Yolo Program Year 18-19 Local Plan Update

Narrative Responses

Introduction:

The Yolo County Workforce Innovation Board (WIB), through Yolo County Health and Human Services Agency (HHSA), has collaboratively prepared the two-year modification to the four-year workforce development plan (Local Plan) with regional and local partners. These partners where either identified through the Workforce Innovation and Opportunity Act (WIOA) or through well-established local partnerships. As defined in Workforce Services Directive (WSD) 18-01, HHSA has collected data that defines how the local workforce development system will integrate services for the required plan elements. Additionally, the modification aligns with the County Strategic Plan Goals to advance innovation; collaborate to maximize success; provide accessible, fiscally sound, dynamic and responsive services; and engage and empower both residents and County workforce.

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

Regional Alignment, Coordination, and Integration

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

In 2018, Yolo County was one of the 36 counties that offered CalFresh Employment and Training (E&T). HHSA administers various public assistance programs including CalFresh, CalFresh Employment and Training (E&T), and General Assistance (GA) programs as well as the WIOA programs. Additionally, Yolo County has 2 America's Job Centers of California (AJCC), a comprehensive site located in Woodland and an affiliate site located in West Sacramento, and both sites are embedded in HHSA. Locally, the increased focus on E&T service alignment has promoted the idea of co-enrollment which will assist recipients avoid a gap in services due to differing eligibility requirements and service needs.

The target population for the Yolo County E&T program is Non-Assistance CalFresh (NACF)/Employable GA applicants/recipients. The E&T Program consists of Job Readiness workshops, case management, and weekly job search review. These components are considered voluntary although for continued receipt of GA they have minimum participation requirements. At the time of initial application Employable GA/NACF applicants will be referred to the Employment Services Specialist who is responsible for facilitating the E&T Program and coordinating service delivery of other programs administered by HHSA and/or local partners in order to offer a full continuum of services. Services such as vocational or on-the-job training, credential or certificate programs, or other programs with proven employment and wage outcomes as well as other supportive services. This emphasis aligns with the vision and mission of the California Department of Social Services (CDSS) which is to increase the employment and earning capacity of CalFresh recipients by maximizing their access to skills-building, credentialing, and supportive services. These efforts align with the California Workforce Development Board's (CWDB) WIOA plan (State Plan) objectives of fostering "demand-driven skills attainment"; enabling upward mobility for all local residents; as well as aligning, coordinating, and integrating programs and services.

HHSA will braid the multiple funding streams used to pay for all of the services needed by the GA/NACF population, with careful accounting of how every dollar from each funding stream is spent. The GA program is funded using County General Funds which at this point is the primary leverage of the federal 50 percent reimbursement for those

items spent on allowable E&T activities and services. HHSA is committed to developing programs and services using non-federal sources such as Prison to Employment that can also leverage the federal reimbursement opportunity.

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

The workforce system and HHSA have partnered for many years to leverage resources and braid funding in order to offer wrap-around services to CalFresh recipients including formerly incarcerated individuals and non-custodial parents. HHSA administers the WIOA and CalFresh programs and staff are co-located in the both Woodland and West Sacramento AJCC. This is a long-standing and valued partnership that goes back to the Job Training Partnership Act (JTPA). The purpose of the partnership is to foster better employment outcomes for our mutual participants which is done through co-enrollment when appropriate, providing training opportunities connected to in demand industry clusters, and partnering to support local and regional career pathway programs. The partnership has been formalized through a Memorandum of Understanding (MOU) which addresses responsibilities, referrals, access, confidentiality, shared technology, operations, as well as non-discrimination and equal opportunity. Additionally, Yolo County has an Intra-County Plan of Cooperation between the Department of Child Support Services (DCSS) and HHSA which includes a referral process for child support participants to HHSA for employment services, referral process for court ordered child support obligors to the AJCC, as well as an identified liaison for coordinated employment services.

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

As stated in the FFY 2019 CalFresh Employment & Training County Plan, Yolo will utilize various employment programs embedded at HHSA to provide job search/job readiness workshops in which participants are taught skills to complete both paper and online applications along with job retention skills. Another component includes case management by an Employment Services Specialist to assist with career assessment, guidance, counseling, support services, computer competency, resume building, interview preparation, employment, and training as deemed appropriate.

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

Each local (HHSA internal partners and WIOA MOU partners) and regional partner will gain an understanding of the services offered by the other partners in order to provide participants with the most comprehensive plan to obtain services and, ultimately, sustainable employment in a high growth, high wage, and high demand occupation. Most of the local CalFresh partner programs are administered by HHSA and therefore co-located at the Woodland and/or West Sacramento HHSA buildings. These buildings also serve as the Yolo's AJCCs. The outreach and referral processes used by local and regional partners is being refined to increase the rate of CalFresh participation in the workforce system. A common goal of the local and regional partnerships is to foster an increase in employment outcomes for our mutual participants which is done through co-enrollment when appropriate, providing training opportunities within the in demand industry clusters, and partnering to support local and regional career pathway programs.

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

Local (HHSA internal partners and WIOA MOU partners) and regional partners will collaborate to provide CalFresh participants with the appropriate supportive services necessary to facilitate the success of the participant. Partners will collaborate to identify the most effective means of coordinating services via referral or co-enrollment to assist mutual participants. Supportive Services will be provided to WIOA participants once the need is established by WIOA Title I staff except where other funds exist to cover the costs of items such as transportation, work and training items including clothing, and child care.

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

The WIB through HHSA and partners will continue outreach efforts as well as provide labor market information and other basic career services to CalFresh individuals. This will help the sustainability of the partnership and ensure the focus remains on viable occupations and industries. Participants are encouraged to explore labor market information on in demand industries and occupations in Yolo County as well as the Capital Region. This research will assist the individual with making informed decisions in regards to employment and/or training opportunities. If appropriate, these decisions will be included in the individual service strategy that outlines a sector pathway with progress to a livable wage job and career.

B. Partnerships with Local Child Support Agencies

Existing Workforce and Education Program Partnerships

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

Transportation, work and training items including clothes, and child care are the most requested supportive services. HHSA through various partner programs including WIOA can assist participants that are noncustodial parents with these items and more. If the participant is enrolled in a non-WIOA program such as CalWORKs, CalFresh, GA, National Farmworker Program, MediCal or Department of Rehabilitation then partners will collaborate to identify the most effective means of coordinating services via referral or co-enrollment to assist mutual participants. WIOA funds will pay for supportive services when other funding sources are not available. In addition, follow-up contact is provided to WIOA participants after they enter employment. Although due to WIOA regulations, neither Adult or Dislocated Worker funds can provide supportive services in follow-up.

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

Yolo County has an Intra-County Plan of Cooperation between the DCSS and HHSA which administers various partner programs including WIOA, CalWORKs, and CalFresh. The Intra-County Plan includes a referral process for child support participants to HHSA for employment services, a referral process for court ordered child support obligors to the AJCC, as well as an identified liaison for coordinated employment services. DCSS and HHSA will continue to build upon this partnership to ensure noncustodial parents are aware of employment and training opportunities in addition to other health and human services resources.

HHSA employment and training resources will continue to highlight the Yolo County and Capital Region labor markets and encourage noncustodial parents to seek employment linked to in demand occupations and industries. If appropriate, noncustodial parents will receive assistance with developing an individual service strategy that outlines a sector pathway with progress to a livable wage job and career.

Together the Intra-County Plan and employment and training resources will assist the sustainability of the partnership and ensure the focus remains on viable occupations and industries.

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

Workforce services eligibility criterion does not appear to impact the WIBs ability to provide workforce services to the Child Support Program population since there is a substantial overlap of eligible program participants. For example, DCSS serves a high percentage of families living below the federal poverty level and the population has numerous barriers to employment. Barriers like: incarceration, being juvenile parents, lack of high school diploma, or having limited work history. It is because of these barriers that the noncustodial parents have difficulty supporting their parental responsibilities. Although, there is one area where eligibility for services does not align and that is the undocumented legal work status population. This population may receive self-service basic career services and some staff-assisted basic career services and/or individualized career services as indicated in Workforce Service Directive 18-03 (WSD 18-03).

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

Obstacles for the noncustodial parents is similar to those of other populations being served and include but not limited to no driver licenses, lack of transportation, lack of financial resources to assist with job search and/or training opportunities. Additionally, residency (home address) may complicate and/or hinder service delivery. For example, when the noncustodial parent resides in the same local or regional area as the custodial parent the delivery of comprehensive provision of services will be easier to coordinate. Although, when the noncustodial parent resides in a different local or regional area than the custodial parent the overall collaboration and/or coordination may become a challenge.

Thankfully, DCSS has a tools like "Zero Orders" and lifting of restricted driver licenses to assist with some of these obstacles. Zero Order incentivizes participation by eliminating or delaying child support payments for a noncustodial parent who is participating in a workforce development program. This does not forgive previous debt but it does allow the noncustodial parent to be complaint with their child support order while gaining the critical skills required for long-term sustainable employment. Additionally, DCSS has the ability to restrict the driver licenses of a noncustodial parent when they are not compliant with their child support order. Lifting the restrictions when the noncustodial parent is participating in workforce activities is critical for success, particularly in the more rural areas that lack of a robust public transit system. The removal of these barriers greatly improve the employment and retention outcomes of noncustodial parents that are engaged in workforce development programs. Additionally, the workforce development programs assist the noncustodial parents with the progression into livable wage jobs and careers resulting in child support compliance.

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

At this time HHSA and DCSS have not identified additional tools or legal/regulatory barriers to utilizing such tools.

• Explain obstacles to meaningfully engaging in local partnerships.

DCSS and HHSA are committed to building value added relationships and programs that support employability for noncustodial parents with child support orders although due to limited funding an obstacle could be lack of resources to provide staff assisted individual services and training.

Plans for Building Successful Partnerships or Scaling up Existing Successful Partnerships

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

The WIB through HHSA and partners will continue outreach efforts as well as provide labor market information and other basic career services to noncustodial parents with child support orders. This will help the sustainability of the partnership and ensure the focus remains on viable occupations and industries. Noncustodial parents will be encouraged to explore labor market information on in demand industries and occupations in Yolo County as well as the Capital Region. This research will assist the individual with making informed decisions in regards to employment and/or training opportunities. If appropriate, these decisions will be included in the individual service strategy that outlines a sector pathway with progress to a livable wage job and career.

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

HHSA and various co-located partners including CalWorks, CalFresh, GA, WIOA, and the Employment Development Department (EDD) provide self-assisted basic and individual career services to noncustodial parents with child support orders. Additionally, the WIB through its members and MOU partners can increase the number of stakeholders that provide workforce related training and education to noncustodial parents with child support orders. These stakeholders can assist with services like high school diploma or equivalency and work based learning opportunities through apprenticeship programs.

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

HHSA administers the WIOA, CalWorks, CalFresh, GA, Medical as well as various other public assistance programs and staff are co-located in the both Woodland and West Sacramento AJCC. HHSA braids the multiple funding streams used to pay for all of the services needed by the DCSS population, with careful accounting of how every dollar from each funding stream is spent. HHSA also has an Intra-County Plan of Cooperation with DCSS which includes a referral process for child support participants, court ordered child support obligors (noncustodial parents), and an identified liaison for coordinated employment services. Additionally, representatives of community college, adult education, CBOs, labor, and other stakeholder serve on the WIB. These are long-standing and valued partnerships that were formed to foster connections that ensure better employment outcomes for our mutual participants which is done through coordinated service delivery and co-enrollment when appropriate, providing training opportunities connected to in demand industry clusters, and partnering to support local and regional career pathway programs.

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

Short Term Emergency Aid Committee (STEAC) is the main CBO that funds vocational training (forklift operator, food handler certification and food manager certification) and supportive services like food, rent, utility, and clothing for job seekers to wear at interviews. STEAC's target population includes low income families and individuals. Northern California Construction Training (NCCT) is another training provider that assist with training. NCCT's target population includes parolees or probationers working to transition back into communities. Additional training providers include adult education, career technical education, the community colleges and other trade schools that are on the Eligible Training Provider List (ETPL) and provide a variety of vocational training in demand industries and occupations with self-sufficient wages.

• Describe the referral process and forms utilized to track this population as they are referred from: o LCSA office: The Scope of Work included in the Intra-County Plan of Cooperation between DCSS and HHSA addresses referrals from DCSS to HHSA although it does not include a referral form. Currently, this process is being done informally and narrated in case files.

o Family Court: The Scope of Work included in the Intra-County Plan of Cooperation between DCSS and HHSA addresses referrals of court ordered child support obligors to HHSA although it does not include a referral form. Currently, this process is being done informally and narrated in case files.

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

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

"Zero Orders" and lifting of restricted driver licenses

o Incentives and tools used to foster a sustained program participation.

"Zero Orders" and lifting of restricted driver licenses

C. Competitive Integrated Employment

Yolo County contracts with Lincoln Training Center (LTC) for custodial services at most of their facilities. Lincoln Training Services is a not-for-profit, 501c (3) organization that provides adults with disabilities including those with intellectual and developmental disabilities with job trainings and work opportunities. LTC's community based integration program helps participants build skills toward greater independence and offers social and provocation skill building activities. Additionally, their Supported Employment program places participants into community jobs that include janitorial, landscaping, inventory control, packaging, retail, and clerical work.

The WIB (local board) includes a representative of DOR and Yolo Employment Services (YES) which is a local not-for-profit, 501c (3) organization that provides competitive integrated employment for developmentally disabled individuals. Additionally, DOR is an AJCC MOU partner and the MOU includes provisions regarding recruitment, referral, and non-discrimination and equal opportunity.

The AJCC Operator meets with the One-Stop MOU partners quarterly to assist with developing marketing materials for use by all the partners, cross train staff, refine the customer referral process, refine co-enrollment practices, and develop seamless service delivery to employers.

HHSA ensures programs and services are accessible to all by performing physical and programmatic accessibility reviews bi-annually in compliance with WIOA section 188. Reasonable Accommodations are made whenever appropriate and as outlined in the Yolo County AJCC Reasonable Accommodation Policy and Procedure which were developed based on guidance provided in WSD17-01.

HHSA's Business Services Team builds relationships with employers, labor organizations, economic development agencies, and community-based organizations. These relationships result in employment for individuals with

disabilities including those with intellectual and developmental disabilities. Our strategy is to develop partnerships at every stage of the business cycle to better understand the needs of the employer and the type of workforce interventions that will be most effective to support CIE. Our success at developing job placements and matching participants with local job openings is attributable to our practice of asking how we can assist the business rather than explaining our menu of business services.

Through the local plan modification process, HHSA met with Alta Regional to begin building an employer engagement strategy to increase CIE opportunities like those developed to assist with connecting local and regional employment opportunities to CalWorks, CalFresh, GA and WIOA participants. Additionally, HHSA is participating in Yolo County Special Education Local Partnership Agreement (LPA) process along with DOR, Alta Regional, Yolo County Office of Education, and Workability I. The LPA is a collaboration that supports employment opportunities for participants with ID/DD in an effort to improve their chances of CIE.

Needs of Individuals with ID/DD

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

HHSA provides opportunities for staff to attend a variety of trainings provided in partnership with the Department of Rehabilitation, Employment Development Department, California Workforce Development Board, California Workforce Association, County of Yolo, and Capital Area Innovation Zone (CAIZ-a regional initiative) to increase their knowledge and skills to better serve individuals with disabilities. These trainings include but are not limited to Windmills Training-Disability Etiquette and Diversity Training; ADA Basics; Serving Customers with Disabilities; Working with Individuals with Hidden Disabilities, including Mental Health Disabilities; Consumer Self Disclosure Disability and Related Barriers; Accessible Microsoft Office Documents; Accessible PDF Documents 2.0; and Physical Access Overview.

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

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

HHSA as the AJCC and administrator of CalWorks, CalFresh, MediCal, and WIOA has a close connection with local DOR staff. DOR staff, if appropriate, attend staffing events hosted by HHSA. Staffing occurs weekly at the Woodland and West Sacramento AJCC and is a gathering of various program representatives with mutual participants in order to coordinate the collaboration of services based on a triage process that prioritizes needs and leverages funding. Additionally, although DOR staff is not collocated they often arrange to meet with their participants in the Woodland or West Sacramento AJCC to broker connections between programs. Recently, HHSA met with representatives of Alta California Regional Center to determine how to improve linkages between Alta Regional, DOR, and WIOA. The meeting went well and partner agencies were able to identify some gaps in service and are in the process of developing a shared service strategy which may include a staffing event between DOR, Alta Regional, and WIOA in order to coordinate the collaboration of workforce opportunities available to individuals with ID/DD who are DOR consumers. (Note: Information shared at staffing events is done with the approval of program participants.)

Employer Engagement Strategies to Increase CIE Opportunities

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

The AJCC Partner MOU outlines the recruitment and referral process based on the needs of the individual. Additionally, the MOU identifies DOR as the provider of Vocational Rehabilitation Employment Services for adults and Transitional Partnership Program services to youth age 16-21. DOR independently of the MOU maintains a relationship with Alta Regional to assist individuals with ID/DD which is a reason HHSA recently met with Alta Regional. In the past, HHSA staff conducted employer engagement activities that assisted with linking local and regional employment opportunities to CalWorks, CalFresh, GA and WIOA participants. Although, as indicated in continuous improvement goals outlined in the comprehensive Hallmarks of Excellence, HHSA is currently working to ensure the network of local and regional employers are sincerely equal opportunity employers and are creating employment opportunities for individuals served by all AJCC partners including the ID/DD population.

D. English Language Learners, Foreign Born, and Refugees

Yolo County created an Agricultural Labor Coordinator position to increase the connections of Yolo County agricultural workers to benefits that address food, health, income and housing disparities, work skills option, as well as overall employability and competitiveness.

The WIB (local board) includes representatives of Adult Education and Higher Education which provide English as a Second Language classes. Additionally, Adult Education and California Human Development, which administers the Migrant Seasonal Farmworkers Program, are AJCC MOU partners. The MOU includes provisions regarding recruitment, referral, and non-discrimination and equal opportunity.

The AJCC Operator meets with the One-Stop MOU partners quarterly to assist with developing marketing materials for use by all the partners, cross train staff, refine the customer referral process, refine co-enrollment practices, and develop seamless service delivery to employers.

HHSA ensures programs and services are accessible to all based on WIOA Section 181(c) which includes equal opportunity and non-discrimination. Yolo County AJCC WIOA Grievance and Complaint Policy, Procedure, and Postings were developed based on guidance provided in WSD18-05.

In addition to administering WIOA Title I programs, HHSA administers CalWorks, CalFresh, Medical, GA, and Refugee Cash Assistance (RCA) programs. RCA is for needy refugees without children who are not otherwise eligible for any other cash aid and may be eligible for 8 months of RCA. An individual may be eligible for RCA if they meet all of the following conditions:

- They have resided in the United States for less than eight months;
- They meet the immigration status requirements;
- They meet the income and resource requirements;
- They meet the work and training requirements;
- They provide the name of the voluntary agency (VOLAG) which helped bring them to this country.

HHSA's Business Services Team builds relationships with employers, labor organizations, economic development agencies, and community-based organizations. These relationships result in employment for English Language Learners, Foreign Born, and Refugees. Our strategy is to develop partnerships at every stage of the business cycle to better understand the needs of the employer and the type of workforce interventions that will be most effective for these individuals. Our success at developing job placements and matching participants with local job openings is attributable to our practice of asking how we can assist the business rather than explaining our menu of business services.

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

HHSA as the AJCC and administer of CalWORKs, CalFresh, GA, and WIOA connects English learners to resources offered through adult education, literacy programs, Career Technical Education, farmworker programs (California Human Development), DCSS, DOR, and other various programs. Co-enrollments occur between programs wherever possible and if appropriate, WIOA pays for supportive services not provided by the other programs or available through other agencies.

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

The WIB through HHSA employment and training programs and partners will continue to highlight the Yolo County and Capital Region labor markets and encourage English Language Learners, foreign born, and refugees to seek employment linked to in demand occupations and industries. If appropriate, English Language Learners, foreign born, and refugees will receive assistance with developing an individual service strategy that outlines a sector pathway with progress to a livable wage job and career.

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

Not applicable; HHSA which administers the Social Service programs in Yolo County does not have a Refugee Program.

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

The WIB through HHSA has an MOU with California Human Development (CHD) the grantee of 167 National Farmworker Jobs Program in Yolo County. HHSA and CHD have a long-standing and valued partnerships that was formed to foster connections that ensure better employment outcomes for our mutual participants. The MOU provides an overview of services provided by HHSA, CHD, and other partners and includes a referral form since CHD is off-site.

•Implementation of best practices around co-enrollments, leveraged funds and partnership and delivery of services with CBOs is encouraged. Refer to the State Board Policy Brief on Serving English Language Learners for examples.

HHSA as the AJCC and administrator of CalWorks, CalFresh, MediCal, and WIOA have a close connection with CHD. CHD staff, if appropriate, may be asked to attend staffing events hosted by HHSA. Staffing occurs weekly at the Woodland and West Sacramento AJCC and is a gathering of various program representatives with mutual participants in order to coordinate the collaboration of services based on a triage process that prioritizes needs and leverages funding. MOU partners that represent adult education and literacy programs may serve as an additional resource to the English Language Leaner population. (Note: Information shared at staffing events is done with the approval of program participants.) Co-enrollments occur between programs whenever possible and if appropriate, WIOA pays for training and/or supportive services not provided by the other programs or available through other agencies.

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

No labor market/economic conditions data is being provided because Yolo has not experienced any significant changes in these conditions. Although per Work Services Draft Directive (WSDD) 189 , in September 2018 Yolo County negotiated performance goals for PY 2018 and PY 2019 which are provided in the table below.

PY 2018-19 (2018) and PY 2019-2020 (2019) Final Negotiated Goals							
	Adults		Dislocated Workers		Youth		
	2018	2019	2018	2019	2018	2019	
Employment Rate 2nd Quarter After Exit	65%	66%	68%	69%	58.1%	59%	Employment or Placement Rate 2nd Quarter After Exit
Employment Rate 4th Quarter After Exit	62.5%	63%	66.5%	67%	54.1%	55%	Employment or Placement Rate 4th Quarter After Exit
Median Earnings 2nd Quarter After Exit	$4,900	$5,100	$7, 308	$7,400	BASELINE		Median Earnings 2nd Quarter After Exit
Credential Attainment within 4 Quarters After Exit	53%	54%	60%	61%	55%	56%	Credential Attainment within 4 Quarters After Exit
Measurable Skills Gain during program year	BASELINE		BASELINE		BASELINE		Measurable Skills Gain during program year

F. Attachments begin on page 11; the Summary of community engagement processes that each plan is being scored on as well as documentation of outreach efforts (Public Input and Public Notice) begins on page 17; and the Program Administration Designee and Plan Modification Signatures are on page 19.

Attachment 1. Calfresh

*Population Overview & Needs Assessment for People Receiving CalFresh**

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

The overall CalFresh population for Yolo County is 17,666 individuals as of November of 2018. The total number of CalFresh cases is 9,651. Of that CalFresh population we have roughly a monthly average of 65 individuals on GA with about 80-90% of those individuals being co-enrolled on CalFresh, making them part of the E&T program. The county is currently operating using the GA population as the E&T recipients as this is our first full fiscal year in operation of the E&T program. As we look to expand over the coming years we are hoping to be able to track information on a much more detailed level to understand our clients and their needs in order to become more self-sufficient in career fields that the local labor market has available.

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

The workforce services that are needed to help people who are receiving CalFresh succeed in the regional labor market would be job training, work experience, and apprenticeship programs. A lot of the local job market requires experience in order to be hired into the market.

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

The majority of our clients who have employment barriers are in need of some sort of education; whether this is ESL, GED, or trade school of some sort to get them prepared to enter the workforce. Some of our more vulnerable clients have multiple issues such as a criminal history, lack of education, and some kind of health issue that they do not have appropriate care for.

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

The CalFresh E&T program is currently run entirely in house with employment services through the previously known General Assistance Work Program. We provide the clients with job search and job readiness training in office. Prospective local partners include the WIB, community colleges and Fresh Success, and WIOA partners that are willing to participate.

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

Program partners will have a MOU in place in order to have clear statements on what is to be shared with the county and what the county will share along with the time frames for these agreements.

Attachment 2 – Child Support Agency Partnerships

*Assessment of Need and Population Size**

• Provide an overview of the size of the Child Support Program population in your local area including the following: Per November 2018 data provided by Yolo County DCSS the total distinct Non-Custodial Parent Screen (NCPS) count for Yolo County is 6,361.

- An assessment of areas of high concentration. *: According to the California Department of Child Support Services-Preliminary Performance Data for Federal Fiscal Year 2018, Yolo County DCSS has an annual average of 7,420 cases and collected over 13 million dollars from noncustodial parents. When reviewing November 2018 data provided by Yolo County DCSS the following estimations were identified based on the total distinct noncustodial parent count was 6,361. Noncustodial parents who are unemployed have a concentration rate of 42%, noncustodial parents that are ex-offenders have a concentration rate of 34%, and noncustodial parents in both categories totals 1,105 or 17%. Additionally, English Language Learner assessments and/or resources may be needed since 2258 or 35.5% of noncustodial parents are identified as Hispanic.

- The percentage of noncustodial parents who are unemployed. *: 2,697 or 42%
- The percentage of noncustodial parents who are ex-offenders. *: 2,191 or 34%
- To the extent feasible, demographic information including race, ethnicity, gender, etc. *

RACE			
African	7 - 0.11% of all NCPs	**Korean**	3 - 0.05% of all NCPs
Alaskan Native	4 - 0.06% of all NCPs	**Laotian**	7 - 0.11% of all NCPs
Armenian	1 - 0.02% of all NCPs	**Multi-racial**	9 - 0.14% of all NCPs
Asian Indian	15 - 0.24% of all NCPs	**Native American**	74 - 1.16% of all NCPs
Asian	24 - 0.38% of all NCPs	**No Race Given**	1 - 0.02% of all NCPs
Black	736 - 11.57% of all NCPs	**Other**	117 - 1.84% of all NCPs
Cambodian	12 - 0.19% of all NCPs	**Pacific Islander**	19 - 0.30% of all NCPs
Chinese	10 - 0.16% of all NCPs	**Samoan**	3 - 0.05% of all NCPs
Filipino	34 - 0.53% of all NCPs	**Unknown**	171 - 2.69% of all NCPs
Guamanian	5 - 0.08% of all NCPs	**Vietnamese**	6 - 0.09% of all NCPs
Hawaiian	16 - 0.25% of all NCPs	**White**	2202 - 34.62% of all NCPs
Hispanic	2258 - 35.50% of all NCPs	**Blank**	623 - 9.79% of all NCPs
Japanese	34 - 0.53% of all NCPs		

ETHNICITY			
Asian Indian	6 - 0.09% of all NCPs	Japanese	2 - 0.03% of all NCPs
Black	102 - 1.60% of all NCPs	Laotian	5 - 0.08% of all NCPs
Cambodian	1 - 0.02% of all NCPs	Native American	8 - 0.13% of all NCPs
Chinese	1 - 0.02% of all NCPs	Pacific Islander	10 - 0.16% of all NCPs
Filipino	7 - 0.11% of all NCPs	Vietnamese	4 - 0.06% of all NCPs
Guamanian	1 - 0.02% of all NCPs	White	318 - 5.0% of all NCPs
Hawaiian	3 - 0.05% of all NCPs	Blank	5465 - 85.91% of all NCPs
Hispanic	428 - 6.73% of all NCPs		

GENDER	
MALE	5474 - 86.06% of all NCPs
FEMALE	839 - 13.19% of all NCPs
UNKNOWN	27 - 0.42% of all NCPs
BLANK	102 - 1.60% of all NCPs

• Provide an assessment of the types of services needed for each targeted group challenged with meeting their parental responsibilities. *

Some of the challenges noncustodial parents face include homelessness, lack of education, English Language Learner, lack of work experience and/or job training, substance abuse, disability, justice involvement, limited understanding of the labor market, unreliable and/or no transportation, lack of financial resources, looming debt, and lack of motivation.

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

Assessment of the client's basic skills, education, vocational skills/interests and work history, identification of an employment goal needed to be conducted in order to determine the type of services that the client may need.

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

Baseline services currently being provided include housing assistance, basic remediation, high school diploma/equivalency, ESL, substance abuse, CalFresh, CalWorks, and employment workshops. These services are offered by various partners including HHSA, DOR, WIOA, adult education, community colleges, EDD, Probation, and several CBOs.

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

Some of the barriers noncustodial parents as well as people with disabilities face include homelessness, lack of education, English Language Learner, lack of work experience and/or job training, unreliable and/or no transportation, substance abuse, lack of financial resources, lack of child care, justice involvement, limited understanding of the labor market, and lack of motivation.

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

HHSA which administers various partner programs including WIOA, CalWORKs, and CalFresh will work to enhance the Yolo County Intra-County Plan of Cooperation with DCSS by increasing communication and working to further identify gaps in service and trends impacting noncustodial parents in arrears as well as identify potential resources to assist with identified gaps.

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

WIB staff will encourage information sharing amongst programs administered by HHSA through the weekly staffing events as well as with AJCC MOU partners through their quarterly meetings. The information will focus on programmatic understanding, staff development, and continuous improvement. Furthermore, HHSA will work with DCSS and partners to refine a referral process.

Attachment 3 – Competitive Integrated Employment

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

Administratively, HHSA ensures programs and services are accessible to all by performing physical and programmatic accessibility reviews annually with oversight from EDD in compliance with WIOA section 188. Additionally, auxiliary aids or services are available within the Woodland and West Sacramento AJCCs embedded at HHSA and reasonable accommodations are made when appropriate.

Programmatically, HHSA will continue to work with DOR and Alta Regional to build program awareness, increase partnerships, and enhance referrals via a coordinated and collaborative effort resulting in leveraging resources and co-enrollment of mutual participants when appropriate. Additionally, the HHSA business engagement team will encourage local employers to include persons with disabilities in the organization's diversity and inclusion plan.

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

HHSA coordinates employer engagement strategies on behalf of the WIOA, CalWORKs, CalFresh, GA and other partner programs with the following agencies:

- Adult Education (West Sacramento and Woodland)
- Alta Regional Center
- California Human Development
- Chamber of Commerce (Cities of Davis, West Sacramento, Winters, Woodland)
- Department of Industrial Relations
- Department of Rehabilitation
- Economic Development (Cities of Davis, West Sacramento, Winters, Woodland, and County of Yolo)
- Los Rios Community College District
- Northern California Construction Training
- North State Building Industry Association
- Pride Industries
- Woodland Community College
- Yolo County Farm Bureau
- Yolo County Office of Education
- Yolo County Probation

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

The level of participant in Yolo County is outlined in the AJCC MOUs which includes provision related to responsibility of partners to participate in joint planning in response to local and economic conditions including employer needs. Currently DOR, HHSA, and other partners separately recruit employers although, as identified in the Comprehensive AJCC Hallmarks of Excellence continuous improvement plan, WIOA MOU Partners are working on developing a

unified business engagement strategy. Additionally, when appropriate DOR and other AJCC MOU partners attend an HHSA staffing event in order to collaboratively coordinate services including employer engagement efforts.

Attachment 4 – English Language Learners, Foreign Born, Refugees

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

Yolo County is not recognized by the California Department of Social Services as a county where large populations of refugees reside and therefore Yolo County does not have a County Refugee Coordinator. Although, HHSA does administer a Refugee Cash Assistance (RCA) program at the Woodland and West Sacramento AJCC. If eligible, up to 8 months of RCA may be provided to needy refugees without children who are not otherwise eligible for other cash aid.

The Superior Court of California, County of Yolo has identified the most frequently used foreign languages in this court's geographic area as Spanish, Punjabi, Tagalog, Hmong, and Lao.

2017 Yolo County statistics provided by QuickFacts of the United States Census Bureau indicate:

- Population
  - 219,116
- Race and Hispanic Origin
  - 46.6% White alone
  - 31.8% Hispanic or Latino
  - 14.9% Asian
  - 2.9% Black or African American
  - 1.8% American Indian and Alaska Native
  - .6% Native Hawaiian and Other Pacific Islander
- Education
  - 86.1% High School Graduate or higher
  - 40.6% Bachelor's degree or higher
- Veterans
  - 8,476
- Foreign Born Persons
  - 22.7%
- People with disability, under age 65 years
  - 6.6%
- Persons in poverty
  - 17.5%
- Median House Hold Income
  - $61,621
- Per Capita income in past 12 months
  - $30,615
- Employer Establishments
  - 4,076

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

HHSA conducted an assessment through interviews with staff, analysis of the U.S. Census Bureau's Census of Population, data from the State CalJOBS system of customers enrolled in WIOA as well as other CalWIN the data management system for CalWorks, CalFresh, Medical, and GA regarding services to limited English speaking participants. Based on this assessment, HHSA has determination the highest number of limited English speaking customers speak Spanish as their primary language. Others languages generally spoken within Yolo County include Russian, Punjabi, Vietnamese, Laotian, Hmong, Ukrainian, Chinese, Farsi, and Mien.

Some of the barriers limited English speaking individuals face include lack of education, lack of work experience and/or job training, lack of advancement opportunities, identification of transferable skills, unreliable and/or no transportation, substance abuse, lack of financial resources, lack of child care, justice involvement, limited understanding of the labor market, homelessness, and lack of motivation.

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

Data supported research indicates a disparity in education attainment and poverty levels between ESL individuals and the rest of the community. The adult education and literacy programs assist with providing high school diploma/equivalency as well as literacy gaps and Eligible Training Provides List (ETPL), CHD, and CBOs assist with vocational training gaps. These and other resources are available to assist English Learners, foreign born and refugees although a local gap has been identified and that is the low number of vocational trainings offered through the ETPL that were developed specially for English Learners. So, more vocational ESL programs need to be developed, vetted by business, and added to the ETPL as WIOA approved.

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

Coordinated outreach and recruitment efforts will continue to take place through common access points such as HHSA, DCSS, EDD, DOR, CHD, high schools, adult education, community colleges, and CBOs. These partners have established relations with the ESL community. Additionally, AJCC MOU partners are working to align outreach and recruitment efforts through unified marketing efforts including social media.

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

The WIB through HHSA will continue to coordinate outreach and recruitment efforts through common access points such as HHSA, DCSS, EDD, DOR, CHD, high schools, adult education, community colleges, and CBOs. These partners have established relations with the ESL community.

The WIB through HHSA employment and training programs and partners will continue to highlight the Yolo County and Capital Region labor markets and encourage English Language Learners, foreign born, and refugees to seek employment linked to in demand occupations and industries. If appropriate, English Language learners, foreign born, and refugees will receive vocational assessments that assist with developing an individual service strategy that outlines a sector pathway with progress to a livable wage job and career.

The WIB through HHSA has a long history of coordinating with adult education and CHD. ESL is available through adult education literacy programs to all English learners and a few vocational ESL programs are offered through the ETPL and CHD. CHD is the National Farmworker Jobs Program grant recipient in Yolo County and can assist with truck driving, welding, and other vocational ESL programs. When appropriate, funding is braided between HHSA and CHD to share expenses for training and supportive services for co-enrolled participants.

Additionally, Assembly Bill No. 1111-Removing Barriers to Employment Act may provide supplemental funding for services to provide individuals with barriers to employment the services they need to enter, participate in, and complete broader workforce preparation, training, and education programs aligned with regional labor market needs. The definition of individuals with barriers to employment include but is not limited to LEP, foreign born and the refugee population.

Summary of community engagement processes, documentation of outreach efforts

The WIB through HHSA, in partnership with the Capital Region Planning Unit (RPU), conducted a robust community engagement process as part of the two-year modification to the four-year workforce development plan (Local Plan) with regional and local partners. This effort was designed to build support for the regional and local plans by gaining partner and community insights on workforce program gaps as well as highlight successful partnerships and best practices currently operating within our communities.

With this in mind, the Directors of each of the four Workforce Development Boards (Golden Sierra, Sacramento Works. Inc., North Central Counties Consortium, and Yolo Workforce Innovation Board) comprising the Capital RPU convened to develop the process. Ultimately, the RPU decided to leverage the region's Regional Organizer to convene four public input sessions with the intent to ensure there was at least one publicly noticed session in each of the participating Local Areas. Additionally, at least one session was to be held after normal working in a central location in order to acquire input from those not able to attend a session scheduled during the day.

When the locations were confirmed and a calendar of events developed then public notice was provided through local and regional media outlets the month prior to the scheduled meetings. The public notice included methods to provide input for those not able to attend in person, or those wishing to provide input electronically. The Regional Coordinator published the notice on October 15, 2018, whereas Yolo published the public notice on November 5, 2018. The email notifications to partners identified in the "Directory of Planning Partners" provided in WSD 18-01 began as early as November 2, 2019. SETA as the Regional Organizer provided the dates and locations of these public input sessions to the California Workforce Development Board.

A questionnaire was developed to ensure meaningful conversations on the areas required by the plan modification. The questionnaire primarily focused on the priority areas of the modification such as Workforce Corrections Partnerships, CalFresh, DCSS, English Language Learners and CIE although input on any subject was welcomed.

In Yolo County invitations were sent to WIB members, AJCC MOU partners, Directory of Planning Partners, and local contacts as early as October 30, 2018. The invitation included the public meeting notice, the calendar of public input sessions, WIOA Planning/Public Input Meeting Questions and an additional means to provide input electronically. Additional local public input opportunities were available through various WIB or Executive Committee meetings including the dates of August 22, 2018; September 12, 2018; and October 29, 2018, when WSD 18-01 was on the agenda.

On February 27, 2019, HHSA to request the Executive Committee approval to move forward with the public input process of the Draft WIOA Program Year 18-19 Local Plan Update (Local Plan Modification). On March 13, 2019, the HHSA requested the WIB to approve the Draft Local Plan Modification, sign the Local Board Assurances, and authorize HHSA to submit the unsigned Draft Local Plan Modification as outlined in WSD 18-01 as well as make revisions to the Draft Local Plan Modification as deemed appropriate based on public input prior to submitting the Draft Local Plan Modification to Yolo County Board of Supervisors (BOS). No comments were received during the 30-day public input period which ended March 31, 2019. Prior to June 30, 2019, HHSA on behalf of the WIB will request the BOS to approve the Local and Regional Plan Modification, sign the Local Plan Modification Program Administration Designee and Plan Modification as well as the Local Board Assurances (Attachment 11), and authorize HHSA to submit the Local Plan Modification including supporting documents as outlined in WSD 18-01 as well as make revisions as required by the California Workforce Development Board Plan or designee.

Enclosures: Local Board Assurances (WSD 18-01 Attachment 11)
Capital Region Notice of Public Meetings

County of Yolo Public Notice
Capital Region Plan Modification Calendar
WIOA Planning/Public Input Meeting Questions
Invitations to public input sessions
30-day public notice
WIB and Executive Agendas

PROGRAM ADMINISTRATION DESIGNEE AND PLAN MODIFICATION SIGNATURES

This local plan modification represents the Yolo County Workforce Development Board's efforts to maximize and coordinate resources available under Title I of the Workforce Innovation and Opportunity Act. Note: The Yolo County Workforce Development Board is known as the Workforce Innovation Board (WIB).

This local plan modification is submitted for the period of July 1, 2018 through June 30, 2019 in accordance with the provisions of the WIOA.

Local Workforce Development Board Chair

Signature

Kenneth D. Garrett, Jr.

Name

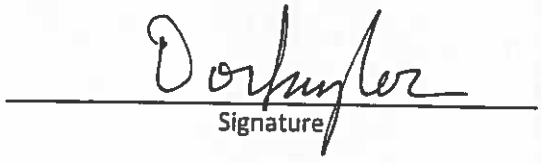
WIB Chair

Title

3/15/19

Date

Chief Elected Official



Signature

Don Saylor

Name

BOS Chair

Title

6/4/19

Date

Local Board Assurances

Through Program Year 2017-20, the Local Workforce Development Board (Local Board) assures the following:

A. The Local Board assures that it will comply with the uniform administrative requirements referred to in the *Workforce Innovation and Opportunity Act* (WIOA) Section 184(a)(3).

B. The Local Board assures that no funds received under the WIOA will be used to assist, promote, or deter union organizing (WIOA Section 181[b][7]).

C. The Local Board assures that the board will comply with the nondiscrimination provisions of WIOA Section 188.

D. The Local Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIOA Section 188.

E. The Local Board assures that funds will be spent in accordance with the WIOA, written Department of Labor guidance, and other applicable federal and state laws and regulations.

F. The Local Board assures it will comply with future State Board policies and guidelines, legislative mandates and/or other special provisions as may be required under Federal law or policy, including the WIOA or state legislation.

G. The Local Board assures that when allocated adult funds for employment and training activities are limited, priority shall be given to veterans, recipients of public assistance and other low-income individuals for Individualized Career services and training services. (WIOA Section 134[c][3][E], and California Unemployment Insurance Code [CUIC] Section 14230[a][6])

H. The Local Board certifies that its America's Job Center of California℠ (AJCC) location(s) will recognize and comply with applicable labor agreements affecting represented employees located in the AJCC(s). This shall include the right to access by state labor organization representatives pursuant to the *Ralph Dills Act* (Chapter 10.3 [commencing with Section 3512] of Division 4, of Title 1 of the Government Code, and CUIC Section 14233).

I. The Local Board assures that state employees who are located at the AJCC(s) shall remain under the supervision of their employing department for the purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State

employees performing services at the AJCC(s) shall retain existing civil service and collective bargaining protections on matters relating to employment, including, but not limited to, hiring, promotion, discipline, and grievance procedures.

J. The Local Board assures that when work-related issues arise at the AJCC(s) between state employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employee's civil service supervisor. The AJCC operators and partners shall cooperate in the investigation of the following matters: discrimination under the *California Fair Employment and Housing Act* (Part 2.8 [commencing with Section 12900] of Division 3, of Title 2 of the Government Code), threats and/or violence concerning state employees, and state employee misconduct.

K. The Local Board assures that it will select the One-Stop Operator with the agreement of the Chief Elected Official (CEO), through a competitive process, or with approval from the local elected official and the Governor's Office. (WIOA Section 121[d][2][A]). The AJCC Operator is responsible for administering AJCC services in accordance with roles that have been defined by the Local Board.

SIGNATURE PAGE

Instructions

The Local Board chairperson and local CEO must sign and date this form. Include the original signatures with the request.

By signing below, the local CEO and Local Board chair agree to abide by the Local Area assurances included in this document.

Local Workforce Development Board Chair	**Local Chief Elected Official**
Signature	Signature
Kenneth D. Garrett, Jr.	Don Saylor
Name	Name
WIB Chair	BOS Chair
Title	Title
3/13/19	6/4/19
Date	Date