

**WIB Executive Committee
Action Item
December 10, 2014**

AGENDA ITEM NUMBER: 4.1

ITEM: Accept recommendation for proposed use of remaining Adult/Dislocated Worker PY 13-14 carryover funds

ACTION REQUIRED:

It is requested that the Executive Committee of the San Luis Obispo County Workforce Investment Board (WIB) review and approve the use of PY 13-14 WIA Adult and Dislocated Worker carry over funds described below.

SUMMARY NARRATIVE:

The WIB Executive Committee approved an initial plan for PY 13-14 carryover funds at the October 8, 2014 meeting. A total of \$145,577 in Adult and Dislocated Worker funds remained following the approval of the planned obligations as outlined in the October 8, 2014 Executive Committee agenda item. The current provider of WIA Adult and Dislocated Worker services, Goodwill Industries, submitted a request to utilize these available funds. This request was reviewed at the November 24, 2014 meeting of the One-Stop System Leadership Committee.

The contractor/Goodwill Industries has proposed a plan requesting to utilize these funds to support Adult and Dislocated Worker services through:

1. Improving information-technology (IT) infrastructure for remote service delivery (approximately \$35,000)
 - Increase employer and job seeker engagement through video orientation, hardware to provide virtual services from AJCC site to job seekers in other locations, webcams and microphones to stream workshops and training sessions online, televisions and hardware to broadcast live and recorded training sessions, and control content displayed to locations throughout the county.
2. Improved Job Seeker and Employer Services marketing materials (approximately \$15,000)
 - Generate re-branded, strategic marketing materials targeted at the expanded services available through the Workforce Innovation and Opportunity Act (WIOA) legislation.
3. Job Seeker Assessments (approximately \$6,000)
 - Improve quality of services to job seekers through comprehensive assessments to identify strengths, barriers, and support job readiness. These assessments will build upon the current assessment tools utilized by AJCC staff and customers to target specific individualized needs, help job seekers make more informed career

decisions, and provide job seekers the language needed to market themselves and their skills effectively. This includes adding an on-line component to the assessment tools utilized by the AJCC.

4. Certification Fees:

(approximately \$18,000)

- Provide 120 job seekers with the ability to obtain industry-recognized certification upon completion of Metrix Learning, an on-line coursework curriculum.

5. Accessible Sit/Stand Workstation

(approximately \$6,000)

- Improve accessibility to meet varying needs of job seekers through purchase and installation of a power workstation and computer with accessibility features and an adjustable chair.

6. Additional Temporary Staff

(approximately \$16,000)

- Increase resource room staff assistance for Universal Access to facilitate ongoing staff development/training on case management, employer services, provision of services under WIOA, and other identified need areas.

Totaling \$96,000 in anticipated costs.

BUDGET/FINANCIAL IMPACT:

All PY 13-14 carryover funds must be utilized by June 30, 2015 per WIA regulations. Strategic use of any additional carryover funds available following procurement of these services will be discussed in consultation with the contractor to identify additional means of supporting AJCC service provision. All funds proposed above will be outlined in detail in a revised budget and budget narrative sections of the AJCC Operator contract with Goodwill which will be brought to the Board of Supervisor for final approval. Procurement details and records will be maintained in accordance with WIA and/or County purchasing regulations.

STAFF COMMENTS:

Granting the contractor/Goodwill's request for use of the PY 13-14 carryover funds supports the current needs identified in coordination with the WIB including: necessity for remote service delivery to provide county-wide services; preparation for implementation of WIOA through purchasing new technology and equipment which will assist in increasing services to individuals with disabilities as required under WIOA; and staff training to improve quality of services and increase staff knowledge of service provision under WIOA.

**Executive Committee
INFORMATION ITEM
December 10, 2014**

AGENDA ITEM NO: 4.2

SUBJECT: Receive PY 13-14 Performance Review Report.

ACTION REQUIRED: Receive an overview of PY 13-14 performance for the San Luis Obispo County local workforce investment area.

SUMMARY NARRATIVE:

The California Workforce Investment Board (CWIB) proposed new PY 14-15 goals that were consistent with our historical performance goals and lower than 13-14 goals as the CWIB raised our goals last year in an attempt to "right size" performance for the State. The CWIB believe that if areas are achieving greater than 100% of performance then they are either not serving enough job seekers or their goals are too low.

The CWIB's elevating the local area's goals last year coincided with the first full year of the Integrated Service Delivery (ISD) model and a year where the local area enrolled 600+ people (40% of all unique visitors) into services that count towards performance (self service doesn't count towards performance). In negotiating with the State for PY13-14, WIB staff explained changes in the service delivery strategy and acknowledged that the area may not achieve the negotiated goal. The CWIB committed to lower these (future) goals if PY 13-14 performance outcomes were not met.

The local area missed the entered employment rate for both Adult and Dislocated Workers by 3% and 2% respectively. As a result, local rates for PY14-15 were renegotiated and are now significantly lower (63%) for the two groups. The State says that given the local service delivery strategy and increase in customers enrolled that it will take a year for our performance to set and so it may be lowered again next year. See attachment 4.2a for a detailed history of local performance outcomes.

There is not an immediate consequence to failing to meet performance. However, if the local area fails to meet the same measure for three years in a row there could be an impact; which includes replacing the local board. The WIA Program Manager is reviewing interventions and tracking systems to better manage performance. New performance measures for WIOA take effect July 2016.

BUDGET OR FINANCIAL IMPACT:

There is no financial impact.

STAFF COMMENTS:

The Administrative Entity for the WIB and the WIA Services Manager seek to ensure that the Executive Committee is aware of local performance outcomes.

WORKFORCE INVESTMENT BOARD
of San Luis Obispo County

CWIB Annual Report Tables – Local Performance – Program Years 2007-2014

Participants							
	PY 07-08	PY 08-09	PY 09-10	PY 10-11	PY 11-12	PY 12-13	PY 13-14
Total Served							
Adults	40	32	105	133	354	419	599
Dislocated Workers	58	54	95	134	194	301	183
Youth	108	62	80	95	128	85	127
Total Exitters							
Adults	24	10	35	73	207	252	1272
Dislocated Workers	35	17	24	68	116	154	212
Youth	87	30	35	66	93	39	49

Success Rate – Adult and Dislocated Workers							
	PY 07-08	PY 08-09	PY 09-10	PY 10-11	PY 11-12	PY 12-13	PY 13-14
Entered Employment							
Adults	101.12%	59.40%	99.2%	138.89%	112.0%	98.0%	77.0%
Dislocated Workers	118.89%	101.41%	93.8%	129.87%	111.0%	101.0%	78.0%
Retention Rate							
Adults	104.79%	79.84%	106.5%	89.82%	92.0%	99.0%	95.0%
Dislocated Workers	88.13%	91.16%	102.2%	107.28%	105.0%	100.0%	97.0%
Average Earnings							
Adults	153.16%	106.69%	84.9%	124.66%	138.3%	123.0%	100.0%
Dislocated Workers	130.34%	108.85%	104.8%	103.66%	110.7%	111.0%	93.0%

Success Rate – Youth (14-21)							
	PY 07-08	PY 08-09	PY 09-10	PY 10-11	PY 11-12	PY 12-13	PY 13-14
Placement in Employment or Education	61.02%	48.26%	79.7%	108.26%	111.0%	106.0%	91.0%
Attainment of Degree or Certificate	74.07%	98.29%	96.7%	143.44%	129.0%	110.0%	108.0%
Literacy or Numeracy Gains	0.0%	0.0%	0.0%	62.5%	243.0%	175.0%	121.0%

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AGENDA ITEM NO: 4.3

SUBJECT: Receive Update on Workforce Innovation and Opportunity Act (WIOA) Implementation, Ceasing the One Stop System Leadership Committee, and Implementing a WIOA Ad Hoc Committee

ACTION REQUIRED: Receive an update on WIOA implementation activities and request that the WIB Chair designate an Ad Hoc committee for WIOA implementation.

SUMMARY NARRATIVE:

Implementation of the WIOA is being led at the national level by the Department of Labor and at the state level by the State Labor and Workforce Development Agency which oversees both the California Workforce Investment Board (CWIB) and the Employment Development Department (EDD). These entities will provide policy and programmatic guidance for the implementation of WIOA. Similarly, the California Workforce Association (CWA) is leading the capacity building process among local WIBs to ensure that local boards and staff are positioned for successful implementation. As a member of the CWA, local WIB staff will be sharing information on performance, partnerships, and expectations as these become known. The first step in this process was inviting WIB members and other system stakeholders to the WIOA Orientation event held on November 7, 2014.

Additional local input is needed in the coordination and delivery of services to job seekers, employers, and businesses under the new WIOA which takes effect July 1, 2015. Therefore, the Administrative Entity for the WIB is requesting that the Chair of the WIB appoint an ad hoc committee to serve during the remainder of the 14-15 program year to provide input and advice on issues related to the implementation of the WIOA to the full WIB, Administrative Entity, and providers. Further, the Administrative Entity requests that the Executive Committee disband the One Stop System Leadership (OSSL) committee, which is a standing committee of the WIB as many of its members would be on the ad hoc committee. An ad hoc committee allows maximum flexibility for stakeholder involvement as it is a limited term, limited scope committee and therefore is required to adhere to the Brown Act.

BUDGET OR FINANCIAL IMPACT:

There is no financial impact.

STAFF COMMENTS:

Upon approval, the Administrative Entity for the WIB will include information/oversight reports currently under the purview of the OSSL Committee with the Executive Committee.

**Executive Committee
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AGENDA ITEM NO: 4.4

SUBJECT: Receive Overview of Strategic Initiatives for PY 14-15.

ACTION REQUIRED: Receive an overview of proposed strategic initiatives for program year (PY) 14-15.

SUMMARY NARRATIVE:

Local Area's are to expend 80% of their PY 14-15 funds by June 30, 2015. As part of the annual budget planning process, the Administrative Entity proposed uses for the majority of funds; however, the State issued a finding regarding the appropriateness of underwriting the countywide economic strategy and therefore some funding remains unobligated as of December 10, 2014. Additionally, implementation of the new Workforce Innovation and Opportunity Act (WIOA) which takes effect July 1, 2014 will require heightened focus on strategic areas such as layoff aversion and business engagement services, career pathways initiatives, and sector strategies in our local growth industries.

The WIA Services Manager and Administrative Entity are proposing securing professional consultant services for the following:

- Early Warning System (Rapid Response funds) – secure consultant services to assist the WIB in identifying what is required for such a system and the design for our local area.
- Business Services design (Rapid Response funds) - secure consultant services to identify the best strategy for approach, connection, engagement and services based on an existing environmental scan of service providers and the make- up of our local business community (small business, retail etc). This information would inform a subsequent business engagement request for proposal for PY15-16 service delivery
- Regional Business Services Approach(Rapid Response funds) – secure consultant services to recommend an approach that best meets the shared interests of the Santa Barbara County and San Luis Obispo County WIBs as it relates to ways to provide a regional approach to business services in SLO's south county area and the northern area of Santa Barbara county(Santa Maria).
- Career Pathways (Adult and Dislocated Worker funds) – – secure consultant services to assist local staff in pulling together existing information to guide the WIB in coordinating its work with Cuesta's existing Career Pathways(CP) efforts as well as any

new efforts from pending CP applications submitted by local and regional educational institutions. Ideally, the WIB would be the conduit for communications and engagement between education and employer partners. A consultant could assist WIB staff in identifying the progression in positions within an occupation (career ladders) as well as the education and training part of occupations (career pathways) within the Health, Building Design, and ICT sectors.

- Sector Work (Adult/Dislocated Worker/Rapid Response funds) – secure consultant services to assist WIB staff focusing on regional sector strategies (growth industries in common with our northern and southern neighbors).

BUDGET OR FINANCIAL IMPACT:

Proposed projects will be funding with the \$25,000 in the Strategic Initiatives line item of the PY14-15 WIB Set-Aside budget, unspent Rapid Response funding, and remaining undesignated PY13-14 carryover. A spending plan will be submitted to the Executive Committee once final amounts are known.

STAFF COMMENTS:

The Administrative Entity for the WIB and the WIA Services Manager seek to ensure that the Executive Committee is aware of pending projects. Any resulting contracts will be brought back to the Executive Committee for approval.