

**Quality Employment and Development  
Committee**  
**Dept. of Workforce Investment Small Conference Room**  
**1880 Wardrobe Ave, Merced, CA 95341**  
**Wednesday, December 9, 2009, 3:30-4:30 p.m.**  
**Meeting Agenda**



<http://www.mercedwib.com>

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1. Greetings ..... Steve Newvine
  2. Presentation: California Employers Association – Human Resources ..... Mary Ann Grant
  3. Program Design .....
    - a. WIB Policy Review .....
      - 1) Incumbent Worker Policy – Language Clarification from Recent Directive ..... Joanne Presnell
    - b. One-Stop Certification ..... Joanne Presnell
    - c. WIB Recruitments – Business Sector Members ..... Brian Cutler
    - d. Grants: New Start Program – Additional Funding ..... Eve Snelling
    - e. QUED Schedule ..... Eve Snelling
  4. Program Outcomes.....
    - a. Performance Measures ..... Brian Cutler
    - b. Participant Reports ..... Brian Cutler
    - c. Business Customer Satisfaction ..... Brian Cutler
  5. Recommendations to Executive Committee/WIB ..... Steve Newvine
  6. Chair Comments ..... Steve Newvine
  7. Next Meeting – Wednesday January 13, 2009 at 3:30 .....
  8. Adjourn .....

**TO: QUED**

**DATE: 12/09/09**

**FROM: WIB Staff**

For Action

For Information

For Discussion

**SUBJECT: Incumbent Worker Policy**

**PROPOSED OUTCOMEE(S): Review the differences in the Employment Development Department Directive (WSD07-08) and the most recent U.S. Department of Labor correspondence to the Governor regarding requested waivers.**

**DISCUSSION: The Executive Committee approved an Incumbent Worker Policy on 10/5/2009. Since that time the Department of Labor has issued a letter to the Governor regarding waiver requests issued by the State that indicate limits on the originally proposed incumbent worker policy.**

**ATTACHMENT(S): None**

**TO: QUED**

**DATE: 12/09/09**

**FROM: WIB Staff**

**For Action**

**For Information**

**For Discussion**

**SUBJECT: California New Start Prison to Employment Sub – Grant Update**

**PROPOSED OUTCOME(S): For Information Only**

**DISCUSSION: On, July 16, 2009 the Merced County Department of Workforce Investment was a sub recipient of state funding in the amount of \$40,109.00 with contract period beginning 6/30/09 and ending 6/30/10. Future funding was contingent upon the availability of federal funding.**

**Since that time a paper was submitted to CDCR (California Department of Corrections and Rehabilitation) on October 23, 2009 detailing how funding would be utilized to serve parolees. On, November 18, 2009 Merced County Department of WI received a modification adding additional funds in the amount of \$60,499.00 period beginning 10-01-09 and ending 09/30/10.**

**The purpose of these funds is to enhance employability of parolees and their access to employment opportunities. These funds are intended to improve the vocational aptitude of offenders while in custody and increase the likelihood of them securing employment upon release from prison. In addition, California New Start will be vital in reducing prisoner recidivism and improving parolee reintegration by providing employment opportunities.**

**ATTACHMENT(S): N/A**

TO: QUED

DATE: December 9, 2009

FROM: WIB Staff

Recommendation

For Information

For Discusssion

SUBJECT: Quality Employment and Development Ad Hoc Committee Meeting Schedules

PROPOSED OUTCOME (S): Approve the PY 2009 / 2010 meeting schedules listed below.

DISCUSSION: Following is the meeting schedule for the Quality Employment and Development Ad Hoc Committee meetings for PY 2009 / 2010.

Quality Employment & Development Committee	Interval		Meeting Dates	
QUED 3:30 PM – 4:30 PM	Monthly	2 <sup>nd</sup> Wednesday	Oct 14, 2009 Nov 2009/ Cancelled Dec 09, 2009	Jan 13, 2010 Feb 10, 2010 Mar 10, 2010 Apr 14, 2010 May 12, 2010 June 09, 2010 July 14, 2010 Aug 11, 2010 Sep 08, 2010 Oct 13, 2010 Nov 10, 2010 Dec 08, 2010

**TO: QUED**

**DATE: 12/09/09**

**FROM: WIB Staff**

**For Action**

**For Information**

**For Discussion**

**SUBJECT: Program Year 2008/2009 Final Performance Measures**


**PROPOSED OUTCOME(S): Information and Discussion**

**DISCUSSION: The Workforce Investment Act specifies 9 common performance measures. The final performance for the Merced County Workforce Investment Area for Program Year 2008/2009 is attached.**

**The Local Workforce Investment Area of Merced surpassed 9 of the 9 performance measures. Thirteen out of the 48 Local Workforce Investment Areas exceeded all of their performance measures. The Merced Workforce Investment Board was one of those 13.**

**ATTACHMENT(S):  
2008/09 Performance Data**

**Table O - Local Performance**

	Total Participants Served	Adults	551
		Dislocated Workers	283
		Youth	518
ETA Assigned # 6090 <b>Merced County WIB</b>	Total Exitors	Adults	326
		Dislocated Workers	82
		Youth	116

		Negotiated Performance Level	Actual Performance Level	Success Rate
Entered Employment Rate	Adults	75.0%	92.8%	123.67%
	Dislocated Workers	79.0%	84.9%	107.41%
Retention Rate	Adults	78.5%	82.6%	105.24%
	Dislocated Workers	84.0%	88.0%	104.71%
Average Earnings	Adults	\$13,300	\$15,620	117.44%
	Dislocated Workers	\$14,000	\$14,013	100.09%
Placement in Employment or Education	Youth (14-21)	65.0%	78.8%	121.25%
Attainment of Degree or Certificate	Youth (14-21)	45.0%	88.9%	197.53%
Literacy or Numeracy Gains	Youth (14-21)	15.0%	20.2%	134.33%

Total participants served are clients in the program between July 1, 2008 and June 30, 2009.

Total exitors include clients leaving the program during the period from April 1, 2007 to March 31, 2008.

The cohort for entered employment rates is October 1, 2007 through September 30, 2008.

The average earnings and retention measures are based on the clients leaving the program between April 1, 2007 and March 31, 2008.

The cohort for placement in employment or education and attainment of a degree or certificate measures is October 1, 2007 through September 30, 2008.

The literacy and numeracy cohort is July 1, 2008 through June 30, 2009.

**TO: QUED**

**DATE: 12/09/09**

**FROM: WIB Staff**

**For Action**

**For Information**

**For Discussion**

**SUBJECT: Participant Report**

**PROPOSED OUTCOME(S): Information only.**

**DISCUSSION: Attached is a participant report for the time period July 2009 to October 2009, which reflects the number of participants enrolled and exited (and how they entered and exited the programs) within specific grant codes. Each year a modification to the Workforce Investment Board 5-Year Strategic Plan is submitted with projected participant numbers. Due to the President's American Recovery and Reinvestment Act (ARRA) of 2009 and State waivers filed, there has been no modification to the 5-Year Strategic Plan filed for this year to date. The attached report is a comparison of the actual participant numbers with 33.33% of the program year expended and tentative projections, which include additional participants for ARRA funding. The projections/format may change depending on the format the State chooses to use in its Strategic Plan modification template.**

**This report is a monthly "snapshot" of the Workforce Investment Act (WIA) programs. Non-WIA services and Supportive services reflect other trainings and services where WIA funds were used to help participants with supplies, materials, transportation, childcare, and other necessary expenses allowed by the WIA.**

**ATTACHMENT(S):  
Participant Report**

**WIA PARTICIPANT SUMMARY REPORT - FORMULA GRANTS**

**PY 2009/10 - October 2009**

**Report Range 07/2009 to 10/2009**

33.33% of Plan Year Expended

	Adult (201)			Dislocated Worker (501)		
	Actual	Planned	Per Cent	Actual	Planned	Per Cent
<b>Total Participants</b>	321	1100	29.2%	238	404	58.9%
Participants Carried In	254	247	102.8%	156	141	110.6%
New Participants Entering Grant	67	853	7.9%	82	263	31.2%
<b>Total Participants Exiting WI</b>	19	614	3.1%	8	160	5.0%
Entered Unsubsidized Employment	11	386	2.8%	7	124	5.6%
Training Related	14	104	13.5%		6	
Other Exits*	2	48	4.2%		14	
<b>Program Activities/Services Summary</b>						
Core Services (Registered)	320	1094	29.3%	238	404	58.9%
Intensive Services	282	626	45.0%	220	312	70.5%
Training Services**	45	100	45.0%	106	114	93.0%
Non-WIA Funded Services	172	380	45.3%	28	54	51.9%
Supportive Services	273	542	50.4%	176	196	89.8%

	Older Youth (301)				
	Older Youth	Younger Youth	Actual Total	Planned	Per Cent
<b>Total Participants</b>	146	376	522	590	88.5%
Participants Carried In	118	286	404	410	98.5%
New Participants Entering Grant	28	90	118	180	65.6%
<b>Total Participants Exiting WI</b>	10	56	66	75	88.0%
Entered Unsubsidized Employment	5	13	18		
Training Related	3	4	7		
Entered Post-Secondary Education	1	34	35		
Entered Advanced Training		3	3		
Attained High School Diploma/GED	1	36	37		
Other Exits	1	11	12		
<b>Program Activities/Services Summary</b>					
Goals Set (Younger Youth Only)**		141	141		

\*Other Exits includes Exit Code 02 "Remained With Layoff Employer" for Dislocated Workers.

\*\*Training Services totals exclude Non-WIA Funded Training Services

\*\*\*Goals Set is no longer a Participant Plan data point. Results listed for informational purposes only.

**WIA PARTICIPANT SUMMARY REPORT - OTHER GRANTS AND CONTRACTS**

**PY 2009/10 - October 2009**

**Report Range 07/2009 to 10/2009**

	<b>Federal LVN Grant (907)</b>	<b>**WIA DW Augment (307)</b>	<b>WIA 15% CalGRIP (414)</b>	<b>CalGRIP Younger Youth (417)</b>
<b>Total Participants</b>	85	108	17	24
Participants Carried In				
New Participants Entering Grant	85	108	17	24
<b>Total Participants Exiting WI</b>	38	7	4	
Entered Unsubsidized Employment	14	6	3	
Training Related	26			
Entered Military Service				
Entered Qualified Apprenticeship Program				
Entered Post-Secondary Education		1		
Entered Advanced Training				
Attained Recognized Certificate/Diploma/Degree	25	1	1	
Attained High School Diploma/GED				
Returned to Secondary School (Youth Only)				
Exits Excluded from Performance				
Other Exits	7		1	
<b>Program Activities/Services Summary</b>				
Core Services (Registered)	84	104		
Intensive Services	80	100	16	22
Training Services*		61		
Non-WIA Funded Services	79	13	2	
Supportive Services	85	96	6	1
Youth Services			15	24
Concurrent Program Participants	12	108	4	1
Individual Training Accounts		2		
Goals Set (Younger Youth Only)				

**\*Training Services totals exclude Non-WIA Funded Training Services**

**\*\*Dislocated Worker Augmentation Participants may be co-enrolled in formula Dislocated Worker Grant**

**WIA PARTICIPANT CHARACTERISTICS SUMMARY**

**Report Period: 7/2009 to 10/2009**

**FORMULA GRANTS**

	ADULT		DISLOCATED WORKER		301 OLDER YOUTH		301 YOUNGER YOUTH		TOTAL (ALL GRANT CODES)	
	#	%	#	%	#	%	#	%	#	%
<b>Total</b>	321	100.0%	238	100.0%	162	100.0%	376	100.0%	1,097	100.0%
Female	226	70.4%	100	42.0%	87	53.7%	188	50.0%	601	54.8%
Male	95	29.6%	138	58.0%	75	46.3%	188	50.0%	496	45.2%
<b>Age</b>										
14-18	7	2.2%			19	11.7%	376	100.0%	402	36.6%
19-21	16	5.0%	5	2.1%	143	88.3%			164	14.9%
22-29	108	33.6%	36	15.1%					144	13.1%
30-44	121	37.7%	95	39.9%					216	19.7%
45-54	46	14.3%	73	30.7%					119	10.8%
55-61	20	6.2%	29	12.2%					49	4.5%
62-64	2	0.6%							2	0.2%
65 and over	1	0.3%							1	0.1%
<b>Race/Ethnicity</b>										
American Indian / Alaskan Native	6	1.9%	4	1.7%	2	1.2%	2	0.5%	14	1.3%
Asian	30	9.3%	14	5.9%	15	9.3%	101	26.9%	160	14.6%
Black / African American	21	6.5%	13	5.5%	16	9.9%	29	7.7%	79	7.2%
Hawaiian Native/Other Pacific Islander	7	2.2%	2	0.8%	1	0.6%	1	0.3%	11	1.0%
White	141	43.9%	105	44.1%	20	12.3%	35	9.3%	301	27.4%
Ethnicity Hispanic or Latino	128	39.9%	111	46.6%	111	68.5%	216	57.4%	566	51.6%
<b>Labor Force Status</b>										
Employed	109	34.0%	15	6.3%	12	7.4%	4	1.1%	140	12.8%
Unemployed	212	66.0%	222	93.3%	150	92.6%	372	98.9%	956	87.1%
UI Claimant	40	12.5%	209	87.8%	4	2.5%	1	0.3%	254	23.2%
UI Exhaustee	9	2.8%	15	6.3%			1	0.3%	25	2.3%
<b>Barriers to Employment</b>										
Disabled	5	1.6%	2	0.8%	5	3.1%	20	5.3%	32	2.9%
Limited English Proficiency					5	3.1%	7	1.9%	12	1.1%
Single Parent	72	22.4%	37	15.5%	27	16.7%	11	2.9%	147	13.4%
Work Profiling Reempl. Services Referral	1	0.3%	19	8.0%	1	0.6%	1	0.3%	22	2.0%
Low Income	203	63.2%	113	47.5%	143	88.3%	357	94.9%	816	74.4%
Displaced Homemaker										
Offender	11	3.4%	7	2.9%	16	9.9%	31	8.2%	65	5.9%
Homeless	2	0.6%			5	3.1%	8	2.1%	15	1.4%
Runaway Youth					2	1.2%	5	1.3%	7	0.6%
Pregnant Parenting Youth					46	28.4%	21	5.6%	67	6.1%
Youth Needing Additional Assistance					161	99.4%	374	99.5%	535	48.8%
Basic Literacy Skills Deficient	75	23.4%	106	44.5%	131	80.9%	289	76.9%	601	54.8%
Substance Abuse	1	0.3%			3	1.9%	12	3.2%	16	1.5%
Foster Youth					3	1.9%	7	1.9%	10	0.9%

**WIA PARTICIPANT CHARACTERISTICS SUMMARY**  
**Report Period: 7/2009 to 10/2009**  
**OTHER GRANTS AND CONTRACTS**

	FEDERAL LVN GRANT (907)		WIA 15% DISPLACED WORKER AUGMENTATION (307)		WIA 15% CALGRIP (414)		WIA 15% CALGRIP YOUNGER YOUTH (417)		TOTAL (ALL GRANT CODES)	
	#	%	#	%	#	%	#	%	#	%
<b>Total</b>	85	100.0%	108	100.0%	17	100.0%	24	100.0%	234	100.0%
<b>Female</b>	80	94.1%	39	36.1%	7	41.2%	4	16.7%	130	55.6%
<b>Male</b>	5	5.9%	69	63.9%	10	58.8%	20	83.3%	104	44.4%
<b>Age</b>										
14-18					5	29.4%	24	100.0%	29	12.4%
19-21	2	2.4%	1	0.9%	9	52.9%			12	5.1%
22-29	39	45.9%	19	17.6%	3	17.6%			61	26.1%
30-44	32	37.6%	45	41.7%					77	32.9%
45-54	10	11.8%	33	30.6%					43	18.4%
55-61	2	2.4%	10	9.3%					12	5.1%
62-64										
65 and over										
<b>Race/Ethnicity</b>										
American Indian / Alaskan Native			2	1.9%					2	0.9%
Asian	28	32.9%	5	4.6%			1	4.2%	34	14.5%
Black / African American	5	5.9%	5	4.6%	2	11.8%	4	16.7%	16	6.8%
Hawaiian Native/Other Pacific Islander	4	4.7%	1	0.9%					5	2.1%
White	26	30.6%	54	50.0%	2	11.8%	1	4.2%	83	35.5%
Ethnicity Hispanic or Latino	27	31.8%	45	41.7%	13	76.5%	18	75.0%	103	44.0%
<b>Labor Force Status</b>										
Employed	63	74.1%	5	4.6%	1	5.9%			69	29.5%
Unemployed	22	25.9%	102	94.4%	16	94.1%	24	100.0%	164	70.1%
UI Claimant			98	90.7%					98	41.9%
UI Exhaustee	1	1.2%	6	5.6%					7	3.0%
<b>Barriers to Employment</b>										
Disabled	1	1.2%	1	0.9%	1	5.9%	1	4.2%	4	1.7%
Limited English Proficiency	1	1.2%					3	12.5%	4	1.7%
Single Parent	23	27.1%	16	14.8%	5	29.4%	1	4.2%	45	19.2%
Work Profiling Reempl. Services Referral			4	3.7%					4	1.7%
Low Income	36	42.4%	47	43.5%	17	100.0%	23	95.8%	123	52.6%
Displaced Homemaker										
Offender			4	3.7%	9	52.9%	22	91.7%	35	15.0%
Homeless										
Runaway Youth							4	16.7%	4	1.7%
Pregnant Parenting Youth					8	47.1%	3	12.5%	11	4.7%
Youth Needing Additional Assistance					15	88.2%	23	95.8%	38	16.2%
Basic Literacy Skills Deficient	11	12.9%	52	48.1%	16	94.1%	19	79.2%	98	41.9%
Substance Abuse							4	16.7%	4	1.7%
Foster Youth					1	5.9%			1	0.4%

## How are we doing?

1 Business Name:

2 Which of our services have you used? (Check all that apply)

- Employment Screening/Selective Recruitment
- Referral of Job Seekers
- Interview Rooms/Scheduling of Candidates
- Referral Services to Community Resources
- On-the-Job Training: (OJT)
- Upgrade Skills and Training
- Incumbent Worker Training
- Consultation and Outplacement
- Enterprise Zone Tax Credits
- Work Opportunity Tax Credit (WOTC)
- Labor Market & Wage Information

Please check the appropriate box to rate our service in the following areas.

3 Information Recieved?

- Excellent
- Good
- Fair
- Poor

4 Courtesy of staff?

- Excellent
- Good
- Fair
- Poor

5 Quality of overall service?

- Excellent

- Good
  - Fair
  - Poor
  - N/A
- 

6 Quality of facility/programs?

- Excellent
  - Good
  - Fair
  - Poor
  - N/A
- 

7 Did you get a timely response?

- Excellent
  - Good
  - Fair
  - Poor
  - N/A
- 

8 Were staff knowledgeable?

- Excellent
  - Good
  - Fair
  - Poor
  - N/A
- 

9 Who is the Business Resource Representative that you have worked with at Merced County Dept. of Workforce Investment/Worknet?

- David Heyer
- Eve Snelling
- Elena Blanton
- Emily Tolsma
- Johnny Valadez
- Martin Gomez-Benitez
- Roberta Anderson
- Other, please specify

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10 When was the last time you were contacted by a Business Resource Representative? Within the last:

- 3 Months
- 6 Months
- 9 Months
- 12 Months

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11 Would you recommend our services to other businesses?

Why you would/would not recommend our services to others?

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12 How did you hear about us?

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13 Which services would you be interested in? (Check all that apply)

- Employment Screening/Selective Recruitment
- Referral of Job Seekers
- Interview Rooms/Scheduling of Candidates
- Referral Services to Community Resources
- On-the-Job Training: (OJT)
- Upgrade Skills and Training
- Incumbent Worker Training
- Consultation and Outplacement
- Enterprise Zone Tax Credits
- Work Opportunity Tax Credit (WOTC)
- Labor Market & Wage Information

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14 Comments:

