

**TO: Executive Committee**

**DATE: 02/01/10**

**FROM: WIB Staff**

**For Discussion**

**For Action**

**For Information**

**SUBJECT: Modification 10 to Five-Year Strategic Plan**

**PROPOSED MOTION(S): Approve draft Modification 10 to the Five-Year Strategic Plan.**

**DISCUSSION: On September 20, 2000, the Merced County Board of Supervisors approved the local Five-Year Strategic Plan required by the Workforce Investment Act of 1998. Pursuant to Title 20 of the Code of Federal Regulations, Part 661.355, the Governor has published procedures governing the modifications of the local Five-Year Strategic Plan.**

**The Workforce Investment Board (WIB) last modified the plan (Modification 9) on November 3, 2008.**

**On December 22, 2009, the State released the Strategic Plan amendment requirement for modification 10. The plan reflects consistency with the State plan, changes to local policies and budgets, and contains new labor market analysis. The plan also includes American Recovery and Reinvestment Act funds and their use. The plan is a projection of participants to be served as Adults, Dislocated Workers and Youth, along with associated costs. A time line with submission process dates was included at the last WIB meeting.**

**ATTACHMENT(S):**

**Modification 10 to Five-Year Strategic Plan**

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2009–10	LWIA: <u>Merced</u>
<input checked="" type="checkbox"/> Modification # <u>10</u>	Date: <u>07/01/2009</u>

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**Workforce Investment Act  
Local Plan Modification  
Program Year 2009-10  
(Narrative Forms)**

**Local Workforce Investment Area (LWIA):**

Name of LWIA County of Merced

Submitted on 2/16/10

Contact Person Brian Cutler

Contact Person's Phone Number 209 724-2028  
AREA CODE PHONE NUMBER

**July 2009**

# Workforce Investment Act (WIA) Strategic Five-Year Local Plan

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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 Workforce Investment Board's (LWIB) economic and workforce investment goals and how the local system will support these goals.

### I. PLAN DEVELOPMENT PROCESS

The WIA gives states and LWIAs a unique opportunity to develop employment and training systems tailored specifically to state and LWIA 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 LWIA'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) and (c)(1)]

**(Please note:** we recognize that LWIAs 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)]

B. What LWIB, 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)]

C. Describe the process used to provide an opportunity for public comment, including comment by the Chief Elected Official; the LWIB 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 (b)(7)]

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

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)]

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

## 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 LWIB'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., and 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 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? [Title 20 Code of Federal Regulations (Title 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)]

California New Start: The comprehensive One Stop Center, Merced Worknet and Merced County's workforce partners (i.e. local and regional parole officers, Life Line Community Developments and Love, Inc.), represent the partnership that has been created for the parolee re-entry employment program. This partnership will provide a broad base of integrated services to ex-felons returning from the State of California correctional facilities.

The full service plan links the main stream employment delivery services in Merced County with the California Department of Corrections and Rehabilitation. One-Stop staff make on-site visits to facilitate orientations for parolees. The employment services have been integrated, implemented and improves access for participants in addition to building on the strengths and resources of each partner for successful outcomes. The resources will include Core Services, Intensive Services, Supportive Services and Occupational Skills Training, On the Job Training and Work Experience. The Parole office will provide space at their facilities. These shared resources build on an effective working relationship with an extraordinary level of commitment to serve this special population.

The 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 in the *Guidance for Local Plan Modifications for PY 2006-07*, via *Addendum*, item A. They are now listed below as follows:

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)]

**Green jobs employment and training is being pursued in the Merced and surrounding region. Merced is in the process of procuring a green jobs study to determine the top 6-8 green jobs in the County. Adjoining Counties are conducting similar studies of which results will be shared. A State grant for Green Job Corps has been developed between Merced and 9 other San Joaquin Valley Counties (Merced being the lead agency). The program will serve 120-160 at-risk youth for technical, construction and other skilled jobs in eco-friendly industries.**

**The Department has also been working with the local community college to provide curriculum development and course offerings in the field of Green Industry Careers. A computer skills lab has also been developed with Merced Adult School to improve computer literacy of the workforce.**

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 in *Guidance for Local Plan Modifications for PY 2006-07*, via *Addendum*, item B. They are now listed below as follows:

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 LWIB'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 LWIB 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 LWIB measures the satisfaction of business services and how the data are used to improve services.

D. Describe how the LWIB is addressing lifelong learning in the context of workforce development, through collaborative policy and planning. Specifically, describe how the LWIB 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.

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

### 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 LWIA 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 LWIA? [WIA Section 118(b)(1)(A)]

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

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

The local housing industry has been extremely depressed and future predictions are very speculative. It is anticipated that foreclosures will see a surge in the not too distant future. This has impacted the construction industry as well as all of the associated industries and suppliers such as building materials, equipment, logistics, to name a few. There has been a lack of water for agricultural purposes in the region which has severely impacted agriculture and associated industries such as labor contracting, logistics, equipment, and supplies (seed, chemicals, repair parts, etc.) again to name a few. These two industries alone represent over

1/3 of the employed workforce in the County not counting the associated businesses. Government and education have been taking some huge budget hits as well and represent another 1/3 of the County's employed workforce. This means that 2/3 of our employed workforce is being adversely effected by the factors mentioned above not including associated industry sectors. Merced County has been consistently in top 3 unemployed counties in the State.

Health care is one of the LWIBs high demand industry clusters. While baby boomers are holding on to their jobs in the short-term due to the economy, the longer-term outlook appears that the industry will still be in demand and salaries are higher than many other occupations. Manufacturing (another high demand industry cluster) represents 13 % of the employed workforce in the County.

Green jobs are being studied to determine the types of job openings that may come about by changes in industry standards and legislation. These opportunities will be pursued.

Twenty seven local businesses were assisted in either downsizing or closure during the last program year, mostly boat manufacturers and retail outlets.

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

Job skills are needed in the medical field to include training as Registered and Licensed Vocational Nurses, Medical Assistants, Certified Nursing Assistants, and other licensed or certified positions in the field. In manufacturing, there is programmable logic controller training for incumbent workers and other certifications related to the field. Construction workers and other related occupations need to have enhanced skills in the area of green jobs. Soft skills and basic skills are needed for entry level workers. Skill enhancements are needed to help agricultural workers find year round employment or be able to transition into other demand industries. Skills are needed in the area of renewable energy.

#### 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 LWIBs 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 LWIBs 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 LWIB. [WIA Section 117(b)(3) and (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 LWIB?

B. What circumstances constitute a conflict of interest for a LWIB 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)]

C. How will the LWIB 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 LWIB composition and how it meets the membership criteria set forth in the California Unemployment Insurance Code (CUIC) Section 14202.

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

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

1. If the LWIB 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.

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

## **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 LWIA 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. Also, include as applicable in boxes A through S, any changes to the One-Stop delivery system as a result of the State's replacement of the statutory performance measures specified in WIA Section 136(b)(2) with the common performance measures defined in Training and Employment Guidance Letter (TEGL) 17-05.

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

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


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)] Also, include the LWIB's policy regarding its selection of One-Stop operator(s), annual review of operations, and termination for cause. [CUIC Section 14206(d)]

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)]

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)]

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

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 LWIB is 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. [Title 20 CFR Part 661.350(a)(5) and (10) and 663.430(a)] In addition, include the LWIB's policy addressing the amount and duration of ITAs based on market rate for local training programs. [CUIC Section 14206(h)]

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 121(c)(2)(A)(ii)] Include a brief discussion if your LWIB has entered into an agreement with another area (including another LWIB 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)]

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)]  
On November 9, 2009 a waiver was granted to transfer up to 50 percent of adult or dislocated worker funds between the two funding streams. This allow our LWIA to allocate funding where the most need occurs. This is particularly helpful in these harsh economic times. The same applies for the ARRA 30 percent transfer waiver.

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 Section 134(d)(4)(E) and 118(b)(4)]

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) and State Planning Guidance IV B.4.]

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]

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)]

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 TEGL 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)]

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]

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.]

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

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

The DOL through the State has granted LWIBs use of up to 10 percent adult and 10 percent dislocated worker funds to be used towards skill enhancement connected with layoff aversion. The department is in the process of offering Programmable Logic Controller training to incumbent workers. Private and post secondary trainings are being considered/discussed.

R. How will your LWIB 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 LWIA. [WIA, Section 118 (b)(4)(5)] In addition, include the LWIB's policy regarding training services available to adult and dislocated workers who have met the requirements for intensive services, have been unable to obtain or retain employment through those services, and have been determined to be in need of training. [WIA Section 134(d)(4)(A)(iii), Title 20 CFR Part 663.310(c) and CUIC Section 14230(a)(5)]

S. MEMORANDUM OF UNDERSTANDING:

The WIA requires that a Memorandum of Understanding (MOU) between the LWIB 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) and CUIC Section 14230(d)]

- 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 LWIB.

g. The LWIB's policy for identifying individuals who, because of their skills or experience, should be referred immediately to training services.

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)]

3. What process will the LWIB 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)]

## 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. The 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 LWIBs, 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 LWIA'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)]

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

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

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

E. What is your LWIA'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, and State Planning Guidance, IV B. 14]

F. Describe how your LWIA will meet the Act's provisions regarding the required youth program design elements: [WIA Section 129(c)(2)(A) through (J)] In addition, please discuss how your LWIA's youth program design has been modified as a result of the State's move toward common performance measures and its effect on meeting program accountability requirements. [WIA Section 136(b)(2) and TEGL 17-05]

1. Intake and Objective Assessment

2. Preparation for post-secondary educational opportunities

3. Strong linkages between academic and occupational learning

The waiver of the requirements under WIA Section 123 and Title 20 CFR 664.610 which require that providers of summer youth employment opportunities be selected on a competitive basis expedited the planning process and allowed the Merced County LWIA to formulate a plan and more importantly implement the strategies developed at the local level. Furthermore the waiver allowed direct contracts with the local community for summer youth courses focused on 1) a Green Career Explorations Course, 2) Thrive and Survive in the Workplace and 3) an Electrical Automotive Course. Additionally, the waiver facilitated securing a consultant a Summer Youth Projects that centered around foster youth and foster youth activities. In the Merced County LWIA, both younger and older youth were selected for summer youth employment through the established year-round contractor. The waiver facilitated being able to enhance the existing youth program provider's expansion of the employment component.

4. Preparation for unsubsidized employment opportunities

Work Readiness Waiver for ARRA Summer Youth: The waiver of common measures for summer youth made it possible to enroll many more participants in the very short time the project needed to be put into place. The waiver allowed saved a considerable amount of staff time and allowed us to spend funding on participants vs extra staff. A more diverse group of participants were served that may not have been without the waiver.

5. Effective linkages with intermediaries with strong employer connections

6. Alternative secondary school services

7. Summer employment opportunities
8. Paid and unpaid work experience
9. Occupational skills training
10. Leadership development opportunities

11. Comprehensive guidance and counseling
12. Supportive services
13. Follow-up services. [Interim Final Rule §664.450(a)(1) through (6)(b), and State Planning Guidance IV B.14.]

## **VII. ADMINISTRATIVE REQUIREMENTS**

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

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)]

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)]

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

E. What is your LWIA'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)]

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

## VIII. ASSURANCES

- A. The LWIB assures that it will comply with the uniform administrative requirements referred to in WIA Section 184(a)(3).
- B. The LWIB 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)]
- C. The LWIB assures that the board will comply with the nondiscrimination provisions of WIA Section 188.
- D. The LWIB assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIA Section 188.
- E. The LWIB assures that there will be compliance with grant procedures of WIA Section 189(c).
- F. The LWIB 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.
- G. The LWIB assures that veteran workforce investment programs funded under WIA, Section 168 will be carried out in accordance with that Section.

- H. The LWIB 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 or policy, including the Workforce Investment Act or State legislation.
- I. The LWIB 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), and CUI Section 14230(a)(6)]
- J. The LWIB 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 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 CUI Section 14233]
- K. The LWIB assures that State employees who are located at the One-Stop Centers 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 One-Stop Centers 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.
- L. The LWIB 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 employee's 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.
- M. One-Stop Operator is responsible for administering One-Stop Center services in accord with roles to be determined by the LWIB. The LWIB 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 Title 20 CFR Part 662.410]

**IX. PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES**

This Local Plan represents the \_\_\_\_\_ 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, 2009 through June 30, 2010 in accordance with the provisions of WIA.

Local Workforce Investment Board Chair

Chief Elected Official

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Name

\_\_\_\_\_  
Name

\_\_\_\_\_  
Title

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

WIA Local Plan Modification PY 2009-10

LWIA: \_\_\_\_\_

Modification # \_\_\_\_\_

Date: 07/01/09

**TITLE IB BUDGET PLAN SUMMARY<sup>1</sup>** (Adult or Dislocated Worker)

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

PROGRAM TYPE for PY 2009, beginning 07/01/09 through 06/30/10

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

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

<b>FUNDING IDENTIFICATION</b>	R9xxxxx Subgrant	K0xxxxx Subgrant
1. Year of Appropriation	2008	2009
2. Formula Allocation	1,648,103	1,601,426
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	1,648,103	1,601,426
<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>		
6. Program Services (sum of Lines 6.A thru 6.E)	1,500,374	1,441,284
A. Core Self Services	229,310	145,279
B. Core Registered Services	495,359	400,850
C. Intensive Services	184,413	177,150
D. Training Services	566,949	694,621
E. Other	24,343	23,384
7. Administration (Line 5 minus 6)	147,729	160,142
8. TOTAL (Line 6 plus 7)	1,648,103	1,601,426
<b>QUARTERLY TOTAL EXPENDITURE PLAN</b> (cumulative from July 1, 2008 and July 1, 2009 respectively)		
9. September 2008	60,414	
10. December 2008	437,435	
11. March 2009	687,705	
12. June 2009	1,034,471	
13. September 2009	1,376,708	
14. December 2009	1,645,037	
15. March 2010	1,648,103	448,399
16. June 2010	1,648,103	880,784
17. September 2010		1,329,183
18. December 2010		1,601,426
19. March 2011		1,601,426
20. June 2011		1,601,426
<b>COST COMPLIANCE PLAN</b> (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	9%	10%

Jacqueline Walther-Parnell, Operations Officer

(209) 724-2012

1/22/2010

Contact Person, Title

Telephone Number

Date Prepared

Comments:

<sup>1</sup> Refer to 20 CFR Part 667.160 and WIA Directive WIAD01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

WIA Local Plan Modification PY 2009-10

LWIA: \_\_\_\_\_

Modification # \_\_\_\_\_

Date: 07/01/09

**TITLE IB BUDGET PLAN SUMMARY<sup>1</sup>** (Adult or Dislocated Worker)

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

PROGRAM TYPE for PY 2009, beginning 07/01/09 through 06/30/10

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

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

<b>FUNDING IDENTIFICATION</b>	R9xxxxx Subgrant	K0xxxxx Subgrant
1. Year of Appropriation	2008	2009
2. Formula Allocation	1,380,143	1,715,640
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	1,380,143	1,715,640
<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>		
6. Program Services (sum of Lines 6.A thru 6.E)	1,242,129	1,544,076
A. Core Self Services	249,413	235,042
B. Core Registered Services	534,112	623,948
C. Intensive Services	195,147	242,585
D. Training Services	263,457	442,501
E. Other		
7. Administration (Line 5 minus 6)	138,014	171,564
8. TOTAL (Line 6 plus 7)	1,380,143	1,715,640
<b>QUARTERLY TOTAL EXPENDITURE PLAN</b> (cumulative from July 1, 2008 and July 1, 2009 respectively)		
9. September 2008	101,942	
10. December 2008	405,527	
11. March 2009	772,169	
12. June 2009	1,125,145	
13. September 2009	1,380,143	15,393
14. December 2009	1,380,143	457,653
15. March 2010	1,380,143	920,876
16. June 2010	1,380,143	1,401,255
17. September 2010		1,715,640
18. December 2010		1,715,640
19. March 2011		1,715,640
20. June 2011		1,715,640
<b>COST COMPLIANCE PLAN</b> (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Jacqueline Walther-Parnell, Operations Officer

(209) 724-2012

1/22/2010

Contact Person, Title

Telephone Number

Date Prepared

Comments:

<sup>1</sup> Refer to 20 CFR Part 667.160 and WIA Directive WIAD01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

<input checked="" type="checkbox"/> <b>WIA Local Plan Modification PY 2009–10</b> <input type="checkbox"/> <b>Modification #</b> _____	<b>LWIA:</b> _____ <b>Date:</b> 04/01/09
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**TITLE IB BUDGET PLAN SUMMARY<sup>1</sup> (Youth)**

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

PROGRAM TYPE for PY 2009, beginning 04/01/09 through 06/30/10

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

FUNDING IDENTIFICATION	R9xxxxx Subgrant	K0xxxxx Subgrant
1. Year of Appropriation	2008	2009
2. Formula Allocation	1760318	1,718,097
3. Allocation Adjustment - Plus or Minus	0	0
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	1,760,318	1,718,097
<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>		
5. Program Services (sum of Lines 5A and 5B)	1,584,287	1,546,288
A. In School	712,929	773,144
B. Out-of-School (30%)	871,358	773,144
6. Administration (Line 4 minus 5)	176,031	171,809
7. TOTAL (Line 5 plus 6)	1,760,318	1,546,288
<b>QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2008 and April 1, 2009 respectively)</b>		
8. June 2008	0	
9. September 2008	0	
10. December 2008	0	
11. March 2009	319048	
12. June 2009	686353	0
13. September 2009	1322336	0
14. December 2009	1760318	8,114
15. March 2010		332,834
16. June 2010		673,018
17. September 2010		1,229,682
18. December 2010		1,546,288
19. March 2011		1,546,288
20. June 2011		1,546,288
<b>COST COMPLIANCE PLAN</b>		
21. % for Administration Expenditures (Line 6/Line 4)	10%	10%

Jacqueline Walther-Parnell, Operations

Officer

(209) 724-2012

1/22/2010

Contact Person, Title

Telephone Number

Date Prepared

Comments:

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<sup>1</sup> Refer to 20 CFR Part 667.160 and WIA Directive WIAD01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

<input checked="" type="checkbox"/> <b>WIA Local Plan Modification PY 2009-10</b> <input type="checkbox"/> <b>Modification #</b> _____	<b>LWIA:</b> _____ <b>Date:</b> 07/01/09
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**ARRA BUDGET PLAN SUMMARY (Adult or Dislocated Worker)**

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

**PROGRAM TYPE**

- Grant Code 102 WIA IB-Adult  
 Grant Code 105 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION		R9xxxxx Subgrant
1. Year of Appropriation		2008
2. Formula Allocation		936,125
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)		936,125
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)		842,513
A. Core Self Services		11,586
B. Core Registered Services		188,435
C. Intensive Services		181,455
D. Training Services		456,511
E. Other		4,526
7. Administration (Line 5 minus 6)		93,612
8. TOTAL (Line 6 plus 7)		936,125
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from February 17, 2009)		
9. September 2008		
10. December 2008		
11. March 2009		
12. June 2009		4,504
13. September 2009		180,110
14. December 2009		531,157
15. March 2010		711,455
16. June 2010		936,125
17. September 2010		936,125
18. December 2010		936,125
19. March 2011		936,125
20. June 2011		936,125
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)		10%

Jacqueline Walther-Parnell, Operations Officer	(209) 724-2012	1/22/2010
Contact Person, Title	Telephone Number	Date Prepared

Comments:

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1 Refer to Training and Employment Guidance Letter 14-08, Change 1 for information regarding recapture and reallocation of unobligated local WIA American Recovery and Reinvestment Act funds

<input checked="" type="checkbox"/> <b>WIA Local Plan Modification PY 2009–10</b> <input type="checkbox"/> <b>Modification #</b> _____	<b>LWIA:</b> _____ <b>Date:</b> 07/01/09
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**ARRA BUDGET PLAN SUMMARY (Adult or Dislocated Worker)**

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

**PROGRAM TYPE**

- Grant Code 102 WIA IB-Adult  
 Grant Code 105 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION		R9xxxxx Subgrant
1. Year of Appropriation		2008
2. Formula Allocation		1,793,404
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)		1,793,404
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)		1,614,064
A. Core Self Services		23,910
B. Core Registered Services		444,814
C. Intensive Services		397,215
D. Training Services		741,444
E. Other		6,681
7. Administration (Line 5 minus 6)		179,340
8. TOTAL (Line 6 plus 7)		1,793,404
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from February 17, 2009)		
9. September 2008		
10. December 2008		
11. March 2009		
12. June 2009		21,856
13. September 2009		239,996
14. December 2009		674,284
15. March 2010		1,108,572
16. June 2010		1,542,860
17. September 2010		1,793,404
18. December 2010		1,793,404
19. March 2011		1,793,404
20. June 2011		1,793,404
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)		10%

Jacqueline Walther-Parnell, Operations Officer	(209) 724-2012	1/22/2010
Contact Person, Title	Telephone Number	Date Prepared

Comments: \_\_\_\_\_

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1 Refer to Training and Employment Guidance Letter 14-08, Change 1 for information regarding recapture and reallocation of unobligated local WIA American Recovery and Reinvestment Act funds

WIA Local Plan Modification PY 2009–10  
 Modification # \_\_\_\_\_

LWIA: \_\_\_\_\_  
Date: 04/01/09

**ARRA BUDGET PLAN SUMMARY (Youth)**

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

PROGRAM TYPE

Grant Code 103 WIA IB-Youth

<b>FUNDING IDENTIFICATION</b>		R9xxxxx Subgrant
1. Year of Appropriation		2008
2. Formula Allocation		2,248,759
3. Allocation Adjustment - Plus or Minus		
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)		2,248,759
<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>		
5. Program Services (sum of Lines 5A and 5B)		2,023,884
A. In School		174,722
B. Out-of-School (30%)		1,849,162
6. Administration (Line 4 minus 5)		224,875
7. TOTAL (Line 5 plus 6)		2,248,759
<b>QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from February 17, 2009)</b>		
8. June 2008		
9. September 2008		
10. December 2008		
11. March 2009		
12. June 2009		433,678
13. September 2009		1,893,599
14. December 2009		2,043,412
15. March 2010		2,228,733
16. June 2010		2,248,759
17. September 2010		2,248,759
18. December 2010		2,248,759
19. March 2011		2,248,759
20. June 2011		2,248,759
<b>COST COMPLIANCE PLAN</b>		
21. % for Administration Expenditures (Line 6/Line 4)		10%

Jacqueline Walther-Parnell, Operations

Officer	(209) 724-2012	1/22/2010
Contact Person, Title	Telephone Number	Date Prepared

Comments:

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<sup>1</sup> Refer to 20 CFR Part 667.160 and WIA Directive WIAD01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.



**WIA Local Plan Modification PY 2009–10**  
 **Modification # \_\_\_\_\_**

**LWIA:** County of Merced  
**Date:** 07/01/09

**TITLE IB PARTICIPANT PLAN SUMMARY**

WIA 118; 20 CFR 661.350(a)(13); TEGL 17-05

Plan the number of individuals that are in each category.

<b>Totals for PY 2009 (07/01/09 through 06/30/10)</b>	<b>ADULT</b>	<b>DW</b>	<b>YOUTH</b>
1. Registered Participants Carried in from PY 2008	254	156	404
2. New Registered Participants for PY 2009	398	317	9
3. Total Registered Participants for PY 2009 (Line 1 plus 2)	652	473	413
4. Exiters for PY 2009	150	189	87
5. Registered Participants Carried Out to PY 2010 (Line 3 minus 4)	502	284	326

<b>PROGRAM SERVICES</b>			
6. Core Self Services	13,417	8,944	
7. Core Registered Services	403	278	
8. Intensive Services	364	270	
9. Training Services	120	165	

<b>YOUTH MEASURES</b>			
10. Attainment of a Literacy and/or Numeracy Gain			50
11. Attainment of a High School Diploma, GED, or Certificate			100

<b>EXIT STATUS</b>			
12. Entered Employment	112	149	45
12A. Training-related	30	45	8
13. Remained with Layoff Employer			
14. Entered Military Service			
15. Entered Advanced Training			7
16. Entered Postsecondary Education			40
17. Entered Apprenticeship Program			
18. Returned to Secondary School			
19. Exited for Other Reasons	37	40	12

Contact Person, Title	Telephone Number	Date Prepared
Brian Cutler, Special Projects Manager	(209) 724-2028	1/28/10

Comments:

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<input checked="" type="checkbox"/>	<b>WIA Local Plan Modification PY 2009–10</b>	LWIA: <u>Merced County</u>	
<input type="checkbox"/>	Modification # _____	Date: <u>07/01/09</u>	

**ARRA PARTICIPANT PLAN SUMMARY**

WIA 118; 20 CFR 661.350(a)(13); TEGL 17-05

Plan the number of individuals that are in each category.

Totals for PY 2009 (07/01/09 through 06/30/10)	YOUTH	SUMMER YOUTH
1. Registered Participants Carried in from PY 2008		566
2. New Registered Participants for PY 2009		192
3. Total Registered Participants for PY 2009 (Line 1 plus 2)		758
4. Exiters for PY 2009		752
5. Registered Participants Carried Out to PY 2010 (Line 3 minus 4)		6

PROGRAM SERVICES		
6. Core Self Services		
7. Core Registered Services		
8. Intensive Services		
9. Training Services		

YOUTH MEASURES		
10. Attainment of a Literacy and/or Numeracy Gain		
11. Attainment of a High School Diploma, GED, or Certificate		
12. Attainment of a Work Readiness Skill		659

EXIT STATUS		
13. Entered Employment		50
13A. Training-related		10
14. Remained with Layoff Employer		
15. Entered Military Service		
16. Entered Advanced Training		1
17. Entered Postsecondary Education		47
18. Entered Apprenticeship Program		1
19. Returned to Secondary School		
20. Exited for Other Reasons		61

Contact Person, Title	Telephone Number	Date Prepared
Brian Cutler, Special Projects Manager	(209) 724-2028	1/27/10

Comments:

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<input checked="" type="checkbox"/> <b>WIA Local Plan Modification PY 2009–10</b>	<b>LWIA:</b> <u>County of Merced</u>
<input type="checkbox"/> <b>Modification #</b> _____	<b>Date:</b> <u>07/01/2009</u>

## WORKFORCE INVESTMENT ACT TITLE IB

### STATE NEGOTIATED LEVELS OF PERFORMANCE<sup>1</sup>

WIA Requirement at Section 136(b) <sup>2</sup>	PY 2007-08	PY 2008-09	PY 2009–10
<b>Adults</b>			
Entered Employment Rate	77%	78%	65%
Employment Retention Rate	82%	83%	81%
Average Earnings	\$12,400	\$12,500	\$12,500
<b>Dislocated Workers</b>			
Entered Employment Rate	85%	86%	81%
Employment Retention Rate	87%	88%	83%
Average Earnings	\$15,800	\$15,900	\$14,900
<b>Youth (ages 14-21)</b>			
Placement in Employment or Education	65%	67%	63%
Attainment of a Degree or Certificate	45%	47%	47%
Literacy and Numeracy Gains	15%	30%	30%

### LOCAL NEGOTIATED LEVELS OF PERFORMANCE<sup>1</sup>

WIA Requirement at Section 136(c) <sup>2</sup>	PY 2007-08	PY 2008-09	PY 2009–10
<b>Adults</b>			
Entered Employment Rate	75%	75%	TBD
Employment Retention Rate	78.5%	78.5%	TBD
Average Earnings	\$13,300	\$13,300	TBD
<b>Dislocated Workers</b>			
Entered Employment Rate	79%	79%	TBD
Employment Retention Rate	84%	84%	TBD
Average Earnings	\$14,000	\$14,000	TBD
<b>Youth (ages 14-21)</b>			
Placement in Employment or Education	65%	65%	TBD
Attainment of a Degree or Certificate	45%	45%	TBD
Literacy and Numeracy Gains	15%	15%	TBD

<sup>1</sup> Guidance on state and local performance can be found on the U.S. Department of Labor (DOL) [Employment and Training Administration](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to 8-99, 11-01, and 17-05. For additional guidance, see Workforce Services Directives WSD08-1 and WSD08-6, and Workforce Services Information Notice WSIN07-33.

<sup>2</sup> Per WSIN07-33, the DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136 to the common performance measures defined in TEGL 17-05. This waiver was initially approved for Program Years (PY) 2007-08 and 2008-09. Per TEGL 14-08, this waiver has been approved for PY 2009-10.

<input checked="" type="checkbox"/>	WIA Local Plan Modification PY 2009–10	LWIA: _____	
<input type="checkbox"/>	Modification # _____	Date: _____	07/01/2009

## AMERICAN RECOVERY AND REINVESTMENT ACT

### STATE NEGOTIATED LEVELS OF PERFORMANCE

WIA Requirement at Section 136(b) <sup>1</sup>	PY 2009–10
<b>Adults</b>	
Entered Employment Rate	65%
Employment Retention Rate	81%
Average Earnings	\$12,500
<b>Dislocated Workers</b>	
Entered Employment Rate	81%
Employment Retention Rate	83%
Average Earnings	\$14,900
<b>Youth (ages 14-24)<sup>2</sup></b>	
Placement in Employment or Education	63%
Attainment of a Degree or Certificate	47%
Literacy and Numeracy Gains	30%

### LOCAL NEGOTIATED LEVELS OF PERFORMANCE

WIA Requirement at Section 136(b) <sup>1</sup>	PY 2009–10
<b>Adults</b>	
Entered Employment Rate	TBD
Employment Retention Rate	TBD
Average Earnings	TBD
<b>Dislocated Workers</b>	
Entered Employment Rate	TBD
Employment Retention Rate	TBD
Average Earnings	TBD
<b>Youth (ages 14-24)<sup>2</sup></b>	
Placement in Employment or Education	TBD
Attainment of a Degree or Certificate	TBD
Literacy and Numeracy Gains	TBD

<sup>1</sup> Per WSIN07-33, the DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136 to the common performance measures defined in TEGL 17-05. This waiver was initially approved for Program Years (PY) 2007-08 and 2008-09. Per TEGL 14-08, this waiver has been approved for PY 2009-10.

<sup>2</sup> For purposes of eligibility under the American Recovery and Reinvestment Act, the term "eligible youth" includes individuals 14 to 24 years of age.

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2009–10	LWIA: <u>County of Merced</u>
<input type="checkbox"/> Modification # _____	Date: <u>07/01/2009</u>

## AMERICAN RECOVERY AND REINVESTMENT ACT

### STATE NEGOTIATED LEVELS OF PERFORMANCE

WIA Requirement at Section 136(b) <sup>1</sup>	PY 2009–10
<b>Adults</b>	
Entered Employment Rate	65%
Employment Retention Rate	81%
Average Earnings	\$12,500
<b>Dislocated Workers</b>	
Entered Employment Rate	81%
Employment Retention Rate	83%
Average Earnings	\$14,900
<b>Youth (ages 14-24)<sup>2</sup></b>	
Placement in Employment or Education	63%
Attainment of a Degree or Certificate	47%
Literacy and Numeracy Gains	30%

### LOCAL NEGOTIATED LEVELS OF PERFORMANCE

WIA Requirement at Section 136(b) <sup>1</sup>	PY 2009–10
<b>Adults</b>	
Entered Employment Rate	TBD
Employment Retention Rate	TBD
Average Earnings	TBD
<b>Dislocated Workers</b>	
Entered Employment Rate	TBD
Employment Retention Rate	TBD
Average Earnings	TBD
<b>Youth (ages 14-24)<sup>2</sup></b>	
Placement in Employment or Education	TBD
Attainment of a Degree or Certificate	TBD
Literacy and Numeracy Gains	TBD

<sup>1</sup> Per WSIN07-33, the DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136 to the common performance measures defined in TEGL 17-05. This waiver was initially approved for Program Years (PY) 2007-08 and 2008-09. Per TEGL 14-08, this waiver has been approved for PY 2009-10.

<sup>2</sup> For purposes of eligibility under the American Recovery and Reinvestment Act, the term "eligible youth" includes individuals 14 to 24 years of age.

**STATE of CALIFORNIA**  
**LOCAL AREA GRANT RECIPIENT LISTING**  
 [WIA Sections 117(d)(3)(B)(i) and 118(b)(8)]

**Merced County**

(Name of Local Workforce Investment Area)

ENTITY	ORGANIZATION	CONTACT (NAME/TITLE)	MAILING ADDRESS (STREET, CITY, ZIP)	TELEPHONE, FAX, E-MAIL
Grant Recipient (or Subrecipient if applicable)	Merced County	Jerry O'Banion, Chairman Merced County Board of Supervisors	2222 M Street Merced, CA 95340	209-385-7366 F -209-726-7977 Dist5@co.merced.ca.us
Fiscal Agent	Merced County Department of Workforce Investment	Jackie Walther-Parnell, Operations Officer	1880 Wardrobe Avenue Merced, CA 95341	209-724-2012 209-725-3592 jwaltherparnell@co.merced.ca.us
Local Area Administrator	Merced County Department of Workforce Investment	Andrea T. Baker, Director	1880 Wardrobe Avenue Merced, CA 95341	209-724-2002 209-728-3592 abaker@co.merced.ca.us
Local Area Administrator Alternate	N/A			

Signature: \_\_\_\_\_  
Chief Elected Official
Date

If a Local Grant Subrecipient has been designated, please submit a copy of the agreement between the Chief Elected Official and the Subrecipient. The agreement should delineate roles and responsibilities of each, including signature authority.

## **Workforce Investment Act/Wagner Peyser Act American Recovery and Reinvestment Act of 2009 Local Plan**

### **Local Workforce Investment Area (LWIA):**

Name of LWIA County of Merced

Submitted on 2/16/10

Contact Person Brian Cutler

Contact Person's Phone Number 209 724-2028  
AREA CODE PHONE NUMBER

**July 2009**

*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). TTY users, please call the California Relay Service at 711.*

## INTRODUCTION

The One-Stop system's success in implementing the American Recovery and Reinvestment Act of 2009 (ARRA) will be gauged in part by the progress it achieves in using annual appropriations along with ARRA funds to help unemployed, underemployed, and dislocated workers find new, good jobs and to access and remain in the middle class; to help low-skill or low income workers acquire 21<sup>st</sup> century skills, find family-supporting jobs in healthy industries and access the middle class; and to help enhance the education pathways for disadvantaged and disconnected youth to improve their labor market prospects and long term career success. The LWIAs are expected to fully utilize the ARRA funding to substantially increase the number of customers served, and to substantially increase the number and proportion of those customers who receive training.

We recognize that some of these responses may be duplicative of those provided for elements of the Workforce Investment Act (WIA) Plan modification. However, the intent of ARRA and the goals of saving and creating jobs and increasing service delivery to target populations are distinct. We have identified those questions here. The responses should be included as an attachment to your WIA Plan and be entitled, "American Recovery and Reinvestment Act Local Plan."

## ARRA PLAN QUESTIONS

### 1. Integrated Services

Describe how your LWIA will develop close partnering relationships between Unemployment Insurance (UI) and One-Stop services to ensure UI claimants are quickly linked to a local One-Stop in the area to develop and pursue an employment plan.

The Merced LWIA has a very close relationship with the local Employment Development Department (EDD). The EDD has membership on our WIB and informs all of their visitors to our One-Stop services. The One-Stops are equipped to assist claimants with either computerized, fax, phone or mail UI services to apply for benefits. EDD representatives spend time at the One-Stops offering information and assistance. There are outreach efforts and websites for information regarding One-Stop services. There is a large screen monitor with a looping video at the comprehensive One-Stop that explains Workforce Investment services. One-Stop staff are present at the EDD profiling meetings and provide information about One-Stop services.

### 2. Green Jobs

How will your LWIA recognize opportunities to prepare workers for "green jobs" related to other sources of federal funding?

There have been extensive discussions with the local community college to develop green jobs training. The local WIB is also conducting a study (as well as neighboring Counties) to determine the top 6-8 green jobs in the area. We are sharing this information between Counties. There have also been efforts to enhance other trade skills to incorporate green job skills. Examples would be roofers trained in solar panel installation and plumbers in

solar heating and other like trade enhancements. We also work closely with Community Action Partnership and refer customers to their weatherization training program.

### 3. Collaboration and Alignment

Describe how your LWIA will collaborate with local government agencies and employers who are creating jobs in road and bridge projects, local food production and processing, nursing and allied health, and local conservation projects and energy efficiency programs such as the Weatherization Program run by many local Community Action Agencies.

The department has many ties with economic development and public works. We have been currently engaged in helping the acquisition of the California High Speed Rail project and a maintenance facility. There is a current 9 county program called the Green Job Corps which is training over 130 at-risk youth for technical, construction and other skilled jobs in eco-friendly industries. There is a group by the name of Valley Bio that meets regularly and conducts studies in the counties of Merced, Stanislaus and San Joaquin. The collaboration's intent is to prepare the region for biotech jobs currently in the area and potential new businesses. There are a number of the top businesses in the region attending these meetings as well as educators from K-12, community colleges and state universities. Again, we have a close partnership with the Community Action Partnership which notifies us of training opportunities in weatherization for our customers.

The department has committed to supporting a large number of Licensed Vocational Nurses, Registered Nurses, Rad Tecks, as well as other occupations in the health care industry.

### 4. Accountability and Transparency

Describe the oversight and monitoring activities to be used to determine whether or not there is compliance with programmatic, accountability, and transparency provisions of the ARRA, as well as the regular provisions of WIA and the Wagner-Peyser Act.

The same stringent policies and procedures have been incorporated into the ARRA funded service activities that have been in place for formula funding. There are in-house monitors that review files, policies, providers, contractors and worksites. The department is monitored regularly by County, State, and Federal agencies to confirm compliance. The WIB is notified of upcoming monitorings as well as the results. In house monitors work independently of any program or fiscal units in order to avoid any conflicts or bias towards the different internal departments. Fiscal reports for both ARRA and formula funding are presented to the WIB on a monthly basis. These reports reflect the original funding amounts under each funding stream and account for the latest obligations and expenditures.

### 5. Adult Services

The intent of the ARRA is that WIA Adult funds be used to provide necessary services to substantially increased numbers of adults to support their entry or reentry

into the job market. Describe the programs and processes your LWIA will use to achieve this goal.

As evidenced in the attachments ARRA funds will substantially increase numbers in adults being served. The ability to afford training for more participants has helped training providers maintain courses that would have been otherwise terminated. Collaboratively, there are courses being provided between neighboring counties that are linked to provider specialties/capabilities. Basic skills/GED training hours have been extended in order to accommodate more participants and evening hours for adults who are working or underemployed.

#### 6. Training

Because workers may need to learn new skills to compete for limited career opportunities, training will be a particularly vital service during the economic recovery, and overall training enrollments are expected to increase. Describe the programs and processes your LWIA will use to achieve this goal.

There will be trainings in Programmable Logic Controllers offered to incumbent workers in the manufacturing industries. Current skills will be enhanced to help participants to avoid layoff. Enhancements will be in the area of "green jobs" where feasible such as Waste Water Management at Merced College. The LWIA is working closely with the community college to supply supportive services to students in Licensed Vocational Nursing and Registered Nursing programs. The department currently has contracts with 34 training providers and is adding providers each month. Providers are being sought out for demand industries such as Agribusiness, including Food Processing, Agricultural Technology, and Biotechnology; manufacturing, supply chain management and logistics; health and medical care; and renewable energy. Another option is the computer literacy labs that train in an array of software programs.

#### 7. Supportive Services and Needs Related Payments

The ARRA specifically emphasizes the authority to use these funds for supportive and needs-related payments to ensure participants have the means to pay living expenses while receiving training. Supportive services may include transportation, child care, dependent care, housing, and other services that are necessary to enable an individual who is unable to obtain the services from other programs to participate in activities authorized under WIA. Describe any new policies, programs and processes your LWIA will use to achieve this goal.

The department's supportive service policy has been amended to accommodate the increased ability to pay supportive services. Supportive services are being offered to students for books, supplies, licenses and other items that aren't covered under ITAs as well as child care and transportation for all that are in need of those services. Incidental payments are given to participants that have ancillary needs. Specific needs are determined and approved on a case-by-case basis.

#### 8. Priority of Service

The WIA Adult formula funds are to be targeted on the services that most efficiently and effectively assist workers impacted by the current economy to obtain

employment, with priority given to recipients of public assistance and other low-income individuals as described in WIA section 134(d)(4)(E). The LWIAs must also incorporate priority of service for veterans and eligible spouses in accordance with the Jobs for Veterans Act. This requires veterans and eligible spouses to receive service priority over recipients of public assistance and low-income individuals. Describe what programs and processes your LWIA will use to achieve these goals. Amendments are already in place for priority of services for both low income individuals as well as veterans and their spouses. There is a local Technical Assistance Guide that specifies the criteria for the low income individuals. There has been a separate policy recently updated to address the priority of service for veterans and their spouses. There are written procedures on the notification of these services when these participants first visit the One-Stop. The information is also posted on the internet.

#### 9. Apprenticeship Programs

The LWIAs are encouraged to leverage new, and existing national, state and local registered apprenticeship programs and assets as a key resource in their talent development and reemployment strategies. Describe the programs and processes your LWIA will use to achieve this goal.

There are five labor representatives on the WIB, two of which are involved with training programs. Discussions are taking place with these representatives for coordination of apprenticeship programs with WIA.

#### 10. Regional Collaboration

The LWIAs are encouraged to partner with each other regionally and across political jurisdictions as necessary. Describe how this will be accomplished.

The department is actively involved in a number of collaborative efforts. There is a nine county consortium that has been involved in various grant and training activities called the Central California Workforce Collaborative. The department works very frequently with our neighboring counties to include the Counties of San Joaquin, Stanislaus, and Madera known as the Northern San Joaquin Valley Partnership.

#### 11. Dislocated Worker Services

The ARRA makes available additional funding for dislocated workers. It is the intent of the law that substantially increased numbers of dislocated workers will be served with this infusion of formula funds, and that training will be a significant area of focus. Describe how your LWIA will achieve this goal.

As indicated by the projected number of dislocated workers on Attachment 2, there is a substantial projected increase in participants. There has been a commitment to training dislocated workers, many in the construction field, that can benefit by skill enhancement and the addition of green job skills. For some workers that have been displaced by occupations that are becoming obsolete in the area, new vocational skills will be considered. The improvement of reading and math skills is often required and provided to insure successful completion of trainings.

## 12. Wagner-Peyser Act – Coordination of Services

The ARRA makes available additional Wagner-Peyser Act funding. Describe how your LWIA will utilize these funds to provide services such as assessment of skill levels, career guidance, job search workshops and referral to employers, to name a few.

There is a close relationship between the local EDD and One-Stop. There has been more of a presence of EDD staff providing core services to customers and offering job search and other workshops.

## 13. Summer Youth

The LWIAs are encouraged to use ARRA funds to operate an expanded summer youth employment opportunities program in 2009, and provide as many youth as possible with summer employment opportunities and work experiences throughout the year. Also, the ARRA specifies that 30 percent of Youth funds are to be spent on out-of-school youth. Finally, two waivers have been approved. One deals with procurement of youth employment providers and the other using the work readiness indicator only for youth employment outside the summer months. Describe how your LWIA will achieve the goal of providing summer employment opportunities. Further, describe how your LWIA will ensure 30 percent of Youth funds are spend on out-of-school youth. Finally, describe how your LWIA will use the waivers and publish the list of youth employment service providers.

We chose to provide direct services and contract out additional youth services through the established youth service provider. The strategy for employment services included developing and establishing work experience sites in both private for profit, non-profit and public sectors. The Youth Council recommended 50% of the funding to be provided to the out-of-school youth. This is confirmed through monthly expenditure reports based on invoices received. Youth service providers. There are two youth service providers and they are listed on the internet as well as referred to by the One-Stops and youth provider organizations. The waiver of common measures for summer youth made it possible to enroll many more participants in the very short time the project needed to be put into place. The waiver allowed saved a considerable amount of staff time and allowed us to spend funding on participants vs extra staff. A more diverse group of participants were served that may not have been without the waiver.

## 14. Economic Analysis

Provide a detailed analysis of the LWIA's economy, the labor pool, and the labor market context in relation to the economic downturn.

Merced has a civilian workforce of 106,800. Out of that number, 85,700 are employed. the current unemployment rate is 19.8%. The county is consistently one of the three highest unemployment counties in the State. The local housing industry has been extremely depressed and future predictions are very speculative. It is anticipated that foreclosures will see a surge in the not too distant future. This has impacted the construction industry as well as all of the associated industries such as building materials, equipment, logistics, to name a few. There has been a lack of water for agricultural purposes in the region which has severely impacted agriculture and associated industries such as labor contracting, logistics,

equipment, and supplies (seed, chemicals, repair parts, etc.) again to name a few. These two industries alone represent over 1/3 of the employed workforce in the County not counting the associated businesses. Government and education have been taking some huge budget hits as well and represent another 1/3 of the County's employed workforce. This means that 2/3 of our employed workforce is being adversely effected by the factors mentioned above not including associated industry sectors.

Health care is one of the LWIBs high demand industry clusters. While baby boomers are holding on to their jobs in the short-term due to the economy, the longer-term outlook appears that the industry will still be in demand and salaries are higher than many other occupations. Manufacturing (another high demand industry cluster) represents 13 % of the employed workforce in the County.

Green jobs are being studied to determine the types of job openings that may come about by changes in industry standards and legislation. These opportunities will be pursued.

Twenty seven local businesses were assisted in either downsizing or closure during the last program year, mostly boat manufacturers and retail outlets.

15. The Governor has identified key priorities for the workforce system in California's Strategic Vision for Implementation of Employment and Training Provisions of the American Recovery and Reinvestment Act (ARRA). How will your local plan modification implement the Governor's priorities?

#### 16. Educational Opportunities

Describe how your LWIA will align itself with local educational institutions and other training providers to maximize opportunities for education and training for adult and dislocated workers.

#### 17. One-Stop Staffing

Describe the additional staffing which will be provided at local One-Stops to ensure the provision of expanded staff assisted services to customers.

#### 18. Levels of Service

Describe the adjustments being made in One-Stop Career Centers in order to provide increased levels of service. Do One-Stop Career Centers have a uniform method of organizing their service delivery to business customers? Is there a common individual assessment process utilized in every One-Stop? What approaches will be used to ensure funds are targeted to those most in need, including low-income, public assistance recipients, persons with disabilities, etc.? How will One-Stops streamline the sequence of service to facilitate individual access to needed services and training?

The One-Stops are being reconfigured to handle increased traffic. Automation is being enhanced in many areas. A new case management system is being installed which will keep all information on one database and provide many needed reports at the touch of a button. This information will be uploaded to the State JTA system daily. One-Stop service orientations are being increased as well as assessments. There is a Business Resources Team that provides services to our business customers. Sage testing, Workkeys, and TABE (used for all youth participants) are the 3 skills testing devices used. Buildings are being updated to meet all of the latest ADA standards. Information is gathered up front to determine eligibility and determinations are made for priority of service. Customers are triaged when they first enter for services in order to determine the appropriate path for services. There is always a job coach available to answer questions.

#### 19. Public Comment

Describe the process used to ensure transparency and to obtain public comment on the ARRA local plan modification. What were the outcomes of the public comments?

There will be a 30 day public comment period in which the plan will be available at the One-Stops and on the internet. There will also be a newspaper ad stating particulars about the call for public comment and where to view the document.

#### 20. Performance Measures

Describe the measures which will be used to gauge performance for use of ARRA and WIA funds.

Common measures will be used with the exception of Summer Youth which will be be gauged according to the "Work Readiness" waiver.

#### 21. Expenditures Monitoring

Describe the processes which will be adopted to track and monitor expenditure of ARRA funds.

Separate budgets will be used to track direct expenditures of ARRA funds and the revenue to cover those expenditures. Staff costs are based on personal activity reports. Funds will be drawn down to reimburse the County for staff costs after the personal activity reports have been used to determine the exact costs allocable to ARRA funds.