



## GLOSSARY

<b>Act, The</b>	Workforce Investment Act of 1998 (see WIA, below).
<b>ADA</b>	Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.).
<b>Affiliate Site</b>	A non-Partner OSS site that can provide one or more programs, services, or activities to individuals.
<b>The Alliance</b>	The Stanislaus Economic Development and Workforce Alliance, Inc. (The Alliance), the local Board appointed by the Local Chief Elected Official and certified by Governor to set policy for the Area Workforce Investment System.
<b>Area</b>	Workforce Investment Area, the geographical portion of the State-for which the local Alliance is responsible – Stanislaus County.
<b>BOS</b>	Stanislaus County Board of Supervisors, the Area local Chief Elected Official.
<b>CBO</b>	Community-Based Organization, a not-for-profit agency providing community services.
<b>CEO,CLEO</b>	The Area local Chief Elected Official, the Stanislaus County Board of Supervisors.
<b>SS</b>	Strengthening Stanislaus, An Action Plan for Economic Development (February 2003)
<b>CRET</b>	Contract Renewal Evaluation Tool
<b>CSA</b>	Community Services Agency, an OS Partner, administrator of the StanWorks Temporary Aid to Needy Family (TANF) program, Food Stamps, General Assistance (GA), Foster Care, and Independent Living Program (ILP, and Welfare-to-Work).
<b>CVOC</b>	Central Valley Opportunity Center, a CBO responsible for Community Development and Services Block Grants; provides MSFW services.
<b>AW</b>	Alliance Worknet (AW), designated by the WIB and the CEO as the WIA Title One service provider and a One-Stop Operator; Welfare-to-Work provider.
<b>EDD</b>	Employment Development Department, an OS operator and required Partner; <i>Wagner-Peyser Job Service; Veterans Employment Services; Trade Adjustment Assistance Act; North American Free Trade Act; Unemployment Insurance; Youth Economic Opportunity Program.</i>
<b>IEP</b>	Individual Employment Plan for adults developed as an intensive service and showing the customer's employment goal, achievement objectives, and appropriate services needed to achieve the employment goals, taking into account the individual's objective assessment of aptitude, skills, interests, and abilities.
<b>ISS</b>	Individual Service Strategy showing the youth customer's employment goal, achievement objectives, and appropriate services, taking into account the objective assessment of the youth's academic level, skill level, and service needs.
<b>ITA</b>	Individual Training Account to provide training by an eligible provider of training services to WIA-eligible customers.
<b>LMI/LMID</b>	Labor Market Information – Labor Market Information Division of EDD.
<b>MOU</b>	Memorandum of Understanding, for WIA, a written agreement between OSC Partners to provide services and share costs.

<b>MSFW</b>	Migrant and Seasonal Farm Worker; programs to assist MSFWs.
<b>OS</b>	One-Stop
<b>OS Operator</b>	An entity with management responsibilities for services and staff at OSC as determined by the site's MOU.
<b>OS Partner</b>	One-Stop Partner, an agency providing a program or activity through an OSC; signatory of a One-Stop MOU.
<b>OSC</b>	One-Stop Center, the physical location at which employment, OS Partner and WIA Core (Tier One) services are provided and through which access is made to WIA Intensive (Tier Two) services, adult or dislocated worker Training (Tier Three) services, and affiliate agency services.
<b>OSS</b>	One-Stop System, the network of One-Stop services provided by the One-Stop Operator, Partner, and affiliate agencies, WIA and/or non-WIA funded, designed to provide coordinated employment and training activities in the Area.
<b>Plan</b>	Comprehensive <i>Workforce Investment Act Five-Year Local Plan</i> covering the period July 1, 2000, through Jun 30, 2005.
<b>RFP/IFB</b>	<i>Request for Proposal</i> and <i>Invitation for Bid</i> , the procurement processes through which goods and services are purchased. An RFO is used to purchase cost reimbursement services with selection based on multiple criteria and factors. An IFB is usually used to purchase goods, with the general rule that the award goes to the lowest bidder.
<b>Rapid Response</b>	WIA actions taken in the case of permanent closure, mass layoff, or other mass job dislocation so that dislocated workers may be re-employed as soon as possible.
<b>Title I</b>	Title I, Workforce Investment Systems, of WIA covering workforce investment activities at the federal, state, and local level for adults, dislocated workers, and youth.
<b>WIA</b>	The Act; Workforce Investment Act of 1998 (Public Law 105-220 August 7, 1998, 112 Stat. 936).
<b>LWIB</b>	The Local Workforce Investment Board, the local Board appointed by the Local Chief Elected Official and certified by Governor to set policy for the Area Workforce Investment System.
<b>YAC</b>	Youth Advisory Council, a WIA-required committee of The Alliance, appointed by The Alliance in cooperation with the CEO, to develop the youth portions of the <i>Plan</i> and recommend eligible providers of youth activities, have youth program oversight, and coordinate youth activities.

WIA Local Plan Modification PY 2008–09

**Modification # 5**

**LWIA: Stanislaus County**

**Date:** 03/25/2010

Budget, Participant, and Performance Forms

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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.

**Purpose.** Stanislaus County's Workforce Investment Act *Strategic Five-Year Local Plan* (Plan) presents

- A general overview of the County Workforce Investment System (System).
- A vision of what the System will be in five years.
- How that vision will be brought to life.

Each Local Workforce Investment Area must develop a five-year strategic plan to receive funds under the Federal *Workforce Investment Act* (WIA). This Plan shows how Congress's vision of a local partnership of business and government can

- Create new business opportunities.
- Develop a stronger workforce.
- Enable people to get and keep jobs.

In doing so, it also supports the Stanislaus County Board of Supervisors (BOS) mission to *promote the public health, safety, welfare, and the local economy*.

**The Current Workforce Investment System.** The current system consists of the local Workforce Investment Board. "The Stanislaus Economic Development and Workforce Alliance" appointed by the BOS on June 29, 1999, as successor to the Private Industry Council.

One-Stop Centers (OSC) operated by a consortium including:

- Alliance Worknet (AW)
- Stanislaus County Community Services Agency (CSA).
- California Employment Development Department (EDD).
- The Alliance – optional partner
- Partnership between the One-Stop System (OSS) and affiliate sites.
- Access or referral to One-Stop Center Partner services at all OSC sites.

**Five-Year Changes.** Expected changes in the One-Stop System are:

- Integration of a highly developed business and employer service system within the job seeker-focused OSC network.
- Business demand driven system continually improving and striving to provide the best possible services to all area residents.
- Streamlined, integrated employment and training system in which there are no wrong doors, but access to all needed services in the quickest time possible.

**The Alliance Vision.** The BOS charged The Alliance to “coordinate the activities of the public and private institutions in Stanislaus County to achieve the goals of a coordinated community plan.” The Alliance is to provide direction and oversight in a community-building plan process to meet shifting local economic conditions. The Alliance’s functions:

- Identify unmet community needs, including employer and workforce needs, then seek solutions and resources to meet or mitigate them.
- Fulfill goals and objectives of Board Approved Program of Work.
- Coordinate the resources of public institutions in order to maximize workforce development and avoid duplication.
- Provide oversight and direction to the Stanislaus County OSC system.

**System Changes to Meet These Goals.** In meeting these goals, the County Workforce Investment System will create

- A community vision of economic goals and the ways to achieve them.
- An effective Youth Advisory Council (YAC) to develop strategies for assisting youth participants to achieve academic and employment success in the 21<sup>st</sup> Century.
- Better service to employers, job seekers, and businesses through efficient, effective customer service in employment, training, and business and economic development.
- Business leadership in the design and development of employment opportunities through an improved economic and business climate.
- Easy access to needed employment and business services through integrated One-Stop Centers.
- Follow-up services to help participants remain on the job.
- Universal access to information and referral services to
  - Connect job seekers and employers.
  - Provide intensive services for those needing additional services to get and keep a job.
  - Provide Individual Training Account (ITA) services for participants needing them.
  - Well-trained, effective, efficient staff from many agencies to
    - Provide excellent customer service for any person seeking assistance.
    - Identify which partner agency can be of most help.
    - Assist people to access needed services.

**The Plan.** The *Five Year Plan* is

- Local, addressing local needs while meeting the federal and state requirements with respect to compliance with all Affirmative Action, Equal Employment Opportunity, administrative, fiscal, and program services. Requirements.
- Flexible, allowing programs to adapt to changing conditions promptly.
- Dynamic, demand driven system, providing continual program improvement.

## 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. The 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).]

The Stanislaus County Board of Supervisors includes the Chairman of the Board of Supervisors who is the Chief Elected Official. The BOS has been involved in planning new economic development activities since before the Workforce Investment Act was signed into law in August of 1998. When WIA was enacted, the BOS took advantage of the opportunity and charged the Local Workforce Investment Board with the mission to "Coordinate the activities of the public and private institutions in Stanislaus County in order to achieve the goals of a coordinated community plan." This *Five-Year Plan* represents the workforce development piece of the Coordinated Community Plan. The BOS has appointed the County's Chief Executive Officer and a County Supervisor to a seat on The Alliance. Together, these two individuals represent the Chief Elected Official and have review, input, and approval responsibilities for the plan. In addition, the BOS Chief Elected Official has final review, input, and approval responsibilities for the plan.

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)]

The Stanislaus County Workforce Investment Board, appointed by the Board of Supervisors on June 29, 1999, had oversight responsibility for the *Strategic Five-Year Local Plan* development.

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)]

Public Comment was encouraged by:

- Public Notice in two newspapers and the newspaper of major distribution that the *Draft Plan* was available for review in both English and Spanish in those newspapers serving the Spanish speaking population.
- Copies of the *Draft Plan* placed conspicuously at three One-Stop locations. *Draft Plan* made available in English and Spanish on the Alliance Worknet (AW) internet site, [www.allianceworknet.com](http://www.allianceworknet.com), and Public Notice published of that location.
- Publication of instructions that comments should be in writing, the address of where to mail them and the comment period closing date.

The Chief Elected Official, WIB, YAC, and the specific entities named above receiving a copy of the *Draft Plan* for review and comment.

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

Comments on the *Draft Plan* were evaluated by using the following process:

- All comments, both positive and negative, were reviewed.
- All comments evaluated in light of WIA and *Plan* requirements.
- Where the comments were found to be appropriate by the WIB and BOS, the *Plan* was changed

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)]

The locations where the *Draft Plan* was available, including the One-Stop web site, are given in the Public Notice section of the *Modesto Bee*, the local newspaper of major distribution, and one other local newspaper. Public hearing was scheduled for

- February 22, 2010
- March 10, 2010

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

The following organizations were given copies of the *Draft Plan* for review and input:

- Alliance Worknet
- Stanislaus County Community Services Agency.
- California State Employment Development Department.
- Stanislaus Economic Development and Workforce Alliance Board
- Other One-Stop Partners
- Community based organizations requesting copies for review and input.

## 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 (1)(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)]

The Alliance vision for the local workforce investment system is one that prepares local residents for occupations that are in demand by local businesses. It is the plan that all educational and training entities, including k-12, ROP, community college, private vocational schools and the state university act in a coordinated manner to meet the business demand.

Based on its charter, approved on June 29, 1999, by the Stanislaus County Board of Supervisors, The Alliance is charged with strategic planning and policy oversight of a multi-partner, One-Stop system for workforce development. At its inaugural meeting on July 15, 1999, The Alliance adopted a mission statement resolving that the Workforce Investment Board will

*“Coordinate the activities of the public and private institutions in Stanislaus County in order to achieve the goals of a coordinated community plan.”* *The mission statement has evolved since 1999 to the following:*

*“The mission and responsibility of the Alliance is overseeing both economic development and workforce training activities in the Stanislaus River Valley. Under its leadership, the Alliance is committed to creating a blueprint for success, which can make the Stanislaus River Valley the strategic business choice for existing and expanding companies by focusing on job creation, business assistance and workforce preparation activities”.*

However, the Board’s vision for the local workforce investment system is still one in which information and services will be available to meet the needs of all customers, either through universal access to core services or, if necessary, through intensive and/or training services for those who require them.

The Board envisions a service-driven system in which customer satisfaction, rather than minimal Federal or State requirement is the primary factor that determines what services are delivered and how they are to be delivered; not just a service system designed to meet federal- or state-mandated performance requirements. The Alliance has undertaken to fulfill the following functions:

- Identify unmet community needs including employer and labor force needs and then seek solutions and resources to mitigate or meet them.
- Fulfill goals and objectives of Board Approved Program of Work.
- Coordinate the resources of the public institutions in order to maximize workforce development and avoid duplication.
- Coordinate economic development and workforce preparation activities for Stanislaus County and its nine cities.

**Successful** implementation of the *Five-Year Local Plan* and the One-Stop System is predicated on building collaborative community relationships. Within five years, the Stanislaus County Workforce Investment System matured, having achieved the objectives established in the initial plan and progressed to new, bolder and broader levels of cooperation, community interaction, and development. The steps taken towards achieving this kind of cooperation and integration included:

- Training the One-Stop Partners about the services each program has to offer. This was accomplished through the “One-Stop Training Academy” in which staff members from Partners and affiliate agencies attended classes to learn about the range and details of available services and eligibility standards.
- Expanding services to create a comprehensive system by bringing new Partners and One-Stop affiliates in from the community and encouraging increased co-location and collaboration among all of the Partners.
- Complete alignment of economic development and workforce development activities under the auspices of the Alliance Board.

Yet to be accomplished: Creation of a seamless service delivery system by blending the separate workflow processes of all Partners into a single process enabling customers to receive the services they need, no matter where they first made contact with the system.

The Stanislaus County One-Stop system is called The Alliance Worknet. The partners listed below provide varying levels of support to the One Stop System:

- The Alliance Worknet (WIA Adult, Dislocated Worker, and Youth programs).
- The Stanislaus County Community Services Agency (TANF, Food Stamps, General Assistance (GA), Foster Care, and Independent Living Program (ILP)).
- The Employment Development Department (Wagner-Peyser Job Service, Unemployment Insurance, Veterans Employment Services, Trade Adjustment Assistance Act, North American Free Trade Act, Youth Employment Opportunity Service).
- The Alliance Small Business Development Center (SBDC) U.S. Small Business Administration Program including: Business Retention, Business Attraction, Business Research, and Small Business Development Center. Entrepreneurial Development.
- Modesto Junior College (Carl Perkins Act, Post-Secondary Vocational Education).
- Stanislaus County Office of Education (Carl Perkins Act, Post-Secondary Vocational Education; Adult Education).
- California Department of Rehabilitation (Rehabilitation Act).
- Central Valley Opportunity Center (Community Services Block Grant, Migrant Education, Migrant and Seasonal Farm Worker).
- The Stanislaus County Housing Authority.
- Ceres Unified School District (Adult Education Act and Literacy Act).

The second level of service providers are resource and referral Partners. These organizations provide the system with referral sources to meet many of the ancillary or special needs of the Alliance Worknet customers. Some of these organizations have representatives co-located at One-Stop sites. Some of these providers are:

- Community Housing and Shelter Services.
- Haven Women's Center.
- The Stanislaus Literacy Center.
- Area Agency on Aging and VET services.

Stanislaus County is committed to recruiting additional one-stop partners that provide services needed by program customers to achieve economic self-sufficiency.

Information on the following is available and accessible to the public:

- Job vacancies.
- Career options.
- Occupations that have good employment opportunities locally.
- Typical wages for various occupations.
- Where to find training locally for various occupations.
- Performance information on local training providers.
- Customer satisfaction information on local training providers.
- Instructions on how to conduct a job search, write a resume, and interview for a job.

These are available to any job seeker entering an OSC. If assistance is needed to access the information, staff will provide it. Universal access to these services will be achieved by:

- An intensive outreach and recruitment campaign notifying the public of the services available and where to access them.
- Multiple locations offering full access to OSC information and services.
- Computers at Alliance Worknet satellite locations offering Internet access to most of the above information.
- Employer services at each OSC include entering job orders, CalJOBS, 558-Hire services, and Unemployment Insurance information. The Alliance business One Stop resources include: business resource library, LMI, economic development information, access to Small Business Administration services, and customized training.

An Alliance Worknet Partner Referral form will be completed for customers requesting certain services provided by the Alliance Worknet (AW) or its partner Employment Development Department (EDD). By signing the release on the referral form, the customer agrees information may be shared with the partner agencies. AW will commonly refer clients to EDD's job service program for labor market information, Bonding, Long Term Unemployment and Migrant Seasonal Farm Worker services. EDD will commonly refer clients to AW for job readiness, interview and resume preparation workshops; WorkKeys assessment and education and training. Furthermore, regular monthly meetings are to occur between managers and supervisors of each partner agency to discuss upcoming activities, events and shared strategies.

The Alliance Youth Advisory Council (YAC) comprised of eight (8) members selected members for the Youth Advisory Council (YAC) who

- Represent a broad range of interests or
- Represent businesses that hire youth or are
- Individuals who work at a grass roots level with youth or
- Parent(s) of eligible youth, or are
- Eligible youth.
- Local Workforce Investment Board members
- Juvenile Justice or Law Enforcement
- Housing Authority

These YAC members know what skills and resources are necessary for young people to succeed in the workplace. The YAC will recommend funding innovative programs that provide the training that youth in the community want and need, as opposed to programs designed primarily to meet State- or Federal-government imposed performance standards.

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. They are now listed below as follows;

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

- Understanding and Meeting the Workforce Needs of Business and Industry in order to prepare Workers for 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)].

A Regional effort is currently underway to identify highest demand occupations in the community; identify programs that prepare individuals for those demand jobs; identify gaps where no programs exist; and solicit programs from educational institutions to meet that demand. The WIB has approved a price cap on training programs. The WIB has approved a policy that allows for using WIA funds only for programs that prepare job seekers for in-demand occupations.

The Workforce/Education Committee of the WIB has convened a meeting of representatives from all levels of the educational system to assure collaboration and coordination of programs so that all workforce preparation needs are being met.

A new system and policy will be implemented to measure the effectiveness of various educational and training programs with a provision for dropping support for non-performing programs.

The local board is staying on top of the evolving green jobs potential by authorizing a study of the potential for green job development in Stanislaus County. The report on this subject is due to be completed by March 31, 2010. In addition, the LWIA participated in a regional Green Jobs Corp initiative, providing 14 youth with broad-based education on a variety of Green initiatives as well as technical skills in solar panel installation and home weatherization. The youth are to put their newly learned skills to practice in community service projects with the local Housing Authority. Also, contracts have been developed with Modesto Junior College for training programs in solar panel installation, home weatherization, and alternative fuel vehicle mechanics.

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*. They are now listed as follows:

The State Board vision statements:

- The One-Stop System, in collaboration with the economic development community, partners with California's business to provide best-in-class local services to business to support job retention and growth.
- The vision for lifelong learning, in the context of workforce development, is to enable current and future workers to continually acquire the knowledge, skills, and abilities required to be successful in the workplace.

C. Provide a description of your local strategies, based upon your 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.

To achieve the vision outlined by the Alliance Board of creating a demand driven and coordinated community effort to build the local economy while sustaining local business success and improving the general quality of life for our citizens, the Alliance Business Services will focus on providing demand driven business services.

Of the various activities and missions under the control of the Alliance CEO, in order to provide “best-in-class” business services, the Stanislaus Alliance has realigned its business services efforts. Under general direction of the Business Services Supervisor, with direct input and oversight of the CEO of the Stanislaus Economic Development and Workforce Alliance, Business Services Representatives will respond to various employers’ needs in order to support job retention and growth. General responsibilities include:

- Interview local companies to reveal workforce or economic development needs or concerns. Recognize economic development issues and refer to appropriate Alliance, City, County or other agencies for resolution.
- Suggest solutions to businesses related to workforce issues such as labor market, salary, benefits, employee retention, quality employees, education and training.
- Direct employee recruitment’s for business customers. This may include advertising, job fairs, screening for appropriate candidates, and scheduling interviews.
- Administer Rapid Response activities for Stanislaus River Valley. Form labor management committees to assist employers that are considering layoff or closure. Chair committees with union representation and partner agencies when appropriate. Encourage businesses to be involved in community development. Suggest layoff aversion strategies.
- As part of the Alliance Economic and Workforce Development team, Business Services will provide workforce information to business attraction representatives and businesses considering expansion in Stanislaus County. Complete reports as requested regarding labor market information, union activity, benefits, and workforce skills.
- Develop job descriptions and training outlines, and provide solutions for human resource needs.
- Provide information on current employer/employee incentives such as Enterprise Zone, Employment and Training Panel, On-the-Job Training, Work Opportunity Tax Credit, Trade Adjustment Act, and WorkKeys.
- Maintain knowledge of economic indicators, which influence workforce, (i.e., unemployment rate, wages, layoffs, bankruptcies), and prepare reports.
- Analyze and interpret legislation, regulations, and rules and how they may affect workforce-related issues.

- The local board supports the targeted industries that have been identified by the Partnership for the San Joaquin Valley for the region. These industries are: Agribusiness, including Food Processing, Agricultural Technology, and Biotechnology; Manufacturing; Supply Chain Management and Logistics; Health Care; and Renewable Energy. In conjunction with the Central California Workforce Collaborative, supportive efforts include working with the K-12 and Higher Education systems to align curriculum and develop career pathways that prepare students for careers in these industries. Other local efforts include development of a Biotechnology Diversification Plan, continued administration of the Careers in Manufacturing Program, and contracted education programs funded by ARRA with Modesto Junior College for training programs in Healthcare and Renewable Energy.

All services for the manufacturing industry are sent for review to the Manufacturers Council of the Central Valley. Nursing programs are implemented with review from the Health Care Employer Consortium and the local chapter of CAHF. Local employers have significant representation on the WIB.

The Local Board is combined economic development and workforce, thus assuring no redundancy. Co-location and day-to-day working partnership with EDD further assures no redundancy.

We have two business satisfaction surveys, one for employer visits, and one for business services rendered. The data received from these surveys will be reviewed regularly and used to improve service delivery.

- 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.

Effort is currently underway to assure collaboration with all educational institutions in the community, including k-12, community college, CSUS, and proprietary vocational schools.

Once collaboration with the educational institutions in the community is implemented, all will play a coordinated role in assuring that there are educational/vocational learning opportunities for individuals at all stages of life. The WIB will continue to support incumbent worker training programs such as the ~~CAN~~ CNA to LVN – and LVN to RN programs.

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

In December 2007, the Alliance Board developed a new 5-Year Strategic Plan and annual Program of Work. In addition to contributions from all of the public and private sector representatives on the Alliance Board, the plan was reviewed and coordinated with each of the nine Stanislaus County cities.

### 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)]

~~According to the recent University of the Pacific (UOP) 2008-10 California Forecast and Metro report for Stanislaus County, Job growth, which has slowed since 2006, will slow further through early 2009. Halfway through 2009, job growth is expected to slowly rise back up and average 1.0% per annum through 2010. All sectors except Manufacturing, Construction, and Information will start gaining jobs in 2009. According to the report, the sectors with the highest job growth during the 2009 to 2010 period include Professional and Business Services, Education and Health, Leisure and Hospitality. It is anticipated that each of these sectors will grow at no less than 2.0% per annum, adding more than 2000 new jobs combined to the economy. The report further indicates that the Construction sector will start gaining jobs as well from 2010.~~

According to the recent University of the Pacific (UOP) California Forecast and Metro report for Stanislaus County, unemployment is expected to climb in Stanislaus (which they refer to as Modesto for the Modesto metro statistical area) with an annual average jobless rate of 18.0% in 2010. Also for 2010, they predict California's rate will be 12.4%, so we could be nearly 6% higher than the state this year. Some of the factors they blame for the region's weakness are the spring 2010 NUMMI plant closing in the Bay Area (local supplier Trim Masters to be impacted), home foreclosures, the construction slump, and state budget cuts. Their forecast does see some jobless rate improvement in 2011, forecasting an annual rate of 15.7%.

The California Forecast report further goes on to state that Manufacturing, Construction, and Retail have experienced the greatest decline over the past year. Each of these sectors has shed over 100,000 jobs across the state. Manufacturing alone will lose about 11,000 jobs across the state over the next 12 months, with job growth picking up in the fourth quarter of 2010.

The California Dep't of Finance put out statewide job forecasts in November. At the state level, the only major area of job growth they are detailing for 2010 is the category

"Educational & Health Services. Statewide, they see more widespread job creation in 2011.

~~Unemployment rates in Stanislaus County are substantially higher than the statewide unemployment rate and continue to be at over four percentage points higher than the State average. According to the recent EDD Labor Market Forecast Metro Outlook: the unemployment forecast for Stanislaus County for 2008-2010 is once again double-digit at 10.8%, up by over 2.0% from 2006-07 figures. This figure is even higher at 11.3%, according to recent EDD LMI forecast.~~

~~Population growth is expected to remain moderate at 1.0% in 2008 but will gradually rise to 1.6% per annum, through 2010.~~

The average wage per job is lower in Stanislaus County than in the state. Regionally, wage rates are lower in Stanislaus County than in San Joaquin County but higher than Merced County. The poverty rate in Stanislaus County is higher than the statewide average and has been increasing, while the poverty rate for California has been declining.

There is continued need for employees with higher technical skills in some occupational areas. According to the recent EDD Labor Market Information, there has been substantial decline in employment in most sectors of the economy in Stanislaus County, ~~from July 2007 through July 08~~ except in Agriculture-related employment. However, it is widely speculated that the current employment gains in Agriculture-related services are bound to shrink in the near future, as the trend among farms and canneries is to cut costs by shrinking the number of workers while increasing reliance on new technologies and equipment. Other potential threats or hindrances to increase in employment and growth in the service industry are the latest environmental rules and regulations. It is also expected that Agricultural related employment may shrink in the future as it increasingly embraces new technologies that require workers who can fill more highly skilled jobs. Other sectors that posted employment gains include ~~the service-based industries including Education,~~ and Employment continues to be in high demand in the Allied Health and/or Health Care occupations. The new Kaiser Permanente Hospital ~~due to~~ opened in September 2008 ~~and will~~ attracted lots many of skilled and professional health care workers. There is continued need for employees with higher technical skills in some occupational areas. ~~The area~~ Many employers feel that the greatest workforce investment needs of persons in the local labor market are upgrade of basic educational skills and personal skills of workers, i.e., problems solving, communication skills, and getting along with bosses and co-workers. In lower skill occupations, employers were willing to train individuals who ~~had~~ have good basic educational skills and good basic work skills.

Additional "soft skills" identified include pre-employment and work maturity skills, such as how to dress appropriately for ~~an occupation~~ work, adhering to work hours, and regular work attendance.

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

To determine employer needs, The Alliance will:

- Use local labor market reports produced by the State EDD.
- Deploy a team of Business Services Representatives to visit local businesses in the effort to determine their needs.

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

The State LMI Office projects that the occupations with the fastest growth % change in Stanislaus County greatest growth between 2004 2006 and 2008 2016 will be will include but not limited to the following:

- ~~Maintenance/Installation/Repair including Industrial Machinery~~
- ~~Truck Drivers, (Heavy) & Tractor Trailer~~
- ~~Electricians~~
- ~~Bookkeeping, Accounting and Audit Clerks~~
- ~~Allied Health Occupations: RNs, LVNs, CNAs (Nursing Aides, Orderlies, Attendants)~~
- ~~Automotive Service Techincians & Mechanics/Bus & Truck Mechanics & Diesel Engine Specialists~~
- ~~Dental Assistants~~
- ~~Executive Secretaries & Administrative Assistants, including Legal Secretaries~~
- ~~Medical Assistants (including Lab Technicians and Phlebotomists~~
- ~~Telectommunications Line Installers & Repairers~~
- Warehouse and Logistics
- Allied Health Occupations (Registered Nurses, Licensed Vocational Nurses, Nursing Aides, Orderlies and Attendants, Medical Assistants and Home Health Aides)
- Truck Drivers, Heavy & Tractor-Trailer
- Office Occupations
- Education (Elementary/Secondary School Teachers, Except Special Education
- First-Line Supervisors/Managers of Retail Sales Workers/Office & Administrative
- Customer Service Representatives
- General and Operations Managers
- Bookkeeping, Accounting & Auditing Clerks
- Maintenance, Installation Repairers, Industrial Machinery

The State LMI Office projects that the occupations with the fastest growth (percentage) in California between the year 2006 and 2016 will include: ~~projects that the occupations with the fastest growth will be:~~

- Network systems & Data Communication Analysts
- Computer Software Engineers, Applications
- Veterinary Technologists and Technicians
- Home Health Aides
- Occupational Therapist Assistants
- Law Teachers, Postsecondary
- Mathematical Scientists, All Other
- Physics Teachers, Postsecondary
- ~~Pharmacy Technicians~~
- ~~Dental Hygienists~~
- ~~Substance Abuse and Behavioral Disorder counselor~~
- ~~Dental Assistants~~
- ~~Veterinarians~~
- ~~Customer Service Representatives~~

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

- Critical thinking skills, excellent basic skills, college education, and the ability to problem solve are necessary for the following occupations: Teacher Aides, Paraprofessional; General Managers, Top Executives; Registered Nurses; Teachers, Elementary School; Systems Analysts; Paralegal Personnel; Computer Support Specialists; Teachers, Special Education.
- Post-secondary vocational education, technical and critical thinking skills are needed by Emergency Medical Technicians; Data Processing Equipment Repairers.
- Short- to moderate-term on-the-job training, good interpersonal skills, and the ability to work under pressure: Salespersons, Retail; Cashiers; Combined Food Preparation and Service; General Office Clerks; Truck Drivers, Light; Pest Controllers and Assistants; Bill and Account Collectors; Guards and Watch Guards; Telemarketers, Solicitors, and Related Work.

#### 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?

Does not apply.

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)]

Local Board Members are required to comply with conflict of interest statutes under *The Political Reform Act of 1974*, (Government Code § 8100, et seq.), *Conflicts of Interest in Contracts* (Government Code § 1090), and *Incompatible Activities* (Government Code § 1125, et seq.) Accordingly, The Alliance members may not vote on a matter under consideration by the board that would:

- Pertain to the provision of services by such member (or by an entity represented by such member), or
- Provide direct financial benefit to such member or the immediate family of such member.

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 and how it meets the membership criteria set forth in the California Unemployment Insurance code (CUIC) Section 14202.

The Stanislaus County Local Workforce Investment Board (The Alliance) consists of fifty-five (55) members, eight (8) of which represent labor organizations.

The Alliance will evaluate economic development needs of Stanislaus County in regards to Human capital development and business retention and expansion, and work closely with city and county economic development departments in this effort. The Alliance will insure that the private sector fully participates in the efforts to improve economic conditions in Stanislaus County.

- The Alliance will evaluate performance of the One-Stop system in delivering WIA mandated services in the County, measure customer satisfaction with the system, recommend system performance improvements, negotiate local performance standards with the State and approve and recommend additions and deletions to the list of local training providers; may set additional or more stringent performance standards for training providers.
- The Alliance will collect and evaluate information on the various workforce development activities in the county with the intent of better coordinating such activities to eliminate gaps in services.

The Alliance Board has met the requirement of 15 percent of local board member representation from labor organizations as required by the passage of SB293.

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

- ~~The local board maintains close alignment with the state board through a member who sits on both boards.~~
- The state board strategic plan is reviewed by staff to assure that the local plan supports it.

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.

The Alliance will act solely in an oversight capacity to the One-Stop system and the training providers. The board or its staff provides no training services.

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)]

These requirements are met through:

- Handicapped accessible meeting room
- Publication of The Alliance and The Alliance committee meeting dates, times, and agendas in accordance with Federal laws and State laws, including the Sunshine and Brown Act.
- Submission of Agendas with pertinent information to all The Alliance Members, Partner Agencies, interested parties who have requested to be on The Alliance mailing list and to other interested parties that have expressed interest in special topics.

Publication of minutes of the prior meeting in the next meeting Agenda. Meetings held only in places that meet Americans with Disabilities Act (ADA) and other reasonable public accommodation requirements.

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

A. Describe the One-Stop delivery system in your 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 Alliance Worknet is made up of a series of conveniently located sites that together provide access to the comprehensive list of One-Stop Partners. These locations are:

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

<ul style="list-style-type: none"> <li>• East County Service Center 1405 West F Street, Suite I Oakdale, CA 95361</li> <li>• <del>Community Services Building 251 E. Hackett Rd. Modesto, CA</del></li> </ul>	<ul style="list-style-type: none"> <li>• Employment Development Dept. 125 N. Broadway Ave., Turlock, CA 95381 Opened in 2008.</li> </ul>
<ul style="list-style-type: none"> <li>• Employment Development Dept. 629 12<sup>th</sup> Street Modesto, CA 95354</li> </ul>	<p>In addition to these locations, other sites providing access to services through internet links to the Alliance Worknet website include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Central Valley Opportunity Center.</li> <li>• <del>Community Casa in Riverbank.</del></li> <li>• California Department of Vocational Rehabilitation</li> <li>• Disability Resource Agency For Independent Living.</li> <li>• Friends Outside.</li> <li>• Ceres Unified School District</li> </ul>

- The Alliance (employer One-Stop)  
1010 10<sup>th</sup> Street Place, Suite 1400  
Modesto, CA

- Haven Women’s Center
- Housing Authority of Stanislaus County
- Modesto City Schools District
- Stanislaus County Office of Education
- Stanislaus Literacy Center.
- Yosemite Community College District.

B. Describe the process used for selecting the One-Stop operator(s) [WIA, Section 121(d)(2)(A)] including the appeals process available to entities that were not selected as the One-Stop operators. [Interim Final Rule § 667.600 (b)(1)] Also, include the local board’s policy regarding its selection of One-Stop operator(s), annual review of operations, and termination for cause. [CUIC Section 14206(d)]

The Alliance, with agreement from the local chief elected official, has designated a consortium of One-Stop Partners as the One-Stop operators.

This consortium consists of:

- Alliance Worknet (AW)  
(WIA Title I, Welfare to Work, Adult, Dislocated Worker, and Youth Programs)
- Stanislaus County Community Services Agency (CSA)  
(TANF, Food Stamps, GA, Foster Care, and ILP)
- California Employment Development Department (EDD)  
Wagner Peyser, Unemployment Insurance, NAFTA/TAA, Veterans, YEOP)
- The Alliance – optional partner  
(Economic Development, Employer Resources)

The Alliance Board will ~~annually~~ periodically review the performance of One-Stop Operators. They reserve the right to terminate the eligibility of such operators for non-performance.

Entities wishing to appeal this selection may do so by submitting the appeal in writing to The Alliance Steering ~~Executive~~ Committee. ~~If necessary, further appeals may be directed to the Stanislaus County Board of Supervisors for a final decision.~~

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)]

Each required WIA Partner is an Alliance member. Each Alliance member Partner contributes to the development of the OSS by one or more of the following:

- Review of the OS plans as members of The Alliance.
- Participation in the development of the umbrella MOU for operation of the OSCs.
- Review of the *Five-Year Plan*.
- Participation in staff cross-training and operation of the OSCs, as appropriate.
- Co-location of staff at the OSCs.

Establishment of electronic linkage with the OSCs when staff is not physically placed at the OSCs.

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)]

The Alliance, with CEO concurrence, entered into a Memorandum of Understanding with each of the One-Stop Partners. These MOUs describe the services offered by each partner, how the services will be funded, and the referral process between the One-Stop Operator and the One-Stop Partners.

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

Customers access Core Services at each full-service One-Stop location and, by Internet linkage or referral, from other affiliate OSC locations. The full-service site Operators are EDD, and AW. Intensive services are provided at three One-Stop locations by AW and other Partner staff for individuals determined eligible for such services under the Act. In order to deliver WIA Core and Intensive services, AW will:

- Provide open customer access to the OSCs.
- Issue OSC customer information Swipe Cards to track Tier 1 use. The swipe card system tracks various characteristics of the Career Center users, including demographic data, UIB Status, and TANF Status.
- Provide information, training and expertise to OSC customers about:
- Computers, fax machines, copy machines and other electronic equipment available for public use.
- Inform customers about the general General services available (including non-MOU Partner services)
- Provide customers access to Eligible Training Provider performance List information
- Refer customers to Partner and other appropriate services, as the need arises.
- Refer to WIA Intensive services as appropriate.

For customers who choose to pursue Intensive Services, AW will:

- Provide comprehensive assessment of employability
- Document customers' eligibility to receive intensive services
- Provide intensive employment counseling services
- Discuss details of the local labor market and how they impact employment prospects
- Develop a complete analysis of customer's employment strategy, published in the Individual Employment Plan (IEP)
- Assist customers with Intensive Job Search and referral to open job orders
- Determine customer need for Training services
- Determine customer's need for supportive services and coordinate referrals or provide assistance.
- Provide Follow-up services for a minimum of one year after program exit.

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 is providing training services that are made as exceptions to the Individual Training Account process, describe the process you used to procure and justify these exceptions. This process must include a 30-day public comment period for interested providers. [20 CFR Sections 661.350(a)(5) and (10) and 20 CFR Section 663.430(a)] In addition, include the local board's policy addressing the amount and duration of ITAs based on market rate for local training programs. [CUIC Section 14206(h)]

ITA administration includes:

- Identification of a program customer's ITA candidacy through Core and Intensive Service case management.
- Establishment of case records and fiscal records to enable tracking of the program customer through training, placement, and follow-up.
- Quarterly review of program expenditures for total Training Services and supportive service costs to assure that projected costs do not exceed the amount of funds available.
- Monitoring customer satisfaction, training provider performance, and any other factors needed to assure the highest quality of training service quality possible.
- ~~Effective August 18, 2008, a~~ A maximum of \$4500 in WIA formula funds will be paid per each ITA. The Director or his/her designee may approve exceptions to this rule.
- Providing ITA funds for any person eligible and qualified, with priority given to veterans, and those receiving public assistance and other low-income individuals if ~~only~~ limited funds are available. Training provided will only be by eligible providers of training services, as noted on the State Eligible Training Provider List.
- Training only in any of the twenty-five (25) high demand occupations approved by the Alliance Board. Requests for approval of ITA's for training not listed among the 25 high demand occupations may be made to the Alliance Worknet Director or his/her designee, who will make approval decisions on a case-by-case basis.
- Providing the program customer with all available information concerning resources to meet the costs of training and related IEP, identified needs.
- Providing ITAs in career fields for which the entry wage can be reasonably expected to ~~bring above poverty income~~ provide for self-sufficiency when wages in combination with other funds may lead to economic independence in a reasonable time.
- Providing ITAs in career fields where the training program brings competency and entry into the chosen career field within a reasonable time at a reasonable cost.

A limitation on the number of ITAs may be imposed based on the amount of funds for the program year or available for the remainder of the funding year at the time of a mid-year ITA program evaluation. ITAs may be written for a longer than 24-month period only on an exception basis.

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)]

Per WIA regulations; if available, other funding sources (non-WIA) will be utilized as the first source of payment for training programs. This includes, but is not limited to PELL Grants, BOG Grants, scholarships, etc.

WIA funds can be used to leverage additional resources through:

- Matching funds for grant money from non-WIA sources where needed.
- Special projects with non-WIA agencies for employment and training purpose programs on a share-of-cost basis.
- Customized employment-related services for employers on a partial fee-for-services basis.
- Focus on the needs of local employers for customized training on a share-of-cost basis.
- Development of programs with the County, other local governments and agencies, and private and not-for-profit agencies in common ventures to improve local economic conditions, including the job market, with funding shared between the various partners in the venture.

This use of funds will focus community attention on The Alliance and the OSS as a vital part of economic development activities. The Alliance will coordinate WIA and other program resources for business enhancement and expansion within the limits set by law.

- The majority of The Alliance membership consists of business people, each with a commitment to develop a One-Stop system in a manner consistent with the needs of local employers.
- The Alliance is one of the first organizations in the nation overseeing both job training and economic development activities. The Alliance is responsible for bringing both public and private partners together to ensure the continued economic viability of Stanislaus County.
- Partnering with local LWIAs to enhance grant opportunities in our local regions. The Alliance helps assure that the perspective of area economic well-being is maintained as policy is developed. Services available through each of the Partners will be coordinated to efficiently and effectively prepare workers for the needs of the employer. Employer confidence in the One-Stop System and its impact on improvement of the business climate improvement will grow. As the business climate improves, workforce development opportunities will expand. This, in turn, will lead to better employment opportunities for individual job seekers.

Our local board has entered into an agreement with ~~San Joaquin and Merced County Counties~~ to educate, train, and place individuals participating in ~~San Joaquin Manufacturing Grant and Merced Nursing Grant, and Merced Green Job Corp Grant~~ programs. Our local board is in the process of entering into an agreement with Madera County to educate, train, and place individuals participating in the Veterans Employment and Assistance Program.

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)]

Each of the populations listed above are eligible to receive core services through the One-Stop System, as is any member of the general public. In addition, each of these populations may be eligible to receive intensive and training services under WIA Title I.

Other programs available through referral from the One-Stop System to Partnering agencies include, but are not limited to:

- Dislocated Workers, Long-Term Unemployed, Displaced Homemakers – Services are available through EDD, Central Valley Opportunity Center (CVOC), Area Agency on Aging (AAA)
- Migrant and Seasonal Farmworkers – Services are available through EDD, Central Valley Opportunity Center.
- Veterans – Services are available through EDD and Office of Veterans Services.
- Older Worker – Services available through the Area Agency on Aging and the AARP.
- Limited English Speaking – Services are available are through CVOC, Stanislaus County Office of Education, Turlock Adult School, Modesto Junior College, and other, various ROPs.
- Individuals with Disabilities – Services are available through Goodwill, State Department of Rehabilitation, and Disability Resource Agency for Independent Living and Goodwill Industries.
- Former Incarcerated/New Start Program – Friends Outside (FOS)
- **Incumbent Worker training Waiver:** Although the requirement that any Incumbent Worker training be tied to lay off aversion is somewhat restrictive, this waiver will allow the LWIB to act in conjunction with our current lay off aversion program to identify situations where providing training for incumbent workers could provide these workers with the skills necessary to increase their value to their employer, thus improve the competitiveness of the business resulting in improved profitability and averting lay offs.
- **Customized Training Waiver:** This waiver makes the prospect of providing customized training for employees more financially feasible for small and medium sized businesses. Our Business Services Representatives now have a resource they can offer to local businesses that will help them develop a workforce with the skills necessary to keep them successful and profitable.

- 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)]

Intensive Services are available to all who require them

In the event that training funds are limited, priority will be given to veterans who are low income individuals and who can least afford to pay for training.

- 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]

The MOU between the CEO, The Alliance, and the One-Stop Operator and Partners requires non-discrimination on the basis of age, gender, race, color, national origin, religion, physical ability, mental disability, medical conditions, or marital status. In addition, All One-Stop Centers and Partner facilities are Americans with Disabilities Act (ADA) compliant. Information concerning equal opportunity rights, non-discrimination, and ADA compliance is posted in a prominent place in each One-Stop Center, Partner, and affiliate agency. Civil Rights complaint filing procedures will be made available in writing to all program customers.

To ensure that the Alliance Worknet (AW) is able to achieve its vision and accomplish its mission, Alliance Worknet completed the WIAD01-8, Limited English Proficiency study in April 2003. The results of this study provided an opportunity for Alliance Worknet to assess and enhance its current service delivery to customers with Limited English Proficiency.

The Nondiscrimination & Equal Opportunity Grievance or Complaint Procedure, date June 10, 2004 established a standardized departmental procedure for any individual (including participants in services or AW programs, contracted service provider programs or other Alliance partners).

The AW Multi-Language Service Policy dated September 25, 2003, established a process to ensure that all AW customers, regardless of English language proficiency, receive equal access to services.

- 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]

Employer Services are delivered through the Stanislaus Economic Development and Workforce Alliance. Business Representatives from the Alliance have adopted an aggressive outreach effort in order to respond to local business needs. Business Service Representatives meet the business needs by offering a full array of services such as recruitment, application pre-screening assistance, job postings, retention services, labor market information, Enterprise Zone information, training information, layoff aversion, business closure assistance, and "no fee" human resource services. The Alliance has established partnerships with local chambers, city officials, educational establishments, community-based organizations, and the local State Employment Development Department in order to help meet business needs. A commercial software database system used by the Business Assistance program provides broad sharing of key information affecting local businesses with those partners.

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)9B)(ii)]

Worker Profiling and Reemployment Service claimants attend an initial Assistance Workshop conducted jointly by EDD and AW staff, after which they are offered the following choice of services:

- CalJOBS registration.
- Direct access Access to WIA Dislocated Worker services.
- EDD Veteran's services.
- Workshops covering Resume Writing, Interviewing Techniques, and conducting online job search.
- ~~Interview Techniques and Workkeys Testing.~~
- When appropriate, self-directed work searches.

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)]

In times of limited funding, Veterans and Public Assistance recipients are priority referrals for Tier 3 services.

CalJOBS system programming ensures:

- Job order information is available to veteran's 24 hours before non-veterans.
- Veteran job seeker resumes are available to employer's 24 hours before those of non-veterans.

All customers visiting the One-Stop centers are asked to identify certain characteristics, including whether or not they are a veteran or spouse of a veteran. If checked yes, those customers' names are referred to our Veterans Services Coordinator. In the resource centers, staff has been trained to recognize the Keys to Career Success cards and refer cardholders to the Veterans Services Coordinator. (The name has stayed though the program will officially ended on June 30, 2006).

N. What role will Veterans Workforce Specialists and Veteran Employment Service Specialists (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.B10. 322,38 USC Chapter 41 and 20 CFR Part 1001-120]

Veterans Workforce Specialists and Veteran Employment Service Specialists (VWS/VSSS) will provide services to veterans and other eligible persons in accordance with Chapter 38 of the U.S. Code, including community outreach to promote veterans' access to ~~one-stop~~ One Stop services, and case management for appropriate veterans. EDD supervision, with the full support of the other One-Stop Operators and other Partners, will be responsible to insure that VWS/VSSS funds are spent only to serve veterans, and in the order of priority prescribed by law.

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]

EDD receives dedicated funding for one full-time staff person to ~~perform~~ assist Migrant and Seasonal Farm Workers (MSFW) and to provide recruitment services to agricultural employers throughout the Central Valley region. This staff works closely ~~Works closely~~ with Central Valley Opportunity Center (CVOC), the County's 402 grantee for MSFW and other One-Stop services. The EDD staff assists in the recruitment of qualified workers to meet the needs of regional agricultural employers.

EDD is mandated to assist MSFWs and agricultural employers to access the full range of appropriate services, and our One-Stop Partners are committed to participate in providing these services.

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]

In the event of plant closures, downsizings, and dislocations that warrant use of Rapid Response funds, the Alliance Worknet, in cooperation with One-Stop Partners and other agencies, will provide rapid response assistance. Affected dislocated workers and employers will be made aware of services available through the One-Stop system. ~~Staff will facilitate access to appropriate core, intensive, and training services on an individual basis.~~ Regional Rapid Response activities are coordinated based on companies within commute distant within the local LWIB.

Q. What rapid response assistance will be available to dislocated workers and employers and who will provide them) [WIA Section 118(b)(4)(5) and State Planning Guidance IVB13.c]

Alliance Worknet and EDD staff are the core Rapid Response partners. Other community resources/agencies participate based upon the specific needs of dislocated workers and/or the employer.

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

~~Programs are monitored and evaluated for performance. Effort is currently underway to establish a system that prioritizes use of training providers that prepare workers for the needs of local employers.~~

LWIA staff monitors the successful completion and placement rates of the various service providers and makes that information available to participants. Participants can use this information when deciding which service provider to use. Per WIA regulations (§663.530 and 663.535), the State is responsible for developing a process for removing non-performing training providers from the Eligible Training Provider list. This has not happened.

The Local process is that adults and dislocated workers are provided with initial assessment, review of labor market information, consultation with staff, and an Individual Employment Plan. If it is determined that training services are needed to obtain or retain employment, then training services are provided. If an individual already has skills that are in demand in the local economy, job search/job placement assistance is provided. If, after a reasonable period of time has elapsed and thorough job search has been completed with no success, the need for training services is re-evaluated.

## 1. CORE SERVICES

- **Eligibility determination:** Tier 1A Services are open universal access services. No eligibility-determination is required. For Tier 1B and higher tiers, service eligibility is determined with staff-assistance.
- **Outreach, intake, and orientation:** Advertising such as through print, television, and radio informs the public of the availability of services. Contacts with OSC Resource Room staff personal contacts and informational materials provide customer orientation information on accessing WIA services through the OS System, including Partner services.
- **Initial assessment:** Basic Skills self-testing, computerized aptitude and ability self-testing, supportive services.
- **Employment assistance:** CalJOBS job vacancy listings, telephones to schedule interviews, fax machines to submit resumes and applications, resume writing software and help, workshops in interview skills, resume writing, and on-line job search, counseling and job search, and placement assistance.
- **Computerized labor market information:** Demand occupations, job skills needed for demand and other occupations, current wage and benefit information, jobs available through EDD and other on-line services.
- **Eligible training provider information** including performance data and costs.
- **Performance and customer satisfaction information** for the local OSS and eligible training providers.
- **Unemployment Insurance:** Claim filing information and telephones for filing claims, referral to on-site EDD staff.
- **Welfare to Work:** Referral to on-site or other-site Partner counselors for initial program eligibility determination, financial aid.
- **WIA service follow-up:** Minimum of twelve months for persons placed in unsubsidized employment under Title I.

## 2. INTENSIVE SERVICES

- **Comprehensive skill assessment** using computerized or other appropriate diagnostic assessment systems, including WorkKeys.
- **Case Management Services:** In-depth interviews to identify employment barriers, Individual Employment Plan (IEP) development to identify services needed for the customer to reach his/her employment goal, counseling on how to overcome barriers and be successful in this effort, identification of needed supportive services, and on-going case management for persons in Training Services and the post-employment follow-up period.  
Weekly workshops covering Resume Writing, online job search, and Interview Techniques.

## 3. TRAINING SERVICES

All training will be outlined and justified in the customer's IEP. Training options may include: Vocational Training: Training for in-demand occupations are available through Individual Training Accounts (ITA).

- **On-the-job training:** Customized contract with employer whereby the employer is reimbursed for up-to 50% of training costs (wages) incurred for during the training of a newly hired employee. The intent is to enhance continued permanent employment with the employer upon completion of OJT.
- **Workplace training combined with related instruction Work Experience (WEX)/Paid Internship:** ~~This activity is currently only available under non-formula funding.~~ Hands-on experience to refresh skills that an individual may have used in a prior occupation or to provide recent application of newly learned skills in a real-work environment. This experience enables customers to gain experience that will improve their employment prospects.
- **Skill upgrade training:** (Refer to Vocational Training above)
- **Entrepreneurship training:** Workshops and assistance is available through the Alliance Business Resource Center and the Small Business Development Center.
- **Job readiness training:** ~~Boot Camp is a week-long session that offers job readiness training, basic soft skills and targeted occupational foundational instruction. Upon completion of the session, employers from the targeted occupation interview each candidate for an entry-level job opportunity. Please refer to Workplace training above.~~
- **Basic skills and English-as-a-Second Language (ESL):** ESL may be offered in combination with one or more of the above training services. Partners offering ESL services include Modesto Junior College (MJC), CVOC, Literacy Center and Adult Education Centers (available at various School Districts).
- **Customized training:** Targeted training can be coordinated with our partner agencies and local employers. An example is our Certificate Certified Nurse Assistant (CNA) to License Vocational Nurse (LVN) training, as a joint effort with Merced Worknet and MJC.

#### 4. SUPPORTIVE SERVICES

- **Supportive services determined as needed for completion of WIA Title I services.** These services are identified during the development of Customer's IEP and continued case management services. Supportive Services are approved based on the individual's financial need and availability (or lack thereof) of other resources.

**Needs-related payment:** These may be made to unemployed individuals who do not qualify for, or have ceased to qualify for, unemployment insurance if necessary for completion of the individual's training program.

#### 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.
  - g. The local board's policy for identifying individuals who, because of their skills and experience, should be referred immediately to training services.**

2. Identify those entities with which you are in the process of executing an MOU. Describe the status of these negotiations. [Interim Final Rule §662.310(b)]

Currently, AW has executed MOUs with the following entities. The MOUs are in force (current) and are not due for renewal until November 2011:

- **Alliance Worknet**  
*WIA Title I*  
*Welfare-to-Work Program*
- **Employment Development Department**  
*Wagner-Peyser Job Service*  
*Veterans Employment Services*  
*Trade Adjustment Assistance Act*  
*North American Free Trade Act*  
*Unemployment Insurance*  
*Youth Economic Opportunity Program*
- **State Department of Rehabilitation**  
*Title I of The Rehabilitation Act*
- **Housing Authority of Stanislaus County**  
*Housing and Urban Development Employment and Training Program*  
*Family Self-Sufficiency Program*
- **Central Valley Opportunity Center**  
*Community Services Block Grant*  
*Migrant and Seasonal Farm Worker Program*
- **Stanislaus County Community Services Agency**  
*StanWORKs – TANF*  
*Food Stamps*  
*General Assistance*  
*Foster Care*  
*Independent Living Program*  
*Welfare-to-Work Program*
- **The Alliance Small Business Development Center (SBDC)**  
U.S. Small Business Administration Program including: Business Retention, Business Attraction, Business Research, and Small Business Development Center
- **Ceres Unified School District**  
*Adult Education Act and Literacy Act*
- **Stanislaus County Office of Education**  
*Title II Adult Education and Literacy Activities*  
*Carl Perkins Vocational and Applied Technology Education Act*  
*Independent Living Program*

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 §662.301(b)]

In case of impasse, ~~the OS Operator will negotiate with the reluctant Partner.~~ The LWIB will mediate negotiations between the OS Operator and the Partner.

Disputed issues between the parties will be identified. The Alliance administrative staff will document negotiations. If agreement cannot be reached, an alternate entity representing the required funding source, if available, will be named as a replacement. ~~The Local WIB will inform the State WIB in writing of these events and the failure to resolve the impasse(s).~~ If One-Stop Partners fail to participate or sign an MOU it will be reported at the next meeting of the local board. If negotiations still fail to produce results, this will be reported to the State board via a letter to the Executive Director and Chair of the State board.

## 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 services 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 effort to construct a youth council, and what the role(s) of the Youth Council will be. [WIA, Section 117(h)(1)(2)(3)(4)]

LWIB held an extensive campaign to recruit members with first-hand knowledge of the needs of local youth for the Youth Advisory Council (YAC). In addition to meeting the requirements under WIA, a special effort was made to staff the YAC with employers who hire youth and individuals who work with youth at the grass roots level in the local neighborhoods. WIB appointed YAC members on March 20, 2000, in cooperation with the Board of Supervisors. A youth was appointed to sit on the YAC. The first YAC meeting was on April 3, 2000. The role of the YAC is to determine the needs of local youth and prepare them for success in the workplace. Based on identified needs, the YAC will develop program requirements and issue Requests for Proposals for programs that meet these needs. The Council will then review these proposals and recommend which programs to fund to The Alliance and Board of Supervisors.

The YAC ~~was restructured in 2007 is currently under a restructure~~ to both improve and streamline processes and decision making while maintaining expertise on youth employability issues, and meeting the membership requirements of WIA.

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

Youth contractors and One-Stop Partners that provide youth services will familiarize youth participants with universal services available in the One-Stop Centers. Eligible participating youth will be referred to One-Stop Centers for information services. For Intensive and Training services, an 18 to 21 year old may be concurrently enrolled in the Adult program, if it is appropriate and stated in the youth's ISS. The funding streams paying for services to concurrently enroll older youth will be identified and tracked to avoid duplication of services. The current system of multiple contracted agencies operate independently using WIA youth funds for case management staff, facilities, services, and academic services and referral to occupational training.

The Alliance Worknet's Careerquest program for example, is designed to provide youth workforce services by using the "Daisy Wheel Model" system of delivery, which ~~begins~~ began operation on September 1, 2006 to prepare the eligible youth for participation in the labor force. Program participants are referred to a variety of workforce preparation and personal growth services through a single case management team operated by the Alliance Worknet. The services are organized as a single "menu" of offerings which includes Personal Growth Services, Academic Services, Vocational Services, job placement and other related innovative services by multiple private and public agencies. Each provider has agreed to provide his or her services on a fixed-fee or no-fee basis. This consolidated "Daisy Wheel" system emphasizes holistic youth development.

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.]

~~There are currently no Job Corps program available in the local area.~~  
A representative of Job Corps was appointed to the alliance Youth Advisory Committee (YAC) in 2009. Job Corps candidates will be referred to the nearest appropriate Job Corp office. Youth with School-to-Career program requests will be referred to the appropriate school district program. Youth seeking Youth Opportunity Grant services are referred to the local EDD office.

D. Describe your 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)] In addition, include the local board's policy regarding training services available to adult and dislocated workers who have met the requirements for intensive services, have been unable to obtain or retain employment through those services, and have been determined to be in need of training. [WIA Section 134(d)(4)(A)(iii), 20 CFR Section 663.310(c), CUI Section 14230(a)(5)]

Generally, the area's eligible youth population comes from low-income families mostly concentrated in certain census tracts. Many of these youth are at-risk of dropping out of school. They need character-building activities, work skills (hard and soft), and a high school diploma or an equivalent degree. Types of youth activities available in the area include:

- **WIA-funded:** These services will be available through the LWIB's "in-house" Careerquest Program and through contracts with three providers of youth activities and/or the OSCs. For youth aged 14 through 21, job skills training may be provided using WIA Youth Funds or by referral to an appropriate, non-WIA funded agency. For youth aged 18 through 21, job skills training may be provided through WIA youth funds, concurrent enrollment for Adult services and use of Adult Funds, or by a non-WIA funding source.
- **Non-WIA funded:**
  - **Education agency-based activities** found in each County area include the Regional Occupation Program, in-school vocational preparation, School-to-Career, and academic preparation in basic skills, work maturity, and job retention skills that meet Carl Perkins Act and school program accreditation standards.
  - **Recreational programs** include community-based organizations (such as YMCA and Red Shield), Police Activity League (including after-school tutoring and educational skill training), municipal and/or special district park and recreation associations, and religion-based activities.
  - **Residential programs for out-of-home youth** including Juvenile Justice programs and Foster Care group homes. Juvenile Justice programs are dependent on the County Office of Education for academic skills training, but youth are subject to sudden changes in the time available for completion of skills training. Foster Care programs may provide in-house educational programs that must meet education accreditation standards. Most foster youth group home residents are educated through local school districts. The Center for Human Services (CHS) has a "Pathways to Independence" program that provides housing to emancipated foster youth and homeless youth.
  - **Vocational training:** The CSA Independent Living Program (ILP) provides both hard skill and soft skill training to foster youth and some probationers. EDD's Youth Employment Opportunity Program (YEOP) services provide staff to assist youth in achieving their educational and vocational goals.

Successful program operators funded under the Workforce Investment Act (WIA) include Ceres Unified School District, Computer Tutor Business and Technical Institute (CTBTI), Central Valley Opportunity Center (CVOC), and AW Careerquest.

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 or parenting, or who have disabilities. [WIA Section 112(b)(18)(A), Interim Final Rule §664.400, State Planning Guidance, IV.B.14]

The strategy for providing comprehensive youth services is to:

- Focus WIA-eligible youth on programs and services most appropriate for meeting individual youth's identified needs, whether by coordination and cooperation with, and referral to, Modesto Junior College, high school districts, community organizations, One-Stop Partners, and agencies and organizations with expertise, or by WIA funding of needed activities and services.
- Foster the development of youth services countywide through coordination and cooperation with the Stanislaus County Children's Council, the Stanislaus County Youth Council, the United Way and other youth service organizations.
- Strive, with other youth service agencies, to identify, strengthen, and broaden the range of needed, appropriate youth services available throughout the county, especially in the under-served areas.

Special needs populations such as pregnant/parenting teens, and youth in foster care, will receive services either by contract or appropriate referral for services. All youth service contractor's programs will be required to meet ADA requirements.

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)]

The waiver granted on June 15, 2009 of the requirement that providers of summer youth employment opportunities be selected on a competitive basis had no impact on contracting and expending ARRA funds for summer youth employment for our LWIA. Our LWIA utilized the ability granted with the passage of ARRA to contract with providers who had been competitively procured within the last 12 months. We then also released an RFP to competitively procure services for the remaining funds that our current youth contractors could not utilize. Our LWIA was not able to wait for a decision given on a waiver that wasn't submitted or granted until June 2009, given that the summer program had a start date of May 1, 2009. Had this waiver been granted early, it would have been extremely helpful in ensuring a successful summer youth employment program. This type of waiver would be very beneficial if another summer youth employment program is going to be run in 2010, as our ability to contract with current youth providers will be reduced, as our last RFP process will have been more than 12 months ago.

The implementation of Directive #WSDD-29 was very important for the operation of a successful summer youth employment program. It allowed us to serve more youth by focusing solely on paid work experience, instead of diverting funds to provide services in all of the required program elements of our traditional year round youth program. It also allowed our providers the ability to serve a broader spectrum of youth than would normally be served.

1. Intake and Objective Assessment

- Academic Skill Level assessment is conducted by administering the CASAS, Wonderlic and TABE assessment tools.
- Basic Skill Level evaluation is conducted using the CASAS, Wonderlic, and TABE, and WorkKeys assessment tools.
- Occupational Skill Level is assessed using the WorkKeys, Vocational Training and Harrington Shea Career Decision assessment tools. The results are documented in the WorkKeys Skill Aptitudes and/or Certificate and Harrington paper work.
- Prior Work Experience is evaluated by reviewing the Work History form and the outcome is documented in the Youth ISS. Employability is assessed using the WorkKeys, Work Experience and Harrington Shea Career Decision assessment tools. The outcome is documented in any of the following: the WorkKeys Skill certificate, the WEX Agreement and/or Harrington forms.
- Interests are evaluated using the, Eureka and Harrington Shea Career Decision tools. The results are documented in the Eureka Microskills and/or Eureka True Colors and Harrington forms.
- The assessment results are incorporated into the development of the youth's Individual Service Strategy (ISS). Virtually every section of the ISS has spaces to check applicable descriptors and/or document initial assessment results pertaining to the youth participant.

## 2. Preparation for post-secondary education opportunities

Services will include:

- Information about, and referral to local community college district services.
- Information about sources of non-WIA grants, scholarships, and aid, including Higher Education Act funds.
- Youth programs that provide basic academic training to prepare students for success in post-secondary training.

## 3. Strong linkages between academic and occupational learning

Youth participating in WIA programs will receive academic skills training that relates to their career goals as outlined in their Individual Service Strategy (ISS). For in-school youth, all services provided under WIA will be coordinated with the student's school to assure strong linkages.

## 4. Preparation for unsubsidized employment opportunities

Case Managers from both the LWIB's Careerquest Program and from the contracted eligible providers of youth services will be responsible for identification of the skills required for youth to obtain and retain employment. The YAC will recommend funding of programs that prepare youth in those skill areas.

## 5. Effective linkages with intermediaries with strong employer connections

The One-Stop Centers (OSC's) have strong linkages to the employer community. In addition, the membership of the YAC includes employers who hire youth. The YAC will recommend funding program providers who have connection with the OSC system and have demonstrated a strong connection to employers in the community.

## 6. Alternative secondary school services

Case Managers in the LWIB's youth programs where appropriate, will encourage school dropouts enrolled in WIA programs to re-enter the school system through Alternative Schools.

## 7. Summer employment opportunities

Work experience positions will be an integral part of the year-round youth programs. Participants will be placed in these positions if indicated in their ISS. Youth that seek summer employment through OSCs and whose preliminary screening indicates program eligibility will be referred to youth program providers. Non-eligible youth will be instructed on how to look for summer jobs using the resources at the OSCs.

## 8. Paid and unpaid work experience

Work Experience positions will be offered to youth who require them, as indicated in the ISS. These positions will be designated to provide youth with “real world” experience. Youth will learn the basic skills, attributes, and personal behavior requirements necessary to obtain and retain employment.

## 9. Occupational skills training

Occupational skills, as appropriate and in the individual’s ISS, will be provided through:

- School-based job skills training programs
- Referral to non-WIA funded agencies, as appropriate.
- Private secondary and post-secondary training providers, if they are on the State List of Eligible Providers.
- On-the-job training on an exception basis if appropriate, based on the needs stated in the youth’s ISS, and the provider meets Governor’s OJT performance criteria.
- Referral of 18 through 21 year old eligible youth to the OSC(s) for appropriate services, including concurrent enrollment for ITA-funded training if that person is also eligible under Adult and/or Dislocated Worker program criteria.
- Referral of 18 through 21 year old eligible youth to training providers on the ETPL via the Youth Training Referral Agreement (YTRA).

Any occupational skills training provided to in-school youth will be in coordination with, and have approval of, the student’s school.

## 10. Leadership development opportunities

- Leadership development opportunities will be provided through:
- Existing mentoring programs in the community.
- WIA-funded youth programs with leadership training components.

## 11. Comprehensive guidance and counseling

Comprehensive guidance and counseling on making good career choices, and the steps required to be successful in reaching career goals, will be available from the youth service provider. Personal and family counseling will be provided through referral to the appropriate County Department or community-based organizations.

## 12. Supportive services

In the absence of other funds for this purpose, supportive services may be provided through WIA funds if the need is documented in the youth’s ISS. Such services may include childcare, transportation assistance, and tools, but are not limited to these.

13. Follow-up services. [Interim Final Rule §664.450(a)(1) through (6)(b), State Planning Guidance, IV.B.14]

Appropriate follow up services will be provided for a minimum of twelve months following program exit. These may include, in addition to regular contact with the youth, and as identified in the ISS,

- Supportive services as described above.
- Regular contacts with the youth's employer to monitor employment progress and offer assistance in resolving work-related problems.
- Assistance in locating better employment, career development, and further education.
- Work-related peer groups.
- Adult mentoring.

## 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]

The Alliance, upon YAC recommendation, will award grants and/or contracts through use of the Request for Proposal (RFP) and/or Invitation For Bid (IFB) process, **or** by renewing or extending the contracts of agencies that demonstrated excellent performance in ~~the conduct of~~ their prior year contract.

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)]

### **The competitive procurement process will include:**

1. Determination of the Area's program needs by The Alliance or its responsible committee.
2. Issuing of the *Request for Proposal (RFP)* or *Invitation For Bid (IFB)* through:
  - a. Conformity with all pertinent RFP/IFB Department of Labor, State of California, and County procurement guidelines.
  - b. Notice of RFP/IFB publication in a local newspaper of general distribution.
  - c. Direct notice of RFP/IFB availability to eligible youth service providers on the RFP/IFB mailing list.
3. Recommendations for ~~grant~~ **contract** award made to the BOS for approval and authorization for expenditure of funds
4. Documentation and record retention for the requisite time for each RFP/IFB process.
5. ~~Use of the "Contract Renewal Evaluation Tool" (CRET)~~ **Performance evaluation process** to identify outstanding contractors for ~~follow-on-year~~ **following year** program approval.

**Non-competitive procurement process:** Contract or grant award will be made in conformity with Federal and State requirements in the absence of other service resources in the area, in case of emergency, or in the presence of a uniquely qualified eligible service provider of outstanding performance for persons with special needs. The need for a non-competitive award will be documented.

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)]

The CEO has designated Stanislaus County as the local grant recipient and has authorized the Alliance Worknet to act as the administrative entity for WIA-funded services.

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.]

Youth grant award criteria include, but are not limited to:

- The proposal was submitted before the closing time and date.
- Agency customer satisfaction is strong.
- The proposed program will meet the needs of a YAC-designated group.
  - All ten required elements of a youth program are addressed.
  - The agency is experienced in providing youth programs.
  - The agency has the capacity to provide the proposed activities.
  - The program will serve areas of the County currently under-served.
  - ~~Post-program follow up service needs are fully addressed.~~
- The proposed return on investment shows this to be a good investment for the benefits to be received.
- Administrative performance is strong:
  - The signing officer has the authority to submit the proposal.
  - The agency meets compliance standards and is not debarred.
  - Required operational linkages are in place.
  - Performance records are accurate, complete, and auditable.
  - Entity responds promptly to program correction findings (monitoring).
- Fiscal performance is strong.
  - The proposing agency is fiscally solvent.
  - The proposing agency will not be solely dependent on WIA funds.
  - The agency historically provides services within the budgeted level.
  - Fiscal records are accurate and complete.
  - Fiscal system is auditable, conforming to GAAP/GAGAS standards.
- The proposed program meets the Governor's criteria for youth activities.
- ~~Current program effectiveness is measured using the "Contract Renewal Evaluation Tool" (CRET), which evaluates participant success and administrative effectiveness.~~ If a proposer has had past contracts with AW, the evaluation would include its past contract performance.

The above criteria will be used when awarding youth contracts. A contract period may be extended and funding increased if performance is satisfactory and the program helps the YAC meet its goals.

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)]

- The Alliance identifies "an individual who requires addition assistance to complete an educational program or to secure and hold employment" as a person with any one or more of the following characteristics:
- Below grade level in basic educational skills.
- Disabled, including learning disabled.
- 18-21 year old youth who are no longer receiving foster care services.
- Teen victims of domestic violence.
- Youth with visible tattoos that may affect employability.
- Youth in high unemployment areas (where the unemployment rate is two or more percent higher than the Local Workforce Investment Area average).
- ~~Requires work maturity skills (for example, interpersonal, life survival basic thinking, team building or job seeking skills).~~
- Teen Parent
- Homeless
- School Drop-out

Eligibility under the sixth criteria is documented in the youth's Individual Service Strategy.

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

The process for public comment on performance standard is:

- If part of the annual *Plan* modification process, the public will be able to review and comment on the specific measures and outcomes as part of the Public Notice-Public Hearing process.

If not part of the annual Plan modification process, a Public Notice of the proposed changes will be made as part of the Alliance agenda. The public will be able to comment.

## VIII. ASSURANCES

- A. The Local Workforce Investment Board assures that it will comply with the uniform administrative requirements referred to in WIA Section 184(a)(3).
- B. 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)]
- C. The Local Workforce Investment Board assures that the board will comply with the nondiscrimination provisions of WIA Section 188.
- D. 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.
- E. The Local Workforce Investment Board assures that there will be compliance with grant procedures of WIA Section 189(c).
- F. 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.
- G. 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.
- H. 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 or policy, including the Workforce Investment Act or State legislation.
- I. 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), and CUI Section 14230(a)(6)]
- J. 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 to access by State labor organization representatives pursuant to the Ralph Dills Act. [Chapter 10.3 (commencing with Section 3512) of Division 4, of Title 1 of the Government Code, and CUI Section 14233]
- K. The Local Workforce Investment Board assures that State employees who are located at the One-Stop Centers shall remain under the supervision of their employing department for the purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State employees performing services at One-Stop Centers shall retain existing civil service and collective bargaining protections on matters relating to employment, including but not limited to: hiring, promotion, discipline, and grievance procedures.

- L. The 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 employee's civil service supervisor. The One-Stop Career Center operators and partners shall cooperate in the investigation of the following matters: discrimination under the California Fair Employment and Housing Act [Part 2.8 (commencing with Section 12900) of Division 3, of Title 2 of the Government Code], threats and/or violence concerning State employees, and State employee misconduct.
- M. One-Stop Operator is responsible for administering One-Stop Center services in accord with roles to be determined by the 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 Title 20 CFR Part 662.410]

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

This local plan represents the Alliance Workforce Investment Board's efforts to maximize and coordinate resources available under Title I of the Workforce Investment Act (WIA) of 1998.

This local plan is submitted for the period of April 1, 2009 through June 30, 2010 in accordance with the provisions of WIA.

Local Workforce Investment Board Chair

Chief Elected Official

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Richard Hagerty

\_\_\_\_\_  
Jeff Grover

Name

Name

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Chair, Board of Supervisors

Title

Title

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

# **ATTACHMENT A**

## **BUDGET PLAN SUMMARIES**

**WIA Title 1B-Adult  
1B-Youth  
1B-Dislocated Worker**

WIA Local Plan Modification PY 2009–10

LWIA: Stanislaus County

Modification # 5

Date: 1/20/2010

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

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

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

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

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

<b>FUNDING IDENTIFICATION</b>	R970574 Subgrant	K074178 Subgrant
1. Year of Appropriation	2008	2009
2. Formula Allocation	2,903,051	2,879,325
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus	(479,832)	
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	2,423,219	2,879,325
<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>		
6. Program Services (sum of Lines 6.A thru 6.E)	2,180,897	2,591,393
A. Core Self Services	417,334	453,708
B. Core Registered Services	482,871	615,358
C. Intensive Services	632,241	709,907
D. Training Services	648,451	812,420
E. Other		
7. Administration (Line 5 minus 6)	242,322	287,932
8. TOTAL (Line 6 plus 7)	2,423,219	2,879,325
<b>QUARTERLY TOTAL EXPENDITURE PLAN</b> (cumulative from July 1, 2008 and July 1, 2009 respectively)		
9. September 2008	2	
10. December 2008	405,997	
11. March 2009	1,003,810	
12. June 2009	1,762,325	
13. September 2009	2,166,044	193,021
14. December 2009	2,423,219	857,955
15. March 2010	2,423,219	1,499,979
16. June 2010	2,423,219	2,303,460
17. September 2010		2,879,325
18. December 2010		2,879,325
19. March 2011		2,879,325
20. June 2011		2,879,325
<b>COST COMPLIANCE PLAN</b> (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Brenda Douglas, Accountant III (209) 558-2121

1/20/2010

Contact Person, Title Telephone Number

Date Prepared

Comments:

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

**WIA Local Plan Modification PY 2009–10**

**LWIA: Stanislaus County**

**Modification #** 5

**Date:** 1/20/2010

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

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

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

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

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

<b>FUNDING IDENTIFICATION</b>	R970574 Subgrant	K0074178 Subgrant
1. Year of Appropriation	2008	2009
2. Formula Allocation	2,458,488	3,108,261
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus	479,832	
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	2,938,320	3,108,261
<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>		
6. Program Services (sum of Lines 6.A thru 6.E)	2,644,489	2,797,436
A. Core Self Services	644,851	479,615
B. Core Registered Services	432,479	559,487
C. Intensive Services	940,032	1,040,435
D. Training Services	627,127	717,899
E. Other		
7. Administration (Line 5 minus 6)	293,831	310,825
8. TOTAL (Line 6 plus 7)	2,938,320	3,108,261
<b>QUARTERLY TOTAL EXPENDITURE PLAN</b> (cumulative from July 1, 2008 and July 1, 2009 respectively)		
9. September 2008	487,894	
10. December 2008	1,179,126	
11. March 2009	1,905,411	
12. June 2009	2,043,921	
13. September 2009	2,644,489	244,771
14. December 2009	2,938,320	1,012,551
15. March 2010	2,938,320	1,817,050
16. June 2010	2,938,320	2,486,609
17. September 2010		3,108,261
18. December 2010		3,108,261
19. March 2011		3,108,261
20. June 2011		3,108,261
<b>COST COMPLIANCE PLAN</b> (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Brenda Douglas, Accountant III (209) 558-2121

1/20/2010

Contact Person, Title Telephone Number

Date Prepared

Comments:

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

**WIA Local Plan Modification PY 2009–10**  
 **Modification # 5**

**LWIA: Stanislaus County**  
**Date: 1/20/2010**

**TITLE IB BUDGET PLAN SUMMARY<sup>1</sup> (Youth)**

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

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

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

<b>FUNDING IDENTIFICATION</b>		R970574 Subgrant	K074178 Subgrant
1.	Year of Appropriation	2008	2009
2.	Formula Allocation	3,005,349	2,987,307
3.	Allocation Adjustment - Plus or Minus		
4.	<b>TOTAL FUNDS AVAILABLE (Line 2 plus 3)</b>	3,005,349	2,987,307
<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>			
5.	Program Services (sum of Lines 5A and 5B)	2,704,814	2,688,577
	A. In School	456,897	537,715
	B. Out-of-School (30%)	2,247,917	2,150,862
6.	Administration (Line 4 minus 5)	300,535	298,730
7.	<b>TOTAL (Line 5 plus 6)</b>	2,704,814	2,987,307
<b>QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2008 and April 1, 2009 respectively)</b>			
8.	June 2008		
9.	September 2008	266,065	
10.	December 2008	1,021,823	
11.	March 2009	1,641,650	
12.	June 2009	2,237,210	
13.	September 2009	2,702,454	2
14.	December 2009	2,990,729	679,999
15.	March 2010	3,005,349	1,534,922
16.	June 2010	3,005,349	2,389,846
17.	September 2010		2,987,307
18.	December 2010		2,987,307
19.	March 2011		2,987,307
20.	June 2011	-	2,987,307
<b>COST COMPLIANCE PLAN</b>			
21.	% for Administration Expenditures (Line 6/Line 4)	10%	10%

Brenda Douglas, Accountant III (209) 558-2121 1/20/2010  
 Contact Person, Title Telephone Number Date Prepared

Comments:

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

# **ATTACHMENT A (CONT'D)**

## **Budget Plan Summaries:**

**ARRA Yoth**

**ARRA Adult**

**ARRA Dislocated Worker**

**WIA Local Plan Modification PY 2009–10**

**LWIA:** Stanislaus County

**Modification #** 5

**Date:** 1/20/2010

**ARRA BUDGET PLAN SUMMARY** (Adult or Dislocated Worker)

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

**PROGRAM TYPE**

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

<b>FUNDING IDENTIFICATION</b>		R970574 Subgrant
1. Year of Appropriation		2008
2. Formula Allocation		1,673,335
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)		1,673,335
<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>		
6. Program Services (sum of Lines 6.A thru 6.E)		1,634,687
A. Core Self Services		
B. Core Registered Services		100,288
C. Intensive Services		659,938
D. Training Services		874,461
E. Other		
7. Administration (Line 5 minus 6)		38,648
8. TOTAL (Line 6 plus 7)		1,673,335
<b>QUARTERLY TOTAL EXPENDITURE PLAN</b> (cumulative from February 17, 2009)		
9. September 2008		
10. December 2008		
11. March 2009		0
12. June 2009		60,112
13. September 2009		173,927
14. December 2009		328,448
15. March 2010		673,792
16. June 2010		906,569
17. September 2010		1,156,569
18. December 2010		1,379,828
19. March 2011		1,673,335
20. June 2011		1,673,335
<b>COST COMPLIANCE PLAN</b> (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)		2%

Brenda Douglas (209) 558-2121 1/20/2010  
Contact Person, Title Telephone Number Date Prepared

Comments:

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

**WIA Local Plan Modification PY 2009–10**

**LWIA:** Stanislaus County

**Modification #** 5

**Date:** 1/20/2010

**ARRA BUDGET PLAN SUMMARY** (Adult or Dislocated Worker)

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

**PROGRAM TYPE**

Grant Code 102 WIA IB-Adult

Grant Code 105 WIA IB-Dislocated Worker

<b>FUNDING IDENTIFICATION</b>		R970574 Subgrant
1. Year of Appropriation		2008
2. Formula Allocation		3,249,149
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)		3,249,149
<b>TOTAL ALLOCATION COST CATEGORY PLAN</b>		
6. Program Services (sum of Lines 6.A thru 6.E)		3,174,104
A. Core Self Services		
B. Core Registered Services		140,226
C. Intensive Services		1,351,517
D. Training Services		1,682,361
E. Other		
7. Administration (Line 5 minus 6)		75,045
8. TOTAL (Line 6 plus 7)		3,249,149
<b>QUARTERLY TOTAL EXPENDITURE PLAN</b> (cumulative from February 17, 2009)		
9. September 2008		
10. December 2008		
11. March 2009		
12. June 2009		43,347
13. September 2009		222,418
14. December 2009		679,478
15. March 2010		1,193,412
16. June 2010		1,793,412
17. September 2010		2,307,346
18. December 2010		2,821,300
19. March 2011		3,249,149
20. June 2011		3,249,149
<b>COST COMPLIANCE PLAN</b> (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)		2%

Brenda Douglas, Accountant III (209) 558-2121 1/20/2010  
Contact Person, Title Telephone Number Date Prepared

Comments:

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

**WIA Local Plan Modification PY 2009–10**

**LWIA:** Stanislaus County

**Modification #** 5

**Date:** 1/20/2010

**ARRA BUDGET PLAN SUMMARY (Youth)**

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

**PROGRAM TYPE**

Grant Code 103 WIA IB-Youth

**FUNDING IDENTIFICATION**

R970574 Subgrant

1. Year of Appropriation	2008
2. Formula Allocation	3,885,095
3. Allocation Adjustment - Plus or Minus	
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	3,885,095

**TOTAL ALLOCATION COST CATEGORY PLAN**

5. Program Services (sum of Lines 5A and 5B)	3,842,866
A. In School	1,334,989
B. Out-of-School (30%)	2,507,877
6. Administration (Line 4 minus 5)	42,229
7. TOTAL (Line 5 plus 6)	3,885,095

**QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from February 17, 2009)**

8. June 2008	
9. September 2008	
10. December 2008	
11. March 2009	
12. June 2009	688,083
13. September 2009	2,594,568
14. December 2009	2,683,523
15. March 2010	3,885,095
16. June 2010	3,885,095
17. September 2010	3,885,095
18. December 2010	3,885,095
19. March 2011	3,885,095
20. June 2011	3,885,095

**COST COMPLIANCE PLAN**

21. % for Administration Expenditures (Line 6/Line 4)	1%
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Brenda Douglas, Accountant III

(209) 558-2121

1/20/2010

Contact Person, Title

Telephone Number

Date Prepared

Comments:

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

# **ATTACHMENT B**

**Participant Plan Summaries (PPS)  
Title 1B PPS  
ARRA PPS (Adult & Dislocated Worker)  
ARRA PPS (Youth)**

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

**TITLE IB PARTICIPANT PLAN SUMMARY**

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

Plan the number of individuals that are in each category.

<b>Totals for PY 2009 (07/01/09 through 06/30/10)</b>	<b>ADULT</b>	<b>DW</b>	<b>YOUTH</b>
1. Registered Participants Carried in from PY 2008	318	387	
2. New Registered Participants for PY 2009	360	314	453
3. Total Registered Participants for PY 2009 (Line 1 plus 2)	678	701	453
4. Exiters for PY 2009	339	298	453
5. Registered Participants Carried Out to PY 2010 (Line 3 minus 4)	339	403	

<b>PROGRAM SERVICES</b>			
6. Core Self Services	6,396	6,560	
7. Core Registered Services	678	701	
8. Intensive Services	678	701	
9. Training Services	119	112	

<b>YOUTH MEASURES</b>			
10. Attainment of a Literacy and/or Numeracy Gain			69
11. Attainment of a High School Diploma, GED, or Certificate			63

<b>EXIT STATUS</b>			
12. Entered Employment	244	240	148
12A. Training-related	112	97	107
13. Remained with Layoff Employer		6	
14. Entered Military Service			5
15. Entered Advanced Training			25
16. Entered Postsecondary Education			101
17. Entered Apprenticeship Program			
18. Returned to Secondary School			
19. Exited for Other Reasons	20	15	174

Phyllis Garrett, Workforce Analyst

209-558-2119

1/20/2010

Contact Person, Title

Telephone Number

Date Prepared

Comments:

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

**ARRA PARTICIPANT PLAN SUMMARY** (Adult and Dislocated Worker)  
WIA 118; 20 CFR 661.350(a)(13); TEGL 17-05

Plan the number of individuals that are in each category.

<b>Totals for PY 2009 (07/01/09 through 06/30/10)</b>	<b>ADULT</b>	<b>DW</b>
1. Registered Participants Carried in from PY 2008	24	33
2. New Registered Participants for PY 2009	95	210
3. Total Registered Participants for PY 2009 (Line 1 plus 2)	119	243
4. Exiters for PY 2009		
5. Registered Participants Carried Out to PY 2010 (Line 3 minus 4)	119	243

<b>PROGRAM SERVICES</b>		
6. Core Self Services	1,148	2,296
7. Core Registered Services	119	243
8. Intensive Services	119	243
9. Training Services	94	206

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

<b>EXIT STATUS</b>		
12. Entered Employment		
12A. Training-related		
13. Remained with Layoff Employer		
14. Entered Military Service		
15. Entered Advanced Training		
16. Entered Postsecondary Education		
17. Entered Apprenticeship Program		
18. Returned to Secondary School		
19. Exited for Other Reasons	1	2

Phyllis Garrett, Workforce Analyst	209-558-2119	1/20/2010
Contact Person, Title	Telephone Number	Date Prepared

Comments:

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

**ARRA PARTICIPANT PLAN SUMMARY**

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

Plan the number of individuals that are in each category.

<b>Totals for PY 2009 (07/01/09 through 06/30/10)</b>	<b>YOUTH</b>	<b>SUMMER YOUTH</b>
1. Registered Participants Carried in from PY 2008		885
2. New Registered Participants for PY 2009	144	60
3. Total Registered Participants for PY 2009 (Line 1 plus 2)	144	945
4. Exiters for PY 2009	144	945
5. Registered Participants Carried Out to PY 2010 (Line 3 minus 4)		

<b>PROGRAM SERVICES</b>		
6. Core Self Services		
7. Core Registered Services		
8. Intensive Services		
9. Training Services		

<b>YOUTH MEASURES</b>		
10. Attainment of a Literacy and/or Numeracy Gain	22	
11. Attainment of a Literacy and/or Numeracy Gain	20	
12. Attainment of a Work Readiness Skill		830

<b>EXIT STATUS</b>		
13. Entered Employment	47	23
13A. Training-related	34	7
14. Remained with Layoff Employer		
15. Entered Military Service	2	
16. Entered Advanced Training	8	
17. Entered Postsecondary Education	32	23
18. Entered Apprenticeship Program		
19. Returned to Secondary School		84
20. Exited for Other Reasons	55	868

Phyllis Garrett, Workforce Analyst	209-558-2119	1/20/2010
Contact Person, Title	Telephone Number	Date Prepared

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

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# **ATTACHMENT C**

## **Negotiated Levels of Performance Chart Title 1B – Local & State**

**WIA Local Plan Modification PY 2009–10**

**LWIA:** Stanislaus County

**Modification #** 5

**Date:** 07/01/2009

## WORKFORCE INVESTMENT ACT TITLE IB

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

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

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

WIA Requirement at Section 136(c) <sup>2</sup>	PY 2007-08	PY 2008-09	PY 2009-10
<b>Adults</b>			
Entered Employment Rate	70.0%	70.0%	TBD
Employment Retention Rate	74.0%	74.0%	TBD
Average Earnings	\$10,800	\$10,800	TBD
<b>Dislocated Workers</b>			
Entered Employment Rate	79.5%	79.5%	TBD
Employment Retention Rate	82.5%	82.5%	TBD
Average Earnings	\$12,500	\$12,500	TBD
<b>Youth (ages 14-21)</b>			
Placement in Employment or Education	65%	65.0%	TBD
Attainment of a Degree or Certificate	45%	45.0%	TBD
Literacy and Numeracy Gains	15%	15.0%	TBD

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

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

# **ATTACHMENT D**

## **Negotiated Levels of Performance Chart ARRA – Local & State**

**WIA Local Plan Modification PY 2009–10**

**LWIA:** Stanislaus County

**Modification #** 5

**Date:** 07/01/2009

## AMERICAN RECOVERY AND REINVESTMENT ACT

### STATE NEGOTIATED LEVELS OF PERFORMANCE

WIA Requirement at Section 136(b) <sup>2</sup>	PY 2009–10
<b>Adults</b>	
Entered Employment Rate	65%
Employment Retention Rate	81%
Average Earnings	\$12,500
<b>Dislocated Workers</b>	
Entered Employment Rate	81%
Employment Retention Rate	83%
Average Earnings	\$14,900
<b>Youth (ages 14-24)<sup>3</sup></b>	
Placement in Employment or Education	63%
Attainment of a Degree or Certificate	47%
Literacy and Numeracy Gains	30%

### LOCAL NEGOTIATED LEVELS OF PERFORMANCE

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

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

<sup>3</sup> For purposes of eligibility under the American Recovery and Reinvestment Act, the term "eligible youth" includes individuals 14 to 24 years of age.

# **ATTACHMENT E**

## **Local Grant Recipient Listing**

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

(Name of Local Workforce Investment Area)

**Stanislaus County**

ENTITY	ORGANIZATION	CONTACT (NAME/TITLE)	MAILING ADDRESS (STREET, CITY, ZIP)	TELEPHONE, FAX, E-MAIL
Grant Recipient (or Subrecipient if applicable)	Alliance	Jeffrey Rowe Director	P.O. Box 3389 251 E. Hackett Road Modesto, CA 95353-3389	(209) 558-2113 FAX: (209) 558-2164  <a href="mailto:rowej@stanalliance.com">rowej@stanalliance.com</a>
Fiscal Agent	Alliance Worknet	Jeffrey Rowe Director	P.O. Box 3389 251 E. Hackett Road Modesto, CA 95353-3389	(209) 558-2113 FAX: (209) 558-2164  <a href="mailto:rowej@stanalliance.com">rowej@stanalliance.com</a>
Local Area Administrator	Alliance Worknet	Jeffrey Rowe Director	P.O. Box 3389 251 E. Hackett Road Modesto, CA 95353-3389	(209) 558-2113 FAX: (209) 558-2164  <a href="mailto:rowej@stanalliance.com">rowej@stanalliance.com</a>
Local Area Administrator Alternate	Alliance	Bill Bassitt CEO, The Alliance	P.O. Box 3091 1010 10 <sup>th</sup> Street, Ste 1400 Modesto, CA 95353-3091	(209) 567-4992 FAX: (209) 567-4944  <a href="mailto:bassittb@stanalliance.com">bassittb@stanalliance.com</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.

# **ATTACHMENT F**

## **Copies of MOU's for Each One-Stop**

# **ATTACHMENT G**

## **Public Comments**