



America's **Job** Center
of CaliforniaSM

**Workforce Innovation and Opportunity Act
(WIOA)
Local Plan Modification
Program Year 2018-19**

Local Workforce Development Area:

Name: Monterey County Workforce Development Board (MCWDB)

Date of Submission: March 15, 2019

Contact Person: Chris Donnelly, MCWDB Executive Director

Contact Person's Phone Number: (831) 759-6644

Executive Summary

The Monterey County Workforce Development Board (MCWDB) is located within the Monterey County Administrator's Office of Intergovernmental and Legislative Affairs and is proud to present its Local Plan Modification for Program Year 2018-19, in accordance with the Regional and Local Planning Guidance issued July 27, 2018.

Under WIOA, a biennial update of the regional and local plans is required in order to ensure plans remain current and account for "changes in labor market and economic conditions or in other factors affecting the implementation of the local plan" (29 U.S. Code § 3123). The California Workforce Development Board (State Board) has also made changes to the State Plan which require that Local Boards update their plans to keep them consistent with the policy direction of the State Plan. Pursuant to the State Plan modifications submitted to the U.S. Department of Labor in the spring of 2018 and approved on June 11, 2018, the State Board has provided guidance to Local Boards on the requirements associated with local and regional planning modifications. The July 27, 2018 Employment Development Department Directive Number: WSD18-01 provides guidance on modifications to the local and regional plans.

The Local Plan Modification coordinates with the Coastal Region Planning Unit's Regional Plan, making the Regional and State policy strategies actionable, with a focus on partnerships with county human service CalFresh programs and local Child Support Agencies (LCSAs); local partnerships with workforce, Department of Rehabilitation, and additional Competitive Integrated Employment (CIE) partners; and partnerships with services providers for English Language Learners, the Foreign Born, and Refugees. The Regional Plan provides input on the local and regional efforts to coordinate and integrate reentry and workforce services to formerly incarcerated and other justice-involved individuals as well as content relating to Multi-Craft Core Curriculum (MC3) pre-apprenticeship partnerships in our local area and region.

The Local Plan Modification builds upon the collaboration with workforce partners accomplished during the development of the Local Plan for Program Years 2017-2020 Phase I Partner Memorandum of Understandings (MOU) process to address the continuing creation of a customer-centered system to position the AJCC/One-Stop system as an access point to a menu of services that creates an "on-ramp" to regional sector strategies.

The MCWDB, with input and support from key stakeholders, developed this actionable Local Plan Modification that organizes the MCWDB and its stakeholders' work for the 2018-19 Program Year.

Local Plan Modification – Key Elements

The Local Plan Modification addresses the elective and required information, including:

- A. Required and elective modifications to the regional plan arising from local partnerships to align, coordinate, and integrate reentry and workforce services to the formerly incarcerated and other justice-involved individuals.
- B. Required modifications arising from regional or local partnerships with county human service CalFresh programs.
- C. Required local plan modifications arising from regional or local partnerships with Local Child Support Agencies (LCSAs) to provide workforce services to unemployed, underemployed, and payment-delinquent non-custodial parents.
- D. Required local plan modifications arising from regional or local partnerships with workforce, Department of Rehabilitation, and additional Competitive Integrated Employment (CIE) partners to create more opportunities for Californians with Intellectual Disabilities/Developmental Disabilities (ID/DD).
- E. Required and elective local plan requirements pertaining to services for English Language Learners (ELL), the Foreign Born, and Refugees.
- F. Other changes to local plans made pursuant to changes in labor market and economic conditions or in other factors affecting the implementation of local plans, including modifications to negotiated performance goals.
- G. Attachments pertaining to required contents indicated in the Regional and Local Planning Guidance PY 18-19.
- H. A summary of community engagement processes to the local plan modification, documentation of outreach efforts.
- I. Public comments received that disagree with the regional and local plan.

A. Efforts to coordinate and integrate reentry and workforce services to the formerly incarcerated and other justice-involved individuals.

-The State Board entered into formal partnerships with the California Department of Corrections (CDCR), the California Prison Industry Authority (CALPIA), and the California Workforce Association (CWA), with the goal of improving the labor market outcomes of the state's formerly incarcerated population. The partnerships seek to provide the State's 14 Regional Planning Units (RPUs) with resources that will enable regions to better serve the formerly incarcerated by fostering partnerships between RPUs, Local Boards, CDCR reentry service providers, parole field offices, county probation departments, employers, community-based organizations (CBOs), labor organizations, vocational training providers, and social enterprises that serve formerly incarcerated and justice-involved individuals.

-The MCWDB, along with Santa Cruz Workforce Development Board, held both a regional Prison to Employment Public stakeholder meeting and a Prison to Employment Initiative public comment session on strategies to improve labor market outcomes for justice-involved individuals. Additionally, the Local Board developed a survey and visited the county jail to learn first-hand from inmates what the greatest needs are upon release from incarceration.

-From those meetings, stakeholders agreed that networking is key to recognizing the needs of this population, which are more mental health workers, family law educators, social services and gang intervention services providers, and shelter providers in the network to improve services to the justice-involved population. Details of stakeholder meetings and outcomes are addressed in the Regional Plan; however, the Local Plan Modification builds from those public meetings held with stakeholders in the local area on how best to serve this and other populations and on how provision of these services may be addressed in the Local Plan Modification.

B. Required Local Plan modifications arising from regional or local partnerships with county human service CalFresh programs.

Monterey County Workforce Development Board has a long history of working with the County Department of Social Services in serving the CalWORKS participants.

-The MCWDB held a public comment/listening session for community input on CalFresh Employment & Training, Individuals with Disabilities, and a local and regional self-assessment on November 16, 2018. Representatives from the County Social Services Agency, CBOs, Department of Rehabilitation, and the California AEBG consortia participated in the session to ensure the Local Board's enhanced understanding of the data, demographics, and employment trends specific to the population.

-For some time, WIOA funds have augmented local area training programs and services beyond those that can be obtained through CalWORKS, PELL Grants and Wagner/Peyser funds. The Local Board will build upon what was learned at the public comment sessions to work with the local agencies on how best to leverage 50% federal reimbursement from CalFresh E&T for workforce services. The MCWDB will work very closely with the CalFresh program, once the Monterey County Department of Social Services CalFresh program has developed its plan, to maximize resources and consider co-enrollments.

-The MCWDB, through its America's Job Center of California (AJCC) One-Stop Operator and network of partners, will develop strategies on how best to serve CalFresh populations such as incarcerated individuals, non-custodial parents, and others in the local area.

-The MCWDB currently uses the referral system put in place by the partners in the 2017-2020 Local Plan to ensure there is cross referral and braiding of services to obtain the best possible outcomes for the customers. The referral system identifies how the local system of partners can refer and serve all individuals in the system, including the CalFresh population. Monthly AJCC partner meetings provide a venue to address customers' service strategy issues, thus supporting seamless referrals and the braiding of resources from each partner agency to serve both the customer and strengthen the system.

-The MCWDB will work very closely with the CalFresh E&T program to develop a baseline level of services to individuals upon adoption of the CalFresh E&T program plan, at which time the MCWDB will be able to work with the CalFresh E&T program to braid resources pursuant to the Local Plan.

-The MCWDB and its partners will continue to hold roundtable meetings to discuss solutions to challenges that individuals face, and to bring local resources to bear such that individuals are able to complete their individualized service plans and progress into livable wage jobs and careers.

-The MCWDB and RPU will continue to work with their educational partners and social services agencies to identify appropriate activities that support entry and advancement into career and sector pathway programs, thereby supporting CalFresh recipients in their training and employment goal of family-supporting work.

C. Required local plan modifications arising from regional or local partnerships with Local Child Support Agencies (LCSAs) to provide workforce services to unemployed, underemployed, and payment-delinquent non-custodial parents.

-The MCWDB held a public comment/listening session for community input on November 27, 2018 with Child Support Services to gain additional input on how to strengthen partnerships with local child support agencies to serve non-custodial parents. Representatives from the Monterey County Child Support Services Agency and CBOs participated in the session to ensure the Local Board's enhanced understanding of the data, demographics, and employment trends specific to the population.

Attachment 2 provides demographic statistics from the local LCSA.

-The MCWDB and partners will work together to provide supportive services to individuals co-enrolled in partner programs to braid resources supporting noncustodial parents' job development and retention. The Local Board and LCSA, in collaboration with the AEBG partners and CBOs, will develop an agreement identifying comprehensive services to noncustodial parents to facilitate progression into livable wage jobs and careers.

-The MCWDB, CBOs, and faith-based organizations will meet monthly to plan and discuss how the partners can successfully support participants seeking services to move toward living wage jobs. The local agreement will specify monthly meetings to ensure that a broader range of partners participates in supporting this population.

-The MCWDB and partners may be challenged in supporting all individuals in the target population due to the WIOA eligibility requirements for "right-to-work" and Selective Service documentation for those not native-born. Another challenge is the inability of child support agencies to share information pertaining to the population they serve. The partners have met and explored ways to support this population, but, based on regulatory limitations, such support is not currently feasible.

-The local Child Support Agency (LCSA) partnership supports providing workforce services to unemployed, underemployed, and payment-delinquent non-custodial parents, and is seeking additional family law facilitators so that recently released individuals have greater access to the support services that are needed. With additional family law facilitators, the LCSA would be better equipped to support the unemployed, underemployed, and payment-delinquent non-custodial parents in the population they serve.

-The LCSA in Monterey County is a proactive partner in seeking creative and innovative processes to serve the targeted population. Encompass Community Services, where PAPÁS of the Central Coast resides, supports parent groups and fathers with their economic stability by assisting fathers to find or get better jobs. The local LCSA works closely with Encompass Community Services to provide this resource to the population.

-The LCSA and the MCWDB, the CBOs, the Adult Education Block Grant (AEBG) and the community college consortia have agreed that regular meetings will help to improve communication regarding program services and support for the target population.

-The LCSA and MCWDB currently collaborate to support justice-involved individuals through community meetings and attending GEO Re-entry Programs at the local jail. GEO Reentry programs deliver evidence-based treatment and supervision programs for adult probationers and parolees. This collaboration supports serving and retaining noncustodial parents in relevant workforce education and training opportunities toward progression into livable wage jobs and careers. Currently, however, there is no Court-issued requirement for noncustodial parents to sign up for unemployment insurance or CalWORKS. To have such a requirement included in non-custodial parents' Court orders would be beneficial in the process of resource braiding. At this time, the social service budget for LCSA is limited.

-The MCWDB and partners, including the CBOs working with the targeted population, will continue to work with local and regional labor unions, truck driving schools and others to offer basic skills and occupational training for those seeking short-term *earn and learn* opportunities. The MCWDB and partners will work together to braid resources to ensure supportive services are provided to individuals pursuing such opportunities.

-A referral process for partners was established and will be incorporated for use with the LCSA. Incorporating the referral process for use by the LCSA will assist in supporting the targeted population toward living wage jobs and success. The referral process and form are provided as Attachment 3 to the Local Plan Modification.

-Among the tools and incentives that the LCSA uses to provide noncustodial parents with information to further their participation in workforce education and training are quarterly bar-b-ques at Chinatown in Salinas, where participants are encouraged to consider enrolling in education and training toward self-sufficiency. The local LCSA also provides child support materials at the local AJCC and satellite sites in Greenfield and Marina, and at all local libraries, including the legal libraries in the prisons.

D. Required local plan modifications arising from regional or local partnerships with workforce, Department of Rehabilitation, and additional Competitive Integrated Employment (CIE) partners to create more opportunities for Californian's with Intellectual Disabilities/Developmental Disabilities

-The Department of Rehabilitation (DOR) was a partner in the public comment/listening session for community input on CalFresh Employment & Training, Individuals with Disabilities, and a local and regional self-assessment on November 16, 2018. The DOR representatives provided an overview for all partners and agencies in attendance to gain better understanding of CIE and how DOR is working statewide to develop and improve opportunities for individuals with disabilities, including developmental disabilities.

-In 2015, the Department of Rehabilitation (DOR) and the State Board developed a partnership agreement that outlined collaboration activities to achieve the policy objectives of the State Plan. This agreement outlined four policy priorities identified by DOR: services to youth, employer engagement, capacity building and Competitive Integrated Employment (CIE). In the

fourth priority area, CIE, the DOR indicated this statewide strategy would be further specified in the CIE Blueprint (which was not publicly posted at the time).

-In January 2018, the DOR partnership agreement was updated to include new language describing how workforce, DOR, and additional CIE partners will collaborate to create more CIE opportunities for Californians with Intellectual Disabilities/Developmental Disabilities (ID/DD). This updated agreement required further specificity in the local and regional planning guidance for Local Boards and Regional Planning Units to update their regional and local plans. The agreement and services currently offered through co-location of DOR staff in the local AJCC include the following:

- Local DOR staff co-locate in AJCC eight hours monthly. During that time, trainings are held to ensure that partner staff gain the knowledge necessary to assist in serving this population.
- Monthly meetings are held at the AJCC where all partner staff learn about new strategies being incorporated from all partners, including strategies that DOR has implemented relating to ID/DD and CIE.
- Capacity building and professional development for the purpose of ensuring program, physical, and electronic access, including disability awareness training to increase employment opportunities for individuals with disabilities.
- WIOA program strategies: integrating service delivery and braiding resources; combining one-stop design and certification requirements and Local Planning Guidance. Local DOR staff is currently working with the AJCC operator to develop cross-training of frontline staff in the AJCCs.

DOR's local point of contact is District Manager Mimi Laurent, who currently serves on the Local Board.

-Employer Engagement services being offered through co-location include collaborative employer outreach and engagement, and marketing of employer incentives and strategies for the hiring of individuals with disabilities, including those relating to section 503 hiring requirements.

-At the public comment meetings, it was recommended that regional employer engagement efforts by local workforce development boards include a DOR representative to help make employers aware of incentives and strategies for the hiring of individuals with disabilities.

-The MCWDB supports DOR's access to and participation in regional WIOA planning and in programs which detail targeted sectors and prioritize career pathways, and in regional labor market analyses that include consideration for individuals and youth with disabilities.

-DOR is working actively to set up on-the-job trainings for individuals with ID/DD and looks forward to working with the AJCC and community partners to assist these individuals to succeed in a competitive, integrated environment.

-The MCWDB will continue to work with the DOR to develop Competitive Integrated Employment strategies for those individuals who can benefit from such opportunities.

E. Required and elective local plan requirements pertaining to services for English Language Learners, the Foreign Born, and Refugees

-The MCWDB and partners' mission is to assist individuals toward independent self-sufficiency through education and living wage jobs and careers.

-The MCWDB held a public listening/comment session on November 30, 2018 with agencies that serve English language learners, foreign born individuals, and refugees in Monterey County to listen and learn from members of the community how to develop strategies to strengthen services to this targeted population. Outcomes from this meeting included the following:

- Assessments in literacy are offered through CASAS and WorkKeys.
- ESL classes are needed at the local jail.
- Uncertainty regarding Deferred Action Childhood Arrivals (DACA) is a challenge for affected individuals.
- To support those individuals willing to access available programs, there is a need for cross-cultural Customer Service training with our partners.
- Regarding the referral process, there is a need to develop a "warm" or "soft" handoff from one agency to another to ensure that individuals are not lost in the system.

-The MCWDB will continue to seek input and work with local and regional partners to braid resources and coordinate service delivery to English language learners, the foreign born and refugees by increasing their access to sector pathway programs, supportive services and retention strategies through:

- Focusing on demand driven occupations within and outside the local priority sectors
- Focusing on living wage jobs and occupations that pay at minimum \$18.00 per hour
- Continued identification of "living wage" occupations through segmentation analysis
- Researching and providing training on how to start and grow a business in the following areas:
 - Organic Agriculture
 - Cosmetology
 - Trucking
 - Catering

-The MCWDB will work with partners to develop strategies to assist those individuals who want to be entrepreneurs with appropriate entrepreneurial training.

-The MCWDB will work with partners to ensure that Industry Recognized Credentials are one of the outcomes of the entrepreneurial training to start and grow a business.

-The MCWDB will work with its partners and local mentoring and networking groups to better coordinate services to English language learners, foreign born individuals, and refugees. Many local schools, CBOs and faith-based organizations currently offer GEDs in Spanish. Partners meet monthly to work on serving at-risk populations that are dependent on supportive services to be eligible for training and education services.

-Although there is no County Plan specifically designed around serving this population, Monterey County works tirelessly in seeking and supporting English language learners, the foreign born and refugees who come to the local area through strong partnerships with faith-based and community-based organizations, educational institutions, employers and WIOA partners.

-The MCWDB will ensure that partner agencies that focus on assisting English language learners, refugees and the foreign-born have access to the referral process for co-enrollment to other programs as well as to ensure that Individualized Service Strategies and Employment Plans from other partner agencies are made available for use by all partner agencies, as appropriate.

- The MCWDB is in the process of developing a new website, and all of its partners will be identified on this site.

F. Other changes to local plans made pursuant to changes in labor market and economic conditions or in other factors affecting the implementation of local plans, including modifications to negotiated performance goals

-The MCWDB is charged with coordinating and leveraging workforce strategies between industry leaders, including organized labor, workforce professionals, education and training providers, and economic development leaders to develop workforce policies which support local and regional economic growth and economic self-sufficiency. These stakeholders continue to work together to ensure that local workforce development, career services, and job training programs critical to the community are offered through the AJCC service delivery system and meet the needs of job seekers and businesses, while preparing an educated and skilled workforce.

-Although there have been no significant changes in labor market and economic conditions, the MCWDB will be focusing on demand occupations in the local area that may be outside of the priority sectors.

-The MCWDB is looking at living wage jobs and occupations that pay at least \$18.00 per hour. Since most jobs in Agriculture and Hospitality are not currently paying a living wage, the Local Board members feel that they need to be more strategic in the areas of job growth and where they should spend their training dollars. The MCWDB has engaged in a two-prong approach to identify occupations with a "living wage": 1) a Sector/Occupational analysis of demand and supply that aims to calculate the supply of workers by industry sector and occupation and compare it to demand projections to determine the gaps that may persist, and 2) an Occupational Segmentation Analysis which allows for the in-depth examination of the quality and quantity of jobs in the local economy. The occupational segmentation technique delineates most occupations into one of three tiers, based on their average wages and skill requirements. The occupational tiers are broadly defined as follows:

- Tier 1: Occupations that are typically the highest-paying, highest-skilled occupations. Average hourly rate is \$38.14 – 182 occupations are listed
- Tier 2: Occupations that are defined as "middle-skill" or middle wage," jobs that generally require some significant education and training beyond high school but less than a bachelor's degree. Average hourly rate is \$23.38 – 267 occupations are listed

- Tier 3: Occupations that typically represent lower-skilled service positions with lower wages that require little formal training and/or education. Average hourly rate is \$14.54 – 98 occupations are listed

The goal is to move MCWDB's program participants from Tier 3 occupations into Tier 2 occupations where most provide a "living wage" of \$18.00 per hour.

-The MCWDB is also seeking to design the Breaking Barriers to Employment initiative for homeless and Veterans, an initiative recently presented by the California Workforce Development Board, to provide individuals with barriers to employment with the services they need to enter, participate in, and complete broader workforce preparation, training, and education programs aligned with regional labor market needs. This initiative will support alignment with our regionwide partners and increase support for the Prison to Employment Initiative, offering broader opportunities for noncustodial parents and those recently released from the justice system.

-The MCWDB and State had negotiated performance goals for 2018-19 and 2019-20 previously; therefore, no changes to performance goals for the local area are reflected in the Local Plan Modification.

Attachments pertaining to required contents indicated in the Regional and Local Planning Guidance PY 18-19

- ATTACHMENT 1: CalFresh Agency Population Overview & Needs Assessment
- ATTACHMENT 2: Local Child Support Agency Population Overview & Needs Assessment
- ATTACHMENT 3: Partnerships and Engagement to Increase Competitive Integrated Employment – Referral Process
- ATTACHMENT 4: Data, Demographics & Employment Trends of English Language Learners, Foreign Born and Refugees
- ATTACHMENT 5: Summary of Community Engagement Processes & Outreach Efforts
- ATTACHMENT 6: List of Stakeholders Engaged in Regional and Local Planning Process
- ATTACHMENT 7: Local Board Assurances
- ATTACHMENT 8: Local Plan Scoring Matrix
- ATTACHMENT 9: Summary of Public Comment

ATTACHMENT 1:**CalFresh Agency Population Overview & Needs/Assessment**

CalFresh Recipient Data provided by Monterey County Department of Social Services

The CalFresh Employment and Training (CalFresh E&T) population is a subset of the total CalFresh population. Not all CalFresh recipients are required to meet minimum work requirements, such as children, aged, and/or disabled adults.

Total CalFresh Recipient Population in Monterey County (12/31/2018)	
Adults	13,372
Children	24,319
Total	37,691

CalFresh Households by Race/Ethnicity in Monterey County (8/2/2018)	
American Indian or Alaska Native	66
Asian Indian	42
Cambodian	7
Chinese	12
Japanese	24
Filipino	271
Korean	31
Laotian	4
Vietnamese	62
Other Asian (not included above)	37
Reporting More Than One Asian Group	9
Black or African American	695
Native Hawaiian	9
Guamanian	18
Samoan	23
Other Pacific Islander (not included above)	10
Reporting More than one Native Hawaiian or Pacific Islander Group	2

White	5,141
American Indian or Alaska Native and White	53
Asian and White	110
Black or African American and White	57
American Indian or Alaska Native and Black or African American	6
Reporting Race(s) Not Included Above	9,289
Worker Unable to Determine Race	2,571
Total	18,549

Overview and the size and characteristics of CalFresh and CalFresh E&T population in Monterey County:

- a) Assessment of the types of workforce services in Monterey County:
Monterey County Department of Social Services (DSS) currently provides CalFresh E&T services to employable General Assistance Work Experience Participants (GA-WEP) who are recipients of CalFresh which involves a workfare component that includes work participation with a job search activity and voluntary participation in employment preparation workshops. CalFresh E&T participants are reimbursed for transportation costs related to workfare and/or job search activities.

- b) Expansion of the CalFresh E & T Program:

Monterey County DSS is currently expanding the CalFresh E&T program to enhance and diversify the existing program to assist low income families and young adults (working poor) to improve their employment and economic independence. The enhanced CalFresh E&T program will provide extensive and comprehensive case management and expanded supportive services to assist low income individuals in addressing employment barriers and increasing their job skills and ability to obtain higher paying jobs that will move them toward self-sufficiency. Participants will have access to additional supportive services, including child care, that will enable them to attend training and participate in CalFresh E&T activities to increase their employable skills.

- c) Describe the employment barriers experienced by people receiving CalFresh in the local area, including potential barriers faced by people with disabilities, and resources that can be utilized to assist with overcoming these barriers

The Department of Social Services' CalFresh E&T participants can benefit from a DSS/WIOA partnership and collaboration to assist CalFresh E&T recipients by providing them access to educational and vocational training opportunities that will move recipients from low wage jobs to household-sustainable employment that truly leads to self-sufficiency and non-reliance on public assistance programs like CalWORKs and CalFresh. This would include financial assistance to cover the costs of tuition, training fees, testing, licensing, and certification fees, tutoring costs, test preparation, soft skills development, on the job training, and/or expanded subsidized employment. This can also include additional supportive services with partners such as child care, transportation, books, clothing, tools, and other ancillary support. There is a need for

additional support with career exploration, job coaching and mentoring, job placement, and, through our partners, assistance to address the underlying educational, mental health, social, and economic barriers to self-sufficiency.

- d) Explain current and prospective local partnerships, with Local Boards, local HSAs, and other CalFresh E&T providers

The Monterey County Workforce Development Board (MCWDB) continues to build on its strong AJCC delivery system partnerships with core and mandatory partners in the comprehensive AJCC and satellite offices. These partnerships were formed and have been maintained over the last two decades and were formalized to carry out the core programs and mandatory partner programs under WIOA through the MOU Agreement Phase I and II. The MOU will be revisited in order to include the CalFresh E&T population to ensure continued collaboration in serving the needs of our community.

Monterey County Department of Social Services has been a long-time partner to the Local Board, both through the collaborative efforts to serve the CalWORKs population, but also in being the Adult, Dislocated Worker and Youth Program provider of services over the years.

Workforce Innovation and Opportunity Act (WIOA) funds augment the availability of training programs and services beyond those that can be obtained through CalWORKs, CalFresh E&T, PELL Grants and Wagner Peyser funds. Additional funding from partner agencies and from Federal, State (such as Prison to Employment Initiative funding) local and private sources will greatly expand the level of participation and range of program options. The opportunity for outside funding initiatives is particularly important since services funded through WIOA Title I funds are insufficient to offer a broad range of services to job seekers, including the CalFresh E&T population.

- e) Description of the ways in which program partners will facilitate information sharing to evaluate need.

In the initial Local Plan of 2017-2020 the MCWDB identified with the partners the braiding of resources and services to meet client needs through a cross referral system (Attachment 3), co-enrollments, and providing customers with multiple access points to receive services.

1. As required by WIOA, and identified in the Phase I MOU, the Local Board and the AJCC/One-Stop partners provide access and sharing of services to evaluate need through the following methods:

- Cross information sharing – Staff physically present at the comprehensive AJCC / One-Stop or affiliate locations are properly trained to provide information about all programs, services, and activities that may be available to the customer through other partners; or
- Direct access through real-time technology – access is provided through two-way communications and interactions between customers and AJCC / One-Stop partners that result in services being provided. Examples include the following:
 - Email or instant messaging;
 - Live chat via Skype or FaceTime;
 - Identification of partner program single points of contact; and
 - Establishment of an Internet portal linking all the partners.

2. As required by WIOA, the Local Board and the AJCC/One-Stop partners provide access to services to “individuals with a barrier to employment,” which means a member of one or more of the following populations:
 - (A) Displaced homemakers
 - (B) Low-income individuals
 - (C) Indians, Alaska Natives, and Native Hawaiians, as such terms are defined in WIOA section 166
 - (D) Individuals with disabilities, including youth who are individuals with disabilities
 - (E) Older individuals
 - (F) Ex-offenders
 - (G) Homeless individuals (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e–2(6)), or homeless children and youths (as defined in section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a (2)))
 - (H) Youth who are in or have aged out of the foster care system
 - (I) Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers
 - (J) Eligible migrant and seasonal farmworkers, as defined in WIOA section 167(i)
 - (K) Individuals within 2 years of exhausting lifetime eligibility under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.)
 - (L) Single parents (including single, pregnant women)
 - (M) Long-term unemployed individuals
 - (N) Such other groups as the Governor involved determines to have barriers to employment.
3. As required by WIOA Section 134(c)(E), the LWDB and the AJCC/One-Stop partners give priority of service to recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient when providing individualized career services and training services with WIOA adult funds.
4. All parties to the MOU work together to ensure that their policies, procedures, programs, and services are in compliance with the Americans with Disabilities Act of 1990 and its amendments, in order to provide equal access to all customers with disabilities.

ATTACHMENT 2:

Local Child Support Agency Population Overview & Needs Assessment

Population Statistics as of November 2018

Total Population	15,000		
	<u>Non-Custodial Parent</u>	<u>Custodial Parent</u>	
Top 10 Locations			
	% of Non-Custodial Parent Participants	% of Custodial Parent Participants	
		Zip Code	City
10.45%	14.12%	93906	Salinas
9.75%	12.40%	93905	Salinas
5.18%	11.35%	93901	Salinas
4.36%	5.14%	93955	Seaside
.35%	5.03%	93960	Soledad
3.11%	4.62%	93927	Greenfield
2.79%	3.59%	93907	Salinas-Prunedale
2.67%	4.61%	93933	Marina
2.64%	3.39%	93930	King City
2.11%	2.19%	95012	Castroville
Total % of NP Participants Top 10 Locations	46.40%	Total % of CP Participants Top 10 Locations	
		66.43%	

% of Non-Custodial Parent Caseload by Assistance Status FY 2018		
Never Assisted	26%	3,878
Currently Assisted	15%	2,201
Formerly Assisted	59%	8,688

% of Non-Custodial Parent Participants		
Unemployment	1.02%	
Disability	0.55%	
Probation/Parole	2.09%	
Currently Incarcerated	8.58%	
Gender	% of Non-Custodial Parent Participants	% of Custodial Parent
Participants		
	11.0% Female	87.4% Female
	88.5% Male	6.6% Foster Care Agency
	.2% Unknown	5.4% Male
	0.3% Blank	0.5% Unknown

<u>Race</u>	% of Non-Custodial Parent Participants	% of Custodial Parent Participants
	62.62% Hispanic	50.4% Hispanic
	15.03% White	28.24% #N/A
	8.46% Black	11.77% White
	8.44% #N/A	3.61% Black
	1.33% Filipino	1.68% Unknown
	1.06% Unknown	1.26% Filipino
	0.81% Other	1.17% Other
	0.30% Hawaiian	0.38% Hawaiian
	0.28% Pacific Islander	0.27% Pacific Islander
	0.27% Native American	0.20% Native American
	0.22% Asian	0.16% Asian
	0.20% Multi-Racial	0.15% Guamanian
	0.19% Guamanian	0.13% Multi-Racial
	0.16% Samoan	0.10% Japanese
	0.16% Korean	0.10% Korean
	0.16% Vietnamese	0.09% Samoan
	0.07% Chinese	0.09% Vietnamese
	0.06% Japanese	0.05% Chinese
	0.04% Asian Indian	0.03% Asian Indian
	0.04% Laotian	0.03% Laotian
	0.03% Cambodian	0.01% African
	0.02% African	0.01% Alaska Native-
	0.02% No race given	0.01% No race given
	0.01% Alaska Native-Native American	0.01% Alaskan Native
	0.01% Armenian	0.01% Armenian
		0.01% Cambodian

The State Board has entered into a formal partnership with the California Department of Child Support Services (DCSS) with the goal of improving labor market outcomes for unemployed, underemployed, and payment-delinquent non-custodial parents.

The DCSS serves as the state Title IV-D agency and is responsible to the federal government for the overall administration and regulatory oversight of the Child Support Program.

Local Board plan updates must specify how Local Boards will engage and work with representatives from LCSAs to serve their local non-custodial parent population.

Local Plan updates are required to provide the following information:

a) Local Area Child Support Services Assessment of Need and Population Size:

The local Child Support Services agency has a total population being served of 15,000 individuals at this time. The need to provide additional Family Law Court-appointed facilitators is great.

b) Overview of the size of the Child Support Program Population in the local area including the following:

- An assessment of areas of high concentration: with the greatest population in Monterey County being Salinas, it is no surprise that Salinas has the highest concentration of non-custodial parents at 37.5% of the total population receiving services.

- The percentage of noncustodial parents who are unemployed: just over 1.02% of those receiving services.
- The percentage of noncustodial parents who are ex-offenders: 2.00%, with 8.5% still incarcerated.

To the extent feasible, demographic information including race, ethnicity, gender is provided in graph above.

- c) Provide an assessment of the types of services needed for each targeted group challenged with meeting their parental responsibilities.

The Local Board held public listening sessions on November 27, 2018 on Child Support Services to learn where needs are to strengthen partnerships with the local agency to serve the non-custodial parents in the local area.

There is a motion to seek employment in the court order on all non-custodial parents, they must report job search activities to Child Support; however, there is no order requiring application for Unemployment Insurance and CalWORKs, which would be helpful in ensuring all reporting is accurate. Of greatest need is more Family Law Facilitators to support non-custodial parents when they need support to ensure they can manage the orders required. Non-custodial parents may be challenged to cover the current order of child support, but without there being Family Law Facilitators to assist them, it can be many months before they can get change, and by that time, they are in arrears and in jeopardy.

- d) Describe the relative importance of the types of services needed to help program participants succeed in the labor market.

- The types of services needed are modifications to the compromise of Arrears Program (COAP)
- Easier access to job information, streamlined process so all partners and stakeholders may have readily available
- Process for releasing of the individual's Driver's License upon release from justice system.

- e) Describe the 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.

Baseline services that are currently being provided in the local area that include individuals from the child Support Program population include:

- Labor market analysis, priority industry sector data and assessment tools to determine suitability of career pathways, training and placement into employment.
- Enrollment of job seekers, including CS program population, in training with career pathways where there is labor market demand is equal to or greater than the supply.
- Alignment of education, training and employment services, where needed, to remedial programs offered to individuals with basic skills deficiencies.
- Alignment of the AJCC delivery system to provide remedial education services, including services designed to improve literacy and numeracy (e.g., ACT WorkKeys assessments and online remedial training).

- The Local Board continues to work to increase number of Work Ready Community employers and certified individuals, including non-custodial and custodial parents.
 - The Local Board, with the support from the AJCC Operator, will continue to convene workforce stakeholders to include our community colleges, career technical education (CTE), adult schools and industry leaders to identify local and regional market gaps to build and improve career pathways that address needs of local and regional labor markets, as well as needs of the targeted population.
- f) Describe barriers experienced by Child Support Program participants in the local area, including potential barriers faced by people with disabilities.
- The Local Child Support Services Program identifies unemployment and minimum wage earnings as the greatest barriers to people in their target population with disabilities.

What existing resources can be utilized to assist with overcoming these barriers?

- Existing resources that can be utilized to assist with overcoming these barriers include using the referral system in place to reach out to partners within the local community to ensure agencies know the challenges and work together to overcome them.
 - Monthly meetings are held at the AJCC where DOR is in attendance to promote individuals on the LCSA caseload that may benefit from other agency representatives learning of the challenges that individuals are facing at the time.
- g) Describe the ways in which program partners will facilitate information sharing to evaluate need.

In the initial Local Plan of 2017-2020, the MCWDB identified with the partners the braiding of resources and services to meet client needs through a cross referral system (Attachment 3), co-enrollments, and providing customers with multiple access points to receive services.

In the Local Plan Modification, the MCWDB will incorporate the Local Child Support Services as one of the partners to the MOU Phase I to ensure a cross referral system.

As required by WIOA, and identified in the Phase I MOU, the Local Board and the AJCC/One-Stop partners provide access and sharing of services to evaluate need through the following methods:

- Cross information sharing – Staff physically present at the comprehensive AJCC / One-Stop or affiliate locations are properly trained to provide information about all programs, services, and activities that may be available to the customer through other partners; and
- Direct access through real-time technology – access is provided through two-way communications and interactions between customers and AJCC / One-Stop partners that result in services being provided. Examples include the following:
 - Email or instant messaging;
 - Live chat via Skype or FaceTime;
 - Identification of a partner program single point of contact; and
 - Establishment of an Internet portal linking all the partners.

Partnerships and Engagement to Increase Competitive Employment -- Referral Process (Includes All Partner Programs)

To promote a smooth, seamless referral process for all customers of the America's Job Center of California (AJCC) / One-Stop delivery system, partners are encouraged to provide accurate and timely assistance to customers through the development of a service delivery strategy that results in quality services and positive outcomes in the development of a skilled workforce. The following process will be utilized to dictate the procedures to be executed in order to provide the best possible service and assistance to all customers.

Welcome Customer:	Process
Greet the Customer ▪ Walk-in ▪ Phone ▪ Website	Overview: Welcome customer, conduct a basic oral assessment, collect initial registration data and connect the individual to AJCC / One-Stop partner or outside resource based upon customer need. Walk-in: ▪ Greet and customer and ask what brings them to the AJCC ▪ Customer completes sign-in sheet (name, date, reason for visit) ▪ Refer customer to AJCC. Staff will provide brief orientation to services and refer customer to appropriate related service(s) ▪ Provide brochure on AJCC and One-Stop system partner services ▪ Encourage customer to access UI services via staff, telephone, or internet ▪ Provide resource information to customers not interested in AJCC / One-Stop system services ▪ Use Referral Form to refer customers to services not provided on-site Phone: ▪ Provide customer with brief introduction to AJCC / One-Stop system services and schedule orientation appointment. Advise customer to bring right to work documentation to AJCC prior to orientation appointment ▪ Provide resource information (via phone) to customers not interested in AJCC / One-Stop system partner services Website: Advise customer on how to access the CalJOBS system to register at https://www.caljobs.ca.gov. One-Stop Operator MOU Implementation Activities: ▪ Create sign-in sheet with check list of "reasons for visit" ▪ Create check list of what to bring for right to work documentation ▪ Create brochure to include brief description of all AJCC / One-Stop system partners, locations, contact info, website, and hours of operation. ▪ Post partner brochures and handouts in all Monterey County AJCC comprehensive and affiliate locations ▪ Post workshop information

REFERRAL FORM

REFERRAL PROCESS: The originating agency is to both (1) transmit the referral form to the receiving agency and (2) give a copy of the form to the customer with instructions to present the form to the receiving agency at the time a face-to-face contact is made. After assisting the customer, the receiving agency is to complete the referral results section of this form and return a copy to the originating agency that initiated the service referral. If the originating agency does not receive a copy of the referral form within 21 days, it shall contact the receiving agency to determine the outcome of the referral and document the outcome on this form.

APPLICANT:

Date of referral:
Customer name:
SS# (last 4):
Address, City, State, Zip:
Phone number:
Customer is currently receiving: ☐ TANF/CalWORKs ☐ WIOA Basic Career Services ☐ WIOA Individualized Services ☐ WIOA Follow-Up Services ☐ WIOA Training Services ☐ WIOA Employer/Business Services ☐ Other, please specify:

AGENCY REFERRED TO: *(Receiving Agency)*

Name of agency referred to:
Contact person:
Phone number:
Address, City, State, Zip:
Purpose of referral:
Services to be provided:

REFERRED BY: *(Originating Agency)*

Name of referring agency:
Contact person:
Phone number:
Address, City, State, Zip:

REFERRAL RESULTS:

Did the customer report to the agency? ☐ Yes ☐ No <i>(If no, return this form back to the originating agency.)</i>
Date customer was seen on:
The following action was taken:

ATTACHMENT 4

Data, Demographics & Employment Trends of English Language Learners, Foreign Born and Refugees

According to the California Department of Education, there are more than 77,954 students in Monterey County.

Of those 28,757 in grades one through twelve speak Spanish only, which makes up 37% of the English Language Learners for those grades.

Given the information obtained from partners for youth from grades one through twelve, the MCWDB will work with its stakeholders and partners to develop an assessment of gaps in services that English Language Learners, foreign born and refugees experience as it relates to the workforce system.

The MCWDB and partners will then identify strategies for outreach and recruitment to these target populations.

Ultimately, the MCWDB and partners will identify and develop strategies detailing how partners will work together to effectively serve the English Language Learners, foreign born and refugee populations.

Summary of Community Engagement Processes & Outreach Efforts

Public Listening Session #1

Location: IBEW – Castroville, CA

Program: Central Coast Regional Planning Unit
Prison to Employment Initiative Session
North Area: Monterey and Santa Cruz Counties

Facilitation: *CSi-Works*

Agenda: Barriers & gaps to maximizing effectiveness of service to justice involved populations

Report Out – Public Comment Meeting

November 15, 2018
1:00 – 3:00 PM

1. Need for a Transitional Counselor
2. Success Stories – there are certainly local examples of our services having a positive impact on individuals and reducing recidivism
3. Need for Family Law Educators to meet with inmates prior to release
4. Engage with Social Services – Behavioral Mental Health
5. Outreach to Shelters
6. Consider Inmate Input – focus groups – Salinas uses tablets and can be used for Inmate Surveys
7. Conduct listening session inside jail to provide Gap in Services analysis
8. Engage FBOs – Victory Outreach/Friends Outside/Bridge Ministries

Summary:

1. Overview presented – timelines discussed for P2Ei, Local Plans & Regional Plans
2. Good positive energy in room: 39+ attended morning Stakeholder meeting
3. Good networking – positive connections being made – open communication (+/-)
4. Next Steps:
 - a) Work on Data Collection – definitions and strategies
 - b) Working on MOU template
 - c) More public meetings to listen to public input – and to build a network among service providers
 - d) Build and update P2Ei Network – Contact List adding 11/15/18 Attendee Info
 - e) Send out PowerPoint to P2Ei Network
 - f) Send out Report-Out notes from 11/15/18 Stakeholder and Public Interest Meetings from North & South area of CC RPU

Summary of Community Engagement Processes & Outreach Efforts

Public Listening Session #2

Location: Monterey County Government Center
1441 Schilling Place, Salinas, 1st floor, Paprika Room

Program: Monterey County Workforce Development Board Local Plan
Community Input on Cal Fresh Employment & Training, Individuals with Disabilities; and Local and Regional self-Assessment

Facilitation: *CSi-Works*

Agenda: Community forum on local workforce services and self-assessment of local and regional workforce goals
Where are the gaps, what is missing?

Report Out – Public Comment Meeting

November 16, 2018
10:00 AM – 12:00 PM

1. An asset map of Partner Organizations would be helpful.
2. What are the reasons, and then what opportunities are there for Partners participating in workforce services and region wide workforce goals?
3. Need to implement ongoing regularly scheduled meetings that incorporates Cal Fresh.
4. Need to increase ETPL Providers List.
5. Local Partners weigh-in on draft of Local Plan.
6. Regional governance from local partners.
7. Consideration of re-certifying the former King City location as south county satellite AJCC.
8. As part of ongoing meetings, present local and regional policies prior to going to full boards for approval to obtain feedback from Partners.
9. Understanding of pipeline of entry points for customer/client.
10. Gap in training/cross-training of Partner organizations (CIE, ID/DD).
11. Provide assessment of local Partner offices on universal design.
12. Bring Regional Center into conversation – ex: CA HHSA-LPA (Health and Human Services).

Summary:

1. Overview presented – timelines discussed for P2Ei and how it relates to Cal Fresh and E&T and ID/DD/CIE, along with Local Plan & Regional Plan.
2. Open communication in room; Partners desirous of supporting ongoing Partner meetings.
3. Desire to connect effectively with all Partners in support of populations served.
4. Desire to develop a Regional Workforce Development Board with Regionwide Partners participating.



Summary of Community Engagement Processes & Outreach Efforts

5. Request to learn whether Regional meetings can be held via Skype, so more Partners may participate.
6. Cross-training regionwide so everyone works together in support of populations served.
7. Next steps –
 - a. Develop cross-training schedule both locally and regionally for all Partners
 - b. Develop Partner-wide referral process that everyone can use
 - c. Continue to work toward Regional Workforce Development Board

Public Listening Session #3

Location: Monterey County Government Center
1441 Schilling Place, Salinas, 1st floor, Saffron Room

Program: Monterey County Workforce Development Board Local Plan
Community Input on Child Support Services

Facilitation: *CSi-Works*

Agenda: Community Forum on strengthening partnerships with local child support agencies to serve non-custodial parents

Where are the gaps, what is missing?

Report Out – Public Comment Meeting

November 27, 2018
6:00-8:00 PM

1. Goal to improve labor market outcomes and better understand employment trends
2. What is the local caseload?
 - a. What are the # on Cal Fresh of that caseload?
 - b. What are the # working?
 - c. How many are custodial?
 - d. How many are non-custodial?
3. More broadly – how best to partner and “braid resources”?
4. Already collaborate through PAC and RAP meetings.
5. How can faith-based organizations work cooperatively with the non-custodial parents to offer supportive services that Child Support and other agencies may not be able to assist with, such as Driver’s License fee?
6. How can CalWORKs and UI support Child Support job search activities requirement?
7. What can local area partners do better?
 - a. Depends on who is at the head of the table at State level
 - b. Referral process from One Stop Operator
 - c. More awareness campaigns

Summary of Community Engagement Processes & Outreach Efforts

8. Child Support services in local area used to be 160-170 personnel, now down to 96 personnel.
9. Getting individuals into court as soon as possible upon release (P2Ei) – need more Family Law facilitator services for these individuals.
10. Currently, CS does monthly presentations to CWES staff and participants.

Summary:

1. Attendance was low; however, input from Child Support personnel was well-planned and detailed for further understanding and participation in partner agency effectiveness.
2. Willingness to participate in all cross-training opportunities with Partners.
3. Willingness to participate in all Partner meetings on ongoing basis – the more agencies at the table, the greater outcomes for the individuals everyone is serving.
4. Will provide statistics to WDB within the next two weeks.

Public Listening Session #4

Location: Marina Library
190 Seaside Circle, Marina

Program: Monterey County Workforce Development Board Local Plan
Community Input on English Language Learners, Foreign Born Individuals and Refugee Services in Monterey County

Facilitation: *CSi-Works*

Agenda: Community forum on developing strategies to strengthen services to English language learners, foreign born individuals and refugees
Where are the gaps, what is missing?

Report Out – Public Comment Meeting

November 30, 2018
2:00-4:00 PM

1. ESL classes at jail? (captive audience)
2. DACA is fear factor for English Learners.
3. Need more mentoring/network groups that are non-English.
4. Cross mentoring from partner organizations.
5. Better coordinate services:
 - a. What are legal contractual processes?
 - b. Use a balanced approach.
6. Working more with CBOs – they have fewer restrictions, especially with non-documented.
7. Non-profits are the life blood for non-documented.
8. Can the DA's office support victim programs as an easier way to citizenship?



Summary of Community Engagement Processes & Outreach Efforts

9. Can the GED program be offered in Spanish only for those non-English speakers?
10. Asset mapping – can the WDB take lead on this?
11. Communication is key – utilizing IT to get word out.
12. Aligning and having shared data – how can data be shared without jeopardizing individuals' personal information?
13. South Bay has an Immigrant Integration Network – how can that work in our region?
14. Need Customer Service Training with all Partners to teach Cultural Diversity – regularly.
15. Entrepreneurship is key for many language learners and undocumented – how can we support entrepreneurship in Organic Agriculture, Cosmetology, Trucking, and Catering, for example. Individuals need the “How-to” of going into business for themselves.

Summary:

1. Well attended, with great participation.
2. Ways to make tools available for language learners who may also be undocumented.
3. Tools include web-based applications of “How To” start and grow a business – could this be offered on the WDB website?
4. Research Immigrant Integration Network from South Bay and how can local region incorporate into network here?
5. How best to implement Referral process across partner agencies?
6. How best to braid resources that are already there – asset map?
7. How to share data?
8. Share road map of transitional services for all partners and update regularly.
9. Set up cross-training for all partner agencies on quarterly basis.

Public Listening Session #5

Location: Monterey County Jail
Natividad Road, Salinas

Program: Monterey County Workforce Development Board Local Plan
Survey and Input from Inmates in Education Program Six Months or Less from Release

Facilitation: *CSi-Works*

Agenda: How to better serve inmate needs as they transition out of incarceration.
Survey to learn of challenges to gainful employment upon release

Report Out – Public Comment Meeting

December 13, 2018
11:00 AM-12:00 PM

1. Survey results from 42 inmates:
 - a. What could help to be more prepared to get job/career upon release?
 - i. Vocational training
 - ii. Being ready for interviews



Summary of Community Engagement Processes & Outreach Efforts

- iii. Resume development
- iv. Transportation
- b. What types of training or events to help improve your job opportunities would you attend and complete?
 - i. Vocational training – any kind
 - ii. Job fairs
- c. What are your greatest barriers to success once released?
 - i. Drugs/alcohol
 - ii. Lack of jobs for felons
- d. The top three (3) challenges faced upon release:
 - i. Affordable housing
 - ii. Driver's license
 - iii. Job that pays the bills
- e. Upon release, what is #1 greatest need to assist you in going from incarceration to employment?
 - i. Transportation
 - ii. Employers to hire felons
- f. Do you have a support system in place upon leaving?
 - i. Almost 100% - Yes
- g. Do you know where the local Job Center is in your area?
 - i. Yes - #1 response
 - ii. No - #2 response (please provide information on location)
- 2. In-person discussion with inmates at jail included the following:
 - a. Can a DUI program be offered while in the jail?
 - b. Can there be a listing of housing for those with no where to go upon release?
 - c. How can they get driver's licenses upon release?
 - d. Is there a DUI advocate for out-of-state inmates?

Summary:

- 1. Great opportunity to hear from inmates on how best to serve them upon release by going to the jail and speaking with them.
- 2. Survey request was well received.
- 3. Work with all partners to develop curriculum for inmates that helps prepare for or provides vocational training upon release.
- 4. Send a list of all AJCCs in California, Nevada, Oregon and Arizona to notify inmates of the location of their nearest AJCC upon release.
- 5. Pull together and offer inmates resources for homeless that include the following:
 - a. Veteran's Transition Services Center, Marina;
 - b. Sun street – DUI classes offered;
 - c. County Homeless Shelter; and
 - d. Turning Point, non-profit CBO provides services through AB 109 program.

List of Stakeholders Engaged in Regional and Local Planning Listening Sessions Process

The following includes a list of various stakeholders who worked collaboratively to provide input to develop the Monterey County Workforce Development Board's (WDB's) 2018-19 modification of its regional and local plan as required by the Workforce Innovation and Opportunity Act (WIOA). The 2018-19 update of the local and regional plan is required in order ensure plans remain current and account for "changes in labor market and economic conditions or in other factors affecting the implementation of the local plan" (29 U.S. Code § 3123). The California Workforce Development Board (State board) has also made changes to the State Plan which require that Local Boards update their plans to keep them consistent with the policy direction of the State Plan. The following list of stakeholders attended one or more strategic and listening sessions and/or WDB meetings to ensure the planning process and outcomes provide a collaborative local and regional input.

Name	Organization	Representation
Pearl Sanchez	Turning Point	Ex-offenders
Justin Sanpaolo	ResCare	AJCC Monterey County
Gloria Rivera-Perez	MC DSS	CalFresh
Charlotte Johnson	ResCare	AJCC Monterey County
Rocio Rodriguez	Center for Employment Training, Salinas	Migrant/Seasonal Programs (Section 167)
Tom Gentle	Center for Employment Training, Soledad	Migrant/Seasonal Programs (Section 167)
Kaycee Day	MC Office of Education	Adult Education/ELL/FB/RS
Caitlin Decker	Code for America	Non-profit organization
Lauren Miller	Community Action Partnership	Community Services Block Grant
Margarita Zarraga	Community Action Partnership	Community Services Block Grant
Debbie Busch	Naval Postgraduate School	Foreign Born/Education
Lisa Gatewood	Department of Rehabilitation	DOR, District Administrator
Mimi Laurent	Department of Rehabilitation	DOR, Team Manager
Henry Espinosa	Department of Social Services	TANF/CalWORKS /CalFresh
Debra McAlahney	Department of Social Services	CalWORKS/CalFresh
Marleen Bush	Department of Social Services	CalFresh/CalWORKS
Alan Crawford	Monterey County Adult School	English Language Learners/Adult Education
Camille Jague	MC WDB	Education/ELL/FB/Refugee Services
Mostafa Ghous	Hartnell South County	ELL/FB/Refugee Services/Education
Joe DeRuosi	Monterey County Office of Education	Alternative Education/College Readiness
Yuko Duckworth	Employment Development Department	EDD Employment Program Manager
Kristen Arps	Salinas Valley Adult Education @ Hartnell	English Language Learners/Foreign Born/Refugee Service Provider
Ana Gonzales	Hartnell Community College	English Language Learners/Foreign Born/Refugee Services
Candace Camacho	Gonzales Adult Education	Adult Ed/ELL/FB/RS
Jeff Lopez	Soledad	Adult Ed/P2Ei/ELL/FB/RS
Gina Ludlow	MC Office of Education	Education
Ana Ming	G.A.S.	ELL/FB/RS
Maria Cuellar	MC Child Support Services	Ex-offenders/non-custodial parents
Lisa Ortiz	MC Child Support Services	Non-custodial parents

Lisa Anderson	MC DCSS Child Support Services	Non-custodial parents/ex-offenders
Alisha Cardenas	San Benito County DCSS	Non-custodial parents/ex-offenders
Deborah Carillo	Turning Point, Regional Director	Formerly incarcerated/probation
Dr. Araceli Tom	Monterey Adult School	Adult Education
Dan Cutler	Monterey Adult School	Adult Education
Rosie Mendoza	Turning Point	Justice involved
Al Vicent	Monterey County Probation	P2Ei - Probationers
Aaron Kaelina	Monterey County Probation	P2Ei- probationers
Sylvia Morales	Phoenix House – CTF	P2Ei- homeless
Rafael Aguilera	CWDB – Sacramento	P2Ei Initiative- all
Christopher Donnelly	Monterey County WDB	WDB Agency Executive Director
Flor Galvan	Monterey County WDB	WDB Secretary
Korey Woo	Monterey County WDB	WDB Business Services Team
Diane Berrywahrer	Department of Rehabilitation	P2Ei-Disabled/CIE/OD/DD
Jose Mendoza	Monterey Co. Sheriff's Dept.	P2Ei – incarcerated/justice involved
B. Vera-Murza	Restorative Justice	Justice involved
Sara Jamison	Santa Cruz Probation	Justice involved/probation
Maria A. Reyes	National Association for Hispanic Elderly (NAHE)	Senior Community Service Employment Program (SCSEP)
Nancy Ralston	National Association for Hispanic Elderly (NAHE)	Senior Community Service Employment Program (SCSEP)
Aaron Giles	Phoenix House CTF	Justice involved
Maria Rodriguez	Community Action Board	P2Ei-justice involved
Art Shake	Veterans Transition Center	P2Ei-Veterans
Sharene Arshadi	PHF @ CTF	P2Ei- ex offenders/homeless
Philip Rodriguez	CDCR-Soledad	P2Ei-Parole
Joel Orozco	CDCR-Soledad	P2Ei-Parole
Andy Stone	Santa Cruz County WDB	Coastal Regional Planning Unit (RPU) Partner
Eric Grabiell	Cabrillo College	P2Ei- education
Alice Manas	California State Assembly	P2Ei-all
Shelly Mason	Goodwill	P2Ei
Greg Ludwa	MC Office of Education	P2Ei- education
Charles DaSilva	MC Sheriff's Office	Incarcerated
Jim Bass	MC Sheriff's Office	incarcerated
Eileen Rohlfing	EDD-Sacramento	P2Ei - all
Carol Cervantes	City of Salinas	P2Ei-all
Cecelia Romero	Rancho Cielo	P2Ei-formerly incarcerated/justice involved
Gerlinda Brady	Cabrillo College	Education
Kate Battiato	Mattox Group	Justice involved
Andrew Davis	Santa Cruz Probation	P2Ei-probationers
Anne Guthrie	Goodwill Central Coast	P2Ei-all
Todd Livingstone	Watsonville/Aptos/Santa Cruz Adult Education	P2Ei-Education
Annabelle Rodriguez	SC Adult Education Consortia	P2Ei-Education

Stakeholder Meetings:

November 5, 2018 – The MCWDB submitted to the State Workforce Development Board the following public comment sessions for posting on their website to ensure a broad range of partner and stakeholder awareness of the opportunity to attend and provide public comment.

The stakeholders listed above were able to attend one or more strategic planning and/or listening sessions, Coastal Region Planning Unit (RPU) meetings/conference calls and/or WDB meetings, during the public comment listening sessions (November 15, 2018 through December 13, 2018), held on the following dates:

- Prison to Employment Initiative Stakeholders meeting, November 15, 2018, 10-12 pm
- Prison to Employment Initiative Public Listening Session, November 15, 2018, 1-3 pm
- CalFresh Employment & training, Individuals with Disabilities & Local and Regional Self-Assessment Public Listening Session, November 16, 2018 from 10-12 pm
- Child Support Services Public Listening Session, November 27, 2018, 6-8 pm
- English Language Learners, Foreign Born Individuals & Refugee Services in Monterey County Public Listening Session, November 30, 2018, 2-4 pm
- Monterey County Jail Public Listening Session, December 13, 2018, 11-12 pm

The following public meetings are offered to receive input once the Local Plan Modification has been released:

- MCWDB full board meeting to be held February 6, 2019, to review Local Plan Modification and receive public comment.
- Public Comment meeting to be held February 13, 2019, during 30-day comment period.

Local Board Assurances

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

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

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

SIGNATURE PAGE

Instructions

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

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

**Local Workforce Development Board
Chair**

Local Chief Elected Official

Signature

Signature

Name

Name

Title

Title

Date

Date

A. CalFresh E & T Partnership		Exceed	Meet	Fail
i.	The local plan must engage and work with the county Human Service agencies and other CalFresh E&T partners to serve their local CalFresh population.	2	1	0
ii.	The local plan specifies how Local Boards will partner with community based organizations, service providers, community colleges and representatives from County Human Service agencies for individuals in their local area.	2	1	0
iii.	The local plan provides an overview of the size and characteristics of both the total CalFresh recipient populations in the local area/region and the CalFresh E&T participant populations.	2	1	0
iv.	The local plan assesses the types of workforce services needed to help people receiving CalFresh succeed in the regional and local labor market, including those services that are eligible for 50% federal reimbursement from CalFresh E&T.	2	1	0
v.	The local plan describes the employment barriers experienced by people receiving CalFresh in your local area/region, including potential barriers faced by people with disabilities and resources that can be utilized to assist overcoming these barriers, including those resources eligible for 50% federal reimbursement from CalFresh E&T.	2	1	0
vi.	The local plan explains current and prospective local partnerships, including partnerships with local workforce development boards, local Human Service Agencies, and other CalFresh E&T providers, including those that are eligible for 50% federal reimbursement from CalFresh E&T and describes the quality and level of intensity of services provided by these partners.	2	1	0
vii.	The local plan describes the ways in which program partners will facilitate information sharing to evaluate need.	2	1	0
viii.	The local plan describes how local/regional partners will braid resources and coordinate service delivery to people receiving CalFresh, including by leveraging 50% federal reimbursement from CalFresh E&T for workforce services, sector pathway programs, supportive services, and retention efforts.	2	1	0
ix.	The local plan explains how local/regional partners will identify and partner with local/regional organizations that serve specific types of CalFresh populations and strategies for leveraging existing resources in the community.	2	1	0

ATTACHMENT 8

x.	The local plan describes the types of workforce services available to people receiving CalFresh that are and can be funded by local/regional partners, the baseline level of services, and how the local/regional plan will modify the types and quantity of workforce services provided to this population.	2	1	0
xi.	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.	2	1	0
xii.	The local plan describes the way in which local/regional partners will work together to provide supportive services to this population and facilitate program completion.	2	1	0
xiii.	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.	2	1	0
B. Department of Child Support Services Partnership		Exceed	Meet	Fail
i.	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.	2	1	0
ii.	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.	2	1	0
iii.	The local plan provides an assessment of the types of services needed for each targeted group challenged with meeting their parental responsibilities.	2	1	0
iv.	The local plan describes the relative importance of the types of services needed to help program participants succeed in the labor market.	2	1	0
v.	The local plan describes types of baseline services that are currently being provided in the local area to individuals from the	2	1	0

ATTACHMENT 8

	Child Support Program population and how the regional and/or local plans will modify the types and quantity of services provided.			
vi.	The local plan describes barriers experienced by Child Support Program participants in the local area, including potential barriers faced by people with disabilities.	2	1	0
vii.	The local plan describes the existing resources that can be utilized to assist with overcoming these barriers.	2	1	0
viii.	The local plan describes the ways in which program partners will facilitate information sharing to evaluate need.	2	1	0
ix.	The local plan describes ways in which program partners' work together to provide supportive services to noncustodial parents to support job retention.	2	1	0
x.	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.	2	1	0
xi.	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.	2	1	0
xii.	The local plan explains obstacles to providing services to the Child Support Program population.	2	1	0
xiii.	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.	2	1	0
xiv.	The local plan explains obstacles to meaningfully engaging in local partnerships.	2	1	0
xv.	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.	2	1	0
xvi.	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.	2	1	0
xvii.	The local plan describes how local partners, including LCSAs, county Human Service agencies, Local Board, community colleges,	2	1	0

ATTACHMENT 8

	adult education providers, CBOs, social enterprise, and other stakeholders will braid resources and coordinate service delivery.			
xviii.	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.	2	1	0
xix.	The local plan describes the referral process and forms utilized to track this population as they are referred from LCSA office and Family Court.	2	1	0
xx.	The local plan discusses the tools and incentives that LCSAs can provide to noncustodial parents to promote their participation in workforce development and education training programs, including incentives and tools used to facilitate a successful referral and incentives and tools used to foster a sustained program participation.	2	1	0
C. Competitive Integrated Employment Updated Partnership		Exceed	Meet	Fail
i.	The local plan explains how the area is engaged or plans to become engaged with local partners to increase CIE for jobseekers with ID/DD.	2	1	0
ii.	The local plan lists the names of organizations the Local Board is partnering with to implement the partnership plans.	2	1	0
iii.	The local plan describes the level of participation in CIE LPA.	2	1	0
iv.	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.	2	1	0
v.	The local plan explains how the area had or will connect with the DOR point of contact who can provide linkages to serve providers and/or supportive services to individuals with ID/DD who are VR consumers.	2	1	0
vi.	The local plan describes how the DOR district partner is connecting with the area in their work to outreach to employers and partners to support opportunities for individuals with ID/DD to achieve CIE.	2	1	0

ATTACHMENT 8

vii.	If the area is developing its own recruitment, referral, and employer engagement strategies, then they must be included in the local plan.	2	1	0
E. Provisions to English Language Learners, the Foreign Born and Refugees		Exceed	Meet	Fail
i.	The local plan describes describes how local/regional partners will braid resources and coordinate service delivery to people English learners, the foreign born and refugees, including increasing access to sector pathway programs, supportive services and retention efforts.	2	1	0
ii.	The local plan describes the process Local Boards and their partners will use to <i>retain</i> this population in regional sector pathway programs as they progress into livable wage jobs and careers.	2	1	0
iii.	The local plan incorporates any workforce or employment service plans developed by stakeholders (e.g. Employment Services Plans developed by County Welfare Departments etc.).	2	1	0
Scoring Criteria		Exceed	Meet	Fail
0 = Does NOT substantively answer the element				
1 = Does substantively answer the element				
2 = Answers the element especially well				
<u>Total Maximum Points Available</u>		<u>80</u>		
Minimum Score for Plan Approval		40		
Any section which is scored 0 will be returned for revision.				

Local Board Record of Comments**Local Board Record of Comments**

Section 108 of the *Workforce Innovation and Opportunity Act* requires the Local Boards to publish the local plan for public comment. The Local Workforce Development Board (Local Board) should include with their local plan submittal, all comments that have been received that disagree with the local plan, how the Local Board considered that input, and its impact on the narrative in the local plan.

Comments shall be provided in the following format:

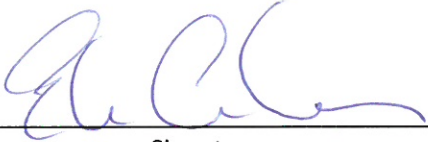
Local Plan Section	Comment/Response
Section:	Comment: Public comments that disagree with the Local Plan were received during the 30-day public comment period. None received The Monterey County Workforce Development Board (WDB) released a draft version of its Modification to the Local Plan for Program Years 2018-19 for public comment. The Local Plan was released for input, comments and/or questions for a 30-day period from January 31, 2019 to March 1, 2019. During the 30-day comment period, WDB staff coordinated stakeholder and public meetings to ensure that all workforce partners and the public are well engaged and are given the opportunity to review the Modification to the Local Plan and provide input for inclusion into the plan. These meetings were held on: MC WDB Board Meeting February 6, 2019 at 8:30 a.m. Marina Library, Marina, CA MC WDB Local & Regional Plan Public Meeting February 13, 2019, 5:30 p.m. Schilling Place, Salinas, CA Local Board Response: None received

SIGNATURE PAGE

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

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

Local Workforce Development Board Chair



Signature

Erik Cushman
Name

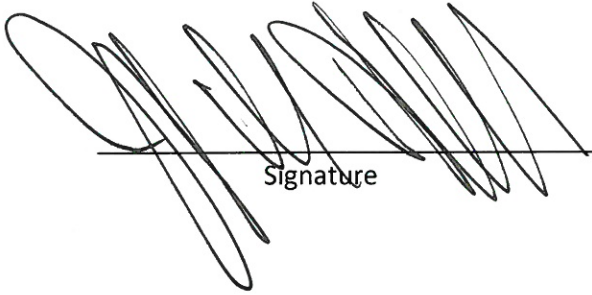
Chair, Monterey County Workforce
Development Board

Title

3/6/19

Date

Local Chief Elected Official



Signature

John M. Phillips
Name

Chair, Monterey County Board of
Supervisors, District 2

Title

5.7.19

Date