

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Alliance Worknet

BOARD AGENDA # *B-5

Urgent

Routine

S.H.

AGENDA DATE November 6, 2007

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

(Information Attached)

SUBJECT:

Approval of Modification to the Stanislaus County Workforce Investment Act (WIA) Strategic Five-Year Plan for the Delivery of Employment and Training Services.

STAFF RECOMMENDATIONS:

1. Approve the modification to the Stanislaus County Workforce Investment Act (WIA) Strategic Five-Year Local Plan for Program Year 2007-08.
2. Authorize the Chairman of the Board of Supervisors to sign the modified Stanislaus County Workforce Investment Act Strategic Five-Year Local Plan.

FISCAL IMPACT:

There is no fiscal impact associated with this item.

BOARD ACTION AS FOLLOWS:

No. 2007-870

On motion of Supervisor Mayfield, Seconded by Supervisor Grover
and approved by the following vote,

Ayes: Supervisors: Mayfield, Grover, Monteith, DeMartini, and Chairman O'Brien

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

Christine Ferraro

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

Approval of Modification to the Stanislaus County Workforce Investment Act (WIA) Strategic Five Year Plan for the delivery of employment and training services.

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DISCUSSION:

Five-Year Plan:

Upon implementation of the Workforce Investment Act (WIA) in July 2000, Stanislaus County submitted to the State of California a five-year plan describing how services under the WIA would be delivered in the County. On an annual basis, the State requires the plan be modified based upon new funding allocations for the upcoming year as well as to address any changes in the way services are delivered to the public.

WIA was scheduled for reauthorization on June 30, 2005; however, since new workforce legislation has yet to be enacted in Congress, the WIA has been extended each year. The eighth year of the WIA marks the fifth straight year of continually reduced funds. The amount of this year's reduction was \$462,948.

The third one-year extension to the Stanislaus County WIA Five-Year Plan was published in English and Spanish and made available to the public in printed form and via the Internet. Two public hearings were held (August 29 & September 17, 2007), and the plan was reviewed and approved by the Alliance on September 17, 2007.

Modifications made to the 2007-08 Five-Year Strategic Plan were predominately grammatical and technical in nature. No substantive changes are planned for the provision of Workforce Development Services in 2007-2008.

POLICY ISSUE:

The Board is asked to determine if approval of this recommendation will support the Board of Supervisors' goals and priorities as follows:

A STRONG LOCAL ECONOMY

WIA funds are invested in workforce development in coordination with economic development through the Alliance Board. This represents a unique approach to improving economic conditions in Stanislaus County.

EFFICIENT DELIVERY OF PUBLIC SERVICES

Approval of the plan allows for the continued operation of the Alliance Worknet Resource Centers, which provide employment services to all county residents.

EFFECTIVE PARTNERSHIPS

Through this plan, the Alliance Worknet delivers employment and training services in cooperation with nine community partners. The Employment Development Department, California State Department of Vocational Rehabilitation, The Stanislaus County Community Services Agency, Central Valley Opportunity Center, Housing Authority of Stanislaus County, Ceres Unified School District, Yosemite Community College District, Stanislaus County Office of Education and the Alliance Small Business Development Center.

Approval of Modification to the Stanislaus County Workforce Investment Act (WIA) Strategic Five Year Plan for the delivery of employment and training services.

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STAFFING IMPACT:

There is no staffing impact associated with this item.

**Workforce Investment Act
Local Plan Modification
Program Year 2007-08
(Revised Narrative Forms)**

THIRD ONE-YEAR EXTENSION

Local Workforce Investment Area (LWIA):

Name of LWIA Stanislaus County

Submitted on 10/30/07

Contact Person Jeffrey Rowe, Director

Contact Person's Phone Number (209) 558-2113
AREA CODE PHONE NUMBER

September 2007

EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Special requests for services, aids, and/or special formats need to be made by calling (916) 654-8055 (Voice) or (916) 654-9820 (TTY).

**Note: Changes or additions to the plan are indicated by shading.
Deletions are indicated by strike-through of the text to be deleted.**

GLOSSARY

Act, The	Workforce Investment Act of 1998 (see WIA, below).
ADA	Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).
Affiliate Site	A non-Partner OSS site that can provide one or more programs, services, or activities to individuals.
The Alliance	The Stanislaus Economic Development and Workforce Alliance, Inc. (The Alliance), the local Board appointed by the Local Chief Elected Official and certified by Governor to set policy for the Area Workforce Investment System.
Area	Workforce Investment Area, the geographical portion of the state-for which the local Alliance is responsible - Stanislaus County.
BOS	Stanislaus County Board of Supervisors, the Area local Chief Elected Official.
CBO	Community-Based Organization, a not-for-profit agency providing community services.
CEO, CLEO	The Area local Chief Elected Official, the Stanislaus County Board of Supervisors.
SS	Strengthening Stanislaus, An Action Plan for Economic Development (February 2003)
CRET	Contract Renewal Evaluation Tool
CSA	Community Services Agency, an OS Partner; administrator of the StanWorks Temporary Aid to Needy Family (TANF) program, Food Stamps, General Assistance (GA), Foster Care, and Independent Living Program (ILP, and Welfare-to-Work).
CVOC	Central Valley Opportunity Center, a CBO responsible for Community Development and Services Block Grants; provides MSFW services.
AW	Alliance Worknet (AW), designated by the WIB and the CEO as the WIA Title One service provider and a One-Stop Operator; Welfare-to-Work provider.
EDD	Employment Development Department, an OS operator and required Partner; <i>Wagner-Peyser Job Service; Veterans Employment Services; Trade Adjustment Assistance Act; North American Free Trade Act; Unemployment Insurance; Youth Economic Opportunity Program.</i>
IEP	Individual Employment Plan for adults developed as an intensive service and showing the customer's employment goal, achievement objectives, and appropriate services needed to achieve the employment goals, taking into account the individual's objective assessment of aptitude, skills, interests, and abilities.
ISS	Individual Service Strategy showing the youth customer's employment goal, achievement objectives, and appropriate services, taking into account the objective assessment of the youth's academic level, skill level, and service needs.
ITA	Individual Training Account to provide training by an eligible provider of training services to WIA-eligible customers.
LMI/LMID	Labor Market Information - Labor Market Information Division of EDD.
MOU	Memorandum of Understanding, for WIA, a written agreement between OSC Partners to provide services and share costs.

MSFW	Migrant and Seasonal Farm Worker; programs to assist MSFWs.
OS	One-Stop.
OS Operator	An entity with management responsibilities for services and staff at OSC as determined by the site's MOU.
OS Partner	One-Stop Partner, an agency providing a program or activity through an OSC; signatory of a One-Stop MOU.
OSC	One-Stop Center, the physical location at which employment, OS Partner and WIA Core (Tier One) services are provided and through which access is made to WIA Intensive (Tier Two) services, adult or dislocated worker Training (Tier Three) services, and affiliate agency services.
OSS	One-Stop System, the network of One-Stop services provided by the One-Stop Operator, Partner, and affiliate agencies, WIA and/or non-WIA funded, designed to provide coordinated employment and training activities in the Area.
Plan	Comprehensive <i>Workforce Investment Act Five-Year Local Plan</i> covering the period July 1, 2000, through June 30, 2005.
RFP/IFB	<i>Request for Proposal</i> and <i>Invitation for Bid</i> , the procurement processes through which goods and services are purchased. An RFP is used to purchase cost reimbursement services with selection based on multiple criteria and factors. An IFB is usually used to purchase goods, with the general rule that the award goes to the lowest bidder.
Rapid Response	WIA actions taken in the case of permanent closure, mass layoff, or other mass job dislocation so that dislocated workers may be re-employed as soon as possible.
Title I	Title I, Workforce Investment Systems, of WIA covering workforce investment activities at the federal, state, and local level for adults, dislocated workers, and youth.
WIA	The Act; Workforce Investment Act of 1998 (Public Law 105-220 August 7, 1998, 112 Stat. 936).
LWIB	The Local Workforce Investment Board, the local Board appointed by the Local Chief Elected Official and certified by Governor to set policy for the Area Workforce Investment System.
YAC	Youth Advisory Council, a WIA-required committee of The Alliance, appointed by The Alliance in cooperation with the CEO, to develop the youth portions of the <i>Plan</i> and recommend eligible providers of youth activities, have youth program oversight, and coordinate youth activities.

WIA Local Plan Modification PY 2007–08

Modification # _____

LWIA: Stanislaus County

Date: 10/30/2007

Budget, Participant, and Performance Forms

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EXECUTIVE SUMMARY

Enclose a brief summary, not more than two pages, of the five-year strategic local plan that gives a general overview of the proposed local workforce investment system. Include a description of how the system looks today, and how it will change over the five-year plan period. Include a discussion of the local board's economic and workforce investment goals and how the local system will support these goals.

Purpose. Stanislaus County's Workforce Investment Act *Strategic Five-Year Local Plan* (Plan) presents

- A general overview of the County Workforce Investment System (System).
- A vision of what the System will be in five years.
- How that vision will be brought to life.

Each Local Workforce Investment Area must develop a five-year strategic plan to receive funds under the Federal *Workforce Investment Act* (WIA). This Plan shows how Congress's vision of a local partnership of business and government can

- Create new business opportunities.
- Develop a stronger workforce.
- Enable people to get and keep jobs.

In doing so, it also supports the Stanislaus County Board of Supervisors (BOS) mission to *promote the public health, safety, welfare, and the local economy*.

The Current Workforce Investment System. The current System consists of the local Workforce Investment Board, "The Stanislaus Economic Development and Workforce Alliance" appointed by the BOS on June 29, 1999, as successor to the Private Industry Council.

One-Stop Centers (OSC) operated by a consortium including:

- Alliance Worknet (AW)
- Stanislaus County Community Services Agency (CSA).
- California Employment Development Department (EDD).
- The Alliance – optional partner
- Partnership between the One-Stop System (OSS) and affiliate sites.
- Access or referral to One-Stop Center Partner services at all OSC sites.

Five-Year Changes. Expected changes in the One-Stop System are:

- Integration of a highly developed business and employer service system within the job seeker-focused OSC network.
- Customer-Business demand driven system continually improving and striving to provide the best possible services to all area residents.
- Streamlined, integrated employment and training system in which there are no wrong doors, but access to all needed services in the quickest time possible.

The Alliance Vision. The BOS charged The Alliance to “coordinate the activities of the public and private institutions in Stanislaus County to achieve the goals of a coordinated community plan.” The Alliance is to provide direction and oversight in a community-building plan process to meet shifting local economic conditions. The Alliance’s functions:

- Identify unmet community needs, including employer and workforce needs, then seek solutions and resources to meet or mitigate them.
- ~~Implement Strengthening Stanislaus: An Action Plan for Economic Development (February 2003).~~ Fulfill goals and objectives of Board Approved Program of Work.
- Coordinate the resources of public institutions in order to maximize workforce development and avoid duplication.
- Provide oversight and direction to the Stanislaus County OSC system.

System Changes to Meet These Goals. In meeting these goals, the County Workforce Investment System will create

- A community vision of economic goals and the ways to achieve them.
- An effective Youth Advisory Council (YAC) to develop strategies for assisting youth participants to achieve academic and employment success in the 21st Century.
- Better service to employers, job seekers, and businesses through efficient, effective customer service in employment, training, and business and economic development.
- Business leadership in the design and development of employment opportunities through an improved economic and business climate.
- Easy access to needed employment and business services through integrated One-Stop Centers.
- Follow-up services to help participants remain on the job.
- Universal access to information and referral services to
 - Connect job seekers and employers.
 - Provide intensive services for those needing additional services to get and keep a job.
 - Provide Individual Training Account (ITA) services for participants needing them.
- Well-trained, effective, efficient staff from many agencies to
 - Provide excellent customer service for any person seeking assistance.
 - Identify which partner agency can be of most help.
 - Assist people to access needed services.

The Plan. The *Five Year Plan* is

- Local, addressing local needs while meeting the federal and state requirements in full compliance with all Affirmative Action, Equal Employment Opportunity, administrative, fiscal, and program service requirements.
- Flexible, allowing programs to adapt to changing conditions promptly.
- Dynamic, customer responsive, demand driven system, providing continual program improvement.

I. PLAN DEVELOPMENT PROCESS

WIA gives states and local areas a unique opportunity to develop employment and training systems tailored specifically to state and local area needs. The local plan is only as effective as the partnership that implements it. The plan should represent a collaborative process among the Chief Elected Official and the local system partners. This collaboration will create a shared understanding of the local area's workforce investment needs, a shared vision of how the local workforce investment system can be designed to meet those needs, and agreement on the key strategies to achieve this vision. This collaborative planning at all stages should drive local system development, create strategies for improvement, and provide the opportunity for stakeholder and public participation, review and comment.

In this section, describe the plan development process, including comments received during the public comment period that were incorporated within the plan. [WIA Section 118 (a), WIA, Section 118(c) (1)].

(Please note: we recognize that local areas are required to develop various related local plans and we encourage you, whenever feasible and appropriate, to use planning information that has already been developed. However, the data you use must be accurate and current.)

A. What was the role of the Chief Elected Official in developing the plan? [WIA, Section 118 (a)]

The Stanislaus County Board of Supervisors includes the Chairman of the Board of Supervisors who is the Chief Elected Official. The BOS has been involved in planning new economic development activities since before the Workforce Investment Act was signed into law in August of 1998. When WIA was enacted, the BOS took advantage of the opportunity and charged the Local Workforce Investment Board with the mission to "Coordinate the activities of the public and private institutions in Stanislaus County in order to achieve the goals of a coordinated community plan." This *Five-Year Plan* represents the workforce development piece of the Coordinated Community Plan. The BOS has appointed the County's Chief Executive Officer and a County Supervisor to a seat on The Alliance. Together, these two individuals represent the Chief Elected Official and have review, input, and approval responsibilities for the plan. In addition, the BOS has final review, input, and approval responsibilities for the plan.

B. What local workforce investment board, transition board or existing body had oversight for the development of this local plan? If there was no such body, how will you create a responsible entity? [WIA Section 117(d)(4)]

The Stanislaus County Workforce Investment Board, appointed by the Board of Supervisors on June 29, 1999, had oversight responsibility for the *Strategic Five-Year Local Plan* development.

C. Describe the process used to provide an opportunity for public comment, including comment by the Chief Elected Official; the local workforce investment board and youth council; other local governing bodies; educators; vocational rehabilitation agencies; service providers; community-based organizations; and migrant seasonal farm worker representatives. Describe the process used to get input for the plan prior to submission. [WIA Section 118(c)(1) and WIA Section 118(b)(7)]

Public Comment was encouraged by:

- Public Notice in eight ~~two~~ newspapers and the newspaper of major distribution that the *Draft Plan* was available for review and translated into Spanish in those newspapers serving the Spanish speaking population.
- Copies of the *Draft Plan* placed conspicuously at three One-Stop locations. *Draft Plan* made available in English and Spanish on the Alliance Worknet (AW) internet site, www.stannet.org www.allianceworknet.com, and Public Notice published of that location.
- Publication of instructions that comments should be in writing, the address of where to mail them and the comment period closing date.

The Chief Elected Official, WIB, YAC, and the specific entities named above receiving a copy of the *Draft Plan* for review and comment.

D. How were comments considered in developing the local WIA plan? [*State Planning Guidance* I B. and WIA, Section 112(b)(9)]

Comments on the *Draft Plan* were evaluated by using the following process:

- All comments, both positive and negative, were reviewed.
- All comments were evaluated in light of WIA and *Plan* requirements.
- Where the comments were found to be appropriate by the WIB and BOS, the *Plan* was changed. ~~All critical or negative comments received are attached.~~ ~~There were no comments received.~~ Please see Attachment B.

E. Describe the method used to make copies of the local plan available through public hearings and through other means e.g., local news media and the Internet. [WIA, Section 118(c)(2)]

The locations where the *Draft Plan* was available, including the One-Stop web site, are given in the Public Notice section of the *Modesto Bee*, the local newspaper of major distribution, and eight ~~one~~ other local newspapers. Public hearing were ~~was~~ scheduled for

- ~~July 31, 2006.~~
- ~~August 21, 2006.~~
- ~~August 29, 2007.~~
- ~~September 17, 2007.~~

F. What other organizations were involved in the development of the local plan? How were they involved?

The following organizations were given copies of the *Draft Plan* for review and input:

- Alliance Worknet
- Stanislaus County Community Services Agency.
- California State Employment Development Department.
- Stanislaus Economic Development and Workforce Alliance Board
- Other One-Stop Partners
- Community based organizations requesting copies for review and input.

II. LOCAL VISION AND GOALS

The federal *Planning Guidance and Instructions for Submission of the State's Strategic Five-Year Plan* indicates that "a vision creates organizational alignment around a picture of a transformed future. It propels the organization toward achieving difficult but attainable strategic goals. Vision drives systematic improvements and produces outcomes. It is dynamic, not static."

In this section, identify your broad strategic economic and workforce development goals (e.g., "All people who want to work can find jobs. There will be a growing number of business start-ups. Fewer people will rely on welfare assistance.") Include information on how the local plan is consistent with the State plan and describe how the local workforce investment system supports the shared vision in the attainment of your goals. In addition, describe your local strategies based on your local board's vision for business services and lifelong learning.

A. What is your vision for your local workforce investment system, and how will your system appear at the end of the five-year period covered by this plan? [State Planning Guidance II A.] [WIA, section 117(d)(1)]

Some specific questions that may be considered are:

1. How will your local system integrate services over the next five years? [WIA, Section 117(d)(1) and Section 118(a)]
2. What programs and funding streams will support service delivery through the One-Stop system? [WIA, Section 121(b)(1)(B)]
3. Typically, what information and services will be provided and how will customers access them? How will the goal of universal access be achieved? [20 CFR Part 652, et al., Interim Final Rule (I)(A), State Planning Guidance II.A. bullet 3]
4. How will Wagner-Peyser Act and unemployment insurance services be integrated into the local system? [WIA, Section 121(b)(1)(B)(xii),
5. How will the youth programs be enhanced to expand youth access to the resources and skills they need to succeed in the State's economy? [WIA, Section 111(d)(2) and 112(a)]

The Alliance vision for the local workforce investment system is one that prepares local residents for occupations that are in demand by local businesses. It is the plan that all educational and training entities, including k-12, ROP, community college, private vocational schools and the state university act in a coordinated manner to meet the business demand.

Based on its charter, approved on June 29, 1999, by the Stanislaus County Board of Supervisors, The Alliance is charged with strategic planning and policy oversight of a multi-partner, One-Stop system for workforce development. At its inaugural meeting on July 15, 1999, The Alliance adopted a mission statement resolving that the Workforce Investment Board will

“Coordinate the activities of the public and private institutions in Stanislaus County in order to achieve the goals of a coordinated community plan.”

The Board’s vision for the local workforce investment system is one in which information and services will be available to meet the needs of all customers, either through universal access to core services or, if necessary, through intensive and training services for those who require them.

The Board envisions a system in which customer satisfaction is the primary factor that determines what services are delivered and how they are to be delivered; not just a service system designed to meet federal- or state-mandated performance requirements. The Alliance has undertaken to fulfill the following functions:

- Identify unmet community needs including employer and labor force needs, then seek solutions and resources to mitigate or meet them.
- ~~Implementation of Strengthening Stanislaus: An Action Plan for Economic Development.~~ Fulfill goals and objectives of Board Approved Program of Work.
- Coordinate the resources of the public institutions in order to maximize workforce development and avoid duplication.
- Coordinate economic development and workforce preparation activities for Stanislaus County and its nine cities.

Successful implementation of the *Five-Year Local Plan* and the One-Stop System was predicated on building collaborative community relationships. Within five years, the Stanislaus County Workforce Investment System matured, having achieved the objectives established in the initial plan and progressed to new, bolder and broader levels of cooperation, community interaction, and development. The steps taken towards achieving this kind of cooperation and integration included:

- Training the One-Stop Partners about the services each program has to offer. This was accomplished through the “One-Stop Training Academy” in which staff members from Partners and affiliate agencies attended classes to learn about the range and details of available services and eligibility standards
- Service expansion made a comprehensive system by bringing new Partners and One-Stop affiliates in from the community and encouraging increased co-location and collaboration among all of the Partners.
- Complete alignment of economic development and workforce development activities under the auspices of the Alliance Board.

Yet to be accomplished: Creation of a seamless service delivery system by blending the separate workflow processes of all Partners into a single process enabled customers to receive the services they needed no matter where they first made contact with the system.

The Stanislaus County One-Stop system is called The Alliance Worknet. The partners listed below provide varying levels of support to the One Stop System:

- The Alliance Worknet (WIA Adult, Dislocated Worker, and Youth programs). The Stanislaus County Community Services Agency (TANF, Food Stamps, General Assistance (GA), Foster Care, and Independent Living Program (ILP)).
- The Employment Development Department (Wagner-Peyser Job Service, Unemployment Insurance, Veterans Employment Services, Trade Adjustment Assistance Act, North American Free Trade Act, Youth Employment Opportunity Service).
- ~~The Alliance Small Business Development Center (SBDC) U.S. Small Business Administration Program including:~~ ~~Business services including: Economic Development, Business Retention, Business Attraction, Business Research, and Small Business Development Center.~~ ~~Entrepreneurial Development.~~
- Modesto Junior College (Carl Perkins Act, Post-Secondary Vocational Education).
- Stanislaus County Office of Education (Carl Perkins Act; Post-Secondary Vocational Education; Adult Education).
- ~~Modesto City Schools (Adult Education, Carl Perkins Act).~~
- California Department of Rehabilitation (Rehabilitation Act).
- ~~Center for Senior Employment (Title V of the Older Americans Act).~~
- Central Valley Opportunity Center (Community Services Block Grant, Migrant Education, Migrant and Seasonal Farm Worker).
- The Stanislaus County Housing Authority.
- ~~Ceres Unified School District (Adult Education Act and Literacy Act).~~

The second level of service providers are resource and referral Partners. These organizations provide the system with referral sources to meet many of the ancillary or special needs of the Alliance Worknet customers. Some of these organizations have representatives co-located at One-Stop sites. Some of these providers are:

- ~~The Department of Behavioral Health and Recovery Services.~~
- Community Housing and Shelter Services.
- Haven Women's Center.
- The Stanislaus Literacy Center.
- ~~Disability Resources Agency for Independent Living.~~
- ~~Green Thumb Senior Employment.~~
- ~~Area Agency on Aging and VET services.~~

Stanislaus County is committed to recruit additional one-stop partners that provide services needed by program customers to achieve economic self-sufficiency.

Information on the following is available and accessible to the public:

- Job vacancies.
- Career options.
- Occupations that have good employment opportunities locally.
- Typical wages for various occupations.
- Where to find training locally for various occupations.
- Performance information on local training providers.
- Customer satisfaction information on local training providers.
- Instructions on how to conduct a job search, write a resume, and interview for a job.

These are available to any job seeker entering an OSC. If assistance is needed to access the information, staff will provide it. Universal access to these services will be achieved by:

- An intensive outreach and recruitment campaign notifying the public of the services available and where to access them.
- Multiple locations offering full access to OSC information and services.
- Computers at Alliance Worknet satellite locations offering internet access to most of the above information.
- Employer services at each OSC include entering job orders, CalJOBS, 558-Hire services, and Unemployment Insurance information. The Alliance business One Stop resources include: business resource library, LMI, economic development information, access to Small Business Administration services, and customized training.

An Alliance Worknet Partner Referral form will be completed for customers requesting certain services provided by the Alliance Worknet (AW) or its partner Employment Development Department (EDD). By signing the release on the referral form, the customer agrees information may be shared with the partner agencies. AW will commonly refer clients to EDD's job service program for labor market information, Bonding, Long Term Unemployment and Migrant Seasonal Farm Worker services. EDD will commonly refer clients to AW for job readiness, interview and resume preparation workshops; WorkKeys assessment and education and training. Furthermore, regular monthly meeting occur between managers and supervisors of each partner agency to discuss upcoming activities, events and shared strategies.

The Alliance selected members for the Youth Advisory Council (YAC) who

- Represent a broad range of interests or
- Represent businesses that hire youth or are
- Individuals who work at a grass roots level with youth or
- Parent(s) of eligible youth, or are
- Eligible youth.

These YAC members know what skills and resources are necessary for young people to succeed in the workplace. The YAC will recommend funding innovative programs that provide the training that youth in the community want and need, as opposed to programs designed primarily to meet State- or Federal-government imposed performance standards.

WIA Section 118 requires local plans to be consistent with the State Plan. In addition to California's Principles and Strategic Goals (WIAB99-2, *Local Plan Instructions and Forms*, page 3), please include strategies that reflect the Governor's four key priorities for California's public workforce system. The key priorities were not included in the *Initial/Supplemental Planning Narrative* pages or the *One-Year Extension for Program Year 2005-06*. They were introduced last year in the *Guidance for Local Plan Modifications for PY 2006-07*, via *Addendum*, item A.

The Governor's four key priorities for California's public workforce system:

- Understanding and Meeting the Workforce Needs of Business and Industry in order to prepare Workers for 21st Century Jobs
- Targeting Limited Resources to Areas Where They Can Have the Greatest Economic Impact
- Collaborating to Improve California's Educational System At All Levels
- Ensuring the Accountability of Public and Private Workforce Investments

B. Describe how your local vision and workforce development strategy is consistent with the Governor's workforce development priorities [WIA Section 118(a)].

Effort is currently underway to identify highest demand occupations in the community; identify programs that prepare individuals for those demand jobs; identify gaps where no programs exist; and solicit programs from educational institutions to meet that demand. Proposal will be taken to the WIB to set price caps on the training programs that correspond with demand. WIB will be asked to approve a policy that allows for using WIA funds only for programs that prepare job seekers for in-demand occupations.

Workforce/Education Committee of the WIB will be convening a meeting of representatives from all levels of the educational system to assure collaboration and coordination of programs so that all workforce preparation needs are being met.

A new system and policy will be implemented to measure the effectiveness of various educational and training programs with a provision for dropping support for non-performing programs.

The California Workforce Investment Board (State Board) adopted vision statements regarding business services and lifelong learning that were not included in the *WIA Initial/Supplemental Planning Narrative* pages or the *One-Year Extension for Program Year 2005-06*. They were introduced last year in *Guidance for Local Plan Modifications for PY 2006-07*, via *Addendum*, item B.

The State Board vision statements:

- The One-Stop System, in collaboration with the economic development community, partners with California's business to provide best-in-class local services to business to support job retention and growth.
- The vision for lifelong learning, in the context of workforce development, is to enable current and future workers to continually acquire the knowledge, skills, and abilities required to be successful in the workplace.

C. Provide a description of your local strategies, based upon your local board's vision for business services, to improve the services to employers, and include in your description [WIA Section 118(b) (10)]:

1. Your vision and strategic planning efforts for business services.
2. How you use industry partnerships and other employer contacts to validate employer needs.
3. What actions the local board has taken, or plans to take, to ensure that local business services are not redundant and coordinated with partner programs such as Wagner-Peyser and Economic Development Corporations.
4. How the local board measures the satisfaction of business services and how the data are used to improve services.

To achieve the vision outlined by the Alliance Board of creating a demand driven and coordinated community effort to build the local economy while sustaining local business success and improving the general quality of life for our citizens, the Alliance Business Services will focus on providing demand driven business services.

Of the various activities and missions under the control of the Alliance CEO, in order to provide "best-in-class" business services, the Stanislaus Alliance is **realigning has realigned** its business services efforts. Under general direction of the Business Services Supervisor, with direct input and oversight of the CEO of the Stanislaus Economic Development and Workforce Alliance, Business Services Representatives will respond to various employers' needs in order to support job retention and growth. General responsibilities include:

- Interview local companies to reveal workforce or economic development needs or concerns. Recognize economic development issues and refer to appropriate Alliance, City, County or other agencies for resolution.
- Suggest solutions to businesses related to workforce issues such as labor market, salary, benefits, employee retention, quality employees, education and training.
- Direct employee recruitments for business customers. This may include advertising, job fairs, screening for appropriate candidates, and scheduling interviews.

- Administer Rapid Response activities for Stanislaus River Valley. Form labor management committees to assist employers that are considering layoff or closure. Chair committee with union representation and partner agencies when appropriate. Encourage businesses to be involved in community development. Suggest layoff aversion strategies.
- As part of Alliance Economic and Workforce Development team, Business Services will provide workforce information to business attraction representatives and businesses considering expansion in Stanislaus County. Complete reports as requested regarding labor market information, union activity, benefits, and workforce skills.
- Develop job descriptions, training outlines, and provide solutions for human resource needs.
- Provide information on current employer/employee incentives such as Enterprise Zone, Employment and Training Panel, On-the-Job Training, Work Opportunity Tax Credit, Trade Adjustment Act, and WorkKeys.
- Maintain knowledge of economic indicators, which influence workforce, i.e., unemployment rate, wages, layoffs, bankruptcies, and prepare reports.
- Analyze and interpret legislation, regulations, rules and how they may affect workforce-related issues.

All services for the manufacturing industry are sent for review to the Manufacturers Council of the Central Valley. Nursing programs are implemented with review from the Health Care Employer Consortium and the local chapter of CAHF. Local employers have significant representation on the WIB.

The Local Board is combined economic development and workforce which assures no redundancy. Co-location and day to day working partnership with EDD assures no redundancy.

~~No formal customer satisfaction process currently in place. Plans to be implemented in upcoming year.~~ **We have two business satisfaction surveys, one for employer visits, and one for business services rendered. The data received from these surveys will be reviewed regularly and used to improve service delivery.**

D. Describe how the local board is addressing lifelong learning in the context of workforce development, through collaborative policy and planning. Specifically, describe how the local board will improve and promote access to lifelong learning in the next year. Include existing or planned efforts to leverage resources with local lifelong learning partners, including business and education [Guidance for Local Plan Modifications for PY 2006-07, Addendum, item B.]

Effort is currently underway to assure collaboration with all educational institutions in the community, including K-12, community college, CSUS, and proprietary vocational schools.

Once collaboration with the educational institutions in the community is implemented, all will play a coordinated role in assuring that there are educational/vocational learning opportunities for individuals at all stages of life. The WIB will continue to support incumbent worker training programs such as the CAN to LVN/LVN to RN programs.

E. Identify organizations involved in the development of your local vision and goals.

In 2003, the Alliance Board initiated a process to develop economic and workforce development goals for the community. The result was a comprehensive report entitled Strengthening Stanislaus, An Action Plan for Economic Development. In addition to representatives of the County and the entire nine cities in the County, a partial list of other contributors follows:

- Manufacturers Council of the Central Valley
- Stanislaus Council of Governments
- Central Valley Opportunity Center
- Stanislaus County Office of Education
- California State University, Stanislaus
- Modesto Junior College
- Employment Development Department
- Solecon Industrial Contractors
- Fun Works
- Brite Transportation
- Modesto Chamber of Commerce
- Hispanic Chamber of Commerce
- Modesto Irrigation District

The Alliance Board is in the process of developing a new strategic plan.

III. LABOR MARKET ANALYSIS

The *Planning Guidance and Instructions* requests information on key trends expected to shape the economic environment during the next five years, including the implications of these trends in terms of overall employment opportunities by occupation; key occupations; the skills needed to attain local occupational opportunities; growth industries and industries expected to decline, customer demographics, and the sources of data used to gather this information. Where appropriate, identify any regional economic development needs and describe how the local area will be involved in them.

In this section identify the needs of businesses, job training, and education seekers, economic development professionals, and training providers in your workforce investment area. Are these the same or different than those present in the previous service delivery area(s)? If different, how can the needs be better met by the new, local workforce investment system? To complete this section, answer the following questions.

A. What are the workforce investment needs of businesses, job-seekers, and workers in the local area? [WIA, Section 118(b)(1)(A)]

The Center for Public Policy Studies 2002 report revealed that economically, conditions in Stanislaus County are improving but serious challenges remain. Substantial job creation has occurred, exceeding the rate across the state in 4 of 5 years under review. At the same time, unemployment rates remain 4 or 5 percentage points higher than the state average although they had started to decline (consistent with job growth) until very recently when the economic slowdown finally found its way to the Central Valley.

Unemployment rates in Stanislaus County are substantially higher than the statewide unemployment rate. In fact, Stanislaus County unemployment rates ~~are~~ **were** consistently about twice the state average. Since 1996 ~~2000~~, however, the Stanislaus County unemployment rate has shown substantial improvement ~~although the rate of improvement has declined~~ **declining from double digit levels to 8.0% in 2006.**

The average wage per job is lower in Stanislaus County than in the state. Regionally, wage rates are lower in Stanislaus County than in San Joaquin County but higher than Merced County. Wage rates increased in all areas from 1996 to 2000 but the increase was lower in the northern San Joaquin Valley than for the state.

Job growth rates in Stanislaus County ~~have generally been robust except for the 1999-2000 period~~ **in recent years, although 2006 saw a modest decline.** Job growth rates have ~~consistently outperformed statewide job growth rates since 2000~~ **except for that one-year period.** The County job growth rate has ~~also consistently been higher than~~ **lately struggled to match** the population growth rate, which averaged 1.4% during the second half of the 1990s **2.3% thus far in the 2,000's.**

The poverty rate in Stanislaus County is higher than the statewide average and has been increasing, while the poverty rate for California has been declining.

~~The local area is in transition. The County commissioned *Center for Public Policy Studies* 1997 survey of employer needs revealed:~~

- ~~• Decline in agriculture-related employment.~~
- ~~• Growth of service-based industries.~~
- ~~• Highest employment in the county is in Services and Retail Trades.~~
- ~~• Area employers feel that the greatest workforce investment needs of persons in the local labor market are upgrade of basic educational skills and personal skills of workers, i.e., problem solving, communication skills, and getting along with bosses and co-workers.~~
- ~~• Need for employees with higher technical skills in some occupational areas.~~
- ~~• In lower skill occupations, employers were willing to train individuals who had good basic educational skills and good basic work skills.~~

There is a decline in agriculture-related employment and a growth of service-based industries with a need for employees with higher technical skills in some occupational areas. The highest employment in the county is in Services and Retail Trades. The area employers feel that the greatest workforce investment needs of persons in the local labor market are upgrade of basic educational skills and personal skills of workers, i.e., problems solving, communication skills, and getting along with bosses and co-workers. In lower skill occupations, employers were willing to train individuals who had good basic educational skills and good basic work skills.

Additional "soft skills" identified include pre-employment and work maturity skills, such as how to dress appropriately for an occupation, adhering to work hours, and regular work attendance.

B. How will the needs of employers be determined in your area? [State Planning Guidance IV.B.6]

To determine employer needs, The Alliance will:

- ~~Commission economic studies from the *Center for Public Policies*.~~
- ~~Utilize research conducted by the Alliance Business Resource Center.~~
- Use local labor market reports produced by the State EDD.
- A team of Business Services Representatives will be deployed to visit local businesses in the effort to determine their needs.

C. What are the current and projected employment opportunities in the local area? [WIA, Section 118(b)(1)(B)]

The State LMI Office projects that the occupations with the greatest growth between 2001 and 2008 and will be:

- Cashiers
- Combined Food Preparation and Service Workers, Including Fast Food
- Retail Salespersons
- Truck Drivers, Heavy & Tractor-Trailer
- Registered Nurses
- Office Clerks, General
- Waiters & Waitresses
- Elementary School Teachers, except Special Education
- Secondary School Teachers, except Special & Vocational Education
- Janitors & Cleaners, except Maids & Housekeeping Cleaners

The State projects that the occupations with the fastest growth will be:

- Computer Support Specialists
- *Pest Control Workers*
- *Social & Human service Assistants*
- *Sheet Metal workers*
- *Personal & Home care Aides*
- *Medical Records & Health Information Technician*
- *Pharmacy Technicians*
- *Hotel, Motel, & Resort Desk Clerks*
- *Combined Food Prep & Serving Workers, Include Fast Food*
- *Special Education Teachers, Preschool, Kindergarten, & Elementary Education*

D. What job skills are necessary to obtain such employment opportunities? [WIA, Section 118(b)(1)(C)]

- Critical thinking skills, excellent basic skills, college education, and the ability to problem solve are necessary for the following ~~above~~ occupations: Teacher Aides, Paraprofessional; General Managers, Top Executives; Registered Nurses; Teachers, Elementary School; Systems Analysts; Paralegal Personnel; Computer Support Specialists; Teachers, Special Education.
- Post-secondary vocational education, technical, and critical thinking skills are needed by Emergency Medical Technicians; Data Processing Equipment Repairers.
- Short- to moderate-term on-the-job training, good interpersonal skills, and the ability to work under pressure: Salespersons, Retail; Cashiers; Combined Food Preparation and Service; General Office Clerks; Truck Drivers, Light; Pest Controllers and Assistants; Bill and Account Collectors; Guards and Watch Guards; Telemarketers, Solicitors, and Related Work.

IV. LEADERSHIP

As stated in the *Federal Register* of April 15, 1999, "The Department [of Labor] believes that changing from the existing JTPA Private Industry Councils to local workforce investment boards is essential to the reforms of WIA [Interim Final Rule §661.305]. The Department [of Labor] strongly encourages all eligible areas to create new, fully functional local boards as early as possible, and is committed to providing assistance to facilitate such changes."

In this section describe how authority will be exercised by the local workforce investment board. [WIA, Sections 117(b) (3) and 117(d) (1)]

A. If an interim board was responsible for development of this plan, how will the plan and authority to oversee its implementation under WIA Section 117(d) (4) be transferred to the new local workforce investment board?

Does not apply.

B. What circumstances constitute a conflict of interest for a local board member, including voting on any matter regarding provision of service by that member or the entity that s/he represents, and any matter that would provide a financial benefit to that member? [WIA, Section 117(g)(1)(2)]

Local Board Members are required to comply with conflict of interest statutes under *The Political Reform Act of 1974*, (Government Code § 8100, et seq.), *Conflicts of Interest in Contracts* (Government Code § 1090), and *Incompatible Activities* (Government Code § 1125, et seq.) Accordingly, The Alliance members may not vote on a matter under consideration by the board regarding:

- The provision of services by such member (or by an entity represented by such member), or
- That would provide direct financial benefit to such member or the immediate family of such member.

C. How will the local board provide a leadership role in developing policy, implementing policy, and oversight for the local workforce investment system? [WIA Section 117(d)(4)] Include in this discussion a description of your local board composition.

The Alliance will evaluate economic development needs of Stanislaus County in regards to Human capital development and business retention and expansion, and work closely with city and county economic development departments in this effort. The Alliance will insure that the private sector fully participates in the efforts to improve economic conditions in Stanislaus County.

- The Alliance will evaluate performance of the One-Stop system in delivering WIA mandated services in the County, measure customer satisfaction with the system, recommend system performance improvements, negotiate local performance standards with the State and approve and recommend additions and deletions to the list of local training providers; may set additional or more stringent performance standards for training providers.
- The Alliance will collect and evaluate information on the various workforce development activities in the county with the intent of better coordinating such activities to eliminate gaps in services.

The Alliance Board is actively pursuing to have 15 percent of local board member representation from labor organizations as required by the passage of SB 293.

D. How will the local board assure the local system contributes to the achievement of the State's strategic goals?[WIA, Section 118(a)]

- The local board maintains close alignment with the state board through a member who sits on both boards.
- The state board strategic plan is reviewed to assure that the local plan supports it.

E. How will the local board meet the requirement that neither the local board nor its staff provide training services without a written waiver from the Governor? [WIA, Section 117 (f)(1)(A) and (B)]

1. If the local board plans to provide training services, describe which service. If a waiver is to be sought, a request for Waiver of Training Prohibition must be submitted for each specific training program.

The Alliance will act solely in an oversight capacity to the One-Stop system and the training providers. No training services are provided by the board or its staff.

F. How will the local board assure that the public (including persons with disabilities) have access to board meetings and activities including local board membership, notification of meetings, and meeting minutes? [WIA Section 117(e)]

These requirements are met through:

- Publication of The Alliance and The Alliance committee meeting dates, times, and agendas in accordance with Federal laws and State laws, including the Sunshine and Brown Act.
- Submission of Agendas with pertinent information to all The Alliance Members, Partner Agencies, interested parties who have requested to be on The Alliance mailing list and to other interested parties that have expressed interest in special topics.
- Publication of minutes of the prior meeting in the next meeting Agenda Meetings held only in places that meet Americans with Disabilities Act (ADA) and other reasonable public accommodation requirements.

V. LOCAL ONE-STOP SERVICE DELIVERY SYSTEM

The cornerstone of the new workforce investment system is One-Stop service delivery, which makes available numerous training, education and employment programs through a single customer-focused, user-friendly service delivery system at the local level. The One-Stop system must include at least one comprehensive physical center in each local area that must provide core services and access to programs and services of the One-Stop partners. The system may also include a network of affiliated One-Stop sites and specialized centers that address specific needs.

In this section describe how services will be coordinated through the One-Stop service delivery system. Additional required elements were introduced in *Guidance for Local Plan Modifications for PY 2006-07*, via Addendum items C 1-4. These elements are now incorporated into Section V, Boxes C, F, M and R.

A. Describe the One-Stop delivery system in your local area. [WIA, Section 118(b) (2)]. Include a list of the comprehensive One-Stop centers and the other service points in your area.

The Alliance Worknet is made up of a series of conveniently located sites that together provide access to the comprehensive list of One-Stop Partners. These locations are:

Comprehensive One-Stop centers and the other service points in your area:

<ul style="list-style-type: none"> Community Services Building 251 E. Hackett Rd., Modesto, CA 	<ul style="list-style-type: none"> Employment Development Dept. 125 N. Broadway Ave., Turlock, CA (scheduled to open December 2006 in 2007)
<ul style="list-style-type: none"> Employment Development Dept. 629 12th Street, Modesto, CA 	<p>In addition to these locations, other sites providing access to services through internet links to the Alliance Worknet website include, but are not limited to:</p> <ul style="list-style-type: none"> Center for Senior Employment. Central Valley Opportunity Center. Community Casa in Riverbank. California Department of Vocational Rehabilitation. Disability Resource Agency For Independent Living Friends Outside. Green Thumb Senior Employment.
<ul style="list-style-type: none"> The Alliance (employer One-Stop) 1010 10th Street Place, Suite 1400, Modesto, CA 	<ul style="list-style-type: none"> Haven Women's Center Housing Authority of Stanislaus County. Modesto City Schools District. Stanislaus County Department of Behavioral Health and Recovery Services Stanislaus County Office of Education. Stanislaus Literacy Center. Yosemite Community College District

B. Describe the process used for selecting the One-Stop operator(s) [WIA, Section 121(d) (2) (A)] including the appeals process available to entities that were not selected as the One-Stop operators. [Interim Final Rule § 667.600 (b)(1)]

The Alliance, with agreement from the local chief elected official, has designated a consortium of One-Stop Partners as the One-Stop operators.

This consortium consists of:

- Alliance Worknet (AW)
(WIA Title I, Welfare to Work, Adult, Dislocated Worker, and Youth Programs)
- Stanislaus County Community Services Agency (CSA)
(TANF, Food Stamps, GA, Foster Care, and ILP)
- California Employment Development Department (EDD)
(Wagner Peyser, Unemployment Insurance, NAFTA/TAA, Veterans, YEOP)
- The Alliance - optional partner
(Economic Development, Employer Resources)

The Alliance Board will annually review the performance of One-Stop Operators. They reserve the right to terminate the eligibility of such operators for non-performance.

Entities wishing to appeal this selection may do so by submitting the appeal in writing to The Alliance Steering Committee. If necessary, further appeals may be directed to the Stanislaus County Board of Supervisors for a final decision.

C. Are each of the required WIA partners included in your One-Stop delivery system? How have they contributed to your planning and implementation efforts? If any required partner is not involved, explain the reason. [WIA, Section 117 (a)(2)(A)]

Each required WIA Partner is an Alliance member. Each Alliance-member Partner contributes to the development of the OSS by one or more of the following:

- Review of the OS plans as members of The Alliance.
- Participation in the development of the umbrella MOU for operation of the OSCs.
- Review of the *Five-Year Plan*.
- Participation in staff cross-training and operation of the OSCs, as appropriate.
- Co-location of staff at the OSCs.
- Establishment of electronic linkage with the OSCs when staff is not physically placed at the OSCs.

D. How will services provided by each of the One-Stop partners be coordinated and made available in the local One-Stop system? [WIA, Section 121 (c) (2)]

The Alliance, with CEO concurrence, entered into a Memorandum of Understanding with each of the One-Stop Partners. These MOUs describe the services offered by each partner, how the services will be funded, and the referral process between the One-Stop Operator and the One-Stop Partners.

E. What is your plan for delivery of core and intensive services? [WIA Section 117(f)(2)]

Customers access Core Services at each full-service One-Stop location and, by Internet linkage or referral, from other affiliate OSC locations. The full-service site operators are EDD, AW, and Modesto City Schools. Intensive services are provided at two One-Stop locations by AW and other Partner staff for individuals determined eligible for such services under the Act. In order to deliver WIA Core and Intensive services, AW will:

- Provide open customer access to the OSCs.
- Issue OSC customer information Swipe Cards to track Tier 1 use. The swipe card system tracks Tier One customer data efficiently. It allows for various characteristics of the Career Center users, including demographic data, UIB Status (Unemployment Insurance Benefits), Partner Services Used, Veterans Status, TANF Status
- Provide information, training and expertise to OSC customers about:
- Computers, fax machines, copy machines and other electronic equipment available for public use
- General services available (including non-MOU Partner services)
- Eligible Training Provider performance
- Refer customers to Partner and other appropriate services, as the need arises
- Refer to WIA Orientation and Intensive services as appropriate

For customers who choose to pursue Intensive Services, AW will:

- Provide comprehensive assessment of employability
- Provide intensive employment counseling services
- Discuss details of the local labor market and how they impact employment prospects
- Develop a complete analysis of customer's employment strategy, published in the Individual Employment Plan (IEP)
- Assist customers with Intensive Job Search and referral to open job orders
- Determine customer need for Training services
- Provide Follow-up services for a minimum of one year after program exit.

F. What is your plan for administering Individual Training Accounts (ITAs) as defined in WIA, Section 134(d) (4)(G), including any limitations you plan to impose on ITAs established in your area. If your local board providing training services that are made as exceptions to the Individual Training Account process, describe the process you used to procure and justify these exceptions. This process must include a 30-day public comment period for interested providers. [20 CFR Sections 661.350(a)(5) and (10) and 20 CFR Section 663.430(a)]

ITA administration includes:

- Identification of a program customer's ITA candidacy through Core and Intensive service case management.
- Establishment of case records and fiscal records to enable tracking of the program customer through training, placement, and follow-up.
- Quarterly review of program expenditures for total Training Services and supportive service costs to assure that projected costs do not exceed the amount of funds available.
- Monitoring customer satisfaction, training provider performance, and any other factors needed to assure the highest training service quality possible.
- Effective September 1, 2003, a maximum of ~~\$4,500~~ \$4,000 in WIA formula funds will be paid per each ITA. The Director or his/her designee may approve exceptions to this rule.
- Providing ITA funds for any person eligible and qualified, with priority given to veterans, and those receiving public assistance and other low-income individuals if only limited funds are available. Training provided only by eligible providers of training services.
- Training only in occupational fields for which there is a demand Providing the program customer with information concerning the full range of occupational fields available, especially those found suitable for that person during Core and Intensive assessment, as identified in the IEP.
- Providing the program customer with all available information concerning resources to meet the costs of training and related IEP-identified needs.
- Providing ITAs in career fields for which the entry wage can be reasonably expected to bring above-poverty level income for the program customer at program exit or above-poverty income when wages in combination with other funds may lead to economic independence in a reasonable time.
- Providing ITAs in career fields where the training program brings competency and entry into the chosen career field within a reasonable time at a reasonable cost.

A limitation on the number of ITAs amount may be imposed based on the amount of funds for the program year or available for the remainder of the funding year at the time of a mid-year ITA program evaluation. ITAs may be written for a more than 24-month period only on an exception basis. After a careful analysis, Alliance Worknet (AW) has decided to limit the amount of funds AW will spend on any ITA at ~~\$4,500~~ \$4,000. ~~Due to continued reduced funding allocation, a reduced CAP was necessary in order to train more customers with a smaller ITA budget. This amount was derived from an ITA budget of \$900,000 divided by an estimated 200 customers that AW had the capacity to serve in 2003-2004 program year.~~ (Note: Revisions to this policy are being considered and may be ~~have been~~ implemented in 2006-2007).

G. Describe how the WIA funds will be used to leverage other federal, State, local and private resources. How will these coordinated and leveraged resources lead to a more effective local system that expands the involvement of business, employers and individuals? [State Planning Guidance IV.B.3. and WIA, Section 112(b)(10) and Section 121(c)(2)(A)(ii)] Include a brief discussion if your local board has entered into an agreement with another area (including another local board that is a city or county within the same labor market) to pay or share the cost of educating, training, or placing individuals participating in programs assisted under Title I of WIA, including provision of supportive services, provide copy of your approved agreement. [WIA Section 195(3)(B)]

Per WIA regulations; if available, other funding sources (non-WIA) will be utilized as the first source of payment for training programs. This includes, but is not limited to PELL Grants, BOG Grants, scholarships, etc.

WIA funds can be used to leverage additional resources through:

- Matching funds for grant money from non-WIA sources where needed.
- Special projects with non-WIA agencies for employment and training purpose programs on a share-of-cost basis.
- Customized employment-related services for employers on a partial fee-for-services basis.
- Focus on the needs of local employers for customized training on a share-of-cost basis.
- Development of programs with the County, other local governments and agencies, and private and not-for-profit agencies in common ventures to improve local economic conditions, including the job market, with funding shared between the various partners in the venture.

This use of funds will focus community attention on The Alliance and the ~~One-Stop System (OSS)~~ OSS as a vital part of economic development activities. The Alliance will coordinate WIA and other program resources for business enhancement and expansion within the limits set by law.

- The majority of The Alliance membership consists of business people, each with a commitment to develop a One-Stop system in a manner consistent with the needs of local employers.
- The Alliance is one of the first organizations in the nation overseeing both job training and economic development activities. The Alliance is responsible for bringing both public and private partners together to ensure the continued economic viability of Stanislaus County.

• Partnering with local LWIAs to enhance grant opportunities in our local regions.

The Alliance helps assure that the perspective of area economic well-being is maintained as policy is developed. Services available through each of the Partners will be coordinated to efficiently and effectively prepare workers for the needs of the employer. Employer confidence in the One-Stop System and its impact on business climate improvement will grow. As the business climate improves, workforce development opportunities will expand. This, in turn, will lead to better employment opportunities for individual job seekers.

Our local board has entered into an agreement with San Joaquin and Merced Counties to educate, train, and place individuals participating in San Joaquin Manufacturing Grant and Merced Nursing Grant programs.

H. Describe how the local system will meet the needs of dislocated workers; displaced homemakers; low-income individuals such as migrant and seasonal farm workers; public assistance recipients; women; minorities; individuals training for non-traditional employment; veterans; individuals with multiple barriers to employment; older individuals; people with limited English speaking ability; and people with disabilities. [State Planning Guidance IV.B.5. and WIA, Section 112(b)(17) and Section 118(b)(4)]

Each of the populations listed above are eligible to receive core services through the One-Stop System, as is any member of the general public. In addition, each of these populations may be eligible to receive intensive and training services under WIA Title I.

Other programs available through referral from the One-Stop System to Partnering agencies include, but are not limited to:

- Dislocated Workers, Long-Term Unemployed, Displaced Homemakers – Services available through EDD, Central Valley Opportunity Center, Center for Senior Employment.
- Migrant and Seasonal Farmworkers – Services available through EDD, Central Valley Opportunity Center.
- Veterans – Services available through EDD and Office of Veterans Services.
- Older individuals – Services available through the Area Agency on Aging and the Center for Senior Employment.
- Limited English Speaking – Services available through Stanislaus County Office of Education, Turlock Adult School, Modesto Junior College, and other, various ROPs.
- People with Disabilities– Services available through Goodwill, State Department of Rehabilitation, Disability Resource Agency for Independent Living.

I. When allocated adult funds are limited, what criteria will you use to determine and ensure priority of service to recipients of public assistance and other low-income individuals for receiving intensive and training services? [WIA, Sections 134(d)(4)(E), 118(b)(4).]

Intensive Services are available to all who require them.

In the event that training funds are limited, priority will be given to low income individuals who can least afford to pay for training.

J. How will the local system assure non-discrimination and equal opportunity, as well as compliance with the Americans with Disabilities Act? [WIA Section 188(a) (2), State Planning Guidance IV B.4.]

The MOU between the CEO, The Alliance, and the One-Stop Operator and Partners requires non-discrimination on the basis of age, gender, race, color, national origin, religion, physical ability, mental disability, medical conditions, or marital status. In addition, All One-Stop Centers and Partner facilities are Americans with Disabilities Act (ADA) compliant. Information concerning equal opportunity rights, non-discrimination, and ADA compliance is posted in a prominent place in each One-Stop Center, Partner, and affiliate agency. Civil Rights complaint filing procedures will be made available in writing to all program customers.

To ensure that the Alliance Worknet (AW) is able to achieve its vision and accomplish its mission, Alliance Worknet completed the WIAD01-8, Limited English Proficiency study in April 2003. The results of this study provided an opportunity for Alliance Worknet to assess and enhance its current service delivery to customers with Limited English Proficiency.

The Nondiscrimination & Equal Opportunity Grievance or Complaint Procedure, dated June 10, 2004 established a standardized departmental procedure for any individual (including participants in services or AW programs, contracted service provider programs or other Alliance partners).

The AW Multi-Language Service Policy dated September 25, 2003, established a process to ensure that all AW customers, regardless of English language proficiency, receive equal access to services.

K. Describe how employer services (e.g. systems to determine general job requirements and job listings, including Wagner-Peyser Act services) will be delivered through the One-Stop system in your area. [State Planning Guidance IV.B.7]

Employer Services are delivered through the Stanislaus Economic Development and Workforce Alliance. Business Representatives from the Alliance have adopted an aggressive outreach effort in order to respond to local business needs. Business Service Representatives meet the business needs by offering a full array of services such as recruitment, application pre-screening assistance, job postings, retention services, labor market information, Enterprise Zone information, training information, layoff aversion, business closure assistance, and "no fee" human resource services.

The Stanislaus Economic Development and Workforce Alliance has established partnerships with local chambers, city officials, educational establishments, community-based organizations, and the local State Employment Development Department in order to help meet business needs. A commercial software database system used by the Business Assistance program provides broad sharing of key information affecting local businesses with those partners.

L. What reemployment services will you provide to Worker Profiling and Reemployment Service claimants in accordance with Section 31 (e) of the Wagner-Peyser Act? [State Planning Guidance IV B.7. and WIA, Section 121(b)(1)(B)(ii)]

Worker Profiling and Reemployment Service claimants attend an initial Assistance Workshop conducted jointly by EDD and AW staff, after which they are offered the following choice of services.

- CalJOBS registration.
- Orientation and assessment for WIA Dislocated Worker services.
- EDD Veterans' services.
- A resume preparation workshop.
- When appropriate, self-directed work searches.

M. What local policies and strategies are in place to ensure that, pursuant to the Jobs for Veterans Act (P.L.107-288)(38 USC 4215), priority of service is provided to veterans (and certain spouses) who otherwise meet the eligibility requirements for all employment and training programs funded by the Department of Labor, in accordance with the provisions of TEG 5-03 (9/16/03)? Include in your discussion how this policy is shared with all of the One-Stop Career Center partners and if/how you conduct outreach to veterans and veteran organizations to encourage use of One-Stop Career Center services. How will you ensure that veterans receive priority in the local One-Stop system for Wagner-Peyser funded labor exchange services? [State Planning Guidance IV.B.9. and WIA, Section 121(b)(1)(B)(ii)].

CalJOBS system programming ensures:

- Job order information is available to veteran's 24 hours before non-veterans.
- Veteran job seeker resumes are available to employers 24 hours before those of non-veterans.

All customers visiting the One-Stop centers are asked to identify certain characteristics, including whether or not they are a veteran or spouse of a veteran. If checked yes, those customers' names are referred to our Veterans Services Coordinator. This full-time position was created to coordinate the 15% grant we operated through the end of the previous (05/06) fiscal year. This grant provided enrollment and training services to over 100 veterans.

In the resource centers, staff has been trained to recognize the Keys to Career Success cards and refer card holders to the Veterans Services Coordinator. (The name has stayed though the program will officially end on June 30, 2006).

The Vet Connect grant facilitated a great degree of partner building, connecting our Vet Services Coordinator with all the agencies and Community Based Organizations that are actively serving veterans in Stanislaus County. The relationships established have greatly assisted in our ability to provide veterans services.

We have applied to the DOL for a follow on Veterans Services Grant, which if awarded, will sustain and potentially allow the Alliance Worknet to expand services to veterans.

N. What role will Veterans Workforce Specialists and Veteran Employment Service Specialist (VWS/VSSS) have in the local One-Stop system? How will you ensure adherence to the legislative requirements for veterans' staff? [State Planning Guidance IV.B.10., 322, 38 USC Chapter 41 and 20 CFR Part 1001-120]

Veterans Workforce Specialists and Veteran Employment Service Specialists (VWS/VSSS) will provide services to veterans and other eligible persons in accordance with Chapter 38 of the U.S. Code, including community outreach to promote veterans' access to one-stop services, and case management for appropriate veterans. EDD supervision, with the full support of the other One-Stop Operators and other Partners, will be responsible to insure that VWS/VSSS funds are spent only to serve veterans, and in the order of priority prescribed by law.

O. How will you provide Wagner-Peyser Act-funded services to the agricultural community—specifically, outreach, assessment and other services to migrant and seasonal farm workers, and services to employers? How will you provide appropriate services to this population in the One-Stop system? [State Planning Guidance IV B.11.]

EDD receives dedicated funding for one full-time staff person to perform MSFW outreach year-round and one full-time staff person to provide recruitment services to agricultural employers in April thru September. Both of these specialists work closely with Central Valley Opportunity Center, the County's 402 grantee for MSFW services. EDD's Outreach Worker's job is to facilitate access by MSFWs to EDD and other one-stop services. The Agriculture Recruitment Specialist identifies employers' agriculture labor needs and assists in their recruitment of qualified workers. EDD is mandated to assist MSFWs and agricultural employers to access the full range of appropriate services, and our one-stop Partners are committed to helping.

P. How will the local board coordinate workforce investment activities carried out in the local area with the statewide rapid response activities? [(WIA, Section 118(b)(5), State Planning Guidance, IV.B13.b)]

In the event of plant closures, downsizings, and dislocations that warrant use of Rapid Response funds, the Alliance Worknet, in cooperation with One-Stop Partner and other agencies, will provide rapid response assistance. Affected dislocated workers and employers will be made aware of services available through the One-Stop system. Staff will facilitate access to appropriate core, intensive, and training services on an individual basis.

Q. What rapid response assistance will be available to dislocated workers and employers and who will provide them? [WIA, Section 118(b) (4) (5), State Planning Guidance IV B.13.c.]

Alliance Business Services, in cooperation with the local EDD office, will provide the following rapid response assistance:

- On-site contact with employees and employers to provide information on available services.
- Offer to assist with the formation of labor-management committees.
- Collect information on potential dislocations and provide assistance in the effort to avert such dislocations. This includes assistance in obtaining State and other economic development assistance.

Dissemination of information throughout the area of the availability of services for employees and employers facing dislocation.

R. How will your local board ensure continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers and participants? [WIA Section 118(b)(2)(A)] Describe and assess the adult and dislocated worker employment and training services that will be available in your local area. [WIA, Section 118 (b)(4)(5)]

Programs are monitored and evaluated for performance. Effort is currently underway to establish a system that prioritizes use of training providers that prepare workers for the needs of local employers.

1. CORE SERVICES

- **Eligibility determination:** Tier 1A Services are open access services. No eligibility-determination is required. For Tier 1B and higher tiers, service eligibility is determined with staff-assistance.
- **Outreach, intake, and orientation:** Advertising through print, television, and radio informs the public of the availability of services. OSC Resource Room staff personal contacts and informational materials provide customer orientation on accessing WIA services through the OS System, including Partner services.
- **Initial assessment:** Basic Skills self-testing, computerized aptitude and ability self-testing, supportive services.
- **Employment assistance:** CalJOBS job vacancy listings, telephones to schedule interviews, fax machines to submit resumes and applications, resume writing software and help, workshops in interview skills, counseling and job search, and placement assistance.
- **Computerized labor market information:** Demand occupations, job skills needed for demand and other occupations, current wage and benefit information, jobs available through EDD and other on-line services.
- **Eligible training provider information** including performance data and costs.
- **Performance and customer satisfaction information** for the local OSS and eligible training providers.

- **Unemployment Insurance:** Claim filing information and telephones for filing claims, referral to on-site EDD staff.
- **Welfare to Work:** Referral to on-site or other-site Partner counselors for initial program eligibility determination, financial aid.
- **WIA service follow-up:** Minimum of twelve months for persons placed in unsubsidized employment under Title I.

2. INTENSIVE SERVICES

- **Comprehensive skill assessment** using computerized or other appropriate diagnostic assessment systems, including WorkKeys.
- **Case Management Services:** In-depth interviews to identify employment barriers, Individual Employment Plan (IEP) development to identify services needed for the program customer to reach the employment goal, and counseling on how to overcome barriers and be successful in this effort, identification of needed supportive services, and on-going case management for persons in Training Services and the post-employment follow-up period.
- **Pre-vocational “soft skills” training:** Weekly workshops on interviewing, communication, job retention skills, and professional dress and conduct.

3. TRAINING SERVICES

These services are provided on an as-needed basis as identified in the customer’s IEP only after it has been determined with the customer that such training is necessary to attain and keep unsubsidized employment.

- **Job skill:** For demand occupations in the Area, this training is available through Individual Training Accounts (ITA).
- **On-the-job training.**
- **Workplace training combined with related instruction.**
- **Skill upgrade training.**
- **Entrepreneurship training.**
- **Job readiness training.**
- **Basic skills and English-as-a-Second Language** in combination with one or more of the above training services.
- **Customized training** benefiting employers who commit to hiring trainees on training completion.

4. SUPPORTIVE SERVICES

- **Supportive services determined as needed for completion of WIA Title I services.** Those not available through other programs may be provided. These services are identified in comprehensive assessment and IEP development.

Needs-related payment: These may be made to unemployed individuals who do not qualify for, or have ceased to qualify for, unemployment insurance if necessary for completion of the individual’s training program.

S. MEMORANDUM OF UNDERSTANDING:

WIA requires that a Memorandum of Understanding (MOU) between the local board and each of the One-Stop partners concerning the operation of the One-Stop delivery system be executed. A copy of each MOU must be included with the plan modification. [WIA Section 118(b)(2)(B)]

The MOU may be developed as a single umbrella document, or as singular agreements between the partners and the board. The MOUs should present in concrete terms, member contributions and the mutual methodologies used in overseeing the operations of the One-Stop career center system.

1. The MOU must describe: [WIA, Section 121(c)(1)(2)(A)(B)]
 - a. What services will be provided through the One-Stop system.
 - b. How the costs of services and operating costs will be funded, including cost-sharing strategies or methodologies.
 - c. What methods will be used for referral of individuals between the One-Stop operator and partners?
 - d. How long the MOU will be in effect.
 - e. What procedures have been developed for amending the MOU?
 - f. Other provisions consistent or as deemed necessary by the local board.
2. Identify those entities with who you are in the process of executing an MOU. Describe the status of these negotiations. [Interim Final Rule §662.310(b)]

Negotiations for renewal of MOUs with the following entities are scheduled to begin in August, 2006 ~~July 2007~~:

- **Alliance Worknet**
 - WIA Title I*
 - Welfare-to-Work Program*
- **Employment Development Department**
 - Wagner-Peyser Job Service*
 - Veterans Employment Services*
 - Trade Adjustment Assistance Act*
 - North American Free Trade Act*
 - Unemployment Insurance*
 - Youth Economic Opportunity Program*
- **State Department of Rehabilitation**
 - Title I of The Rehabilitation Act*
- ~~**Disability Resource Agency for Independent Living (DRAIL)**~~
 - ~~*Rehabilitation Act of 1979*~~
 - ~~*Americans with Disabilities Act (ADA)*~~
 - ~~*Information and Referral*~~
 - ~~*Care Provider Registry Referrals*~~
 - ~~*Housing Referrals*~~
 - ~~*Individual and System Advocacy*~~
 - ~~*Benefits Counseling*~~

- ~~Peer Advising~~
- ~~Independent Living Skills~~
- ~~Braille Classes~~
- ~~Referral to Sign and Language Registry of Interpreters~~

- **Housing Authority of Stanislaus County**
Housing and Urban Development Employment and Training Program
Family Self-Sufficiency Program
- ~~Center For Senior Employment~~
~~*Title V of The Older Americans Act*~~
- **Central Valley Opportunity Center**
Community Services Block Grant
Migrant and Seasonal Farm Worker Program
- **Stanislaus County Community Services Agency**
StanWORKs – TANF
Food Stamps
General Assistance
Foster Care
Independent Living Program
Welfare-to-Work Program
- ~~Stanislaus Economic Development and Workforce Alliance~~
~~*Economic development activities*~~
~~*Employer services*~~
~~*Small Business Administration programs*~~
- **The Alliance Small Business Development Center (SBDC)**
U.S. Small Business Administration Program including: Business Retention, Business Attraction, Business Research, and Small Business Development Center
- **Ceres Unified School District**
~~*Adult Education Act and Literacy Act*~~
- **Modesto City Schools, Stanislaus County Office of Education**
Title II Adult Education and Literacy Activities
Carl Perkins Vocational and Applied Technology Education Act
School-to-Career
- **Yosemite Community College District**
Carl Perkins Vocational and Applied Technology Education Act
Independent Living Program

3. What process will the local board use to document negotiations with One-Stop partners who fail to participate or sign an MOU? How will you inform the state board when negotiations have failed? [Interim Final Rule §662.310(b)]

In case of impasse, the OS Operator will negotiate with the reluctant Partner. LWIB will mediate negotiations between the OS Operator and the Partner.

Disputed issues between the parties will be identified. The Alliance administrative staff will document negotiations. If agreement cannot be reached, an alternate entity representing the required funding source, if available, will be named as a replacement. The Local WIB will inform the State WIB in writing of these events and the failure to resolve the impasse(s).

VI. YOUTH ACTIVITIES:

As a way to connect youth to workforce investment resources, WIA requires youth programs to be connected to the One-Stop system. WIA requires improved youth opportunities and Youth Councils to be part of local workforce investment systems. Youth councils have authority to develop the youth-related portions of the local plans, to recommend youth service providers to the local boards, to coordinate youth services, and to conduct oversight of local youth programs and eligible providers of youth programs.

In this section describe the strategies and tactics to develop a comprehensive service delivery system for eligible youth, and discuss how that system will be coordinated through the One-Stop system.

- A. Describe your local area's efforts to construct a youth council, and what the role(s) of the Youth Council will be. [WIA, Section 117 (h)(1)(2)(3)(4)]

LWIB held an extensive campaign to recruit members with first-hand knowledge of the needs of local youth for the Youth Advisory Council (YAC). In addition to meeting the requirements under WIA, a special effort was made to staff the YAC with employers who hire youth and individuals who work with youth at the grass roots level in the local neighborhoods. WIB appointed YAC members on March 20, 2000, in cooperation with the Board of Supervisors. A youth was appointed to sit on the YAC. The first YAC meeting was on April 3, 2000. The role of the YAC is to determine the needs of local youth and prepare them for success in the workplace. Based on identified needs, the YAC will develop program requirements and issue Requests for Proposals for programs that meet these needs. The Council will then review these proposals and recommend which programs to fund to The Alliance and Board of Supervisors.

The YAC is currently under a restructure to improve streamline processes and decision making while maintaining expertise on youth employability issues.

- B. How will youth services be connected with your One-Stop delivery system? [Interim Final Rule § 664.700]

Youth activity contractors and One-Stop Partners that provide youth services will familiarize youth participants with universal services available in the One-Stop Centers. Eligible participating youth will be referred to One-Stop Centers for information services. For Intensive and Training services, an 18 to 21 year old may be concurrently enrolled in the Adult program, if it is appropriate and stated in the youth's ISS. The funding streams paying for services to concurrently enrolled older youth will be identified and tracked to avoid duplication of services.

The current system of multiple contracted agencies operate independently using WIA youth funds for case management staff, facilities, services, and academic training and referral to occupational training. The Alliance Worknet's Careerquest program is designed to provide workforce training services using the "Daisy Wheel Model" system of delivery which begins operation on September 1, 2006 to prepare the eligible youth participation in the labor force. Program participants are referred to a variety of workforce preparation and personal growth services through a single case management team operated by the Alliance Worknet. The services are organized as a single "menu" of offerings which includes Personal Growth Services, Academic Services, Vocational Services, job placement and other related innovative services by multiple private and public agencies. Each provider has agreed to provide their services on a fixed-fee or no-fee basis. This consolidated system emphasizes holistic youth development.

- C. Describe how coordination with Job Corps, Youth Opportunity Grants, and other youth programs in your local area will occur, e.g. School-to-Career. [WIA Section 112(b) (18) (C) and 117(h) (2) (vi), State Planning Guidance, IV B. 15.]

There are currently no Job Corps programs available in the local area. Job Corps candidates will be referred to the nearest appropriate Job Corp office. Youth with School-to-Career program requests will be referred to the appropriate school district program. Youth seeking Youth Opportunity Grant services are referred to the local EDD office.

- D. Describe you area's eligible youth population and needs in general. Describe and assess the type and availability of youth activities in the local area. Include an identification of successful providers of such activities. [WIA, sections 118(b)(6)]

Generally, the area's eligible youth population comes from low-income families mostly concentrated in certain census tracts. Many of these youth are at-risk of dropping out of school. They need character-building activities, work skills (hard and soft), and high school graduation or an equivalent degree. Types of youth activities available in the area include:

- **WIA-funded:** These services will be available through the LWIB's "in-house" Careerquest Program and through contracts with three providers of youth activities and/or the OSCs. Services will begin on September 1, 2006 following YAC and The Alliance recommendation and BOS funding approval. For youth aged 14 through 21, job skills training may be provided using WIA Youth Funds or by referral to an appropriate, non-WIA funded agency. For youth aged 18 through 21, job skills training may be provided through concurrent enrollment for Adult services and use of Adult Funds or by a non-WIA funding source.

- **Non-WIA funded:**

- **Education agency-based activities** found in each County area include the Regional Occupation Program, in-school vocational preparation, School-to-Career, and academic preparation in basic skills, work maturity, and job retention skills that meet Carl Perkins Act and school program accreditation standards.
- **Recreational programs** include community-based organizations (such as YMCA and Red Shield), Police Activity League (including after-school tutoring and educational skill training), municipal and/or special district park and recreation associations, and religion-based activities.
- **Residential programs for out-of-home youth** including Juvenile Justice programs and Foster Care group homes. Juvenile Justice programs are dependent on the County Office of Education for academic skills training, but youth are subject to sudden changes in the time available for completion of skills training. Foster Care programs may provide in-house educational programs that must meet education accreditation standards. Most foster youth group home residents are educated through local school districts. The Community Service Agency and Independent Living Program (ILP) provide voluntary participation Foster and Probation Department youth with basic living skills classes through

Modesto Junior College:

- **Vocational training is** available for other eligible youth. The CSA and ILP courses provide both hard skill and soft skill training for foster youth and some probationers. EDD's YEOP services provide staff to assist youth in achieving their educational and vocational goals.

Successful program operators funded under the Workforce Investment Act (WIA) include Ceres Unified School District, Computer Tutor, Business and Technical Institute and Central Valley Opportunity Center (CVOC), among others.

E. What is your local area's strategy for providing comprehensive services to eligible in-school and out-of-school youth, including any coordination with foster care, education, welfare, and other relevant resources? Include any local requirements and activities to assist youth who have special needs or barriers to employment, including those who are pregnant, parenting, or have disabilities. [WIA Section 112(b)(18)(A), Interim Final Rule §664.400, State Planning Guidance, IV B. 14]

The strategy for providing comprehensive youth services is to:

- Focus WIA-eligible youth on programs and services most appropriate for meeting individual youth's identified needs, whether by coordination and cooperation with, and referral to, Modesto Junior College, high school districts, community organizations, One-Stop Partners, and agencies and organizations with expertise, or by WIA funding of needed activities and services.
- Foster the development of youth services countywide through coordination and cooperation with the Stanislaus County Children's' Council, the Stanislaus County Youth Council, the United Way and other youth service organizations.

- ~~Ensure that a representative from the County Foster Care Program participates on the Youth Advisory Council (YAC).~~
- Strive, with other youth service agencies, to identify, strengthen, and broaden the range of needed, appropriate youth services available throughout the county, especially in the under-served areas.

Special needs populations such as pregnant/parenting teens, and youth in foster care, will receive services either by contract or appropriate referral for services. All Youth service contractor's programs will be required to meet ADA requirements.

F. Describe how your local area will meet the Act's provisions regarding the required youth program design elements: [WIA, Section 129(c)(2)(A) through (J)]

1. Intake and Objective Assessment

- Academic Skill Level assessment is conducted by administering the CASAS, Wonderlic and TABE assessment tools. The results are documented in the CASAS Form 130 and/or School Records (Individualized Education Plan), Wonderlic Score Form and TABE Form.
- Basic Skill Level evaluation is conducted using the CASAS, Wonderlic and TABE assessment tools. The results are documented in the CASAS Form 130 and/or School Records (Individualized Education Plan).
- Occupational Skill Level is assessed using the WorkKeys, Vocational Training and Harrington Shea Career Decision assessment tools. The results are documented in the WorkKeys Skill Aptitudes and/or Certificate and Harrington paper work.
- Prior Work Experience is evaluated by reviewing the Work History and the outcome is documented in the Youth Intake Form and Resume.
- Employability is assessed using the WorkKeys, Work Experience and Harrington Shea Career Decision assessment tools. The outcome is documented in the WorkKeys Skill Aptitudes and/or WEX Agreement and/or Work Readiness Certificate and Harrington forms.
- Interests is evaluated using the WorkKeys, Eureka and Harrington Shea Career Decision tools. The results are documented in the WorkKeys Skill Aptitudes and/or Eureka Microskills and/or Eureka True Colors and Harrington forms.
- The assessment results are incorporated into the development of the youth's Individual Service Strategy (ISS). Virtually every section of the ISS has spaces to check applicable descriptors and/or document initial assessment results pertaining to the youth participant.

2. Preparation for post-secondary educational opportunities

Services will include:

- Information about, and referral to, local community college district services.
- Information about sources of non-WIA grants, scholarships, and aid, including Higher Education Act funds.
- Youth programs that provide basic academic training to prepare students for success in post secondary training.

3. Strong linkages between academic and occupational learning

Youth participating in WIA programs will receive academic skills training that relates to their career goals as outlined in their Individual Service Strategy (ISS). For in-school youth, all services provided under WIA will be coordinated with the student's school to assure strong linkages.

4. Preparation for unsubsidized employment opportunities

Case Managers from both the LWIB's Careerquest Program and from the contracted eligible providers of youth services will be responsible for identification of the skills required for youth to obtain and retain employment. The YAC will recommend funding of programs that prepare youth in those skill areas.

5. Effective linkages with intermediaries with strong employer connections

The One-Stop Centers (OSC's) have strong linkages to the employer community. In addition, the membership of the YAC includes employers who hire youth. The YAC will recommend funding program providers who have connection with the OSC system and have demonstrated a strong connection to employers in the community.

6. Alternative secondary school services

Case Managers in the LWIB's youth programs where appropriate will encourage school dropouts enrolled in WIA programs to re-enter the school system through Alternative Schools.

7. Summer employment opportunities

Work experience positions will be an integral part of the year-round youth programs. Participants will be placed in these positions if indicated in their ISS. Youth that seek summer employment through OSCs and whose preliminary screening indicates program eligibility will be referred to youth program providers. Non-eligible youth will be instructed on how to look for summer jobs using the resources at the OSCs.

8. Paid and unpaid work experience

Work Experience positions will be offered to youth who require them, as indicated in the ISS. These positions will be designed to provide youth with "real world" experience. Youth will learn the basic skills, attributes, and personal behavior requirements necessary to obtain and retain employment.

9. Occupational skills training

Occupational skills, as appropriate and in the individual's ISS, will be provided through:

- School-based job skills training programs.
- Referral to non-WIA funded agencies, as appropriate.
- Private secondary and post-secondary training providers, if they are on the State List of Eligible Providers.
- On-the-job training on an exception basis if appropriate based on the needs stated in the youth's ISS and the provider meets Governor's OJT performance criteria.
- Referral of 18 through 21 year old eligible youth to the OSC(s) for appropriate services, including concurrent enrollment for ITA-funded training if that person is also eligible under Adult and/or Dislocated Worker program criteria.
- Referral of 18 through 21 year-old eligible youth to training providers on the ETPL via the Youth Training Referral Agreement (YTRA).

Any occupational skills training provided to in-school youth will be in coordination with, and have approval of, the student's school.

10. Leadership development opportunities

Leadership development opportunities will be provided through:

- Existing mentoring programs in the community.
- WIA-funded youth programs with leadership training components.

11. Comprehensive guidance and counseling

Comprehensive guidance and counseling on making good career choices, and the steps required to be successful in reaching career goals, will be available from the youth service provider. Personal and family counseling will be provided through referral to the appropriate County Department or community-based organizations.

12. Supportive services

In the absence of other funds for this purpose, supportive services may be provided through WIA funds if the need is documented in the youth's ISS. Such services may include childcare, transportation assistance, and tools, but are not limited to these.

13. Follow-up services. [Interim Final Rule §664.450(a)(1) through (6)(b), State Planning Guidance, IV B.14.]

Appropriate follow up services will be provided for a minimum of twelve months following program exit. These may include, in addition to regular contact with the youth, and as identified in the ISS,

- Supportive services as described above.
- Regular contacts with the youth's employer to monitor employment progress and offer assistance in resolving work-related problems.
- Assistance in locating better employment, career development, and further education.
- Work-related peer groups.
- Adult mentoring.

VII. ADMINISTRATIVE REQUIREMENTS

A. What competitive process will be used to award grants and contracts for youth services in your local area? [WIA Section 118 (b)(9), 112(b)(18)(B) and Section 123]

The Alliance, upon YAC recommendation, will award grants and/or contracts through use of the Request For Proposal (RFP) and/or Invitation For Bid (IFB) process by renewing or extending the contracts of agencies that demonstrated excellent performance in the conduct of their prior year contract.

B. What competitive and non-competitive processes will be used at the local level to award grants and contracts for activities under Title I of WIA, including how potential bidders are being made aware of the availability of grants and contracts? [WIA, Section 118(b)(9)]

The competitive procurement process will include:

1. Determination of the Area's program needs by The Alliance or its responsible committee.
2. Issuing of the *Request For Proposal (RFP)* or *Invitation For Bid (IFB)* through:
 - a. Conformity with all pertinent *RFP/IFB* Department of Labor, State of California, and County procurement guidelines.
 - b. Notice of *RFP/IFB* publication in a local newspaper of general distribution.
 - c. Direct notice of *RFP/IFB* availability to eligible youth service providers on the *RFP/IFB* mailing list.
3. The Alliance recommendations for grant award made to the BOS for approval and authorization for expenditure of funds
4. Documentation and record retention for the requisite time for each *RFP/IFB* process.
5. Use of the "Contract Renewal Evaluation Tool (CRET) to identify outstanding contractors for follow-on year program approval.

Non-competitive procurement process: Contract or grant award will be made in conformity with Federal and State requirements in the absence of other service resources in the area, in case of emergency, or in the presence of a uniquely qualified eligible service provider of outstanding performance for persons with special needs. The need for a non-competitive award will be documented.

C. What entity will serve as the local grant recipient and be responsible for disbursing grant funds as determined by the Chief Elected Official? [WIA Section 117(d)(3)(B)(i)(I)(II)(III) and 118(b)(8)]

The CEO has designated Stanislaus County as the local grant recipient and has authorized the Alliance Worknet to act as the administrative entity for WIA-funded services.

D. What criteria will the local board use in awarding grants for youth activities, including criteria used by the Governor and local boards to identify effective and ineffective youth activities and providers? [WIA Section 112(b) (18) (B), State Planning Guidance III B.1.f.]

Youth grant award criteria include, but are not limited to:

- The proposal was submitted before the closing time and date.
- Agency customer satisfaction is strong.
- The proposed program will meet the needs of a YAC-designated group.
 - All ten required elements of a youth program are addressed.
 - The agency is experienced in providing youth programs.
 - The agency has the capacity to provide the proposed activities.
 - The program will serve areas of the County currently under-served.
 - Post-program follow up service needs are fully addressed.
- The proposed return on investment shows this to be a good investment for the benefits to be received.
- Administrative performance is strong:
 - The signing officer has the authority to submit the proposal.
 - The agency meets compliance standards and is not debarred.
 - Required operational linkages are in place.
 - Performance records are accurate, complete, and auditable.
 - Entity responds promptly to program correction findings (monitoring).
- Fiscal performance is strong.
 - The proposing agency is fiscally solvent.
 - The proposing agency will not be solely dependent on WIA funds.
 - The agency historically provides services within the budgeted level.
 - Fiscal records are accurate and complete.
 - Fiscal system is auditable, conforming to GAAP/GAGAS standards.

- The proposed program meets the Governor’s criteria for youth activities.
- Current program effectiveness is measured using the “Contract Renewal Evaluation Tool” (CRET) which evaluates participant success and administrative effectiveness.

The above criteria will be used when awarding youth contracts. A contract period may be extended and funding increased if performance is satisfactory and the program helps the YAC meet its goals.

E. What is your local area’s definition regarding the sixth youth eligibility criterion, (“an individual who requires additional assistance to complete an educational program, or to secure and hold employment”)? [WIA Section 101(13)(c)(vi)]

- The Alliance identifies “an individual who requires additional assistance to complete an educational program or to secure and hold employment” as a person with any one or more of the following characteristics:
 - Below grade level in basic educational skills.
 - Disabled, including learning disabled.
 - 18-21 year old youth who are no longer receiving foster care services.
 - Teen victims of domestic violence.
 - Youth with visible tattoos that may affect employability.
 - Youth in high unemployment areas (where the unemployment rate is two or more percent higher than the Local Workforce Investment Area average.
 - Requires work maturity skills (for example, interpersonal, life survival basic thinking, team-building or job-seeking skills).

Eligibility under the sixth criteria is documented in the youth's Individual Service Strategy.

F. What process will be used to allow public review and comment for specific performance outcomes and measures when these have been negotiated?

The process for public comment on performance standards is:

- If part of the annual *Plan* modification process, the public will be able to review and comment on the specific measures and outcomes as part of the Public Notice-Public Hearing process.

If not part of the annual Plan modification process, a Public Notice of the proposed changes will be announced as part of the Alliance agenda. The public will be able to comment.

VIII. ASSURANCES

- A. The Local Workforce Investment Board and its staff assure that it will establish, in accordance with section 184 of the Workforce Investment Act, fiscal control and fund accounting procedures necessary to ensure the proper disbursement of, and accounting for, funds provided to the Local Workforce Investment Board through the allotments made under sections 127 and 132. [WIA, Section 112(b)(11)]
- B. The Local Workforce Investment Board assures that it will implement the uniform administrative requirements referred to in WIA, Section 184(a) (3).
- C. Local Workforce Investment Board assures compliance with the confidentiality requirements of WIA, Section 136(f) (3).
- D. The Local Workforce Investment Board assures that no funds received under the Workforce Investment Act will be used to assist, promote, or deter union organizing. [WIA, Section 181(b)(7)]
- E. The Local Workforce Investment Board assures that the board will comply with the nondiscrimination provisions of WIA, Section 188, including an assurance that Methods of Administration have been developed and implemented.
- F. The Local Workforce Investment Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIA, Section 188.
- G. The Local Workforce Investment Board assures that there will be compliance with grant procedures of WIA, Section 189(c).
- H. The Local Workforce Investment Board certifies that public employees will provide Wagner-Peyser Act-funded labor exchange activities. [State Planning Guidance VI. 13.]
- I. The Local Workforce Investment Board assures that it will comply with the current regulations, 20 CFR part 651.111, to develop and submit affirmative action plans for migrant and seasonal farm worker Significant Offices in the local workforce area which are determined by the Department of Labor, to be in the highest 20% of MSFW activity nationally.
- J. The Local Workforce Investment Board assures that funds will be spent in accordance with the Workforce Investment Act, written Department of Labor guidance, and other applicable Federal and State laws and regulations.
- K. The Local Workforce Investment Board assures that veteran workforce investment programs funded under WIA, Section 168 will be carried out in accordance with that Section.
- L. The Local Workforce Investment Board assures it will comply with future State Workforce Investment Board policies and guidelines, legislative mandates, or other special provisions as may be required under Federal law, including the Workforce Investment Act or State legislation.

- M. The Local Workforce Investment Board assures that when allocated adult funds for employment and training activities are limited, priority shall be given to recipients of public assistance and other low-income individuals for intensive and training services [WIA, Section 134 (d)(4)(E),118(b)(4).]
- N. The Local Workforce Investment Board certifies that its One-Stop Centers will recognize and comply with applicable labor agreements affecting represented employees located in the Centers. This shall include the right of 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.
- O. The Local Workforce Investment Board assures that State employees who are located at the One-Stop Centers shall remain under supervision of their employing department for purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State employees performing services at One-Stop Center shall retain existing civil service and collective bargaining protections on matters relating to employment, including but not limited, hiring, promotion, discipline, and grievance procedures.
- P. The Local Workforce Investment Board assures that when work-related issues arise at One-Stop Centers between State employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employees' civil service supervisor. The One-Stop Career Center 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.
- Q. One-Stop Operator is responsible for administering One-Stop Center services in accord with roles to be determined by the Local Workforce Investment Board. The Local Workforce Investment Board assures that it will select the One-Stop Operator with the agreement of the Chief Elected Official, through one of three means:
 - 1. Through a consortium of at least three or more required One-Stop partners; or
 - 2. Through competitive process such as a Request for Proposal; or
 - 3. It may serve as the One-Stop Operator directly but only with the consent of the Chief Elected Official and the Governor.

The only time these selection procedures are not required is in the following circumstances inclusive: the One-Stop delivery system, of which the operator is a part, existed before August 7, 1998; the existing One-Stop system includes all of the required One-Stop partners; and an MOU has been executed which is consistent with the requirements of the Act. [WIA: Section 121(d) (2) (A) and Regulations, Section 662.4.10].

IX. PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

This Local Plan represents the Alliance Workforce Investment Board's efforts to maximize and coordinate resources available under Title I of the Workforce Investment Act (WIA) of 1998.

This Local Plan is submitted for the period of April 1, 2007 through June 30, 2008 in accordance with the provisions of WIA.

Local Workforce Investment Board Chair



Signature

Paul Van Konynenbuerg

Name

Chair

Title

11/14/07

Date

Chief Elected Official



Signature

William O'Brien

Name

Chair, Board of Supervisors

Title

11/6/07

Date

FIFTH YEAR MODIFICATIONS PUBLIC COMMENT AND RESPONSES

Public Notice of the Public Comment period and Public Hearings for the Fifth Year Local Plan Modification **Third one-year Extension** was published on **August 17, 2007**. The Comment period ran from **August 18, 2007** through **September 17, 2007**. The Alliance Worknet held the Public Hearings on **August 29, 2007** and **September 17, 2007**.

1. **Comment:** Interested individuals will have the opportunity to make comments at the scheduled Public Hearing. These comments will be published at AW's Internet site at: www.stannet.org www.allianceworknet.com and in the Five-Year Plan.
2. **Response:** Alliance Worknet (AW) staff and Local Workforce Investment Board (LWIB) respect the opinion of its community and will:
 - Translate any Public Hearings related to the Five-Year Plan into Spanish
 - Translate all future Five-Year Plans and Modifications into Spanish
 - Publicize the Five-Year Plan in English and Spanish

WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: Stanislaus County

Date: 07/01/07

Budget, Participant, and Performance Forms

TITLE IB BUDGET PLAN SUMMARY (Adult)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2007, beginning 07/01/07 through 06/30/08

Grant Code 201/202/203/204 WIA IB-Adult

Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION	R7xxxxx Subgrant	R8xxxxx Subgrant
1. Year of Appropriation	2006	2007
2. Formula Allocation	2,386,064	2,533,195
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus	950,473	
5. TOTAL FUNDS AVAILABLE (Line 2 plus 4)	3,336,537	2,533,195

TOTAL ALLOCATION COST CATEGORY PLAN

6. Program Services (sum of Lines 6A through 6E)	3,002,886	2,279,875
A. Core Self Services	654,610	496,926
B. Core Registration Services	728,337	476,981
C. Intensive Services	1,100,524	759,847
D. Training Services	519,415	546,121
E. Other	0	0
7. Administration (Line 5 minus 6)	333,651	253,320
8. TOTAL (Lines 6 plus 7)	3,336,537	2,533,195

QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2006 and July 1, 2007 respectively)

9. September 2006	218,751	
10. December 2006	849,699	
11. March 2007	1,455,932	
12. June 2007	2,301,518	
13. September 2007	2,894,092	0
14. December 2007	3,336,537	508,433
15. March 2008	3,336,537	1,280,159
16. June 2008	3,336,537	2,051,888
17. September 2008		2,533,195
18. December 2008		2,533,195
19. March 2009		2,533,195
20. June 2009		2,533,195

Jeffrey Rowe, Director

(209) 558-2113

7/1/2007

Contact Person, Title

Telephone Number

Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.

WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: Stanislaus County

Date: 07/01/07

Budget, Participant, and Performance Forms

TITLE IB BUDGET PLAN SUMMARY (Dislocated Worker)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2007, beginning 07/01/07 through 06/30/08

Grant Code 201/202/203/204 WIA IB-Adult

Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION	R7xxxxx Subgrant	R8xxxxx Subgrant
1. Year of Appropriation	2006	2007
2. Formula Allocation	2,667,178	1,936,450
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus	(950,473)	
5. TOTAL FUNDS AVAILABLE (Line 2 plus 4)	1,716,705	1,936,450

TOTAL ALLOCATION COST CATEGORY PLAN

6. Program Services (sum of Lines 6A through 6E)	1,545,035	1,742,802
A. Core Self Services	526,530	650,327
B. Core Registration Services	274,359	291,833
C. Intensive Services	422,655	466,200
D. Training Services	321,491	334,442
E. Other	0	0
7. Administration (Line 5 minus 6)	171,670	193,648
8. TOTAL (Lines 6 plus 7)	1,716,705	1,936,450

QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2006 and July 1, 2007 respectively)

9. September 2006	87,276	
10. December 2006	395,208	
11. March 2007	754,578	
12. June 2007	1,408,864	
13. September 2007	1,675,152	178,829
14. December 2007	1,716,705	640,027
15. March 2008	1,716,705	1,113,961
16. June 2008	1,716,705	1,753,988
17. September 2008		1,936,450
18. December 2008		1,936,450
19. March 2009		1,936,450
20. June 2009		1,936,450

Jeffrey Rowe, Director

(209) 558-2113

7/1/2007

Contact Person, Title

Telephone Number

Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.

WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: Stanislaus County

Date: 04/01/07

Budget, Participant, and Performance Forms
TITLE IB BUDGET PLAN SUMMARY (Youth)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2007, beginning 04/01/07 through 06/30/08

Grant Code 301/302/303/304 WIA IB-Youth

FUNDING IDENTIFICATION	R7xxxxx Subgrant	R8xxxxx Subgrant
1. Year of Appropriation	2006	2007
2. Formula Allocation	2,530,415	2,651,064
3. Allocation Adjustment - Plus or Minus		
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	2,530,415	2,651,064
TOTAL ALLOCATION COST CATEGORY PLAN		
5. Program Services (sum of Lines 5A and 5B)	2,366,124	2,385,958
A. In School	674,560	715,787
B. Out-of-School (30%)	1,691,564	1,670,171
6. Administration (Line 4 minus 5)	164,291	265,106
7. TOTAL (Line 5 plus 6)	2,530,415	2,651,064
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2006 and April 1, 2007 respectively)		
8. June 2006	0	
9. September 2006	258,566	
10. December 2006	810,457	
11. March 2007	1,271,746	
12. June 2007	1,808,108	0
13. September 2007	2,361,004	16,543
14. December 2007	2,530,415	699,267
15. March 2008	2,530,415	1,410,054
16. June 2008	2,530,415	2,120,841
17. September 2008		2,651,064
18. December 2008		2,651,064
19. March 2009		2,651,064
20. June 2009		2,651,064

Jeffrey Rowe, Director

(209) 558-2113

7/1/2007

Contact Person, Title

Telephone Number

Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.

WIA Local Plan Modification PY 2007-08
 Modification # _____

LWIA: Stanislaus County

Date: 07/01/07

Budget, Participant, and Performance Forms

TITLE IB PARTICIPANT PLAN SUMMARY

WIA 118; 20 CFR 661.350(a)(13)

Plan the number of individuals that are in each category.

Totals for PY 2007 (07/01/07 through 06/30/08)	ADULT	DW	OY	YY
1. Registered Participants Carried in from PY 2006	124	72	1	0
2. New Registered Participants for PY 2007	329	276	289	122
3. Total Registered Participants for PY 2007 (Line 1 plus 2)	453	348	290	122
4. Exiters for PY 2007	343	263	290	121
5. Registered Participants Carried Out to PY 2008 (Line 3 minus 4)	110	85	0	1

PROGRAM SERVICES				
6. Core Self Services	12,547	1,047		
7. Core Registered Services	453	348		
8. Intensive Services	453	348		
9. Training Services	93	45		

SKILL ATTAINMENT				
10. Attained a Skill/Goal				64

EXIT STATUS				
11. Entered Employment	257	223	135	36
11A. Training-related	74	36	85	9
11B. Entered Postsecondary/Advanced/Credential Program	25	22	196	
12. Remained with Layoff Employer		11		
13. Entered Military Service				0
14. Entered Advanced Training			13	2
15. Entered Postsecondary Education			47	55
16. Entered Apprenticeship Program				0
17. Attained High School Diploma/GED				66
18. Returned to Secondary School				1
19. Exited for Other Reasons	86	40	244	103

Jeffrey Rowe, Director

Contact Person, Title

Telephone

Date Prepared

Comments:

WIA Local Plan Modification PY 2007-08

Modification # _____ LWIA: Stanislaus County

Date: 10/30/2007

Budget, Participant, and Performance Forms

STATE NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c)	PY 2000-01	PY 2001-02	PY 2002-03	PY 2003-04	PY 2004-05	PY 2005-06	PY 2006-07
Adults							
Entered Employment Rate	66%	68%	70%	72%	72%	73%	74%
Employment Retention Rate	74%	76%	78%	81%	82%	79%	80%
Earnings Change/Average Earnings ²	\$3,500	\$3,600	\$3,400	\$3,400	\$3,450	\$3,500	\$11,800
Employment and Credential Attainment Rate	40%	50%	50%	50%	55%	56%	58%
Dislocated Workers							
Entered Employment Rate	68%	69%	70%	79%	79.5%	81%	82%
Employment Retention Rate	81%	83%	85%	88%	88%	85%	86%
Earnings - Replacement Rate/Change/Avg. Earnings ³	85%	86%	88%	96%	96%	-\$3000	\$15,400
Employment and Credential Attainment Rate	40%	42%	45%	58%	58%	66%	67%
Older Youth (ages 19-21)							
Entered Employment Rate	55%	56%	58%	66%	67%	72%	73%
Employment Retention Rate	70%	72%	74%	76.5%	78%	80%	81%
Earnings Change	\$2,500	\$2,600	\$2,700	\$3,000	\$3,000	\$3,700	\$3,800
Employment and Credential Attainment Rate	36%	42%	30%	30%	30%	38%	39%
Younger Youth (ages 14-18)							
Skill Attainment Rate	65%	70%	75%	76%	76.5%	83%	84%
Diploma or Equivalent Rate	40%	42%	45%	55%	55.5%	66%	67%
Retention Rate	40%	42%	45%	53%	53%	63%	64%
Participant Customer Satisfaction Rate							
Employer Customer Satisfaction Rate							

¹ Guidance on the definitions of specific indicators for state and local performance can be found at the U.S. Department of Labor WIA Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to 17-05, 8-99, 11-01, 22-02, 22-03, 27-04, and 35-04. Additional guidance can be found at the EDD Workforce Development Community Directives Web site and Information Bulletins Web site. Specific Directives include, but are not limited to WIAD03-6, 04-10, 05-9, and 05-15. Specific Information Bulletins include, but are not limited to WIAB01-27, 01-55, 02-37, 02-45, 03-43, 03-83, and 05-16.

² For PYs 2000-01 through 2005-06, the goal was an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

³ For PYs 2000-01 through 2004-05, the goal was an "Earnings Replacement Rate". For PY 2005-06, the US Department of Labor changed the definition to reflect an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: Stanislaus County

Date: 10/30/2007

Budget, Participant, and Performance Forms

LOCAL NEGOTIATED LEVELS OF PERFORMANCE⁴

WIA Requirement at Section 136(c)	PY 2000-01	PY 2001-02	PY 2002-03	PY 2003-04	PY 2004-05	PY 2005-06	PY 2006-07
Adults							
Entered Employment Rate	66%	68%	63%	69%	65%	68%	70%
Employment Retention Rate	74%	76%	72%	77.1%	75%	72%	74%
Earnings Change/Average Earnings ⁵	\$3,500	\$3,600	\$3,400	\$3,400	\$3,400	\$3,470	\$10,800
Employment and Credential Attainment Rate	40%	50%	50%	50%	55%	56%	58%
Dislocated Workers							
Entered Employment Rate	68%	69%	68%	76.3%	75.2%	77%	79%
Employment Retention Rate	81%	86%	81%	84.4%	84.4%	81.4%	82.5%
Earnings -Replacement Rate/Change/Avg. Earnings ⁶	85%	86%	85%	86.6%	86%	-\$3,000	\$12,500
Employment and Credential Attainment Rate	40%	40%	45%	58%	58%	66%	67%
Older Youth (ages 19-21)							
Entered Employment Rate	55%	55%	55%	62%	62%	66.5%	67.5%
Employment Retention Rate	70%	72%	69%	72.4%	72.4%	74%	76%
Earnings Change	\$2,500	\$2,600	\$2,300	\$3,260	\$2,700	\$3,072	\$3,172
Employment and Credential Attainment Rate	36%	42%	45%	30%	30%	38%	39%
Younger Youth (ages 14-18)							
Skill Attainment Rate	65%	70%	70%	77.1%	76.5%	82.5%	83.5%
Diploma or Equivalent Rate	40%	42%	45%	55%	55.5%	66%	67%
Retention Rate	40%	42%	43%	53.2%	53.2%	62.7%	64%
Participant Customer Satisfaction Rate							
Employer Customer Satisfaction Rate							

⁴ Guidance on the definitions of specific indicators for state and local performance can be found at the U.S. Department of Labor WIA Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to, 17-05, 8-99, 11-01, 22-02, 22-03, 27-04, and 35-04. Additional guidance can be found at the EDD Workforce Development Community Directives Web site and Information Bulletins Web site. Specific Directives include, but are not limited to, WIAD03-6, 04-10, 05-9, and 05-15. Specific Information Bulletins include, but are not limited to, WIAB01-27, 01-55, 02-37, 02-45, 03-43, 03-83, and 05-16.

⁵ For PYs 2000-01 through 2005-06, the goal was an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

⁶ For PYs 2000-01 through 2004-05, the goal was an "Earnings Replacement Rate". For PY 2005-06, the US Department of Labor changed the definition to reflect an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

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