



America's **JobCenter**  
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**Workforce Innovation and Opportunity Act  
(WIOA)  
Local Plan  
Program Year 2021-2024**

**Local Workforce Development Area:**

Name: Monterey County Workforce Development Board (MCWDB)

Date of Submission: April 30, 2021

Contact Person: Chris Donnelly, MCWDB Executive Director

Contact Person's Phone Number: (831) 759-6644

## Executive Summary

The Monterey County Workforce Development Board (MCWDB) is a division within the Monterey County Administrators Office of Intergovernmental and Legislative Affairs Divisions. The MCWDB is proud to present the 2021-2024 Local Plan in accordance with the Regional and Local Planning Guidance issued on January 29, 2021.

The Local Plan is a WIOA requirement that aims to demonstrate operational alignment with the strategic objectives outlined in the accompanying Regional Plan, promote coordination with local partners, and showcase key service delivery strategies. This local plan explores the extent of braided resources, support provided to relevant workforce system partners, and strategic partnerships.

The 2021-2024 Local Plan takes a deeper dive into local operational systems and processes stemming from the vision outlined in the Regional Plan. The Local Plan covers a range of topics, with particular emphasis on CalFresh Employment and Training services; coordination with Local Child Support Agencies (LCSAs); alignment with Comprehensive Integrated Employment (CIE) Blueprint and serving those with developmental and intellectual disabilities; supporting frontline staff in digital fluency, distance learning, and cultural competencies; Rapid Response and Layoff Aversion Activities, Youth Workforce activities; and the fulfillment of AJCC Operator duties.

A key component of the Local Plan is the coordination and collaboration with local workforce partners to accomplish the visions laid out in the Regional Plan. The Local Plan highlights some of the key cooperative agreements and core partnerships defined under WIOA section 121, including WIOA Title II, WIOA Title III, WIOA Title IV, and Carl Perkins Technical Education.

The 2021-2024 Local Plan was developed with input and support from key stakeholders, ensuring that the vision and goals outlined in this plan are aligned with local partners.

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## WIOA Core and Required Partner Coordination

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

The Monterey County Workforce Development Board (MCWDB) is a part of a national effort to provide quality employment and training services to job seekers and employers. The MCWDB collaborates with various county agencies and programs, schools, colleges and the business community as described in the WIOA Memorandum of Understanding.

The MCWDB's MOU with the partners has identified three priority areas to coordinate the services and resources in partnership with core partners of the AJCC delivery system. The priority areas include:

- 1. Employer Engagement** – The MCWDB seeks to increase engagement with employers to meet the workforce needs of priority sectors of the local and regional economies. The MCWDB strives toward employer engagement efforts that align job seeker services with industry needs and have increased focus on small employers and priority industry sectors. The MCWDB pilots common measures for all partners to use to track employer services and employer engagement activities. MCWDB partners also build on existing employer engagement efforts, such as the Slingshot Initiative, and LMI data systems to strengthen what works and avoid duplication of earn-and-learn models of training. These efforts include internships, customized training, incumbent worker training, and apprenticeships.
- 2. Aligning Career Pathways and Sector Strategies** – The MCWDB seeks to increase the number of individuals who obtain a marketable and industry-recognized credentials or degrees through the development of career pathways that align to regional sector strategies that create multiple entry and exit points for job seekers and align programs with in-demand industries and occupations. The MCWDB and its Business Services Team focus on convening employers in the priority industry sectors to better understand their needs. The MCWDB also works with community colleges and other training providers to develop and define a strategy for aligning training and education curricula with industry-valued credentials in each target sector. There is also emphasis on ensuring that these credentials are stackable and provide onramps to sector pathways. Additionally, the AJCCs coordinate with youth service providers to increase service for out-of-school and disconnected youth, and develop new work experience opportunities in the priority sectors that represent on-ramps into regional career pathways. The MCWDB continues to work on strategies to develop and test measures for the AJCCs to better track progress in reaching the goal of self-sufficiency for youth and adults. Some of these measures include tracking livable wages, retention rates, credential and skill attainment, customer satisfaction surveys of job quality, and the number of job placements at Economic and Background Analysis.

3. **System Alignment and Accountability** – This includes supporting system alignment, service integration, and continuous improvement. The MCWDB is working to identify ways to reduce duplication in service delivery and in fiscal operations by enhancing partner presence at the AJCCs and developing common customer flow protocols (intake, assessment, referral) to align the system with human-centered design principles. The AJCCs partners will continue to build a stronger partnership to better serve hard-to-serve target populations in the area, especially those who are basic skills deficient and limited English populations. These partnerships will focus on ongoing discussions of co-location, streamlined intake and assessment, and resource sharing. The MCWDB will work collaboratively with its North Central Coast RPU partners to identify possible methods to minimize costs related to procurement, staff training, data systems, and evaluation tools through cost sharing. The MCWDB will also collaborate with its partners to ensure cross-training is offered to AJCC partner agencies, increase staff awareness of how to serve customers with special emphasis on customers who are unemployed, underemployed, low skilled, low-income, veterans, individuals with disabilities, youth, and other at-risk populations. By focusing efforts on these priorities and strategies, the MCWDB will make progress towards achieving its vision and promoting continuous improvement in its performance measures over time.

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

The MCWDB believes strong relationships with educational institutions are critical for many of the services the AJCC delivers on a regular basis. To facilitate the development of career pathways and co-enrollment, MCWDB makes sure there is regular communication between institutions. This helps coordinate education and workforce activities with secondary and postsecondary programs.

Across the North Central Coast Region, the MCWDB has worked with the local workforce development boards to align local area policies to include a commitment to co-enroll participants so that if a participant moves from one region to another with the North Central Coast RPU, they may receive uninterrupted services. The SB1 program is another commitment to co-enroll participants that the newly formed North Central Coast Region is involved in. The SB1 Program is a Tri-County apprenticeship preparation program designed for the construction industry that helps prepare applicants to enter and succeed in a registered apprenticeship program. This program is a grant awarded by the State California Workforce Development Board, supporting High Road Construction Careers.

The MCWDB strongly encourages its service providers to pursue co-enrollment in Title I youth services and Title II adult education programs that foster collaboration, educational persistence,

and provide a valuable steppingstone to occupational credentials and higher wages. Through referrals and/or co-enrollment, MCWDB's service providers work with its Title II adult education partners to develop additional credentialing benchmarks. This coordination ensures basic and occupational skills can be developed on a short timeline that quickly re-inserts participants into the labor force--even if only on a part-time basis--while continuing their education or training. Additionally, all core partner programs will continue to develop and foster strong partnerships with Department of Rehabilitation to identify eligible customers for co-enrollment. Every effort is made to accommodate customer needs through adaptive services and accessible meeting space through the multiple satellite AJCC locations.

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

The MCWDB and AJCC partners have developed mechanisms to offer services through the use of technology in the last year, in major part due to the coronavirus pandemic requiring the AJCCs and partners to shutter their doors for walk-ins and appointments. Therefore, the MCWDB went out for RFQ's to provide customers the opportunity to continue to access the services of the AJCCs and also be provided training where online training is possible. The following services are provided to ensure the one-stop delivery system, including in remote areas through the use of technology are being offered:

- Premier Virtual One Stop system offering interactive virtual Job Fairs
- AJCC partners offering virtual one stop services and programs to all customers
- MCWDB offering Business Engagement services online including several grants to small businesses ranging from \$1,500 to \$10,000 to support Business through the pandemic to remain open with substantial changes.

Phone and virtual appointments are also available to those interested. To set up appointments, customers only need to call the numbers that are readily accessible on the MCWDB website. The MCWDB also offers up to \$800 in utility assistance for those who qualify under-COVID-19 related criteria.

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

The MCWDB adopted a supportive services policy which establishes supportive service limitations, based on funding availability, for each enrolled WIOA Title I adult, dislocated

worker, and youth customer. This broad policy incorporates detailed supportive service requirements, including the development and retention of appropriate documentation of the need for, and provision of, supportive services. To facilitate the success of participants, the MCWDB continues its partnership with program providers and education providers to offer supportive service to eligible individuals to remediate external barriers to employment such as transportation issues, childcare and other appropriate supportive needs. Details of the supportive service strategy is detailed in the AJCC MOU through a matrix of service offerings that outline which partners provide services, including supportive services, and how customers might have access to the services offered in-house, remotely, or via brochure or handout.

## **State Strategic Partner Coordination**

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

In light of the COVID-19 pandemic and the substantial impacts among traditionally underserved populations, the Monterey County Workforce Development Board's work with the County Health and Human Services Agencies and County Department of Social Services to ensure access to CalFresh Employment and Training Services has taken on increased importance.

Aside from COVID-19-related collaboration, the MCWDB continues a number of activities to reinforce cooperation between the agencies. For instance, the MCWDB has held public comment and listening sessions to review and improve CalFresh Employment & Training for Individuals with Disabilities. The MCWDB also continues to disburse WIOA funds to support and enhance training programs and services in the local area that are outside of the traditional funding sources like CalWORKS, PELL Grants and Wagner/Peyser funds. The MCWDB will also continue to work with the Monterey County Department of Social Services to maximize resources and enrollment opportunities within the CalFresh program. The AJCC's in Monterey County will also continue to work with local Community Based Organizations (CBOs) and other partners to better serve formerly-incarcerated individuals, non-custodial parents, and those afflicted by the pandemic.

The Referral system developed in the process of drafting the 2017-2020 Local Plan continues to ensure that there is integrated access and interaction of services and supports. This means that local partners can refer and serve any individual in the system. It is important that customers are able to start in one system and flawlessly enter or transfer to other programs and partners. This is especially true during a time when face-to-face interactions should be limited. Monthly AJCC meetings will continue to seek input and feedback in order to maximize the effectiveness of the system and increase efficiencies.

As outlined in the RPU’s 2021-2024 Regional Plan, sector pathways that provide “high road” jobs with living wages, upward mobility, and benefits will continue to receive particular attention and support. The MCWDB understands that placing individuals into low-paying jobs with no prospects of advancement merely extends the challenges customers face. The MCWDB will continue to work with Social Services agencies and education providers to enhance and support entry into “high-road” pathways.

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

The COVID-19 pandemic has reinforced the importance of local and regional partnerships. The Bright Beginnings Early Childhood Development Initiative is a coalition of partners looking to provide coordinated support for emergency early childhood care and education. This county-wide initiative connects essential workers with the childcare they need and supports parents who are adapting to Shelter-in-Place orders. In addition to these partnerships, the MCWDB also provides up to \$800 in housing, utility, or childcare assistance for individuals who meet the COVID-19-related requirements.

The MCWDB continues to rely heavily on feedback and input from the County Child Support Services Agency and relevant CBOs to better understand the opportunities to improve Child Support Services. The MCWDB continues to host monthly meetings with CBOs and faith-based organizations to discuss how to best serve program participants so that they may continue to advance in their professional careers while their child receives quality care. Once again, braided supports and integrated offerings are an essential component in the success of these programs.

The MCWDB and partners—including the Local Child Support Agency (LCSA) and Adult Education Block Grant (AEBG) partners—will continue to holding meetings and work together to identify and connect noncustodial parents to resources available to them. The MCWDB’s partnership with the LCSA also works to support unemployed, underemployed, and payment-delinquent non-custodial parents. A continued goal of this partnership is additional family law facilitators, who work with recently-released individuals to access support services and return as contributing members to society. The LCSA and MCWDB partnership also works with Encompass Community Services, which provides assistance and support in finding employment to parent groups and fathers.

The GEO Re-entry program is another collaborative effort between the LCSA and MCWDB. The GEO Re-entry programs work with justice-involved individuals in evidence-based treatment and supervision programs. The MCWDB-LCSA partnership provides support services for noncustodial parents to enter, retain, and advance in their current work or educational goals. These goals are often geared towards entry into “high road” jobs, so individuals who successfully complete these programs are able to sustain themselves and their families.



The MCWDB-LCSA partnership continues to develop and enhance the referral and outreach processes. The introduction of referrals to LCSA has enhanced efficiency across support providers, and expanded the offerings available through braided resources. In addition to referral systems supported by the MCWDB, the LCSA holds outreach programs within communities to encourage application and participation.

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

The MCWDB works closely with the Department of Rehabilitation (DOR) in order to help improve opportunities for persons with disabilities and developmental disabilities. Much of the current partnership stems from an agreement outlined by the DOR and the State Board, which highlights four main policy priorities for the DOR. The four priorities are: services to youth, employer engagement, capacity building, and Competitive Integrated Employment (CIE). MCWDB works with the DOR to support all four of these priorities.

In 2018 the partnership agreement was adapted to require Local Boards and Regional Planning Units to include specific planning guidance in their regional and local plans. This strengthened partnership has led to a number of changes, including co-location of DOR staff at AJCC's eight hours per month. This time is often spent providing training and updated guidance to better assist AJCC customers. The DOR also holds monthly meetings with AJCC staff to discuss strategies and opportunities for collaboration. This close partnership helps support capacity building and provide disability awareness training to a broader audience. This close partnership also results in a better integration of services and resources.

The MCWDB also works with the DOR to provide employer engagement services that include sharing information on employer incentives, requirements, and best practices for hiring individuals with disabilities. The DOR also provides input on Regional Plans, targeted industries, and prioritized careers, geared particularly towards youth and individuals with disabilities. The DOR also offers on-the-job trainings for customers with intellectual or developmental disabilities. The MCWDB will also continue to work with the DOR on Competitive Integrated Employment strategies through coordination with AJCC, stakeholder meetings, and collaboration on regional strategy and policy.

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

Community-based organizations (CBOs) play a large role in the MCWDB’s efforts to serve individuals who are English language learners, foreign born, and/or refugees. Monterey County has five different WIOA Title II Adult Education and Literacy partners, including the Gonzales Adult School, Monterey Adult School, Pacific Grove Adult School, Salinas Adult School, and Soledad Adult School. MCWDB also works with Hartnell College, Salinas Valley Adult Education Consortium, and Monterey Peninsula College on Carl Perkins Career Technology Education programs. As emphasized in the 2021-2024 Regional Plan, the mission of MCWDB and its partners is to help individuals get the necessary skills and education to attain high road jobs that pay living wages and offer upward career mobility within Monterey County.

The One Stop Operator continues to hold monthly meetings with Partners including Adult Education that works with English Language Learners. Some providers have had to shutter their doors due to COVID-19, but others, including CASAS, MCOE/Hartnell, and Deferred Action Childhood Arrivals, continue to provide updates at the monthly meetings that discuss where ESL classes are being held, outreach for those qualifying for Youth programs, the training for cross cultural Customer Service by partners, and others.

Local partners are often the best way of connecting to those in need. In this regard, MCWDB tries to work with as many CBOs, non-profits, and other organizations to develop a better sense of who is in need and what services are needed. For example, the undocumented community—which is typically comprised of individuals who are hesitant to reach out to local government—are primarily supported by three non-profits. By partnering with these non-profits and assisting them in their specific services—paid internships, GED attainment, and dependent support services—the MCWDB is able to assist populations that otherwise may go unnoticed and unserved.

The MCWDB also works with partner agencies to ensure that they are focusing on these historically underserved populations. The revamped referral process has led to the substantial improvement of the provision of interconnected resources among these populations. The MCWDB website also now includes a list of AJCC partner organizations and their partner programs.

## **WIOA Title I Coordination**

Training and/or professional development that will be provided to frontline staff to gain and expand proficiency in digital fluency and distance learning.

The MCWDB provides ongoing training and/or professional development to staff and partners' staff on ongoing basis to ensure customers receive the utmost in professional service. The requirements of digital literacy are constantly changing in line with the ways in which technology is being used and how to get the most out of it. This means that improving the digital literacy of staff is key when it comes to ensuring MCWDB can remain effective and efficient. The MCWDB is committed to continue to provide staff the necessary skills to stay competitive. Upskilling our staff is an ongoing goal designed to ensure that staff are up-to-date with technological skills needed to navigate our increasingly digital world. Below is a list of the key areas we are looking at that could help boost the digital literacy of our staff. These will be provided by webinars by qualified trainers.

- Communication and collaboration
  - Social media
  - Digital tools
  - Concepts around the digital era
  - Skills needed for digital engagement
- Cybersecurity Knowledge of possible security risks
  - How to reduce them
  - What to do in the case of a cyberattack
  - How staff actions can cause risks
- The law and ethics
  - Sharing information via email
  - Discussing business or clients on social media
  - Issues surrounding confidentiality

Training and/or professional development that will be provided to frontline staff to ensure cultural competencies and an understanding of the experiences of trauma exposed populations.

The MCWDB provides ongoing training and professional development to staff and partner's staff on ongoing basis to ensure customers receive the utmost in professional service. In 2020 MCWDB initiated its WIOA University trainings for our staff, a catalog of workforce professional trainings. WIOA Staff and Partners Staff are obligated to complete 40 hours of training annually. MCWDB has made the Dynamic Works Professional Development Certification Training available to all staff. The Foundations of Workforce Development Professional Certification contains 9 courses and a Final Certification Exam. These professional competency courses are developed around the National Association for Workforce Development Professionals (NAWDP) core competency defined areas. We are very pleased with the results of

our Dynamic Works Workforce Professional Certification Program where we had 37 staff participate and a 95% completion rate by the end of 2020.

The MCWDB continues to work with its partners to ensure that cultural competence and understanding of the experiences of trauma exposed populations are integrated into daily operations and execution of duties. This includes annual instruction, as per the Health and Human Services agencies, so all staff understand the need to support the behaviors, attitudes, and policies that come together in a unified system. This will also provide professionals with the toolkit to enable them to work effectively in cross-cultural situations.

MCWDB is currently working on developing an ongoing training curriculum and manual for Professional Development for front line WIOA and Partner staff in Trauma Informed Care. This training will help staff understand the causes and symptoms of trauma, how they can relate to people in a trauma-aware manner and contribute to the healing process. This curriculum and manual will give staff a new level of understanding about trauma so they can make sure that their work helps to support people on the road to recovery. This past year we began our Trauma Informed Care trainings with a three-part Social Emotional Learning Workshop on the therapeutic principles of trauma-informed care.

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

The primary purpose of Rapid Response is to enable affected workers to return to work as quickly as possible following a layoff, or to prevent layoffs altogether. To accomplish this, the MCWDB and its regional partners, applied for a grant (RPI 2.0) to build infrastructure necessary to maximize resources for the region. The goals of the RPU Slingshot 2.0 were to create a regional and uniform approach to Business Services alignment and regional sector analysis. By developing the regional system, the local system of businesses and employees have benefitted by having a region-wide uniform approach to supporting business with quick and timely layoff aversion activities. This uniformity has streamlined efficiency and the timely provision of services.

The MCWDB also engages with the regional partners and statewide partners in quarterly meetings for roundtable discussion of best practices, that are then brought back and implemented at the local level. The MCWDB and regional partners hold quarterly Business Engagement and Rapid Response meetings, though these meetings have recently transitioned to Zoom online conference with participation from each local jurisdiction. At these conference meetings the region discusses best practices, provides updates on how to deliver a common message, and participates in region-wide training.

By April of 2020, the importance of the Rapid Response and Layoff Aversion Activities programs were on full display from the impacts COVID-19 brought to the businesses in Monterey County. The MCWDB programs offer services to employers and employees alike. Employers can receive benefits that include On-the-Job Training that is reimbursed up to 50% of cost, access to the CalJOBS system (including job postings and labor market information), and resources available to employees. Some employee benefits include access to a wide range of free online courses from top providers of Massive Open Online Courses (MOOCs) like Coursera and EdX, which hosts courses by Harvard, MIT, and others. Employees can also get access to job readiness assessments and resume and interview preparation.

SkillUp Monterey is an initiative that provides access to over 5,000 online courses covering topics ranging from Microsoft Office to Leadership to Customer Service. SkillUp Monterey also includes access to career pathways tools and certification training, including IT Professional Certifications like COMPTIA and Amazon AWS Certified Developer. These resources and online training are available to residents of all ages who register and who are currently working with a career advisor.

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

The MCWDB adopted the WIOA Adult Program Priority of Service policy to provide guidance to the AJCC delivery system partners on how to meet the priority of service requirements. The policy states that priority of service must be given to recipients of public assistance, low-income individuals, individuals who are basic skills deficient, or veterans and their eligible spouses. Adults who receive services from WIOA-funded staff beyond self-service and information must be determined eligible, enrolled, and considered a participant for WIOA Title I services.

Individualized career services and training services must be given on a priority basis, regardless of funding levels. First priority is given to veterans and eligible spouses who are low-income, including recipients of public assistance or those who are basic skills deficient. Second priority is given to individuals who are low-income, including recipients of public assistance, or those who are basic skills deficient. Other eligible individuals who do not meet the aforementioned priorities may still be enrolled as participants in the WIOA adult program. Veterans and eligible spouses that are not low-income, recipients of public assistance, or basic skills deficient are not included in the required 51-percent priority of service calculation. Prior to the adoption of this policy, Monterey County has had a long history of serving these special populations through its WIOA adult program.

Monterey County Works is a series of initiatives by the MCWDB that are designed to provide dislocated and COVID-19 displaced workers with learning and paid work opportunities. One initiative, the Monterey County H.E.L.P program provides workers impacted by COVID-19 with 20 weeks of paid work experience. Under this program, workers assist at the local Food Banks of Monterey County and Santa Cruz County, as well as the Coalition of Homeless Service Providers in Monterey County. The Alternative Housing Site Worker Program provides those who qualify to assist at Alternative Housing Sites that are designed to temporarily house COVID-19 positive and COVID-19 exposed residents who cannot safely isolate otherwise. The Monterey County Wildfire Restoration Project allows those who qualify to access 20 weeks of paid work experience while earning \$17.50 per an hour for up to 32 hours a week.

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

The MCWDB has designed youth services to be completely integrated into the AJCC delivery system in Monterey County. Youth workforce development activities and services are provided through the AJCC delivery system utilizing WIOA and specialized grant project funds. Services are provided by Equus (Rescare) and Turning Point of Central California, as well as other workforce and community partners. All youth are given access to the AJCC delivery system that connects them with the full range of basic career services available in Monterey County. During the initial orientation and intake process, youth customers are asked to self-identify special needs and/or requirements to determine eligibility and priority of service. An intake assessment is used to assess language and or accessibility needs, and steps are taken to ensure meaningful access is available to limited English proficient customers, including determining the need to provide interpreting services.

AJCC service providers also administer the Test for Adult Basic Education (TABE), which helps to identify basic skills deficiencies. The results are reviewed and used to assure appropriate services are coordinated and provided to participants. To achieve alignment, Monterey County has transitioned its AJCC partners to use the Comprehensive Adult Student Assessment System (CASAS) as its primary standardized assessment instrument. WIOA eligible youth also participate in a comprehensive objective assessment to identify their skills, aptitudes, career interests, and service needs. Age appropriate assessment tools are used to fully engage youth in the process. Based on the assessment results, an Individual Service Strategy (ISS) is developed. This ISS identifies short- and long-term goals and activities to support goal attainment. Eligible youth are offered to choose from 14 youth program elements. Local area youth service providers have the flexibility to determine what specific services a youth will receive based upon the youth's assessment and service strategy. However, it is the policy of the

MCWDB to ensure that all 14 youth program elements are available to youth in Monterey County through its WIOA youth funded programs and service providers.

The MCWDB is also committed to assisting individuals with disabilities--including youth--and providing a barrier-free environment where individuals can seek to receive employment related services. MCWDB will ensure that resources are available through the AJCC delivery system, as required for individuals with disabilities. As also required, the AJCC delivery system is evaluated on a regular basis by an EEO officer to ensure its facilities are accessible to, and usable by, individuals with disabilities. Currently, the comprehensive AJCC and satellite locations are evaluated to be accessible to individuals with disabilities.

Members who serve on the full MCWDB and youth ad-hoc roundtable represent business, adult education, housing authority, K-12 education, apprenticeship training programs, youth in-school, organizations with experience in youth activities, and community-based organizations. Together, these experts help to create policy and guidelines for the AJCC delivery system to follow to meet the needs of youth, especially those who have barriers to employment. MCWDB also works with the Department of Rehabilitation and other partner organizations with expertise in serving individuals with disabilities, including youth, to seek advice on improving service access and service delivery in the AJCC comprehensive and satellite locations.

In an effort to increase the number of career pathway programs in demand industries, the MCWDB developed initiatives from past MCWDB retreats that focuses on workforce development and educational and training opportunities at various stages along a career pathway. These revamped initiatives allow workers to develop a foundation for future advancement to higher paid jobs as they progress. As a result, the MCWDB's Youth Committee (now ad-hoc workgroup) championed the idea of formulating and implementing a speaker's bureau with a goal of connecting individuals from trades and businesses to talk with students to make them aware of future high-wage, high-demand career opportunities and the educational requirements, while promoting a "classroom to the careers" mindset. In an effort to ensure continuous improvement of its WIOA programs, services and performance management, the MCWDB has taken the lead to administer a regional grant to host North Central Coast RPU training sessions for all providers and workforce stakeholders. As needed, technical assistance is provided to selected providers to further develop staff capacity in working with the various target populations, including youth.

Among specific programs, the MCWDB and the Monterey Bay Collaborative offer a Pre-Apprenticeship program that provides participants with hands on experience in the field and health and safety certifications. This Pre-Apprenticeship Program offers transition opportunities to a number of apprenticeships, including Boilermakers, Bricklayers, Electricians, Iron Workers, and Carpenters. Many of these occupations were identified as key occupations in target industry clusters in the 2021-2024 North Central Coast Regional Plan.

Along with skills and experience like blueprint reading, applied mathematics for construction, and green construction techniques, participants receive an OSHA 10-hour safety certification, a CPR and First Aid certification, and sexual harassment identification and prevention training.

This program is open to anyone with a high school diploma or GED, but veterans, women, and young adults (those ages 18-25) are given preference.

The MCWDB also offers Monterey Cadre, a program for young adults ages 18 to 24 to participate and give back to the community while also fostering responsibility, leadership, and critical thinking. The 12-week program helps develop workplace skills such as coordination with others, confidence, teamwork, efficiency, and professionalism. The humanitarian projects help lay the foundation for more informed citizens with the capacity to inspire and mobilize others.

A description about how the Local Board fulfills the duties of the AJCC Operator and/or the Career Services Provider as outlined in WSD19-13 (PDF), Selection of AJCC Operators and Career Services Providers. This should include the name(s) and role(s) of all entities the Local Board contracts with.

The MCWDB follows the Monterey County and local procurement policies which involves a Request for Proposal (RFP) process to ensure fair and objective decision-making when awarding grant funds to qualified applicants. The competitive procurement process is in accordance with the Office of Management and Budget (OMB) Uniform Administrative requirements, Cost Principles, and Audit Requirements for Federal Awards.

The MCWDB uses the competitive procurement process to select the One-Stop Operator of the local AJCC delivery system in accordance with WIOA section 121 (d)(2)(A). The MCWDB is similarly using a competitive procurement process to award grants or contracts to youth service providers, in accordance with WIOA section 123(a).

The Career Services Committee of the MCWDB is established and composed of MCWDB members as recommended by the MCWDB Chair to inform, assist, and make recommendations to the Executive Committee and the full MCWDB on developing and overseeing the operations of the AJCC and partners to the comprehensive Adult, Dislocated Worker, Youth Programs, and other WIOA programs, to review and make recommendations regarding youth initiatives, and to assist with the selection of eligible providers for these programs based on outcomes of a competitive process.

The Local Board assures that it will select the One-Stop Operator with the agreement of the CEO, through a competitive process, or with approval from the local elected official and the Governor's Office.

The current AJCC Operator and provider of Adult, Dislocated Worker, and Youth Program Services is:

Arbor E&T, LLC dba ResCare Workforce Services (Equus)  
344 Salinas Street, Suite 201  
Salinas, CA 93901



Additional Youth Program Provider is:  
Turning Point, Inc.  
427 Pajaro Street, #2  
Salinas, CA 93901

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**Appendix A: Stakeholder and Community Engagement Summary**

**Appendix B: Public Comments Received That Disagree with the Local Plan**

**Appendix C: Signature Page**

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