COUNTY OF SAN LUIS OBISPO
DEPARTMENT OF SOCIAL SERVICES
WORKFORCE DEVELOPMENT BOARD
Dawn Boulanger *Workforce Development Board Director*
Devin Drake *Department of Social Services Director*

Workforce Development Board of San Luis Obispo County
Local Plan Modification

Introduction

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

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

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

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

CalFresh Program

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

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

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

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

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

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

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

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

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

Local Child Support Agency

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

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

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

DCSS staff reported their average caseload is between 3,800 and 3,900. As of a December 2018 data report, the current caseload number is 3,805. 4,283 children are currently attached to the current caseload number. (See the appendix for additional demographic information.)

The primary barrier facing child support clients are low-wage jobs and to some degree limited English ability. DCSS staff also interact with custodial parents and it is a priority for staff to identify partnerships and resources to assist custodial parents.

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

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

Competitive Integrated Employment

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

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

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

WDBSLO, DOR and TCRC already partner on a number of initiatives. WDBSLO and DOR currently share an MOU (submitted with the 2016 Strategic Plan) and conduct client cross referrals and provide staff trainings when requested. With a common client population, DOR and TCRC work in tandem, with clients moving between programs as their needs evolve. All partners agree that they provide similar services that include job search assistance, vocational training, work readiness skill building, job development and job retention support.

Both DOR and TCRC have piloted or are currently piloting CIE projects. DOR foresees some challenges with establishing CIE opportunities in that some employers may not be flexible with revising job qualifications to meet the needs of clients with intellectual disabilities (ID)/ developmental disabilities (DD). DOR will support CIE employer partnerships but plans to concentrate its efforts on group-supported employment.

TCRC is in the process of piloting two CIE focused projects. The first is based on a state initiative that provides up to $10,400 for an individual to participate in a paid internship. The second project is customized employment partnerships, which is being conducted across the state. Because this pilot offers an incentive to vendors for employment retention, TCRC has been able to create a list of 68 employers as potential CIE work sites. The results of the second pilot have been positive and TCRC is ready to move forward with a Request for Proposal process to select vendors to expand this approach.
TCRC is facilitating the Local Partnership Agreement (LPA) process for SLO County and initiated efforts in November 2018. Educational partners and community-based organizations serving individuals with developmental/intellectual disabilities will also be invited to participate. WDBSLO or its contracted service provider will engage with the LPA process and will explore the most appropriate role for WDBSLO in the LPA. Possible ways for WIOA staff to support CIE efforts include cross referrals of clients, supporting employer outreach and education efforts, and a single point of contact for ID/DD clients referred to the AJCC.

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

English Language Learners, the Foreign Born, and Refugees

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

Cuesta College's main location is in the city of San Luis Obispo with a satellite location in Paso Robles, referred to as Cuesta College North County Campus. They also offer classes at two local high schools. Approximately 11,000 students are enrolled at Cuesta College. Cuesta College sits

on the local WDB as the Career Technical Education representative, and Lucia Mar Unified School District represents Adult Education.

Cuesta College offers English as a Second Language (ESL) and Vocational English as a Second Language (VESL) classes at their campuses and in different communities throughout SLO County. The North County Campus is a large program and a wait list for classes is common. In response to the consistent wait list, Cuesta College is moving forward with a pilot project in the spring of 2019. The project will launch a multi-level ESL class that will commence two weeks after regular classes start. This will allow students who were not able to enroll into regular session ESL classes to receive some instruction. As an incentive, Cuesta College will give these students priority registration in the following semester's ESL classes. The second project underway is an ESL class with civic learning and engagement. The goal of this endeavor is to expose students to community resources and American culture. One semester the class focused on health and wellness with the goal of introducing students to community health centers, healthy diets, and different types of exercise. An unintended result of this project was student exposure to a variety of career pathways in the health and medical sector. Because of this outcome, staff intend to incorporate career pathway information into the curriculum. Cuesta College and WDBSLO staff will continue discussions to identify ways that WDBSLO can support that effort.

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

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

Source: Census 2012-16 Community Survey Estimates	Total population of SLO	# and % Foreign Born	# and % who speak English less than "very well"
	283,405	29,083 (10.3%)	18,692 (6.6%)

According to Data USA, the most common foreign languages spoken in SLO County are Spanish, Chinese, and Tagalog. Cuesta College and Lucia Mar Adult School estimate the majority of the student population is comprised of students from Spanish speaking countries with a small percentage of students from Asian speaking countries and a lesser percentage from India and

Russia. The student population at San Luis Obispo Adult school consists of an estimated 19 different countries. All three educational institutions agree students from non-Spanish speaking countries tend to be more highly educated, and in some cases, do not seek to participate at length in ESL classes. Please see the appendix for more detailed demographic data from the adult education programs.

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

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

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

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

Changes in local labor market conditions

As mentioned previously, the WDBSLO commissioned BW Research Partnership, Inc. (BW Research), an independent research firm, to conduct the 2018 Industry Cluster Analysis and

Economic and Workforce Research Study. The research highlights key industry clusters, job quality, talent and educational characteristics, and commute patterns. As markets emerge and decline, the research evaluates new opportunities and challenges for workforce development in San Luis Obispo County. This report represents the most current analysis of industry clusters and potential areas of focus. The current priority industry clusters for SLO are:

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

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

Attachments

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

Public Comment received

After 30 day public comment period was open from February 08, 2019 through March 11, 2019. No Comments were received.

PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

This local plan modification represents the Workforce Development Board of San Luis Obispo County's continued efforts to maximize and coordinate resources available under Title I of the *Workforce Innovation and Opportunity Act (WIOA)*.

This document is the local workforce development area's two-year modification of the local plan required by the *WIOA*. This modification is an update to the local plan in effect for the period of July 1, 2017 through June 30, 2021 in accordance with the provisions of the WIOA.

Local Workforce Development Board Chair	Chief Elected Official
Signature	Signature
Carl Dudley	DEBBIE ARNOLD
Name	Name
Workforce Development Board of San Luis Obispo County, Chair	County of San Luis Obispo, Board of Supervisors, Chair
Title	Title
3/13/19	May 7, 2019
Date	Date

ATTEST:

Tommy Gong, County Clerk-Recorder and Ex-Officio Clerk of the Board of Supervisors

By, Sandy Currens
Deputy Clerk

Attachment 1

Workforce Innovation and Opportunity Act (WIOA)
Local and Regional Plan Modifications
Public Input Opportunity

WEDNESDAY, NOVEMBER 14, 2018
5:00 – 6:00 PM

COUNTY OF SAN LUIS OBISPO
DEPARTMENT OF SOCIAL SERVICES
3433 S. HIGUERA STREET
ROOM 101
SAN LUIS OBISPO, CA 93403

The state of California is requiring all local workforce development areas to update their local and regional strategic plans to include descriptions of strategies in the following areas:

- Services for CalFRESH recipients
- Services for parents involved with child support agencies
- Services for individuals with limited English proficiency/immigrants/refugees
- Competitive integrated employment for individuals with developmental or intellectual disabilities
- Services and system coordination for justice involved individuals

The Workforce Development Board of San Luis Obispo invites members of the community to provide public comment on any of the above areas. The input from the community will be taken into consideration in later meetings with the relevant stakeholders and partner organizations.

To hear an overview of the strategic plan modification process, and to provide public comment, please attend the session at the time and location listed above.

The Workforce Development Board of San Luis Obispo County also conducted the following outreach regarding the Local/Regional plan modifications to provide opportunities for public input:

- Public input meeting notice posted on social media/Facebook.
- Public input meeting notice posted on the SLOworkforce.com website.
- Direct emails to stakeholders regarding public input session as well as informing of 30-day public comment period were sent by WDB Director to community partners, stakeholders and WDB and Committee members.
- 30-day public comment period posted on SLOworkforce.com website and in Legal Notices of local newspaper (The Tribune).
- Local/Regional Plan was on agenda of the following WDB/Committee meeting dates which also provided for additional opportunities for public comment:
    - January 9, 2019 – WDB Executive Committee
    - March 13, 2019 – WDB Executive Committee

Attachment 2
CalFresh
Participants by Race/Ethnicity
Federal-Only Households

San Luis Obispo				July 2018		
Number of Federal-Only and Combined Households participating in CalFresh during July by race and assistance status.						
Race	**A. Number of Household Contacts by Race**			**B. Number of Hispanic or Latino Household Contacts Reported in A. by Race**		
	PAFS Households	**NAFS Households**	**TOTAL**	**PAFS Households**	**NAFS Households**	**TOTAL**
1. Household Contacts Who Marked Only One Race						
American Indian or Alaska Native	8	91	99	0	0	0
Asian Categories	10	118	128	0	0	0
Asian Indian	0	15	15	0	0	0
Cambodian	0	2	2	0	0	0
Chinese	1	19	20	0	0	0
Japanese	3	5	8	0	0	0
Filipino	3	56	59	0	0	0
Korean	2	7	9	0	0	0
Laotian	0	3	3	0	0	0
Vietnamese	1	11	12	0	0	0
Other Asian (not included above)	0	0	0	0	0	0
Reporting More Than One Asian Group	0	0	0	0	0	0
Black or African American	9	159	168	0	0	0
Native Hawaiian or Other Pacific Islander	3	28	31	0	0	0
Native Hawaiian	1	7	8	0	0	0
Guamanian	0	1	1	0	0	0
Samoan	0	2	2	0	0	0
Other Pacific Islander (not included above)	2	18	20	0	0	0
Reporting More Than One Native Hawaiian or Pacific Islander Group	0	0	0	0	0	0
White	642	8,046	8,688	206	1,697	1,903
2. Household Contacts Who Marked Two Races						
American Indian or Alaska Native and White	0	0	0	0	0	0
Asian and White	0	0	0	0	0	0
Black or African American and White	0	0	0	0	0	0
Black or African American	0	0	0	0	0	0
3. Other--Household Contacts Who Chose Racial Combinations Not Included Above						
Reporting Race(s) Not Included Above	0	0	0	0	0	0
4. Nonreporting Household Contacts Where Worker Unable to Make Race Determination						
Worker Unable to Determine Race	0	0	0	0	0	0
5. Totals	672	8,442	9,114	206	1,697	1,903

PARTNERSHIP AGREEMENT
BETWEEN
Workforce Development Board of San Luis Obispo
AND
San Luis Obispo County Department of Social Services
CalFRESH Program

DRAFT

INTRODUCTION

THIS PARTNERSHIP AGREEMENT ("Agreement"), dated (insert date) is between the Workforce Development Board of San Luis Obispo (WDBSLO) and the San Luis Obispo County Department of Social Services, CalFRESH Program. The purpose of this Agreement is to establish a framework for collaboration, communication and capacity building to better serve recipients of CalFRESH.

PREAMBLES

WHEREAS, the missions of the Partners are complementary;

WHEREAS, this Agreement has as its objective the establishment of a framework for collaboration, communication and capacity building; for this reason, this Agreement facilitates the establishment of ways to jointly work together;

THEREFORE, the Partners wish to continue working together and in accordance with the following clauses:

PARTNERSHIP PRACTICES

The Partners agree to the following practices:

- Provide each other with opportunities for capacity building and staff development, to ensure Partners feel confident in their knowledge and ability to navigate the workforce system or CalFRESH.
- Share agency contact information to ensure that Partners can confidently direct and/or refer clients to the correct staff and locations for services.
- Share aggregated program data, excluding individual client information except what is allowable under signed Releases of Information.
- Meet as necessary to ensure consistent opportunities to share information, discuss issues, and discuss projects for collaboration, such as the Family Navigator program.
- Provide agency and program updates, specifically those that may affect the client referral and participation process.

AMENDMENTS

This Agreement may be modified, altered, or revised, as necessary, by mutual consent of all Partners, by the issuance of a written amendment, signed and dated by all Partners.

MEMBERSHIP

Any Partner may resign from this Agreement at any time and for any reason with a request of thirty (30) days prior written notice to the other Partner.

NO JOINT VENTURE

Notwithstanding the terms "Partners" and "Partnership", all Partners agree that they are not entering into a Legal Partnership, joint venture or other such business arrangement. Neither Partner will refer to or treat the arrangements under this Agreement as a Legal Partnership or take any action inconsistent with such intention.

INDEMNIFICATION

To the extent permitted by law, all Partners shall hold harmless, defend at its own expense, and indemnify Partners and their officers, agents, employees and volunteers from any and all liability, claims, losses, damages or expenses, including reasonable attorney's fees, for personal injury (including death) or damage to property or losses arising from acts or omissions of Partners and their respective officers, agents, employees, volunteers, other contractors and subcontractors in the course of rendering services under this Agreement.

ENTIRETY

This Agreement embodies the entire and complete understanding and agreement between all Partners.

For the WDBSLO

_____ DATE:_____

Dawn Boulanger
Workforce Development Board Director

FOR San Luis Obispo County Department of Social Services

_____ DATE:_____

Name
Title

DRAFT

PARTNERSHIP AGREEMENT
BETWEEN
Workforce Development Board of San Luis Obispo
AND
San Luis Obispo County Department of Child Support Services

INTRODUCTION

THIS PARTNERSHIP AGREEMENT ("Agreement"), dated (insert date) is between the Workforce Development Board of San Luis Obispo (WDBSLO) and the San Luis Obispo County Department of Child Support Services. The purpose of this Agreement is to establish a framework for collaboration, communication and capacity building to better serve parents involved with Child Support Services.

PREAMBLES

WHEREAS, the missions of the Partners are complementary;

WHEREAS, this Agreement has as its objective the establishment of a framework for collaboration, communication and capacity building; for this reason, this Agreement facilitates the establishment of ways to jointly work together;

THEREFORE, the Partners wish to continue working together and in accordance with the following clauses:

PARTNERSHIP PRACTICES

The Partners agree to the following practices:

- Provide each other with opportunities for capacity building and staff development, to ensure Partners feel confident in their knowledge and ability to navigate the workforce or child support systems.
- Share agency contact information to ensure that Partners can confidently direct and/or refer clients to the correct staff and locations for services.
- Share aggregated program data, excluding individual client information except what is allowable under signed Releases of Information.
- Meet as necessary to ensure consistent opportunities to share information, discuss issues, and discuss projects for collaboration, such as the Family Navigator program.
- Provide agency and program updates, specifically those that may affect the client referral and participation process.

DRAFT

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INDEMNIFICATION

To the extent permitted by law, all Partners shall hold harmless, defend at its own expense, and indemnify Partners and their officers, agents, employees and volunteers from any and all liability, claims, losses, damages or expenses, including reasonable attorney's fees, for personal injury (including death) or damage to property or losses arising from acts or omissions of Partners and their respective officers, agents, employees, volunteers, other contractors and subcontractors in the course of rendering services under this Agreement.

ENTIRETY

This Agreement embodies the entire and complete understanding and agreement between all Partners.

For the WDBSLO

_____ DATE:_____

Dawn Boulanger
Workforce Development Board Director

FOR San Luis Obispo County Department of Child Support Services

_____ DATE:_____

Name
Title

DRAFT

Attachment 5

FFY 2019 CalFresh Employment & Training County Plan Template

COUNTY PLAN COVER SHEET

Name of County:	San Luis Obispo
Primary E&T Contact	
Name:	Kat Lauterback
Title:	Program Manager
Telephone:	805-781-1895
Email:	klauterback@co.slo.ca.us
Secondary E&T Contact	
Name:	Jenny Hart
Title:	Program Manager
Telephone:	802-781-1844
Email:	jhart@co.slo.ca.us

FFY 2019 County Plan Template Checklist

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

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

Part I. County E&T Program Overview

A.	Program Summary
	The County of San Luis Obispo's E&T Program (CalFresh Education and Training Program referred to by the county as "CFET") is a 100 % voluntary program. It is available to any CalFresh participant. The mission and goals of the CF E&T Program is to increase the employment and earning capacity of CalFresh recipients by maximizing their access to skills-building, credentialing and supportive services. CF E&T program's strategic goals are: • Increase job placement, retention, and wages. • Increase CalFresh E&T participant across a dynamic mix of people, communities, and cultures. • Increase employability by removing barriers to employment. • Increase skills attainment and credentialing. • Lead an efficient and effective customer-focused CalFresh E&T program. The county's E&T program includes following components: Job Search, Basic Education, Work Experience (WEX), and Job Retention. Available supportive services include: Transportation assistance, clothing, one haircut, certain fees, DMV ID, equipment, tools, and books. The program is administered by the Department of Social Services (DSS) who in partnership with Employment Development Department (EDD), and Workforce Innovation and Opportunity Act (WI0A) offer employment related services to participants.
B.	**Program Changes**
	In monitoring the county's CF E&T participation during the current federal fiscal year (FFY 2018), it is evident that there is a need to increase the number of CalFresh only participants who volunteer for the program. The majority of the county's CF E&T participants come from the county's CalFresh recipients who are also taking part in the General Assistance Employable Program. In 2019, the county will launch a new CF E&T Informational Packet that promotes the benefits to work registrants of the CF E&T Program. The program's Orientation Materials will also be revised to highlight the benefits of program participation and Job Retention services for job seeking work registrants. In meeting with the WIOA Program Manager, it was learned that WIOA is seeking to increase the number of people that they serve. Many of the people who are on CF are potentially eligible to WIOA services. The supportive services offered by CF E&T will complement the support offered for WIOA participants. To achieve the increase in participation, both programs (WIOA and CF E&T) will refer individuals with a supportive "soft hand-off" referral process. A joint PDSA (Plan, Do, Study, Act) will be done through the AJCC-SLO for participants served by the San Luis Obispo DSS office to determine success of the joint referral process. It appears that some WIOA participants are also potentially CF eligible, and are potential CF E&T participants. Many of the CF work registrants are not aware of the WIOA program. If the PDSA is successful, the process will be expanded throughout the county. Success will be determined by an increase in

	participation for CF E&T and for WIOA. The development of an effective cross-program referral process that will be monitored by both programs and their respective reporting systems. This monitoring will also ensure the correct use of funding streams for CF E&T and for the WIOA programs **The county's plan will have the following changes for 2019:** • Improved informational materials to encourage CFE&T participation. • Greater collaboration between WIOA and the CFE&T program. • The WIOA/CF E&T PDSA to determine an effective, efficient cross-program referral process. • DSS-wide training in the new CF E&T materials. • Training in the San Luis Obispo office on the PSDA's referral process. The PDSA and the WIOA/CF E&T collaboration is the goal for FFY 2019. The long-term goal for CFE&T is to expand the CF E&T program to better serve CF participants' efforts to become self-sufficient.
C.	Workforce Development System
	America's Job Center of California - San Luis Obispo (AJCC-SLO) is the county's Comprehensive Career Center. AJCC-SLO is a collaboration of local, state, private and public entities that provide services for job seekers. To meet the needs of CalWORKs and CalFresh E&T participants in the Northern and Southern parts of the County, DSS operates a local job center in 2 of the DSS offices (Paso Robles in the North, and Arroyo Grande in the South). The DSS Job Centers are staff by Employment Resource Specialists IVs (ERS IVs are DSS employees). Eckerd became the operator of the AJCC-SLO July 2017. Eckerd is responsible for the coordination of services across the job center partners and service providers at the AJCC. To meet the needs of the CalWORKs and CalFresh participants, support will be available in the Northern, Central and Southern areas of the county. The AJCC and its satellite/affiliate locations will be staffed full-time during business hours. There will be computer access and job seeking services available for CF E&T participants. The two DSS operated Job Centers in Arroyo Grande and in Paso Robles are opened and staffed by DSS Staff. The majority of the CF E&T components offered by the County of San Luis Obispo: Job Search, Work Experience (WEX), and Job Retention are available to CF E&T participants through AJCC-SLO site and through small job centers at the County's DSS offices in Paso Robles and Arroyo Grande that are operated by DSS Staff only. CF E&T participants utilize the center's services. DSS Staff on site at AJCC monitor the CF E&T participants progress and attendance. No CF E&T funds are used for the operation of the county's

AJCC. The AJCC's funding comes from a mixture or state, federal and local funding provided by the partners, no CF E&T funding is used to pay operation costs of the AJCC.

The Basic Education Component is not offered at the AJCC-SLO site. This component can be completed at a location of the participant's choosing. Local options include: community-based adult education programs and courses offered by Cuesta College, the county's community college. Basic Education Component includes courses in: GED preparation, Basic Computer Skills, and English as a Second Language. The Basic Education Component is offered to a CF E&T participant when it has been determined that these courses will improve the participant's employability. The Basic Education Component provides the participant with the necessary skills for many jobs in the county.

Labor Market Information for the County of San Luis Obispo:

Note: WIOA Data listed below is current as of April 2018.

PG&E announced that the Diablo Canyon Nuclear Plan will be closed by 2025. With the pending closure of Diablo and the loss of some of the highest paying jobs in the county, the Workforce Development Board and the county government are focusing in on replacement jobs.

In preparing CF E&T participants for employment, the County's Labor Market Information (LMI) Data is used. The information is also shared with the participants as they make career-related decisions about career preparation, career advancements, training and education.

The Workforce Development Board has identified that there are growth opportunities in medium skill jobs in the county. Typical medium skill jobs in the county include: Computer Network Support Specialists, Paralegals, Preschool Teachers, HR Assistants, Dental Hygienists, Teacher Assistants, Bookkeeping, Computer User Support Specialists and Psychiatric Technicians. The CF E&T program can assist participants in obtaining skills necessary for many of these positions.

Wages in the county tend to be lower than the statewide wages. The lower wages, plus the area's high cost of living and the high cost of housing make it more difficult to achieve self-sufficiency. Employees face a lack of career opportunities that can lead to job hopping or needing to leave the area. Many of the lower-paying jobs in the county are in Retail Trade or in the Accommodation and Food Services. It has been identified that many workers in the county are underemployed because they are either working below their skill level or in part-time work.

The CF E&T program can offer low income participants, access to training and a path to better employment opportunities. CF E&T can also assist underemployed workers with additional training for job skills that may lead to full-time employment or gain the skills for a career that is in demand in the county. The E&T program's mission and its strategic goals are in alignment with the needs for the county's workforce.

County of San Luis Obispo's Largest Industries (by total jobs)

Industry	Number of Jobs in the County
Uniquely SLO County*	25,140
Health Services	16,591
Building, Design, and Construction	12,485
Knowledge and Innovation Services	9,059
Specialized Manufacturing	3,882

***Unique to the County of San Luis Obispo**, the Winery Industry is the third highest concentrated industry in the county. There are 2,250 total jobs related to the winery industry. Growth in the Winery Industry is expected to continue with a 0.6% growth rate predicted per year for the next 10 years.

Overall Largest Number of Jobs in the County

Occupation	Total Jobs	Average Annual Wage
Retail Salespersons	4,472 jobs	$ 29,600
Combined Food Preparation & Serving Workers (Includes Fast Food)	3,3371 jobs	$ 23,000
Farmworkers & Laborers, Crop, Nursery & Greenhouse	3,239 jobs	$ 24,700
Cashiers	2,960 jobs	$ 25,300
Waiters & Waitresses	2,845 jobs	$ 32,300
Office Clerks, General	2457 jobs	$ 31,200
Personal Care Aides	2,230 jobs	$ 23,900
Secretaries, Administrative Assistants (Except Legal, Medical & Executive)	2,009 jobs	$ 38,600
General and Operations Managers	1,952 jobs	$ 106,000
Janitors and Cleaners (*except* Maids & Housekeeping Cleaners)	1,866 jobs	$ 29,800

D. Other Employment Programs

To ensure that each participant takes part in the appropriate employment program for the type of assistance that he/she is receiving, DSS has an Employment Services Resource Specialist IV (ERS IV) located at AJCC-SLO. The ERS IV utilizes the county's CalWIN computer system to verify current program eligibility thus ensuring that CF E&T participants receive CF E&T services. The ERS IV also communicates with the assigned case manager who is called an Employment Resource Specialist (ERS) who monitors the CF E&T participants progress and attendance. This practice prevents dual participation and ensures that CF E&T funds are correctly spent.

DSS communicates directly with the WIOA contactor to identify any possible dual enrollment between CF E&T and WIOA. At the Job Center sites (Paso Robles and Arroyo Grande DSS offices), DSS Staff (ERS IVs) verify eligibility and offer services appropriate to the employment program (CF E&T or CalWORKs Welfare to Work Program. DSS Staff communicates directly with the WIOA contractor to identify if a CF E&T participant who is also enrolled in WIOA.

General Assistance Program (GA) and CalFresh Education & Training Program (CF E&T)

Employable GA applicants/recipients are required to either work or search for work as a condition of eligibility. While the ABAWD Waiver still in effect, most GA applicants/recipients are also CalFresh applicants/recipients. The county GA employable recipients receive a maximum of three months of GA assistance in a 12-month time-period. All GA recipients who are receiving CalFresh benefits are encouraged to take part in the CF E&T program since CF E&T provides a more supportive and longer-term path to self-sufficiency than the GA employable.

GA ERS staff time code to the CF E&T time codes *only* when performing CF E&T related activities which include: screening and referring CalFresh eligible individuals to the CF E&T program or issuing CF E&T supportive services.

Any GA applicant/recipient who is not CalFresh eligible, is expected to take part in the GA Job Search Program. GA Only recipients are not referred to the CF E&T program and do not receive E&T Supportive Services. They are monitored by the GA ERS thus ensuring that CF E&T funds are not spent.

CalWORKs Welfare-to-Work (CW WTW) and CalFresh Education & Training Program (CFE&T)

CW WTW participants are referred for services using specific WTW forms. The WTW forms make WTW participants easily identifiable. This prevents the possibility of CF E&T funds being spent for CW participants. In addition, the ERS IV stationed at the AJCC verifies program eligibility, ensures that the correct funding sources are used, and prevents duplication of services.

WIOA and CalFresh Education & Training Program (CF E&T)

Individuals who qualify for both the CF E&T and WIOA services are reviewed by the ERS IV stationed at the AJCC-SLO to ensure correct funding sources are utilized. This also prevents the duplication of services. The ERS IV communicates with assigned case

	manager (ERS). When issuing CF E&T supportive services, the ERS verifies that they service is not provided by the WIOA program. When a CF E&T participant is also participating in a WIOA program, the ERS communicates with the WIOA staff to ensure that there is no duplication of services and that funds are used appropriately to the benefit the participant and avoid duplication. Improved communication and a joint PDSA between WIOA and CF E&T is the goal for 2019.
E.	**Work Registration Screening Process**
	Screening for the CF E&T program is done by an Employment Resource Specialist (ERS) at the DSS in collaboration with the CalFresh applicant or with the ongoing recipient at the time of Recertification or when there is a change of circumstances. The ERS utilizes a county questionnaire (the county form: DSS CF 600). Use of DSS CF 600 form ensures that CF E&T screening is performed consistently for all individuals who are potentially eligible for the CF E&T program. CF E&T screening is performed at the time of application, at the annual recertification or whenever there is a change in recipient's circumstances (for example: at the time a recipient's medical exemption ends, and he/she is now considered work ready). When an applicant/recipient volunteers to participate, the ERS refers the applicant/recipient to AJCC-SLO or to the local DSS Job Center. The ERS assigns the applicant/recipient to the appropriate CF E&T component after an initial discussion about the individual's goals. A CF E&T Plan will be created by the ERS in collaboration with the CFET participant based on the individual's needs, interests, education, work history and skills. The Plan's purpose is to provide the CF E&T participant with a written goal that illustrates his/her path to successful employment. This plan may be revised or updated based on the participant's progress or needs at time of application, at annual recertification and whenever a time-limited exemption stops. At the AJCC-SLO, the CF E&T participant can receive an assessment may be done and a variety of options will be explored depending on the person's needs and goals.
F.	**Participant Reimbursements**
	The County of San Luis Obispo CF E&T Program provides participant reimbursements in the form of Supportive Services. The CF E&T participant must be meeting the CF E&T participation requirements for a given component to be eligible to receive any supportive service. Participants are expected to request supportive services from their case managers (ERS) prior to purchasing or incurring the expense. When supportive services are requested, the assigned ERS completes a budget prior to the approval of any supportive service. The request and the completed budget are then discussed with a supervisor. If the service or item is cost-effective, justifiable and within the CF E&T participant's plan, it will be approved. Whenever the cost does not seem reasonable, the appropriateness of the service or cost will be discussed with the Regional Manager before a decision to approve or deny the service/cost is made. Requests for services/costs that do not meet the criteria will be denied.

Use of Supportive Services are monitored at the case level by the ERS as part of his/her duties. All casework is subject to supervisory review.

The county is geographically diverse, and parts of the county are rural. One of the most common barriers to CF E&T and to employment is the ability to travel. Where public transportation is available, the county provides bus passes, however public transportation is not available in in all communities the county.

The county department's fiscal division monitors CF E&T Supportive Services expenses at the department level. Fiscal information is shared with the department management throughout the year.

Available Supportive Services include:

- Mileage reimbursement for travel between the America's Job Center of California (AJCC-SLO) or to a satellite/affiliate site (such as one of the DSS Job Centers, or to a school or training program). and the participant's home. Mileage can only be paid if the costs are the same or less than public transportation.
- Mileage reimbursement may be provided for Job Search activities on a case by case basis, when it is determined that a bus pass cannot meet the participant's needs. Mileage payments for Job Search must be approved by a DSS supervisor.
- With DSS supervisor approval, a one-time $45 gas voucher may be provided when the participant does not have the means to purchase gas and wait for reimbursement.
- Bus passes for transportation between the AJCC-SLO Center and the participant's home are the preferred mode of transportation for use of the center and for Job Search needs. Participants are issued bus passes one week at a time.
- Interview clothing (one outfit)
- Hair cut (one time only)
- Department of Motor Vehicles Identification Card (one time)
- Test fees, union dues, licensing or bonding fees that are required to be hired.
- Equipment, tools, books or clothing required to be hired.

G.	State and National Reporting Measures

The county uses the CalWIN system and it's reporting functions for both caseload management and participant tracking. The county uses the following reporting measures.

Reporting Measure	Data Source	Retrieving the Information
The number and percentage of E&T participants and former participants who are in unsubsidized employment during the second quarter after the completion of participation in the E&T program.	IEVS	County will identity participants from the CalWIN STAT 47 reports: MRD063, MRD064, MRD065, MRD072, MRD073, MRD074. Once CFET participants are identified, the county will keep track of them. CalWIN will be used to track participation completion, and review IEVS for employment data.
The number and percentage of E&T participants who are in unsubsidized employment during the fourth quarter after completion of participation in E&T.	IEVS	County will keep a database to track CFE&T participation, and review CalWIN to see if CFE&T participants have earnings in prior quarters.
The median quarterly earnings of all the E&T participants and former participants who are in unsubsidized employment during the second quarter after completion of participation in E&T.	IEVS	County will keep track of participants and review CalWIN to see if they have earnings in the prior quarters. The county maintains a database to track each participant's earnings.
The number and percentage of participants that completed a training, educational, work experience, or an-on-the job training component.	Stat 47 Report	Data will be obtained from the quarterly report. Data for the Stat 47 Report is obtained from the CalWN system.
The number of E&T participants who are voluntary vs. mandatory participants	E&T Program is 100% voluntary.	All CFE&T participants are voluntary participants.
The number of E&T participants who have received a high school degree (or GED) prior to	Manual Data Collection	County will track which participants are participating in the Basic Education component and have obtained a high

being provided with other E&T services		school degree/GED and other E&T components.
The number of E&T participants who are ABAWD	All ABAWDS	CalWIN Reports: MRD064R, MRD074R, MRD072R
The number of E&T participants who speak English as a second language.	CalWIN	CalWIN Ad Hoc using of identified E & T participants and search for language.
The number of E&T participants who are male or female	CalWIN	CalWIN Ad Hoc using of identified E & T participants and search for gender.
The number of E&T participants who are within the age range of 16-17	CalWIN	CalWIN Ad Hoc using of identified E&T participants by age range.
The number of E&T participants who are within the age range of 18-35	CalWIN	CalWIN Ad Hoc using of identified E&T participants by age range.
The number of E&T participants who are within the age range of 36-49	CalWIN	CalWIN Ad Hoc using of identified E&T participants by age range.
The number of E&T participants who are within the age range of 50-59	CalWIN	CalWIN Ad Hoc using of identified E&T participants by age range.
The number of E&T participants who are within the age range of 60 and older.	CalWIN	CalWIN Ad Hoc using of identified E&T participants by age range.

H.	Fifty Percent Reimbursement Fund Source
	County funds from the county's General Fund is the source for the county's portion of the fifty percent reimbursement.
I.	**Disqualification Policy (if applicable)**
	Not Applicable. County of San Luis Obispo is a 100% voluntary county. There is no disqualification policy.

Part II. County E&T Component Detail

A.	Component Name
	Job Search
B.	Responsible Organization
	The local county Department of Social Services and/or the AJCC-SLO. The Job Search/Workshops Component is administered by the DSS ERS IV's in partnership with WIOA, and EDD at the AJCC. DSS takes an active role in the operation of the AJCC. The component is offered at the AJCC and at the DSS operated Job Centers. DSS Staff at the AJCC identify who is a CF E&T participant. The CF case managers enroll the CF E&T participant into the Job Search Component and monitors their progress. Onsite DSS staff communicate progress and attendance to the CF case manager. The CF case manager can verify with the WIOA Contractor if a CF E&T participant is also in the WIOA program this prevents duplicate enrollment.
C.	Component Description
	In **Job Search Component**, CF E&T participants search for potential jobs and attend workshops are designed to enhance the participant's employability. The two major activities are intended to be done concurrently. E&T participants may also choose to do Job Search concurrently with any of the other components except the Job Retention component. **Job Search** In the Job Search activity of this component, participants look for work, apply for jobs and go on job interviews with support from the job center (AJCC). Individualized support may be offered to the CF E&T participant during Job Search. Job Search Orientation provides the participant with information about Job Search requirements and expectations. The participant has been referred to the AJCC by the ERS who manages the CalFresh case. The participant's Job Search activities begin shortly after orientation, allowing him/her to immediately apply the instructions learned in Orientation. The job search process focuses on seeking employment opportunities through media and other resources that are available at the AJCC. Contacts can be made with potential employers; job applications are obtained, completed and returned; follow-up calls can be made at the center, and any hiring interviews are scheduled. Advice and coaching in job searching is available. **Workshop** The Workshop component occurs concurrently with Job Search. Workshops are presented by the county's ERS IV's, WIOA staff, and/or EDD partners. Each workshop is a two-hour, one day per week activity that consists of several different rotating presentations to improve employability. Each presentation includes an opportunity for networking.

Supportive Services

Supportive Services for Job Search/Workshops shall be provided for a maximum of 8 weeks in a 6-months period. The participant must be meeting the CF E&T participation requirements to be eligible to receive Supportive Services.

Available Supportive Services include:

- Mileage reimbursement for travel between the America's Job Center of California (AJCC-SLO) or to a satellite/affiliate site (such as the DSS operated local Job Search Sites (in Paso Robles and Arroyo Grande) and the participant's home. The AJCC has computers that can be used by individuals for job search activities. Many of the CF E&T participants do not have internet access where they live, so they utilize the AJCC for all activities related to looking for work. Including accessing email, applying for jobs and printing resumes. In San Luis Obispo County many residents live in remote or rural locations without access to Public Transportation. Mileage can only be paid if the costs are the same or less than public transportation.
- Mileage reimbursement may be provided for Job Search activities to locations other than the AJCC on a case by case basis, when it is determined that a bus pass cannot meet the participant's needs. Examples of when this may be done is to attend a job interview or a job fair. Mileage payments for Job Search must be approved by a DSS supervisor.
- With DSS supervisor approval, a one-time $45 gas voucher may be provided when the participant does not have the means to purchase gas and wait for reimbursement.
- Bus passes for transportation between the AJCC-SLO Center and the participant's home are the preferred mode of transportation for use of the center and for Job Search needs. Participants are issued bus passes one week at a time.
- Interview clothing (one outfit)
- Hair cut (one time only)
- Department of Motor Vehicles Identification Card (one time)
- Test fees, union dues, licensing or bonding fees that are required to be hired.
- Equipment, tools, books or clothing required to be hired.

D.	Participation Requirements
	Participation Requirements - This component may last up to 8-weeks long; or less if the participant finds employment. The CFE&T participants are limited to one 8-week session in a 6-month time-period. It is expected that the participant takes part in both Job Search

	and in the Workshops. It addition, the CFE&T participant must perform at least 9 hours of activities related to job search per week (36 to 38 hours per month). During the Job Search/Workshop Component, CFE&T participants must concurrently: • Participate 6 hours of Supervised Job Search each week. • Contact at least 3 potential employers. • Complete the Employer Contact Sheet each week and return the completed sheet to the Employment Resource Specialist (ERS). • Participants are expected to complete at least 12 contacts with employers per month. • Attend 3 hours of a Workshop weekly at the AJCC. When a CF E&T participant refuses or fails to meet Job Search/Workshops participation requirements, they shall be ineligible for CF E&T Supportive Services but are **not** disqualified/discontinued from the CalFresh Program.
E.	Target Populations
	CF E&T is offered to all non-exempt CF applicants/recipients who are work registrants. Participation in the Job Search/Workshop Component is encouraged for any CalFresh participant who has job skills, work history and who appears to be employable and ready to work. Participation in the CF E&T Program is voluntary. Many of the county's E&T participants are also General Assistance (GA) applicants/recipients. These GA recipients are considered employable and who also receive CalFresh benefits. Participation in the CF E&T Program is one way that employable General Assistance (GA) applicants/recipients can meet the GA program's work requirements.
F.	Certificate Attainment
	None.
G.	Number of Participants Served
	96 Participants for the 2019 fiscal year.
H.	Cost of Participant Reimbursements
	Transportation costs $1,041.25 per month. $ 12,495.00 per fiscal year. Ancillary costs $ 517.08 per month. $ 6,205.00 per fiscal year Total Cost of Participant Reimbursements is $ 1,558.33 per month. $ 18,700.00 per fiscal year.
I.	Cost of Administration
	$ 12,883.86 per month. $ 154,606.35 per fiscal year.
J.	Reporting
	San Luis Obispo County will measure the percentage and number of participants who are meeting the program requirement of the Job Search Component, and the number of

	participants who completed the component and are in unsubsidized employment after participating.

A.	Component Name
	Basic Education
B.	Responsible Organization
	The local county Department of Social Services ERS is responsible for tracking the CF E&T participant's progress. Staff of the AJCC may be perform or assist with the assessment and referral for an individual E&T participant. At enrollment, the DSS case manager asks questions to determine if the participant has a high school diploma or the equivalent (GED) however, experience has proven that some participants are reluctant to admit their lack of education. While participating in Job Search, staff may determine that a CF E&T participant would benefit from Basic Education and suggest to the participant that they speak with their ERS (CF case manager) to ask about the Basic Education Component. This will also be shared with the CF case manager who will contact the CF E&T participant. As with all components, the case manager will ensure that the participant is not enrolled in another program such as WIOA or CalWORKS's Welfare to Work Program. The Basic Education Component courses are not offered at the AJCC-SLO site. This component can be completed at a location of the participant's choosing. The course content and training curriculum is the responsibility of the school or college. Local options include: community-based adult education programs and courses offered by Cuesta College, the county's community college. The CF case manager checks with the school and with the CF E&T participant for information about progress and attendance.
C.	Component Description
	In Basic Education Component, E&T participants search for potential jobs and attend Basic Education courses that will enhance his/her employability. The two major activities may be done concurrently. **Job Search** For details on the job search activities, please see the Job Search section under the Job Search/Workshops Component. **Basic Education** The Basic Education may occur concurrently with Job Search. The Basic Education component will be offered to a participant when the assessment indicates that the participant's employability would be improved if s/he: • Obtains a General Education Development Certificate (GED), and/or

- Learns Basic Computer Skills, and/or
- Becomes more proficient in the English language through an English as a Second Language Course/s (ESL).

The Basic Education component may consist of any of the following courses:

- GED Preparation
- Basic Computer Skills
- English as a Second Language

Supportive Services for Basic Education shall be provided for a maximum of 6 months in a 12-month period. The participant must be meeting E&T participation requirements to be eligible to receive Supportive Services.

Available supportive services include:

- Mileage reimbursement for travel between the location where the participant is taking courses (the education site) and the participant's home. Mileage are only paid if the costs are the same or less than public transportation.
- With DSS supervisor approval, a one-time $45 gas voucher may be provided when the participant does not have the means to purchase gas and wait for reimbursement. This is only paid if it is not possible for the participant to use public transportation to get to the school and return home.
- Bus passes for transportation between the school (education site) and the participant's home are the preferred mode of transportation. Participants are issued bus passes one week at a time.
- Interview clothing (one outfit)
- Hair cut (one time only)
- Department of Motor Vehicles Identification Card (one time)
- Test fees, union dues, licensing or bonding fees that are required to be hired.
- Equipment, tools, books or clothing required to be hired.

D.	Participation Requirements
	This component maybe up to 6 months in a 12-month period) or until the participant finds employment. The participant may choose to do bot Job Search and Basic Education components concurrently. Participants are expected to attend a total of 9 hours of activities per week (36 to 38 hours per month). During the Basic Education Component, E&T participants must concurrently:

	• Attend at least 3 hours of Basic Education courses each week. Note: If not doing Job Search concurrently with Basic Education, the participant must attend 9 hours per week of Basic Education courses. • May participate in 6 hours of Supervised Job Search. Contact at least 3 potential employers and complete the Employer Contact Sheet each week and return the completed sheet to the ERS. Participants are expected to complete at least 12 contacts with employers per month. When the E&T participant refuses or fails to meet Basic Education participation requirements, shall be ineligible for E&T Supportive Services, but shall **not** be disqualified/discontinued from the CalFresh Program.
E.	Target Populations
	CF E&T is offered to all non-exempt CF applicants/recipients who are considered work registrants. Participation in the CF E&T Program is voluntary. Many of the voluntary CF E&T participants are employable General Assistance (GA) applicants/recipients who also receive CalFresh benefits. Participation in the CF E&T Program is one way that employable General Assistance (GA) applicants/recipients can meet the GA program's work requirements. The Basic Education Component is encouraged for any CF participant who would become more employable if they completed one or more of the Basic Education courses (GED, Basic Computer Skills or English as a Second Language).
F.	Certificate Attainment
	The E&T participant in the Basic Education Component may obtain a GED Certificate. Individual programs may provide a certificate of completion for the course/s such as ESL or Basic Computer Skills. No professional certifications would be earned in Basic Education.
G.	Number of Participants Served
	24 Participants for the 2019 fiscal year.
H.	Cost of Participant Reimbursements
	Transportation costs $ 24.50 per month. $ 294.00 per fiscal year. Ancillary costs $ 12.17 per month. $ 146.00 per fiscal year Total Cost of Participant Reimbursements is $ 36.67 per month. $ 440.00 per fiscal year.
I.	Cost of Administration
	$ 303.19 per month. $ 3,638.22 per fiscal year.
J.	Reporting
	San Luis Obispo County will measure the number of participants who are meeting the program requirement of the Basic Education Component, and the number of participants

	who completed the component, the number who obtain a GED/High School Degree, and who are in unsubsidized employment after participating.

A.	Component Name
	Work Experience (WEX)
B.	Responsible Organization
	The local county Department of Social Services (DSS) ERS is responsible for tracking the participant's progress. The WEX PRS is responsible for the assessment and referral of an individual E&T participant to the WEX job site. The WEX job site employer and supervisor will be responsible for the E&T participant's supervision and for communicating with the ERS.
C.	Component Description
	In Work Experience Component (WEX), CF E&T participants search for a potential work experience jobs and gain work experience that will enhance his/her employability. If the participant chooses, he/she may do the Job Search activity concurrently with this component to look for work, apply for jobs and go on job interviews with support from the staff and resources at the AJCC. **Job Search** For details on the job search activities, please see the Job Search section under the Job Search/Workshops Component. **Work Experience (WEX)** The Work Experience activity may be done concurrently with Job Search. The WEX component is assigned to a participant when the assessment indicates that the participant's employability will be improved if s/he has an opportunity to develop work behavior skills and obtain a recent work reference for future unsubsidized employment. WEX provides the enhancement of an E&T participant's existing or recently acquired job skills in an on-the-job setting. WEX sites are developed based on an assessment of the individual participant. Placement for work experience may take place in nonprofit agency or in a business is private industry. The goal is to provide learning and experience in clerical, computer, and/or other job skills. Depending on the E&T participant's past work experience or prior training, WEX may offer skilled labor jobs such as carpentry and construction. When an E&T participant refuses or fails to meet WEX participation requirements, s/he shall be ineligible for E&T supportive services, but he/she will not be disqualified/discontinued from the CalFresh Program. Supportive Services for WEX shall be provided for a maximum of 6 months in a 12-month period with an option to extend the time based on the CF E&T participant's needs and

cooperation. This decision will be made by the ERS, the ERS's supervisor with input from the WEX PRS and the WEX site supervisor.

The participant must be meeting the E&T participation requirements to be eligible to receive Supportive Services.

Available supportive services include:

- For the WEX Component, mileage reimbursement for travel between the America's Job Center of California (AJCC-SLO) or to a satellite/affiliate site and the participant's home. The WEX worker meets with CF E&T participants at the AJCC or at a County DSS Office depending on what is more convenient for the participant. Mileage can only be paid if the costs are the same or less than public transportation. Mileage can also be paid for interviews at a potential WEX site.
- With DSS supervisor approval, a one-time $45 gas voucher may be provided when the participant does not have the means to purchase gas and wait for reimbursement.
- Bus passes for transportation between the AJCC-SLO Center or an alternative site and the participant's home are the preferred mode of transportation for use of the center and for Job Search needs. Bus passes can also be issued for travel to potential WEX sites. Participants are issued bus passes one week at a time.
- Interview clothing (one outfit)
- Hair cut (one time only)
- Department of Motor Vehicles Identification Card (one time)
- Test fees, union dues, licensing or bonding fees that are required to be hired.
- Equipment, tools, books or clothing required to be hired.

D. Participation Requirements

The number of Work Experience (WEX) hours assigned to a CF E&T participant each month is determined by dividing the household's CalFresh allotment by the federal or state minimum wage (whichever is highest). The maximum E&T participation requirement for a single person is twenty-five hours per month.

To meet E&T participation requirements, while waiting for a WEX placement, participants may concurrently participate in Job Search for 9 hours/week and shall contact at least 12 employers per month.

Once placed at WEX site, participants shall participate in the assigned WEX hours as defined above. They may participate in Job Search for the remaining hours needed to make 9 hours per week. If this is the situation, the participant is also expected to contact at least 12 employers per month (36 to 38 hours per month).

E.	Target Populations
	CF E&T is offered to all non-exempt CF applicants/recipients who are work registrants. Participation in the CF E&T Program is voluntary. Many of our voluntary E&T participants will be employable General Assistance (GA) applicants/recipients who receive CalFresh benefits. Participation in the CF E&T Program is one way that employable General Assistance (GA) applicants/recipients can meet the GA program's work requirements. The WEX Component is encouraged for participants who have job skills but would become more employable by gaining on the job experience.
F.	Certificate Attainment
	There is no certificate for this component.
G.	Number of Participants Served
	12 participants for the 2019 fiscal year.
H.	Cost of Participant Reimbursements
	Transportation costs $ 36.75 per month. $ 441.00 per fiscal year. Ancillary costs $ 18.25 per month. $ 219.00 per fiscal year Total Cost of Participant Reimbursements is $ 55.00 per month. $ 660.00 per fiscal year.
I.	Cost of Administration
	$ 454.78 per month. $ 5,457.33 per fiscal year.
J.	Reporting
	San Luis Obispo County will measure the number of participants who are meeting the program requirement of the WEX Education Component, and the number of participants who completed the component, and are in unsubsidized employment after participating.

A.	Component Name
	Job Retention
B.	Responsible Organization
	The local county Department of Social Services ERS is responsible for Job Retention Services.
C.	Component Description
	Job Retention Services can be provided for up to 45 days after the E&T participant becomes employed. The E&T participant must have received E&T services prior to becoming employed. Job Retention Services are usually limited to one occurrence in a 6-month period. Job Retention must be concurrent with employment. The case manager will ensure that the job offer was made while the participant is enrolled in CF E&T.

	The following Job Retention Supportive Services/items shall be provided to any employed CFET participant, based on need: • Transportation costs between work and home. • Department of Motor Vehicles Identification Card (one time). • Equipment, tools, books, or clothing required for the job. • Test fees, union dues, licensing or bonding fees required for the job. The participant is required to provide verification of both the need for the items as well as the cost.
D.	Participation Requirements
	Job Retention assistance shall ***only*** be provided within the first 45 days after an E&T participant becomes employed. The participant ***must*** have been receiving E&T Services ***prior*** to obtaining the job. Job Retention services are usually limited to one occurrence in a 6-month period. Exceptions may be allowed on a case by case basis with supervisor approval. The participant must verify employment and the employment-based need prior to Job Retention assistance or Supportive Services being authorized. Hours of participation in job retention consist of the hours worked at the participant's job combined with the time involved in the necessary job retention activities (for a minimum of 12 hours per week of job/employment related activities). Failing to provide requested verifications will result in the denial of the service or item.
E.	Target Populations
	Only CF E&T participants who have successfully obtained employment and are within the first 45 days of his/her employment may be eligible for Job Retention services.
F.	Certificate Attainment
	There is no certificate for this component.
G.	Number of Participants Served
	72 participants for the 2019 fiscal year.
H.	Cost of Participant Reimbursements
	Transportation costs $ 122.50 per month. $ 1470.00 per fiscal year. Ancillary costs $ 60.83 per month. $ 730.00 per fiscal year Total Cost of Participant Reimbursements is $ 183.33 per month. $ 2,200.00 per fiscal year.

I.	Cost of Administration
	$ 1,515.93 per month. $ 18,191.10 per fiscal year.
J.	Reporting
	The County of San Luis Obispo will measure the percentage and number of participants who are meeting the program requirement of the Job Retention Component, and the number of participants who are in unsubsidized employment after participating in the CF E&T program. The county verifies each participant's activities to prevent dual enrollment.

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

A.	Partner Name
	No CF E&T funds are used at the AJCC. CF E&T Funding is used for CF E&T Supportive Services and for DSS staff time used for serving CF E&T funds.
B.	Program Description
	Not applicable.
C.	Target Populations
	Not applicable.
D.	Components
	Not applicable.
E.	Certificate Attainment
	None applicable.
F.	Number of Participants Served
	Not applicable.
G.	Cost of Participant Reimbursements
	No CF E&T funds.
H.	Cost of Administration
	No CF E&T funds.
I.	Data Management System
	Not applicable.
J.	Partner Funding
	Not applicable.
K.	Monitoring
	Not applicable.
L.	Partner Agreement

Not applicable.

Part IV. Third-Party Partner Totals

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

Part V. E&T Component Counts

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

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

1	Work Registrant Population		
	a.	Estimate the total number of work registrants countywide on October 1, 2018:	**3960**
	b.	Estimate the total number of new work registrants countywide between October 1, 2018 and September 30, 2019:	**127**
	c.	Estimate the total number of work registrants countywide for FFY 2019 (a+b=c):	**4087**
	d.	Describe the methodology used to prepare work registrant estimates above:	
		The figures used were reported by the county on the STAT 47 reports for October 2017 and October 2016 to determine a percentage of change between fiscal years. Then used that figure to determine a projected estimate future increases for October 2018 and 2019.	

2	Deferral Policy San Luis Obispo County's E & T program is 100 % voluntary. All E&T Components are voluntary activities. In a deferral situation, the individual would not volunteer to participate in E&T activities. This section is not applicable and left blank as instructed by CDSS.		
	Reason for Deferral (& number of work registrants deferred)		**#**
	a.	Living in a federally determined work surplus area	
	b.	Lacks dependent care	
	c.	Lacks transportation to an E&T Program site	
	d.	Lives an unreasonable distance from the E&T program site	
	e.	Has a severe family crisis	
	f.	Temporarily unemployed and expected to return to work within 60 days	
	g.	Involved in legal difficulties	
	h.	Has a temporary illness or disability	
	i.	Under the age of 18 or 50 years of age or older	
	j.	Living in a CalFresh household with a child under the age of 18 regardless of whether the child is receiving or is eligible to receive CalFresh benefits	
	k.	Is pregnant	
	l.	Is an honorably discharged United States veteran	
	m.	Is a victim of domestic violence	
	n.	Is an ABAWD subject to the time limit:	

3	ABAWD Subject to the Time Limit Population		
	a.	Estimate the total number of ABAWDs subject to the time limit countywide on October 1, 2018:	1733
	b.	Estimate the total number of new ABAWDs subject to the time limit countywide between October 1, 2018, and September 30, 2019:	109
	c.	Estimate the total number of ABAWDs subject to the time limit countywide for FFY 2019 (a+b=c):	1842
	d.	Describe the methodology used to prepare the ABAWD subject to the time limit estimates above:	
		The figures used were reported by the county on the STAT 47 reports for October 2017 and October 2016 to determine a percentage of change between fiscal years. Then used that figure to determine a projected estimate future increases for October 2018 and 2019.	

	o.	Other	0
Total number of anticipated deferred work registrants [add 1 through 14]			**0**

4	E&T Participants		
	1	Estimate the total number of mandatory E&T participants during FFY 2019:	0
	2	Estimate the total number of voluntary E&T participants during FFY 2019: Estimate of work registrants based on the county's CF E&T data and the goals set to increase participation in the	204

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

Part VII. Budget Narrative and Justification
Part VII is captured in the attached excel spreadsheet (Attachment B).

Part IX. Summary of E&T Budget for FFY 2019
Part IX is captured in the attached excel spreadsheet (Attachment B).

Part X. E&T Reporting Requirements

1. *E&T Quarterly Progress Report*
    a. San Luis Obispo County will submit the E&T Quarterly Progress Report throughout FFY 2019. A Quarterly Progress Reports will be submitted to CDSS on the following dates:

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

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

    b. The following data elements (data definitions provided in the National Outcomes Metrics Reporting instructions) will be collected for each individual who participated in E&T during FFY 2019**:**

        - Social Security Number (SSN)
        - County Indicator
        - Date of Birth
        - Male or Female
        - E&T Component
        - Component Start Date (for each component)
        - Component End Date (for each component)
        - Completion of Participation Date
        - Able Bodied Adults Without Dependents (ABAWD) Status
        - High School Degree (HSD) or GED
        - English as a Second Language
        - Mandatory or Voluntary

Part XI. Assurance Statement

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

By signing this page, the County Director and financial representative certify that the above assurances are met.		
Certification by County Director		
Name	Signature	Date
Devin Drake	On file	
Certification by Financial Representative		
Name	Signature	Date
Gladys Kintz	On file	

Attachment 6
County of San Luis Obispo
Department of Child Support Services
December 2018 Report

ITEMS	(a) TOTAL
SECTION A: CASE INVENTORY	
1. Cases Open at the End of the Month	3,805
2. Cases Open at the End of the Month with Support Orders Established	3,667
SECTION B: PATERNITY ESTABLISHMENT	
3. Number of Children in IV-D Cases Open at the End of the Month	4,283
4. Children in IV-D Cases Open at the End of the Current Month Who Were Born Out-of Wedlock	2,469
a. Children in IV-D Cases Open at the End of the Month **(Prior Year)** Who Were Born Out-of Wedlock	2,516
5. Children in IV-D Cases Open During or at the End of the Month With Paternity Established or Acknowledged	2,536
6. Children in the IV-D Cases Open at the End of the Month With Paternity Resolved	4,205
7. Children in the State With Paternity Established or Acknowledged During the Federal Fiscal Year	182
8. Children in the State With Paternity Acknowledged During the Federal Fiscal Year	161
SECTION C: MEDICAL SUPPORT	
9. Cases Open at the End of the Month In Which Medical Support is Ordered	3,055
a. Cases Open at the End of the Month In Which Medical Support is Ordered and Provided	1,538
10. Cases Open at the End of the Month Where Health Insurance is Ordered	3,055
11. Cases Open at the End of the Month Where Health Insurance is Provided and Ordered	1,072
SECTION H: MEDICAID	
16. Number of Children Determined Eligible for Medicaid/ Medi-Cal in IV-D Cases Open at the End of the Month	1,059
17. Number of Children Determined Eligible for Medicaid/ Medi-Cal in IV-D Cases Covered by Private Health Insurance	167
18. Cases With Medical Coverage Received From Any Source	1,982
19. Amount of Cash Medical Support Received That Was Assigned to the State	$0

Attachment 7

Local Partnership Agreement – San Luis Obispo County

In Support of the CA Competitive Integrated Employment Blueprint for Change

Effective: Month, Day, Year

I. Intent/Purpose

The purpose of this LPA is to connect and expand person centered processes across agencies and communities by supporting and empowering individuals with intellectual and developmental disabilities to make informed choices for competitive integrated employment opportunities.

II. Identification of Core Partners

The core partners are agencies that follow specific state and federal laws that guide how they support individuals with disabilities along the five fundamental "pathways" to career development. These pathways include support of: 1) transition-age youth, 2) adult services, 3) post-secondary education, 4) employment services; and 5) business partner engagement.

Core Partners:

Department of Rehabilitation Santa Barbara District
San Luis Obispo Branch

Tri-Counties Regional Center
San Luis Obispo Office
Atascadero Office

San Luis Obispo County Local Education Entities

San Luis Obispo County Workforce Investment Board

Links to Core Partner Contact Information: *Department of Rehabilitation - Ventura County Offices*
Tri-Counties Regional Center
Ventura County SELPA Member Districts

Commented [j1]: Grey text is from Ventura County LPA and has not yet been reviewed/edited by SLO LPA members. Yellow highlighting represents areas that will be verified or changed.

Commented [j2]: This statement was developed by the SLO County LPA members (Scott Black, Dee Rittenhouse, Devon McClellan, Matthew Green, Loretta Butterfield, Joe Hoeflich, and Joey Carroll) on 01/12/2018.

Commented [j3]: Title and individual districts or agencies to be determined.

Commented [j4]: SLO LPA members agreed to invite as a core partner.

III. Identification of Community Partners

Community partners are local agencies that play a critical role in supporting individuals with disabilities in their pathways to employment. In collaboration with the core partners, community partners may share resources, support interagency coordination and educate or cross-train staff.

Community Partners:

Advocacy Support
- Autism Society Ventura County
- Disability Rights California (Office of Clients' Rights Advocacy)
- El Concilio Family Services
- Mixteco Indigenes Community Organizing Project (MICOP)
- Self-Help Legal Access of Ventura County Superior Courts
- State Council for Developmental Disabilities
- Tri-County GLAD

Basic Needs
- 211
- Area Housing Authorities
- FOOD Share
- Homelessness Prevention and Rapid Re-Housing Program (HPRP)

Benefits Planning
- Social Security Administration

Employment and Vocational Service Providers
- 24Hr HomeCare
- Actors for Autism
- Ballard Vocational Services
- Candelaria American Indian Council
- Cole Vocational Services
- Goodwill Industries of Ventura and Santa Barbara
- Institute for Applied Behavior Analysis
- Jay Nolan Community Services
- Oceanview Adult Day Program
- PathPoint
- People Creating Success
- Simi Oaks
- Social Vocational Services
- Spark Program
- The Arc of Ventura County
- The Salvation Army
- Villa Esperanza Services
- Westview Services

- Health and Medical Services
  - American Indian Health & Services
  - Clinicas del Camino Real
  - Gold Coast Health Plan
  - Life After Brain Injury
  - Tri-County Mobility
  - Ventura County Public Health
- Post-secondary and Adult Education
  - Ventura County Community College District
    - Moorpark College ACCESS
    - Oxnard College Educational Assistance Center
    - Ventura College Educational Assistance Center
  - Ventura County Adult Education
    - Conejo Valley Adult Education
    - Oxnard Adult School
    - Simi Institute for Career and Education
    - Ventura Adult and Continuing Education
  - Los Angeles Community College District
    - Los Angeles City College Office of Special Services
    - Pierce College Special Services Program
- Rainbow Connection Family Resource Center
- Social, Emotional and Behavioral Support Providers
  - CITY Impact
  - Interface
  - STAR of California
  - TAY Tunnel
  - Turning Point Foundation
  - United Parents
  - Ventura County Behavioral Health
  - Ventura County Department of Health and Human Services
- Supported and Independent Living Services
  - Among Friends
  - Channel Island Social Services
  - Independent Living Resource Center
  - People Creating Success
- Transportation Services and Training
  - Mobility Management Partners
  - R&D Transportation
- Workforce Investment Agencies
  - Employment Development Department (EDD)
  - Ventura County Workforce Development Board
  - Ventura County Office of Education Career Education Center (CEC)
  - West Valley Occupational Center

Commented [J5]: See list of community partners identified by SLO County LPA members on 12/15/17: https://tcrc.box.com/s/clep7hfgfn2joeb4cyd5j1burm9xuav7

IV. Roles and Responsibilities of Core Partner Agencies

Each core partner agency utilizes an individualized person-centered approach to support individuals in achieving competitive integrated employment. This process occurs during the development of the Individualized Plan for Employment (IPE), the Individualized Program Plan (IPP), and the Individualized Education Program (IEP). Individuals may receive services from any or all core partner agencies solely or concurrently based on each agency's assessment and eligibility processes.

Core partners in the Local Partnership Agreement (LPA) are committed to:

- Participating in each agency's planning meetings, when invited, to best serve the needs of the individual;
- Collaborating to enhance school-to-work transition planning (including interagency attendance at planning meetings) and facilitation of the regional center funded Paid Internship Program;
- Identifying and implementing emerging, effective and exemplary practices specific to employment of individuals with intellectual and developmental disabilities.
- Streamlining referral processes to minimize duplication of services; and
- Optimizing partner resources.

A. Department of Rehabilitation Santa Barbara District

1. Referral and Eligibility

To be eligible for DOR services, an individual a) must have a physical or mental impairment that substantially impedes his or her ability to secure employment; b) must require DOR services to prepare for, secure, retain, or regain employment consistent with the applicant's unique strengths, resources, priorities, concerns, abilities, capabilities, interests, and informed choice; and c) must be able to benefit from DOR services in terms of a competitive, integrated employment outcome. For students, this would mean that the student needs to be of an age when he or she can obtain a work permit (usually 15 years old or older.)

There are three requirements that comprise the DOR application process:

a) Request DOR services in one of the following ways:

1) Contact the local DOR office in your area. Complete and sign form DR 222 – Vocational Rehabilitation Services Application; or

2) Apply for services online at the DOR website: www.dor.ca.gov or print an application from the DOR website and mail the completed form DR 222 – Vocational Rehabilitation Services Application to your local DOR office.

b) Provide DOR with necessary information to begin an assessment to determine eligibility and priority for services.

c) Be available to complete the assessment process. This includes activities such as attending the initial interview, watching an orientation video, participating in the evaluation of skills and capabilities, and completing any actions by the consumer that are needed for this process to conclude.

In the Eligibility process, the consumer and DOR counselor will:

a) Obtain and review medical and other information to determine how the consumer's disability or combination of disabilities affect his or her ability to work; and

b) Determine how DOR services can help the consumer to establish and maintain employment.

Once DOR receives complete information about the consumer's disability, the counselor will make a determination of eligibility for DOR services and will notify the consumer in writing. The timeline for determining eligibility is 60 days from application but may be extended if needed information is not received or is incomplete and the counselor and consumer agree to a new date for the eligibility decision to be made.

2. Planning

The Individualized Plan for Employment (IPE) process: The IPE is a term used by DOR to refer to the contract between the consumer and DOR. It consists of identifying the consumer's specific job goal and the services and supports DOR has agreed to provide to assist the consumer to meet this job goal. It lists the specific action steps the consumer and counselor will take to train for or obtain employment, timelines for step completion, and measurement of success for completion of the IPE.

The IPE is developed in collaboration with the consumer the DOR counselor, and other stakeholders who may assist in achieving the employment goal. It takes into consideration the information gathered during the eligibility and assessment process and highlights the consumer's unique strengths, abilities, interests, concerns, and informed choice. For students in Secondary Education who are consumers of DOR, the IPE should be developed prior to completing school. The timeline for developing the IPE is usually 90 days after eligibility has been determined.

3. Employment Programs and Services

SUPPORTED EMPLOYMENT (SE) – These services, usually provided in collaboration with the local Regional Center, are designed to offer additional support over an extended time to achieve CIE outcomes. Typically it involves exploration of individual interest and abilities, job placement, and intensive job coaching at the place of employment to assist the individual to learn and master essential job duties. Funding for these additional supports is initially provided by DOR and transitioned to TCRC for continuing extended support.

At any time individuals may contact DOR directly to request supported employment services. Typically the Regional Center service coordinator will contact the DOR Supported Employment Counselor with referral information, prepared after the consumer has stated that he or she would like to obtain employment and is nearing exit from the secondary education system. Referral information includes copies of the most recent IEP, IPP, information about functional capacities, any work experience or exploration activities done to date, and any other helpful information for vocational planning.

ON-THE-JOB TRAINING (OJT) – This is a work incentive in the form of a stipend paid to an employer to provide on-the-job training. Job coaching may also be provided in conjunction with an OJT, when appropriate, to support stabilization of employment.

APPRENTICESHIPS, INTERNSHIPS AND PAID WORK EXPERIENCE – These assist consumers in seeking and obtaining valuable hands-on training from existing apprenticeship or internship opportunities. Job coaching may be provided as a support.

EMPLOYMENT PREPARATION – This service provides guidance in job seeking skills such as resume development, interview skills and soft skills involved in job search.

JOB PLACEMENT AND RETENTION – This service provides assistance with seeking and obtaining employment matching the individual's interests and abilities. Retention is follow-up to ensure job stabilization and continued employment.

ASSISTIVE TECHNOLOGY (AT) – Any equipment or devices that may assist a DOR consumer in performance of their essential job duties. This typically includes technology assessment and training on items that may be customized or off-the-shelf.

POST-SECONDARY EDUCATION AND VOCATIONAL TRAINING – Support may include assisting consumers in their post-secondary and vocational training endeavors as needed to achieve their identified employment goals.

DOR STUDENT SERVICES – Secondary and post-secondary students ages 16-21 with an IEP, 504, or considered to have a disabling condition may be referred for DOR Student Services. Student Services offered are: job exploration counseling, work-based learning experience, post-secondary education counseling, workplace readiness training and self-advocacy. Student Services may be requested by staff, parents or self-referral using the DR203 Student Services Request form.

SLO COUNTY BEHAVIORAL HEALTH SERVICES COOPERATIVE AGREEMENT - (Scott will add text)

B. Tri-Counties Regional Center (TCRC)

1. Referral and Eligibility

Regional Center services are available to an individual with a developmental disability that begins before the person's 18th birthday, is expected to continue indefinitely and presents a substantial disability as defined in Section 4512 of the California Welfare and Institutions Code. Eligibility is established through diagnosis and assessment performed by regional centers.

WIC 4512 (a) "Developmental disability" means a disability that originates before an individual attains 18 years of age; continues, or can be expected to continue, indefinitely; and constitutes a substantial disability for that individual. As defined by the Director of Developmental Services, in consultation with the Superintendent of Public Instruction, this term shall include intellectual disability, cerebral palsy, epilepsy, and autism. This term shall also include disabling conditions found to be closely related to intellectual disability or to require treatment similar to that required for individuals with an intellectual disability, but shall not include other handicapping conditions that are solely physical in nature.

2. Planning

The person-centered Individual Program Plan (IPP) assists persons with developmental disabilities and their families to build their capacities and capabilities. This planning effort is not a single event or meeting, but a series of discussions or interactions among a team of people including the person with a developmental disability, their family (when appropriate), regional center representative(s) and others.

As part of the planning process, this team assists the individual in developing a description that includes: a preferred place to live, favorite people with whom to socialize and preferred types of daily activities, including preferred jobs. This description is called a preferred future, and is based on the individual's strengths, capabilities, preferences, lifestyle and cultural background.

The Planning Team, which includes and is directed by the individual, decides what needs to be done, by whom, when, and how, if the individual is to work toward the preferred future. The

document known as the Individual Program Plan (IPP) is a record of the agreements made by the planning team.

3. Employment Programs and Services

PAID INTERNSHIP PROGRAM (PIP) - A Paid Internship Program (PIP) is available to job seekers and students 18 years of age and older served by Tri-Counties Regional Center who want to work full or part-time, become self-employed, start a small business or develop skills as an apprentice. The program funds up to $10,400 per internship for wages and employer costs. The intent of the program is to increase opportunities for Competitive Integrated Employment (CIE).

COMPETITIVE INTEGRATED EMPLOYMENT (CIE) - Competitive Integrated Employment (CIE) is not a service, but rather it is the preferred outcome for all employment services. TCRC offers support to obtain and maintain CIE for individuals who have completed secondary school services and are no longer eligible for services under the Individuals with Disabilities Education Act (IDEA) or for students who have successfully transitioned from the Department of Rehabilitation.

MICRO-ENTERPRISE AND BUSINESS SUPPORT - TCRC offers interest free loans of up to $1000 for individuals who need start-up funds for small businesses. These services are available to individuals who have completed secondary school services and are no longer eligible for services under the IDEA and have a goal of starting their own small business. Loan applications are completed by TCRC Service Coordinators after the planning team agrees that a micro-enterprise loan will help the individual reach his or her employment goal.

INDIVIDUAL SUPPORTED EMPLOYMENT (ISE) - TCRC's Individual Supported Employment (ISE) services are designed to assist job seekers in obtaining and maintaining CIE. Supports may include a process of discovering an individual's strengths, talents and interests; person centered planning for employment; business planning and micro-enterprise support; training in soft skills (e.g. workplace communication, professionalism and attitude, teamwork and problem solving), transportation, employment preparation, and job-specific skills; paid work experience and internships; job development and placement; and job coaching or on-the-job training and support. These services are available to individuals who have completed secondary school services and are no longer eligible for services under the IDEA or for students who have successfully transitioned from the Department of Rehabilitation.

BRAIDED DAY SERVICES - Braided Day Services are creative vocational day service opportunities for people who may have unique needs and challenges which necessitate individualized and flexible schedules. This enables staff to support them in a way that honors and nurtures individual skills and talents which will lead to competitive integrated employment (CIE). The program focuses on pre-employment skills training, soft skills training, and community integration including paid and volunteer positions within the community with the end goal of securing long-term competitive employment. This service is available to individuals who have completed secondary education and are no longer eligible for services under the IDEA.

GROUP SUPPORTED EMPLOYMENT (GSE) - Group Supported Employment (GSE) is not intended to be a permanent employment option for individuals with intellectual and developmental disabilities, but rather a time-limited bridge to CIE. The goal of GSE is to provide work

experience and employment preparation foundational services that will result in successful transition to individual employment in the community. This service is available to individuals who have completed secondary education and are no longer eligible for services under the IDEA.

COMMUNITY INTEGRATION TRAINING PROGRAM (CITP) - Community Integration Training Programs (CITPs) typically provide support that is focused on enabling individuals to attain or maintain maximum ability and may be coordinated with other services. CITPs that provide employment services offer alternatives to traditional day programs and allow flexibility to create new programs that meet individualized or newly identified needs for employment services and support. This service is available to individuals who have completed secondary education and are no longer eligible for services under the IDEA.

C. San Luis Obispo County Special Education Local Plan Area (SELPA)

1. Referral and Eligibility

Special Education (Individualized Education Program) - A parent, teacher, service provider, or student age 18 or older can begin a referral for evaluation. When a request is made, the LEA has 15 days to respond. The district will either develop an assessment plan or will inform that the district declines to initiate assessment at this time and give reasons why. If an evaluation is recommended, a parent or adult student must give consent in writing and once that consent has been received, the district has 60 days to complete the assessment(s) and hold the IEP meeting. If the student is eligible and needs Special Education services, an IEP will be developed.

Section 504 Plan - A parent, teacher, service provider, or student age 18 or older can begin a referral for evaluation. When a request is made, the LEA will either develop an assessment plan or will inform, in writing, that the district declines to initiate assessment at this time and give reasons why. If an evaluation is recommended, a parent or adult student must give consent in writing to complete the assessment(s) and hold the 504 meeting. If the student is eligible, a 504 plan will be developed.

2. Planning

A transition plan is the driving force of the IEP for students with IEPs, ages 15-22. The transition plan outlines a student's individual abilities and interests, post-secondary education and employment goals, agency involvement, a course of study and services to meet the goals.

DIPLOMA - Graduation Requirements for students attending a comprehensive high school vary slightly within each LEA, which meet California Ed Code Requirements. The diploma course of study supports education, training and employment goals and is designed to meet graduation requirements. This provides students with preparation and opportunity for employment, vocational education and post-secondary education at colleges and universities.

CERTIFICATE OF COMPLETION - Students can participate in Adult Transition/Post-Secondary Programs funded by their school district if they have an IEP and have not graduated with a diploma until their 22nd birthday. Such programs focus on community-based instruction and may include an emphasis on independent living skills. The students often spend a portion of their school day in the community learning functional living skills and/or in some vocational settings, learning job skills. The program may include volunteer and/or paid employment opportunities

3. School to Career Programs and Services

WORKABILITY I - WorkAbility I provides comprehensive pre-employment skills training, employment placement and follow-up for high school students with an IEP who are making the transition from school to work, independent living and postsecondary education or training. San Luis Obispo County SELPA district students ages 15-22 with IEPs may be served through WorkAbility I. The referral process to Workability may vary amongst LEAs and must be in accordance with district policies and procedures. Contact the San Luis Obispo SELPA to be connected to the WorkAbility I Project Coordinator.

CAREER EDUCATION CENTER/ REGIONAL OCCUPATIONAL PROGRAM (CEC/ROP) - The Career Education Center provides college to career pathways beginning in middle school and connecting to high school, CEC courses, community college, university coursework and industry employment. The program helps prepare students with disabilities (IEPs and 504s) with the knowledge and skills to pursue CIE, careers and Post-Secondary Education to sustain a quality adult life driven by their individual interests, hopes, and dreams.

V. Communication and Information Sharing Processes

A. Communication between Core and Community Partners

Core and community LPA partners will meet as needed to identify training opportunities, share resources, and discuss emerging, effective and exemplary practices. Communication will occur through participation in new and existing forums which include, but are not limited to the following:

- American Job Centers of California Partners Meetings
- Behavioral Health Advisory Board
- Employment Task Force
- Interagency Transition Coordinating Council
- Peer Advocacy Team
- Ventura County Area Agency on Aging Community Advisory Meeting
- Ventura County Employment Collaborative
- Ventura County Pact
- Ventura County Transition Project
- Ventura County Workforce Development Board

The core partners, in collaboration with Rainbow Connection Family Resource Center, are mutually responsible for providing outreach and information to the Ventura County community about career development pathways for individuals with intellectual and developmental disabilities.

Core partners will review and evaluate the LPA at least annually and update as needed. The core partners will maintain the long-standing practice of promoting the advancement of competitive integrated employment through continued participation in the Ventura County Employment Collaborative and the Ventura County Transition Project.

B. Information Sharing and Coordination

As available, data that does not identify individuals may be shared between the core partners in order to assess and improve services related to the development of career pathways.

When requested in writing with proper consent, core partners will share individual and person-centered plans and other employment related documents such as:

- Student Portfolios
- Career Assessments
- Resumes
- Employer Evaluations
- Exit Summaries
- Letters of Reference
- Internship or Apprenticeship Records
- Diplomas and Certificates Earned
- Education and Training History

Benefits Planning Documents
Online Career Exploration and Job Search Accounts
Digital Badge Accounts
Conservatorship and Educational Rights Documents

CASAS

Demographic Summary

by Agency

11/28/2018
12:37:21

Agency: 9503 - San Luis Coastal Unified School District (SLCUS...
Program: ESL/ELL **Students:** 60

Has SSN	#	%
Yes	0	0.00
No	0	0.00
N/A	60	100.00

Consent	#	%
Yes	0	0.00
No	0	0.00
N/A	60	100.00

Age	#	%
Under 15	0	0.00
15 - 17	0	0.00
18 - 21	0	0.00
22 - 24	1	1.67
25 - 29	7	11.67
30 - 34	14	23.33
35 - 39	14	23.33
40 - 44	8	13.33
45 - 49	8	13.33
50 - 54	2	3.33
55 - 59	2	3.33
60 - 64	2	3.33
65 - 69	1	1.67
70+	1	1.67
N/A	0	0.00

Highest Diploma in U.S.	#	%
None	17	28.33
HSE	1	1.67
HS Diploma	18	30.00
Technical	0	0.00
No Degree	3	5.00
A.A./A.S.	1	1.67
College	1	1.67
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	19	31.67

Highest Diploma outside of U.S.	#	%
None	19	31.67
HSE	1	1.67
HS Diploma	26	43.33
Technical	0	0.00
No Degree	2	3.33
A.A./A.S.	3	5.00
College	7	11.67
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	2	3.33

Gender	#	%
Male	7	11.67
Female	53	88.33
N/A	0	0.00

Highest School Year	#	%
Under 6	3	5.00
6 - 8	3	5.00
9 - 10	12	20.00
11	3	5.00
12	28	46.67
13+	11	18.33
N/A	0	0.00

School out of US	#	%
Yes	31	51.67
No	2	3.33
N/A	27	45.00

Ethnicity	#	%
Hispanic	41	68.33
Not Hispanic	19	31.67
N/A	0	0.00

Race	#	%
White	43	71.67
Asian	7	11.67
Black	2	3.33
Hawaiian	0	0.00
Pacific	0	0.00
Filipino	0	0.00
Indian	1	1.67
Alaskan	0	0.00
N/A	9	15.00

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Demographic Summary

by Agency

Agency: 9503 - San Luis Coastal Unified School District (SLCUS...
Program: ESL/ELL **Students:** 60

Native Language	#	%
English	1	1.67
Spanish	42	70.00
Arabic	7	11.67
Chinese	1	1.67
Vietnamese	0	0.00
Hmong	0	0.00
Haitian	0	0.00
Somali	0	0.00
Russian	0	0.00
Korean	2	3.33
Tagalog	0	0.00
Urdu	1	1.67
French	1	1.67
Portuguese	0	0.00
Japanese	0	0.00
Panjabi	0	0.00
Bengali	1	1.67
Nepali	0	0.00
Burmese	0	0.00
Hindi	0	0.00
Karen	0	0.00
Gujarati	0	0.00
Farsi	1	1.67
Cambodian	0	0.00
German	0	0.00
Amharic	1	1.67
Navajo	0	0.00
Polish	0	0.00
Armenian	0	0.00
Ukrainian	0	0.00
Lao	0	0.00
Other	2	3.33
N/A	0	0.00

Training Services	#	%
On the Job Training	0	0.00
Skill Upgrading	0	0.00
Entrepreneurial Training	0	0.00
ABE/ESL w/Training	0	0.00
Customized Training	0	0.00
Other Occupational Skills Training	0	0.00
Remedial Training	0	0.00
Prerequisite Training	0	0.00
Registered Apprenticeship	0	0.00
Youth Occupational Skills Training	0	0.00
Other Non-Occupational-Skills Training	0	0.00
Unspecified Training	0	0.00
N/A	60	100.00

Vocational Rehabilitation Services	#	%
Vocational Rehabilitation	0	0.00
Vocational Rehabilitation & Employment	0	0.00
N/A	60	100.00

Transition Services	#	%
Assessment/Testing/Counseling	1	1.67
Personal Development Training	0	0.00
Counseling/Career Development	0	0.00
Job Development/Job Search Assistance	0	0.00
Occupational Skills Training (non-OJT)	0	0.00
On-the-Job Training (OJT)	0	0.00
Work Experience	0	0.00
Pre-Employment Skills/Job Readiness Trai	0	0.00
Postsecondary Academic Education	0	0.00
Other Transition Services	0	0.00
N/A	59	98.33

Supportive Services	#	%
Transportation	0	0.00
Health Care and Mental Health Care	0	0.00
Family/Child Care	0	0.00
Housing or Rental Assistance	0	0.00
Personal, Financing, or Legal Counseling	0	0.00
Supplementary Instruct. Serv.	0	0.00
Needs-Based Related Payments	0	0.00
Emergency Financial Services	0	0.00
Federal Education Cash Assist.	0	0.00
Other Supportive Services	56	93.33

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Demographic Summary

by Agency

11/28/2018
17:34:11

DS2

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: Basic Skills (ABE) **Students:** 38

Has SSN	#	%
Yes	22	57.89
No	10	26.32
N/A	6	15.79

Consent	#	%
Yes	16	42.11
No	0	0.00
N/A	22	57.89

Age	#	%
Under 15	0	0.00
15 - 17	0	0.00
18 - 21	10	26.32
22 - 24	4	10.53
25 - 29	9	23.68
30 - 34	3	7.89
35 - 39	4	10.53
40 - 44	0	0.00
45 - 49	1	2.63
50 - 54	3	7.89
55 - 59	2	5.26
60 - 64	2	5.26
65 - 69	0	0.00
70+	0	0.00
N/A	0	0.00

Highest Diploma in U.S.	#	%
None	29	76.32
HSE	1	2.63
HS Diploma	5	13.16
Technical	1	2.63
No Degree	0	0.00
A.A./A.S.	0	0.00
College	0	0.00
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	2	5.26

Highest Diploma outside of U.S.	#	%
None	1	2.63
HSE	0	0.00
HS Diploma	0	0.00
Technical	0	0.00
No Degree	0	0.00
A.A./A.S.	0	0.00
College	0	0.00
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	37	97.37

Gender	#	%
Male	15	39.47
Female	23	60.53
N/A	0	0.00

Highest School Year	#	%
Under 6	4	10.53
6 - 8	1	2.63
9 - 10	5	13.16
11	16	42.11
12	12	31.58
13+	0	0.00
N/A	0	0.00

School out of US	#	%
Yes	1	2.63
No	37	97.37
N/A	0	0.00

Ethnicity	#	%
Hispanic	22	57.89
Not Hispanic	16	42.11
N/A	0	0.00

Race	#	%
White	36	94.74
Asian	1	2.63
Black	2	5.26
Hawaiian	0	0.00
Pacific	0	0.00
Filipino	1	2.63
Indian	0	0.00
Alaskan	0	0.00
N/A	0	0.00

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: Basic Skills (ABE) **Students:** 38

Native Language	#	%
English	29	76.32
Spanish	9	23.68
Arabic	0	0.00
Chinese	0	0.00
Vietnamese	0	0.00
Hmong	0	0.00
Haitian	0	0.00
Somali	0	0.00
Russian	0	0.00
Korean	0	0.00
Tagalog	0	0.00
Urdu	0	0.00
French	0	0.00
Portuguese	0	0.00
Japanese	0	0.00
Panjabi	0	0.00
Bengali	0	0.00
Nepali	0	0.00
Burmese	0	0.00
Hindi	0	0.00
Karen	0	0.00
Gujarati	0	0.00
Farsi	0	0.00
Cambodian	0	0.00
German	0	0.00
Amharic	0	0.00
Navajo	0	0.00
Polish	0	0.00
Armenian	0	0.00
Ukrainian	0	0.00
Lao	0	0.00
Other	0	0.00
N/A	0	0.00

Training Services	#	%
On the Job Training	0	0.00
Skill Upgrading	0	0.00
Entrepreneurial Training	0	0.00
ABE/ESL w/Training	0	0.00
Customized Training	0	0.00
Other Occupational Skills Training	0	0.00
Remedial Training	0	0.00
Prerequisite Training	0	0.00
Registered Apprenticeship	0	0.00
Youth Occupational Skills Training	0	0.00
Other Non-Occupational-Skills Training	0	0.00
Unspecified Training	0	0.00
N/A	38	100.00

Vocational Rehabilitation Services	#	%
Vocational Rehabilitation	0	0.00
Vocational Rehabilitation & Employment	0	0.00
N/A	38	100.00

Transition Services	#	%
Assessment/Testing/Counseling	0	0.00
Personal Development Training	0	0.00
Counseling/Career Development	0	0.00
Job Development/Job Search Assistance	0	0.00
Occupational Skills Training (non-OJT)	0	0.00
On-the-Job Training (OJT)	0	0.00
Work Experience	0	0.00
Pre-Employment Skills/Job Readiness Trai	0	0.00
Postsecondary Academic Education	0	0.00
Other Transition Services	0	0.00
N/A	38	100.00

Supportive Services	#	%
Transportation	0	0.00
Health Care and Mental Health Care	0	0.00
Family/Child Care	5	13.16
Housing or Rental Assistance	0	0.00
Personal, Financing, or Legal Counseling	0	0.00
Supplementary Instruct. Serv.	0	0.00
Needs-Based Related Payments	0	0.00
Emergency Financial Services	0	0.00
Federal Education Cash Assist.	0	0.00
Other Supportive Services	0	0.00

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: ESL/ELL **Students:** 98

Has SSN	#	%
Yes	15	15.31
No	68	69.39
N/A	15	15.31

Consent	#	%
Yes	12	12.24
No	0	0.00
N/A	86	87.76

Age	#	%
Under 15	0	0.00
15 - 17	0	0.00
18 - 21	7	7.14
22 - 24	4	4.08
25 - 29	10	10.20
30 - 34	13	13.27
35 - 39	15	15.31
40 - 44	15	15.31
45 - 49	12	12.24
50 - 54	9	9.18
55 - 59	4	4.08
60 - 64	6	6.12
65 - 69	1	1.02
70+	2	2.04
N/A	0	0.00

Highest Diploma in U.S.	#	%
None	56	57.14
HSE	4	4.08
HS Diploma	20	20.41
Technical	1	1.02
No Degree	1	1.02
A.A./A.S.	3	3.06
College	3	3.06
> B.A./B.S.	1	1.02
IEP	0	0.00
Other Diploma	0	0.00
N/A	9	9.18

Highest Diploma outside of U.S.	#	%
None	9	9.18
HSE	1	1.02
HS Diploma	6	6.12
Technical	0	0.00
No Degree	1	1.02
A.A./A.S.	0	0.00
College	0	0.00
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	81	82.65

Gender	#	%
Male	23	23.47
Female	75	76.53
N/A	0	0.00

Highest School Year	#	%
Under 6	22	22.45
6 - 8	32	32.65
9 - 10	7	7.14
11	4	4.08
12	29	29.59
13+	4	4.08
N/A	0	0.00

School out of US	#	%
Yes	32	32.65
No	65	66.33
N/A	1	1.02

Ethnicity	#	%
Hispanic	93	94.90
Not Hispanic	5	5.10
N/A	0	0.00

Race	#	%
White	96	97.96
Asian	3	3.06
Black	1	1.02
Hawaiian	0	0.00
Pacific	0	0.00
Filipino	0	0.00
Indian	1	1.02
Alaskan	0	0.00
N/A	0	0.00

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: ESL/ELL **Students:** 98

Native Language	#	%
English	0	0.00
Spanish	96	97.96
Arabic	0	0.00
Chinese	0	0.00
Vietnamese	0	0.00
Hmong	0	0.00
Haitian	0	0.00
Somali	0	0.00
Russian	0	0.00
Korean	1	1.02
Tagalog	0	0.00
Urdu	0	0.00
French	0	0.00
Portuguese	0	0.00
Japanese	1	1.02
Panjabi	0	0.00
Bengali	0	0.00
Nepali	0	0.00
Burmese	0	0.00
Hindi	0	0.00
Karen	0	0.00
Gujarati	0	0.00
Farsi	0	0.00
Cambodian	0	0.00
German	0	0.00
Amharic	0	0.00
Navajo	0	0.00
Polish	0	0.00
Armenian	0	0.00
Ukrainian	0	0.00
Lao	0	0.00
Other	0	0.00
N/A	0	0.00

Training Services	#	%
On the Job Training	24	24.49
Skill Upgrading	2	2.04
Entrepreneurial Training	0	0.00
ABE/ESL w/Training	0	0.00
Customized Training	0	0.00
Other Occupational Skills Training	1	1.02
Remedial Training	0	0.00
Prerequisite Training	0	0.00
Registered Apprenticeship	0	0.00
Youth Occupational Skills Training	0	0.00
Other Non-Occupational-Skills Training	0	0.00
Unspecified Training	0	0.00
N/A	72	73.47

Vocational Rehabilitation Services	#	%
Vocational Rehabilitation	0	0.00
Vocational Rehabilitation & Employment	0	0.00
N/A	98	100.00

Transition Services	#	%
Assessment/Testing/Counseling	0	0.00
Personal Development Training	0	0.00
Counseling/Career Development	0	0.00
Job Development/Job Search Assistance	0	0.00
Occupational Skills Training (non-OJT)	0	0.00
On-the-Job Training (OJT)	0	0.00
Work Experience	0	0.00
Pre-Employment Skills/Job Readiness Trai	1	1.02
Postsecondary Academic Education	0	0.00
Other Transition Services	0	0.00
N/A	97	98.98

Supportive Services	#	%
Transportation	0	0.00
Health Care and Mental Health Care	0	0.00
Family/Child Care	16	16.33
Housing or Rental Assistance	0	0.00
Personal, Financing, or Legal Counseling	0	0.00
Supplementary Instruct. Serv.	0	0.00
Needs-Based Related Payments	0	0.00
Emergency Financial Services	0	0.00
Federal Education Cash Assist.	0	0.00
Other Supportive Services	0	0.00

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: Citizenship **Students:** 11

Has SSN	#	%
Yes	1	9.09
No	10	90.91
N/A	0	0.00

Consent	#	%
Yes	1	9.09
No	0	0.00
N/A	10	90.91

Age	#	%
Under 15	0	0.00
15 - 17	0	0.00
18 - 21	0	0.00
22 - 24	1	9.09
25 - 29	1	9.09
30 - 34	1	9.09
35 - 39	0	0.00
40 - 44	1	9.09
45 - 49	5	45.45
50 - 54	1	9.09
55 - 59	0	0.00
60 - 64	1	9.09
65 - 69	0	0.00
70+	0	0.00
N/A	0	0.00

Highest Diploma in U.S.	#	%
None	6	54.55
HSE	2	18.18
HS Diploma	1	9.09
Technical	0	0.00
No Degree	0	0.00
A.A./A.S.	0	0.00
College	1	9.09
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	1	9.09

Highest Diploma outside of U.S.	#	%
None	2	18.18
HSE	0	0.00
HS Diploma	0	0.00
Technical	0	0.00
No Degree	0	0.00
A.A./A.S.	0	0.00
College	0	0.00
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	9	81.82

Gender	#	%
Male	2	18.18
Female	9	81.82
N/A	0	0.00

Highest School Year	#	%
Under 6	0	0.00
6 - 8	5	45.45
9 - 10	3	27.27
11	0	0.00
12	2	18.18
13+	1	9.09
N/A	0	0.00

School out of US	#	%
Yes	2	18.18
No	9	81.82
N/A	0	0.00

Ethnicity	#	%
Hispanic	10	90.91
Not Hispanic	1	9.09
N/A	0	0.00

Race	#	%
White	11	100.00
Asian	0	0.00
Black	0	0.00
Hawaiian	0	0.00
Pacific	0	0.00
Filipino	0	0.00
Indian	0	0.00
Alaskan	0	0.00
N/A	0	0.00

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: Citizenship **Students:** 11

Native Language	#	%
English	1	9.09
Spanish	10	90.91
Arabic	0	0.00
Chinese	0	0.00
Vietnamese	0	0.00
Hmong	0	0.00
Haitian	0	0.00
Somali	0	0.00
Russian	0	0.00
Korean	0	0.00
Tagalog	0	0.00
Urdu	0	0.00
French	0	0.00
Portuguese	0	0.00
Japanese	0	0.00
Panjabi	0	0.00
Bengali	0	0.00
Nepali	0	0.00
Burmese	0	0.00
Hindi	0	0.00
Karen	0	0.00
Gujarati	0	0.00
Farsi	0	0.00
Cambodian	0	0.00
German	0	0.00
Amharic	0	0.00
Navajo	0	0.00
Polish	0	0.00
Armenian	0	0.00
Ukrainian	0	0.00
Lao	0	0.00
Other	0	0.00
N/A	0	0.00

Training Services	#	%
On the Job Training	0	0.00
Skill Upgrading	0	0.00
Entrepreneurial Training	0	0.00
ABE/ESL w/Training	0	0.00
Customized Training	0	0.00
Other Occupational Skills Training	0	0.00
Remedial Training	0	0.00
Prerequisite Training	0	0.00
Registered Apprenticeship	0	0.00
Youth Occupational Skills Training	0	0.00
Other Non-Occupational-Skills Training	0	0.00
Unspecified Training	0	0.00
N/A	11	100.00

Vocational Rehabilitation Services	#	%
Vocational Rehabilitation	0	0.00
Vocational Rehabilitation & Employment	0	0.00
N/A	11	100.00

Transition Services	#	%
Assessment/Testing/Counseling	0	0.00
Personal Development Training	0	0.00
Counseling/Career Development	0	0.00
Job Development/Job Search Assistance	0	0.00
Occupational Skills Training (non-OJT)	0	0.00
On-the-Job Training (OJT)	0	0.00
Work Experience	0	0.00
Pre-Employment Skills/Job Readiness Trai	0	0.00
Postsecondary Academic Education	0	0.00
Other Transition Services	0	0.00
N/A	11	100.00

Supportive Services	#	%
Transportation	0	0.00
Health Care and Mental Health Care	0	0.00
Family/Child Care	1	9.09
Housing or Rental Assistance	0	0.00
Personal, Financing, or Legal Counseling	0	0.00
Supplementary Instruct. Serv.	0	0.00
Needs-Based Related Payments	0	0.00
Emergency Financial Services	0	0.00
Federal Education Cash Assist.	0	0.00
Other Supportive Services	0	0.00

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: High School Diploma **Students:** 209

Has SSN	#	%
Yes	142	67.94
No	37	17.70
N/A	30	14.35

Consent	#	%
Yes	120	57.42
No	0	0.00
N/A	89	42.58

Age	#	%
Under 15	0	0.00
15 - 17	0	0.00
18 - 21	56	26.79
22 - 24	37	17.70
25 - 29	38	18.18
30 - 34	29	13.88
35 - 39	21	10.05
40 - 44	9	4.31
45 - 49	6	2.87
50 - 54	7	3.35
55 - 59	3	1.44
60 - 64	2	0.96
65 - 69	0	0.00
70+	1	0.48
N/A	0	0.00

Highest Diploma in U.S.	#	%
None	193	92.34
HSE	2	0.96
HS Diploma	6	2.87
Technical	1	0.48
No Degree	2	0.96
A.A./A.S.	1	0.48
College	0	0.00
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	4	1.91

Highest Diploma outside of U.S.	#	%
None	21	10.05
HSE	0	0.00
HS Diploma	1	0.48
Technical	0	0.00
No Degree	0	0.00
A.A./A.S.	0	0.00
College	0	0.00
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	187	89.47

Gender	#	%
Male	72	34.45
Female	137	65.55
N/A	0	0.00

Highest School Year	#	%
Under 6	7	3.35
6 - 8	5	2.39
9 - 10	39	18.66
11	106	50.72
12	49	23.44
13+	2	0.96
N/A	1	0.48

School out of US	#	%
Yes	3	1.44
No	199	95.22
N/A	7	3.35

Ethnicity	#	%
Hispanic	152	72.73
Not Hispanic	57	27.27
N/A	0	0.00

Race	#	%
White	202	96.65
Asian	8	3.83
Black	5	2.39
Hawaiian	0	0.00
Pacific	0	0.00
Filipino	1	0.48
Indian	2	0.96
Alaskan	0	0.00
N/A	1	0.48

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: High School Diploma **Students:** 209

Native Language	#	%
English	159	76.08
Spanish	49	23.44
Arabic	0	0.00
Chinese	0	0.00
Vietnamese	0	0.00
Hmong	0	0.00
Haitian	0	0.00
Somali	0	0.00
Russian	0	0.00
Korean	0	0.00
Tagalog	0	0.00
Urdu	0	0.00
French	0	0.00
Portuguese	0	0.00
Japanese	1	0.48
Panjabi	0	0.00
Bengali	0	0.00
Nepali	0	0.00
Burmese	0	0.00
Hindi	0	0.00
Karen	0	0.00
Gujarati	0	0.00
Farsi	0	0.00
Cambodian	0	0.00
German	0	0.00
Amharic	0	0.00
Navajo	0	0.00
Polish	0	0.00
Armenian	0	0.00
Ukrainian	0	0.00
Lao	0	0.00
Other	0	0.00
N/A	0	0.00

Training Services	#	%
On the Job Training	0	0.00
Skill Upgrading	4	1.91
Entrepreneurial Training	0	0.00
ABE/ESL w/Training	0	0.00
Customized Training	0	0.00
Other Occupational Skills Training	1	0.48
Remedial Training	0	0.00
Prerequisite Training	0	0.00
Registered Apprenticeship	0	0.00
Youth Occupational Skills Training	0	0.00
Other Non-Occupational-Skills Training	0	0.00
Unspecified Training	0	0.00
N/A	205	98.09

Vocational Rehabilitation Services	#	%
Vocational Rehabilitation	0	0.00
Vocational Rehabilitation & Employment	0	0.00
N/A	209	100.00

Transition Services	#	%
Assessment/Testing/Counseling	0	0.00
Personal Development Training	0	0.00
Counseling/Career Development	0	0.00
Job Development/Job Search Assistance	1	0.48
Occupational Skills Training (non-OJT)	0	0.00
On-the-Job Training (OJT)	0	0.00
Work Experience	0	0.00
Pre-Employment Skills/Job Readiness Trai	1	0.48
Postsecondary Academic Education	0	0.00
Other Transition Services	0	0.00
N/A	207	99.04

Supportive Services	#	%
Transportation	0	0.00
Health Care and Mental Health Care	0	0.00
Family/Child Care	34	16.27
Housing or Rental Assistance	0	0.00
Personal, Financing, or Legal Counseling	0	0.00
Supplementary Instruct. Serv.	0	0.00
Needs-Based Related Payments	0	0.00
Emergency Financial Services	0	0.00
Federal Education Cash Assist.	0	0.00
Other Supportive Services	1	0.48

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: HSE **Students:** 42

Has SSN	#	%
Yes	25	59.52
No	11	26.19
N/A	6	14.29

Consent	#	%
Yes	19	45.24
No	0	0.00
N/A	23	54.76

Age	#	%
Under 15	0	0.00
15 - 17	0	0.00
18 - 21	11	26.19
22 - 24	6	14.29
25 - 29	12	28.57
30 - 34	2	4.76
35 - 39	6	14.29
40 - 44	0	0.00
45 - 49	3	7.14
50 - 54	1	2.38
55 - 59	0	0.00
60 - 64	1	2.38
65 - 69	0	0.00
70+	0	0.00
N/A	0	0.00

Highest Diploma in U.S.	#	%
None	39	92.86
HSE	1	2.38
HS Diploma	0	0.00
Technical	0	0.00
No Degree	0	0.00
A.A./A.S.	0	0.00
College	0	0.00
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	2	4.76

Highest Diploma outside of U.S.	#	%
None	3	7.14
HSE	0	0.00
HS Diploma	0	0.00
Technical	0	0.00
No Degree	0	0.00
A.A./A.S.	0	0.00
College	0	0.00
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	39	92.86

Gender	#	%
Male	16	38.10
Female	26	61.90
N/A	0	0.00

Highest School Year	#	%
Under 6	5	11.90
6 - 8	3	7.14
9 - 10	8	19.05
11	16	38.10
12	10	23.81
13+	0	0.00
N/A	0	0.00

School out of US	#	%
Yes	2	4.76
No	40	95.24
N/A	0	0.00

Ethnicity	#	%
Hispanic	26	61.90
Not Hispanic	16	38.10
N/A	0	0.00

Race	#	%
White	41	97.62
Asian	1	2.38
Black	1	2.38
Hawaiian	0	0.00
Pacific	0	0.00
Filipino	1	2.38
Indian	0	0.00
Alaskan	0	0.00
N/A	0	0.00

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: HSE **Students:** 42

Native Language	#	%
English	30	71.43
Spanish	11	26.19
Arabic	1	2.38
Chinese	0	0.00
Vietnamese	0	0.00
Hmong	0	0.00
Haitian	0	0.00
Somali	0	0.00
Russian	0	0.00
Korean	0	0.00
Tagalog	0	0.00
Urdu	0	0.00
French	0	0.00
Portuguese	0	0.00
Japanese	0	0.00
Panjabi	0	0.00
Bengali	0	0.00
Nepali	0	0.00
Burmese	0	0.00
Hindi	0	0.00
Karen	0	0.00
Gujarati	0	0.00
Farsi	0	0.00
Cambodian	0	0.00
German	0	0.00
Amharic	0	0.00
Navajo	0	0.00
Polish	0	0.00
Armenian	0	0.00
Ukrainian	0	0.00
Lao	0	0.00
Other	0	0.00
N/A	0	0.00

Training Services	#	%
On the Job Training	0	0.00
Skill Upgrading	0	0.00
Entrepreneurial Training	0	0.00
ABE/ESL w/Training	0	0.00
Customized Training	0	0.00
Other Occupational Skills Training	0	0.00
Remedial Training	0	0.00
Prerequisite Training	0	0.00
Registered Apprenticeship	0	0.00
Youth Occupational Skills Training	0	0.00
Other Non-Occupational-Skills Training	0	0.00
Unspecified Training	0	0.00
N/A	42	100.00

Vocational Rehabilitation Services	#	%
Vocational Rehabilitation	0	0.00
Vocational Rehabilitation & Employment	0	0.00
N/A	42	100.00

Transition Services	#	%
Assessment/Testing/Counseling	0	0.00
Personal Development Training	0	0.00
Counseling/Career Development	0	0.00
Job Development/Job Search Assistance	0	0.00
Occupational Skills Training (non-OJT)	0	0.00
On-the-Job Training (OJT)	0	0.00
Work Experience	0	0.00
Pre-Employment Skills/Job Readiness Trai	0	0.00
Postsecondary Academic Education	0	0.00
Other Transition Services	0	0.00
N/A	42	100.00

Supportive Services	#	%
Transportation	0	0.00
Health Care and Mental Health Care	0	0.00
Family/Child Care	6	14.29
Housing or Rental Assistance	0	0.00
Personal, Financing, or Legal Counseling	0	0.00
Supplementary Instruct. Serv.	0	0.00
Needs-Based Related Payments	0	0.00
Emergency Financial Services	0	0.00
Federal Education Cash Assist.	0	0.00
Other Supportive Services	0	0.00

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: Workforce Readiness **Students:** 77

Has SSN	#	%
Yes	11	14.29
No	57	74.03
N/A	9	11.69

Consent	#	%
Yes	8	10.39
No	0	0.00
N/A	69	89.61

Age	#	%
Under 15	0	0.00
15 - 17	0	0.00
18 - 21	6	7.79
22 - 24	3	3.90
25 - 29	9	11.69
30 - 34	11	14.29
35 - 39	9	11.69
40 - 44	13	16.88
45 - 49	9	11.69
50 - 54	6	7.79
55 - 59	2	2.60
60 - 64	6	7.79
65 - 69	1	1.30
70+	2	2.60
N/A	0	0.00

Highest Diploma in U.S.	#	%
None	41	53.25
HSE	4	5.19
HS Diploma	16	20.78
Technical	1	1.30
No Degree	1	1.30
A.A./A.S.	3	3.90
College	3	3.90
> B.A./B.S.	1	1.30
IEP	0	0.00
Other Diploma	0	0.00
N/A	7	9.09

Highest Diploma outside of U.S.	#	%
None	2	2.60
HSE	1	1.30
HS Diploma	4	5.19
Technical	0	0.00
No Degree	0	0.00
A.A./A.S.	0	0.00
College	0	0.00
> B.A./B.S.	0	0.00
IEP	0	0.00
Other Diploma	0	0.00
N/A	70	90.91

Gender	#	%
Male	19	24.68
Female	58	75.32
N/A	0	0.00

Highest School Year	#	%
Under 6	20	25.97
6 - 8	22	28.57
9 - 10	5	6.49
11	2	2.60
12	24	31.17
13+	4	5.19
N/A	0	0.00

School out of US	#	%
Yes	23	29.87
No	54	70.13
N/A	0	0.00

Ethnicity	#	%
Hispanic	74	96.10
Not Hispanic	3	3.90
N/A	0	0.00

Race	#	%
White	76	98.70
Asian	2	2.60
Black	1	1.30
Hawaiian	0	0.00
Pacific	0	0.00
Filipino	0	0.00
Indian	1	1.30
Alaskan	0	0.00
N/A	0	0.00

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Demographic Summary

by Agency

Agency: 9504 - Lucia Mar Unified School District (LMUSD)
Program: Workforce Readiness **Students:** 77

Native Language	#	%
English	0	0.00
Spanish	76	98.70
Arabic	0	0.00
Chinese	0	0.00
Vietnamese	0	0.00
Hmong	0	0.00
Haitian	0	0.00
Somali	0	0.00
Russian	0	0.00
Korean	0	0.00
Tagalog	0	0.00
Urdu	0	0.00
French	0	0.00
Portuguese	0	0.00
Japanese	1	1.30
Panjabi	0	0.00
Bengali	0	0.00
Nepali	0	0.00
Burmese	0	0.00
Hindi	0	0.00
Karen	0	0.00
Gujarati	0	0.00
Farsi	0	0.00
Cambodian	0	0.00
German	0	0.00
Amharic	0	0.00
Navajo	0	0.00
Polish	0	0.00
Armenian	0	0.00
Ukrainian	0	0.00
Lao	0	0.00
Other	0	0.00
N/A	0	0.00

Training Services	#	%
On the Job Training	20	25.97
Skill Upgrading	1	1.30
Entrepreneurial Training	0	0.00
ABE/ESL w/Training	0	0.00
Customized Training	0	0.00
Other Occupational Skills Training	0	0.00
Remedial Training	0	0.00
Prerequisite Training	0	0.00
Registered Apprenticeship	0	0.00
Youth Occupational Skills Training	0	0.00
Other Non-Occupational-Skills Training	0	0.00
Unspecified Training	0	0.00
N/A	56	72.73

Vocational Rehabilitation Services	#	%
Vocational Rehabilitation	0	0.00
Vocational Rehabilitation & Employment	0	0.00
N/A	77	100.00

Transition Services	#	%
Assessment/Testing/Counseling	0	0.00
Personal Development Training	0	0.00
Counseling/Career Development	0	0.00
Job Development/Job Search Assistance	0	0.00
Occupational Skills Training (non-OJT)	0	0.00
On-the-Job Training (OJT)	0	0.00
Work Experience	0	0.00
Pre-Employment Skills/Job Readiness Trai	0	0.00
Postsecondary Academic Education	0	0.00
Other Transition Services	0	0.00
N/A	77	100.00

Supportive Services	#	%
Transportation	0	0.00
Health Care and Mental Health Care	0	0.00
Family/Child Care	10	12.99
Housing or Rental Assistance	0	0.00
Personal, Financing, or Legal Counseling	0	0.00
Supplementary Instruct. Serv.	0	0.00
Needs-Based Related Payments	0	0.00
Emergency Financial Services	0	0.00
Federal Education Cash Assist.	0	0.00
Other Supportive Services	0	0.00

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Criteria

Base container is: Agency 9504 - Lucia Mar Unified School District (LMUSD)
Interrogation mode is: 'Aggregated data'
Program year: 07/01/2018 - 06/30/2019
Aggregate Multiple Agencies: No
Compare with AEP Consortium: No
Include Prepared By: Yes
Include Print Time: Yes
Include Criteria Info: Yes
Report Sort Order: Program, Agency, Site, Class
Chart Type: None
Pie Chart Descriptors: Legend
Report Style Option: Blue
Reporting Level: Agency
Agency Print Option: ID Name
Site Print Option: ID Name
Class Print Option: ID Name
Program Print Option: Name
Personnel Print Option: ID Name
Break on Instructional Program: Yes
Warn if too many pages: Yes
Page Orientation: Portrait

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Attachment 9

2018 San Luis Obispo County WDB Report

Industry, Economic & Workforce Research

[bw] RESEARCH PARTNERSHIP

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Introduction

The San Luis Obispo County Workforce Development Board commissioned BW Research Partnership, Inc. (BW Research), an independent research firm, to conduct the 2018 Industry Cluster Analysis and Economic and Workforce Research Study. The research highlights key industry clusters, job quality, talent and educational characteristics, and commute patterns. As markets emerge and decline, the research evaluates new opportunities and challenges for workforce development in San Luis Obispo County. Some of the questions that drive this research include:

- How is the world of work changing in San Luis Obispo County and its four sub-regions (North, Coastal, City of SLO, and South)?
- What industry clusters are found in San Luis Obispo County and which ones should be the focus of workforce development efforts?
- What is San Luis Obispo County's current job quality profile?
- What types of workers are the county importing and exporting and are there opportunities to prepare current students for local employment opportunities?
- How can the Workforce Development Board work with its partners across the county to facilitate countywide workforce and economic development strategies that connect with the needs and objectives of local job-seekers and businesses?
- How can the Workforce Development Board best support regional employers who are looking for talent?

Data for this report were largely taken from the Economic Modelling Specialists Intl. (Emsi), the Bureau of Labor Statistics, California Employment Development Department, and the U.S. Census Bureau.

Contributors and Acknowledgements

BW Research would like to thank Bill Britton, Bob Crockett, Leonard J. Grant, Judy Mahan, Dawn Ortiz-Legg, Suzanne Parker, Mark Simonin, Michael Specchierla, and Dan Weeks for their valuable insight on the research and on the opportunities and challenges for economic growth and workforce development across San Luis Obispo County. Lastly, BW Research would like to acknowledge Sarah Hayter and Dawn Boulanger from San Luis Obispo County's Workforce Development Board for their leadership and direction in developing and producing this study.

Executive Summary

Key Findings

Overall Economy

1. **San Luis Obispo County experienced strong job growth since the Great Recession, however, average earnings per job ($56,049) are relatively low in an area where the cost of living is one-third (32%) higher than the national average**. Since 2010, San Luis Obispo (SLO) County grew by 16.1% with a total of 17,000 jobs created, a higher growth rate than the national average of 11.7%, but still below the state average (17.4%) (please see p.7 for more details).

2. **A tight labor market with low unemployment rates driven by the strong economic growth experienced in the past years could pose a growing challenge for new businesses and businesses looking to expand as the workforce shortage worsens**. Consistently strong employment growth in the county has led to an unemployment rate of 3.6%, lower than the state and national averages and below the natural rate of unemployment. This indicates a tight job market where workers are in high demand and employers face increasing difficulty finding qualified job candidates, particularly in certain industries and occupations (p.7 for more details).

3. **There are significant differences in the economic profile of San Luis Obispo County's four sub-regions, with the North County leading in employment growth and the City of SLO having the largest portion of young and highly-educated residents**. The North County experienced the largest employment and population growth since 2010, it has the highest labor force participation rate, and the lowest unemployment rate among the four county sub-regions. The City of SLO has the largest proportion of young (24 years and older), non-earner (lowest labor force participation rate), educated population, with some of the lowest commuting times and the highest proportion of people who walk or bike to work. The Coastal population is highly educated and has the largest portion of older adults (55 years and older), while the South region is the most ethnically diverse (p.7 for more details).

Job Quality

1. **A high concentration of low-paying jobs and a lower concentration of high-paying jobs pose a threat to job quality and living affordability in the county.** Most occupations can be divided into 3 tiers; tier 1 occupations are higher-skill, higher-paying occupations, tier 2 occupations are middle-skill, middle-wage occupation, and tier 3 occupations are lower-skill, lower-paying occupations. In SLO County, over half (51%) of all jobs are low-wage, tier 3 jobs, less than one-fifth (19%) are higher-wage, tier 1 jobs, and 31% are tier 2 jobs. This high concentration of tier 3 jobs is likely to continue as these jobs experienced the highest growth among the three tiers (more details starting on p. 11) since 2010.

2. **Mid-skill jobs are growing at a slower pace than low-skill jobs in SLO County, with a portion of mid-skill workers finding themselves working in these growing, low-skill positions.** Although tier 2 jobs are currently

at state-level concentrations, these jobs experienced the lowest growth rates among the three tiers. High underemployment rates among middle-skill workers in the county show that 9.1% of middle-skill workers are either involuntarily working part-time or are working in a position below their qualification level. As tier 3 jobs continue to grow in the county, middle skill workers increasingly find themselves working in tier 3 jobs and working in a position below their qualification level. Since tier 3 jobs do not typically provide enough income for workers to afford living in the county and do not offer much upward mobility, it is important for the county to focus on the growth of higher-paying, tier 1 and tier 2 occupations (more details starting on p. 11).

3. **San Luis Obispo County is a net exporter of talent in higher-paying occupations and a net importer of talent in lower-paying occupations such as sales and service positions**. This indicates that there are more residents in the labor force working in higher-paying occupations such as management, business, science, and arts occupations than are available jobs in the county, consequently at least some residents for these types of positions need to leave the county to find work. On the other hand, there are more jobs than resident workers in lower paying positions like sales and service, meaning the county is attracting workers from outside the region to fill-in available positions. This is aligned with the high concentration of lower-paying, tier 3 jobs, high underemployment rate among mid-skill workers, and the negative underemployment rate in low-skill workers in the county (more details starting on p. 49).

Industry Clusters Analysis

1. **Industry clusters like energy, information and communication technologies (ICT), biotechnology & biomedical devices (B&BD), and building & design offer above average wages and strong career pathway opportunities.** In addition to continuous growth in the past five years and high wages, the majority of jobs in these clusters fall under tier 1 and tier 2 occupations. It is important to support the growth of these clusters to respond to the county's high living costs and below state-average salaries. Additionally, these clusters provide career pathways with opportunities for career progression and skill development. A forthcoming challenge the county will face is the closure of the Diablo Canyon Nuclear Power Plant and approximately 1,500 positions that will be impacted. To ensure local talent remains in the county and this industry continues to thrive, it will be important to transition the plant's employees into equivalent positions in SLO County (see p.18 for more details).

Challenges in SLO County

1. **Job volatility brought by automation and technological advancements is likely to impact SLO's economy in the next 5 to 10 years given the high concentration of jobs in volatile industries such as tourism, hospitality, and recreation and agriculture & food.** SLO County has a greater percentage of highly volatile jobs (31%) than the national average (22%). These findings indicate that nearly three out of every ten jobs in San Luis Obispo County will likely be impacted by automation and technology in the next 5 to 10 years, changing the skills and training required for the position or changing the position and title altogether. This is an important thing to consider as new skills and training is needed as the resident workforce responds to changes in the world of work. Students, job-seekers and current workers should recognize the need for foundational, technical and non-technical skills to adapt and respond to the expected changes in the

world of work and develop the ability to transfer to in-demand and higher paying career pathways (more details on p.15).

2. **Lower average wages combined with higher than average housing costs continues to be a challenge to economic growth in SLO County with half of those renting and 35% of homeowners spending 35% or more of their gross income on housing.** This is important because if a large portion of residents' income is spent on housing, that means little discretionary spending leftover, which is often the spending that spurs much of the local economy and allows residents to re-invest in training and education. With high living costs and low average wages, it becomes challenging to afford to live in the county. To be able to attract and retain talent and businesses, affordable housing needs to be addressed in SLO County (more details on p.43).

3. **Underemployment among previously middle-wage workers.** While the county's unemployment rate is low with a generally tight labor market, San Luis Obispo does have a challenge with underemployment, particularly with its middle skill workers. The underemployment analysis completed as part of this study, reveals that underemployment for middle-skill workers in San Luis Obispo County is about eight times the statewide average (9.1% vs. 1.1%) and can also be explained by tier 3 positions growing more than 30% faster than tier 2 occupations in the county since 2010. (more details on p.9).

Next Steps

The research in this report profiles several economic and social indicators for San Luis Obispo County to properly identify community strengths, challenges, and opportunities. To improve both economic development and quality of life, the research team has identified the following next steps or areas of focus for San Luis Obispo County's Workforce Development Board.

Support innovation & entrepreneurship programs, particularly those in emerging industry clusters within the county. With the county's high living costs, and low-wage, tier 3 jobs outpacing the growth of higher-paying jobs, it is important for San Luis Obispo County to support industry clusters such as information and communication technologies, building and design, and biotechnology and biomedical devices, as they offer above average wages and employment that falls mostly within tier 1 and tier 2 jobs. Building upon current initiatives such as Cal Poly's Center for Innovation & Entrepreneurship, the **expansion of free business consulting and training to support businessowners and entrepreneurs** will be vital to help grow current businesses, attract more businesses, and increase job quality in the county.

Identify and prioritize industry and occupational career pathways that support regional employers, key industry clusters and underemployed local talent. Wage disparities, middle-skill underemployment, job volatility, and uneven talent demand between industry clusters all contribute to the need for prioritized industry and occupational career pathways. These career pathways should identify the foundational, technical, and non-technical skills that allow individuals to grow along given pathways and provide information on the training and educational opportunities available in the county and the region.

"Ticket into Tech" - Technology Apprenticeship Program 2.0

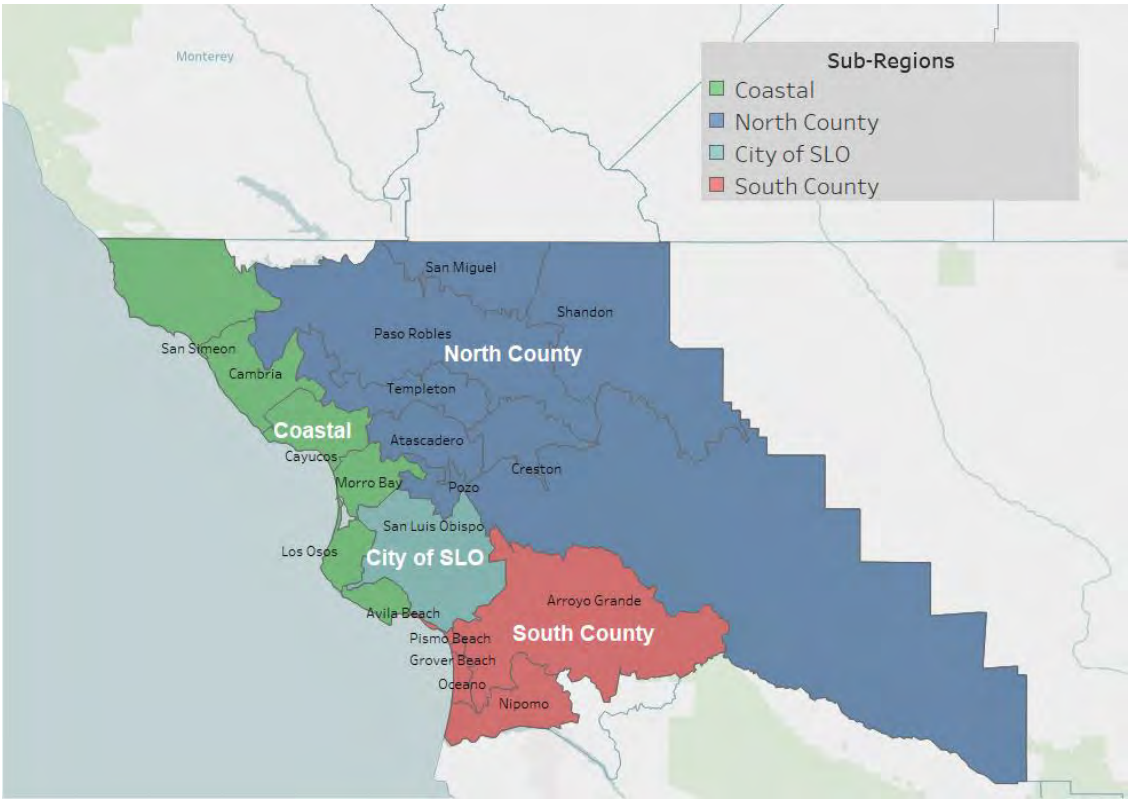
SLO Partners, a regional consortium of educational organizations and industry stakeholders founded in 2014 under the San Luis Obispo County Office of Education, recently created a technology apprenticeship program that is providing an innovative approach to supporting local employers and developing local talent that provide pathways into higher paying technology occupations, like IT technician, software tester and software developer. The "Ticket into Tech" program is an innovative approach to connect local talent to the world of work for several reasons;

1. The program is built around the ***needs of local employers***, in particular technology occupations that they have identified as being difficult to recruit in the county.
2. This apprenticeship program is based on the need to develop ***hands-on learning and contextual experience***, in an emerging occupational pathway that does not have a history of established apprenticeships.
3. The software/IT occupational pathway that is the focus of this apprenticeship program, ***serves several of SLO's key industry clusters*** that have been identified in this study, including Information & Communication Technologies (ICT), as well as industries that require information technology expertise and software developers such as Biotechnology & Biomedical Devices, Healthcare, and Education & Knowledge Creation.

For more information on this new, innovative program developed in San Luis Obispo County, go to https://www.slopartners.org/

Establish consistent feedback loops with industry specialists and the employer community to better understand the changing dynamics of industry and occupational career pathways. Like in many other places**,** automation and technology advancements will impact local jobs such as changing skills and training required or changing the position and title altogether. It is valuable for the Workforce Development Board to develop mechanisms to gather feedback quickly and consistently from local employers and industry specialists to better understand how the world of work is changing, which resources local businesses need to grow, and what skills and career pathways workers should invest in. The consistent feedback obtained from this partnership will inform things such as local innovation & entrepreneurship and workforce training programs.

San Luis Obispo County



For this report, the San Luis Obispo County is divided into four sub-regions:

Coastal	North	City of San Luis Obispo	South
Avilla Beach, Cambria, Cauycos, Los Osos, Morro Bay, San Simeon,	Atascadero, Creston, San Miguel, Paso Robles, Pozo, Shandon, Templeton	San Luis Obispo	Arroyo Grande, Grover Beach, Nipomo, Oceano, Pismo Beach City

For zip code breakdowns of the sub-regions, please see Appendix A.

Economic and Workforce Profile

Employment Overview

San Luis Obispo (SLO) County supports over 122,800 jobs. Average earnings per job are $56,049, which is lower than both the state- and national average of $78,217 and $66,029, respectively. The rebound from the Great Recession between the years of 2010-2017 included 16.1% job growth, or about 17,000 jobs created in SLO County (Figure 1). This growth rate is considerably higher than the national average (11.7%) and close to the state average (17.4%) during the same time period (Table 1). The county's sub-regions experienced varying rates of growth; North County led with 17.9% growth in jobs, followed by the Coastal and South sub-regions (16.2%). The City of SLO, which was the sub-region that grew the least (14.6%), still outpaced the national average (Table 1: Overall Employment Growth by Region, 2010-2017).

Consistent growth in SLO County has led to low levels of unemployment. The county has a low unemployment rate of 3.6%,[1] considered to be below the range of natural unemployment[2] and indicating a tight labor market with workers in high demand. While still low, the South County has the highest unemployment rate among the four sub-regions at just below 4 percent, with rates in the other regions ranging from 3.1 to 3.2% (Table 2).

Another measure of regional economic health, the civilian labor force participation rate (LFPR) examines the total number of civilians either actively employed in the labor force or seeking work, compared to total individuals 16 years of age or older. San Luis Obispo County has a lower than state- and national average LFPR, meaning that the proportion of retirees, students, and people not seeking work in San Luis Obispo County is higher than in California and the country (Table 2).

Economic Profile Summary

While overall employment growth in San Luis Obispo is exceeding the national average, average wages per job are below the national and state average and the cost of living is above the national average. Among the sub-regions, only North County has exceeded the average state growth rate, while the remainder of the sub-regions consistently exceeded the national growth rate by 3 percentage points or more.

Strong growth in the county has kept unemployment lower than the state and national averages and below the natural rate of unemployment. This low unemployment rate presents a challenge to local businesses, as they may face difficulty finding qualified applicants.

Why is this Important?

Total job growth is a general indicator of economic health—how businesses are supporting regional population growth by creating jobs for new residents moving to San Luis Obispo or young adults just entering the workforce. At the same time, **unemployment** metrics highlight over- or undersupply of workers for certain types of jobs in a region's economy. For San Luis Obispo County, the labor market is considered "tight," with more jobs than available workers.

[1] Source: California Economic Development Department, 2017 Annual Average. Extracted July 2018.
[2] Federal Reserve, 21 March 2018. Can be accessed at: https://www.federalreserve.gov/faqs/economy_14424.htm.

Figure 1: Overall Employment Growth in San Luis Obispo County, 2010-2017[3]

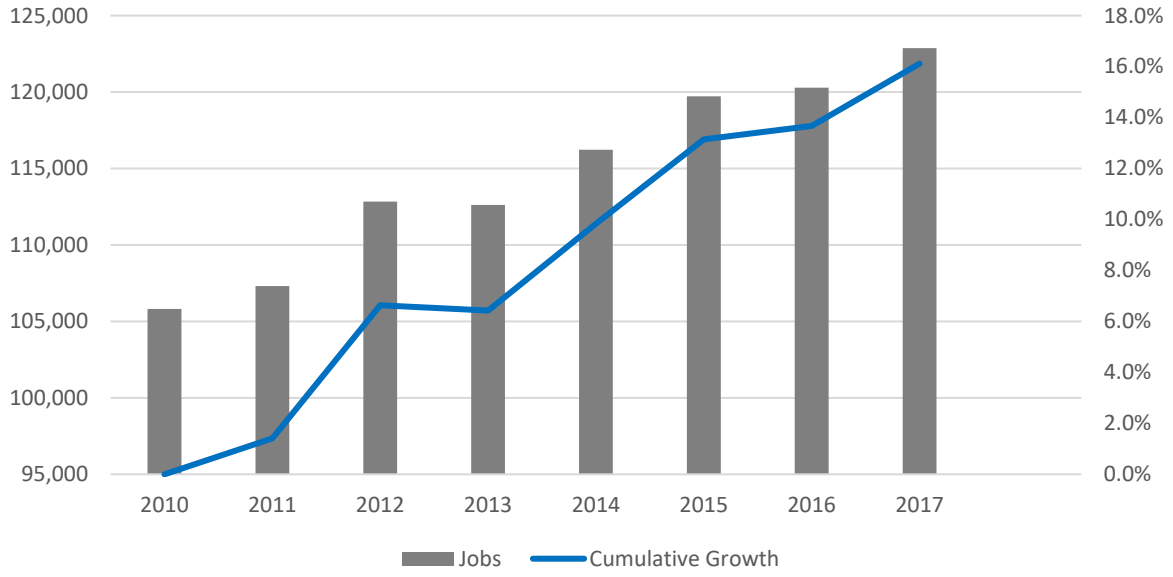


Table 1: Overall Employment Growth by Region, 2010-2017[4]

Region	Employment Growth
San Luis Obispo County	16.1%
North County	17.9%
City of SLO	14.6%
Coastal	16.2%
South County	16.2%
California	17.4%
United States	11.7%

[3] Emsi 2018.2 QCEW and Non-QCEW Employees. Extracted July 2018.
[4] Emsi 2018.2 QCEW and Non-QCEW Employees. Extracted July 2018.

Table 2: Labor Force Participation (2016) and Unemployment Rates (2017) by Region[5]

Region	Labor Force Participation Rate	Unemployment Rate
San Luis Obispo County	59.3%	3.6%
North County	64.1%	3.1%
City of SLO	52.2%	3.1%
Coastal	55.9%	3.2%
South County	61.0%	3.6%
California	63.4%	4.8%
United States	63.5%	4.4%

Note: data for city and census designated places were used as a proxy for the sub-regions' unemployment rates since unemployment rates are not provided at zip code level. As such, there are undesignated areas that are not included in the data and consequently the average unemployment rates among the sub-regions do not perfectly match the county's average.

Underemployment

An **underemployed worker** is someone who is working in a position below his or her qualification level - someone who is overqualified for their current position (e.g. someone with a bachelor's degree working as a bartender)- or someone who is working part-time but is seeking a full-time position. Underemployed workers include workers with higher skills, more formal education, and more experience than the job requires, workers involuntarily working in a different field than their formal education or in a part-time position, and workers earning 20% less than their previous job.

Another important metric to examine is **underemployment,** or underutilization of skills, which occurs for example when someone with a bachelor's degree is working as a bartender. Underemployment rates can paint a different picture than merely looking at unemployment rates as, technically, underemployed workers count as employed, yet these workers may not be making a living wage, may not be working full-time, and may not have access to health insurance. Positive underemployment rates indicate the percentage of labor force that is employed in occupations requiring less skills and negative rates indicate a deficit of workers needed to fill available positions.

[5] **Labor Force Participation Rates:** American Community Survey. 2016 5-Year Estimates. Extracted July 2018; **Unemployment Rates**: Unemployment Rates for California: California Economic Development Department, 2017 Annual Average Revised. Extracted July 2018; Data for Cities and Census Designated Places (CDP) were used as a proxy for the sub-region's unemployment rates. North County: Atascadero, Paso Robles, Lake Nacimiento CDP, San Miguel CDP, Shandon CDP, and Templeton CDP; Coastal County: Cambria CDP, Cayucos CDP, Morro Bay City; City of SLO: San Luis Obispo; South County: Grover Beach City, Oceano, Pismo Beach City.

In San Luis Obispo, underemployment rate[6] for medium skill-level workers[7] is above state-average (9.1% compared to the state's rate of 1.1%). This shows that **9.1%** of medium-skill level employees in SLO County are working in lower skill-level occupations and earning less than what would be expected given their skill level. For high-skill workers, the underemployment rate is 1.2% (state's average is 1.0%) and for low-skill workers, the underemployment rate is negative (-10.3%), meaning there is a deficit of workers required to fill-in available positions.

The above metrics are overall indicators of a region's economic health, highlighting the extent to which businesses in San Luis Obispo County are creating enough jobs to support the region's current and future population. The following section will examine to what extent these jobs support sustainable wages and careers for residents across the region.

[6] Source: JobsEq, Chmura Economics & Analytics, 2018.1. Exported July 24, 2018.

[7] Low skill – the highest educational attainment is a high school diploma, equivalent, or lower; Medium skill – the highest educational attainment is a 2-year college degree, certificate, or some college and no degree; High skill – the educational attainment is a bachelor's degree or higher.

Job Quality

Employment trends and economic snapshots are important in analyzing job quantity, but they fall short in analyzing job quality. For the purpose of analyzing job quality in the county, most occupations were categorized into one of three occupational tiers based on wages and educational attainment.

Tier 1 Occupations include managers, professional positions (lawyers, accountants, physicians), and high-skill technical occupations (scientists, programmers, engineers). These are typically higher-paying occupations. In San Luis Obispo County, the **median wage for a Tier 1 worker is $80,413 a year**.

Other Counties:

Monterey: $88,483

Santa Barbara: $91,478

Santa Cruz: $84,344

Ventura: $87,152

Tier 2 Occupations include sales positions, teachers, librarians, office and administrative positions, as well as manufacturing, operations, and production occupations. These can be considered middle-skill, middle-wage position. In San Luis Obispo County, the **median wage for a Tier 2 worker is $46,530 a year**.

Other Counties:

Monterey: $49,733

Santa Barbara: $48,277

Santa Cruz: $48,298

Ventura: $47,840

Tier 3 Occupations include protective services, food service and retail, building and grounds keeping, and personal care positions. These are typically lower-paying occupations. In San Luis Obispo County, the **median wage for a Tier 3 worker is $25,730 a year**.

Other Counties:

Monterey: $25,792

Santa Barbara: $25,792

Santa Cruz: $25,896

Ventura: $25,792

Most jobs in SLO County are tier 3 jobs (51%), followed by tier 2 (31%), and tier 1 jobs (19%). The overall job quality in the county is lower than the state- and national averages, with a smaller proportion of higher-paying, tier 1 jobs and a greater proportion of tier 3 jobs in the county than in California and the country (Figure 2). This indicates that the county offers relatively fewer higher paying jobs, which means little upward mobility is available to those in tier 3 occupations. Looking at other coastal Counties, this trend is also seen in Santa Barbara, Santa Cruz, Ventura, Sonoma, and especially in Monterey County (Figure 3).

The quality of jobs within the county has diverged over the past decade, with tier 1 and tier 3 jobs seeing strong growth (16.4% and 17.6%, respectively) and tier 2 jobs experiencing a smaller increase (13.4%) (Figure 4). These growth rates mirror an underlying national trend where both higher and lower-skill jobs are growing at rates that are outpacing the growth of middle skill jobs (Tier 2). This increasing polarization of job quality can have compounding effects; as middle-class jobs decrease in relative abundance, pathways for upward mobility become increasingly difficult; workers are rarely able to transition directly from tier 3 to tier 1 jobs without significant educational investment.

Job Quality Summary

Job quality is San Luis Obispo County is a little lower than in California and the country as a whole, with a larger portion of tier 3 jobs and a lower portion of tier 1 jobs in the county, compared to the other two regions. Job quality has increasingly polarized in the county, as tier 1 and tier 3 jobs have been accounted for most of the county's job growth, increasing by 16% and 18% since 2007. During this same time, tier 2 jobs increased 13%. This suggests relative decline in the proportion of middle-class employment in the county.

Looking at the county's sub-regions, job quality is highest in the City of SLO where the concentration of tier 1 jobs is 8 to 10 percentage points higher than in the other sub-regions.

Why is this Important?

Job quality is one of the most important indicators for a region's long-term economic sustainability. Medium and high wage jobs are important because they not only provide families a comfortable quality of life but allow them to stimulate more economic activity within the region.

Not only are these low-paying jobs insufficient at supporting the region's relatively high cost of living, many low-skill occupations have potential to be replaced through automation in the near future; this could lead to a negative feedback loop in which individuals with low educational attainment are at risk of losing their jobs yet simultaneously unable to find work in higher-skill positions.

Figure 2: Job Quality in San Luis Obispo County vs Statewide and National Compositions, 2017[8]

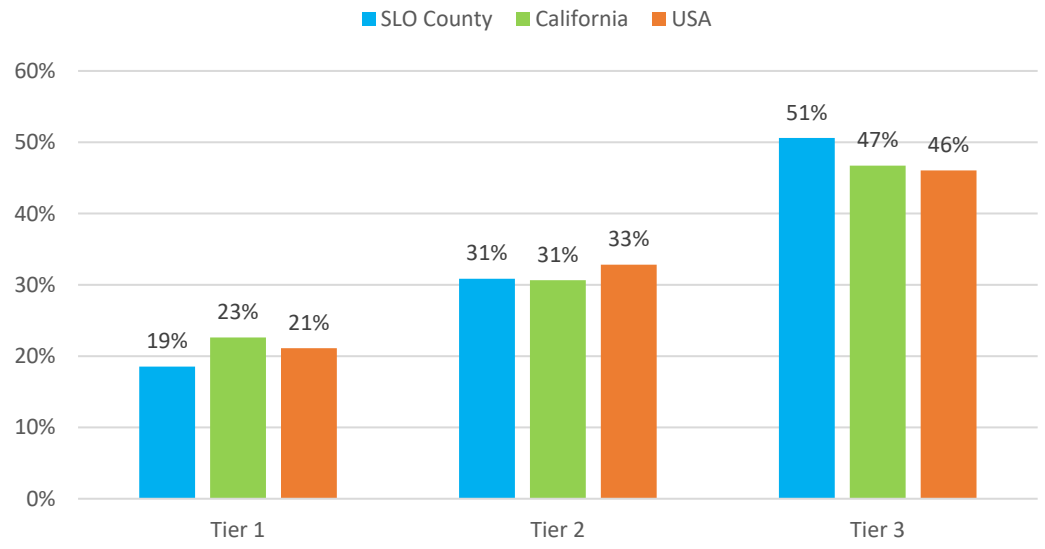
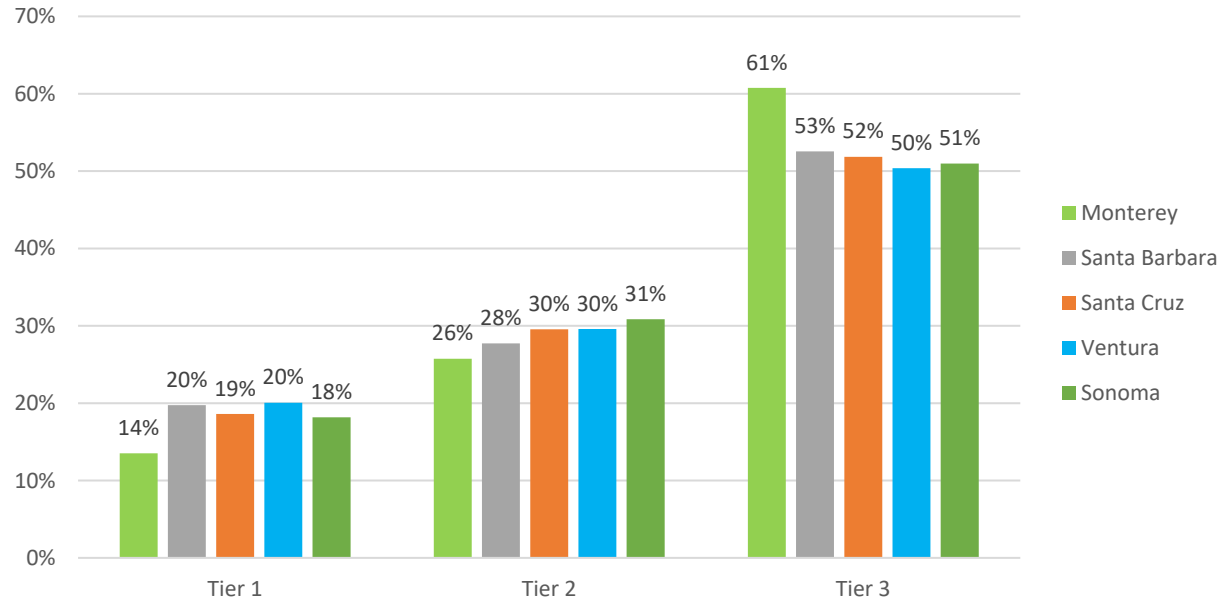
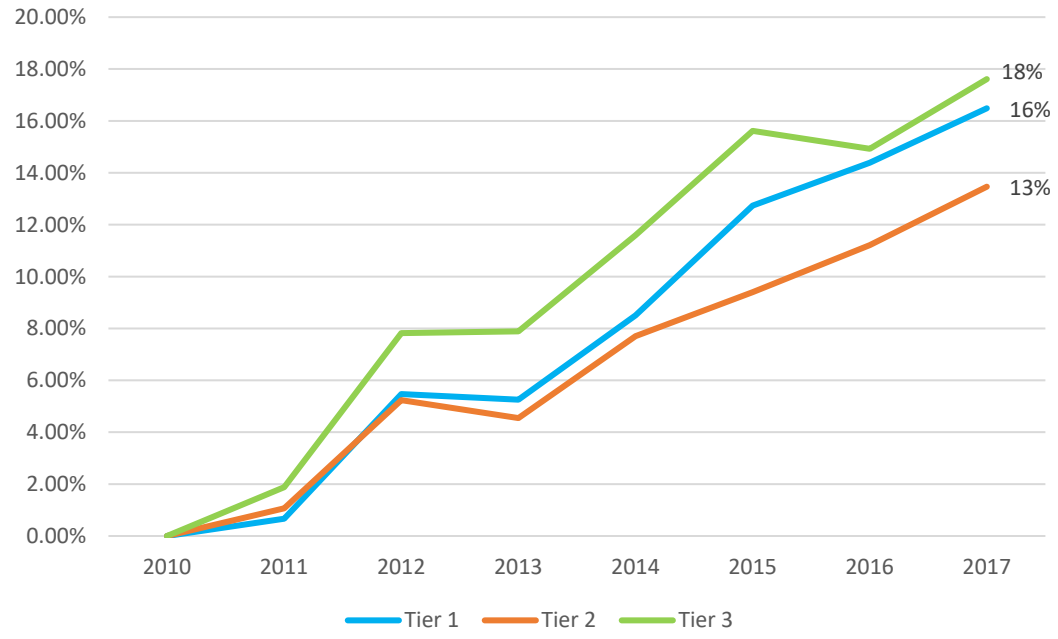


Figure 3: Job Quality by County, 2017[9]



[8] Emsi 2018.2 QCEW and Non-QCEW Employees. Extracted July 2018.
[9] Emsi 2018.2 QCEW and Non-QCEW Employees. Extracted July 2018.

Figure 4: Employment Growth by Job Quality, 2010 - 2017[10]



Looking at SLO County sub-regions, job quality is highest in the City of SLO, where the concentration of tier 1 jobs is 8 to 10 percentage points higher than in all other sub-regions. The Coastal sub-region has the highest proportion of tier 3 jobs and the lowest proportion of tier 1 jobs among all sub-regions (Table 3). The high proportion of tier 3 jobs in the Coastal sub-region is being driven by the high employment numbers in the Tourism, Hospitality & Recreation industry cluster, where 91% of the jobs are tier 3 jobs.

Table 3: Job Quality Distribution by Region, 2017[11]

	Tier 1	Tier 2	Tier 3
SLO County	18.5%	30.9%	50.6%
North County	16.3%	32.7%	51.1%
Coastal	13.3%	27.3%	59.4%
City of SLO	23.4%	30.3%	46.3%
South County	15.0%	30.9%	53.0%
California	22.4%	30.3%	46.2%
United States	20.8%	32.4%	45.4%

[10] Emsi 2018.2 QCEW and Non-QCEW Employees. Extracted July 2018.
[11] Emsi 2018.2 QCEW and Non-QCEW Employees. Extracted July 2018. It should be noted that percentages will not sum to 100, as not all occupations can be delineated into one of the three tiers.

The quality of jobs growth experienced in the county was also observed across the North sub-region and the City of SLO, but not in the Coastal and South Counties. While the Coastal sub-region saw marginal growth in tier 1 jobs (5.39%) and virtually none in tier 2 jobs (0.69%), the South County lost jobs in Tiers 1 and 2, and only saw growth within tier 3 occupations. To improve quality of life in the SLO County, it is important to continue to increase tier 1 and tier 2 jobs, as tier 3 employment typically does not provide enough income for people to afford to live in the county. In fact, it would take 2.27 tier 3 jobs for a family of two adults (one working) and two children to meet self-sufficiency in the county (Table 4). Even tier 2 employees have a difficult time making ends meet in San Luis Obispo—as the median wage ($46,530) would require 1.26 tier 2 jobs to meet their family's needs.

Table 4: Number of Jobs Required to Meet Family Self-Sufficiency[12]

	Median Annual Wage	Number of Jobs to Meet Family Self-Sufficiency
Tier 1	$80,413	0.73
Tier 2	$46,530	1.26
Tier 3	$25,730	2.27

Job Volatility

Today's world of work is continually changing and many of the jobs of today will not be found in the jobs of tomorrow. **Job volatility** is the likelihood that a given occupation will experience disruptive change to the skills, requirements, and/or demand for those positions. As such, BW Research recently (2017 data) completed a national analysis of job volatility by occupational segment and industry cluster to better understand how the world of work could change over the next five to 10 years. The analysis focused more specifically on the impact that technology and automation can have on employment opportunities into the future. The analysis looked to:

- Assess occupations and industry employment patterns based on current job skills and the likelihood that those skills could be replaced by technology or some related advancement in automation;

Job Volatility Summary

Job volatility is the likelihood that a given occupation will experience disruptive change to the skills, requirements, and/or demand for those positions.

San Luis Obispo County has a greater percentage of highly volatile jobs compared to the national average. Nationally, 22% of employment is currently found in positions that are considered highly volatile, while in the county 27% of current employment would fall into the highly volatility category. The largest contributor to the county's employment volatility is the Tourism, Hospitality, and Recreation industry—San Luis Obispo's largest industry—employing 16% of the workforce.

[12] Family self-sufficiency is defined as the living wage for two adults, one working, with two children—$28.10 per hour, or $56,049 per year.

- Evaluate and better understand the magnitude of change that is likely to occur in employment composition by industry and occupational segment over the next five to 10 years; and,
- Measure the potential job volatility within a given region, such as San Luis Obispo County, and the impact it could have on the county's industry clusters.

The national job volatility analysis included a review of historical industry and occupational trends from 2010 to 2016 as well as an examination into the skills and abilities that are required in today's occupations. The examination of occupational skills was built upon an assessment of the likelihood of that skill being automated and its relative importance for the position.[13]

From an occupational perspective, San Luis Obispo County has a greater percentage of highly volatile jobs than the national average. Nationally, 22% of employment is currently found in positions that are considered highly volatile according to our national analysis. Approximately 27% of current SLO County employment would fall into the highly volatility category. These findings indicate that over one out of every four jobs in San Luis Obispo County will likely be impacted by automation and technology in the next five to 10 years, changing the skills and training required for the position or changing the position and title altogether.

Table 5: Five Most Volatile Industries

Industries	2017 Jobs in SLO County	Percent of Total Jobs in SLO County
Agriculture & Food	8,800	7%
Logistics	2,789	2 %
Water	261	0%
Other Manufacturing	2,274	2%
Tourism, Hospitality, and Recreation	19,510	16%
Total	**33,634**	**27%**

The largest contributor to the county's employment volatility is the Tourism, Hospitality, and Recreation industry—San Luis Obispo's largest industry—employing more than 18% of the workforce. This industry was the fifth most volatile industry according to our calculations. Occupations in this industry most at risk are those which require generally repetitive and non-customer-facing positions. The abundance of restaurants, hotels, and bars will likely see volatility in positions such as sous-chefs, waiters, and administrative staff. The industry's relatively low wages ($25,428 in SLO County) makes this automation likely to occur further in the future until the costs of automation decrease. SLO County also has a high

[13] Automation Assessment included information and analysis from the following study: https://www.oxfordmartin.ox.ac.uk/downloads/academic/The_Future_of_Employment.pdf

concentration of employees in the Agriculture & Food industry—the county has nearly three times (2.8x) more workers than the national average.

Industry Clusters

Industry clusters are geographic concentrations of businesses that typically share a common market and exchange supporting goods and services. Unlike the traditional industry sector, clusters are comprised of interrelated industries complementing various elements of a supply chain, creating a local ecosystem of businesses. Industry clusters are also a useful framework to identify relevant focal points for workforce and economic development. Industry cluster analyses outline local economic drivers, emphasizing job growth and quality allowing San Luis Obispo County's Workforce Development Board to:

1. **Engage with employers** that are central to countywide economic growth. A focus on industry clusters provides insight into how local employers collaborate to drive the county's economic growth.

2. **Provide valuable information to current workers and job-seekers** looking to develop new skills and career pathways. Workforce development focused on key areas of growth will capitalize on the region's employment opportunities, guide individuals to sectors with strong employer demand, and grow the local economy.

3. **Design programs that best support the current and projected regional workforce demand.** Industry cluster analysis helps understand regional employer demand to create valuable workforce development programs.

4. Ensure that job-seekers can **transition into employment with sustainable wages** and strong career opportunities because most industry clusters are targeted towards high-quality employment within the county.

Industry Cluster Summary

Six important industry clusters in San Luis Obispo County include (a) Information and Communications Technologies, (b) Energy (c) Healthcare, (d) Biotechnology and Biomedical Devices, (e) Defense, Aerospace, and Transportation Manufacturing and (f) Building and Design. Collectively, these clusters accounted for more than 28,000 workers in 2017 or about 23% of the workforce. The average annual wages for these six clusters are between $58,000 and $167,000 a year and employment has grown by between 11% to 51% between 2010 and 2017.

Why is this Important?

Industry clusters provide a framework to help identify opportunities for workforce development. This analysis highlights San Luis Obispo's specific areas of strength both currently and likely into the future, allowing for appropriate planning and investments to be made that best support the county's jobseekers and employers.

Since the previous report for the Workforce Development Board in 2014, the **industry clusters analyzed for San Luis Obispo County have changed**. In 2014, the research focused on six San Luis Obispo County specific industry clusters[14], that represented just under half (46%) of the County's employment. For this

[14] The six San Luis Obispo County specific industry clusters analyzed in 2014 include; Building, Design & Construction, Green Energy, Health Services, Knowledge & Innovation, Specialized Manufacturing, and Uniquely SLO County.

report, BW Research began with 18 standard industry clusters that encompass the national economy and allow for an easy comparison among states and regions. Rather than focusing on specified industry clusters and potentially missing important, emerging industries in the county, the research team analyzed all 18 standard industry clusters that provided a broad overview of the county's economy and help identify the county's strengths and opportunities from both a workforce and economic development perspective. Additionally, the 18 standard industry clusters include the latest 2017 NAICS definitions. For ease of understanding and analysis, the 18 industry clusters were divided into three categories based on average wage; high-wage clusters provide an average annual wage of more than $75,000, mid-wage clusters offer wages between $54,000 and $74,999, and low-wage industry clusters have an average annual wage that is less than $54,000 per year.

San Luis Obispo County Industry Cluster Overview

The industry clusters providing the largest number of jobs in the county are tourism, hospitality and recreation, education & knowledge creation, and healthcare. Together, these three clusters account for almost 50,000 jobs or 41% of all jobs in the county. The industries that saw the greatest proportional growth in the county since 2010 are information & communication technologies (ICT) (51%), building & design (41%), and defense, aerospace, & transportation manufacturing (DATM) (37%). These industries have been the backbone of the mid- to higher-wage job growth in the county, with average wages between $59,069 and $81,880.

The table and graph below show the industry clusters providing the highest average earnings in the county, including energy, public services & infrastructure, water, ICT, biotechnology & biomedical devices (B&BD), and finance & banking, insurance, and real estate (FIRE). These clusters provide above county-average earnings of over $75,000 and a total of 20,768 jobs (17% of all jobs in the county). Most of these clusters experienced growth since 2010, except for water and FIRE which decreased by -4% and -2%, respectively. ICT and B&BD have experienced the largest growth since 2010 and energy and water have the highest job concentration in the county, as compared to the national average (Table 6 and Figure 5).

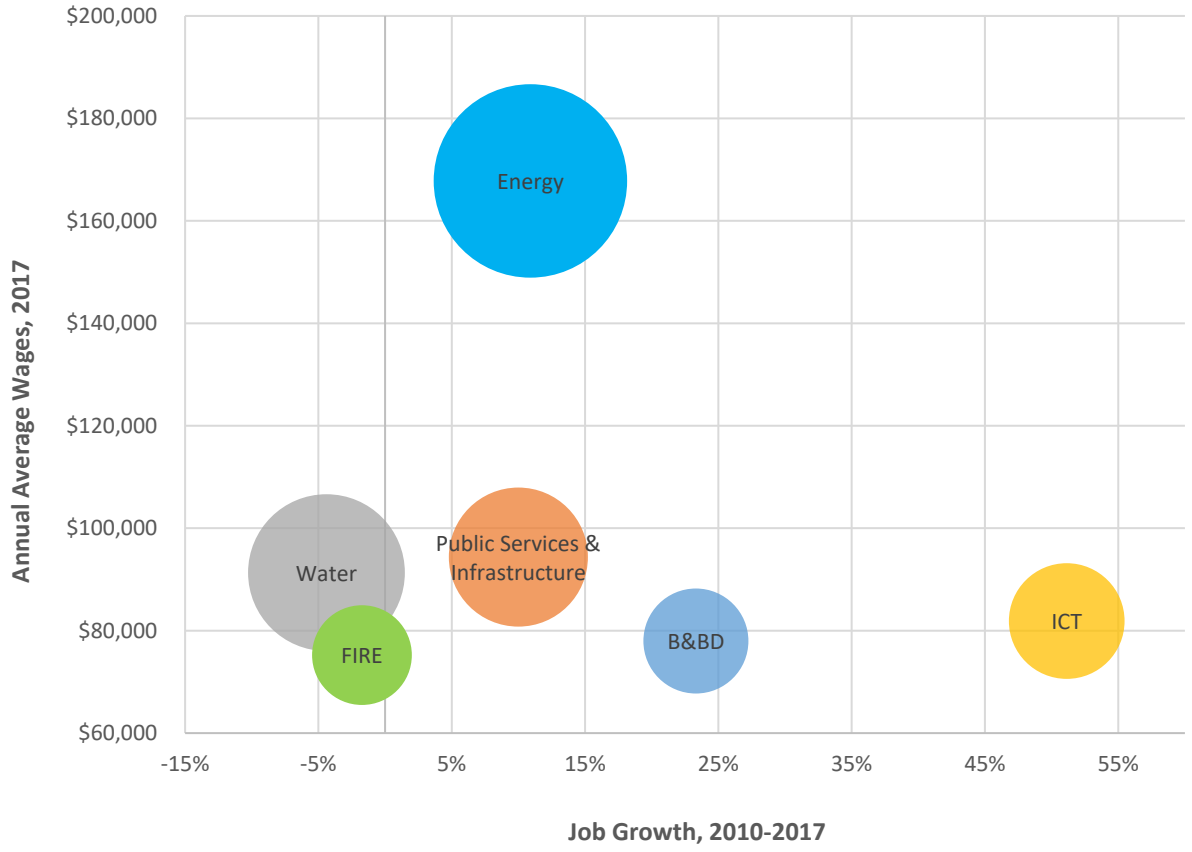
Table 6: Industry Cluster Overview - High Wage Clusters

Industry Clusters	2017 Employment	% Growth since 2010	Earnings per Worker	2017 LQ
Energy[15]	3,265	11%	$167,791	2.07
Public Services & Infrastructure	10,016	10%	$94,367	1.07
Water	261	-4%	$91,330	1.36
Information & communication technologies (ICT)	2,666	51%	$81,880	0.74

[15] This industry cluster will be significantly impacted with the closure of the **Diablo Canyon Power Plant**, with approximately 1,500 employees, or 46% of all jobs in this cluster.

Biotechnology & biomedical devices (B&BD)	989	23%	$77,979	0.61
Finance & banking, insurance, and real estate (FIRE)	3,571	-2%	$75,232	0.55

Figure 5: High-Wage Industry Clusters[16]



Note: The size of circles represents job concentration, as compared to the national average (Location quotient – LQ)

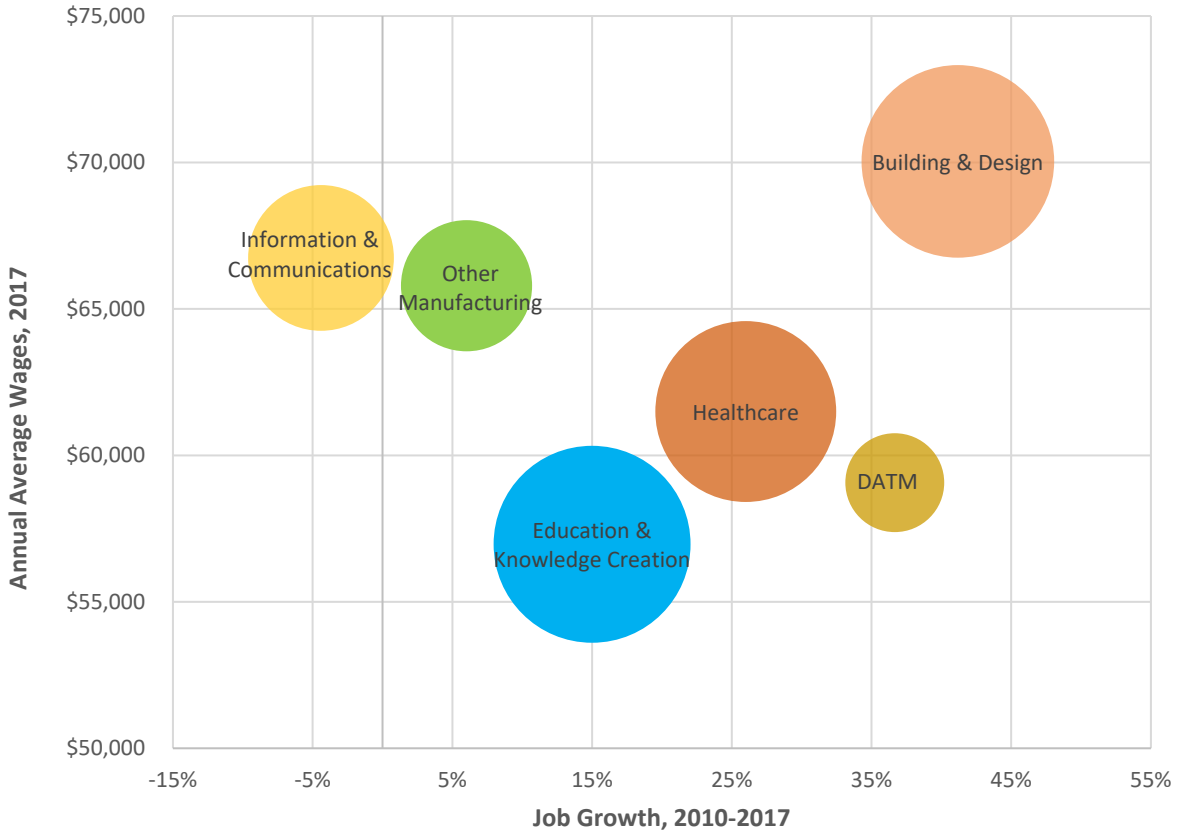
The table and graph below illustrate the middle-wage industry clusters, which provide average earnings between $56,965 and $70,037. Together these clusters provide nearly 42,000 jobs - or 34% of all jobs in the county - and have experienced growth since 2010, except for information & communications which saw a 4% decline. Additionally, while education & knowledge creation and building & design have job concentrations 15% and 10% above the national average, the other four clusters have job concentrations below the national average (Table 7 and Figure 6).

[16] Source: Emsi 2018 q.2 Class of Worker Data.

Table 7: Industry Cluster Overview - Middle Wage Clusters

Industry Clusters	2017 Employment	% Growth since 2010	Earnings per Worker	2017 LQ
Building & Design	7,861	41%	$70,037	1.10
Information & Communications	912	-4%	$66,741	0.63
Other Manufacturing	2,274	6%	$65,792	0.51
Healthcare	15,158	26%	$61,497	0.97
DATM	533	37%	$59,069	0.29
Education & Knowledge Creation	15,259	15%	$56,965	1.15

Figure 6: Middle-Wage Industry Clusters[17]



Note: The size of circles represents job concentration, as compared to the national average (LQ)

[17] Source: Emsi 2018 q.2 Class of Worker Data.

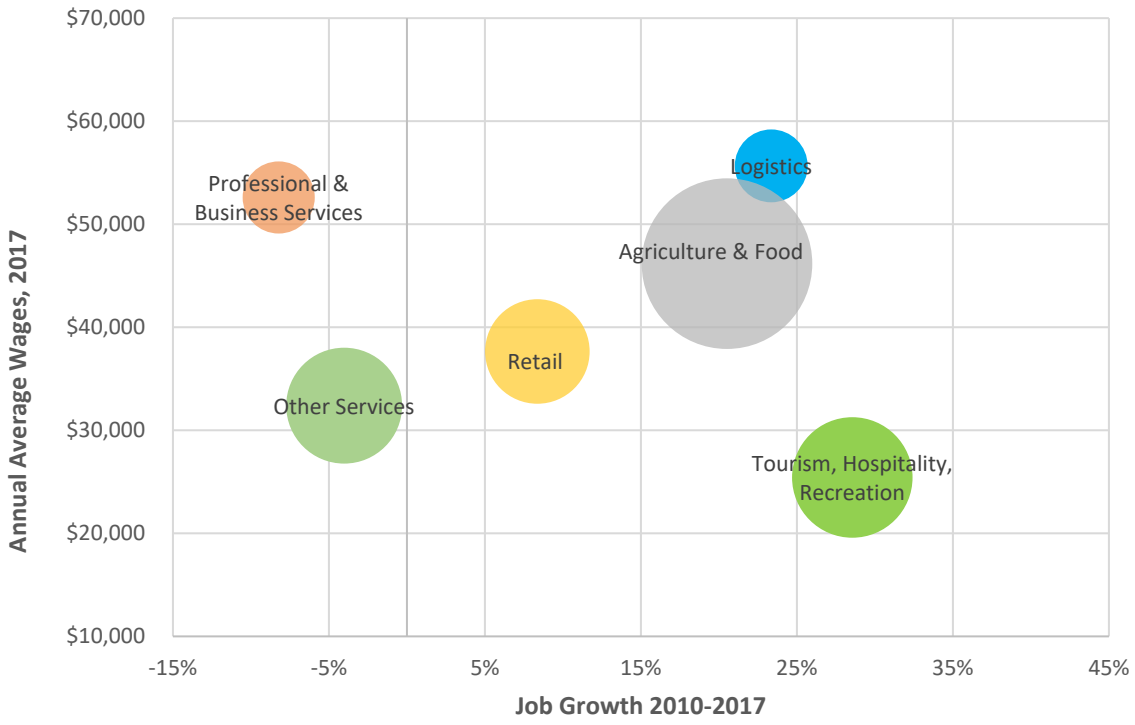
The table and figure below show the low-wage industry clusters, which provide between $25,424 to $55,662 in average earnings. These clusters are responsible for close to 60,000 jobs, or close to half (48%) of all jobs in the county. Most clusters experienced growth since 2010, except for professional and business services and other services, which saw an 8 and 4% decline, respectively (Table 8 and Figure 7). The decline in professional & business services, which was also experienced in the neighboring Santa Barbara County, is driven by a significant decline in the temporary help services industry (-1,709 jobs). It is worth noting that some of the highest job concentrations (location quotient – LQ) in the county are found in these lower-paying clusters (e.g. 2.80, 1.40).

Table 8: Industry Cluster Overview – Low-Wage Clusters[18]

Industry Clusters	2017 Employment	% Growth since 2010	Earnings per Worker	2017 LQ
Logistics	2,789	23%	$55,662	0.51
Professional & Business Services	6,085	-8%	$52,596	0.50
Agriculture & Food	8,800	21%	$46,175	2.80
Retail	14,425	8%	$37,650	1.05
Other Services	7,083	-4%	$32,393	1.29
Tourism, Hospitality, Recreation	19,510	29%	$25,424	1.40

[18] Source: Emsi 2018 q.2 Class of Worker Data.

Figure 7: Low-Wage Industry Clusters[19]



Note: The size of circles represents job concentration, as compared to the national average (LQ)

Regional Industry Clusters

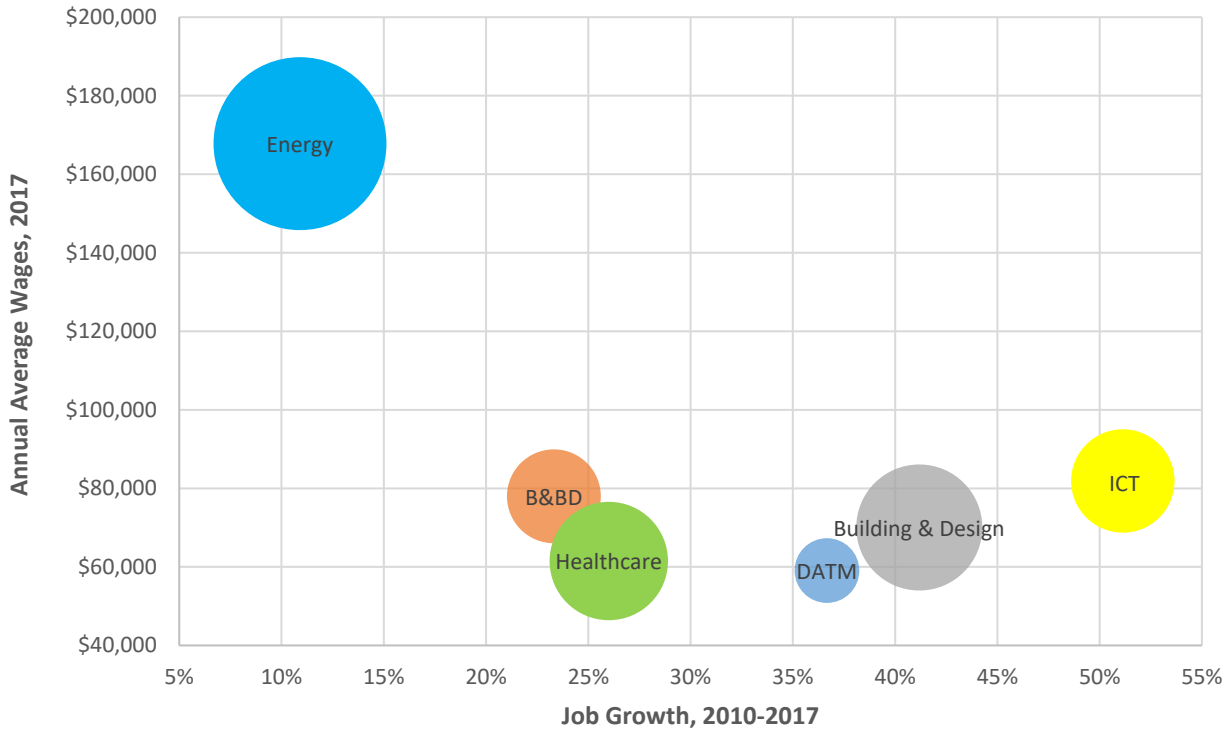
From the 18 industry clusters analyzed, the research team identified **six industry clusters** of interest based on overall employment, job growth, average earnings, and regional concentration. As we look for economic and workforce opportunities in the county, these clusters not only provide opportunities for training and workforce development, but also offer strong career pathways with opportunities for new skills and higher salaries (Table 9).

[19] Source: Emsi 2018 q.2 Class of Worker Data.

Table 9: Regional Industry Clusters[20]

Industry Clusters	2017 Employment	% Growth since 2010	Earnings per Worker	2017 LQ	2017 % Exported Sales
Energy[21]	3,265	11%	$167,791	2.07	81%
Information & communication technologies (ICT)	2,666	51%	$81,880	0.74	35%
Biotechnology & biomedical devices (B&BD)	989	23%	$77,979	0.61	83%
Building & Design	7,861	41%	$70,037	1.10	27%
Healthcare	15,158	26%	$61,497	0.97	34%
Defense, aerospace, & transportation manufacturing (DATM)	533	37%	$59,069	0.29	79%

Figure 8: Regional Industry Clusters[22]



Note: The size of circles represents job concentration as compared to the national average (LQ)

[20] Source: Emsi 2018 q.2 Class of Worker Data.
[21] This industry cluster will be significantly impacted with the closure of the **Diablo Canyon Nuclear Power Plant**, with approximately 1,500 employees, or 46% of all jobs in this cluster, facing an uncertain future.
[22] Source: Emsi 2018 q.2 Class of Worker Data.

Energy – this industry cluster provides a total of 3,265 jobs in the SLO County, with high average earnings of $167,791, a job growth of 11% since 2010, and a job concentration that is 107% above the national average. Almost two-thirds (35%) of all Energy jobs are tier 1 jobs, 42% are tier 2, and 23% are tier 3 occupations. Some of the highest paying occupations include architectural and engineering managers, nuclear engineers, industrial production managers, and training and development specialists.

Information & Communication Technologies (ICT)- this cluster has a total of 2,666 jobs in the county with average earnings of $81,880 per job, 51% job growth since 2010, and a job concentration that is 26% below the national average. ICT has the largest proportion of tier 1 jobs among all clusters, with nearly every 7-in-10 jobs being a tier 1 occupation (69%), followed by 19% of tier 2 jobs, and 12% of tier 3 jobs. Some of the highest-paying occupations in this cluster include computer and information systems managers, computer network architects, electronics engineers, and software developers.

Diablo Canyon Nuclear Power Plant

An important issue the county faces is the recent decision to close the Diablo Canyon Nuclear power facility. This closure will most likely disrupt the **Energy industry cluster**, as the plant's 1,500 employees (~46% of all jobs in this cluster) will face an uncertain future.[23]

Since this decision, the California Public Utilities Commission has approved a plan to give Pacific Gas & Electric (PG&E), the plant's operator, funds to keep and retrain the plant's employees. It will be important to ensure these employees are able to transition into an equivalent position in the county, whether in the same industry cluster or in another cluster if appropriate training is provided.

Building & Design- this industry cluster is responsible for a total of 7,861 jobs in the county with average earnings of $70,037, a job growth of 41% since 2010, and a job concentration that is 10% above the national average. Most jobs in B&D are tier 2 jobs (67%), followed by tier 1 (22%), and tier 3 (11%). Some of the highest-paid occupations in this cluster include architectural and engineering managers, landscape architects, construction managers, surveyors, and civil engineers.

[23] "Regulators vote to shut down Diablo Canyon, California's last nuclear power plant". Los Angeles Times.

Biotechnology & Biomedical Devices (B&BD) – B&BD is responsible for a total of 989 jobs with average earnings of about $77,979, a job growth of 23% since 2010, and a job concentration that is 39% below national average. B&BD jobs are closely distributed among tier 2 (35%), tier 3 (34%), and tier 1 (31%) jobs. Some of the highest-paying occupations in this cluster include industrial production managers, medical scientists, general and operations managers, medical and clinical laboratory technologists, and chemists.

Defense, Aerospace & Transportation Manufacturing (DATM) – this cluster provides approximately 533 jobs in SLO County with average earnings of $59,069, a job growth of 37% since 2010, and a job concentration that is 71% below the national average. The largest portion of DATM jobs are tier 2 occupations (43%), followed by tier 3 (38%), and tier 1 (19%). Some of the highest-paying occupations in DATM include industrial production managers, material, electronics, health and safety, and other engineers, and general and operations managers.

Lockheed Martin Closure

Lockheed Martin - an aerospace and defense company - is shutting its operation in San Luis Obispo. The DATM industry cluster is likely to experience some disruption, as approximately 59 of the company's employees (11% of all jobs in the DATM cluster) will be impacted.[24] To retain the current talent, it is important for the county to ensure these employees are able to transition to other industries or companies and are able to find comparable positions in the county.

Healthcare – employment in this cluster is the highest among all regional industry clusters with a total of 15,158 jobs with average earnings of $61,497, a 26% job growth since 2010, and a job concentration that is 3% below the national average. Less than half of all jobs in healthcare are tier 3 jobs (45%), almost two-thirds (31%) are tier 2 jobs, and 24% are tier 1 jobs. Some of the highest-paying jobs in this cluster include family and general practitioners, physicians and surgeons, physician assistants, and nurse practitioners and registered nurses.

Lastly, B&BD, Energy, and DATM are the most export- oriented clusters among all regional clusters with 83%, 81%, and 79% of all its sales going to outside the county, respectively. This means that new wealth is being brought into SLO from outside areas. These industries offer significant promise to San Luis Obispo County, as they offer high paying and sustainable career opportunities which bring talent and wealth into the area.

[24] Source: "Lockheed Martin is laying off workers and leaving San Luis Obispo," The Tribune.

Job Quality by Industry Cluster

The following tables illustrate the distribution of jobs by their respective occupational tier within each industry cluster in San Luis Obispo County. While the largest portion of tier 1 jobs is found in ICT (69%), energy (35%), and BB&D (31%), the largest portion of tier 3 employment is found in Tourism, Hospitality & Recreation (88%), Retail (72%), and Agriculture & Food (72%). The five highlighted industry clusters below have the highest job quality with most of its jobs falling under either Tier 1 or Tier 2 occupations. Not surprisingly, four out of these five industry clusters have the highest wages among all clusters.

Table 10: Industry Cluster Job Quality, 2017 – High-Wage Clusters[25]

	Tier 1	Tier 2	Tier 3
Information and Communication Technologies (ICT)	69%	19%	12%
Energy	35%	42%	23%
Public Services and Infrastructure	23%	51%	26%
Water	15%	73%	12%
Biotechnology and Biomedical Devices (B&BD)	31%	35%	34%
Finance, Insurance, and Real Estate (FIRE)	28%	41%	31%

Table 11: Industry Cluster Job Quality, 2017 – Mid-Wage Clusters[26]

	Tier 1	Tier 2	Tier 3
Information and Communications	15%	50%	34%
Defense, Aerospace, and Transportation Manufacturing	19%	43%	38%
Healthcare	24%	31%	45%
Building and Design	22%	67%	11%
Other Manufacturing	16%	41%	43%
Education & Knowledge Creation	25%	35%	40%

Table 12: Industry Cluster Job Quality, 2017 – Low-Wage Clusters[27]

	Tier 1	Tier 2	Tier 3
Logistics	12%	49%	39%
Professional and Business Services	25%	26%	50%
Agriculture & Food	10%	19%	72%
Other Services	19%	34%	47%
Tourism, Hospitality, and Recreation	5%	7%	88%
Retail	6%	22%	72%

[25] Source: Emsi 2018 q.2 Class of Worker Data.
[26] Source: Emsi 2018 q.2 Class of Worker Data.
[27] Source: Emsi 2018 q.2 Class of Worker Data.

Growth Forecast

Analysis of macroeconomic metrics suggest that San Luis Obispo County is experiencing robust growth. Unemployment levels across SLO County are below the national and state average and the total number of jobs have grown by 16 percent since 2010. The area is also relatively well educated; more than four out of every ten residents over the age of 25 have a bachelor's degree or higher. However, a more granular analysis reveals that some parts of the county are not experiencing equivalent advancement. Labor participation is 11 and 7 percentage points below the state and national averages in the City of SLO and Coastal sub-region respectively, and medium skill-level underemployment is 9.1% compared to the State average of 1.1%. Furthermore, mid-wage jobs have grown at a slower pace than both low- and high-skill jobs, with tier 1 and tier 3 jobs increasing by 16% and 18% since 2010, while tier 2 jobs increased by 13% during the same time.

Economic Drivers

Some of the economic drivers that will help spur economic activity and development in the near future include the presence of growing, high-paying industry clusters such as information & communication technologies (ICT), biotechnology & biomedical devices, building & design, and defense, aerospace & transportation manufacturing in the county. In ICT for example, the majority of jobs are Tier 1 (69%) and tier 2 (19%) jobs which provide high- to mid-wages that allow workers to afford living in the county. Growing these industry clusters in the area will aid in rebuilding middle class jobs and support sustained employment growth in the coming years. Additionally, the proximity to schools such as California Polytechnic (Cal Poly) State University and the availability of a well-educated workforce and can also be positive economic drivers if these workers are able to find employment with wages competitive enough to allow them to live in the county.

Challenges

SLO County also faces a number of headwinds that may slow growth and dampen future prospects. The county has a higher underemployment rate relative to the State, particularly evident in the Mid-Tier, Medium skill level jobs. This signals that there aren't enough mid-level jobs in the area leading to a decline in upward mobility. Thus, workers who otherwise would have higher-paying jobs find themselves working in positions that require less skill, fewer hours, and less compensation.

Another challenge the county will face is the closure of the Diablo Canyon Nuclear power facility. This closure will most likely disrupt the highest paying industry cluster in the county - Energy - as the plant's 1,500 employees will face an uncertain future. To ensure local talent remains in the county, it will be important to transition the plant's employees into equivalent positions, whether in the same industry cluster or in different industry clusters if appropriate training is provided. In fact, redistributing these workers among different clusters provides an opportunity for the county to diversify its economy and support a variety of industry clusters.

Lastly, it is likely the county will continue to move with the state and national employment trends, with some forecasts predicting a 2-3% job growth rate over the next two years.[28] To explore this and other possibilities for the county's growth, we developed two hypothetical future scenarios for San Luis Obispo County.

Scenario 1: Business As Usual

In this scenario, the trends experienced in the county over the past years will continue; they are as follows.

- Deterioration of job quality: Tier 3 jobs will continue to grow at a faster rate than both tier 1 and tier 2 jobs, leading to a decrease in average wages per job and a continuous deterioration of job quality, as tier 3 employment is characterized by low wages. Note that with tier 3 average wages per job of $25,730, it takes a family of 2 adults (one working) and 2 children **2.27** tier 3 jobs to meet self-sufficiency. With living costs that are 32% above the national average, residents in SLO County will have an increasing difficult time meeting self-sufficiency.

- Less upward mobility: with increasing tier 3 jobs and shrinking tier 2 jobs, a growing number of mid-skill workers will find themselves working at a lower-skill, tier 3 position, leading to growing underemployment rates among mid-skill workers. Shrinking tier 2 jobs means less upward mobility for those tier 3 workers wanting better salaries and positions, as typically there are no career pathways from tier 3 to tier 1 jobs without some significant education investment.

- Increasing difficulty meeting self-sufficiency: with lower wages and less financial ability to live in the county, many residents will have to move outside the county to an area with more affordable housing. This leads to longer commuting times, more carbon emissions, damage of the roads, and lower quality of life.

- Weakened business appeal: with less talent living in the area, it becomes challenging for the county to recruit new businesses as the availability of talent is one thing businesses look for when deciding where to settle. Additionally, with lower wages than neighboring Counties such as Santa Cruz, Santa Barbara, or Monterey, and with high- and mid-wage jobs increasing at a slower pace than low-paying jobs, an increasing number of students will move outside the county to find jobs, which means the county won't be able to be to take advantage of the local availability of talent.

[28] Source: Emsi 2018 q.2 Class of Worker Data.

Scenario 2: Optimal Development

In this scenario, economic and workforce development efforts are focused on optimizing job and life quality, and workforce development.

➢ Improved Job Quality: To respond to the continuous growth of tier 3 jobs and the slower growth of tier 2 jobs, industries such as **information and communication technologies**, **building and design**, and **biotechnology and biomedical devices** will be encouraged to grow and create new jobs in the county. These industry clusters offer above county-average wages and jobs that fall mostly within tier 1 and tier 2 jobs, which would lead to overall better job quality.

➢ More upward mobility: since these industry clusters offer career pathways with opportunities for career progression and workforce skill development, more jobs in these clusters mean high- and mid-skilled workers will have more job and upward mobility opportunities.

➢ Training programs built around in-demand technical skills: workforce development programs will be focused on training skills that are specific to these industry clusters, building a local workforce that is ready to fill-in job vacancies in these industry clusters. By being able to capitalize on the availability of talent, local businesses are able to grow in the county.

➢ Strong partnerships between training programs and local businesses: building upon and expanding current initiatives such as "Your ticket into tech," training programs will develop strong relationships with local businesses to (1) ensure technical skills taught in training programs are up-to-date and demanded by local companies and to (2) develop apprenticeships and internships that will allow students to gain knowledge and skills in local companies and provide businesses with qualified, local talent.

➢ Increased business appeal: with more talent remaining in the area and businesses able to fill-in available positions, the county is able to grow its higher-paying, industry clusters and attract new businesses to the area. Additionally, building upon current initiatives such as Cal Poly's Center for Innovation & Entrepreneurship, the county will continue to expand programs providing free business consulting and training to support businessowners and entrepreneurs, which will be vital to grow current and attract new businesses to the county.

Occupational Segments and Career Pathways

Occupational clusters are important to understand potential career pathways for jobseekers and to develop workforce training programs that can transition students into sustainable jobs in the county. When trying to predict the demand for different occupational clusters, there are two questions we need to ask: are the employers creating new jobs, or are the jobs available because people are retiring or changing careers? Annual openings represent all job openings in a particular year; annual replacement openings represent those jobs that are available due to people retiring or changing careers; new openings are the difference between the previous two representing the job openings as a result of new job creation. The table below shows the annual openings by occupational cluster and the percentage of the workforce that is likely to retire soon (65 years or older), i.e. the proportion of jobs that will need hiring in the near future (Table 13).

Replacement Jobs

In addition to job growth, which has been the main focus of this research, it is also important to look at replacement jobs as they also represent job availability. In San Luis Obispo County, office and administrative, food preparation, and sales occupations provide the largest number of annual replacement openings (Table 13). Food preparation also provides the highest annual replacement rates, along with personal care services and farming, fishing, and forestry. Lastly, the largest concentration of older workforce (age 65 and older) is seen in farming, fishing & forestry, personal care services, and building, grounds and maintenance (Table 13). If this trend continues, all these clusters will experience a high number of openings given their current annual replacement rates and aging workforce.

Table 13: SLO County's Annual Openings and Replacement Openings by Occupational cluster[29]

Occupational clusters	2017 Jobs	Annual Openings	Annual Replacement Openings	New Openings	Annual Replacement Rate	Age 65+ % of Occupation
Office & Administrative	19,065	2,507	2,078	429	11%	8%
Food preparation	14,193	2,530	2,054	476	16%	5%
Sales	12,186	1,918	1,629	289	12%	8%
Healthcare	9,875	994	691	304	7%	4%
Educators & library positions	8,425	909	660	249	9%	7%
Personal care services	7,692	1,440	903	537	15%	9%
Construction & extraction	6,022	824	505	318	10%	3%
Building, grounds and maintenance	5,697	795	661	134	11%	9%
Business & Finance	5,407	626	417	209	8%	6%
Farming, fishing & forestry	4,040	679	539	140	13%	10%
Protective services	3,564	425	311	114	9%	5%

[29] Source: Emsi 2018 q.2 Class of Worker Data.

Computer, math & quantitative analysts	2,676	293	149	144	6%	2%
Community & Social Services	1,695	336	183	154	11%	7%
Architecture & engineering	1,655	179	106	73	7%	6%
Entertainment & communication	1,368	176	121	55	9%	6%
Scientists	1,039	127	85	43	9%	5%
Legal positions	494	49	27		7%	7%
Artists & Designers	313	38	24		9%	4%

Regional Occupational Segments

This section examines occupational clusters by industry cluster to understand industry-specific job potential in the area. For example, a sales representative in Information and Communications Technologies compared to a sales representative in Biotechnology and Biomedical Devices will have different skill requirements.

The following occupational clusters are highlighted as general areas of focus for jobseekers and potential workforce development programs in San Luis Obispo County. These clusters were selected for their level of employment in San Luis Obispo County (Table 14 - Table 19). Furthermore, many skillsets attained through working in each of these clusters allow for transferability across the various industry clusters either inside or outside of the area.

The occupational clusters with the largest number of jobs among the selected industry clusters include healthcare positions (7,739), construction positions (4,486), office and administrative positions (3,709), personal care positions (2,994), and computer, math, and quantitative analysts (1,144). The highest average salaries are seen among management positions ($110,531), architecture and engineering ($90,293), business and finance positions ($79,518), and computer, math, and quantitative analysts ($79,269).

Occupations and Career Pathways Summary

Long-term occupational outlook for San Luis Obispo County jobseekers includes **healthcare, office and administrative, sales and production positions, architecture & engineering, and business and finance positions**. These occupational clusters are largely represented in the six regional industry clusters for the area, indicating opportunity for training and skill transferability across the county's industry segments.

Why is this Important?

As the nation's job market continues to shift towards high-skilled occupations, sustainable career pathway models are becoming increasingly important, particularly for lower-skill workers who are less able to invest in educational attainment.

Career pathways provide the opportunity for skill development through on-the-job and in-industry training and outline potential steps to transition into higher-paying positions over time.

Table 14: Occupational Clusters – Information and Communication Technologies[30]

	2017 Jobs	Average Wage
Computer, Math, and Quantitative Analysts	1,144	$79,269
Business and Finance Positions	332	$79,518
Office and Administrative Positions	276	$36,400
Sales Positions	173	$37,107
Management Positions	106	$110,531

Table 15: Occupational Clusters – Energy[31]

	2017 Jobs	Average Wage
Production Positions	488	$42,806
Construction Positions	390	$58,011
Architecture & Engineering	352	$90,293
Office and Administrative Positions	338	$36,400
Business & Financial Positions	304	$79,518

Table 16: Occupational Clusters – Healthcare[32]

	2017 Jobs	Average Wage
Healthcare Positions	7,654	$70,616
Personal Care Positions	2,994	$27,914
Office and Administrative Positions	2,161	$36,400
Community and Social Service Positions	709	$51,646
Educators and Library Positions	124	$58,843

[30] Source: Emsi 2018 q.2 Class of Worker Data.
[31] Source: Emsi 2018 q.2 Class of Worker Data.
[32] Source: Emsi 2018 q.2 Class of Worker Data.

Table 17: Occupational Clusters – Biotechnology and Biomedical Devices[33]

	2017 Jobs	Average Wage
Office and Administrative Positions	118	$36,400
Healthcare Positions	85	$70,616
Production Positions	59	$42,806
Sales Positions	51	$37,107
Scientists	37	$75,816

Table 18: Occupational Clusters – Building & Design[34]

	2017 Jobs	Average Wage
Construction Positions	4,096	$58,011
Office and Administrative Positions	793	$36,400
Architecture & Engineering	675	$90,293
Business and Financial Positions	278	$79,518
Management	217	$110,531

Table 19: Occupational Clusters – Defense, Aerospace, and Transportation Manufacturing (DATM)[35]

	2017 Jobs	Average Wage
Production Positions	104	$42,806
Sales Positions	39	$37,107
Transportation and Material Movement Positions	32	$36,795
Office & Administration Positions	23	$36,400
Management	15	$110,531

[33] Source: Emsi 2018 q.2 Class of Worker Data.
[34] Source: Emsi 2018 q.2 Class of Worker Data.
[35] Source: Emsi 2018 q.2 Class of Worker Data.

Career Pathways for Industry Clusters

The following tables dig deeper into the occupational clusters and profile potential career pathways within each of the six industry clusters. The specific occupations selected were based on overall positive job growth for the county. Each pathway progresses from entry-level positions with low education requirements—high school diploma or some college—to higher-skill, higher-wage positions that require a college degree.

For example, a jobseeker interested in the Information and Communication Technologies industry could land an entry-level job as a secretary or administrative assistant in order to gain experience and on-the-job training within the industry. During this time, with additional training, education, or certifications, a worker could move on to becoming a computer user support specialist and then eventually into software development or general and operations management (Table 20).

Table 20: Potential Career Pathway – Information and Communication Technologies[36]

	2017 Jobs	Median Hourly Wages	Growth 2016-17	Typical Entry-level Education
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	40	$17.35	0%	High School Diploma or Equivalent
Computer User Support Specialists	227	$21.17	1%	Some college, no degree
Computer Systems Analysts	91	$41.12	3%	Bachelor's degree
Software Developers, Applications	252	$48.99	2%	Bachelor’s degree

Table 21. Potential Career Pathway – Energy[37]

	2017 Jobs	Median Hourly Wages	Growth 2016-17	Typical Entry-level Education
Electrical and Electronic Equipment Assemblers	144	$13.78	1%	High school diploma or equivalent
Plumbers, Pipefitters, and Steamfitters	62	$22.62	9%	High school diploma or equivalent
Operating Engineers and Other Construction Equipment Operators	86	$37.38	18%	High school diploma or equivalent
General and Operations Managers	61	$41.43	3%	Bachelor’s degree

[36] Source: Emsi 2018 q.2 Class of Worker Data.
[37] Source: Emsi 2018 q.2 Class of Worker Data.

Table 22: Potential Career Pathway – Biotechnology & Biomedical Devices (B&BD)[38]

	2017 Jobs	Median Hourly Wages	Growth 2016-17	Typical Entry-level Education
Office Clerks, General	21	$13.71	5%	Some college, no degree
Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	18	$17.35	0%	High school diploma or equivalent
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	38	$21.91	19%	High school diploma or equivalent
General and Operations Managers	28	$41.34	0%	Bachelor's degree

Table 23: Potential Career Pathway – Building & Design[39]

	2017 Jobs	Median Hourly Wages	Growth 2016-17	Typical Entry-level Education
Cement Masons and Concrete Finishers	217	$17.74	10%	No formal education required
First-Line Supervisors of Construction Trades and Extraction Workers	271	$31.62	5%	High school diploma or equivalent
Civil Engineers	260	$44.02	9%	Bachelor's degree
Construction Managers	196	$47.26	1%	Bachelor's degree

Table 24: Potential Career Pathway – Defense, Aerospace, and Transportation Manufacturing (DATM)[40]

	2017 Jobs	Median Hourly Wages	Growth 2016-17	Typical Entry-level Education
Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	26	$21.91	18%	High school diploma or equivalent
Machinists	30	$23.12	88%	High school diploma or equivalent
Welders, Cutters, Solderers, and Brazers	15	$23.91	114%	High school diploma or equivalent
General and Operations Managers	15	$41.34	36%	Bachelor's degree

[38] Source: Emsi 2018 q.2 Class of Worker Data.
[39] Source: Emsi 2018 q.2 Class of Worker Data.
[40] Source: Emsi 2018 q.2 Class of Worker Data.

Table 25: Potential Career Pathway – Healthcare[41]

	2017 Jobs	Median Hourly	Growth 2016-17	Typical Entry-level Education
Medical Assistants	604	$16.62	3%	Postsecondary nondegree award
Medical Secretaries	433	$19.94	3%	High school diploma or equivalent
Dental Hygienists	209	$43.79	1%	Associate degree
Registered Nurses	1,259	$48.72	2%	Bachelor's degree

[41] Source: Emsi 2018 q.2 Class of Worker Data.

Demographic Profile

The following sections examine population growth, age distribution, ethnicity, and educational attainment across San Luis Obispo County and within its four sub-regions. Age and population growth are key to understanding the employment or training needs of the county's working age population as well as the overall labor supply available for the area's businesses.

Population Demographics Summary

SLO County's population has been steadily increasing, with a growth rate of almost 4% since 2011. The Coastal sub-region has a relatively older population, with more than four out of every ten residents over the age of 54. The City of SLO has a population at the other end of the age spectrum; over half (51%) of the population is 24 years of age or younger.

Why is this Important?

Examining population dynamics and how they vary within the area provides an understanding of the county's potential student, workforce, and senior populations. These populations impact regional workforce availability as well as demand for education and training.

Population Demographics: Growth and Age Distribution

Population growth in San Luis Obispo County has been linear—just under 1% growth each year over the last seven years. Between 2011 and 2016, the county's population grew by 3.8%. The Coastal sub-region has seen little population growth over the past seven years (2% since 2011), with a small decline between 2011 and 2013 and increasing since then. The rest of the sub-regions have seen more steady population growth. The population in the City of SLO has increased the most, growing by about 5%. North and South County grew more consistently with the overall trend of the county, increasing by 3.8 and 3.2 percent respectively between 2011-2016 (Figure 9).

About one quarter (25%) of SLO County's population is 55 years and older. This older population is more highly concentrated in the Coastal sub-region (45%), followed by the South (35%) and North (31%) sub-regions. On the other hand, more than half (51%) of City of SLO' residents are 24 years or younger. This is significantly greater than the county's average of 34% (Figure 10).

Figure 9: Population Growth by Sub-Region, 2010-2016[42]

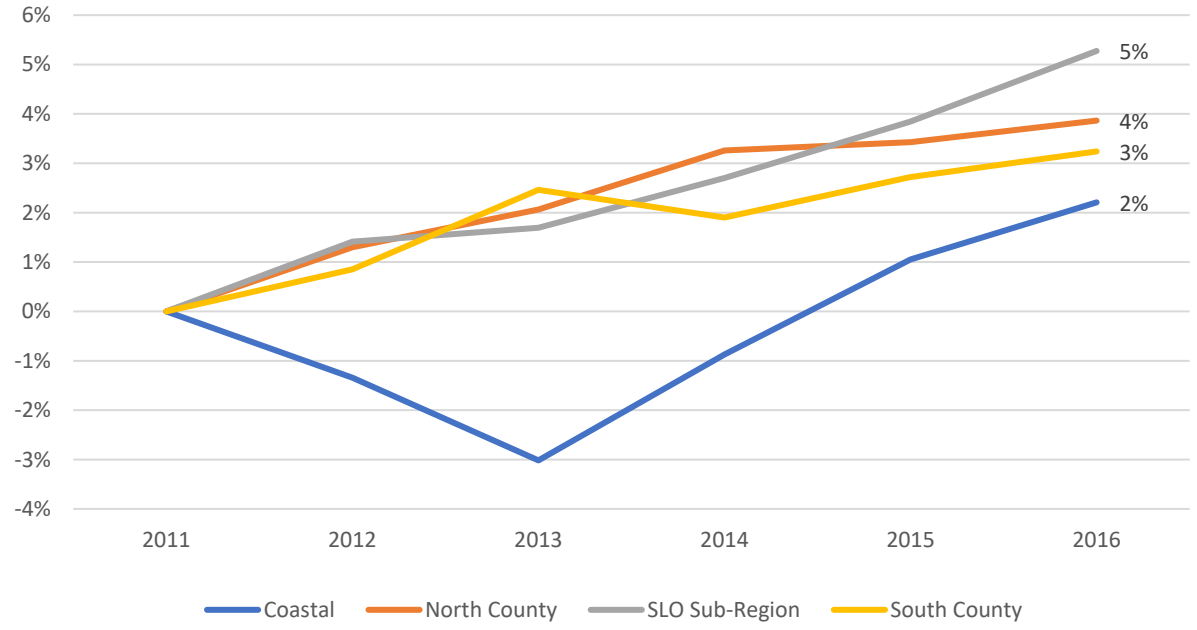
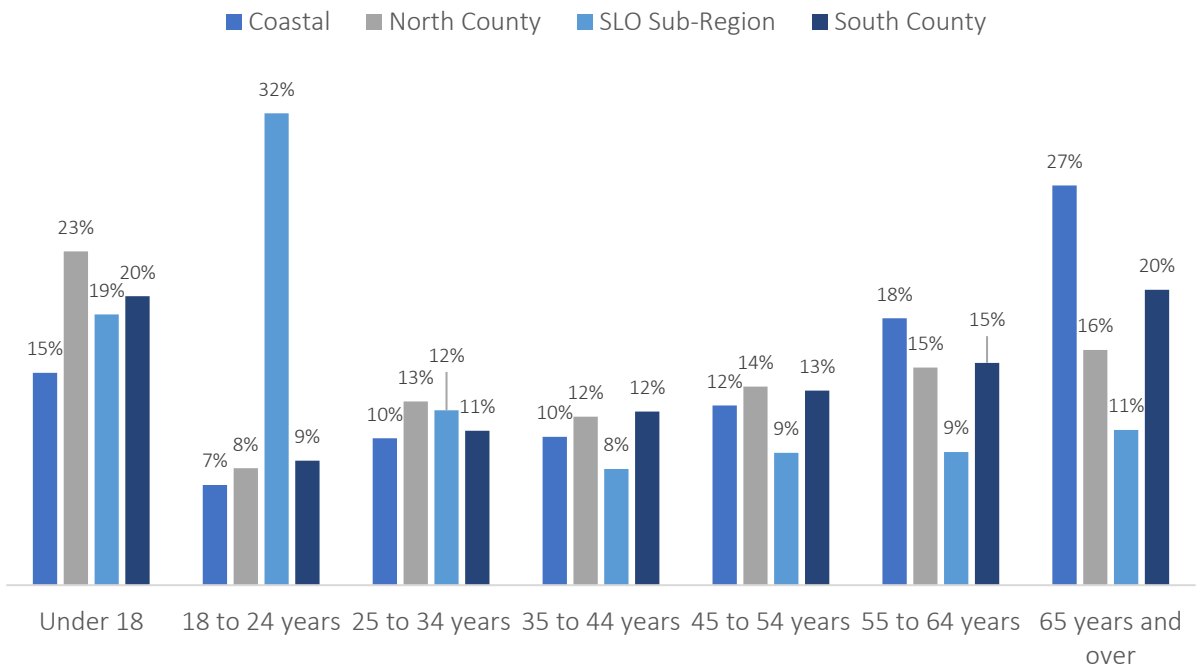


Figure 10: Age Distribution by Sub-Region, 2016[43]



[42] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.
[43] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.

Educational Attainment, Language, and Ethnicity

Educational attainment in San Luis Obispo County is relatively high, with 70% of its residents having some college or more compared to the state (62%) and national (59%) averages. The Coastal sub-region and The City of SLO are particularly well-educated; 40% and 44% of their population 25 years of age or older have a bachelor's degree or higher. Conversely, the North and South County are closer to the state average (32%) with 28% and 32% holding a bachelor's degree or more, respectively (Figure 11).

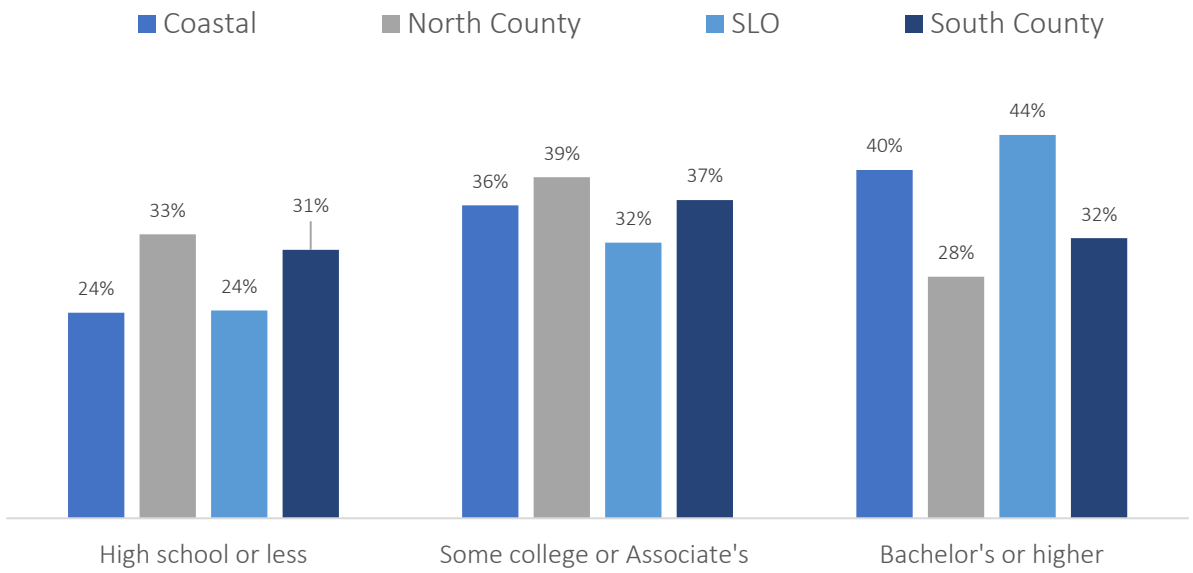
Education and Ethnicity Summary

The residents of San Luis Obispo County are well educated relative to the rest of the State and country—particularly the Coastal County and the City of San Luis Obispo, where more than two out of five residents have a bachelor's degree or higher. The county is less diverse than the state average. All sub-regions are predominantly white; South County has the lowest proportion of white residents, though they still account for more than 63% of the population

Why is this Important?

Educational attainment provides an assessment of the talent and skill base that is available for a region's businesses. Differences in educational attainment by sub-region also identify where populations might require more targeted training and education programs.

Figure 11: Educational Attainment for Population 25 Years and Over by Sub-Region, 2016[44]



[44] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.

Approximately seven-in-ten residents (69%) in the SLO County are white, 22% are Hispanic or Latino, 3.6% are Asian, 2% are black or African American, and 2% have two or more races. Diversity is higher in the South County with 65% being white, followed by the City of SLO with 69%. The largest concentration of Hispanics or Latinos are found in the South (27.1%) and the North County (24.5%) and the largest concentration of Asians are found in the City of SLO (6.6%), compared to the other sub-regions (1.6%-4.0%).

Figure 12: Ethnicity in San Luis Obispo County, 2016[45]

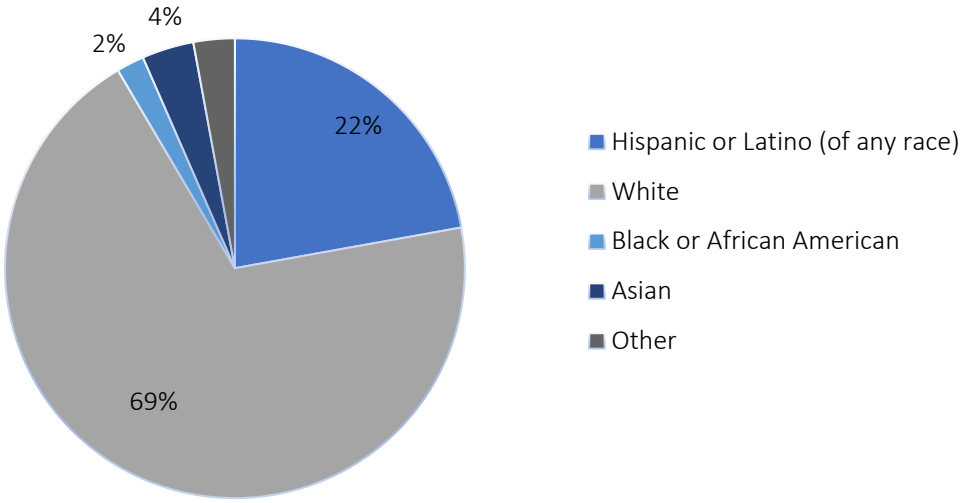


Table 26: Ethnicity by Sub-Region, 2016[46]

	San Luis Obispo County	North County	City of SLO	Coastal	South County	California
White	69.7%	70.5%	69.1%	79.2%	64.7%	38.4%
Hispanic or Latino (of any race)	21.9%	24.5%	16.2%	14.4%	27.1%	38.6%
Asian	3.6%	1.6%	6.6%	2.5%	4.0%	13.7%
Black or African American	1.9%	1.3%	4.5%	0.6%	1.0%	5.6%
Other	2.9%	2.2%	3.6%	3.3%	3.2%	3.8%

[45] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.
[46] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.

Socioeconomic Profile

The following section highlights income distribution as well as the proportion of household income that must be spent on rent or mortgage payments for residents across San Luis Obispo County. Examining household incomes indicates what proportion of residents in the county are able to sustainably afford the 33% higher-than-average costs of living, as compared to the national average. Income inequality within the county can also be determined by looking at the income distributions within San Luis Obispo County sub-regions. At the same time, determining the proportion of households that must spend more than a third of their income on rent or mortgage payments is an indicator of the area's ability to supply affordable housing for residents.

Housing and Income Summary

About 2 in every 5 residents in San Luis Obispo County make $75,000 or more a year, which is just below the State average. Though most of the county trends with the State average, the City of SLO is a notable exception; more than a third of the population makes less than $35,000 a year. Though income trend with State averages, a large amount of the population spends a relatively high proportion of their income on housing.

Why is this Important?

Housing costs are most often the primary expense for a household, and the cost of housing impacts not only quality of life, but also the supply of qualified workers for businesses—higher costs might drive residents and businesses out of the region while deterring potential jobseekers from moving in. Furthermore, if unaffordable housing prompts workers to move outside the county and commute to San Luis Obispo County for work, this can have the adverse effect of increasing traffic, commute times, and wear on roads. Long commutes affect both quality of life and productivity; workers that spend more time in traffic have less time to dedicate to both work and other activities such as family time, community work, or on mental and physical well-being.

Housing and Income Distribution[47]

While income distributions trend relatively close to the state average, the proportion of households with earnings of $150,000 or more is higher in the state than in SLO County. Some sub-regions within the county also stand out. The City of SLO has a skew towards lower incomes, with almost two-fifths (36.8%) of its population reporting an annual income of less than $35,000, which is greater than the county's and State's average of 27% and 28%. Additionally, the City of SLO also has a lower proportion of residents earning $75,000 or more (36%), compared to the county's (43%) and state's average (43%) (Figure 13 and Figure 14).

The costs of housing in SLO County are relatively bi-polar, with the largest proportions of households either spending 35% or more, or less than 20% of their income on housing (Figure 15). Nearly half of renters (46.3%) spend 35% or more of their income on housing, and even 33.3% of homeowners spend 35% or more of their income on housing. This is important because if most of their income is spent on housing, that means little discretionary spending leftover, which is often the spending that spurs much of the local economy. There is also a substantial amount of households that spend less than 20% of their income on housing; 30% of homeowners and 21% of renters spend a relatively low proportion of their income. The fact that most residents fall into these two categories (nearly 64% of homeowners and 67% of renters) indicates that middle income earners represent a smaller proportion of the county's workers, just like it was seen with the slower-growing tier 2 jobs and the higher underemployment rates for mid-skill workers.

[47] Source: U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.
Note that **college students** living away from their parental home while attending college are counted at their on-campus or off-campus residence where they live and sleep most of the time. All housemates or roommates are counted.

Figure 13: Household Income Distribution, 2016[48]

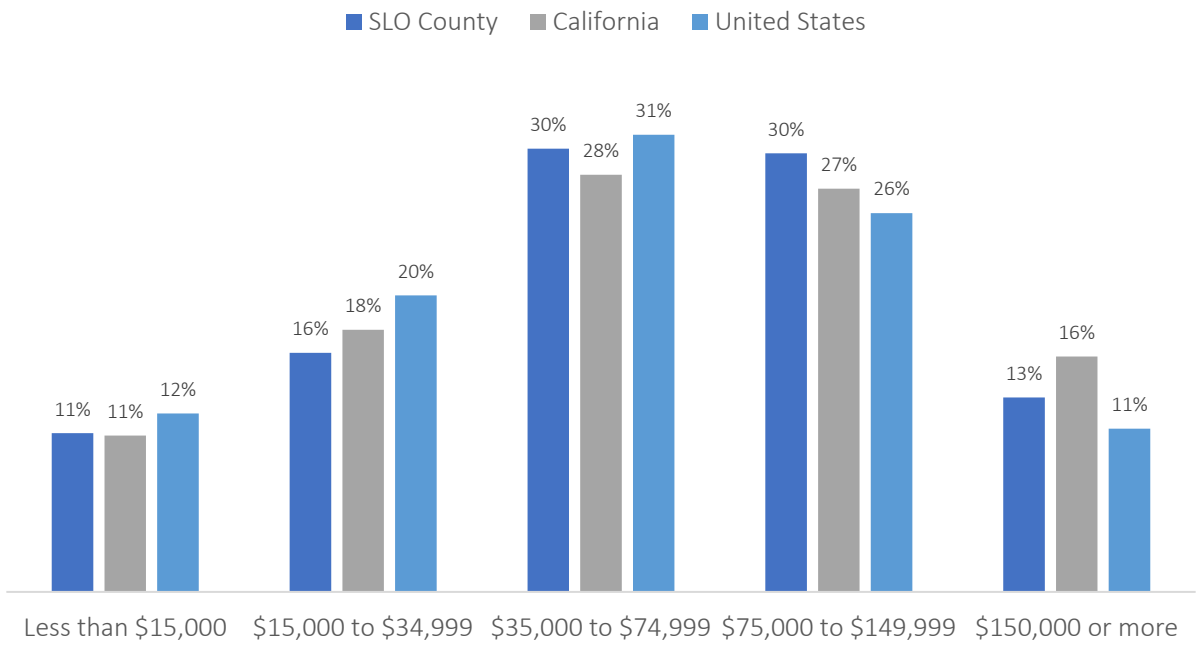
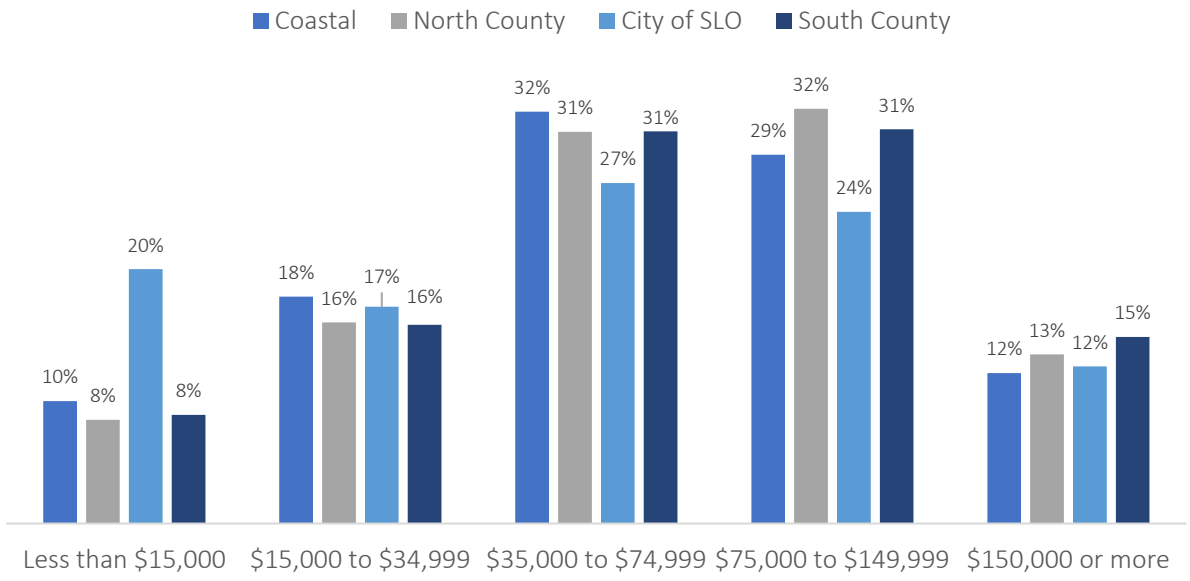


Figure 14: Household Income Distribution by SLO Region, 2016[49]

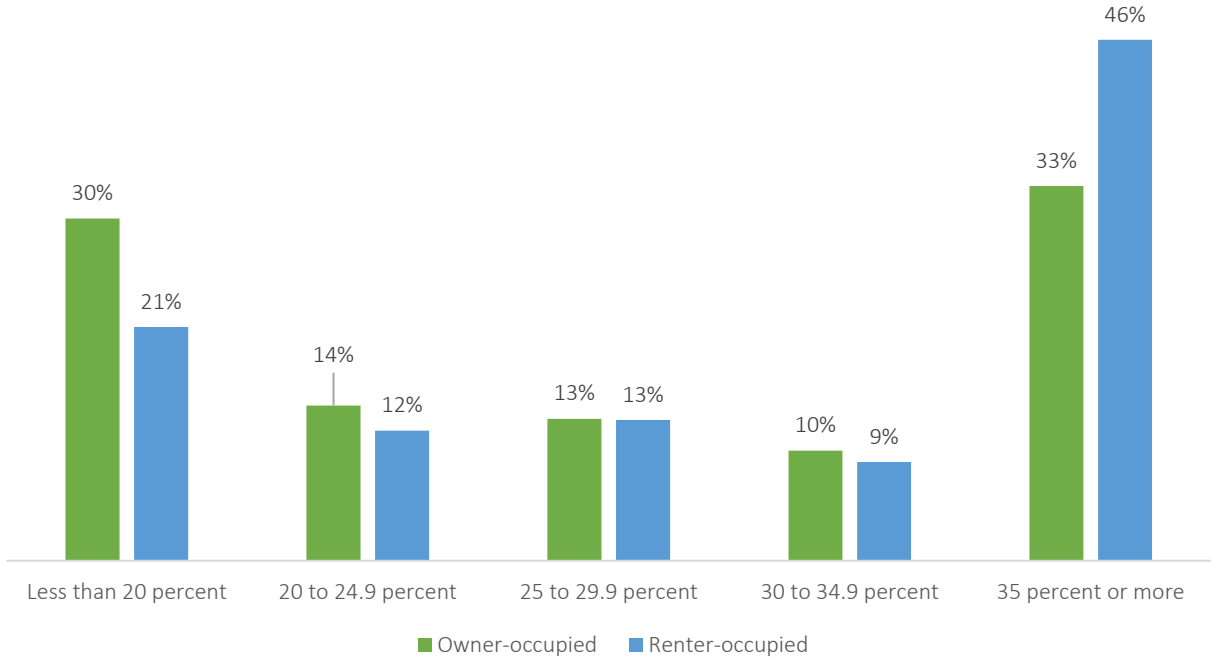


[48] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.
[49] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.

Table 27: Household Income Distribution by Region, 2016[50]

	Less than $35,000	$150,000 or more
San Luis Obispo County	27.0%	13.2%
North County	23.8%	13.2%
City of SLO	36.8%	12.3%
Coastal	27.3%	11.8%
South County	24.0%	14.6%
California	28.4%	16.0%
United States	32.2%	11.1%

Figure 15: Monthly Housing Costs as a Percentage of Household Income, 2016[51]



[50] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.
[51] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.

Resident Commute Patterns

SLO County's resident workforce are those individuals 16 years and older who live in SLO County and are in the labor force (58.9% of the residents 16 years and older). Of those SLO County residents in the labor force (58.1%), 54.9% are employed and 3.2% are unemployed. Of those working, almost nine-in-ten residents (89%) work in the county, contributing to a low average time to get to work of 22 minutes. Only three in ten resident workers in the county commute more than 30 minutes, a notably smaller proportion than California's average of 41% (Figure 16).

Looking at the different SLO County sub-regions, commuting times are lower in the City of SLO with more than a third of resident workers (34.9%) taking less than 15 minutes to go to work. Across all sub-regions, at least five-in-ten resident workers take less than 30 minutes to get to work (Figure 17).

Commute Summary

The majority of residents in SLO County (74%) drive alone to get to work, 11% carpool, 6% either bike or walk to work, and only 1% uses public transportation. Compared to the state, a higher proportion of residents in SLO County either walk or bike to work and work from home and a smaller portion use public transportation. In the City of SLO, the majority of commutes are under 15 minutes (57%) and almost 1-in-5 (18%) residents either walk or take a bicycle to work, which is four times higher than the state average.

Overall, San Luis Obispo County residents have shorter commute times on average compared to California residents.

Why is this Important?

Commute times and behavior have a considerable impact on residents' perceived quality of life. As mentioned above in the housing affordability section, inefficient or lengthy commuting can affect both productivity at work and the overall health and well-being of a community's residents.

Figure 16: Commute time by Region, 2016[52]

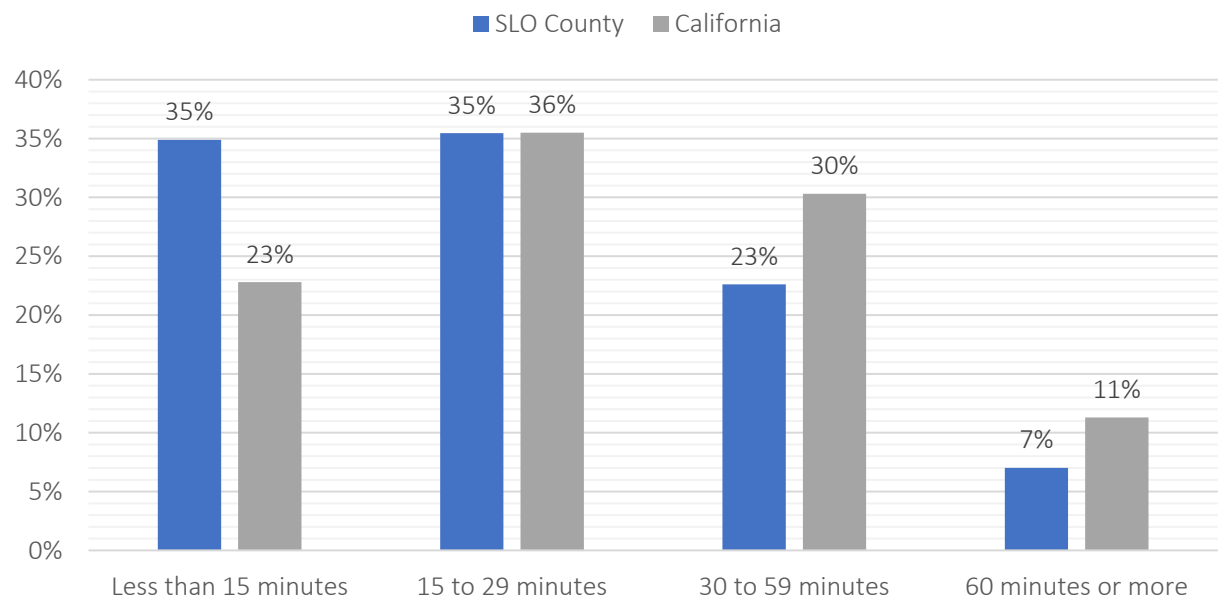
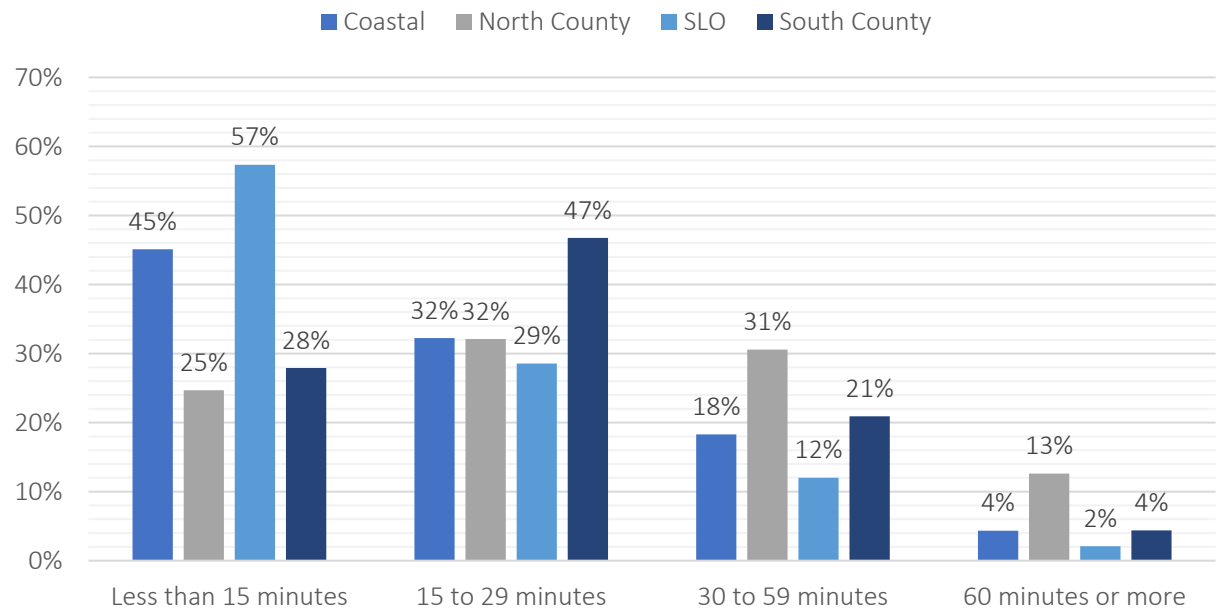


Figure 17: Commute time by SLO County Sub-Region, 2016[53]



[52] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.
[53] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.

Approximately a little over seven-in-ten resident workers (74%) in SLO County drive alone to work, 11% carpool, 1% use public transportation, 8% work from home, and 6% either walk, bike, or use other means (Figure 18). Looking at the different SLO County sub-regions, in the City of SLO almost 2-in-10 workers (18%) either walk or bike to work, a much higher percentage than in the other sub-regions (4%-5%) and California's average (4%) (Figure 19).

Figure 18: Means of Transportation to go to Work tin SLO County and California, 2016[54]

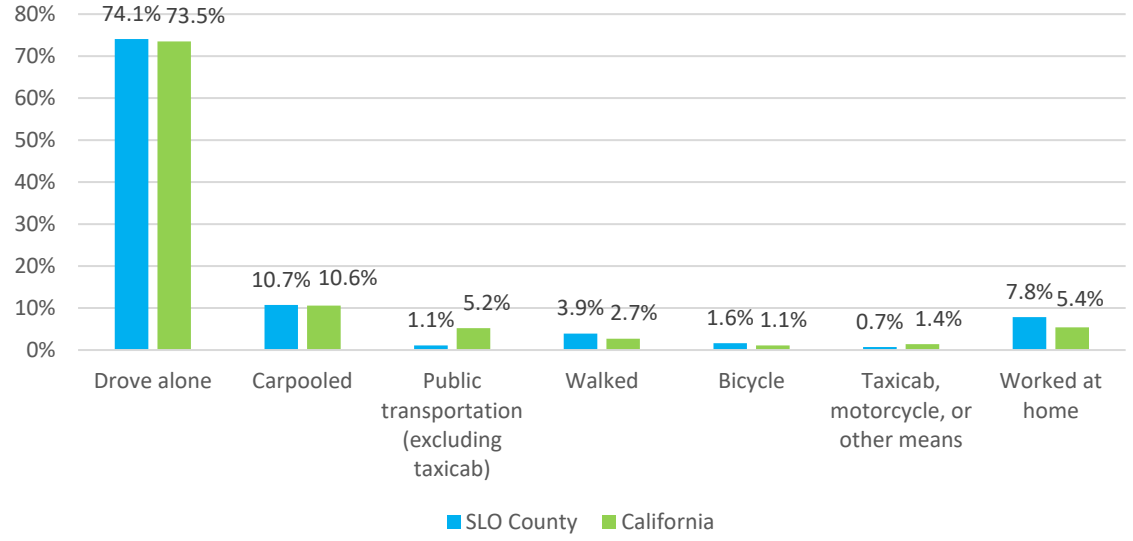
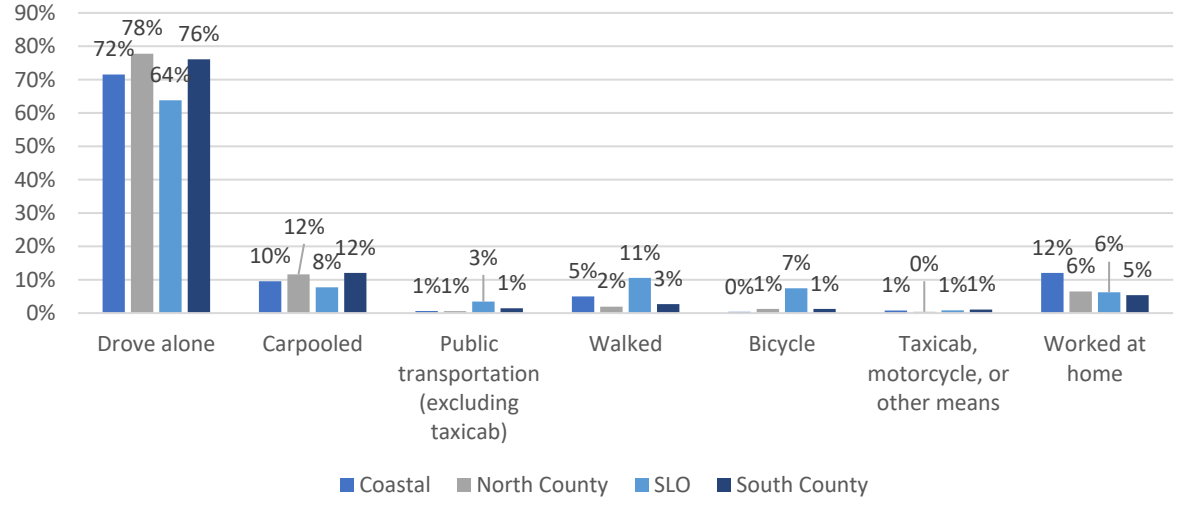


Figure 19: Means of Transportation to go to Work by SLO County Sub-Region, 2016[55]



[54] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.
[55] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.

Resident versus Regional Workforce

The following section examines the gap in San Luis Obispo County's resident workforce compared to the number of individuals working in the county—regardless of their residence. This analysis provides insight as to how the area is either a net importer or exporter of specific talents and skillsets by occupational categories.

As mentioned previously, SLO's resident workforce are those individuals 16 years and older who live in SLO County and are in the labor force. SLO workers are those who work in SLO County, regardless of where they live. Assessing the ratio between these two populations provides a direct measure of how the county's workforce intersects with the availability of jobs. This analysis has important implications for transportation and commuting, housing, employment opportunities, and ultimately the county's economic vitality and quality of life.

There is a total of 128,359 resident workers in SLO County, compared to 122,320 people working in the County, which means approximately 5% of resident workers – or 6,039 workers – need to leave the county to go to work. SLO County is a net exporter of talent in higher-paying occupations such as management, business, science, and arts occupations and in production, transportation, and material moving occupations, meaning that there are not enough jobs in the county in these occupations to meet the needs of SLO's resident workforce and consequently these workers need to go outside the county to work. On the other hand, the county is a net importer of talent in lower-paying occupations such as service, sales and office, and construction and maintenance occupations. This means that there are more jobs in the county in these occupations than resident workers and consequently workers from outside the county come to SLO to work and fill-in the job availability (Figure 20).

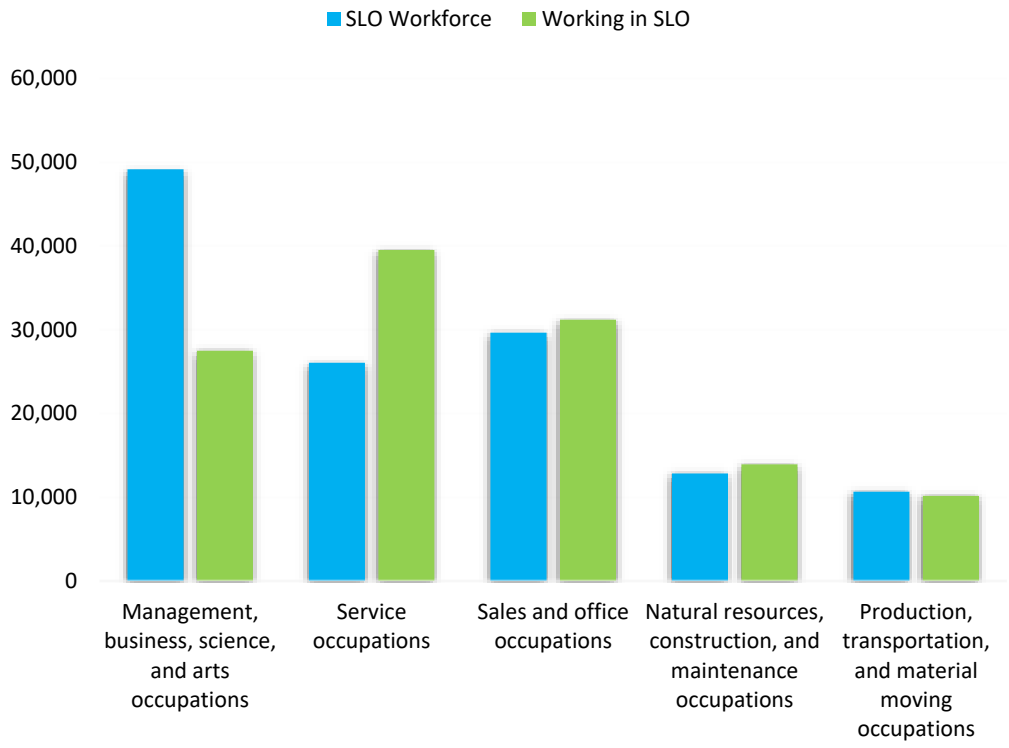
Talent Summary

San Luis Obispo County is a net exporter of higher-paying occupations, and a net importer of some lower occupations such as service, sales and office, and construction and maintenance positions. This indicates that the county lacks an adequate supply of higher-paying occupations (like management, business, and science), and simultaneously has a surplus of lower-wage jobs.

Why is this Important?

This analysis measures how an area's workforce overlays with the availability of jobs. A workforce of high skill, high wage workers presents an opportunity to SLO County; companies might be more willing to move into a region where they know a well-trained workforce is close by.

Figure 20: Resident versus Regional Workforce, 2016[56]



Opportunities and Challenges for San Luis Obispo

The following section provides a summary of the **executive interviews** conducted with key stakeholders and regional leaders from industry, education, and workforce and economic development organizations. The interviews were used to discuss responses to local and countywide economic opportunities and challenges and how-to better leverage investments for improving the workforce system and local economy as a whole. A total of 8 executive interviews were completed between July 27th to August 22nd, 2018. The major findings are provided below.

Economic Growth

The county's support of start-up companies is an essential element for economic growth in the county, as pointed by key stakeholders during the executive interviews. Stakeholders emphasized the need to support entrepreneurship efforts and provide local businesses the resources needed to grow past their infancy stages. It is important for the county to respond to the industries' needs so that they can grow and attract talent and other businesses to the area. For example, for information technology companies, the need to expand bandwidth and connectivity is critical so that local companies can grow and

[56] U.S. Census Bureau, American Community Survey. 2016 5-Year Estimates. Extracted July 2018.

compete effectively with other regions. Additionally, there is a very limited pool of talent in the county, so there is the need for technology training opportunities in the county.

"The county hasn't understood how much it needs it [cybersecurity]. There is a high demand in the region for it and this field needs development."

Most respondents discussed the overall attractiveness of the county and how it is critical to develop a business-friendly environment so that new companies can move and grow in the area. Further development of the workforce pool is also a critical element for the county's economic growth, as companies oftentimes struggle to find local talent and hiring workers from outside the county is more expensive.

Building upon the need for qualified local talent to support local businesses, stakeholders highlighted the current "Ticket into Tech" program that combines technical training with apprenticeships so that once successful training is completed, students are placed in local companies where they can acquire additional knowledge and experience. Many benefits arrive from this type of program including students acquiring valuable technical skills that are important in different industry clusters, students having the opportunity to find employment in a local company while they gain additional knowledge and skills, and companies having access to qualified, local talent which is currently a challenge for local businesses, as expressed by stakeholders.

On the other hand, one of the biggest challenges the county faces is the fact that it is not a large urban area and it needs to compete with large urban areas such as the Bay Area and Los Angeles where access to capital, suppliers, and talent is more immediate. As such, the county struggles to provide the necessary resources for companies to continue to grow past their initial start-up point, with many of these companies having to relocate to urban settings. In fact, the county was rated poorly by stakeholders for access to capital and business loan opportunities, inhibiting the growth potential of companies.

Lastly, housing and wages were pointed as key obstacles to the county's economic growth. Lower average wages in San Luis Obispo County, as compared to other Counties in the region, coupled with the lack of affordable housing and high living costs make living in the county not affordable for many.

"Students don't want to leave SLO, but they have to because of the living costs."

Economic and Workforce Development

Regarding the Workforce Development Board's efforts, stakeholders identified the following areas of focus:

1. Expanding startup programs: in addition to continuing to support local startups, the county should model programs in regions where direct funding of local startups has occurred and has been successful.

2. Providing training opportunities to the workforce: apprenticeships and training specific skills are necessary elements for workforce and overall economic growth in the county. It is important to create efficient programs focused on providing workers additional skills that better match them with jobs in the area and allow for industry-specific growth.

3. Create strong partnerships between local businesses and schools: it is important to create partnerships between local businesses and schools so that employers can have easier access to local talent and job-seekers can more seamlessly enter the workforce. This can be done at two levels:

    - High- to Mid-skill: focus on helping these workers, such as Cal Poly graduate students, enter the world of work by developing apprenticeship and internship programs.
    - Low skill: help low-skilled workers, veterans, and re-entry population gain the necessary skills and knowledge to enter the world of work.

Diablo Canyon Power Plant

The closure of the Diablo Canyon Nuclear power plant was an issue of concern for many stakeholders. As mentioned previously, this closure will most likely disrupt the **Energy industry cluster**, as the plant's 1,500 employees (~46% of all jobs in this cluster) will face an uncertain future. Most stakeholders expressed concern about the future of these employees and the need to re-route or retrain them so that transition into equivalent jobs in the county is possible. One stakeholder representing PG&E mentioned that, depending on funding, the company plans to set up an employee resource center where employees will be introduced to other opportunities within the company as well as helped identifying work-related interests that can open opportunities for future employment.

One stakeholder mentioned that this closure is a consequence of the industrywide changes experienced in the energy industry cluster – e.g. the increased popularity of other energy sources such as solar energy - and that it is important to understand these industry-specific changes beyond the plant closing to better comprehend the potential impacts to the county.

Next Steps

The data presented in this report provides an overview of San Luis Obispo County's economic and workforce landscape, with particular attention to industry clusters, job quality and cost of living, talent and educational characteristics, and career pathway opportunities. In general, while countywide job growth has been positive over the last several years, average wages per job are below the national average. Jobseekers in San Luis Obispo County face some headwinds, as the majority of employment opportunities remain concentrated in low-skill, low-wage occupations and there are generally not enough jobs to support the county's population. These low-wage job prospects combined with above-average costs of living are affecting economic self-sufficiency for residents across the county.

To improve both economic development and overall quality of life in the county, the research team identified the following next steps or areas of focus for San Luis Obispo County's Workforce Development Board. These recommendations seek to foster job growth, expand workforce development, and improve quality of life for residents across the county.

Support innovation & entrepreneurship programs in the county. With the county's high living costs, and low-wage, tier 3 jobs outpacing the growth of higher-paying jobs, it is important for San Luis Obispo County to support industry clusters such as information and communication technologies, building and design, and biotechnology and biomedical devices, as they offer above average wages and employment that falls mostly within tier 1 and tier 2 jobs. To support the growth of these clusters, it is important to focus on Innovation & Entrepreneurship programs that provide **free business consulting and training to support businessowners and entrepreneurs** to help grow current businesses, attract more businesses, and increase job quality in the county.

Connect local talent to the world of work. Since average wages are lower in the SLO County than the state average and in neighboring Counties and high and mid-skill jobs are not growing at the same pace as low-skill jobs, it becomes challenging to retain local talent in the county as these job-seekers are trying to find employment. To address this problem, it is important to create training programs that focus on technical skills demanded by local businesses and develop and expand apprenticeship programs that will both allow students to gain experience and knowledge while working for local companies and provide businesses with qualified, local talent. By providing these opportunities, local talent will have a path into the world of work in the county and local businesses will have access to local talent.

Establish strong business partnerships to better understand the challenges and opportunities local businesses face as they try to grow in the county. Like in many other places**,** automation and technology advancements will impact local jobs such as changing skills and training required or changing the position and title altogether. It is important for the Workforce Development Board to work closely with local businesses and industry leaders to better understand how the world of work is changing, which resources local businesses need to grow, and what skills workers need to obtain for future careers. The feedback obtained from this partnership will inform things such as local innovation & entrepreneurship and workforce training programs.

Appendix A: Regional Definition

City	Zip	Location
Los Osos	93402	Coastal
Los Osos	93412	Coastal
Avila Beach	93424	Coastal
Cambria	93428	Coastal
Cayucos	93430	Coastal
Cambria	93435	Coastal
Morro Bay	93442	Coastal
Morro Bay	93443	Coastal
San Simeon	93452	Coastal
Atascadero	93422	North County
Atascadero	93423	North County
Creston	93432	North County
Paso Robles	93446	North County
Paso Robles	93447	North County
San Miguel	93451	North County
Pozo	93453	North County
Shandon	93461	North County
Templeton	93465	North County
San Luis Obispo	93401	SLO
San Luis Obispo	93403	SLO
San Luis Obispo	93405	SLO
San Luis Obispo	93406	SLO
San Luis Obispo	93407	SLO
San Luis Obispo	93408	SLO
San Luis Obispo	93409	SLO
San Luis Obispo	93410	SLO
Arroyo Grande	93420	South County
Arroyo Grande	93421	South County
Grover Beach	93433	South County
Nipomo	93444	South County
Oceano	93445	South County

Pismo Beach	93448	South County
Pismo Beach	93449	South County
Oceano	93475	South County
Grover Beach	93483	South County

Appendix B: Methodology

BW Research conducted secondary data analysis using data sources such as Economic Modeling Specialists Intl. (EMSI), the Census Bureau's American Community Survey, California Economic Development Department, and the Federal Reserve to understand the regional labor market and population demographics. Additionally, underemployment data from JobsEQ 2018.1 were provided to BW Research by the Workforce Development Board.

Research Objectives

Prior to beginning the project, BW Research discussed with the San Luis Obispo County Workforce Development Board's Program Manager and Board Director to determine the research objectives for this study. Some of the questions that drive this research include:

- How is the world of work changing in San Luis Obispo County and its four sub-regions (North, Coastal, City of SLO, and South)?
- What industry clusters are growing and should be the focus of workforce development efforts and which ones are in decline?
- What is San Luis Obispo County's current job quality profile?
- What types of workers are the County importing and exporting and are there opportunities to develop job prospects for local workers?
- How can the Workforce Development Board work with its partners across the county to facilitate countywide workforce and economic development strategies that connect with the needs and objectives of local job-seekers and businesses?
- How can the Workforce Development Board best support regional employers who are looking for talent?

Secondary Data Collection

Employment, population, workforce, income, and educational attainment data for the San Luis Obispo County and its sub-regions were defined by the county boundaries and its zip codes. Industry clusters were defined using the North American Industry Classification System (NAICS) codes.

Employment data were compiled from the Economic Modelling Specialists Intl. (Emsi) 2018.2 Class of Worker for SLO County and its zip codes. Additional employment datasets were also extracted from the Bureau of Labor Statistics (BLS), California Economic Development Department, the Federal Reserve, JobsEQ, and the regional living income from the Living Wage Calculator. Population and workforce statistics were compiled from the Census Bureau's American Community Survey (ACS), 2016 5-year estimate.

Primary Data Collection

BW Research conducted a series of executive interviews with key stakeholders and regional leaders from industry, education, and workforce and economic development organizations. The interviews were used to examine and discuss responses to economic opportunities and challenges in the county and to understand how-to better leverage investments for improving the workforce system and local economy as a whole. A total of 8 executive interviews were completed by phone between July 27th to August 22nd, 2018, with all contacts being provided by the San Luis Obispo's Workforce Development Board.

Appendix C: Industry Clusters by NAICS

Information & Communication Technologies (ICT)	
NAICS	Description
334111	Electronic Computer Manufacturing
334112	Computer Storage Device Manufacturing
334118	Computer Terminal and Other Computer Peripheral Equipment Manufacturing
334210	Telephone Apparatus Manufacturing
334220	Radio and Television Broadcasting and Wireless Communications Equipment Manufacturing
334290	Other Communications Equipment Manufacturing
334310	Audio and Video Equipment Manufacturing
334412	Bare Printed Circuit Board Manufacturing
334413	Semiconductor and Related Device Manufacturing
334416	Capacitor, Resistor, Coil, Transformer, and Other Inductor Manufacturing
334417	Electronic Connector Manufacturing
334418	Printed Circuit Assembly (Electronic Assembly) Manufacturing
334419	Other Electronic Component Manufacturing
334613	Blank Magnetic and Optical Recording Media Manufacturing
334614	Software and Other Prerecorded Compact Disc, Tape, and Record Reproducing
511210	Software Publishers
517311	Wired Telecommunications Carriers
517312	Wireless Telecommunications Carriers (except Satellite)
517410	Satellite Telecommunications
517911	Telecommunications Resellers
517919	All Other Telecommunications
518210	Data Processing, Hosting, and Related Services
519110	News Syndicates
519120	Libraries and Archives
519130	Internet Publishing and Broadcasting and Web Search Portals
519190	All Other Information Services
541511	Custom Computer Programming Services
541512	Computer Systems Design Services
541513	Computer Facilities Management Services
541519	Other Computer Related Services
Defense, Aerospace & Transportation Manufacturing (DATM)	
325920	Explosives Manufacturing
332992	Small Arms Ammunition Manufacturing
332993	Ammunition (except Small Arms) Manufacturing

332994	Small Arms, Ordnance, and Ordnance Accessories Manufacturing
334511	Search, Detection, Navigation, Guidance, Aeronautical, and Nautical System and Instrument Manufacturing
334519	Other Measuring and Controlling Device Manufacturing
336111	Automobile Manufacturing
336112	Light Truck and Utility Vehicle Manufacturing
336120	Heavy Duty Truck Manufacturing
336211	Motor Vehicle Body Manufacturing
336212	Truck Trailer Manufacturing
336213	Motor Home Manufacturing
336214	Travel Trailer and Camper Manufacturing
336310	Motor Vehicle Gasoline Engine and Engine Parts Manufacturing
336320	Motor Vehicle Electrical and Electronic Equipment Manufacturing
336330	Motor Vehicle Steering and Suspension Components (except Spring) Manufacturing
336340	Motor Vehicle Brake System Manufacturing
336350	Motor Vehicle Transmission and Power Train Parts Manufacturing
336360	Motor Vehicle Seating and Interior Trim Manufacturing
336370	Motor Vehicle Metal Stamping
336390	Other Motor Vehicle Parts Manufacturing
336411	Aircraft Manufacturing
336412	Aircraft Engine and Engine Parts Manufacturing
336413	Other Aircraft Parts and Auxiliary Equipment Manufacturing
336414	Guided Missile and Space Vehicle Manufacturing
336415	Guided Missile and Space Vehicle Propulsion Unit and Propulsion Unit Parts Manufacturing
336419	Other Guided Missile and Space Vehicle Parts and Auxiliary Equipment Manufacturing
336510	Railroad Rolling Stock Manufacturing
336611	Ship Building and Repairing
336612	Boat Building
336991	Motorcycle, Bicycle, and Parts Manufacturing
336992	Military Armored Vehicle, Tank, and Tank Component Manufacturing
336999	All Other Transportation Equipment Manufacturing
423110	Automobile and Other Motor Vehicle Merchant Wholesalers
423120	Motor Vehicle Supplies and New Parts Merchant Wholesalers
423130	Tire and Tube Merchant Wholesalers
423140	Motor Vehicle Parts (Used) Merchant Wholesalers
423860	Transportation Equipment and Supplies (except Motor Vehicle) Merchant Wholesalers
Biotechnology & Medical Devices (B&BD)	
325120	Industrial Gas Manufacturing
325193	Ethyl Alcohol Manufacturing

325194	Cyclic Crude, Intermediate, and Gum and Wood Chemical Manufacturing
325199	All Other Basic Organic Chemical Manufacturing
325311	Nitrogenous Fertilizer Manufacturing
325312	Phosphatic Fertilizer Manufacturing
325314	Fertilizer (Mixing Only) Manufacturing
325320	Pesticide and Other Agricultural Chemical Manufacturing
325411	Medicinal and Botanical Manufacturing
325412	Pharmaceutical Preparation Manufacturing
325413	In-Vitro Diagnostic Substance Manufacturing
325414	Biological Product (except Diagnostic) Manufacturing
333314	Optical Instrument and Lens Manufacturing
334510	Electromedical and Electrotherapeutic Apparatus Manufacturing
334512	Automatic Environmental Control Manufacturing for Residential, Commercial, and Appliance Use
334514	Totalizing Fluid Meter and Counting Device Manufacturing
334516	Analytical Laboratory Instrument Manufacturing
334517	Irradiation Apparatus Manufacturing
339112	Surgical and Medical Instrument Manufacturing
339113	Surgical Appliance and Supplies Manufacturing
339114	Dental Equipment and Supplies Manufacturing
339115	Ophthalmic Goods Manufacturing
339116	Dental Laboratories
423450	Medical, Dental, and Hospital Equipment and Supplies Merchant Wholesalers
423460	Ophthalmic Goods Merchant Wholesalers
424210	Drugs and Druggists' Sundries Merchant Wholesalers
424910	Farm Supplies Merchant Wholesalers
541380	Testing Laboratories
541713	Research and Development in Nanotechnology
541714	Research and Development in Biotechnology (except Nanobiotechnology)
621511	Medical Laboratories
Biotechnology & Medical Devices (B&BD)	
211120	Crude Petroleum Extraction
211130	Natural Gas Extraction
212111	Bituminous Coal and Lignite Surface Mining
212112	Bituminous Coal Underground Mining
212113	Anthracite Mining
213111	Drilling Oil and Gas Wells
213112	Support Activities for Oil and Gas Operations
213113	Support Activities for Coal Mining

221111	Hydroelectric Power Generation
221112	Fossil Fuel Electric Power Generation
221113	Nuclear Electric Power Generation
221114	Solar Electric Power Generation
221115	Wind Electric Power Generation
221116	Geothermal Electric Power Generation
221117	Biomass Electric Power Generation
221118	Other Electric Power Generation
221121	Electric Bulk Power Transmission and Control
221122	Electric Power Distribution
221210	Natural Gas Distribution
221330	Steam and Air-Conditioning Supply
237120	Oil and Gas Pipeline and Related Structures Construction
237130	Power and Communication Line and Related Structures Construction
324110	Petroleum Refineries
324191	Petroleum Lubricating Oil and Grease Manufacturing
324199	All Other Petroleum and Coal Products Manufacturing
333611	Turbine and Turbine Generator Set Units Manufacturing
333612	Speed Changer, Industrial High-Speed Drive, and Gear Manufacturing
333613	Mechanical Power Transmission Equipment Manufacturing
333618	Other Engine Equipment Manufacturing
334513	Instruments and Related Products Manufacturing for Measuring, Displaying, and Controlling Industrial Process Variables
335110	Electric Lamp Bulb and Part Manufacturing
335121	Residential Electric Lighting Fixture Manufacturing
335122	Commercial, Industrial, and Institutional Electric Lighting Fixture Manufacturing
335129	Other Lighting Equipment Manufacturing
335311	Power, Distribution, and Specialty Transformer Manufacturing
335312	Motor and Generator Manufacturing
335313	Switchgear and Switchboard Apparatus Manufacturing
335314	Relay and Industrial Control Manufacturing
335911	Storage Battery Manufacturing
335912	Primary Battery Manufacturing
335921	Fiber Optic Cable Manufacturing
335929	Other Communication and Energy Wire Manufacturing
335931	Current-Carrying Wiring Device Manufacturing
335932	Noncurrent-Carrying Wiring Device Manufacturing
335991	Carbon and Graphite Product Manufacturing
335999	All Other Miscellaneous Electrical Equipment and Component Manufacturing

486110	Pipeline Transportation of Crude Oil
486210	Pipeline Transportation of Natural Gas
486910	Pipeline Transportation of Refined Petroleum Products
486990	All Other Pipeline Transportation
Tourism, Hospitality & Recreation	
481111	Scheduled Passenger Air Transportation
481211	Nonscheduled Chartered Passenger Air Transportation
481219	Other Nonscheduled Air Transportation
483112	Deep Sea Passenger Transportation
483114	Coastal and Great Lakes Passenger Transportation
483212	Inland Water Passenger Transportation
485310	Taxi Service
485320	Limousine Service
485510	Charter Bus Industry
487110	Scenic and Sightseeing Transportation, Land
487210	Scenic and Sightseeing Transportation, Water
487990	Scenic and Sightseeing Transportation, Other
488111	Air Traffic Control
488119	Other Airport Operations
488190	Other Support Activities for Air Transportation
488210	Support Activities for Rail Transportation
532111	Passenger Car Rental
532112	Passenger Car Leasing
532120	Truck, Utility Trailer, and RV (Recreational Vehicle) Rental and Leasing
561510	Travel Agencies
561520	Tour Operators
561591	Convention and Visitors Bureaus
561599	All Other Travel Arrangement and Reservation Services
561920	Convention and Trade Show Organizers
711110	Theater Companies and Dinner Theaters
711120	Dance Companies
711130	Musical Groups and Artists
711190	Other Performing Arts Companies
711211	Sports Teams and Clubs
711212	Racetracks
711219	Other Spectator Sports
711310	Promoters of Performing Arts, Sports, and Similar Events with Facilities
711320	Promoters of Performing Arts, Sports, and Similar Events without Facilities

711410	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures
711510	Independent Artists, Writers, and Performers
712110	Museums
712120	Historical Sites
712130	Zoos and Botanical Gardens
712190	Nature Parks and Other Similar Institutions
713110	Amusement and Theme Parks
713120	Amusement Arcades
713210	Casinos (except Casino Hotels)
713290	Other Gambling Industries
713910	Golf Courses and Country Clubs
713920	Skiing Facilities
713930	Marinas
713940	Fitness and Recreational Sports Centers
713950	Bowling Centers
713990	All Other Amusement and Recreation Industries
721110	Hotels (except Casino Hotels) and Motels
721120	Casino Hotels
721191	Bed-and-Breakfast Inns
721199	All Other Traveler Accommodation
721211	RV (Recreational Vehicle) Parks and Campgrounds
721214	Recreational and Vacation Camps (except Campgrounds)
721310	Rooming and Boarding Houses, Dormitories, and Workers' Camps
722310	Food Service Contractors
722320	Caterers
722330	Mobile Food Services
722410	Drinking Places (Alcoholic Beverages)
722511	Full-Service Restaurants
722513	Limited-Service Restaurants
722515	Snack and Nonalcoholic Beverage Bars
Retail	
4251	Wholesale Electronic Markets and Agents and Brokers
4411	Automobile Dealers
4412	Other Motor Vehicle Dealers
4413	Automotive Parts, Accessories, and Tire Stores
4421	Furniture Stores
4422	Home Furnishings Stores
4431	Electronics and Appliance Stores

4441	Building Material and Supplies Dealers
4442	Lawn and Garden Equipment and Supplies Stores
4451	Grocery Stores
4452	Specialty Food Stores
4453	Beer, Wine, and Liquor Stores
4461	Health and Personal Care Stores
4471	Gasoline Stations
4481	Clothing Stores
4482	Shoe Stores
4483	Jewelry, Luggage, and Leather Goods Stores
4511	Sporting Goods, Hobby, and Musical Instrument Stores
4512	Book Stores and News Dealers
4522	Department Stores
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters
4531	Florists
4532	Office Supplies, Stationery, and Gift Stores
4533	Used Merchandise Stores
4539	Other Miscellaneous Store Retailers
4541	Electronic Shopping and Mail-Order Houses
4542	Vending Machine Operators
4543	Direct Selling Establishments
Logistics	
423210	Furniture Merchant Wholesalers
423220	Home Furnishing Merchant Wholesalers
423410	Photographic Equipment and Supplies Merchant Wholesalers
423420	Office Equipment Merchant Wholesalers
423440	Other Commercial Equipment Merchant Wholesalers
423490	Other Professional Equipment and Supplies Merchant Wholesalers
423510	Metal Service Centers and Other Metal Merchant Wholesalers
423520	Coal and Other Mineral and Ore Merchant Wholesalers
423610	Electrical Apparatus and Equipment, Wiring Supplies, and Related Equipment Merchant Wholesalers
423620	Household Appliances, Electric Housewares, and Consumer Electronics Merchant Wholesalers
423690	Other Electronic Parts and Equipment Merchant Wholesalers
423830	Industrial Machinery and Equipment Merchant Wholesalers
423840	Industrial Supplies Merchant Wholesalers
423850	Service Establishment Equipment and Supplies Merchant Wholesalers
423910	Sporting and Recreational Goods and Supplies Merchant Wholesalers

423920	Toy and Hobby Goods and Supplies Merchant Wholesalers
423930	Recyclable Material Merchant Wholesalers
423940	Jewelry, Watch, Precious Stone, and Precious Metal Merchant Wholesalers
423990	Other Miscellaneous Durable Goods Merchant Wholesalers
424110	Printing and Writing Paper Merchant Wholesalers
424120	Stationery and Office Supplies Merchant Wholesalers
424130	Industrial and Personal Service Paper Merchant Wholesalers
424310	Piece Goods, Notions, and Other Dry Goods Merchant Wholesalers
424320	Men's and Boys' Clothing and Furnishings Merchant Wholesalers
424330	Women's, Children's, and Infants' Clothing and Accessories Merchant Wholesalers
424340	Footwear Merchant Wholesalers
424410	General Line Grocery Merchant Wholesalers
424420	Packaged Frozen Food Merchant Wholesalers
424430	Dairy Product (except Dried or Canned) Merchant Wholesalers
424440	Poultry and Poultry Product Merchant Wholesalers
424450	Confectionery Merchant Wholesalers
424460	Fish and Seafood Merchant Wholesalers
424470	Meat and Meat Product Merchant Wholesalers
424480	Fresh Fruit and Vegetable Merchant Wholesalers
424490	Other Grocery and Related Products Merchant Wholesalers
424510	Grain and Field Bean Merchant Wholesalers
424520	Livestock Merchant Wholesalers
424590	Other Farm Product Raw Material Merchant Wholesalers
424610	Plastics Materials and Basic Forms and Shapes Merchant Wholesalers
424690	Other Chemical and Allied Products Merchant Wholesalers
424710	Petroleum Bulk Stations and Terminals
424720	Petroleum and Petroleum Products Merchant Wholesalers (except Bulk Stations and Terminals)
424920	Book, Periodical, and Newspaper Merchant Wholesalers
424930	Flower, Nursery Stock, and Florists' Supplies Merchant Wholesalers
424940	Tobacco and Tobacco Product Merchant Wholesalers
424950	Paint, Varnish, and Supplies Merchant Wholesalers
424990	Other Miscellaneous Nondurable Goods Merchant Wholesalers
481112	Scheduled Freight Air Transportation
481212	Nonscheduled Chartered Freight Air Transportation
482110	Rail transportation
483111	Deep Sea Freight Transportation
483113	Coastal and Great Lakes Freight Transportation
483211	Inland Water Freight Transportation

484110	General Freight Trucking, Local
484121	General Freight Trucking, Long-Distance, Truckload
484122	General Freight Trucking, Long-Distance, Less Than Truckload
484210	Used Household and Office Goods Moving
484220	Specialized Freight (except Used Goods) Trucking, Local
484230	Specialized Freight (except Used Goods) Trucking, Long-Distance
488310	Port and Harbor Operations
488320	Marine Cargo Handling
488330	Navigational Services to Shipping
488390	Other Support Activities for Water Transportation
488510	Freight Transportation Arrangement
488991	Packing and Crating
488999	All Other Support Activities for Transportation
492110	Couriers and Express Delivery Services
492210	Local Messengers and Local Delivery
493110	General Warehousing and Storage
493120	Refrigerated Warehousing and Storage
493130	Farm Product Warehousing and Storage
493190	Other Warehousing and Storage
Healthcare	
621111	Offices of Physicians (except Mental Health Specialists)
621112	Offices of Physicians, Mental Health Specialists
621210	Offices of Dentists
621310	Offices of Chiropractors
621320	Offices of Optometrists
621330	Offices of Mental Health Practitioners (except Physicians)
621340	Offices of Physical, Occupational and Speech Therapists, and Audiologists
621391	Offices of Podiatrists
621399	Offices of All Other Miscellaneous Health Practitioners
621410	Family Planning Centers
621420	Outpatient Mental Health and Substance Abuse Centers
621491	HMO Medical Centers
621492	Kidney Dialysis Centers
621493	Freestanding Ambulatory Surgical and Emergency Centers
621498	All Other Outpatient Care Centers
621512	Diagnostic Imaging Centers
621610	Home Health Care Services
621910	Ambulance Services

621991	Blood and Organ Banks
621999	All Other Miscellaneous Ambulatory Health Care Services
622110	General Medical and Surgical Hospitals
622210	Psychiatric and Substance Abuse Hospitals
622310	Specialty (except Psychiatric and Substance Abuse) Hospitals
623110	Nursing Care Facilities (Skilled Nursing Facilities)
623210	Residential Intellectual and Developmental Disability Facilities
623220	Residential Mental Health and Substance Abuse Facilities
623311	Continuing Care Retirement Communities
623312	Assisted Living Facilities for the Elderly
623990	Other Residential Care Facilities
624110	Child and Youth Services
624120	Services for the Elderly and Persons with Disabilities
624190	Other Individual and Family Services
624210	Community Food Services
624221	Temporary Shelters
624229	Other Community Housing Services
624230	Emergency and Other Relief Services
902622	Hospitals (State Government)
903622	Hospitals (Local Government)
Professional & Business Services	
541110	Offices of Lawyers
541191	Title Abstract and Settlement Offices
541199	All Other Legal Services
541211	Offices of Certified Public Accountants
541213	Tax Preparation Services
541214	Payroll Services
541219	Other Accounting Services
541430	Graphic Design Services
541490	Other Specialized Design Services
541611	Administrative Management and General Management Consulting Services
541612	Human Resources Consulting Services
541613	Marketing Consulting Services
541614	Process, Physical Distribution, and Logistics Consulting Services
541618	Other Management Consulting Services
541620	Environmental Consulting Services
541690	Other Scientific and Technical Consulting Services
541810	Advertising Agencies

541820	Public Relations Agencies
541830	Media Buying Agencies
541840	Media Representatives
541850	Outdoor Advertising
541860	Direct Mail Advertising
541870	Advertising Material Distribution Services
541890	Other Services Related to Advertising
541921	Photography Studios, Portrait
541922	Commercial Photography
541930	Translation and Interpretation Services
551112	Offices of Other Holding Companies
551114	Corporate, Subsidiary, and Regional Managing Offices
561110	Office Administrative Services
561210	Facilities Support Services
561311	Employment Placement Agencies
561312	Executive Search Services
561320	Temporary Help Services
561330	Professional Employer Organizations
561410	Document Preparation Services
561421	Telephone Answering Services
561422	Telemarketing Bureaus and Other Contact Centers
561431	Private Mail Centers
561439	Other Business Service Centers (including Copy Shops)
561440	Collection Agencies
561450	Credit Bureaus
561491	Repossession Services
561492	Court Reporting and Stenotype Services
561499	All Other Business Support Services
561611	Investigation Services
561612	Security Guards and Patrol Services
561613	Armored Car Services
561621	Security Systems Services (except Locksmiths)
561622	Locksmiths
561710	Exterminating and Pest Control Services
561720	Janitorial Services
561730	Landscaping Services
561740	Carpet and Upholstery Cleaning Services
561790	Other Services to Buildings and Dwellings

561910	Packaging and Labeling Services
561990	All Other Support Services
Financial & Banking, Insurance, Real Estate (FIRE)	
521110	Monetary Authorities-Central Bank
522110	Commercial Banking
522120	Savings Institutions
522130	Credit Unions
522190	Other Depository Credit Intermediation
522210	Credit Card Issuing
522220	Sales Financing
522291	Consumer Lending
522292	Real Estate Credit
522293	International Trade Financing
522294	Secondary Market Financing
522298	All Other Nondepository Credit Intermediation
522310	Mortgage and Nonmortgage Loan Brokers
522320	Financial Transactions Processing, Reserve, and Clearinghouse Activities
522390	Other Activities Related to Credit Intermediation
523110	Investment Banking and Securities Dealing
523120	Securities Brokerage
523130	Commodity Contracts Dealing
523140	Commodity Contracts Brokerage
523210	Securities and Commodity Exchanges
523910	Miscellaneous Intermediation
523920	Portfolio Management
523930	Investment Advice
523991	Trust, Fiduciary, and Custody Activities
523999	Miscellaneous Financial Investment Activities
524113	Direct Life Insurance Carriers
524114	Direct Health and Medical Insurance Carriers
524126	Direct Property and Casualty Insurance Carriers
524127	Direct Title Insurance Carriers
524128	Other Direct Insurance (except Life, Health, and Medical) Carriers
524130	Reinsurance Carriers
524210	Insurance Agencies and Brokerages
524291	Claims Adjusting
524292	Third Party Administration of Insurance and Pension Funds
524298	All Other Insurance Related Activities

525110	Pension Funds
525120	Health and Welfare Funds
525190	Other Insurance Funds
525910	Open-End Investment Funds
525920	Trusts, Estates, and Agency Accounts
525990	Other Financial Vehicles
531110	Lessors of Residential Buildings and Dwellings
531120	Lessors of Nonresidential Buildings (except Miniwarehouses)
531130	Lessors of Miniwarehouses and Self-Storage Units
531190	Lessors of Other Real Estate Property
531210	Offices of Real Estate Agents and Brokers
531311	Residential Property Managers
531312	Nonresidential Property Managers
531320	Offices of Real Estate Appraisers
531390	Other Activities Related to Real Estate
532411	Commercial Air, Rail, and Water Transportation Equipment Rental and Leasing
532412	Construction, Mining, and Forestry Machinery and Equipment Rental and Leasing
532420	Office Machinery and Equipment Rental and Leasing
532490	Other Commercial and Industrial Machinery and Equipment Rental and Leasing
533110	Lessors of Nonfinancial Intangible Assets (except Copyrighted Works)
551111	Offices of Bank Holding Companies
Information & Communications	
323111	Commercial Printing (except Screen and Books)
323113	Commercial Screen Printing
323117	Books Printing
323120	Support Activities for Printing
511110	Newspaper Publishers
511120	Periodical Publishers
511130	Book Publishers
511140	Directory and Mailing List Publishers
511191	Greeting Card Publishers
511199	All Other Publishers
512110	Motion Picture and Video Production
512120	Motion Picture and Video Distribution
512131	Motion Picture Theaters (except Drive-Ins)
512132	Drive-In Motion Picture Theaters
512191	Teleproduction and Other Postproduction Services
512199	Other Motion Picture and Video Industries

512230	Music Publishers
512240	Sound Recording Studios
512250	Record Production and Distribution
512290	Other Sound Recording Industries
515111	Radio Networks
515112	Radio Stations
515120	Television Broadcasting
515210	Cable and Other Subscription Programming
519110	News Syndicates
519120	Libraries and Archives
519130	Internet Publishing and Broadcasting and Web Search Portals
519190	All Other Information Services
Education & Knowledge Creation	
485410	School and Employee Bus Transportation
541720	Research and Development in the Social Sciences and Humanities
541910	Marketing Research and Public Opinion Polling
541990	All Other Professional, Scientific, and Technical Services
611110	Elementary and Secondary Schools
611210	Junior Colleges
611310	Colleges, Universities, and Professional Schools
611410	Business and Secretarial Schools
611420	Computer Training
611430	Professional and Management Development Training
611511	Cosmetology and Barber Schools
611512	Flight Training
611513	Apprenticeship Training
611519	Other Technical and Trade Schools
611610	Fine Arts Schools
611620	Sports and Recreation Instruction
611630	Language Schools
611691	Exam Preparation and Tutoring
611692	Automobile Driving Schools
611699	All Other Miscellaneous Schools and Instruction
611710	Educational Support Services
624310	Vocational Rehabilitation Services
624410	Child Day Care Services
902611	Elementary and Secondary Schools (State Government)
902612	Colleges, Universities, and Professional Schools (State Government)

902619	All Other Schools and Educational Support Services (State Government)
903611	Elementary and Secondary Schools (Local Government)
903612	Colleges, Universities, and Professional Schools (Local Government)
903619	All Other Schools and Educational Support Services (Local Government)
Agriculture & Food	
111000	Crop Production
112000	Animal Production
113110	Timber Tract Operations
113210	Forest Nurseries and Gathering of Forest Products
113310	Logging
114111	Finfish Fishing
114112	Shellfish Fishing
114119	Other Marine Fishing
114210	Hunting and Trapping
115111	Cotton Ginning
115112	Soil Preparation, Planting, and Cultivating
115113	Crop Harvesting, Primarily by Machine
115114	Postharvest Crop Activities (except Cotton Ginning)
115115	Farm Labor Contractors and Crew Leaders
115116	Farm Management Services
115210	Support Activities for Animal Production
115310	Support Activities for Forestry
311211	Flour Milling
311212	Rice Milling
311213	Malt Manufacturing
311221	Wet Corn Milling
311224	Soybean and Other Oilseed Processing
311225	Fats and Oils Refining and Blending
311230	Breakfast Cereal Manufacturing
311313	Beet Sugar Manufacturing
311314	Cane Sugar Manufacturing
311340	Nonchocolate Confectionery Manufacturing
311351	Chocolate and Confectionery Manufacturing from Cacao Beans
311352	Confectionery Manufacturing from Purchased Chocolate
311411	Frozen Fruit, Juice, and Vegetable Manufacturing
311412	Frozen Specialty Food Manufacturing
311421	Fruit and Vegetable Canning
311422	Specialty Canning

311423	Dried and Dehydrated Food Manufacturing
311511	Fluid Milk Manufacturing
311512	Creamery Butter Manufacturing
311513	Cheese Manufacturing
311514	Dry, Condensed, and Evaporated Dairy Product Manufacturing
311520	Ice Cream and Frozen Dessert Manufacturing
311611	Animal (except Poultry) Slaughtering
311612	Meat Processed from Carcasses
311613	Rendering and Meat Byproduct Processing
311615	Poultry Processing
311710	Seafood Product Preparation and Packaging
311811	Retail Bakeries
311812	Commercial Bakeries
311813	Frozen Cakes, Pies, and Other Pastries Manufacturing
311821	Cookie and Cracker Manufacturing
311824	Dry Pasta, Dough, and Flour Mixes Manufacturing from Purchased Flour
311830	Tortilla Manufacturing
311911	Roasted Nuts and Peanut Butter Manufacturing
311919	Other Snack Food Manufacturing
311920	Coffee and Tea Manufacturing
311930	Flavoring Syrup and Concentrate Manufacturing
311941	Mayonnaise, Dressing, and Other Prepared Sauce Manufacturing
311942	Spice and Extract Manufacturing
311991	Perishable Prepared Food Manufacturing
311999	All Other Miscellaneous Food Manufacturing
312111	Soft Drink Manufacturing
312112	Bottled Water Manufacturing
312113	Ice Manufacturing
312120	Breweries
312130	Wineries
312140	Distilleries
423820	Farm and Garden Machinery and Equipment Merchant Wholesalers
424810	Beer and Ale Merchant Wholesalers
424820	Wine and Distilled Alcoholic Beverage Merchant Wholesalers
541940	Veterinary Services
Building & Design	
236115	New Single-Family Housing Construction (except For-Sale Builders)
236116	New Multifamily Housing Construction (except For-Sale Builders)

236117	New Housing For-Sale Builders
236118	Residential Remodelers
236210	Industrial Building Construction
236220	Commercial and Institutional Building Construction
237210	Land Subdivision
238110	Poured Concrete Foundation and Structure Contractors
238120	Structural Steel and Precast Concrete Contractors
238130	Framing Contractors
238140	Masonry Contractors
238150	Glass and Glazing Contractors
238160	Roofing Contractors
238170	Siding Contractors
238190	Other Foundation, Structure, and Building Exterior Contractors
238210	Electrical Contractors and Other Wiring Installation Contractors
238220	Plumbing, Heating, and Air-Conditioning Contractors
238290	Other Building Equipment Contractors
238310	Drywall and Insulation Contractors
238320	Painting and Wall Covering Contractors
238330	Flooring Contractors
238340	Tile and Terrazzo Contractors
238350	Finish Carpentry Contractors
238390	Other Building Finishing Contractors
238910	Site Preparation Contractors
238990	All Other Specialty Trade Contractors
327310	Cement Manufacturing
327320	Ready-Mix Concrete Manufacturing
327331	Concrete Block and Brick Manufacturing
327332	Concrete Pipe Manufacturing
327390	Other Concrete Product Manufacturing
332311	Prefabricated Metal Building and Component Manufacturing
332312	Fabricated Structural Metal Manufacturing
332313	Plate Work Manufacturing
332321	Metal Window and Door Manufacturing
332322	Sheet Metal Work Manufacturing
332323	Ornamental and Architectural Metal Work Manufacturing
333413	Industrial and Commercial Fan and Blower and Air Purification Equipment Manufacturing
333414	Heating Equipment (except Warm Air Furnaces) Manufacturing
333415	Air-Conditioning and Warm Air Heating Equipment and Commercial and Industrial Refrigeration Equipment Manufacturing

423310	Lumber, Plywood, Millwork, and Wood Panel Merchant Wholesalers
423320	Brick, Stone, and Related Construction Material Merchant Wholesalers
423330	Roofing, Siding, and Insulation Material Merchant Wholesalers
423390	Other Construction Material Merchant Wholesalers
423710	Hardware Merchant Wholesalers
423720	Plumbing and Heating Equipment and Supplies (Hydronics) Merchant Wholesalers
423730	Warm Air Heating and Air-Conditioning Equipment and Supplies Merchant Wholesalers
423740	Refrigeration Equipment and Supplies Merchant Wholesalers
423810	Construction and Mining (except Oil Well) Machinery and Equipment Merchant Wholesalers
541310	Architectural Services
541320	Landscape Architectural Services
541330	Engineering Services
541340	Drafting Services
541350	Building Inspection Services
541360	Geophysical Surveying and Mapping Services
541370	Surveying and Mapping (except Geophysical) Services
541410	Interior Design Services
541420	Industrial Design Services
Water	
221310	Water Supply and Irrigation Systems
221320	Sewage Treatment Facilities
237110	Water and Sewer Line and Related Structures Construction
Other Manufacturing	
212210	Iron Ore Mining
212221	Gold Ore Mining
212222	Silver Ore Mining
212230	Copper, Nickel, Lead, and Zinc Mining
212291	Uranium-Radium-Vanadium Ore Mining
212299	All Other Metal Ore Mining
212311	Dimension Stone Mining and Quarrying
212312	Crushed and Broken Limestone Mining and Quarrying
212313	Crushed and Broken Granite Mining and Quarrying
212319	Other Crushed and Broken Stone Mining and Quarrying
212321	Construction Sand and Gravel Mining
212322	Industrial Sand Mining
212324	Kaolin and Ball Clay Mining
212325	Clay and Ceramic and Refractory Minerals Mining
212391	Potash, Soda, and Borate Mineral Mining

212392	Phosphate Rock Mining
212393	Other Chemical and Fertilizer Mineral Mining
212399	All Other Nonmetallic Mineral Mining
213114	Support Activities for Metal Mining
213115	Support Activities for Nonmetallic Minerals (except Fuels) Mining
311111	Dog and Cat Food Manufacturing
311119	Other Animal Food Manufacturing
312230	Tobacco Manufacturing
313110	Fiber, Yarn, and Thread Mills
313210	Broadwoven Fabric Mills
313220	Narrow Fabric Mills and Schiffli Machine Embroidery
313230	Nonwoven Fabric Mills
313240	Knit Fabric Mills
313310	Textile and Fabric Finishing Mills
313320	Fabric Coating Mills
314110	Carpet and Rug Mills
314120	Curtain and Linen Mills
314910	Textile Bag and Canvas Mills
314994	Rope, Cordage, Twine, Tire Cord, and Tire Fabric Mills
314999	All Other Miscellaneous Textile Product Mills
315110	Hosiery and Sock Mills
315190	Other Apparel Knitting Mills
315210	Cut and Sew Apparel Contractors
315220	Men’s and Boys’ Cut and Sew Apparel Manufacturing
315240	Women’s, Girls’, and Infants’ Cut and Sew Apparel Manufacturing
315280	Other Cut and Sew Apparel Manufacturing
315990	Apparel Accessories and Other Apparel Manufacturing
316110	Leather and Hide Tanning and Finishing
316210	Footwear Manufacturing
316992	Women's Handbag and Purse Manufacturing
316998	All Other Leather Good and Allied Product Manufacturing
321113	Sawmills
321114	Wood Preservation
321211	Hardwood Veneer and Plywood Manufacturing
321212	Softwood Veneer and Plywood Manufacturing
321213	Engineered Wood Member (except Truss) Manufacturing
321214	Truss Manufacturing
321219	Reconstituted Wood Product Manufacturing

321911	Wood Window and Door Manufacturing
321912	Cut Stock, Resawing Lumber, and Planing
321918	Other Millwork (including Flooring)
321920	Wood Container and Pallet Manufacturing
321991	Manufactured Home (Mobile Home) Manufacturing
321992	Prefabricated Wood Building Manufacturing
321999	All Other Miscellaneous Wood Product Manufacturing
322110	Pulp Mills
322121	Paper (except Newsprint) Mills
322122	Newsprint Mills
322130	Paperboard Mills
322211	Corrugated and Solid Fiber Box Manufacturing
322212	Folding Paperboard Box Manufacturing
322219	Other Paperboard Container Manufacturing
322220	Paper Bag and Coated and Treated Paper Manufacturing
322230	Stationery Product Manufacturing
322291	Sanitary Paper Product Manufacturing
322299	All Other Converted Paper Product Manufacturing
324121	Asphalt Paving Mixture and Block Manufacturing
324122	Asphalt Shingle and Coating Materials Manufacturing
325110	Petrochemical Manufacturing
325130	Synthetic Dye and Pigment Manufacturing
325180	Other Basic Inorganic Chemical Manufacturing
325211	Plastics Material and Resin Manufacturing
325212	Synthetic Rubber Manufacturing
325220	Artificial and Synthetic Fibers and Filaments Manufacturing
325611	Soap and Other Detergent Manufacturing
325612	Polish and Other Sanitation Good Manufacturing
325613	Surface Active Agent Manufacturing
325620	Toilet Preparation Manufacturing
325910	Printing Ink Manufacturing
325991	Custom Compounding of Purchased Resins
325992	Photographic Film, Paper, Plate, and Chemical Manufacturing
325998	All Other Miscellaneous Chemical Product and Preparation Manufacturing
326111	Plastics Bag and Pouch Manufacturing
326112	Plastics Packaging Film and Sheet (including Laminated) Manufacturing
326113	Unlaminated Plastics Film and Sheet (except Packaging) Manufacturing
326121	Unlaminated Plastics Profile Shape Manufacturing

326122	Plastics Pipe and Pipe Fitting Manufacturing
326130	Laminated Plastics Plate, Sheet (except Packaging), and Shape Manufacturing
326140	Polystyrene Foam Product Manufacturing
326150	Urethane and Other Foam Product (except Polystyrene) Manufacturing
326160	Plastics Bottle Manufacturing
326191	Plastics Plumbing Fixture Manufacturing
326199	All Other Plastics Product Manufacturing
326211	Tire Manufacturing (except Retreading)
326212	Tire Retreading
326220	Rubber and Plastics Hoses and Belting Manufacturing
326291	Rubber Product Manufacturing for Mechanical Use
326299	All Other Rubber Product Manufacturing
327110	Pottery, Ceramics, and Plumbing Fixture Manufacturing
327120	Clay Building Material and Refractories Manufacturing
327211	Flat Glass Manufacturing
327212	Other Pressed and Blown Glass and Glassware Manufacturing
327213	Glass Container Manufacturing
327215	Glass Product Manufacturing Made of Purchased Glass
327410	Lime Manufacturing
327420	Gypsum Product Manufacturing
327910	Abrasive Product Manufacturing
327991	Cut Stone and Stone Product Manufacturing
327992	Ground or Treated Mineral and Earth Manufacturing
327993	Mineral Wool Manufacturing
327999	All Other Miscellaneous Nonmetallic Mineral Product Manufacturing
331110	Iron and Steel Mills and Ferroalloy Manufacturing
331210	Iron and Steel Pipe and Tube Manufacturing from Purchased Steel
331221	Rolled Steel Shape Manufacturing
331222	Steel Wire Drawing
331313	Alumina Refining and Primary Aluminum Production
331314	Secondary Smelting and Alloying of Aluminum
331315	Aluminum Sheet, Plate, and Foil Manufacturing
331318	Other Aluminum Rolling, Drawing, and Extruding
331410	Nonferrous Metal (except Aluminum) Smelting and Refining
331420	Copper Rolling, Drawing, Extruding, and Alloying
331491	Nonferrous Metal (except Copper and Aluminum) Rolling, Drawing, and Extruding
331492	Secondary Smelting, Refining, and Alloying of Nonferrous Metal (except Copper and Aluminum)
331511	Iron Foundries

331512	Steel Investment Foundries
331513	Steel Foundries (except Investment)
331523	Nonferrous Metal Die-Casting Foundries
331524	Aluminum Foundries (except Die-Casting)
331529	Other Nonferrous Metal Foundries (except Die-Casting)
332111	Iron and Steel Forging
332112	Nonferrous Forging
332114	Custom Roll Forming
332117	Powder Metallurgy Part Manufacturing
332119	Metal Crown, Closure, and Other Metal Stamping (except Automotive)
332215	Metal Kitchen Cookware, Utensil, Cutlery, and Flatware (except Precious) Manufacturing
332216	Saw Blade and Handtool Manufacturing
332410	Power Boiler and Heat Exchanger Manufacturing
332420	Metal Tank (Heavy Gauge) Manufacturing
332431	Metal Can Manufacturing
332439	Other Metal Container Manufacturing
332510	Hardware Manufacturing
332618	Other Fabricated Wire Product Manufacturing
332710	Machine Shops
332721	Precision Turned Product Manufacturing
332722	Bolt, Nut, Screw, Rivet, and Washer Manufacturing
332811	Metal Heat Treating
332812	Metal Coating, Engraving (except Jewelry and Silverware), and Allied Services to Manufacturers
332813	Electroplating, Plating, Polishing, Anodizing, and Coloring
332991	Ball and Roller Bearing Manufacturing
332996	Fabricated Pipe and Pipe Fitting Manufacturing
332999	All Other Miscellaneous Fabricated Metal Product Manufacturing
333111	Farm Machinery and Equipment Manufacturing
333112	Lawn and Garden Tractor and Home Lawn and Garden Equipment Manufacturing
333120	Construction Machinery Manufacturing
333131	Mining Machinery and Equipment Manufacturing
333132	Oil and Gas Field Machinery and Equipment Manufacturing
333241	Food Product Machinery Manufacturing
333242	Semiconductor Machinery Manufacturing
333243	Sawmill, Woodworking, and Paper Machinery Manufacturing
333244	Printing Machinery and Equipment Manufacturing
333249	Other Industrial Machinery Manufacturing
333316	Photographic and Photocopying Equipment Manufacturing

333318	Other Commercial and Service Industry Machinery Manufacturing
333511	Industrial Mold Manufacturing
333514	Special Die and Tool, Die Set, Jig, and Fixture Manufacturing
333515	Cutting Tool and Machine Tool Accessory Manufacturing
333517	Machine Tool Manufacturing
333519	Rolling Mill and Other Metalworking Machinery Manufacturing
333912	Air and Gas Compressor Manufacturing
333914	Measuring, Dispensing, and Other Pumping Equipment Manufacturing
333921	Elevator and Moving Stairway Manufacturing
333922	Conveyor and Conveying Equipment Manufacturing
333923	Overhead Traveling Crane, Hoist, and Monorail System Manufacturing
333924	Industrial Truck, Tractor, Trailer, and Stacker Machinery Manufacturing
333991	Power-Driven Handtool Manufacturing
333992	Welding and Soldering Equipment Manufacturing
333993	Packaging Machinery Manufacturing
333994	Industrial Process Furnace and Oven Manufacturing
333995	Fluid Power Cylinder and Actuator Manufacturing
333996	Fluid Power Pump and Motor Manufacturing
333997	Scale and Balance Manufacturing
333999	All Other Miscellaneous General Purpose Machinery Manufacturing
335210	Small Electrical Appliance Manufacturing
335220	Major Household Appliance Manufacturing
337110	Wood Kitchen Cabinet and Countertop Manufacturing
337121	Upholstered Household Furniture Manufacturing
337122	Nonupholstered Wood Household Furniture Manufacturing
337124	Metal Household Furniture Manufacturing
337125	Household Furniture (except Wood and Metal) Manufacturing
337127	Institutional Furniture Manufacturing
337211	Wood Office Furniture Manufacturing
337212	Custom Architectural Woodwork and Millwork Manufacturing
337214	Office Furniture (except Wood) Manufacturing
337215	Showcase, Partition, Shelving, and Locker Manufacturing
337910	Mattress Manufacturing
337920	Blind and Shade Manufacturing
339910	Jewelry and Silverware Manufacturing
339920	Sporting and Athletic Goods Manufacturing
339930	Doll, Toy, and Game Manufacturing
339940	Office Supplies (except Paper) Manufacturing

339950	Sign Manufacturing
339991	Gasket, Packing, and Sealing Device Manufacturing
339992	Musical Instrument Manufacturing
339993	Fastener, Button, Needle, and Pin Manufacturing
339994	Broom, Brush, and Mop Manufacturing
339995	Burial Casket Manufacturing
339999	All Other Miscellaneous Manufacturing
Other Services	
485111	Mixed Mode Transit Systems
485112	Commuter Rail Systems
485113	Bus and Other Motor Vehicle Transit Systems
485119	Other Urban Transit Systems
485210	Interurban and Rural Bus Transportation
485991	Special Needs Transportation
485999	All Other Transit and Ground Passenger Transportation
532210	Consumer Electronics and Appliances Rental
532281	Formal Wear and Costume Rental
532282	Video Tape and Disc Rental
532283	Home Health Equipment Rental
532284	Recreational Goods Rental
532289	All Other Consumer Goods Rental
532310	General Rental Centers
562111	Solid Waste Collection
562112	Hazardous Waste Collection
562119	Other Waste Collection
562211	Hazardous Waste Treatment and Disposal
562212	Solid Waste Landfill
562213	Solid Waste Combustors and Incinerators
562219	Other Nonhazardous Waste Treatment and Disposal
562910	Remediation Services
562920	Materials Recovery Facilities
562991	Septic Tank and Related Services
562998	All Other Miscellaneous Waste Management Services
722514	Cafeterias, Grill Buffets, and Buffets
811111	General Automotive Repair
811112	Automotive Exhaust System Repair
811113	Automotive Transmission Repair
811118	Other Automotive Mechanical and Electrical Repair and Maintenance

811121	Automotive Body, Paint, and Interior Repair and Maintenance
811122	Automotive Glass Replacement Shops
811191	Automotive Oil Change and Lubrication Shops
811192	Car Washes
811198	All Other Automotive Repair and Maintenance
811310	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance
811411	Home and Garden Equipment Repair and Maintenance
811412	Appliance Repair and Maintenance
811420	Reupholstery and Furniture Repair
811430	Footwear and Leather Goods Repair
811490	Other Personal and Household Goods Repair and Maintenance
812111	Barber Shops
812112	Beauty Salons
812113	Nail Salons
812191	Diet and Weight Reducing Centers
812199	Other Personal Care Services
812210	Funeral Homes and Funeral Services
812220	Cemeteries and Crematories
812310	Coin-Operated Laundries and Drycleaners
812320	Drycleaning and Laundry Services (except Coin-Operated)
812331	Linen Supply
812332	Industrial Launderers
812910	Pet Care (except Veterinary) Services
812921	Photofinishing Laboratories (except One-Hour)
812922	One-Hour Photofinishing
812930	Parking Lots and Garages
812990	All Other Personal Services
813110	Religious Organizations
813211	Grantmaking Foundations
813212	Voluntary Health Organizations
813219	Other Grantmaking and Giving Services
813311	Human Rights Organizations
813312	Environment, Conservation and Wildlife Organizations
813319	Other Social Advocacy Organizations
813410	Civic and Social Organizations
813910	Business Associations
813920	Professional Organizations
813930	Labor Unions and Similar Labor Organizations

813940	Political Organizations
813990	Other Similar Organizations (except Business, Professional, Labor, and Political Organizations)
814110	Private Households
Public Services & Infrastructure	
237310	Highway, Street, and Bridge Construction
237990	Other Heavy and Civil Engineering Construction
488410	Motor Vehicle Towing
488490	Other Support Activities for Road Transportation
491110	Postal Service
901149	US Postal Service
901199	Federal Government, Civilian, Excluding Postal Service
902999	State Government, Excluding Education and Hospitals
903999	Local Government, Excluding Education and Hospitals

COUNTY OF SAN LUIS OBISPO
DEPARTMENT OF SOCIAL SERVICES
WORKFORCE DEVELOPMENT BOARD
Devin Drake *Director, Department of Social Services*
Dawn Boulanger *Workforce Development Board Director*

San Luis Obispo Workforce Development Board Local Plan
Additional Requested Information

CalFresh

The local plan describes the ways in which program partners will facilitate information sharing to evaluate need.

As described in the original submission, the WDBSLO Director as well as CalFresh staff regularly meet which serves as the primary vehicle for information sharing and collaboration. Additionally, WDBSLO staff will bring its contracted service provider into the discussion to ensure smooth cross referrals and further collaboration. The WDBSLO, CalFresh, and CalWORKs programs are nested within SLO County's Department of Social Services (DSS). This structure allows for greater ease of collaboration as staff are within the same organization. The WIOA and CalWORKs programs currently share a Memorandum of Understanding (MOU), which was submitted as part of WDBSLO's local strategic plan in 2016.

The local plan describes the role of local/regional partners in helping provide services to and integrating people receiving CalFresh into sector pathway programs including participation in program development outreach, and the provision of specialized supportive services.

In addition to the information sharing described above, the One Stop Operator holds quarterly partner meetings that include all WIOA mandated partners as well as additional relevant community partners. The Workforce Development Board also has a Services and Strategies Committee which meets every other month and is comprised of community partners with the aim of successfully implementing the MOU. This includes coordination of services and referrals between programs. This coordination across workforce system partners supports the provision of services to CalFresh recipients, integration into sector pathway programs, and the provision of specialized supportive services.

The local plan describes the process Local Boards and their partners will use to retain this population in regional sector pathway programs as they progress into livable wage jobs and careers.

As with all clients, staff track the progress of participants in training programs in order to support their completion and provide them with additional services as needed. Services may include supportive services, individualized case management, and coaching and encouragement. Referrals are made to community services

as needed. It is through ongoing engagement and support that the system supports the retention of CalFresh recipients in sector pathway programs as they progress into livable wage jobs and careers.

Child Support

The local plan specifies how Local Boards will partner with CBOs, service providers, community colleges, and representatives from LCSAs and county Human Service agencies for individuals in their local area.

As described above, the One Stop Operator holds quarterly partner meetings that include all WIOA mandated partners as well as additional relevant community partners. The Workforce Development Board also has a Services and Strategies Committee which meets every other month and is comprised of community partners representing populations with barriers to employment, with the aim of successfully implementing the MOU. This includes increasing awareness of programs and services county-wide and coordination of services and referrals between programs. This coordination across workforce system partners supports the provision of services, integration into sector pathway programs, and the provision of specialized supportive services.

The local plan provides an overview of the size of the Child Support Program population in the local area including the following: an assessment of areas of high concentration, the percentage of noncustodial parents who are unemployed, the percentage of noncustodial parents who are ex-offenders, and to the extent feasible demographic information including race, ethnicity, gender, etc.

DCSS staff reported their average caseload is between 3,800 and 3,900. As of a December 2018 data report, the current caseload number is 3,805. 4,283 children are currently attached to the current caseload number. The WDB of SLO is working collaboratively with the local DCSS to ascertain if they are able to access further demographic information on local population being served. This data report will be provided to the CWDB in a follow-up correspondence when the data is obtained.

The local plan provides an assessment of the types of services needed for each targeted group challenged with meeting their parental responsibilities.

DCSS reports that the primary barrier facing child support clients are low-wage jobs and to some degree limited English ability. DCSS staff also interact with custodial parents and it is a priority for staff to identify partnerships and resources to assist custodial parents. All individuals who utilize the AJCC in SLO have access to a full range of workforce services, including labor market information, job search assistance, employer recruitments, access to training and supportive services, and referral to other community resources including English language classes. These are the types of services that will help to address the issues of low-wage jobs and limited English ability.

The local plan describes the relative importance of the types of services needed to help program participants succeed in the labor market.

DCSS reports that the primary barrier facing child support clients are low-wage jobs and to some degree limited English ability. DCSS staff also interact with custodial parents and it is a priority for staff to identify partnerships and resources to assist custodial parents. All individuals who utilize the AJCC in SLO have access to a full range of workforce services, including labor market information, job search assistance, employer recruitments, access to training and supportive services, and referral to other community resources including English language classes. These are the types of services that will help to address the issues of low-wage jobs and limited English ability.

The local plan describes types of baseline services that are currently being provided in the local area to individuals from the Child Support Program population and how the regional and/or local plans will modify the types and quantity of services provided.

As described in the 2016 Four Year Strategic Plan, individuals who utilize the AJCC in SLO have access to a full range of workforce services, including labor market information, job search assistance, employer recruitments, access to training and supportive services, and referral to other community resources. Please see that Plan for a more detailed system description including further detail on baseline services and the roles of partner organizations. Local AJCC and DCSS staff have met on several occasions following the initial planning sessions of the Local Plan modification and have identified referral, co-enrollment, and information/resource sharing that is being implemented this program year to further co-case management of individuals refereed from DCSS that are participating in WIOA services.

The local plan describes the existing resources that can be utilized to assist with overcoming these barriers.

As described in the 2016 Four Year Strategic Plan, individuals who utilize the AJCC in SLO have access to a full range of workforce services, including labor market information, job search assistance, employer recruitments, access to training and supportive services, and referral to other community resources. Please see that Plan for a more detailed description of existing resources that can assist with overcoming barriers, including the roles of partner organizations.

Moving forward, DCSS intends to focus its efforts on engagement versus enforcement and to create a service delivery model that includes more staff involvement and possibly case management, including supporting job search and employment for custodial parents. DCSS is currently exploring incentive-based methods to encourage job search. For example, a client could receive financial assistance to get their driver's license upon meeting a job search benchmark. DCSS is also pursuing with he family court the implementation of participation in AJCC services as a means of meeting some aspects of job search requirements and seek work orders implemented by the family courts. Information sharing agreements and additional referral and release of information forms are being created to facilitate this strategic co-enrollment.

The local plan describes the ways in which program partners will facilitate information sharing to evaluate need.

As described above, the One Stop Operator holds quarterly partner meetings that include all WIOA mandated partners as well as additional relevant community partners. The Workforce Development Board also has a Services and Strategies Committee which meets every other month and is comprised of community partners with the aim of successfully implementing the MOU. This includes evaluating needs and coordination of services and referrals between programs. This coordination across workforce system partners supports the provision of services, integration into sector pathway programs, and the provision of specialized supportive services.

The local plan describes ways in which program partners' work together to provide supportive services to noncustodial parents to support job retention.

Supportive services are provided to all job seekers, including noncustodial parents, through the AJCC or through referral to community resources. An individualized assessment is conducted for every customer to ensure that supportive services are identified and provided, as appropriate to the needs of the individual and as resources allow.

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

The local plan discusses the steps to be taken to ensure that a comprehensive provision of services is provided to noncustodial parents to facilitate successful labor market outcomes and progression into livable wage jobs and careers.

As described in the 2016 Four Year Strategic Plan, individuals who utilize the AJCC in SLO have access to a full range of workforce services, including labor market information, job search assistance, employer recruitments, access to training and supportive services, and referral to other community resources. Please see that Plan for a more detailed system description including the roles of partner organizations. As stated above efforts to expand and coordinate this collaboration between AJCC services and DCSS have been ongoing since the initial Local Plan modification strategic planning sessions. Implementation of a warm handoff/referral system and staff points of contact at the AJCC and DCSS have been identified as well as documentation developed to permit information sharing, co-case management and collaboration of services to DCSS participants engaging in AJCC services. Communication and documents to support information sharing back to the family courts has also been addressed as part of this collaboration. Initial pilot of referrals and co-case management are being implemented.

The local plan discusses how eligibility criteria for workforce services impacts the Local Board's ability to provide workforce services to the Child Support Program population.

Undocumented status/the lack of right to work documents is a barrier for WIOA services. Some partner organizations may be able to serve these clients with non-WIOA funding. Priority of service (as well as limited funding) may also impact who is able to access support for training. Access to basic career services at the AJCC which includes resource room usage, participation in workshops and access to aspects of AJCC co-located services of EDD and CalWORKS are also opportunities individuals can engage in prior to needing verification of right to work documentation.

The local plan explains obstacles to providing services to the Child Support Program population.

Undocumented status/the lack of right to work documents is a barrier for WIOA services. Transportation is a barrier for individuals if they do not have their own transportation, as public transportation is limited in SLO. Limited training funds and the priority of service may be an obstacle for some child support clients to access training. Confidentiality requirements may impact referrals; however, the partners are collaborating on a referral process, including necessary information release documentation.

The local plan explains additional tools that can be explored to motivate and support participation and any legal or regulatory barriers to utilizing these tools.

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

The local plan explains obstacles to meaningfully engaging in local partnerships.

Information sharing across agencies may be an obstacle, but partners are currently working on that issue. In fact, both agencies are invested in developing a partnership and braiding services for stronger client outcomes and have established an agreement that is currently being reviewed by county counsel. Topics for further exploration include developing a referral process that supports both non-custodial and custodial parents, program presentations and tours for staff, and collaborative events, like job and resource fairs. In future discussions, WDBSLO staff will include its contracted service provider to work on the referral process and ensure smooth collaboration.

The local plan describes the process Local Boards and LCSAs will use to retain individuals in relevant workforce and education training programs to support progression into livable wage jobs and careers.

As with all clients, staff track the progress of participants in training programs to order to support their completion and provide them with additional services as needed. Services may include supportive services, individualized case management, and coaching and encouragement. Referrals are made to community services as needed. It is through ongoing engagement and support that the system supports the retention of individuals in sector pathway programs as they progress into livable wage jobs and careers.

The local plan describes existing, new, and prospective partnerships with stakeholders to coordinate workforce and related training and education service delivery to Child Support Program participants.

With regards to existing partnerships to coordinate workforce and training service delivery for all job seekers in SLO, please see the Four-Year Strategic Plan. With regards to coordination between the WDBSLO and DCSS specifically, as indicated above several planning meetings resulted from the initial Local Plan modification partner sessions. These meeting included WDB staff, DCSS staff as well as AJCC staff. Processes were identified for referrals, single point of contact staff at each agency (AJCC and DCSS); documents drafted to permit information sharing and tracking of referrals, engagement/progress in AJCC service participation and co-case management. DCSS is continuing to work with the local family courts to consider participation in AJCC services as part of meeting requirements of seek work orders as well as lifting financial leans (holds on drivers' licenses, etc.) as barrier removal and incentives for participant in AJCC services. Information sharing from the AJCC on local LMI, job postings, employment and training services available including monthly AJCC calendars of workshop and other events are being shared with DCSS and are posted in DCSS offices promoting further awareness of employment resources within the community. Staff cross training is set to occur to further the knowledge of both DCSS and AJCC staff to understand the needs of the DSCSS population and services available to meet those needs.

The local plan describes how local workforce development boards will engage CBOs with a history of serving and working with the targeted populations, such as vocation training providers, in order to offer basic skills and occupational training, job and career search assistance, and supportive services within the local workforce development system.

The WDBSLO will continue to engage with partners, including CBO's that work with the target population, through previously described regular meetings. Regular communication among the system of partners ensures that the system is offering basic skills and occupational training, job and career search assistance, and supportive services. The One Stop Operator holds regular partner meetings where local partners have the opportunity to share information, partner on efforts, and strategize around braiding resources and coordinating service delivery.

The local plan describes the referral process and forms utilized to track this population as they are referred from LCSA office and Family Court.

The WDBSLO staff, AJCC staff and local DCSS staff have drafted initial forms to be used. Forms have been agreed upon by the AJCC and DCSS programs and forms and process to further information sharing to and from the family courts are in the process of being reviewed and approved for use by the courts. CalJOBS will be used to document participation in AJCC services and with release of information in place this information will be shared with DCSS staff as part of the collaborative co-case management strategies being implemented. Referrals will be tacked on a newly implemented referral form which contains approval for release of information between AJCC and DCSS to permit sharing of information on outcome and follow-up of referrals.

Competitive Integrated Employment

The local plan describes the ways AJCC staff have gained knowledge or training about serving individuals with ID/DD and the additional programs and resources available in the area.

The WDBSLO staff and AJCC staff have participated in various trainings with our local Department of Rehabilitation offices including diversity and awareness training regarding individuals with disabilities such as the Windmills training. State and Regional trainings have also been held locally addressing strategies of working with individuals with disabilities and strategic co-case management of individuals participating in DOR or other DOR contracted services and AJCC services. Local DOR staff attend partner meetings at the AJCC and vice versa with AJCC staff attending local DOR partner meetings and training sessions. The Services and Strategies Committee of the WDB is chaired by a DOR Staff member who is a WDB member. Also on that committee are AJCC and community service provider staff. Information, training opportunities and resource sharing are a regular component of that meeting. WDB and AJCC staff have also begun attending the quarterly Employment Collaborative meetings facilitated by the Tri-Counties Regional Center and DOR. DOR staff collaborate with AJCC and other partner job development staff at monthly job developer meetings where employment opportunities and needs are discussed. This also promotes awareness of the needs of job seekers with various barriers to employment, including individuals with disabilities, and promotes understanding of local employers and job opportunities that are compatible with the various needs of these job seekers.

English Language Learners

The local plan describes the process Local Boards and their partners will use to retain this population in regional sector pathway programs as they progress into livable wage jobs and careers.

As with all clients, staff track the progress of participants in training programs to order to support their completion and provide them with additional services as needed. Services may include supportive services, individualized case management, and coaching and encouragement. Referrals are made to community services as needed. It is through ongoing engagement and support that the system supports the retention of individuals in sector pathway programs as they progress into livable wage jobs and careers.

The local plan incorporates any workforce or employment service plans developed by stakeholders (e.g. Employment Services Plans developed by County Welfare Departments etc.

As described in the original submission, according to the Census 6.6% of the SLO population speaks English less than very well. Because of the small population size, DSS and other stakeholders are not required to have Employment Services Plans for English Language Learners.