Partnership Year 1 Annual Report Highlights](#), February 2025.

Regional Indicator 2: The region has policies supporting equity and strives to improve job quality. The RPU members have undertaken various efforts to support equity and job quality, including:

- A collaboration between SBCWDB and Allan Hancock College, which resulted in the creation of an **AJCC GED Testing Center** that addresses a critical community need, allowing residents to achieve their educational goals while supporting the growth and development of the regional workforce.
- The **“Build Your Workforce” Program**, developed in conjunction with the Santa Maria Valley Chamber, connects businesses to SBCWDB resources that offer funding and support for hiring, upskilling, and providing paid work experience to jobseekers.
- The completion of a **landscape analysis** and the development of an **equity toolkit** for local employers, which contains bite sized, actionable components for businesses looking for tips on how to diversify their workforce, including suggested recruiting strategies, sample interview questions, and social media ready postings. The RPU has continued to promote this toolkit in its interactions with local partners, including the Business Engagement Roundtable.

In addition, RPU members have sought to promote job quality via various initiatives targeted at addressing barriers and increasing access to higher-quality jobs for farmworkers, including:

- **The National Farmworker Jobs Program (NFJP)**, led by SBCWDB, aims to strengthen the ability of migrant and seasonal farmworkers and their dependents to acquire necessary skills to stabilize or advance in their agricultural jobs or obtain employment in new industries.
- The **Farmworker Advancement Program (FAP)** aims to support farmworkers, children of farmworkers, and agriculture employers. The FAP aims to position farmworkers to obtain access to good-quality jobs that pay family-sustaining wages and offer opportunities for career advancement; as well as paid work experience, upskilling, supportive services and provide wrap around services.
- **The Farm Worker Resource Center (FWRC) Program**, led by SBCWDB, aimed to address barriers and increase access to services and referrals for farmworkers, farmworkers' families, employers and farmers a mobile one-stop shop providing countywide outreach, including mental health referrals, job readiness training, childcare assistance, and Mexican Consulate Pop-up sites.

Regional Indicator 3: The region has shared target populations of emphasis. The RPU has developed programs to better serve the needs of target populations including the following:

- **The Prison 2 Employment 2.0 (P2E 2.0) Program**, jointly led by SBCWDB and SLOWDB, provides intensive case management, job readiness service, paid work experience, supportive services, and transitional job opportunities, to justice-involved jobseekers.
- The **DOL Growth Opportunities Program**, led by SBCWDB, focuses on introducing and preparing justice-involved youth and/or youth at-risk of becoming justice-involved between the ages of 15-18 or 18-24, for the world of work and paths to equitable career opportunities through placement into paid work experience, education and training.
- The **Summer Training and Employment Program for Students (STEP)**, administered by the SLOWDB WIOA service provider, Eckerd, provides High School and College Students with Disabilities, ages 16-21, with paid work experience and job-ready training opportunities.
- **The Pathway Home 2 (PH2) Program**, led by SBCWDB in partnership with the Santa Barbara Sheriff's Office and local community colleges, was funded by a U.S. Department of Labor (DOL) grant and provided currently incarcerated individuals with workforce services prior to release as well as reentry support, including job readiness training, paid work experience, supportive services, and vocational training.
- The **GO-Biz Local Immigrant Integration and Inclusion program** supported immigrants, refugees or asylees, unaccompanied minors, immigrant youth, and hard-to-reach immigrant populations by developing or expanding immigrant integration efforts, building community trust, and enhancing the organizational capacity of local governments to support immigrant populations in the region.
- The **Breaking Barriers to Employment Initiative**, led by the SLOWDB WIOA service provider, Eckerd, expands access to services for under-employed individuals to provide up-skilling and training that supports economic mobility by moving individuals along career pathways to increase wages and achieve self-sufficiency.

Fostering Demand-Driven Skills Attainment

The South Central Coast RPU's primary role is to bridge the gap between regional employers and regional education and training opportunities. By facilitating close collaboration between these entities, the RPU ensures that programmatic development and service delivery aligns with industry needs, enabling jobseekers to develop the skills needed to fulfill regional labor demands.

Furthermore, the RPU aims to support workforce opportunities that offer sustainable wages and clear pathways for career advancement in both established and growing industries. Strengthening ties between jobseekers and employers committed to equitable and high-quality employment will be pivotal to the region's future economic growth trajectory.

This section of the Regional Plan outlines key industry clusters in the region and well-paying career pathways within each priority industry cluster, which informs the RPU's development of targeted strategies to meet regional workforce needs.

Regional Priority Industry Clusters

The following section outlines the 13 industry clusters in the South Central Coast region, which include seven priority industry clusters identified by REACH²¹ in its [“Strengthening Key Industries on California’s Central Coast – Talent Pipeline Analysis + Recommendations”](#) report:

- Agriculture Technology (Agtech)
- Building Design and Construction
- Cleantech and Energy
- Health and Life Sciences
- Precision Manufacturing
- Space and Aerospace
- Technology and Innovation²²

The industry cluster analysis also includes the “Blue Economy” priority industry cluster²³ identified by UC Santa Barbara researchers in its “Economic Impact of the Blue Economy in Santa Barbara County” report.

²¹ REACH is a Regional Economic Action Coalition uniting public, private, and civic leaders across the Central Coast of California. REACH was responsible for the South Central Coast's [Comprehensive Economic Development Strategy \(CEDS\)](#) and the [Uplift Central Coast initiative](#) in support of the California Jobs First directive.

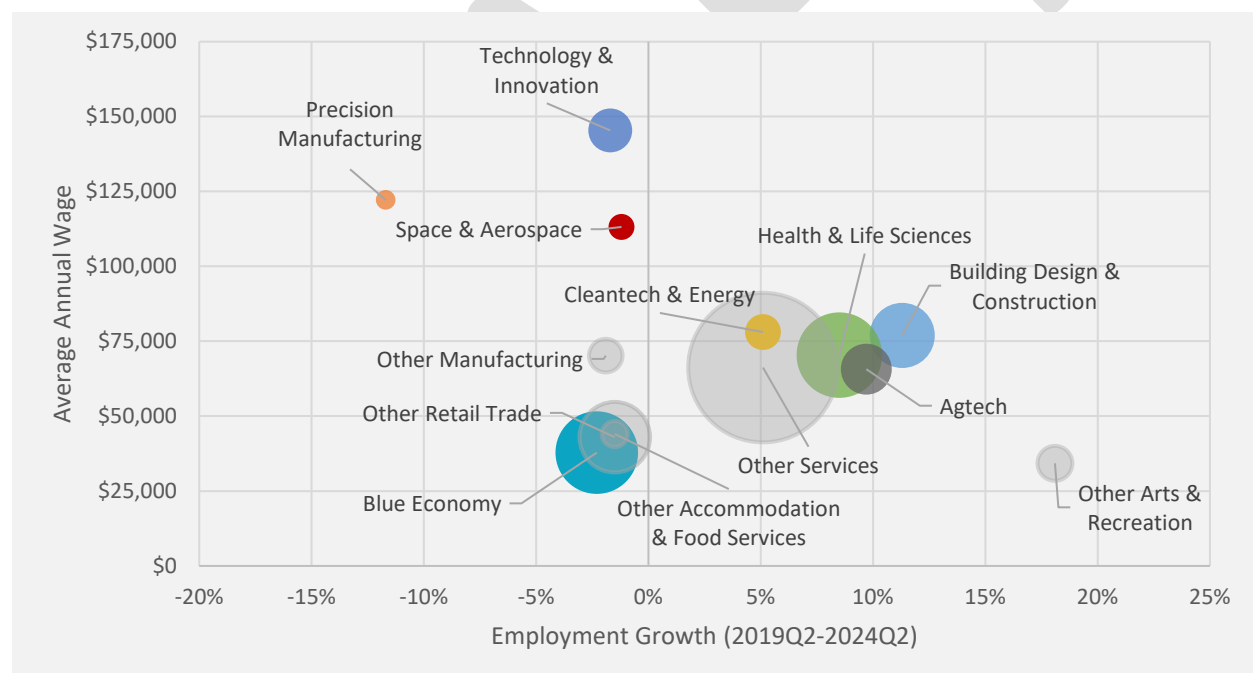
²² The 7 REACH priority industry clusters and Blue Economy priority industry cluster only represent 46 percent of total employment in the region. The 5 other industry clusters were introduced to represent the entire regional economy.

²³ The Blue Economy industry cluster definition shares minor overlap with the REACH Building Design and Construction, Space and Aerospace, Agtech, and Technology and Innovation priority industry clusters. The 4

Together, these 13 industry clusters provide a comprehensive picture of the region's economic drivers, informing the RPU and other stakeholders of where to focus its workforce development and program deployment efforts.

Four of the seven REACH priority industry clusters exhibited strong employment growth and offer high- or middle-wage employment opportunities. Between 2019 and 2024, these four industry clusters exhibited employment growth ranging from 5 to 11 percent, with the most notable increases occurring in the Building Design and Construction (+11.3 percent) and Agtech (+9.7 percent) industry clusters. However, employment in the top three highest-paying REACH industry clusters declined over the same period, with Precision Manufacturing employment falling by 11.7 percent, Technology and Innovation employment falling by 1.7 percent, and Space and Aerospace employment falling by 1.2 percent. Blue Economy industry cluster employment also experienced declines of 2.3 percent from 2019 to 2024 (Figure 12).

Figure 12. Industry Clusters in the South Central Coast Region (2019Q2 – 2024Q2)^{24,25}



All REACH priority industry clusters offer wages above the regional average wage of \$64,451, though only three REACH industry clusters meet or exceed the South Central Coast Living Wage determination²⁶ of \$107,205 for 2 Adults (1 working) and 2 Children. In contrast, the Blue Economy

overlapping NAICS codes were included in each respective industry cluster definition for consistency with the original definitions.

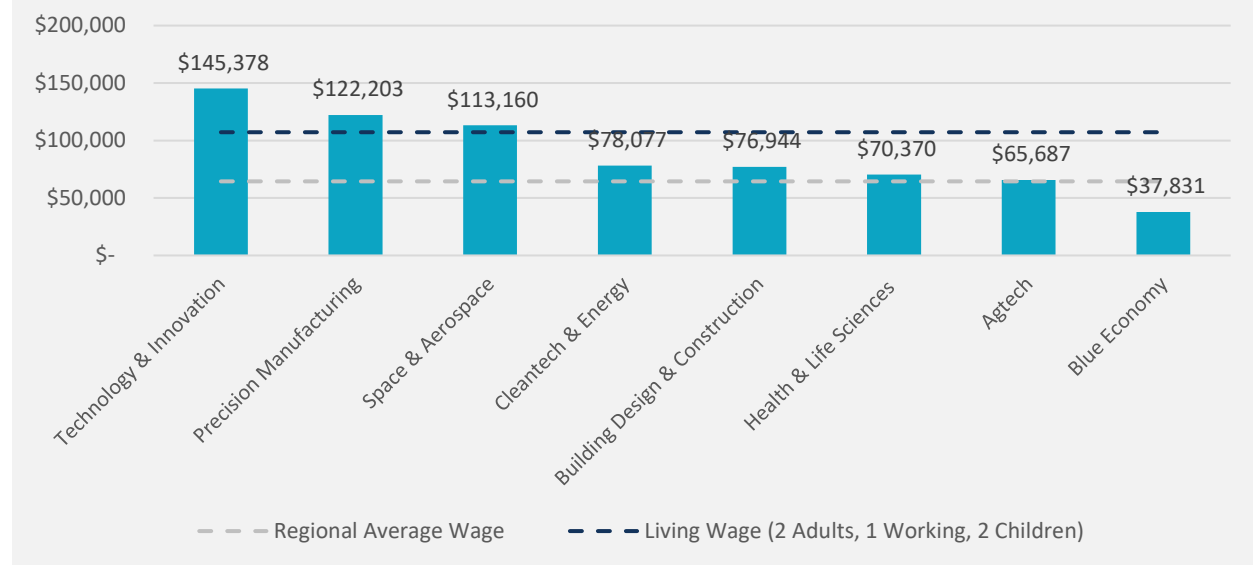
²⁴ JobsEQ 2024 Q2. Bureau of Labor Statistics. Quarterly Census of Employment and Wages (2019 – 2024).

²⁵ Non-REACH priority industry clusters are colored gray, and bubble size is proportional to 2024Q2 employment levels.

²⁶ MIT Living Wage Calculator (2024).

priority industry cluster offers wages well below the regional average wage and Living Wage determination (Figure 13).

Figure 13. Average Annual Wage in Priority Industry Clusters²⁷



Industry Deep Dives and Career Pathways Gap Analysis

The following section characterizes employment dynamics in each of the priority industry clusters by identifying key employers, occupations, career pathways, and gaps within regional supply and demand by comparing regional education and training program completions^{28,29} to job openings within corresponding occupations. For an in-depth analysis of the region's career pathways and corresponding training program opportunities, please refer to the separately published **SCC 2025 Career Pathways report**.

Space and Aerospace

The Space and Aerospace industry cluster in the SCC region encompasses diverse activities, including space launches, satellite development, next-generation drone technology, and advanced air mobility. Key players in the area include SpaceX, Raytheon, Lockheed Martin,

²⁷ JobsEQ 2024 Q2. Bureau of Labor Statistics. Quarterly Census of Employment and Wages (2019 – 2024).

²⁸ The data presented in this section is derived from BW Research analysis of National Center for Education Statistics, Degrees Conferred datasets, and Bureau of Labor Statistics, Quarterly Census of Employment and Wages.

²⁹ It is important to note that some training program completions, especially for training programs not registered or recognized on the latest version of the California Eligible Training Provider List (ETPL), may not be quantified in this analysis. Certain occupations, such as Laborers, Assemblers, or other entry-level occupations, may not have corresponding formal training programs and thus have no program completions listed.

WhiteFox Defense Technologies, and Umbra, with many smaller local companies contributing to the industry.

The industry employs over 4,500 workers and accounts for 1.2 percent of total employment in the region. The most common occupations in the aerospace industry are **Software Developers**, **Business Operations Specialists**, and **Electrical, Electronic, and Electromechanical Equipment Assemblers**. These occupations face demand constraints, indicated by a greater number of relevant program completions relative to average annual openings (Table 2).

Table 2. Regional Supply and Demand for the 15 Most Common Space and Aerospace Occupations

SOC	Occupation	Employment (2024Q2)	Completions	Avg. Annual Openings	Annual Openings per Completion
15-1252	Software Developers	247	337	228	0.68
13-1199	Business Operations Specialists	223	353	210	0.59
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers	149	-	73	-
51-2092	Team Assemblers	130	-	167	-
49-3011	Aircraft Mechanics and Service Technicians	115	-	16	-
15-1299	Computer Occupations, All Other	100	93	73	0.78
11-9199	Managers, All Other	97	2,537	237	0.09
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	93	-	97	-
17-2011	Aerospace Engineers	93	57	9	0.16
17-2199	Engineers, All Other	82	52	27	0.53
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	79	5	72	13.90
11-9041	Architectural and Engineering Managers	76	48	26	0.55
17-2112	Industrial Engineers	76	230	37	0.16
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	72	-	633	-
17-2141	Mechanical Engineers	71	210	33	0.16

The Space and Aerospace industry cluster offers robust career pathways for engineers, mechanics, and supply chain specialists. In the **Aerospace Engineers and Mechanics** pathway, entry-level Aircraft Structure Assemblers progress to mid-level Aircraft Mechanics, who maintain aircraft systems, and then to senior-level Aerospace Engineers, who design aerospace-relevant components and systems. In the **Aerospace Supply Chain Specialists** pathway, entry-level Production and Planning Clerks move to mid-level Purchasing Agents, and then to senior-level Business Operations Specialists, who oversee supply chain operations and logistics (Table 3).

Table 3. Career Pathways in the Space and Aerospace Industry Cluster

Aerospace Engineers and Mechanics			
Level	SOC	Description	Average Wage
Senior	17-2011	Aerospace Engineers	\$134,800
Mid	49-3011	Aircraft Mechanics and Service Technicians	\$76,600
Entry	51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	\$63,900
Aerospace Supply Chain Specialists			
Level	SOC	Description	Average Wage
Senior	13-1199	Business Operations Specialists	\$116,900
Mid	13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	\$92,600
Entry	43-5061	Production, Planning, and Expediting Clerks	\$75,300

Cleantech and Energy

The Cleantech and Energy industry cluster focuses on renewable energy, energy efficiency, and other innovative solutions to reduce environmental impact. The region is a hub for solar power, energy storage, and electric vehicle infrastructure companies such as REC Solar, BHE Renewable, and Vistra Corp.

The region's Cleantech and Energy industry employs over 8,500 workers, accounting for 2.3 percent of total regional employment. Key occupations in this industry include **Electricians, Plumbers, Pipefitters, and Steamfitters, Heating, Air Conditioning, and Refrigeration Mechanics and Installers, and First-Line Supervisors of Construction Trades and Extraction Workers.**

These roles generally experience an insufficient supply of new workers entering the regional workforce, with annual openings per completion above one in occupations such as Electricians (5.84 openings per program completion) and First-Line Supervisors of Construction Trades (5.68 openings per program completion).

Some roles, like **Bookkeeping, Accounting, and Auditing Clerks**, experience a severe shortage of new workers entering the workforce, with approximately 7 job openings per regional program graduate (Table 4).

Table 4. Regional Supply and Demand for the 15 Most Common Cleantech and Energy Occupations

SOC	Occupation	Employment (2024Q2)	Completions	Avg. Annual Openings	Annual Openings per Completion
47-2111	Electricians	940	20	115	5.84
47-2152	Plumbers, Pipefitters, and Steamfitters	638	-	72	-
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	567	-	67	-
47-2181	Roofers	461	-	37	-
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	346	22	128	5.68
43-9061	Office Clerks, General	301	-	573	-
11-1021	General and Operations Managers	227	577	393	0.68
47-2061	Construction Laborers	187	-	242	-
43-3031	Bookkeeping, Accounting, and Auditing Clerks	178	45	327	7.21
51-8031	Water and Wastewater Treatment Plant and System Operators	177	-	21	-
13-1082	Project Management Specialists	158	234	134	0.57
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	147	12	356	30.35
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	130	-	80	-
49-9051	Electrical Power-Line Installers and Repairers	124	-	14	-
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	120	1	179	174.70

The Cleantech and Energy industry offers clear career pathways for professionals in energy efficiency and grid modernization-related roles. In the **HVAC pathway**, entry-level Helpers - Installation, Maintenance, and Repair Workers progress to mid-level Heating, Air Conditioning, and Refrigeration Mechanics and Installers, who specialize in installing and maintaining HVAC systems. From there, individuals can advance to senior Construction Managers, who oversee large construction projects.

In the **Electricians pathway**, entry-level Helpers - Electricians move to mid-level Solar Photovoltaic Installers, who focus on the installation of solar systems. From there, they can advance to senior Electricians, responsible for a range of electrical installation and maintenance tasks (Table 5).

Table 5. Career Pathways in the Cleantech and Energy Industry Cluster

HVAC			
Level	SOC	Description	Average Wage
Senior	11-9021	Construction Managers	\$126,500
Mid	49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$71,300
Entry	49-9098	Helpers--Installation, Maintenance, and Repair Workers	\$46,300
Electricians			
Level	SOC	Description	Average Wage
Senior	47-2111	Electricians	\$81,000
Mid	47-2231	Solar Photovoltaic Installers	\$57,000
Entry	47-3013	Helpers--Electricians	\$48,600

Technology and Innovation

The region's Technology and Innovation industry cluster is involved in technological research, particularly in creating advancements in photonics research, which involves the science and application of light. Photonics research affects many sectors, from healthcare and defense applications to everyday technologies like fiber optics and barcode scanners. The SCC region is home to globally recognized innovators specializing in optical and photonic components, such as Nexus Photonics, which develops photonic chips for the visible-to-near-infrared spectrum, and Seek Thermal, a leader in thermal imaging products.

The Technology and Innovation industry in the region employs nearly 13,000 workers, accounting for 3.5 percent of the total workforce. Prominent occupations include **Software Developers**, **Computer and Information Systems Managers**, and **Project Management Specialists**, with these roles facing industry demand constraints. Meanwhile, roles like **Computer User Support Specialists** and **Computer Systems Analysts** face inadequate worker supply in the region, with annual job openings per program completion of 1.45 and 1.31, respectively (Table 6).

Table 6. Regional Supply and Demand for the 15 Most Common Technology and Innovation Occupations

SOC	Occupation	Employment (2024Q2)	Completions	Avg. Annual Openings	Annual Openings per Completion
15-1252	Software Developers	1,810	337	228	0.68
11-9199	Managers, All Other	543	2,537	237	0.09
11-3021	Computer and Information Systems Managers	413	137	96	0.70
13-1082	Project Management Specialists	379	234	134	0.57
15-1299	Computer Occupations, All Other	343	93	73	0.78
15-1232	Computer User Support Specialists	323	43	63	1.45
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	263	1	179	174.70
13-1161	Market Research Analysts and Marketing Specialists	256	-	146	-
15-1211	Computer Systems Analysts	255	36	48	1.31
11-1021	General and Operations Managers	255	577	393	0.68
11-9041	Architectural and Engineering Managers	209	230	37	0.16
13-1111	Management Analysts	197	252	140	0.55
17-2141	Mechanical Engineers	197	210	33	0.16
13-1199	Business Operations Specialists, All Other	193	353	210	0.59
15-1253	Software Quality Assurance Analysts and Testers	192	33	24	0.71

The technology and innovation industry in the region offers clear career pathways for Software Developers and Technological Component Manufacturers. In the **Software Developers pathway**, entry-level Data Entry Keyers handle data input and management tasks. They can progress to mid-level roles such as Computer User Support Specialists, providing technical assistance and resolving software or hardware issues. From there, they can advance to senior-level Software Developers, responsible for designing, developing, and maintaining complex software applications.

In the **Technological Component Manufacturers pathway**, entry-level Electrical, Electronic, and Electromechanical Equipment Assemblers focus on assembling and testing electrical and electronic components. They can progress to mid-level First-Line Supervisors of Production and Operating Workers, overseeing the production process and managing assembly teams. At the senior level, individuals can become Electronics Engineers, designing and developing advanced technological components and systems (Table 7).

Table 7. Career Pathways in the Technology and Innovation Industry Cluster

Software Developers			
Level	SOC	Description	Average Wage
Senior	15-1252	Software Developers	\$152,700
Mid	15-1232	Computer User Support Specialists	\$74,800
Entry	43-9021	Data Entry Keyers	\$42,300
Technological Component Manufacturers			
Level	SOC	Description	Average Wage
Senior	17-2072	Electronics Engineers, Except Computer	\$133,300
Mid	51-1011	First-Line Supervisors of Production and Operating Workers	\$91,400
Entry	51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers	\$54,800

Precision Manufacturing

The Precision Manufacturing sector is focused on producing high-precision components for industries like consumer electronics, telecommunications, and semiconductors. Notable companies in the region include SONOS, known for its advanced audio technology; Resonant, specializing in radio frequency filter design for mobile devices; and Revasum, which develops specialized equipment for semiconductor manufacturing.

The precision manufacturing industry cluster employs nearly 2,600 workers, accounting for 0.7 percent of total regional employment. **Electrical, Electronic, and Electromechanical Equipment Assemblers** are the most common occupation in the industry, with 290 workers employed. **Mechanical Engineers** in the region face demand constraints, with only 0.16 job openings per regional completion (Table 8).

Table 8. Regional Supply and Demand for the 15 Most Common Precision Manufacturing Occupations

SOC	Occupation	Employment (2024Q2)	Completions	Avg. Annual Openings	Annual Openings per Completion
51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers	290	-	73	-
15-1252	Software Developers	188	337	228	0.68
51-2092	Team Assemblers	138	-	167	-
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	81	-	97	-
17-2061	Computer Hardware Engineers	64	84	14	0.17
17-2071	Electrical Engineers	60	154	26	0.17
11-9041	Architectural and Engineering Managers	60	230	37	0.16
17-3023	Electrical and Electronic Engineering Technologists and Technicians	58	2	20	12.47
17-2112	Industrial Engineers	58	48	26	0.55
17-2072	Electronics Engineers, Except Computer	54	76	13	0.17
51-1011	First-Line Supervisors of Production and Operating Workers	50	-	81	-
17-2141	Mechanical Engineers	49	210	33	0.16
41-4012	Sales Representatives, Wholesale and Manufacturing	44	15	200	13.24
43-5071	Shipping, Receiving, and Inventory Clerks	43	-	116	-
11-3021	Computer and Information Systems Managers	41	137	96	0.70

The precision manufacturing industry offers career pathways for Industrial Mechanics and Engineers and Electronic Designers and Engineers. In the **Industrial Mechanics and Engineers pathway**, entry-level Electrical, Electronic, and Electromechanical Equipment Assemblers focus on assembling and testing industrial equipment. They can progress to mid-level roles such as Industrial Machinery Mechanics, maintaining and repairing industrial machinery. At the senior level, individuals can become Industrial Engineers, who design and optimize manufacturing processes, improving efficiency and productivity across industries.

In the **Electronic Designers and Engineers pathway**, entry-level Inspectors, Testers, Sorters, Samplers, and Weighers ensure the quality of electronic components by performing detailed inspections and testing. From there, they can advance to mid-level roles as Electrical and Electronic Engineering Technologists and Technicians, supporting the development and implementation of electrical systems. The pathway culminates at the senior level with Computer Hardware Engineers, responsible for designing and developing computer hardware systems (Table 9).

Table 9. Career Pathways in the Precision Manufacturing Industry Cluster

Industrial Mechanics and Engineers			
Level	SOC	Description	Average Wage
Senior	17-2112	Industrial Engineers	\$131,400
Mid	49-9041	Industrial Machinery Mechanics	\$73,900
Entry	51-2028	Electrical, Electronic, and Electromechanical Equipment Assemblers, Except Coil Winders, Tapers, and Finishers	\$49,300
Electronic Designers and Engineers			
Level	SOC	Description	Average Wage
Senior	17-2061	Computer Hardware Engineers	\$177,600
Mid	17-3023	Electrical and Electronic Engineering Technologists and Technicians	\$80,300
Entry	51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$56,700

Agtech

The Agtech industry cluster is involved in advancing agricultural practices by developing the application of technology solutions in agriculture. The region is home to several innovative agriculture technology companies driving advancements in agriculture. FarmBot specializes in precision food production hardware and software, Acre Cloud develops farm management software, Hortau focuses on irrigation management, and TRIC Robotics offers chemical-free pest control solutions. These companies are at the forefront of modernizing agriculture with cutting-edge technologies.

The Agtech industry in the region employs nearly 17,500 workers, accounting for 4.7 percent of total regional employment. **Farmworkers and Laborers, Crop, Nursery, and Greenhouse** represent the largest occupation at over 3,200 workers. **Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products**, exhibit a significant labor shortage with 13.24 annual openings per completion (Table 10). There is a large amount of missing data regarding completions and openings due to the lack of formalized training programs in this industry.

Table 10. Regional Supply and Demand for the 15 Most Common Agtech Occupations

SOC	Occupation	Employment (2024Q2)	Completions	Avg. Annual Openings	Annual Openings per Completion
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	3,268	-	2,916	-
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	719	15	200	13.24
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	692	-	633	-
53-3032	Heavy and Tractor-Trailer Truck Drivers	634	-	336	-
51-9111	Packaging and Filling Machine Operators and Tenders	625	-	121	-
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	466	40	51	1.26
53-7051	Industrial Truck and Tractor Operators	320	-	124	-
53-7064	Packers and Packagers, Hand	302	-	251	-
53-3031	Driver/Sales Workers	287	-	125	-
41-9011	Demonstrators and Product Promoters	281	-	73	-
53-7065	Stockers and Order Fillers	273	-	728	-
11-1021	General and Operations Managers	254	577	393	0.68
27-1026	Merchandise Displayers and Window Trimmers	221	-	52	-
43-9061	Office Clerks, General	197	-	573	-
11-2022	Sales Managers	180	198	120	0.61

The agricultural technology industry in the region provides clear career pathways for Food Market Researchers and Sales Experts as well as Farmers and Agriculture Workers. In the **Food Market Researchers and Sales Experts pathway**, entry-level Demonstrators and Product Promoters introduce and promote agricultural products to consumers. They can advance to mid-level roles such as Market Research Analysts and Marketing Specialists, conducting market research to identify consumer trends and inform marketing strategies. At the senior level, individuals can become Sales Managers, responsible for overseeing sales teams and developing strategies to maximize revenue.

In the **Farmers and Agriculture Workers pathway**, entry-level Farmworkers and Laborers handle planting, harvesting, and maintenance of crops and nursery plants. They can move into mid-level positions as Agricultural Equipment Operators, using machinery to improve farm productivity. From there, they can advance to senior roles as Farmers, Ranchers, and Other Agricultural Managers, overseeing large-scale agricultural operations and managing resources and staff (Table 11).

Table 11. Career Pathways in the Agtech Industry Cluster

Food Market Researchers and Sales Experts			
Level	SOC	Description	Average Wage
Senior	11-2022	Sales Managers	\$124,200
Mid	13-1161	Market Research Analysts and Marketing Specialists	\$78,000
Entry	41-9011	Demonstrators and Product Promoters	\$46,600
Farmers and Agriculture Workers			
Level	SOC	Description	Average Wage
Senior	11-9013	Farmers, Ranchers, and Other Agricultural Managers	\$126,000
Mid	45-2091	Agricultural Equipment Operators	\$44,000
Entry	45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	\$39,400

Health and Life Sciences

The Health and Life Sciences industry cluster focuses on advancing medical and biotechnology innovations to improve healthcare and patient outcomes, in addition to providing overarching health services for the region. The region is home to several companies driving advancements in this industry. Cognixion develops AI-enabled assistive research technologies, Promega specializes in biotechnology and diagnostic solutions, and Inogen produces portable oxygen concentrators to enhance respiratory care.

The Health and Life Sciences industry in the region employs nearly 26,000 workers across various occupations, accounting for 13.3 percent of total regional employment. **Registered Nurses** represent the second-most common occupation in the industry with over 4,600 workers. Registered Nurses face labor shortages, with 1.94 annual openings per regional training program completion. Generally, occupations in this industry see a shortfall in supply for new workers with the six most common occupations seeing more openings than completions (Table 12).

Table 12. Regional Supply and Demand for the 15 Most Common Health and Life Sciences Occupations

SOC	Occupation	Employment (2024Q2)	Completions	Avg. Annual Openings	Annual Openings per Completion
31-1122	Personal Care Aides	6,331	9	1,104	129.61
29-1141	Registered Nurses	4,617	144	279	1.94
31-1121	Home Health Aides	2,245	2	321	129.43
31-9092	Medical Assistants	1,790	132	270	2.05
31-1131	Nursing Assistants	1,769	32	270	8.44
43-6013	Medical Secretaries and Administrative Assistants	1,719	35	186	5.32
29-2061	Licensed Practical and Licensed Vocational Nurses	1,153	153	102	0.67
31-9091	Dental Assistants	1,010	43	141	3.29
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	879	165	110	0.66
21-1093	Social and Human Service Assistants	826	16	129	8.11
11-9111	Medical and Health Services Managers	816	47	96	2.03
43-4171	Receptionists and Information Clerks	717	-	208	-
43-9061	Office Clerks, General	632	-	573	-
29-2042	Emergency Medical Technicians	603	203	52	0.26
43-1011	First-Line Supervisors of Office and Administrative Support Workers	541	8	235	27.66

The Health and Life Sciences industry in the region offers structured career pathways for Medical Researchers, as well as Patient Service Providers, with opportunities for advancement in both fields. In the **Medical Research pathway**, entry-level Medical Equipment Preparers are responsible for sterilizing and preparing medical tools and equipment. They can advance to mid-level roles as Medical and Clinical Laboratory Technologists, who conduct diagnostic tests and analyze biological samples. At the senior level, they can progress to Medical Scientists (Except Epidemiologists), focusing on advanced research to develop treatments and improve health outcomes (Table 13).

In the **Patient Services pathway**, entry-level Personal Care Aides provide essential support for individuals needing assistance with daily activities. They can advance to mid-level positions as Nursing Assistants, responsible for basic patient care under the supervision of nurses. At the senior level, they can become Registered Nurses, taking on more complex patient care tasks and coordinating treatment plans (Table 13).

Table 13. Career Pathways in the Health and Life Sciences Industry Cluster

Medical Research			
Level	SOC	Description	Average Wage
Senior	19-1042	Medical Scientists, Except Epidemiologists	\$131,200
Mid	29-2011	Medical and Clinical Laboratory Technologists	\$69,000
Entry	31-9093	Medical Equipment Preparers	\$56,400
Patient Services			
Level	SOC	Description	Average Wage
Senior	29-1141	Registered Nurses	\$134,000
Mid	31-1131	Nursing Assistants	\$45,500
Entry	31-1122	Personal Care Aides	\$37,100

Building Design and Construction

The Building Design and Construction industry cluster in the region focuses on advancing sustainable construction practices and innovative building solutions. Key companies such as RRM Design Group, known for its architecture and planning services; Cannon, offering engineering and construction services; and Precision Construction Services, specializing in general contracting and construction management, are some of the region's core companies in this industry cluster.

The region's Building Design and Construction industry employs nearly 29,000 workers, accounting for 7.7 percent of total regional employment. **Construction Laborers** and **Carpenters** are the most common occupations, each employing 2,310 and 2,149 workers. Construction Managers and Civil Engineer graduates generally face a lack of open regional job opportunities, with less than 1 job opening per graduate (Table 14).

Table 14. Regional Supply and Demand for the 15 Most Common Building Design and Construction Occupations

SOC	Occupation	Employment (2024Q2)	Completions	Avg. Annual Openings	Annual Openings per Completion
47-2061	Construction Laborers	2,310	-	242	-
47-2031	Carpenters	2,149	-	178	-
11-9141	Property, Real Estate, and Community Association Managers	1,173	4	96	21.88
47-2141	Painters, Construction and Maintenance	1,128	-	90	-
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	1,076	22	128	5.68
41-9022	Real Estate Sales Agents	940	4	76	19.57
11-9021	Construction Managers	901	150	89	0.59
17-2051	Civil Engineers	846	189	68	0.36
43-9061	Office Clerks, General	808	-	573	-
47-2081	Drywall and Ceiling Tile Installers	732	-	49	-
13-1082	Project Management Specialists	690	234	134	0.57
49-9071	Maintenance and Repair Workers, General	689	-	283	-
11-1021	General and Operations Managers	585	577	393	0.68
47-2051	Cement Masons and Concrete Finishers	559	-	39	-
47-2073	Operating Engineers and Other Construction Equipment Operators	548	-	71	-

The Building Design and Construction industry offers well-defined career pathways for Civil Engineers and Construction Laborers and Management. In the **Civil Engineers pathway**, entry-level Construction Laborers perform manual labor on construction sites, assisting with various tasks. They can advance to mid-level roles as Operating Engineers and Other Construction Equipment Operators, who operate heavy machinery to support construction projects. From there, they can progress to senior Civil Engineers, who are responsible for designing, planning, and overseeing the construction of infrastructure projects such as roads, bridges, and buildings.

In the **Construction Laborers and Management pathway**, entry-level Construction Laborers perform physical tasks on construction sites, such as lifting and carrying materials. They can move into mid-level positions as First-Line Supervisors of Construction Trades and Extraction Workers, overseeing laborers and ensuring worksite safety and efficiency. At the senior level, individuals can become Construction Managers, responsible for planning, coordinating, and overseeing construction projects from start to finish (Table 15).

Table 15. Career Pathways - Building Design and Construction

Civil Engineers			
Level	SOC	Description	Average Wage
Senior	17-2051	Civil Engineers	\$113,000
Mid	47-2073	Operating Engineers and Other Construction Equipment Operators	\$88,800
Entry	47-2061	Construction Laborers	\$60,500
Construction Laborers and Management			
Level	SOC	Description	Average Wage
Senior	11-9021	Construction Managers	\$119,300
Mid	47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$88,000
Entry	47-2061	Construction Laborers	\$60,500

Blue Economy

The Blue Economy industry cluster is comprised of all economic activity related to the use of ocean and marine resources, ranging from fishing to offshore mining to restaurants, tourism, and recreation. Notable companies in this industry cluster include Aqueos, a marine construction and infrastructure firm; Santa Barbara Mariculture, focused on open ocean aquaculture; and Grassy Bar Oyster Company, a sustainable shellfish farm located in Morro Bay.

The region's Blue Economy industry cluster employs nearly 46,000 workers, accounting for 12.3 percent of total regional employment. **Fast Food and Counter Workers** and **Waiters and Waitresses** are the most common occupations, employing 7,781 and 5,501 workers, respectively. Blue Economy occupations with relevant education and training programs generally face labor shortages, as demonstrated by the Restaurant Cooks occupation, which has 20.18 annual openings per regional training program completion (Table 16).

Table 16. Regional Supply and Demand for the 15 Most Common Blue Economy Occupations

SOC	Occupation	Employment (2024Q2)	Completions	Avg. Annual Openings	Annual Openings per Completion
35-3023	Fast Food and Counter Workers	7,781	-	2,163	-
35-3031	Waiters and Waitresses	5,501	-	1,297	-
35-2014	Cooks, Restaurant	3,576	34	679	20.18
35-2011	Cooks, Fast Food	3,085	-	396	-
37-2012	Maids and Housekeeping Cleaners	2,413	-	568	-
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	2,372	36	441	12.30
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	1,443	-	355	-
35-9021	Dishwashers	1,359	-	274	-
35-2021	Food Preparation Workers	1,299	-	402	-
43-4081	Hotel, Motel, and Resort Desk Clerks	1,241	-	208	-
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	1,163	-	317	-
35-3011	Bartenders	1,147	-	452	-
41-2011	Cashiers	906	-	1,216	-
11-9051	Food Service Managers	840	14	140	10.20
53-3031	Driver/Sales Workers	539	-	126	-

The Blue Economy industry cluster provides clear career progression for those involved in sustainable seafood production and marine resource management. In the **Aquaculture Management** pathway, entry-level Farmworkers, Farm, Ranch, and Aquacultural play a hands-on role in maintaining aquaculture systems, monitoring aquatic species, and ensuring proper water quality. With experience, they can advance to First-Line Supervisors of Farming, Fishing, and Forestry Workers who oversee aquaculture operations and ensure compliance with environmental and safety regulations. At the senior level, workers can progress to Environmental Science and Protection Technicians, responsible for monitoring environmental impacts and sustainable aquaculture practices.

In the **Marine Construction and Engineering** pathway, entry-level Tank Car, Truck, and Ship Loaders are responsible for safely loading and unloading fuel, cargo, and materials for marine construction projects. With experience, they can transition to mid-level Riggers, who install and operate heavy lifting equipment and assist in assembling marine structures such as docks and offshore platforms. At the senior level, professionals can become Marine Engineers and Naval Architects, who design and oversee the construction of ships, submarines, and marine energy infrastructure, ensuring that structures meet safety and performance standards (Table 17).

Table 17. Career Pathways – Blue Economy

Aquaculture Management			
Level	SOC	Description	Average Wage
Senior	19-4042	Environmental Science and Protection Technicians, Including Health	\$80,900
Mid	45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	\$59,200
Entry	45-2093	Farmworkers, Farm, Ranch, and Aquacultural Animals	\$47,200
Marine Construction and Engineering			
Level	SOC	Description	Average Wage
Senior	17-2121	Marine Engineers and Naval Architects	\$131,600
Mid	49-9096	Riggers	\$76,100
Entry	53-7121	Tank Car, Truck, and Ship Loaders	\$65,600

For an in-depth analysis of the region's career pathways and corresponding training program opportunities, please refer to the separately published **SCC 2025 Career Pathways report**.

Enabling Upward Mobility for All Californians

The South Central Coast continues to grapple with regional inequalities, further intensified by post-pandemic recovery trends and changing industry skill demands. The emphasis on job quality and upward mobility remains crucial, especially in areas with high cost of living and a significant proportion of lower-skill, lower-wage workers. Enhancing job quality and facilitating career progression for individuals in entry-level roles are vital for the region's sustained economic recovery. This section of the Regional Plan outlines strategies to bolster economic security for residents through collaboration with High Road employers and by improving access to quality jobs for historically underserved populations.

Furthermore, the rapid advancement of AI and automation technologies emphasizes growing workforce needs for digital literacy skills, including the ability to leverage AI tools as an augmentative and productivity-enhancing tool. Digital literacy has become an essential skill, even for entry-level positions, and is a crucial component of worker upskilling and career advancement. The successful implementation of the Digital Literacy Training initiative throughout the region's AJCCs, identified in the 2021-2024 Regional Plan and funded by the RPU's Slingshot 4.0 grant, has provided valuable training to the South Central Coast labor force, and the RPU plans to expand program access and awareness to the region's most underserved populations. The RPU has continued a commitment to digital literacy skills training through RERP grant funding, which currently supports community access to digital literacy skills training throughout the region.

In addition, the South Central Coast RPU has prioritized future-focused workforce strategies highlighting priority industry clusters such as Cleantech and Energy, Precision Manufacturing, and Technology and Innovation. In 2025 and beyond, the RPU will continue enhancing partnerships with employers to develop tailored training programs that not only provide essential skills but also foster long-term career growth in High Road pathways in these industries.

This section summarizes regional job quality metrics and job quality trends within REACH priority industry clusters. The RPU will leverage these metrics to better understand the region's most underserved populations and develop strategies to target these populations and sub-regions.

High Road Workforce System and Job Quality

Job quality – which is typically measured in tiers – serves as a crucial measure of the economic vitality of a region or an industry. For instance, if a region or industry has many jobs, but most of those jobs pay less than a sustainable wage, workers will struggle to live and work in the region or industry.

To assess regional job quality trends, the research team retrieved wage data for occupational categories and classified each occupation into tier groups as shown in Table 18.

In South Central Coast households with two working adults and two children, each adult would need to work **1.5 Tier 3 jobs** to meet the living wage determination.

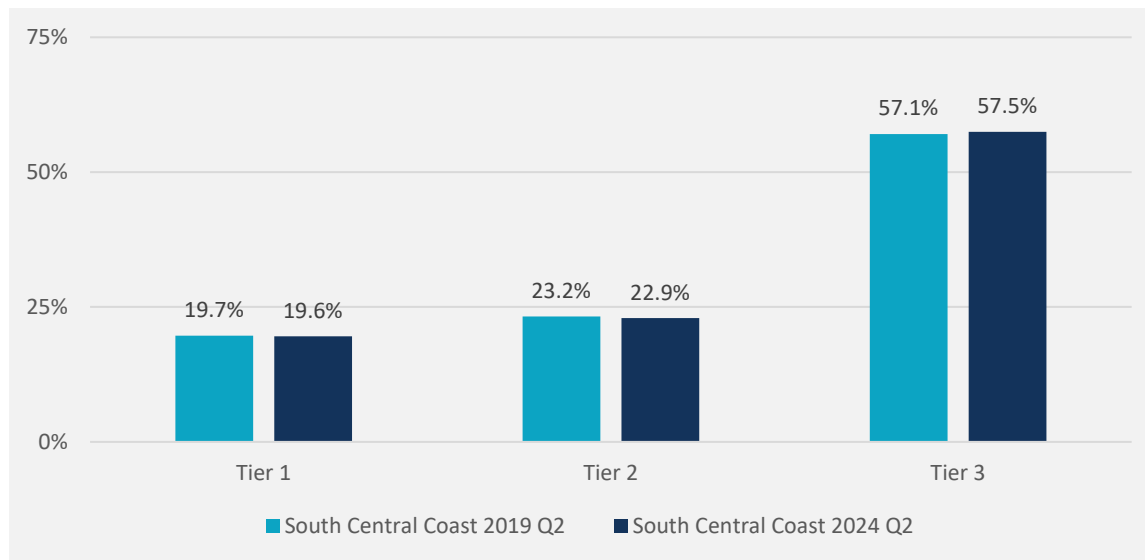
Table 18. Job Tier Description³⁰

Tier 1	Tier 2	Tier 3
Tier 1 occupations are typically the highest-paying, highest-skilled occupations in the economy. Such occupations include managerial positions (e.g., Sales Managers), professional positions (e.g., Lawyers), and highly skilled technology occupations, such as engineers, scientists, and computer programmers.	Tier 2 occupations are typically middle-wage, middle-skill occupations. These occupations include office and administrative positions (e.g., Accounting Clerks and Secretaries), manufacturing operations, and production positions (e.g., Electricians, Machinists).	Tier 3 occupations are typically the lowest-paying, lowest-skilled occupations and tend to account for the largest share of jobs in a region. These occupations include food service and retail jobs, building and groundskeeping positions, and personal care positions.
\$115,600 Median Annual Salary \$59.70 Average Hourly Wage	\$70,200 Median Annual Salary \$33.73 Average Hourly Wage	\$44,100 Median Annual Salary \$21.22 Average Hourly Wage

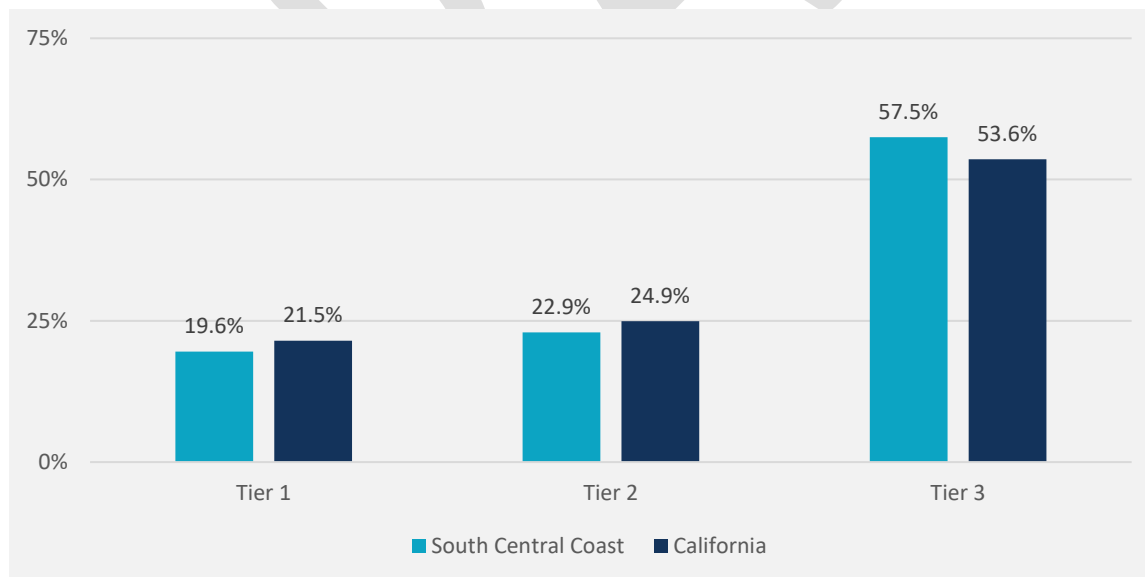
Job quality remained relatively consistent in the South Central Coast over the past five years.

Tier 1 jobs accounted for 19.7 percent of employment in 2019 and 19.6 percent in 2024, while the region's share of Tier 3 jobs increased by 0.4 percentage points from 2019 to 2024 (Figure 14).

³⁰ Average annual salary and average hourly wage calculated as of 2024Q2.

Figure 14. Job Quality by Tier in the South Central Coast Region (2019Q2 – 2024Q2)³¹

Job quality in the South Central Coast region is marginally lower than in the overall state. Tier 1 jobs account for 19.6 percent and 21.5 percent of South Central Coast and California employment, respectively, while Tier 3 jobs account for 57.5 percent of employment in the region, 3.9 percentage points higher than California (Figure 15).

Figure 15. Job Quality by Tier in the South Central Coast Region and the State (2024Q2)³²

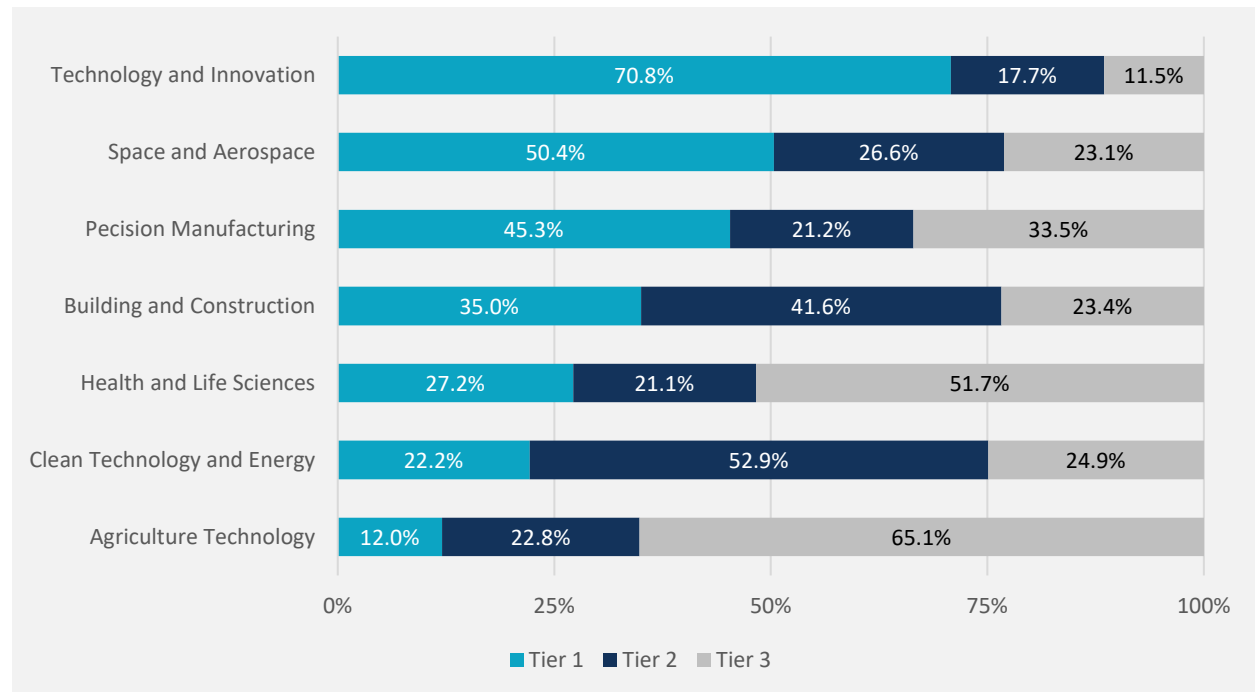
Among the REACH priority industry clusters, the Technology and Innovation cluster provides the highest quality jobs, with nearly three in four jobs (70.8 percent) in this cluster classified as

³¹ JobsEQ 2024 Q2. Bureau of Labor Statistics. Quarterly Census of Employment and Wages (2024).

³² JobsEQ 2024 Q2. Bureau of Labor Statistics. Quarterly Census of Employment and Wages (2024).

Tier 1 jobs. Agriculture Technology has the lowest job quality out of the REACH industries, with 65 percent of jobs classified as Tier 3 jobs (Figure 16).

Figure 16. Job Quality of REACH Industry Clusters³³



³³ JobsEQ 2024 Q2. Bureau of Labor Statistics. Quarterly Census of Employment and Wages (2024).

Climate and Environmental Sustainability

The South Central Coast RPU actively advances workforce strategies that align with California's High Road vision for climate and environmental sustainability. Recognizing the widespread impact of climate change on industries and employment, the RPU prioritizes workforce development initiatives that support the transition to a carbon-neutral economy.

The City of San Luis Obispo³⁴ and Santa Barbara County³⁵ have recently mobilized Climate Action Plans – to achieve the climate and emissions-related goals set forth in these reports, supporting regional goals to ensure that the South Central Coast has an adequate workforce supply within its Cleantech and Energy, climate, and environmental sustainability industries.

Multi-sectoral efforts aimed at advancing regional emissions reductions, climate adaptation, and regional resilience include:

- Participation in the **Santa Barbara County Regional Climate Collaborative** and the **Central Coast Climate Collaborative (4C)**, public/private/nonprofit partnerships that aim to address regional climate challenges
 - Receipt of funding to develop resilience hubs and a regional sea level monitoring plan
 - Development of a five-part webinar on carbon sequestration and offsets
- Launch of the **Tri-County Regional Energy Network (3C-REN)**, a collaboration between Santa Barbara, San Luis Obispo, and Ventura Counties, to provide programs and services to increase energy efficiency in buildings through workforce development, customer programs, and training
- Membership in **Central Coast Community Energy (3CE)**, which launched electricity service to commercial and residential customers in participating cities in 2021, based on a portfolio with a higher level of renewable energy sources
- Collaboration within the Santa Barbara County Association of Governments (SBCAG) to develop a **Central Coast Zero Emissions Vehicle Strategy** to support expansion of electric vehicle (EV) charging infrastructure within the Central Coast
- Collaboration with Uplift Central Coast to ensure economic development initiatives incorporate goals related to resilience and sustainability.³⁶

These climate-related initiatives are expected to support climate and energy-related employment demand in the South Central Coast Region.

³⁴ [City of San Luis Obispo. Climate Action Plan for Community Recovery.](#)

³⁵ [Santa Barbara County. 2030 Climate Action Plan \(2024\).](#)

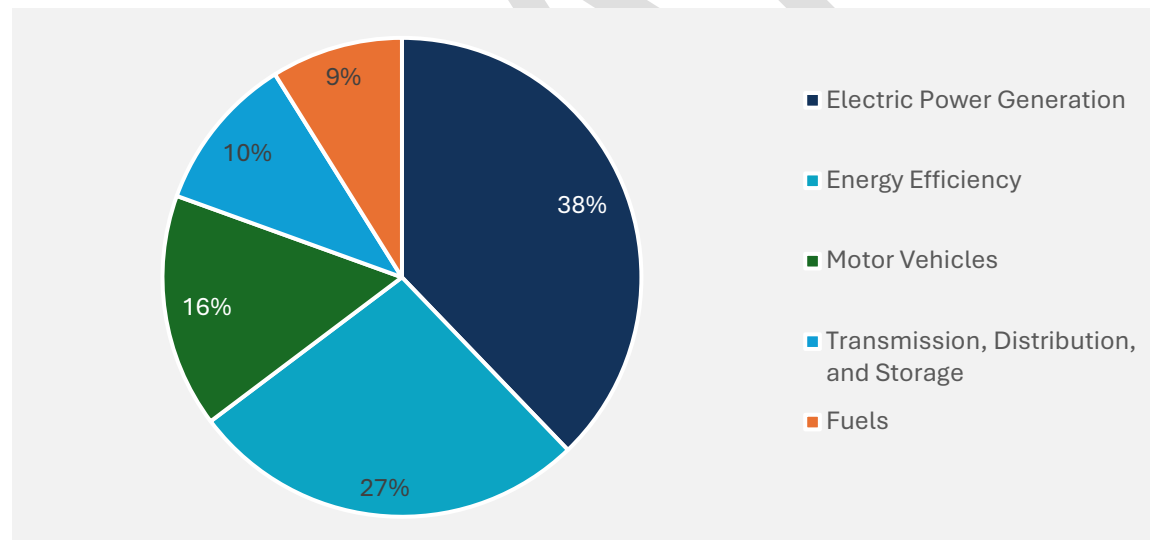
³⁶ [Santa Barbara County. 2030 Climate Action Plan \(2024\).](#)

This section of the report describes the current levels of climate and energy-related employment in the region, leveraging data derived from the Department of Energy’s United States Energy Employment Report (USEER), a novel dataset that quantifies clean energy employment across counties, states, and the country as a whole.

Traditional and Clean Energy Employment

Within the South Central Coast’s energy industry, employment is concentrated in the Electric Power Generation³⁷ sector, representing over one-third (38 percent) of total energy employment in the region as of 2023. The Energy Efficiency³⁸ sector is the next largest energy employer, representing 27 percent of total energy employment, while the Motor Vehicles³⁹ sector represents 16 percent as of 2023. The region’s smallest energy sectors are Transmission, Distribution, and Storage⁴⁰ and Fuels,⁴¹ each representing approximately 10 percent of total energy employment (Figure 17).

Figure 17. Energy Employment by Technology in the South Central Coast Region (2023)⁴²



The proportion of energy industry employment in the region’s Electric Power Generation, Motor Vehicles, and Fuels sectors has slightly increased in the past five years, while the Energy Efficiency and Transmission, Distribution, and Storage sectors have slightly declined (Figure 18).

³⁷ Includes Solar, Wind, Hydroelectric, Low-Impact Hydroelectric, Natural Gas Generation, and Other Power Generation employment.

³⁸ Includes High Efficiency HVAC and Renewable Heating and Cooling, Traditional HVAC, ENERGY STAR and Efficient Lighting, and Advanced Materials employment.

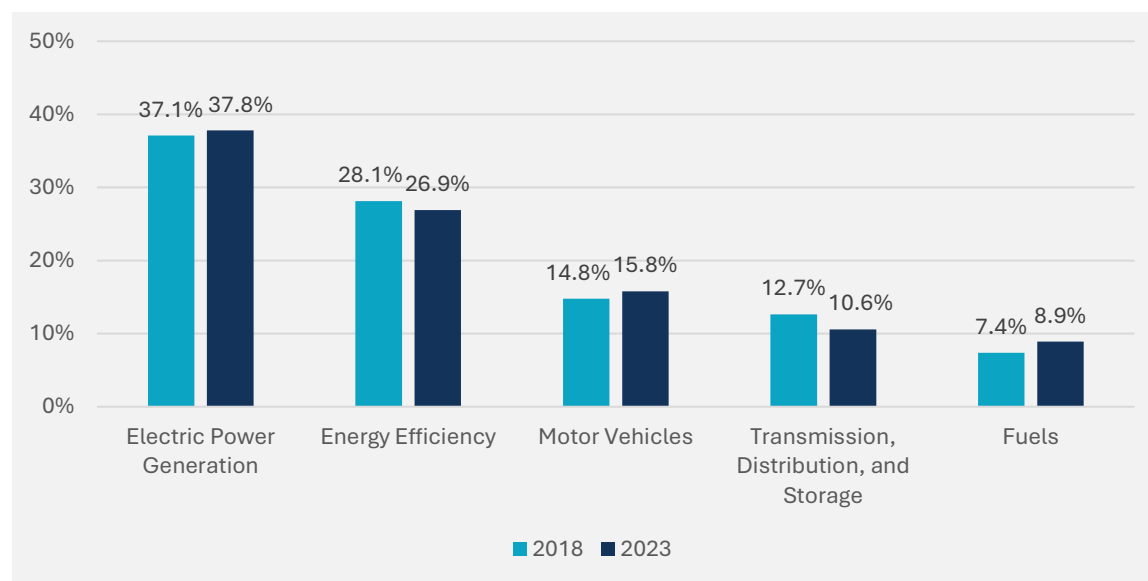
³⁹ Includes Hybrid Electric Vehicle, Electric Vehicle, Plug-In Hybrid Vehicle, Natural Gas Vehicle, and Hydrogen and Fuel Cell Vehicle employment.

⁴⁰ Includes Traditional TDS, Storage, Smart Grid, Microgrid, and Other Grid employment.

⁴¹ Includes Coal, Petroleum, Natural Gas, Woody Biomass, Corn Ethanol, Other Clean Fuels, and Other Traditional Fuels employment.

⁴² U.S. Department of Energy, United States Energy and Employment Report (2023).

Figure 18. Energy Employment by Technology in the South Central Coast Region (2018 – 2023)⁴³



⁴³ U.S. Department of Energy, United States Energy and Employment Report (2018 – 2023).

Aligning, Coordinating, and Integrating Programs and Services

This section of the Regional Plan highlights the RPU's efforts to collaborate with regional partners to maximize the efficiency and effectiveness of resources to better serve the community. The South Central Coast RPU's deep familiarity and experience with local partners enables strong relationships and frequent communication to ensure effective program integration and alignment. This section of the Regional Plan describes the RPU's efforts to support system alignment since its formation in the 2021-2024 Program Cycle and provides a framework for coordination and alignment in 2025 and beyond.

System Alignment

While the South Central Coast RPU does not typically enter into formal service delivery MOUs with the majority of its partners, the RPU maintains strong working relationships and points of contact at partner organizations. Additionally, most, if not all partners, have provided Letters of Support/Commitment for the RPU's special grant programs. Some of the RPU's partners include:

- Santa Barbara City College
- Allan Hancock College
- Lompoc Adult School and Career Center
- Santa Barbara County Sheriff's Office
- Santa Barbara County Education Office
- Santa Barbara County Public Health Department
- The Salvation Army
- The Good Samaritan
- Chambers of Commerce in each part of the County of Santa Barbara
- Econ Alliance

The following MOUs are also currently in place:

- **San Luis Obispo County Cybersecurity Consortium (SLOC3)** – WDBSLO has entered into an MOU led by California Polytechnic University (Cal Poly) aimed at increasing regional cybersecurity awareness and career pathway opportunities and establishing a multistakeholder partnership with a regional focus.
- **Santa Barbara County Probation** – SBCWDB has entered into an MOU with the Santa Barbara County Probation for the Prison 2 Employment 2.0 (P2E 2.0) Program, which provides intensive case management, job readiness service, paid work experience, supportive services, and transitional job opportunities, to justice-involved jobseekers.

Appendix A: Methodology

Economic Distress Index

The research team developed an index to quantify the level of economic distress in subregions at a granular ZIP code level. This index quantifies economic distress at the ZIP code level by looking at 5 different economic indicators derived from the U.S. Census Bureau's American Community Survey, which provide detailed labor market data at various geographic levels:

- Unemployment Rate
- Labor Force Participation Rate
- Median Income
- Percentage of Uninsured Residents
- Rent as a Percentage of Household Income

The research team then compared these indicators in each ZIP code against state averages to determine the "index score" for each indicator. ZIP codes that score above (below) the 75th (25th) percentile in at least 3 of the 5 measures are defined as "severely distressed". ZIP codes that meet 1 to 2 of these criteria are "somewhat distressed," while those that meet none of these criteria are "not distressed." Table 19 displays the reference values and associated 75th (25th) percentile reference values for the overall state utilized in creating the economic distress index.

Table 19. Economic Distress Index – California Reference Values⁴⁴

	Unemployment Rate	Median Annual Wages	Percentage of Residents with Health Insurance Coverage	Labor Force Participation Rate	Percentage of Households that spend 35% or More of Their Income on Rent
75th Percentile	7.9%	-	-	-	55.8%
25th Percentile	-	\$36,561	90.7%	55.2%	-
Direction of Analysis	> 7.9%	< \$36,561	< 90.7%	< 55.2%	> 55.8%

⁴⁴ United States Census Bureau. American Community Survey 5-year Estimates (2023).

Appendix B: Additional Figures

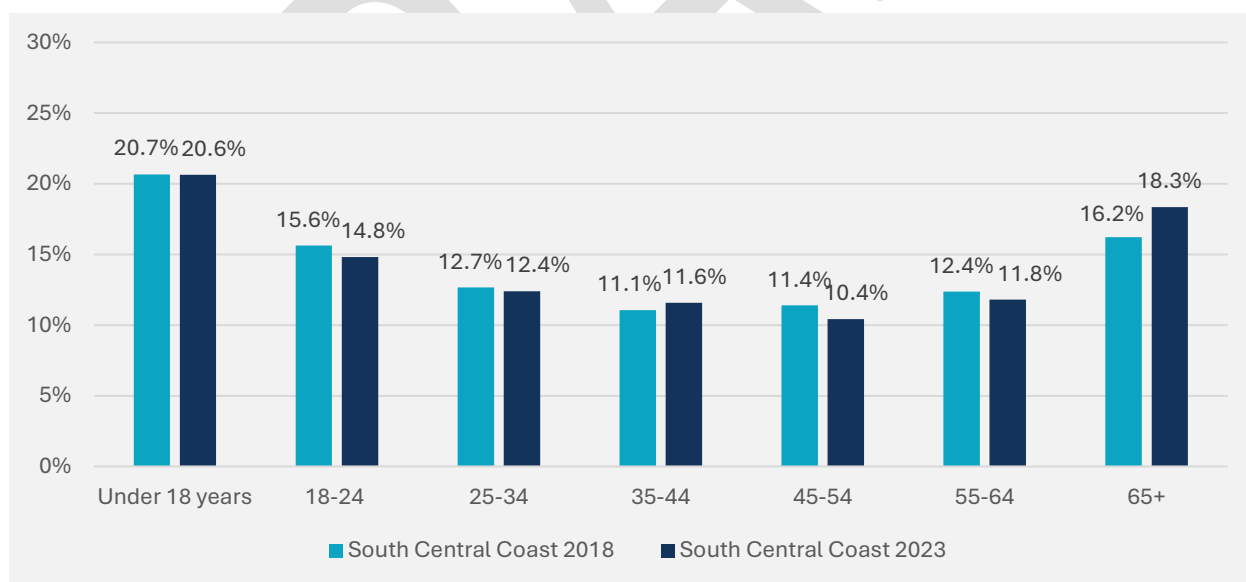
Table 20. Santa Barbara County Region Definition

Santa Barbara		
North	Central	South
93429, 93434, 93454, 93455, 93456, 93457, 93458	93254, 93427, 93436, 93437, 93438, 93440, 93441, 93460, 93463, 93464	93013, 93014, 93067, 93101, 93102, 93103, 93105, 93106, 93107, 93108, 93109, 93110, 93111, 93116, 93117, 93118, 93120, 93121, 93130, 93140, 93150, 93160, 93190, 93199

Table 21. San Luis Obispo County Region Definition

San Luis Obispo			
North	Coastal	SLO Sub-Region	South
93422, 93432, 93446, 93451, 93453, 93461, 93465	93402, 93424, 93428, 93430, 93442, 93452	93401, 93405, 93410	93420, 93433, 93444, 93445, 93449

Figure 19. Age Distribution of South Central Coast Residents (2018 – 2023)⁴⁵



⁴⁵ United States Census Bureau. American Community Survey 5-year Estimates (2018-2023).

Figure 20. Educational Attainment of California Residents Aged 25 and Older (2018 – 2023)⁴⁶

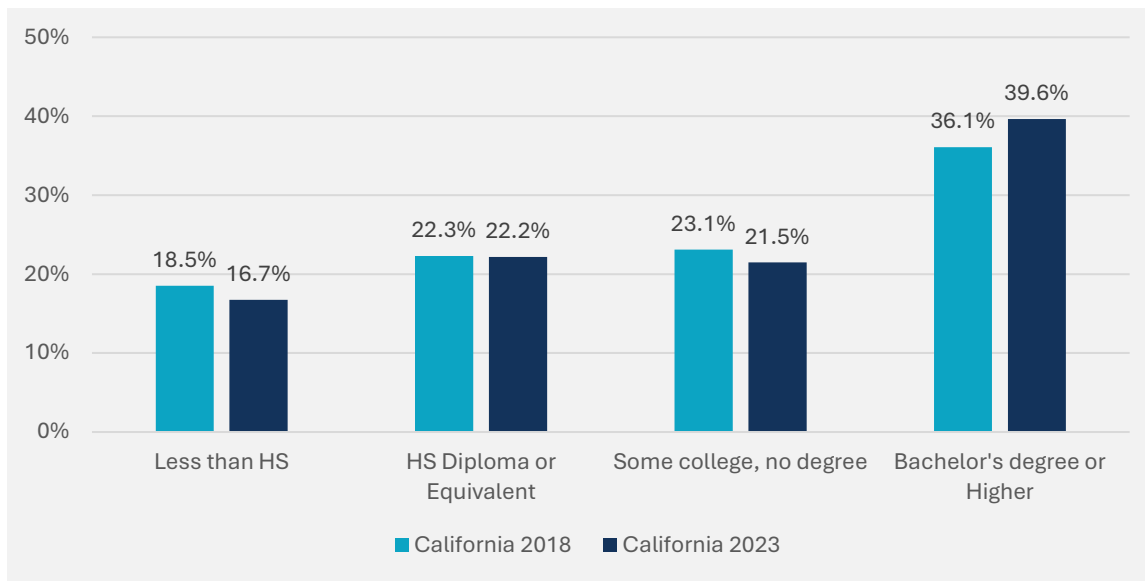
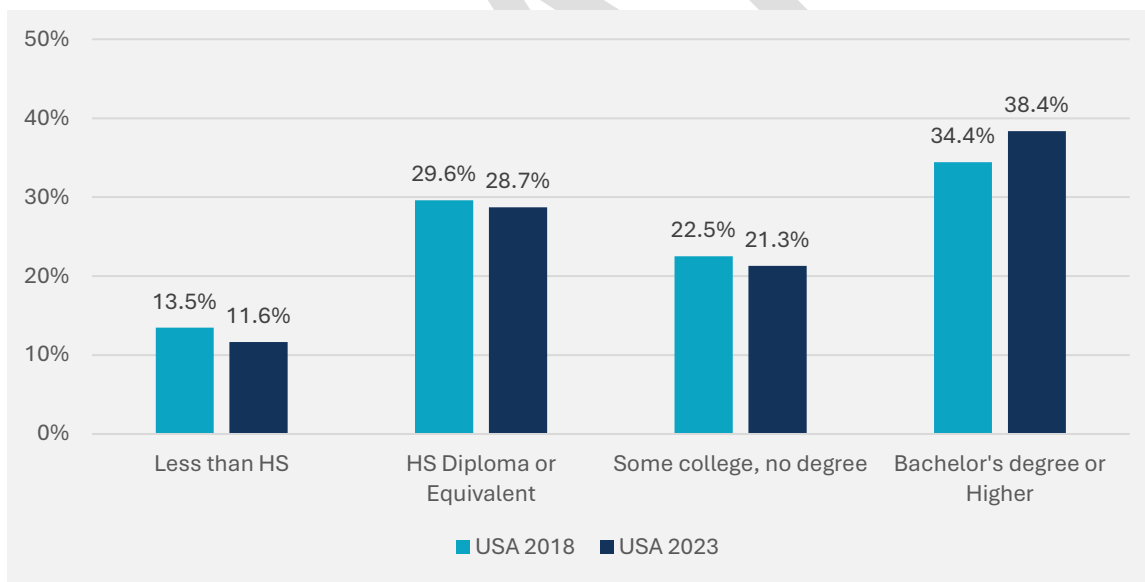


Figure 21. Educational Attainment of U.S. Residents Aged 25 and Older (2018 – 2023)⁴⁷



⁴⁶ United States Census Bureau. American Community Survey 5-year Estimates (2018-2023).

⁴⁷ United States Census Bureau. American Community Survey 5-year Estimates (2018-2023).

Stakeholder and Community Engagement Summary

The development of comprehensive plans entails building broad and inclusive partnerships with regional and local entities in a variety of sectors. This includes engaging with employers, labor organizations, and community-based organizations as well as WIOA core, required, and strategic program partners. Utilizing input from the communities themselves will ensure the inclusion of person-centered approaches to addressing multifaceted barriers to employment.

Stakeholders participating in the planning processes include, but are not limited to, employers, labor organizations, education partners, human services and housing partners, as well as community-based organizations that provide services to target populations such as the following: justice-involved, English language learners, refugees, immigrants, youth, older adults, veterans, people with disabilities, and any other entities supporting historically unserved or underserved communities.

The following table summarizes stakeholder involvement and community engagement efforts taken in developing the Regional Plan.

Table 22: Summary of Stakeholder Engagement Efforts

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
In-person	TANF	CalWORKs/CalFresh managers and case managers	Increase awareness among CalWORKs/Welfare to Work case managers about WIOA/SLO Cal Careers services beyond subsidized employment training opportunities; Develop policies and procedures for co-case management of co-enrolled WIOA/TANF participants.
Virtual	Economic Development & Employers/Local Business Community	REACH; Chambers of Commerce staff, City and County (SLO & Santa Barbara) economic development staff	Improve communication to Chambers about procurement activities/opportunities; Support development of Chambers' knowledge of WIOA-funded business services. Simplify outreach messaging about the variety of services available through AJCCs. Increase outreach to businesses not engaged with Chambers of Commerce; Simplify multitude of information available about WIOA/AJCC services.
In person	Santa Barbara stakeholders involved in and/or interested in regional and local education and workforce development planning efforts	Santa Barbara County industry professionals, CTE Advisory Committee members, high school educators, and community partners	Pathways to Success: Early College & Employer Engagement Event hosted by Allan Hancock College in collaboration with the SBCWDB. Presentation outlining draft research findings were presented in-person, and feedback was obtained from participants and integrated into the local and regional plans.
In person	SLOWDB Executive Committee Members and public. Review of Draft Local & Regional Plans and public input opportunity.	Local Employers, Chamber of Commerce, Department of Rehabilitation	Include recommendations/action steps the SLOWDB/Local Area can take in response to needs identified through LMI included in the Plans. SLOWDB to identify opportunities to outreach/present on findings of Plans to increase community awareness of workforce needs, programs available, and activities of the SLOWDB/SLO Cal Careers.
Virtual & In-person	SBC members and interested parties (open to public)	TBD	Meeting information posted on SBCWDB website. Virtual presentation of key findings from the local and regional plans to be delivered to the SBCWDB Board via Zoom. Comments received from the public will be recorded in the regional and local plans.
SBCWDB Newsletter	SBC members & key stakeholders	TBD	Announce availability of draft plans for comment.

Public Comments Received that Disagree with the Regional Plan

[PUBLIC COMMENT PERIOD PENDING]

DRAFT

Signature Page

By signing below, the Local Board Chairs request approval of the South Central Coast’s 2025-2028 Regional Plan.

Local Board Chairs

Signature

Name

Chair, Workforce Development
Board of San Luis Obispo
County

Title

Date

Local Board Chairs

Signature

Name

Santa Barbara County
Workforce Development Board
Chair

Title

Date

WDB FY 2024-25 Budget & Expenditures
Fiscal Year 2024-2025

YTD Expense thru **03/31/25**

Item 8.1
9 month(s) elapsed

		See TABs for details			
	Budget Narrative	Budget*	YTD Actuals	Percent Expended	Balance
DSS/WDB Staff Salary & Benefits	DSS Administrative and Fiscal cost These expenses are for DSS salaries and actual time spent on the WIOA Program. This includes WDB support, administrative support, program monitoring, contract management, procurement, state reporting, data management, and fiscal management support.	\$ 558,963	\$ 362,128.47	64.79%	\$ 196,835
DSS/WIOA Operating	Operating expenses include travel, registration, memberships, legal notices, auditing and office supplies. Also included are labor market data subscriptions, outreach, business services contracts and other WIOA system-wide projects approved by the WDB. Career Center facility rent is also included here.	\$ 394,617	\$ 206,722	52.39%	\$ 187,895
Eckerd- WIOA Youth <i>WIOA Youth Employment and Training Services.</i>	WIOA Title I Youth services, staffing, operations, facility and participant costs.	\$ 700,000	\$ 349,814	49.97%	\$ 350,186
Eckerd - WIOA Adult, Dislocated Worker and SLO Cal Career Center Operator <i>WIOA Adult, Dislocated Worker & Business Services</i>	WIOA Title I Adult & Dislocated Worker services, staffing, operations, and participant costs.	\$ 670,000	\$ 358,051	53.44%	\$ 311,949
Regional Plan Implementation 5.0 (RPI 5.0)	Regional Plan Implementation - Staff Development and implementation of the Regional Plan Framework for the South Central Coast Regional Planning Unit	\$ 14,500	\$ 185	99.25%	\$ 109
High Road Construction Careers: Resilient Workforce Fund (HRCC:RWF) Non-WIOA Special Grant	High Road Construction Careers: Resilient Workforce Fund (Building Trades Pre-Apprenticeship training Program) operations, staff, direct services and participant costs.	\$ 424,690	\$ 56,456	21.41%	\$ 333,774
Prison to Employment (P2E) Non-WIOA Special Grant	Expanded career services to justice involved individuals. Staffing, operations and participant costs.	\$ 157,599	\$ 18,032	11.44%	\$ 139,567
Regional Equity and Recovery Partnerships (RERP) Non-WIOA Special Grant	Supporting alignment of job seekers with community college training. Staffing, operations and participant costs.	\$ 494,664	\$ 3,286	0.66%	\$ 491,378
TOTAL:		\$ 3,415,033 <i>Target thru</i>	\$ 1,354,676 <i>03/31/25</i>	39.67% <i>75.00%</i>	\$ 2,011,691 <i>month(s) elapsed</i>

Operating Expenditure Budget

Fiscal Year 2024-2025

	MONTHLY EXPENDITURES														
	Budget	YTD Actuals	Remaining	July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
Travel (WDB Staff & WDB Members) expenses, registrations & local mileage	\$ 25,000	\$ 19,474	\$ 5,526.11	\$ 1,209.65		\$ 7,967.07	\$ 190.57	\$ 904.57	\$ 5,344.69	\$ 77.71	\$ 2,544.42	\$ 1,235.21			
Subrecipient Contractor Audit/Monitorings (County Auditor)	\$ 9,000	\$ -	\$ 9,000.00												
Office Supplies/Printing/Publication & Legal Notices	\$ 18,800	\$ 18,744	\$ 56.27	\$ 1,542.87	\$ -	\$ 7,137.27		\$ 119.39	\$ 877.64	\$ 8,315.00		\$ 751.56			
Memberships (CWA; NAWDP; Chambers)	\$ 4,750	\$ 4,712	\$ 37.88	\$ 3,042.00	\$ -			\$ 399.00	\$ 1,000.00			\$ 271.12			
WDB Member Recognition	\$ 400	\$ -	\$ 400.00												
Total:	\$ 57,950	\$ 42,930	\$ 15,020.26	\$ 5,794.52	\$ -	\$ 15,104.34	\$ 190.57	\$ 1,422.96	\$ 7,222.33	\$ 8,392.71	\$ 2,544.42	\$ 2,257.89	\$ -	\$ -	\$ -

Services & Systems Purchase Orders	Budget	YTD Actuals	Remaining	July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June
County Property Services (Career Center Facility Rent)	\$ 90,191	\$ 63,097	\$ 27,094.11			\$ 21,740.78	\$ 71.84	\$ 7,755.28	\$ 7,965.93	\$ 8,608.84	\$ 7,687.05	\$ 9,267.17			
Career Center Utilities (phone/internet; gas; electric; & janitorial)	\$ 22,476	\$ 14,603	\$ 7,872.67			\$ 3,648.69	\$ 1,369.00	\$ 3,270.82	\$ 1,806.32	\$ 1,841.99	\$ 885.89	\$ 1,780.62			
Atascadero Chamber - WIOA Layoff Aversion Services Contract	\$ 100,000	\$ 55,218	\$ 44,782.08		\$ 6,969.35	\$ 6,560.07	\$ 6,306.98	\$ 8,801.91	\$ 6,184.36		\$ 13,903.23	\$ 6,492.02			
Trades Apprenticeship Outreach	\$ 4,000	\$ 2,007	\$ 1,993.46					\$ 2,006.54							
Local Plan	\$ 10,000	\$ 9,940	\$ 60.00									\$ 9,940.00			
WIOA Youth Technical Assistance Consultant Contract	\$ 25,000	\$ 13,055	\$ 11,945.30			\$ 2,625.00	\$ 1,500.00	\$ 1,945.31	\$ 1,546.88	\$ 1,359.38	\$ 1,968.75	\$ 2,109.38			
Mid State Fair - Construction Career Fair	\$ 5,000	\$ -	\$ 5,000.00												
WIOA Rapid Response	\$ 80,000	\$ 5,873	\$ 74,126.74							\$ 1,933.97	\$ 2,784.35	\$ 1,154.94			
Total:	\$ 336,667	\$ 163,793	\$ 172,874.36	\$ -	\$ 6,969.35	\$ 34,574.54	\$ 9,247.82	\$ 23,779.86	\$ 17,503.49	\$ 13,744.18	\$ 27,229.27	\$ 30,744.13	\$ -	\$ -	\$ -

DSS Operating Expense Grand Total	\$ 394,617	\$ 206,722.38	\$ 187,894.62	\$ 5,794.52	\$ 6,969.35	\$ 49,678.88	\$ 9,438.39	\$ 25,202.82	\$ 24,725.82	\$ 22,136.89	\$ 29,773.69	\$ 33,002.02	\$ -	\$ -	\$ -
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*Salary and Benefits included on Summary Tab

Eckerd - WIOA Youth Services

Fiscal Year 2024-2025

Expenditures

				MONTHLY EXPENDITURES												
						July & Aug Invo	Sept. Invoice	Oct. Invoice	Nov. Invoice	Dec. Invoice	Jan. Invoice	Feb. Invoice	Mar. Invoice			
IN AND OUT OF SCHOOL	Budget	YTD Actuals	Remaining	July*	August*	September	October	November	December	January	February	March	April	May	June	
Salaries & Benefits	\$ 326,615.52	\$ 203,783	\$ 122,832.27			\$ 55,014.32	\$ 25,130.61	\$ 29,379.87	\$ 28,587.76	\$ 21,334.44	\$ 21,830.40	\$ 22,505.85				
Operations	\$ 54,357.61	\$ 22,353	\$ 32,004.65			\$ 3,768.92	\$ 4,223.59	\$ 3,708.43	\$ 5,112.54	\$ 1,556.67	\$ 2,363.73	\$ 1,619.08				
Participant Costs	\$ 237,680.00	\$ 81,128	\$ 156,551.55			\$ 17,472.16	\$ 8,173.20	\$ 11,256.80	\$ 9,123.25	\$ 8,394.97	\$ 12,243.18	\$ 14,464.89				
Indirect	\$ 81,346.87	\$ 42,550	\$ 38,797.09			\$ 10,656.23	\$ 5,212.34	\$ 6,189.22	\$ 5,933.32	\$ 4,315.09	\$ 5,048.64	\$ 5,194.94				
Total:	\$ 700,000.00	\$ 349,814	\$ 350,185.56	\$ -	\$ -	\$ 86,911.63	\$ 42,739.74	\$ 50,534.32	\$ 48,756.87	\$ 35,601.17	\$ 41,485.95	\$ 43,784.76	\$ -	\$ -	\$ -	\$ -
Work Experience (included in total)*		\$ 112,947.94														

Eckerd - WIOA Adult, Dislocated Worker, Business Services & Career Center Operator
Fiscal Year 2024-2025

Adult				MONTHLY EXPENDITURES												
					July Inv		Aug & Sep Inv	Oct Inv	Nov. Inv.	Dec. Inv	Jan. Inv	Feb. Inv	Mar. Inv			
				July	August	September	October	November	December	January	February	March	April	May	June	Final June
Salaries & Benefits	\$ 164,176.77	\$ 128,684.22	\$ 35,492.55		\$ 14,546.71		\$ 28,875.37	\$ 21,373.24	\$ 19,807.89	\$ 17,065.02	\$ 14,716.80	\$ 12,299.19				
Operations	\$ 30,547.12	\$ 12,117.84	\$ 18,429.28		\$ 741.72		\$ 4,065.34	\$ 2,250.09	\$ 2,339.12	\$ 675.20	\$ 1,221.42	\$ 824.95				
Participant Training (ITA/OJT)	\$ 142,800.00	\$ 75,810.44	\$ 66,989.56		\$ 13,495.00		\$ 26,991.00	\$ 3,442.44		\$ 7,708.00	\$ 16,466.00	\$ 7,708.00				
Participant Supportive Services	\$ 1,500.00	\$ 204.52	\$ 1,295.48				\$ 204.52									
Other Participant Training Costs	\$ 540.00		\$ 540.00													
Indirect	\$ 30,436.11	\$ 19,885.56	\$ 10,550.55		\$ 2,155.67		\$ 4,616.49	\$ 3,442.09	\$ 3,101.06	\$ 2,486.78	\$ 2,242.71	\$ 1,840.76				
Total:	\$ 370,000.00	\$ 236,702.58	\$ 133,297.42	\$ -	\$ 30,939.10	\$ -	\$ 64,752.72	\$ 30,507.86	\$ 25,248.07	\$ 27,935.00	\$ 34,646.93	\$ 22,672.90	\$ -	\$ -	\$ -	\$ -

Dislocated Worker				MONTHLY EXPENDITURES												
					July Inv		Aug & Sep Inv	Oct Inv	Nov. Inv.	Dec. Inv	Jan. Inv	Feb. Inv	Mar. Inv			
				July	August	September	October	November	December	January	February	March	April	May	June	Final June
Salaries & Benefits	\$ 166,853.62	\$ 96,736.90	\$ 70,116.72		\$ 11,248.78		\$ 22,664.07	\$ 13,189.29	\$ 13,133.71	\$ 14,297.75	\$ 11,981.95	\$ 10,221.35				
Operations	\$ 29,623.12	\$ 9,706.96	\$ 19,916.16		\$ 350.43		\$ 3,432.88	\$ 2,169.41	\$ 1,766.99	\$ 476.92	\$ 1,023.58	\$ 486.75				
Participant Training (ITA/OJT)	\$ 70,800.00	\$ -	\$ 70,800.00													
Participant Supportive Services	\$ 1,500.00	\$ -	\$ 1,500.00													
Other Participant Training Costs	\$ 540.00		\$ 540.00													
Indirect	\$ 30,683.26	\$ 14,904.80	\$ 15,778.46		\$ 1,635.49		\$ 3,650.54	\$ 2,143.25	\$ 2,078.59	\$ 2,068.13	\$ 1,829.04	\$ 1,499.76				
Total:	\$ 300,000.00	\$ 121,348.66	\$ 178,651.34	\$ -	\$ 13,234.70	\$ -	\$ 29,747.49	\$ 17,501.95	\$ 16,979.29	\$ 16,842.80	\$ 14,834.57	\$ 12,207.86	\$ -	\$ -	\$ -	\$ -

TOTAL AJCC - One Stop	Budget	YTD Actuals	Remaining													
Adult	\$ 370,000.00	\$ 236,702.58	\$ 133,297.42	\$	-	\$ 30,939.10	\$	-	\$ 64,752.72	\$ 30,507.86	\$ 25,248.07	\$ 27,935.00	\$ 34,646.93	\$ 22,672.90	\$ -	\$ -
Dislocated Worker	\$ 300,000.00	\$ 121,348.66	\$ 178,651.34	\$	-	\$ 13,234.70	\$	-	\$ 29,747.49	\$ 17,501.95	\$ 16,979.29	\$ 16,842.80	\$ 14,834.57	\$ 12,207.86	\$ -	\$ -
Total:	\$ 670,000.00	\$ 358,051.24	\$ 311,948.76	\$	-	\$ 44,173.80	\$	-	\$ 94,500.21	\$ 48,009.81	\$ 42,227.36	\$ 44,777.80	\$ 49,481.50	\$ 34,880.76	\$ -	\$ -

Regional Plan Implementation 5.0 (RPI 5.0)

Fiscal Year 2024-2025

				MONTHLY EXPENDITURES														
	Budget	FY 23/24	YTD Actuals	Remaining	July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Final June	
RPI 5.0 - Staff Development	\$14,500.00	\$14,206.67	\$ 184.83	\$ 108.50		\$ 184.83												
Total:	\$14,500.00	\$14,206.67	\$ 184.83	\$ 108.50	\$ -	\$ 184.83	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	

High Road Construction Careers: Resilient Workforce Fund (HRCC: RWF)

Non-WIOA Special Grant

	Budget	FY 23/24	YTD Actuals	Remaining	July	MONTHLY EXPENDITURES											
						July Invoice	Aug Invoice	Sept Invoice	Oct Invoice	Nov Invoice	Dec Invoice	Jan Invoice	Feb Invoice	March Invoice	April Invoice	May Invoice	June Invoice
Eckerd - Salaries & Benefits	\$ 163,821.00	\$ 17,188.83	\$ 21,371	\$ 125,261.04		\$ 3,502.97	\$ 3,938.16	\$ 3,157.23	\$ 2,056.37	\$ 2,203.26	\$ 3,092.87	\$1,249.15	\$ 2,171.12				
Eckerd Contract - Participant Costs	\$ 238,589.00	\$ 14,638.25	\$ 32,178	\$ 191,772.32		\$ 7,970.77			\$ 5,400.00	\$ 1,400.00	\$11,738.36		\$ 5,669.30				
Eckerd - Indirect Costs	\$ 22,280.00	\$ 2,632.47	\$ 2,906	\$ 16,741.07		\$ 476.40	\$ 535.59	\$ 429.38	\$ 279.67	\$ 299.64	\$ 420.63	\$ 169.88	\$ 295.27				
Grant Total:	\$ 424,690.00	\$ 34,459.55	\$ 56,456	\$ 333,774.43	\$ -	\$11,950.14	\$ 4,473.75	\$ 3,586.61	\$ 7,736.04	\$ 3,902.90	\$15,251.86	\$1,419.03	\$ 8,135.69	\$ -	\$ -	\$ -	\$ -

	Budget	FY 23/24	YTD Actuals	Remaining	July	August	September	October	November	December	January	February	March	April	May	June	
WDB Staff Salaries & Benefits	\$ 17,373.00	\$ 4,217.87	\$ 8,650	\$ 4,505.36	\$1,539.33	\$ 2,601.01	\$ 2,240.19	\$ 1,887.56	\$ 381.68								

TOTAL HRCC:RWF	Budget	FY 23/24	YTD Actuals	Remaining	July	August	September	October	November	December	January	February	March	April	May	June	
Eckerd Contract	\$ 424,690.00	\$ 34,459.55	\$ 56,456.02	\$ 333,774.43	\$ -	\$ 11,950.14	\$ 4,473.75	\$ 3,586.61	\$ 7,736.04	\$ 3,902.90	\$ 15,251.86	\$ 1,419.03	\$ 8,135.69	\$ -	\$ -	\$ -	\$ -
WDB Staff Salaries & Benefits	\$ 17,373.00	\$ 4,217.87	\$ 8,649.77	\$ 4,505.36	\$ 1,539.33	\$ 2,601.01	\$ 2,240.19	\$ 1,887.56	\$ 381.68	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Total:	\$ 442,063.00	\$ 38,677.42	\$ 65,105.79	\$ 338,279.79	\$ 1,539.33	\$ 14,551.15	\$ 6,713.94	\$ 5,474.17	\$ 8,117.72	\$ 3,902.90	\$ 15,251.86	\$ 1,419.03	\$ 8,135.69	\$ -	\$ -	\$ -	\$ -

Direct Services Subcontracted to

Eckerd: Eckerd

Contract Total: \$424,690

WDB Staff Salaries & Benefits

\$17,373

Prison to Employment (P2E)

Non-WIOA Special Grant

Direct Services Contract with Eckerd

Direct Services Contract with Eckerd				MONTHLY EXPENDITURES													
					July Invoice		Aug Invoice	Sept Invoice	Oct Invoice	Nov Invoice	Dec Invoice	Jan Invoice	Feb Invoice	March Invoice	April Invoice	May Invoice	June Invoice
				Budget	YTD Actuals	Remaining	July	August	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
Personnel Costs	\$ 50,514.00	\$ 14,861.84	\$ 35,652.16		953.25	2,446.16	1,627.08	2,448.58	1,838.02	2,421.69	1,873.19	1,253.87					
Operations	\$ 7,731.00	\$ 324.80	\$ 7,406.20			21.06	44.75	66.24	60.66	40.62	44.74	46.73					
Participant Costs	\$ 81,923.00	\$ 779.98	\$ 81,143.02						200.00	579.98							
Indirect Costs	\$ 17,431.00	\$ 2,065.39	\$ 15,365.61		134.41	347.88	235.73	354.59	267.71	347.19	270.43	107.45					
Total:	\$ 157,599.00	\$ 18,032.01	\$ 139,566.99	\$ -	\$ 1,087.66	\$ 2,815.10	\$ 1,907.56	\$ 2,869.41	\$ 2,366.39	\$ 3,389.48	\$ 2,188.36	\$ 1,408.05	\$ -	\$ -	\$ -	\$ -	

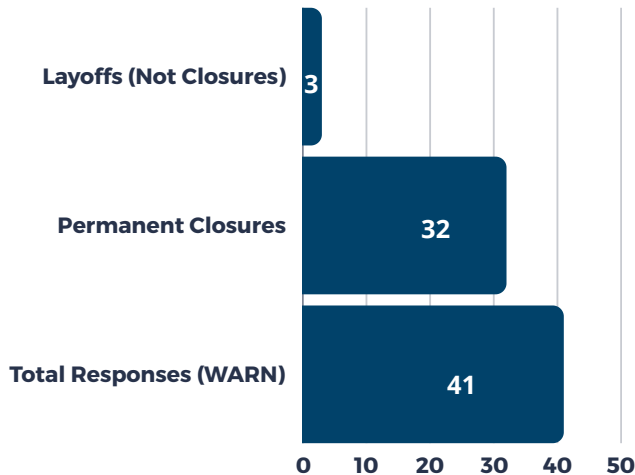
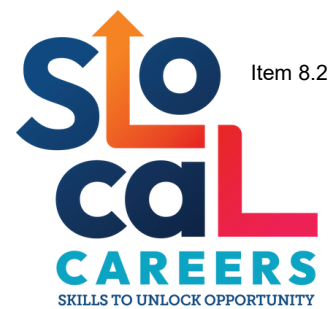
Regional Equity and Recovery Partnerships (RERP)

Non-WIOA Special Grant

				MONTHLY EXPENDITURES												
									Nov Invoice	Dec Invoice	Jan Invoice	Feb Invoice	March Invoice	April Invoice	May Invoice	June Invoice
*DRAFT BUDGET	Budget	YTD Actuals	Remaining	July	August	September	October	November	December	January	February	March	April	May	June	Final June
Digital Literacy Training	\$ 62,000.00	\$ -	\$ 62,000.00													
Eckerd -Direct Services Contract	\$ 379,796.00	\$ 3,286.43	\$ 376,509.57								\$ 362.62	\$ 2,923.81				
Invoice Total	\$ 441,796.00	\$ 3,286.43	\$ 438,509.57						\$ -	\$ -	\$ 362.62	\$ 2,923.81	\$ -	\$ -	\$ -	\$ -
WDB Staff Salaries & Benefits	\$ 52,868.00	\$ 6,803.33	\$ 46,064.67								\$ 2,882.51	\$ 3,920.82				
Total:	\$ 494,664.00	\$ 10,089.76	\$ 484,574.24	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,245.13	\$ 6,844.63	\$ -	\$ -	\$ -	\$ -

Rapid Response

PROGRAM YEAR 2024-2025

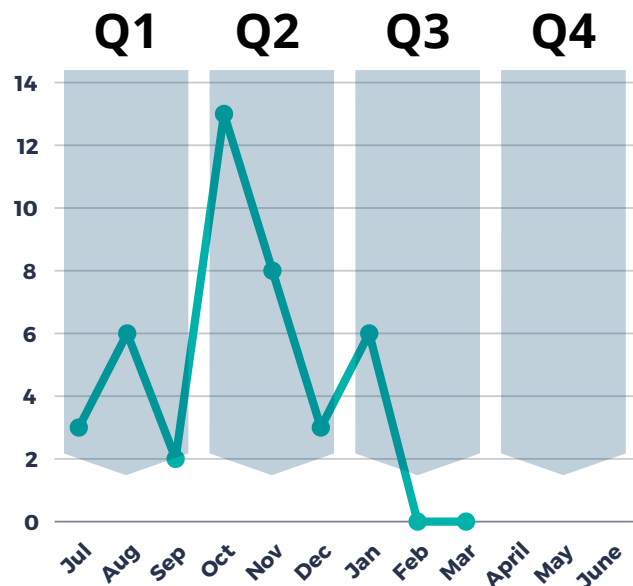


PROGRAM YEAR 2024-2025 RAPID RESPONSE SUMMARY

In the current program year, 2024-25, there have been forty-one (41) Rapid Responses conducted throughout San Luis Obispo County. Thirty-five (35) of these have or will result in layoffs or closures. Twenty-one (21) were received via media sources, eleven (11) were reported by staff, and nine (9) were received via WARN.

RAPID RESPONSES BY QUARTER

In the first quarter of the 2024-2025 program year, there were 11 responses conducted. Three (3) took place in July, six (6) in August, and two (2) in September. In Q2, there were twenty-four (24) Rapid Responses, thirteen (13) in October, eight (8) in November, and three (3) in December. In January, there were an additional six (6) Rapid Responses. None took place in February and March. Of the rapid responses to date, thirty-four have or will result in actual layoffs or closure.



5.7K

Unemployed civilians in
San Luis Obispo County in
February 2024

4.2%

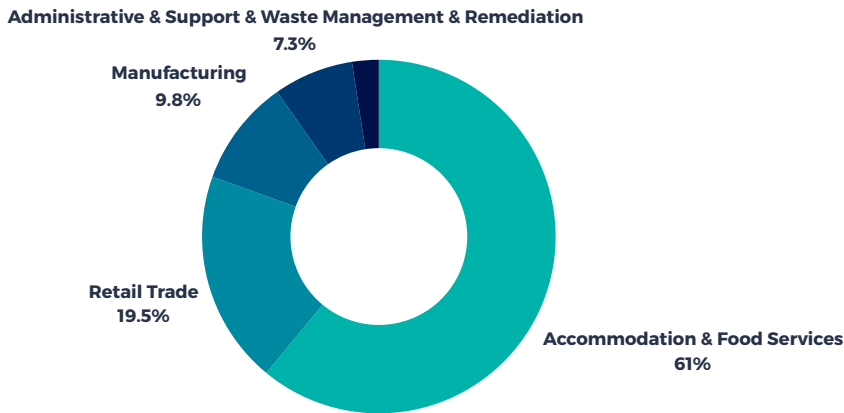
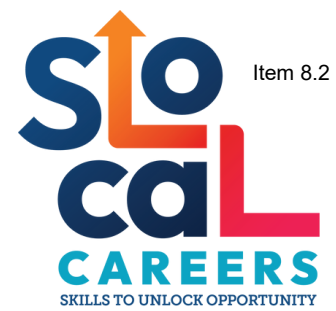
Latest Unemployment
Rate in San Luis Obispo
County

#6

San Luis Obispo County
current rank for lowest
unemployment rate in CA

Rapid Response

PROGRAM YEAR 2024-2025

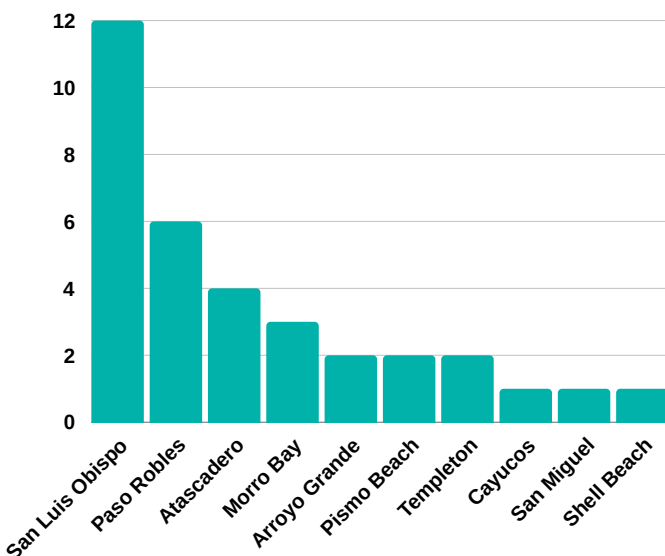


RAPID RESPONSE DATA BY INDUSTRY

The Rapid Response data recorded shows that the Accommodation & Food Services industry has been most affected in the first quarter of this program year. The industry accounted for 61% or 25 of the 41 Rapid Responses conducted in San Luis Obispo County. The Retail Trade comprised another 19.5%, as there were 8 impacted businesses in that sector. The Manufacturing industry comprised nearly 10% with 4 Responses and the Administrative and Support and Waste Management & Remediation industry accounted for over 7%, with 3 responses. Lastly, the Information sector held 2.4% of the responses with 1 conducted in that industry.

RAPID RESPONSE DATA BY LOCATION

Most Rapid Responses conducted to date have been for businesses located in the cities of San Luis Obispo and Paso Robles, with twelve and six responses respectively in each city. Four responses took place in Atascadero and three in each of the cities of Arroyo Grande, Morro Bay, and Pismo Beach. Grover Beach and Templeton each had two impacted businesses. Avila Beach, Cayucos, San Miguel, and Shell Beach also had one response each. A response was also conducted for an out-of-the-area employer with remote staff in SLO.



Please notify our team about any business closures or layoffs at (805) 781-1908 or SLOworkforce@co.slo.ca.us