

TO: Executive Committee

DATE: 10/01/07

FROM: WIB Staff

For Action

For Information

For Discussion

SUBJECT: Modification 8 of Five-Year Strategic Plan

PROPOSED MOTION(S): Approve Modification 8 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 7) on September 14, 2006.

The plan reflects consistency with the State plan, changes to local policies resulting from the recent passage of Senate Bill 293, and contains new labor market analysis. The plan is a projection of participants to be served as Adults, Dislocated Workers, and Youth, along with associated costs. All One-Stop MOUs and Resource/Cost Sharing Agreements are also included.

**ATTACHMENT(S):
Modification 8 to Five-Year Strategic Plan**



Workforce Investment Area Local Plan Modification Program Year 2007–08

LWIA: Merced County

Submitted on: September 28, 2007

Contact Person: Dave Davis

Contact Person's Telephone Number: 209-724-2166

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WIA Local Plan Modification PY 2007-08

Modification # 8 _____

LWIA: Merced County

Date: 04/01/2007

Table of Contents

	REVISION		PAGE NUMBER
	Yes	No	
Narrative			
Executive Summary	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
I. Plan Development Process	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
II. Local Vision and Goals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
III. Labor Market Analysis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>9/12</u>
IV. Leadership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
V. One-Stop Service Delivery System	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>15</u>
VI. Youth Activities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
VII. Administrative Requirements	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
VIII. Assurances	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
IX. Signature Page (<i>new</i>)	<u>Required</u>		_____
X. Addendum (<i>new</i>)	<u>Required</u>		_____
Attachments			
1. Budget Plan Summaries (<i>new</i>)	<u>Required</u>		<u>44/46</u>
2. Participant Plan Summary (<i>new</i>)	<u>Required</u>		<u>47/50</u>
3. Negotiated Levels of Performance Chart (<i>new</i>)	<u>Required</u>		<u>51</u>
4. Copies of all MOUs for Each One-Stop (<i>new</i>)	<u>Required</u>		_____
5. Public Comments of Disagreement	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____
6. LWIA Grant Recipient Listing (<i>new</i>)	<u>Required</u>		_____
7. Other Submittal(s)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____

Amendments and updates to the narrative portion of the
Strategic Five-Year Local Workforce Investment System

Section III – Labor Market Analysis

Page 9, Market Analysis of Local Area The language should be changed to:

Non-farm wage and salary employment in Merced County is expected to grow nearly 2 percent annually between 2002 and 2012. This annual growth rate is above the 1.8 percent forecasted for California as a whole for the same period. By 2010, 10,900 new jobs will be created which will bring the employment of Merced County to 66,400.

Almost 75% of all new non-farm wage and salary jobs are forecast to occur in Government (24%), Retail Trade (18%), Construction (17%), and Manufacturing (14%).

State government, the fastest growing major industry sector, is projected to grow at an annual rate of 30 percent, mainly due to the increase in enrollments at UC Merced. Construction is forecast to grow almost 8 percent annually. Finance & Insurance is expected to grow 4 percent per year between 2002 and 2012. General Merchandise Stores (4% per year) is the fastest growing industry in Merced County.

Page 10 – Para B. The language should be changed to:

The needs employers in Merced County have been determined in a number of ways. Originally, focus groups made up of medical professionals, Hispanic business owners, manufacturing industries and business groups from Los Banos and Castle were convened as part of a research project conducted by the One-Stop Operator and partners. In 2000, the One-Stop Operator began an annual survey of employees, determining the services businesses need most and also to gauge customer satisfaction.

This year will mark the introduction of “Executive Pulse” as a new means for helping to determine LMI data and the needs of employers. The business intelligence tool will be populated through research and face-to-face visits with area employers and will be shared regionally through the Central California Workforce Collaborative.

Page 11 – Para C. The language should be changed to:

Occupational projection for the period 2002-2012 include about 10,800 new jobs from industry growth, 13,900 job openings from net replacements for a combined total of almost 24,700 job openings.

The 50 occupations with the most job openings are expected to generate 14,100 total job openings, about 57 percent of all job openings in Merced County during the 2002-2012 period. At the top of the list are various entry-level occupations such as Cashiers, Retail Sales Persons, Combined Food Preparation and Serving Workers, all of which pay less than \$9.00 an hour. The top 50 list also includes higher skilled occupations requiring a

Bachelor degree or higher, such as Elementary School Teachers, Managers, Secondary School Teachers, and Middle School Teachers.

The 50 fastest growing occupations are all expected to grow at an annual rate of 2.0 percent or more. Many of the occupations are in the construction and education fields. Most of the education related occupations require a minimum of 1-12 months on-the-job training.

Section V – Local One-Stop Delivery System

Page 15, Section A, para 1 The language should be changed to delete references to the Livingston One-Stop.

Page 15, Section A, para 3 The language should be changed to add the following:

The local MOUs will now include language from Senate Bill 293 to include:

- Among the services which are available through the Worknet Employment Resource Centers are training services which must be made available to individuals who have met the requirements for intensive services and who are unable to obtain or retain employment through intensive services. Additionally, each local board shall develop a policy for identifying individuals who, because of their skills or experiences, should be referred immediately to training services. This policy, along with the methods for referral of individuals between the one-stop operator and the one-stop partners for appropriate services and activities, shall be contained in the MOU between the WIB and the one-stop partners.
- The MOU between the WIB and the one-stop operator shall contain language that requires the WIB to select the one-stop operator, with the agreement of the local chief elected official, annually review its operations, and terminate for cause the eligibility of such operator.

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2007-08	LWIA: <u>Merced County</u>
<input checked="" type="checkbox"/> Modification # <u>8</u>	Date: <u>07/01/2007</u>

SIGNATURE PAGE

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

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

Local Workforce Investment Board Chair	Chief Elected Official(s)
_____	_____
Signature	Signature
_____	_____
Robert A. Harmon	Andrea T. Baker
Name	Name
_____	_____
Chair	Director, Department of Workforce Investment
Title	Title
_____	_____
Date	Date

WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: Merced County Department of Workforce Investment

Date: 07/01/07

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

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

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

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

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

FUNDING IDENTIFICATION	R7xxxxx Subgrant	R8xxxxx Subgrant
1. Year of Appropriation	2006	2007
2. Formula Allocation	1,417,578	1,470,295
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Line 2 plus 4)	1,417,578	1,470,295

TOTAL ALLOCATION COST CATEGORY PLAN

6. Program Services (sum of Lines 6A through 6E)	1,275,821	1,323,266
A. Core Self Services	302,521	313,771
B. Core Registration Services	417,698	433,231
C. Intensive Services	112,825	117,021
D. Training Services	442,777	459,243
E. Other	0	0
7. Administration (Line 5 minus 6)	141,757	147,029
8. TOTAL (Lines 6 plus 7)	1,417,578	1,470,295

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

9. September 2006	249,657	
10. December 2006	671,735	
11. March 2007	938,063	
12. June 2007	1,204,391	
13. September 2007	1,417,578	197,418
14. December 2007		608,023
15. March 2008		1,018,628
16. June 2008		1,429,233
17. September 2008		1,470,295
18. December 2008		
19. March 2009		
20. June 2009		

Jackie Walther-Parnell

Operations Officer

(209) 724-2012

Contact Person, Title

Telephone Number

Date Prepared

Comments:

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

WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: Merced County Department of Workforce Investment

Date: 07/01/07

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

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

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

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

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

FUNDING IDENTIFICATION	R7xxxxx Subgrant	R8xxxxx Subgrant
1. Year of Appropriation	2006	2007
2. Formula Allocation	1,360,252	1,099,664
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Line 2 plus 4)	1,360,252	1,099,664

TOTAL ALLOCATION COST CATEGORY PLAN

6. Program Services (sum of Lines 6A through 6E)	1,224,227	989,698
A. Core Self Services	435,257	351,873
B. Core Registration Services	393,672	318,255
C. Intensive Services	118,881	96,107
D. Training Services	276,417	223,463
E. Other	0	0
7. Administration (Line 5 minus 6)	136,025	109,966
8. TOTAL (Lines 6 plus 7)	1,360,252	1,099,664

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

9. September 2006	217,350	
10. December 2006	531,762	
11. March 2007	791,864	
12. June 2007	1,194,966	
13. September 2007	1,360,252	143,238
14. December 2007		451,762
15. March 2008		760,286
16. June 2008		1,068,810
17. September 2008		1,099,664
18. December 2008		
19. March 2009		
20. June 2009		

Jackie Walther-Parnell

Operations Officer

(209) 724-2012

Contact Person, Title

Telephone Number

Date Prepared

Comments:

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

WIA Local Plan Modification PY 2007-08

Modification # _____

LWIA: Merced County Department of Workforce Investment

Date: 04/01/07

TITLE IB BUDGET PLAN SUMMARY (Youth)

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

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

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

FUNDING IDENTIFICATION	R7xxxxx Subgrant	R8xxxxx Subgrant
1. Year of Appropriation	2006	2007
2. Formula Allocation	1,551,870	1,590,556
3. Allocation Adjustment - Plus or Minus		
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	1,551,870	1,590,556
TOTAL ALLOCATION COST CATEGORY PLAN		
5. Program Services (sum of Lines 5A and 5B)	1,396,683	1,431,501
A. In School	838,010	858,900
B. Out-of-School (30%)	558,673	572,601
6. Administration (Line 4 minus 5)	155,187	159,055
7. TOTAL (Line 5 plus 6)	1,551,870	1,590,556
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2006 and April 1, 2007 respectively)		
8. June 2006	0	
9. September 2006	0	
10. December 2006	135,300	
11. March 2007	543,853	
12. June 2007	954,137	0
13. September 2007	1,351,686	0
14. December 2007	1,551,870	208,848
15. March 2008		617,880
16. June 2008		1,026,912
17. September 2008		1,435,944
18. December 2008		1,590,556
19. March 2009		
20. June 2009		

Jackie Walther-Parnell

Operations Officer

(209) 724-2012

Contact Person, Title

Telephone Number

Date Prepared

Comments:

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

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2007-08 <input checked="" type="checkbox"/> Modification # <u>8</u>	LWIA: Merced County Date: <u>07/01/07</u>
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TITLE IB PARTICIPANT PLAN SUMMARY

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

Plan the number of individuals that are in each category.

Totals for PY 2007 (07/01/07 through 06/30/08)	ADULT	DW	OY	YY
1. Registered Participants Carried in from 2006	105	85	102	286
2. New Registered Participants for PY 2007	145	73	30	30
3. Total Registered Participants for PY 2007 (Line 1 plus 2)	250	158	132	316
4. Exiters for PY 2007	91	39	35	100
5. Registered Participants Carried Out to PY 2007 (Line 3 minus 4)	159	119	97	216

PROGRAM SERVICES				
6. Core Self Services	5,700	2,612		
7. Core Registered Services	384	216		
8. Intensive Services	179	113		
Training Services	117	71		

SKILL ATTAINMENT				
10. Attained a Skill/Goal				250

EXIT STATUS				
11. Entered Employment	71	35	25	15
11A. Training-related	22	17	9	10
11B. Entered Postsecondary/Advanced/Credential Program				
12. Remained with Layoff Employer				
13. Entered Military Service				5
14. Entered Advanced Training			1	2
15. Entered Postsecondary Education			9	62
16. Entered Apprenticeship Program				
17. Attained High School Diploma/GED				75
18. Returned to Secondary School				4
19. Exited for Other Reasons	78	38	35	85

David C. Davis, Special Projects Manager, 209-724-2166

Contact Person, Title	Telephone	Date Prepared
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Comments:

WIA Local Plan Modification PY **2007-08**

Modification #

8

LWIA: Merced County

Date:

07/01/2007

STATE NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c)	PY 2000-01	PY 2001-02	PY 2002-03	PY 2003-04	PY 2004-05	PY 2005-06	PY 2006-07	PY 2007-08
Adults								
Entered Employment Rate	66%	68%	70%	72%	72%	73%	74%	77%
Employment Retention Rate	74%	76%	78%	81%	82%	79%	80%	82%
Earnings Change	\$3500	\$3600	\$3400	\$3400	\$3450	\$3500	\$3500	\$12,400
Employment and Credential Attainment Rate	40%	50%	50%	50%	55%	56%	58%	58%
Dislocated Workers								
Entered Employment Rate	68%	69%	70%	79%	79.5%	81%	82%	85%
Employment Retention Rate	81%	83%	85%	88%	88%	85%	86%	87%
Earnings - Replacement Rate/Change/Average ²	85%	86%	88%	96%	96%	-\$3000	TBD	\$15,800
Employment and Credential Attainment Rate	40%	42%	45%	58%	58%	66%	67%	67%
Older Youth (ages 19-21)								
Entered Employment Rate	55%	56%	58%	66%	67%	72%	73%	78%
Employment Retention Rate	70%	72%	74%	76.5%	78%	80%	81%	83%
Earnings Change	\$2500	\$2600	\$2700	\$3000	\$3000	\$3700	\$3800	\$4,100
Employment and Credential Attainment Rate	36%	42%	30%	30%	30%	38%	39%	39%
Younger Youth (ages 14-18)								
Skill Attainment Rate	65%	70%	75%	76%	76.5%	83%	84%	86%
Diploma or Equivalent Rate	40%	42%	45%	55%	55.5%	66%	67%	67%
Retention Rate	40%	42%	45%	53%	53%	63%	64%	68%
Participant Customer Satisfaction Rate	66	67	68	75	75	75	75	75
Employer Customer Satisfaction Rate	64	65	66	75	75	75	75	75

¹ Guidance on the definitions of specific indicators for state and local performance can be found at the U.S. Department of Labor [WIA](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to, 29-05, 17-05, 8-99, 11-01, 22-02, 22-03, 27-04, and 35-04. Additional guidance can be found at the EDD Workforce Development Community [Directives](#) Web site and [Information Bulletins](#) Web site. Specific Directives include, but are not limited to, WIAD03-6, 04-10, 05-9, and 05-15. Specific Information Bulletins include, but are not limited to, WIAB01-27, 01-55, 02-37, 02-45, 03-43, 03-83, and 05-16.

² For PYs 2000-01 through 2004-05, this dislocated worker goal was earnings replacement rate. For PY 2005-06, this goal was changed to earnings change. Effective July 1, 2006, the U.S. Department of Labor is implementing a new methodology for calculating the average earnings measure.

WIA Local Plan Modification PY **2007-08**

Modification #

8

LWIA: **Merced County**

Date:

07/01/2007

LOCAL NEGOTIATED LEVELS OF PERFORMANCE³

WIA Requirement at Section 136(c)	PY 2000-01	PY 2001-02	PY 2002-03	PY 2003-04	PY 2004-05	PY 2005-06	PY 2006-07
Adults							
Entered Employment Rate	66%	68%	70%	72%	72%	73%	74%
Employment Retention Rate	74%	76%	78%	81%	82%	76%	77%
Earnings Change	\$3500	\$3600	\$3400	\$3400	\$3450	\$3500	\$3500
Employment and Credential Attainment Rate	40%	50%	50%	50%	55%	56%	58%
Dislocated Workers							
Entered Employment Rate	68%	69%	70%	79%	79.5%	81%	82%
Employment Retention Rate	81%	83%	85%	88%	88%	83%	84%
Earnings - Replacement Rate/Change/Average ⁴	85%	86%	88%	96%	96%	-\$3000	-\$3000
Employment and Credential Attainment Rate	40%	42%	45%	58%	58%	66%	67%
Older Youth (ages 19-21)							
Entered Employment Rate	55%	56%	58%	66%	67%	72%	73%
Employment Retention Rate	70%	72%	74%	76.5%	78%	75%	76%
Earnings Change	\$2500	\$2600	\$2700	\$3000	\$3000	\$3700	\$3800
Employment and Credential Attainment Rate	36%	42%	30%	30%	30%	38%	38%
Younger Youth (ages 14-18)							
Skill Attainment Rate	65%	70%	75%	76%	76.5%	83%	84%
Diploma or Equivalent Rate	40%	42%	45%	55%	55.5%	66%	67%
Retention Rate	40%	42%	45%	53%	53%	63%	64%
Participant Customer Satisfaction Rate							
Employer Customer Satisfaction Rate							

³ Guidance on the definitions of specific indicators for state and local performance can be found at the U.S. Department of Labor [WIA](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to, 29-05, 17-05, 8-99, 11-01, 22-02, 22-03, 27-04, and 35-04. Additional guidance can be found at the EDD Workforce Development Community [Directives](#) Web site and [Information Bulletins](#) Web site. Specific Directives include, but are not limited to, WIAD03-6, 04-10, 05-9, and 05-15. Specific Information Bulletins include, but are not limited to, WIAB01-27, 01-55, 02-37, 02-45, 03-43, 03-83, and 05-16.

⁴ For PYs 2000-01 through 2004-05, this dislocated worker goal was earnings replacement rate. For PY 2005-06, this goal was changed to earnings change. Effective July 1, 2006, the U.S. Department of Labor is implementing a new methodology for calculating the average earnings measure.

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	John Pedroza Chair, Merced County Board of Supervisors	2222 M Street Merced, CA 95340	209-385-7366 209-726-7977 DIST1@co.merced.ca.us
Fiscal Agent	Merced County Department of Workforce Investment	Jackie Walther-Parnell Operations Officer	1880 W. Wardrobe Ave Merced, CA 95341	209-724-2012 209-725-3592
Local Area Administrator	Merced County Department of Workforce Investment	Andrea T. Baker Director	1880 W. Wardrobe Ave Merced, CA 95341	209-724-2002
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.

WIA Local Plan Modification PY 2007-08

Modification #

8

LWIA: Merced County

Date: 07/01/2007

X. ADDENDUM

A. Consistency with the State Plan – WIA Section 118(a) requires Local Plans to be consistent with the State Plan.

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

- 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

These four key priorities for California's workforce system are addressed in the Governor's vision for the system in more detail in Section I of the [State Plan](#). Describe how your local vision and workforce development strategy is consistent with the Governor's workforce development priorities.

A. Understanding and Meeting the Workforce Needs of Business and Industry in Order to Prepare Workers for 21st Century Jobs:

The Vision and Goals of the Merced County Workforce Investment Board are aligned with the Governor's key priorities for California's public workforce system. Vision: Merced County's Workforce Investment System will keep pace with new growth, the emerging economy, and the ever-changing needs of the employers by creating a better educated, highly skilled workforce, that's capable, prepared, and thoroughly knowledgeable. This Vision has been actualized by making the workforce system demand driven, with the system's primary customer being business. The shift towards anticipating and filling the needs of business has resulted in yesterday's customer, the job seeker, becoming the product being produced to satisfy the needs of business.

This process begins with the selection of new WIB members. Representation from UC Merced was accomplished last year and new and emerging industries are courted for their representation on the Board. Our Youth Council has directed that those youth with the greatest need be served first. We have used and will continue to use the High

Concentrations of Youth Initiative monies to further target youth most in need. One of the newest member of the Youth Council, an experienced youth Probation Officer, further reflects that youth strategy. The past two years the High Concentration plan centered on youth with disabilities. This coming year that emphasis will shift to youth involved with juvenile justice.

The WIB is continuing to meet the workforce needs of business and industry through three "Implications for Actions" involving economic development, education, and workforce housing. It continues to be strongly felt that alignment with those critical areas will lead to attracting, educating and housing today's and tomorrow's workforces. The WIB has linked with the economic development community, including the UC Merced Small Business Development Center, to enhance the LWIA's continued growth. The WIB has become an active voice in the local P-16 Council, and has successfully performed as a taskforce on workforce housing. The county and cities planning departments, the city councils and the County Board of Supervisors have been informed of the complexities of workforce housing, and all have been provided with a comprehensive Tool Kit containing discussion of the pros and cons of workforce housing, copies of State and Federal laws pertaining to affordable housing, and a WIB created template for use if the cities or County wish to create housing ordinances.

Targeting Limited Resources to Areas Where They Can have the Greatest Economic Impact:

The Workforce Investment Board's first Goal stems from the WIB's selection of industry clusters on which to focus. Originally eight clusters were chosen but subsequently narrowed down to concentrate on the healthcare field. The Board initially focused on the production of Registered and Licensed Vocational Nurse training through the local community college. Nurses represent high-wage, high-growth jobs and attempt to fill the state-wide shortage. The past two years the WIB has used a combination of local leveraged funding from the local hospitals, contributions from the community college, and WIA funds to produce nurses. As of July 1, 2007, insufficient WIA funding exists to train further nurses. The community college has responded by continuing to train RNs at previous levels with supportive services to students provided by the WIB. Licensed Vocational Nurses are now being trained with funding from a DOL Community Based Job Training Grant under a regional agreement between Madera, Merced, and Stanislaus Counties.

The WIB, while continuing to embrace the healthcare industry cluster, has now expanded its role by choosing to focus on the manufacturing industry cluster. Once again, the WIB is approaching this cluster regionally, this time as a member of the San Joaquin Valley Manufacturing Industry Project. This regional project included Madera, Merced, Stanislaus and San Joaquin Counties.

Through the Central California Workforce Collaborative (CCWC) Governor's Grant, WorkKeys assessment will be implemented in Merced County and the entire San Joaquin Valley region, a skills gap survey will be completed, The Connector and

Executive Pulse will be implemented, and a pilot Manufacturing Skills Standards Council (MSSC) assessment site will be established.

Collaborating to Improve California's Educational System at All Levels:

The Workforce Investment Board has a specific goal regarding the improvement of education: Influence the K-12 educational system to design and implement strategies that provide students knowledge of employee skills and attitudes and develop metrics to assure success. Additionally, the following Implication for Action has become an integral factor in WIB decisions involving education: The Merced County Workforce Investment Board strongly recommends and supports the following actions take place to support the Education community involved and responsible for providing education and training to Merced County's current and future workforce .

A Regional Educational Collaborative Support System that:

- Supports continuous increases in academic performance
- Secures funding to support the collaboration
- Has a focused campaign to the community about ways to best support services
- Ensures open communication with all stakeholders

A Comprehensive Career Education System that:

- Supports the development of comprehensive career education and development services for K-14 students, drop-outs and under-employed individuals. The services include K-12 career/technical education, curriculum, awareness of career pathways, Grade 9 – Adult basic skills and training (including ESL and VSL). Special emphasis should be placed on reaching out to individuals not connected to existing agencies or services and promote the development of this system through partnering with schools and agencies.

The membership of the WIB and Youth Council reflect this commitment to collaborating with the Education community. The largest high school districts in the County, the County Office of Education, the local community college, and UC Merced are all represented on the Workforce Investment Board. The Youth Council has representation from Merced College and the County Regional Occupation Program. WIB members serve on the local P-16 Council linking the needs of business to the education community. The Merced P-16 Council is in the forefront of creating a Regional P-16 Council. Goals of the P-16 Council include 1) expanding pre-school experiences; 2) reducing secondary school attrition; 3) improving college-going, transfer, and graduation rates; 4) heightening professional development for teachers; and 5) increasing the availability of qualified teachers.

Ensuring the Availability of Public and Private Investments

The Workforce Investment System in Merced County is dedicated to improving local government partnerships and to maximizing the use of public and private workforce resources to improve and expand services. The Worknet Employment Resource Center (One-Stop) is a prime example of continuing collaboration and the leveraging of resources. The Worknet Leadership Team oversees the operation of the Worknet

Employment Resource Center and is made up of the partner organizations working together to address the employment needs of Merced County. The 13 partners and 2 associates have adopted the following Mission: Worknet responds to the needs of our business community and job seekers to enhance our community's quality of life. Its Vision: To deliver a skilled, competitive workforce that ensures a diverse and prosperous economy, and provides a solid foundation for system decisions.

Meeting monthly and rotating the Team's leadership yearly are instrumental factors in maximizing the effectiveness and efficiency of the workforce investment system. The Team is dedicated to continuous quality improvement and successfully obtained two Center certifications through the Merced County Workforce Investment Board, based on statutory and Baldrige criteria. The most recent certificate is for November 2005-2008. The Los Banos Worknet Employment Resource Center, Affiliate Site, has also been certified based on statutory criteria through November 2008.

The WIB is committed to leveraging public and private sector commitments and resources, and to improving State and local government partnerships. Two new One-Stop partners continue to serve customers as part of the Worknet Team, SCORE and the California Army National Guard.

One of the WIB's most successful efforts is the development and upkeep of the Youth Resource Directory. First printed in 2002 and last updated in 2004, the directory has laid on the shelf because of continually reduced WIA Youth funds. This year the directory is being updated, published and printed, and posted on-line; all because of public investment. The City of Merced Parks & Recreation, the Housing Authority of Merced County, and the WIB have matched funds to recreate this well used directory.

Lastly, the Department of Workforce Investment has established a Fees for Services policy within the LWIA. Ordinances concerning fees for translator services and customized assessment services have been passed. Business member focus groups will be conducted to establish which services are most appreciated and needed by business, which new services need to be established by the Department, and the feasibility of having some of those services as a fee for service.

B. Other information as required by the Governor [WIA Section 118(b)(10)] – Since the development of the State Plan, the State Board has adopted vision statements regarding business services and lifelong learning. Also, there are other elements that the State is requiring in the Local Plan.

1. The State Board Business and Industry Special Committee has adopted the following vision statement, *"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."* Provide a description of your local strategies, based upon your Local Board's vision for business services, to improve the services to employers, and include in your description:

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

The Merced County Workforce Investment Board has directed that its workforce system will be demand driven and that business is its primary customer. Utilizing the services of the Merced County Department of Workforce Investment (WI), the WIB provides outreach and services to support job retention and growth. WI's Mission Statement: Responding to Business Needs by Providing Quality Resources.

The WIB utilizes the services of WI's Business Services Unit to best serve local businesses. Businesses are served by both industry sector and locale to assure that no duplicative services are provided. A Business Services Tracking System has been devised to tract contacts and follow-ups between the Business Services representatives/Job Developers/Job Coaches and businesses in Merced County. The results of the Business Services Unit are reviewed on a quarterly basis by the WIB's Executive Committee. Industry clusters deserving of the WIB's attention have been selected and reviewed by the WIB. At present, most WIB efforts have centered on the healthcare industry and are now expanding to the manufacturing industry cluster. Partnerships between the WIB's healthcare representatives and the local education community have been used to validate employer needs and education's capabilities.

WI continues to improve the capabilities of the Business Services Unit. Priority is given to new hirees with private sector backgrounds. Present Service Representatives are being certified as National Workforce Professionals and new employees hired as tier I will need the certification before being promoted to tier II status. The unit is planning on training representatives in human resource management to be offered at no-cost to local small businesses.

The unit has also collaborated with state and local agencies to create a website for businesses, "Business Solutions". With input from EDD, County Workforce Investment, Federal Technology Center, Chambers of Commerce, DOL, Merced College, Merced County Association of Governments, US Census Bureau, Business Development, Loans, SCORE, IRS, Licensing and the Small Business Development Center, to name a few, this site provides links for new and existing businesses within Merced County.

Additionally, the Business Services Unit has developed entrepreneurial products useful to business. Low cost services include vouchering for the Enterprise/LAMBRA Zone, and written translator services in English, Spanish and Hmong, and notary services. Assessment services are the newest service being provided to employers.

The Business Services Unit measures the satisfaction of its services through the use of a 10 question Customer Satisfaction Survey, which is completed through a face-to-face interview with 30 key business customers. The results are used by both the Department of Workforce Investment management team and the Executive Committee of the Workforce Investment Board to analyze and improve services.

The Business Services Unit is also providing no-cost training for County businesses and for the professional growth of the Department's personnel. One such course provided for over 50 individuals was Cygnet Associates presentation of "Boost Employee Retention".

2. The State Board's vision for Lifelong Learning states: *"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."*

- a. Describe how the Local Board is addressing lifelong learning, in the context of workforce development, through collaborative policy and planning.

The WIB continues to facilitate the pursuit of Lifelong Learning Accounts for members of the healthcare industry. Key Merced County healthcare

businesses were introduced to Lifelong Learning Accounts (LiLAs) through a focus group and presentation using principles expressed by The Council for Adult and Experiential Learning. Additionally, when conducting a regional four county study focused on educational lattices, a key recommendation is for employers to create LiLas to increase opportunities for continuous lifelong learning. Additionally, information promoting no cost training locally or no cost Web based training is presented to members of the business community.

- b. Describe how the Local Board will improve and promote access to lifelong learning in the next year. Include existing or planned efforts to leverage resources with local lifelong learning partners, including business and education.

The WIB continues to promote lifelong learning, through its efforts both locally and regionally. We are leveraging lifelong learning through our Community Based Job Training Grant, training three community college nursing faculties who further educate new Licensed Vocational Nurses for the San Joaquin Valley Regional Nurse Collaboration. Lastly, teleconferences and webinars for staff and WIB members are conducted on a recurring basis. The WIB continues to use the concept of upgrade OJTs to further foster lifelong learning. This past year, working with nine local employers, over 70 upgrade OJTs were accomplished. The upgrade OJT has become our first consideration when working with business. We will also be working with one of the LWIAs major Ag Manufacturing employers to establish an apprenticeship/skills upgrade program.

C. Additional Required Elements – The following elements were not included in the Initial/Supplemental Planning Narrative or the one-year extension for Program Year 2005–06, but are required in Local Plans.

1. How will your Local Board ensure continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers and participants? [WIA Section 118(b)(2)(A)]

The Local Board uses a five prong approach to ensure continuous improvement of eligible providers and to ensure that such providers meet the employment needs of local employers and participants: 1) Request for Proposals; 2) Contracting; 3) Monitoring; 4) Training; and, 5) Management. First, the requirement for continuous improvement is a requirement within the Request for Proposal. Second, it is included as a contract requirement, and third, the contract is monitored on a yearly basis. To ensure that employment needs of local employers and

participants are being met is more diverse. Customer satisfaction surveys for both businesses and participants are used to assess needs. Those needs are passed to providers through the Worknet Leadership Team. The Team also provides training from local, state, and national sources.

The concept of continued professional development of our training providers has been integrated into the WIB's grant efforts. The staff of our local youth provider is now being certified as National Certified Workforce Professionals. The High Concentration of Eligible Youth grant was instrumental in funding this learning development.

2. If your Local Board has entered into an agreement with another area (including another Local Board that is a city or county within the same labor market) to pay or share the cost of educating, training, or placing individuals participating in programs assisted under Title I of WIA, including provision of supportive services, provide copy of your approved agreement. [WIA Section 195(3)(B)]

The Merced County Department of Workforce Investment has a contract with Madera County Superintendent of Schools/Workforce Development Office to provide Dislocated Worker services for Madera County residents seeking services in Merced County. The contract began June 1, 2006 and will run through June 30, 2008.

3. Is your Local Board providing training services that are made as exceptions to the Individual Training Account process? If so, describe the process you used to procure and justify these exceptions. This process must include a 30-day public comment period for interested providers. [20 CFR Sections 661.350(a)(5) and (10) and 20 CFR Section 663.430(a)]

No

4. Priority of Service – 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.

The provisions of TEGL 5-03 have been incorporated into the Local Eligibility Technical Assistance Guide as Attachment 4. The requirements to provide priority of service is implemented through extra assessment points, weighted factor of 5, for receipt of any enrolled service.

