



Workforce Innovation Opportunity Act (WIOA)

DRAFT

**Local Strategic Workforce
Development Plan**

**Two Year Modification
Program Years 2018-2019**

North Central Counties Consortium (NCCC)
Program Years 2018-2019 Local Plan Update
Two Year Modification
Workforce Innovation Opportunity Act (WIOA)
Narrative Responses

Introduction:

The North Central Counties Consortium (NCCC) as directed by the Employment Development Department and the California Workforce Development Board and defined in the Workforce Services Directive 18-01 has prepared this two year modification to its four year workforce development local plan. NCCC has engaged local partners in public meetings and other planning activities to ensure opportunities to participate and provide feedback on the local planning process and development of the local plan.

A. New Partnership Agreement with CalFresh and Strengthened Partnerships with Human Services Agencies

Regional Alignment, Coordination, and Integration

- Describe how local/regional partners will braid resources and coordinate service delivery to people receiving CalFresh, including by leveraging 50% federal reimbursement from CalFresh E&T for workforce services, sector pathway programs, supportive services and retention efforts described below.

The counties within NCCC do not have any CalFresh E&T programs however, local partners blend and braid resources and coordinate service delivery to people receiving CalFresh with assistance through CalWORKs, WIOA, Wagner-Peyser, DOR, Workability I & II, TPP, Adult Education, Pell grants, other financial aid, Parole, Probation, Career Technical Education, Community College, National Farmworker programs and other local agencies.

NCCC America's Job Centers of California (AJCCs) work with the above agencies in coordinating services/activities. Those allowable WIOA services that are not funded by the other agencies may be funded by WIOA based on need of the participants and funding availability.

The NCCC Workforce Development Board supports a workforce system through AJCCs in each of NCCC's four counties. Each county is unique in the partners co-located in the county and at the AJCC. Through the 2016 WIOA MOU process each partner and relationship was formalized in the executed MOUs. The strategy is to ensure access to workforce partner services to

employers and job seekers at the AJCCs or through a referral to services. Services available at the AJCCs for job seekers include: labor exchange activities, case management, training, supportive services, job placement and counseling. Priority is given to veterans, low income, basic skills deficient, those with barriers to employment and those dislocated from employment. The CalFresh populations cross many of these priority groups.

- Explain how local/regional partners will identify and partner with local/regional organizations that serve specific types of CalFresh populations (i.e. formerly incarcerated individuals, non-custodial parents, etc.) and strategies for leveraging existing resources in the community.

The formal Memorandums of Understanding (MOU) for each NCCC AJCC include pledges of cooperation from regional managers of the CA Department of Rehabilitation; the CA EDD; the CA Human Development Corporation (CHD); the County Department of Health and Human Services/CalWORKs/Child Welfare Services; the Regional Occupational Programs (funded by federal, state, and local funds for vocational education); the local WIOA Title II-funded Adult Education and Literacy providers; the local Community College(s); the local Housing Authority; and County Probation Departments.

Points of contact are being established between new program partners and local AJCCs such as LCSAs, CalFresh and Parole to promote referrals and communication as well as coordination of services between partners.

Training providers such as local county office of education programs, regional occupational programs propriety schools, adult education providers and community colleges and labor unions have been a valued partner in providing occupational skills training to specific types of CalFresh populations.

Local public and private business partnerships have provided the opportunity for work experience, on the job training and direct hiring.

Regional and local economic development entities are working in coordination with staff and service providers.

- Describe the types of workforce services available to people receiving CalFresh that are and can be funded by local/regional partners, the baseline level of service (e.g. number of individuals and types of services), and how the local/regional plan will modify the types and quantity of workforce services provided to this population.

Basic and Intensive Career Services and Training Services funded by WIOA Title I are currently available to CalFresh recipients and are planned to improve job search skills, assistance with resumes, and interviewing skills, work experience, transitional jobs, on the job training, vocational training, pre-apprenticeship, apprenticeship and follow-up services. All services

provided aim to improve the participant's job readiness and competitive employment advantage.

In PY 17-18, 349 CalFresh recipients (approximately 20% of NCCC enrollments were CalFresh participants). Unfortunately, CalJOBS does not provide a report to breakdown what services they received so this data is unavailable. As the referrals of this population increase, AJCCs will re-examine the need of the types of services and quantity of services provided to this population.

- **Describe the role of local/regional partners in helping provide services to and integrating people receiving CalFresh into sector pathway programs, including participation in program development, outreach, and the provision of specialized supportive services.**

NCCC partner agencies are already providing referrals to the AJCCs for WIOA services and all AJCCs have formal MOUs for CalWORKs which includes many CalFresh recipients. Outreach and referrals are being refined with the CalFresh departments to increase participation of CalFresh participants.

Once the CalFresh participant is referred or is receiving services from the AJCC they are orientated to the services available to them. These services include labor market information regarding sector pathway programs, available trainings, work experience possibilities and supportive services.

Each partner will gain an understanding of the services offered by other partners in order to provide participants with the most comprehensive plan to obtain services and, ultimately, sustainable employment in a high growth, high wage, and high demand occupation.

- Describe the ways in which local/regional partners will work together to provide *supportive services* to this population and facilitate program completion.

Local and regional partners will collaborate to provide CalFresh participants with the appropriate supportive services necessary to facilitate the success of the participant. Partners will collaborate to identify the most effective means of coordinating services provided, through referrals, etc., to maximize the services provided to assist participants.

Supportive Services will be provided to WIOA participants once the need is established by AJCC staff except where other funds exist to cover those costs. Supportive Services may include items such as: transportation; work clothing; emergency housing; and child care.

- Describe the process Local Boards and their partners will use to retain this population in regional sector pathway programs as they progress into livable wage jobs and careers.

The Local Board and partners will continue to provide labor market information to this population. This will help to ensure sustainability of the occupations and industries targeted

remain viable. Participants are encouraged to explore target sectors for the Capital and NCCC regions. Vocational assessments are conducted for participants and an individual service strategy is developed to help create a viable plan to sustain the client in a sector pathway program with progress toward a livable wage job and career. NCCC AJCCs are heavily invested in providing vocational training and earn and learn opportunities (work experience, transitional jobs, OJT, Pre-Apprenticeship, Apprenticeship) in high demand occupations for those who are most in need and can benefit from the opportunity.

NCCC utilizes the approved training services to enrolled participants. NCCC limits post-secondary training activities to vendors that 1) are on the Eligible Training Provider List (ETPL) and 2) at completion the participant will receive a **recognized credential or industry-recognized certificate**.

Targeted industry sectors for training are selected using local employer surveys and statistics from EDD Occupational Employment Projections. These sectors are based on projected job openings, current job openings, employer base in the area, transferable skills and training availability. The following sectors are in high demand within the NCCC region:

- Healthcare Practitioners (LVNs, RNs, radiologic technologists)
- Healthcare Support Occupations (medical assistants, pharmacy aides, nursing aides)
- Information Technology (IT)
- Construction (Laborers, HVAC, Plumbing/Pipefitters, Heavy Equipment Operators, Electricians and Carpenters)
- Water Treatment Operators (water distribution, water treatment, waste water management)
- Protective Service Occupations (police, fire, security guards)
- Production Occupations (welding)
- Transportation and Material Moving Occupations (bus driver, truck driver)
- Installation, Maintenance and Repair (automotive service technicians, farm equipment mechanics)

B. Partnerships with Local Child Support Agencies

Existing Workforce and Education Program Partnerships

- Describe the ways in which the program partners work together to provide supportive services to noncustodial parents to support job retention.

Transportation, child care and work clothing expenses are the primary supportive services needed and provided to participants entering employment. In addition, follow-up services are made available to those entering employment. If the client is enrolled with a non-WIOA agency such as CalWORKs, National Farmworker Program, DOR, etc. then a collaborative partnership is

worked out when the non-WIOA agency can pay for supportive services. WIOA can only pay for supportive services when other funding does not exist.

Unfortunately, WIOA does not allow any post exit supportive services should the need arise.

- Discuss the steps to be taken to ensure that a comprehensive provision of services is provided to noncustodial parents to facilitate successful labor market outcomes and progression into livable wage jobs and careers.

NCCC AJCCs will partner with local child support agencies to develop a comprehensive plan detailing the roles, responsibilities, and expectations of program partners to ensure that a provision of services is provided to noncustodial parents. The comprehensive plan will include local labor market information to facilitate data driven decision making, an employment goal, and steps to overcome any barriers to employment, supportive service needs and progression into a livable wage job and career for each participant. Partners will remain in regular contact and meet frequently to discuss the needs of clients.

- Discuss how eligibility criteria for workforce services impact the Local Board's ability to provide workforce services to the Child Support Program population.

An eligibility criterion for workforce services does not appear to impact the Local Board's ability to provide workforce services to the Child Support Program Population. Those non-custodial parents who are unable to pay child support are often low income and may have barriers to employment. One area where eligibility for services does not align is for those with undocumented legal work status. WIOA must document right to work for individuals to be eligible for services.

- Explain obstacles to providing services to the Child Support Program population.

Obstacles include willing participants who want job search assistance or training, overcoming barriers to employment including major barriers such as no transportation to work or no driver's license. NCCC is rural in nature and public transportation is not adequate to get someone to work locally who doesn't have their own transportation or who doesn't have a license.

Child Support Programs are not always aware of services available at the AJCCs. Education and outreach in the community are necessary to continue to build these relationships.

- Explain additional tools that can be explored to motivate and support participation and any legal or regulatory barriers to utilizing these tools.

Releasing holds on driver's licenses if they participate in WIOA services.

- Explain obstacles to meaningfully engaging in local partnerships.

Local agencies are constrained by budget and staffing and could be limited in their commitment to partnerships.

Plans for Building Successful Partnerships or Scaling up Existing Successful Partnerships

- Describe the process Local Boards and LCSAs will use to retain individuals in relevant workforce and education training programs to support progression into livable wage jobs and careers.

The Local Board and partners will continue to provide labor market information to this population. This will help to ensure sustainability of the occupations and industries targeted remain viable. Participants are encouraged to explore target sectors for the Capital and NCCC regions. Vocational assessments are conducted for participants and an individual service strategy is developed to help create a viable plan to sustain the client in a sector pathway program with progress toward a livable wage job and career.

- Describe existing, new, and prospective partnerships with stakeholders to coordinate workforce and related training and education service delivery to Child Support Program participants.

Basic and Intensive Career Services and Training Services funded by WIOA Title I are currently available to CalFresh recipients which include: job search skills, assistance with resumes, interviewing skills, work experience, transitional jobs, on the job training, vocational training, pre-apprenticeship, apprenticeship and follow-up services. All services provided aim to improve the participant's job readiness and competitive employment advantage.

- Describe how local partners, including LCSAs, County Human Service Agencies, Local Boards, community colleges, adult education providers, CBOs, social enterprise, and other stakeholders will braid resources and coordinate service delivery.

NCCC AJCCs and local partners blend and braid resources and coordinate service delivery to participants with assistance through CalWORKs, WIOA, DOR, Workability I & II, TPP, Pell grants, other financial aid, Parole, Probation, Career Technical Education, Community College, National Farmworker programs, etc.

NCCC AJCCs work with the above agencies in coordinating services/activities. Those allowable WIOA services that are not funded by the other agencies may be funded by WIOA based on need of the participants and funding availability.

- Describe how local workforce development boards will engage CBOs with a history of serving and working with the targeted populations, such as vocational training providers, in order to offer basic skills and occupational training, job and career search assistance, and supportive services within the local workforce development system.

CHD is the main CBO that provides vocational training (welding and truck driving); however NCCC has other successful training providers through adult education, career technical education, the community colleges and other trade schools that are on the Eligible Training Provider List and provide a variety of vocational training in high demand/wage jobs.

- Describe the referral process and forms utilized to track this population as they are referred from:
 - LCSA Office

Referral process via referral form and communication via email or fax.

- Family Court

Referral process via referral form and communication via email or fax.

Working with LCSAs to identify incentives to increase the success of NCPs sustained participation in local workforce programs

- Discuss the tools and incentives that LCSAs can provide to noncustodial parents to promote their participation in workforce development and education training programs.
 - Incentives and tools used to facilitate a successful referral.

Releases of driver's licenses.

- Incentives and tools used to foster sustained program participation.

Releases of driver's licenses and forgiveness of child support arrears.

C. Competitive Integrated Employment

Needs of Individuals with ID/DD

- Describe in your plan the ways in which AJCC staff have gained knowledge or training about serving individuals with ID/DD and the additional programs and resources available in the area.

NCCC has operated two special projects for this identified population. The Disability Employment Accelerator and the Disability Employment Initiative, in addition to training and services afforded under Title I Adult, Dislocated Worker and Youth Programs, NCCC also has a Veterans Employment-Related Assistance Program. NCCC AJCCs also coordinate with Workability I for Youth, Transitional Partnership Program and Title IV DOR.

NCCC administrative and AJCC staff have attended a variety of trainings to increase their knowledge and skills to better serve individuals with disabilities, trainings include: Disability Benefits 101, Windmills, Working with Individuals with Disabilities, Hidden Disabilities, etc. NCCC has also become an Employment Network to provide Ticket to Work services and designated staff from each of the four AJCCs has gone through suitability and have completed all the required training.

Supportive Services and Earn and Learn Strategies to Increase Opportunities for CIE

- Please explain how your area has or will connect with your DOR point of contact who can provide linkages to service providers and/or supportive services (i.e., job coaching) to individuals with ID/DD who are VR consumers.

NCCC AJCC staffs have a close connection with DOR. DOR is housed part time at two of NCCC's AJCCs and makes appointments for clients at the other two. AJCC staff coordinates services with DOR's point of contacts to assist or coordinate supportive services such as job coaching.

Employer Engagement Strategies to Increase CIE Opportunities

- Please describe how your DOR district partner is connecting with your area in their work to outreach to employers and partners to support opportunities for individuals with ID/DD to achieve CIE. If your area is developing its own recruitment, referrals, and employer engagement strategies, please describe.

NCCC's Sutter County AJCC is contracted with DOR to conduct employer engagement strategies for our region. The Sutter AJCC is contracted to provide Vocational Rehabilitation Employment Services to adults and to provide Transitional Partnership Program services to youth age 16-21.

Regarding recruitment and referral, NCCC AJCCs conduct outreach and recruitment to individuals with disabilities and clients are referred to and from DOR depending on the needs of the client. NCCC is an Employment Network (EN) and is a Ticket to Work provider.

D. English Language Learners, Foreign Born, and Refugees

- Describe how local/regional partners will braid resources and coordinate service delivery to English language learners, the foreign born and refugees, including increasing access to sector pathway programs, supportive services and retention efforts.

NCCC AJCCs coordinate services for English learners through Adult Education, literacy programs, Career Technical Education, farmworker programs (California Human Development), CalWORKs, CalFresh, Child Support, Department of Rehabilitation, etc. Co-enrollments occur between programs wherever possible. Those allowable WIOA services that are not funded by

the other agencies may be funded by WIOA based on need of the participants and funding availability.

- Describe the process Local Boards and their partners will use to retain this population in regional sector pathway programs as they progress into livable wage jobs and careers.

The Local Board and partners will continue to provide labor market information to this population. This will help to ensure sustainability of the occupations and industries targeted remain viable. Participants are encouraged to explore target sectors for the Capital and NCCC regions. Vocational assessments are conducted for participants and an individual service strategy is developed to help create a viable plan to sustain the client in a sector pathway program with progress toward a livable wage job and career.

- Local Boards are required to review and incorporate any workforce or employment service plans developed by stakeholders (e.g. Employment Services Plans developed by County Welfare Departments etc.). Refugee Employment Service plans for counties with significant Refugee populations are available at the [California County Plans](#) page.

NCCC County Welfare Departments do not have any Refugee Programs.

- In communities where there are significant Migrant Seasonal Farmworker populations, Local Boards are required to coordinate with the 167 National Farmworker Jobs Program grantees. [Training and Employment Guidance Letter 18-16](#) describes program eligibility and enrollment guidance for the National Farmworker Jobs Program.

NCCC counties have a long history of coordinating with National Farmworker Jobs Program grantees. California Human Development (CHD) is the grant recipient and provides services to all of NCCC counties.

- Implementation of best practices around co-enrollments, leveraged funds and partnership and delivery of services with community based organizations is encouraged. Refer to the State Board Policy Brief on [Serving English Language Learners](#) for examples.

CHD provides training in welding and truck driving and provides vocational ESL. NCCC AJCCs utilize this training regularly for their clients. Funding is blended and braided between NCCC AJCCs and CHD to share expenses for training and supportive services for co-enrolled clients.

E. Other changes to the plan based on changes in the labor market/economic conditions

None.

F. Attachments + Summary of community engagement processes that each plan is being scored on, documentation of outreach efforts (Public Input meetings) – NEXT PAGE

Attachment 1. CalFresh

Population Overview & Needs Assessment for People Receiving CalFresh*

- Provide an overview of the size and characteristics of both the total CalFresh recipient populations in the local/area region and the CalFresh E&T participant populations, if CalFresh E&T is available in the local area/region (e.g., gender, race/ethnicity, age, Limited English Proficient (LEP), foreign born, formerly incarcerated, etc.).*

In the North Central Counties Consortium region of Colusa, Glenn, Sutter, and Yuba Counties, there was an average of approximately 30,000 CalFresh recipients in FY 2017-18. Of those, roughly 5,910 are considered an ESL population, and 1,960 are elderly (age 60+) per CalFresh data. The other data requested was not publically available. CalFresh Employment and Training is not available in the NCCC region.

- Assess the types of workforce services needed to help people receiving CalFresh succeed in the regional and local labor market, including those services that are eligible for 50% federal reimbursement from CalFresh E&T (e.g. ESL classes, work experience, apprenticeship).*

Below is a list of services needed to help people receiving CalFresh succeed in the regional and local labor market:

Assessment

Job Readiness Services

ESL Classes

Work Experience

Pre-Apprenticeship/Apprenticeship

High School Diploma/GED

Occupational Training

Supportive Services

Follow-Up/Job Retention Services

- Describe the employment barriers experienced by people receiving CalFresh in your local area/region, including potential barriers faced by people with disabilities, and resources that can be utilized to assist with overcoming these barriers, including those resources eligible for 50% federal reimbursement from CalFresh E&T (e.g. job readiness, child care, criminal history).*

The employment barriers faced by many unemployed individuals including CalFresh participants include the following:

Homeless

Mental and Physical Disabilities

Lack of Transportation or Driver's License
Lack of Education
Criminal History
Job Readiness
Lack of Job Search Skills
Little or No Work Experience
Lack of Financial Resources
Lack of Knowledge of Local Resources
Lack of Child Care

Resources include: WIOA basic and career services, vocational training, supportive services, follow-up services, etc.

- Explain current and prospective local partnerships, including partnerships with local workforce development boards, local Human Service Agencies, and other CalFresh E&T providers, including those that are eligible for 50% federal reimbursement from CalFresh E&T (e.g. community colleges, community-based organizations, and other third-party providers). Describe the quality and level of intensity of services provided by these partners.*

The formal Memorandums of Understanding (MOU) for each NCCC AJCC include pledges of cooperation from regional managers of the CA Department of Rehabilitation; the CA EDD; the CA Human Development Corporation; the County Department of Health and Human Services/CalWORKs/Child Welfare Services; the Regional Occupational Programs (funded by federal, state, and local funds for vocational education); the local WIOA Title II-funded Adult Education and Literacy providers; the local Community College(s); the local Housing Authority; and County Probation Departments.

- Describe the ways in which program partners will facilitate information sharing to evaluate need.*

On-going communication and meetings.

Attachment 2 – Child Support Agency Partnerships

Assessment of Need and Population Size*

- Provide an overview of the size of the Child Support Program population in your local area including the following:

The size of the Child Support Program in the NCCC counties for PY 17-18 is as follows:

County	Size
Colusa	671
Glenn	1636
Sutter	4438
Yuba	3816
Total	10,561

NOTE: 50% of these cases are paying toward their arrears.

The below information could not be provided to us and is not publically available.

- An assessment of areas of high concentration.*
- The percentage of noncustodial parents who are unemployed.*
- The percentage of noncustodial parents who are ex-offenders.*
- To the extent feasible, demographic information including race, ethnicity, gender, etc. *
- Provide an assessment of the types of services needed for each targeted group challenged with meeting their parental responsibilities.*

Below is a list of services needed to help noncustodial parents who are challenged with meeting their parental responsibilities succeed in the regional and local labor market:

Assessment
 Job Readiness Services
 ESL Classes
 Work Experience
 Pre-Apprenticeship/Apprenticeship
 High School Diploma/GED
 Occupational Training
 Supportive Services
 Follow-Up/Job Retention Services

- Describe the relative importance of the types of services needed to help program participants succeed in the labor market.*

Assessment of the client’s basic skills, education, vocational skills/interests, and barriers to employment, supportive services, work history and identification of an employment goal are all essential to be conducted in order to determine the type of services that the client may need.

- Describe the types of baseline services that are currently being provided in the local area to individuals from the Child Support Program population and how the regional and/or local plans will modify the types and quantity of services provided.*

Basic and Intensive Career Services and Training Services funded by WIOA Title I are currently available to the Child Support Population aimed at improving job search skills, assistance with

resumes, and interviewing skills, work experience, transitional jobs, on the job training, vocational training, pre-apprenticeship, apprenticeship and follow-up services. All services provided aim to improve the participant's job readiness and competitive employment advantage.

- Describe barriers experienced by Child Support Program participants in your local area, including potential barriers faced by people with disabilities.*

The employment barriers faced by many unemployed individuals including Child Support Program participants include the following:

Homeless
Mental and Physical Disabilities
Lack of Transportation or Driver's License
Lack of Education
Criminal History
Job Readiness
Lack of Job Search Skills
Little or No Work Experience
Lack of Financial Resources
Lack of Knowledge of Local Resources
Lack of Child Care

- What existing resources can be utilized to assist with overcoming these barriers?*

CBOs offering homeless assistance, release of driver's license, expungement workshop, supportive services, paid work experience, orientation to available resources, Adult Education, paid vocational training, WIOA assistance.

- Describe the ways in which program partners will facilitate information sharing to evaluate need.*

On-going communication and meetings

Attachment 3 – Competitive Integrated Employment

- Explain how your area is engaged or plans to become engaged with local partners to increase CIE for jobseekers with ID/DD.*

NCCC is very invested in serving individuals with disabilities; NCCC is a current grant recipient of the Disability Employment Initiative, has been a grant recipient of two rounds of the Disability Employment Accelerator (DEA) and has applied for the most recent DEA grant. NCCC is an Employment Network and Ticket to Work provider. NCCC is a current grant recipient of the

Veteran Employment Assistance Program (VEAP) and serves many veterans with disabilities. Currently about 10% of NCCC's enrollments are individuals with disabilities.

- List the names of organizations the Local Board is partnering with to implement these plans.*

NCCC has four America's Job Centers of California (AJCCs). One is located in each of the four counties. Two are operated by Superintendent of Schools/County Office of Education, one by county government/Department of Social Services and one by a Joint Powers Authority. These agencies all operate WIOA adult, dislocated and youth programs in addition to other contracts such as CalWORKs, Department of Rehabilitation, Transitional Partnership, Workability I/II, Adult Education and Regional Occupational Programs (ROP). Other key partners include: Alta Regional Center, Employment Development Department (EDD), EDD Veteran Services, Yuba and Butte Community College Disabled Student Services, local high schools, Pride Industries, Crossroads Diversified, Goodwill Industries, local Joint Apprenticeship Programs/Unions and many local businesses.

- If participating in CIE LPA as explained above, please describe the level of participation.*

NCCC's Sutter County AJCC is contracted with DOR to conduct employer engagement strategies for 3 of the counties in our region. The Sutter AJCC is contracted to provide Vocational Rehabilitation Employment Services to adults and to provide Transitional Partnership Program services to youth age 16-21.

Attachment 4 – English Language Learners, Foreign Born, Refugees

- In areas where County Employment Service Plans do not exist, Local Boards are required to engage with stakeholders, including community based organizations, to better understand the data, demographics, employment trends and other relevant information specific to the LEP, foreign born and refugee populations. This information should inform the development of strategies to serve this target population. Specifically, Local Boards should engage stakeholders to accomplish the following:*

NCCC counties do not have a Refugee Program or County Employment Service Plan.

- Understand the demographics, barriers to employment and any other relevant information about the target population. *

NCCC conducted an assessment through interviews with One Stop staff, analysis of the U.S. Census Bureau's Census of Population and data from the State CalJOBS system of customers enrolled in WIOA regarding services to Limited English speaking participants. Based on this assessment a determination was made that the highest number of Limited English speaking customers speak Spanish as their primary language. Others languages generally spoken within NCCC counties include Punjabi and Hmong.

Barriers often experienced by the limited English speaking population are:

Job Readiness

Lack of Job Search Skills

Lack of High School Diploma/GED

Lack of Work Experience in a High Wage Job

Lack of Advancement Opportunities

Identification of Transferable Skills

Lack of Knowledge of Local Resources

- Develop an assessment of gaps in services that English Learners, foreign born and refugees experience in the workforce system. *

Gaps in services include limited opportunities for VESL in a broader range of trainings.

- Identify strategies for outreach and recruitment to these target populations.*

NCCC AJCCs coordinate outreach, recruitment and services for English learners through Adult Education, literacy programs, Career Technical Education, Wagner- Peyser, farmworker programs (California Human Development), CalWORKs, CalFresh, Child Support, Department of Rehabilitation, etc.

- Identify strategies detailing how Local Boards will work with partners to better serve the LEP, foreign born and refugee population.*

Co-enrollments occur between programs wherever possible. ESL is available through Adult Education and literacy programs are available to all English Learners in addition to some Vocational ESL.

The Local Board and partners will continue to provide labor market information to this population. This will help to ensure sustainability of the occupations and industries targeted remain viable. Participants are encouraged to explore target sectors for the Capital and NCCC regions. Vocational assessments are conducted for participants and an individual service strategy is developed to help create a viable plan to sustain the client in a sector pathway program with progress toward a livable wage job and career.

NCCC counties have a long history of coordinating with National Farmworker Jobs Program grantees. California Human Development (CHD) is the grant recipient and provides services to all of NCCC counties. CHD provides training in welding and truck driving and provides vocational ESL. NCCC AJCCs utilize this training regularly for their clients. Funding is blended and braided between NCCC AJCCs and CHD share expenses for training and supportive services for co-enrolled clients.

Summary of Community Engagement Process and Documentation of Outreach Efforts:

NCCC in partnership with the Capital Regional Planning Unit convened four public input sessions, one in each of the four local areas. Additionally, one session was held after normal working hours. A calendar of events and event locations was developed and public notice was provided through local and regional media outlets the month prior to the scheduled meetings. The public notice was published on October 15, 2018. The California Workforce Development Board was provided the dates and locations of these public input sessions.

In NCCC, an email invite was sent to local contacts including those on the “Directory of Planning Partners” on October 10, 2018. The invitation included the public meeting notice, the planning calendar and draft public input questions.

In addition, NCCC and local AJCCs have been convening local partner meetings with CalFresh, Child Support Divisions, DOR, CIE programs, ELL agencies, Probation and Parole and will continue additional meetings to solicit input and formalize referral agreements and refine service activities.