



*“Supporting Economic Vitality in the Counties of Colusa, Glenn, Sutter and Yuba”*

**NCCC  
GOVERNING BOARD AND  
WORKFORCE DEVELOPMENT BOARD  
Thursday, February 16, 2023  
2:00 pm**

**In Person:**

Sutter County Superintendent of Schools  
970 Klamath Lane  
Yuba City, CA

**By Zoom:**

<https://us02web.zoom.us/j/84362994313?pwd=clhWZkNVMVRIOCtrakpGVWc3SERHQOT09>

Phone audio: +1 669 900 9128

Meeting ID: 843 6299 4313 Password: 779005

**AGENDA**

- |    |      |   |               |
|----|------|---|---------------|
| 1. | 2:00 | Call to Order   | Nick Micheli  |
| 2. |      | Pledge of Allegiance  | Nick Micheli  |
| 3. |      | Roll Call   | Irma Sanchez  |
| 4. | 2:05 | Welcome   | Nick Micheli  |
| 5. | 2:10 | Public Comment  |               |
| 6. | 2:15 | Governing Board Chair Passes Meeting Over to WDB Chair  |               |
| 7. | 2:15 | Adoption of Resolution Authorizing Remote Teleconference Meetings of NCCC’s Legislative Bodies Pursuant to Assembly Bill 361 ( <u>Attachment A</u> )<br>– <i>John Fleming</i> | Action<br>WDB |
| 8. | 2:20 | Election of WDB Officers – <i>John Fleming</i><br>– Nominations for Chairs and Vice Chairs may be taken from the Floor  | Action<br>WDB |



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|-----|------|---|------------------|
| 9.  | 2:25 | Approval of Minutes – <i>John Fleming</i><br><ul style="list-style-type: none"> <li>▪ November 10, 2022 Board Meeting (<u>Attachment B</u>)</li> </ul>  | Action<br>WDB    |
| 10. | 2:30 | Director’s Report – <i>Cindy Newton</i>   | Information      |
| 11. | 2:40 | Fiscal Committee Report ( <u>Attachment C</u> ) – <i>Neil Goforth/Cheryl Baxter</i>   | Information      |
| 12. | 2:45 | Approval of New Grant Applications ( <u>Attachment D</u> ) – <i>Cindy Newton</i><br><ul style="list-style-type: none"> <li>▪ ERiCA Grant: Supportive Resources for Childcare</li> <li>▪ ERiCA Grant: Outreach &amp; Community Building</li> </ul> | Action<br>WDB/GB |
| 13. | 2:50 | Approval of NCCC Local Workforce Development Plan<br>2-Year Modification and Capital Area Regional Workforce Development<br>Plan 2-Year Update ( <u>Attachment E</u> ) – <i>Liz Barber</i>  | Action<br>WDB/GB |
| 14. | 3:00 | Program Performance Report ( <u>Attachment F</u> ) – <i>Cindy Newton</i>  | Information      |
| 15. | 3:05 | Service Provider Program Updates<br><ul style="list-style-type: none"> <li>▪ Colusa</li> <li>▪ Glenn</li> <li>▪ Sutter</li> <li>▪ Yuba</li> </ul>   | Information      |
| 16. | 3:25 | Other Business<br><ul style="list-style-type: none"> <li>▪ AB 2449: New Rules for Teleconference Meetings (<u>Attachment G</u>)</li> <li>▪ Next Board Meeting – Thursday, May 18, 2023<br/>Location: To Be Determined</li> </ul>                  | Information      |
| 17. | 3:30 | Adjournment   |                  |

**Please note the listed times for agenda items are approximate and may change during the course of the meeting.**

Agenda materials are provided to Board Members and One Stop Directors. Meeting agendas and minutes can be viewed on NCCC’s website at: <http://www.northcentralcounties.com/wib.html>. Other documents are available to the public upon request. NCCC is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

**ATTACHMENT A: ACTION**  
***(Workforce Board Item)***

**BOARD RESOLUTION AUTHORIZING  
REMOTE TELECONFERENCE MEETINGS  
OF NCCC'S LEGISLATIVE BODIES  
PURSUANT TO  
ASSEMBLY BILL 361**



# North Central Counties Consortium

*"Supporting Economic Vitality in the Counties of Colusa, Glenn, Sutter and Yuba"*

**BOARD RESOLUTION NO. 23-02**  
**OF THE NORTH CENTRAL COUNTIES CONSORTIUM**  
**WORKFORCE DEVELOPMENT BOARD**

**AUTHORIZING REMOTE TELECONFERENCE MEETINGS OF THE**  
**LEGISLATIVE BODIES OF NORTH CENTRAL COUNTIES CONSORTIUM**  
**PURSUANT TO ASSEMBLY BILL 361**

**WHEREAS**, Government Code section 54953(e), as amended by Assembly Bill No. 361, allows legislative bodies to hold open meetings by teleconference without reference to otherwise applicable requirements in Government Code section 54953(b)(3), so long as the legislative body complies with certain requirements, there exists a declared state of emergency, and any of the following circumstances is met:

- 1) State or local officials have imposed or recommended social distancing
- 2) The local agency holds a meeting for the purposes of determining by majority vote if meeting in person would pose imminent risks to the health and safety of attendees
- 3) The local agency holds a meeting after having determined by majority vote that, as a result of the emergency, meeting in person would pose imminent risks to the health or safety of attendees.

**WHEREAS**, on March 4, 2020, Governor Gavin Newsom declared a State of Emergency in the State of California; and

**WHEREAS** the rates of transmission of COVID-19 and variants in the North Central Counties Consortium continue to pose imminent risks for health of attendees at indoor gatherings involving individuals from outside the same household; and

**WHEREAS**, to help protect against the spread of COVID-19 and variants, and to protect the health and safety of the public, North Central Counties Consortium wishes to take the actions necessary to comply with the Brown Act, as amended and to continue to hold its Board and Committee meetings remotely via teleconference.

**WHEREAS**, the North Central Counties Consortium Workforce Development Board is committed to open and transparent governance in compliance with the Brown Act; and

**WHEREAS**, the North Central Counties Consortium Workforce Development Board is conducting virtual meetings by way of telephonic and/or internet-based services as to allow members of the public to fully participate in meetings and offer public comment.

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**NOW THEREFORE, BE IT RESOLVED**, that the recitals set forth above are true and correct and fully incorporated into this Resolution by reference.

**BE IT FURTHER RESOLVED**, that the Workforce Development Board of North Central Counties Consortium recognize that a state of emergency in the State of California continues to exist due to the COVID-19 pandemic.

**BE IT FURTHER RESOLVED**, that the North Central Counties Consortium Workforce Development Board recognize that social distancing measures remain recommended by state and local officials.

**BE IT FURTHER RESOLVED**, that the Workforce Development Board of North Central Counties Consortium authorizes the use of teleconferencing for all meetings in accordance with Government Code section 54953(e) and all other applicable provisions of the Brown Act, for a period of thirty (30) days from the adoption of this resolution.

**PASSED AND ADOPTED** by the Workforce Development Board of North Central Counties Consortium of Colusa, Glenn, Sutter and Yuba Counties, State of California, on this 16<sup>th</sup> day of February 2023 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

**FOR THE  
WORKFORCE DEVELOPMENT BOARD**

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John Fleming, Chair  
North Central Counties Consortium

**ATTEST:**

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Irma Sanchez, Executive Assistant  
to the Governing Board and  
the Workforce Development Board

**ATTACHMENT B: ACTION**  
***(Workforce Board Item)***

**APPROVAL**  
**OF MINUTES**

**November 10, 2022**  
**Board Meeting**

**NCCC  
GOVERNING BOARD AND  
WORKFORCE DEVELOPMENT BOARD  
MINUTES**

November 10, 2022

**1. CALL TO ORDER**

The meeting was called to order by Governing Board Chair Randy Fletcher and Workforce Development Board (WDB) Chair John Fleming at 2:00 pm at Sutter County Superintendent of Schools in Yuba City and by Zoom.

**2. PLEDGE OF ALLEGIANCE**

**3. ROLL CALL – Governing Board: Quorum not present; WDB: Quorum present**

**Governing Board Members Present:** Randy Fletcher

**Governing Board Members Absent:** Paul Barr, Daurice Kalfsbeek Smith, Nick Micheli

**Workforce Investment Board Members Present:** Marina Alvidrez, Jeff Armstrong, Lee Bishop, Andre Carrao, Glenn Denno, Tawny Dotson, Margaret Fernandez, John Fleming, Matt Goody (B. Hammes), Leslie Rubalcava, Tom Williams

**Workforce Investment Board Members Absent:** Fortino Curiel, Ben Felt, Neil Goforth, Ron Moore, Horacio Paras, Brynda Stranix

**4. WELCOME**

**5. PUBLIC COMMENT**

There were no comments from the public.

**6. ADOPTION OF RESOLUTION AUTHORIZING REMOTE TELECONFERENCE MEETINGS OF NCCC'S LEGISLATIVE BODIES PURSUANT TO ASSEMBLY BILL 361**

**WDB Action:** Motion-Margaret Fernandez, second-Andre Carrao; WDB adopted Board Resolution No. 22-04 Authorizing Remote Teleconference Meetings of NCCC's Legislative Bodies Pursuant to Assembly Bill 361. *Motion Carried by roll call vote.*

**7. TRIBUTE TO ERIC POMEROY**

Sutter County Superintendent of Schools Tom Reusser paid a respectful tribute to former WDB member and Sutter County Assistant Superintendent Eric Pomeroy who died recently in a tragic car accident. Mr. Reusser spoke about Eric's vast knowledge and countless contributions to our area's education programs and his passionate dedication to creating opportunities for students and youth. Mr. Reusser added that Eric Pomeroy was an organ donor match for 40 individuals.

Cindy Newton commented that Eric was an esteemed colleague and a valued partner to NCCC and its programs.

## 8. GOVERNING BOARD CHAIR PASSES MEETING OVER TO WDB CHAIR

## 9. APPROVAL OF MINUTES

**WDB Action:** Motion-Tom Williams, second-Marina Alvidrez; WDB approved the minutes of the August 18, 2022 board meeting as presented. Motion Carried by roll call vote.

## 10. DIRECTOR'S REPORT

**Grant Funding Update:** Cindy Newton reported on NCCC's special grant funding.

- NCCC has been awarded \$1,265,444 in National Dislocated Worker Grant (DWG) funds. This is a two-year grant that will also assist long-term unemployed individuals. All NCCC AJCC/One Stops will participate in this grant.
- Notification is pending on the awarding of the regional Prison to Employment grant for \$260,000 that would serve formerly incarcerated and justice-involved individuals if awarded.
- Notification is also pending on the regional Community Economic Resilience Fund (CERF) grant. Funds for this grant would be awarded to Valley Vision who is regional convener and fiscal agent for CERF efforts in our 8 county Sacramento Region. Each region would receive \$5 million to develop partnerships and economic plans.

**State/Regional/Local Monitoring:** NCCC underwent a fiscal monitoring review by EDD in September. No areas of concern were cited. Cindy thanked NCCC Fiscal Officer Cheryl Baxter for her hard work. Sacramento Employment & Training Agency will conduct a monitoring of the CAREER grant on December 7. EDD just concluded a Data Validation file review of NCCC. 160 files were reviewed resulting in a good error rate of about 6%. John Fleming congratulated NCCC staff for good outcomes in the recent reviews.

## 11. APPROVAL OF NEW GRANT APPLICATIONS

### ▪ BREAKING BARRIERS TO EMPLOYMENT

Liz Bosley addressed the Breaking Barriers to Employment Initiative. This project will serve at risk youth, workers that are not earning a self-sufficient wage, and migrant seasonal farmworkers. The application is requesting \$750,000 to serve 100 individuals for the grant period 1/1/2023-4/30/2024.

### ▪ HRCC CONSTRUCTION PRE-APPRENTICESHIP

Cindy Newton addressed the HRCC Construction Pre-Apprenticeship Program which continues the current project that will end in January. This grant includes the building trades jurisdictions in the NCCC and NoRTEC counties. Classes will be provided at the Yuba Shasta JATC Training #228 in Marysville and at the IBEW Local 340 in Redding. Nine MC-3 classes will be held over a

three-year period. The grant is for \$990,000 to serve 150 individuals for the grant period of 5/1/2023-3/31/2026.

**WDB Action:** Motion-Leslie Rubalcava, second-Margaret Fernandez; WDB approved the Breaking Barriers to Employment Initiative and the HRCC Construction Pre-Apprenticeship Program grant applications and authorized the Executive Director to finalize any award to NCCC. Motion Carried by roll call vote.

## **12. APPROVAL OF INCUMBENT WORKER TRAINING POLICY REVISION**

Per State Directive WSD19-01, it is necessary for NCCC to update its Incumbent Worker Training (IWT) Policy to comply with WIOA Federal Regulations. Under the Act, local areas may allocate up to 20% of their combined Adult and Dislocated Worker allocation for incumbent worker training activities. Incumbent worker training will only be available if all eligibility criteria are met and the employer can meet the cost share requirements of the training. NCCC will currently cap the annual amount of IWT to 20% of their combined Adult and Dislocated Worker formula allocations for the whole consortium.

**WDB Action:** Motion-Lee Bishop, second-Marina Alvidrez; WDB adopted the revised Incumbent Worker Training Policy as presented. Motion Carried by roll call vote.

## **13. APPROVAL OF SELF-SUFFICIENCY FOR EMPLOYED WORKERS POLICY REVISION**

Liz Barber stated it is necessary to update NCCC's Self-Sufficiency for Employed Workers Policy. The current policy defines self-sufficiency for an employed worker as either receiving wages that equal \$15.00 per hour for an individual working full-time or family income that is above 250% of the federal poverty guidelines. This revision updates the wages to \$18.00 per hour consistent with the current living wage for our area. It was recommended that this policy be reviewed annually or biennially.

**WDB Action:** Motion-Tom Williams, second-Lee Bishop; WDB adopted the revised Self-Sufficiency for Employed Workers Policy as presented. Motion Carried by roll call vote.

## **14. FISCAL COMMITTEE REPORT**

Andre Carrao presented the Fiscal Committee report and stated that NCCC met the training expenditure requirement of 20% plus the 10% in leveraged resources. Cheryl Baxter added that the Adult and Dislocated Worker funds would be spent down by the end of this month. The Fiscal Committee reported no items of concern. Kudos to the AJCC/One Stops for their efforts.

## **15. LOCAL/REGIONAL WORKFORCE DEVELOPMENT PLAN MODIFICATION TIMELINE**

Liz Bosley reviewed the timeline for the submission of the two year modifications to our regional and local plans. Two Joint Planning/Public Input meetings will be held in November and December. Drafts of the plan modifications will be released January 13, 2023 initiating a 30-day



review and comment period. Board approval will occur on February 16 with final submission to the State Workforce Development Board on March 31.

#### **16. PERSENTATION – THE PLUS GROUP, INC.**

Margaret Fernandez, Area Manager for The Plus Group Inc, gave a presentation about The Plus Group staffing company and the staffing industry in general. The Plus Group’s mission is to provide quality job placement services to jobseekers, to best meet the employers’ staffing needs, and provide quality, cost-effective staffing services. Margaret reviewed the advantages to an employer in hiring a staffing firm. An important benefit being that the staffing firm devotes all their time in recruiting efforts, screening, assessing, vetting, keeping up to date on current labor laws and hiring practices, and performing all human resources duties as employer of record. Margaret mentioned that community outreach and community involvement is very important to The Plus Group in that it develops connections, opportunities and partnerships with local agencies. She also commented about the challenges that our labor market is currently facing. Margaret addressed several questions from board members.

#### **17. PROGRAM PERFORMANCE REPORT**

Cindy Newton reviewed program performance outcomes for the first quarter. Comparisons were made to last year’s numbers which showed a decrease in Adult and Dislocated Worker participants but Average Wage at Placement for those programs were impressive at \$29.00 and \$20.00/hr. respectively. Youth program outcomes remained static. Cindy commented that since NCCC’s service providers continue to perform so well, the State keeps raising NCCC’s performance standards. NCCC’s special grants projects: National Dislocated Worker Grants Yuba County Wildfire and COVID-19 were awarded more funds and will continue until next year. The Pre-apprenticeship Construction program will end in January with all benchmarks met except for entered employment; more placements are anticipated by the grant’s end date. Outcomes for the regional CAREER grant and the Homeless to Hopeful and the Equity & Special Populations grants were also reviewed and are progressing well. John Fleming commended NCCC and AJCC staffs for their efforts.

#### **18. SERVICE PROVIDER PROGRAM UPDATES**

Upward Bound (UB): Upward Bound’s Director Maria Moreno introduced UB’s new WIOA Program Advisor Heidi Navarro. Maria provided an update on the services provided in last summer’s program. It was the first fully in-person six-week academic and work experience program in two years. Currently UB staff is assisting 90 high school seniors with college and financial aid applications. Workshops that are offered to students throughout the year include: professional etiquette, financial goals, and job search techniques.

Colusa One Stop/AJCC: Colusa One Stop Director Angie O’Canas said the One Stop’s unemployment traffic has picked up in recent weeks. Angie thanked Cindy Newton and Glenn Denno for helping obtain an EDD representative at the Colusa office site and for the Virtual AJCC as well. Staff has participated in outreach services at Colusa County Office of Education on the spot hiring events and family nights that are held every other month. Staff will attend the



recruiting event for the Wildland Fire Academy on November 20; class will begin in January. The One Stop is also partnering with a local organization in providing a small food pantry at their office for clients and walk-in customers in need.

Glenn County One Stop/AJCC: Glenn County Community Action Manager Yassi Lam reported that their office collaborated with Glenn County Office of Education and Glenn County Personnel in a successful hiring event in early October. About 20 employers participated across different sectors. There were two full-time hires and a few individuals were identified for WIOA services from the job fair. Another joint hiring event is being considered to be held in the south part of Glenn County. Glenn AJCC also collaborated with Orland Library and offered work readiness and job search workshops to the community. Training assistance requested have included Truck Driver, Healthcare fields and Vet Tech. About 15 high school students are currently participating in the YES program and more in-school youth enrollments are anticipated for this program year. Staff responded to one WARN notice in September for maintenance repair at an agriculture processing facility. Layoffs will occur November-June and all employees are expected to return to work. Staff also assisted laid off employees at another ag related processor. Yassi Lam recognized the Glenn County AJCC team, some of who recently joined the staff. Yassi thanked NCCC staff for their support and the training that was provided to her staff, and she expressed her appreciation to her AJCC/One Stop peers.

Sutter One Stop/AJCC: Sutter County One Stop Director Rinky Basi echoed Yassi Lam's sentiment and acknowledged her AJCC staff as well. The Sutter One Stop updated their workshops by offering one-day workshops for resumes and applications and another for interviewing techniques. These workshops have been well-received by participants. Rinky spoke about the services that are provided to the homeless population and the One Stop's partnerships with Hands of Hope, Harmony Village, Better Ways and New Haven. Staff is also working on recruitment efforts. A recruitment event with The Plus Group will be held next week for the needs of Para-Professionals in the community. A job fair was held in September and specialized job fairs have been very successful. A big job fair is being planned for March 29<sup>th</sup>. Rinky introduced Sutter County's Adult Education Director Lorilee Niesen.

Yuba One Stop/AJCC: Yuba One Stop Director Caron Job said the One Stop is currently going through a hiring process for Training and Employment Counselors I and II. Work Readiness workshops are being offered 5 days a week either at the One Stop, the Yuba County Library or the Life Building Center. A How to Navigate State Jobs workshop is offered virtually as well. A job fair is planned for some time after the first of the year. The One Stop currently is sponsoring training for 5 CNAs, 5 Certified Medical Assistants and 6 Welders in YCOE CTE programs; 6 Truck Drivers at various academies; RNs, Rad Techs, Psych Techs, Early Childhood Education, Fire Academy, Police Academy, Welder and Master Mechanic at Yuba College; and trainings at Sutter One Stop. A forklift training will be offered December 15 and 16<sup>th</sup> in English and Spanish. 13 participants are enrolled in Work Experience or Transitional Jobs and 10 in OJT. Outreach activities are being done in the foothills area. Staff has conducted career fairs at the local high schools and provides program services at the YCOE Charter School as well. The Winter Wonderland event will take place December 2 from 2:00-6:00. Staff will participate in So Thankful events at Marysville High School and Lindhurst High School on November 21 and 22. Caron Job shared a success story about 2 Charter School students who were hired at the SPCA.

**19. OTHER BUSINESS**

2023 Board Meeting Schedule: The 2023 board meeting schedule was provided to members.

WDB Vacancies: NCCC currently has membership vacancies on the WDB for a Business representative and an Adult Education & Literacy representative. Appointments are anticipated to be made in February.

Next Board Meeting: The next joint NCCC Board meeting will be February 16, 2023. A location is yet to be determined. If necessary, this meeting may be held via Zoom.

Recognition: John Fleming and Cindy Newton presented an award of appreciation on behalf of NCCC to outgoing Yuba County Supervisor and Governing Board Chair Randy Fletcher who is attending his last NCCC board meeting. Cindy Newton and John Fleming thanked Randy for his time, support, community leadership and dedication provided to our organization. Mr. Fletcher expressed his gratitude for this recognition and stated it was his sincere pleasure to serve on NCCC’s board. Randy Fletcher also acknowledged NCCC staff for their great efforts. Cindy introduced Yuba County Supervisor Don Blaser who will become Yuba County’s representative on our Governing Board in January.

**20. ADJOURNMENT**

There being no further business, the meeting was adjourned at 3:50 pm.

**ATTEST:**

\_\_\_\_\_  
John Fleming, Chair  
Workforce Development Board

**APPROVED ON:** \_\_\_\_\_

**ATTACHMENT C: INFORMATION**

**FISCAL COMMITTEE  
REPORT**



# North Central Counties Consortium

## SUMMARY OF TRAINING EXPENDITURE REQUIREMENTS PY 21/22 ALLOCATIONS

(Aug 2021 through Oct 2022) As of 10/31/2022

<u>ADULT AND DISLOCATED WORKER (DW) ALLOCATION</u>		<u>2,312,596</u>		
<u>TRAINING REQUIREMENT</u>	30%	<u>693,779</u>	462,519	20% Must Be Formula Fund Training
<u>FORMULA FUNDING TRAINING EXPENDITURES</u>	20.57%	<u>475,686</u>	231,260	10% Can Be Leveraged Resources When 20% Requirement is Met
<u>LEVERAGED TRAINING</u>	10%	<u>231,260</u>	-13,167	Amount still needed to attain 20%
<u>TOTAL ON TRAINING</u>	30.57%	<u>706,946</u>		
	Exp.	Trng.		
CURRENT EXPENDITURES TO TRAINING % AS OF 10/31/2022:	2,312,596	475,686	20.57%	

### LEVERAGE SOURCES

	<u>COLUSA</u>	<u>GLENN</u>	<u>SUTTER</u>	<u>YUBA</u>	<u>Total</u>
DEA 1172	14,021	0	17,117	42,817	<b>73,955</b>
A.A. OLL 1178	7,228	5,483	0	0	<b>12,711</b>
VETERANS 1184	4,900	0	3,597	9,769	<b>18,266</b>
COVID 1196	86,014	60,196	52,053	3,314	<b>201,577</b>
ELL 1206	12,290	0	6,592	8,623	<b>27,504</b>
AUGUST FIRE 1209	0	0	0	108,733	<b>108,733</b>
P2E 2286/2287	0	0	328	16,123	<b>16,451</b>
AB 1111 2288	10,471	16,305	69,946	34,377	<b>131,098</b>
CAREER 2067	20,231	0	13,557	73,689	<b>107,477</b>
ESP 1245	16,451	2,949	22,104	58,784	<b>100,287</b>
WAF 1252	0	0	0	0	<b>0</b>
SB-1 2054	0	0	0	0	<b>0</b>
<b>Total</b>	<b>171,607</b>	<b>84,932</b>	<b>185,293</b>	<b>356,228</b>	<b>798,060</b>



# North Central Counties Consortium

## SUMMARY OF TRAINING EXPENDITURE REQUIREMENTS PY 22/23 ALLOCATIONS

(Sep 2022 through Sep 2023) As of 12/31/2022

<u>ADULT AND DISLOCATED WORKER (DW) ALLOCATION</u>		<u>2,465,836</u>
<u>TRAINING REQUIREMENT</u>	<u>30%</u>	<u>739,751</u>
<u>FORMULA FUNDING TRAINING EXPENDITURES</u>	<u>4.39%</u>	<u>108,159</u>
<u>LEVERAGED TRAINING</u>	<u>10%</u>	<u>0</u>
<u>TOTAL ON TRAINING</u>	<u>4.39%</u>	<u>108,159</u>

493,167 20% Must Be Formula Fund Training  
 246,584 10% Can Be Leveraged Resources  
 When 20% Requirement is Met  
 385,009 Amount still needed to attain 20%

CURRENT EXPENDITURES TO TRAINING % AS OF 12/31/2022:	Exp.	Trng.	
	531,778	108,159	20.34%

### LEVERAGE SOURCES

	<u>COLUSA</u>	<u>GLENN</u>	<u>SUTTER</u>	<u>YUBA</u>	<u>Total</u>
COVID 1196	41,399	26,750	18,749	0	<b>86,898</b>
AUGUST FIRE 1209	0	0	0	54,911	<b>54,911</b>
AUGUST FIRE 1258	0	0	0	59,889	<b>59,889</b>
CAREER 2067	0	0	-2,162	-9,502	<b>-11,664</b>
ESP 1245	13,975	16,825	82,211	48,252	<b>161,263</b>
WAF 1252	4,985	0	5,559	10,641	<b>21,184</b>
QUEST 1262	0	0	0	0	<b>0</b>
Total	60,359	43,575	104,356	164,191	<b>372,481</b>



## **ATTACHMENT D: ACTION**

### **APPROVAL OF NEW GRANT APPLICATIONS**

- **ERiCA Grant: Supportive Resources for Childcare**
- **ERiCA Grant: Outreach & Community Building**





# North Central Counties Consortium

*“Supporting Economic Vitality in the Counties of Colusa, Glenn, Sutter and Yuba”*

Administrative Staff Report  
February 16, 2023

## Equal Representation in Construction Apprenticeships (ERiCA) - Childcare

**Background:** The California Department of Industrial Relations (DIR) through its Division of Apprenticeship Standards (DAS) announces the availability of \$25,000,000 in funds for the Equal Representation in Construction Apprenticeship (ERiCA) Grant Program Year 2023-25 (PY 23-25).

Nationally, only 3 to 4 percent of the building trades’ workforce are women. The construction industry’s urgent need for skilled workers creates opportunities for women and other underserved populations to enter and advance in the building/construction trades.

This grant seeks to improve access to training and employment opportunities for underserved populations in construction trades across all communities throughout the state, by providing supportive resources for childcare along with outreach to and community building among underserved populations.

Project Design/Planned Services			
One of the main goals of the grant is to increase opportunities for women and underserved populations into construction careers by removing a primary barrier: childcare costs.			
The grant funding seeks to improve access to training and employment opportunities for underserved populations in construction trades across all communities throughout the state, by providing supportive resources for childcare. Each apprentice may be eligible to receive \$10,000 a year for two years for childcare expenses.			
<b>Grant Amount:</b> \$832,133		<b>Grant Period:</b> 4/1/2023 – 6/30/2025	
Target Group			
Yuba Shasta JATC Local Union 228 priority target groups include: women, racial/ethnic minorities, disadvantaged youth, formerly incarcerated individuals, veterans and low-income individuals. Ultimately all apprentices new and existing who have qualified childcare expenses will be served that have children in childcare and are struggling with the rising cost of childcare.			
Partners			
▪ NCCC Workforce Development Board		▪ NCCC AJCCs/One Stops	
▪ Local 228 Plumbers and Pipefitters		▪ Yuba Shasta JATC	
Project Performance and Outcomes			
Participants Served	36	Increase Number of Women into Apprenticeship Program	2
Number of Minorities	4		

**Recommendation:** Request the NCCC Workforce Development Board and Governing Board approve the Equal Representation in Construction Apprenticeships (ERiCA) - Childcare grant application and authorize the Executive Director to finalize any award to NCCC.



NCCC is a proud partner of America's Job Center of California<sup>SM</sup> network.





# North Central Counties Consortium

*“Supporting Economic Vitality in the Counties of Colusa, Glenn, Sutter and Yuba”*

Administrative Staff Report  
February 16, 2023

## Equal Representation in Construction Apprenticeships (ERiCA) - Outreach

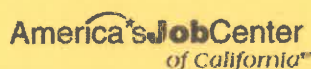
**Background:** The California Department of Industrial Relations (DIR) through its Division of Apprenticeship Standards (DAS) announces the availability of \$25,000,000 in funds for the Equal Representation in Construction Apprenticeship (ERiCA) Grant Program Year 2023-25 (PY 23-25).

Nationally, only 3 to 4 percent of the building trades' workforce are women. The construction industry's urgent need for skilled workers creates opportunities for women and other underserved populations to enter and advance in the building/construction trades.

This grant seeks to improve access to training and employment opportunities for underserved populations in construction trades across all communities throughout the state, by providing supportive resources for outreach to and community building among underserved populations.

Project Design/Planned Services			
One of the main goals of the grant is to increase opportunities for women and underserved populations into construction careers by increasing targeted outreach directed to these underserved groups.			
The grant funding seeks to improve access to training and employment opportunities for underserved populations in construction trades across all communities throughout the state, by providing outreach to and community building among underserved populations. The funding will be utilized to improve outreach for our Pre-Apprenticeship construction program and in turn increasing the numbers of individuals entering a registered apprenticeship program.			
<b>Grant Amount:</b> \$870,229		<b>Grant Period:</b> 4/1/2023 – 6/30/2025	
Target Group			
NCCC and the Yuba Shasta JATC Local Union 228 priority target groups include: women, non-binary, racial/ethnic minorities, disadvantaged youth, formerly incarcerated individuals, veterans and low-income individuals.			
Partners			
<ul style="list-style-type: none"> <li>▪ NCCC Workforce Development Board</li> </ul>		<ul style="list-style-type: none"> <li>▪ NCCC/Shasta/Tehama AJCCs/One Stops</li> </ul>	
<ul style="list-style-type: none"> <li>▪ Local 228 Plumbers and Pipefitters/ Yuba Shasta JATC</li> </ul>		<ul style="list-style-type: none"> <li>▪ Mid-Valley Building Trades and Northeastern Building Trades</li> </ul>	
Project Performance and Outcomes			
Participants Served	25	Number of Women into Apprenticeship Program	2
Number of Minorities	8		

**Recommendation:** Request the NCCC Workforce Development Board and Governing Board approve the Equal Representation in Construction Apprenticeships (ERiCA) - Outreach grant application and authorize the Executive Director to finalize any award to NCCC.



NCCC is a proud partner of America's Job Center of California<sup>SM</sup> network.

## **ATTACHMENT E: ACTION**

**APPROVAL OF NCCC LOCAL  
WORKFORCE DEVELOPMENT PLAN  
2- YEAR MODIFICATION AND THE  
CAPITAL AREA REGIONAL  
WORKFORCE DEVELOPMENT PLAN  
2- YEAR UPDATE**



*“Supporting Economic Vitality in the Counties of Colusa, Glenn, Sutter and Yuba”*

Administrative Staff Report  
February 16, 2023

Regional and Local Plans PY 21-24 Two-Year Modifications

**Background**

Under the Workforce Innovation and Opportunity Act (WIOA), a biennial update of regional and local plans is required in order to ensure plans remain current and account for “...changes in labor market and economic conditions or in other factors affecting the implementation of the local plan” (29 U.S. Code § 3123).

The two year modifications for both the NCCC Local and the Capital Area Regional Workforce Development Plans are due to the California Workforce Development Board on March 31, 2022. Both Plans cover the period July 1, 2021 through June 30, 2025.

As outlined under WIOA Section 106, Regional Plans provide a roadmap for the alignment of resources and investments to meet specific outcomes within the 15 Regional Planning Units (RPUs). Regional Plans are used to articulate how RPUs will build intentionality around industry sector engagement, drive workforce development outcomes across multiple jurisdictions, and expand on ramps to career pathways for individuals who experience barriers to employment.

As outlined in WIOA Section 108, Local Plans provide an action plan for operationalizing the roadmap laid out in the Regional Plan by describing how individuals access services through the local America’s Job Center of California (AJCC) system. Local Plans are used to articulate how Local Boards will coordinate with local partners to ensure a customer-centered service delivery.

In addition to the federal planning requirements, WIOA indicates that Regional and Local Plans should be consistent with the vision and goals of the State Plan.

**Timeline**

November 16, 2022	Joint Planning/Public Input Meeting #1 via Zoom
December 7, 2022	Joint Planning/Public Input Meeting #2 in person
January 13, 2023	Release of WIOA Draft Regional and Local Plan Modifications
January 13, 2023 - February 12, 2023	Public comment period; all comments received would be attached to the Plan Modifications
February 16, 2023	Approval of Draft Regional/Local Plan Modifications – NCCC WDB
March 31, 2023	Deadline to submit signed Regional/Local Plan Modifications to State Workforce Board



NCCC is a proud partner of America’s Job Center of California<sup>SM</sup> network.

## Recommendations

NCCC administrative staff is recommending the NCCC Governing Board and Workforce Development Board approve and authorize the Board Chairs to sign the NCCC Local Strategic Workforce Development Plan Modification as presented and direct staff to submit to the State Workforce Development Board.

NCCC administrative staff is recommending the NCCC Governing Board and Workforce Development Board approve and authorize the WDB Chair to sign the Capital Area Regional Strategic Workforce Development Plan (Regional Plan) Modification as presented and direct staff to submit to the State Workforce Development Board.

Staff is requesting authorization to make any changes to either plan due to direction from the State WDB or the Employment Development Department (EDD).



North Central  
Counties  
Consortium

**Workforce Innovation  
Opportunity Act (WIOA)**

**Local Strategic Workforce  
Development Plan  
2021- 2024**

**Draft  
2 Year Modification**

**North Central Counties Consortium  
Cindy Newton, Executive Director  
[cnewton@ncen.org](mailto:cnewton@ncen.org)  
530-822-7145**



## I. Local Overview

NCCC has been providing workforce services in the area since 1983. In 1998 NCCC was designated by the Governor of the State of California to be a Local Workforce Investment Area under the WIA Act. NCCC's Local Workforce Development system is formed around a Joint Exercise of Powers Agreement between the counties of Colusa, Glenn, Sutter and Yuba. The purpose of the agreement is to create a separate public entity that will exercise its power to operate a four-county workforce development system.

NCCC is overseen by a Governing Board, which includes an elected official from each of the member counties, and by a Workforce Development Board (WDB) comprised of individuals representing private business (in a majority); labor organizations; adult education and literacy under WIOA Title II; economic and community development entities; Wagner-Peyser Act; and vocational rehabilitation under WIOA Title IV. These Boards act as the WIOA grant recipient, fiscal agent and designate the WIOA service providers and program operators in NCCC.

The NCCC Boards maintain a firewall between the operations of the WIOA Title I Adult, Dislocated Worker and Youth programs in the area. Through a competitive process NCCC WDB procures the operations of the AJCC (America's Job Centers of California) system and the service provision of WIOA Title I Adult, Dislocated Worker and Youth services in Colusa, Glenn, Sutter and Yuba Counties. This process was completed in May 2020 with the NCCC Boards awarding contracts to: Colusa County One-Stop Partnership, Glenn County Health and Human Services Agency, Sutter County Superintendent of Schools, Yuba County Office of Education, and CSU, Chico Upward Bound.

The task of the WDB and the operators is to establish the workforce system to deliver services to job seekers and businesses. As the Federal Register states "the one-stop delivery system brings together workforce development, educational, and other human resource services in a seamless customer-focused service delivery network that enhances access to the programs' services and improves long-term employment outcomes for individuals receiving assistance. One-stop partners administer separately funded programs, as a set of integrated streamlined services to customers".

The AJCC system provides comprehensive services to employers through labor exchange on the CalJOBS system, services to screen and test job applicants, arrange training for the workforce, matching job seeker skills to the job and providing business services to employers through all phases of the business's growth.

The NCCC WDB is committed to fostering a business engagement strategy at all contracted AJCCs. All AJCCs have designated staff that provide a menu of business services that include interview and meeting facilities; human resource information; business to business referrals; labor market information; earn and learn training options; linkages to business funding opportunities and comprehensive labor exchange activities. To make business engagement relevant many of these services must be in coordination with partner programs that also work with businesses. Business engagement and services are offered at each of the NCCC AJCCs in collaboration with partners to maximize the benefits to employers, while utilizing partner expertise.

Partners include local economic development entities, chambers of commerce, small business loan agencies and other partners as needed. Some specific best practices in NCCC are below:

Formalized collaboration in Yuba and Sutter counties is the Yuba-Sutter Business Consortium (YSBC). This group is made up of partners from the Small Business Development Center, EDD, community colleges, Chamber of Commerce, economic development entities, Community Service Block Grants (CSBG), Title II Adult Education and Literacy, Title I Adult and Dislocated Worker programs and the NCCC WDB. This group addresses business needs in a systematic method. Twice yearly this collaboration conducts in-person business needs assessments in the area. Groups of collaborating partners visit businesses to survey and collect data on the needs of the businesses. Survey results are immediately discussed and comprehensive plans to address the needs are carried out by the relevant partners. Progress and completion of the strategy is shared with all, and may be shared with local officials to help with the impact of the identified problem.

The AJCC in Glenn County engages partners through the county-wide Strike Team/Navigator process. The partnering agencies are County of Glenn, CSBG, Title I programs, and CSBG Micro-Enterprise Programs. The AJCC and this team are the point of contact for businesses in Glenn County during all phases of the business cycle, including recruitment, earn and learn training, and job fairs.

All business services in NCCC are geared towards understanding and meeting the needs of local businesses. In addition to the above all AJCCs participate in: workshops geared to businesses of all sizes; information on loan programs for business expansion and retention; entrepreneurial training; labor law and Cal/ OSHA updates.

Other offerings are sexual harassment prevention information and working with and hiring the population of those with disabilities. AJCC and partner staffs of Wagner-Peyser also do the business recruiting and job listing on the CalJOBS system for local employers.

## **STRATEGIC VISION**

***The vision of the North Central Counties Consortium (NCCC) is to support economic vitality in the consortium by meeting the workforce needs of high demand sectors of the regional economy while assuring that employment and training needs of working adults and youth are met.***

NCCC's Workforce Development Board (WDB) vision is to build a stronger workforce by increasing access to employment, education, training and support services to all job seekers in the region. To build a stronger workforce the WDB is working with education, human resource services, economic development, core partners and agencies serving the underserved. Formalized relationships through a Memorandum of Understanding (MOU) is increasing communication and aligning services, coordinating and integrating blended services. Part of the strategy is to promote stronger alignment of the workforce system, to deliver comprehensive services without duplication of effort and to understand the regional economy.

NCCC see their role as facilitator and aligner of all the expertise on the board and partners, to understand and foster demand-driven skill attainment and to assure mobility into self-sufficiency through quality jobs for all individuals. Part of this alignment is bringing together those working with individuals with barriers to employment to determine strategies to help them overcome their barriers through education, remedial education, literacy, English language acquisition and to braid services to help all individuals participate in training, job acquisition and retention.

For many individuals in the area the NCCC AJCCs serve as the only local resources for job search and training. Individuals seeking services at the AJCCs are exposed to a variety of services to help them choose a career and how to access pathways to achieve their goals. Staff is training to help individuals develop strategies to align their training needs to educational opportunities to begin or continue their careers. Individuals who seek services at the NCCC AJCCs represent many levels of skills, education, job experience and training. At any level, individuals may enter the "on-ramp" approach for career preparation and with staff guidance build on additional skills to advance in their careers.

Some of the resources include WIOA Title I Adult, Dislocated and Youth programs and service options, labor market trends, job boards, training providers and career options.

Pathways service strategies may include:

Assessment of skills and interests

Research of the labor market

Development of comprehensive plans, with incremental steps to meet goals

Referrals to training options

Development of earn and learn options

Training may include:

Pre-apprenticeship programs

Apprenticeship

Work Experience

On-the-Job Training

Transitional Jobs

Vocational training leading to licenses or certification

The service delivery system in NCCC is focused on helping individuals bridge the gap between career goals and skills to attain the goals. The system also helps individuals align their service needs with all core programs and partners. The service delivery system also helps align the needs of businesses, the local economy, training providers and participants to assure a trained prepared workforce.

The NCCC WDB and AJCCs work closely with secondary schools, adult education, community colleges and business to expand opportunities for the sector pathways identified in the Regional Plan. The sectors of Health Care, Construction, Transportation and Agriculture have in the past been our growth sectors but only the Transportation sector has recovered since the COVID-19 pandemic started. There is an alignment with partners providing training on these sectors and service plans of individuals to assure successful training that leads to employment.

## **II. Local Plan Content**

### **A. WIOA Core and Required Partner Coordination**

**Under WIOA, the ultimate vision is for core and required programs to operate as a unified system, strategically assessing and responding to the needs of workers and employers and aligning them with service strategies. This section of the Local Plan should address local coordination with the following WIOA core and required program partners under WIOA Section 121.**

#### ***1. WIOA Title II - Adult Education and Literacy***

The WDB is working with entities that are Title II funded programs in Colusa (Colusa Office of Education), Glenn (Glenn Office of Education & Hamilton Unified School District), Sutter (Sutter County Superintendent of Schools & Sutter County Library), and Yuba Counties (Yuba College). The Sutter County Title II provider is also the AJCC provider in Sutter County. NCCC reviewed WIOA Title AEFLA grant applications for consistency with LWDB plans in March 2020.

## **2. Title III -Wagner-Peyser**

It is the goal of the NCCC WDB to expand Title I Adult, Dislocated Worker and Youth services with our partners providing Wagner-Peyser programs through cross referrals, training and continued integration of services.

WIOA Title I Adult, Dislocated Worker and Youth service providers and the Wagner-Peyser Act program use the CalJOBS system to track co-enrolled individuals across WIOA. This system allows for viewing activities in both programs by AJCC staff.

It is the goal that all AJCC job seekers register onto CalJOBS, develop a resume and start the job-seeking process on this system. Where appropriate, WIOA staff will enroll into a Wagner-Peyser activity. Weekly RESA workshops are conducted in two of the NCCC counties with WIOA, Wagner-Peyser and Veteran staff participating. Communication on attendance and next steps is shared with these partners.

To improve service delivery the WDB has arranged information sessions with Wagner-Peyser and WIOA staffs on Veteran services in both programs. Currently, NCCC operates an Equity and Special Populations (ESP) Grant that serves Veterans. Cross referrals are the key to this program's success.

AJCC staff work very closely on referrals and communication through the CalJOBS system.

## **3. WIOA Title IV**

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

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

## **4. Carl D. Perkins Career and Technical Education**

Secondary school services are coordinated as follows:

- The Career Pathways Trust Grant in our LWDA and with AJCCs.
- CSU, Chico/Upward Bound is a subcontractor Youth provider for NCCC and serves in-school youth for all four counties providing tutoring year-

round in the schools with the participants and provides a residential summer program which includes college preparation classes and work experience for disadvantaged youth.

- NCCC AJCCs are also WIOA Youth providers and provide services to both in-school and out of school youth.

Post-secondary school services are coordinated as follows:

- NCCC employs a full-time staff member housed at Yuba Community College, and hosts a computer lab along with support for WIOA-sponsored students in addition to recruitment and outreach to students.
- Yuba College representative is a member of the LWDB.
- Sutter County Superintendent of Schools presiding over CTE and Adult Education is a representative of the LWDB.
- NCCC AJCCs sponsor approximately 300 new students annually in vocational education at Yuba College, Butte College and a multitude of other programs on the ETPL.
- Sutter County AJCC provides Adult Education and CTE.
- Glenn County Office of Education provides Adult Education and CTE.
- Yuba County AJCC provides CTE.
- Colusa County Office of Education provides CTE.

These programs all coordinate with each other, develop referral and support mechanisms, most are core partners and MOUs (Memorandum of Understanding) are in place, and co-enroll and co-sponsor participants in services and training.

#### **5. *Title V Older Americans Act***

NCCC AJCCs work with Area 4 Agency on Aging to refer older individuals to Title I Adult programs and also participate as a worksite for work experience participants.

#### **6. *Job Corps***

NCCC does not have a Job Corps located in our four-county region; however, participants are referred to a location of their choice and coordination exists between agencies.

#### **7. *Native American Programs (WIOA Section 166)***

A MOU was successfully completed and signed between NCCC and the California Indian Manpower Consortium, Inc. The relationship is growing, but at this time, no services are physically located in any of the NCCC AJCCs.



## **8. *Migrant and Seasonal Farmworkers (WIOA Section 167)***

The AJCCs work successfully with California Human Development (CHD), the recipient of WIOA National Farmworker Jobs Program grant. This collaborative relationship includes co-enrollment and co-management of participants. Eligible participants are enrolled into both programs to align services, leverage funding and develop comprehensive employment and training plans.

CHD representatives have been on NCCC Workforce Development Boards for an extended period. This representation helps with the service delivery design of NCCC. CHD has a physical presence at the Colusa AJCC and this collocated presence increases the service strategies and options to serve participants.

To assure successful career pathways, AJCCs have a strong relationship with the CHD Anthony Soto Employment and Training site in Yuba County which provides truck driving and welding training, and CHD also provides truck driving training in Glenn County.

Cross referrals take place. Strategies to provided equal access to the NCCC AJCCs for this population include staff cross training and bilingual staff to assist limited English-speaking customers.

## **9. *Veterans***

Under WIOA, veterans have priority of service. NCCC is a current grant recipient of the ESP Grant and serves many veterans. NCCC WDB and Governing Board administrative staff and NCCC AJCCs have a strong relationship with EDD's Veterans Services Navigator (VSN), Disabled Veterans Outreach Program (DVOP) Specialist and Local Veteran Employment Representative (LVER) who are co-located with WIOA staff at the Yuba County AJCC. Two days a week they are co-located at the Sutter County AJCC.

When veterans are referred to the AJCCs they are seen by the EDD VSN, DVOPs and LVERs and are then referred to WIOA for training. Once training has ended, the veterans will receive job placement services from the business services team consisting of both EDD DVOP/LVER and WIOA staffs.

Colusa, Glenn, Sutter and Yuba have county Veteran Services that are tasked with assisting veterans, their dependents and survivors in obtaining benefits from federal, state and local agencies. While providing value added services they are referral in nature. The Central Valley Homeless Veterans

Program is a resource that assists with housing needs, but funding is extremely limited.

### **10. Youth Build**

NCCC does not have a Youth Build program located in our four-county region. Yuba County was a Youth Build operator for many years and may apply again in future years.

### **11. Trade Adjustment Assistance Act (TAA)**

NCCC coordinates with EDD staff on participants that are TAA eligible and co-enrolls those clients in need of supportive services.

### **12. Community Services Block Grant (CSBG)**

NCCC AJCCs coordinate services with agencies receiving CSBG funding. Most basic services include referral to and from the below agencies and the NCCC AJCCs. In addition, NCCC partners with several of the agencies utilizing them as grant partners to coordinate services for clients in need of job services and and/or training and work experience sites. Below is a list of agencies in our four-county region currently funded with CSBG funding.

Ampla Health  
Habitat for Humanity  
Salvation Army  
St. Vincent de Paul  
Sutter County Health and Human Services  
Yuba-Sutter Food Bank  
REST  
Yuba-Sutter Legal Center  
Sutter-Yuba Homeless Consortium (Adventist Health, Bridges to Housing, Casa de Esperanza, Habitat for Humanity, Hands of Hope, REST, Salvation Army)  
E Center  
NorCal Services for Deaf and Hard of Hearing  
Colusa One Stop Partnership  
Glenn County Community Action Agency

### **13. Housing and Urban Development (HUD)**

HUD funding does not exist in all of our counties except in Yuba and Sutter counties. Coordination exists with referrals between agencies, and Sutter County AJCC conducts outreach and services with residents of the housing projects funded by HUD.

#### **14. Unemployment Compensation**

It is the goal of the NCCC WDB to increase the linkage and provide better understanding of both programs to the benefit of participant and business. Through the MOU process the WDB and Unemployment Insurance (UI) programs have agreed to cross training. This continuing and expanding cooperation is integral to services at the AJCC and include: UI documentation, an eligibility criterion for some partner programs; UI support, in many cases is the only income/support some customer receive; UI information shared with employers as a business engagement tool.

Some linkages that are currently in place:

EDD partners have placed two UI Navigators on site at AJCCs. WIOA and UI Navigators provide comprehensive services to individuals seeking services.

NCCC's WIOA Dislocated Workers program depends on communication and coordination with the UI Program. Documentation of UI eligibility (or exhausted entitlement to UI) must be documented for individuals who have been terminated or laid-off from employment. WIOA uses the procedure set out in the EDD Directive WSD16-08, Release of Confidential UI Information, to request this information from UI staff through the Data Consent Authorization Forms (EDAF).

WIOA and EDD staffs coordinate helping individuals using the UI Online site to apply for benefits. All AJCCs have designated phone lines for individuals to use to apply for UI, or get assistance with any problems with their accounts. AJCC staffs help many people with these calls, including individuals with low English speaking skills and those who are challenged with the process.

For individuals accessing the AJCC, Title I service provider staff can answer minimal questions regarding UI questions. Coordination through the Single Point of Contact (SPOC) phone line to get direct help from a UI staff person is taking place, making a more integrated approach to serving people. In some cases, the UI program has a given telephone number to help with large numbers of seasonal farmworkers needing services.

AJCC staffs have a meaningful collaboration and communication with the California Training Benefits (CTB) program. Communication between CTB/UI programs and AJCC staffs is efficient and timely.

AJCC Title I and EDD staffs coordinate and collaborate on individuals profiled by UI to attend job seeking workshops. PJSA and RESA workshops are held at Sutter and Yuba County AJCCs and co-mingled staff participate in the information shared with those profiled individuals.

### **15. Second Chance**

NCCC does not have a Second Chance program located in our four-county region.

### **16. Temporary Jobs for Needy Families/CalWORKs**

Three of NCCC's AJCCs operate CalWORKs Subsidized Employment. The fourth AJCC has a contract with CalWORKs to provide assessment and job search assistance.

#### ***AJCC System Partner Coordination***

##### **1. *How Local Boards and AJCC partners will coordinate the services and resources identified in their MOU, as outlined in WIOA Memorandums of Understanding (WSD18-12).***

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 2019 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.

Each partner to the MOU has agreed to participate in joint planning; partnership building; responsiveness to local economic conditions, including employer needs; make services available to customers through the system; participate in capacity building and staff development activities.

##### **2. *How the Local Board and AJCC partners will work towards co-enrollment and/or common case management as a service delivery strategy, as outlined in Strategic Co-Enrollment – Unified Plan Partners (WSD19-09).***

NCCC AJCCs have worked diligently over the years to integrate service delivery, increase access, reinforce partnerships, form new partnerships and continuously improve services. The focus is on clients or target groups who have complex needs that require services from multiple partners; ensures any participant, especially individuals with barriers to employment, who enter an

AJCC, have access to partner programs, services, and activities where they're eligible, including physical and programmatic access; create a delivery system that is focused on process improvement; align goals, outcomes, and resources with all local partners in the AJCC system to leverage resources to provide a higher quality and level of services.

A step towards this facilitation is the WIOA MOU that outlines coordination with core programs. Co-enrollment of participants is taking place including co-sponsored participant training with partners including: WIOA & Wagner Peyser; CHDC (Title I, Section 167); DOR (Title IV); EDD/Wagner Peyser (Title III); EDD/TAA, EDD/Veterans Program; EDD/UI; Adult Ed and Literacy (Title I); Carl Perkins & Career Technical Ed; Title V/Older American Act; HUD, and TANF.

In addition, NCCC leverages resources and co-enrollment with our ESP grant to serve Veterans, English language learners, individuals with disabilities, homeless, and justice-involved individuals.

The WDB is strategizing how to advance career pathways and alignment with education to build career pathways to develop a labor exchange pipeline for industries. The development of career pathways is designed based upon labor market information, employer engagement and clients' identified career interests. The WDB is working with the North Far North Regional Consortium that represents eight community colleges, WIOA Title II programs, and others to develop pathways that will begin at the AJCC.

***3. How the Local Board and AJCC partners will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and other means.***

The NCCC WDB contracts with WIOA operators in each of NCCC's four counties to operate a workforce system in the area. The AJCC operators must provide a physical location where job seekers and employers have access to programs, services and activities offered by partners. The AJCCs must offer all levels of WIOA Title I approved career and training services for Adult and Dislocated Worker programs and must incorporate WIOA Youth services into the AJCC system.

The AJCC service design is driven by the local economy, job seekers and employer needs. The AJCC service design must emphasize an understanding of the population to be served, coordinate with available partners, local government, and CBOs. The AJCC must be open to the public and conduct outreach to all segments of the population. AJCC staff will plan to see clients in remote areas when necessary. Colusa County has family resource centers in the town of Arbuckle and Williams where staff meet with

participants and Yuba County has conducted outreach in the town of Camptonville. Glenn County has two locations where clients can be seen in both Orland and Willows.

COVID-19 has changed the landscape for serving participants remotely and offering more services through Zoom, video presentations and other electronic means.

The WDB is continuing to meet with partners to agree on a comprehensive strategy to serve the job seeker and the employer population. This strategy includes cross training and referrals to assure the service that is needed is made available. Each AJCC and partners have a referral process in place if the partner is not co-located at the AJCC. The WDB and WIOA Title I AJCC operators are committed to continue to map workforce and partner services through the service delivery area and to educate all partners to the goals and strategies of the WDB.

**4. *How the Local Board and AJCC partners will coordinate workforce and education activities with the provision of appropriate supportive services.***

During the process of intake, developing individual service plans and service delivery, the need for support, is discussed. In order for WIOA Title I Adult, Dislocated Worker or Youth programs to provide a WIOA funded supportive service the participant must be enrolled into an appropriate activity, have a financial need and have no other source to pay for the support. NCCC Title I service providers will work with partners to determine the appropriate mix of support for individuals' service plans and what services will be used. This coordination is ongoing and included partners from TANF, CHDS, DOR and Adult Education. Other none partner resources are also explored.

**5. *How the Local Board and AJCC partners will comply with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities as outlined in Nondiscrimination and Equal Opportunity Procedures (WSD17-01).***

The AJCCs and service providers are required to follow all NCCC policies and procedures on nondiscrimination/equal opportunity and grievance/ complaints. Individuals entering all NCCC AJCCs are educated through postings and by staff on their rights. All participants are given the grievance summary form that is signed and a copy is maintained in the files. All NCCC contracts for work-based activities state individual's rights and the employer or worksite must comply with such laws.

The AJCCs and service providers complete a Non-Discrimination and Equal Opportunity assessment that addresses all the physical and programmatic accessibility of facilities, programs and services, technology and materials for individuals with disabilities. Review of this document along with monitoring reviews is conducted by NCCC administrative office staff and state staff.

## **B. State Strategic Partner Coordination**

**During the two-year modification of PY 2015-2020 Local Plans, Local Boards were asked to establish new partnerships with strategic partners included in the State Plan modification. This section of the Local Plan should address ongoing coordination efforts with the partnerships established in Regional and Local Plans PY 17-21 – Two Year Modification (WSD18-01).**

### ***1. How the Local Board will coordinate with County Health and Human Services Agencies and other local I partners who serve individuals who access CalFresh Employment and Training services:***

The counties within NCCC do not have any CalFresh Employment and Training 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.

### ***2. How the Local Board will coordinate with Local Child Support Agencies and other local partners who serve individuals who are non-custodial parents.***

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.

Basic and Intensive Career Services and Training Services funded by WIOA Title I are currently available to Child Support Program participants 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.

**3. *How the Local Board will coordinate with Local Partnership Agreement partners, established in alignment with the Competitive Integrated Employment Blueprint, and other local partners who serve individuals with developmental and intellectual disabilities.***

The Local Partnership Agreement (LPA) is to develop a comprehensive local plan that fosters preparation for and achievement of competitive integrated employment (CIE) through person centered services for youth/adults with intellectual disabilities and developmental disabilities (ID/DD). This LPA is designed to coordinate and streamline the provision and transition of services across the following partners: Local Education Agencies (LEAs) located in the Tri-Counties (Colusa-Sutter-Yuba County) region, WorkAbility I Region IV Colusa-Sutter-Yuba County programs, Alta California Regional Center (ACRC), and the Department of Rehabilitation (DOR Yuba City/Woodland Branch) region. Additionally, this LPA will increase communication and collaboration across the identified partners through an LPA steering committee by providing cross training, cross agency data sharing, and the scope of service as outlined in the DOR/ACRC MOU as needs arise. NCCC's AJCCs are partners in the Local Partnership Agreement and are working with all of the other LPA partners to coordinate services for persons with disabilities. NCCC's Sutter County AJCC is contracted with DOR to conduct employer engagement strategies for three 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.

NCCC is very invested in serving individuals with disabilities; NCCC is a current grant recipient of the ESP Grant, has been a grant recipient of two previous rounds of the Disability Employment Accelerator (DEA) and has been a recipient of the Disability Employment Initiative (DEI). NCCC is an Employment Network and Ticket to Work provider. NCCC also serves Veterans with disabilities through the ESP Grant. Currently about 10% of NCCC's enrollments are individuals with disabilities.

NCCC has four 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.

**4. *How the Local Board will coordinate with community-based organizations and other local partners, including CBOs, who serve individuals who are English language learners, foreign-born and/or refugees.***

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.

NCCC serves English Language Learners through the ESP Grant and is working with adult education providers to provide both ESL, vocational training and earn and learn opportunities, in addition to some Vocational ESL. Co-enrollments occur between programs wherever possible.

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.

### C. Title I Coordination

**This section of the Local Plan should describe strategies for staff preparation, training, and ongoing professional development to effectively respond to participant needs. It should also address the services, activities, and administrative requirements established for Local Boards under WIOA Title I.**

**1. *Training and/or professional development to frontline staff to gain and expand proficiency in digital fluency and distance learning.***

In this COVID-19 era, it is essential to keep staff proficient in digital literacy/fluency and distance learning. NCCC will utilize the expertise of the Capital Area Regional Training (CART) Team, which provides training such as Service Delivery to Job Seekers in a Virtual Environment and Virtually Excellent that will provide staff with the resources and skills necessary to continue serving clients in an increasingly digital world.

**2. *Training and/or professional development to frontline staff to ensure cultural competencies and an understanding of the experiences of trauma-exposed populations.***

NCCC will utilize the training expertise of the CART Team, which provides training such as Diversity and Equity Training, How to Evolve in Times of Change, Mental Health First Aid, Bridges Out of Poverty, How to Address Race and Equity in the Workplace, as well as ASIST Suicide Prevention Skills Training, amongst others. NCCC and AJCC staffs also attend the California Workforce Association (CWA) Conferences that provide training such as Diversity, Equity, and Inclusion, and Job Skills for the Future. We have also received training provided by the Center for Employment Opportunities (CEO) and Ascend which serve the re-entry population and provides training on Motivational Interviewing (MI) and working with trauma exposed populations. Providing this type of training opportunities allows NCCC and AJCC staffs to understand, communicate with, and effectively interact with people across cultures and those that have suffered trauma.

**3. *How the Local Board will coordinate workforce investment activities carried out in the Local Area with statewide rapid response activities as outlined in Rapid Response and Layoff Aversion Activities (WSD16-04).***

The NCCC Board contracts Rapid Response/Business Services to the AJCCs in the four counties. The AJCCs must provide all required Rapid Response activities through a planned delivery of services which enable dislocated workers to transition to new employment as quickly as possible. AJCC Rapid Response coordinators are required to immediately respond (no more than

five days) after becoming aware of a layoff event or a closure of a business in their area.

NCCC has expanded the goal of Rapid Response to include all business engagement and Layoff Aversion Activities.

NCCC is integral in the coordination and the facilitation of the Northern California Rapid Response Roundtable meeting held quarterly. Best practices and communication about Rapid Response events is the cornerstone of this group.

- 4. A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the Local Area. This includes how the Local Board will ensure that priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient as outlined in WIOA Adult Program Priority of Service (WSD15-14).**

NCCC has successful WIOA Title I Adult and Dislocated Worker programs in each of the four counties. The allowable WIOA activities are provided in conjunction with Wagner-Peyser services and partner services and activities.

**Adult and Dislocated Worker Employment and Training Services**

Basic Career Services	Basic Individualized Services	Training Services
Staff assisted job search, job referral and career counseling	Comprehensive and specialized assessment such as diagnostic testing and interviewing	Occupational skills training
Staff-assisted assessment, job placement assistance and other services (such as testing and background checks)	Full development of an individual employment plan	On-the-job training
Staff-assisted job development (working with employers and job seekers)	Group counseling	Skill upgrading and retraining
Staff-assisted workshops and job clubs	Individual counseling and career planning	Entrepreneurial training
Follow-up services	Case management	Job readiness training
	Short-term pre-vocational services	Adult education and literacy activities in combination with training
	Work Experience (WEX)	Transitional Jobs

NCCC WDB has developed an administrative policy that states “With respect to individualized career services and training services funded with WIOA Adult funds, priority of service must be given to recipients of public assistance, other low-income individuals or individuals who are basic skills deficient”. Instructions for Adult program priority of service are also outlined in NCCC administrative procedures. Guidelines, instructions and definitions in these documents must be followed by all NCCC WIOA service providers.

These documents also state that priority must also be given to Veterans and eligible spouses of Veterans for all WIOA funded programs in NCCC.

To assure compliance with these priority groups all yearly executed contracts with WIOA operators include language for priority groups. NCCC WDB staff also run reports off the CalJOBS system to track the enrollments of individuals with the priority group demographics.

**5. *A description and assessment of the type and availability of youth workforce investment activities in the Local Area as outlined in WIOA Youth Program Requirements (WSD17-07). This includes any strategies regarding how to increase the digital literacy and fluency of youth participants, including youth with disabilities.***

Service provision to youth participants in NCCC has always been at a high level of comprehensive services. With the focus on out-of-school youth some adjustments have been made to move away from serving the majority of in-school youth to outreach to youth no longer in school with high needs. The AJCCs’ youth programs include all elements outlined in the WIOA including assessment of skill and academic levels, developing of individual service strategies, activities to help attain secondary school diplomas, digital literacy and fluency, preparation for advanced education or employment. Youth service providers embed youth services into the AJCC system, making effective connections to employers integral to the service plans. All youth entering the program receive assessments, counseling and develop individualized service plans with staff to provide the best services for the need of the youth. Service plans must address the career pathway for the youth to become self-sufficient. The AJCCs have excellent connections to services for youth who have barriers to employment.

Digital literacy and fluency is provided through electronic job search engines such as CalJOBS, labor market research and on-line classes.

Successful models of serving youth with barriers include:

The Transitional Partnership Program (TPP) is designed to enhance collaboration between the State Department of Rehabilitation (DOR) and Sutter County Superintendent of Schools/One Stop and is established as a cooperative program between these two agencies. The goal of the program is to provide a blending of employment services to youth and adults who meet eligibility requirements. There are many projects operating statewide from a combined funding base provided through the State Department of Rehabilitation and local educational agencies. Our local program has been in operation since 1991. TPP provides coordinated services through a partnership with the Workforce Innovation & Opportunity Act (WIOA), Workability I, Adult Education Regional Occupational Programs (ROP), and the California Department of Rehabilitation (DOR) for youth & adults to reach self-sufficiency and attain employment. Follow-up services are also provided to ensure that a successful relationship exists between our agency and the employee, and the employer.

**6. *The entity responsible for the disbursement of grant funds as determined by the Chief Elected Official (CEO) or the Governor and the competitive process that will be used to award the sub-grants and contracts for WIOA Title I activities.***

NCCC WDB, Governing Board and the CEO distributes the grant funds for WIOA Title I programs and all special projects.

NCCC WDB uses a competitive process to award the subgrants and contracts for WIOA Title I Adult, Dislocated Worker and Youth activities through the AJCC/One Stop system in the consortium.

The purpose of the Request for Proposal (RFP) is to solicit proposals from qualified bidders to manage and operate the AJCC local area system; to provide comprehensive employment and training services to adults, dislocated workers, in-school and out-of-school youth; provide comprehensive Rapid Response activities; and to conduct business services.

On February 28, 2020 a North Central Counties RFP was released for the operations and service provision of the WIOA services for adults and youth in the counties of Colusa, Glenn, Sutter and Yuba. The release included public notice of the RFP. The process included electronic question/answer system and a mandatory notice of intent to submit proposals. Proposals were due to the NCCC administrative office on April 7, 2020 and formal review and scoring of the submitted proposals was conducted by reviewers and completed by April 17, 2020. At the May 21, 2020 NCCC WDB and Governing Board meeting successful bidders were approved.



**7. A description about how the AJCC Operator and/or the Career Services Provider roles are fulfilled within the Local Area as outlined in Selection of AJCC Operators and Career Services Providers (WSD19-13). This includes the name(s) and role(s) of all entities.**

NCCC WDB uses a competitive Request for Proposal process to award the subgrants and contracts for the AJCC Operator and/or the Career Services Provider to operate WIOA Title I Adult, Dislocated Worker and Youth activities through the AJCC/One Stop system in the consortium.

<b>AJCC/Operator/Service Provider</b>
Colusa One Stop Partnership
Glenn County Community Action Agency
Sutter County Superintendent of Schools/Sutter County One Stop
Yuba County Office of Education/Yuba County One Stop

**III. Appendices**

- A. Stakeholder and Community Engagement Summary**
- B. Local Board Record of Comments**
- C. Signature Page**

## Stakeholder and Community Engagement Summary

The development of comprehensive Local and Regional Plans entails building broad and inclusive partnerships with regional and local entities in a variety of sectors. This includes engaging with employers, labor organizations, and community-based organizations, as well as *Workforce Innovation and Opportunity Act* core, required, and strategic program partners. This will ensure the inclusion of person-centered approaches to address multifaceted barriers to employment by utilizing input from the communities.

Stakeholders participating in the planning process should include, but are not limited to, employers, labor organizations, education partners, human services and housing partners, as well as community-based organizations that provide services to target populations, such as justice-involved, English language learners, refugees, immigrants, youth, older adults, veterans, people with disabilities, and any other entities supporting historically unserved or underserved communities.

Using the template below, Regional Planning Units and Local Workforce Development Boards should provide a detailed description of how meaningful stakeholder involvement and community engagement was achieved when developing the Regional and Local Plans. This summary should be included as an attachment to both the Regional and Local Plans.

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
<b>See attached Summary of Stakeholder and Community Engagement</b>			

## **Summary of Stakeholder and Community Engagement -**

### **Outreach Efforts**

The Capital Region Workforce Boards facilitated two Public Input Meetings to solicit input from local workforce development stakeholders (education, labor, business, economic development and community-based organizations) on the update to the Workforce Innovation and Opportunity Act (WIOA) Local and Regional Plans. Attendees were informed that the plan modification to be developed would be intended to respond to current and foreseen challenges faced by the local workforce system, that it would provide a framework for continued regional cooperation and investment, that it would encourage continuous improvement of integrated services to clients, and finally that it would respond to policy direction in workforce legislation.

The stakeholder meetings were facilitated over zoom and were held on the following dates and times:

- Wednesday, November 16, 2022 (6:00 PM – 7:30 PM)
- Wednesday, December 7, 2022 (9:00 AM - 10:30 AM)

Public Notices were posted in local and regional publications and published on the workforce boards' websites. In addition, an email notification was widely disseminated to regional and local area stakeholders including the required list as mandated by the state's policy guidance, and other representatives from the business and organized labor communities, the K-12 system, the community college system, adult education, private postsecondary institutions, and community based organizations. Special care was taken to ensure that organizations representing historically disadvantaged populations, such as County Departments of Human Assistance, the California Human Development, Department of Rehabilitation, the local American Association of Retired Persons, Vietnam Veterans of California, the California Indian Manpower Consortium, Alta Regional, NorCal Center on Deafness, to name a few, received a notification of the postings. Partners were also invited to submit written comments via email to our regional convener.

### **Public Input Meetings**

The meetings included a presentation on economic landscapes, an overview of the workforce development system, current state and regional goals and priorities, and offered questions designed to solicit input from the attendees on how to improve services to job seekers and business communities. Attendees included stakeholders and partners from education, labor, business, economic development and community-based organizations, including those serving specialized populations.

The overarching input and discussion concerned additional and innovative ways to reach customers who could benefit from WIOA programs and create more awareness about workforce board services and offerings. One such model championed was ambassador programs that include residents from the communities that these programs are trying to reach. Other suggestions included connecting and developing relationships with additional community-based organizations, CTE programs, and other public programs, and utilizing social media platforms to promote programs and services and share success stories.

Additional input from the meetings highlighted the need for:

- Support for residents going through training that cannot afford to lose a source of income such as stipends, paid internships, and other subsidized programs
- Earn and learn opportunities that are similar to an apprenticeship model
- The development of additional employment opportunities for people with disabilities
- Additional collaboration and career pathway development with higher education to provide individuals with advancement opportunities
- Support to assist additional community based organizations in getting involved in WIOA program service delivery
- Expand partnerships with employers and community based organizations by communicating the benefits of partnering with workforce boards and service providers
- Additional employer engagement in informing training programs
- Mental health supports
- Mentorship to help vulnerable individuals
- Case management that allows for more personalized support for residents
- Transportation services
- Utilizing social media platforms to promote programs and services and share success stories

#### **Local Board Record of Comments**

NCCC's Local Plan was released for public comment from January 13, 2023, through February 12, 2023.

# **WIOA**

## **Workforce Innovation and Opportunity Act**

**Draft - 2 Year Update**

### **Strategic Workforce Development Plan for the Capital Region PYs 2021-2024**



# 2023

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## INTRODUCTION

This document represents the update to the 4-year Regional Plan of the four workforce development areas comprising the Capital Region. This region consists of the counties of Alpine, Colusa, El Dorado, Glenn, Placer, Sacramento, Sutter, Yolo, and Yuba. This plan builds on previous work and is jointly submitted by the Chief Local Elected Officials (CLEOs) and the four Local Workforce Development Boards (LWDBs). The Regional Plan outlines strategies that assist adults and youth gain access to employment opportunities, including career pathways, within critical industry sectors identified within the greater Capital Area Regional Planning Unit (RPU), with special emphasis on targeting vulnerable populations to ensure equitable access to programs and services. The ultimate goal of these strategies is to support inclusive economic prosperity and income mobility for all community members. This will be completed through aligning the regional plan objectives in support of sector strategies that enhance WIOA outcomes and the State Workforce Development Plan goals while taking into consideration the temporary and permanent effects brought on by the COVID-19 pandemic. State plan goals include producing a million “Middle Skill” industry valued and recognized postsecondary credentials while doubling the number of apprenticeships statewide. Strategic areas of focus include:

- Development of Partner Network
- Identification of Sector Partnerships and LMI/Workforce Analysis
- Development of Career Pathway Programs (Youth and Adult)
- Service Alignment/Resource Braiding
- Increase of Employer Work-based Training
- Continuous System Performance Review

The Capital Region RPU has developed the regional plan with a clear understanding of the State Policy Framework and its objectives. The State Policy Framework includes three overarching policy objectives:

1. Fostering Demand Driven Skills Attainment
2. Enabling Upward Mobility for All Californians
3. Aligning, Coordinating and Integrating Programs and Services

The RPU has solidified its agreement for WIOA systems alignment through the signing of the “Memorandum of Understanding for the Capital Area Regional Planning Unit” or Cap Region MOU. The purpose of the Cap Region MOU is to establish mutually beneficial relationships in regards to regional coordination and systems alignment including the regional planning items outlined in WIOA Section 106 commonly referred to as the A-H requirements. The RPU further agreed to work towards meeting the objectives in the state plan and expanded the agreement to include the following seven additional elements of alignment:

1. Review and align local policies and procedures
2. Investigate co-branding of initiatives

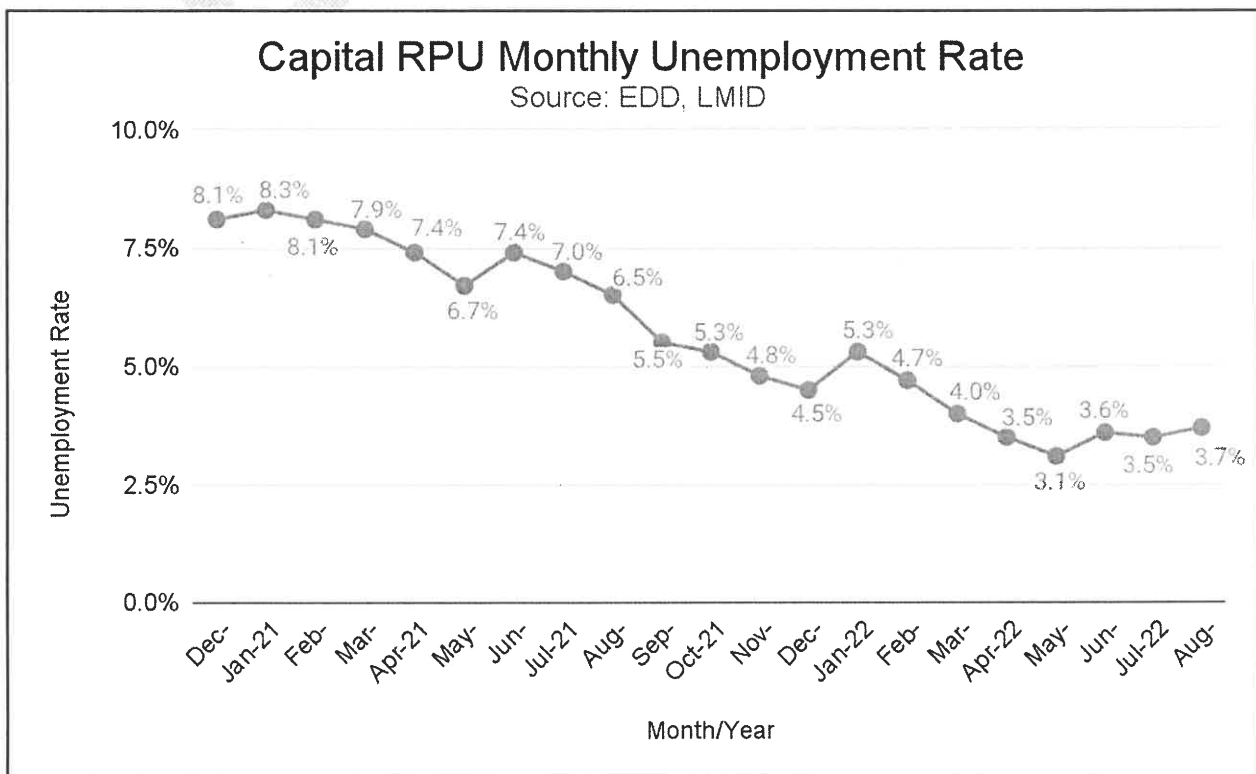
3. Coordinate outreach and business engagement strategies
4. Coordinate capacity building for Workforce Board Members, Chief Local Elected Officials, Partners and staff
5. Coordinate Staff and system partners' development activities
6. Coordinate regional business advisory groups and employer engagement strategies
7. Continuous planning in response to state and federal requirements

Representatives from the RPU membership meet to discuss these issues on a monthly basis facilitated by Valley Vision, the RPU's regional organizer.

### ANALYTICAL OVERVIEW OF THE CAPITAL AREA REGION

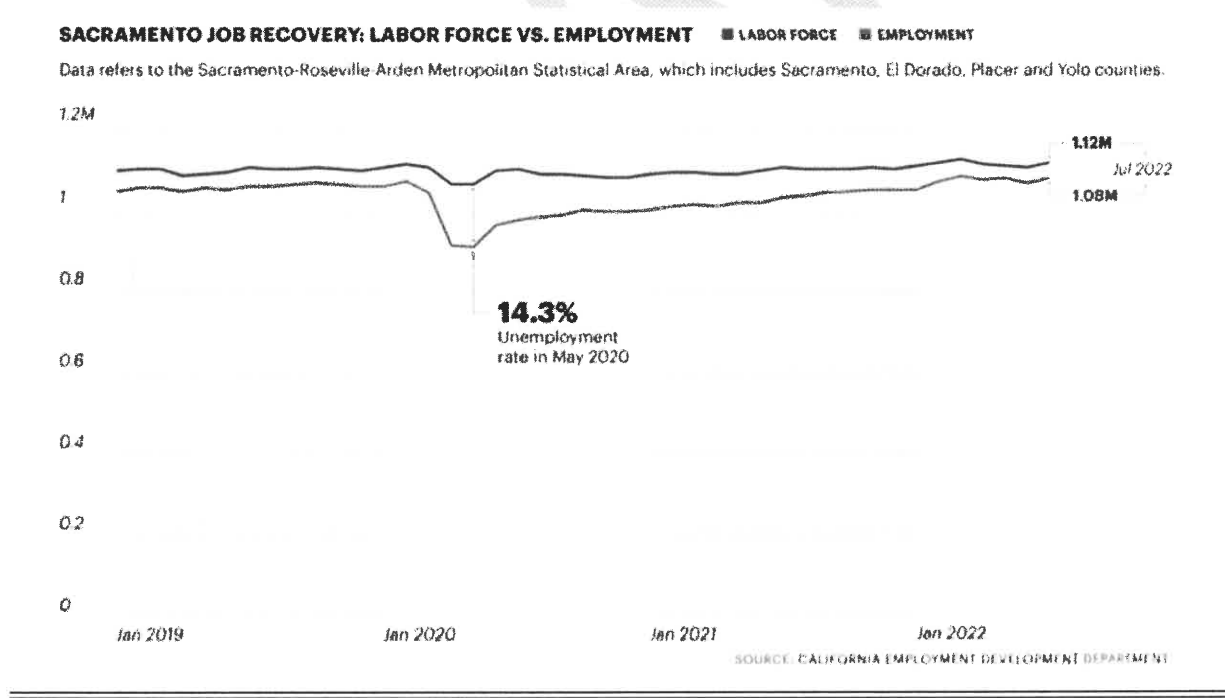
This section of the Regional Plan reflects the labor market data in the Capital RPU and guides the RPU in strategic planning and decision-making. The COVID-19 pandemic wreaked havoc on economies, populations, lifestyles, and cultures across the RPU, the state, the nation and the world. While employment has rebounded, the income of community members who have historically experienced barriers to employment continue to suffer from substandard living wages and lack of economic mobility. A sustained inclusive recovery depends on the ability of historically underinvested workers gaining the skills, access and support to obtain quality jobs with upward mobility that will be relevant with emerging technologies and industry adaptations in the future of work.

#### Employment/Unemployment Landscape and Labor Market Participation



The Capital RPU unemployment rate is 3.7% as of August 2022, slightly under the state average of 4.1%, and down from 8.1% in December 2020. Prior to the pandemic, the unemployment rate for the RPU was 3.5% in December 2019 and reached 14.4% at the height of the pandemic. This indicates the region’s unemployment rates have recovered to record-low unemployment rates similar to pre-pandemic levels. While there were a few spikes in the unemployment rate between December 2020 and August 2022, the overall unemployment rate had a sustained downward trend.

**Labor Market Participation**



**Disengaged Workers** - Highlighted in a report by Lightcast, Bridging the Gap in our Labor Force, the COVID-19 pandemic exacerbated the long-term trend of a declining U. S. labor force. Despite a record number of job openings, a large segment of the workforce remains disengaged. The national labor force participation rate (LFPR) has remained unchanged for the past two years because workers who left the workforce during the pandemic have not returned. In a January 2022 article for CalMatters, California’s former EDD director Michael Bernick highlighted data indicating the number of employed workers had dropped by 919,800 below the number of workers employed in January 2020 prior to the pandemic. Per the Lightcast report, one of the reasons for this is the high cost of childcare, an issue that disproportionately affects low-wage workers. Support services such as childcare and transportation can provide critical assistance to individuals interested in rejoining the labor force and obtaining gainful employment.

**Immigrants and Refugees** - Additional data from the Lightcast report details since February 2020 the number of jobs in lower-skilled industries has increased. The majority of jobs in these lower-skilled industries which remain unfilled do not require a college degree and are predominantly

filled by foreign-born workers. According to Lightcast, foreign-born workers have made up an increasing share of the labor force since 1980. However, immigration has been trending downward since 2016 due to shifting immigration and refugee admittance policies, pandemic-related challenges, and worldwide competition for talent. This trend has negatively affected the U.S. labor market. Additionally, the U.S. birth rate is consistently low and the population under 20 years of age representing the future of the labor force shrunk by 2% between 2007 and 2020. The report emphasizes the importance of tackling immigration challenges to help address the labor workforce shortage. The recent increases in the admittance of refugees provides an opportunity to effectively skill, reskill and include these workers to meet the needs of the talent shortage.

**Disabled Workers -**

**Prime Employment Rate: Change from Q4 2019**



Despite a recent dip, employment rates for workers with disabilities have improved in the last two years. However, they continue to be disproportionately unemployed compared to the non-disabled population with a relatively consistent gap of around 40 percent. While labor shortages have likely contributed to the willingness of employers to engage this talented population, an increase in remote work opportunities has also played a significant role. According to an [October 2022 report](#) by the Economic Innovation Group, pre-pandemic employment rates for people with disabilities were rising faster than non-disabled people. This positive trend has continued post-pandemic. Additionally, pre-pandemic workers with disabilities were more likely to work from home than non-disabled workers. The sustained increase in remote work opportunities along with the tight labor market create momentum to narrow the employment gap for this workforce and address the needs of the current tight labor market.



**The Need for Increasing Digital Skills** - The need to improve digital and technology skills continues to be a foremost trend in ensuring all workers, and in particular historically underinvested populations, will meet the needs of changing industry dynamics. Research from [McKinsey](#) shows that tech drives the future of the workforce and the fastest-growing jobs demand tech skills. The World Economic Forum also predicts that 50 percent of all employees will need to reskill by 2025 in response to advancements in technology. However, low-income workers lack the technology-based skills and tools necessary to access in-demand jobs and training to prepare them for these jobs. [McKinsey](#) states that The American Opportunity Survey found 43 percent of lower-income Americans lack broadband access, 41 percent lack access to a laptop or computer, and 24 percent lack access to a smartphone. Given the need for tech-based skills, programs that equip community members with tech skills and the accessibility to broadband and technological equipment would serve as a critical career ladder resources to enable individuals to transition into higher-skilled, high-demand occupations.

Despite a significant number of open jobs in low-wage/low-skill industries, one of the solutions to the labor shortage put forth in a UC Riverside School of Business and Economic Forecasting [July 2022 report](#), is to encourage lower-skilled workers to enter higher-skilled career paths. Valley Vision's October 2022 [Livability Poll](#) survey of residents in the Capital Region found more than two-thirds of residents are interested in learning or improving their skills through education and training programs. The majority expressed a preference for short-term programs that last one year or less, and are hybrid or remote with flexible or weekend hours. The combination of the tight labor market and the need to upskill frontline workers will require flexibility in training modalities and delivery of programs, while providing support to ensure more vulnerable workers can access and advance along quality career pathways while supporting their basic needs.

## REGIONAL INDICATORS

The Capital Region RPU has selected Regional Indicators A and B for primary emphasis, not excluding activities relating to the remaining two regional indicators. The region is well poised to develop a baseline measure and goals to increase communication from industry employers to supply side partners. This addresses Regional Indicator A: *Region has a process to communicate industry workforce needs to supply-side partners*. To this end, the RPU has begun tracking data collected at industry sector convenings including the number of registrants, number of attendees, and type/category of workforce stakeholder in attendance. These metrics will demonstrate the reach of industry sector information throughout the regional workforce ecosystem and assist in developing specific strategies as needed for additional stakeholder engagement. Additionally, the RPU will be developing and tracking the number of connections made at convenings that resulted in pipeline expansion, alignment or development efforts through follow up surveys to convening participants.

The Region is also addressing Regional Indicator B: *Region has policies supporting equity and strives to improve job quality*. The outcome the region will seek is to increase access for underinvested, high barrier communities. This will be completed through measuring the year to

year changes in the percentage of customers with significant barriers to employment receiving services. In the past year, 87.8% of the RPU's adult customers served have one or more significant barriers to employment. The RPU has been tracking the total number of customers served, the percentage with barriers to employment, the enter employment percentage, and the average wage at employment for the past 18 months. These efforts will continue including establishing benchmark goals in the subsequent two years.

While not formally selecting Regional Indicators C or D, the RPU has targeted initiatives to serve specific populations detailed further in this plan.

### FOSTERING DEMAND-DRIVEN SKILLS ATTAINMENT

#### In Demand Industry Sectors

#### Capital RPU Top 25 Industries (2017-2021)

NAICS	Industry Name	2021 Annual Average Employment	Percent Change (2017 - 2021)
7225	Full-Service Restaurants	73,834	-4.8%
6241	Individual and Family Services	46,464	18.3%
9211	Executive, Legislative, & Gen Government	43,201	5.8%
6111	Elementary and Secondary Schools	42,630	-21.9%
9221	Justice, Public Order, and Safety Activi	27,475	-1.7%
2382	Building Equipment Contractors	21,930	32.2%
4451	Grocery Stores	21,402	7.1%
5613	Employment Services	20,936	-16.4%
6214	Outpatient Care Centers	20,327	18.4%
5617	Services to Buildings and Dwellings	19,325	43.4%
9261	Administration of Economic Programs	18,714	-7.7%
9241	Administration of Environmental Programs	18,530	7.3%
9231	Administration of Human Resource Program	17,557	17.4%
6221	General Medical and Surgical Hospitals	17,064	19.6%
4523	General Merchandise Stores, including Warehouse Clubs/Supercenters	16,253	16.4%
6211	Offices of Physicians	15,612	7.1%
2381	Building Foundation/Exterior Contractors	15,135	28.1%
5511	Management of Companies and Enterprises	13,943	8.3%
5415	Computer Systems Design and Rel Services	12,203	11.2%
5413	Architectural and Engineering Services	11,467	5.1%
5242	Insurance Agencies, Brokerages & Support	11,315	-0.4%

2383	Building Finishing Contractors	11,287	23.8%
5616	Investigation and Security Services	9,932	13.5%
7139	Other Amusement & Recreation Industries	9,858	-7.1%
4931	Warehousing and Storage	9,761	116.2%

Sacramento metro area employment (number in thousands)	Nov. 2022	Change from Nov. 2021 to Nov. 2022	
		Number	Percent
<b>Total nonfarm</b>	<b>1,066.1</b>	<b>34.0</b>	<b>3.3</b>
Mining and logging	0.7	0.0	0.0
Construction	75.5	0.6	0.8
Manufacturing	39.0	0.9	2.4
Trade, transportation, and utilities	174.1	3.3	1.9
Information	10.3	0.1	1.0
Financial activities	52.9	0.9	1.7
Professional and business services	141.7	3.6	2.6
Education and health services	181.6	11.1	6.5
Leisure and hospitality	104.9	6.9	7.0
Other services	35.9	2.0	5.9
Government	249.5	4.6	1.9

Source: U.S. BLS, Current Employment Statistics.

Industries experiencing the largest growth in the Capital Region are Leisure and Hospitality, Education and Health Services, Professional and Business Services (including information technology careers), Manufacturing, Government (Public Sector), Trade and Transportation and Utilities and Financial Activities.

The RPU in conjunction with Valley Vision, communicates industry workforce needs to supply side partners through employer advisories in critical sectors important to our regional economy including: Advanced Manufacturing; Health and Life Sciences; Food, Agriculture and Environmental Sciences; Energy, Construction and Utilities; Information and Communications Technology; Hospitality, Culinary and Tourism; and Public Sector pathways. Valley Vision is the designated Regional Organizer for the Capital Region and a regional civic leadership organization focused on solving complex problems through research and convening multi-stakeholder initiatives. These advisories are open and marketed to all workforce stakeholders including education, nonprofit, governmental, and industry, and are a proven strategy to advance business

and industry needs in the development of career pathways. The impact is to: align education and workforce investments with employer designated priority needs; inform the development of industry-led training and education curriculum, certificates and programs; assist in the development of work based learning opportunities including internships, apprenticeships and on the job training; and foster career awareness. These industry advisories boast a host of employer partners including Siemens (Manufacturing), Bayer Crop Science (Agriculture), Sutter Health (Healthcare), Intel (ICT), Villara Building Systems (Construction) and the State of California (Public Sector).

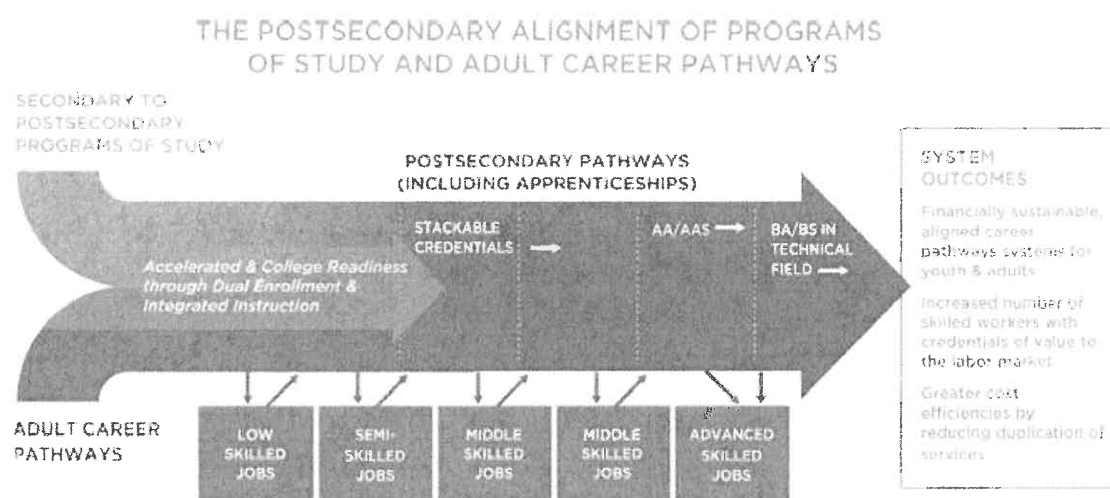
Industry cluster/sector reports are produced at the culmination of each advisory and shared broadly to increase alignment between supply-side partners. Additionally, information gained on emerging trends and the current and future projected needs of employers are utilized to inform the design, expansion or revision of pathway training programs. The advisories focus on creating additional onramps for historically underinvested populations through system alignment with community based and non-traditional partners. These sector studies provide an overview of occupations, industry trends, and skill requirements, as well as the top in-demand occupations in the cluster requiring postsecondary education or training, along with projected occupational demand, institutions providing related education and training, and identify workforce gaps. These materials from these advisories are widely utilized throughout the region by workforce boards, education, economic development, nonprofit, private industry and other partners to align career pipeline development to meet industry demand today and in the projected future.

Common themes throughout sector advisories include the need for upskilling in interpersonal or professionalism skills with the highest requested skills in this category including communication, problem solving, and ability to work as a team. A study completed by Valley Vision and Burning Glass Technologies in 2020 studied the highest requested skills across job postings meeting a “quality of jobs threshold” requiring a minimum income of \$36,000 per year, reduced automation risk and a minimum of 500 openings. The highest requested skills in this category included Communication Skills, Organizational Skills, Teamwork/Collaboration, and Problem Solving in ranking order. Customer Service is an additional skill requested across many occupations related to the skills noted in this section. Since interpersonal skills are relatively un-automatable, a continued increased emphasis on building these inherently human traits creates a protective factor to prevent future layoffs and increased employment opportunities across a variety of industries.

Further, providing training in key managerial skills demonstrated a significant opportunity for front-line workers to move up the career ladder, improve employability, job quality and wages, as well as reduce automation risk. The most highly requested skills in this category include Management Skills, Scheduling, Budgeting and Planning. Specific training programs offering these key managerial skills could provide immediate opportunities for advancement to less at-risk positions. These skills are also highly transferable, offering the opportunity for workers to move across industries if needed or desirable.

Valley Vision will continue to lead the Capital Area RPU as Regional Organizer and assist in identifying, as well as creating and implementing, regional sector pathways to meet regional industry needs. Through convening intensive workgroups and planning sessions with the regional workforce boards, businesses, labor, education, and economic development in the Capital Area RPU, Valley Vision serves as a hub for dialogue, information sharing, planning and development of resource strategies. The result is the development of career pathways that identify key competitive and emerging industry sectors in the RPU, the aligning, coordinating, and integrating of regional resources to support the development of industry-specific partnerships in those targeted priority industries, the aligning of public programs and funding streams, the identifying of resources to support sector initiatives, the integrating of education and training to accelerate learning when possible, and the development of common success indicators and tracking systems.

As illustrated in the diagram below, regional career pathways identified include intentional connections to employment opportunities providing labor market payoffs at each off-ramp, and are designed to allow for easy re-entry for participants for education/training continuum.



### **Regional Sector Pathways**

**The Digitization of Work** - Valley Vision receives support from the Capital Region Workforce Development Boards through regional implementation funds to bring together workforce partners, educators, and employers to identify high priority actions to prepare the workforce for changes in the workplace related to technological innovations like automation, artificial intelligence, robotics, and the internet of things. As part of this work, Valley Vision in conjunction with the North Far North Center of Excellence conducted research and held employer forums which resulted in the Automation Risk for Jobs in the Capital Region report detailing the methodology, key findings, and recommendations. The findings continue to be used in cluster convenings and occupational demand analyses, in addition to guiding our sector pathways around this significant trend. Additionally, the Capital Region RPU supports the work of the

Capital Region Digital Inclusion Coalition coordinated by Valley Vision. This Coalition is a collaborative effort of community members, industry, nonprofits, education, and technology solution providers to bridge the digital divide in our region. The boards work with Valley Vision and the Coalition to advance solutions in digital upskilling for traditional underserved communities. One solution mobilized was the formation of a digital inclusion portal for the region to allow for community members and case workers serving them to search for free or low cost technology devices and training in three different languages.

Inspired by a Brookings Institution report on the strengths and weaknesses of the Capital Region, in 2018, the Sacramento Coalition for Digital Inclusion (Coalition) was launched. A series of community discussions occurred to organize around the mission of digital equity which led to the creation of a Coalition with more than 40 members. The Coalition is led by a Steering Committee that includes the Workforce Boards, City of Sacramento, the Sacramento Public Library, Valley Vision, and workforce and education partners.

During 2019, the Coalition built collaborative relationships, conducted assessments of needs through community engagement, and produced an initial report focused on three main components: 1) increasing digital access to affordable, reliable internet services, 2) providing access to reliable technology devices, and 3) equitable access to digital literacy/skills acquisition. With the onset of the COVID-19 pandemic in 2020, the work of the Coalition has become critical to address the digital divide that separates underserved communities from technology and skills building opportunities. Valley Vision has taken on the more formal role of Coalition manager and the RPU supports Valley Vision in sustaining and expanding the Coalition's scope throughout the Capital Region. The project focuses on specific outputs that target underserved community needs and create meaningful technology opportunities in the lives of our region's residents through the expansion of the Coalition and its three core tenets:

- Broadband Access & Adoption - Enhanced public computing labs and other public access points, and awareness of low-cost home subscription options (this also includes working with CBOs and providers to expand equitable, reliable, affordable access to the Internet)
- Computing Devices - Free laptop and desktop computers through surplus equipment refurbishing partnerships and other options
- Digital Skills - Increased learning opportunities for underserved youth, adults, and seniors through free, low cost, and relevant skills development programs

The RPU has invested into the initiative and its overall goal to develop standards to grow the regional digital literacy and align to the workforce needs of the region.

**Innovative Pathways to the Public Sector (IPPS)** - With the region encompassing the state's capital, public sector occupations provide quality jobs to populations throughout the RPU. To that end, the region supports IPPS, a coalition of stakeholders working together to improve awareness and inroads to public sector jobs for youth and adults in efforts and to provide employers a more diverse applicant pool. Valley Vision and representation from the RPU



participate in the IPPS leadership group including strategic planning, awareness campaigns, as supporting research efforts, and engaging employers and other stakeholders to strengthen the sector. The desired impact is to increase interest in and access to public sector jobs while diversifying the pipeline of applicants.

**H RTP Construction Careers Initiative** - Valley Vision was brought in as a partner in a regional High-Road Training Construction Careers Initiative to lengthen and strengthen the talent pipeline for high road construction careers. This work includes enhancing alignment and partnership between labor unions, associations, employers, jurisdictions, higher education, K-12, and community-based nonprofits to ensure access to high road construction jobs for the region's diverse and often disinvested populations. Under the project, Valley Vision developed outreach and informational materials tailored to reach vulnerable and minority communities that are underrepresented in the building and construction trades. Additionally, Valley Vision is bringing an expanded network of stakeholders and partners together to reduce pipeline barriers and improve alignment to ensure the widest net for access into high road construction careers in high demand in our region. As part of this effort, Valley Vision conducted Community First Listening Sessions in three counties to hear directly from community members about the issues and challenges the face accessing training in construction and other high road careers. As a further iteration of this work, a second Climate Justice and Jobs Summit was produced with community voice as the central component and an audience of educators, workforce stakeholders, and policy makers to hear directly the challenges community members face accessing career steps to Clean Economy careers. Clean Economy careers are defined future focused, green-oriented careers with high wages and good benefits. These efforts are aligned with construction and other related initiatives to reduce greenhouse gas emissions, improve community health, and create economic resiliency.

**Sacramento Valley Manufacturing Alliance (SVMA)** - The RPU continues to support SVMA, an industry-led collaboration to build and sustain a robust manufacturing sector in the Sacramento Region by partnering with them on informing and supporting education and training providers about the current and projected needs of the region's manufacturing employers. Efforts include training the trainer about how to develop relevant curriculum and skills and upgrade training programs; work with high schools on career awareness; the development of pre-apprenticeships and apprenticeships in manufacturing occupations; and collaboration with the Community Colleges and industry associations to develop customized training programs responding to industry needs, that can be modeled for additional pathways. The desired impact is to build a best in class, dynamic workforce pipeline of talented workers who are interested in and can fulfill the complex needs of 21st Century advanced manufacturing.

### **Communication with Employers**

Valley Vision works with the Capital Region Workforce Development Boards to streamline and strengthen employer participation and leadership in regional industry sector initiatives, and align education and workforce investments to the changing needs of the economy and workforce. This is accomplished by conducting continuous research on the changing economy and the region's

opportunity industry clusters in collaboration with the California Community Colleges Centers of Excellence; identifying critical skills gaps in high demand occupations; providing timely information to education and workforce partners to guide responsive programs and investments; and mobilizing regional leaders and businesses to partner on effective and inclusive workforce development solutions. These efforts culminate in opportunity industry sector convenings and regularly produce timely cluster resources to inform education and workforce stakeholders.

Additionally, the RPU engages in region wide employer outreach and talent solutions. These efforts include utilizing the Capital Region Workforce Boards website as a hub for regional employer engagement via Google ad words and other marketing to drive to the contact form where employers are then connected to the appropriate boards and resources. This website is currently being revised to provide additional comprehensive talent solutions, including connecting with resources and hiring efforts of our education, nonprofit, and local jurisdictions. The RPU has collaborated on region-wide or multi-county recruitment fairs, in person and virtual, to meet the hiring needs of employers. The boards meet monthly which includes discussions on regional employer recruitment activities.

## **ENABLING UPWARD MOBILITY FOR ALL CALIFORNIANS**

### **High Road Workforce System**

The RPU prioritizes working with employers who offer self-sufficient career pathway opportunities to its job seeker customers as well as employers that are willing to work with job seeker customers on a long-term basis to develop the skills necessary to move to high-road employment. These customers often require lengthy pre-employment and pre-educational activities in order to even qualify for entry-level jobs, making a definition for job quality challenging. The RPU understands that these entry-level jobs are a necessary and valuable opportunity for many customers that desire high-road employment to obtain the basic skills and experience needed for advancement along a career pathway. Local boards within the planning unit have begun working toward a formal policy on job quality, and the RPU has begun discussions as well.

The RPU prioritizes industry partnerships that deliver equity, sustainability and job quality. The critical juncture of the advancement of Clean Economy jobs is a particular area of emphasis for this planning unit, ensuring populations historically experiencing the negative impacts of climate change are positioned to benefit from the robust, quality job offerings in this expanding sector. The RPU through HRCC grant engaged Valley Vision to expand awareness and identify barriers to participation in high road occupations aligned with the Clean Economy, particularly in the building trades. As part of this effort, three Community First Listening Sessions were held in counties within the planning unit. Additionally, the boards have supported Valley Vision in producing two Climate, Justice and Jobs Summit to further promote investment and stakeholder alignment at this vital intersection of quality careers. These Summits center on Community Voice

and include a community panel of traditionally underserved residents to inform the design and delivery of high road pathways that are accessible and sustainable.

Furthermore, the RPU is partnering with Community Economic Resiliency Fund efforts as Valley Vision is the convener and fiscal agent for this innovative approach. The CERF Coalition has tremendous potential to further solidify high road partnerships and investments within our region.

### **Equity and Economic Justice**

The RPU continues to emphasize policies and services that focus on equity and job quality to underserved populations including disadvantaged youth, veterans, basic skills deficient, justice involved, ELL, disability, low-income, public assistance, homeless and dislocated workers. This emphasis is evidenced by the customers served in the system, with over 87.8% of adults having one or more significant barriers to employment, over 71% being low-income, and nearly 66% coming from a minority group. The RPU's focus is on regional initiatives that support economic prosperity and income mobility, and ensure equity and accessibility to all for a strong, sustained workforce. The RPU has not yet adopted a formal policy related to "equity", however, will be exploring the development and adoption of one as an accompaniment to the priority of service policies already in existence.

On the regulatory side, the WIOA regulations and State policy guidance requires "priority of service" for use of WIOA, Title I, Adult funds. In addition to giving priority to veterans and spouses of veterans, American Job Center systems are required to give priority to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient. All four boards in the RPU have approved and implemented priority of service policies that assist them locally and regionally in providing equitable access to education, training and employment opportunities to those most in need.

Additionally, on an annual basis, all boards in the RPU meet compliance under the nondiscrimination and equal opportunity provisions found in Section 188 of the WIOA. Section 188 of the WIOA and its implemented regulations prohibits discrimination on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identify), national origin, including Limited English Proficient (LEP) individuals, age, disability, or political affiliation or belief, or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title I-financially assisted program or activity. Compliance with this section of the WIOA ensures that programs, services, and employment practices are provided in a manner that ensures nondiscrimination and equal opportunity.

### **Advancing Economic Prosperity of Shared Target Populations**

The RPU focuses efforts on low income populations and those with one or more barriers to employment. Over the past year, 40,256 individuals served by the region had one or more

barriers to employment. Additionally, the RPU emphasizes addressing the needs of historically underinvested populations through specific initiatives including the following:

### **Prison to Employment (P2E)**

The RPU's Prison to Employment (P2E) initiative provides justice-involved individuals with the services needed to assist them in finding gainful employment in quality, sustaining jobs. Under the initiative, the targeted justice-involved population includes subjects to probation, mandatory supervision, or post-release community supervision. These individuals experience significant barriers to employment including:

- Drug Abuse/ Addiction
- Mental Health Issues
- Homelessness
- Gaps in Employment
- Lack of Family Support
- Unreliable Transportation, No Driver's License, or Lack of Insurance
- Lack of Education, Training and/or Job/Readiness Skills
- Lack of Diploma/GED
- Lack of Certifications/Licenses to Support Living Wage/Wage Progression
- Inadequate Life Skills

Capital RPU partners under this initiative focus on "earn and learn activities" and direct placements in employment consistent with Implementation Plan objectives which emphasize rapid employment after re-entry as a primary means of mitigating recidivism. Establishing individualized pathways to success for this population is critical. The pathway includes the life/foundation skills to make good decisions, completing high school, reducing additional barriers they may have and providing an onramp to a career pathway. The overall strategy anticipates that rapid employment, sustained attendance, and the implicit incentives with this work-centric opportunity outweigh the draw to recidivate.

### **High-Road Construction Careers Initiative (SB1)**

The RPU in partnership with the Sacramento Sierra Building and Construction Trades Council (SSBCTC), is funded under the CWDB's High-Road Construction Careers (SB1) initiative to prepare women, racial/ethnic minorities, justice involved disadvantaged youth and adults, veterans and other underrepresented subgroups for high quality career construction opportunities. The initiative focuses on delivering the Multi-Craft Core Curriculum (MC3) pre-apprenticeship program that connects to registered apprenticeships and high-road careers in the construction trades. In addition, the initiative is connected to the development of Project Labor Agreements between SSBCTC and public sector entities where the RPU connects priority apprentices from disadvantaged neighborhoods to publicly-funded construction projects.

### **Disability Initiatives**

The RPU administers several disability initiatives to increase employment for these historically underemployed individuals. While most initiatives are administered locally in conjunction with the Department of Rehabilitation and other partners, this population receives shared target emphasis within the planning unit to reduce the gap in labor market participation between disabled and non-disabled populations.

### **ALIGNING, COORDINATING, AND INTEGRATING PROGRAMS AND SERVICES**

This section of the Regional Plan describes the RPU's commitment to regional coordination and integrating programs and services to better economize limited resources, to maximize effectiveness, and to achieve a greater return on investment, and community reach.

In August and September of 2016, the RPU solidified its agreement for WIOA systems alignment through the signing of the "Memorandum of Understanding for the Capital Area Regional Planning Unit" or Capital Region MOU. The purpose of the MOU is to establish mutually beneficial relationships in regards to regional coordination and systems alignment including the regional planning items outlined in WIOA Section 106 commonly referred to as the A-H requirements. The RPU further agreed to work towards meeting the objectives in the state plan as indicated above. The RPU expanded the agreement to include the following seven additional elements of alignment:

1. Review and align local policies and procedures
  2. Investigate co-branding of initiatives
  3. Coordinate outreach and business engagement strategies
  4. Coordinate capacity building for Workforce Board Members, Chief Local Elected Officials, Partners and staff
  5. Coordinate Staff and system partners' development activities
  6. Coordinate regional business advisory groups and employer engagement strategies
  7. Continuous planning in response to state and federal requirements
- Representatives from the RPU membership meet to discuss these issues on a monthly basis.

Central to alignment efforts is Valley Vision. Due to Valley Vision's central role in regional planning matters, its expertise in conducting objective research and findings, and its ability to convene and coordinate multi-stakeholder initiatives, multiple regional partners have jointly engaged Valley Vision to lead joint planning efforts. SETA, Los Rios Community College District, economic development and private industry have all jointly invested in Valley Vision to lead planning efforts. Valley Vision is able to coordinate these multiple and often overlapping planning efforts in a more efficient manner that reduces the time commitment from partners and private industry.

The RPU and Valley Vision continue to identify and deploy shared/pooled resources such as regional industry cluster/sector studies, regional business services strategies, regional policies/protocols, and to the extent practicable, regional MOUs and agreements. The RPU's

strategy to engage Valley Vision as the Regional Organizer allows for improved coordination of policies, strategies and initiatives across the region. In addition, Valley Vision's central role on initiatives that cross funding silos and programs enables the Boards to better align and integrate supply-side partners and improve the system-wide responsiveness to business needs. Through the CART Team, the RPU continues to track professional development training for workforce and partner staff, with an emphasis on activities that improve remote services to customers.

In addition to the four workforce boards, other regional partners include the State of California, Department of Rehabilitation (DOR) and the Employment Development Department (EDD)—Unemployment Insurance, Wagner-Peyser, Veterans, Trade Assistance Act, County CalWORKs and child support departments, local economic development agencies, county offices of education, the Capital Adult Education Regional Consortium (CAERC), Job Corps, as well as representatives of Indian and Native American, Migrant and Seasonal Farmworkers and older worker programs, and numerous community based organizations and other partners. Many of the regional partners are simultaneously conducting concurrent planning efforts, and workforce board members, partners and staff are participating in these regional planning efforts. For example, the community college's "Doing What Matters for Jobs and the Economy" and "Strong Workforce" initiatives, and the CAERC's AB 86 Comprehensive Regional Plan both involve regional planning on workforce development, with the goal of alignment and consistency with other planning efforts. CAERC is comprised of 15 members, inclusive of four community colleges, and 11 K-12 school districts, as well as 23 partner organizations.

Currently, no formal administrative cost arrangements exist between the four local areas of the region. However, through its Regional Implementation Planning grant, the RPU has secured Valley Vision to assist with various facets of the regional plan. The region already splits costs in some areas such as the procurement of training providers and access to online training licenses. For recent regional awards like P2E and SB1, the Boards have designated Golden Sierra to be the grant administrator and fiscal agent.

Should a formal decision be made to share administrative costs in some manner, a process will be established to evaluate the cost sharing arrangements. Standardized procurement procedures would be used in the selection of consultants, facilitators and/or trainers.

## **STAKEHOLDER AND COMMUNITY ENGAGEMENT**

### **Outreach Efforts**

The Capital Region Workforce Boards facilitated two Public Input Meetings to solicit input from local workforce development stakeholders (education, labor, business, economic development



and community-based organizations) on the update to the Workforce Innovation and Opportunity Act (WIOA) Local and Regional Plans. Attendees were informed that the plan modification to be developed would be intended to respond to current and foreseen challenges faced by the local workforce system, that it would provide a framework for continued regional cooperation and investment, that it would encourage continuous improvement of integrated services to clients, and finally that it would respond to policy direction in workforce legislation.

The stakeholder meetings were facilitated over zoom and were held on the following dates and times:

Wednesday, November 16, 2022 (6:00 PM - 7:30 PM)

Wednesday December 7th, 2022 (9:00 AM -10:30 AM)

Public Notices were posted in local and regional publications and published on the workforce boards' websites. In addition, an email notification was widely disseminated to regional and local area stakeholders including the required list as mandated by the state's policy guidance, and other representatives from the business and organized labor communities, the K-12 system, the community college system, adult education, private postsecondary institutions, and community based organizations. Special care was taken to ensure that organizations representing historically disadvantaged populations, such as County Departments of Human Assistance, the California Human Development, Department of Rehabilitation, the local American Association of Retired Persons, Vietnam Veterans of California, the California Indian Manpower Consortium, Alta Regional, NorCal Center on Deafness, to name a few, received a notification of the postings. Partners were also invited to submit written comments via email to our regional convener.

### **Public Input Meetings**

The meetings included a presentation on economic landscapes, an overview of the workforce development system, current state and regional goals and priorities, and offered questions designed to solicit input from the attendees on how to improve services to job seekers and business communities. Attendees included stakeholders and partners from education, labor, business, economic development and community-based organizations, including those serving specialized populations.

The overarching input and discussion concerned additional and innovative ways to reach customers who could benefit from WIOA programs and create more awareness about workforce board services and offerings. One such model championed was ambassador programs that include residents from the communities that these programs are trying to reach. Other suggestions included connecting and developing relationships with additional community-based organizations, CTE programs, and other public programs, and utilizing social media platforms to promote programs and services and share success stories.

Additional input from the meetings highlighted the need for:

- Support for residents going through training that cannot afford to lose a source of income such as stipends, paid internships, and other subsidized programs
- Earn and learn opportunities that are similar to an apprenticeship model
- The development of additional employment opportunities for people with disabilities
- Additional collaboration and career pathway development with higher education to provide individuals with advancement opportunities
- Support to assist additional community based organizations in getting involved in WIOA program service delivery
- Expand partnerships with employers and community based organizations by communicating the benefits of partnering with workforce boards and service providers
- Additional employer engagement in informing training programs
- Mental health supports
- Mentorship to help vulnerable individuals
- Case management that allows for more personalized support for residents
- Transportation services
- Utilizing social media platforms to promote programs and services and share success stories

**ATTACHMENT F: INFORMATION**

**PROGRAM  
PERFORMANCE  
REPORT**

**NORTH CENTRAL COUNTIES CONSORTIUM**  
**Planned vs Actual Performance**

Program Year 2022 - 2023 2nd Quarter (July 1, 2022 - December 31, 2022)

ADULT	Number of Enrollments			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	542	482	89%	163	316	194%	184	171	93%	74%	171/201	85%	\$ 16.00	\$ 28.41
Colusa County One Stop	70	67	96%	21	38	181%	24	34	142%	74%	34/49	69%	\$ 16.00	\$ 20.89
Glenn County AJCC	63	44	70%	19	30	158%	22	16	73%	74%	16/16	100%	\$ 16.00	\$ 18.41
Sutter County One Stop	242	219	90%	73	155	212%	82	92	112%	74%	92/102	90%	\$ 16.00	\$ 32.55
Yuba County One Stop	167	152	91%	50	93	186%	56	29	52%	74%	29/34	85%	\$ 16.00	\$ 29.63

NORTH CENTRAL COUNTIES CONSORTIUM

Planned vs Actual Performance

Program Year 2022 - 2023 2nd Quarter (July 1, 2022 - December 31, 2022)

DISLOCATED WORKER	Number of Enrollments			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	462	226	49%	139	116	83%	177	91	51%	74.0%	91/111	82%	\$ 16.00	\$22.04
Colusa County One Stop	73	59	81%	22	31	141%	27	27	100%	74.0%	27/38	71%	\$ 16.00	\$ 23.74
Glenn County AJCC	54	24	44%	16	11	69%	20	10	50%	74.0%	10/10	100%	\$ 16.00	\$ 15.98
Sutter County One Stop	213	79	37%	64	47	73%	85	38	45%	74.0%	38/44	86%	\$ 16.00	\$ 20.35
Yuba County One Stop	122	64	52%	37	27	73%	45	16	36%	74.0%	16/19	84%	\$ 16.00	\$ 26.97



NORTH CENTRAL COUNTIES CONSORTIUM

Planned vs Actual Performance

Program Year 2022 - 2023 2nd Quarter (July 1, 2022 - December 31, 2022)

YOUTH	Number of Enrollments			Number of Credentials/Diplomas			Entered Employment or Education			Entered Employment/Education Rate		
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%
NCCC	431	397	92%	88	97	110%	147	141	96%	79.0%	141/158	89%
Colusa County One Stop	53	42	79%	11	15	136%	18	19	106%	79.0%	19/19	100%
Glenn County AJCC	51	36	71%	10	6	60%	17	12	71%	79.0%	12/12	100%
Sutter County One Stop	187	202	108%	38	51	134%	64	80	125%	79.0%	80/87	92%
Yuba County One Stop	140	117	84%	29	25	86%	48	30	63%	79.0%	30/40	75%
CSU, Upward Bound	48	63	131%	17	29	171%	18	29	161%	79.0%	29/32	91%



**NORTH CENTRAL COUNTIES CONSORTIUM**  
**Planned vs Actual Performance**

Program Year 2022 - 2023 2nd Quarter (July 1, 2022 - December 31, 2022)

NDWG August 2020 Wildfire  1208/1209 4/1/2021 - 8/31/2023	Number in Employment Recovery			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
<b>NCCC</b>	<b>153</b>	<b>166</b>	<b>108%</b>	<b>125</b>	<b>98</b>	<b>78%</b>	<b>107</b>	<b>63</b>	<b>59%</b>	<b>70.0%</b>	<b>47/58</b>	<b>79%</b>	<b>\$ 16.00</b>	<b>\$ 19.45</b>
Yuba County One Stop	153	166	108%	125	98	78%	107	63	59%	70.0%	63/80	79%	\$ 16.00	\$ 19.45

**NORTH CENTRAL COUNTIES CONSORTIUM**  
**Planned vs Actual Performance**

Program Year 2022 - 2023 2nd Quarter (July 1, 2022 - December 31, 2022)

NDWG COVID-19  1196 4/10/2020 - 2/28/2023	Number in Employment Recovery			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
<b>NCCC</b>	<b>170</b>	<b>218</b>	<b>128%</b>	<b>170</b>	<b>171</b>	<b>101%</b>	<b>130</b>	<b>132</b>	<b>102%</b>	<b>76.0%</b>	<b>132/156</b>	<b>85%</b>	<b>\$ 16.00</b>	<b>\$ 19.40</b>
Colusa County One Stop	48	55	115%	48	47	98%	36	26	72%	76.0%	28/38	74%	\$ 16.00	\$ 21.48
Glenn County AJCC	30	37	123%	30	27	90%	23	24	104%	76.0%	24/24	100%	\$ 16.00	\$ 18.40
Sutter County One Stop	64	80	125%	64	68	106%	49	54	110%	76.0%	54/59	92%	\$ 16.00	\$ 18.71
Yuba County One Stop	28	46	164%	28	29	104%	22	28	127%	76.0%	28/38	74%	\$ 16.00	\$ 19.66

NORTH CENTRAL COUNTIES CONSORTIUM

Planned vs Actual Performance

Program Year 2022 - 2023 2nd Quarter (July 1, 2022 - December 31, 2022)

Pre-Apprenticeship Construction	Number of Enrollments			Number of Credentials/Diplomas			Entered Employment /Registered Apprenticeship/Post Secondary Ed			Entered Employment/Entered Apprenticeship/Entered Post Secondary Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
2054 1/1/2020 - 1/31/2023														
<b>NCCC</b>	196	196	100%	127	131	103%	116	90	78%	59%	90/168	54%	\$ 16.00	\$ 19.38
Alliance for Workforce Development (Butte)	27	24	89%	17	14	82%	16	7	44%	59%	7/24	29%	\$ 16.00	\$ 17.88
SMART (Humboldt)	27	29	107%	17	23	135%	16	12	75%	59%	12/25	48%	\$ 16.00	\$ 19.14
SMART (Shasta)	42	40	95%	28	19	68%	25	21	84%	59%	21/38	55%	\$ 16.00	\$ 22.62
Sutter County One Stop	43	43	100%	28	31	111%	25	24	96%	59%	24/35	69%	\$ 16.00	\$ 18.48
Tehama Job Training	14	15	107%	9	13	144%	9	8	89%	59%	8/15	53%	\$ 16.00	\$ 23.43
Yuba County One Stop	43	45	105%	28	31	111%	25	18	72%	59%	18/31	58%	\$ 16.00	\$ 17.74



**NORTH CENTRAL COUNTIES CONSORTIUM**  
**Planned vs Actual Performance**

Program Year 2022 - 2023 2nd Quarter (July 1, 2022 - December 31, 2022)

NDWG CAREER  2067 1/1/2022-8/31/2023	Number of Enrollments			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
<b>NCCC</b>	<b>88</b>	<b>57</b>	<b>65%</b>	<b>67</b>	<b>39</b>	<b>58%</b>	<b>66</b>	<b>30</b>	<b>45%</b>	<b>75.0%</b>	<b>30/32</b>	<b>94%</b>	<b>\$ 16.00</b>	<b>\$ 22.50</b>
Colusa County One Stop	10	9	90%	7	8	114%	8	6	75%	75.0%	6/7	86%	\$ 16.00	\$ 28.82
Glenn County AJCC	3	1	33%	3	1	33%	2	0	0%	75.0%	0	0%	\$ 16.00	\$ -
Sutter County One Stop	36	10	28%	27	9	33%	27	7	26%	75.0%	7/7	100%	\$ 16.00	\$ 17.41
Yuba County One Stop	39	37	95%	30	21	70%	29	17	59%	75.0%	17/18	94%	\$ 16.00	\$ 22.37

NORTH CENTRAL COUNTIES CONSORTIUM

Planned vs Actual Performance

Program Year 2022 - 2023 2nd Quarter (July 1, 2022 - December 31, 2022)

WAF Homeless to Hopeful 2.0  1252 6/1/2022-11/30/2023	Number of Enrollments			Number Entering Work Readiness			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
NCCC	75	46	61%	35	18	51%	56	17	30%	51	12	24%	68.0%	12/21	67%	\$ 16.00	\$ 23.08
Colusa County One Stop	7	3	43%	3	3	100%	5	3	60%	4	0	0%	68.0%	0/1	0%	\$ 16.00	\$ -
Glenn County AJCC	10	4	40%	4	0	0%	7	2	29%	7	0	0%	68.0%	0	0%	\$ 16.00	\$ -
Sutter County One Stop	29	27	93%	14	15	107%	22	4	18%	20	8	40%	68.0%	8/15	53%	\$ 16.00	\$21.27
Yuba County One Stop	29	12	41%	14	0	0%	22	8	36%	20	4	20%	68.0%	4/5	80%	\$ 16.00	\$ 26.71

**NORTH CENTRAL COUNTIES CONSORTIUM**  
**Planned vs Actual Performance**

Program Year 2022 - 2023 2nd Quarter (July 1, 2022 - December 31, 2022)

Equity and Special Populations	Number of Enrollments			Number Entering Work Readiness			Number in Training			Entered Employment			Entered Employment Rate			Wage	
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual
1245 2/1/2022 - 11/30/2023																	
<b>NCCC</b>	<b>300</b>	<b>332</b>	<b>111%</b>	<b>107</b>	<b>73</b>	<b>68%</b>	<b>189</b>	<b>175</b>	<b>93%</b>	<b>204</b>	<b>115</b>	<b>56%</b>	<b>68.0%</b>	<b>115/149</b>	<b>77%</b>	<b>\$ 16.00</b>	<b>\$ 19.57</b>
Colusa County One Stop	40	30	75%	14	12	86%	25	25	100%	27	9	33%	68.0%	9/19	47%	\$ 16.00	\$ 17.33
Glenn County AJCC	20	25	125%	7	5	71%	12	18	150%	13	6	46%	68.0%	6/6	100%	\$ 16.00	\$ 17.25
Sutter County One Stop	120	140	117%	43	43	100%	76	62	82%	82	50	61%	68.0%	50/65	77%	\$ 16.00	\$ 18.43
Yuba County One Stop	120	137	114%	43	13	30%	76	70	92%	82	50	61%	68.0%	50/59	85%	\$ 16.00	\$ 21.38



NORTH CENTRAL COUNTIES CONSORTIUM

Planned vs Actual Performance

Program Year 2022 - 2023 2nd Quarter (July 1, 2022 - December 31, 2022)

Equity and Special Populations	ELL			Disabled			Offenders			Homeless			Veterans			Total		
	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%	Planned	Actual	%
1245 2/1/2022 - 11/30/2023																		
NCCC	80	101	126%	70	161	230%	60	91	152%	30	46	153%	60	46	77%	300	445	148%
Colusa County One Stop	28	25	89%	5	1	20%	3	4	133%	0	3	N/A	4	1	25%	40	34	85%
Glenn County AJCC	0	5	N/A	11	14	127%	7	5	71%	2	5	250%	0	1	N/A	20	30	150%
Sutter County One Stop	26	36	138%	27	72	267%	25	42	168%	14	25	179%	28	18	64%	120	193	161%
Yuba County One Stop	26	35	135%	27	74	274%	25	40	160%	14	13	93%	28	26	93%	120	188	157%

**ATTACHMENT G: INFORMATION**

**AB 2449: NEW RULES FOR  
TELECONFERENCE MEETINGS**

## AB 2449: New Brown Act Rules for Teleconference Meetings

In 2021, due to COVID, the Legislature passed AB 361 that eased Brown Act rules for teleconference meetings during the declared state of emergency. AB 361 remains effective until Jan 1 2024, however, Governor Newsom announced that the California state of emergency for COVID will end on Feb 28<sup>th</sup>.

Before AB 361, Brown Act teleconferencing rules required public agencies to post each teleconference location and making each location open to the public.

Newly adopted AB 2449 re-states the standard Brown Act teleconference rules and AB 361 rules for times of declared emergency and also provides for teleconferencing rules when a member of the legislative body needs to attend remotely due to an emergency or “just cause.”

Under the new rules a “hybrid” meeting may be held without having to post agendas at teleconference locations, identify those locations in the agenda and make all teleconference locations open to the public. A quorum of the board must meet in person at a location open to the public and remaining board members may attend remotely only in the cases of emergency or “just cause.”

- **Just Cause** includes childcare or family caregiving need, contagious illness, physical or mental disability need, travel while on official public business.
- **Emergency Circumstance** includes a physical or family medical emergency that prevents in-person attendance.

Member(s) must notify the legislative body at the earliest possible opportunity, including at the start of a regular meeting, of their need to participate remotely for “just cause” or an emergency including a general description of the circumstances relating to their need to appear remotely at the given meeting. Board action is required to approve a request for remote attendance due to an Emergency Circumstance remote attendance at the start of the meeting for the member to be allowed to participate remotely for that meeting.

Remote participation for each member is limited to 3 consecutive months or 20% of the regular meetings for the local agency, or no more than two meetings if the legislative body regularly meets fewer than 10 times per calendar year.

Members participating remotely will be required to (i) use both audio and visual technology during the meeting, and (ii) disclose whether any person 18 years or older is present in the room with that member and the general nature of the member’s relationship with that person.

Additionally, when meetings are held with remote participation by members, there must be live video and/or audio stream that also allows the public to participate remotely through the audio/visual platform or telephonic service. The provisions of AB 2449 will remain effective until January 1, 2026.