

**TO: Workforce Investment Board**

**DATE: 11/08/07**

**FROM: Executive Committee**

**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.**

**The Executive Committee approved Modification 8 during its October 1, 2007 meeting.**

**ATTACHMENT(S):**

**Modification 8 to Five-Year Strategic Plan**

**Workforce Investment Act  
Local Plan Modification  
Program Year 2007-08  
(Revised Narrative Forms)**

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

Name of LWIA Merced County

Submitted on November 8, 2007

Contact Person Dave Davis

Contact Person's Phone Number 209 724-2166  
AREA CODE PHONE NUMBER

**September 2007**

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# 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 board's economic and workforce investment goals and how the local system will support these goals.

### I. PLAN DEVELOPMENT PROCESS

WIA gives states and local areas a unique opportunity to develop employment and training systems tailored specifically to state and local area 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 local area'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), WIA, Section 118(c) (1)].

**(Please note:** we recognize that local areas 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 local workforce investment board, 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 local workforce investment board 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 WIA Section 118(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 local board'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.] [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 Section 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? [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)]

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 last year in the *Guidance for Local Plan Modifications for PY 2006-07*, via *Addendum*, item A.

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 21<sup>st</sup> 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)].

**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 Connectory 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 from 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.**

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 last year in *Guidance for Local Plan Modifications for PY 2006-07*, via *Addendum*, item B.

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 local board'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 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.
4. 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 track 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 hires 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".

D. Describe how the local board is addressing lifelong learning in the context of workforce development, through collaborative policy and planning. Specifically, 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 [Guidance for Local

Plan Modifications for PY 2006-07, Addendum, item B.]

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 was for employers to create LiLAs to increase opportunities for continuous lifelong learning. Additionally, information promoting no cost training locally and no cost Web based training are presented to members of the business community.

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 educated 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 businesses. We will also be working with one of the LWIA's major Ag Manufacturing employers to establish an apprenticeship/skills upgrade program.

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 local area 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 local area? [WIA, Section 118(b)(1)(A)]

Market Analysis of Local Area: Non-farm 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%, mainly due to the increase in enrollments at UC Merced. Construction is forecast to grow almost 8% annually. Finance & Insurance is expected to grow 4% per year between 2002 and 2012. General Merchandise Stores (4% per year) is the fastest growing industry in Merced County.

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

The needs of 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 employers, 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.

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

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% 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% 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.

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

#### 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 local workforce investment boards 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 local boards 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 local workforce investment board. [WIA, Sections 117(b) (3) and 117(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 local workforce investment board?

B. What circumstances constitute a conflict of interest for a local board 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 local board 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 local board composition.

The Merced County Workforce Investment Board is presently made up of 29 members, 14 from the private sector and 15 from the non-private sector. Recruitment for 3 additional business sector members is on-going, with the vacancies expected to be filled by February 2008. The Board has at least two representatives of local education entities, local education agencies, local school boards, and/or post secondary educational institutions. There are two representatives of community based organizations, and two representatives of economic development agencies. Each One-Stop Partner is also on the Board. There are two representatives of labor organizations on the Board, and recruitment is open to recruit enough members to attain the 15% requirement. At present, the two members represent less than 10% of the Board.

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

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

1. If the local board 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 local board assure that the public (including persons with disabilities) have access to board meetings and activities including local board 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 local area 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.

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

The language should be changed to delete references to the Livingston One-Stop. There is added language to the local One-Stop MOUs, The local MOUs will now include language from Senate Bill 293 to include:

\* Among the services which are now 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 elected official, annually review its operations, and terminate for cause the eligibility of such operator.

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)]  
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 elected official, annually review its operations, and terminate for cause the eligibility of such operator.

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)]  
**See Section IV, Leadership, Box C.**

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 local board 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. [20 CFR Sections 661.350(a)(5) and (10) and 20 CFR Section 663.430(a)]

Individual Training Accounts may be established for up to \$4,500 with a maximum length of training of two years. The policy is a WIB/Department of Workforce Investment joint policy. Local market rates are established by surveying costs of local training, needs of key industries, and availability of high demand occupations. In the past, nurse training was accomplished as an exception to the ITA, but that requirement has been eliminated through receipt of DOL grants. The policy is reviewed yearly and is in compliance with WIA and Senate Bill 293.

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 Section 121(c)(2)(A)(ii)] Include a brief discussion 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.

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)]

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, Sections 134(d)(4)(E), 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), 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)].

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.

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 local board coordinate workforce investment activities carried out in the local area with the statewide rapid response activities? [(WIA, Section 118(b)(5), 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), State Planning Guidance IV B.13.c.]

R. 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)] Describe and assess the adult and dislocated worker employment and training services that will be available in your local area. [WIA, Section 118 (b)(4)(5)]

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 RFP. 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 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.

S. MEMORANDUM OF UNDERSTANDING:

WIA requires that a Memorandum of Understanding (MOU) between the local board 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)]

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 local board.
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 local board 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. 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 local boards, 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 local area’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 local area will occur, e.g. School-to-Career. [WIA Section 112(b) (18) (C) and 117(h) (2) (vi), State Planning Guidance, IV B. 15.]

D. Describe you area’s eligible youth population and needs in general. Describe and assess the type and availability of youth activities in the local area. Include an identification of successful providers of such activities. [WIA, sections 118(b)(6)]

E. What is your local area'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, State Planning Guidance, IV B. 14]

F. Describe how your local area will meet the Act's provisions regarding the required youth program design elements: [WIA, Section 129(c)(2)(A) through (J)]

1. Intake and Objective Assessment

2. Preparation for post-secondary educational opportunities

3. Strong linkages between academic and occupational learning

4. Preparation for unsubsidized employment opportunities

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), State

## VII. ADMINISTRATIVE REQUIREMENTS

A. What competitive process will be used to award grants and contracts for youth services in your local area? [WIA Section 118 (b)(9), 112(b)(18)(B) and Section 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 local board use in awarding grants for youth activities, including criteria used by the Governor and local boards to identify effective and ineffective youth activities and providers? [WIA Section 112(b) (18) (B), State Planning Guidance III B.1.f.]

E. What is your local area'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 Local Workforce Investment Board and its staff assure that it will establish, in accordance with section 184 of the Workforce Investment Act, fiscal control and fund accounting procedures necessary to ensure the proper disbursement of, and accounting for, funds provided to the Local Workforce Investment Board through the allotments made under sections 127 and 132. [WIA, Section 112(b)(11)]

B. The Local Workforce Investment Board assures that it will implement the uniform administrative requirements referred to in WIA, Section 184(a) (3).



- C. Local Workforce Investment Board assures compliance with the confidentiality requirements of WIA, Section 136(f) (3).
- D. The Local Workforce Investment Board 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)]
- E. The Local Workforce Investment Board assures that the board will comply with the nondiscrimination provisions of WIA, Section 188, including an assurance that Methods of Administration have been developed and implemented.
- F. The Local Workforce Investment Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIA, Section 188.
- G. The Local Workforce Investment Board assures that there will be compliance with grant procedures of WIA, Section 189(c).
- H. The Local Workforce Investment Board certifies that public employees will provide Wagner-Peyser Act-funded labor exchange activities. [State Planning Guidance VI. 13.]
- I. The Local Workforce Investment Board assures that it will comply with the current regulations, 20 CFR part 651.111, to develop and submit affirmative action plans for migrant and seasonal farm worker Significant Offices in the local workforce area which are determined by the Department of Labor, to be in the highest 20% of MSFW activity nationally.
- J. The Local Workforce Investment Board 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.
- K. The Local Workforce Investment Board assures that veteran workforce investment programs funded under WIA, Section 168 will be carried out in accordance with that Section.
- L. The Local Workforce Investment Board 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, including the Workforce Investment Act or State legislation.
- M. The Local Workforce Investment Board 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).]
- N. The Local Workforce Investment Board 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 of 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.

- O. The Local Workforce Investment Board assures that State employees who are located at the One-Stop Centers shall remain under supervision of their employing department for purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State employees performing services at One-Stop Center shall retain existing civil service and collective bargaining protections on matters relating to employment, including but not limited, hiring, promotion, discipline, and grievance procedures.
- P. The Local Workforce Investment Board 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 employees' 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.
- Q. One-Stop Operator is responsible for administering One-Stop Center services in accord with roles to be determined by the Local Workforce Investment Board. The Local Workforce Investment Board 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 Regulations, Section 662.4.10].

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

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

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Signature

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Robert A. Harmon

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Name

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Chair

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Title

---

November 8, 2007

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Date

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Signature

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Andrea T. Baker

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Name

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Director, Department of Workforce Investment

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Title

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November 8, 2007

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Date



# Workforce Investment Area Local Plan Modification Program Year 2007–08 (Budget, Participant, and Performance Forms)

LWIA: Merced County

Submitted on: November 8, 2007

Contact Person: Dave Davis

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

*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) or (916) 654-9820 (TTY).*

WIA Local Plan Modification PY 2007–08

Modification #

8

LWIA: Merced County

Date:

07/01/2007

## Budget, Participant, and Performance Forms

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	<u>Yes</u>	<u>No</u>	
Executive Summary	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>      </u>
I. Plan Development Process	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>      </u>
II. Local Vision and Goals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>      </u>
III. Labor Market Analysis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>9/12</u>
IV. Leadership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>13-14</u>
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"/>	<u>      </u>
VII. Administrative Requirements	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>      </u>
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IX. Signature Page	<u>Required</u>		<u>      </u>
<b>Attachments</b>			
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5. Public Comments of Disagreement	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<u>      </u>
6. LWIA Grant Recipient Listing	<u>Required</u>		<u>      </u>
7. Other Submittal(s)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<u>      </u>



WIA Local Plan Modification PY 2007-08

Modification # 8

LWIA: Merced County

Date: 07/01/07

**Budget, Participant, and Performance Forms**

**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

<b>FUNDING IDENTIFICATION</b>	<b>R7xxxxx Subgrant</b>	<b>R8xxxxx Subgrant</b>
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
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	1,468,972
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 Office 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 # 8

LWIA: Merced County

Date: 07/01/07

**Budget, Participant, and Performance Forms**

**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

<b>FUNDING IDENTIFICATION</b>	<b>R7xxxxx Subgrant</b>	<b>R8xxxxx Subgrant</b>
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

<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>		
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

<b>QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2006 and July 1, 2007 respectively)</b>		
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 Off 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 #** 8

**LWIA:** Merced County

**Date:** 04/01/07

**Budget, Participant, and Performance Forms**  
**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

<b>FUNDING IDENTIFICATION</b>	<b>R7xxxxx Subgrant</b>	<b>R8xxxxx Subgrant</b>
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
<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>		
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
<b>QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2006 and April 1, 2007 respectively)</b>		
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 Off 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"/> <b>WIA Local Plan Modification PY 2007-08</b>	<b>LWIA: <u>Merced County</u></b>
<input type="checkbox"/> <b>Modification # <u>8</u></b>	<b>Date: <u>07/01/07</u></b>

**Budget, Participant, and Performance Forms**

**TITLE IB PARTICIPANT PLAN SUMMARY**

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

Plan the number of individuals that are in each category.

<b>Totals for PY 2007 (07/01/07 through 06/30/08)</b>	<b>ADULT</b>	<b>DW</b>	<b>OY</b>	<b>YY</b>
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	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

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

<b>SKILL ATTAINMENT</b>				
10. Attained a Skill/Goal				250

<b>EXIT STATUS</b>				
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

**Budget, Participant, and Performance Forms**  
**STATE NEGOTIATED LEVELS OF PERFORMANCE<sup>1</sup>**

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
<b>Adults</b>							
Entered Employment Rate	66%	68%	70%	72%	72%	73%	74%
Employment Retention Rate	74%	76%	78%	81%	82%	79%	80%
Earnings Change/Average Earnings <sup>2</sup>	\$3500	\$3600	\$3400	\$3400	\$3450	\$3500	\$11,800
Employment and Credential Attainment Rate	40%	50%	50%	50%	55%	56%	58%
<b>Dislocated Workers</b>							
Entered Employment Rate	68%	69%	70%	79%	79.5%	81%	82%
Employment Retention Rate	81%	83%	85%	88%	88%	85%	86%
Earnings - Replacement Rate/Change/Avg. Earnings <sup>3</sup>	85%	86%	88%	96%	96%	-\$3000	\$15,400
Employment and Credential Attainment Rate	40%	42%	45%	58%	58%	66%	67%
<b>Older Youth (ages 19–21)</b>							
Entered Employment Rate	55%	56%	58%	66%	67%	72%	73%
Employment Retention Rate	70%	72%	74%	76.5%	78%	80%	81%
Earnings Change	\$2500	\$2600	\$2700	\$3000	\$3000	\$3700	\$3800
Employment and Credential Attainment Rate	36%	42%	30%	30%	30%	38%	39%
<b>Younger Youth (ages 14–18)</b>							
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%
<b>Participant Customer Satisfaction Rate</b>	<b>66</b>	<b>67</b>	<b>68</b>	<b>75</b>	<b>75</b>	<b>75</b>	<b>75</b>
<b>Employer Customer Satisfaction Rate</b>	<b>64</b>	<b>65</b>	<b>66</b>	<b>75</b>	<b>75</b>	<b>75</b>	<b>75</b>

<sup>1</sup> 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 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.

<sup>2</sup> For PYs 2000-01 through 2005-06, the goal was an “Earnings Change”. Effective July 1, 2006, the definition was changed to reflect an “Average Earnings”. See TEGL 17-05.

<sup>3</sup> For PYs 2000-01 through 2004-05, the goal was an “Earnings Replacement Rate”. For PY 2005-06, the US Department of Labor changed the definition to reflect an “Earnings Change”. Effective July 1, 2006, the definition was changed to reflect an “Average Earnings”. See TEGL 17-05.

WIA Local Plan Modification PY 2007–08

Modification # 8

LWIA: Merced County

Date: 07/01/2007

## Budget, Participant, and Performance Forms

### LOCAL NEGOTIATED LEVELS OF PERFORMANCE<sup>4</sup>

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
<b>Adults</b>							
Entered Employment Rate	66%	68%	70%	72%	72%	73%	74%
Employment Retention Rate	74%	76%	78%	81%	82%	79%	80%
Earnings Change/Average Earnings <sup>5</sup>	\$3500	\$3600	\$3400	\$3400	\$3450	\$3500	\$3500
Employment and Credential Attainment Rate	40%	50%	50%	50%	55%	56%	58%
<b>Dislocated Workers</b>							
Entered Employment Rate	68%	69%	70%	79%	79.5%	81%	82%
Employment Retention Rate	81%	83%	85%	88%	88%	85%	86%
Earnings -Replacement Rate/Change/Avg. Earnings <sup>6</sup>	85%	86%	88%	96%	96%	-\$3000	TBD
Employment and Credential Attainment Rate	40%	42%	45%	58%	58%	66%	67%
<b>Older Youth (ages 19–21)</b>							
Entered Employment Rate	55%	56%	58%	66%	67%	72%	73%
Employment Retention Rate	70%	72%	74%	76.5%	78%	80%	81%
Earnings Change	\$2500	\$2600	\$2700	\$3000	\$3000	\$3700	\$3800
Employment and Credential Attainment Rate	36%	42%	30%	30%	30%	38%	39%
<b>Younger Youth (ages 14–18)</b>							
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%	63%	64%	68%
<b>Participant Customer Satisfaction Rate</b>	<b>66</b>	<b>67</b>	<b>68</b>	<b>75</b>	<b>75</b>	<b>75</b>	<b>75</b>
<b>Employer Customer Satisfaction Rate</b>	<b>64</b>	<b>65</b>	<b>66</b>	<b>75</b>	<b>75</b>	<b>75</b>	<b>75</b>

<sup>4</sup> 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, 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.

<sup>5</sup> For PYs 2000-01 through 2005-06, the goal was an “Earnings Change”. Effective July 1, 2006, the definition was changed to reflect an “Average Earnings”. See TEGL 17-05.

<sup>6</sup> For PYs 2000-01 through 2004-05, the goal was an “Earnings Replacement Rate”. For PY 2005-06, the US Department of Labor changed the definition to reflect an “Earnings Change”. Effective July 1, 2006, the definition was changed to reflect an “Average Earnings”. See TEGL 17-05.

**Budget, Participation, and Performance Forms**  
**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)

<b>ENTITY</b>	<b>ORGANIZATION</b>	<b>CONTACT (NAME/TITLE)</b>	<b>MAILING ADDRESS (STREET, CITY, ZIP)</b>	<b>TELEPHONE, FAX, E-MAIL</b>
Grant Recipient (or Subrecipient if applicable)	Merced County	John Pedrozo 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	1880 W. Wardrobe Ave Merced, CA 95341	209-724-2002
Local Area Administrator Alternate	N/A			

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

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.