

**Local Area Subsequent Designation and
Local Board Recertification
Application for Program Year 2021-23**

Local Workforce Development Area

Monterey County

Application for Local Area Subsequent Designation and Local Board Recertification

This application will serve as your request for Local Workforce Development Area (Local Area) subsequent designation and Local Workforce Development Board (Local Board) recertification for Program Year (PY) 2021-23 under the *Workforce Innovation and Opportunity Act* (WIOA).

If the California Workforce Development Board (CWDB) determines the application is incomplete, it will either be returned or held until the necessary documentation is submitted. Please contact your [Regional Advisor](#) for technical assistance or questions related to this application.

Monterey County

Name of Local Area

344 Salinas Street, Suite 101

Mailing Address

Salinas, CA 93901

City, State, ZIP

Date of Submission

Christopher Donnelly

Contact Person

(831) 759-6644

Contact Person's Phone Number

Local Board Membership

The WIOA Section 107(b)(2)(A) through (E) states the requirements for nominating and selecting members in each membership category. The WIOA Section 107(b)(2)(A) requires that business members constitute a majority of the Local Board. The chairperson shall be a business representative, per WIOA Section 107(b)(3).

The local Chief Elected Official (CEO) is required to provide the names of the individuals appointed for each category listed on the following pages, and attach a roster of the current Local Board which identifies each member’s respective membership category.

Business – A majority of the members must be representatives of businesses in the Local Area who (i) are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policy-making or hiring authority; (ii) represent businesses, including small businesses, or organizations; and (iii) are appointed from among individuals nominated by local business organizations and business trade association (WIOA Section 107[b][2][A]).

Please identify the Local Board chairperson by typing CHAIR after their name.

| Name | Title | Entity | Appointment Date | Term End Date |
|--------------------------|--------------------------|--|------------------|---------------|
| 1. Julia Belliard | Executive Director | Agricultural Personnel Management Association (APMA) | 10/23/18 | 10/23/21 |
| 2. Wendy Brickman | Owner | Brickman Marketing | 10/4/16 | 6/25/22 |
| 3. Paula Calvetti | Human Resources Director | Hyatt Regency Monterey | 10/4/16 | 6/15/22 |
| 4. Erik Cushman (CHAIR) | Publisher | Monterey County Weekly | 12/6/16 | 10/22/22 |
| 5. Sherry Farson | Vice President | Wells Fargo Commercial Banking Office | 2/14/17 | 2/2/24 |
| 6. Michael Hutchinson | CEO | Mee Memorial Hospital | 4/23/19 | 4/16/22 |
| 7. Mary Ann Leffel | Founding Principal | Veritas Associates LLC | 9/13/16 | 6/25/22 |
| 8. Salvador Munoz | Architect | Munoz and Associates | 11/1/16 | 6/25/22 |
| 9. Steve Snodgrass | Vice President & CFO | Graniterock | 2/26/19 | 4/26/23 |
| 10. Catherine Sampognaro | Human Resources Director | InterContinental The Clement | 5/12/20 | 5/12/23 |
| 11. Wesley Van Camp | VP and General Counsel | Tanimura and Antle | 7/10/18 | 7/1/21 |

Labor – Not less than 20 percent of the members must be representatives of workforce within the Local Area who must include (i) representatives of labor organizations who have been nominated by state labor federations; (ii) a member of a labor organization or a training director from a joint labor-management apprenticeship program, or if no such joint program exists in the area, such a representative of an apprenticeship program in the area; and may include (iii) representatives of community-based organizations with demonstrated experience

and expertise in addressing the employment needs of individuals with barriers to employment, veterans, or individuals with disabilities; and (iv) representatives of organizations with demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth and/or out-of-school youth (WIOA Section 107[b][2][B]).

California Unemployment Insurance Code (CUIC) Section 14202(b)(1) further requires and specifies that at least 15 percent of Local Board members shall be representatives of labor organizations unless the local labor federation fails to nominate enough members. For a local area in which no employees are represented by such organizations, other representatives of employees shall be appointed to the board, but any local board that appoints representatives of employees that are not nominated by local labor federations shall demonstrate that no employees are represented by such organizations in the local area.

| Name | Title | Entity | Appointment Date | Term End Date |
|--------------------|--------------------|------------------------------------|------------------|---------------|
| 1. Cesar Lara | Executive Director | Monterey Bay Central Labor Council | 9/13/16 | 6/5/22 |
| 2. Steve MacArthur | Business Manager | Plumbers and Steamfitters Local 62 | 11/8/16 | 10/22/22 |
| 3. Lamont Adams | Business Manager | IBEW Local 234 | 10/22/19 | 9/1/21 |
| 4. Jay Donato | Internal Organizer | SEIU Local 521 | 7/10/18 | 7/10/21 |
| 5. Cresencio Diaz | President | Teamsters Union Local 890 | 11/8/16 | 2/2/24 |

Education – Each Local Board shall include representatives of entities administering education and training activities in the Local Area who must include (i) a representative of eligible providers administering WIOA Title II adult education and literacy activities; (ii) a representative of institutions of higher education providing workforce investment activities; and may include (iii) representatives of local educational agencies, and community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment (WIOA Section 107[b][2][C]).

| Name | Title | Entity | Appointment Date | Term End Date |
|-----------------------|--------------------------|----------------------------|------------------|---------------|
| 1. Dr. Raul Rodriguez | Superintendent/President | Hartnell College | 11/17/2020 | 7/10/21 |
| 2. David Martin | Superintendent/President | Monterey Peninsula College | 10/22/2019 | 7/10/21 |

Economic and Community Development – Each Local Board shall include representatives of governmental, economic, and community development entities serving the Local Area who must include (i) a representative of economic and community development entities; (ii) a representative from the state employment service office under the *Wagner-Peyser Act*; (iii) a representative of the Vocational Rehabilitation program; and may include (iv) representatives of agencies or entities administering programs serving the Local Area relating to transportation, housing, and public assistance; (v) Representatives of philanthropic organizations serving the Local Area; and (E) individuals or representatives of entities as the local CEO in the Local Area

may determine to be appropriate (WIOA Section 107[b][2][D] and [E]).

| Name | Title | Entity | Appointment Date | Term End Date |
|--------------------|----------------------------|--------------------------------------|------------------|---------------|
| 1. Mary Ann Leffel | Founding Principal | Veritas Associates | 9/13/16 | 6/25/22 |
| 2. Al Davis | Reverend | NAWDP | 1/29/19 | 10/4/23 |
| 3. Yuko Duckworth | Employment Program Manager | Employment Development Department | 6/20/17 | 2/2/24 |
| 4. Mimi Laurent | Team Manager | Department of Rehabilitation | 11/1/16 | 10/22/22 |
| 5. Mary Adams | Supervisor | Monterey County Board of Supervisors | 1/10/17 | 1/7/22 |

Performed Successfully

The Local Area hereby certifies that it has performed successfully, defined as having met 80 percent of their negotiated performance goals in PY 2018-19 or PY 2019-20 for the following indicators:

- Employment Rate 2nd Quarter After Exit
- Median Earnings

| PY 2018 Performance Goals | | | | |
|--|---------|--------------------|----------|---|
| | Adults | Dislocated Workers | Youth | |
| Employment Rate 2nd Quarter After Exit | 64.0% | 68.0% | 65.4% | Employment or Education Rate 2nd Quarter After Exit |
| Median Earnings 2nd Quarter After Exit | \$5,200 | \$7,700 | BASELINE | Median Earnings |

| PY 2019 Performance Goals | | | | |
|--|---------|--------------------|----------|---|
| | Adults | Dislocated Workers | Youth | |
| Employment Rate 2nd Quarter After Exit | 66.0% | 69.5% | 66.9% | Employment or Education Rate 2nd Quarter After Exit |
| Median Earnings 2nd Quarter After Exit | \$5,600 | \$8,000 | BASELINE | Median Earnings |

Sustained Fiscal Integrity

The Local Area hereby certifies that it has not been found in violation of one or more of the following during PY 18-19 or PY 19-20:

- *Final determination of significant finding(s)* from audits, evaluations, or other reviews conducted by state or local governmental agencies or the Department of Labor identifying issues of fiscal integrity or misexpended funds due to the willful disregard or failure to comply with any WIOA requirement.
- *Gross negligence* – defined as a conscious and voluntary disregard of the need to use reasonable care, which is likely to cause foreseeable grave injury or harm to persons, property, or both.
- *Failure to observe accepted standards of administration* – Local Areas must have adhered to the applicable uniform administrative requirements set forth in Title 2 *Code of Federal Regulations* (CFR) Part 200.

Certify No Violation

Engaged in Regional Planning

Engaged in regional planning is defined as participating in and contributing to regional planning, regional plan implementation, and regional performance negotiations. The Local Area hereby certifies that it has participated in and contributed to regional planning and negotiating regional performance measures in the following ways:

The four Workforce Development Board Directors meet annually to discuss and negotiate the regional performance measures with the State Board, and the MCWDB led the successful negotiations of this year's local and regional performance measures.

Slingshot 2.0 and 3.0

The MCWDB, as lead operator of the Coastal Region RPU, applied for and received the RPI 2.0 grant. The goals of the Coastal RPU Slingshot 2.0 were to create regional and uniform approaches to Business Services alignment and regional sector analysis. The Coastal RPU has been successful in its branding of regional business services through the creation of a regional website that is shared and linked to all local RPU websites. Business Services and Business Engagement are updated regularly on the regional website with information pertaining to the current demands and needs of business. Use of capacity building tools is ongoing, allowing staff to effectively engage the business community.

The Coastal RPU also sought through RFQs to provide to Monterey County businesses a Human Resources Hotline, where they could go to learn what was expected of businesses during the pandemic relative to a general HR understanding and implementation of policies for their employees. The Coastal Region, through Rapid Response allocations, has individually offered small business grants to eligible businesses in each of the participating jurisdictions.

The Coastal Region has also developed a region-wide On-the-Job Training Manual for use in each jurisdiction; although not a regional agreement, it provides a process that aligns each jurisdiction for services to businesses that reach beyond one jurisdiction. The Slingshot 2.0 grant closed at the end of December 2020.

Slingshot 3.0 funding has provided the region with greater opportunities to *go virtual*, given the current environment, as well as to hire consultants to provide the Regional Plan update currently in process, offer additional quarterly training, interactive virtual job fairs, and Virtual One Stop services and programs. The Slingshot 3.0 grant funding has also provided the region with the ability to continue its updates to the Regional website and is assisting in the development of apprenticeship programs with the Community Colleges.

Prison to Employment Initiative

The MCWDB continues to lead the initial region of Santa Cruz, Monterey, San Luis Obispo and Santa Barbara counties in the Prison to Employment Initiative (P2E), where justice-involved individuals have an opportunity to gain training skills and employment through the support of the Local Boards.

New Regional Planning Units and Slingshot 4.0

Through the change to the Regions, Monterey is now lead to the new North Central Coast Regional Planning Unit (NCCRPU) encompassing Monterey, Santa Cruz, and San Benito Counties. Through the application of Regional Planning Initiative and Slingshot 4.0 funding, the MCWDB will continue to work with the newly formed region to grow region-wide Healthcare strategies with the industry champions from each jurisdiction, strengthening what was started years ago when the Tri-Counties worked together in support of the local and regional healthcare needs. The NCCRPU through Slingshot 4.0 will 1) develop benchmarks and tracking systems that measure and align with the 2021-2024 Regional Plan currently in process; 2) align, coordinate, and integrate programs and services in the Regional Plan and participate and contribute to a Strong Workforce for the Tri-county region; and 3) assist the WDBs to work together with the goal of intentionally, systematically, and regularly collaborating across agencies,

programs, and funding streams to align goals to strategic efforts and build equity into all our workforce projects.

MC3 Training

The MCWDB leads the Monterey Bay Collaborative (MBC), a partnership between the Workforce Development Boards of Santa Cruz, Monterey, and San Benito Counties. The MBC is participating in a regional High Road Construction Careers: Senate Bill 1 Pre-Apprenticeship program grant, working directly with the Monterey & Santa Cruz Counties Building & Construction Trades Council. The partnerships and infrastructure that were in place for the regional Proposition 39 program originally developed in 2014 are back in place and ready for the pandemic restrictions to lift so that pre-apprenticeship training can commence.

Regional Training Coordinator, Coastal Region

In 2016 each of the Regional Planning Units (RPU) Local Workforce Development Boards (LWDBs) worked collaboratively to hire/designate a Regional Training Coordinator (RTC) to assist with the development of the RPU's Regional Training Plan and be responsible for coordinating staff's professional development and capacity building efforts in their designated RPU based for the region.

The Monterey County Workforce Development Board serves as the lead agency in deploying the Regional training dollars for the Coastal Region. Led by the Regional Training Coordinator, we successfully focused on the professional development of workforce staff across the Region.

The Regional Trainings focus on building the capacity of our regional partners and improving service delivery to participants and employers.

- Most notably, the RPU offers Dynamic Works, online training for staff (with 92 staff participating in 3 cohorts) that results in a Workforce Development Professional Certification.
- The RPU is also utilizing the Business Engagement Roundtable's quarterly meetings to share best practices and assist new business services staff with professional development (Business University training), as well as assisting partners and employers.
- Due to the pandemic, we have utilized trainings on how to interact with clients during this crisis, including:
 - *Social Emotional Response During the Pandemic for Workforce Professionals and,*
 - *Progress Through the Pandemic: Strategies and Support for Workforce Professionals.*

Local Area Assurances

Through PY 21-23, the Local Area assures:

- A. It will comply with the applicable uniform administrative requirements, cost principles, and audit requirements (WIOA Section 184[a][2] and [3]).

Highlights of this assurance include the following:

- The Local Area's procurement procedures will avoid acquisition of unnecessary or duplicative items, software, and subscriptions (in alignment with Title 2 CFR Section 200.318).
- The Local Area will maintain and provide accounting and program records, including supporting source documentation, to auditors at all levels, as permitted by law (Title 2 CFR Section 200.508).

Note that failure to comply with the audit requirements specified in Title 2 CFR Part 200 Subpart F will subject the Local Area to potential cash hold (Title 2 CFR Section 200.338).

- B. All financial reporting will be done in compliance with federal and State regulations and guidance.

Highlights of this assurance include the following:

- Reporting will be done in compliance with Workforce Services Directive WSD19-05, *Monthly and Quarterly Financial Reporting Requirements*, (December 4, 2019).
- All closeout reports will comply with the policies and procedures listed in WSD16-05, *WIOA Closeout Requirement*, (July 29, 2016).

Note that failure to comply with financial reporting requirements will subject the Local Area to potential cash hold. (Title 2 CFR Section 200.338)

- C. Funds will be spent in accordance with federal and state laws, regulations, and guidance.

Highlights of this assurance include:

- The Local Area will meet the requirements of the *California Unemployment Insurance Code Section 14211*, to spend a minimum of 30 percent of combined total of WIOA Title I adult and dislocated worker formula fund allocations on training services.
- The Local Area will not use funds to assist, promote, or deter union organizing (WIOA Section 181[b][7]).

- D. The Local Board will select the America's Job Center of CaliforniaSM operator(s), with the agreement of the local CEO, through a competitive process such as a Request for Proposal, unless granted a waiver by the state (WIOA Section 121[d][2][A] and 107[g][2]).
- E. The Local Board will collect, enter, and maintain data related to participant enrollment, activities, and performance necessary to meet all CalJOBSSM reporting requirements and deadlines.
- F. The Local Board will comply with the nondiscrimination provisions of WIOA Section 188, including the collection of necessary data.
- G. The Local Area will engage in and contribute to, regional planning and regional plan implementation (for example, Local Area has participated in regional planning meetings and regional plan implementation efforts, and the Local Board and local CEO have reviewed and approved the regional plan and modifications).
- H. The Local Area will participate in regional performance negotiations.
- I. It will comply with CWDB 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.
- J. Priority shall be given to veterans, recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient for receipt of career and training services funded by WIOA Adult funding (WIOA Section 134[c][3][E] and *Training and Employment Guidance Letter* [TEGL] 10-09, and TEGL 19-16).

Application Signature Page

Instructions– The local CEO and Local Boardchair must sign and date this form. Electronic signatures are permitted for the PY21-23 application.

By signing the application below, the local CEO and Local Board chair request subsequent designation of the Local Area and recertification of the Local Board. Additionally, they agree to abide by theLocal Areaassurances included in this application.

Local Workforce Development Board Chair

Local Chief Elected Official



Signature

Signature

Erik Cushman

Name

Name

Monterey County Workforce Development
Board Chair

Title

Title

March 23, 2021

Date

Date