

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

DEPT: Alliance Worknet

BOARD AGENDA #: B-9

AGENDA DATE: August 16, 2016

SUBJECT:

Approval for the Alliance Worknet to Continue to Provide Career Services Using County Staff Consistent with the Workforce Innovation and Opportunity Act Final Regulations

BOARD ACTION AS FOLLOWS:

No. 2016-425

On motion of Supervisor DeMartini, Seconded by Supervisor O'Brien
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Withrow, DeMartini, and Chairman Monteith

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

ATTEST: Elizabeth A. King
ELIZABETH A. KING, Clerk of the Board of Supervisors

File No.

**THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
AGENDA ITEM**

DEPT: Alliance Worknet BOARD AGENDA #: B-9
Urgent Routine AGENDA DATE: August 16, 2016

CEO CONCURRENCE:   4/5 Vote Required: Yes No

SUBJECT:

Approval for the Alliance Worknet to Continue to Provide Career Services Using County Staff Consistent with the Workforce Innovation and Opportunity Act Final Regulations

STAFF RECOMMENDATIONS:

1. Authorize the Alliance Worknet to retain Workforce Innovation and Opportunity Act funded Career Services internally and retain current county staff as the agents to deliver these services; thus amending the previous authorized action taken for the Purchasing Agent to issue a Request for Proposals for Career Services.

DISCUSSION:

The Alliance Worknet (AW) is governed primarily by the Workforce Innovation and Opportunity Act (WIOA), which was signed into law by President Obama in July of 2014 and went into effect on January 1, 2015. AW went before the Board of Supervisors on April 5, 2016 asking for approval to abolish the existing Workforce Investment Board; recruit members for a new Workforce Development Board; approve new bylaws; and to procure One Stop, Career, and Business Services. Approval was granted and as a result, Stanislaus County procured Business Services and was moving forward with the other procurements according to a timetable established by the Federal Department of Labor and the State Employment Development Department (EDD). The County must be in full compliance with these changes by July 1, 2017.

However, on June 30, 2016, the Federal Government released final regulations that allowed Workforce Development Boards to retain Career Services, which is defined as eligibility and case management to adult and dislocated workers. At this time, AW is requesting to retain Career Services internally and continue moving forward with the competitive procurement of One-Stop Operator and Youth Services in November 2016. The following schedule identifies the completed and anticipated procurement details for various required services:

RFP	Estimated Release Date	Estimated Award Date
Business Services	Completed	Completed
One-Stop Operations	November 2016	February 2017
Youth Services	November 2016	February 2017

Originally, AW estimated 38 Family Services Specialist positions which performed One-Stop and Career Services would be impacted; six positions performing One-Stop duties and 32 positions providing Career Services. Keeping WIOA eligibility and other career services

Approval for the Alliance Worknet to Continue to Provide Career Services Using County Staff Consistent with the Workforce Innovation and Opportunity Act Final Regulations

internally would mean that the 32 positions providing Career Services would no longer be impacted. This will allow AW to implement projects more quickly and be more flexible in creating and maintaining strategic relationships with those Community Based Organizations and County departments that currently provide services to job seekers in need.

Alliance Worknet Performance

Alliance Worknet (AW) has been very successful in the past of providing career services to job seekers in the community. AW staff are very knowledgeable of the Workforce Innovation and Opportunity Act (WIOA) program requirements and have a proven history of excellence. Below is a table showing the past five years of AW performance history:

Goal versus Actual Performance Outcomes for AW Career Service Programs

	Goal 2010-11	Actual 2010-11	Goal 2011-12	Actual 2011-12	Goal 2012-13	Actual 2012-13	Goal 2013-14	Actual 2013-14	Goal 2014-15	Actual 2014-15
Adult										
Entered Employment Rate	66.5%	65.9%	66.5%	71.9%	66.5%	76.7%	69.5%	74%	72%	80.1%
Employment Retention Rate	74%	74.7%	74%	76.2%	74%	79.6%	75.7%	81.6%	76%	82.8%
Dislocated Worker										
Entered Employment Rate	74%	71%	74%	82.6%	74%	84.9%	76.9%	86%	78%	87.6%
Employment Retention Rate	79.5%	75%	79.5%	85.4%	79.5%	85%	80%	89.3%	82%	89%

Based on past performance and the release of Federal Regulations, the Chief Executive Office and the AW are requesting that Career Services continue to be delivered by AW staff to businesses and job seekers throughout the community.

POLICY ISSUE:

Alliance Worknet, as the administrative entity on behalf of Stanislaus County, will procure One-Stop Operator and Youth Services as directed by the Federal Department of Labor and the Employment Development Department, but is not required to procure Career Services. The Board of Supervisors approved the procurement of Career Services on April 5, 2016. The Department is experienced and uniquely positioned to provide Career Services throughout the County, leveraging existing employment partnerships and without disruption in service to those seeking employment.

FISCAL IMPACT:

The cost of providing Career Services (Staffing and services) is approximately \$6.9 million and is funded by Workforce Innovation and Opportunity Act funding for Adult, Dislocated Worker and Youth. Retaining Career Services internally does not have a net effect on the Department’s budget.

Approval for the Alliance Worknet to Continue to Provide Career Services Using County Staff Consistent with the Workforce Innovation and Opportunity Act Final Regulations

Cost of recommended action:		\$ 6,891,908
Source(s) of Funding:		
WIOA Adult Dislocated Worker	4,405,258	
WIOA Youth	2,486,650	
Funding Total:	\$ 6,891,908	
Net Cost to County General Fund		\$ -
Fiscal Year:	2016-2017	
Budget Adjustment/Appropriations needed:	No	
Fund Balance as of 7/1/2016		641,125

BOARD OF SUPERVISORS' PRIORITY:

The recommended action supports the Board of Supervisor's goals and priorities as follows:

A Strong Local Economy

Workforce Innovation and Opportunity Act (WIOA) funds are invested in workforce development activities which provide a variety of services to businesses and to job seekers within Stanislaus County to enhance local business profitability and improve opportunities for advancement in the local labor market.

Efficient Delivery of Public Services

WIOA mandates local Workforce Areas meet, if not surpass, negotiated performance standards. WIOA is also increasing performance measures across the State of California beginning July 1, 2017. If performance is not met, there are potential financial consequences to designated Workforce Areas.

Effective Partnerships

Approval of the recommended action allows the Alliance Worknet to deliver employment and training services by experienced staff who understand the needs of the community. WIOA specifically mandates strong partnerships across agencies that serve mutual clients, thus providing seamless services. Such agencies include the Employment Development Department, California Department of Rehabilitation, and local agencies providing educational services to adults and youth under WIOA.

STAFFING IMPACT:

Approval of the recommended action allows for Alliance Worknet to retain its current staffing level as provided by the Workforce Innovation and Opportunity Act. The Reduction in Force (RIF) mentioned in previous Board Agenda items for Career Services will no longer occur. Alliance Worknet will return to the Board of Supervisors in March of 2017 to address the positions impacted by the One Stop Services procurement.

Approval for the Alliance Worknet to Continue to Provide Career Services Using County Staff
Consistent with the Workforce Innovation and Opportunity Act Final Regulations

CONTACT PERSON:

Kristen Santos, Alliance Worknet Director

Telephone: 209-558-2113

ATTACHMENT(S):

None

WIOA Final Regulations and Career Services

Stanislaus County Board of Supervisors
August 16, 2016


Brief Background

- ▶ Alliance Worknet is governed by the Workforce Innovation and Opportunity Act (WIOA) signed into law in 2014 requiring full implementation by June 30, 2017.
- ▶ The nation moved forward with implementation under draft guidance (Notice of Proposed Rule Making) from the Department of Labor.
- ▶ Draft guidance required mandatory procurement for One Stop Operator and Career Services, but included “waivers”.

Brief Background

- ▶ Alliance Worknet came to the Board of Supervisors on April 5, 2016 and received approval for the following;
 - To abolish the existing Workforce Investment Board,
 - Recruit members of the new Workforce Development Board,
 - Approve new bylaws,
 - Procure One Stop Operator, Business Services and Career Services.


WIOA Final Regulations Summarized

- ▶ Although delayed for over a year, Final WIOA regulations were released on June 30, 2016.
 - ▶ Confirmed for One Stop Operator to be procured.
 - ▶ Removed “Waiver process” allowing Workforce Development Areas to provide Career Services with local Chief Elected Official and Governor approval.
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WIOA Final Regulations Summarized

- ▶ Anticipate process to obtain Governor approval to be announced soon by the State.
- ▶ Alliance Worknet requests to retain adult and dislocated worker Career Services “in house” and the county staff performing such services.


Performance

- ▶ Alliance Worknet has been very successful in providing Career Services to job seekers.
 - ▶ AW staff are very knowledgeable of the WIOA program requirements and have a proven history of understanding job seeker and employer needs.
 - ▶ AW has met or exceeded the past 5 year's performance goals for adults and dislocated workers at a success rate of 85%.
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Performance Metrics

	Goal 2010-11	Actual 2010-11	Goal 2011-12	Actual 2011-12	Goal 2012-13	Actual 2012-13	Goal 2013-14	Actual 2013-14	Goal 2014-15	Actual 2014-15
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Staffing Impacts


- ▶ Previously AW anticipated the County's Reduction-in-Force process would impact an estimated 38 positions.
 - ▶ However, only procuring One Stop Operator services impact 6 Family Services Specialists positions.
 - ▶ AW has been holding vacancies in preparation for the Reduction-in-Force.
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In Summary

- ▶ By retaining Career Services within AW, the County is able to:
 - Implement new grants and initiatives quickly
 - Retain control over performance
 - Maintain WIOA program costs
 - Strategically partner with other County Departments/Community Based Organizations
 - Retain and build upon existing relationships

Staff Recommendations

Authorize the Alliance Worknet to retain Workforce Innovation and Opportunity Act funded Career Services internally and retain current county staff as the agents to deliver these services; thus amending the previous authorized action taken for the Purchasing Agent to issue a Request for Proposals for Career Services.



Questions?

