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# San Joaquin Valley Regional Plan Modification Signature Notification

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March 13, 2019

Dear Recipient:

Due to the submission timeline of both the Regional and Local Plan modifications, the Workforce Development Boards of the San Joaquin Valley have not had the opportunity to present chief local elected officials, nor local board chairs, with a finalized copy of the modifications for their signatures. The eight boards of the San Joaquin Valley plan to submit all necessary signatures by the August 1, 2019 deadline, as requested by the state on Page 24 of WSD18-01.

Sincerely,

David Mirrione  
Executive Director  
Merced County Workforce Development Board

**SAN JOAQUIN VALLEY and ASSOCIATED COUNTIES (SJVAC)  
REGIONAL PLANNING UNIT (RPU)  
2019 BIENNIAL MODIFICATION TO 2017-2021 REGIONAL PLAN**

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**SAN JOAQUIN VALLEY and ASSOCIATED COUNTIES (SJVAC)  
2019 BIENNIAL MODIFICATION TO 2017-2021 REGIONAL PLAN**

**PRINCIPAL NARRATIVE**

**I. WORKFORCE-CORRECTIONS PARTNERSHIP**

**A. INTRODUCTION:** Crafting and executing the 2017-2021 Regional Plan for the San Joaquin Valley and Associated Counties (SJVAC) Regional Planning Unit (RPU) has highlighted for the eight local workforce development boards (WDBs) that make up the state's largest planning region that implementing regional goals relies on marshalling local resources. Hence, regional goals concerning serving targeted industries, addressing the needs of priority populations or implementing innovative strategies naturally take shape in unique ways within each local workforce area given the resources that are present and available. While regional approaches are all "cut from the same cloth," local circumstances require that they be tailored to fit local needs. While, overall, the boards have done an excellent job of managing this dichotomy, the Central Valley's workforce system leaders clearly recognize that their regional "playing field" looks different than others. It is bigger (some 40,760 square miles) and is comprised of more WDBs than any other RPU. It represents 10 counties that range in population from 14,202 in Mono County to more than a million in Fresno County. Within this landscape, the prospect of developing a regional plan modification that is principally-focused on new workforce-corrections partnerships is equally exciting as it is challenging. As corrections partners (prisons, jails, probation agencies, law enforcement, and service providers) operate at the local level (many within county structures), the "cord" that will tie the regional Prison to Employment Initiative together throughout the Central Valley is each WDB's adherence to a shared philosophy, guiding principles and general approach. Within this context, the eight boards anticipate that local variations in service delivery will produce collaboration and service delivery models that can be replicated not only across the RPU, but throughout all of California. The common elements that will define the Central Valley workforce-corrections partnerships are those that follow.

**1. Overarching Prison to Employment Philosophy:** The SJVAC RPU's workforce-corrections partnerships will leverage multiple resources and various fund sources to address the needs of formerly incarcerated and justice-involved individuals by focusing the right interventions at the right time for the right individuals. Commitment from the full range of workforce, corrections and community stakeholders is needed to successfully connect targeted individuals to the local labor market and to reduce recidivism.

**2. Guiding Principles for Workforce Corrections Partnerships:** In providing services in connection with the statewide Prison to Employment Initiative, the region's workforce-corrections partnerships will adhere to the following principles that support and represent evidenced-based models and reflect both the Governor's goals and the Central Valley's philosophy.

- A job itself is not the goal. Rather, the goal is to address risks and needs that affect targeted customers, thereby increasing the likelihood of their success in the workplace and their long-term labor market outcomes.
- A thorough assessment of each customer's risks and needs is essential to a positive outcome.
- Interventions, including all workforce services and support, must be responsive to each customer's individual risks and needs.
- Customers' success will require close, on-going and wrap-round support from multi-disciplinary teams representing workforce, corrections and community services.
- Long-term success will require intensive follow-up and on-going support services.

**3. Regional Approach – Overview of Prison to Employment Protocols and Strategies:** The region's overall approach to implementing Prison to Employment strategies will entail local WDBs adopting agreed upon protocols and strategies that will then be customized, refined and implemented within the context of local resources, priorities and infrastructure capacity. Central to the region's approach will be a bifurcated focus, under which local workforce systems will work with both county probation agencies (to serve both the AB 109 supervised population and others subject to county oversight) and with the California Department of Corrections and Rehabilitation facilities located within the boundaries of the SJVAC RPU.

**Partnership and Collaboration with CDCR:** Of the 35 adult facilities operated by CDCR, nearly 40% are located inside counties represented by the SJVAC RPU. Together these institutions house more than 47,240 inmates. While only a fraction of the inmates are within six months of parole at any given time, at an estimated 15% of the total population in that window per year, local workforce boards could provide services to 7,086 transitioning inmates annually. For individuals incarcerated in CDCR facilities, our focus will be on providing a combination of work readiness services and information about training, career services and placement support available throughout the state.



Pre-Release Focus: Five of the eight WDBs within the region have CDCR facilities located within their service areas. There are five in Kern County, three in Kings County, two in Madera County, two in San Joaquin County and one in Fresno County for a total of thirteen (13). Based on past and current models of collaboration with CDCR facilities, the local boards will enter

*Key Terms Used By Corrections Professionals*

**Criminogenic Risk:** The likelihood that an individual will engage in new criminal activity. In this content, risk does not refer to the seriousness of a crime that a person may commit in the future. Instead, standard assessments generally provide information simply on the likelihood that a person will reoffend.

**Criminogenic Needs:** The characteristics (such as antisocial attitudes, beliefs, and thinking patterns) or circumstances (such as a person's friends or family dynamics) that research has shown are associated with criminal behavior, but which a person can change.

**Risk/Needs Assessment:** A comprehensive examination and evaluation of both dynamic (changeable) and static (historical and/or demographic) criminogenic factors that predict risk of recidivism. Results can be used to guide decisions about services, placements, supervision and sentencing in some cases.

*From "Integrated Reentry and Employment Strategies, The Council of State Governments Justice Center, September 2013"*

into agreements with CDCR institutions to provide pre-release job readiness preparation, transition support (including risk/needs assessment and retrieval of right to work and educational attainment documentation), and workforce services information to inmates preparing for parole. Since training and employment preparation services available at facilities varies significantly from institution to institution in terms of both type and intensity, the local board where CDCR facilities are located will contact the warden and/or other top administrative personnel from each facility to determine what services, if any, are desired from the local workforce system. In some cases, such as Kings County, discussions between the WDBs and state-run correctional

institutions have recently taken place. Based on these conversations, it appears that CDCR facilities are quite receptive to assistance from the local workforce system and that these services will complement vocational skills training and related services already available within state institutions. While it is logical that the local board with jurisdiction in the county where the CDCR facility is located will take the lead in providing services, it is anticipated that these boards may turn to adjacent local WDBs for assistance in providing pre-release services.

Hand-Off and Re-Entry Focus: The SJVAC RPU boards realize that most individuals served through CDCR pre-release services will be paroled to communities outside the RPU. This fact will shape both the content of pre-release services and efforts to provide a "warm hand-off" at the time of parole. Among the services provided to individuals within six months of parole will be information on the full array of workforce development and skills training services available throughout the state. Such information will include detailed descriptions of AJCC services, partners and locations. Referrals to local one-stops will be made for everyone for whom parole dates and locations are provided. In addition, a principal goal of the region's re-entry focus will be to work with the California Department of Motor Vehicles, the U.S. Social Security Administration and various county agencies to secure "right to work" documents prior to inmates' release. For individuals paroled to counties in the Central Valley from institutions located outside the region, Parole Officers will inform AJCC representatives of the need for services and a meeting of a co-case management team (described below) will be immediately scheduled to complete assessments and develop a service plan for customer.

**Partnerships and Collaboration with County Jails and Probation:** All the local WDBs have existing relationships with their probation departments, albeit with varying levels of intensity. Taking advantage of resources from CWDB-funded Prison to Employment implementation and direct services grants, it is the goal that every local board within the SJVAC RPU has a strong, well defined relationship with its corresponding probation agency to promote maximum job readiness and employment opportunities for individuals under probation supervision.

Pre-Release Focus: Each board that has not already done so will work with its local sheriff's and/or probation agency to develop an agreement to provide pre-release services like those described above for CDCR facilities. Again, the goal will be to supplement rather than supplant services that are already being offered within county-administered facilities.

Hand-Off and Re-Entry Focus: Unlike the hand-off and re-entry focus described for inmates of CDCR facilities, the WDBs of the SJVAC RPU anticipate that most individuals released from county jails will re-enter communities within their jurisdictions. Therefore, a connection with the local AJCC will be made in advance so that those on probation may connect with the local workforce system on the first day after release. The same scenario will be in effect for those transferred from state to county custody in accordance with realignment provisions of AB 109.

Additional information on SJVAC’s regional workforce-corrections approaches is provided throughout narrative sections I.B and I.C, below.

**4. Regional Workforce-Corrections Objectives: *Regional Workforce-Corrections Objectives:*** Given the region’s approach to implementing Prison to Employment programs and services at the local level, the flow of information and ideas among the eight boards and their workforce-corrections stakeholders will be critical. Therefore, each board agrees to participate in a Central Valley Workforce-Corrections Coalition, which will convene monthly (either in person or via web conferencing) as a platform for discussing strategies, innovations, accomplishments and challenges, along with performance on state-funded Prison to Employment contracts. It is envisioned that each local board will assign up to three representatives from its jurisdiction (presumably one from workforce, one from corrections and one from a community partner) to the coalition. The objectives of the coalition include:

**Promoting Communication:** The coalition will provide a means for all boards and partners to come together for dialog and the exchange of ideas. While these monthly meetings will not preclude more frequent communication, they will provide a structure for the region to convene monthly regarding programs serving justice-involved individuals. As discussed in section B.3, below, the region is considering an on-line communications platform for promoting Prison to Employment programs, a portion of which could be dedicated to information and documents sharing by and among coalition representatives.

**Fostering Collaboration:** Because the coalition will include representation that crosses not only regions (the eight local boards), but disciplines (workforce, corrections, community-based services), the opportunity for partnerships to develop among various professionals is significant. Individuals whose jurisdictions are separated by hundreds of miles will have the opportunity to collaborate on programs drawing from the same set of protocols and strategies.

**Replicating Promising Practices and Bringing Them to Scale:** As the coalition (and the virtual platform tool that will likely accompany it) result in the exchange of information about strategies and processes that are producing desired results, the coalition will serve to encourage adoption of high-performance practices by the stakeholders. Discussions among the partners will help coalition representatives determine the best options for replicating promising practices and whether certain strategies should be scaled-up within portions or the entirety of the region.

**5. Other Content of Regional Plan Modification:** While the workforce-corrections narrative accounts for nearly ninety-percent of the SJVAC RPU’s 2019 Regional Plan Modification content, other topics include: collaboration with building trades councils regarding Multi-Craft Core Curricula (MC3) Construction Pre-Apprenticeship training; a self-assessment pertaining to the California Workforce Development Boards (CWDB’s) Regional Coordination and Alignment Indicators; and a brief update on RPU priorities and progress on goals stated in the 4-year Regional Plan.

**B. SERVICES – WHO, WHAT, WHEN AND HOW OF REGIONAL ALIGNMENT**

**1. Partnerships to Support Service Delivery to the Target Population:** The 8 local boards of the SJVAC RPU either directly operate or manage the one-stop/AJCC system and coordinate the services of all WIOA-mandated and optional partners programs within their service areas. As such, connections to a wide range of workforce programs (WIOA, Wagner-Peyser, Veterans Employment Programs, Title V OAA, Rehabilitation Act) and education providers (WIOA Title II, adult education, community college CTE programs, Strong Workforce-funded programs) exist throughout the region.

Re-entry coordination involves participation of corrections agencies and CBOs that may not be part of the workforce system’s network of providers. However, in each RPU, relationships exist that can be expanded to meet the needs of justice-involved individuals that will be served under Prison to Employment implementation and direct services grants. A snapshot of existing workforce-correction partnerships in the region includes the following:

Fresno Regional WDB	FRWDB has a long-standing relationship with the County Probation Department to provide pre- and post-release services and maintains a workforce services resource room at the Fresno Day Reporting Center. AJCC staff is active in monthly Parole and Community Team (PACT) events and regularly receives referrals from Parole Officers. Re-Entry CBO partners include Turning Point, which offers substance abuse services and WestCare, which provides a continuum of health and human services.
Kern-Inyo-Mono WDB	KIM WDB/Employers’ Training Resource (ETR) is actively involved with the Community Corrections Partnership (CCP), which provides it connections to many experienced re-entry CBOs offering substance recovery, transitional housing and peer support services. ETR staff also attends monthly CDCR-led PACT meetings. The agency receives realignment funding under AB 109 from the Probation Department and provides pre-release services to individuals under the Sheriff’s custody at its Lerdo Jail facility.

Kings County WDB	Kings County Job Training Office (JTO) collaborates with the County Probation and Sheriff's Departments. JTO will co-locate a case manager at Probation and is providing workshops inside the County Jail. JTO is in discussions with three CDCR facilities located in the County (Avenal, Corcoran, and Substance Abuse Treatment Facility and State Prison, Corcoran) regarding provision of workshops and informational services to inmates pending release.
Madera County WDB	Madera County WDB is under contact with the County Department of Corrections (which operates the local jail) to provide in-custody transition services via a series of 4-week transition workshops, and also has a contract with the County Probation Department to provide post-release services. A State Board-funded grant currently supports housing a staff member at DOC and probation for pre- and post-release services. A program for juvenile probationers attending court day school will be piloted in 2019.
Merced County WDB	The WDB and the County Probation Department have entered a MOU that provides a framework for referrals of individuals under County supervision. In addition, Probation has provided \$100,000 to the WDB for the purpose of covering the costs of training for formerly incarcerated job seekers. Collaboration also exists with the County Office of Education's Phoenix Project, which provides basic education and workforce training services for justice-involved individuals.
San Joaquin County WDB	Two San Joaquin County WorkNet Case Managers are co-located within the Probation Department, thereby facilitating referrals. WorkNet actively participates in twice-monthly meetings of the CCP. WorkNet also receives referrals from the County Courts system. Community-based re-entry partners include Friends Outside, El Concilio, Fathers and Families of San Joaquin, and Mary Magdalene Community Services. WorkNet maintains a robust roster of second chance-friendly employers.
Stanislaus County WDB	An MOU between the Probation and Workforce Development departments supports the provision of in-custody and out of custody services to youth. A WIOA-funded program exists under the WDB's contract with Friends Outside (an experienced and well-regarded re-entry services agency) to provide work-based learning opportunities services to formerly incarcerated adults.
Tulare County WIB	In the region, Tulare County WIB, arguably, has the most evolved and multi-faceted collaboration with its County Probation Department. Under the Readiness for Employment through Sustainable Education and Training (RESET) program, AJCC staff works in tandem with Probation to provide many pre-release workforce services. Strong collaboration exists with CDCR Parole Officers, as evidenced by participation in PACT events to connect recently released parolees to workforce services. A strong relationship with the Sheriff's Department enables services to those serving sentences in County jail.

**2. Strategies for Customers with Multiple Barriers and Challenges:** Having a record of justice involvement is considered by many workforce development professionals as the biggest barrier a job seeker can face, as it closes too many doors of opportunity and elicits scant empathy from too many people with hiring authority. For formerly incarcerated individuals with additional barriers (such as having a disability or lacking educational attainment), the path to employment may be even more difficult. However, the approach to working with such individuals remains the same. Services begin with assessment of criminogenic risks and needs. These are followed by additional assessments that consider the secondary (and any additional) barriers. A service plan is then developed that identifies the full range of support needed to eradicate or minimize risks and barriers and to address needs. The plan will also prescribe specific workforce services required to prepare the participant for employment. Service strategies for individuals will include participation of organizations with the resources and expertise to deliver needed services. Therefore, in addition, to harnessing resources from organizations with expertise in re-entry, the workforce-corrections partners will secure services from other stakeholders. For individuals with disabilities, the California Department of Rehabilitation is an invaluable partner, as are local adult education agencies for customers needing remedial education, English-as-a-Second Language (ESL) training, or assistance in earning a high school diploma or an equivalent. Following assessment, service planning, securing resources and plan execution, intensive and frequent co-case management by an assigned team will increase customers' likelihood of success in achieving their plan goals, including securing and sustaining employment.

**3. Existing and Currently Funded Service Strategies:** The establishment of workforce-corrections partnerships throughout the region will produce more abundant, better coordinated and more effective services for formerly incarcerated individuals. Following is a summary of services that are currently being provided to the target group, along with an overview

of anticipated changes and improvements that will occur as the result of SJVAC's Regional Plan Modification and implementation of state-funded Prison to Employment grants.

**Services Currently Available:** The regional planning process triggered by the statewide implementation of workforce-corrections partnerships and the Governor's actions to make available funding to serve formerly incarcerated individuals have clarified for stakeholders throughout the Central Valley that a wide range of services are currently available. At the same time, there is widespread agreement that these services could be made exponentially more effective through better coordination. Among the services currently being offered are the following:

Corrections System Services: With varying levels of availability and intensity from place to place and agency to agency, various pre-release services are present, including: remedial education, support for diploma/equivalency attainment, and job skills training; some assessment of risks and needs; job readiness training; assistance in obtaining identification documents required for work; and transition support and referrals. Post-release support for employment and supportive services by parole and probation agencies relies largely on referrals to workforce agencies, training programs, contracted support providers, and other community-based resources.

Workforce Development Services: Like the corrections system, workforce services available to the target population – both inside correctional facilities and in the community – vary among places and providers. Still a wide variety of services are available. Several local boards provide workforce services within county facilities. These include workshops, information on career services available through AJCCs, and information on job opportunities and requirements, along with transition support by working with corrections system representatives to secure work-required identification documents and records of educational attainment and training certification. In some areas, conversations are underway with CDCR institutions to introduce or re-introduce local workforce system services into those facilities. Post-release, workforce providers receive referrals from both CDCR Parole Officers and local Probation agencies. The full range of workforce services is available to the targeted population via the AJCCs. All workforce agencies, through their business outreach and engagement strategies, have identified companies that will consider formerly incarcerated individuals for employment.

Community-Based Re-Entry Services: While not present in every community of the vast SJVAC region, community-based organizations with expertise in serving the re-entry population can be critical partners in addressing the holistic needs of those in transition. Services address barriers commonly experienced by the target population and include, but are not limited to, substance abuse treatment, mental health services, general health services, transitional housing, life and coping skills, family-centered services, and various forms of peer support. Some of the CBOs currently providing these services to formerly incarcerated individuals served by the workforce system are included in the partnership descriptions within the preceding response.

For a summary of baseline service numbers for individuals served by the local WDBs, please refer to Attachment B, item 3.

**Service Improvements Resulting from Establishment of the Workforce Corrections Partnership:** The establishment or strengthening of workforce-corrections partnerships will create a greater focus on the needs of the target population, thereby increasing services to formerly incarcerated and justice-involved individuals. The availability of specialized Prison to Employment funding will further enhance the ability of the partners to deliver services that fuel positive change for participants and increase their prospects for employment and sustained success in the workforce. Among the specific service improvements the partners anticipate are:

- Increased pre-release involvement by the workforce system that will enable better workforce preparation prior to re-entry and more successful referrals at transition.
- Greater use of criminogenic risk and needs assessments and the use of results to determine the preparedness of individuals for employment, along with the types and intensity of services to thwart risks and address needs.
- A more structured approach to collaboration in the delivery of services post-release, where a multi-disciplinary team of workforce, corrections and community representatives co-case manages and co-invests in participants.
- More effective and multi-faceted service planning that sets goals and devises strategies that extend well beyond starting a job to a point where customers are identifiably stable and secure.
- Improved identification and deployment of customized resources to address the specific needs of everyone.

And while not services per se, the following enhancements resulting from the partnership will improve service delivery:

- By the partners working together more often, more effectively and within more structured processes, workforce services will be more visible to customers and they are likely to perceive their prospects for employment being greater.
- The establishment of the Workforce-Corrections Coalition will provide a platform and mechanisms for process improvement, as representatives will consistently be reviewing, analyzing and suggesting ways to strengthen collaboration, services and service delivery.

**4. Strategies to Support Successful Program Participation and Completion:** Through MOUs in place and that will be developed with state and county corrections partners, the workforce system will encourage referrals of all formerly incarcerated individuals who need and are ready to participate in career services and employment. Central to the partnerships' approach and critical to their success will be holistic, wrap-around and sustained supportive services that address barriers to participation in workforce services, including training and employment. Stakeholders have identified the following as significant barriers and potential resources.

- Transitional and stable housing: The most basic, immediate need for the re-entry population is a place to stay. The Central Valley, however, lacks enough temporary and transitional housing to meet the level of need present in most counties. Community and faith-based organizations (such as rescue missions) fulfill critical needs, as do various publicly-funded sober living environments, treatment facilities and group homes. Both locally and regionally, identifying and cataloging resources will be a priority for workforce-corrections partners and the Coalition. Advocacy for establishment of additional housing resources will be a long-term goal.
- Transportation: Within the urban communities of the Central Valley, public transportation meets the needs of many formerly incarcerated individuals participating in job readiness services, skills training and job search. However, public transit schedules and routes still pose challenges for returning individuals who often manage training, work, and mandatory probation/parole activities. Individuals returning to rural communities face even greater challenges. Partnerships will explore transportation alternatives, such as contracting for private transportation services and working with programs that make donated vehicles available to low-income individuals.
- Counseling and Peer Support: For many within the target population, the need for these services is immediate and on-going. Several CBOs with a presence in the Central Valley have experience providing these services to formerly incarcerated individuals. Under the Prison to Employment initiative, local boards will procure qualified providers to support the goals of workforce-corrections partnerships in serving the target population.
- Tattoo Removal: Individuals with visible tattoos that evoke gang affiliation or antisocial attitudes face significant barriers to employment. Referrals to providers of tattoo removal services are critical for these individuals.
- Health and Wellness Services: In addition to the frequent need for substance treatment programs, many returning individuals have significant needs for mental and physical health services to stabilize them so that they are ready for employment. County public health and behavioral services agencies are critical allies in meeting these needs, as are community clinics and specialized, non-profit substance abuse providers, such as Turning Point and WestCare.

As availability of resources vary significantly from county to county and among communities within each county, local boards will be developing structured plans for providing support to Prison to Employment program participants. These plans will describe services to be offered, service providers and requirements/parameters for receiving services.

**5. Opportunities for Justice System Collaboration on Pre-Release Strategies:** As described, most of the local boards in the Central Valley are participating to some extent in pre-release activities at facilities under the jurisdiction of county law enforcement and probation agencies. This presence promotes the workforce system's ability to collaborate with corrections staff on planning structured transition services at the point of release. To promote successful re-entry, workforce and community partners want to contact exiting individuals as soon as possible after release. While offering services inside facilities increases successful referrals and contacts with workforce providers following release, improvements can still be made, as many individuals are released during non-business hours and workforce agencies are informed after the fact. In such cases, there is less likelihood that the re-entry individual will contact workforce services.

From CDCR, individuals parole from institutions throughout California. Therefore, referrals are generally made by local Parole Officers following release. However, WDBs in the region will work with Central Valley-based CDCR institutions to develop agreements to provide pre-release services, recognizing that only a small percentage of individuals released from these facilities will parole to Central Valley communities. However, for those who do, a structured transition plan, including immediate connection to workforce and community support agencies, could be achieved. In addition, if the state were to shepherd the installment of local workforce staff and information in all CDCR institutions, pre-release referrals to the workforce system in the community of parole could be made for all individuals released from state custody.

**6. Case Management Needs and Strategies:** Strong and effective working relationships with corrections and other government agencies will increase the workforce system's effectiveness in completing intake, assessment, service planning and in providing high quality case management. Key issues to be addressed pre-release that will promote successful engagement with workforce services providers include the following.

**Right to Work Documentation:** For the workforce system to engage individuals in employment of any kind, including subsidized work-based "earn and learn" activities, these customers must fulfill requirements for documenting their right to work. California Identification Cards, Social Security Cards, and birth certificates/verification of legal residency are among

the documents needed. Because the lag time for obtaining these documents can be weeks, beginning the process prior to release is essential. Support from state and county corrections agencies to identify those pending release and agreements with the DMV, Social Security and county registrars to facilitate the processing of requests would hasten the workforce system's ability to quickly connect the job ready re-entry population to work.

**Results of Risk/Needs Assessment:** Understanding an individual's criminogenic risks and needs is critical to devising an appropriate service plan and to determining the point at which he/she is ready for various career services. The workforce system partners intend to work with corrections facilities to ensure that such assessments are completed pre-release and that results are made available to the case management team that will identify appropriate workforce and support strategies.

**Documentation of Educational Attainment and Skills Certification:** Prior to release, the workforce-corrections partners, in cooperation with the customer, should identify all education and training completed by the customer and assemble documentation of these achievements. For diplomas or certificates earned while incarcerated, the corrections facility can assist in providing records. Pre-release identification of pre-incarceration educational attainment will help workforce staff in securing records from schools systems located throughout California and across the nation.

**7. Data Collection and Reporting:** SB 866 requires evaluation to be based on UI Code 14033 (b) to (d), as enacted by AB 1111. The applicable sections of 14033 state that the initiative's purpose is to provide individuals with barriers to employment "services they need to enter, participate in, and complete broader workforce preparation, training and education programs, and, ultimately, to obtain employment." It then describes performance evaluation criteria that are substantially similar to WIOA, as they deal with participants' enrollment and completion of workforce and training services, followed by job placement and retention. It is envisioned, therefore, that data collection and reporting would be similar to WIOA for which participant activities are recorded in CalJOBS, which produces reports on performance. San Joaquin County WDB, serving as fiscal agent for Prison to Employment implementation programs, will be responsible for developing data collection and reporting procedures and transmitting them to local WDBs for their use and that of their subcontractors. The WDB will consult with stakeholder representatives participating in Central Valley Workforce-Corrections Coalition for recommendations on procedures.

**8. Strategies to Support Job Retention:** As most of the formerly incarcerated and justice involved individuals served by the program will be recently released, the supportive services assembled to facilitate their transition and re-entry will generally need to remain in place for several months following initial placement on a job. This will be especially true for individuals who are in transitional housing. Because many will have little to no savings at the time they begin work, maintaining transitional services in place will be critical to participants' stability and success. At the time the participant begins work, the co-case management team will update the supportive services plan to ensure that it provides a detailed course of action and timeframe for all services needed. The plan will specify all services that will continue following placement, along with a timeframe for the participant's transition to self-sustainability concerning housing and other services. In updating the plan, the case management team will work with the participant to develop a budget and savings plan that will enable him/her to transition to stable housing that is unsubsidized. In addition to housing support, free and low cost services required to promote success and retention on the job will include transportation, counseling and health services, among others. All post-placement follow-up discussions with the participant and among the case management team will examine the participant's support needs and progress on the plan to achieve self-sufficiency.

**C. RELATIONSHIP TO REGIONAL LABOR MARKET NEEDS, REGIONAL SECTOR PATHWAY PROGRAMS, AND REGIONAL PARTNERSHIPS**

**1. Linking the Workforce-Corrections Initiative to the Region's Sector Pathways:** Based on extensive labor market research and analysis and considering priority sectors previously adopted by all 8 local boards, in 2017, the WDB leadership in the region agreed on the following regional priority sectors:

• Advanced Manufacturing	• Healthcare
• Construction (including Public Infrastructure)	• Transportation and Logistics
• Energy (including Green Energy)	• Value-Added Agriculture

As the economy of the region has continued to grow stronger over the last two years, these sectors have continued to show their value in terms of creating jobs, offering good wages and providing career advancement opportunities for those who build experience and attain credentials through school and work-based learning activities. Given the strength of these industries, the local boards of the Central Valley not only emphasize careers in these sectors to job seekers, but generally restrict WIOA training funds to programs that prepare workforce system customers for employment in a demand industry. Adult education and community college partners throughout the region, along with private technical and trades schools, are

working to support the region's sector focus by offering more courses linked to target industries. In addition, extensive outreach to and on-going engagement with businesses in SJVAC RPU's priority sectors continue to create opportunities to implement work-based learning programs ranging from transitional employment models to highly structured on-the-job training (OJT).

Boards prioritize jobs in priority sectors for all workforce system customers, including formerly incarcerated and justice-involved individuals. However, for this target group, consideration is given to the effect that their record (particularly the nature of the offense and subsequent conviction) may have on eligibility for particular jobs. The region's target sectors include a wide range of occupations and trades that are "second chance- friendly," providing employment opportunities for justice-involved individuals on a regular basis. In fact, of the region's 6 priority sectors, agriculture, construction, energy, manufacturing and transportation/logistics are all known for having jobs for which ex-offenders will qualify, assuming they have the right skills and meet other job requirements. Therefore, connecting individuals from this target group to sector pathway training will be a priority. As described, every Prison to Employment participant will undergo a thorough assessment of risks and needs, along with evaluations of vocational aptitudes and preferences. Based on results, participants may be referred to any number of sector pathway programs throughout the region, including, but not limited to the following:

Advanced Manufacturing	Maintenance Mechanic programs have been designed and implemented by several of the region's community colleges, in part with funding provided by the SlingShot grant. Students completing welding and blueprint reading courses are still in high demand.
Construction	In some areas of the Central Valley, public infrastructure projects are driving the demand for more workers. Throughout the region, commercial, industrial and residential building continue to grow. As described in Section II of the narrative, the local boards are working with their respective Building Trades Councils (BTCs) to increase the use of MC3 Pre-Apprenticeship Training and to transition those completing MC3 to building trades apprenticeships.
Energy	A subset of the sector that is showing growth is solar installation, including large scale projects. While several businesses have demonstrated a willingness to hire and train formerly incarcerated individuals, pathway training that provides career opportunities is generally provided via building trades apprenticeships.
Healthcare	While many jobs within healthcare are difficult for the target population to access, justice-involved individuals do qualify for certain positions of an administrative or support nature. These include jobs such as biller- coder, substance abuse counselor and healthcare navigator. In addition to training programs available across the valley, some training is available inside state institutions, such as Certified Drug and Alcohol Counselor training offered at the Central California Women's Facility.
Transportation/ Logistics	Sector pathway training for transportation maintenance, warehousing skills and truck driving are abundant throughout the Valley, as are jobs for which the target population is often hired.

**2. Coordination with State Board-Funded Initiatives:** Among the current grantees for these programs in the region, all are local boards. For the Forward Focus program, Tulare County WIB has received funding through two grants: Supervised 2.0 and Supervised 3.0. Under the Workforce Accelerator Fund (WAF), Tulare County WIB, Madera County WDB, and Fresno Regional WDB have an active project. Tulare County is using WAF funding, in part, to provide pre- and post- release services (education, job readiness and work experience) to youth probationers. Madera and Fresno are also serving justice-involved individuals who are in local custody or are being supervised by the Probation Department.

**3. Promoting Information on Regional Priority Sectors:** Each of the local boards collects and disseminates information about the labor market, demand occupations and growth/priority industries. The sources for such information vary from area to area, but generally include: State-published data and reports from the Labor Market Information Division of Employment Development Department; information gleaned from federal sources, such as O\*Net and the U.S. Department of Labor's Bureau of Labor Statistics; Dunn & Bradstreet; and information provided by local economic development agencies. Also, local boards meet with businesses representing priority sectors to gather information about their hiring and training needs. Examples of such activities include the work the San Joaquin County WDB is doing with employers from the healthcare sector and the various industry councils that have being developed by the Tulare County WIB. From time to time, local boards will independently or regionally commission labor market analysis, as was the case in 2016 when the Central Valley boards engaged Applied Development Economics (ADE) to analyze and report on growth industries. Information from that study was shared with stakeholders and the public via the publication of the 2017-2021 Regional Plan.

The 8 WDBs currently use a variety of approaches for sharing information on priority sectors and jobs with stakeholders. For instance, Madera County WDB produces newsletters to address the needs and interests of businesses for labor market data. Other WDBs get information out through reports presented at public board meetings or through publication of annual reports. Because the Prison to Employment initiative will involve a wide range of stakeholders, including corrections system organizations and their community-based partners, the SJVAC RPU will make data on target industries and the labor market much more accessible. On behalf of the region, the Merced County WDB has entered into a contract with the California Central Valley Economic Development Corporation (CCVEDC) to reach into the region's business communities to not only enhance industry engagement, but to secure additional intelligence on the needs of target industries. Concurrently, the RPU is developing a Regional Business Tool website, where a wide range of information, tools, and data can be shared. This platform will serve as an excellent means of communicating sector-focused information to all workforce-corrections partners.

**4. Business Engagement Strategy:** Surveys conducted with local boards and their providers, along with discussions during community forums, made clear that there are two key components to working with businesses to identify employment opportunities for formerly incarcerated individuals. The first is outreach, which all local boards and their workforce system partners do on an on-going basis. Business services staff identifies businesses where hiring opportunities likely exist. Such businesses include new companies, those in target sectors and businesses that are advertising for employees. Part of the process of working with new business customers is determining the requirements for positions in the company. Based on these requirements, boards typically take an assets-based approach, referring candidates meeting skills, experience and other background requirements. If there are conditions of employment that exclude individuals with certain felony convictions, these requirements are also considered in making referrals. The second key component is messaging, where business services staff develop specific benefits-focused language to persuade businesses to consider candidates. This message is tailored for every customer that is being promoted to employers, but often includes specific content for promoting job seekers with barriers. Hence, unique sets of messages have been developed for older workers, persons with disabilities, and justice-involved individuals. For the latter group, workforce services representatives share with employers a wide variety of reasons they should consider hiring individuals that were formerly incarcerated. These include:

- First and foremost, the specific qualifications of the candidate, including skills, abilities and attitudes related to the requirements of the job.
- Hiring incentives, including tax credits and free bonding.
- Employee reliability. Studies and workforce system experience have shown that many formerly incarcerated individuals are equally or more reliable and loyal than other workers.
- They are an under-utilized pool of talent.
- There is a positive economic and community impact to hiring these candidates as, over time, employment makes them less likely to rely on public support or reoffend.

Based on the combination of outreach and messaging strategies that are currently in use, the 8 local boards and their system partners have identified hundreds of Central Valley businesses that are second chance-friendly (see Attachment C, item 2 for additional information). The Coalition will produce a "messaging protocol" to guide all workforce-corrections partners in having productive and effective discussions with businesses about hiring justice-involved job seekers.

**5. Engaging System Stakeholders in Workforce-Corrections Partnership:** Of the eight boards in the region, six have received state approval to function as the service provider for their AJCCs. Two others (Fresno Regional WDB and Tulare County WIB) contract with independent providers that were procured under an open, competitive process. Therefore, MOUs with AJCCs are not necessary in the region. As described below, several local boards will seek to take advantage of the expertise that community-based organizations have in working with the re-entry population. Where direct services are provided to individuals enrolled in Prison to Employment grants, it is likely that the boards will competitively procure providers and enter into contracts for services. In cases where boards have previously procured a CBO's services, a separate procurement may not be necessary and contracts could be amended to include funding from these new state grants. Where CBOs are already funded to provide a specific service, WDBs will enter MOUs that describe the types of services to be provided and the referrals process. Utilizing existing MOUs as a resource, the Central Valley Workforce-Corrections Coalition will develop a template that can be used across the region.

**6. Engaging Re-Entry Service Organizations in Partnership Activities:** The local boards within the region recognize the necessity of having agreements in place with a variety of agencies to support the work of the workforce-corrections partnership. These include agreements with state and local corrections agencies (principally, CDCR/parole and county probation), law enforcement/jails, individual CDCR institutions, and public agencies controlling right to work documents. Many of these MOUs are in place, while other are in development or need to be negotiated. These agreements are a priority



and the local boards are committed to executing them as quickly as possible, but no later than June 30, 2019. Following is a snapshot of the status of desired MOUs by local WDB:

WDB	Probation	CDCR	Sheriff/Jails	CDCR Facilities	DMV	Social Security	Child Support	DSS
Fresno								
Kern-Inyo-Mono			X		X			
Kings								
Madera	X		X				X	X
Merced	X	N/A		N/A			X	X
San Joaquin	X							
Stanislaus	X	N/A		N/A			X	X
Tulare	X	N/A	X	N/A				

**7. Training for Staff and Stakeholders:** The process for updating and modifying the SJVAC RPU's Regional Plan to incorporate a workforce-corrections partnership included significant outreach to and engagement with workforce system stakeholders, representatives from the corrections system, community partners and others. Stakeholder and community engagement forums and meetings revealed that there are many effective partnerships already in place between workforce agencies and corrections partners. However, representatives from both sides indicated that advancing collaboration and achieving greater employment and anti-recidivism successes with formerly incarcerated individuals will require extensive additional training across disciplines. When queried regarding training needs and priorities, stakeholders suggested that several topics be prioritized. Training about the corrections system and justice-involved individuals should address: education and workforce services currently available within state and county corrections institutions; basics on parole, probation and supervision; building trust; building and maintaining motivation; basics on child support requirements; options for transitional housing; substance counseling and treatment programs; and mental health and trauma informed services. Training on the following workforce systems and services topics would benefit corrections and community partners: WIOA and workforce system basics; AJCC and workforce partner services; training programs; understanding the labor market; business outreach and job development; and work-based learning opportunities, including internships. Various stakeholders acknowledged the capacity of the California's Workforce Association's California Training Initiative to procure and broker training on many of these topics, while others recommended that state and county agencies (e.g. CWDB, CDCR, the California Prison Industry Association, local WDBs, county probation departments) take the lead in offering training. The Central Valley Workforce-Corrections Coalition will prioritize the development of and implementation of a Workforce-Corrections Training Plan no later than June 30, 2019.

**8. Case Management Collaboration with the Justice System:** The capacity to co-case manage participants relies foremost on the strength of partnerships and nearly equally on a sound structure for sharing information and apportioning responsibilities. Fortunately for Central Valley stakeholders and the justice-involved job seekers that they serve, effective working relationships currently exist between the workforce partners and their corrections/re-entry counterparts. Models for truly effective shared case management exist in the region and these strategies will be scaled-up in the implementation of state-funded Prison to Employment grants.

**Coordination with State Parole and County Probation Supervision:** As suggested in the introduction to this plan, coordination with state and local corrections systems will occur on two levels: pre-release and post-release. Pre-release coordination with CDCR will itself occur in two ways. For services provided inside the 13 SJVAC-based state corrections facilities, WDB services will complement those provided by the CDCR and its education contractors. Coordination of referrals will be directed to workforce areas to which inmates will parole. Hence, the hand-off will, for most inmates, signal the end of the facility's and the WDB's services to that individual. However, a small percentage of those being released will parole to Central Valley communities, in which CDCR and WDB staff providing pre-release services will provide a warm handoff to the SJVAC region WDB/AJCC staff and parole agents that will provide services. This staff will work together on a co-case management team to complete any remaining assessment, service planning and document retrieval that are necessary to engage the participant in workforce services and employment. For individuals paroled from institutions outside the RPU, Parole will quickly make referrals to the workforce system so that a co-case management team comprised of Parole, AJCC and CBO representatives can review and complete a risk/needs assessment and work toward developing a service plan for workforce development activities, supportive services and employment. For individuals under supervision of county probation agencies (including PRCS individuals and those in/released from county jails) coordination and referral will be substantially like that described for CDCR.

**Working with CBOs to Provide Support and Direct Services:** CBOs with expertise in serving formerly incarcerated individuals are a unique and immensely valuable resource. There are several highly experienced providers located in the Central Valley. However, in a region with several large cities, many small towns and a seemingly endless number of rural

hamlets, these CBOs are primarily clustered in and around large cities. Therefore, the region's strategy regarding experienced re-entry CBOs will be to use them where they are present and work to replicate their services (by AJCC staff or other providers) where they are not. As described above, community-based providers that have not already been procured will be invited to submit proposals under an open RFP. There are no presumptive providers and competition for supportive services funding under Prison to Employment grants will be fair and open. Once under contract, CBOs will become members of the multi-disciplinary co-case management team that will establish and execute plans for participants. As stated, the principal activities for contracted CBOs will include: peer support; provision and coordination of support services (including those provided via MOU at no cost to the grant); services that promote pro-social behaviors; and workshops dealing with anger management, goal setting, positive attitudes and motivation. Referrals to CBOs will come from assigned workforce services staff, so that they can be appropriately recorded and tracked.

## II. MULTI-CRAFT CORE CURRICULUM MC3 CONSTRUCTION PRE- APPRENTICESHIP PARTNERSHIPS

There are four (4) local/regional Building Trades Councils (BTCs) that align with the counties that comprises the SJVAC RPU: 1) Fresno, Madera, Tulare, Kings; 2) Kern, Inyo, Mono; 3) San Joaquin, Calaveras, Alpine; and 4) Stanislaus, Merced, Mariposa, Tuolumne. As part of the process to modify and update the Regional Plan, meetings were held with each of the four councils that were attended by: BTC leaders and representatives from various local building trades unions; Executive Directors and senior staff from each Local WDB; a regional planning consultant; and, in some cases, WDB members. The purpose of these meetings was for workforce system leaders to get a better understanding of how the councils were approving, overseeing and, possibly, operating MC3 training, their plans and/or goals regarding MC3, and how the workforce system (including WDBs, the AJCCs and partners) could support the councils' efforts pertaining to MC3. The third and fourth councils listed above also serve counties for which the Middle Sierra RPU has jurisdiction over workforce development programs. Therefore, the Executive Director of Mother Lode Job Training joined his Central Valley counterparts in meetings with BTC leaders from those areas. Following is a summary of the discussions that took place at each meeting, including plans for local boards for coordinate their programs and activities with BTCs and MC3 programs.

**Fresno, Madera, Tulare, Kings BTC:** The BTC serving this four-county region has the most fully developed program, operational strategies and relationship structures in the region when it comes to MC3 pre-apprenticeship training. The council not only oversees the 6-week program, it directly delivers the 10-day core curriculum, after which participants are exposed to various trades through modules provided by local trades unions. Content also includes visiting job sites and information by guest speakers. BTC and WDB leaders agreed on the importance of understanding one another's systems (e.g. eligibility and enrollment criteria) to working together effectively. The candidate vetting process (verification of high school completion, possession of a valid CDL, physical stamina and agility, passing a drug screening, etc.) is critical to a successful match, as apprenticeship and hiring standards are strict. Local boards have supported MC3 training through referrals and co-enrollments with WIOA. BTC leaders indicated that WDBs could provide additional support to MC3 programs by referring target populations, including women and formerly-incarcerated individuals.

**Kern, Inyo, Mono BTC:** In the past, various construction-related pre-apprenticeship programs have taken place in the county, including programs that focused on more than one trade, but these programs were not using the MC3 curriculum. Currently, programs are offered to students at Arvin High School (operating under the State Building Trades Council) and to adults in Rosemond through Los Angeles County-based Antelope Valley College. The BTC does not currently have an MC3 program operating under its auspices or approval, but is open to working with the WDB and local education providers (such as the Regional Occupational Center) to develop one or more programs. The question of need for more apprentices arose, as there are a limited number of project labor agreements in place, which often serve as the main driver for recruiting new apprentices through MC3 and other mechanisms. Still, projected retirements of skilled tradespeople may alone require that more people be apprenticed in the building trades. The BTC, represented unions, and the WDB agreed to continue discussions about increasing the availability of MC3 training, developing local capacity to provide pre-apprenticeship programs and ways the workforce system and labor can work better together to recruit, screen and prepare pre-apprentices.

**San Joaquin, Calaveras, Alpine BTC:** BTC leadership reported that the San Joaquin County Office of Education, through its YouthBuild program, operates the only BTC-approved MC3 pre-apprenticeship training in the County. Trainees participating in the program come from diverse backgrounds, like those served by the local workforce system. The MC3 program currently has the capacity to serve approximately 30 students per years. Like discussions that were held with other councils, local BTC representatives expressed that there are currently no specific plans to expand MC3 capacity, because it currently meets requirements for known public projects. Council leadership requested support from San Joaquin and adjacent counties in advocating for local hire language in public projects. San Joaquin County officials offered to have further

discussions on this matter. The WDB and BTC agreed to continue to work together to assess the need for more pre-apprenticeship training and to discuss the role of the workforce system in supporting a pipeline of candidates for MC3 and building trades apprenticeships.

**Stanislaus, Merced, Mariposa, Tuolumne BTC:** A very productive small group discussion occurred among two leaders from the local BTC and the Executive Directors of three local boards. While pre-apprenticeship training is being offered in the region (including programs provided by Modesto Junior College and Merced College), the curriculum was not officially BTC-approved for MC3. Council representatives agreed to review the programs, secure MC3 technical assistance and collaborate with local boards to consider current programs for approval. The boards agreed to work together to develop specific strategies for the workforce system to: promote building trades careers, MC3 and apprenticeships; to agree on protocols for candidate vetting and referrals; and provide funding, as available, to support training. Within the “Exhibits” section of this Regional Plan Modification, agendas, notes and sign-in sheets from these meetings are provided.

### III. REGIONAL COORDINATION AND ALIGNMENT INDICATORS

RPU leaders have overseen a multi-faceted process to review progress on regional alignment and coordination as expressed by the Indicators that have been cross-walked to SJVAC RPU goals. This process looked at work not only funded by RPI grants and other initiatives supported by the State board, but at other regional activities, including those being led by system partners. Following is a snapshot of self-assessment rankings for Indicators that touch on the principal objectives of the State Plan.

Indicator	Description	Level of Progress on Indicator		
		Learning/ Experimenting	Operationalizing/ Doing	Growing/ Expanding
<b>Demand-Driven Indicators</b>				
Indicator A	Team that jointly convenes industry/industry champions		X	
Indicator B	Shared industry sector focus and resources		X	
Indicator C	Communicating industry workforce needs to supply-side partners		X	
<b>Upward Mobility and Equity Indicators</b>				
Indicator F	Deploys shared resources to meet target population needs		X	
<b>System Alignment Indicators</b>				
Indicator H	Shared administrative systems to achieve efficiencies		X	
Indicator J	Processes for evaluating performance	X		

Detailed information on the region’s self-assessment on progress, including narratives describing progress on the indicators and rationales for ranking levels, is provided in Attachment D.

### IV. OTHER MODIFICATIONS TO 2017-2021 SJVAC RPU REGIONAL PLAN

Since the SJVAC Regional Plan was submitted in 2017, local boards have met frequently to discuss regional collaboration and strategies to improve services to key customer groups throughout the Central Valley. Following is a summary of progress made on the establishment of regional priorities and on numerous issues for which goals were set within the 4-year plan.

**A. Regional Workforce System Priorities:** Shortly after the Governor’s approval of the RPU’s Regional Plan, State Board representatives requested that the region identify from the goals stated in the plan a few priorities on which the partners would initially concentrate. The region zeroed in on five priorities, which include:

Coordination with Region-wide Economic Development: A portion of the region’s Implementation Grant funds has been used to secure the services of the California Central Valley Economic Development Corporation (CCVEDC), which is implementing regional strategies to assist the workforce system in expanding partnerships, enhancing industry engagement, and creating a structure for sharing information with business stakeholders.

Improving the Capacity of Regional Leaders: The goal is for leadership teams from each board in the region to complete the CWA-sponsored Workforce Executive Bootcamp. Regionally and locally, management will be prepared to develop innovative strategies and lead workforce system partnerships.

Coordination of Training Oversight: With leadership from FRWDB, the region has established an Eligible Training Provider List (ETPL) Council that is developing approaches to reducing duplication and promoting consistency in monitoring. The council also serves as a forum for sharing best practices.

Promotion of Priority Sectors: Standardized tools and informational resources are being developed to promote careers in key industry sectors. The goal is for local boards and stakeholders to provide consistent information that can be locally customized, across the region.

**B. Progress on Regional Plan Goals**: The 2017-2021 SJVAC Regional Plan enumerated goals in several areas. Based on these goals, the five foregoing priorities were identified. While the priorities have received significant attention, progress, some of which is substantial, has also been made in other goal areas. Following is an overview of regional activities related to these goals:

Engagement with Economic Development and Economic Analysis: The above-described regional project with CCVEDC exemplifies the RPU's commitment to maintaining strong partnerships with economic development and to utilizing economic and labor market data as a tool for both outreach to businesses and for providing services that meet the workforce needs of the Central Valley's leading industries.

Regional Sectors Pathway Programs and Credential Attainment: The region continues to work with businesses, industry associations and organized labor to develop and strengthen sector pathway programs and to guide job seekers to training, preparing them for opportunities in growth industries. The SlingShot grant was focused, in part, on developing industry-responsive programs for the manufacturing and construction industries that result in the award of industry-valued credentials.

System Accessibility and Inclusiveness: While SJVAC's 4-year plan addresses the needs of job seekers with barriers to employment, including English language learners and individuals with disabilities, modifications to local and regional plans are strengthening the workforce system's emphasis on priority populations identified in the 2018 State Plan modification.

Administrative and Operational Coordination: Where the Central Valley Workforce Collaborative has served for years as a platform for local board Directors to communicate on projects and share ideas, other structures (e.g. the ETPL Council, the Central Valley Workforce-Corrections Coalition) are being developed to promote communication on specific areas of administration and service delivery.

System Development and Collaboration with Partners: Each of the local boards reports progress on their partnerships working more collaboratively as part of a single workforce system, rather than in silos. Goals recently set in concert with local and regional plan updates and one-stop certification are further enhancing this collaboration.

In two remaining areas (Tracking the System's Training-Related Placements and Defining Job Quality), some progress has been made, but more work remains before the region will be ready to categorize these goals as poised for achievement. Updates will be provided in future reports concerning regional planning goals.

## SUPPLEMENTAL NARRATIVE

### STAKEHOLDER AND COMMUNITY OUTREACH AND INVOLVEMENT IN THE TWO-YEAR REVIEW OF THE REGIONAL PLAN

Under the oversight of the Merced County Workforce Investment Department/Merced County WDB, which functions as the Regional Organizer and as the Fiscal Agent for the Regional Plan Implementation Grant funds, the SJVAC initiated a process for the biennial review and modification of the 2017-2021 Regional Plan that involved not only management and staff of the eight (8) local WDBs that make up the RPU, but a wide range of workforce system partners, local stakeholders and representatives of the communities throughout the region. The content of the Regional Plan Modification is substantially influenced by and representative of organizations and individuals committed to developing and maintaining a prepared and capable local workforce for the Central Valley.

#### 1. **Overall Strategy for Community Outreach and Stakeholder Engagement to Support Modification of the Regional Plan**

The primary method of obtaining community and stakeholder input on the Regional Plan Modification was to invite participation in a series of public forums, focused on the principal topics to be addressed by the Plan Modification.

At the opening of each forum, participants were informed of the session's objectives, which were:

- To give stakeholders and the community the opportunity to weigh in on the needs of the target groups and/or issues being discussed;
- To learn from services providers, stakeholders and customers about best practices in meeting service needs;
- To identify gaps in services; and
- To hear recommendations for improving the content, availability and quality of services/strategies under consideration.

To promote input from individuals and organizations in the vast RPU region, sessions were scheduled in three sub-regions:

North Valley: Merced, San Joaquin, and Stanislaus counties.

Mid-Valley: Fresno, Kings, Madera, and Tulare counties.

South Valley: Kern, Inyo, and Mono counties.

#### A. ***Approach to Conducting Population/Partnership-Specific Input Sessions***

For each of the forums, an agenda was published so that invited stakeholders and members of the community were informed in advance of what, specifically, would be discussed. Each session was scheduled for approximately two hours. The forums addressed the following topics:

- Building and Sustaining Successful Workforce-Corrections Partnerships: Creating a Provider Network that Achieves Results
- Building and Sustaining Successful Workforce-Corrections Partnerships: Ensuring the Availability of Skills Development, Job Placement and Wrap-Around Support Services for Formerly Incarcerated and Justice-Involved Individuals
- Collaborating with Building Trades Councils on Promotion of Multi-Craft Core Curriculum (MC3) Construction Pre-Apprenticeship Training Programs
- Review of Regional Workforce Goals: Assessment of Progress on Achieving Goals on Regional Programs and Strategies
- Regional Workforce Development Strategies: Identifying Programs, Services and Approaches that Reflect Business and Community Priorities

One of the forums addressing “Regional Workforce Development Strategies” was held after regular work hours to enable members of the community to participate.

***B. Use of Experienced Facilitators to Guide and Support Discussion***

To promote neutrality and encourage open input during the forums, RPU leaders engaged John Chamberlin and David Shinder to serve as facilitators. Together, Mr. Chamberlin and Mr. Shinder have more than 80 years of experience in the field of workforce development and have facilitated hundreds of forums and planning sessions over their careers. They consulted with the region on the development of the San Joaquin Valley and Associated Counties (SJVAC) 2017-2021 Regional Plan and both have extensive experience working throughout the San Joaquin Valley.

***C. Capturing Community and Stakeholder Input***

To promote contribution to the planning process by a wide range of organizations and points of view, the WDBs in the SJVAC RPU used several methods to inform stakeholders and the community about the forums. These included:

- Direct email to partners and a broad array of stakeholders, including organizations listed in the State Board’s Directory of Planning Partners.
- Posting of meeting notices in the AJCC.

- Posting of the agenda and meeting notices on each local WDB's website.
- Posting of meeting announcements on the State Board's website (following e-mail notification to designated State Board staff).

The forums were frequently audio recorded and the recordings were used as the basis for developing summary notes for each forum. Meeting notes are attached as exhibits to this Plan Modification.

**D. *Harnessing Intelligence On-Going Engagement Process***

The forums held as part of the process to modify the 2017-2021 Regional Plan represent just a small part of the many ways in which the local boards gather stakeholder input on a regular and on-going basis.

**E. *Strengthening Communities of Support around Key Populations and Partnerships:***

The forums, held as part of the process to update and modify the Regional Plan, produced the ancillary benefit of fostering communities of practice and support around priority populations and issues. While the region's WDBs are diligent in bringing together the one-stop partners on a regular basis to discuss a wide range of issues pertaining to the delivery of services to job seekers and businesses in the region, the forums have served to foster and/or strengthen partnerships on specific issues. Dialogs are taking place among many stakeholders on strategies to best serve justice-involved and formerly incarcerated individuals and other key target groups. The regional leaders anticipate continuing to use community forums in the future to capture intelligence from the community and engage stakeholders in issues-specific conversations.

**2. Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on SJVAC RPU's Workforce-Corrections Partnership**

A total of six (6) community and stakeholder input sessions on Workforce-Corrections Partnership issues were held throughout the RPU, as follows:

Workforce-Corrections Forum (focus on partnerships)	Merced County WDB	12/05/18
	Madera County WDB	11/08/18
	Kern-Inyo-Mono WDB	10/24/18
Workforce-Corrections Forum (focus on services)	San Joaquin County WDB	10/25/18
	Tulare County WDB	11/07/18
	Kern-Inyo-Mono WDB	12/04/18

Two distinct forums were held pertaining to collaboration between the workforce system and the justice/corrections system. The first dealt with ways in which

partnerships can be built or strengthened. The second focused on the services needed by the target group both pre- and post-release. Following are summaries on the purpose and content of both forums that were used to promote the sessions.

***Building and Sustaining Successful Workforce-Corrections Partnerships: Creating a Provider Network that Achieves Results:*** A principal feature of the Central Valley's efforts in updating its regional workforce plan is strengthening existing relationships with justice system agencies and organizations that assist formerly incarcerated individuals with re-entry into local communities. The regional Workforce-Corrections Partnership resulting from efforts will leverage the experience, talents and resources of organizations and individuals that are committed to providing services and support that will enable job seekers in this category to develop skills and secure employment. Stakeholders and community representatives are invited to join this discussion on building local and regional provider networks to ensure successful outcomes for formerly incarcerated job seekers.

***Building and Sustaining Successful Workforce-Corrections Partnerships: Ensuring the Availability of Skills Development, Job Placement and Wrap-Around Support Services for Formerly Incarcerated and Justice-Involved Individuals:*** During this forum, local stakeholders and community representatives will continue to exchange ideas and explore a variety of strategies for serving formerly incarcerated individuals, including approaches to providing skills training, job readiness services, and a wide range of ancillary support services (e.g. housing, healthcare, counseling) often needed by members of this target group. During this session, stakeholders will be asked to help identify where gaps in services and resources exist and how to best bridge these gaps through the implementation of proven or innovative strategies. Input is sought from a wide range of stakeholders, including those with experience in serving the target population.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

For the "partnership-focused" workforce-corrections session, the following questions were posed to forum participants:

- What re-entry partnerships currently exist? CCPs? Re-entry councils? Others? Who are the re-entry partners in the region?
- How does the workforce system currently collaborate with the parole and probation systems? If collaboration is not extensive, how could it be improved?
- Does collaboration exist pre-release? If not, what opportunities exist for collaboration at this stage?
- What should the referral process look like?



- What level of staff support is necessary to achieve collaboration goals?
- What training and staff development is necessary to achieve collaboration goals?

The following questions were posed for the “services-focused” session:

- What are the major employment and re-entry barriers faced by formerly incarcerated and justice involved individuals?
- How do stakeholders coordinate reentry, workforce, and education services for formerly incarcerated and justice-involved individuals?
- What types of services currently exist within the region to help the target population with re-entry?
  - Training
  - Employment
  - Support
- What pre-release education, training and employment-related services are available? How do these services prepare targeted individuals for employment upon re-entry?
- What processes exist to connect incarcerated individuals with the workforce system prior to their being released?
- What sectors and careers offer the most promise for the target population? What training and other preparation/services are needed to connect them with these opportunities?

**A. Outreach Activities:** Notices regarding the forums were placed on the each WDB’s website. Printed notices were also posted in the AJCCs throughout the Central Valley.

**B. Efforts to Engage Corrections Partners and Key Stakeholders:** Direct emails were sent to stakeholders, including those on the State Directory.

**C. Communication with the State Board regarding Workforce-Corrections Forums:** No less than 10 days prior to each forum, the Regional Organizer sent an email about the forum to the designated contact persons at the State Board.

**D. Documentation of Efforts:** Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-1-a: Sample flyers and promotional information
- Exhibit A-1-b: Sample outreach-related email communication
- Exhibit A-1-c: List of individuals and organizations invited to participate in forum
- Exhibit A-1-d: List of individuals that participated in forum, included their contact information
- Exhibit A-1-e: Sign-in sheet(s) for forum

- Exhibit A-1-f: Forum agenda
- Exhibit A-1-g: Forum presentation (PowerPoint)
- Exhibit A-1-h: Meeting notes summarizing the content of forum discussions

**3. Specific Efforts by SJVAC RPU to Engage Building Trades Councils (BTCs) on Multi-Craft Core Curriculum (MC3) Construction Pre-Apprentice Partnerships**

A total of four (4) meetings with BTCs were held throughout the RPU, as follows:

<i>Building Trades Council</i>	<i>Meeting Host</i>	<i>Date</i>
Fresno, Madera, Tulare, Kings BTC	Fresno Regional WDB	10/23/18
Kern, Inyo, Mono BTC	Kern-Inyo-Mono WDB	11/07/18
San Joaquin, Calaveras <sup>1</sup> , Amador, Alpine BTC	San Joaquin County WDB	11/08/18
Stanislaus, Merced, Mariposa, Tuolumne BTC	Stanislaus County WDB	11/14/18

To meet the objectives of the Regional Plan Modification pertaining to strengthening collaboration with local BTCs pertaining to MC3 Construction Pre-Apprenticeship Training, meetings between WDBs were scheduled with each BTC in the region.

Following is a summary of the purpose and content of meeting that was used to promote BYC participation in the sessions.

***Collaborating with Building Trades Councils on Promotion of Multi-Craft Core Curriculum (MC3) Construction Pre-Apprenticeship Training Programs:*** In sync with public workforce policy and state law, WDBs throughout the Central Valley are working to strengthen relationships with local BTCs, which lead to partnerships among labor, workforce, education and community agencies that are focused on building pathways to careers in the construction trades. BTCs approve and lend support to MC3 pre-apprenticeship training programs, which enable job seekers to become familiar with and explore various trades to determine which craft might be a fit for them. Because local workforce systems function as key recruiters of job applicants, they are ideally positioned to recruit and screen candidates for MC3 programs. As part of regional efforts to modify workforce plans to reflect current partnerships with stakeholders in training for the building and construction trades, the eight WDBs of California’s Central Valley will meet with the following local BTCs to establish protocols for referrals of job seekers to MC3 programs:

The agenda for these small group sessions was as follows:

- Welcome and Introductions

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<sup>1</sup> Middle Sierra RPU representatives at two BTC meetings that addressed the region (San Joaquin, Calaveras, Amador, Alpine and Stanislaus, Merced, Mariposa, Tuolumne)

- Purpose and Overview Meeting between BTC and Workforce System Leadership
- Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- Review of BTC-Approved MC3 Programs and Authorized Providers in the Multi-County Area
- Strengthening the Role of the Workforce System within MC3 Partnerships
- Developing a Plan for Improved MC3 Coordination between the Local Workforce Development Boards and their Partners and the BTC
  - Promotion
  - Referrals
  - Support
- Next Steps and Planned Follow-Up

**A. Efforts to Engage BTCs:** Emails or calls were made to BTC leadership inviting them to meetings.

**B. Communication with the State Board regarding BTC Meetings:** No less than 10 days prior to each BTC meeting, the Regional Organizer sent an email about the meeting to the designated contact persons at the State Board.

**C. Documentation of Efforts:** Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-2-a: Sample email communication (if used vs. call)
- Exhibit A-2-b: Sign-in sheet(s) for the meeting
- Exhibit A-2-c: Meeting agenda
- Exhibit A-2-d: Meeting notes summarizing the content of forum discussions

**4. Efforts to Outreach to the Community and Engage Stakeholders in Discussions on SJVAC RPU’s Progress on Regional Coordination and Alignment**

A total of three (3) community and stakeholder input sessions concerning Progress on Regional Coordination and Alignment issues were held throughout the RPU, as follows:

Progress on Regional Coordination and Alignment Forums	Stanislaus County WDB	10/24/18
	Fresno Regional WDB	10/25/18
	Kern-Inyo-Mono WDB	11/13/18

Following is a summary of the purpose and content of the forums that was used to promote the sessions.

***Review of Regional Workforce Goals: Assessment of Progress on Achieving Goals on Regional Programs and Strategies:*** Utilizing a framework developed by the state, local workforce development boards throughout the Central Valley are required to complete a self-assessment of their progress in implementing strategies for serving priority populations and meeting the workforce needs of key industries. Representatives of local education, economic development, workforce development and community organizations, as well as the public, are encouraged to join these discussions, which will focus on goals and strategies expressed in the region's current 4-year's Workforce Plan.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

The following questions were posed to forum participants:

Indicator A: Region has a team that jointly convenes industry

- What industries/sectors meet in the region?
- Who are the industry champions including unions where applicable for each industry sector?
- How were the lead organization(s) and sector experts responsible for convening employers identified?
- What activities take place during a convening/meeting?
- How frequently do convenings/meetings occur? Who attends each convening?
- What new Industry Recognized Credentials and/or Apprenticeship programs will result from the Industry Sector convenings/meetings? Have the partners identified existing credentials offered in the region that meet Industry needs?

Indicator B: Region has shared sector/occupational focus and shares/pools resources to meet demand in the region

- How does the region identify demand occupations and sectors, and who are the partners engaged in this process?
- How are resources pooled to meet the identified demand?
- Provide 1-3 examples in how demand was identified and resources pooled to meet this demand.

Indicator C: Region has a process to communicate industry workforce needs to supply-side partners

- Who are the supply-side partners engaged at the regional level, and how does the region ensure understanding by staff and partners of targeted industry sectors and job quality framework?
- What training/professional development opportunities are available to front-line staff on targeted sectors and job quality?
- How do the services provided by the AJCC and regional partners prepare job candidates to meet the needs of targeted industry?

- How do One-Stop Operators, AJCC service providers, and other supply-side partners ensure that services are aligned to reduce duplication and redundancy? Give examples.

Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs

- Have relevant regional partners entered a Memorandum of Understanding (MOU) to share customers, services and costs?
- List funding streams that are shared/pooled to provide services, training, and education to meet target population needs.
- If funding is not directly administered by Local Boards, please indicate levels of shared/pooled funding resources administered by regional partners.

Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes

- Does your region have shared/pooled administrative systems or processes? If yes, what are the systems/process?
- Describe the administrative efficiencies that your region has identified that will reduce duplication, streamline processes, save money, and/or improve program outcomes.
- Does your region have MOUs or agreements in place to share resources, streamline administrative processes, and/or improve program outcomes?
- Does your region have a plan to unify the regional partners approach to engaging employers?

Indicator J: Regional organization and evaluation of performance

- How will the region qualitatively assess/evaluate progress towards meeting regional industry and occupational demand?
- Have the regional partners determined regional goals for increasing the number of industry-recognized credentials and apprenticeships available in the region? How will, or how might, these outcomes be tracked numerically and categorically?
- Does the region have a numeric goal of placing participants in sector-based occupations? If so, list the sectors and occupations, numeric goal(s), and the number to-date in attaining that goal (baseline).
- Is the region piloting employer engagement performance measures? If yes, what are they?
- Have the Local Boards met to discuss WIOA performance negotiations and how negotiations might align with other regional goals/measures?

**A. Outreach Activities:** Notices regarding the forums were placed on the each WDB's website. Printed notices were also posted the AJCC throughout the Central Valley.

**B. Efforts to Engage Partners and Key Stakeholders on Regional Coordination and Alignment:** Direct emails were sent to stakeholders, including those on the State Directory.

**C. Communication with the State Board regarding Forums regarding Progress on Regional Coordination and Alignment:** No less than 10 days prior to each forum, the Regional Organizer sent an email about the forum to the designated contact persons at the State Board.

**D. Documentation of Efforts:** Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-3-a: Sample flyers and promotional Information
- Exhibit A-3-b: Sample outreach-related email communication
- Exhibit A-3-c: List of individuals and organizations invited to participate in forum
- Exhibit A-3-d: List of individuals that participated in forum, included their contact information
- Exhibit A-3-e: Sign-in sheet(s) for forum
- Exhibit A-3-f: Forum agenda
- Exhibit A-3-g: Forum presentation (PowerPoint)
- Exhibit A-3-h: Meeting notes summarizing the content of forum discussions

**5. Efforts to Outreach to the Community and Engage Stakeholders in Discussions on the Regional Workforce Strategies (Community Forum)**

Three (3) general input sessions/community forums, which addressed overall workforce strategies for the region were held as follows:

Regional Workforce Strategies forum	Kern-Inyo-Mono WDB	10/03/18
	Kings County WDB	11/06/18
	Stanislaus County WDB	11/13/18

The session in Stanislaus County was held in the evening, after regular work hours, to enable community members to attend.

Following is a summary of the purpose and content of both forums that were used to promote the sessions.

**Regional Workforce Development Strategies: Identifying Programs, Services and Approaches that Reflect Business and Community Priorities:** In accordance with federal requirements, public funding that assists job seekers to develop skills and connect with employment opportunities is distributed to local Governor-designated workforce areas. In California, the 45 local areas have been grouped into 14 regions to align local workforce activities with larger economic development areas and resources. The Central Valley region is in the process of modifying its plan for serving businesses and individuals seeking employment. As part of this effort, leadership of local workforce agencies is requesting input from the public regarding priorities for skills training, job placement and related

workforce services. This input will help guide efforts to develop new partnerships and programs and to expand existing ones.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- The Regional Plan suggests that certain groups of job seekers (such as formerly incarcerated individuals, English language learners, persons with disabilities and others) have a difficult time finding work and/or advancing in their careers. In the current strong economy, is this still true?
- Training and the opportunity to attain industry valued credentials is a central feature of the Regional Plan. Is enough training available to meet demand? For those taking part in training, are they able to earn certificates and find jobs?
- Digital literacy skills (the use of technology in the workplace) were identified as a priority for workers. Is this training widely available and is it meeting the needs of workers and employers?
- Based on a 2016 analysis of labor market and economic data, six major industries (advanced manufacturing, construction/public infrastructure, energy, healthcare, transportation and logistics, and value-added agriculture) were identified as priorities. Are job seekers currently able to easily secure employment in these sectors? If there are gaps, what are they?
- If you were writing the Regional Workforce Plan, what would your priorities be and why?

**A. *Outreach Activities:*** Notices regarding the forums were placed on each WDB's website. Printed notices were also posted in AJCCs throughout the Central Valley.

**B. *Efforts to Engage Partners and Key Stakeholders on Regional Workforce Strategies:*** Direct emails were sent to stakeholders, including those on the State Directory.

**C. *Communication with the State Board regarding Regional Community Forums:*** No less than 10 days prior to each forum, the Regional Organizer sent an email about the forum to the designated contact persons at the State Board.

**D. *Documentation of Efforts:*** Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-4-a: Sample flyers and promotional information
- Exhibit A-4-b: Sample outreach-related email communication
- Exhibit A-4-c: List of individuals and organizations invited to participate in forum

- Exhibit A-4-d: List of individuals that participated in forum, included their contact information
- Exhibit A-4-e: Sign-in sheet(s) for forum
- Exhibit A-4-f: Forum agenda
- Exhibit A-4-g: Forum presentation (PowerPoint)
- Exhibit A-4-h: Meeting notes summarizing the content of forum discussions

## 6. Publication of Draft for Public Comment

On February 1, 2019, the eight local boards comprising the SJVAC RPU each opened a 30-day public comment period on the Regional Plan Modification, which corresponded to the comment period for their Local Plan Modifications. The public comment period concluded on March 2, 2019.

- A. *Notice on the Availability of the Draft Plan for Public Review and Comment:*** Each local board placed a notice in a local newspaper/periodical, informing the community of the 30-day public comment period and the availability of the Regional Plan Modification plan electronically on each local WDB's web site. Notices were published as follows:

<i>Local WDB</i>	<i>Newspaper/Periodical</i>	<i>Date of Publication</i>
Fresno Regional WDB	Fresno Bee	2/1/19
Kern-Inyo-Mono WDB	Bakersfield Californian, Mammoth Times, Inyo Register	1/31/19, 2/7/19 (Mammoth Times)
Kings County WDB	Hanford Sentinel	2/1/19
Madera County WDB	Chowchilla News, Sierra Star, Madera Tribune	1/31/19
Merced County WDB	Merced Sun Star	2/1/19
San Joaquin County WDB	The Record	2/1/19
Stanislaus County WDB	Modesto Bee	2/1/19
Tulare County WIB	Foothill Sun Gazette	1/30/19

Email notices about the availability of the draft were also sent to all stakeholders invited to participate in the regional planning forums. In addition, notification on the public comment process was emailed to the designated State Board contacts.

- B. *Opportunities and Mechanisms for Public Comment:*** To ensure that comments to the plan are captured accurately, the WDB requested that all comments be made in writing. Written comments could be submitted by email to [comments.regionalplanupdate@gmail.com](mailto:comments.regionalplanupdate@gmail.com) or in print by mail and hand delivery to 1205 West 18<sup>th</sup> Street, Merced, CA 95340, Attn: Nick Loret de Mola.



**C. *Results of Public Comment:*** One public comment was received, and a small change was made in response to that comment. Please see Attachment E for details below.

**D. *Documentation of Efforts:***

- Exhibit A-5-a: Sample Notice to Newspapers for Public Notice
- Exhibit A-5-b: Sample Email Message to Stakeholders

## SUPPLEMENTAL NARRATIVE

**WORKFORCE-CORRECTIONS PARTNERSHIP –  
ASSESSMENT OF NEED AND POPULATION SIZE**

The following information addressed the target population and its need.

1. **Overview of Supervised Population**
2. **Individuals Released Annually from State Prison and Local Custody**

Following is available data for individuals released from state and local custody to all Regional Planning Units in the state, as well as individual counties in the San Joaquin Valley and Associated Counties RPU.

I. Supervised Population (Broken down by Regional Planning Unit)				
RPU	Total Parole/PRCS Population	Total Probation Population	Total	% Total State Supervised Population
Los Angeles Basin	25,324	80,894	106,218	28.1%
<b>SJVAC</b>	<b>11,568</b>	<b>49,178</b>	<b>60,746</b>	<b>16.1%</b>
Inland Empire	11,305	38,501	49,807	13.2%
Capital	5,479	27,761	33,240	8.8%
Orange	4,911	23,011	27,922	7.4%
Bay-Peninsula	3,855	18,047	21,902	5.8%
Coastal	2,921	17,919	20,840	5.5%
East Bay	2,455	12,059	14,514	3.8%
North Bay	2,191	11,871	14,062	3.7%
Ventura	1,980	8,988	10,968	2.9%
North State	1,947	6,951	8,898	2.4%
Middle Sierra	1,081	3,919	5,000	1.3%
Southern Border	311	2,616	2,927	0.8%
Humboldt	258	1,090	1,348	0.4%
II. Supervised Population (For Central Valley, broken down by Workforce Board)				
WDB	Total Parole/PRCS Population	Total Probation Population	Total	% Total RPU Supervised Population
Fresno	3,244	12,460	15,704	26%
Kern-Inyo-Mono	2,855	8,763	11,618	19%
San Joaquin	1,607	8,045	9,652	16%
Stanislaus	1,403	7,015	8,418	14%
Tulare	949	6,130	7,079	12%
Madera	371	3,215	3,586	6%
Kings	603	2,739	3,342	6%
Merced	536	810	1,346	2%

Sources: CDCR Office of Research as of 12/2017 Offender Demographic and Census Report, California County Probation Data Dashboard as of 06/2017

**3. Services Needed by The Target Group**

Workforce development and support services needed by the target group are described throughout sections I.A and I.B of the principal narrative.

**4. Formerly Incarcerated Individuals Served by the Workforce System**

Following is a summary of formerly incarcerated individuals served by local workforce areas in the San Joaquin Valley and Associated Counties RPU in PY 2016-2017 and PY 2017-2018.

PY 2016-2017	Adult	Adult	Youth	Youth
WDBs	Enrollments	Outcomes*	Enrollments	Outcomes**
Fresno Regional WDB	76	50%	31	55%
Kern-Inyo-Mono WDB	195	15.38%	23	48%
Kings County WDB	104	59%	10	33.3%
Madera County WDB	37	38%	5	40%
Merced County WDB	21	76.19%	3	0
San Joaquin County WDB	58	25.86%	9	22.2%
Stanislaus County WDB	113	63%	27	62%
Tulare County WDB	778	56.05%	22	64%

PY 2017-2018	Adult	Adult	Youth	Youth
WDBs	Enrollments	Outcomes*	Enrollments	Outcomes**
Fresno Regional WDB	106	21%	46	9.8%
Kern-Inyo-Mono WDB	105	27.62%	3	0
Kings County WDB	39	24.2%	7	33.3%
Madera County WDB	26	17%	8	0
Merced County WDB	27	22.73%	3	0
San Joaquin County WDB	67	4.48%	12	8.33%
Stanislaus County WDB	114	26%	20	16%
Tulare County WDB	957	51.01%	21	75%

\* Employment after 2<sup>nd</sup> Quarter

\*\* Employment or Placement into Training after 2<sup>nd</sup> Quarter

**5. Information Sharing among Stakeholders**

As described throughout the principal narrative, to ensure the development of customized service plans and to promote successful outcomes, the partners will work in multi-disciplinary/co-case management teams, consisting of representatives from of workforce, corrections and community agencies. These teams will utilize information gathered pre-release (including results of risk/needs assessments, if available) for formulating plans. As permissible under the programs in which justice-involved individuals are participating, the partners will agree to share information on assessments, needs, services, progress and outcomes. Participants will be asked to sign a release enabling sharing of information that does not compromise legally required confidentiality.

## **ATTACHMENT C**

### **SUPPLEMENTAL NARRATIVE**

#### **WORKFORCE-CORRECTIONS PARTNERSHIP – SUPPLEMENTAL INFORMATION ON “RELATIONSHIP TO REGIONAL LABOR MARKET NEEDS, REGIONAL SECTOR PATHWAY PROGRAMS AND REGIONAL PARTNERSHIPS”**

The following information supplements content in Section I.C of the principal narrative.

##### **1. Promoting Hiring Incentives and Benefits**

Section C.4 of the principal narrative includes information on the workforce development system’s approach to outreaching to and messaging businesses about hiring formerly incarcerated individuals. Among the information communicated are benefits, incentives and services available to both justice-involved individuals and the companies that hire them. Many of the partners – from EDD to Probation to CBOs – have developed informational materials in both print and web-based formats about the various federal and state tax credits and incentives that are available to businesses that hire justice-involved and formerly incarcerated individuals. The members of the Central Valley Workforce-Corrections Coalition will take on the task of reviewing this information and will utilize its content as the basis for developing a standardized information summary that can be adopted and customized by partners throughout the Central Valley. This will be completed no later than June 30, 2019.

##### **2. Identifying and Cataloging Targeted Businesses**

As also described in Section C.4 of the principal narrative, each of the region’s local boards, in connection with its business outreach efforts, has identified numerous companies that are “second chance friendly” and are open to interviewing and hiring formerly incarcerated individuals. WDB and AJCC staff maintain a roster of these businesses as a resource for assisting justice-involved participants. As workforce-corrections partnerships, further coalesce within local workforce areas and multi-disciplinary/co-case management teams are formed, each board will have the option of establishing protocols by which local workforce, corrections and community-based partners share information about businesses that employ formerly incarcerated individuals.

## SUPPLEMENTAL NARRATIVE

## REGIONAL COORDINATION AND ALIGNMENT INDICATORS

The SJVAC RPU has prioritized several goals expressed in the 2017-2021 Regional Plan. In early 2018, the region received a grant award from the State Board for the purpose of Regional Plan implementation. Based on the goals that were prioritized for implementation, the State Board prepared a crosswalk for the SJVAC RPU that connected 6 of the 10 indicators of regional alignment and coordination to our priorities. These include:

- Indicator A: Region has a team that jointly convenes industry and is led by Industry Champions
- Indicator B: Region has shared industry sector focus and pools/shares resources to meet demand in the region
- Indicator C: Region has a process to communicate industry workforce needs to supply- side partners.
- Indicator F: Region deploys shared/pooled resources to provide services, training, and education to meet target population needs.
- Indicator H: Region has shared/pooled administrative systems or processes to achieve administrative efficiencies and program outcomes
- Indicator J: Region has developed a process for evaluating performance that includes, but may not be limited to: 1) Qualitatively evaluating progress towards meeting regional industry and occupational demand; 2) Tracking the number of Industry-Recognized Credentials and Apprenticeships; 3) Aligning negotiated performance measures to regional Indicators; and 4) Using the Indicators of Regional Coordination and Alignment to evaluate progress.

The process of conducting the self-assessment of progress against the indicators consisted of:

1. Three community/stakeholder input sessions, as described in Attachment A, Part 4.
2. Leadership teams from each local board conducted its own self-assessment of progress.
3. At a meeting of the Central California Workforce Collaborative, Director and senior staff from the eight boards discussed progress, accomplishments and “assessment levels.”
4. The foregoing reviews were aggregated into a single “rating” for the 6 indicators applicable to the region.

Incorporated into Attachment D is a completed “self-assessment” instrument with RPU Responses.

## Regional Coordination and Alignment Indicators

### Demand Driven Skills Attainment Indicators

**Indicator A:** Region has a team that jointly convenes industry

Example Considerations: region has a dedicated team (recognized as such by regional workforce and education partners), multiple committed companies (industry champions) in each prioritized industry sector, unions from prioritized industry sectors where workers are represented, frequency of meetings, diversity and reach of representation on the team, depth and representation of priority industry sectors (decision makers, number of employers, size of workforce represented) and a method of ensuring core program partners are connected.

<b>Assessment Questions:</b>
What industries/sectors meet in the region?
Who are the industry champions including unions where applicable for each industry sector?
How were the lead organization(s) and sector experts responsible for convening employers identified?
What activities take place during a convening/meeting?
How frequently do convenings/meetings occur? Who attends each convening?
What new Industry Recognized Credentials and/or Apprenticeship programs will result from the Industry Sector convenings/meetings? Have the partners identified existing credentials offered in the region that meet Industry needs?
<p><b>SJVAC RPU Response:</b> Much of what is occurring by way of the foregoing topics (e.g. industries that convene, meetings with businesses, industry champions) takes place at the local workforce area level. As stated in the introduction to this Plan Modification, the size and diversity of the SJVAC RPU leads to collaboration being centered in local labor markets and to common interests coalescing within these hubs. Still, as described throughout the region’s four-year plan and this modification, many regional initiatives exist and frameworks (such as the eight WDB Directors gathering monthly at meetings of the Central California Workforce Collaborative) provide mechanisms for on-going dialog, sharing of ideas and planning for regional replication and scaling-up of successful models and practices.</p> <p>The convening of industry partners and using business priorities to guide workforce planning is robust within Central California’s eight workforce areas. In San Joaquin County, the workforce system, education, county government and the full-spectrum of economic development and community service agencies have joined with healthcare organizations of all types and sizes to launch a major initiative to prepare a pipeline of workers for this growing sector. The effects of these efforts will stretch into adjacent counties, both inside and beyond RPU boundaries, as many businesses have operations extending past the county lines. On a monthly basis, the Tulare County WIB convenes industry-based councils that deal with healthcare, manufacturing and logistics. Tulare WIB and Kings County WDB, along with businesses they serve, are partners in the South Valley Industrial Collaborative which is led by the community</p>

college's Sector Navigator for advanced manufacturing. FRWDB has established active partnerships with the building trades unions in support of major infrastructure construction projects. These efforts have been replicated in projects operated in Madera County. Similar work on outreaching to, engaging with and supporting businesses' hiring and training needs are present throughout the region.

At the regional level, significant initiatives are underway to address the needs of priority sectors. All local boards support the work of the San Joaquin Valley Manufacturing Alliance, which hosts a major regional conference in which industry champions, workforce agencies, educators, economic development and other system stakeholders participate. Under the SlingShot grant, Industrial Maintenance Technician curriculum was developed in response to industry need and training is now available at colleges across the region. As part of the RPU's Regional Plan Implementation grant, a Regional Business Tool website is being developed as a platform for communicating with businesses and about their interests throughout the RPU. As described below, a partnership with the regional economic development agency will create new opportunities for boards to engage with companies in every corner of the Central Valley.

**Assessment Levels:**

Learning/ Experimenting	Some of the relevant partners meet episodically with a handful of employers to comply with planning requirements and share labor market information and employer's workforce needs.
Operationalizing/ Doing	All the relevant partners meet at least a few times a year to discuss industry sector needs, with industry champions and sector experts and are engaged in a planning process that will result in a regional approach to meeting industry's workforce needs.
Growing/ Expanding/ Scaling	A dedicated and specialized team of relevant partners meet regularly with decision-making leaders/industry champions in a specified industry to develop and execute a meaningful plan to meet industry workforce needs and includes measurable goals to develop education and training programs that meet the needs of industry sectors.

**SJVAC RPU Assessment of Progress:** Operationalizing/ Doing. This assessment level is based on the variety of efforts in the RPU that are being developed and implemented with both region-wide focus and as local/sub-regional models with potential for regional replication.

**Indicator B:** Region has shared sector/occupational focus and shares/pools resources to meet demand in the region

Example Considerations: regional plan partners have identified industry sectors with large numbers of good quality jobs with openings; region has a shared written assessment of regional needs; region has a concrete plan to meet written identifiable needs; region demonstrates ongoing meaningful activity to meet needs and achieve workforce goals; region has achieved relative scale and diversity of dedicated resources and shared/pooled funds, and/or has

identified common tools for determining job quality that help assess what industries, companies, and jobs to target.

<b>Assessment Questions:</b>	
How does the region identify demand occupations and sectors, and who are the partners engaged in this process?	
How are resources pooled to meet the identified demand?	
Provide 1-3 examples of how demand was identified and resources pooled to meet this demand.	
<p><b>SJVAC RPU Response:</b> During the process of developing the four-year Regional Plan, the local boards agreed on the following target sectors: advanced manufacturing, construction (including public infrastructure), energy (including green energy), healthcare, transportation and logistics and value-added agriculture. These industries were selected following review and analysis of labor market data, including a specialized study completed by economists from ADE, which was independently commissioned by the Central Valley boards. As described above, in the response to Indicator A, the region’s SlingShot grant was primarily focused on manufacturing and construction, with industry-responsive coursework being developed for these sectors. Resources from the SJVAC RPU’s Regional Plan Implementation grant are also being used to address the workforce interests and needs of target sectors. In addition to a web-based regional business tool, the grant is being used to fund efforts by the California Central Valley Economic Development Corporation to promote workforce development services to businesses throughout the region. Furthermore, funds have been allocated for the development of career path summaries for occupations within priority sectors. The summaries will be used by all eight boards to promote careers in the region’s target industries.</p>	
<b>Assessment Levels:</b>	
Learning/ Experimenting	Regional partners separately identified priority sectors, or some of the relevant partners have identified and agreed upon the targeted sectors in the region and identified employer champions for each sector.
Operationalizing/ Doing	Regional partners identified same priority sectors, occupations with most openings. Employer champions from one or more of the targeted sectors, including labor where workers are represented, are leading the effort to create industry advisory committees, and relevant regional partners have agreed to use advice in planning/implementing sector strategies and developing curriculum to teach skills necessary for employment in target sectors.
Growing/ Expanding/ Scaling	Regional sector committees are business led and functioning in all targeted sectors. Colleges and training providers are training for the skills needed by regional employers. Regional partners identified industry sectors with large numbers of good quality jobs with openings and developed a common tool for determining job quality that helps assess what industries, companies, and jobs to target.



**SJVAC RPU Assessment of Progress: Operationalizing/ Doing.** On-going efforts to focus on the region's priority sectors provide the rationale for this ranking.

**Indicator C:** Region has a process to communicate industry workforce needs to supply-side partners

Example Considerations: region has developed communication protocols and professional development opportunities to ensure understanding of the targeted industry sectors and job quality framework by all supply-side partners (America's Job Center of California<sup>SM</sup> (AJCC) staff and partners, Workforce Innovation and Opportunity Act (WIOA) core program partners, Adult Education Block Grant (AEBG), Community Colleges and other State Plan Partners); has a concrete plan for preparing job candidates to meet the needs of industry; demonstrates ongoing meaningful activity to meet needs and achieve workforce goals; has achieved relative scale and diversity of dedicated resources and shared/pooled funds.

<b>Assessment Questions:</b>
Who are the supply-side partners engaged at the regional level, and how does the region ensure understanding by staff and partners of targeted industry sectors and job quality framework?
What training/professional development opportunities are available to front-line staff on targeted sectors and job quality?
How do the services provided by the AJCC and regional partners prepare job candidates to meet the needs of targeted industry?
How do One-Stop Operators, AJCC service providers, and other supply-side partners ensure that services are aligned to reduce duplication and redundancy? Give examples.
<b>SJVAC RPU Response:</b> Partner organizations that make up the workforce system include the WIOA-prescribed one-stop partners and various local service providers, such as community-based organizations. Again, based on the size of the region, partner engagement occurs, principally, at the local level, where community colleges, adult schools, AJCCs, and agencies serving priority populations (e.g. individuals with disabilities, English language learners) deliver services to customers. Each board has regular meetings of the partners. These sessions serve as forums for cross training and for sharing information about business needs, such as skill requirements and hiring needs for jobs in priority sectors. Economic development and labor market information is also shared among the partners, and resources (such as the career path summaries, described above) are provided to the partners to build common understanding of supply-side needs. The One-Stop Operator in each area participates in partner meetings to promote alignment of the partners' programs and services. Alignment includes avoiding duplication of efforts, such as ensuring that single points of contact are assigned for communicating with businesses. The boards have taken advantage of Regional Training Funds to jointly sponsor staff development sessions for system partners on a wide range of topics, including business-focused/supply-side services.
<b>Assessment Levels:</b>

Learning/ Experimenting	One-Stop Operators/AJCC Service providers in a region are connected to Industry Sector Committees, and training is provided to staff and partners on industry workforce needs.
Operationalizing/ Doing	Regional partners have a process to communicate industry workforce needs and train staff on targeted industry sectors and job quality and are developing a method of ensuring that AJCC and other supply-side partners provide work-readiness services to prepare job candidates for targeted industry sector jobs.
Growing/ Expanding/ Scaling	Region has developed communication protocols and professional development opportunities to ensure understanding of the targeted industry sectors and job quality framework by all supply-side partners (AJCC staff and partners, WIOA core program partners, AEBG, Community Colleges and other State Plan Partners); has a concrete plan for preparing job candidates to meet the needs of industry; demonstrates ongoing meaningful activity to meet needs and achieve workforce goals; has achieved relative scale and diversity of dedicated resources and shares/pools funds.
<b>SJVAC RPU Assessment of Progress:</b> <u>Operationalizing/ Doing</u> . The local boards and the partners agree that needs of target sectors continue to be prioritized in communications with system stakeholders.	

**Indicator F:** Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs

Example Considerations: Local Boards, WIOA core partners, Community Colleges, and other relevant regional plan partners pool/share resources, identify areas of strength/ leadership, create regional career pathway programs, identify scale and diversity of dedicated resources and funds pooled to fund relevant activities, implement a shared decision-making process on deployment of pooled resources, and plan alignment of services and programming across funding streams and partner programs.

<b>Assessment Questions:</b>
Have relevant regional partners entered a Memorandum of Understanding (MOU) to share customers, services and costs?
List funding streams that are shared/pooled to provide services, training, and education to meet target population needs.
If funding is not directly administered by Local Boards, please indicate levels of shared/pooled funding resources administered by regional partners.
<b>SJVAC RPU Response:</b> Given the immensity of the region, deploying service delivery resources across multiple local areas is, generally, impractical. In fact, some of the local workforce areas are so large and cover so many remote rural communities that it can sometimes be difficult to leverage resources within local boundaries. These challenges notwithstanding, there is a long history of sharing funding and resources among the eight local boards, most frequently in the form of common approaches and

strategies. It is also the case that the boards have often shared grant resources. This practice began long before the advent of Regional Planning Units and associated grants. Joint applications among Central Valley boards for state and federal discretionary and demonstration funding stretches back more than two decades. Such collaborations have, from time to time, also included non-WIOA partners, such as the community colleges. Currently, shared grants/funding include Workforce Accelerator Fund grants from the State Board and the full range of regional planning grants. The SlingShot project provided another opportunity for the eight boards to collaborate under a specialized funding opportunity. The next round of joint funding to be shared and coordinated across the region will be planning and implementation grants for California's Prison to Employment initiative.

While local boards do not necessarily share training resources (except where community college districts and campus service areas cross county boundaries), as discussed in greater detail in response to Indicator H, the WDBs that make up the SJVAC RPU are currently working together to streamline and align resources around the approval and oversight of providers on the Eligible Training Provider List (ETPL).

**Assessment Levels:**

Learning/ Experimenting	Local Boards in a region have executed an MOU that includes referral agreements, infrastructure cost sharing and commitment to target population of emphasis described in local/regional plans.
Operationalizing/ Doing	Regional Plan partners are in the process of developing a plan to pool/share resources to provide services to meet target population needs, have identified industry sectors to create regional career pathway programs for targeted populations.
Growing/ Expanding/ Scaling	Relevant regional plan partners pool/share resources, identify areas of strength/ leadership, create regional career pathway programs, share decision-making on deployment of pooled resources, and align services and programming across funding streams and partner programs.

**SJVAC RPU Assessment of Progress:** Operationalizing/ Doing. Given the region's long history of local areas' working together on grants and specialized training, this "mid-level" ranking accurately characterizes the regions status on this Indicator.

**System Alignment Indicators**

**Indicator H:** Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes

Example Considerations: Local Boards, WIOA Core program partners and other State Plan/Regional Plan partners have specific documented goals for achieving administrative efficiencies and reducing duplication, including using dedicated staff and/or pooled/shared resources for regional business engagement, regional training coordination and Training Provider Directories, regional contracting, regional performance negotiations and regional data aggregation measuring progress.

**Assessment Questions:**

Does your region have shared/pooled administrative systems or processes? If yes, what are the systems/process?	
Describe the administrative efficiencies that your region has identified that will reduce duplication, streamline processes, save money, and/or improve program outcomes.	
Does your region have MOUs or agreements in place to share resources, streamline administrative processes, and/or improve program outcomes?	
Does your region have a plan to unify the regional partners approach to engaging employers?	
<p><b>SJVAC RPU Response:</b> Regarding this indicator, the Central Valley had a bit of a head start over other regions, as the administrators of the local boards have been collaborating on administrative and programmatic matters for many years. In addition to the Central California Workforce Collaborative, which provides structure for the local boards' meetings and sharing intelligence on a monthly basis, existing and evolving platforms for the collaboration leading to administrative (and operational) efficiency, include the following:</p> <ul style="list-style-type: none"> <li>• Fiscal services staff meet virtually as a work group to discuss use of common processes and strategies to avoid duplication of efforts and achieve efficiencies.</li> <li>• Business services staff also meet as a work group to share best practices and to address common approaches to business outreach and messaging.</li> <li>• As described in the principal narrative to the RPU's Regional Plan Modification, the FRWDB has taken the lead in overseeing an ETPL Council, which is addressing approaches to shared monitoring concerns and oversight.</li> <li>• In conjunction with the region's preparation for on-going concentration on customers that are formerly incarcerated/justice-involved, the WDBs have developed plans to establish a Central Valley Workforce-Corrections Coalition, which will bring together workforce, corrections and community re-entry partners on a monthly basis to share strategies and best practices for connecting the target population with workforce preparation services and employment.</li> </ul>	
<b>Assessment Levels:</b>	
Learning/ Experimenting	Relevant partners have executed a One-Stop MOU that includes commitment to sharing customers, providing shared services, referral agreements, infrastructure cost sharing for the AJCC system.
Operationalizing/ Doing	Region has shared/pooled admin costs for achieving administrative efficiencies and program outcomes, relevant partners meet on a regular basis to identify additional administrative efficiencies that will improve program outcomes and have a plan to implement one or more regional policies/strategies.
Growing/ Expanding/ Scaling	Region has a formal structure or intermediary in place, common policies, coordinated deployment of resources and shares staffing of services and/or regional systems.
<b>SJVAC RPU Assessment of Progress:</b> <u>Operationalizing/ Doing</u> . The region's past and current efforts to promote administrative and operations efficiencies support the stakeholders' assignment of this ranking.	

**Indicator J:** Regional organization and evaluation of performance

Example Considerations: Local Boards, WIOA Core program partners and other State Plan/Regional Plan partners utilize specific documented quantifiable goals, regional data aggregation evaluating progress towards those goals by dedicated staff using pooled/shared resources to evaluate outcomes for the region.

<b>Assessment Questions:</b>	
How will the region qualitatively assess/evaluate progress towards meeting regional industry and occupational demand?	
Have the regional partners determined regional goals for increasing the number of industry-recognized credentials and apprenticeships available in the region? How will, or how might, these outcomes be tracked numerically and categorically?	
Does the region have a numeric goal of placing participants in sector-based occupations? If so, list the sectors and occupations, numeric goal(s), and the number to-date in attaining that goal (baseline).	
Is the region piloting employer engagement performance measures? If yes, what are they?	
Have the Local Boards met to discuss WIOA performance negotiations and how negotiations might align with other regional goals/measures?	
<b>SJVAC RPU Response:</b> The WDB and system partners throughout the region agree that the focus to date has been on building partnerships, increasing collaboration and achieving alignment across systems, programs and geographic boundaries. Significant work on the quantitative aspects of service delivery at the regional level has not been achieved. However, local boards have met to discuss WIOA performance negotiations, and, as part of updating the Regional Plan, the WDBs and stakeholders have completed a self-assessment of progress pursuant to the Regional Indicators of Coordination and Alignment.	
<b>Assessment Levels:</b>	
Learning/ Experimenting	Relevant regional partners meet at least once per year to discuss negotiating regional performance measures with the California Workforce Development Board (State Board), and they use standard performance measures as the basis for evaluating local and regional performance.
Operationalizing/ Doing	Relevant regional partners use the indicators of regional coordination (the nine indicators detailed here) to continuously improve regional plan goals and objectives, develop ways to count, assess and evaluate credential and apprenticeships in the region
Growing/ Expanding/ Scaling	Relevant regional partners work together to evaluate progress on meeting regional industry and occupational demands, share standard performance measures across systems, and develop regional measures to continuously improve regional performance.
<b>SJVAC RPU Assessment of Progress:</b> <u>Learning/ Experimenting</u> . This assessment is based on the need for additional progress as described above.	

SUPPLEMENTAL NARRATIVE

PUBLIC COMMENTS IN DISAGREEMENT WITH REGIONAL PLAN

This is the space designated for chronicling Public Comment upon receipt of said Comment.

1.	Commenter:	Michael Saltz
	Date Received:	2/4/2019
	Method By Which Comment Communicated:	Email
	Comment:	On the 318-page Regional Plan on the Merced site, page 27 only lists a single newspaper for legal notice and has 2/1/19 which is not the publication date?  Edits were made to reflect correct newspapers and posting dates

## EXHIBITS

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# REGIONAL FORUM ON RE-ENTRY: WORKFORCE PARTNERSHIPS

## TOPICS OF DISCUSSION:

- Bridging the workforce development system for the formerly incarcerated and justice involved individuals from incarceration to employment
- Review of regional workforce goals
- Creating a provider network that achieves results

## WHEN:

Wednesday, December 5, 2018

2:00 pm- 4:00 pm

## WHERE:

Behavioral Health & Recovery Services

2<sup>nd</sup> Floor Room C207

301 E. 13th Street

Merced, CA 95348

**RSVP:** Nick Loret de Mola: [nloretmola@co.merced.ca.us](mailto:nloretmola@co.merced.ca.us)





**The Fresno Regional Workforce  
Development Board is hosting a**

# Regional Convening

**TO UPDATE THE WORKFORCE PLAN**

**TOPIC OF DISCUSSION**

**ASSESSMENT OF REGIONAL PROGRESS**

**Your participation and input is critical to developing  
a plan that addresses the needs of the community**

## Open to the Public

**When: October 25, 2018 — 1:00 to 3:00 p.m.**

**Where: Manchester One Stop Center  
3302 N. Blackstone Ave. Suite 209—Fresno**

**RSVP**

**<https://bit.ly/2pP6THZ>**



Fresno Regional  
**Workforce  
Development Board**  
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of California™



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**WORKFORCE  
DEVELOPMENT  
BOARD**

**The Kern, Inyo & Mono  
Workforce Development  
Board is updating its  
Local & Regional Plans**

**Your participation and input is critical to developing a plan  
that is responsive to the needs of our COMMUNITY**

11/1/2018 • 11:30 am - 1:30 pm

**Individuals with Disabilities**

Improving services to individuals with disabilities through competitive integrated employment

11/1/2018 • 4:30 pm - 6:30 pm

**Child Support Services**

Strengthening partnerships with local child support agencies to serve non-custodial parents

11/8/2018 • 11:30 am - 1:30 pm

**CalFresh Employment  
and Training**

Developing workforce system partnerships with CalFresh employment and training programs

11/8/2018 • 2:30 pm - 4:30 pm

**English Language Learners,  
Immigrants, and Refugees**

Developing strategies to strengthen services to English language learners, foreign born individuals, and refugees

*Join Us* LOCAL PLAN FORUMS

10/3/2018 • 4:30 pm - 6:30 pm

**Community**

Regional Workforce Development Strategies: identifying programs, services, and approaches that reflect business and community priorities

10/24/2018 • 1:30 pm - 3:30 pm

**Re-Entry Partnership**

Building and sustaining successful Workforce-Corrections Partnerships: creating a provider network that achieves results

11/13/2018 • 1:30 pm - 3:30 pm

**Indices**

Review of Regional Workforce Goals: Assessment of progress on achieving goals on regional programs and strategies

12/4/2018 • 1:30 pm - 3:30 pm

**Re-Entry Services**

Building and sustaining successful Workforce-Corrections Partnerships: ensuring the availability of skills development, job placement, and wrap-around support services for formerly incarcerated and justice-involved individuals

*Join Us* REGIONAL PLAN FORUMS



**Forums will be held at the Beale Memorial Library Auditorium  
(701 Truxtun Avenue • Bakersfield, CA)**

**America's JobCenter**  
of California<sup>SM</sup>

[www.americasjobcenterofkern.com](http://www.americasjobcenterofkern.com)

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The AJCC & WIOA are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

REGIONAL CONVENING ON  
**RE-ENTRY /  
WORKFORCE  
PARTNERSHIPS**

WHEN

November 8, 2018  
2:00 pm – 4:00 pm

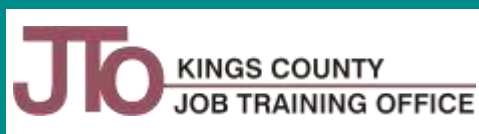
WHERE

Madera  
Municipal Golf  
Course

23200 Avenue 17, Madera, CA 93637

MORE INFO:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>



THE WORKFORCE  
DEVELOPMENT  
BOARDS **ARE  
UPDATING** THEIR  
**REGIONAL**  
WORKFORCE PLAN  
Your input and participation is a  
vital part of the Workforce Plans

TOPICS OF  
DISCUSSION:

- Ensuring the availability of skills development, job placement and wrap-around support services for formerly incarcerated and justice-involved individuals
- Creating a provider network that achieves results
- Review of regional workforce goals

RSVP

Nicki Martin: 559-662-4589 or  
[nmartin@maderaworkforce.org](mailto:nmartin@maderaworkforce.org)

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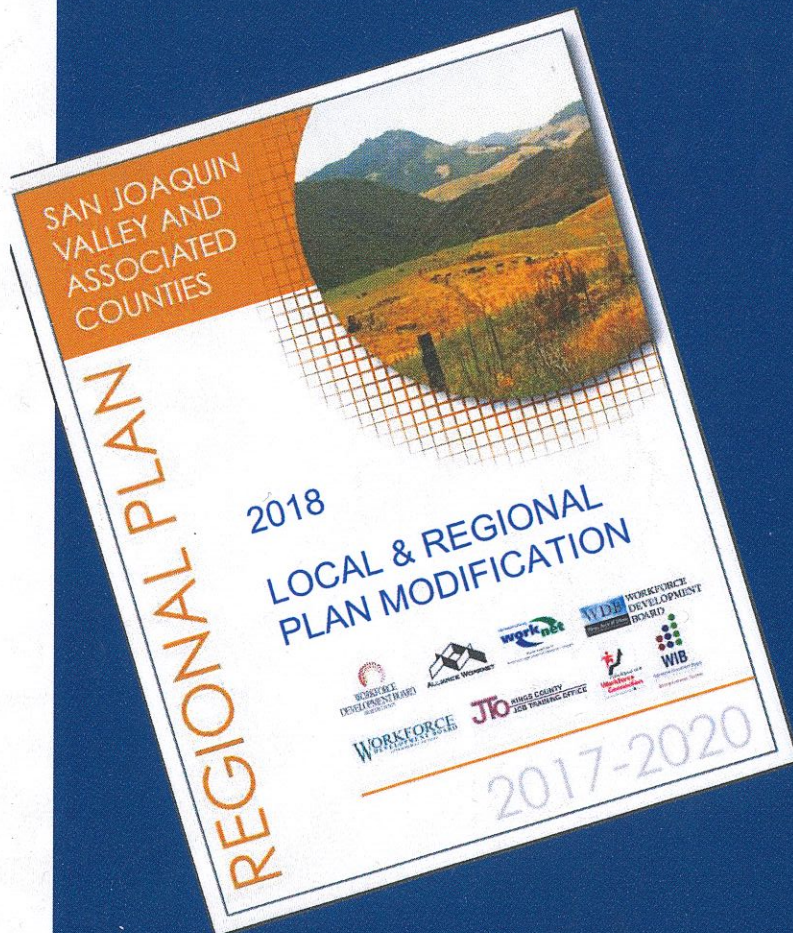




# The San Joaquin Valley and Associated Counties are updating their Local and Regional Plans



Your participation and input is critical to developing plans that are responsive to the needs of our communities



## SAVE THE DATE!

Thursday, October 25, 2018

1:00 PM to 3:00 PM

Building and Sustaining  
Successful Workforce Corrections  
Partnerships

Ensuring the Availability of Skills  
Development, Job Placement and Wrap-  
Around Support Services for Formerly  
Incarcerated and Justice-Involved Individuals

What are the Barriers to Employment?

How Can We Leverage Our  
Resources?

How Can We Align Our Programs?

As service providers to this Targeted  
Group, we invite you to help us answer  
these questions

This forum will be held at the **Stockton WorkNet Center**  
Located at **56 South Lincoln Street, Stockton, CA 95203**

(209) 468-3500 | [www.sjworknet.org](http://www.sjworknet.org) | Facebook/sjcwn |  @sjworknet

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California Relay Service 711 or 1-800-735-2922 (English) 1-800-855-3000 (Spanish)

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of California™



Reply all | Delete Junk | ...

## Re: You're Invited | Regional Forums - Kern, Inyo Mono Workforce Development Board - IMPORTANT

MS

Michael Saltz

Mon 10/22/2018, 11:01 AM

Reply all |

Sent Items

Workforce Local and Re...

574 KB

Show all 1 attachments (574 KB) Download Save to OneDrive - County of Kern

Good morning,

The Workforce Development Boards of the San Joaquin Valley are updating their Regional Workforce Plan and are seeking local stakeholders and community representatives to provide input through a series of forums. Your participation is crucial to obtaining the necessary pertinent information that will ensure the interests of the clients we serve are placed at the center of the planning conversations.

The Regional forums will be held at the Beale Library Auditorum and will focus on new and enhanced partnerships:

### **Re-entry Workforce Partnerships**

**Date: October 24, 2018 - 1:30 P.M. to 3:30 P.M.**

**Location: 701 Truxtun Avenue - Bakersfield**

**Host: Kern, Inyo and Mono Workforce Development Board**

*Stakeholders and community representatives are invited to join discussion on building local and regional provider networks to ensure successful outcomes from formerly incarcerated job seekers. A principal feature of the Central Valley's efforts in updating its Regional Workforce Plan is strengthening existing relationships with justice system agencies and organizations that assist formerly incarcerated individuals with re-entry into local communities. The regional Community Corrections Partnership resulting from efforts will leverage the experience, talents and support the will enable job seekers in this category to develop skills and secure employment. (Please see attached flyer for more details)*

### **Re-entry Workforce Corrections Partnership-Services**

**Date: December 4, 2018 - 1:30 P.M. to 3:30 P.M.**

**Location: 701 Truxtun Avenue - Bakersfield**

**Host: Kern, Inyo and Mono Workforce Development Board**

*Local stakeholders and community representatives will exchange ideas for serving justice involved and formally incarcerated individuals. During the forum, stakeholders will explore various approaches to improve skills training, job readiness services, and wide range of ancillary support services such as housing, healthcare, and counseling needed by members of this target group. During this session, stakeholders will*

 Reply all |   Delete  Junk |  

Your attendance and input at these forums is critical in modifying our plan based on the needs of the population you serve and in establishing meaningful partnerships.

Should you have any questions or need additional information, please contact me at (661) 336-6913 or [saltzm@kerncounty.com](mailto:saltzm@kerncounty.com). or Teresa Hitchcock, Assistant County Administrative Officer at (661) 336-6849 or [orhitchcockt@kerncounty.com](mailto:orhitchcockt@kerncounty.com).

Michael Saltz  
Contract Administrator  
**Employers' Training Resource**  
1600 E. Belle Terrace  
Bakersfield, California 93307  
Phone: 661.336.6913  
Facsimile: 661.833.2267  
Email: [saltzm@kerncounty.com](mailto:saltzm@kerncounty.com)



**WDB**

**WORKFORCE  
DEVELOPMENT  
BOARD**

*Kern, Inyo & Mono*

**The Kern, Inyo & Mono  
Workforce Development  
Board is updating its  
Local & Regional Plans**

**Your participation and input is critical to developing a plan  
that is responsive to the needs of our COMMUNITY**

11/1/2018 • 11:30 am - 1:30 pm

**Individuals with Disabilities**

Improving services to individuals with disabilities through competitive integrated employment

11/1/2018 • 4:30 pm - 6:30 pm

**Child Support Services**

Strengthening partnerships with local child support agencies to serve non-custodial parents

11/8/2018 • 11:30 am - 1:30 pm

**CalFresh Employment  
and Training**

Developing workforce system partnerships with CalFresh employment and training programs

11/8/2018 • 2:30 pm - 4:30 pm

**English Language Learners,  
Immigrants, and Refugees**

Developing strategies to strengthen services to English language learners, foreign born individuals, and refugees

*Join Us* LOCAL PLAN FORUMS

10/3/2018 • 4:30 pm - 6:30 pm

**Community**

Regional Workforce Development Strategies: identifying programs, services, and approaches that reflect business and community priorities

10/24/2018 • 1:30 pm - 3:30 pm

**Re-Entry Partnership**

Building and sustaining successful Workforce-Corrections Partnerships: creating a provider network that achieves results

11/13/2018 • 1:30 pm - 3:30 pm

**Indices**

Review of Regional Workforce Goals: Assessment of progress on achieving goals on regional programs and strategies

12/4/2018 • 1:30 pm - 3:30 pm

**Re-Entry Services**

Building and sustaining successful Workforce-Corrections Partnerships: ensuring the availability of skills development, job placement, and wrap-around support services for formerly incarcerated and justice-involved individuals

*Join Us* REGIONAL PLAN FORUMS



**All Forums will be held at the Beale Memorial Library  
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### Invitation List to Regional and Local Planning Forums

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2. Laura Barnes, Associated Builders and Contractors Central California Chapter
3. Leo Bautista, Wonderful Company
4. Tamara Chapman, Johasee Rebar, Inc.
5. Ian Journey, 3C Engineering
6. Ron James, International Union of Operating Engineers Local 12
7. Jim Elrod, IBEW Local 428
8. Phillip Engler, JTS Modular, Inc.
9. Gregory Knittel, Centralize HR, LLC
10. Gregory Gutierrez, Truitt Oildfield Maintenance Corp.
11. Stacy Ferreira, Clinica Sierra Vista
12. Karen King, Golden Empire Transit
13. Anita Martin, Kern Health Systems
14. Gregory McGiffney, Shepard Bros. Inc.
15. Ali Morris, INTEG Enterprises LLC
16. Clare Pagnini, Macpherson Oil Company
17. Jay Tamsi, KC Hispanic Chamber of Commerce
18. Alissa Reed, Kern Oil & Refining Co.
19. Todd Yepez, PCL Industrial Services, Inc.
20. John Means, Kern Community College District
21. Carl Dean McGee, Kern High School District
22. Luis Lopez, Essendant
23. Joseph Sumlin, Teamsters Local Union No. 87
24. John Spaulding, Kern, Inyo, Mono Building Trades Council
25. Steven Gomez, Plumbers & Steamfitters Local 460
26. Chris Gonzalez, SMART Local No. 105
27. Jeremy Tobias, Community Action Partnership of Kern,
28. Kelly Bearden, CSUB Small Business Development Center
29. Richard Chapman, Kern Economic Development Corporation
30. Eric Cooper, California Indian Manpower Consortium, Inc.
31. Diane McClanahan, California Department of Rehabilitation (DOR)
32. Norma Rojas-Mora, Bakersfield College
33. Shelly Tarver, Employment Development Department (EDD)
34. Michael Rock, Individual
35. Mark Wyatt, Bakersfield Adult School
36. Araceli Holland, DOR
37. Christina Garza, EDD
38. Cindy Uetz, Kern County Department of Human Services (DHS)
39. Dena Murphy, DHS
40. Maria Curiel, DOR
41. Pam Holiwell, DHS
42. Sofia Morales, EDD
43. Kathy Peterson, Mono County Department of Social Services
44. Francie Avitia, Mono County Department of Social Services
45. Cassaundra Cotera, KC Department of Probation
46. Chad Blain, Kern High School District



47. Laura Epps, EDD
48. Tyson Davis, Kern County Sheriff's Department
49. Richard Crow, Bakersfield College
50. Michelle Culy, Kern County Behavioral Health & Recovery Services
51. Margo Ruffin, Employers' Training Resource (ETR)
52. Susan Saelee, Kern County Child Support Services
53. Veronique Hayes, DHS
54. Randy Lormand, ETR
55. Gerardo Garcia, EDD
56. Martha Robles, Kern County Probation Department
57. Juan Avila, Garden Pathways
58. Yolanda Martinez Nunez, WestCare Stop Area 3
59. Tristan O'Neil, Kern County District Attorney's Office
60. Endee Grijalva, Bakersfield Adult School
61. Miguel Salazar, DHS
62. Maricela Valentin, EDD
63. Jennifer Bloomquist, ETR
64. Summer Ashley, DOR
65. Victor Cotera, Kern County Probation Department
66. Beth Kanavalov, Freedom House Recovery Homes
67. Tyson David, Kern County Sheriff Department
68. Julio Martinez, Kern County Probation Department
69. Martha Esparza, DHS
70. S Walter, Kern County Probation Department
71. Rica Galiza, DOR
72. Nicole Griffin, Cerro Coso Community College
73. Lawrence Watson, ETR
74. Beth Kan, Individual
75. Barry Champayne, Bakersfield Adult School, Lerdo Prison
76. Barbara Collazo, New Life Centers
77. Deasia Gonzales, Individual
78. Dress for Success
79. Jennifer Patino, California State University, Bakersfield (CSUB)
80. Michael Halpern, ETR
81. Rocha Tiffany, Kern County Child Support Services
82. April Smith, Jason's Retreat
83. Alejandra Vento, DHS
84. Tristan O'Neil, Kern County DA Victim Services
85. Miguel Salazar, DHS
86. Dixie Walters, Kern County Sheriff's Department
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92. Cindy Coliler, Bakersfield College
93. Terry Nuckols, Delano Joint Union High School District
94. Mike Bonneau, DHS

95. Keith Woldridge, New Life Centers
96. Joseph Denoyer, Freedom House Recovery Homes
97. Richard McCrow, Bakersfield College
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100. Ralph Martinez, CAPK
101. Christopher Gerry, City of Bakersfield
102. Stacey Wuertz, Kern County Department of Child Support Services
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105. Elizabeth Chavez, Kern County Department of Child Support Services
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110. John Moraler, Teamsters 87
111. Will Scott, Smart Local Union 105
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113. Russell Johnson, Association of Building Contractors
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125. Cynthia Zimmer, Kern County District Attorney
126. Pam Singh, Public Defender
127. Donny Youngblood, Kern County Sheriff's Department
128. Lyle Martin, Bakersfield Police Department
129. Bill Walker, Kern County Behavioral Health & Recovery Services
130. Leticia Perez, Kern County Board of Supervisors
131. Teresa Hitchcock, Assistant County Administrative Officer / Employers' Training Resource
132. Ana Olvera, Kern County Behavioral Health and Recovery Services
133. Mary Barlow, Kern County Superintendent of Schools
134. Tom Corson, Network for Children
135. Linda Finnerty, Kern County District Attorney's Office
136. Cristina Libatique, Taft Union School District
137. Leticia Cruz, Taft Union School District
138. Angela Nary, Taft Union School District
139. Liset Caudillo, Proteus, Inc.
140. Elaine Wakelin, Kern Machinery
141. Jamallah Dean, ETR
142. Brett Sakanoto, Kern County Child Support Services

143. Toni Kendrick, Kern County Child Support Services
144. Griselda Guerro, Kern County Child Support Services
145. Nancy Toyos, DOR
146. Sandra Gutierrez, ETR
147. Virginia Elliott, Individual
148. Stephanie Smart, Independent Living Center of Kern County
149. Aaron Ellis, ETR
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Wayne Juarez  
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Tule River Indian Tribe  
DOR  
Madera County Board of Supervisors  
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City of Madera  
EDD  
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## Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Re-Entry Services – December 4, 2018 @ 1:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
1. Denise Sapien	Westcare	326-0485	<a href="mailto:Denise.sapien@westcare.com">Denise.sapien@westcare.com</a>
2. T. Rocha	DCSS	868-2975	<a href="mailto:Rocha.tiffany@kernco.cse.ca.gov">Rocha.tiffany@kernco.cse.ca.gov</a>
3. Lois Hannible	CAPK	369-8926	<a href="mailto:lhannib@capk.org">lhannib@capk.org</a>
4. Leticia Garcia	DHS	631-6150	<a href="mailto:lgarcia@kerndhs.com">lgarcia@kerndhs.com</a>
5. Griselda Garcia	DCSS	868-2861	<a href="mailto:Guerra.griselda@kernco.cse.ca.gov">Guerra.griselda@kernco.cse.ca.gov</a>
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7. Magda Menendez	MAOF	336-6820	
8. Martha Robles	KCPD	204-5015	<a href="mailto:Martha_robles@kernprobation.com">Martha_robles@kernprobation.com</a>
9. Victor Cotera	KCPD	868-4591	<a href="mailto:coterav@kernprobation.org">coterav@kernprobation.org</a>
10. John Spaulding	Building Trades	323-7957	
11. Ralph Martinez	CAPK	329-8321	<a href="mailto:rmartinez@capk.org">rmartinez@capk.org</a>
12. Dyann Barrientos	Garden Pathways	633-9133	<a href="mailto:dyannb@gardenpathways.org">dyannb@gardenpathways.org</a>
13. Juan Avila	Garden Pathways	633-9133	<a href="mailto:juana@gardenpathways.org">juana@gardenpathways.org</a>
14. Peggy Langels	ETR	336-6907	<a href="mailto:langelsp@kerncounty.com">langelsp@kerncounty.com</a>
15. Yazid Alawohary	Housing Authority	631-8500	<a href="mailto:yalawohry@kernha.org">yalawohry@kernha.org</a>
16. Ruben Jauregui	EDD	635-2607	<a href="mailto:Ruben.jauregui@edd.ca.gov">Ruben.jauregui@edd.ca.gov</a>
17. Juan Rocha	DHS	631-6041	

<b>Name (Please Print)</b>	<b>Organization</b>	<b>Phone Number</b>	<b>Email Address</b>
18. Linda Gutierrez	MAOF	336-6825	<a href="mailto:gutierrezl@kerncounty.com">gutierrezl@kerncounty.com</a>
19. Elaine McNearney	Dress for Success		
20. Yolanda Martinez	Westcare	559-265-4800	<a href="mailto:yolandamartinez@westcare.com">yolandamartinez@westcare.com</a>
21. Tiffany Cameron	DHS	633-7170	<a href="mailto:camerot@kerndhs.com">camerot@kerndhs.com</a>
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23. Cianna Maya	EDD	635-2613	<a href="mailto:Cianna.maya@edd.ca.gov">Cianna.maya@edd.ca.gov</a>
24. Ian Silva	KCSO		<a href="mailto:silvai@kernsheriff.org">silvai@kernsheriff.org</a>
25. Barbara Collazo	New Life	366-8003	<a href="mailto:barbara@newlifecenters.us">barbara@newlifecenters.us</a>
26. April Smith	BHRS	563-0045	<a href="mailto:april@jasonsretreat.com">april@jasonsretreat.com</a>
27. Ali Morris	AEM Ent.	376-8998	<a href="mailto:amorris@aement1.com">amorris@aement1.com</a>
28. Stacey Wuertz	DCSS	868-6524	<a href="mailto:Wuertz.stacey@kernco.cse.ca.gov">Wuertz.stacey@kernco.cse.ca.gov</a>
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31. Jenny Rodriguez	ETR	760-384-5995	<a href="mailto:rodriguezjen@kerncounty.com">rodriguezjen@kerncounty.com</a>
32. Lawrence Watson	ETR	336-6651	<a href="mailto:lawrencew@kerncounty.com">lawrencew@kerncounty.com</a>
33. Veronica Munoz	KCBHRS	868-7882	<a href="mailto:vmunoz@kernbhrrs.com">vmunoz@kernbhrrs.com</a>
34. Shanda Evett	DHS	635-2631	<a href="mailto:evetts@kerndhs.com">evetts@kerndhs.com</a>
35. Randy Lormand	ETR	391-2037	<a href="mailto:lormandr@kerncounty.com">lormandr@kerncounty.com</a>
36. Leticia Garcia	DHS	631-6150	<a href="mailto:garciale@kerncounty.com">garciale@kerncounty.com</a>

<b>Name (Please Print)</b>	<b>Organization</b>	<b>Phone Number</b>	<b>Email Address</b>
37. Monica Delgado	CDCR	440-2532	<a href="mailto:Monica.delgado@cdcr.ca.gov">Monica.delgado@cdcr.ca.gov</a>
38. Jim Elrod	IBEW	747-3314	<a href="mailto:jim@ibew428.org">jim@ibew428.org</a>
39. Michael Saltz	ETR	661.336.6913	<a href="mailto:saltzm@kerncounty.com">saltzm@kerncounty.com</a>
40. Francie Avitia	Mono County DSS	760.924.1789	<a href="mailto:favitia@mono.ca.us">favitia@mono.ca.us</a>
41. Angela Olson	Mono County DDS	760.924.1789	<a href="mailto:aolson@mon.ca.us">aolson@mon.ca.us</a>

Regional Plan: Re-entry Workforce-Corrections Partnership Services  
 Employment Connection-4025 W. Noble, Suite B. - Visalia  
 November 7, 2018 at 10:00 A.M.  
 Attendee List

Name	Agency
Erick Flores	Madera Workforce
Phyllis Slogbauer	FRWDB
Laura Magana	Job Training
Edith Hernandez	WIB-TC
Kristina Leach	HHSA
Alma Rocha	HHSA
Janine Medina	SAEC
Jose Pantoja	Madera Co. Probation
Lisa Martinez	WIB
Maria Villa	CSET
Lupe Romo	HHSA
Jason Delgado	Parole
Johnny Delacruz	EC Visalia
Ed Mata	Turning Point VRC
Sharon Lopez	HHSA
Anna Avila	Proteus
Rayann Cruz	Butte Co. Office Of Education Back 2Work
David Daniel	Westcare
Summer Hamilton	TCPD
Francena Martinez	HHSA
Thad Russell	COS
Desiree Landeros	WIB
Tracie Scott Contreras	WDB oF Madera
Maiknue Vang	WDB Madera
Lance Lippincott	JTO

Jacob Jimenez	Tulare Works
Leticia Hinojosa	KTHA
Sabrina Williams	Parole
Celeste Van Anne	Parole
Spencer Williams	Parole
Tami Olson	Visalia Adult School
Maria Guerrero	CSET
Gail Zurek	Visalia Chamber
Bob Kleyn	DOR
Frank Ruiz	Turning Point
Jennie Bautista	WIB-TC
Mary Rodarte	WIB-TC
Raul Martinez	CDCR-DAPO-CTP
David McMunn	WIB –TC
Patricia Pullen	WIB TC
Tammy Peckham	Probation
Miravel Navarro	MCWIB
Nick Loret de Mola	Merced WDB
Darrell Forney	CSET Nexstep
Araceli Olivares	BI GEO Re-entry Services
Rich Freeman	PAAR Center
Sofia Morales	Cluster Mgr
Carla D. Calhoun	CSET
Jesse Arrequin	GRID Alternatives
April Farkas	Central Mother Lode Regional Consortium
Ken Hopkins	Champion Homes

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY  
 REGIONAL FORUM  
 CORRECTIONS/WORKFORCE PARTNERSHIPS  
 November 8, 2018 - 2:00 p.m. to 4:00 p.m.

	<u>NAME</u>	<u>ORGANIZATION</u>	<u>EMAIL</u>	<u>PHONE</u>	<u>PLEASE INITIAL</u>
1	Adam Peck	WIB of Tulare County	<a href="mailto:APeck@tularewib.org">APeck@tularewib.org</a>		
2	Annette Ortega	WestCare			
3	Barbara Bailey	The GEO Group, Inc/Madera DRC	<a href="mailto:bbailey@geogroup.com">bbailey@geogroup.com</a>	693-1369	BjB
4	Carrie Critchlow	Central California Women's Facility		797-0506	CC
5	Cassandra Little	Root Rebound	<a href="mailto:clittle@rootandrebound.org">clittle@rootandrebound.org</a>	510-279-4662	CL
6	<del>Claudia Habib</del>	State Center Community College District	<a href="mailto:claudia.habib@scccd.edu">claudia.habib@scccd.edu</a>		
7	<del>Craig Plath</del> Diana Commins	WIB of Tulare County			D&D
8	David Daniel	WestCare	<a href="mailto:david.daniel@westcare.com">david.daniel@westcare.com</a>	559-353-0761	David Daniel
9	David McMunn	WIB of Tulare County	<a href="mailto:DMcMunn@tularewib.org">DMcMunn@tularewib.org</a>	559-713-5216	DMcMunn
10	David Raygoza	Madera Adult School	<a href="mailto:davidraygoza@maderausd.org">davidraygoza@maderausd.org</a>	559-675-4425	DR
11	Derek O. Robinson	Madera City Council	<a href="mailto:maderacouncil04@icloud.com">maderacouncil04@icloud.com</a>	559-661-5405	Derek Robinson
12	Desiree Landeros	WIB of Tulare County			DL
13	Edith Hernandez	WIB of Tulare County			EA
14	Gail Lopez	MCWIC	<a href="mailto:glopez@maderaworkforce.org">glopez@maderaworkforce.org</a>		GL
15	Jim Lasek	Central California Women's Facility			
16	Jose Pantoja	Madera County Probation	<a href="mailto:JPantoja@maderacounty.com">JPantoja@maderacounty.com</a>	559-65-6739 x204	JP
17	Karina Gonzalez	GRID Alternatives Central Valley	<a href="mailto:kgonzalez@gridalternatives.com">kgonzalez@gridalternatives.com</a>	490-2368	KG
18	Kathleen Ratliff	Central California Women's Facility	<a href="mailto:Kathleen.Ratliff@ccwf.ca.gov">Kathleen.Ratliff@ccwf.ca.gov</a>	(554) 665-5531	KR
19	Laura Magana	Kings County Job Training	<a href="mailto:laura-magana@co.kings.ca.us">laura-magana@co.kings.ca.us</a>		LM
20	Lisa Martinez	WIB of Tulare County	<a href="mailto:Lmartinez1@tularewib.org">Lmartinez1@tularewib.org</a>		LM



WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY  
REGIONAL FORUM  
CORRECTIONS/WORKFORCE PARTNERSHIPS  
November 8, 2018 - 2:00 p.m. to 4:00 p.m.

	<u>NAME</u>	<u>ORGANIZATION</u>	<u>EMAIL</u>	<u>PHONE</u>	<u>PLEASE INITIAL</u>
21	Lisa Morales	Madera Corrections	<a href="mailto:lmorales@maderacounty.com">lmorales@maderacounty.com</a>	657951	LM
22	Luna Weerasinghe	GRID Alternatives Central Valley		559-214-0104	LW
23	Maiknue Vang	MCWIC	<a href="mailto:mvang@maderaworkforce.org">mvang@maderaworkforce.org</a>	662-4503	MV
24	Maria Espinosa	WIB of Tulare County	<a href="mailto:maria.espinosa@cnet.org">maria.espinosa@cnet.org</a>	713-5117	ME
25	Marisol Rivera	MCWIC	<a href="mailto:mrivera@maderaworkforce.org">mrivera@maderaworkforce.org</a>		MR
26	Marlene Aguilar	Madera County Juvenile Probation	<a href="mailto:marlene.aguilar@maderacounty.com">marlene.aguilar@maderacounty.com</a>	559-675-4970 x557	
27	Michael Pallares	Central California Women's Facility	<a href="mailto:mike.pallares@cdcr.ca.gov">mike.pallares@cdcr.ca.gov</a>	559-665-5531 <sup>x5000</sup>	MP
28	Michael Salinas	United Way of Fresno and Madera Counties	<a href="mailto:msalinas@uwfm.org">msalinas@uwfm.org</a>	559-244-5710	MS
29	Miguel Gonzalez	Madera County Department of Social Services	<a href="mailto:miguel.gonzalez@maderacounty.com">miguel.gonzalez@maderacounty.com</a>	559-479-4888	MG
30	Mike Lovell	MCWIC	<a href="mailto:mlovell@maderaworkforce.org">mlovell@maderaworkforce.org</a>		ML
31	Miravel Navarro	MCWIC	<a href="mailto:mnavarro@maderaworkforce.org">mnavarro@maderaworkforce.org</a>	559-662-4513	MN
32	Nicki Martin	MCWIC	<a href="mailto:nmartin@maderaworkforce.org">nmartin@maderaworkforce.org</a>		NM
33	Pam Lowery	MCWIC	<a href="mailto:plowery@maderaworkforce.org">plowery@maderaworkforce.org</a>		PL
34	Pang Vangyi	State Center Adult Education Consortium	<a href="mailto:pang.vangyi@statecenter.com">pang.vangyi@statecenter.com</a>		PV
35	Phyllis Stogbaner	WDB of Fresno County	<del>Phyllis Stogbaner</del>	559-490-7168	PS
36	R. Fisher, Jr.	Valley State Prison	<a href="mailto:Raythel.Fisher@cdcr.ca.gov">Raythel.Fisher@cdcr.ca.gov</a>	556-665-6100 x5505	RF
37	Raeanne Jain	Department of Child Support Services	<a href="mailto:raeanne.jain@maderacounty.com">raeanne.jain@maderacounty.com</a>	559-675-7890	RJ
38	Rick Galindo	Madera County Probation	<a href="mailto:rgalindo@maderacounty.com">rgalindo@maderacounty.com</a>	675-6739	RG
39	Roger Leach	Madera County Workforce Investment Corp.			

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY  
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	<u>NAME</u>	<u>ORGANIZATION</u>	<u>EMAIL</u>	<u>PHONE</u>	<u>PLEASE INITIAL</u>
40	Sarah Honeycutt	Department of Child Support Services	s.honeycutt@csa20ca.org	559-675-7889	SH
41	Sarahi Cuellar	MCWIC	<a href="mailto:scuellar@maderaworkforce.org">scuellar@maderaworkforce.org</a>		SC
42	Stephanie Stoeckel	Madera County Probation	<a href="mailto:sstoeckel@maderacounty.com">sstoeckel@maderacounty.com</a>	559-675-7739 x293	SS
43	Tracie Scott-Contreras	MCWIC	<a href="mailto:tscott-contreras@maderaworkforce.org">tscott-contreras@maderaworkforce.org</a>		TC
44	Vicki Teran	Madera County Probation	<a href="mailto:vicki.teran@maderacounty.com">vicki.teran@maderacounty.com</a>	Vicki Teran	559-675-6739
45	Vickie Ekezian	Central California Women's Facility	vickie.ekezian@cdcr.ca.gov	559-514-5707	VE
46	<del>Vince Veto</del>	Kings County Job Training			
47	Wendy Olono	Central California Women's Facility	wendy.olono@cdcr.ca.gov	605-5531 x7300	WO
48	Yolanda Martinez-Nunez	WestCare	<a href="mailto:yolanda.martinez@westcare.com">yolanda.martinez@westcare.com</a>	559-265-4800 x20146	YMN
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WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY

REGIONAL FORUM

CORRECTIONS/WORKFORCE PARTNERSHIPS

November 8, 2018 - 2:00 p.m. to 4:00 p.m.

	NAME	ORGANIZATION	EMAIL	PHONE
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3	RICH MOSTERT	TC WFB	<del>HPI 820000@TULAREWB</del>	713-5205
4	SPENCER WILLIAMS	CDOR PAROLE	spencer.williams@cdcr.ca.gov	559 612-4878
5	Veronica Aquilera	Tulare Co. Probation	vaguitera@co.tulare.ca.us	559-713-7833
6	Olivia Rodriguez	Kings Co Child Support	olivia.rodriguez@co.kings.ca.us	559-852-4197
7	Deisy Ruiz	SCCCD - MCCC	deisy.ruiz@scccd.edu	559-675-4810
8	Janel Espinoza	CCWF - Warden	janelle.espinosa@cdcr.ca.gov	665-5531
9	Shirley Gregory	Madera Adult	shirley.gregory@madera.usd.org	EST 509 625-4425
10	Nicholas de Mln	Merced WDB	nlorndemln@co.merced.ca.us	916 276 9898
11	Roger Leach	VWCC	Leach.RD@gmail.com	559 907-4810
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Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Re-Entry Partnership - October 24, 2018 @ 1:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
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3. Tristan Conley	DEPT. OF HUMAN SERVICES		
4. Mike Bonheca	ETM		
5. LAWRENCE WATSON	DHS	746-8429	salaw@kernhdss.com
6. Myquel Salas	KCSU	391-7349	lwatson@kernhdss.org
7. Dixie Waters	EBD	635-2661	laura.pps@edd.ca.gov
8. Laura D. Epps	BRB	5630045	aprilej@brbretreat.com
9. APRIL SMITH	Probation	668-4541	coterav@kernprobation.org
10. Vicky Cotera	Condoso College	661-823-4986	nicole.griffin@condoso.edu
11. Nicole Griffin	ETR	661-336919	Bloomquist@kerncounty.com
12. Jennifer Bloomquist	FREEDOM HOUSE	384-2820	beth_kan@yahoo.com
13. BETH KANAWALOV	DDR	661-395-2525	mana.cunel@dor.ca.gov
14. Marial Cunel	Garden Pathways	661-633-9133	JuanA@gardenpathways.org
15. Juan Avila	Grail Support	661-808-2975	Roder.Ti@kernca.gov
16. Tiffany Roder	John VHS	868-1881	mtulyp@kernvhs.org
17. Michelle Guluy			

Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Re-Entry Partnership -- October 24, 2018 @ 1:30 PM

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4. Keith Wolardye	New Life	661-316-8003	jobs@newlifecenters.us
5. Elaine McFarley	Dress for Success	661-703-4353	BakersHouse@DressforSuccess.org
6. Randy Leonard	Employer Training Resource	661-391-2057	lemond@kerncounty.com
7. Diane McManahan	DK	661-395-2525	
8. Sybil Myerle	EBD	889-713 5136	smendes@edd.ca.gov
9. Barry Champine	BAS-Ledco	661-391-7333	Barry.Champine@hotmail.com
10. Jettie Spaulding	TRIPDES	661 323-7957	spauldingj@travco.com
11. Debra Gonzalez	Free for	800-768-8116	davis.gonzalez@empireinc.com
12. Joseph Danayer	Freedom House Recovery Homes	661-325-3405	FreedomHouseRecoveryHomes@freethought.com
13. Summer Ashby	DK	661-395-2549	Summer.Ashby@dkrc.com
14. Ali Morris	HEM Enterprises	661-376-8998	info@hement.com
15. Theresa McCord	Bakersfield College	661 395 4921	theresamc@bakersfieldcollege.edu
16. Marva Quinlan	EED	635 2662	Marcela.Valentin@EED.ca.gov
17. Ruby Ausonson	WEEKNET INCORP.	209 724 2042	RUBY.AUSONSON@weeknet.com



Name (Please Print)	Organization	Phone Number	Email Address
18. Endie Gignola	BC- Adult Ed	601-303-8214	engarde.gignola@bc.edu
19. Jennifer Peltine	CSUB - Ext. Ed.	654-2427	jpeltine@csub.edu
20. Matthew Roberts	KAPD	808-4518	
21. Julio Martinez	KCPD	808-4695	
22. Rica Galliza	Dept. of Rehabilitation	601-395-2525	
23. Yvonne Henders	DHS	601-873-2821	
24. Margo Kuffin	ETD / Cal Weeks	601-330-6915	muffin@kem.edu
25. Susan Saelee	MIU Support	601-818-2913	Saelee.Susan@kernabuse.ca.gov
26. Michael Salts	ETD	661-336-6913	saltsm@kerncounty.com
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Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Re-Entry Services - December 4, 2018 @ 1:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
1. Denise Sapien	Westcare STOP	661-326-0485 ext 20724	denise.sapien@westcare.com
2. T. Rocha	DCSS	661-808-2975	rocha.tiffany@kernccsca.gov
3. Lois + Lavibelle	CAPK	661-367-5926	lora.nib@capk.org
4. Leticia Garcia	DHS	661-631-6150	lgarcia@kern.dhs.com
5. Griselda Guerra	DCSS	661-868-2861	guerra.griselda@kern.co.ca.gov
6. Thatcher Weldon	KCCD	661-336-5039	thatcher.weldon@kccd.ca.gov
7. Mercedes Menevey	MAOT	661-336-6920	
8. Martha Robles	KCPD	661-204-5015	Martha_Robles@kernprobation.com
9. Victor Cotera	KCPD	661-868-4591	Cotera.v@kernprobation.org
10. Louis Spaziano	Building Trades CAPK	323-7957	
11. Ralph Martinez	CAPK	329-8321	RAMARTI2@CAPK.org
12. Dyanne Bumentes	Garden Pathways	633-9133	dyanne@gardenpathways.org
13. Juan Avita	Garden Pathways	633-9133	JuanA@gardenpathways.org
14. Peggy Langels	ETR	336-6907	langelsp@kerncounty.com
15. Yazid Alwanay	Housing Authority	631-8500 x1401	y.alwanay@kernha.org
16. Ruben Jauregui	EDD	661-635-2607	ruben.jauregui@edd.ca.gov
17. Susan Rocha	DHS	661-631-6041	
LILDA BURNING	MAOT	336-6825	gutierrez@kerncounty.com



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21. Tina Reyes	EDD	661-635-2612	Cristina.Reyes@edd.ca.gov
22. Cianna Maya	EDD	661-635-2613	Cianna.Maya@edd.ca.gov
23. Ivan Silva	KCSO		silvaivan@kernsheriff.org
24. Barbara Collew	New Rite	360-8003	Barbara@newlifecenters.us
25. April Smith	BRS	5630045	april@jasonsretreat.com
26. Ali Morris	AEM Enterprises (WDB)	376-8998	amorris@aemnet1.com
27. Stacey Wertz	Dept Child Support Services	805-6524	stacey.wertz@kernco.cse.ca.gov
28. Kersey Menciaz	DHS	633-7278	kermenciaz@kernhdhs.com.gov
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35.			



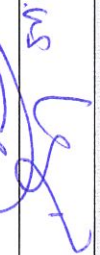



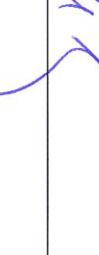




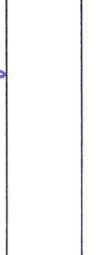
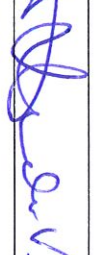



Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Re-Entry Services - December 4, 2018 @ 1:30 PM

Name (Please Print)	Organization	Phone Number	Email Address
1. Christine C. Rodriguez	ETR	635-2685	rodin@kerncounty.com
2. Jenny Rodriguez	ETR	760-384-5995	rodriguezjen@kerncounty.com
3. LAWRENCE WATSON	ETN	661-376-6651	LAWRENCEW@KERNCOUNTY.COM
4. Veronica Munoz	Kern Co. Behavioral Health	661-868-7882	VMUNOZ@Kernbhrs.org
5. Shanda Erett	DHS	661-635-2637	erett@kernchs.com
6. Denise SAPIEN	WESTCARE STOP	661-324-0405 ext. 20724	DENISE.SAPIEN@WESTCARE.COM
7. Lois Hannible	CAPK	661-347-8926	lhannib@capk.org
8. Randy Lormand	ETR	661-391-2037	lormandr@kerncounty.com
9. Leticia Garcia	DHS	661-631-6650	garcialed@kernchs.com
10. Maurice Delgado	COOR / RASO	661-440-2532	Maurice.delgado@ceder.ca.gov
11. Jim ELROD	IBEW 428	661-747-3314	Jim@ibew428.org
12.			
13.			
14.			
15.			
16.			
17.			

**BUILDING AND SUSTAINING SUCCESSFUL WORKFORCE  
CORRECTIONS PARTNERSHIPS RE-ENTRY FORUM  
OCTOBER 25, 2018  
1:00 P.M. TO 3:00 P.M.**

**SIGN-IN LOG**

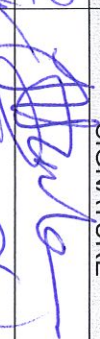


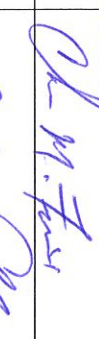
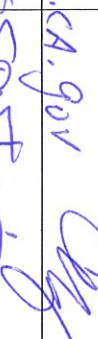


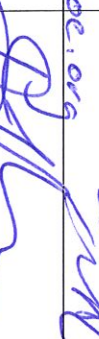





NAME	AGENCY AFFILIATION/ADDRESS	PHONE(S)	E-MAIL ADDRESS	SIGNATURE
Linda Gutierrez	Merced Co. Worknet	209-724-2017	Linda.Gutierrez@merced.ca.us	
Séverine Winter	MediHealth Treatment Centers	916-882-3376	swinter@chaymark.com	
Jim Clive	NCST	916-527-4324	Jim@ncstincos	
BROTT ANNE	STANISLAUS COUNTY Child Support	209 558 1414	BATTWAL@STANCOCSS.ORG	
Lou Lutz	COSS	209 468 8005	LouLutz@cos.org	
Lawson	COSS	209 444 7434		
Lyan OTTS	SSE PROGRAM	209 468 0813	COSS@SSE.org	
Daniel Lott	Geo Re-entry Svcs	209-734-1087	dlott@geogram.com	
Sara Radd	Stanislaus UNVFA Development	209 558 2100	raddse@stanworkforce.com	
Virgin	You have -			
Patty Virgin	SEDD		pvirgine@sedd.org	
Abneko Mckus	EBDD			
DAVID MERRIWE	Worknet Merced	209-724-2000		
Anneke Belton	FFST	209 941 0701	Abelion@FFST.org	



**BUILDING AND SUSTAINING SUCCESSFUL WORKFORCE  
CORRECTIONS PARTNERSHIPS RE-ENTRY FORUM**

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1:00 P.M. TO 3:00 P.M.**

**SIGN-IN LOG**

NAME	AGENCY AFFILIATION/ADDRESS	PHONE(S)	E-MAIL ADDRESS	SIGNATURE
Lynela Hawkins	Wneed 2	209 831-3550	lynela.hawkins@wneed2.org	
Eric Hawkins	Wneed 2	"	Eric.hawkins@wneed2.org	
Holly Newlon	Mered Co Admin of Ed	209 3816740	hnewlon@merced.org	
CHERS FAIR Cheri Johnson	Wm Cal Const Training	916 385-8232	chers@wccare.org	
SHARON WARDALE TREAD	DEPT. OF CHILD SUPPORT SER	209 381-1322	sharade@cpsd.wccare.org	
Tomnie Malloy	EEDD	8-3517	tomnie@eedd.net	
Tavis Sanchez	Back 2 Work, BCOE	530 3548935	tsanche@bcoe.org	
TIM POLINSKY	Probation	408-3167	tpolinsky@sigov.org	
Paul Anonby	PROBATION	408-9651	paron@sigov.org	
STEVE KOWALCZYK	SHERIFF'S OFFICE	408-5161	skowalcyk@sigov.org	
Tommy Minor	GRID Alternatives	(916) 680-9807	tomminor@gridalternatives.org	
Robert Sanborn	WDB			
Shari Gates	GAO Chair	(909) 810-8974		



**BUILDING AND SUSTAINING SUCCESSFUL WORKFORCE  
CORRECTIONS PARTNERSHIPS RE-ENTRY FORUM**

**OCTOBER 25, 2018  
1:00 P.M. TO 3:00 P.M.**







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NAME	AGENCY AFFILIATION/ADDRESS	PHONE(S)	E-MAIL ADDRESS	SIGNATURE
Robin Tesher	Probation	953-0195	rteschin@sigov.org	<i>[Signature]</i>
Kim DeLacruz	Statistics office	408-4457	kdelacruz@sigov.org	<i>[Signature]</i>
Regina Tamon	Monknet	—	—	<i>[Signature]</i>
Lily Arnold	CHD	935-2070	lily.arnold@chd.com	<i>[Signature]</i>
Rebecca Pethy	Merced County HSA	385-3000	rpethy@hsa.com	<i>[Signature]</i>
Debs Foster	Stanislaus County Jail/Police Dept	209-652-8458	dfoster@stanislaus.ca.gov	<i>[Signature]</i>
Kimma Funch	Penia Vista Child Family Services	951-42-9788	kfunch@penavista.org	<i>[Signature]</i>
Joseph Fobay	Wellnet	408-41132	jfobay@wellnet.com	<i>[Signature]</i>
Honaine Perry	EDD	482-201	hperry@edd.ca.gov	<i>[Signature]</i>
Paul Hurst	WORKNET	408-390-3918	phurst@worknet.com	<i>[Signature]</i>
Anthony	Fathers/Families	209-390-3918	afamilies@worknet.com	<i>[Signature]</i>
Michael Mavil	SAN JOAQUIN BUILDING TRADES SUNW 1001 1014	936-4575	michael.mavil@sunw101.org	<i>[Signature]</i>

BUILDING AND SUSTAINING SUCCESSFUL WORKFORCE  
CORRECTIONS PARTNERSHIPS RE-ENTRY FORUM

OCTOBER 25, 2018  
1:00 P.M. TO 3:00 P.M.

SIGN-IN LOG

NAME	AGENCY AFFILIATION/ADDRESS	PHONE(S)	E-MAIL ADDRESS	SIGNATURE
Nate Martinez	CPD	9416551		
Sheron Dezman	SUVE, WORSTED			
Rueta Limas	NEW DIRECTORS	888-7330		
Eras Edressan	UMRI	955-3672	edressan@umri.com	
Margarita Cabalbas	EDDWSB	576-6072		
Nancy Perry	SCWD	408 3833	nperreg@scwdenvironment.org	
Theresa Williams	FDAS UNIT			





Regional Plan: Re-entry Workforce-Corrections Partnership Services

Employment Connection – 4025 W Noble Suite B - Visalia

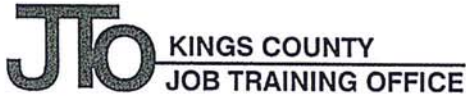
November 7, 2018 at 10:00 A.M.



Name	Agency	Phone Number	Email
Erica Flores	Modern Workforce	662-4528	
Phyllis Slogbauer	FRWDB	559-490-7168	
LAURA MAGANA	JOB TRAINING OFFICE	559-585-3564	
Edith Hernandez	WIB - TC	713-52919	ehernandez3@tularewib.org
Kristine Leach	HHSA	624-8089	kleach@tularehhsa.org
Ulma Rocha	HHSA	623-0242	urocha@tularehhsa.org
Janine Medina	SAEC	280-9420	jmedina05@vusd.org
Jose PANTOJA	madera co Probation	660-6468	j.pantoja@maderacounty.com
Lisa Martinez	wib		lmartinez1@tularewib.org
Maria Villa	Cset	741-4691	maria.villa@cset.org
Lupit Ramo	HHSA	624-8327	lramo@tularehhsa.org
Jason DeLgado	PAROLE	559 612-4917	jason.delgado@cdcr.ca.gov
Ken Hopkins	Champion Homes		



Regional Plan: Re-entry Workforce-Corrections Partnership Services  
 Employment Connection – 4025 W Noble Suite B - Visalia  
 November 7, 2018 at 10:00 A.M.



Name	Agency	Phone Number	Email
JOHNNY DELACRUZ	EC VISALIA	713 5234	jdelacruz@employmentconnection.com
ED MATA	Turning Point VRC	732 5500	emata@TPOCC.ORG
Shawn Lopez	HUSA	624-8118	
Anna Avila	Proteus	591-5701	anna@proteusinc.org
Ryan Cruz	Butte Co. Office of Education Back2Work	559-355-1771	rcruz@bcoe.org
David Daniel	Westcare	559 353 0761	david.daniel@westcare.com
Summer Hamilton	TC PD	559-735-1600	
Franco Martinez	HTSA	741-5111	FDMartinez@tularehhsa.org
Thad Russell	COS	785 799 7690	thadr@cos.edu
Desire Landeros	WIB		





# Regional Plan: Re-entry Workforce-Corrections Partnership Services

## Employment Connection – 4025 W Noble Suite B - Visalia

### November 7, 2018 at 10:00 A.M.



Name	Agency	Phone Number	Email
Tracey Scott Contreras	WDB of Madera	662 4587	
Maikue Vang	WDB Madera	662 - 4583	
Lance Lippincott	JTO	209-324-6051	
Josh Jimenez	Tulare Works	559-623-0125	
Leticia Hinojosa	KTHA	559-738-8733	Leticiah@kthomulesalliance.org
SABRINA WILLIAMS	PAROLE	559-582-1989	SABRINA.WILLIAMS@CDCR.CA.GOV
Celeste Van Anne	PAROLE	559-977-0845	Celeste.vananne@cdcr.ca.gov
SPENCER WILLIAMS	PAROLE	559 612-4878	spencer.williams@cdcr.ca.gov
Tami Olson	Visalia Adult School	559.901.0705	tolson@vusd.org
Maná Guenew	CSET	559-719-9189	Maná.espinora@cset.org
Gail Zurek	Visalia Chamber	753-7854	gail@VisaliaChamber.org
Bob Klay	DOR	735-3853	rklay@dor.ca.gov
Frank Ruiz	Turning Point	334-6407	fr Ruiz@tpcc.org

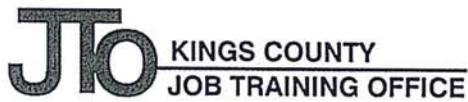




Regional Plan: Re-entry Workforce-Corrections Partnership Services

Employment Connection – 4025 W Noble Suite B - Visalia

November 7, 2018 at 10:00 A.M.



Name	Agency	Phone Number	Email
Jennie Bautista	WIB-TC	559 713 5207	jbautista@tularewib.org
Mary Kodant	WIB-TC	713-5206 (559)	mkodant@tularewib.org
Raul Martinez	CDCR - DAPO - CTP	661-229-0049	raul.martinez@cdcr.ca.gov
David McMunn	WIB-TC	713-5214	dcmunn@tulare.wib
Patricia Williams	Child Support	713 575 3	pwilliam@co.tulare.ca.us
TAMMY PECKHAM	Probation	559-713-7838	TEPeckham@co.tulare.ca.us
Miraret Navarro	MCWIB	662-4513 (559)	mnavarro@madera.wibco.co
Nick Lontdelmoh	Mead WDB	916-276-9898	nlontdelmoh@co.mead.ca.us
Darrell Forney	CSET NEXSTEP	559-713-5173	darrell.forney@cset.org
Arceli Olivares	BIG GEO Reentry Services	559-308-8890	aolivares@geogroup.com
Rich Freeman	PAARC Center	559-359-2104	richardofreeman@yahoo.com
Sofia Morales	Sup M	713 5134	SMORALES@edcc.gov
Carla D Calhoun	CSET	559.741.7439	carla.calhoun@cset.org





**Building and Sustaining Successful Workforce-Corrections Partnerships:  
*Ensuring the Availability of Skills Development, Job Placement and Wrap-Around  
Support Services for Formerly Incarcerated and  
Justice-Involved Individuals***

**A Stakeholders' Forum**

-----  
AGENDA

- I. Call to Order
- II. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- III. Overview of Regional Planning Topics
- IV. The Workforce-Corrections Content of the Regional Plan Modification
- V. State Guidance on Workforce-Corrections Partnerships
- VI. Prison to Employment Initiative and Designated Funding
- VII. Building on Existing Partnerships
- VIII. Objectives of Regional Community Forum
- IX. Discussions and Stakeholder Input:
  - A. What are the major employment and re-entry barriers faced by formerly incarcerated and justice involved individuals?
  - B. How do stakeholders coordinate reentry, workforce, and education services for formerly incarcerated and justice-involved individuals?
  - C. What types of services currently exist within the region to help the target population with re-entry?
    - ✓ -Training
    - ✓ -Employment
    - ✓ -Support
  - D. What pre-release education, training and employment-related services are available? How do these services prepare targeted individuals for employment upon re-entry?
  - E. What processes exist to connect incarcerated individuals with the workforce system prior to their being released?
  - F. What sectors and careers offer the most promise for the target population? What training and other preparation/services are needed to connect them with these opportunities?
- X. Adjournment

## **Building and Sustaining Successful Workforce-Corrections Partnerships:**

### ***Creating a Provider Network That Achieves Results***

#### **A Stakeholders' Forum**

---

#### AGENDA

- I. Call to Order
- II. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- III. Overview of Regional Planning Topics
- IV. The Workforce-Corrections Content of the Regional Plan Modification
- V. State Guidance on Workforce-Corrections Partnerships
- VI. Prison to Employment Initiative and Designated Funding
- VII. Building on Existing Partnerships
- VIII. Objectives of Regional Community Forum
- IX. Discussions and Stakeholder Input:
  - A. What re-entry partnerships currently exist? CCPs? Re-entry councils? Others? Who are the re-entry partners in the region?
  - B. How does the workforce system currently collaborate with the parole and probation systems? If collaboration is not extensive, how could it be improved?
  - C. Does collaboration exist pre-release? If not, what opportunities exist for collaboration at this stage?
  - D. What should the referral process look like?
  - E. What level of staff support is necessary to achieve collaboration goals?
  - F. What training and staff development is necessary to achieve collaboration goals?
- X. Adjournment

# **BUILDING AND SUSTAINING SUCCESSFUL WORKFORCE- CORRECTIONS PARTNERSHIPS**

***ENSURING THE AVAILABILITY OF  
SKILLS DEVELOPMENT, JOB PLACEMENT AND WRAP  
AROUND SUPPORT SERVICES FOR FORMERLY  
INCARCERATED AND JUSTICE-INVOLVED INDIVIDUALS***

**San Joaquin Valley and Associated Counties**

**Regional Planning Unit**

**Month #, 2018**



## REGIONAL WORKFORCE PLANNING AND BIENNIAL UPDATES

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units to address issues that exist at a regional level, affecting areas larger than those covered by a single board.
- In 2017, all LWDBs and the 14 RPUs submitted 4-year Local and Regional Workforce Plans to the Governor, all of which were, ultimately, approved.

- In accordance with WIOA requirements, a biennial review of the 4-year Regional and Local Plans is required.
- California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

# WIOA Regional Planning Units



Cartography By:  
Labor Market Information Division  
California Employment Development Department  
July 2016

File: C072

# REGIONAL PLANNING TOPICS

The 2019 modification to the SJVAC Regional Plan will address the following:

## 3 Mandatory Topics:

- Formalization of workforce-corrections partnerships
- Self-assessment of regional workforce coordination and alignment
- Relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction pre-apprenticeship programs

## One Optional Matter:

- Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.

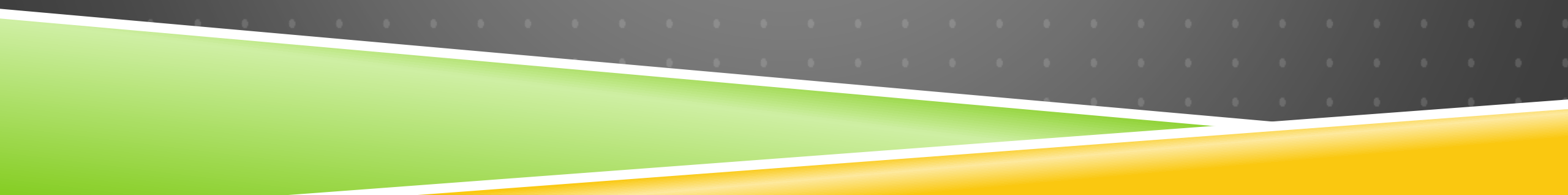


## THE WORKFORCE-CORRECTIONS CONTENT OF THE REGIONAL PLAN MODIFICATION

- RPUs are required to submit updated regional plans that describe how they intend to coordinate workforce and reentry services.
- Modifications must specify how the regional and local workforce system stakeholders will collaborate with community organizations, CDCR-contracted reentry service providers, and representatives of State Parole and County Probation Departments to provide effective services to formerly incarcerated and other justice-involved individuals.
- Regional plans must include specific strategies for how Local Boards will engage and work with specific community-based organizations to offer new, effective services to meet the needs of their local reentry population.

## GENERAL BACKGROUND FROM THE STATE GUIDANCE

- ▶ The State Board has entered into a formal partnership agreement with:
  - ❖ California Department of Corrections (CDCR)
  - ❖ California Prison Industry Authority (CALPIA) and
  - ❖ California Workforce Association (CWA)
- ▶ The agreement has the goal of improving labor market outcomes of the state's formerly-incarcerated population.
- ▶ The partnership seeks to provide the state's 14 RPUs with resources that will enable regions to better serve the formerly-incarcerated by fostering partnerships at the local and regional levels.

- Local partnerships should include processes for shared case management, beginning pre-release, between corrections-side case managers (e.g. parole and probation officers) and workforce case managers, contributing to better outcomes for the formerly incarcerated.
  - Until now, workforce services have, typically, been provided to the re-entry population in an ad hoc fashion, with program and service availability varying from place to place depending on funding and the existence of local and regional partnerships, which have generally been formed independently of state-level partner efforts.
  - It is, however, widely agreed that an individual's ability to find a job after release from prison results in a reduced risk of returning to prison.
- 

## PRISON TO EMPLOYMENT INITIATIVE AND DESIGNATED FUNDING

- ▶ Under funding being made available pursuant to SB 866, the State Workforce Board will make grants available to the 14 RPUs in three phases as follows:
  - ▶
  - Regional Planning Grants are intended to fund collaborative development of regional partnerships and plans to serve the formerly incarcerated and other justice involved individuals. In September 2018, the SJVAC RPU received a grant of nearly \$200,000 for this purpose.



- Regional Implementation and Direct Services Grants will fund the implementation of regional workforce corrections plans and provide direct services pursuant to these regional plans. A grant application will be released in the spring of 2019.
- Regional Supportive Services and Earn and Learn Grants will provide funds to provide supportive services and “earn and learn” opportunities that offer access to immediate income for justice-involved and formerly incarcerated individuals. A grant application will be released in the spring of 2019.

## BUILDING ON EXISTING PARTNERSHIPS

- ▶ RPU's should build on existing regional partnerships, including existing Community Corrections Partnerships (CCPs) and local re-entry councils, to develop a comprehensive regional vision and plan for successfully integrating the formerly incarcerated and other justice-involved individuals into the labor market.

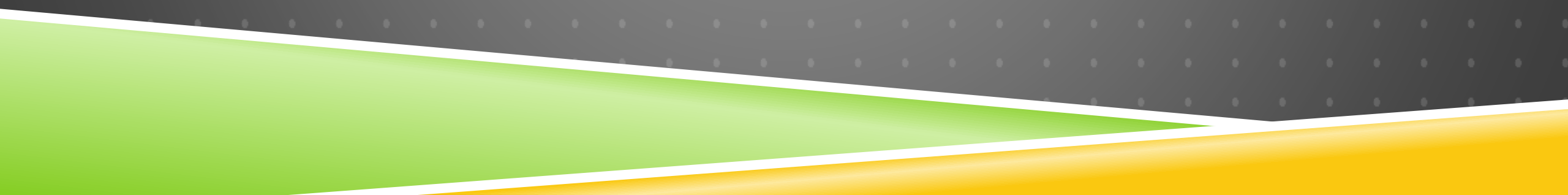
## OBJECTIVES OF THE FORUM

- To obtain information from stakeholders that will inform the content of the Regional Plan Modification.
- To hear from justice system representatives about existing partnerships, approaches, strategies and processes that hold promise moving forward into a more robust and effective workforce-corrections partnership.
- To engage in a dialog among stakeholders about priorities, resources, and plans to serve justice-involved and formerly incarcerated individuals.

## FOR YOUR CONSIDERATION, INPUT AND RECOMMENDATIONS

- ▶ What are the major employment and re-entry barriers faced by formerly incarcerated and justice involved individuals?
- ▶ How do stakeholders coordinate reentry, workforce, and education services for formerly incarcerated and justice-involved individuals?
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- 

**Thanks!**

**We appreciate your input!**

**BUILDING AND SUSTAINING  
SUCCESSFUL WORKFORCE-  
CORRECTIONS PARTNERSHIPS**


***CREATING A PROVIDER NETWORK  
THAT ACHIEVES RESULTS***

**SAN JOAQUIN VALLEY AND ASSOCIATED COUNTIES  
REGIONAL PLANNING UNIT  
MONTH #, 2018**

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- 

# WIOA Regional Planning Units



Cartography By:  
Labor Market Information Division  
California Employment Development Department  
July 2016

File: 0072

# REGIONAL PLANNING TOPICS

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- 

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- 



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- To engage in a dialog among stakeholders about priorities, resources, and plans to serve justice-involved and formerly incarcerated individuals.

## FOR YOUR CONSIDERATION, INPUT AND RECOMMENDATIONS

- What re-entry partnerships currently exist? CCPs? Re-entry councils? Others? Who are the re-entry partners in the region?
- How does the workforce system currently collaborate with the parole and probation systems? If collaboration is not extensive, how could it be improved?
- Does collaboration exist pre-release? If not, what opportunities exist for collaboration at this stage?

- What should the referral process look like?
  - What level of staff support is necessary to achieve collaboration goals?
  - What training and staff development is necessary to achieve collaboration goals?
- 

**Thanks!**

**We appreciate your input!**







**Regional Forum on**  
**Building and Sustaining Successful Workforce-Corrections Partnerships**

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**MINUTES**

**November 8, 2018**

***Madera Municipal Golf Course***  
**23200 Avenue 17, Madera, CA 93637**  
**(559) 662-4589**

**PRESENT:** Barbara Bailey, Carrie Critchlow, Cassandra Little, Craig Plath, David Daniel, David McMunn, David Raygoza, Deisy Ruiz, Derek O. Robinson, Desiree Landeros, Edith Hernandez, Gail Lopez, Jacob Jimenez, Janelle Espinoza, Jose Pantoja, Karina Gonzalez, Kathleen Ratliff, Laura Magana, Lisa Martinez, Lisa Morales, Luna Weerasinghe, Maiknue Vang, Margarita Alcalá, Maria Espinosa, Marisol Rivera, Michael Pallares, Michael Salinas, Miguel Gonzalez, Mike Lovell, Miravel Navarro, Nick Loret De Mola, Nicki Martin, Olivia Rodriguez, Pam Lowery, Pang Vangyi, Phyllis Stogbauer, R. Fisher, Jr., Raeanne Jain, Rich Mostert, Rick Galindo, Roger Leach, Sarah Honeycutt, Sarahi Cuellar, Shirley Gregory, Spencer Williams, Stephanie Stoekel, Tracie Scott-Contreras, Veronica Aguilera, Vicki Teran, Vickie Ekejian, Wendy Olono, Yolanda Martinez-Nunez

**1.0 Call to Order**

*Maiknue Vang welcomed John Chamberlain and thanked everyone in attendance at 2:04 p.m. Everyone introduced themselves.*

**2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification**

- *Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).*
- *In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units to address issues that exist at a regional level, affecting areas larger than those covered by a single board.*
- *In 2017, all LWDBs and the 14 RPUs submitted 4-year Local and Regional Workforce Plans to the Governor, all of which were, ultimately, approved.*
- *In accordance with WIOA requirements, a biennial review of the 4-year Regional and Local Plans is required.*
- *California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California’s 2018 update of the State Workforce Plan.*

**3.0 Overview of Regional Planning Topics**

*The 2019 modification to the SJVAC Regional Plan will address the following:*

**3 Mandatory Topics:**

- *Formalization of workforce-corrections partnerships*
- *Self-assessment of regional workforce coordination and alignment*
- *Relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction pre-apprenticeship programs*

#### One Optional Matter:

- *Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.*

#### **4.0 The Workforce-Corrections Content of the Regional Plan Modification**

- *RPUs are required to submit updated regional plans that describe how they intend to coordinate workforce and reentry services.*
- *Modifications must specify how the regional and local workforce system stakeholders will collaborate with community organizations, CDCR-contracted reentry service providers, and representatives of State Parole and County Probation Departments to provide effective services to formerly incarcerated and other justice-involved individuals.*
- *Regional plans must include specific strategies for how Local Boards will engage and work with specific community-based organizations to offer new, effective services to meet the needs of their local reentry population.*

#### **5.0 State Guidance on Workforce-Corrections Partnerships**

*The State Board has entered into a formal partnership agreement with:*

- ❖ *California Department of Corrections (CDCR)*
- ❖ *California Prison Industry Authority (CALPIA) and*
- ❖ *California Workforce Association (CWA)*

*The agreement has the goal of improving labor market outcomes of the state's formerly-incarcerated population.*

*The partnership seeks to provide the state's 14 RPUs with resources that will enable regions to better serve the formerly-incarcerated by fostering partnerships at the local and regional levels.*

- *Local partnerships should include processes for shared case management, beginning pre-release, between corrections-side case managers (e.g. parole and probation officers) and workforce case managers, contributing to better outcomes for the formerly incarcerated.*
- *Until now, workforce services have, typically, been provided to the re-entry population in an ad hoc fashion, with program and service availability varying from place to place depending on funding and the existence of local and regional partnerships, which have generally been formed independently of state-level partner efforts.*
- *It is, however, widely agreed that an individual's ability to find a job after release from prison results in a reduced risk of returning to prison.*

#### **6.0 Prison to Employment Initiative and Designated Funding**

*Under funding being made available pursuant to SB 866, the State Workforce Board will make grants available to the 14 RPUs in three phases as follows:*

- **Regional Planning Grants** *are intended to fund collaborative development of regional partnerships and plans to serve the formerly incarcerated and other justice involved individuals. In September 2018, the SJVAC RPU received a grant of nearly \$200,000 for this purpose.*
- **Regional Implementation and Direct Services Grants** *will fund the implementation of regional workforce corrections plans and provide direct services pursuant to these regional plans. A grant application will be released in the spring of 2019.*
- **Regional Supportive Services and Earn and Learn Grants** *will provide funds to provide supportive services and "earn and learn" opportunities that offer access to immediate income for justice-involved and formerly incarcerated individuals. A grant application will be released in the spring of 2019.*

#### **7.0 Building on Existing Partnerships**

*RPUs should build on existing regional partnerships, including existing Community Corrections Partnerships (CCPs) and local re-entry councils, to develop a comprehensive regional vision and plan for successfully integrating the formerly incarcerated and other justice-involved individuals into the labor market.*

## 8.0 Objectives of Regional Community Forum

- *To obtain information from stakeholders that will inform the content of the Regional Plan Modification.*
- *To hear from justice system representatives about existing partnerships, approaches, strategies and processes that hold promise moving forward into a more robust and effective workforce-corrections partnership.*
- *To engage in a dialog among stakeholders about priorities, resources, and plans to serve justice-involved and formerly incarcerated individuals.*

## 9.0 Discussions and Stakeholder Input:

### 9.1 What re-entry partnerships currently exist? CCPs? Re-entry councils? Others? Who are the re-entry partners in the region?

- *Spenser Williams - Fresno Probation: We currently have monthly PACT orientations where we have different local agencies share information and the benefit of them accessing those services.*
- *Veronica Aguilera - WIB in Tulare County: Tulare works closely with the Tulare WIB through an MOU. Program for probationers which helps them with their transition. Joint orientations are conducted but should be done more often – weekly would be the best.*
- *Jose Pantoja – Madera County Probation: County Probation currently works with Workforce for the in-custody and out-of-custody population. Miravel Navarro provides classes within the facility for the in-custody. County Probation also refers out to Workforce for out-of-custody services.*

*What connections work the best? Which partnerships do you feel the best about?*

- *Jose Pantoja – Madera County Probation: it depends on the court order – if there's domestic abuse then to a batterer's treatment program, if it's a sex offender case then to a treatment program.*
- *Miravel Navarro – WDB of Madera County: Madera works closely with Madera county probation. Staff go into the facility to provide job readiness workshops within the jail. Once they are released, staff see them at the probation for one-on-one visits and transition them into WIOA services.*

*Are there any gaps where there's not an obvious place to refer to?*

- *Mental Illness is a gap.*
- *Gaps are with DMV and the Social Security office. This population has a hard time obtaining their right-to-work documents.*
- *Desiree Landeros – WIB of Tulare County: The biggest gaps are not having a partnership of the DMV and Social Security Offices. The formerly incarcerated should apply for their identification and social security cards before being released.*
- *Spencer Williams - Fresno Probation: The I.D. is an issue but DMV won't let the prison start the paperwork until 120 days before their release date. Most of these individuals start the process but sometimes their cases are moved up and they are released quicker than anticipated and there is not time to work on getting their IDs with the DMV before they are released.*

*What trainings are offered?*

- *Karina Gonzalez - GRID Alternatives Central Valley: GRID offers a four week basic Solar program. They graduate with a safety certificate. There is a five week program to develop skills to enter that industry. Participants come to Fresno for training and GRID will assist them with transportation and work with employers that hire re-entry clients. Classes are 10 individuals every 10 weeks. Many participants can't continue the training due to issues with transportation. Many participants get jobs. GRID sees good outcomes with the participants that complete the course. They are either working in solar jobs or using the skills learned and putting them to use in other industries.*
- *Wendy Olono - Central California Women's Facility (CCWF): CCWF offers many different training opportunities from cosmetology to a nationally recognized certification for national center for Construction Education and Research. Inmates can also get their high school diploma/GED or an AA degree but there is no a tracking system in place. All of the programs have waiting lists. Some programs waiting lists can take up to a couple of years. If someone is there for a couple of years or more they will be able to get into the program from the waiting list. After the inmate is released, there's no way of knowing if they are using those skills. A tracking system needs to be used/put in place.*

*What trainings are offered that help with employment and recidivism?*

- *Hospitality – the field as a whole.*
- *Construction*
- *Truck Drivers – pay is high and receptive to ex-offenders.*
  - *Phyllis Stogbauer - WDB of Fresno County: Truck driving is hard if the individual is on probation. Workforce staff ask the participant to provide a letter from the probation office knowing that if they join that training they might have to leave the county to seek employment.*
- *Lack of IDs often disqualifies people from trainings.*
- *Desiree Landeros – WIB of Tulare County: Tulare developed a local activity code that allows staff to enter job retention information. Tulare estimates that they have a 14% recidivism rate.*
- *Sarah Honeycutt - Department of Child Support in Madera: Child Support can negotiate with the formerly incarcerated if they can show that they are participating in a class or training and that they are going to follow through. Their driver's license can be restored. The process usually takes 10 days but it can be restored within 24 hours in an emergency situation. Emergency situations don't happen very often.*
- *Vickie Ekezian - CCWF: CCWF assists participants with treatment/ education/ employment. Women are getting paid but only receive half of their pay check and the rest is saved so they have money when they are released. They are always being monitored.*
- *Vickie Ekezian – CCWF: Custody to Community Transitional Rehabilitative Program (CCTRP) – when an inmate has 3 years until release, she can apply for the program and will be able to go out into the CCTRP program at their facility and serve up to 2 ½ years of their sentence at the facility where they will get substance abuse services, counseling, mental health treatment, get into colleges or vocational training and look for employment. When they do find employment, 70% of their paycheck is saved for them. They will be wearing an ankle monitor but still be able to go out into the community and visit with their families. CCTRP is for inmates with violent or serious felonies but when the program first started it was with inmates with lesser crimes. Those inmates are able to serve up to 1 year in the program facility. The program is also now extended out to the male inmates. Time off of their sentences are taken off when they enter into these programs.*
- *Carrie Critchlow – CCWF: CCWF has a unique program to the Department of Corrections where the women can train to become certified drug and alcohol counselors. They earn their internship hours within the facility and can then work with their own population. Upon their release, its easy for them to find jobs because it's an in-demand job.*

*What are some Barriers with Youth? What works best for Youth?*

- *Maria Espinosa – WIB of Tulare County: Family support is a barrier we see with young adults. There needs to be guidance and mentors who will be with the youth from when they are justice involved through their release. Someone accessible 24/7.*
- *Desiree Landeros – WIB of Tulare County: partnership with probation works best. Probation does pre-release orientation and they allow Tulare staff into the facility.*
- *Phyllis Stogbauer - WDB of Fresno County: Our biggest barrier is we lose contact when the juveniles are released. They sometimes become homeless and may end up on the street. Need more wrap-around services. Fresno started working with the juveniles that are released to try to keep them engaged.*
- *Expanding mentorship – they need someone they can call.*
- *Lisa – Co-case management probation. Continuous communication so it's not just referrals.*
- *Vickie Teran – Madera County Probation: Connecting them with their parents. If the parents are incarcerated connecting them to the juvenile can make them want to change their life style. The youth benefits from contact with the parent and the incarcerated parents benefit from contact with the youth.*
- *Desiree Landeros – WIB of Tulare County: probation system feeds into CalJOBS – they do Wagner Peyser.*
- *Madera Workforce: We are currently not serving youth but are looking into providing services to court day school students.*

**9.2 How does the workforce system currently collaborate with the parole and probation systems? If collaboration is not extensive, how could it be improved?**

- *Miravel Navarro - WDB of Madera County: We currently go out to the jail and have a two week program that is offered where they are case managed, receive job readiness workshops, assist with interviewing skills, explain WIOA services and make them aware of any job opportunities.*

**9.3 Does collaboration exist pre-release? If not, what opportunities exist for collaboration at this stage?**

**9.4 What should the referral process look like?**

- *Spencer Williams – CDCR Parole: Its gotten better. Prior to having the employers coming to the orientation, it was just trying to get them to seek and maintain gainful employment. Needs to be better.*
- *Lisa Martinez – WIB of Tulare County: Workforce is inside the probation doing a warm hand off and then referring them over to the center to start their eligibility process after they already meet a staff member.*
- *Phyllis Stogbauer – WDB of Fresno County: many times we don't know they're coming. Working on working with parole and probation. There used to be a mini resource center in the facilities but that didn't really work. They would go in and apply for or look for jobs but then leave. It needs to be a warm hand off. Inmates sometimes get dropped off in the middle of the night and can be lost to staff. We need to have someone in the jail to talk to them or use some type of community organization that they can connect with when they are released. Fresno had New Start funding and had a re-entry One Stop with staff who had experience working with the population. Parole and Probation had offices there. People were more comfortable going there – some people had restrictions to where they could be if they had sexual offenses on their record. There were better results in that Center. Even a small office somewhere would be effective.*

*How do you handle referrals for offenders who are released to rural areas?*

- *Mother Lode tries to reach out to find out where people are being released.*
- *Miravel Navarro – WDB of Madera County: It comes down to their counselor – a State and CDCR issue. We work with inmates in the facility and give them information for the AJCC where they will be released. Because we provide services within the facility, they are already familiar with her and workforce services. The referral process for Madera works well because we are already in the building and can do a warm hand-off. They get scheduled to do orientation. They see Miravel at all levels of the process. Madera does everything through CalJOBS.*
- *Rick Galindo – Madera Probation: Video calls with the clients to get them more interested. Video calls work better than a phone call or referring them over. Its another way to connect with them.*
- *Yolanda Martinez-Nunez – WestCare: Trying to emphasize direct referrals. They try to have a van pick them up and take them directly to a program – outpatient facility, transitional facility. They have placement teams and representatives that go directly into the prison to talk directly to the inmates and going out into the community. A central case management system is used so everyone can see all the data. Any parolee can pretty much go anywhere and have their records available there.*
- *Spencer Williams – CDCR Parole: The WIBs can contact WestCare. Workforce can go into the facility with WestCare and sign people up at that time.*
- *Miravel Navarro – WDB of Madera County: We need a more connected way to case manage. Most of the WIBs use CalJobs. Everyone can use CalJOBS. Everyone is on a different system and it can be time consuming for case managers if they have to use multiple systems.*
- *Phyllis Stogbauer – WDB of Fresno County: Fresno has used and piloted the use of Community Pro. It allows you to case manage but you can also make referrals through the system. It's a shared data system.*
- *In Sacramento they had a probation officer bring them to the center.*
- *We need a shared data system where all partners can input information.*

*How do we handle when juveniles are released in the middle of the night?*

- *Phyllis Stogbauer – WDB of Fresno County: Fresno providers/counsellors work after-hours many times. Many times, juveniles will not disclose their circumstances.*



## 9.5 What level of staff support is necessary to achieve collaboration goals?

- *Miravel Navarro – WDB of Madera County: Staff members need more training. Some staff member's assist these clients while others may not know how to assist this population. Also, train staff on how to inform employers and help employers to work with this population.*

*Do your staff need additional training?*

- *Miravel Navarro – WDB of Madera County: additional training is necessary. There are many seasonal jobs in Madera County. Many employers don't want to hire people with felonies. Employers need training and information on incentives and tax breaks to hiring ex-offenders.*
- *Cassandra Little – Root Rebound: We offer classes on Fridays to educate employers about their employees' concerns. Also have a clinic service on Saturdays. There are training and toolkits for employers.*
- *Phyllis Stogbauer – WDB of Fresno County: Some staff are afraid to work with this population. Staff need training on active listening skills.*
- *Miravel Navarro – WDB of Madera County: WIOA focuses on people's barriers – we need to focus on individuals' strengths. Vocational trainings.*
- *Michael Salinas – United Way: Trainings should focus on bringing everyone together – do more events and collaborations like what is happening today.*
- *More pre-release activities, earn and learn opportunities (PWEX)*
- *Phyllis Stogbauer – WDB of Fresno County: Workforce Boards have a hard time with employer of record issues. It brings up workers comp and other issues. It would be beneficial to have some type of program from the state that would help alleviate this issue for the workforce areas. Madera has a vendor for participant payroll. Some areas use vendors for workforce services and they can be used for employer of record purposes.*
- *Desiree Landeros – WIB of Tulare County: Finds doing transitional jobs has been a benefit because the employer doesn't have to take the risk with the additional benefit of the employer getting to know the participant which raises the possibility of them being hired when their hours are done.*
- *Department of Corrections uses Joint Venture which allows them to identify inmates based on their good behavior for jobs. This allows them to work and make money which is saved and ready for them when they are paroled. They are learning trades while they are in prison and employers can check on them and may hire them when they are paroled.*

## 9.6 What training and staff development is necessary to achieve collaboration goals?

- *Housing*
- *Need to be very positive with inmates*
- *Employer Workshops (leadership and hardship)*
- *Pushing programs/mentors within the institution*
- *Staff Training Working with Re-Entry Population*
- *Resources Available in the area*
- *Paid Internship*
- *Transitional Housing*
- *Child support is a barrier; make sure they know they can contact Child Support to have barriers removed*
- *Work-based learning opportunities*
- *Earning Trust*
- *Keeping them motivated (skills, opportunities available)*
- *Measure Interest in Program*
- *Detox Service*
- *Mental Health Training*
- *Job Development Training*
- *Manage Money*
- *Work with those who have already been released; help them keep up with resources*
- *Work towards a shared communication system – unite 211 & 311*

- *Help them finish their educational components*
- *Create and maintain a resource directory for the County*
- *Counselors*
- *More networking*
- *Wrap around services*

## **6.0 Adjournment**

*Meeting adjourned at 4:13 p.m.*

## **RE-ENTRY NOTES – Merced County.**

Meeting date 12/11/2018. Location: Worknet Merced office

### **ATTENDEES:**

Nick Loret de Mola, Deputy Director, Merced County WDB

Lisa Maples, Program Manager – Adult Division, Merced County Probation Department

Shoua Her, Supervising Probation Officer, Merced County Probation Department

What re-entry partnerships currently exist? CCPs? Re-entry councils? Others? Who are the re-entry partners in the region?

- LISA: Chief Kettering runs the Community-Corrections Partnership in the county. Funding for it comes through AB 109, and it has been running since 2011. It is the first time in the county that probation is the head of the table. Law enforcement, HSA, Behavioral Health, the District Attorney, Public Defender's Office, Courts, and County Judges are all active members. They just completed their strategic plan for the year. Funding for the Worknet/Probation partnership (detailed below) comes from an offshoot of this group, called the Adult Services Committee of the CCP.

How does the workforce system currently collaborate with the parole and probation systems? If collaboration is not extensive, how could it be improved?

- SHOUA: Worknet receives \$100,000 in funding from County Probation to add to their training fund. In exchange, Probation sends 15 selected ex-offenders to Worknet on referral. If ex-offenders on probation come into Worknet on their own, outside of the agreement, Worknet can call Probation to discuss the individual's case, determine feasibility, and potentially use that \$100,000 to also serve them.
- LISA: Also work with the Phoenix Project, basically a workforce services program under the Merced County Office of Education. Run by former Workforce Board staff. Focuses solely on ex-offenders. They also run a soft skills program called Ace Overcomes, as well as a resume building and job search coaching series of workshops in the Leadership for Life series.

Does collaboration exist pre-release? If not, what opportunities exist for collaboration at this stage?

- Currently, there is a program for soft skills training pre-release at the jail outside of the city of Merced, but it is a small program. Likewise, a local CBO GEOGroup runs a Day Reporting Center inside of that jail as well.

What should the referral process look like?

- Currently, Probation provides a listing of names and basic case information to Worknet's case managers, who then conduct an orientation, a skills assessment, and a conversation to determine feasibility of service. The case manager and the probation officer communicate about the individual and the case and coordinate services.

What level of staff support is necessary to achieve collaboration goals?

- Communication between agencies is new, and must continue. It must start from the top down, and lessons learned have to be communicated from the bottom up.

What training and staff development is necessary to achieve collaboration goals?

- Probation offers training on AB 109 and overall case management for ex-offenders. Worknet is going to get estimates to ensure that this cross-training opportunity occurs. Likewise, Worknet will meet with probation officers to discuss our services and open a two-way dialogue to coordinate services, both in skill training and support services.

**COMMUNITY AND STAKEHOLDER FORUM ON  
BUILDING AND SUSTAINING SUCCESSFUL  
WORKFORCE-CORRECTIONS PARTNERSHIP**  
**Ensuring the Availability of Skills Development, Job Placement and  
Wrap-Around Support Services for Formerly Incarcerated & Justice-Involved  
Individuals**

Thursday, October 25, 2018  
1:00 a.m. to 3:00 a.m.  
Stockton WorkNet Center  
56 S. Lincoln Street  
Stockton, CA 95203

Presenter: John Chamberlin

Attendees: 50

Allen Grim, Med Mark  
Andre Belion, Fathers and Families San Joaquin (FFSJ)  
Anthony Robinson, Jr., FFSJ  
Bawit Atwal, Stanislaus County Child Support  
Chris Fair, Nor Cal Construction Training (NCCT)  
Chris Johnson, DAPO  
Daniel Lutt, GEO Re-Entry Services  
David Jimenez, Economic Development Association  
David Mirrione, Worknet Merced  
Doris Foster, Stanislaus County Dept Workforce Development  
Enos Edmerson, Jr, Valley Mountain Regional Center  
Eric Hawkins, Uneed2  
Holly Newlon, Merced County Office of Education  
Jim Cline, Northern California Construction Training (NCCT)  
Karina Franco, Sierra Vista Child & Family Services  
Kim De La Cruz, Sheriff's Office  
Lily Aman, California Human Development  
Linda Gutierrez, Merced County Worknet  
Lisa Douglass, University of the Pacific  
Lori Cruz, San Joaquin County Child Support Division  
Lorraine Perry, Employment Development Department (EDD)  
Lynda Hawkins, Uneed2  
Margarita Cabalbag, EDD Workforce Services Branch  
Michael Mark, WBD – Sheet Metal Workers  
Nati Martinez, EDD  
Paul Arong, SJC Probation  
Rafael Aguilera, State Workforce Board  
Rebecca Petty, Merced County Human Services Agency  
Rieh Limas, New Directions  
Robin Sanborn, Workforce Development Board



Robin Toschi, SJC Probation  
Ryan Oatts, SJC Probation  
Sara Redd, Stanislaus County Dept of Workforce Development  
Severine Winter, BayMark Health Services Sacramento  
Sharon Oberman, San Joaquin County Office of Education  
Sharon Wardale Trejo, Director Merced County Dept of Child Support Svcs  
Sheri Oneto, Workforce Development Board  
Steve Kowalczyk, SJC Sherriff's Office  
Tim Polinsky, SJC Probation  
Tommy Minor, GRID Alternatives  
Travis Sanchez, Back 2 Work, Butte County

WorkNet Staff:

John Solis, Executive Director  
Patty Virgen, Deputy Director  
Elena Mangahas, EEDD Division Manager  
Tonnie Mallory, EEDD Analyst III  
Alfredo Mendoza, EEDD Analyst III  
Paul Huerta, Employment Training Specialist II  
Nancy Perez, Employment Training Specialist II  
Regina Raman, Employment Services Specialist II  
Joseph Tabagura, Program Assistant

John Camberlin (JC) provided an overview of the forum, the objectives, and the request for stakeholder input. He mentioned that we identified three (3) very important factors in regards to this population: Jobs, getting a job and staying employed continuously for the six months after they get out of jail or prison has the likelihood they are going back to prison. Getting a job is the easy part, continuous employment is the hard part. That means that when someone loses their job, helping them get another job ASAP should be a top priority. Working continuously for six months after they get out of jail or prison decreases the likelihood they are going back [to prison].

Anthony Robinson, Jr.: shared that he is a formerly incarcerated person and has been in prison for the past 20 years and was just recently released in August. He has been out eight (8) weeks. To him, his job, is his transformation, his access to education and increasing his substantial skills is very important.

JC: people need to know how to get a degree or credential prior to being released (at least) a year before they get out, or else they are likely to go back.

Lorraine Perry: Other parole programs are needed including family housing. They have lived in a different system. Understanding their child support situation is very important and they need to get their driver's license.

JC: Housing and transportation, earn and learn module, may be a primary focus.

Consideration of and Discussions on:

**1. What are the major employment and re-entry barriers faced by formerly incarcerated and justice involved individuals?**

Laurie Cruz: Child support debt. It's an issue because once you are back in the community then Child Support comes after you for that debt. The debt accrues while you were incarcerated and also effects your ability to keep a job because if you don't have a license most people can't get a job.

Anthony Robinson, Jr.: Services may disorient you. More of an investment in the service than the people. It took me about two weeks to get my "right to work" paperwork going to DMV, Social Security office, and no one informs you that you have to make an appointment, we have a schedule to attend classes (with Parole or Probation) in order to keep our transitional housing. The transitional housing classes are no joke. Having a job or going to the hospital is not an excuse to miss the meeting because they are paying for our transitional housing. Sometime I can't make group because I have to work. There are certain employers who will work around your schedule so I attend group so I can keep my transitional housing.

J.C: We don't coordinate the schedule that people need to meet.

Andre Belion: Services don't really gear toward the person. I need to pay my rent and if I don't pay my rent I'm homeless if I homeless I'm violating my parole. All services need to wraparound the person.

J.C. Requirements that are driven by our fund sources, when you have to do x on this day, then x on that day, then x on the next day and when you add it all up, these fund sources all together sometime all those requirements don't let you work and that's a problem too - it's not just here its everywhere.

Jim Cline: The larger population is lacking proper Mental Health. There is nowhere for them to turn to get that help. They are eager to work, but just don't have the skills set to focus on learning.

J.C. Mental Health is a big issue.

David Jimenez: Even though we don't have anyone here today from Mental Health, certainly we have the resources to refer them for these services.

J.C. Referral is good. The question is how the referral works, is it quite enough. Something more active. That is a big issue.

In a previous discussion another group talked about. How are our services crossover with the purpose of other services? You have an individual who is coming out in the community that is pretty fragile receiving services. Then getting a job (employment) may disqualify them from receiving services and it puts them in an even more fragile setting if they have to decide - do I work and lose benefits or receive benefits not work and be out of compliance with my probation?

JC: We have cliffs in our systems where if you earn \$100 more (that month), you can lose more than \$100 worth of benefits and there comes a point where it's very hard for some people to understand. Some of those we can fix and some we can't, they do come with our funds source. They might lose their public housing or supported child care, or health benefits. People don't want to cross that line.

Lillian M: Driver's License and Transportation they cannot work anywhere.

JC: If you need a car to work, and you do in most of California, and certainly most of this region. How do we deal with that? The buses don't tend to go where the people live to where their jobs are. Does anyone use alternative methods to get people where the work is?

A. Robinson: It's the risk I take on the bus, I take Lyft to work because I work part-time. I get up at 6:00 a.m. to make my appointment it cost me \$20 a day to make my appointment and to get to work.

JC: Businesses say the key is the first six (6) weeks after you go back to work. If we can get someone there on time for six weeks - its swords. Back-up systems help people when it doesn't work. Let's help people not need the system. Not to build the independence.

## **2. How do stakeholders coordinate reentry, workforce and education services for formerly incarcerated and justice-involved individuals?**

Kim DeLaCruz: We collaborative work with probation. Very active with Community Partnership (CCP) and community based organizations (CBO). Probation will attach them to their case manager's CBO. We have them come in and start to decide with the individual, do you have housing, do you need housing, what services, what classes, they do have an exit plan. When

they leave jail. Skills and training, education, anger management course, etc. being taken care off.

Jim Cline: More pre-release services are needed.

Kim DeLaCruz: Labor Trade, Trade Skills, Certification, Post Care, Job Fairs. Getting them connected to the job. Positive environment. Certification is very important.

Jim Cline: Vocational opportunities, office technology need more trade skills, award them certification so they can go to a job application so they show them what I did. Mental Health offender and post release care. That is a big problem with recidivism. They get out of custody and they don't have the post care for the mentally ill offender or medical care and they re-lapse.

Tim Polinsky: We have a probation officer that is assigned out at the jail. Four (4) weeks prior to their release they meet with the client go over their additions to their condition of their probation supervision. This includes what services we have available, WorkNet services, and Behavioral Health services so they know when they get out, what to expect and where they need to report to or who to go see and where we are all located. We also provide for the post offenders getting out prison, supervision, video conferencing with CDCR. We connect the probation officer with the inmate and they go over the expectations when they get out. It is important to match a name with a face and understand the programs available. When they do come and report to the assessment unit, they go over the conditions and we can talk about their mental health issues. The Human Services Agency (HSA), WorkNet and what services we can provide them right there in our office. Appointments are all in the same place and that's pretty beneficial. Additionally, we have the assessment side where we do an additional assessment to determine the risk level that can guide them and what their supervision level will be. Once that's done, they then go to their probation officer where they can be more social and learn about what society has to offer.

JC: Risk assessment? Pro social skills, education, life skills motivation, how to deal with problems. They need mental health; what society has to offer.

R. Sanborn: Transition into the workplace check references, back ground checks, screen them for violence and if they will be a liability to the employer. We are to make sure that it's a safe place to work.

Jim C: Educate them to career pathways and employment and work closely with the probation department, case management, housing, transportation, shuttle services, the main campus has all those services.

Merced County through the Probation Office using AB109 & CCP Program they develop a trail seven (7) years ago which brings together a number of entities including Probation, Human Services Agency, Fatherhood program "All dad's matter" this is a post release for probation initially. All dads matter fatherhood program has a Leadership for Life academy that they send all their participants. This is where they are required to participate and teaches those individuals soft skills, life skills, and how to advocate and represent themselves in the corporate world. It also teaches anger management courses and its really beneficial for the members in our community.

**3. What types of services currently exist within the region to help the target population with re-entry?**

Paul Huerta: Through WorkNet, we have a Job Training Program practically it's modeled for the AB109 program. If it [this program] could be opened up to the general population, there would be a lot of opportunity for them to get training and to develop skills they need to hold a job.

JC: Training programs that are adjusted for the population. Yesterday in Bakersfield. Do we do any entrepreneurship activities to start your own business activities that are tailored to this population.

Eric Hawkins: Our organization does technology training. I used to work probation and now I'm retired from probation. I saw the need, so we started a technology program. Technology training, Industry, Entrepreneur Program, these all have a plan when they get released from prison. Currently, we are doing the adult training and at-risk training and we are putting together a plan to learn and earn. The goal is for the individual or incarcerated person to either come into the facilities. These are certification trainings and they can do the training once they get out they also come and do the training. In the tech industry there are tons of jobs, I've seen the vocational training. In the tech industry. They will need to be monitored and put a plan together. They need someone to guide them through the steps.

Holly Newlon: In 2017, we partnered with Merced County Probation and developed a program called the Phoenix Program Project. Nineteen (19) people referred by probation (totally volunteered) and all 19 individuals have completed the program. It included an assessment on what they are good at. Keeping their job for 6 months and leaving smart and they are feeling there is hope for the future.

**4. What pre-release education, training and employment-related services are available? How do these services prepare targeted individuals for employment upon re-entry?**



Andre Belion: Fathers and Families has Pilot Project felony probation AB109 Project, we can put people in training such as carpentry, welding, truck driving. We have enrolled 6 participants into truck drivers. Connected them directly to an employer is our strong suit and benefits the participant.

J.C. Connecting people as directly and quickly as possible to a job and focusing not on the process but the outcome.

Tommy Minor: A solar non-profit construction company, working with other organizations, being flexible and construction is very flexible, collaboration is important especially with other organization to also be flexible, because it works for us. We place people in good jobs.

Michael Mark: I've spoken plenty of times at Fathers and Families, at the parole office, at the women's group when you join a union construction trades you are like joining a family. These are careers. sheet metal, welders some are 5 year programs some are 3 years. Every six months employed you will receive a \$2 to \$3-dollar raise. All the other necessities such as housing, transportation, and other things will fall into place if you can get into one of these programs.

J.C. Brotherhood is real important with people coming out of the system. It's a community that you are part of.

Jim Cline: At NCTT there is a minimum of two months requirement to participate in the program to properly vet the client. We are signatory with 19 unions Pacific Teichert construction – we vet each individual employee for attitude, work ethics on a lot different things. We can teach anybody construction, but do they have the personality and willingness to put out the sweat equity? When an employer calls and ask us to send them employees, they come for 2 months minimum and we are able to see them interact with other people. If they have anger issues, we are able to find a resource to help them deal with that issue. If they have a substance abuse issue, we have a resource for that. So that when we put them out for employment they are ready. A lot of people think that they think they are ready for work; they are really not.

Diane Lott: Child support and the opportunity for flexibility. When you look at child support, often times it seems like a barrier to employment because you do have the license suspension program. This only mans that we have the flexibility in that process. So if someone has had their license suspended as a result of being delinquent from not paying their child support, call us, work with us, we can release that license for the purpose of employment. That's a huge opportunity to make that connection with that person because we want

you working. That's best for you and your family. We want you employed but you have to talk to us.

Kim: Working closely with Stanislaus County Department of Workforce Development and joining forces with non-profits to provide parenting classes, anger management, CBOs, and training. Parenting classes are needed for them to rejoin with their families.

Daniel Lott: Support services for jobs, behavioral modification courses, assessment by addressing those issues that are preventing those people of maintaining long-term permanent employment.

**5. What processes exist to connect incarcerated individuals with the workforce system prior to their being release?**

JC: Question for Anthony: How do we do that behavioral change? How do you do that from the inside? How do you change where your mind goes?

Anthony R – Lack of education comes with a sense of hopelessness. We need to develop coping and problem solving skills. When I went into prison, I read everything I could and when I got tired then I wrote and when I go tired of that, I went back to reading again. I was able to obtain two degrees, publish a documentary and publish a book. Obtaining the resources on the outside is great. The most important thing is how do we get the resources to them when they are inside the prison. I didn't know that I needed, right-to-work documents. Before you get out of the system you need to be prepared to have all the documentation.

Support from DMV is necessary. Wouldn't it be nice if a State agency like DMV would go into the prison and re-issue them IDs or Driver's Licenses?

John Solis, State of California is going to develop a re-entry program, establish six re-entry facilities in the area, and San Joaquin County was one of them. They hired all these consultants that had retired from the State Corrections and Probation to facilitate the process. We started meeting with all the Workforce Development Boards with the idea to model it after the Texas model. Workforce Development Boards received funding to facilitate the transition out of incarceration where 2 years to 18 months before these individuals were to be released, they would receive all the information. They would receive their right-to-work documents and re-establish relationship with the families. Thirty days is not enough time to get all your documents together, it could take 3 to 6 months, depending on where you can obtain your birth certificate. Well, meetings were being canceled and the re-entry would not get started. The Workforce Development Boards has WIOA funds and they gave it to State Department of Correction and Rehabilitation The

benefit from the AB109 is getting the community involved. The local agency will be providing the services to the parolees.

J.C. Take all the services, we need to start delivering them well before people start to get out. This should be a major push. From mental health counseling to job connection helping people to get housing and their documents.

**6. What sector and careers offer the most promise for the target population? What training and other preparation/services are needed to connect them with these opportunities?**

Parenting classes, workforce resume preparation classes, mock interviews, anger management, mental health classes, peer on peer classes guide them to make the right decisions, life skills, GED, High School Diploma. Different type of individuals, so their needs will be different.

Travis Sanchez: Statewide program such as a Back to Work program, transitional program, day to day, interview with CalTrans working with other training programs

Andra: Assessment – life skills; options, they are drawn to truck driving.

Jim C: Enroll in Green Diesel with American River College, Culinary is one of the big ones, what they are successful everything is word of the mouth.

Lillie: Welding

Paul Huerta: On-the-Job Training; truck driving; welding; construction; transportation.

JC: Women incarcerated; Stanislaus – women with families, having their kids returned to them, wrap-around services, help re-union certification (GAP)

JC: Juvenile Services, Construction, maybe Solar



## **San Joaquin Valley and Associated Counties Regional Planning Unit: Building and Sustaining Successful Workforce-Corrections Partnerships**

### **Ensuring the Availability of Skill Development, Job Placement and Wrap-Around Support Services for Formerly Incarcerated and Justice-Involved Individuals.**

#### **Stakeholders' Forum**

#### **Meeting Notes**

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4025 West Noble Suite B – Visalia, CA  
**November 7, 2018 – 10:00 A.M.**

#### **In Attendance**

Erick Flores, Phyllis Slogbauer, Laura Magana, Edith Hernandez, Krissie Leach, Alma Rocha, Janine Medina, Jose Pantoja, Lisa Martinez, Maria Villa, Lupe Romo, Jason Delgado, Tracie Schott Contreras, Maiknue Vang, Lance Lippincott, Jacob Jimenez, Leticia Hinojosa, Sabrina Williams, Celeste VonAnne, Spencer Williams, Tami Olson, Maria Guerrero, Gail Zurek, Bob Kleyn, Frank Ruiz, Jennie Bautista, Mary Rodarte, Raul Martinez, David McMunn, Patricia Williams, Tammy Peckham, Miravel Navarro, Nick Loret de Mola, Darrell Forney, Araceli Olivares, Rich Freeman, Sofia Morales, Carla Calhaun, Johnny De La Cruz, Ed Mata, Sharon Lopez, Anna Avila, Rayann Cruz, David Damel, Summer Hamilton, Francena Martinez, Thad Russell, Desiree Landeros, Jesse Arreguin, April Farkos, Ken Hopkins

#### **Agenda Items**

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#### **I. Introduction**

Desiree Landeros, Workforce Investment Board of Tulare County, Program Coordinator, began the meeting at 10:10 a.m. by welcoming all attendees and thanked them for attending the stakeholders' forum. She gave a brief overview of the purpose of the forum and introduced David Shinder, facilitator for the forum.

#### **II. Presentation - Building and Sustaining Successful Workforce-Corrections Partnerships. Ensuring the Availability of Skill Development, Job Placement and Wrap-Around Support Services for Formerly Incarcerated and Justice-Involved Individuals:**

David Shinder provided a PowerPoint presentation that provided background information for today's forum topic. The presentation covered:

- History of the "regional coordination" provisions of WIOA, which organized 45 Boards into 14 Regional Planning Units to address issues that exist at a regional level.
- Overview of the Regional Workforce Plan and the requirement to submit one plan in 2017.
- Regional and Local Workforce Planning and biennial updates regarding required modifications that must be addressed.
- Defined the three mandatory regional planning topics – Formalization of workforce-corrections partnerships, self-assessment of regional workforce coordination and alignment, relationships with Building Trades Council in support of Multi-Craft Core Curriculum (MC3)
- Provided guidance on the Workforce-Corrections content of the Regional Plan modification
- Gave general background from the State Guidance which included, details about the State Board entering a formal partnership agreement with CDCR, CALPIA and CWA in order to provide the state's boards with resources that will enable regions to better serve formerly-incarcerated by fostering partnerships at the local and regional levels.

- Defined the Prison to Employment Initiative and designated funding.. Explained that the State Workforce Board will make grants available to the 14 RPU's in three phases- Regional Planning Grants – nearly \$200,000 was awarded in September 2018, Regional Implementation and Direct Services Grants – fund will support implementation of regional workforce corrections plans and provide direct services pursuant to these regional plans – grant application will be released April 2019, and Regional Supportive Services and Earn and Learn Grants – fund to provide supportive services and “earn and learn” opportunities that offer access to immediate income for justice-involved and formerly incarcerated individuals – grant application will be available spring of 2019.
- Objectives of the forum

David then opened the forum for discussion regarding ensuring the availability of skill development, job placement and wrap-around support services for formerly incarcerated and justice-involved individuals.

### 1. What are the major employment and re-employment barriers faced by formerly incarcerated and justice involved individuals?

Various stakeholders from different industries weighed in on their perspective of re-employment barriers for the targeted population. **Tammy Peckham, Tulare Co Probation Department**, started the discussion and stated that one of the biggest barriers Probation Officers have encounters is that many of their probationers have drug related issues and have a hard time getting them clean to be job ready candidates.

**Janine Medina, Sequoia Adult Education Consortia**, experience in working with this population is the lack of digital literacy, technology skills. With technology being the present and future and it's constantly evolving. This issue is acute for those who have been incarcerated for a while. Additionally, she shared that their appearance can be a barrier when the individual has current/former gang affiliated visible tattoos. She shared that in the Visalia surrounding area local agencies collaborate with a spa who offers tattoo removal services available through community service.

**Miravel Navarro, Madera County WBD**, expressed a major area of concern is individuals having access to their I-9 documents such as ID, social security cards, birth certificates. Ms. Navarro shared additional concerns involving lack of transportation and housing.

**Ed Mata, Turning Point**, shared lack of job history and employment gaps. It's a known fact that the best time to look for a job is while being employed, and if you don't have employment the smaller the gap the better you look as a candidate. This especially hard to overcome for our formally incarcerated individuals.

**Ken Hopkins, Champion Homes**, shares his experience from an employer's perspective. As an employer, he shared that his struggle is pulling too many people from the same program. Champion Homes works with RESET, Supervised, and LEAP (justice involved grants) individuals. Mr. Hopkins noted that a person's surrounding environment can determine their success. He gave an example about when individuals are exposed to a positive environment with adequate supervision, it can be a positive experience. However, when you have a crew with similar backgrounds congregating, old habits can come into the picture. The more navigation support provided through community partners, the better the outcome.

**Tracie Scott-Contreras, Madera County WBD**, shared that lack of educational attainment and unidentified disabilities are major common barriers in Madera County. Ms. Scott-Contreras noted that the justice involved population tends to cross-over with other prioritized workforce target groups. Individuals with



untreated disabilities or learning disabilities can result into behavior issues resulting into incarceration. Additionally, when individuals become incarcerated it can result in becoming delinquent on their child support order.

**Alma Rocha, Health and Human Services (HHS),** brought up the issue of job retention. The lack of soft-skills and motivation are key factors to job retention. Ms. Rocha notes that behavior and attitude towards employment determines a person's success. This becomes an issue when individuals do not have a strong connection with the workforce. Behavior is not habitual and needs to be taught.

**Maiknue Vang, Madera County WDB,** shared that intimidation, self-motivation and confidence are a barriers for individuals seeking employment. Individuals have a personal assumptions that nobody will hire them, and will not come to the one-stop center because they think people are afraid of them.

**Sharon Lopez, Health and Human Services (HHS),** stated that in some instances the barrier is employer's perspective that justice involved individuals are a legal liability. **Tammy Peckham, Tulare Co Probation Department,** followed up on Ms. Lopez's comment about employers perceiving that justice involved individuals are a liability. She explained that individuals do not always know how to articulate their crime without providing too much information. Ms. Peckham shared a best practice her probation staff shares with probationers is to be upfront and honest with employers. Probation Officers get probationers comfortable with talking about their conviction in a professional setting that is appropriate to job search.

**Ed Mata, Turning Point,** shared that the misconception that the government is going to take their money through restitution and wage garnishment can be a barrier. They are afraid that they will not earn enough to survive.

**Frank Ruiz, Turning Point,** shared that a variety of pressures to meet the terms of parole, probation, family obligations can create stress. Many of these individuals lack support to pursue education or to participate in other training programs. Mr. Ruiz continued by describing that individuals have a sense of hopelessness that can lead to the need to make quick money or indulge in substances.

**Tracie Scott-Contreras, Madera County WDB,** shared a concern of lack of transitional housing/residential programs. Due to this population's criminal background, many time they are not able to participate with HUD, support programs, and/or transitional housing. **Maria Villa, CSET,** explained that funding from HUD – has coordinated entry and there isn't enough agencies or funding to meet the need. Additionally, there are many programs offered with different processes and is overwhelming for individuals. Ms. Villa echoed the sentiment of the need of more advocacy and working together.

## **2. How do stakeholders coordinate reentry, workforce, and education services for formerly incarcerated and justice-involved individuals?**

**Ken Hopkins, Champion Homes,** weighed in to stakeholders on coordination of appointed obligation appointments for individuals on parole or probation. He continued by stating requirements from courts, parole, and probation can be a disruption to the workforce/business. Mr. Hopkins shared examples about employees asking to leave early several times a week to meet their court obligations or getting visits on site from corrections without flexibility with time. **Tammy Peckham, Tulare Co Probation Department,** followed up to Mr. Hopkins statement and explained that Probation has the ability of developing good plans for each

individual depending on their obligation. Probation gives them completion goals based on their probation term in order to not overwhelm them. In Tulare County, Probation has been working to accommodate by offering a flexible schedule. Probation works one late night a week for check-ins. If the court has probationers scheduled to complete programs for convictions such as domestic, DUI, sex offense case requirements treatment, community service hours, parenting, drug test, home search that is out of probation's hands. The schedule is based on when classes are offered. She agreed that it's a complex situation and not an easy fix.

**Tracie Scott-Contreras, Madera County WDB**, shared Workforce-Corrections and Education have all worked together at some point, but not as intentionally as this workforce plan is expected to.

*David Shinder, poses the question of "How can we work together more organized/structured to case manage this population?"* **Jose Pantoja, Madera County Probation**, shared Madera County is collaborating with Workforce staff who are working with individuals inside the jail pre-release on workforce issues – career exploration, pre-employment skills.

**Spencer Williams, Parole**, shared that the prison offered "PACT" once a month for pre-released individuals. This type of orientation consists of different community stakeholders providing parolees resources with regards to child support, employment services, DMV, and any services that will help them in their transition. *David Shinder, How good of a job are we doing in marketing resources?* Mr. Williams responded by sharing that in the 20-30 years of being in this field, it's getting better.

**Desiree Landeros, Workforce Investment Board TC**, shared different ways their Workforce-Correction-Education partnerships are working together: **Probation** has fully embraced co-case management with Workforce. Probation has dedicated officers who prescreen individuals to ensure individuals are job ready, providing resources to overcome barriers prior to referring and providing a warm handoff to **workforce staff** at the Employment Connection (EC) for more intensive services. **Parole**- CBO's, Parole Agents, Turning Point and PAAR refer individuals to the EC for the same intensive services. **Pre-release program**- through the partnership with Sheriff Department, workforce staff work with individuals in the jail facilitating work readiness workshops. Upon release, workforce staff continues to work with them. **Education**-Sequoia Adult Education Consortia Navigators provide a series of classes which can lead to certifications. SAEC refers to probation, for work readiness workshops, to address any barriers if applicable, and refer to the EC once they are job ready. This process is structured by having dedicated staff at specific locations and a structured referral process through a referral form.

*David Shinder, How can we do a better job?* **Maiknue Vang, Madera County WDB**, responded by saying that having one point of contact such as a Navigator contributes to the overall success when providing services to this population. Madera County's Navigator offers pre-release workshops, initial assessment, and is the responsible to connect individuals to resources.

**Tracie Scott-Contreras, Madera County WDB**, expressed that Workforce staff need more training to work with this population. Ms. Scott-Contreras continued by explaining that Workforce is not trained in trauma informed services. Specifically with respect in working with individuals who have been impacted by trauma, whether its violent, victimization, abuse, or neglect.

**David Shinder, do we have active Community Correction Partnerships? (Pursuance of AB109- Including probation, parole, and others? Where do they exist and what do they look like? Adam Peck, Workforce Investment Board TC**, shared that he sits on a partnership board of Tulare County. This Board consists of County Probation, Sheriff, the District Attorney, County Mental Health, community based organizations and is led by the Probation Chief. Mr. Peck shared that discussions from this group have flourished in to many directions providing opportunities to collaborate. The AB109 funding, funded some of the work that has come with this partnership. Mr. Peck noted that Probation varies so much county to county and it makes it hard to scale regionally and that Parole fits more regionally because it's a statewide system. **David Shinder – Looking for common threads to approach? Adam Peck**, explained an early approach to Probation-Workforce partnership in Tulare County was to verbally refer individuals to the Employment Connection. This pilot failed due to lack of follow-through and no system in place therefore unable to track. This effort caused discussion with the Board which lead to a structured co-case management process that involves assessment, warm hand off, and probation screening individuals prior to referring to the EC.

**Jose Pantoja, Madera County Probation**, shared that in Madera County the CCD Board is similar to what Mr. Peck described. The CCD Board consists of county heads at the table, however states that the department of corrections in Madera is not overseen by the County Sheriff's adding different dynamics. Mr. Pantoja explained that most California jails are usually ran by the County Sheriff's Department with exception of two counties, making Madera one of them. Madera hired a Transitions Coordinator who is not a Probation Officer. This Coordinator works with individuals and provides a warm handoff to workforce staff.

### **3. What type of services currently exist within the region to help the target population re-entry? Training, Employment, Support**

**Francena Martinez, Health and Human Services (HHS)**, shared that Tulare County, HHS has a representative co-located in corrections. As part of the pre-release process, HHS provides a coordinated exits which involves assistance with applications and copies of I-9 documents if requested. Additionally, Ms. Martinez shared that HHS is doing road maps for housing programs such as, Housing Disability Advocacy, HSP-housing support program for people that are eligible for CalWORKS, CalFresh Employment & Training (piloting stages). All these services will play a big role in the States updated plan to build alliances for housing and training opportunities.

Several counties shared that having a common database would facilitate co-case management and help communication. **Lance Lippincott, Job Training Office**, shared Kings Partnership – currently looking into using the 211 platform to share information across the region and co-case manage. **Adam Peck, Workforce Investment Board TC**, shared that Tulare County Probation and Workforce uses CalJOBS system to co-case manage. Probation has their own portal. **Nick Lomet de Mola, Merced WDB**, Shared about Merced County's Homeless Outreach Center-Directors developed a common intake form, formal MOU with Corrections. Probation is intentional about co-case managing individuals by pulling case files and discussing services with all the key stakeholders. **Phyllis Slogbauer, Fresno WDB**, agreed about the need of a warm handoff and a common case management systems. She described Community Pro software which allows to share relevant data with key stakeholders. Ms. Slogbauer notes that Fresno County needs strengthen their relationship with corrections. She described that through AB109 they coordinated a meeting however due to lack of funding in corrections, they had no results. She stated that Fresno's prior practice involved the use a dedicated Re-entry One-Stop (Parole/Workforce) which was successful.

**Lance Lippincott, Job Training Office**, shared that Kings County has an evolving approach to Corrections-Workforce partnership. They have been meeting for the last two- weeks and have a formal MOU to map out partnership.

**Alma Rocha, Health and Human Services (HHS)**, HHS/Corrections/Workforce partnership to identify individuals in order to leverage supportive services and satisfies the program needs – Welfare to Work serves mutual customers and collaborate for program services.

**David Shinder, Where is the hub-anyone of us can be the hub or can we all work together? Is there a notion to the being the hub?** **Tracie Scott-Contreras, Madera County WDB**, weighed in on the question by saying in Madera County the AJCC was the hub due to the nature of their co-located partners (i.e. HHS, DOR, Adult Education, Mental Health, and Workforce.) Ms. Scott-Contreras noted that she recognizes that it may not work for other community. **Spencer Williams, Parole**, stated that he believes that the agency who has primary jurisdiction over the customer is the hub. **Lisa Martinez, Workforce Investment Board TC**, shared that it depends on the individual’s goals and needs – who they can trust. **Frank Ruiz, Turning Point**, expressed that we are all hubs. He continued by stating that agencies need to be aware of what’s going on in the community in order to provide resources and referrals to partners. **Carla Calhoun, CSET**, stated that hub is not a place, it’s a strategy. A Community Action Agency such as CSET in Tulare County is a hub. CSET is populated throughout the community and part of housing, workforce system, parenting network, CCP, multidisciplinary teams. She further notes that she recognizes that the State has given this task as regional effort, however it has a local flavor.

4. **What pre-release education, training and employment-related services are available? How do these service prepare targeted individuals for employment upon re-entry?**

**Jose Pantoja, Madera County Probation**, shared that Madera County has re-entry coordination. A Workforce Re-entry Coordinator meets with individuals in the jail and is available to meet with them when they get released. Additionally, they are working with CDCR and piloting a Skype services for individuals who are in prison to facilitate meeting with probation prior to being released.

**Janine Medina, Sequoia Adult Ed Consortia (SAEC)**, summarized her role as a Navigator for the SAEC in Tulare County. She explained that she works with the pre-release population, offering education services at the jail through Visalia Adult School. The programs include getting their GED and ACDC training program – basic electrical. Ms. Medina works with inmates providing them the opportunity to earn their GED or a vocational certificate. Upon release, Ms. Medina assists them to transition to more education or community agency depending on the individual goals.

**Jesse Arreguin, GRID Alternatives**, described how GRID Alternative’s coordinates with Department of Corrections. Mr. Arreguin shared that GRID Alternative’s operates a program that offers basic solar training in jail. Upon release the company assists with job placement. Most individuals who complete the training move on to get employment with small businesses or solar farms.

5. **What processes exist to connect incarcerated individuals with the workforce system prior to their release?**

**Ken, Champion Homes**, Brought a best practice from other states from 9 other states which echoes today's forum responses to the importance of the role of a Navigator. Assistance to help with transition from pre-release to post release.

**Edith Hernandez, Workforce Investment Board TC**, shares about Tulare County's LEAP program which offers support pre-release and post release. Workforce staff facilitates a two-week essential skills workshop and prepares them to transition to the workforce.

6. **What sectors and careers offer the most promise for the target population? What training and other preparation/services are needed to connect them with these opportunities?**

**Sharon Lopez, Health and Human Services (HHSA)**, shared that manufacturing, construction offer a welcoming environment to onboard for the justice involved population.

**Tammy Peckham, Tulare Co Probation Department**, shared that she has found that her customer base have found success – Food Service- Individuals enjoy it. It's an easy way to polish up workforce skills and in order to upgrade employment in the future.

**RayAnn Cruz, Butte County Office of Education Back2Work**, shared that Caltrans is doing a great job working with the formerly incarcerated population. Men/women have the opportunity to work on the highways, however shared that the mindset plays a big role in success. She stated retention is a challenge.

**Jesse Arreguin, GRID Alternatives**, shared that solar careers are in demand and welcoming for this population.



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## Re: You're Invited | Regional Forums - Kern, Inyo Mono Workforce Development Board - IMPORTANT

MS

Michael Saltz

Mon 10/22/2018, 11:01 AM

Reply all |

Sent Items

Workforce Local and Re...

574 KB

Show all 1 attachments (574 KB) Download Save to OneDrive - County of Kern

Good morning,

The Workforce Development Boards of the San Joaquin Valley are updating their Regional Workforce Plan and are seeking local stakeholders and community representatives to provide input through a series of forums. Your participation is crucial to obtaining the necessary pertinent information that will ensure the interests of the clients we serve are placed at the center of the planning conversations.

The Regional forums will be held at the Beale Library Auditorum and will focus on new and enhanced partnerships:

### **Re-entry Workforce Partnerships**

**Date: October 24, 2018 - 1:30 P.M. to 3:30 P.M.**

**Location: 701 Truxtun Avenue - Bakersfield**

**Host: Kern, Inyo and Mono Workforce Development Board**

*Stakeholders and community representatives are invited to join discussion on building local and regional provider networks to ensure successful outcomes from formerly incarcerated job seekers. A principal feature of the Central Valley's efforts in updating its Regional Workforce Plan is strengthening existing relationships with justice system agencies and organizations that assist formerly incarcerated individuals with re-entry into local communities. The regional Community Corrections Partnership resulting from efforts will leverage the experience, talents and support the will enable job seekers in this category to develop skills and secure employment. (Please see attached flyer for more details)*

### **Re-entry Workforce Corrections Partnership-Services**

**Date: December 4, 2018 - 1:30 P.M. to 3:30 P.M.**

**Location: 701 Truxtun Avenue - Bakersfield**

**Host: Kern, Inyo and Mono Workforce Development Board**

*Local stakeholders and community representatives will exchange ideas for serving justice involved and formally incarcerated individuals. During the forum, stakeholders will explore various approaches to improve skills training, job readiness services, and wide range of ancillary support services such as housing, healthcare, and counseling needed by members of this target group. During this session, stakeholders will*

 Reply all |   Delete  Junk |  

Your attendance and input at these forums is critical in modifying our plan based on the needs of the population you serve and in establishing meaningful partnerships.

Should you have any questions or need additional information, please contact me at (661) 336-6913 or [saltzm@kerncounty.com](mailto:saltzm@kerncounty.com). or Teresa Hitchcock, Assistant County Administrative Officer at (661) 336-6849 or [orhitchcockt@kerncounty.com](mailto:orhitchcockt@kerncounty.com).

Michael Saltz  
Contract Administrator  
**Employers' Training Resource**  
1600 E. Belle Terrace  
Bakersfield, California 93307  
Phone: 661.336.6913  
Facsimile: 661.833.2267  
Email: [saltzm@kerncounty.com](mailto:saltzm@kerncounty.com)



**WDB**

**WORKFORCE  
DEVELOPMENT  
BOARD**

*Kern, Inyo & Mono*

**The Kern, Inyo & Mono  
Workforce Development  
Board is updating its  
Local & Regional Plans**

**Your participation and input is critical to developing a plan  
that is responsive to the needs of our COMMUNITY**

11/1/2018 • 11:30 am - 1:30 pm

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Improving services to individuals with disabilities through competitive integrated employment

11/1/2018 • 4:30 pm - 6:30 pm

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Strengthening partnerships with local child support agencies to serve non-custodial parents

11/8/2018 • 11:30 am - 1:30 pm

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Developing workforce system partnerships with CalFresh employment and training programs

11/8/2018 • 2:30 pm - 4:30 pm

**English Language Learners,  
Immigrants, and Refugees**

Developing strategies to strengthen services to English language learners, foreign born individuals, and refugees

*Join Us* LOCAL PLAN FORUMS

10/3/2018 • 4:30 pm - 6:30 pm

**Community**

Regional Workforce Development Strategies: identifying programs, services, and approaches that reflect business and community priorities

10/24/2018 • 1:30 pm - 3:30 pm

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11/13/2018 • 1:30 pm - 3:30 pm

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*Join Us* REGIONAL PLAN FORUMS



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Auditorium located at 701 Truxtun Avenue in Bakersfield**

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of California<sup>SM</sup>

[www.americasjobcenterofkern.com](http://www.americasjobcenterofkern.com)

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1800.203.2623 • TDD 661.635.2629

The A JCC & WIOA are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.





**Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum**

**Multi-Craft Core Curriculum Pre-Apprenticeship Training Program – November 7, 2018 @ 2:00 PM**

<b>Name (Please Print)</b>	<b>Organization</b>	<b>Phone Number</b>	<b>Email Address</b>
1. Joseph H. Sumlin	Teamsters	(661) 327-8594	teamsters87@sbcglobal.net
2. Ron James	IUOE #12	(661) 325-9491	r.james@iuor.local12.org
3. Jaime Briceno	OPCMIA	(661) 323-6018	bkfd191@hotmail.com
4. Javier Flores	UA 460	(661) 619-1226	jflores@local460.com
5. Jim Elrod	IBEW	(661) 323-2979	jim@ibew428.org
6. Melissa Mendes	FRWDB	(559) 490-7196	mmendes@wfc.co
7. Will Scott	Smart Local Union 105	(661) 852-1187	wscott@local105.org
8. Chris Gonzalez	Smart Local Union 105	(909) 725-3137	cgonzalez@local105.org
9. Teresa Hitchcock	KIM WDB	(661) 336-6956	hitchcockt@kerncounty.com
10. John Spaulding	Building Trades	(661) 325-7957	spauldingclc@yahoo.com
11. John Morales	Teamsters 87	(661) 327-8594	Teamsters87@sbcglobal.net
12. Russell Johnson	Associated Builders	(661) 203-1838	rjohnson@abcentralcal.org
13. Laura Barney	Associated Builders	(661) 392-8729	lbarnes@abcentralcal.org
14. Michael Saltz	Employers' Training Resource	(661) 336-6913	saltzm@kerncounty.com



**Workforce System Meeting with Name Building Trades Council (BTC)**

**Examining Opportunities to Increase Workforce System Support for  
Multi-Craft Core Curriculum Pre-Apprentice Training Programs**

---

**Month #, 2018**

**##:## x.m. - ##:## x.m**

**#### Address, City, CA #####**

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**AGENDA**

- I. Welcome and Introductions
- II. Purpose and Overview Meeting between BTC and Workforce System Leadership
- III. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- IV. Review of BTC-Approved MC3 Programs and Authorized Providers in the #- County Area
- V. Strengthening the Role of the Workforce System within MC3 Partnerships
- VI. Developing a Plan for Improved MC3 Coordination between the Local Workforce Development Boards and their Partners and the BTC
  - Promotion
  - Referrals
  - Support
- VII. Next Steps and Planned Follow-Up

## **Excerpted Text from California Employment Development Department Workforce Service Directive (WSD) 18-01 on Regional and Local Plan 2017-2021- Two-Year Modifications**

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### **Required compliance with State Plan Guidance and State Law regarding Multi-Craft Core Curriculum Pre-Apprenticeship Partnerships**

In all industry sectors, it is the policy of the State Board that pre-apprenticeship training must connect directly to apprenticeship programs approved by the California Division of Apprenticeship Standards. In the construction industry, it is also the policy of the State Board that pre-apprenticeship training utilize the Multi-Craft Core Curriculum (MC3). This is required by state law if utilizing WIOA Title I funds. See Directive [WSDD-178](#).

#### *Background*

The MC3 is a standardized comprehensive pre-apprenticeship curriculum that delivers an industry-recognized credential. To become an MC3 training provider, an entity must contact a local building trades council in the entity's area of operation.

MC3 partnerships, or what the State Board refers to as High Road Partnerships for Construction Careers, are established collaborations led by local building trades councils and can include local workforce boards, community organizations, colleges, and schools. In these partnerships, workforce entities work closely with building trades councils to establish pathways for and provide support to disadvantaged populations in accessing state-approved apprenticeship through joint apprenticeship training councils. Effective programs are embedded in large public works or commercial-scale infrastructure projects through community workforce agreements negotiated with or by local building trades councils. Job seekers get to explore different trades through introductory programs and decide which craft is the best fit. The building trades and construction contractors get a pool of qualified, diverse candidates who have received a minimum of 120 hours of rigorous pre-construction instruction.

#### *Required Content*

The RPUs are required to submit an updated regional plan which describes in detail how each local workforce board and core regional planning partners will ensure coordination and partnership with one or more local building trades council when pursuing pre-apprenticeship training in the construction industry, as per state law and the State Plan.

## **Workforce System Meeting with Building Trades Council (BTC)**

### **Examining Opportunities to Increase Workforce System Support for Multi-Craft Core Curriculum Pre-Apprentice Training Programs**

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**November 14, 2018  
3:00p.m. - 3:53p.m.**

**Tenth Street Place-Basement Training Room  
1010 Tenth Street, Modesto CA 95354**

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#### **Meeting Notes**

- I. Welcome and Introductions
- II. Purpose and Overview Meeting between BTC and Workforce System Leadership
  - 2 Years ago put together a Regional Plan for the region.
  - Updating Regional plan.
  - Received instructions from State Workforce Development Board to meet with the Building Trades Council to discuss implementing, expanding, promoting pre-apprenticeship programs.
  - Stanislaus County is currently doing a pre-apprenticeship program with the Labor Union in partnership with Modesto Junior College
  - Merced County is doing a pre-apprenticeship in partnership with UC Merced
  - Mother Lode has had some activity around apprentice in partnership with UC Merced – specifically Tehachapi Pass – 4<sup>th</sup> co-hort. Working in conjunction with San Joaquin Community College. Trainings are up in Sonora.
- III. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
  - David Shinder read the Required compliance with State Plan Guidance and State Law requiring Multi-Craft Core Curriculum Pre-Apprenticeship Partnerships (see last page)
  - Effective now – State Plan in place. If using public funding for the construction trades, it must be with multi-craft trade
- IV. Review of BTC-Approved MC3 Programs and Authorized Providers in the Area
  - Building Trades Council that cover the area:
    - o Kern and Mono – had MC3 training as part of the school system,
    - o Fresno, Madera and Kings and
    - o San Joaquin – County office of Education

- V. Strengthening the Role of the Workforce System within MC3 Partnerships
- There is a meeting for the State Building Trades Council on December 17<sup>th</sup> in Sacramento
  - There is the question of how many trainings can be done and how many jobs are available
  - Need to make sure there are jobs after the training
  - MC3 training is a great value for screening individuals, learn good soft skills, resume, interviewing, and problem solving skills
- VI. Developing a Plan for Improved MC3 Coordination between the Local Workforce Development Boards and their Partners and the BTC
- Promotion
  - Referrals
  - Support
  - How do we get the training into the colleges
  - Colombia College is really big on Pre-apprenticeship training
  - Need to get approval of Colleges to get MC3 trainings in place
  - Fresno has draft MOUs to use for MC3 trainings
    - Trades are relatively larger in Fresno
  - Laborers have a plan that has a lot of potential that we can become involved in
  - Building Trades Council will look into the requirement for receiving certified instructors
  - Stanislaus County Workforce Development will facilitate the request with Modesto Junior College
  - Merced County Workforce will facilitate the request with Merced Junior College
  - Building Trade Council believes that there is faculty at Yosemite Community College and Merced Junior College that would be interested to take the Train-the-Training class
  - State Building Trades Council is holding a meeting on December 17<sup>th</sup> in Sacramento where they will be sharing State Mandates and what they are being tasked with

## **Excerpted Text from California Employment Development Department Workforce Service Directive (WSD) 18-01 on Regional and Local Plan 2017-2021- Two-Year Modifications**

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DEVELOPMENT  
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**The Kern, Inyo & Mono  
Workforce Development  
Board is updating its  
Local & Regional Plans**

**Your participation and input is critical to developing a plan  
that is responsive to the needs of our COMMUNITY**

11/1/2018 • 11:30 am - 1:30 pm

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Improving services to individuals with disabilities through competitive integrated employment

11/1/2018 • 4:30 pm - 6:30 pm

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Strengthening partnerships with local child support agencies to serve non-custodial parents

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**CalFresh Employment  
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Developing workforce system partnerships with CalFresh employment and training programs

11/8/2018 • 2:30 pm - 4:30 pm

**English Language Learners,  
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Developing strategies to strengthen services to English language learners, foreign born individuals, and refugees

*Join Us* LOCAL PLAN FORUMS

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10/24/2018 • 1:30 pm - 3:30 pm

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**Forums will be held at the Beale Memorial Library Auditorium  
(701 Truxtun Avenue • Bakersfield, CA)**

## Loret De Mola, Nick

---

**From:** Phyllis Stogbauer <pstogbauer@workforce-connection.com>  
**Sent:** Wednesday, October 17, 2018 3:35 PM  
**To:** 'abby.melissa@jobcorps.org'; 'aholland@dor.ca.gov'; 'bchamber@dor.ca.gov'; Becky Barabe; 'danielle.beckett@edd.ca.gov'; 'danr@proteusinc.org'; 'davidcastillo2@whccd.edu'; 'janet.barbeiro@scccd.edu'; Jeff Davis; 'jerome.countee@scccd.edu'; 'ken.elvington@dor.ca.gov'; 'lauralopez@co.fresno.ca.us'; 'linda.solis@ncoa.org'; 'lorendas@cimcinc.com'; 'mae@proteusinc.org'; 'mcasada@dor.ca.gov'; 'rozanne.hernandez@scccd.edu'; 'shelly.tarver@edd.ca.gov'; 'sherri.watkins@statecenter.com'; 'stunkel.katie@jobcorps.org'; sylvia.garibay@edd.ca.gov; Jua Thao; Wendy Lomeli  
**Subject:** Fresno WIOA Regional Plan Development Convening  
**Attachments:** Fresno Regional Convening - Assessment of Regional Progress.pdf

The Fresno Regional Workforce Development Board (FRWDB) is updating its Regional WIOA Plan. Your participation and input is critical to developing a plan that addresses the needs of our local community. To facilitate this process, the FRWDB is hosting a public meeting on the "Assessment of Regional Progress" to get input from community members, partner agencies and local community based organizations.

A flyer is attached with the date, time and location for meeting. Your input is important; please RSVP by clicking on the RSVP link or the website link on the flyer. We are looking forward to hearing from you.

Regards,



*Phyllis Stogbauer*

Deputy Director of Program Services  
Fresno Regional Workforce Development Board

559.490.7168 | [www.frwdb.net](http://www.frwdb.net)



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## Re: You're Invited | Regional Forums - Kern, Inyo Mono Workforce Development Board - IMPORTANT

MS

Michael Saltz

Mon 10/22/2018, 11:01 AM

Reply all |

Sent Items

Workforce Local and Re...

574 KB

Show all 1 attachments (574 KB) Download Save to OneDrive - County of Kern

Good morning,

The Workforce Development Boards of the San Joaquin Valley are updating their Regional Workforce Plan and are seeking local stakeholders and community representatives to provide input through a series of forums. Your participation is crucial to obtaining the necessary pertinent information that will ensure the interests of the clients we serve are placed at the center of the planning conversations.

The Regional forums will be held at the Beale Library Auditorum and will focus on new and enhanced partnerships:

### **Re-entry Workforce Partnerships**

**Date: October 24, 2018 - 1:30 P.M. to 3:30 P.M.**

**Location: 701 Truxtun Avenue - Bakersfield**

**Host: Kern, Inyo and Mono Workforce Development Board**

*Stakeholders and community representatives are invited to join discussion on building local and regional provider networks to ensure successful outcomes from formerly incarcerated job seekers. A principal feature of the Central Valley's efforts in updating its Regional Workforce Plan is strengthening existing relationships with justice system agencies and organizations that assist formerly incarcerated individuals with re-entry into local communities. The regional Community Corrections Partnership resulting from efforts will leverage the experience, talents and support the will enable job seekers in this category to develop skills and secure employment. (Please see attached flyer for more details)*

### **Re-entry Workforce Corrections Partnership-Services**

**Date: December 4, 2018 - 1:30 P.M. to 3:30 P.M.**

**Location: 701 Truxtun Avenue - Bakersfield**

**Host: Kern, Inyo and Mono Workforce Development Board**

*Local stakeholders and community representatives will exchange ideas for serving justice involved and formally incarcerated individuals. During the forum, stakeholders will explore various approaches to improve skills training, job readiness services, and wide range of ancillary support services such as housing, healthcare, and counseling needed by members of this target group. During this session, stakeholders will*



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Michael Saltz  
Contract Administrator  
**Employers' Training Resource**  
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Email: [saltzm@kerncounty.com](mailto:saltzm@kerncounty.com)



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### Invitation List to Regional and Local Planning Forums

1. Rob Arias, Kern County Superintendent of Schools
2. Laura Barnes, Associated Builders and Contractors Central California Chapter
3. Leo Bautista, Wonderful Company
4. Tamara Chapman, Johasee Rebar, Inc.
5. Ian Journey, 3C Engineering
6. Ron James, International Union of Operating Engineers Local 12
7. Jim Elrod, IBEW Local 428
8. Phillip Engler, JTS Modular, Inc.
9. Gregory Knittel, Centralize HR, LLC
10. Gregory Gutierrez, Truitt Oildfield Maintenance Corp.
11. Stacy Ferreira, Clinica Sierra Vista
12. Karen King, Golden Empire Transit
13. Anita Martin, Kern Health Systems
14. Gregory McGiffney, Shepard Bros. Inc.
15. Ali Morris, INTEG Enterprises LLC
16. Clare Pagnini, Macpherson Oil Company
17. Jay Tamsi, KC Hispanic Chamber of Commerce
18. Alissa Reed, Kern Oil & Refining Co.
19. Todd Yepez, PCL Industrial Services, Inc.
20. John Means, Kern Community College District
21. Carl Dean McGee, Kern High School District
22. Luis Lopez, Essendant
23. Joseph Sumlin, Teamsters Local Union No. 87
24. John Spaulding, Kern, Inyo, Mono Building Trades Council
25. Steven Gomez, Plumbers & Steamfitters Local 460
26. Chris Gonzalez, SMART Local No. 105
27. Jeremy Tobias, Community Action Partnership of Kern,
28. Kelly Bearden, CSUB Small Business Development Center
29. Richard Chapman, Kern Economic Development Corporation
30. Eric Cooper, California Indian Manpower Consortium, Inc.
31. Diane McClanahan, California Department of Rehabilitation (DOR)
32. Norma Rojas-Mora, Bakersfield College
33. Shelly Tarver, Employment Development Department (EDD)
34. Michael Rock, Individual
35. Mark Wyatt, Bakersfield Adult School
36. Araceli Holland, DOR
37. Christina Garza, EDD
38. Cindy Uetz, Kern County Department of Human Services (DHS)
39. Dena Murphy, DHS
40. Maria Curiel, DOR
41. Pam Holiwell, DHS
42. Sofia Morales, EDD
43. Kathy Peterson, Mono County Department of Social Services
44. Francie Avitia, Mono County Department of Social Services
45. Cassaundra Cotera, KC Department of Probation
46. Chad Blain, Kern High School District

47. Laura Epps, EDD
48. Tyson Davis, Kern County Sheriff's Department
49. Richard Crow, Bakersfield College
50. Michelle Culy, Kern County Behavioral Health & Recovery Services
51. Margo Ruffin, Employers' Training Resource (ETR)
52. Susan Saelee, Kern County Child Support Services
53. Veronique Hayes, DHS
54. Randy Lormand, ETR
55. Gerardo Garcia, EDD
56. Martha Robles, Kern County Probation Department
57. Juan Avila, Garden Pathways
58. Yolanda Martinez Nunez, WestCare Stop Area 3
59. Tristan O'Neil, Kern County District Attorney's Office
60. Endee Grijalva, Bakersfield Adult School
61. Miguel Salazar, DHS
62. Maricela Valentin, EDD
63. Jennifer Bloomquist, ETR
64. Summer Ashley, DOR
65. Victor Cotera, Kern County Probation Department
66. Beth Kanavalov, Freedom House Recovery Homes
67. Tyson David, Kern County Sheriff Department
68. Julio Martinez, Kern County Probation Department
69. Martha Esparza, DHS
70. S Walter, Kern County Probation Department
71. Rica Galiza, DOR
72. Nicole Griffin, Cerro Coso Community College
73. Lawrence Watson, ETR
74. Beth Kan, Individual
75. Barry Champayne, Bakersfield Adult School, Lerdo Prison
76. Barbara Collazo, New Life Centers
77. Deasia Gonzales, Individual
78. Dress for Success
79. Jennifer Patino, California State University, Bakersfield (CSUB)
80. Michael Halpern, ETR
81. Rocha Tiffany, Kern County Child Support Services
82. April Smith, Jason's Retreat
83. Alejandra Vento, DHS
84. Tristan O'Neil, Kern County DA Victim Services
85. Miguel Salazar, DHS
86. Dixie Walters, Kern County Sheriff's Department
87. Marilyn Mann, Inyo County Department of Health and Human Services
88. Keri Oney, Inyo County Department of Health and Human Services
89. Meaghan McCamman, Inyo County Department of Health and Human Services
90. Thatcher Weldon, Kern Community College District, Kern AEBG Consortium
91. Bonita Steele, Kern Community College District
92. Cindy Coliler, Bakersfield College
93. Terry Nuckols, Delano Joint Union High School District
94. Mike Bonneau, DHS

95. Keith Woldridge, New Life Centers
96. Joseph Denoyer, Freedom House Recovery Homes
97. Richard McCrow, Bakersfield College
98. Ruby Awesome, Worknet Merced County
99. Stephen Mettler, Regional Occupational Center, Kern High School District
100. Ralph Martinez, CAPK
101. Christopher Gerry, City of Bakersfield
102. Stacey Wuertz, Kern County Department of Child Support Services
103. Donna Gaut, EDD
104. Ashley Howard, Kern Regional Center
105. Elizabeth Chavez, Kern County Department of Child Support Services
106. Bill Rector, Westec
107. Elisa Navarro, KERO 23 ABC
108. Nicole Tate, Community Action Partnership of Kern (CAPK)
109. Jim Baldwin, Bakersfield ARC
110. John Moraler, Teamsters 87
111. Will Scott, Smart Local Union 105
112. Laura Barney, Association of Building Contractors
113. Russell Johnson, Association of Building Contractors
114. Jauier Flores, UA 460
115. Joseph Sumlin, Teamsters
116. Kasey Mehaz, DHS
117. Kelly Kulzer – Reyes, Taft College
118. Leticia Garcia, DHS
119. Beth Carter, ETR
120. Tommy Monreal, DOR
121. Veronica Munoz, Kern County Behavioral Health & Recovery Services
122. Lupe Aguirre, Bakersfield College
123. TR Merickel, Kern County Probation Department
124. Tamarah Harber-Pickens, Kern County Superior Court
125. Cynthia Zimmer, Kern County District Attorney
126. Pam Singh, Public Defender
127. Donny Youngblood, Kern County Sheriff's Department
128. Lyle Martin, Bakersfield Police Department
129. Bill Walker, Kern County Behavioral Health & Recovery Services
130. Leticia Perez, Kern County Board of Supervisors
131. Teresa Hitchcock, Assistant County Administrative Officer / Employers' Training Resource
132. Ana Olvera, Kern County Behavioral Health and Recovery Services
133. Mary Barlow, Kern County Superintendent of Schools
134. Tom Corson, Network for Children
135. Linda Finnerty, Kern County District Attorney's Office
136. Cristina Libatique, Taft Union School District
137. Leticia Cruz, Taft Union School District
138. Angela Nary, Taft Union School District
139. Liset Caudillo, Proteus, Inc.
140. Elaine Wakelin, Kern Machinery
141. Jamallah Dean, ETR
142. Brett Sakanoto, Kern County Child Support Services

143. Toni Kendrick, Kern County Child Support Services
144. Griselda Guerro, Kern County Child Support Services
145. Nancy Toyos, DOR
146. Sandra Gutierrez, ETR
147. Virginia Elliott, Individual
148. Stephanie Smart, Independent Living Center of Kern County
149. Aaron Ellis, ETR
150. Bill Stevenson, ETR
151. Anne Meert, ETR
152. Candy Gettman, ETR
153. Charles West, ETR
154. Danette Scarry, ETR
155. Grant Wong, ETR
156. Karen Briefer-Gose, ETR
157. Linda West, ETR
158. Luanne Santos, ETR
159. Magda Menendez, Mexican American Opportunity Foundation
160. Karine Kanikkeberg, Kern High School District
161. Gregory McGiffney, California Electric Supply
162. Randy Martin, Covenant Community Services
163. Sandy Mittelsteadt, Taft Union High School
164. Mark Novak, CSUB
165. Jayme Stuart, Kern County Network for Children
166. Gregg Terry, Bakersfield Police Department
167. David Villarino, Farmworker Institute for Education and Leadership Development
168. Nathan Gutierrez, ETR
169. Odilla Camacho, ETR
170. Sam Townsend, ETR
171. Michl Gates, Kern Regional Center
172. Jammie Soto, Independent Living Center of Kern County
173. Camila Chavez, Dolores Huerta Foundation
174. Eric Sanders, Bakersfield Recovery
175. Amy Martin, Turning Point – Kenmore Center
176. Ernesto Rosas, Turning Point – Kenmore Center
177. Susan Harrison, Westcare
178. Denise Sapien, Westcare STOP
179. Lois Hannible, CAPK
180. Dyann Bamentos, Garden Pathways
181. Linda Gutierrez, MAOF
182. Tina Reyes, EDD
183. Ian Silva, Kern County Sheriff's Department
184. Monica Delgado, California Department of Corrections and Rehabilitation





## **Fresno Regional Workforce Development Board**

### **Assessment of Regional Progress – Regional Forum Mailing List**

David Castillo – West Hills Community College Adult Ed Consortium

Sherri Watkins - State Center Community College Adult Ed Consortium

K. Lilles - Catholic Charities

P. Yang - Fresno Center for New Americans

Patrick Turner - Fresno Economic Opportunities

Felipe Gaona - Fresno County Dept. of Human Services

Lopez, Laura - Fresno County Dept. of Human Services

Rangel, Jessica - Fresno County Dept. of Human Services

Luis Santanna – Reading and Beyond

Julie Thao - Fresno County Dept. of Human Services

Sandra Celedon - Fresno Building Healthy Communities

April Henry - Highway City Thrift

Keith Bergthold - Fresno Metro Ministry

Michelle Pannett - Reading and Beyond

Nakia Vue - Reading and Beyond

Pete Weber – Fresno Bridge Academy

Rebecca Salgado – Reading and Beyond

Jose Barraza - Southeast Fresno Community EDA

Yolanda Randles - West Fresno Family Resource Center

Yami Rodriguez - Youth Leadership Institute

Kari Gibert - Fresno County Dept of Child Support Services

E. Diaz - Fresno County Public Defender's Office

Crystal Johnson - Fresno County Public Defender's Office

Raed Nijmeddin – County of Fresno Department of Child Support Services

A. Chavez – SER – Jobs for Progress Inc.

Ashley McBride – United Way Fresno

Aracely Mota – San Joaquin College of Law – New American Legal Clinic

Alejandra Tovar - KIND Kids in Need of Defense

Carmen Romero - Central California Legal Services

Clarissa Vivian – Mexican Consulate

Raul Moreno - Education & Leadership Foundation

X. Vazquez - Education and Leadership Foundation

Eleazar Valdez – Dream Resource Center

Ghia Xiong - Fresno Center for New Americans

G. Olson – San Joaquin College of Law – New Americans Legal Clinic;

Iran Barrera – California State University - Fresno

Jazmin Santana – Fresno Building Healthy Communities

John Shore – Community Housing Council

Ken Warkentin – Valley Center for the Blind

Ken Elvington – Department of Rehabilitation

Karla Paola Paramo – Consulado de Mexico;

Lydia Gutierrez – Fresno Career Development Institute Inc.

Linda Lopez – Proteus Inc.

Lucky Siphongsay – FIRM

Zachary Darrah - FIRM

Luisa Medina – Central California Legal Services, Inc.

Maria Macedo - Proteus Inc.

Mario Gonzalez – Centro La Familia

Gracilea Ramirez – Fresno City College Dream Center

Naomi Janzen – Resource for Independence

Reva Guimont – Exceptional Parents Unlimited

Roberto Maqueda – Reading and Beyond

Sally Potter – Fresno City College

J. Atkinson -San Joaquin College of Law/New American Legal Clinic

Sara Bosse – Fresno County Department of Public Health

Sasha Feldstein - California Immigrant Policy Center

Shannon Morrison – Fresno County Library

Stephanie Oakey – Fresno County Department of Social Services

Sharon Ross – Turning Point of Central California

Vianey Gomez - Cento Binacional Para el Desarrollo Indigena Oxaqueño;

Yery Olivares – Fresno Area Hispanic Foundation

Yolanda Randles – West Fresno Family Resource Center

Elizabeth Akinola - Administration for Community Living

Araceli Holland – Department of Rehabilitation

Helen Flores - Central Valley Regional Center

Brian Chambers – Department of Rehabilitation

Larry Wanger – Resources for Independence, Central Valley

Lorenda Sanchez – California Indian Manpower Consortium, Inc. (CMIC)

Sandra Macdonald – CMIC - Career Pathways for Native Youth

Jaylene Marrufo – CMIC – Community Services Block Grant Program

Velma White Bear - CIMC - Workforce Development Program

David Falls - Tribal TANF

Regina Murillo – Tribal TANF

Robert Alcazar - Proteus Inc. - 167

Michelle Miller - ACLU Northern California

Cliff Downing – Fresno County Probation

Cindy Gonzales – Kings View

Cassandra Little – Root and Rebound

Christina Yee – California Youth Outreach

Dan Goetz – Teen Challenge

Kirk Haynes - Fresno County Probation

Circles of Support & Accountability

Joseph Hebert – Comprehensive Addiction Program

Joseph Oaxaca - ResCare

Lynn Pimental – Westcare

Mark Padilla – Fresno County Sheriff

Moises Mendoza – Fresno County

M. Roth – Comprehensive Addiction Program

Celeste Vananne - Parole - Greater Fresno Area

Rayann Cruz – Butte County Office of Education

Andrew Hackett - Re-Entry Solutions

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Sue Ewert - BAART Programs

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Stacy Vanbruggen - Department of Behavioral Health Fresno County

Don Smith - West Care Admin Office

Angie Jenkins - West Care Belmont Health & Wellness

Maryann Kroy - WestCare - McKinley Plaza

Jenny Gonzalez - WestCare - San Joaquin Valley Veterans

Toni Harrison - WestCare - The Living Room

Gary Knepper - WestCare Homefront

Derrick Bressel - WestCare Liberty Plaza

David Hinojosa – California EDD Workforce Services

San Joaquin Valley and Associated Counties Regional Planning Unit Assessment of Progress on Regional Strategies: A Stakeholders' Forum  
 October 24, 2018 2:00pm-4:00pm Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

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13	Dallas Plaa	Ceres School District	<a href="mailto:dplaa@ceres.k12.ca.us">dplaa@ceres.k12.ca.us</a>	209-856-1854
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15	Cheryl Fondse	Stanislaus County Workforce Development	<a href="mailto:fondsec@stanworkforce.com">fondsec@stanworkforce.com</a>	209-558-2451
16	David Shinder (Presenter)			



**Local Plan Stakeholder Convening  
WIOA Regional Plan Community Forum Indices  
October 25, 2018**

**Attendee List**

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**Local Plan Stakeholder Convening  
WIOA Regional Plan Community Forum Indices  
October 25, 2018**

**Attendee List – Page 2**

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**Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum**

**Indices – November 13, 2018 @ 1:30 PM**

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1. Shanda Evett	DHS	661.635.2637	evetts@kerndhs.com
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San Joaquin Valley and Associated Counties Regional Planning Unit Assessment of Progress on Regional Strategies: A Stakeholders' Forum  
 October 24, 2018 2:00pm-4:00pm Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

	<b>Name</b>	<b>Organization</b>	<b>Email Address</b>	<b>Phone Number</b>
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4	Eric Andersen	Modesto City Schools	<a href="mailto:andersen.e@monet.k12.ca.us">andersen.e@monet.k12.ca.us</a>	209-574-8194
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15	Cheryl Fondse	Stanislaus County Workforce Development	<a href="mailto:fondsec@stanworkforce.com">fondsec@stanworkforce.com</a>	209-558-2451
16	David Shinder (Presenter)			







# Fresno Regional Workforce Development Board

Date: October 25, 2018  
 Subject: Indicators Self-Assessment

## Local Plan Stakeholder Convening

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# Fresno Regional Workforce Development Board

Date: October 25, 2018  
 Subject: Indicators Self-Assessment

## Local Plan Stakeholder Convening

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# Fresno Regional Workforce Development Board

Date: October 25, 2018  
 Subject: Indicators Self-Assessment

## Local Plan Stakeholder Convening

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## **Assessment of Progress on Regional Strategies:**

### **A Stakeholders' Forum**

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#### AGENDA

- I. Call to Order
- II. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- III. Overview of Regional Planning Topics
- IV. Objectives of Regional Community Forum
- V. Focus of the Forum – Indicators of Regional Alignment and Coordination
- VI. SJVAC Regional Plan – Priority Goals and Planned Outcomes
- VII. Regional Progress: Self-Assessment Rankings
- VIII. Discussions and Stakeholder Input on the following “Regional Indicators:”
  - A. Region has a team that jointly convenes industry (Indicator A)
  - B. Region has shared sector/occupational focus and shares/pools resources to meet demand in the region (Indicator B)
  - C. Region has a process to communicate industry workforce needs to supply-side partners (Indicator C)
  - D. Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs (Indicator F)
  - E. Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes (Indicator H)
  - F. Regional organization and evaluation of performance (Indicator J)
- IX. Adjournment

**Assessment of Progress on Regional Strategies**  
*A Stakeholders' Forum*

San Joaquin Valley and Associated Counties (SJVAC)  
Regional Planning Unit  
Month #, 2018

# Regional Workforce Planning and Biennial Updates

2

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units (RPUs) to address issues that exist at a regional level. The 8 LWDBs of the Central Valley (which cover 10 counties) comprise the SJVAC RPU.
- In 2017, all LWDBs and the 14 RPUs submitted 4-year Local and Regional Workforce Plans to the Governor, all of which were, ultimately, approved.



- In accordance with WIOA requirements, a biennial review of the 4-year Regional and Local Plans is required.
- California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.



# Regional Planning Topics

4

The 2019 modification to the SJVAC Regional Plan will address the following:

## 3 Mandatory Topics:

- Formalization of workforce-corrections partnerships
- Self-assessment of regional workforce coordination and alignment
- Relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction re-apprenticeship programs

## One Optional Matter:

- Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.

# Objectives of the Forum

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- Provide workforce system partners and other stakeholders the opportunity to provide input on Regional Plan implementation focus and planned outcomes.
- Gather intelligence on efforts and initiatives that support regional collaboration.
- Learn about plans and priorities of stakeholders that effect workforce development.

# Focus of Today's Forum

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## Self-Assessment of Regional Progress Using “Regional Coordination and Alignment Indicators”

The State Board has developed **Regional Coordination and Alignment Indicators** as a framework for assessing regional implementation progress in achieving the three objectives of the State Plan:

- Demand-Driven Skills Attainment
- Upward Mobility and Equity for Individuals with Barriers to Employment
- System Alignment

There are **ten (10) Regional Coordination and Alignment Indicators**, which **correspond to the three objectives** of the State Plan



## Demand Driven Skills Attainment Indicators

- Indicator A: Region has a team that jointly convenes industry and is led by Industry Champions
- Indicator B: Region has shared industry sector focus and pools/shares resources to meet demand in the region
- Indicator C: Region has a process to communicate industry workforce needs to supply- side partners.
- Indicator D: Region has policies supporting equity and strives to improve job quality

## Upward Mobility and Equity for Individuals with Barriers to Employment Indicators

- Indicator E: Region has shared target populations of emphasis
- Indicator F: Region deploys shared/pooled resources to provide services, training, and education to meet target population needs.
- Indicator G: Region utilizes shared/common case management and capacity building strategies such as co-enrollment, professional development, to develop shared responsibility for providing services and ensure quality outcomes



## System Alignment Indicators

- Indicator H: Region has shared/pooled administrative systems or processes to achieve administrative efficiencies and program outcomes
- Indicator I: Region has created formalized structures for decision-making
- Indicator J: Region has developed a process for evaluating performance that includes, but may not be limited to:
  - ✓ Qualitatively evaluating progress towards meeting regional industry and occupational demand;
  - ✓ Tracking the number of Industry-Recognized Credentials and Apprenticeships;
  - ✓ Aligning negotiated performance measures to regional Indicators; and
  - ✓ Using the Indicators of Regional Coordination and Alignment to evaluate progress.

# Implementation of SJVAC Regional Plan - Priority Goals and Planned Outcomes

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## Focus of the SJVAC Regional Plan

- Building regional coalitions
- Enhancing industry/employer engagement
- Enriching AJCC service delivery
- Administrative efficiencies through streamlining regional efforts

### *Specifics include:*

- An annual regional conference
- Business/industry outreach meetings
- Best practices forums
- Regional marketing
- Regional Eligible Training Provider Directory

## Planned Outcomes of the SJVAC Regional Plan

- Semi-Annual Partner Business Forums and Industry Engagement Process to Ensure value of Industry Recognized Credentials received in the region (*Indicators A, B, C, F*)
- Piloting Employer Performance Measures (*Indicator J*)
- Build Regional Coalition through Annual Regional Implementation Conference and Business Forums (*Indicator B, F*)
- Partnership expansion (*Indicator F*)
- Regional Best Practices Forums (*Indicator H*)
- Regional ETPL Council, standardized forms and Training (*Indicator H*)



# Regional Progress: Self-Assessment Rankings

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There are three levels of self-assessment rankings associated with the “Indicators”

- 1. Learning/Experimenting:** Regional partners separately identified priority sectors, or some of the relevant partners have identified and agreed upon the targeted sectors in the region and identified employer champions for each sector.
- 2. Operationalizing/Doing:** Regional partners identified same priority sectors, occupations with most openings. Employer champions from one or more of the targeted sectors, including labor where workers are represented, are leading the effort to create industry advisory committees, and relevant regional partners have agreed to use advice in planning/implementing sector strategies and developing curriculum to teach skills necessary for employment in target sectors.

**3. Growing/Expanding/Scaling:** Regional sector committees are business led and functioning in all targeted sectors. Colleges and training providers are training for the skills needed by regional employers. Regional partners identified industry sectors with large numbers of good quality jobs with openings and developed a common tool for determining job quality that helps assess what industries, companies, and jobs to target.



# For Your Consideration and Input

*How do we stack up against the 6 indicators associated with our plan?*

## Indicator A: Region has a team that jointly convenes industry

- What industries/sectors meet in the region?
- Who are the industry champions including unions where applicable for each industry sector?
- How were the lead organization(s) and sector experts responsible for convening employers identified?
- What activities take place during a convening/meeting?
- How frequently do convenings/meetings occur? Who attends each convening?
- What new Industry Recognized Credentials and/or Apprenticeship programs will result from the Industry Sector convenings/meetings? Have the partners identified existing credentials offered in the region that meet Industry needs?

**Indicator B: Region has shared sector/occupational focus and shares/pools resources to meet demand in the region**

- How does the region identify demand occupations and sectors, and who are the partners engaged in this process?
- How are resources pooled to meet the identified demand?
- Provide 1-3 examples in how demand was identified and resources pooled to meet this demand.



**Indicator C: Region has a process to communicate industry workforce needs to supply-side partners**

- Who are the supply-side partners engaged at the regional level, and how does the region ensure understanding by staff and partners of targeted industry sectors and job quality framework?
- What training/professional development opportunities are available to front-line staff on targeted sectors and job quality?
- How do the services provided by the AJCC and regional partners prepare job candidates to meet the needs of targeted industry?
- How do One-Stop Operators, AJCC service providers, and other supply-side partners ensure that services are aligned to reduce duplication and redundancy? Give examples.

**Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs**

- Have relevant regional partners entered into a Memorandum of Understanding (MOU) to share customers, services and costs?
- List funding streams that are shared/pooled to provide services, training, and education to meet target population needs.
- If funding is not directly administered by Local Boards, please indicate levels of shared/pooled funding resources administered by regional partners.



**Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes**

- Does your region have shared/pooled administrative systems or processes? If yes, what are the systems/process?
- Describe the administrative efficiencies that your region has identified that will reduce duplication, streamline processes, save money, and/or improve program outcomes.
- Does your region have MOUs or agreements in place to share resources, streamline administrative processes, and/or improve program outcomes?
- Does your region have a plan to unify the regional partners approach to engaging employers?



### Indicator J: Regional organization and evaluation of performance

- How will the region qualitatively assess/evaluate progress towards meeting regional industry and occupational demand?
- Have the regional partners determined regional goals for increasing the number of industry-recognized credentials and apprenticeships available in the region? How will, or how might, these outcomes be tracked numerically and categorically?
- Does the region have a numeric goal of placing participants in sector-based occupations? If so, list the sectors and occupations, numeric goal(s), and the number to-date in attaining that goal (baseline).
- Is the region piloting employer engagement performance measures? If yes, what are they?
- Have the Local Boards met to discuss WIOA performance negotiations and how negotiations might align with other regional goals/measures?

**Thanks!**

**We appreciate your input!**

**Assessment of Regional Progress 10.24.2018**  
**Stanislaus County Library – Salida Community Room**  
**4835 Sisk Road, Salida, CA 95368**

**Based on the 2016 plan, 6 of the 10, indicators apply to us.**

**For your Consideration and Input**

***How do we stack up against the 6 indicators associated with our plan?***

**Overall theme: Share information at all levels not only at partner level, avoid redundancy, provide soft skill training**

**(Indicator A): Region has a team that jointly convenes industry**

- **What industries/sectors meet in the region?**
- **Who are the industry champions including unions where applicable for each industry sector?**
- **How were the lead organization(s) and sector experts responsible for convening employers identified?**
- **What activities take place during a convening/meeting?**
- **How frequently do convenings/meetings occur? Who attends each convening?**
- **What new Industry Recognized Credentials and/or Apprenticeship programs will result from the Industry Sector convenings/meetings? Have the partners identified existing credentials offered in the region that meet Industry needs?**

Karen LQ Learning: Volt Institute pulls together education through the county office of education and industries and their needs regional, it's happening with Stanislaus Co.

Is this info regional?

Doris Workforce: YES. We've/Volt have reached out to other counties to get applicants interesting in the program. Blake w/Fresno Co bought and invested in some trainings. Trying to reach out to local businesses to share info on the program. It's in the works.

What is the industry market? Advanced Manufacturing

Opportunity to bring businesses beyond county wide. How about conference calls?

Merced:

John SJC: Develop a strategy working with manufacturing. 2 year process. Had a series of forums north, central, and south region. Other forums, San Joaquin Co, 25 manufacturing companies to look at the curriculum Delta College had and to revise the curriculum, take a look at the needs. Wanted "stackable credentials" rather than Jr. curriculum. Clients have different starting points. What is good for one isn't always good for the other. Each of the 25 manufactures start at different places.

The Ask: Delta College to go back and develop stackable credentials so there can be 8 different starting points and folks will get the entire certification at the 2 year progress. Orientation on soft skills, critical.

They need the basics to be productive in the industry. Would like to coordinate and have similar forums as a region

Nick Merced Co: Meeting with about half a dozen mfg. Theme: soft skills were low?

David Presenter: Economic Development Agencies of the Central Valley have a clearing house represents all the counties of the central valley. Formed a partnership with the workforce boards to do some type of co-branding, singular messaging. Employee engagement and shared messaging and conversations.

David's Question: Does the adult education system has a mechanism to share industry priorities across their industry? No

118 Junior Colleges do

*Key Takeaway: We need to share across all disciplines (education, workforce, economic dev department)*

**(Indicator B): Region has shared sector/occupational focus and shares/pools resources to meet demand in the region. (Vote: Mid-level stage 16 votes)**

- **How does the region identify demand occupations and sectors, and who are the partners engaged in this process?**
- **How are resources pooled to meet the identified demand?**
- **Provide 1-3 examples in how demand was identified and resources pooled to meet this demand.**

David: Central Valley identified 6 sectors: Construction, High Value Agriculture, Healthcare, Transportation and Logistics, Advanced Manufacturing, Green/Environmental/Energy. Stockton: IT These are the shared goals

John SJC: San Joaquin County initiated a planning for a sector strategy working in health. Invited partners in the area. Steering committee: community college, industry experts, hospitals, workforce development board. Invited state agencies, training agencies, all healthcare service providers in the area.

Objective to develop/implement a strategy, which was initiated this past June, in various stages.

Conflicts with funding (internal and external training, taking one resource to assist with another task and so on).

Needed to develop a strategy so all partners and clients would benefit.

Service providers crossed over. For example Kaiser stated rather than several meetings (sometimes as many as 3) why couldn't there just be one meeting and one check to write? Engaged with the other counties and agencies.

John's SJC KEY note and outcome: In SJC the partners decided to fund a 3 year effort to tackle the sector strategy. Hired a director and staff to facilitate the strategy to bring information and identify the industry needs as well as prioritization.

Objective to switch from a SJC to a regional focus (Stan and Merced)

Dallas Ceres Schools: Meet monthly with local community colleges on job openings and needs, base classes on those needs. Medical need: Started a medical/billing coding and CNA class and CNA is Turlock.

John SJC: Meet monthly. Green and renewable energy, clean manufacturing is a big focus with Stockton Chamber of Commerce. Meeting with public/private sectors.

Regional forums folks come from outside the county. Industry is growing at 28%. Great opportunity if supported by legislation. To support the effort, SJC is sponsoring some of the forums to help the industry forum in the central valley.

**Indicator C: Region has a process to communicate industry workforce needs to supply-side partners (Vote: Beginning-level stage 9 votes, Mid-level stage 2 votes)**

- **Who are the supply-side partners engaged at the regional level, and how does the region ensure understanding by staff and partners of targeted industry sectors and job quality framework?**
- **What training/professional development opportunities are available to front-line staff on targeted sectors and job quality?**
- **How do the services provided by the AJCC and regional partners prepare job candidates to meet the needs of targeted industry?**
- **How do One-Stop Operators, AJCC service providers, and other supply-side partners ensure that services are aligned to reduce duplication and redundancy? Give examples.**

Nick Merced Co: Share AJCC – Has a contract with ProPath (Danny Patterson with the state board: one stop operator). Danny's focus is with the business engagement strategy. Quarterly One Stop meeting. Sharing best practices across counties.

Doris Workforce: We have the same one stop operator. Talk is at a regional level. AJCC partner meetings. Feed off each other's strengths. We talk at a local level to make sure there is no redundancy.

David's Question: Are we staring regional economic data via platforms?

Nick Merced Co: Yes, it's part of the contract to build a platform. Co-branding marketing can help push that out to partners (target).

Doing what matters initiative: CA initiative of community colleges initiative around their target sectors which aligns with the valley. They have a platform that pushes information to partners.

Dallas Ceres School: Is there a roll out date for this platform?

Nick Merced Co: I believe?: Contact is in process. Hoping for the start of the year, January 19<sup>th</sup>.

Doris Workforce: Co-enrollment. Schools will learn from the local partner meetings.

John SJC: when they started the CA partnership with the central valley the governor gave allocated funds. There were quarterly meetings economic agencies, workforce and community colleges. Need to



bring k12 to the table. Each sponsor so that we can align the programs to have more successful projects. Don't want to learn after the fact. Shouldn't be an afterthought so to better strategize these efforts.

David's response to John SJC: That is the goal were working towards. Looking at the plan at the 2 years mark rather than at the end, 4 year mark.

**Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs**

**(Vote: Beginning-level stage 5 votes, Mid-level stage 4 votes, High-level stage 3 votes)**

- **Have relevant regional partners entered into a Memorandum of Understanding (MOU) to share customers, services and costs?**
- **List funding streams that are shared/pooled to provide services, training, and education to meet target population needs.**
- **If funding is not directly administered by Local Boards, please indicate levels of shared/pooled funding resources administered by regional partners.**

Doris Workforce: California workforce association put together a robust training program. We select trainings based on our needs and regional training dollars (trainings/conferences).

David: Sounds like the target is more for staff and partner training. That's a great way to educate the stakeholders.

ESE: Expanded subsidized employment

Didn't get name: Probation department gives them 100k annually for training to serve folks with barriers. Learned from Madera County.

Lady didn't get name: Correctional folks: Prop 47? Money goes to a local council which provides funding for offenders to get training to reenter into the workforce. Reentry council: Community Corrections Partnership

John SJC: Summer Youth Program. Served 1000 students at one point. Children of families in CalWORKs program. Not many jobs for the youth. This money helped.

Dallas Ceres Schools: Ceres uses money to service Adult education programs. Co-located in Modesto EDD. Liaison works with Modesto clients and they will work with folks who are referred.

Doris Workforce: ETPL Group meets every couple months and discuss available trainings at the participant level

**Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes**

**(Vote: Mid-level stage 10 votes, High-level stage 2 votes)**

- **Does your region have shared/pooled administrative systems or processes? If yes, what are the systems/process?**
- **Describe the administrative efficiencies that your region has identified that will reduce duplication, streamline processes, save money, and/or improve program outcomes.**
- **Does your region have MOUs or agreements in place to share resources, streamline administrative processes, and/or improve program outcomes?**
- **Does your region have a plan to unify the regional partners approach to engaging employers?**

Nick Merced Co: ETPL's goal: Shared monitoring training. If we all send folks to a location (example Fresno Adult school) we shouldn't duplicate monitoring efforts. We should utilize the schools monitoring process. Monitoring should be streamlined.

Karen LQ Learning: Great example: Runs the Riverbank Adult Ed Program...upload to the state level, into their portal, so the state isn't duplicating efforts.

John SJC: CCWC. Regional projects. Combining administrative entity efforts and facilitation by county rotation. Have a regional CCWC meeting (via phone or live) to ensure there are no redundancies.

Vinal Stanislaus Co: Fiscal group. CCWC. Met live once and switched over to conversations via email 4 or 5 times a month re: next steps/ideas. CCWC poll results stated this was helpful and encouraged the efforts.

Doris Workforce: As a region, we use Drop Box to sharing info. Sounds like local Workforce boards are sharing information, but the information is not communicated at the partner level. At a local level (Stan Co.) we do well in partner meetings, but sub-regional, it loses communication/momentum.

Nick Merced Co: Local level there is funding. Regional to org workforce boards. No funding for a position to communicate with consortia's.

Doris Workforce: 1111 Barrier to employment. Funding.

Nick Merced Co: Show effectiveness and getting outcomes.  
Regional Coordinator: Single point of contact would create some consistency:

David Presenter: Need digital meetings

**Indicator J: Regional organization and evaluation of performance**

**Quantitative – Goal Baseline**

**(Vote: Beginning-level stage X, Mid-level stage X votes, High-level stage X votes)**

- **How will the region qualitatively assess/evaluate progress towards meeting regional industry and occupational demand?**
- **Have the regional partners determined regional goals for increasing the number of industry-recognized credentials and apprenticeships available in the region? How will, or how might, these outcomes be tracked numerically and categorically?**
- **Does the region have a numeric goal of placing participants in sector-based occupations? If so, list the sectors and occupations, numeric goal(s), and the number to-date in attaining that goal (baseline).**
- **Is the region piloting employer engagement performance measures? If yes, what are they?**
- **Have the Local Boards met to discuss WIOA performance negotiations and how negotiations might align with other regional goals/measures?**

John SJC: Yes the local boards have met

No name: We're at the ground floor

Industry credentials: Determined by local boards.

David Presenter: State says we need a regional definition.

Nick Merced Co: Sacramento County has 40k business licenses. What is a realistic market penetration?  
5%, 10%?



**Community and Stakeholder Forum on:  
San Joaquin Valley and Associated Counties Regional Planning Unit  
Assessment of Progress on Regional Strategies:**

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**October 25, 2018**

**Convened at:  
Workforce Connection  
3302 N. Blackstone Avenue, Suite 209  
Fresno, CA 93726  
(559) 230-3600**

**ACCOMMODATIONS FOR PERSONS WITH DISABILITIES**

Disabled individuals and individuals who are limited English proficient who need special assistance to attend or participate in this meeting may request assistance by contacting the Fresno Regional Workforce Development Board, at 2125 Kern Street, Suite 208, Fresno, California, or by calling (559) 490-7100. Every effort will be made to reasonably accommodate individuals with disabilities or who are limited English proficient by making meeting materials available in alternative formats. Requests for assistance should be made at least three (3) working days in advance of the meeting

**1.0 Call to Order**

*Meeting called to order by David Shinder at 1:06 p.m.*

**2.0 Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification**

- *Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).*
- *In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units (RPUs) to address issues that exist at a regional level. The eight (8) LWDBs of the Central Valley (which cover ten counties) comprise the SJVAC RPU.*
- *In 2017, all LWDBs and the 14 RPUs submitted four (4)-year Local and Regional Workforce Plans to the Governor, all of which were, ultimately, approved.*
- *In accordance with WIOA requirements, a biennial review of the four (4)-year Regional and Local Plans is required.*
- *California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California’s 2018 update of the State Workforce Plan.*

**3.0 Overview of Regional Planning Topics**

- *The 2019 modification to the SJVAC Regional Plan will address the following:*
- *Three (3) Mandatory Topics: Formalization of workforce-corrections partnership, self-assessment of regional workforce coordination and alignment, and relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction re-apprenticeship programs*
- *One (1) Optional Matter: Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.*

#### **4.0 Objectives of Regional Community Forum**

- *Provide workforce system partners and other stakeholders the opportunity to provide input on Regional Plan implementation focus and planned outcomes.*
- *Gather intelligence on efforts and initiatives that support regional collaboration.*
- *Learn about plans and priorities of stakeholders that effect workforce development.*

#### **5.0 Focus of the Forum – Indicators of Regional Alignment and Coordination**

*The State Board has developed Regional Coordination and Alignment Indicators as a framework for assessing regional implementation progress in achieving the three (3) objectives of the State Plan: Demand-Driven Skills Attainment, Upward Mobility and Equity for individuals with Barriers to Employment and System Alignment. There are ten (10) Regional Coordination and Alignment Indicators, which correspond to the three (3) objectives of the State Plan Demand Driven Skills Attainment Indicators*

- *Indicator A: Region has a team that jointly convenes industry and is led by Industry Champions*
- *Indicator B: Region has shared industry sector focus and pools/shares resources to meet demand in the region*
- *Indicator C: Region has a process to communicate industry workforce needs to supply- side partners.*
- *Indicator D: Region has policies supporting equity and strives to improve job quality*

*Upward Mobility and Equity for Individuals with Barriers to Employment Indicators*

- *Indicator E: Region has shared target populations of emphasis*
- *Indicator F: Region deploys shared/pooled resources to provide services, training, and education to meet target population needs.*
- *Indicator G: Region utilizes shared/common case management and capacity building strategies such as co-enrollment, professional development, to develop shared responsibility for providing services and ensure quality outcomes*

*System Alignment Indicators*

- *Indicator H: Region has shared/pooled administrative systems or processes to achieve administrative efficiencies and program outcomes*
- *Indicator I: Region has created formalized structures for decision-making*
- *Indicator J: Region has developed a process for evaluating performance that includes, but may not be limited to: Qualitatively evaluating progress towards meeting regional industry and occupational demand; tracking the number of Industry-Recognized Credentials and Apprenticeships; aligning negotiated performance measures to regional Indicators; and using the Indicators of Regional Coordination and Alignment to evaluate progress.*

#### **6.0 SJVAC Regional Plan – Priority Goals and Planned Outcomes:**

*Focus of the SJVAC Regional Plan:*

- *Building regional coalitions*
- *Enhancing industry/employer engagement*
- *Enriching AJCC service delivery*
- *Administrative efficiencies through streamlining regional efforts*

*Specifics include:*

- *An annual regional conference*
- *Business/industry outreach meetings*
- *Best practices forums*
- *Regional marketing*
- *Regional Eligible Training Provider Directory*

*Planned Outcomes of the SJVAC Regional Plan:*

- *Semi-Annual Partner Business Forums and Industry Engagement Process to Ensure value of Industry Recognized Credentials received in the region (Indicators A, B, C, F)*
- *Piloting Employer Performance Measures (Indicator J)*
- *Build Regional Coalition through Annual Regional Implementation Conference and Business Forums (Indicator B, F)*



- *Partnership expansion (Indicator F)*
- *Regional Best Practices Forums (Indicator H)*
- *Regional ETPL Council, standardized forms and Training (Indicator H)*

## **7.0 Regional Progress: Self-Assessment Rankings**

*There are three (3) levels of self-assessment rankings associated with the “Indicators”*

*1. Learning/Experimenting: Regional partners separately identified priority sectors, or some of the relevant partners have identified and agreed upon the targeted sectors in the region and identified employer champions for each sector.*

*2. Operationalizing/Doing: Regional partners identified same priority sectors, occupations with most openings. Employer champions from one or more of the targeted sectors, including labor where workers are represented, are leading the effort to create industry advisory committees, and relevant regional partners have agreed to use advice in planning/implementing sector strategies and developing curriculum to teach skills necessary for employment in target sectors.*

*3. Growing/Expanding/Scaling: Regional sector committees are business led and functioning in all targeted sectors. Colleges and training providers are training for the skills needed by regional employers. Regional partners identified industry sectors with large numbers of good quality jobs with openings and developed a common tool for determining job quality that helps assess what industries, companies, and jobs to target.*

## **8.0 Discussions and Stakeholder Input on the following “Regional Indicators:”**

### **8.1 Does your region have a team that jointly convenes industry?**

Valerie Vuicich, Fresno County Superintendent of Schools – From the ROP perspective we go to San Joaquin Valley Manufacturing Association (SJVMA) meetings. We get on their agenda instead of them coming to us.

Trayce Pedro, United Health Centers – Our problem is we feel it’s stagnant. We need good employees in multiple counties and we struggle to get responses from other companies.

Michael Salinas, United Way Fresno/Madera – Our job is uniting organizations to see how we can work as a team.

Jessica Rangel, Fresno County DSS – The challenges we have is trying to connect with local businesses. (The population they serve has a host of barriers). We serve only a certain part of the population. We are unclear about who serves who, and who is looking for what kind of employers.

Cassandra Little, Root and Rebound – I work with women who have a criminal background and they can’t get employment. We need to open those doors. Our services are free and there are a lot of jobs. Doing training like soft skills doesn’t matter if employers still won’t hire. We have to give people opportunities to present their best self.

David Shinder – On the regional planning side we will be addressing this. One of the things we are going to attempt is to have a uniform strategy approach.

Jenson Vang, The Fresno Center – We have developed a resource center so people are more comfortable using our facilities. Language barriers are hard.

Ed Schmalzel, Clovis Adult School – Our relationships with our agencies and resources are so critical. We went from serving 45,000 adults to about half that because half our Adult Schools closed. We have to go out and make connections in the community. We build bridges to community colleges and other agencies.

Maribel Delgado, SAEC – We have joint efforts with Community Colleges on partnering with industry partners. Our students get invited and can ask questions about future careers. Other partners invite us to regional meetings like West Hills for their healthcare program.

Maiknue Vang, Madera WDB – We have a partnership that represents the entire valley of manufacturers to talk about industry and other partners are invited from workforce. It's the SJVMA. Their quarterly meetings highlight the manufacturing needs.

Phyllis Stogbauer, FRWDB – With the manufacturing and logistics we have a partnership with the SJVMA and we have a career pathway with Reedley College. We work with employers on manufacturing to get internships and training for job seekers.

Mr. Shinder took a poll to see how many people believed there was a process for speaking to businesses on behalf of multiple discipline, education, workforce, and economic development disability services. For the "implementation" stage, seven (7) people agreed, for the "operating" stage 26 people agreed, and for the "growing" stage no one agreed.

## **8.2 Do you as a community agree upon our sector focus, and what are ways we work together to leverage one another's resources to meet the demands?**

Pamela Wilson, Community Vocational Services Inc. – We are not addressing disabilities.

Adam Peck, WIB of Tulare County – In Tulare county we have an industrial sector advisory. We engage with key industries. The consortiums are involved.

Wendy Lomeli, EDD – An example is our Rapid Response team. The team comes together to assist companies being laid off. We hold job fairs only for those affected so they can be rehired somewhere else. If workers lose their job due to foreign trade, they are eligible for \$10,000 in funds toward training.

Carmen Romero, Public Defender/Clean Slate – If we don't have a CTE in place we attempt to create one. We work with the America's Job Center of California (AJCC) and the Eligible Training Provider List to see what is needed in our areas. We are located at the Colleges, Adult Schools and AJCC's.

Valerie Vuicich – There is a distinct difference between K12 in school youth related to this topic. We look at the EDD LMI as we build items. We have a shared info piece, but as far as the program side we won't restrict our program to those sectors so that creates a disconnect.

Claudia Call, WHCCD/Workforce – We do have Business Workforce Consultants that go out and find jobs in those sectors. Our resources are small in our area but that gives us the opportunity to find out what is needed.

Phyllis Stogbauer – Right now we don't have a partnership group that meets regularly because the group is too large. We are looking at having a quarterly networking meeting where we can invite all the CBIOS and let groups showcase what their services are. People don't know who each other are.

Maiknue Vang – In Madera County we do have partner meetings but we want to streamline our process to share with other people. We don't want to duplicate business services.

David McMunn, WIB of Tulare County – Our advisory committee meets regularly to share information.

Roxanna Cruz, Tulare County HHSA – We work with Welfare to Work of Tulare County and we utilize CalWORKs employment funding. We work with the WDB and Colleges.

Andre' Brasil, WIB of Tulare County – We had the Innovators by Design conference and we had industry providers from the region there. We had several breakout session regarding industries. Our partners took notes and asked questions.

Mr. Shinder took a poll to see if the same sectors were being recognized and resources were be levered.

For the “implementation” stage, three (3) people agreed, for the “operating” stage 30 people agreed, and for the “growing” stage no one agreed.

**8.3 Who are the supply-side partners in the community? What training is available to staff from your organization so you can learn more about the sectors and targeted industries? How do you make sure services are in line so duplication is reduced?**

Jensen Vang – I was part of City of Fresno planning group and we talked about job creation in the community and almost everyone raised their hand that a friend or family member got them their job.

Michael Salinas – Partnerships are not happening. Communication between industries is needed.

Carmen Romero – In Kings and Tulare County we have navigators that go out to public places and communicate with people in the community. In regards to talking about the sectors with them, it just depends on what they are looking for and their needs.

Ed Schmalzel – CalJobs is a great resource to us.

Trayce Pedro – We have 20 openings for medical assistants in our locations but we can’t get people to apply because the need is in remote locations. We have huge needs and openings.

Maribel Delgado – Our medical students that graduated a couple years ago say that employers want experienced students but the students need jobs to get that experience.

David Shinder – It’s important for On-the-Job Training (OJT) to create a bridge from school to jobs.

Ricky Talley, Clovis Adult Education – Internships and externships. If a business invests efforts with an intern they hire them on after 98% of the time.

Claudia Call – We do OJTs. Workforce also has a youth program that goes up to 24 years old so we let them get a work experience. This way they are showing their character and glimpses of what they know.

Laura Lopez, Fresno County DSS – We have work experience with adults receiving CalWORKs. With work experience we transition to unsubsidized employment. This is great for employers who are looking to train. They can go to work experience and try them out.

Andrea Reyes, Fresno County EDC – We have staff that takes data from EDD to see what is relevant to Fresno County. Businesses want to know if there is a workforce and people to hire before they move here.

Mr. Shinder took a poll to see how far the progression was for the communication from the economic job data gathering side, down to the community for what the needs are for the majority of the sectors. For the “implementation” stage, 20 agreed, for the “operating” stage 13 people agreed, and for the “growing” stage no one agreed.

**8.4 Do you have agreements in place to share customer services and costs? Are there any other examples where resources are pulled to find out the needs of job seekers?**

David Keosheyhan – We just graduated our first class from Project Search which was a partnership with five organizations. This was a nine month program. We had people interning at a hospital.

David McMunn – The boards work together to serve different counties under a variety of funding streams.

Carmen Romero – The Public Defender’s office recently got funding to help people who can’t get jobs because of a conviction. We work with Workforce Connection and EOC to get cases dismissed or reduced, and they are now employable.

Sherri Watkins – We are able to partner with Madera Workforce and Fresno Workforce in an ELL navigator pilot program. We refer people who are underserved.

Maria Gonzalez, Proteus Inc. – We work with DSS, and the Public Defender’s office and we teach classes about removing barriers to employment. We help them get their drivers licenses back and find jobs. We use Children Service Network and EOC and they come out and do presentations.

Wendy Lomeli – EDD has a Veterans program. We help with transitional employment.

Mr. Shinder took a poll to see how progression is in term of leveraging one another’s resources to meet the needs of target populations. For the “implementation” stage, two (2) people agreed, for the “operating” stage 30 people agreed, and for the “growing” stage one (1) person agreed.

**8.5 What are the shared administration systems? Does your region have agreements in place about sharing resources?**

Sherri Watkins – State Center funds brought in our partners and created a program called Community Pro. It is all of our system with shared data and referrals. It is HIPPA protected and only pulls what is needed. We can track and it also has a catalog of services.

Mr. Shinder took a poll to see how far the progression is for sharing admin systems. For the “implementation” stage, 30 people raised their hands, for the “operating” stage no one raised their hands, and for the “growing” stage no one raised their hands.

**8.6 How will the region qualitatively assess and evaluate its progress toward meeting regional industry and occupational demands?**

Corinna Pereira – I think Merced does collect data on apprenticeship programs but not collect data for other industries.

Mr. Shinder took a poll to see how far the progression is for the regional organization and evolution of performance. For the “implementation” stage, 30 agreed, for the “operating” stage no one agreed, and for the “growing” stage no one agreed.

**9.0 Adjournment**

*Meeting adjourned at 3:02 p.m.*

**Assessment of Regional Progress 10.24.2018**  
**Stanislaus County Library – Salida Community Room**  
**4835 Sisk Road, Salida, CA 95368**

**Based on the 2016 plan, 6 of the 10, indicators apply to us.**

**For your Consideration and Input**

***How do we stack up against the 6 indicators associated with our plan?***

**Overall theme: Share information at all levels not only at partner level, avoid redundancy, provide soft skill training**

**(Indicator A): Region has a team that jointly convenes industry**

- **What industries/sectors meet in the region?**
- **Who are the industry champions including unions where applicable for each industry sector?**
- **How were the lead organization(s) and sector experts responsible for convening employers identified?**
- **What activities take place during a convening/meeting?**
- **How frequently do convenings/meetings occur? Who attends each convening?**
- **What new Industry Recognized Credentials and/or Apprenticeship programs will result from the Industry Sector convenings/meetings? Have the partners identified existing credentials offered in the region that meet Industry needs?**

Karen LQ Learning: Volt Institute pulls together education through the county office of education and industries and their needs regional, it's happening with Stanislaus Co.

Is this info regional?

Doris Workforce: YES. We've/Volt have reached out to other counties to get applicants interesting in the program. Blake w/Fresno Co bought and invested in some trainings. Trying to reach out to local businesses to share info on the program. It's in the works.

What is the industry market? Advanced Manufacturing

Opportunity to bring businesses beyond county wide. How about conference calls?

Merced:

John SJC: Develop a strategy working with manufacturing. 2 year process. Had a series of forums north, central, and south region. Other forums, San Joaquin Co, 25 manufacturing companies to look at the curriculum Delta College had and to revise the curriculum, take a look at the needs. Wanted "stackable credentials" rather than Jr. curriculum. Clients have different starting points. What is good for one isn't always good for the other. Each of the 25 manufactures start at different places.

The Ask: Delta College to go back and develop stackable credentials so there can be 8 different starting points and folks will get the entire certification at the 2 year progress. Orientation on soft skills, critical.



They need the basics to be productive in the industry. Would like to coordinate and have similar forums as a region

Nick Merced Co: Meeting with about half a dozen mfg. Theme: soft skills were low?

David Presenter: Economic Development Agencies of the Central Valley have a clearing house represents all the counties of the central valley. Formed a partnership with the workforce boards to do some type of co-branding, singular messaging. Employee engagement and shared messaging and conversations.

David's Question: Does the adult education system has a mechanism to share industry priorities across their industry? No

118 Junior Colleges do

*Key Takeaway: We need to share across all disciplines (education, workforce, economic dev department)*

**(Indicator B): Region has shared sector/occupational focus and shares/pools resources to meet demand in the region. (Vote: Mid-level stage 16 votes)**

- **How does the region identify demand occupations and sectors, and who are the partners engaged in this process?**
- **How are resources pooled to meet the identified demand?**
- **Provide 1-3 examples in how demand was identified and resources pooled to meet this demand.**

David: Central Valley identified 6 sectors: Construction, High Value Agriculture, Healthcare, Transportation and Logistics, Advanced Manufacturing, Green/Environmental/Energy. Stockton: IT These are the shared goals

John SJC: San Joaquin County initiated a planning for a sector strategy working in health. Invited partners in the area. Steering committee: community college, industry experts, hospitals, workforce development board. Invited state agencies, training agencies, all healthcare service providers in the area.

Objective to develop/implement a strategy, which was initiated this past June, in various stages.

Conflicts with funding (internal and external training, taking one resource to assist with another task and so on).

Needed to develop a strategy so all partners and clients would benefit.

Service providers crossed over. For example Kaiser stated rather than several meetings (sometimes as many as 3) why couldn't there just be one meeting and one check to write? Engaged with the other counties and agencies.

John's SJC KEY note and outcome: In SJC the partners decided to fund a 3 year effort to tackle the sector strategy. Hired a director and staff to facilitate the strategy to bring information and identify the industry needs as well as prioritization.

Objective to switch from a SJC to a regional focus (Stan and Merced)

Dallas Ceres Schools: Meet monthly with local community colleges on job openings and needs, base classes on those needs. Medical need: Started a medical/billing coding and CNA class and CNA is Turlock.

John SJC: Meet monthly. Green and renewable energy, clean manufacturing is a big focus with Stockton Chamber of Commerce. Meeting with public/private sectors.

Regional forums folks come from outside the county. Industry is growing at 28%. Great opportunity if supported by legislation. To support the effort, SJC is sponsoring some of the forums to help the industry forum in the central valley.

**Indicator C: Region has a process to communicate industry workforce needs to supply-side partners (Vote: Beginning-level stage 9 votes, Mid-level stage 2 votes)**

- **Who are the supply-side partners engaged at the regional level, and how does the region ensure understanding by staff and partners of targeted industry sectors and job quality framework?**
- **What training/professional development opportunities are available to front-line staff on targeted sectors and job quality?**
- **How do the services provided by the AJCC and regional partners prepare job candidates to meet the needs of targeted industry?**
- **How do One-Stop Operators, AJCC service providers, and other supply-side partners ensure that services are aligned to reduce duplication and redundancy? Give examples.**

Nick Merced Co: Share AJCC – Has a contract with ProPath (Danny Patterson with the state board: one stop operator). Danny's focus is with the business engagement strategy. Quarterly One Stop meeting. Sharing best practices across counties.

Doris Workforce: We have the same one stop operator. Talk is at a regional level. AJCC partner meetings. Feed off each other's strengths. We talk at a local level to make sure there is no redundancy.

David's Question: Are we staring regional economic data via platforms?

Nick Merced Co: Yes, it's part of the contract to build a platform. Co-branding marketing can help push that out to partners (target).

Doing what matters initiative: CA initiative of community colleges initiative around their target sectors which aligns with the valley. They have a platform that pushes information to partners.

Dallas Ceres School: Is there a roll out date for this platform?

Nick Merced Co: I believe?: Contact is in process. Hoping for the start of the year, January 19<sup>th</sup>.

Doris Workforce: Co-enrollment. Schools will learn from the local partner meetings.

John SJC: when they started the CA partnership with the central valley the governor gave allocated funds. There were quarterly meetings economic agencies, workforce and community colleges. Need to

bring k12 to the table. Each sponsor so that we can align the programs to have more successful projects. Don't want to learn after the fact. Shouldn't be an afterthought so to better strategize these efforts.

David's response to John SJC: That is the goal were working towards. Looking at the plan at the 2 years mark rather than at the end, 4 year mark.

**Indicator F: Region deploys shared/pooled resources to provide services, training, and education, to meet target population needs**

**(Vote: Beginning-level stage 5 votes, Mid-level stage 4 votes, High-level stage 3 votes)**

- **Have relevant regional partners entered into a Memorandum of Understanding (MOU) to share customers, services and costs?**
- **List funding streams that are shared/pooled to provide services, training, and education to meet target population needs.**
- **If funding is not directly administered by Local Boards, please indicate levels of shared/pooled funding resources administered by regional partners.**

Doris Workforce: California workforce association put together a robust training program. We select trainings based on our needs and regional training dollars (trainings/conferences).

David: Sounds like the target is more for staff and partner training. That's a great way to educate the stakeholders.

ESE: Expanded subsidized employment

Didn't get name: Probation department gives them 100k annually for training to serve folks with barriers. Learned from Madera County.

Lady didn't get name: Correctional folks: Prop 47? Money goes to a local council which provides funding for offenders to get training to reenter into the workforce. Reentry council: Community Corrections Partnership

John SJC: Summer Youth Program. Served 1000 students at one point. Children of families in CalWORKs program. Not many jobs for the youth. This money helped.

Dallas Ceres Schools: Ceres uses money to service Adult education programs. Co-located in Modesto EDD. Liaison works with Modesto clients and they will work with folks who are referred.

Doris Workforce: ETPL Group meets every couple months and discuss available trainings at the participant level

**Indicator H: Region has shared/pooled admin systems and/or processes for achieving administrative efficiencies and program outcomes**

**(Vote: Mid-level stage 10 votes, High-level stage 2 votes)**

- **Does your region have shared/pooled administrative systems or processes? If yes, what are the systems/process?**
- **Describe the administrative efficiencies that your region has identified that will reduce duplication, streamline processes, save money, and/or improve program outcomes.**
- **Does your region have MOUs or agreements in place to share resources, streamline administrative processes, and/or improve program outcomes?**
- **Does your region have a plan to unify the regional partners approach to engaging employers?**

Nick Merced Co: ETPL's goal: Shared monitoring training. If we all send folks to a location (example Fresno Adult school) we shouldn't duplicate monitoring efforts. We should utilize the schools monitoring process. Monitoring should be streamlined.

Karen LQ Learning: Great example: Runs the Riverbank Adult Ed Program...upload to the state level, into their portal, so the state isn't duplicating efforts.

John SJC: CCWC. Regional projects. Combining administrative entity efforts and facilitation by county rotation. Have a regional CCWC meeting (via phone or live) to ensure there are no redundancies.

Vinal Stanislaus Co: Fiscal group. CCWC. Met live once and switched over to conversations via email 4 or 5 times a month re: next steps/ideas. CCWC poll results stated this was helpful and encouraged the efforts.

Doris Workforce: As a region, we use Drop Box to sharing info. Sounds like local Workforce boards are sharing information, but the information is not communicated at the partner level. At a local level (Stan Co.) we do well in partner meetings, but sub-regional, it loses communication/momentum.

Nick Merced Co: Local level there is funding. Regional to org workforce boards. No funding for a position to communicate with consortia's.

Doris Workforce: 1111 Barrier to employment. Funding.

Nick Merced Co: Show effectiveness and getting outcomes.  
Regional Coordinator: Single point of contact would create some consistency:

David Presenter: Need digital meetings

**Indicator J: Regional organization and evaluation of performance**

**Quantitative – Goal Baseline**

**(Vote: Beginning-level stage X, Mid-level stage X votes, High-level stage X votes)**

- **How will the region qualitatively assess/evaluate progress towards meeting regional industry and occupational demand?**
- **Have the regional partners determined regional goals for increasing the number of industry-recognized credentials and apprenticeships available in the region? How will, or how might, these outcomes be tracked numerically and categorically?**
- **Does the region have a numeric goal of placing participants in sector-based occupations? If so, list the sectors and occupations, numeric goal(s), and the number to-date in attaining that goal (baseline).**
- **Is the region piloting employer engagement performance measures? If yes, what are they?**
- **Have the Local Boards met to discuss WIOA performance negotiations and how negotiations might align with other regional goals/measures?**

John SJC: Yes the local boards have met

No name: We're at the ground floor

Industry credentials: Determined by local boards.

David Presenter: State says we need a regional definition.

Nick Merced Co: Sacramento County has 40k business licenses. What is a realistic market penetration?  
5%, 10%?



Regional Planning Forum  
Indices  
The Beale Memorial Library  
701 Truxtun Ave, Bakersfield, CA 93301  
November 13, 2018

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**Michael Saltz:** Welcomed those in attendance and reminded the audience of the upcoming local planning forum before introducing John Chamberlin.

**John Chamberlin:** Gave a brief explanation of the purpose of the Regional Planning Forum and called for introductions from the audience.

**John Chamberlin:** So let me introduce this and first a little more introduction of myself. I grew up in Chicago, I now live in Portland, Oregon I moved many years ago. I don't miss the winters but I miss the city. My wife is a New Yorker we met in Puerto Rico 35 years ago so it isn't just my work that's all over the country. Again we have 14 regional planning units in California, this is the biggest by far geographically and this whole session is about region today so we are going to be asking you again what we do that crosses county boundaries, political boundaries, or crosses fund streams where we are working together – two or more agencies to get something done to help businesses, workers, our community through the workforce system. We have a four-year regional plan, we are two years in, and in effect, this is our midterm exam. How well did we do, and we are resetting. We are going to do these sessions, the self-assessment, the north, the center of this region probably somewhere around Fresno, and here in the south. We are doing them around the rest of the state as well to assess how we're doing in terms of what we said we did. Kind of to everybody's shock, when we wrote this plan it didn't just go on a shelf and gather dust we're actually going to get graded on how well we did and you're going to be part of the grade.

**John Chamberlin:** Adult School, are you involved with Health Care employers?

**Steve Mettler:** We have advisory groups that we meet with once a year. We have quite a few health programs and so they usually meet together with industry partners in an advisory group to discuss what's new in the industry, what's are the needs of the industry, what are they looking for to hire.

**John Chamberlin:** Do you have other players at those meetings? Community colleges for example.

**Steve Mettler:** Yes. Bakersfield College. People we have dual enrollment with.

**John Chamberlin:** Workforce Board system? Job Center?

**Steve Mettler:** No.

**John Chamberlin:** Do you ever hold those meetings in and go to them with Tulare County or is it strictly Kern County?

**Steve Mettler:** Pretty much strictly Kern County.

**John Chamberlin:** Anybody else meet with healthcare employers as a group? Michael do you do that as a Workforce Board?

**Michael Saltz:** I don't do that personally but yes we do that.

**John Chamberlin:** Do you know as a workforce system do you ever convene them crossing Kern County line?

**Michael Saltz:** Yes, when it comes to healthcare, yes.

**John Chamberlin:** Who are the industry champions for the healthcare sector? Any specific hospitals or HR people?

**Unknown:** Mostly the community partners that we have out there take our interns. We have a community classroom internship program that we do in the spring. It's mostly those businesses, those industries are the ones that we meet with.

**John Chamberlin:** Anyone else have a hospital, clinic, anyone else from the healthcare sector that takes leadership for working with you and helping your folks get jobs, training, knowledge?

**Peggy Langels (ETR):** We do get together a lot with industry employers. Our Job Developers are all assigned to different clusters, so they work directly with transportation logistics. They work directly with the medical field because we do so many OJT's with those fields. Sometimes we have targeted job fairs that type of thing where we just have medical people come and you know bring in all the people we are training in those industries so that they have one on one in the type of industry that they are looking for. We do also attend the industry cluster meetings with the high school district. I've been to one for the automotive industry, I know that they are having one tomorrow at the AJCC in the cafeteria for another industry that we have some of our staff attending.

**John Chamberlin:** Voc rehab folks, do you guys work with the healthcare sector? Do you have hospitals, clinics or any employers that are especially working with customers of the department of vocational rehab?

**Greg Thornberry:** Through the third party regional center they've got an adult prep program where clients who would be eligible for supportive employment but are needing more work readiness training. We've got a contract with Dignity Health, with Mercy where they have two sites, the southwest and the downtown and about six clients per term will intern where they are getting exposure to food service and admitting and different entry-level jobs. That's done through a purchase of service through the regional center, I don't

think they would mind me talking about that. Indirectly those clients are then referred to voc rehab once the placement piece is ready then we get involved and provide supportive employment and job development starts after that.

**John Chamberlin:** Housing authority do you have any employers in healthcare or other sectors that are particularly friendly to working with your clients?

**Mr. Alwagarey (Housing Authority):** The only thing that we have cross county is that we work with all the housing authorities throughout Californian through the Family Self Sufficiency Program. Any family can sign up, it's a five-year program in which they choose three goals that they want to attain in five years. When they do any additional rent that gets raised because their situation got better gets put into an escrow account and if they complete the program we give them their money back. We've given checks as low as a couple hundred dollars and the largest was a little over \$35,000. Some families use it for a down payment on a home or to start a business or a college fund for their kids.

**John Chamberlin:** And that crosses all county lines?

**Mr. Alwagarey:** All county lines, so let's say if they start the program let's say first year here they could complete their remaining four years in another county.

**John Chamberlin:** Do others of you have people that are in housing authority? For example, do you have clients of the Department of Rehab that are in the housing program?

**Mr. Alwagarey:** We have several different types of developments. We have low-income, we have Section-8, senior housing, veteran homelessness, and emancipated youths.

**John Chamberlin:** Do you do anything else that you can think of that crosses county lines with housing that helps your folks get a job, keep a job, or get skills?

**Mr. Alwagarey:** We do offer a lot of after-school programs for youth to try and get them a head start in life to make their situation better from what their parents currently have. For the parents we do have different services, we'll invite different programs to come in and do a workshop. We did at one point have a workforce program to teach kids construction so they could find employment but that was a one year program that has since finished.

**John Chamberlin:** Do we have any new programs in the last years that give industry-recognized credentials or apprenticeships?

**John Chamberlin:** Give us a one, two, or three. How good are we doing at pulling industries together to tell us what they need?

**John Chamberlin:** Michael gave us two, why did you choose two?

**Michael Saltz:** Because I think that we are convening as partners but the fact is there is always room for improvement.

**John Chamberlin:** Okay indicator B. We have, as a region, a shared occupational focus and we share and pool resources to meet demand. I know we came up with sectors in our region, we have – and by the way, every other county in California has healthcare on the list. Pretty much everybody has construction, pretty much everybody has logistics, most of them have manufacturing, and a handful has energy. Some have, food industry/agriculture which starts to look a lot like manufacturing, some have high tech, there's one place in the state has entertainment. Looking at those, if we examine demand occupation in sectors, how many of you are engaged with sectors? How many of you would like to be engaged? Do we ever pool resources? Have any of the others, the housing folks. Do you ever work with another fund stream to meet an employer's demand?

**Unknown:** Yes and no. We do get grants from different organizations. For example, we do get grants from some of the banks to integrate people into one of our programs to get home ownership. We did work with the city and county to get abandoned property to create a rent-to-own housing to encourage some families to move from rentals to become homeowners but everything is local it doesn't cross to another region.

**John Chamberlin:** Okay, community action I know you do a number of things. Do you ever work with sectors or do your customers hear about it if there are a set of jobs opening up that they might be interested in?

**Ralph Martinez (CAPK):** Through our youth center we do some prisoner re-entry programs working with job skills. We've also done classes for opportunity youth 16-18 that are not in school and don't have a job. We provide employment training, also paid work experience and volunteer experience for them.

**John Chamberlin:** How about EDD? Are you involve with helping meet employer demand?

**Estrella Sistual (EDD):** Yes we do. We are trying to revamp our Employer Advisory Council as well. So we are trying to get that engagement with employers.

**John Chamberlin:** And Voc Rehab, if an employer has a set of openings, do you hear about it? Are you engaged with this partnership?

**Diane McClanahan (DOR):** We have business specialist and they go out into the community and meet with employers more one on one to tell them what the Department of Rehabilitation does, about our consumers we serve and just kind of open the door. We also provide Windmills Training which is sensitivity training. We are finding that we are going to have more training for employers to help them understand that it's okay to hire a

person with a disability, accommodations aren't expensive. We find we have to do more training for employers so that they are willing to open their doors to our consumers.

**John Chamberlin:** When the rest of the other partners are meeting together and developing new curricula or content or credentials programs for partners, do your clients hear about it?

**Diane McClanahan:** We are a part of America's Job Center so yes we hear about it and pass it on.

**John Chamberlin:** Do we pool resources to meet demand? If an employer when you meet at your forum needs some kind of training do the adult school and the community college pool resources to help meet that demand?

**Unknown:** With the community college not too much with the adult school. We don't really do too much with Bakersfield Adult School even though we share a campus with them. Ours is more with community colleges. So let's say the distribution centers that we have here we were approached by them saying there is going to be a job shortage, and so we then picked up programs. We have the engineering and robotics program where we work with Bakersfield College for programmable logic controllers and things like that for the automated systems. Next year we are opening a 10,000-foot warehouse for training distribution a logistics and we work with community colleges on that mostly.

**John Chamberlin:** Are there other players or partners in the community that you could benefit from or who can benefit from these programs? Can we do a better job of connecting?

**Unknown:** Well yes we always can, we can always be better. With the warehousing and distribution, we're working pretty closely with Tejon Outlets, we just met with them a couple of weeks ago, Caterpillar, and Dollar Tree or Dollar General was there, those distribution centers up there were there as well as the one on 7<sup>th</sup> Standard through John Wynn.

**John Chamberlin:** Every projection that I have seen says that the logistics– warehouse, transportation industry is going to grow for the foreseeable future.

**Michael Saltz:** The question that you initially asked, are we working together with other partners. There are several grants that Employers' Training Resource has written that's included other partners. We wrote a grant under WAF that we worked on with DHS as well as a couple of other entities and it worked out really well. It's about Career Hub and using technology to better serve our clients. We did the DEI grants for individuals who are deaf and hard of hearing, we worked with DOR and other agencies including EDD. We are working on the DEA grant right now with Kings County. We worked on Viper which is a grant that is through the region. Whenever we have an opportunity we take advantage we want money in our region versus it going somewhere else. We definitely have a great relationship with our partners and we capitalize on that as much as possible.



**John Chamberlin:** Just to be clear, a federal priority and a state priority is to tie additional funding to regional. I know neighborhoods are important and communities are important but the better we work together as a system both aligned in this county and in this community is the better shot we have to bring in more resources to help our people. That's not going to change with a new governor, regional is here and it's a big deal.

**Shanda Yvette (DHS):** You were talking about pooling resources, we work very closely with Employer's Training Resource utilizing the subsidized employment fund. We take people who are receiving benefits from DHS and they go into work experience sites, prove themselves in about a month and then they are rolled in and contracted under Employer's Training Resource who also works with other agencies- specifically Mexican American Opportunity Foundation, Kern High School District, and Proteus to get these people paid. They are paid a wage for six months and that gives experience that they can put on their resume and we get a lot of people hired out of that. Once they are finished with that, if the employer actually hires them then we pay the employer \$4,000 and so that's working with four different agencies.

**John Chamberlin:** That's a lot of different fund streams as well, the group you just named. Again housing, I know in subsidized housing you have a gamut from little kids to old people. You have people that are probably involved with ROP, you probably have customers that are served by every program in the room. Do you have access to those programs? Are you involved in helping to recruit and refer?

**Mr. Alawgarey:** Yes and no, a lot of our clients do come from the Department of Human Services and we do have some people coming from the EPP program, I worked 5 years at CAPK and half of our staff come from that program it's definitely a wonderful program and it has amazing results. We do hire from some of the programs and we make sure that our clients are aware of the different agencies in the community. We have a resource binder where we refer them for different resources in my department all of the service coordinators are there for our clients to help refer them to one.

**John Chamberlin:** So you've given me some examples of the ways you have identified and pooled resources locally with exception of housing who allows credits past county lines. Is there anyone else doing a project that pools resources across county lines?

**Shanda Yvette:** We have some job developers in Mojave which is East Kern so it's closer to LA. We have a lot of employers coming in, there's gold mining out there, it's out the desert and you aren't going to find a lot of people looking for employment out there so they did work with LA County to do a job fair down there of those specific industries that were coming in and it was very successful.

**Unknown:** I just wanted to say that the first of the year we did our partner presentations and we have over 20 partners and we covered about 17 of them in the partner presentations that we had bi-monthly. We did have people like Indian Man Power that came down from Mammoth, and then we had some people come in from different regions.

We do know what they do, everyone got to explain what they do and how they do it and all of our resources and those are on our YouTube channel as well so anybody can see it. As far as housing we have a huge marketing and outreach program with ETR and we try to set up booths at anything that anybody is having around town and try to share information so that it does get out to everybody and the other agencies as well.

**John Chamberlin:** Okay let's get a score of this. How well do we do 1, 2, or 3, in sharing sector or occupational focus or sharing and pooling resources to meet demand? Okay, so we give it a two and again I know that the information we're bringing on to you is incomplete I know there are other things you are doing.

**John Chamberlin:** Do we have a process to communicate industry or workforce needs? The supply side partners, that's you, you service the people. Do we have a process to communicate if one of us hears about a need from an employer or sector to each other? Are our supply side partners engaged at the regional level? What training and professional development opportunities do your staff get to help with this? How are services provided by our career centers and our regional partners, how well do they meet the needs of targeted centers? How do we ensure that services are combined coordinated so we don't duplicate each other? One example would be if we have job developers in our agencies they don't all go to the same employer on the same week with contradictory messages. Can you give me some examples of how well we do at communicating when there is an employer demand?

**Unknown:** I think we do really well. We've had our ups and downs we had to work out a lot of things, when a lot of agencies are working together you are going to have some lines crossed occasionally. I think we've worked it out pretty well, we're all in CalJobs mostly now I don't think DHS is yet. We can pull up and see if another agency or another person is working with an employer. We do a lot of 'hey I can do this, I can do that' so if Estrella has an employer that she is working with we can do an OJT with them, then one of our job developers and Estrella get together to work that out we do the OJT. So really it works with the partnership, and we have really come together more as a partnership that way and we work really well together. We pull each other's JDs in when we are having recruitment, when we need help, whatever may be going so we are doing really well with that right now

**Maria Curiel:** As Diane indicated we have business specialist and their duties entail reaching out to the employers. What really works well with ETR is our job developers meet with their job developers and they'll facilitate workshops so they're able to communicate what employers are looking for candidates. There is communication back and forth between agencies and that happens with the job developers so I think that is really positive

**John Chamberlin:** What about with the ROP, if an employer has a demand do you get appropriate notice?

**Unknown:** We do but it's mostly through our advisories. We have a law enforcement class, and West Tech the training facility they attended there and they said we are in need of corrections so we are going to start a corrections program at ROC because they said that there is a demand for it. We start that next semester, it's a one-semester program West Tech instructors are going to come, and they teach the whole thing we just provide the kids and the facilities.

**John Chamberlin:** How about EDD? I know CalJobs is a way of communicating demand, how does EDD communicate here and in the region if there is an employer demand? Is there something more than CalJobs?

**Unknown:** We do have Job Squad in America's Job Center and throughout the region as well, as far as EDD I'm probably not the person to be talking about this but we do have a lot of communication throughout the partner agencies under America's Job Center like Shanda and Peggy did mention.

**John Chamberlin:** So if there's a big demand one county over, let's say there's a big construction project in Visalia and they're going to need a whole lot of construction workers, would you hear about it?

**Unknown:** We do have our offices that are located in other AJCCs in different counties so we have our counter parts that work there. Let's say an EDD job developer were to get that type of opportunity and needed people in our area then we would have that communication.

**John Chamberlin:** Can you think of any places where we have worked together to decrease duplication where we aren't both doing the same thing? As you mentioned our job developers work together to meet needs that would work.

**Michael Saltz:** An example of that is happening tomorrow. The state looked at the Hallmarks of Excellence Report that we did covering some of the AJCCs and we determined 'you know what let's have a training for Windmills for those serving individuals with disabilities' and instead of having DOR perform their own for their own staff and ETR doing it for their own staff or DHS etcetera we're holding a training for all of the core partners to ensure that everyone that needs to, gets that training. In addition, Career Hub, again we have applied for a grant under WAF to assist us with connecting to clients through technology. It has been very successful through ETR, Kern High School District, DHS, but other agencies in Kern County have asked us. In fact, we communicated that at the CCWC meeting and San Joaquin is using it as well as other workforce development boards. Whenever there are issues, for example, if an employer needs work they'll talk about that at the CCWC where the directors are and that is trickled down to staff so we communicate very well.

**Peggy Langels (ETR):** I just want to say when it comes to training, I plan most of the training with ETR but we invite all of the partners to all of our training. We all try to make sure they have the benefit of that and EDD is very good about inviting us to their training

as well. We've had four sessions of active shooter training this month and that was mandatory for all ETR people but we also invited the partners to send anybody that they had that they felt would benefit from it as well. So we try really hard to incorporate all of our agencies.

**John Chamberlin:** I know we have a regional training coordinator now and we try to put the word out at least the 8 workforce boards when we do training. I know we mentioned Windmill and active shooter training; are there any other trainings that you would like to hear about?

**Michael Saltz:** We are looking into, or determining right now if it would work for us- but we are looking at an apprenticeship for our own staff. Staff will be able to increase their knowledge in regards to different aspects of what their duties are and they'll get certification for it. We're working with Kings County and Merced County to determine whether or not that's feasible. We're always looking at ways to train our staff and Peggy has done a phenomenal job in ensuring that that happens, not only through ETR but throughout our core partners.

**John Chamberlin:** Okay so with this third indicator, one, two, or three, how well we communicate as supply-side partners?

**Michael Saltz:** For this, I think we deserve a three. The reason we deserve a three, I believe, is that we do a really great job at communicating with each other, there is very little duplication. We strive to work together and when there are issues those issues are resolved very quickly. There's always room for improvement even if you are at a three but I think the amount of improvement that is necessary is relatively low in this category.

**John Chamberlin:** Do I hear a case for a one? Two? How many would give us a three? How many a two? How many a one? Okay, so about 2/3 vote three and 1/3 vote two which is reflective of the fact that there is still room for improvement for all our partners.

**John Chamberlin:** Okay we skipped one, and as I pointed out not all regions in the state are the same. Indicator F: We deploy, share or pool resources to meet targeted population needs. Now, this is kind of flipping from the demand side on the employer to our hardest to serve, our targeted populations. The disabled customers, the community action clients that come in to use the food bank, prisoner re-entry, housing authority folks, people long-term unemployed, or low English speaking. So this one is how well we do share or pooling resources to help our targeted populations have a shot. Do we have a Memorandum of Understanding across partners?

**Michael Saltz:** I can probably speak to that because I prepared the MOU. I have to tell you that although I prepared the MOU it really wasn't necessary because, in all due respect, the core partners, DOR, DHS, EDD and Employer's Training Resource have been sharing resources for way before I was born. The bottom line is they have done a great job with regards to sharing resources. Although it is memorialized now when it was more of a before but yes we have done a great job at that. Recently the directors of each

agency came together indicate that the MOU stays in place and that the costs haven't differed much. There is one point that we are looking forward to doing in 2019 is getting the non-core partners or as I like to call them the non-located partners to sign off. We've gotten most of them on board we have a few holdouts relative to some language but we're working through that and we'll have that done by 2019.

**John Chamberlin:** By the way that's similar around the country where partners aren't physically in the one stop we've got work to do to connect our resources. Do we have any regional partners? I know Proteus is probably one dealing with migrant and seasonal, do we have any other partners?

**Michael Saltz:** Yes there's a number of regional partners that we have as a part of our 21 WIOA partners

**John Chamberlin:** During the prisoner re-entry session we had a number of regional players here, we don't have anyone from economic development here we were just having an event and we were signing an agreement the workforce boards- all eight workforce boards along with eight agencies for economic development corporations to work together to share leads and resources all across the region

**Diane McClanahan:** The Department of Rehabilitation, the Department of Developmental Services and the Department of Education are working together to put together a local plan agreement where we are going to help individuals with intellectual and developmental disabilities obtain competitive integrated employment. That's something that three very large state agencies are coming together to work on a plan, so it is being done across the state. Currently, for Kern, Inyo and Mono counties, we are still working on that plan.

**Unknown:** I don't know if you've heard of HIRE, it's Helping Incorporate Reliable Employees and it's probably 11 or more agencies a lot of them tied into people with disabilities and so that's our focus. We meet monthly and do events throughout the year, there is a job fair, an alumni banquet, we have employers of the year where we recognize those employers that have hired individuals with disabilities. So that is a lot of pooling of resources, Diane is a part of it. So that is one way that we pool resources to help our targeted population

**John Chamberlin:** How about community action do you have any initiatives that you work with other agencies here to get people to work? Or do people refer people to you when they have a food or a special need that you can aid?

**Unknown:** We work with the Probation Department, the Sheriff's Department on re-entry programs.

**John Chamberlin:** I know community actions agencies are great when it comes to emergency need that all our clients have.



**Michael Saltz:** So Ralph was not saying the whole picture because Community Action Partnership of Kern is a very important partner. In fact, I gave Ralph a call because we opened the EPIC center here in this building and it's geared toward youth and the reason why a lot of the youth is are disconnected and they don't have the necessary food, sometimes they're coming in looking for their next meal. I gave Ralph a call and it took less than a few days to make it all happen. So we do work well together and because of that if you go upstairs there is food available for kids that really need that food.

**John Chamberlin:** Libraries have kind of become a new church, a place for people who don't have anywhere to go across the country. Libraries are important for more than literature and books. How about housing? Do you have any initiatives that you are involved with where other agencies to share resources to help your people that we haven't talked about?

**Unknown:** I do want to add for CAPK there's also migrant CAP which helps families that move from county to county in search of agriculture work so as they move they find a place for them to live and school for their kids so they don't have to look they have a place ready.

**John Chamberlin:** That's a good one and that's across regions. So people, migrant workers who cross county lines there to receive them and help them.

**John Chamberlin:** Okay so this one, do we deploy and share resources to provide services to our target population. One, two, or three?

**Unknown:** I don't really know if we have target populations, we're Kern High School District we're 80% seniors 20% juniors not a real adult population at our facility. We allot a certain amount of seats to alternative education which are kids who are behind on credits and so they go to Tiera Del Sol, Vista West so we do hold a certain amount of seats for those kids. We service the special education community of the Kern High School District and also kids with 504 disability. So we do make sure that we bring those kids into the ROC and give them a certain amount of seats.

**John Chamberlin:** Okay so again, how many would give us a one? Two? Three? Okay I'll give us a 2.95 on that one

**John Chamberlin:** Okay our administrative process and systems, do we do anything together? Do we do any buying of services together? Do we ever share service deliverers?

**Michael Saltz:** We do, for instance at the CCWC meeting we learned that certain truck driving schools were charging one workforce development board one price and another workforce development board another price. So we got smart and we're saying to the truck driving school 'hey we want the low price that you're giving in the entire region'. So those things are talked about in the CCWC meeting with the director and when they find something like that out they act together as a region but typically when it comes to purchasing items it's not done through the region it's done locally.

**John Chamberlin:** Is there any grant writing that we do together across the region other than what was already mentioned?

**Michael Saltz:** Yeah there are a lot of different grants that are written, slingshot grant, re-entry grant, I mean there's a ton of grants that we do regionally.

**John Chamberlin:** Do we have any agreements in place where we share administrative resources?

**Shanda Yvette:** It's something that I already mentioned but the administrative part of our subsidized employment work experience program is done with Employers Training Resource who handles the administrative part beautifully. Also within the AJCC system, we have forms in place to communicate with each other, emails go out on a mass email list. We're all very much in communication with each other, we meet very often, and we've been a part of forums and the workforce summit, planning committees, partnership meetings.

**John Chamberlin:** And I'd say we're doing one today, these forums are an example of regional cooperation, and we're doing some strategic planning together. Anything else that you can think of where we're lowering overhead by working together?

**Shanda Yvette:** I'm not going to have a lot of information because a lot of that happens above me, I'm involved with AJCC but when it comes to TANF yes we are very connected with other regions, we're always in Sacramento. In fact, about a year ago I went down south where we're learning what they're doing especially with regard to WIOA and how TANF changing. This county TANF has been involved for about 20 years before it was mandatory we were voluntarily a part of the one stop. Now that it is mandated a lot of the counties are having to do it for the first time and they don't know how to do it, they've never had job developers. Well, we had job developers 20 years ago because we learned from Employers Training Resource and EDD so we're quite familiar with it and already have a lot of things in place and are communicating with other counties constantly when it comes to TANF.

**John Chamberlin:** Great so you're sharing best practices. I know a lot of this is old hat for you, you are a leader in how you share and organize resources in the county.

**John Chamberlin:** So with this one, sharing and pooling administrative systems, processing, sharing advice with each other, how well do we do on this one. Anyone want to advocate for a one, two, or three?

**Michael Saltz:** Again I think that we are a three when we're not a three I will certainly tell you when we are not a three but in this case and the previous case I believe that we are a three.

**John Chamberlin:** Okay so how many of you would give this a three? How many a two? How many a one? It's unanimous but not everybody voted so that means there is room for improvement, Okay let the record show that it's a three.

**John Chamberlin:** This is a little tricky and this is kind of a brand new thing. Do we have a way other than guessing a one, two, or three, do we have a regional way to evaluate our process? I would say this session is a start, it's subjective. Do we have a way to evaluate how we are doing on our plan as a region? Just to give you some examples, do we measure an increase in credentials as opposed to saying we're doing more? Do we have a numerical goal of putting people to work in occupations? Do we have performance measures for sectors? And this last one is kind of insider baseball for the boards- are we working together to negotiate performance across the region?

**Michael Saltz:** Well the reason why I can answer this is that I was a part of the negotiations that not only did Anne Meert and her analysts did for Employers Training Resource but we worked together with the region to determine what our performance goals would be for 2019-20 and going further down the road. When that communication occurred by teleconference, everyone gave their thoughts. There were some that lower, there were some that were higher and we all had third discussions and came up with a resolution there was no one that was upset, we all got along and was able to come up with a resolution.

**John Chamberlin:** By the way, this is a state requirement this last one that applies to the workforce areas and you don't get a choice in it, it's kind of a rhetorical question.

**John Chamberlin:** Okay so we did have a negotiation across all eight boards for performance. Again in this first version of the plan, we had to set a goal for 2016-2026 and it asked us to estimate the number of additional credentials that people would get in new activities. Do we have any way to measure that? We don't. By the way, I don't know anyone in the state who does. But that was a goal of the plan, to have a way to measure an increased number of credentials. I know you probably do at the ROP measure how many credentials that you get but we don't necessarily gather that as a system. I don't know if any of the colleges are doing that, they probably are but I don't know if they differentiate what's new from what already existed prior to 2016.

**John Chamberlin:** Any other thought? What about employers, do we have a measure as to how well we're outreaching to employers? Or how good a job we're doing meeting their needs? Are there any performances that are tied to business?

**Shanda Yvette:** I know that we put out surveys, I'm not the one who sends them out but I am very aware that they do this, Danette sends them out. We do employer surveys maybe even several times a year there are mass surveys that go out and they come back and tell us how we're doing. We also do client surveys so there is a mad rush to get the people that are within the building, sit down and survey them, so there are surveys on both sides

**John Chamberlin:** Are they customer satisfaction surveys, where you ask them how well did we do and if they have any comments.

**Shanda Yvette:** It's 'were your needs met' 'what services did you come in to get' that type of thing and employers are 'did you hire' 'would you benefit from information on additional training' stuff like that but yes they're expensive

**Michael Saltz:** In fact, the partners met last month with our one-stop operator and we're actually going to be revamping some of the questions and doing it through Survey Monkey. We have done it in years past and then we stopped using Survey Monkey and now we're looking at it again.

**Unknown:** We just did a yearly customer satisfaction survey, employer satisfaction survey and we had about 600 responses on the customer satisfaction survey. We were close to 100 on the employer satisfaction surveys. We did those all on Survey Monkey but that was just ETR that wasn't the whole AJCC.

**John Chamberlin:** Are any of these surveys regional? Do we share how we're doing this in other counties or are we doing this on our own? Any other thoughts on how we measure performance?

**Michael Saltz:** I do think that we could do a better job with regards to reaching out to employers. A lot of times we will reach out to our employers and ask 'hey do you have a job lead?' I think that we need to get them involved and not just reaching out for job leads. I think that we should be having seminars for them about what new changes in laws have taken place as 2019 is moving along. What kind of licenses does business require? In other words, we need full service versus just calling about what types of jobs that we need so that way businesses will think of us when thinking of a temporary job agency to fill their needs.

**John Chamberlin:** Any other thoughts on a better way to gather or use data to do a better job of serving business or our people?

**Unknown:** Well I do know that in CalJobs we all use the customer relationship module for any time we do outreach to a new employer whether they give us the job or not. We're at least dropping off the information on our services, on the job training, that type of thing. It's a requirement for all of our job developers that any time they do any type of outreach they put it in the customer relationship module. All that data is used when the state does report that goes to the federal government. So it does show all of the training that we have. We write a lot of on the job training, we did over 200 last year so a lot of money going into that. When employers are good at that they keep coming back to us for those and they are sharing that with their business partners and other people that are in our industry that that can happen for them then that word of mouth gets around too. As Michael said we did have a that was training just for our employers, as a matter of fact, it was here in the Beale Library taught by a dynamic speaker and they loved it so we are going to try and plan more of those this next year.

**Ernie Estrada:** I think that when the people that are in the welfare program when they have so many months to get everything done, I was in all GED *unintelligible* classes and

when it went to all GED classes I had to quit. Once I got into all GED classes I had to quit, I think that there should be someone monitoring people and if they're making progress let them finish it but they made me stop. They checked my records and seen that I was doing better and progressed then let me finish and I wouldn't have to go back now to start all over again.

**John Chamberlin:** Did you have a chance to come in before this meeting and say 'I don't like this' and have your input registered?

**Ernie Estrada:** No I wasn't, never did. That's what I'm saying I think there should be someone watching to see if they're actually progressing or not and if they're not progressing then yeah make them go to work. But my time ran out so I didn't get to finish but I was progressing, I was in all regular classes and then right at the end I had to quit so all that work was for nothing. I think there should be someone monitoring that kind of stuff.

**John Chamberlin:** So what would you give this one? What kind of score would you give on this?

**Linda Reed:** You only know how good your program is working if you engage the customers, you got to talk to that customer and see how they benefit from those services and how they like the benefits of those services.

**John Chamberlin:** And we do a lot of customer service surveys. This is more as a system or a one-stop system and by the way this thing today is an evaluation and we're doing a number of these across the region. But again, thoughts, what score would you give us on this?

**Unknown:** I would say a 2.5 based on what the customer just said right now because there is an issue if the customer is not being monitored or the service is not being provided or maybe they are being provided but there is no follow through so I would say a 2.5 there are things that we can improve on for sure. We do a great job at our partnerships but there's always room for improvement.

**John Chamberlin:** Okay so 2.5. How many would give us a two? How many a three? How many a one? The consensus is a two, I'll give us a 2.05 average. I think the lady is right, I don't think that any of us anywhere do a good enough job of reaching out to some of our hardest to serve people and ask for their input and get back to them. I think we probably do a pretty good job with business. Do you have any wrap-up questions or comments? Other questions, comment, thoughts?

**John Chamberlin:** Thanked those in attendance and provide contact information for Michael and himself in case the audience had additional questions.

**Michael Saltz:** Reminded the audience of the date and time of the next regional planning session.

As there was no more business the meeting was dismissed.





**WORKFORCE  
DEVELOPMENT  
BOARD**

**The Kern, Inyo & Mono  
Workforce Development  
Board is updating its  
Local & Regional Plans**

**Your participation and input is critical to developing a plan  
that is responsive to the needs of our COMMUNITY**

11/1/2018 • 11:30 am - 1:30 pm

**Individuals with Disabilities**

Improving services to individuals with disabilities through competitive integrated employment

11/1/2018 • 4:30 pm - 6:30 pm

**Child Support Services**

Strengthening partnerships with local child support agencies to serve non-custodial parents

11/8/2018 • 11:30 am - 1:30 pm

**CalFresh Employment  
and Training**

Developing workforce system partnerships with CalFresh employment and training programs

11/8/2018 • 2:30 pm - 4:30 pm

**English Language Learners,  
Immigrants, and Refugees**

Developing strategies to strengthen services to English language learners, foreign born individuals, and refugees

*Join Us* LOCAL PLAN FORUMS

10/3/2018 • 4:30 pm - 6:30 pm

**Community**

Regional Workforce Development Strategies: identifying programs, services, and approaches that reflect business and community priorities

10/24/2018 • 1:30 pm - 3:30 pm

**Re-Entry Partnership**

Building and sustaining successful Workforce-Corrections Partnerships: creating a provider network that achieves results

11/13/2018 • 1:30 pm - 3:30 pm

**Indices**

Review of Regional Workforce Goals: Assessment of progress on achieving goals on regional programs and strategies

12/4/2018 • 1:30 pm - 3:30 pm

**Re-Entry Services**

Building and sustaining successful Workforce-Corrections Partnerships: ensuring the availability of skills development, job placement, and wrap-around support services for formerly incarcerated and justice-involved individuals

*Join Us* REGIONAL PLAN FORUMS



**Forums will be held at the Beale Memorial Library Auditorium  
(701 Truxtun Avenue • Bakersfield, CA)**

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## Re: You're Invited | Regional Forums - Kern, Inyo Mono Workforce Development Board - IMPORTANT

MS

Michael Saltz

Mon 10/22/2018, 11:01 AM

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Workforce Local and Re...

574 KB

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Good morning,

The Workforce Development Boards of the San Joaquin Valley are updating their Regional Workforce Plan and are seeking local stakeholders and community representatives to provide input through a series of forums. Your participation is crucial to obtaining the necessary pertinent information that will ensure the interests of the clients we serve are placed at the center of the planning conversations.

The Regional forums will be held at the Beale Library Auditorum and will focus on new and enhanced partnerships:

### **Re-entry Workforce Partnerships**

**Date: October 24, 2018 - 1:30 P.M. to 3:30 P.M.**

**Location: 701 Truxtun Avenue - Bakersfield**

**Host: Kern, Inyo and Mono Workforce Development Board**

*Stakeholders and community representatives are invited to join discussion on building local and regional provider networks to ensure successful outcomes from formerly incarcerated job seekers. A principal feature of the Central Valley's efforts in updating its Regional Workforce Plan is strengthening existing relationships with justice system agencies and organizations that assist formerly incarcerated individuals with re-entry into local communities. The regional Community Corrections Partnership resulting from efforts will leverage the experience, talents and support the will enable job seekers in this category to develop skills and secure employment. (Please see attached flyer for more details)*

### **Re-entry Workforce Corrections Partnership-Services**

**Date: December 4, 2018 - 1:30 P.M. to 3:30 P.M.**

**Location: 701 Truxtun Avenue - Bakersfield**

**Host: Kern, Inyo and Mono Workforce Development Board**

*Local stakeholders and community representatives will exchange ideas for serving justice involved and formally incarcerated individuals. During the forum, stakeholders will explore various approaches to improve skills training, job readiness services, and wide range of ancillary support services such as housing, healthcare, and counseling needed by members of this target group. During this session, stakeholders will*

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Your attendance and input at these forums is critical in modifying our plan based on the needs of the population you serve and in establishing meaningful partnerships.

Should you have any questions or need additional information, please contact me at (661) 336-6913 or [saltzm@kerncounty.com](mailto:saltzm@kerncounty.com). or Teresa Hitchcock, Assistant County Administrative Officer at (661) 336-6849 or [orhitchcockt@kerncounty.com](mailto:orhitchcockt@kerncounty.com).

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**WDB**

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DEVELOPMENT  
BOARD**

*Kern, Inyo & Mono*

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*Join Us* REGIONAL PLAN FORUMS



**All Forums will be held at the Beale Memorial Library  
Auditorium located at 701 Truxtun Avenue in Bakersfield**

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### Invitation List to Regional and Local Planning Forums

1. Rob Arias, Kern County Superintendent of Schools
2. Laura Barnes, Associated Builders and Contractors Central California Chapter
3. Leo Bautista, Wonderful Company
4. Tamara Chapman, Johasee Rebar, Inc.
5. Ian Journey, 3C Engineering
6. Ron James, International Union of Operating Engineers Local 12
7. Jim Elrod, IBEW Local 428
8. Phillip Engler, JTS Modular, Inc.
9. Gregory Knittel, Centralize HR, LLC
10. Gregory Gutierrez, Truitt Oildfield Maintenance Corp.
11. Stacy Ferreira, Clinica Sierra Vista
12. Karen King, Golden Empire Transit
13. Anita Martin, Kern Health Systems
14. Gregory McGiffney, Shepard Bros. Inc.
15. Ali Morris, INTEG Enterprises LLC
16. Clare Pagnini, Macpherson Oil Company
17. Jay Tamsi, KC Hispanic Chamber of Commerce
18. Alissa Reed, Kern Oil & Refining Co.
19. Todd Yepez, PCL Industrial Services, Inc.
20. John Means, Kern Community College District
21. Carl Dean McGee, Kern High School District
22. Luis Lopez, Essendant
23. Joseph Sumlin, Teamsters Local Union No. 87
24. John Spaulding, Kern, Inyo, Mono Building Trades Council
25. Steven Gomez, Plumbers & Steamfitters Local 460
26. Chris Gonzalez, SMART Local No. 105
27. Jeremy Tobias, Community Action Partnership of Kern,
28. Kelly Bearden, CSUB Small Business Development Center
29. Richard Chapman, Kern Economic Development Corporation
30. Eric Cooper, California Indian Manpower Consortium, Inc.
31. Diane McClanahan, California Department of Rehabilitation (DOR)
32. Norma Rojas-Mora, Bakersfield College
33. Shelly Tarver, Employment Development Department (EDD)
34. Michael Rock, Individual
35. Mark Wyatt, Bakersfield Adult School
36. Araceli Holland, DOR
37. Christina Garza, EDD
38. Cindy Uetz, Kern County Department of Human Services (DHS)
39. Dena Murphy, DHS
40. Maria Curiel, DOR
41. Pam Holiwell, DHS
42. Sofia Morales, EDD
43. Kathy Peterson, Mono County Department of Social Services
44. Francie Avitia, Mono County Department of Social Services
45. Cassandra Cotera, KC Department of Probation
46. Chad Blain, Kern High School District



47. Laura Epps, EDD
48. Tyson Davis, Kern County Sheriff's Department
49. Richard Crow, Bakersfield College
50. Michelle Culy, Kern County Behavioral Health & Recovery Services
51. Margo Ruffin, Employers' Training Resource (ETR)
52. Susan Saelee, Kern County Child Support Services
53. Veronique Hayes, DHS
54. Randy Lormand, ETR
55. Gerardo Garcia, EDD
56. Martha Robles, Kern County Probation Department
57. Juan Avila, Garden Pathways
58. Yolanda Martinez Nunez, WestCare Stop Area 3
59. Tristan O'Neil, Kern County District Attorney's Office
60. Endee Grijalva, Bakersfield Adult School
61. Miguel Salazar, DHS
62. Maricela Valentin, EDD
63. Jennifer Bloomquist, ETR
64. Summer Ashley, DOR
65. Victor Cotera, Kern County Probation Department
66. Beth Kanavalov, Freedom House Recovery Homes
67. Tyson David, Kern County Sheriff Department
68. Julio Martinez, Kern County Probation Department
69. Martha Esparza, DHS
70. S Walter, Kern County Probation Department
71. Rica Galiza, DOR
72. Nicole Griffin, Cerro Coso Community College
73. Lawrence Watson, ETR
74. Beth Kan, Individual
75. Barry Champayne, Bakersfield Adult School, Lerdo Prison
76. Barbara Collazo, New Life Centers
77. Deasia Gonzales, Individual
78. Dress for Success
79. Jennifer Patino, California State University, Bakersfield (CSUB)
80. Michael Halpern, ETR
81. Rocha Tiffany, Kern County Child Support Services
82. April Smith, Jason's Retreat
83. Alejandra Vento, DHS
84. Tristan O'Neil, Kern County DA Victim Services
85. Miguel Salazar, DHS
86. Dixie Walters, Kern County Sheriff's Department
87. Marilyn Mann, Inyo County Department of Health and Human Services
88. Keri Oney, Inyo County Department of Health and Human Services
89. Meaghan McCamman, Inyo County Department of Health and Human Services
90. Thatcher Weldon, Kern Community College District, Kern AEBG Consortium
91. Bonita Steele, Kern Community College District
92. Cindy Coliler, Bakersfield College
93. Terry Nuckols, Delano Joint Union High School District
94. Mike Bonneau, DHS

95. Keith Woldridge, New Life Centers
96. Joseph Denoyer, Freedom House Recovery Homes
97. Richard McCrow, Bakersfield College
98. Ruby Awesome, Worknet Merced County
99. Stephen Mettler, Regional Occupational Center, Kern High School District
100. Ralph Martinez, CAPK
101. Christopher Gerry, City of Bakersfield
102. Stacey Wuertz, Kern County Department of Child Support Services
103. Donna Gaut, EDD
104. Ashley Howard, Kern Regional Center
105. Elizabeth Chavez, Kern County Department of Child Support Services
106. Bill Rector, Westec
107. Elisa Navarro, KERO 23 ABC
108. Nicole Tate, Community Action Partnership of Kern (CAPK)
109. Jim Baldwin, Bakersfield ARC
110. John Moraler, Teamsters 87
111. Will Scott, Smart Local Union 105
112. Laura Barney, Association of Building Contractors
113. Russell Johnson, Association of Building Contractors
114. Jauier Flores, UA 460
115. Joseph Sumlin, Teamsters
116. Kasey Mehaz, DHS
117. Kelly Kulzer – Reyes, Taft College
118. Leticia Garcia, DHS
119. Beth Carter, ETR
120. Tommy Monreal, DOR
121. Veronica Munoz, Kern County Behavioral Health & Recovery Services
122. Lupe Aguirre, Bakersfield College
123. TR Merickel, Kern County Probation Department
124. Tamarah Harber-Pickens, Kern County Superior Court
125. Cynthia Zimmer, Kern County District Attorney
126. Pam Singh, Public Defender
127. Donny Youngblood, Kern County Sheriff's Department
128. Lyle Martin, Bakersfield Police Department
129. Bill Walker, Kern County Behavioral Health & Recovery Services
130. Leticia Perez, Kern County Board of Supervisors
131. Teresa Hitchcock, Assistant County Administrative Officer / Employers' Training Resource
132. Ana Olvera, Kern County Behavioral Health and Recovery Services
133. Mary Barlow, Kern County Superintendent of Schools
134. Tom Corson, Network for Children
135. Linda Finnerty, Kern County District Attorney's Office
136. Cristina Libatique, Taft Union School District
137. Leticia Cruz, Taft Union School District
138. Angela Nary, Taft Union School District
139. Liset Caudillo, Proteus, Inc.
140. Elaine Wakelin, Kern Machinery
141. Jamallah Dean, ETR
142. Brett Sakanoto, Kern County Child Support Services

143. Toni Kendrick, Kern County Child Support Services
144. Griselda Guerro, Kern County Child Support Services
145. Nancy Toyos, DOR
146. Sandra Gutierrez, ETR
147. Virginia Elliott, Individual
148. Stephanie Smart, Independent Living Center of Kern County
149. Aaron Ellis, ETR
150. Bill Stevenson, ETR
151. Anne Meert, ETR
152. Candy Gettman, ETR
153. Charles West, ETR
154. Danette Scarry, ETR
155. Grant Wong, ETR
156. Karen Briefer-Gose, ETR
157. Linda West, ETR
158. Luanne Santos, ETR
159. Magda Menendez, Mexican American Opportunity Foundation
160. Karine Kanikkeberg, Kern High School District
161. Gregory McGiffney, California Electric Supply
162. Randy Martin, Covenant Community Services
163. Sandy Mittelsteadt, Taft Union High School
164. Mark Novak, CSUB
165. Jayme Stuart, Kern County Network for Children
166. Gregg Terry, Bakersfield Police Department
167. David Villarino, Farmworker Institute for Education and Leadership Development
168. Nathan Gutierrez, ETR
169. Odilla Camacho, ETR
170. Sam Townsend, ETR
171. Michl Gates, Kern Regional Center
172. Jammie Soto, Independent Living Center of Kern County
173. Camila Chavez, Dolores Huerta Foundation
174. Eric Sanders, Bakersfield Recovery
175. Amy Martin, Turning Point – Kenmore Center
176. Ernesto Rosas, Turning Point – Kenmore Center
177. Susan Harrison, Westcare
178. Denise Sapien, Westcare STOP
179. Lois Hannible, CAPK
180. Dyann Bamentos, Garden Pathways
181. Linda Gutierrez, MAOF
182. Tina Reyes, EDD
183. Ian Silva, Kern County Sheriff's Department
184. Monica Delgado, California Department of Corrections and Rehabilitation



Organization	Address	City	Zip	County	Website/Organization's Description	Contact Name/Email	Phone Number
<b>Local Workforce Development Boards</b>							
Fresno	2125 Kern Street, Suite 208	Fresno	93721	Fresno	<a href="https://www.workforce-connection.com/">https://www.workforce-connection.com/</a>	<b>Blake Konczal</b> bkonczal@workforce-connection.com	(559) 490-7101
Kern, Inyo, & Mono	1600 East Belle Terrace	Bakersfield	93307	Kern, Inyo, Mono	<a href="http://www.etronline.com/">http://www.etronline.com/</a>	<b>Teresa Hitchcock</b> hitchcockt@co.kern.ca.us	(661) 325-4473
Kings	124 North Irwin Street	Hanford	93230	Kings	<a href="http://www.kingsedc.org/">http://www.kingsedc.org/</a>	<b>Lance Lippincott</b> lance.lippincott@co.kings.ca.us	(559) 585-3532
Madera	2037 West Cleveland Avenue	Madera	93637	Madera	<a href="http://www.maderaworkforce.org/wib/">http://www.maderaworkforce.org/wib/</a>	<b>Tracie Scott Contreras</b> tscott-contreras@maderaworkforce.org	(559) 662-4500
Merced	1205 West 18th Street	Merced	95340	Merced	<a href="http://www.mercedwib.com/">http://www.mercedwib.com/</a>	<b>David Mirrione</b> dmirrione@co.merced.ca.us	(209) 724-2000
San Joaquin	56 South Lincoln Street	Stockton	95203	San Joaquin	<a href="http://www.sjcworknet.org/index.asp">http://www.sjcworknet.org/index.asp</a>	<b>John Solis</b> jsolis@sjcworknet.org	(209) 468-3500
Stanislaus	251 East Hackett Road, C-2	Modesto	95358	Stanislaus	<a href="http://www.allianceworknet.com/home">http://www.allianceworknet.com/home</a>	<b>Doris Foster</b> FosterD@stanalliance.com	(209) 558-2100
Tulare	309 West Main Street, Suite 120	Visalia	93291	Tulare	<a href="https://www.employmentconnect.org/vosnet/Default.aspx">https://www.employmentconnect.org/vosnet/Default.aspx</a>	<b>Adam Peck</b> apeck@tcwib.org	(805) 477-5306
<b>Strong Workforce (SWP) Regional Chair</b>							
Central Valley/Mother Lode Regional Consortium					<a href="http://crconsortium.com">http://crconsortium.com</a>	Karri Hammerstrom <a href="mailto:Karri.hammerstrom@reedleycollege.edu">Karri.hammerstrom@reedleycollege.edu</a>	(559) 324-6476
<b>Adult Education Block Grant (AEBG) Consortia</b>							



Sequoias Adult Education Consortium	630 South Atwood	Visalia	93277	Tulare	<a href="http://sequoiasadulted.com">http://sequoiasadulted.com</a>	John Werner, Director <a href="mailto:sequoiasadulteddirector@gmail.com">sequoiasadulteddirector@gmail.com</a>	(559) 967-5342
<b>Department of Rehabilitation</b>							
Central Valley Regional Center	4615 North Marty Avenue	Fresno	93722	Fresno Kings Madera Mariposa Merced Tulare	<a href="https://www.dds.ca.gov/RC/rc367.cfm">https://www.dds.ca.gov/RC/rc367.cfm</a>	Heather Flores <a href="mailto:hflores@cvrc.org">hflores@cvrc.org</a>	(559) 276-4300
Central Valley Regional Center	5441 W. Cypress Ave	Visalia	93277	Tulare		Janette Flores <a href="mailto:jflores@cvrc.org">jflores@cvrc.org</a>	(559) 738-2200
Department of Rehabilitation	4930 W. Kaweah Court#100	Visalia	93277	Kings Tulare	<a href="http://www.dor.ca.gov/">http://www.dor.ca.gov/</a>	Robert Klelyn <a href="mailto:rkleyn@dor.ca.gov">rkleyn@dor.ca.gov</a>	(559) 735-3838
<b>Independent Living Centers</b>							
California Foundation for Independent Living Centers (CFILC)	1000 G Street	Sacramento	95814		<a href="https://cfile.org/">https://cfile.org/</a>	Christina Mills	916-326-1690
Champions	311 N. Douty St	Hanford	93230		<a href="http://www.championsrecoveryprograms.org/">http://www.championsrecoveryprograms.org/</a>	<b>Regina Boerkamp, HR Director</b> <a href="mailto:rboerkamp@championsrecovery.org">rboerkamp@championsrecovery.org</a>	(559) 583-9300
<b>Health and Human Services Programs</b>							
Kings County Human Services Agency	1400 W. Lacey Blvd	Hanford	93230		<a href="http://www.countyofkings.com/departments/human-services-agency">www.countyofkings.com/departments/human-services-agency</a>	Sanja Bugay, Director <a href="mailto:Sanja.bugay@co.kings.ca.us">Sanja.bugay@co.kings.ca.us</a>	(559) 852-2200
<b>CDSS Jobs &amp; Training Providers</b>							
Catholic Charities	149 N Fulton Street	Fresno	93701	Fresno	<a href="http://www.ccdof.org">www.ccdof.org</a>		(559) 237-0851
Fresno Center for New Americans	4879 E Kings Canyon Road	Fresno	93727	Fresno	<a href="http://www.fresnocenter.com">www.fresnocenter.com</a>		(559) 255-8395
Fresno Economic Opportunities Commission	1920 Mariposa Mall, Suite 300	Fresno	93721	Fresno	<a href="http://www.fresnoeoc.org">www.fresnoeoc.org</a>		(559) 263-1000

<b>Immigrant Serving Organizations</b>							
Education & Leadership Foundation	4295 E. Ashlan Ave	Fresno	93731	Fresno	<a href="https://www.education-leadership.org/">https://www.education-leadership.org/</a> The Education and Leadership Foundation (ELF) is a community benefit organization that provides education and immigration services.	Joseluis Elizalde <a href="mailto:Jelizalde@education-leadership.org">Jelizalde@education-leadership.org</a>	(559) 291-5428
California Immigrant Policy Center	1225 8th Street, Suite 590	Sacramento	95814	Sacramento	<a href="https://caimmigrant.org/">https://caimmigrant.org/</a> The California Immigrant Policy Center (CIPC) is a constituent-based statewide immigrant rights organization with offices in Los Angeles, Sacramento, San Diego and Oakland		(213) 250-0880
<b>Immigration Legal Services</b>							
Education and Leadership Foundation	4290 E. Ashlan Ave	Fresno	93726	Fresno	<a href="http://www.education-leadership.org">www.education-leadership.org</a> Education and Outreach	Joseluis Elizalde <a href="mailto:Jelizalde@education-leadership.org">Jelizalde@education-leadership.org</a>	559-291-5428
Fresno Center for New Americans	4879 E. Kings Canyon Road	Fresno	93727	Fresno	<a href="https://fresnocenter.org">https://fresnocenter.org</a> Education and Outreach		559-255-8395
San Joaquin College of Law - New American Legal Clinic	901 Fifth Street	Clovis	93612	Fresno	<a href="http://www.sjel.edu">www.sjel.edu</a> Application Assistance-Naturalization; Application Assistance-Other Immigration Remedies.		559-323-2100
<b>Refugee Resettlement Agencies</b>							
World Relief-Modesto	1401 F St.	Modesto	95354	Stanislaus	<a href="https://worldreliefmodesto.org/">https://worldreliefmodesto.org/</a> Programs provided by World Relief-Modesto include refugee resettlement, employment services, and youth services.	Lori Aderholt <a href="mailto:Laderholt@wr.org">Laderholt@wr.org</a>	209-521-2448
<b>WIOA 166 &amp; 167 Grantees</b>							
Proteus, Inc.	216 W. 7th Street	Hanford	93230	Kings	<a href="http://www.proteusinc.org/">http://www.proteusinc.org/</a> WIOA 167 Grantee - supports migrant and seasonal farmworker (MSFW) programs.	<a href="mailto:robertoa@proteusinc.org">robertoa@proteusinc.org</a>	(559) 582-9253 (559) 582-1023

<b>Re-Entry Organizations</b>							
Center Point - Avenal State Prison	1 Kings Way	Avenal	93204	Kings	<a href="http://www.cpinc.org/">http://www.cpinc.org/</a> Comprehensive program of counseling, skills training and supportive services.	<a href="mailto:cpmail@cpinc.org">cpmail@cpinc.org</a>	559-386-4323
California State Prison, Corcoran	4001 King Avenue	Corcoran	93212	Kings		Marlene Robicheaux	(559) 992-8800
California Substance Abuse Treatment Facility and State Prison	900 Quebec Avenue	Corcoran	93212	Kings		<a href="mailto:Bonnie.daveiga@cdcr.ca.gov">Bonnie.daveiga@cdcr.ca.gov</a>	(559) 992-7100
<b>Parole Units</b>							
Kings-Tulare County Parole Office	344 W. 5th Street	Hanford	93230	Kings	<a href="http://www.cdcr.ca.gov/Parole/">www.cdcr.ca.gov/Parole/</a>	Spencer Williams, Agent <a href="mailto:Spencer.williams@cdr.ca.gov">Spencer.williams@cdr.ca.gov</a>	(559) 253-4144 x255
<b>County Probation</b>							
Kings County Probation	1424 Forum Dr	Hanford	93230	Kings	<a href="https://www.countyofkings.com/departments/probation-department">https://www.countyofkings.com/departments/probation-department</a>	Wendi Dibble, Division Manager <a href="mailto:Wendi.dibble@co.kings.ca.us">Wendi.dibble@co.kings.ca.us</a>	(559) 852-4328
<b>Local Child Support Agencies</b>							
Kings County Child Support Services	312 W. 7th St. Suite 201	Hanford	93230	Kings	<a href="https://www.countyofkings.com/departments/child-support-services">https://www.countyofkings.com/departments/child-support-services</a>	Barbi Brokhoff, Director <a href="mailto:barbi.brokhoff@co.kings.ca.us">barbi.brokhoff@co.kings.ca.us</a>	559-852-2457
<b>Community Colleges</b>							
College of Sequoias Veteran Resource Dept	915 S. Mooney Bl Sequoia Bldg., Rm. 106 COS Visalia Campus	Visalia	93277	Tulare	<a href="http://www.cos.edu/StudentServices/StudentSupportServices/VeteranServices/Pages/default.aspx">http://www.cos.edu/StudentServices/StudentSupportServices/VeteranServices/Pages/default.aspx</a>	Ashley Martinez, Veteran Resource Coordinator <a href="mailto:ashleym@cos.edu">ashleym@cos.edu</a>	(559) 730-3854
West Hills College Lemoore	555 College Ave	Lemoore	93245	Kings	<a href="http://www.westhillscollge.com">www.westhillscollge.com</a>	Callie Branan, Coordinator of Special Grants <a href="mailto:calliebranan@whccd.edu">calliebranan@whccd.edu</a>	(559) 925-3345
<b>Veteran Services</b>							

WestCare — Hanford	410 E. 7th Street, Suites 5,7,9	Hanford	93230	Kings	<a href="https://www.westcare.com/">https://www.westcare.com/</a> Supportive Services for Veteran Families (SSVF) in Kings and Tulare Counties.	Erica Sanchez, Lead Advocate <a href="mailto:Erica.sanchez@westcare.com">Erica.sanchez@westcare.com</a>	(559) 584-8100
Kings County Veterans Services	1400 W. Lacey Blvd Law Building #4	Hanford	93230	Kings	<a href="http://www.countyofkings.com/departments/general-services/veterans-services">www.countyofkings.com/departments/general- services/veterans-services</a>	Scott Holwell, Veterans Officer <a href="mailto:Scott.holwell@co.kings.ca.us">Scott.holwell@co.kings.ca.us</a>	(559) 852-2669
<b>Misc Agencies</b>							
Employment Development Department	124 N. Irwin St	Hanford	93230	Kings		<a href="mailto:Wendy.lomeli@edd.ca.gov">Wendy.lomeli@edd.ca.gov</a> <a href="mailto:Shelly.tarver@edd.ca.gov">Shelly.tarver@edd.ca.gov</a> <a href="mailto:Danielle.beckett@edd.ca.gov">Danielle.beckett@edd.ca.gov</a>	(559) 230-4101
Kings Community Action Organization	1130 N. 11 <sup>th</sup> Ave	Hanford	93230	Kings	<a href="http://www.kcao.org">www.kcao.org</a>	Jeff Garner, Executive Director	(559) 582-4386
Kings United Way	125 W. 7 <sup>th</sup> Street	Hanford	93230	Kings	<a href="http://www.kingsunitedway.org">www.kingsunitedway.org</a>	<a href="mailto:nanettev@kingsunitedway.org">nanettev@kingsunitedway.org</a>	(559) 584-1536

**Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum**

**Community – October 3, 2018 @ 4:30 PM**

<b>Name (Please Print)</b>	<b>Organization</b>	<b>Phone Number</b>	<b>Email Address</b>
1. Charles West	Employers' Training Resource (ETR) – AB 109	661.635.2725	<a href="mailto:charlesw@kerncounty.com">charlesw@kerncounty.com</a>
2. Yazid Alawoarey	Housing Authority of Kern County	661.631.8500	<a href="mailto:yalawoarey@hernha.org">yalawoarey@hernha.org</a>
3. Ali Morris	INTEG Enterprises & KIM WDB	661.376.8998	<a href="mailto:aement@gmail.com">aement@gmail.com</a>
4. Ruby Awesome	Worknet Merced County	209.724.2042	<a href="mailto:ruby.awesome@countyofmerced.com">ruby.awesome@countyofmerced.com</a>
5. Sonia Jeffrey Webster	3C Coalition	661.863.7557	<a href="mailto:swebster@3ccoalition.com">swebster@3ccoalition.com</a>
6. Christina Garza	EDD	661.635.2606	<a href="mailto:christina.garza@edd.ca.gov">christina.garza@edd.ca.gov</a>
7. John Spaulding	KIM WDB – Building Trades	661.323.7957	<a href="mailto:spauldingclc@yahoo.com">spauldingclc@yahoo.com</a>
8. Ralph Martinez	Community Action Partnership of Kern	661.379.8321	<a href="mailto:rmartinez@capk.org">rmartinez@capk.org</a>
9. Ashley Howard	Kern Regional Center	661.852.3297	<a href="mailto:ahoward@kernrc.org">ahoward@kernrc.org</a>
10. Peggy Langels	ETR	661.336.6907	<a href="mailto:langelso@kerncounty.com">langelso@kerncounty.com</a>
11. Elizabeth Chavez	Kern County Department of Child Support Services	661.868.2824	<a href="mailto:chavez.elizabeth@kernco.cse.ca.gov">chavez.elizabeth@kernco.cse.ca.gov</a>
12. Kathy Campbell	ETR	661.635.2755	<a href="mailto:kathyc@kerncounty.com">kathyc@kerncounty.com</a>
13. Lupe Aguirre	Bakersfield College	661.396.4992	<a href="mailto:lupe.aguirre@bakersfieldcollege.edu">lupe.aguirre@bakersfieldcollege.edu</a>
14. Cindy Collier	Kern Community College District	661.336.5012	<a href="mailto:ccollier@kccd.com">ccollier@kccd.com</a>



<b>Name (Please Print)</b>	<b>Organization</b>	<b>Phone Number</b>	<b>Email Address</b>
15. Margo Ruffin	ETR/WTW (CalWORKS)	661.336.6965	<a href="mailto:ruffin.margo44@gmail.com">ruffin.margo44@gmail.com</a>
16. Cindy Uetz	KC Department of Human Services	661.635.7257	<a href="mailto:uetzc@kerndhs.com">uetzc@kerndhs.com</a>
17. Leo Bautista	The Wonderful Company & KIM WDB	661.332.3274	<a href="mailto:leo.bautista@wonderful.com">leo.bautista@wonderful.com</a>
18. Summer Ashley	CA Department of Rehabilitation	661.395.2525	<a href="mailto:summer.ashley@dor.ca.gov">summer.ashley@dor.ca.gov</a>
19. Tiffany Rocha	Kern County Child Support Services	661.868.2975	<a href="mailto:Rocha.tiffany@kernco.cse.ca.gov">Rocha.tiffany@kernco.cse.ca.gov</a>
20. James Burger	Community Action Partnership of Kern	661.336.5236	<a href="mailto:jburger@capk.org">jburger@capk.org</a>
21. Luanne Santos	ETR	661.635.2735	<a href="mailto:luannes@kerncounty.com">luannes@kerncounty.com</a>
22. Brett Sakemoto	Kern County Department of Child Support Services	661.868.8483	<a href="mailto:sakamoto.brett@kernco.cse.ca.gov">sakamoto.brett@kernco.cse.ca.gov</a>
23. Endee Gujabee	Bakersfield College – Adult Ed	661.303.8814	<a href="mailto:endee.gujabee@bakersfieldcollege.edu">endee.gujabee@bakersfieldcollege.edu</a>
24. Mari Valentin	EDD	661.635.2662	<a href="mailto:maricela.valentin@edd.ca.gov">maricela.valentin@edd.ca.gov</a>
25. Reyna A. Perez	Aspiranet	661.637.9416	<a href="mailto:rperezdeburbank@aspiranet.org">rperezdeburbank@aspiranet.org</a>
26. Sofia Morales	EDD	559.713.5136	<a href="mailto:smorales@edd.ca.gov">smorales@edd.ca.gov</a>
27. Linda Reed	ETR – CalWORKS	661.635.2706	<a href="mailto:lindar@kerncounty.com">lindar@kerncounty.com</a>
28. Michael Saltz	ETR	661.336.6913	<a href="mailto:saltzm@kerncounty.com">saltzm@kerncounty.com</a>
29. Francie Avitia	Mono County DSS	760.924.1789	<a href="mailto:favitia@mono.ca.us">favitia@mono.ca.us</a>
30. Angela Olson	Mono County DSS	760.924.1790	<a href="mailto:aolson@mono.ca.us">aolson@mono.ca.us</a>



**San Joaquin Valley and Associated Counties Regional Planning Unit  
Community Forum on Regional Workforce Planning**

Kings County Public Health Department Auditorium  
330 Campus Drive, Building 5 Hanford, CA 93230

November 6, 2018  
10:00am-12:00pm



Name	Organization	Phone	Email
Aguilar, Sophia	Madera WIB	559-662-4587	<a href="mailto:saguilar@maderaworkforce.org">saguilar@maderaworkforce.org</a>
Andrade, Monica	Tulare WIB	559-713-5200	<a href="mailto:mandrade@tularewib.org">mandrade@tularewib.org</a>
Cooper, Terri	Proteus Inc	559-582-9253	<a href="mailto:terric@proteusinc.org">terric@proteusinc.org</a>
Cruz, Roxanna	Employment Services Tulare County	559-623-0241	<a href="mailto:Rcruz@tularehhsa.org">Rcruz@tularehhsa.org</a>
Daniel, Daivd	WestCare	559-353-0761	<a href="mailto:david.daniel@westcare.com">david.daniel@westcare.com</a>
Espinosa, Jorge	Madera WIB	559-662-4587	<a href="mailto:jespinosa@maderaworkforce.org">jespinosa@maderaworkforce.org</a>
Gonzales, Antoinette	Kings Human Services	559-852-4280	<a href="mailto:antoinette.gonzales@co.kings.ca.us">antoinette.gonzales@co.kings.ca.us</a>
Hernandez, Edith	Tulare WIB	559-713-5216	<a href="mailto:ehernandez@tularewib.org">ehernandez@tularewib.org</a>
LeFils, Julie	Kings Partnership for Prevention	559-423-0781	<a href="mailto:kpfp.coordinator@gmail.com">kpfp.coordinator@gmail.com</a>
Lomeli, Wendy	State of California EDD	559-230-4101	<a href="mailto:wendy.lomeli@edd.ca.gov">wendy.lomeli@edd.ca.gov</a>
Long, Janet	Bank of the West	559-582-4381	<a href="mailto:janet.long@bankofthewest.com">janet.long@bankofthewest.com</a>
Loret De Mola, Nick	Merced WIB	416-276-9898	<a href="mailto:nloretdemola@co.merced.ca.us">nloretdemola@co.merced.ca.us</a>
McMunn, Daivd	Tulare WIB	559-713-5200	<a href="mailto:dmcmunn@tularewib.org">dmcmunn@tularewib.org</a>
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San Joaquin Valley and Associated Counties Regional Planning Unit Regional Planning Community Forum  
 November 13, 2018 5:00pm-7:00pm Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

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Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Community - October 3, 2018 @ 4:30 PM

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Kern, Inyo and Mono Workforce Development Board - Regional Planning Forum

Community - October 3, 2018 @ 4:30 PM

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11.			
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15.			
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17.			

# San Joaquin Valley and Associated Counties Regional Planning Unit

## Regional Planning Community Forum

Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

November 13, 2018 5:00pm-7:00pm

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**San Joaquin Valley and Associated Counties Regional Planning Unit**

**Regional Planning Community Forum**

Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

November 13, 2018 5:00pm-7:00pm

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# San Joaquin Valley and Associated Counties Regional Planning Unit

## Regional Planning Community Forum

Stanislaus County Library Community Room 4835 Sisk Road, Salida CA 95368

November 13, 2018 5:00pm-7:00pm

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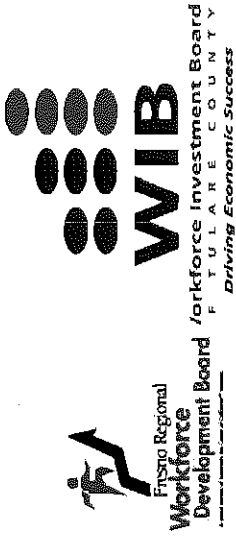


**San Joaquin Valley and Associated Counties Regional Planning Unit  
Community Forum on Regional Workforce Planning**

Kings County Public Health Department Auditorium  
330 Campus Drive, Building 5 Hanford, CA 93230

November 6, 2018  
10:00am-12:00pm

**JTO KINGS COUNTY  
JOB TRAINING OFFICE**



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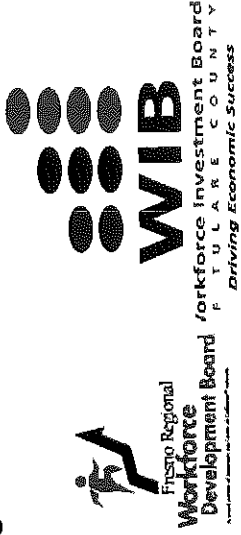
WORKFORCE DEVELOPMENT  
BOARD OF MADERA COUNTY

San Joaquin Valley and Associated Counties Regional Planning Unit  
Community Forum on Regional Workforce Planning



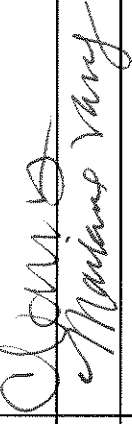








Kings County Public Health Department Auditorium  
330 Campus Drive, Building 5 Hanford, CA 93230

November 6, 2018  
10:00am-12:00pm

**JTO** KINGS COUNTY  
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## Community Forum on Regional Workforce Planning

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### AGENDA

- I. Call to Order
- II. Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification
- III. Purpose of the Regional Community Forum
- IV. Objectives of Regional Community Forum
- V. Consideration of and Discussions on the following topics:
  - A. The Regional Plan suggests that certain groups of job seekers (such as formerly incarcerated individuals, English language learners, persons with disabilities and others) have a difficult time finding work and/or advancing in their careers. In the current strong economy, is this still true?
  - B. Training and the opportunity to attain industry valued credentials is a central feature of the Regional Plan. Is enough training available to meet demand? For those taking part in training, are they able to earn certificates and find jobs?
  - C. Digital literacy skills (the use of technology in the workplace) were identified as a priority for workers. Is this training widely available and is it meeting the needs of workers and employers?
  - D. Based on a 2016 analysis of labor market and economic data, six major industries (advanced manufacturing, construction/public infrastructure, energy, healthcare, transportation and logistics, and value-added agriculture) were identified as priorities. Are job seekers currently able to easily secure employment in these sectors? If there are gaps, what are they?
  - E. If you were writing the Regional Workforce Plan, what would your priorities be and why?
- VI. Adjournment

**COMMUNITY FORUM ON  
REGIONAL WORKFORCE  
COLLABORATION  
IN THE SAN JOAQUIN  
VALLEY AND ADJACENT  
COUNTIES**

**Location**

**Date**

# REGIONAL WORKFORCE PLANNING AND BIENNIAL UPDATES

- ◉ Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- ◉ In 2016, pursuant to “regional coordination” provisions of WIOA, the Governor organized the 45 Boards into 14 Regional Planning Units to address issues that exist at a regional level, affecting areas larger than those covered by a single board.
- ◉ In 2017, all LWDBs and the 14 RPUs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.

- ⦿ In accordance with WIOA requirements, a biennial review of the 4-year Regional and Local Plans is required.
- ⦿ California has established specific guidelines for modifications to the Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

# REGIONAL PLANNING TOPICS - 2019 MODIFICATION

The 2019 modification to the Regional Plan for the San Joaquin Valley and Adjacent Counties Regional Planning will address the following topics:

## ***3 Mandatory Topics***

- ⦿ Formalization of a workforce-corrections partnership.
- ⦿ Self-assessment of regional workforce coordination and alignment
- ⦿ Relationships with Building Trades Councils in support of Multi-Craft Core Curriculum (MC3) construction re-apprenticeship programs.

## ***One Optional Matter***

- ⦿ Modification and updates to the existing plan based on changes to labor market or economic conditions or other factors.



# OBJECTIVES OF THIS FORUM

- Give stakeholders and the community the opportunity to weigh in regional workforce issues
- Learn from practitioners about best practices in meeting service needs
- Identify where there are gaps in services
- Hear recommendations on building and/or strengthening services and programs to address currently unmet needs

## FOR YOUR CONSIDERATION, COMMENT AND RECOMMENDATIONS

- ◉ The Regional Plan suggests that certain groups of job seekers (such as formerly incarcerated individuals, English language learners, persons with disabilities and others) have a difficult time finding work and/or advancing in their careers. In the current strong economy, is this still true?
- ◉ Training and the opportunity to attain industry valued credentials is a central feature of the Regional Plan. Is enough training available to meet demand? For those taking part in training, are they able to earn certificates and find jobs?
- ◉ Digital literacy skills (the use of technology in the workplace) were identified as a priority for workers. Is this training widely available and is it meeting the needs of workers and employers?

- ⦿ Based on a 2016 analysis of labor market and economic data, six major industries (advanced manufacturing, construction/public infrastructure, energy, healthcare, transportation and logistics, and value-added agriculture) were identified as priorities. Are job seekers currently able to easily secure employment in these sectors? If there are gaps, what are they?
- ⦿ If you were writing the Regional Workforce Plan, what would your priorities be and why?

**Thanks!**

**We greatly appreciate your input.**

Regional Planning Forum  
Community  
The Beale Memorial Library  
701 Truxtun Ave, Bakersfield, CA 93301

October 3, 2018

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**John Chamberlin:** The Regional Plan says that we have specific groups of barrier individuals particularly people who were in jail, English Language Learners and people with disabilities are having a hard time finding work or advancing in their careers, has it gotten better or worse?

**Charles West (ETR):** Two years ago the economy wasn't that strong, it's better now. I feel we are headed in a better direction.

**John Chamberlin:** What do we do best as a community? What's our strength?

**Cindy Collier (KCCD):** One of the things I think we are doing really well as a community is an education that we providing within the prisons. The community colleges have started doing inmate education and I think that is a great first step.

**John Chamberlin:** How extensive is it?

**Cindy Collier (KCCD):** It's gigantic, we are serving 8 facilities and 60 different sections of courses.

**John Chamberlin:** How long have you been doing that?

**Cindy Collier (KCCD):** 3 years maybe.

**John Chamberlin:** That is not universal around the country. National data says that the three things that work best in terms of seeing someone get out of jail don't go back to jail are: 1) Getting a degree or certificate in the year before you get out halves the recidivism rate alone; 2) where you live when you get out; and 3) getting a job when you get out and working steadily for the year after contributes to recidivism.

**John Chamberlin:** Anyone else, what we do well to help people getting out of jail?

**Endee Grijalva (BC):** Expanding on Cindy Collier's comment. What we are doing in adult Ed is we are partnering with agencies like Garden Pathways and partnering with our inmate scholars program for the next step. Once they do come out of prison they have a support system in place to continue their education. For those had not identified themselves as college-going we are working to help identify those students and help get them connected over.

**John Chamberlin:** Have you expanded that program in the last couple of years?



**Endee Grijalva (BC):** Actually, that has been in the last couple of months. Adult Ed is fairly new to Bakersfield College. Bakersfield Adult School has been doing some work similarly.

**John Chamberlin:** Do you have a waiting list to get into the programs?

**Endee Grijalva (BC):** No. It's whoever would like the service.

**John Chamberlin:** Other comments on what we are doing well?

**Sonia Webster (3C):** I think that the AB109 program and the attention the CCP has done in supporting community-based organization with assisting people when they get out of prison has provided some support and stability for them to access certain programs and get the additional support that they need.

**John Chamberlin:** A few others, what we are doing well?

**Luanne Santos (ETR):** We do have an AB109 program and we are a partner of the CCP and we have worked with different partners and community agencies and one of the things that we have found is that getting information out to the formerly incarcerated and keeping them motivated because housing and dealing with that blackout period when they have to meet certain requirements when they are in these housing facilities. Sometimes their goal is to find work but their main concern is I need a roof over my head. It's great that we have these partnerships and we are trying to be uniform and trying to reach out to these customers and we are continually changing our processes our team has revamped our program so we don't lose them when they come out of Lerdo or any facility. We have changed our approaches so that we can keep them with us and hopefully continue on with their plan. Also when they have a job for a period of time and they lose it because other factors play in we want to let them know that we are still here so please reach out to us.

**John Chamberlin:** Any gaps you can think of in helping people? Where do people fall in the holes do you think?

**Elizabeth Chavez (KDCSS):** I think Child Support Services is one of the gaps that happen. When they complete their training and seek employment and find a job if they haven't paid their child support their license is suspended and that partnership doesn't exist with our department right now. So I think that is one of the gaps and that really working together so that our customer is successful at employment. Being able to educate them on the income withholding that is mandated and how can we keep them employed by allowing their license to be released and negotiating that with them. We see it all the time we get one payment and then no payments after that and that customer never comes in to talk to us. We have no way to speak to them to educate them on how we can help them to be successful.

**John Chamberlin:** People with disabilities. What do we do best?

**Michael Saltz (ETR):** I think that one of the things that we do best is that we partner with DOR but more importantly we look for grants that specifically help out people with disabilities. We were fortunate enough to get the DEA grant and we were able to assist individuals who were deaf or hard of hearing get employment. We keep records of the people we were able to get employment. ETR actually look at helping and assisting people with disabilities to find employment or helping them get an education whether it is vocationally or in college.

**Ashley Howard (KRC):** Right now through the State of California we have 2 programs right now called paid internship program for our folks with disabilities and our CIE. The State put aside \$29 million dollars for these programs. We are as a County promoting these programs with our vendors and are encouraging them to seek employment in partnership, not as free labor but as our folks are valued employees and really honing in on their strengths, not just a placement. So that if all of their needs are met then what is going to spark them to stay at work and I think that is the key component. Getting their interest because if mom and dad are paying all of the bills then the checks will just pile up and they could care less about the money. But if we could focus on customized employment which happens in bigger cities. I think Kern County could really focus on that, it's starting small but I think that it could really grow.

**John Chamberlin:** How about people with limited English? What do we do best here? What do we struggle with?

**Endee Grijalva (BC):** Under adult education, we harbor a scope of work that is specifically outreach to ESL students. We are seeing people with foreign degrees who are not hireable because they do not have a GED or they don't have the confidence to be able to go out and become employed. So, a lot of our work is specifically directed at supporting those individuals in transitioning into the EMLS we are offering that for credit and non-credit. Non-credit meaning free to them as a student, this is huge because some of them are not California State residents and would not qualify for educational courses as a result. So through those efforts, we are able to get them those skills and the confidence and then get them connected to our job development team and continue on to get them those units transferred or certificates whatever it may be.

**John Chamberlin:** Why does Bakersfield have the highest number of disconnect youth?

**Reyna Perez (Aspiranet):** A lot of the youth have a lot of challenges. It's unbelievable what they have to go through to get employment. A big thing is probably motivation, I have to beg the kids to go to the workshops. As an agency, we don't have a lot of funding to provide them with meals, or gift cards or anything like that would motivate them. A lot of them have trauma, they have transportation issues a lot of the jobs are out in Shafter and they qualify but they don't have transportation and if they use the bus some of these jobs are late in the night and they will tell me, Reyna, I won't work there because I won't catch the bus. Even for college, they will drop Milan because there is not a bus at 9:00 and they were stranded looking for a ride. A lot of them have behavioral problems in our

program we have 18-21-year-olds with so many behavioral problems that sometimes we have to discharge them from our program because the managers want them out of the housing program. So the way that we work is that once they get approved for a program we offer them housing. So they will stay in one of our apartments. So for us to work with the landlords we have to go by their rules which means that if they are not behaving they have to get discharged from the program and then they are homeless. If they are not going to school, not working, or are not AB12 compliant then when they get that court hearing they will be homeless and I have seen a lot of my youth go homeless. I just recently last week a social worker called me and need the progress report for a specific person for this month because he's going to get discharged. He has nowhere to go. They have no family, friends, sometimes even their friends are homeless. I think that these foster youth face a lot of challenges and unless you work with this type of population you really don't know what we go through and we really struggle.

**John Chamberlin:** What works best with your foster youth population? What should we be looking to expand to do a better job?

**Reyna Perez (Aspiranet):** I would say right now we do have good resources. They have access to ETR to help them with training and now we have the EPIC program that we are working closely with so that's a big blessing. Finding a way to motivate them, understand them and not label them. A lot of them are afraid to say that they are foster youth sometimes I go with them but they'll ask me to walk away because wearing this badge identifies me as a staff member. They are embarrassed that they are a foster youth. They have so much potential and we need to find ways to motivate them and let them know that they are so valuable and my kids are very smart and have so much potential but as soon as something happens in their life it crushes them and that is because they don't have support from a family member. I clock in from 8am-5pm and that's it, that's my time with them right now as an employment specialist I'm trying to reach out to the people from America's Job Center from different agencies. Even working with people with disabilities because they probably understand us better as well and just trying to work with them and trying to find places that they can give me one hour nine be motivated. They are our tomorrow and we need them.

**John Chamberlin:** Any other thoughts on why Bakersfield in particular as such a high level of disconnected youth?

**Michael Saltz (ETR):** Regarding ESL through the Workforce Development Board we have a mobile AJCC which goes around all 8,000 miles of Kern County to provide services for individuals, in particular, those who have an English language barrier. In addition, we have Rosetta Stone that's available at all 21 public libraries for free. We are doing other things to help out the English language learners. With regard to the foster youth we are in the infancy stage we are teaming up with ifoster which is an organization that helps out individuals who are fostered youth. This organization helps with mental health issues and job opportunities. Kern High School communicates with local merchants to help get them jobs and ifoster actually deals with them nationally and they will guide them with regards

to interviews so that they can get a job. We are doing whatever we can to help out individuals.

**John Chamberlin:** Are there specific courses or programs where we have a waiting list? and the training supply is inadequate?

**Leo Bautista (KIM WDB):** I can't think of anything that's lacking because we offer quite a few program apprenticeships through our partners. A lot of times our employers are just not aware of all of the services we provide through the various trades and through the various educational services that we have. I think that where we have a "gap" if you will, is our ability to reach out to our employers to truly educate them on what's available and once we are able to bridge that comfort level we might have a spark in hiring if you will. I attended a tour at the Delano facility and they do a really good job at reaching out to the ag community and telling them that we have these services available but I think that can always be enhanced. I think we always have to be promoting the services that we provide.

**John Chamberlin:** If we have adequate training, do the participants get certificates? Are they able to complete it? and do they get jobs? And I understood a little bit of it, Leo, your point and part is working together and marketing those training.

**Leo Bautista (KIM WDB):** In seeing the value of those certificates and what it takes to achieve that.

**John Chamberlin:** Those of you from the College and other educators What training have you created in the last two years that's new or different?

**No name:** One of the best programs I think the colleges have developed that has been created is the baccalaureate degree in industrial automation and through their partnerships through the high schools being able to offer introductory courses through dual enrollment students then can go on and get the associate and then the baccalaureate degree right at BC for a reasonable cost. The degree in industrial automation covers all kinds of areas ag, food, health care, it is wide open. I think that is one of the highlights but they have also expanded and created an HVAC program in Delano that should be opening up real soon, cyber security the list goes on and on. I can tell you that health care is a huge gap in our community the employers in our community are impacted in the community and they can't find enough nurses primarily.

**John Chamberlin:** Nursing or other healthcare where we still have gaps?

**Endee Grijalva (BC):** We actually just started some conversations specifically targeting our homeless population with the Bakersfield Homeless Shelter and the conversation is around getting them hireable and we were looking at the health careers as a potential and the idea came from Sarah Barron and she came up with the public navigator certificate which is little modules and badges of achievement so those motivators that we talked about and trying to keep people engaged but these are early talks. Being innovative on

certificates and the pathways in which to obtain those different levels of certificates something I think we are very much on the forefront of.

**No Name:** Just recently I had a conversation with BHRS and mental health care technicians. Which is an entry level person but it is more like a nursing assistant there is a specialized curriculum that needs to happen to care for the mentally ill and I can tell you we haven't developed it yet because I can't figure out how to develop it but I think health care is a huge red tag. Radiology, technology, ultrasound some of the diagnostic positions are very hard to fill because we don't have enough spaces for those students.

**John Chamberlin:** Other thoughts where we have gaps in other careers?

**Luanne Santos (ETR):** Something that has been surprising for us is the need for truck drivers. It used to be that they had to have at least 2 years of over the road experience and now businesses are trying to grab them even before they are done with training and training is only about 4 weeks long. So, the interest is there but keeping the people who are skilled to go for those jobs the employers are looking for them and that is something that we have to keep up with. We have added another trucking school to our list of vendors.

**John Chamberlin:** What are we doing to make the training more accessible? Or to increase the graduation rate for the hardest to serve groups

**No name:** The colleges are working with high school districts for dual enrollment and so really looking at those programs so that hopefully we can get our students to get six or eight units of education credit. While there still in high school, which literally could lead them straight into a job once they're either in high school or out of high school. It can also give them access to the college so I think that's a huge piece of it. The other part is really focusing on getting those students to realize there are entry and exit points and that there are different levels of education, whether it's a certificate or a degree.

**John Chamberlin:** Is digital literacy still a priority? What are we doing to address the universal need for digital literacy?

**Leo Bautista (KIM WDB):** As an employer. I think the programs address this because they are always looking at the next forefront and how do you do your interview. How do you present yourself? How do you prepare yourself for that? So I think that America's job center they hold the right forums and present that and give everybody an opportunity to go to the programs. So I think that they do a good job of preparing somebody for that. They do a good job preparing soft skills something we should address more is how do we help them with their self-esteem so they maintain those jobs and they look for the next step because as employers we all have different opportunities for advancement and a lot of times they get a job and they want to stay in a job and they don't want to go to the next level because it puts them in a different light or requires them to give more and they're not really ready to do that so what is more important how we get them there. How do we go back and follow up to make sure they're maintaining in their function properly



**John Chamberlin:** What do we do best to help people gain the motivation or the skills to retain a job or move up that we should look to expand or replicate? What do we struggle with? What works best in terms of retention? Should we be asking employers that?

**Elizabeth with child support:** As a County employer, we are actually trying to engage millennial's so they can stay a little bit longer because we know that they are moving constantly trying to look for the next thing that makes them feel good. So we're actually looking at a buddy program so I'm thinking maybe employers with a mentorship program may retain people and so if someone who has never had an example of what it is to go to work every day and you're supposed to call out supposed to be a work on time so maybe finding mentors for them outside of work who have been through that experience already and that can help them prepare for their job. We have had that issue happening in our organization. At one point, and we actually set out to talk about the barrier may be that they have never had a job before. So they've never had a job. We really need to spend some more time setting the standard, what we expect, how do you call in, What are acceptable reasons to call it really so that you're not wasting your sick leave because then when an emergency comes, you don't have that available to you If you've never seen an example of that in your life, especially if your foster child? You may have some of those other struggles that you're dealing with. Maybe some real people that have been successful can help mentor those youth, even those people who have been recently released from incarceration because there are already barriers coming out of that. You have to put on your application that you have a conviction. How do you explain that it is not a barrier for you?

**Leo Bautista (KIM WDB):** You no longer have to put that on an application.

**Elizabeth with child support:** But people may still feel that way and unless you tell them they don't have to do that then they don't know that so in your preparation for them going to the job interview are we setting that for them. I don't know.

**John Chamberlin:** To recap a little bit. It makes it a big difference if your foster kid and you can meet someone else who was a foster kid who succeeded. If you're young African-American kid who has dropped out of school and you meet someone who is just like you, who is making it inspiring and to hook people up with a one on one with someone who lived a life that they can relate to makes a big difference.

**Peggy Langels (ETR):** I think one of the things that might work would be having a coping skills workshop. Okay, so you got a get a job in your boss is something that you don't like what you do? What do you say? You don't walk off the job you cope with that. Who do you talk to? What should your reaction be? Because I think a lot of the times people who really have a worked in a long time or they've never had a really good job and all of a sudden there have one, it's more stress more things happening and they don't know how to cope with that. So instead of coping with that in a proper way they either get mad have a fit or walk off so, I think that is something we need to have workshops on before they even start working.

**John Chamberlin:** Do we have those workshops now for people getting out of jail?  
Okay, so we have those setup.

**Leo Bautista (KIM WDB):** I was just going to echo that because we do a lot to help them get in the door but it's what they do afterward. Now the law is where we don't ask questions and you don't have to put down that you were incarcerated or that you did this. Where it's going to come up is in your background screen, but the job has already been offered and you can't do a background screen until the job has already been offered and then there has to be a truly compelling reason why they can't get that job.

**No Name:** Right, but the form asked have you ever been convicted?

**Leo Bautista (KIM WDB):** That question is no longer asked. It's only asked in their background screen, but that is done by a third party is not done by the employer, so they get the conviction. Say, for instance, just to give you an example, if you had an embezzler apply for a job at an accounting firm well obviously they're not going to be able to get that job, but if you have one that the truck driver that should be a reason for an employer to say no.

**No Name:** Right, what we experience is that people don't mark the box that they have been convicted. When they complete their background check and so because they're afraid to disclose anything when they are completing their paperwork so that excludes them from the position.

**Leo Bautista (KIM WDB):** True because they have falsified their paperwork. It's impressed upon them that they have to be truthful. They pay their debt to society. Most employers are going to say let's go because there aren't enough employees out there.

**No Name:** Exactly.

**Leo Bautista (KIM WDB):** so they have to have faith in the system and building that but more importantly, I think, once they get the job they need to not that I'm asking anyone to lie, but they don't need to tell everybody. They were incarcerated. They go and they share their business and it's nobody business but their own. Those are the classes we need to teach.

**John Chamberlin:** Leo, in your opinion, is the word out to employers? Little ones, as well as big ones and applicants, do they know that they no longer disclose their conviction on an application?

**Leo Bautista (KIM WDB):** It's the law.

**No Name:** unintelligible

**John Chamberlin:** Just because it's the law doesn't mean that the host of applicants know that.

**Leo Bautista (KIM WDB):** Then we need to do a better job of informing our population of their rights.

**John Chamberlin:** I know as someone who rights policies that it easier to write the law than it is to get someone to read it.

**Charles West (ETR):** Concerning your AB109 or reentry individuals, what we do at ETR is we meet them inside the institution. We have an instructor that works with them while they're incarcerated and then as they are released he meets with them again. So that's unique in what we do. So then we take it a step further, inside they don't have access to computers and outside they do so we take some of that as another step. Another thing we do is that we discuss answering that difficult question, it's not so much about what I can't do, and this is what I can do. I amplify that they reinforce what "I am able to do". Job Developers that go out into the community and let them know what do you have for that individual who has a barrier? Who has a blemish? Who has a bump? So you have any position for those individuals? So that interview point doesn't become the conscientiousness of the interview. My employer has allowed me to be certified as a GED proctor so you will see me as a case a case manager, a job developer, you're going to see me in class and all of a sudden you're going to come in here because I told you to better yourself and I'm going to be the one at the desk saying "I'm proud of you" and that's what we do better than anyone else. In larger communities you've got this person, this person, this person and all of these differences and the inconsistencies are what they are accustomed to, they don't embody success. So that again is why I'm so proud. We have ETR, EDD, DHS, and Child Support we all partner together. I can pick up the phone and say give them a chance and they will say he already got a chance, he just doesn't come over, again EDD what are we able to do for them to get them to go in the right direction? We do that very well. The difficult aspect is that we are dealing with a population that just doesn't know how to win and that is the part we have to work on.

**John Chamberlin:** How do we work on that?

**Charles West (ETR):** We continue to be consistent. I've learned through management that you can't save everybody. We look at saving everyone, leaving no one behind and in this population, in what we do, you just can't do that for everyone and that is our frustration. As far as the employers and the difficult questions we're going to make sure that upfront before you come in before you apply, they already know who you are because they have already seen your resume. So then they are looking at an individual. I can't name anyone is here that hasn't had a family member that is perfect and that is the greatness of this community.

**John Chamberlin:** I really appreciate your passion, Charles. One of the themes self-esteem is so huge and looking for ways to get into our programs we have to find the barriers and we focus so much on assessment and what is wrong with you that we don't always give an equal amount to what is your passion and what is right with you. It's the

system and we have to figure out a better way to do that. Focus better on the passion and what we can do to find you a job that fits that passion because there is one out there.

Okay, another question, we did a ton of Labor market data when we were here last. Probably the hardest job my partner David Schindler and I had writing this plan was crunching a ton of Labor data. We distilled down into 6 major industries that are our primary targets manufacturing, construction, public infrastructure, energy, healthcare, transportation, logistics, and agriculture. Are those still our priority? Are there gaps? Can you think of others? And where would they be? And how can we do a better job?

**Michael Saltz (ETR):** I believe that a gap we have is in vocational school. A lot of time high school students have no idea that there is a vocational school in Bakersfield. That is changing. KHSD is making a concerted effort to let students know that there is a vocational school here. In fact, they are building a new one on the South West side of town. Some kids are geared to college and some are geared toward vocational school and I think that has been one of the gaps we have had in our community is that is always being pushed college and college is not the answer for everyone. In fact, quite frankly I know that when you are a lawyer, plumbers and electricians make a lot more than lawyers can and I think that kids need to understand that. It's not that being a plumber or electrician is not a job that they should be disappointed with. It's a job where they can make a lot of money and they can be very proud of.

**John Chamberlin:** If you were telling me what to write into this regional plan, give me 1 or 2 of your process plans to help people with self-esteem? Can you think of anything else that you would prioritize?

**Yazid Alawoarey (Housing Authority):** I think our biggest priority should always be having guest speakers especially at schools. I remember when I was in college I had a class where we had a guest speaker every 2 weeks and it was very inspirational to see somebody go through what I had to go through. At the Housing Authority, we do have after school programs for the kids at our facilities. One of the facilities is for emancipated youth and their outcome is completely different than our adult Section 8. A lot of the people that live there are in our self-sufficiency program and they think they have nothing in common with us. They assume that we went through zero hardships compared to them and when we sit down and talk to them and tell them where we came from they become more encouraged. Then they say "if you can do it" "I can too". When I worked at Community Action Partnership of Kern half of our staff came from the Welfare to work, EPP program about 15% of them graduated the program and found employment about 180 people found employment while I was there. So I think motivational speeches at schools, at community centers, should always be a part. I try to schedule a guest speaker at our facilities because it encourages the kids to take that one step and unfortunately because of their situations a lot of them don't have a lot of self-esteem and they see people that they look up to that look like them and came from where they came from they feel encouraged.

**John Chamberlin:** Other thoughts, priorities that you would have? By the way, we are taking notes and your ideas will be considered. You may have something that someone may not have thought of 2 counties over.

**Sofia Morales (EDD):** The SEAJCC we do really well as partnerships. We have partnership meetings about every month and in those meetings, the different schools are there and housing authority, DHS is there and we can bring anything to the table and I'd like to see more of that.

**John Chamberlin:** More and continued partnership meetings and maybe have people at this meeting would like to be a part of those meetings.

**Reyna Perez (Aspiranet):** I try to different workshops with them as far as teaching them interview skills, and interpersonal skills, how to write a resume, how to complete an application but I also feel it's really important outreach in the community to learn about CAPK and learn about other programs. Sometimes we may not work with the same population and that's ok. I'm part of the hiring committee most of them are with DOR or Regional Center, BARC, Taft College or BC and most of them are foster kids but I'm so lucky that I found them because they have welcomed me into their meetings and we do job clubs so we invite employers which its about 2 employers, I am hosting the next one in November and we are doing the Mayor's Luncheon coming up October 16<sup>th</sup>. Where the Mayor will pick the employer and employee of the year etc. and it's my first time. I've partnered up with another agency the Native American Achievement Career Center, and they have nothing. They have funding and I said let me help you, I love going down to the community center. I put on all the workshops, outreaching to employers. Another agency, Act 1, is doing a workshop for me tomorrow for our kids so they can learn different personalities and then the Native American agency will just pretty much do the incentives and the meals. So I think it's pretty nice that even if you don't work with the same population but if you somehow we can partner up I invited the EPIC program to the workshop and different people because I love to welcome everybody and I want to feel like Bakersfield is going to welcome us as well, so I think partnering up, community outreach, maybe doing more workshops, more events that they feel more engaged with the community they feel more motivated. I know for kids even if for Christmas we ask them what they want and they'll ask for McDonald's because sometimes that is all they know and that's a huge thing. So can we reach out to McDonald's and ask them to give us gift cards? can you guys be a part of this? Can we help them get those barriers out? Are there ways we can help them with transportation? Are there ways we can help them with interviewing clothes? They don't get a lot of money per month and they don't have jobs so employers will turn them down. So can we find employers that are willing to donate? Can we ask the community for that? Can we ask for more discounts for them? Or something that will motivate them, I know there is something out there and I can think of a million different ways that I can write it down. I think it's important that if we all work together and I highly encourage you even if you think of something if you're not working with the same population, we're not getting paid by the same employer but I still feel like somehow we can collaborate.



**Sonia Webster (3C):** I think what I would put as a priority is to be more inclusive. A lot of times we as individuals are working with organizations, but we don't engage the actual participant or client so you really are creating programs or solutions without really engaging the individual and so I think I would try to find a way where you can include the population that you are trying to serve in asking them what they want, but also trying to create and design whatever it is that you know they would end up accessing and let also the nonprofit and the grassroots organizations which I think we have a lot of large nonprofit, but we have grassroots organizations that probably could have been here tonight to give you more feedback because they are working directly in the community where the individuals live and I don't think they get engaged or included in the process.

**Ali Morris (WDB):** One of the things I haven't heard thus far tonight and I believe is the inclusion of entrepreneurial training for individuals that is my passion. I love to teach a training we talked about students coming out not necessarily looking to college may be looking to vocational training. My point is the same when it comes to people looking for jobs, especially when you are an ex-offender. It is a little more difficult to get a job than a person that is out there with maybe even a college degree. I believe there are people out there that can train them on how to start a business. When you start a business and you going after a client track, you don't have to put that you have a record anywhere in your proposal so that levels the playing field and a lot of times. If an ex-offender starts a business, then they are more than likely to hire another ex-offender so that creates jobs. When it comes to our youth. We have entrepreneurial programs and classes for youth if you are talking about motivating the youth and you can show them how to start a business and become successful. That may motivate them more than trying to teach them how to get a skill or find a job. I just believe that engaging them in the entrepreneurial world may be another avenue for us and I have noticed that as a nation we are slowly starting to engage the idea of small business development as a way out of our situation. I think that is something that we should consider.

**John Chamberlin:** They recently did a study in the city of Los Angeles and of their disconnected youth 40% of them were working in the *unintelligible* one-way shape or another, but they didn't know how to grow that into a full-time income and maybe some training would help with that. Another issue is that a lot of people are coming out of the retail business. Now the Amazon affect people buying things online. How many of you get a package a week delivered at your house? It has a big effect on retail in one week, 24,000 people were laid off from retail jobs. It affects a lot of people's lives.

Final thoughts, Ruby?

**Ruby Awesome:** I just want to say I have heard great things tonight, especially the passion that everyone shares helping their individuals here in the community, but there something that I wanted to touch on regarding the reentry population and the discussion around the application checkmark box and how it's law. Anything can be put into law, we can following the rules that we like that we like. However, that doesn't change the fact that there's a stigma out there that we can talk to those lawyers and say you need this off your application, but they also have a stigma on them, and it's our job when we work with

these individuals at this level it's a bigger issue when they go out there because right here I can say you're doing a great job. I'm so proud of you they're still stepping out that door. They are still going out there saying I'm going to this job interview and once they are reaching that step they go through that process with their fingerprinting saying they can appeal and hit the job, but that person still knows about them. They are making that judgment and it's hard to motivate that one person who probably came out after 20 or 30 years and 20 or 30 years ago it was nothing like it is today. Technology has grown, communities have grown education has changed a lot and I just wanted to say that a greater discussion of our reentry population is not only in our workforce arena and behavioral health motivating. It is also stigma just so that we take away that self-fulfilling prophecy status from them and empower them not only individually but empower employers to see them as individuals that can grow and flourish and so with that said, it just takes a village.

**Michael Saltz (ETR):** I just want to thank everyone for attending tonight. In addition, I want to thank John for coming and talking about the regional plan the next convening is going to happen on October 24, 2018, here (The Beale Library) at 1:30 to 3:30 PM. In addition, I also want to thank Ruby Awesome for coming down from Merced to assist in this process I want to take the board members for attending It is great to see so many of them here. I would also like to thank the director of child support services for being here. Although John talked about the regional plan and he made reference to the local plan . The local plan is just as important as a regional plan on November 1, 2018, and November 8, 2018. We are going to have topics and all of you have received the flyer. Not only do I hope that you continue to attend the regional planning forum but also the local planning forum for because that is where we will be taking information similar to what John is doing so that way we can prepare a local plan that is representative of our region. Please make sure that you attend if you can. Thank you so much for attending.

## Regional Community Forum

November 13, 2018 5:00pm – 7:00pm

Stanislaus County Library, Community Room 4835 Sisk Road, Salida CA 95368

### FOR YOUR CONSIDERATION, COMMENT AND RECOMMENDATIONS

1. The Regional Plan suggests that certain groups of job seekers (such as formerly incarcerated individuals, English language learners, persons with disabilities and others) have a difficult time finding work and/or advancing in their careers. In the current strong economy, is this still true?

David Shinder: Shrinking of the applicant pool, creates new opportunity. Some job requirements seem to be non-negotiable, even in a strong labor market. But with such a small labor market, there are some requirements that can now be achieved. Workers that previously worked in the fields seasonally, are now finding work year-round, pay higher wages and less labor intensive. This is a good time to better market and brand our system to businesses and job seekers. Workforce needs statewide branding and good marketing campaign outlining services, trainings and other opportunities we offer. Different marketing required for different targeted populations.

Andy Fiskum: Our local economy has an unemployment rate of 5.5-5.6%. Since labor pool is smaller, employers are hiring persons with barriers that they wouldn't normally look at in a stronger economy.

John Solis: More employers are coming into the AJCC's as well as at Job Fairs, looking for qualified candidates trying to get the edge over other employers. Still difficult for job seekers that are timid, not really looking to be employed, and long term unemployed.

April Potter: Some employers are loosening their requirements for applicants, in order to expand the labor pool.

Dan Bava: It is still very hard to find workers to work in the fields.

Terese Gardner: Deaf & hard of hearing individuals are historically severely under-employed, because perspective employers are not sure how to make accommodations. DOR can provide devices to help aid in employment and offer

OJT's, but the DOR services that are offered aren't marketed very well. These groups are usually helped by a strong economy, but it isn't happening currently.

Chris Savage: For Gallo- The local workforce is shrinking at a higher skill set level, but no problem in the lower skill set levels. From a Workforce viewpoint- we need to BRAND statewide using clear, concise information.

J.D. Virgen: Small business owner that caters to the Spanish-speaking population. They are going to jobs that have the benefits available. That is how employers will get them to stay at a job. Get the word out on TV and Radio of what Worknet is, and that there are ways for Worknet to help them get jobs.

Karen Blades: Friends Outside is a non-profit organization and radio gives them free airtime, so that's how they market their services of job searching and training.

**2. Training and the opportunity to attain industry valued credentials is a central feature of the Regional Plan. Is enough training available to meet demand? For those taking part in training, are they able to earn certificates and find jobs?**

David Shinder: As jobs continue to change, and need emerges, we look to business to be the trainer to fit their needs. Then, over time educational institutions will take over the trainings, but work with businesses to get training started timely. Adult Schools provide career pathways for business (modular training). Job loss due to industry change. Localized trainings to the extent of specific employer.

April Potter: Data shows that there is not sufficient industry training available. There are plenty of certificate trainings, but not to meet industry needs that will result in jobs. There is a significant skills gap in the home health care sector.

John Solis: There are many new growth industries where there are no training programs available, so they rely on OJT's to gain the needed skill sets. Under WIOA we are required to work with businesses. Adult Schools are developing career pathways with employers, and other certification programs that will build on skills to get them to their employment goals.

Patty Virgen: Utilizing the Adult Schools to provide relevant trainings with flexibility. Private Schools- too expensive. Community Colleges- have course length too long.

Chris Savage: Food processing is losing jobs. More job losses due to industry changes. Localized trainings (such as the VOLT institute) that help with local industry and their needs.

Sylvia Jimenez: Golden Valley has a program that takes students that complete their degree, monitor them to verify their skill sets and incorporate them into their

workforce as their employees. If areas are missing, such as people skills, they are retrained before going on to the facilities.

**3. Digital literacy skills (the use of technology in the workplace) were identified as a priority for workers. Is this training widely available and is it meeting the needs of workers and employers?**

David Shinder: Still lacking... there is no workaround for digital literacy skills. It is in every sector, market and industry. AJCC's are doing own digital literacy skills training. More marketing needed to let job seekers know where to go for training. Digital literacy is the other needed skill that needs to be taught. Training methods will vary from target group to target group. Making sure that computer skills transfer from educational institutions to the work world. Focus on customized digital literacy skills.

Patty Virgen: It has gotten better/ ie. Everyone has cellphones. More online applications. Still big need for more training. AJCC's doing own trainings. Previously incarcerated are lacking these skills.

April Potter: The library is offering computer access to many. A lot of trainings available that people don't know about.

John Solis: There is a need to change the culture. Make requirement in schools, adult schools and AJCC's for required digital literacy skills classes, like they do for English & Math in schools. Slowly moving in that direction, but not there yet.

Dustin Pack: The local schools are implementing it is in schools with assignment of laptops and notebook computers, but they are only using for school work and losing it when they are leaving school and have not learned how to use for job searching and other computer skills needed in work settings. Skills are still lacking.

Karen Blades: Friends Outside incorporates digital literacy skills into their training. Maybe more in-house training rather than sending them out to outside training schools. More focus on individuals.

April Potter: More focus on targeted job-based computer skills.

**4. Based on a 2016 analysis of labor market and economic data, six major industries (advanced manufacturing, construction/public infrastructure, energy, healthcare, transportation and logistics, and value-added agriculture) were identified as priorities. Are job seekers currently able to easily secure employment in these sectors? If there are gaps, what are they?**

David Shinder: With the recession and current economy, we have probably seen the most changes in the construction industry.



April Potter: Add in Cyber Security... coming to the valley.

Belinda Petate-Chan: Seeing an increase in construction jobs in the current economy.

**5. If you were writing the Regional Workforce Plan, what would your priorities be and why?**

David Shinder:

April Potter: Get industry at the table to lead the conversation.

Elena Mangahas: More non-traditional jobs for women. Construction, energy, and transportation.

Terese Gardner: Customized employment to meet the needs of workers.

John Solis: Focusing on the need for jobs for the aging population, for those re-entering the job force. Don't lose sight of the energy sector, it is growing at a rate of 25% right now.

**San Joaquin Valley and Associated Counties Regional Planning Unit  
Community Forum on Regional Workforce Planning.  
November 6, 2018                      10:00am-12:00pm                      Hanford, CA**

**Meeting Minutes**

**Attendees:** Lance Lippincott, David Schinder, Vince Velo, Laura Magana, Sophia Aguilar, Monica Andrade, Roxanna Cruz, David Daniel, Jorge Espinosa, Wendy Lomeli, Janet Long, David McMunn, Terri Cooper, Janine Medina, Rich Mostert, Corinna Pereira, Olivia Rodriguez, Michael Salinas, Tracie Scott-Contreras, Nancy Silva, Genobeva Snowden, Celeste VanAnne, Maiknue Vang, Spencer Williams, Phyllis Stogbauer, Antoinette Gonzales, Maria Rodriguez-Lopez, Edith Hernandez, Donette Silva-Carter, Julie Lefils, Nicolas L, Ivan

- I. **Call to order:** Kings County Economic and Workforce Director Lance Lippincott called the meeting to order at 10:00 am and introduced presenter David Schinder, Regional Consultant for the Central Valley.
  
- II. **Overview of 4-Year Regional Workforce Plans and Requirements for Biennial Review and Modification:** David Schinder explained the Workforce Innovation and Opportunity Act (WIOA) is the federal legislative piece by which every Workforce Development program is operated under. The State of California has 45 distinct Workforce Development Boards. In 2016 the Governor organized the Boards into 14 Regional Planning Units. There are eight local Workforce Development Boards in the Central Valley. The State requires a 4-year Regional-Local Plan; the current plan covers 2017-2021. The State is requiring modifications to the plan due in 2019. The state is requiring to look at the following three topics: formalizing partnerships; self-assessments of regional workforce coordination and alignment; and meetings with local Trade Councils that over see apprenticeship programs.
  
- III. **The Purpose of the Regional Community Forum:** David Schinder explained that the State is requiring Regional Community Forums to secure state holder and community input in preparation to updating the existing plans based on changes to the economy or labor market. Kings County is part of the Central California Workforce Collaborative (CCWC).
  
- IV. **Objectives of Regional Community Forum:** The Regional Community Forum’s objective is to hear recommendations on building and strengthening services or programs, identify gaps in services, learn about best practices and it give the community the opportunity to weigh in on regional workforce issues.
  
- V. **Consideration of and Discussions on the following topics:**
  - A. **The Regional Plan suggest that certain groups of job seekers (Such as formerly incarcerated individuals, English language learners, persons with disabilities and others)**

**have a difficult time finding work and/or advancing in their careers. In the current strong economy, is this still true?**

*Tracie Scott-Contreras - Madera WIB:* Reported what she is seeing in their community is those who have marketable skills perhaps mid-level skills or higher are having very little difficulty in finding employment. However, the individuals that have multiple barriers are struggling. The interventions that are necessary to assist those individuals with barriers take much longer and require a lot of support.

*Wendy Lomeli - State of California EDD:* EDD serves a variety of individuals such as Veterans, re-entry, recently released, and youth who have different barriers. However, the expectations of employers can make it difficult for individuals with barriers to be hired. Employers can be accommodating for shorter periods of time but are not accommodating for longer periods of time for those that need it.

*Rich Mostert - Tulare WIB:* Tulare County has two main industries Health and Industrial/Manufacturing. Employers are becoming more creative due to staff shortage. More job fairs are coming up, and employers are doing more hiring on the spot. Many companies are using Workforce Training Programs prior to hiring. These training programs work with individuals that have barriers.

*Maria Rodriquez-Lopez - Kings Human Services Agency:* Reported that the English language learners do not have a difficult time finding employment because they work in the agriculture sector, the difficulties they have is advancing in there careers because of the language barrier.

*Tracie Scott-Contreras - Madera WIB:* Reports the better their relationship with employers the more likely employers will take a chance in hiring employees they normally wouldn't. Especially, with some of the incentives offered such as on the job training and tax credit. Tracie also sees there is a struggle with people taking advantage of educational services available to them to move up in their careers due to working full-time jobs to support the families; working 10 hour days or having two jobs having; or only have one car.

*Corinna Pereira - West Hills Community College:* West Hills College is seeing more youth enrollment as they are taking courses to transfer to a four-year university. They have short term programs and are trying to add night and weekend classes however, they are not filling those classes. West Hills is constantly canceling classes due to lack of enrollment. People are just not making that committee. Individuals do not see the worth of the sacrifice for training. West Hills is also trying to build programs outside of season. Corinna recognizes that people are also struggling in the registering process. The college is now going into businesses and asking for most valuable employees and are willing to create a program to develop these employees. The college is educating employers how they are a training facility.

*Julie Lefils – Kings Partnership for Prevention:* Julie believes when advancing in a career it's about leadership development.

*Michael Salinas - United Way of Fresno & Madera:* Michael is a strong supporter of communication and building partnership. Fresno just developed Career Technical Education Charter (CTEC) High School. They understand there is a huge bubble for poverty and underserved and uneducated individuals. Michael mentions there is a smaller bubble where you have education, businesses and entrepreneurship. All these bubbles need to communicate and work together for the same mission.

*Janine Medina - Sequoias Adult Education Consortium:* The Sequoias Adult Education Consortium serves youth and adult population in Kings and Tulare Counties. What they are noticing is that basic education classes or English as a second language classes are not filling up as quickly. Janine mainly works with currently incarcerated students and with the advanced manufacturing programs. Janine reports the welding and industrial maintenance programs are impacted with waiting list. They have employers that are calling them to get the names of students finishing manufacturing and healthcare programs. They are at a point of doing lottery for these programs as there are so many students that want to enroll.

**B. Training and the opportunity to attain industry valued credentials is a central feature of the Regional Plan. Is enough training available to meet demand? For those taking part in training, are they able to earn certificates and find jobs?**

*Antoinette Gonzales – Kings County Human Services Agency:* West Hills Community College has expanded their English as a second language courses which are being filled up with older population. The adults are now understanding in order to grown they must speak English. They are also pushing their children to further their education.

*Janine Medina – Sequoias Adult Education Consortium:* Janine does not feel there are enough trainings available. Some of the programs in healthcare, manufacturing and welding are very expensive to start up due to the cost of the equipment. The students that go through these programs are acquiring the actual skill but are lacking soft skills. They don't know how to interview, be a team player or be punctual. These industries have big employment potential as beginning salary can be higher than for those obtaining a bachelor's degree.

*Rich Mostert - Tulare Workforce Investment Board:* Reports that a big issue for the College of the Sequoias is they cannot find instructors.

*Corinna Pereira – West Hills Community College:* West Hills Community College is developing new programs, Corinna feels there is enough training and resources available. Corinna expresses there is not a pipeline to notify people of the programs they offer. They have classes that constantly get cancelled due to lack of enrollment. This also affects the instructor as they are left wondering what their income may be and may choose to work somewhere else.

*Phyllis Stogbauer: Fresno Workforce Connection:* Fresno doesn't have a lack of training, there's a lack of individuals that are interested and want to take the time to go into training. Recently Amazon opened a facility in Fresno, while Fresno Community College was willing to

work with Amazon on a training program. Amazon was not interested in training for their employees. They are finding that employers are more interested in soft skills and obtaining employees whom they are able to train themselves.

*Maiknue Vang – Madera Workforce:* Maiknue expresses seeing the most difficult to serve individuals have multiple barriers. They have grants that specifically target these individuals. In their disability program enrollment numbers have not increased. As previously said these individuals have several needs. However, these individuals are needing immediate employment to fulfill their basic needs and are finding employment where employers are not requiring training.

*Spencer Williams – State of California Parole:* Opportunities are available for the population they work with however, individuals are not interested in training and lack life and technical skills.

*Celeste VanAnne – State of California Parole:* Celeste works with a population that are stagnates and lack a bigger vision. These individuals do not seek resources or to go out to job fairs. For this type of populations, it may take reaching out to them in their own neighborhoods.

*Tracie Scott-Contreras - Madera WIB:* Commented that individuals that come into the center are looking for immediate work. They can help them find immediate work but if they lack soft skills three weeks later they will be back at the center. This is a cycle that takes time for them to understand. Soft skills are not easy to teach in a workshops. Unfortunately, for many of these individual's soft skills were not modeled to them and it takes time for them to build these skills and what they are noticing that some give up before achieving these skills.

*Phyllis Stogbauer: Fresno Workforce Connection:* Fresno has a two-week workshop which evaluates individual's soft skills. After identify areas that need improvement an individual works through an online course. Fresno understands they need to change the way they do business. They are working on getting individuals employment and seeing how to keep these individuals engage to continue working with them. They are looking at their flow and now have a population that is going to take more time and a different path.

*Michael Salinas - United Way of Fresno & Madera:* Michael believes cultural plays a huge role in the workforce. Instructors can create a multi-cultural environment but they also have to have knowledge and respect to the background of students. However, employers are lacking understanding the culture of their desired employees. By understanding the culture employers can work with employees on what motivates them and further develop their employee.

*Wendy Lomeli – State of California EDD:* Wendy explained with their Youth program they are working more with those individuals that are showing interest to be served.

*Rich Mostert – Tulare Workforce Investment Board:* Tulare County has made a lot of effort to build a bridge from the education side to employment side. They are prioritizing education and having employers come into classrooms and explain the essentials they are looking for besides having the actual skill.



*David McMunn – Tulare Workforce Investment Board:* Tulare County is partnering with probation department on working with individuals on soft skills training. After this an individual is referred to the One-Stop. They are working with Human Services Agency on subsidized employment experience program where they are put individuals to work on a one-week job readiness then transitioned to a job experience program.

**C. Digital literacy skills (the use of technology in the workplace) were identified as a priority for workers. Is this training widely available and is it meeting the needs of workers and employers?**

*David McMunn – Tulare Workforce Investment Board:* As looking into the future many jobs will be replaced by robots. We now need to understand the net gain and loss of future jobs. There will be new employment to produce, train and repair robots. We need to start focusing in adaptability and creativity skills. With the evolution of technology from robots to having virtual meetings it's important to start training in digital literacy.

*Tracie Scott-Contreras - Madera WIB:* Tracie mention the younger generation's digital literacy, does not translate into the work environment. Social media and texting literacy is not typically transferable into the workforce. The primary working age population may struggle to use a computer. They may only have the One-Stops for digital access.

*Nick Loret De Mola – Worknet Merced County:* Merced is training their Employment and Training Specialist on digital literacy. For those individuals that are seeking services they are looking at their social media profiles. This is important as employers nowadays will look up on social medial potential employees.

*Corinna Pereira – West Hills Community College:* Corinna reports with her own staff she struggles with Access skills which are needed to run reports. They are working on improving. In addition, they are coaching customers in completing applications, resumes and cover letters. They are working with Kings County Office of Education to run these support programs for customers.

*Genobeva (Gigi) Snowden – Employment Connection of Visalia:* Gigi explained she likes to hold workshops where individuals are engaged, entertained and enthusiastic. Going beyond addressing social media profiles she also addresses the importance of a proper email address.

*Wendy Lomeli – State of California EDD:* Explained the struggles with the younger population in having the appropriate digital literacy. They are training and coaching individuals as they are not meeting the needs of employers.

*David McMunn – Tulare Workforce Investment Board:* David commented from observing his daughter who is in High School, not only are they experts in social media, but schools are also requiring students to submit assignments electronically.

*Genobeva (Gigi) Snowden – Employment Connection of Visalia:* Gigi reflects how when she was in school students would physically meet to do work, now her 8<sup>th</sup> grade daughter does everything online. Employment Connection of Visalia partnered with Fresno State University to provide digital literacy training. The university came to their facility to provide digital literacy training classes at different levels.

*Janine Medina - Sequoias Adult Education Consortium:* Janine has a challenge with her incarcerated students learning digital literacy. Some of these individuals that are released lack technology skills and do not have access to technology. These individuals have a hard time transitioning into the workforce or school.

*Wendy Lomeli – State of California EDD:* Wendy explains how staff is constantly educating customers on using their UI online program.

*Phyllis Stogbauer: Fresno Workforce Connection:* Addresses the struggle of customers that do not have any internet access because it's not available in their area.

- D. Based on a 2016 analysis of labor market and economic data, six major industries (advanced manufacturing, construction/public infrastructure, energy, healthcare, transportation and logistics, and value-added agriculture) were identified as priorities. Are job seekers currently able to easily secure employment in these sectors? If there are gaps, what are they?**

*Tracie Scott-Contreras - Madera WIB:* Tracie states securing employment depends on the industry. An individual getting a class A truck driving license can go to work tomorrow. For individuals receiving Welding and Maintenance Mechanic Certificates employment depends on the employer's needs. An individual may receive a welding certificate yet an employer may need a stainless steel welder which is not necessarily what is being taught. It's important for certification programs to keep up with employer needs. But the ability for these program to keep up can be a challenge due to the equipment and the technology needed.

*Corinna Pereira – West Hills Community College:* Corinna addresses the lengthy process for curriculums and getting them approved. She also explained in the construction industry Unions are contracting constructions workers to work on commercial/industrial projects. This is causing a lack of residential constructions workers. Apprenticeships are looking for the best people but at times they are not employed all year round. Corinna would like to see a diversity of workers in every industry.

- E. If you were writing the Regional Workforce Plan, what would your priorities be and why?**

Attendees would like to hospitality, entrepreneurship and cross-sector's skills training implemented into the plan.

**PUBLIC NOTICE**

**2019 BIENNIAL MODIFICATION  
TO THE Strategic 2017-2021 Re-  
gional and Local Workforce De-  
velopment Plan for Title I of the  
Workforce Innovation & Opportu-  
nity Act for the Merced County  
Local Workforce Development  
Area**

The Workforce Development Board of Merced County is requesting public comment on the 2019 Biennial modification to the 2017-2021 drafts of the Strategic Regional and Local Workforce Development Plans. Funding for the services to be delivered under the plans is provided through Title I of the federal Workforce Innovation and Opportunity Act.

The plans will be available for review from Friday, February 1, 2019 through Saturday, March 2, 2019. Copies of the plans will be available at the Workforce Assistance Center at 1205 W. 18th Street in Merced between the hours of 9:00 a.m. and 3:00 p.m. Monday through Friday. The draft plans are also posted on the Workforce Investment - Worknet of Merced County web page at <https://www.co.merced.ca.us/858/Public-Notices>.

For further information please contact Nick Loret De Mola, Deputy Director, Workforce Investment at (209) 724-2041.  
MER/AS/LC/CN/LB- 4057420 2/1, 2, 6



## **Loret De Mola, Nick**

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**Subject:** San Joaquin Valley Regional Workforce Plan open for public comment

Good morning,

The regional planning unit comprising the Workforce Development Boards of the San Joaquin Valley and Associated Counties have officially released their Regional Workforce Plan Update for public comment. We strongly encourage feedback by all stakeholders and the public, and also encourage you to pass this notice on to your mailing lists.

The link to the Regional Plan is located at <https://worknetmerced.com/resources/publications/>

Thank you,

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