



Erik Cushman, Chair
Workforce Development Board

1441 Schilling Place North
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www.montereycountywdb.org

MEMORANDUM

DATE: June 19, 2017
TO: Nick Chiulos, Assistant CAO
FROM: Chris Donnelly, Interim Executive Director
SUBJECT: Monterey County WDB Overview

Below is an overview of the Monterey County Workforce Development Board.

The Workforce Innovation and Opportunity Act (WIOA) took effect on July 1, 2015, which laid out a vision for federal workforce development and training programs to prepare an educated and skilled workforce that expand opportunities for workers and employers.

Empowered by the WIOA, the Monterey County Workforce Development Board (WDB) is responsible for setting policy, developing local and regional strategies, and directing the activities and oversight of employment and training programs offered through the America's Job Centers of California. In Monterey County, the WDB oversees three centers located in Salinas, Marina and Greenfield

- ▶ Members of the Monterey County WDB include business and community leaders building closer ties between the WDB members, State and local officials. In Program Year 2016-17, twenty-four (24) members, provide a broad base of local experience, represents diverse industries, and guides MCWDB staff in the development and implementation of targeted strategies and solutions to meet local workforce development needs.
- ▶ WDB members are representatives from private industry, public sector, and community-based organizations. Board composition represents HealthCare, Construction, Agriculture and Hospitality representing a strong alignment of business, labor, education, economic development Includes mandated partners, such as Adult Education, Community Colleges, Job Corps, Department of Rehabilitation, and the State of California's Employment Development Department (EDD).

The Monterey County Workforce Development Board aligns its mission with the guiding principles of the Workforce Innovation and Opportunity Act (WIOA) and the California Workforce Development Board strategic objectives.



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Three Policy Objectives

1. Foster Demand-Driven Skills Attainment
2. Enable Upward Mobility for all Californians
3. Align, Coordinate, & Integrate Programs & Services

Seven Strategies

1. Sector Strategies
2. Career Pathways
3. Regional Alignment
4. Earn & Learn
5. Supportive Services
6. Integrated Service Delivery
7. Creating Cross-System Data Capacity

► Key Strategic Goals, Strategies and Actions:

1. Employer Engagement - Increase engagement with employers to meet workforce needs of priority sectors (local and regional)
2. Aligning Career Pathways and Sector Strategies - Increase number of individuals who obtain an industry-recognized credential or degree through career pathways aligned to regional sector strategies
3. System Alignment and Accountability - Support system alignment, service integration and continuous improvement that focuses on customer-centered service delivery

The workforce development system supports the development of strong regional economies and enhances performance accountability to better inform the business and community about programs and services that work.

The Monterey County WDB and America's Job Center of California service providers, work to ensure residents have the skills, training, and education to achieve their career goals and employers are able to hire and retain qualified employees.

Through the One Stop system, services are offered through an integrated, job-driven approach to job seekers, including youth and those with barriers to employment, as well as to workers and employers.

Budget Overview 2016-17

In Program Year 2016-17 (July 1, 2016 through June 30, 2017), the Monterey County WDB's annual budget to support these efforts and the needs of our jobseekers and business community totaled \$9,920,084 in both formula funds (Adult, Dislocated Workers and Youth Programs) \$ 5,063,710 in addition to \$4,856,374 in discretionary grants from the County of Monterey Probation Department (Silver Star and AB109), the Department of labor and the State of California, Workforce Development Board.



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WIOA Program Services Overview:

The Monterey County Workforce Development Board (WDB) oversees the employment and training programs that operate under the America's Job Center of California. Programs and services are provided in collaboration with community partners, including the primary service provider, Office for Employment Training, a division of the Monterey County Economic Development Department and youth service provider Turning Point of Central California, all of which are funded in program year 2016-17.

In 2015-16, Monterey County's One Stop System proved service that ensured job seekers have the skills, training, and education to achieve their career goals, the America's Job Centers, provided services in Monterey County to 1,118 job seekers and placed 339 in occupational skills training and/or on-the-job training for a total training investment of \$979,483. During the same period, 172 youth were enrolled in work experience and/or occupational skills training, investing a total of \$444,709. The services most requested and provided to these participants include:

- Access to workshops (resume, interview, networking)
- Comprehensive guidance/counseling
- Job search and placement assistance
- Leadership development services
- Mentoring
- Pre-employment training
- Supportive services (work attire, transportation)
- Training – occupational skills
- Training – on-the-job
- Tutoring, study skills training and instruction
- Work experience (summer & year-round)

Business Services Overview:

The Business Service team serve the business community throughout Monterey County and are dedicated to providing workforce solutions and resources that are meaningful and valuable to employers.

As of May 2017, our team supported 941 businesses, pre-screened 364 job applications, referred 319 candidates to employers with job openings, hosted 53 job fairs and custom recruitment events, on-the-job training contracts with local area employers, and provided human resource support that made a positive impact on local businesses' profitability.

Businesses that were forced to downsize and lay-off employees, received information on resources and incentives that helped to support and aid in retaining their workforce as well as strengthen their business.

► No cost services offered to businesses include:

- Specialized job fairs & customized recruitment services



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- Customized and on-the-job training
- Job postings and human resource support
- Labor market information
- Meeting space for interviews
- Tax credit information

Performance Outcomes:

Over the past two program years, Monterey County Workforce Development Board has exceeded its goal on its local WIOA performance measures set by the Department of Labor for its adult and dislocated worker programs. (At a minimum, each local area must meet or exceed the 80% benchmark.) This demonstrates the WDB's commitment to continuing improvement of its coordinated and comprehensive workforce development system. The WDB continues to focus its programs on transitioning workers into high-wage, high-growth, and demand-driven jobs. Monterey County WDB also plans to put greater emphasis on its youth service providers to enroll and serve out-of-school youth and offer employment, work experience and or training services that are employer driven and linked to labor market demand.

Special Grants Overview:

In addition to the WIOA Title I Adult, Dislocated Worker and Youth primary programs, the Monterey County WDB has a strong history of raising revenues that help to maintain service levels by applying for competitive and discretionary grants throughout the year. In program year 2016-17, Monterey County WDB received funding to support the following special grants and projects:

Youth Ambassadors Program

This grant was funded through the Department of Labor, the Workforce Innovation Fund "Youth Ambassadors for Peace" project is a \$3 million multi-year grant. The grant intends to serve 240 at-risk youth, and provide program services to include paid/unpaid internships, work readiness training, personal money management, life skills education, mentoring and vocational training.

AB 109

Monterey County WDB continues to collaborate with the Monterey County Probation Department, the lead agency for the implementation of the AB 109 Public Safety Realignment Act special project, in partnership with the Department of Social Services. Services provided to individuals include ongoing personal, educational and career counseling, engagement in OET's Kick Start Ex-Offender Re-Entry Employment Program, assessment of workforce skills and abilities and to develop service strategies that encompass appropriate training, and placement in subsidized employment opportunities.



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Silver Star Program

The Silver Star program is a long-time collaborative effort with the Probation Department and other community-based organizations with a primary purpose to provide prevention services for youth and their families. The program's mission is to utilize a multi-agency collaborative of prevention and early intervention services to prevent and reduce gang association, membership and activities among youth ages 16 to 21 in Monterey County.

Regional Collaboration

Monterey County WDB received \$1,323,355 as the Regional Lead to support an action plan for Accelerating Income Mobility through Regional Collaboration, in partnership with the WDBs of Santa Barbara, Santa Cruz, and San Luis Obispo. The Slingshot project intends to develop a partnership of industry and community leaders dedicated to working together to help the healthcare industry grow and thrive in the Central Coast region that help to build and create a competitive and skilled workforce. In addition, MCWD as the Regional Lead for the four Workforce Boards, received funding to support the Regional Training Coordination of One Stop Staff and Partners, and to provide oversight of regional activities, required under WIOA. In addition to funding for an Pre-apprenticeship programs (Prop 39) and AB2060 grant to support job training programs for individuals recently release from incarceration.