



County of Monterey

Item No.40

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

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July 01, 2025

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In its role as the Chief Elected Official of the local Monterey County workforce development area:

- a. Approve the Workforce Innovation and Opportunity Act (WIOA) Four-Year Plan for the North Central Coast Regional Planning Unit to incorporate changes required by the California Workforce Development Board (CWDB);
- b. Approve the WIOA Four-Year plan for the Monterey County local workforce development area to incorporate changes required by the CWDB;
- c. Authorize the Chair of the Board of Supervisors, on behalf of the Chief Elected Official, and the Chair of the Workforce Development Board, to sign the Monterey County Local Plan, as required by the CWDB; and
- d. Authorize submittal of the North Central Coast Regional Plan and the Monterey County Local Plan to the CWDB.

RECOMMENDATION:

It is recommended that the Board of Supervisors, in its role as the Chief Elected Official of the local Monterey County workforce development area:

- a. Approve the Workforce Innovation and Opportunity Act (WIOA) Four-Year Plan for the North Central Coast Regional Planning Unit to incorporate changes required by the California Workforce Development Board (CWDB);
- b. Approve the WIOA Four-Year plan for the Monterey County local workforce development area to incorporate changes required by the CWDB;
- c. Authorize the Chair of the Board of Supervisors, on behalf of the Chief Elected Official, and the Chair of the Workforce Development Board, to sign the Monterey County Local Plan, as required by the CWDB; and
- d. Authorize submittal of the North Central Coast Regional Plan and the Monterey County Local Plan to the CWDB.

SUMMARY:

Under WIOA, a biennial update of regional and local plans is required to ensure that plans remain current and that they account for “changes in the labor market and economic conditions or other factors affecting the implementation of the local plan” (29 U.S. Code § 3123). Additionally, the CWDB has made changes to the State’s WIOA Plan, thereby requiring local boards to update their local plans for consistency with statewide policy direction.

The CWDB has designated 15 regional planning units (RPU) in the state; the Monterey, Santa Cruz, and San Benito County workforce development areas comprise the North Central Coast RPU. The Monterey County Workforce Development Board acts as the lead workforce development board (WDB) for the RPU, which includes leading the development and submittal of the North Central Coast regional plan. Regional plans and partnerships function under the State's WIOA Plan as the primary mechanisms for aligning educational and training services with regional industry sector needs.

California's economy is rebounding and shifting back to pre-pandemic conditions; however, the pandemic-induced recession exacerbated and compounded long-standing disparities and economic inequities, and inflation has placed increasing pressure on already stretched-thin, low-income families. The CWDB recognizes that the 2025-2028 regional and local plans were developed while the State's economy and labor market continue to recover, and that goals, strategies, and objectives developed at this time may require adjustment in the future.

DISCUSSION:

Regional Plan

As outlined in WIOA § 106, regional plans provide a roadmap for the alignment of resources and investments to meet specific outcomes within California's RPUs and articulate how the RPUs will build intentionality around industry sector engagement, drive workforce development outcomes across multiple jurisdictions, and expand on-ramps to career pathways for individuals who experience barriers to employment.

The primary areas of focus in the regional plans are:

- ☐ The region's process to communicate industry workforce needs to supply-side partners;
- ☐ The region's policies to support equity and improve job quality;
- ☐ The region's work to advance the economic prosperity of shared target populations of interest; and
- ☐ The region's process to deploy shared resources to provide services, training, and education to meet the needs of shared target populations.

Local Plan

The main purpose of the local plan is to facilitate access to education and training services for those who want and need them. At the local level, clients will access regional sector pathways: the services of WIOA mandated/core partner programs that are designed with human-centered focus and are aligned, coordinated and integrated to best serve jobseekers. The local level system provides the access points for the delivery of supportive services through the core partners. The local plan must be shaped by all the required partners and stakeholders, and it must align with the regional plan developed under the direction of the RPU and with the goals of the State Plan.

The primary areas of focus in the local plan are:

- ☐ WIOA core and required partner coordination, including the process to coordinate

services and resources identified in the WIOA Partner Memorandum of Understanding (MOU) and the policies to ensure access to services provided through the one-stop service delivery system, including remote areas, through technology and other means;

- State strategic partner coordination, including coordination with County Health and Human Services agencies, local child support agencies, veterans' services, and community-based organizations that serve individuals who are English language learners, foreign-born, and/or refugees; and
- WIOA Title 1 coordination, including (a) the preparation, training, and professional development of frontline staff to effectively respond to participant needs; and (b) a description of the types and availability of adult and youth workforce investment activities in the local area.

Plan Development:

A regional and local plan development and submittal timeline was provided to the WDB for its meeting of January 23, 2025. WDB staff and Regional Organizers collected input from a variety of sources including research reports, interviews, and public meetings as part of the regional and local plan development process.

Listening sessions to gain input from local stakeholders were held on January 23 and 31, and February 10 and 16. The plan documents were posted on the WDB's website for public review and comment from March 3 through April 2, 2025. The attached plans include all comments received during the public comment period. The WDB approved submittal of the local and regional plan documents to the Board of Supervisors and the CWDB at its meeting on April 8, 2025.

The WDB Chair's signature and the Chief Elected Official's signature are needed to request CWDB's approval of the local plan. Because the Board of Supervisors' approval could not be obtained in the time between the WDB's approval of the plans and the State's submittal deadline of April 27, 2025, the CWDB will allow the WDB to submit a blank signature page with an explanation for the delay and a date by which the fully signed copies will be provided.

The approved and fully signed local and regional plans must be provided to the CWDB as soon as practicable. It is anticipated that the CWDB will review and approve, conditionally if changes/additions are deemed necessary, both plans by June 30, 2025. Should the CWDB identify any deficiencies, local areas will be notified.

OTHER AGENCY INVOLVEMENT:

The workforce development boards of Santa Cruz, Monterey, and San Benito counties, as well as education partners from regional community colleges, EDD, and other interested organizations have reviewed the North Central Coast RPU regional plan and the Monterey County workforce development area local plan. County Counsel has approved the documents for submittal.

FINANCING:

There is no impact on the Monterey County General Fund as WIOA activities are fully financed by federal funds.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

Approval of the North Central Coast RPU regional plan and the Monterey County local plan, as required by the CWDB, will promote the delivery of job training and placement services, thereby enhancing economic development in Monterey County and the North Central Coast region.

Mark a check to the related Board of Supervisors Strategic Initiatives

- ☒ Economic Development
- ☒ Administration
- ☒ Health & Human Services
- ☐ Infrastructure
- ☐ Public Safety

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Approved by: Chris Donnelly, Executive Director, 759-6644

Attachments:

Board Report

Monterey County Workforce Development Board Local Plan 2025-2028

Regional Plan for the North Central Coast RPU 2025-2028