

**Golden Sierra Consortium
Workforce Innovation and Opportunity Act
2-Year Local Plan Modification
Program Years 2018-2019**

FINAL

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PROGRAM ADMINISTRATION DESIGNEE AND PLAN MODIFICATION SIGNATURES

This local plan represents the Golden Sierra Workforce Development Board’s efforts to maximize and coordinate resources available under Title I of the *Workforce Innovation and Opportunity Act*.

This local plan modification is submitted for the period of July 1, 2018 through June 30, 2019 in accordance with the provisions of the WIOA.

Local Workforce Development Board Chair

Chief Elected Official

Signature

Rick Larkey

Name

Chair, Golden Sierra
Workforce Development Board

Title

March 21, 2019

Date

Signature

Kirk Uhler

Name

Chair, Golden Sierra Job Training Agency
Governing Body

Title

April 3, 2019

Date

Golden Sierra Program Year 18-19 Local Plan Update

Narrative Responses

Intro:

The Golden Sierra Workforce Development Board (GSWDB), through Golden Sierra Job Training Agency (GSJTA), has prepared this two year modification to its four year workforce development plan (local plan) in partnership with regional and local partners. These partners have either been identified through the Workforce Innovation and Opportunity Act (WIOA) or through long standing local partnerships. By engaging partners in local stakeholder meetings, individually as well as a through the development of a robust community engagement process, GSJTA has collected data that defines how the local workforce development system will integrate services for the required plan elements as defined in Workforce Services Directive (WSD) 18-01.

A. CalFresh

The Golden Sierra Workforce Development Region (GS region) is comprised of the three counties of Placer, El Dorado and Alpine. Each of these counties have CalFresh programs however, currently, Placer County is the only member in the region with a CalFresh Employment and Training (E & T) program. Regardless, the community partners are committed to reaching the goals as defined in the State's CalFresh Partnership Agreement for CalFresh recipients. These goals align with the California Workforce Development Board's (CWDB) WIOA plan (State plan) outcomes of reaching a million middle skills credentials and doubling the number of apprenticeships in the next ten years.

The State plan utilizes three objectives to meet these goals. These objectives are fostering demand driven skills attainment, enabling upward mobility, and aligning, coordinating and integrating programs and services. The CalFresh E & T partnership agreement will serve as a blueprint for how the local partners will design value added relationships that meet the goals of the CalFresh program broadly and the CalFresh E & T program specifically. These goals include: expanding access to the CalFresh E & T program, increasing the quality and diversity of the CalFresh E & T services offered, integrating CalFresh E & T with the public workforce system as much as possible, increasing outcomes in jobs and wages for CalFresh E & T participants. These goals will be reached by aligning these outcomes with the State plan's seven strategies. These strategies include the following: sector strategies, career pathways, organizing regionally, earn and learn, supportive services, integrated service delivery and braided resources, and building cross system data-capacity.

The workforce system and the programs administered by the Health and Human Services Agencies (HHSAs) throughout the GS region have partnered for many years to leverage resources and braid funding in order to offer a full continuum of services to public assistance recipients including those receiving CalFresh. This partnership predates WIOA and goes at least as far back as the Job Training Partnership Act (JTPA). The goal of this partnership has always been to foster better employment outcomes for our mutual participants. This is done by co-enrollment and co-case management when appropriate, enrolling participants into training in in-demand industry clusters (as supported by labor market data), and partnering to support career pathway programs developed throughout the region.

GSJTA and the local HHSAs are committed to continuing this value added relationship as is evidenced by the completion of our local Memorandums of Understanding (MOUs). In fact, up until recently the HHSAs in two of the region's counties were also the WIOA Title I providers. Recent unemployment data for the GS region indicate that much of the region is at full employment (Alpine 5.2%, El Dorado 3.4%, and Placer 3.1%). Because of this, the people being served by WIOA are those facing multiple barriers to employment. One factor to success for these multi-barriered individuals is providing a strong support foundation. That foundation is developed by working hand in hand with our local partners to coordinate activities targeted on enhancing success. These critical workforce partnerships are an integral part of the GS region's strategy. This strategy employs the practice of identifying and co-enrolling WIOA recipients who are currently engaged in partner activities such as CalFresh and CalFresh E & T.

GSJTA and local HHSAs staff in Placer County are currently discussing how best to integrate programs and partnerships including leveraging of the federal 50% reimbursement rate. The Placer County General Relief and Training program (GREAT) is a program similar in design to the CalWorks employment services program. The GREAT program is funded using County General Funds and is what is primarily used to leverage the federal 50% reimbursement. GSJTA is committed to developing programs and services for CalFresh referrals using non-federal sources that can also leverage the federal reimbursement opportunity. These funding sources may include Ticket-to-Work, Prison to Employment or other sources that allow for the provision of a broad scope of workforce preparation and training elements.

As evidenced in the FFY 2019 CalFresh Employment and Training County Plan GSJTA and Placer County currently partner to ensure that County CalFresh E & T recipients receive a breadth of workforce development services such as Job Club, job readiness, job search assistance, Workfare, career assessments, guidance, counseling, support services, and training as appropriate. Additional partners to the local CalFresh E & T Plan include Placer School for Adults who provide career training, certifications through the Pearson Vue Testing Center, and job readiness workshops known as "Get Hired" (developed by a multi-agency partnership); The Placer County Business Advantage Network (BAN) who provide Workfare, job development and subsidized wage programs; and MTI College who provide workforce training.

Data presented on December 19, 2018 during the CWDB's "A Template for Collaboration | Strengthening Partnerships Between WIOA, CalFresh, and Human Service Agencies" projects that between 151 and 500 individuals will be served through the Placer County CalFresh E & T Program in 2019. The local CalFresh E & T plan supports this number by anticipating that 324 recipients will receive job readiness and/or assessments in 2019.

According to data housed at the California Department of Social Services (CDSS) information and data portal Placer and El Dorado County approve between 250 and 400 applications for CalFresh monthly. Additional information pulled from CDSS shows that Placer County averages 8200 open CalFresh Cases monthly, El Dorado averages 6500 and Alpine county 70. This data indicates that, provided the right partnerships are in place, there is opportunity to expand the CalFresh E & T programs. Though neither El Dorado nor Alpine Counties utilize the CalFresh E & T programs at present El Dorado County has expressed an interest in the program.

Moving forward GSJTA will continue to explore new and expand current, successful methods of service integration with CalFresh and CalFresh E & T. By engaging on a regular basis with HHSA staff both within the GS Region and the Capitol Region Planning Unit (Capitol RPU), GSJTA and its partner organizations will coordinate with current and identify new organizations that provide services benefiting CalWorks, CalFresh and CalFresh E & T populations. These organizations include County Probation, local adult schools, community colleges and their foundations, the Department of Rehabilitation (DOR), the Departments of Child Support Services (DCSS), Alta Regional, 3 Strands Global, and other County and State agencies, as well as local community based organizations (CBOs).

Prior to drafting this plan GSJTA engaged local CalFresh departments to discuss opportunities to enhance our partnerships specifically regarding increasing awareness of the needs of the population and increasing employment outcomes and wage gains through skills attainment and credentialing. One such strategy for increasing outcomes is via the use of regionally developed sector pathways which include, earn and learn strategies.

Examples of key pathway programs in the Capitol RPU include Construction, Manufacturing, Hospitality and Tourism, and Culinary. These programs have been developed through multi-agency collaboratives. These collaboratives bring sector champions to the table in order to determine program components and outcomes. For example, "Advance" is a partnership spearheaded out of Lake Tahoe Community College. The Advance partnership which includes Adult, K12 and Post-Secondary education; workforce, economic and community development; CBOs, re-entry, HHSA, and DOR brought industry leaders to the table to develop sector specific pathway programs including bootcamps in both Hospitality and Tourism, and Culinary. The Advance partnership efforts have led to the first approved culinary pre- apprenticeship program in the state.

Another example of a regional sector pathway program is the Sacramento Valley Manufacturing Initiative (SVMI). SVMI is an industry led initiative that is organized by and for the Sacramento region's manufacturers. The effort spawned from a regional need to better align workforce needs with education and training efforts. The initiative is primarily funded through the private sector but is also supported by the workforce boards in the Capital RPU and other stakeholders such as Valley Vision and the California Manufacturing Network (CMTC). SVMI works with educators and industry partners to proactively develop vocational, educational and workforce initiatives and programs that lead to the fulfillment of the manufacturing career paths for the region's students and workforce.

A recent pathway developed by SVMI is a partnership between industry, Employment Training Panel (ETP), CMTC, the local workforce boards and Sierra College. The partnership utilizes Sierra College's Haas CNC facilities to provide a pre-apprenticeship type curriculum developed by the region's manufacturers.

An additional sector pathway example includes "5K in 5". 5K in 5, as the name would suggest, is an industry partnership focused on meeting the employment demands in the Construction industry by employing more the 5000 workers in the in the next 5 years. The 5K in 5 effort is housed at the North State Building Industry Association (NSBIA). The NSBIA organized the 5k in 5 program in the aftermath of the downturn in the economy. The region's contractors demand for labor far exceeded (and continues to exceed) the available labor pool. The 5k in 5 partnership includes business intermediaries such as the NSBIA, private contractors, HHSA, the Foundation for Community Colleges (Career Catalyst), local secondary education districts, workforce boards, probation, county offices of education, and others. Through the generous donations of the region's sector partners the NSBIA working with local high schools and county offices of education and have begun summer internship programs focused on construction skills for students in their junior and senior years. Additionally, they now hold two trades related job fairs annually partnering with workforce and coordinated by HHSA and economic development. Further efforts include working with workforce boards to provide on-the-job training and recruitment in support of WIOA Title I as well as partnering with workforce and probation to provide hiring assistance to justice involved individuals.

Future goals for this effort include a partnership with GSJTA that will focus on expanding opportunity for training by investigating the feasibility of a regional Construction Training Center (CTC) or training cooperative. The CTC will involve workforce, HHSA, public education (K12, secondary education, adult schools, community college partners) and the private sector.

There are other examples of sector pathways within the region which would include entrepreneurial projects funded by SlingShot as well as Multi Craft Core (MC3) pre-apprenticeship programs supporting justice involved individuals as well as those interested in pursuing careers in the trades. The MC3 partnerships involve the Capital region workforce boards, local building trades counsels, the California Labor Federation, Adult Education, Community Colleges and local labor unions. In fact, the Capital region workforce boards enjoy strong relationships with their two local building trades councils (the Sacramento Sierra and Mid Valley Building Trades Councils). Currently the Boards are working on a partnership agreement. More detail will be available in the regional plan modification.

B. Partnerships with Local Child Support Agencies

The GSWDB has reviewed the State plan as well as its goals, objectives and strategies. The CWDB has included these plan goals in its agreement with the DCSS. The GSWDB has integrated the goals, objectives and strategies from the State plan and the CWDB partnership agreements into its own strategy. Therefore, the GSWDB is taking steps to ensure that a comprehensive array of services is provided to noncustodial parents to facilitate successful labor market outcomes and progression into livable wage jobs and careers. As an example, GSJTA recently completed new partnership agreements with DCSS in two of the GS region's three Counties. Communication is ongoing with the entity providing these services in the third.

The new partnership agreements detail examples of how the workforce and child support partners can and should work together in order to provide a comprehensive array of services leading to positive employment outcomes and compliance with child support orders. Currently, opportunities have been identified regarding greater coordination of staff development efforts and the expansion of the provision of onsite workforce activities (WIOA Basic, Individualized, and Training). Furthermore, simplified referral process and program documentation have been surfaced as areas that need greater exploration.

The County DCSS programs have proven to be exemplary partners. For example, there have been no obstacles to meaningfully engaging in local partnerships. DCSS' willingness to meet to discuss programmatic issues has been greatly appreciated and will only result in greater programmatic understanding which will ultimately benefit outcomes for both programs through reduced non-compliance by enhancing employability. Together, DCSS and GSJTA are committed to building value added relationships and programs that support employability for non-custodial parents with child support orders.

One example of service expansion under discussion would be a process by which DCSS clients would be referred to GSJTA by Family Support judges (commissioners). After being referred, the clients would contact GSJTA and the America's Job Center of California (AJCC) to schedule an initial assessment. During this initial assessment, the case manager would assist the non-custodial parent to identify their goals and work with DCSS to create an acceptable service strategy. DCSS' participation in this process would be critical since a successful strategy may involve lifting restrictions on items such as drivers, or other licenses. Additionally, the service strategy may include but would not be limited to: job search, resume preparation, interview workshops, skills/interest assessments, career research, vocational training, misdemeanor conviction expungement, and reduction of felony conviction to misdemeanor. Other workforce services leading to sustainable employment may also be provided. During this process the client would maintain contact with the case manager to report progress toward attaining their goals and to assist in addressing any unforeseen obstacles. The clients' participation would be considered mandatory, and they could be held in contempt of court if they do not comply with the judge's "seek-work" order. GSJTA would report back to DCSS any reporting elements deemed necessary in order to ensure compliance with the court's order.

Other forms of referral are also being investigated since mandatory participation is not necessarily a predictor of future success. For the moment, these relationships exist informally however; GSJTA and DCSS are working on more detailed and documented processes. Improving our local referral processes and procedures has been identified as one area of opportunity.

GSJTA and its partners do utilize a partner referral form which is developed specifically for the purposes of partner client engagement. The form is intended to reduce wait times and duplication by identifying the referring organization and client needs. Partner organizations receive instruction and training on what services are available to the referred client, what the client should expect, and how best to utilize the form in order to make an appropriate referral. Occasionally it makes sense to tailor referral forms for specific programs and their client needs. When this is the case a new form is generated in order to make the process as seamless as possible. This comes about through communication and collaboration with our workforce partners.

However, there are great examples of detailed workforce/DCSS partnerships that exist. One such program under review is that of our neighboring Workforce Board - Motherlode Job Training (MLJT). The Motherlode and Golden Sierra regions share a unique relationship where one of the GS region's member counties (Alpine) receive DCSS services from the Central Sierra Child Support Agency (CSCSA). CSCSA also provide child support services throughout Motherlode's Amador, Calaveras and Tuolumne counties. Together MLJT, CSCSA, Amador and Calaveras counties have developed a pilot program known as EAGER which stands for "Employment Assessment – Getting Employment Ready". The program was established to serve under and unemployed non-custodial parents with child support orders. Therefore, the EAGER Pilot Agreement details the partner agencies involved, the partnership mission, the responsibilities of the partner agencies, as well as the referral and reporting processes and forms required. MLJT has shared the EAGER Pilot program resources with GSJTA who will be working with its member counties to develop similar agreements. These agreements may include additional partners as deemed appropriate. The identified partners include agencies such CalWorks, DOR, adult education and probation for example, but may also include CBOs who provide relevant assistance such as housing and transportation. This partnership's commitment is evidenced by the GSJTA/DCSS Partnership Agreements discussed above.

Eligibility criteria for workforce services does not appear to have a material impact on GSJTA's ability to provide workforce services to the child support program population as there is a substantial overlap of eligible program participants. For example, DCSS serves a high percentage of families living below the federal poverty level and the program population has numerous barriers to employment. It is because of these issues that the non-custodial parents being served by DCSS have difficulty supporting their parental responsibilities. Some of these barriers include: incarceration, military service, being juvenile parents, having limited work history, or being undocumented parents most of which align with WIOA program barriers. Perhaps one area where eligibility for services does not align is for those with undocumented legal work status. In these cases the use of WIOA funded program activities is governed by Workforce Services Directive 18-03 (WSD18-03).

DCSS possess important tools that can be used to remove obstacles to and incentivize participation in workforce programs. Two such examples are the use of “Zero Orders” and the lifting of restricted driver licenses. A “Zero Order” incentivizes participation by eliminating or delaying child support payments for a noncustodial parent (NCP) who is participating in a workforce development program. The Zero Order doesn’t forgive previous debt but it does allow the NCP to be compliant with their child support order while gaining the critical skills required for long-term sustainable employment.

DCSS also has the ability to restrict an NCP’s driver’s license. These restrictions are placed on the NCP when they are not compliant with their child support order. Lifting these restrictions, while participating in workforce development activities, is critical for success in the GS region. The lack of a robust public transit system, particularly in our region’s more rural communities, essentially requires that participants have the ability to drive in order to be successful in employment and training activities. The removal of these barriers will greatly improve retention and employment for our joint participants.

Collaborating with partners is a critical and foundational tool in successful workforce development strategies. It is GSJTA’s practice to involve program partners whenever appropriate and not just when working with DCSS clients. The importance of partnerships is detailed GSJTA’s documented policies and procedures which, for instance, require collaboration with partners prior to providing services such as training contracts or support services.

In practice, partnerships have shown to create support teams that enhance outcomes for all parties. In our experience, program partners bring expertise relative to their pertinent fields that would otherwise go lacking. Successful case management involves bringing these partners to the table, co-enrolling as appropriate, and collaborating to braid program funding and services which therefore, reduce barriers and create greater employability outcomes.

One aspect of collaboration involves co-enrollment. GSJTA works with program partners to co-enroll when appropriate. These partners included the Employment Development Department (EDD), HHS, DOR, veteran service programs, adult education, regional community colleges and their foundations for example. The co-enrollment and braiding of resources and expertise allows the participating organizations the ability to leverage the appropriate components of each program, therefore, enhancing outcomes such as certifications, job placement, earnings and retention of employment.

As discussed above, in general, eligibility for co-enrollment is not an issue. This is in part related to the strategic cross training of staff. Staff from partnering organizations take part in regular team meetings that involve awareness of program related benefits and eligibility overviews. Though partner programs retain expertise and responsibility for their relative programs, the ongoing information sharing assists the participating organizations in making the correct referrals therefore, reducing errors and duplication.

Based on the recent One-Stop Certification outcomes, the Workforce Board's One-Stop Operator (OSO) is coordinating a more targeted and comprehensive staff development strategy. For 2019 the OSO is coordinating with the WIOA required partners as well as other critical local partners to convene ongoing staff development efforts. Initially, this plan includes a spring meeting similar to a community resource fair that brings these partners together to discuss target populations, program services, desired outcomes, eligibility, and referral processes. These meetings will continue once or twice annually ensuring that the information is shared throughout the workforce community and assisting in the identification of new providers. Furthermore, the OSO will be creating a central electronic resource where the information will be stored and updated for future reference of the local partners.

C. Competitive Integrated Employment (CIE)

GSJTA maintains a full-time Disability Resource Coordinator (DRC) on staff. The DRC serves as a subject matter expert on employment and support programs for Persons with Disabilities (PWD), including individuals with Intellectual or developmental disabilities (ID/DD). This position requires an in-depth knowledge of the target population. GSJTA's DRC has gained their program knowledge by participating in specialized trainings and certifications such as those offered by Virginia Commonwealth University (VCU).

In addition, the DRC is responsible for staff development efforts concerning PWDs and coordinates regular capacity building activities to ensure AJCC staff and partners are properly equipped to address the unique needs of the target population. The following training opportunities were recently provided to staff and required one-stop partners:

- Service Animal Etiquette
- Disaster Preparedness
- Deaf Awareness Training
- Serving Job Seekers with Disabilities in the Workforce Development System
- Implementing WIOA Section 188
- Case Management Training
- Labor Market Information

To maintain relevant training and information, AJCC staff attend the quarterly Disability Employment Initiative/Disability Employment Accelerator meetings organized by the EDD and the annual conference organized by the National Employment Network Association (NENA). These conferences allow staff to share best practices and learn about new programs/resources.

GSJTA and their partners maintain positive working relationships with the Qualified Rehabilitation Professionals (QRP) in Roseville, Auburn, Placerville, and Lake Tahoe. Referrals between agencies are facilitated by co-location at the AJCCs within the GS Region. DOR holds bi-monthly office hours; encouraging co-enrollment and allowing customers to easily access services from multiple providers.

DOR refers consumers with ID/DD who are also Alta California Regional Center clients to approved supported employment vendors shared with Alta Regional Center. These vendors include organizations such as PRIDE Industries, On My Own, Lincoln Training Center, InAlliance, and others. The job developers work with consumers on job readiness skills and the job search process; this includes support with practicing for interviews, filling out applications, and putting together resumes. In addition, they also develop connections with employers. DOR pays the job developers from these agencies to support the consumers with searching for employment, and provides job coaching support once the consumer is hired.

Once a consumer successfully completes their probationary period, and they have reduced their need for DOR supported job coaching, the case gets transferred to Alta Regional Center. Alta Regional Center can continue to fund job coaching so the consumer has long term support to maintain their employment. These consumers are also encouraged to use GSJTA and the AJCCs as a resource for their job search. Consumers may attend any workshops that may be beneficial and/or participate in WIOA activities such as training.

The local area does participate in the Local Partnership Agreement (LPA). The LPA, which is relatively new, includes DOR, Alta Regional Center and the Workability programs in the local schools. The LPA is a collaboration that provides employment supports and opportunities for participants with ID/DD to improve their chances of CIE.

D. English Language Learners, Foreign Born, and Refugees

There are three counties in the Capital RPU that have at least a 15 percent limited English proficient population. These counties are Sacramento, Sutter, and Yolo. Specific information about how these counties address the needs of these populations will be included in their respective local plan modifications. Information about how the Capital RPU partners address the regional need of this population are addressed in the Cap RPU's Regional Plan The GS region maintains no counties that contain a 15 percent limited English proficient population. Additionally, none of our counties require a Refugee Services Plan to be certified by the CDSS.

Though the GSWDB and its member counties are not required to comply in these areas, GSJTA and its partner organizations do work to provide services to those lacking English proficiency. Partners in these efforts include GSJTA, local adult schools and adult education consortium partners, community colleges, EDD, DCSS, HHSA, California Human Development Corporation as the WIOA 167 provider, local employers, labor, and business intermediaries such as the NSBIA and SVMII.

Together, these partners work to build programs utilizing six principles referenced in the January 2017 CWDB Policy Brief “Serving English Language Learner (ELL) Populations Using Best Practices and Model Partnerships”. These principles are: using industry as key partners in program design and curriculum, building incremental pathways through the use of stackable credentials, partnerships with organizations that work directly with the population, accessibility (bringing the programs to the people), integrating basic skills remediation with career specific content, and building in evaluation and feedback for program improvement.

In the GS region, the Adult Education Block Grant Consortium and WIOA Title II Adult Education and Family Literacy Act (AEFLA) partners are critical to these efforts. These partners include Sierra Assets, Advance, and the Capital Adult Education Regional Consortium (CAERC). Each of these partners develop programs for the seven Adult Education Block Grant (AEBG) program areas which include programs for immigrants eligible for educational services in citizenship, English as a second language, and workforce preparation. Overlapping programs of note are basic skills education, programs for adults with disabilities, programs in career technical education that are short term and have high employment potential, and programs offering pre-apprenticeship training activities conducted with program approved by the Division of Apprenticeship Standards (DAS).

There are great and expanding efforts to serve the English Language Learners (ELLs) being offered in the GS region. These include efforts in the K12 system as well as the local adult schools who offer GED preparation in Spanish as well as Career Technical Education (CTE) opportunities. The local adult schools partner with the GS region’s multiple community college partners as well. These partnerships provide bridge programs intended to match language skills with the appropriate level of instruction. Ultimately, these programs are designed to assist ELLs prepare for college CTE courses, or continued education. These courses can be found throughout the GS community at locations such as the AJCCs, county employment service offices, DOR, adult school campuses, libraries, and community colleges. One area of need that was identified through the public input process was the need to provide better assistance with navigating various documentation (Identification, driver’s license, school enrollment, etc.) requirements for ELLs. These documentation/registration processes are often times complex when English is one’s primary language. The processes are much more difficult to navigate with limited English proficiency.

In addition to these efforts, GSJTA meets with program partners in order to review and provide input to the WIOA Title II AEFLA service plan. This process helps to ensure alignment of ELL service efforts with the local plan while helping to move ELLs through school and into living wage occupations more quickly.

Retention strategies primarily focus on co-enrollment with partner programs, co-case management, and good communication strategies. By building value added relationships with partner programs outcomes for all involved are improved. This has been, and will continue to be, a key retention strategy for partners in the GS region.

F. Attachments and Summary of Community Engagement Process

Attachment 1: CalFresh

Population Overview and Needs Assessment for People Receiving CalFresh:

The Golden Sierra Region's CalFresh Population is estimated to be 14,770 individuals. Of these individuals roughly 8200 reside in Placer County, 6500 reside in El Dorado County and 70 reside in Alpine County. As stated in our plan narrative Placer County is currently the only county in the GS region with a CalFresh E & T program. The Placer County Cal Fresh E & T Plan indicates that 324 recipients will receive job readiness and/or assessments in 2019. Additionally, data presented on December 19, 2018 during the California Workforce Development Board's (CWDB) "A Template for Collaboration | Strengthening Partnerships Between WIOA, CalFresh, and Human Service Agencies" projects that between 151 and 500 individuals will be served through the Placer County CalFresh E & T Program in 2019.

Most publicly available CalFresh Data tracks each county's timeliness of processing applications as opposed to CalFresh program participant demographics (e.g. gender, race/ethnicity, age, Limited English Proficient (LEP), foreign born, formerly incarcerated, etc.) . Each County CalFresh E & T program submits an annual E & T Metrics Report. This report contains data elements which include age, date of birth, high school completion/GED, and English as a Second Language (ESL). At the time of writing this plan modification this data was not available for review. Because of this, the information referenced here utilizes data collected from the California Department of Social Services (CDSS) CalFresh Dashboard whose most recent data comes from July 2017.

According to this dataset the Alpine County CalFresh population includes 19 individuals who are over the age of 60, 0 ESL counts, 4 child only households, and 11% are also enrolled in the Women, Infants and Children (WIC) program meaning that they have small children at home who are between the ages of 0-4 years old. In El Dorado County there are 1575 over the age of 60, 983 ESL, 311 child only households with 56.8% also enrolled in WIC. Finally, Placer County has 2158 over the age of 60, 2218 ESL, and 514 child only households where 54.6% are also enrolled in WIC.

Specifically, the Placer County CalFresh E & T program targets the county's employable General Relief/CalFresh recipients. These are primarily Able Bodied Adults Without Dependents (ABAWDs). Program participation is voluntary.

Critical services to the CalFresh population include assessments of job readiness, labor market information (LMI), ESL, work experience, basic education remediation including high school completion/GED, career counseling, vocational training, and follow-up services for retention purposes. Additionally, partnerships that provide supportive services that target housing, reliable transportation, and child care are necessary for successful training and employment outcomes as well as employment retention. Occupational skills training should involve stackable credentials, or earn and learn models such as apprenticeships that assist people in moving quickly into income generating employment opportunities.

These services must be tailored to mitigate barriers experienced by the CalFresh population. These barriers include lack of educational attainment, homelessness, unreliable transportation, lack of job skills, criminal record, disability, lack of financial resources, history of substance abuse, limited work experience, and lack of child care. These resources must be provided by braiding funding through utilizing co-enrollment strategies.

Many of the co-enrollment strategies in the GS region include partnerships between GSJTA, HHS, DOR, and EDD. Though not specifically considered co-enrollment, partnerships with Adult Education, community colleges, foundations and other community based non-profits such as Pride Industries, Crossroads Diversified, and Whole Person Learning assist in meeting these needs. Other key partners include Sacramento County Office of Education (SCOE) re-entry programs such as Placer Re-Entry Program (PREP), local foster youth and independent living providers in addition to others.

GSJTA will assist in facilitating the sharing of information by continuing to invite subject matter experts to Workforce Development Board meetings and by participating in various partner meetings within the region's three counties. Additionally, GSJTA and/or the region's One-Stop Operator will take the lead to convene partners on an Ad Hoc or on-going basis when the need is identified.

Attachment 2: Child Support Agency Partnerships

According to the most recent data retrieved from the California Health and Human Services Open Data system through the DCSS Case Overview FFY 2015 - FFY 2017 Dataset, The Child Support Program population in the GS region contained 14,319 individuals in 2015 (35 Alpine, 5,840 El Dorado, 8, 444 Placer). The DCSS system distributes over \$38 million in child support annually. Of these figures, those who are current or former public assistance recipients make up more than 60% of the total cases. When reviewing data with the Local Child Support Agencies (LCSAs) the following estimations were identified. Roughly 83% of the Non-Custodial Parents (NCPs) are males, almost 50% identify as white, and the second highest percentage race identified is Hispanic. However, there is a large percentage whose race is either listed as unknown or where the information is left blank. Additionally, the data reveals that about 40% of NCPs have no active employment. Of those with no current employment record, about 9% show no employment record. Further details include that about 31% have had some level of involvement with the justice system at some point in time. Finally, males make up about 75% the NCPs who are delinquent in their payments.

Delinquent NCPs face various challenges to meeting their parental responsibilities. These challenges include homelessness, lack of education, ESL, poor work experience and job training, substance abuse, disability, justice involvement, limited understanding of the job market, lack of motivation, unreliable transportation, and looming debt. Program offerings should braid funding and resources in such a way to assist with in overcoming these issues.

Currently, baseline programming includes an array of services such as housing assistance, basic remediation, high school completion, ESL, substance abuse, CalFresh E & T, CalWorks and more. The services are offered by multiple partners including HHSA, DOR, WIOA, adult education, community colleges, EDD, probation, and several CBOs.

GSJTA will work to further identify gaps in services and trends impacting delinquent NCPs. Furthermore, GSJTA will continue to explore methods that will expand services to the population thereby improving employment outcomes. Improving employment outcomes should enhance compliance with child support orders. In some cases this will require the use of formal service agreements with partners. Communication will be key to the process.

In order to enhance communication, GSJTA will coordinate on regular intervals with DCSS, probation, adult education, HHSA, DOR and others. These communications will focus on programmatic understanding, staff development, and continuous improvement. Furthermore, GSJTA will work with its DCSS partners to develop methods to measure success of the DCSS/GSJTA partnership which will include identifying employment outcomes and payment delinquency on a regular basis.

Attachment 3: Competitive Integrated Employment (CIE)

GSJTA ensures programs and services are accessible to all by performing physical and programmatic accessibility reviews bi-annually in compliance with WIOA section 188. Reasonable accommodations are made whenever appropriate and auxiliary aids or services are available within the AJCCs.

GSJTA participates in several grant programs related to serving PWDs. These programs include the Disability Program Navigator (DPN), the Disability Employment Initiative (DEI), and multiple rounds of the Disability Employment Accelerator (DEA). GSJTA is a recognized Employment Network accepting tickets via the Ticket-to-Work program and designated staff have completed the suitability process. These programs have greatly enhanced staff awareness and knowledge. They have also increased tools and resources available for serving PWDs in the GS region.

GSJTA's business engagement team builds relationships with employers, labor organizations, economic development agencies, and community-based organizations. These relationships result in employment for PWDs because they are founded on trust, mutual respect, and solid communication practices. Our strategy is to develop partnerships at every stage of the business cycle to better understand the needs of the employer and the type of workforce interventions that will be most effective to support CIE. Our success at developing job placements and matching participants with local job openings is attributable to our practice of asking how we can help the business rather than explaining our menu of business services.

Golden Sierra's overall employer engagement strategy is the result of a highly coordinated effort with partner agencies. Local partners include:

- Northern California Business Advisory Council
- North State Building Industry Association
- California Employers Association
- Chambers of Commerce
- Department of Rehabilitation
- Los Rios Community College District
- Sierra College
- Lake Tahoe Community College
- William Jessup University
- Alta Regional Center
- Independent Living Resource
- Placer Independent Resource Services (PIRS)
- Crossroads Diversified
- InAlliance
- Mind Institute
- NorCal Center on Deafness
- Pride Industries
- Title II – Adult Education

- Placer County Business Advantage Network
- County HHSAs
- Adult Education

The LPA in the local area is relatively new. This agreement includes DOR, Alta Regional Center and the Workability programs in the local schools. The LPA is a collaboration that provides employment supports and opportunities for participants with ID/DD to improve their chances of CIE. GSJTA is a partner to the LPA who make available through the AJCCs the full array of WIOA Title I services (Basic, Individualized and Training). In addition to WIOA Title I, consumers from DOR and other PWDs have access to services from other workforce funding which may provide CIE. These funding sources include DIE and DEA as described above.

Attachment 4: English Language Learners, Foreign Born, Refugees

Though there are no counties with a 15% limited English Proficient designation or Refugee Service Plans within the GS Region, the area's workforce, education, and economic development partners do strive to understand and meet the needs of this population.

The GS region is comprised of 576,273 residents. Of these residents 1,120 live in Alpine County, 188,987 live in El Dorado County and 386,166 live in Placer County. Generally speaking these counties are largely white (71.6% Alpine, 89.1% El Dorado, 84.8% Placer), middle class households with high levels of educational attainment. For example high school completion rates for Alpine County are 89.8%, El Dorado 92.9%, and Placer 93.2%. These rates rank among the highest in the state. Furthermore, residents with a Bachelor's degree or higher represent 25.6% of Alpine County residents, 33.3% of El Dorado County residents, and 37.5% of Placer County residents.

A review of ethnicity and language reveals that, the Hispanic or Latino community represents the largest segment outside of English speaking Caucasians. This segment represents 11.1% of the population in Alpine County, 12.8% of the population in El Dorado County and 14% of Placer County. Therefore, the second most common language is Spanish. There is one outlier in that Alpine County's second largest ethnicity is American Indian at 22.4%. This is representative of the Washoe Tribe's Hung-a-Lel Ti community in Woodfords.

A deeper dive into the data does show disparities in educational attainment and poverty levels between those who speak English as a second language and the rest of the community. For example, poverty rates for Spanish speakers are near double the poverty rates for the remainder of the population (8.3% vs 17.2% for El Dorado and 7.8% vs 14.3% Placer). Secondly, high school completion rates are drastically lower (26.3% El Dorado, 24.3% Placer), as are rates for those completing a Bachelor's degree or higher (21.1% El Dorado, 20.4% Placer) the total percentage of persons in poverty. Of those speaking a language other than English "less than very well" Spanish speakers compose the largest segment at roughly 30% region wide.

Ultimately, this data suggest that ESL services should span a breadth of primary languages however; a focused effort on services to Spanish speakers is prudent. Some of the opportunities include secondary education support programs for enrolled students, ESL for citizenship, and vocational ESL. Additionally, basic remediation, high school completion, and GED preparation in alternative languages should be expanded. Furthermore, Community College bridge programs should be explored or enhanced perhaps through the use of Strong Workforce or other funding models.

GSJTA will work with program partners to assist in the identification and recruitment of those with Limited English Proficiency (LEP). By using processes identified in its LEP strategy, GSJTA will continue to ensure meaningful access to services for LEP individuals. GSJTA will annually examine its LEP resources and tools to determine if improvements need to be made. Examples of the tools currently used throughout the centers include visual-aids such as maps, charts and photographs; language identification flashcards, and translation of vital documents.

Outreach and recruitment will take place through common access points such as social media, high schools, adult schools, community colleges, HHSA, DCSS, EDD, DOR, and community based organizations such as California Human Development Corporation. Many of these partners have direct access to, and have built trust within, the ESL community. Many services will begin through these same providers then filter to additional services and providers with a warm handoff as appropriate. AB1111, once released, will be one potential vehicle to expand services to the ESL community.

Summary of community engagement process, documentation of outreach efforts

GSJTA, in partnership with the Capital RPU, built into its plan modification efforts a robust, inclusive community engagement process. This effort was designed to build support for the regional and local plans by gaining partner and community insights on workforce program (and service) gaps and to shine light on successful partnerships and best practices currently operating within our communities.

With this in mind, the workforce Directors from each of the four Workforce Boards comprising the Capital RPU convened to develop the process. Ultimately, the RPU decided to leverage the region's Regional Organizer to convene four public input sessions. The intent was to ensure that there was at least one publicly noticed session in each of the participating Local Areas. Additionally, at least one session was to be held after normal working hours. The session was to be held as centrally located as possible, in order to acquire input from those not able to attend one of the regularly scheduled sessions.

Once the locations were finalized a calendar of the events and the event locations was developed and public notice was provided through local and regional media outlets the month prior to the scheduled meetings. The public notice included methods to provide input for those not able to attend in person, or those wishing to provide input electronically. The public notice was published on October 15, 2018. Email notifications to the partners identified in the "Directory of Planning Partners" provided in WSD18-01 began as early as October 5, 2018. The CWDB was provided the dates and locations of these public input sessions.

In order to garner meaningful conversations on the required plan modification areas, a questionnaire was developed. The questionnaire included items primarily focused on the priority modification areas such as Workforce Corrections Partnerships, CalFresh, DCSS, ELL and CIE however; input on any subject area was welcomed.

In the Golden Sierra Region a personal invitation was sent to local contacts including those on the "Directory of Planning Partners" on October 11, 2018. The invitation included the public meeting notice, the calendar of public input sessions, the scoring matrix for the plan modification, the priority public input questions and an additional means to provide input electronically. An additional local public input session was held at the workforce board meeting on November 15, 2018 and an update to the Executive Committee was provided on December 20, 2018.

In addition to these efforts, the GSWDB established a Planning Ad Hoc Committee. The Committee's role was to review and provide input on the planning processes, timelines, the draft plan modifications, and to provide updates to the GSWDB.

On January 17, 2018 the Draft WIOA plan will be published for public comment. Revisions to the plan will be made based on any input provided and the GSWDB will approve the plan in March prior to it being submitted to the state for review. Furthermore, in order to be as comprehensive as possible, GSJTA will extend a personal invitation to stakeholders soliciting their input. The invitation will be forwarded to all the required planning partners as well as additional local stakeholders asking for their review.

GSJTA has had long-standing partnerships with many workforce partners. However, during the local plan modification process and in addition to the public input process, the agency individually engaged local partners from DCSS, Probation, CalFresh and the local Adult Education system. These meetings were intended to reinvigorate programming conversations. These meetings have, so far, resulted in new partnership agreements with GSJTA, DCSS, and Probation. Though conversations and partnerships are ongoing, moving forward the partners are committed to delivering successful workforce programming within the region.



NOTICE OF PUBLIC INPUT MEETINGS

The Capital Region's Workforce Boards are soliciting public input on modifications to the Workforce Innovation and Opportunity Act (WIOA) Regional/Local Plans.

Dates and locations of Public Input Meetings are as follows:

November 1, 2018 (Thursday) - 9:30 a.m.-11:30 a.m.
North Central Counties Consortium
950 Tharp Rd., Bldg. 1100, Rm. 311, Yuba City, CA 95991 (Garden Room)

November 8, 2018 (Thursday) – 10:30 a.m.-12:30 p.m.
Golden Sierra Job Training Agency
1536 Eureka Rd., Roseville, CA 95661

November 15, 2018 (Thursday) – 9:30 a.m.-11:30 a.m.
Yolo County Workforce Investment Board
25 N. Cottonwood St., Woodland, CA 95695 (Clarksburg Room)

November 29, 2018 (Thursday) – 5:00 p.m.-7:00 p.m.
Sacramento Employment and Training Agency
925 Del Paso Blvd., Sacramento, CA 95815 (Board Room)

Members of the community wishing to submit written input may email it to the attention of Heather Luke at Heather.Luke@seta.net.

CAPITAL Region Workforce Boards
 (Golden Sierra, North Central Counties, Sacramento County and Yolo County)
Workforce Innovation and Opportunity Act (WIOA)
PLAN MODIFICATION CALENDAR
 (Dates and Times are subject to change)

DATE	EVENT
Thursday, November 1, 2018 9:30 a.m. – 11:30 a.m.	Planning/Public Input Meeting #1 – North Central Counties Location: 950 Tharp Rd., Bldg. 1100, Rm. 311, Yuba City, CA 95991
Thursday, November 8, 2018 10:30 a.m. – 12:30 p.m.	Planning/Public Input Meeting #2 – Golden Sierra Location: 1536 Eureka Rd., Roseville, CA 95661
Thursday, November 15, 2018 9:30 a.m. – 11:30 a.m.	Planning/Public Input Meeting #3 – Yolo County Location: 25 N. Cottonwood St., Woodland, CA 95695
Thursday, November 29, 2018 5:00 p.m. – 7:00 p.m.	Planning/Public Input Meeting #4 – Sacramento County Location: 925 Del Paso Blvd., Sacramento, CA 95815
Friday, January 18, 2019, 5:00 p.m.	Release of WIOA Draft Local Plan Modifications
Friday, February 15, 2019, 5:00 p.m.	Release of WIOA Draft Regional Plan Modification
Thursday, February 21, 2019, 2:00 p.m.	Approval of WIOA Draft Local Plan Modification – North Central Counties Workforce Development Board
Wednesday, February 27, 2019, 8:00 a.m.	Approval of WIOA Draft Regional/Local Plan Modification – Sacramento Workforce Development Board
Thursday, March 7, 2019, 10:00 a.m.	Approval of WIOA Draft Regional/Local Plan Modification – SETA Governing Board
Friday, March 15, 2019	Deadline to Submit Regional/Local Plan Modification – Unsigned
Thursday, March 21, 2019, 1:00 p.m.	Approval of WIOA Draft Regional/Local Plan Modification – Golden Sierra Workforce Development Board
Wednesday, April 10, 2019, 8:30 a.m.	Approval of WIOA Draft Regional/Local Plan Modification – Yolo County Workforce Innovation Board
Thursday, May 16, 2019, 2:00 p.m.	Approval of WIOA Draft Regional Plan Modification – North Central Counties Workforce Development Board
Thursday, August 1, 2019	Deadline to Submit Regional/Local Plan Modification – Signed

For additional information, please contact Heather Luke at (916)263-4072, Heather.Luke@seta.net.

Pepper-Kittredge stated that a singular site might be challenging, and she likes the host site model idea better. Miller asked if organized labor would be included and Larky stated he will invite everyone and see who is interested in participating. Brown added that his organization (IBEW) would be interested in participating.

Motion to approve Regional Construction Training Center Initiative by Schmidt, second by Pepper-Kittredge.

Motion approved unanimously

VIII. 2018-2019 WIOA TITLE I DW TO ADULT TRANSFER

Motion to approve 2018-2019 Title I DW to Adult Transfer by Schmidt, second by Pepper-Kittredge.

Motion approved unanimously

IX. 2019 LEGISLATIVE PLATFORM ANNUAL REVIEW

Buckingham stated that the platform presented is a draft based on the current platform. He also stated that based on the previous discussion, transportation might be something that the members want to include. All proposed updates/changes can be sent to Buckingham; he will prepare a revised platform for 2019 for review and approval at the January board meeting.

X. LEGISLATIVE WATCH

AB 1743 – Buckingham believes this has passed
AB 2915 – Passed -workgroup formed that will start meeting next week
AB 1428 – signed by the Governor
AB 1904 – is held in suspense.

Ballestero asked if the board is addressing the independent contractor decision, Buckingham said yes, the California Workforce Association (CWA) is keeping an eye on it. Ballestero stated that Cal Chamber is asking for input for future legislation.

XI. 2017-2021 WIOA REGIONAL & LOCAL PLAN INPUT

Buckingham stated that the regional planning units is currently working with partners for input on a two year modification of the four year plan; they are working on areas of concern such as re-entry services, services to non-custodial parents, competitive-integrated employment focused on people with intellectual and developmental disabilities, and CalFresh employment and training services.

There have been three input sessions held with the partners; they had great input on each session. The number one factor is improving communication between the partner stakeholders. The draft plan will be ready by January 2019.

XII. WORKFORCE BOARD MEMBERSHIP

Magnussen referred the board to the agenda for updates on membership and steps taken to fill vacancies.

Lorna Magnussen

From: Lorna Magnussen on behalf of Jason Buckingham
Sent: Thursday, October 11, 2018 10:51 AM
Subject: Notice of Public Input Meetings for Modifications to the WIOA Regional/Local Plans
Attachments: NOTICE OF PUBLIC INPUT MEETINGS.pdf; Public Input Questions.pdf; Scoring Matrix.pdf; WIOA Update - Planning Calendar 10-2-2018.pdf

Valued Workforce Community Partners,

Golden Sierra Job Training Agency, as part of the Capitol Region Planning Unit, will be hosting a series of meetings to solicit public input on the modification of the local and regional Workforce Innovation and Opportunity plan. Attached is the meeting announcement, planning calendar, matrix by which the state will review the plan, and priority questions we would like to address.

Below is a link to the EDD Directive 18-01 which outlines the Regional and Local Plan-Two Year Modification process.

https://www.edd.ca.gov/Jobs_and_Training/pubs/wsd18-01.pdf

You are cordially invited to attend any of the scheduled meetings however, the local meeting will be held on November 8th - 10:30-12:30 pm at the North State Builder's Industry Association offices located at 1536 Eureka Rd., Roseville. Additionally, you may provide input via email to info@goldensierra.com. Please feel free to forward the meeting notice to interested parties.

Should you have any questions please do not hesitate to call or email me. As always, we appreciate your support.

Sincerely,
Jason

Jason Buckingham | Executive Director

Golden Sierra Job Training Agency

115 Ascot Drive, Suite 100, Roseville, CA 95661

p. (916) 773-8542 f. (916) 746-7733

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Golden Sierra is an equal opportunity employer/program.

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PUBLIC NOTICE

Golden Sierra Workforce Development Board Workforce Innovation and Opportunity Act Local Plan 2 year modification

The Golden Sierra Workforce Development Board (GSWDB) will be submitting a Workforce Innovation and Opportunity Act Local Plan 2 year modification to the California Workforce Development Board no later than March 15, 2019, as required under the Workforce Innovation and Opportunity Act.

In accordance with State Planning Guidance, Golden Sierra Job Training Agency(GSJTA)), grant recipient and administrative entity for Workforce Innovation and Opportunity Act (WIOA) funds allocated to Alpine, El Dorado and Placer counties, has completed the Local Plan 2 year modification. This Local Plan modification is available for review during a required 30 day public comment period.

The draft plan in accessible format can be found at the Golden Sierra's website www.goldensierra.com/wdb/, or one of the following locations:

115 Ascot Dr., Suite 100 & 140, Roseville, CA 95661
3047 Briw Rd., Placerville, CA 95667

All comments or questions regarding the Local Plan must be submitted in writing to Golden Sierra Job Training Agency at 115 Ascot Drive, Suite 140, Roseville, CA 95661 or email to info@goldensierra.com no later than 5:00pm February 18, 2019.

Summary of Public comments received that disagree with the Local Plan

No public comment was received

Timeline

Local Plan

1/16/19	Workforce Board meeting; draft Local Plan released
1/16-2/18/19	Public Comment period
3/8/19	Submit complete unsigned copy of Local Plan to RPU (SETA)
3/21/19	Workforce Board approve & sign Local Plan
4/3/19	Governing Body (CLEO) approve & sign Local Plan
4/4/19	Submit fully executed plan to CWDB

Regional Plan

2/15/19	Draft Regional Plan released
2/15-3/15/19	Public Comment period
3/21/19	Workforce Board approve & sign Regional Plan
4/3/19	Governing Body (CLEO) approve & sign Regional Plan (minutes or resolution)
4/4/19	Submit signed Regional Plan signature page to SETA

Submission Requirements and Deadline for Regional and Local Plan(s)

Regional and local plans must be submitted to the State Board no later than March 15, 2019.

Each RPU and Local Boards within the RPU must submit one package that includes the following:

- One electronic version of the regional plan and local plan(s) in a pdf format.
- One original of the regional plan and each local plan(s) with the original signatures of the RPU Local Board Chairs and the CEO(s) or their designated alternates.
- Three copies of the regional plan and each local plan(s). If local approval cannot be achieved by the submission deadline, the Local Board must submit at least one copy of the unsigned plan by the due date and provide a detailed explanation for the signature absence(s) and the date by which the signed original and copies will be sent. A signed copy must be submitted no later than August 1, 2019.

A CEO signature is required for local plans, but not for regional plans. However, CEOs are still required to approve final regional plans and include documentation of the approval (meeting minutes, resolution, etc.) with their submission.

Electronic copies of the signature approval page will be accepted and should be sent to Bethany.Renfree@cwdb.ca.gov, Attention: Regional and Local Plans. Please note, alternate must be formally designated by official action of their respective Local Board or locally approved policy.

Local Board Assurances

Through Program Year 2017-20, the Local Workforce Development Board (Local Board) assures the following:

- A. The Local Board assures that it will comply with the uniform administrative requirements referred to in the *Workforce Innovation and Opportunity Act* (WIOA) Section 184(a)(3).
- B. The Local Board assures that no funds received under the WIOA will be used to assist, promote, or deter union organizing (WIOA Section 181[b][7]).
- C. The Local Board assures that the board will comply with the nondiscrimination provisions of WIOA Section 188.
- D. The Local Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIOA Section 188.
- E. The Local Board assures that funds will be spent in accordance with the WIOA, written Department of Labor guidance, and other applicable federal and state laws and regulations.
- F. The Local Board assures it will comply with future State Board policies and guidelines, legislative mandates and/or other special provisions as may be required under Federal law or policy, including the WIOA or state legislation.
- G. The Local Board assures that when allocated adult funds for employment and training activities are limited, priority shall be given to veterans, recipients of public assistance and other low-income individuals for Individualized Career services and training services. (WIOA Section 134[c][3][E], and California Unemployment Insurance Code [CUIC] Section 14230[a][6])
- H. The Local Board certifies that its America's Job Center of CaliforniaSM (AJCC) location(s) will recognize and comply with applicable labor agreements affecting represented employees located in the AJCC(s). This shall include the right to 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, and CUIC Section 14233).

- I. The Local Board assures that state employees who are located at the AJCC(s) shall remain under the supervision of their employing department for the purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State employees performing services at the AJCC(s) shall retain existing civil service and collective bargaining protections on matters relating to employment, including, but not limited to, hiring, promotion, discipline, and grievance procedures.
- J. The Local Board assures that when work-related issues arise at the AJCC(s) between state employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employee's civil service supervisor. The AJCC 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.
- K. The Local Board assures that it will select the One-Stop Operator with the agreement of the Chief Elected Official (CEO), through a competitive process, or with approval from the local elected official and the Governor's Office. (WIOA Section 121[d][2][A]). The AJCC Operator is responsible for administering AJCC services in accordance with roles that have been defined by the Local Board.

SIGNATURE PAGE

Instructions

The Local Board chairperson and local CEO must sign and date this form. Include the original signatures with the request.

By signing below, the local CEO and Local Board chair agree to abide by the Local Area assurances included in this document.

**Local Workforce Development Board
Chair**

Local Chief Elected Official

Signature

Signature

Rick Larkey
Name

Kirk Uhler
Name

Chair, Golden Sierra
Workforce Development Board
Title

Chair, Golden Sierra Job Training Agency
Governing Body
Title

March 21, 2019
Date

April 3, 2019
Date