

Santa Barbara County Workforce Development Board Plan 2017-20
Draft 3-13-2017

A-B. VISION – STRATEGIC PLANNING AND IMPLEMENTATION

Santa Barbara County Workforce Development Board (SBWDB) is part of the Coastal Regional Planning Unit (CRPU), an 11,783-square mile area along California’s central coast that also includes Local Workforce Development Areas in: Santa Cruz County, Monterey County, and San Luis Obispo County. The CRPU has pursued strategic regional initiatives, such as a SlingShot Accelerating Income Mobility \$1,000,000 award to promote healthcare industry growth in the region. SBWDB aligns with regional initiatives. For example, SBWDB aligns with the SlingShot award by providing access to 24 local health care training programs and by providing career placements with local health care institutions.

i. SBWDB Strategic Vision to Support Regional Economic Growth and Economic Self Sufficiency

SBWDB’s strategic vision aligns with that described in the California Workforce Development Strategic Plan (State Plan): Skills attainment for upward mobility and shared prosperity, achieved through the following three policy objectives: 1. Fostering demand-driven skills attainment; 2. Enabling upward mobility; and 3. Aligning, coordinating, and integrating programs and services.

SBWDB **strategically aligns service delivery** to foster **self-sufficiency** of customers, and to **support regional economic growth** as described in CRPU’s Regional Plan for Program Years 2017-2020. For example SBWDB facilitates access to training for the three high-demand middle-skill occupations identified for Santa Barbara County in the CRPU regional plan (Registered Nurse, Accountant/Auditor, Heavy Tractor-Trailer Truck Driver).

Additionally, SBWDB also pursues a vision of collaborating with a community partners to provide innovative customer-centered services with targeted grants.

- The U.S. Department of Labor (DOL) awarded SBWDB a **\$2 million Career Pathways for Youth Grant** to serve at-risk youth in the City of Santa Maria. SBWDB received the only award in California for this grant solicitation. DOL awarded only 11 of these grants nationwide. The grant supports innovative approaches to providing youth with jobs and connecting them to long-term career pathways. SBWDB plans to expand upon this work after the end of the two-year grant period. Grant partners include Santa Maria Chamber of Commerce, Goodwill Industries, Four Square Church, Santa Maria Parks and Recreation, Community Health Center, Edward DeJesus Seminars and Consulting, Center for Education and Training, Santa Barbara County Education Office, and Foundation for California Community Colleges.
- **SBWDB in partnership with County Probation, Santa Barbara City College, the Santa Barbara Contractors Association**, and the community based organization **Community Solutions**, was awarded **\$341,000 in state funds** to provide a **jobs component** to the services already being provided to the "**supervised population**" of the County Probation Department. This program is designed to further align the various systems, drawing

upon what each does best. SBWDB plans to build on this customer-centered alignment of service delivery to improve WIOA services to the supervised population.

- The Santa Barbara AJCC One-Stop operator through December 2016 was part of a **winning multi-agency team in the DOL Customer Centered-Design Challenge** selected to **present at the White House**. 100 teams competed nation-wide. The Santa Barbara team created eight concepts that the SBWDB plans to support as they are operationalized, including REBOOT (**Rebuilding Opportunities and Trust**) that helps justice-involved individuals gain access to services like career and life coaching, a mobile support vehicle, and a starter kit. Other team members included the following Santa Barbara County departments: Probation, Sheriff, Social Services, EDD, and Community Solutions.

SBWDB aligns, and coordinates with, Santa Barbara County America's Job Center of CaliforniaSM One-Stop System (SB-AJCC) partners, and other organizations in the community, to provide **comprehensive services** so as to achieve the three main policy objectives described in the California Workforce Development Strategic Plan as follows:

- 1. Fostering demand-driven skills attainment** by continuing to align our program content with state, regional, and local priority industry sectors/clusters. This provides employers and businesses with the skilled workforce needed to compete in the global economy. For example, SBWDB provides extensive access to local training programs leading to industry-recognized certificates or Associate of Art degrees in nine high-demand industry sectors/clusters through 96 programs available through the Eligible Training Provider List (ETPL). These include training for all three of the occupations identified for the region in the CRPU regional plan as fast growing middle-skill occupations (those which require a higher level of education than a High School Diploma but no more than a Bachelor's Degree) as follows:
 - **Health Care (Registered Nurses) prioritized in the regional plan** – SBWDB offers **24** health care training programs of which **4** are nursing related. The availability of other health care training options allows those interested in a nursing career to develop complementary health care skills while on the waiting list for the in-demand nursing training programs.
 - **Accountant/Auditor identified as growing top middle-skill occupation in regional plan** – SBWDB offers **37** Business Service programs of which **11** are **accounting or auditing training programs**.
 - **Heavy Tractor-Trailer Truck Driver** identified as a top middle-skill occupation in the regional plan – SBWDB offer truck driving training through SB-AJCC System partner Center for Employment Training.

SBWDB believes that training our clients in high-demand occupations combined with our strong relationships with local area employers has enabled SBWDB to meet and/or exceed program year 2015-16 Workforce Innovation and Opportunity Act (WIOA) job placement, earnings, and retention performance measure requirements. SBWDB will build on this foundation to expand beyond the 96 training programs

currently offered in high demand middle-skill occupations, and continue to reach out to local employers.

- 2. Enabling upward mobility** by providing comprehensive services, and including populations with barriers to employment, in a manner accessible for all and that ensures that everyone has access to a marketable set of skills and is able to access the level of education necessary to ensure economic self-sufficiency and security.

By November 2016, well in advance of the July 1, 2017 WIOA statutory deadline, SBWDB completed competitive procurement of the AJCC One-Stop Operator. At the same time, SBWDB also competitively procured Operators for the WIOA Title I Adult/Dislocated Worker Programs and WIOA Title I Youth Program.

The WIOA Title I Youth Program contract commenced October 1, 2016 with **PathPoint**, an organization with **extensive expertise in serving clients with a range of barriers including disabilities**, and so particularly well qualified to assure access to services for all WIOA Youth Program participants. PathPoint also successfully operates WIOA Youth Programs in other California counties.

The contract for the One-Stop Operator, who also operates the WIOA Title I Adult/Dislocated Worker Programs, commenced November 16, 2016 with **KRA, a national firm that has successfully operated WIOA Title I programs**, including within California. KRA is operating the AJCC One-Stop and Title I Adult/Dislocated Programs from the same sites used by the prior operator. The comprehensive **AJCC One-Stop Center in Santa Maria has been extensively upgraded to meet the most current accessibility requirements**, while the **Satellite AJCC One-Stop in Santa Barbara** is housed in a **building owned by the State of California Employment Development Department (EDD)** and so is also appropriately accessible. With the combination of experience in WIOA program service delivery, and the use of accessible existing facilities, KRA is well positioned to provide services to individuals experiencing a range of barriers in a manner that is accessible to all.

Concurrent with these competitive procurements, SBWDB negotiated the Phase I Memorandum of Understanding (MOU) for Service Coordination with the required SB-AJCC One-Stop System partners.

With the operators and the Phase I MOU for Service Coordination in place, SBWDB now plans to implement the coordinated service delivery agreed to in the Phase I MOU. This effort will be a continuation of the relationships SBWDB and the SB-AJCC One-Stop System partners have developed through a variety of shared experiences.

- 3. Aligning, coordinating, and integrating programs and services** by economizing limited resources while also providing the right services to clients, based on each client's particular and potentially unique needs so as to facilitate skills attainment.

In implementing the coordinated service delivery agreed to in the Phase I MOU, SBWDB will build on the relationships SBWDB and the SB-AJCC One-Stop System partners have developed through a variety of shared experiences, including:

- WIOA Title I Programs consistently having been operated in SB-AJCC One-Stop facilities co-located with EDD programs;
- SBWDB participation in the community colleges South Central Coast Regional Consortium;
- The SBWDB Executive Director’s participation in the Santa Barbara Adult Education Block Grant Consortium; and
- Job Fairs involving local employers, SB-AJCC partners, and community organizations.

ii. **Local Goals and Objectives – (Preparing an educated and skilled workforce, and meeting performance measures)**

So as to continue both preparing an educated and skilled workforce, and meeting performance measures, SBWDB plans to join with SB-AJCC partners, and others in our community, to:

A. Focus on the priority industry clusters and occupations described in the CRPU regional plan, and the nine local priority industry sectors, and the two local occupational elements identified by SBWDB based on a local study of Santa Barbara County labor market and economic trends (see Attachment 1 for a summary of the study). Both regional and local priority industry clusters/sectors have been identified by economic and labor market analyses as providing high-growth middle-skill jobs.

B. Providing the comprehensive and full range of services (see Item D.iv. below) available through the SB-AJCC One-Stop System, including our Santa Maria comprehensive SB-AJCC One-Stop center, our Santa Barbara AJCC One-Stop affiliate center, and our SB-AJCC One-Stop System partners throughout the community. These services include assistance to those:

1. Looking to find a job;
2. Building basic educational and/or occupational skills;
3. Earning a postsecondary certificate or degree;
4. Obtaining guidance on how to make career choices; and/or
5. Seeking to identify and hire skilled workers.

C. Meeting Performance Goals pursuant to 20 Code of Federal Regulations Section 677.155(a)(1) for WIOA Title I Adult, Dislocated Worker, and Youth Programs as a result of providing comprehensive services, as described below. Santa Barbara WIOA Title I programs met performance requirements, exceeding negotiated goals in eight of nine measures during program year 2015-2016. SBWDB plans to continue such performance with training for in-demand occupations, relationships with local employers so as to place clients in high growth industry sectors/clusters, and providing appropriate supportive services. The following are the WIOA performance measures:

- **Entered Employment Rate** - The percentage of program participants who are in unsubsidized employment during the second quarters after exit from the program;
- **Retention Rate** – The percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program;

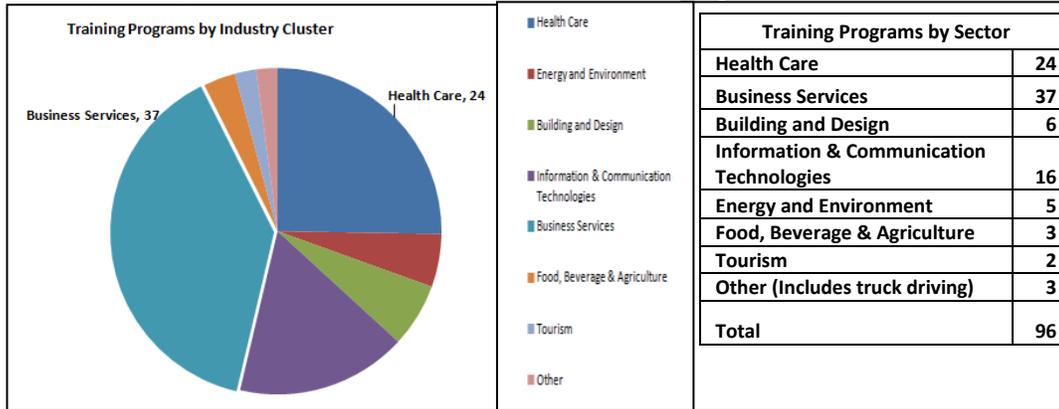
- **Median Earnings** - The median earnings of program participants who are in unsubsidized employment during the second quarter after exit from the program;
- **Credential Attainment** –
 - A. The percentage of those participants enrolled in an education or training program (excluding those in on-the job training [OJT] and customized training) who attained a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation or within one year after exit from the program. For participants enrolled in an education or training program;
 - B. A participant who has attained a secondary school diploma or its recognized equivalent is included in the percentage of participants who have attained a secondary school diploma or recognized equivalent only if the participant also is employed or is enrolled in an education or training program leading to a recognized postsecondary credential within 1 year after exit from the program.
- **Measurable Skill Gains** –
 - A. Documented achievement of at least one educational functioning level of a participant who is receiving instruction below the postsecondary education level;
 - B. Documented attainment of a secondary school diploma or its recognized equivalent;
 - C. Secondary or postsecondary transcript or report card for a sufficient number of credit hours that shows a participant is meeting the State unit's academic standards;
 - D. Satisfactory or better progress report, towards established milestones, such as completion of OJT or completion of 1 year of an apprenticeship program or similar milestones, from an employer or training provider who is providing training; or
 - E. Successful passage of an exam that is required for a particular occupation or progress in attaining technical or occupational skills as evidenced by trade-related benchmarks such as knowledge-based exams.

D. Overview of Local Economic and Labor Data Analyses for the Nine Local Priority Industry Sectors Adopted by the Local Board.

SBWDB plans to continue fostering a skilled workforce, and meeting performance requirements, by focusing on **priority growth industry sectors** and occupations identified in the CRPU regional plan, and local priority industry sectors and occupational elements identified in the most recent local economic and labor study.

The CRPU regional plan identifies **Healthcare Support Occupations** as one of the fastest growing occupation groups in the next ten years, and as top middle-skill occupations (requiring a higher level of education than a High School Diploma but no more than a Bachelor’s Degree) **Registered Nurses**, Accountants/Auditors, and Tractor-Trailer Truck Drivers. The CPRU is focusing on **Health Care sector** occupations, as is SBWDB.

Santa Barbara County priority industry sectors are geographic concentrations of inter-connected firms and institutions that account for **53% of employment in Santa Barbara County** and **65% of employment growth** in the last four years studied (2010-2014). SBWDB includes **96 training programs** in the ETPL, and will continue to approve additional appropriate training programs. These training programs lead to either **industry-recognized certificates or Associate of Arts degrees.**



1. Health Care (Ambulatory Health Care Services, Hospitals, Nursing and Residential Care Facilities)

- *Includes the regional top middle skill occupation of Registered Nurses*
- 19,672 employees
- 10.3% of labor force
- 7.9% growth rate
- **24** approved training programs on ETPL (including **4** nursing programs)

2. Business Services

- *Includes the regional top middle-skill occupations of Accountants and Auditors*
- 10,708 employees
- 5.6% of labor force
- -4.3% growth rate (despite recent contraction is significant source of employment)
- **37** approved training programs on ETPL (including **11** accounting/auditing programs)

3. Energy and Environment (Extraction/ Generation/ Transmission, Environmental Consulting, Waste Management)

- 3,647 employees
- 1.9% of labor force
- 77.7% growth rate
- **5** approved training programs on ETPL

4. Building and Design (Architecture/ Engineering/ Construction, Interior Design/ Landscaping, Contracting Services)

- 9,551 employees
- 5% of labor force
- -7.6% growth rate (despite recent contraction is significant source of employment)
- **6** approved training programs on ETPL

5. **Aerospace Vehicles & Defense (Aircraft & Engine Manufacturing, Navigation & System Instruments)**
 - 4,102 employees
 - 2.1% of labor force
 - 11% growth rate
 - SBWDB plans on-the-job training and subsidized work experience for this sector
6. **Biotechnology & Related Devices (Pharmaceutical Manufacturing, Agricultural Chemicals, Medical Instrument, Equipment Wholesalers, Research & Development)**
 - 4,176 employees
 - 2.2% of labor force
 - 10.6% growth rate
 - currently searching for training and on-the-job training opportunities for this sector
7. **Information & Communication Technologies (Semiconductor Manufacturing, Computer/Audio/Video Equipment, Telecommunications Carriers, Data Processing, Computer Programming)**
 - 12,506 employees
 - 6.6% of labor force
 - -0.9% (considered priority industry cluster despite slight recent contraction as is a significant source of employment)
 - 16 approved training programs on ETPL
8. **Food, Beverage & Agriculture (Crop & Animal Production, Food Manufacturing, Breweries/Wineries/Distilleries)**
 - 14,432 employees
 - 7.6% of labor force
 - 1.8% growth rate
 - 3 approved training programs on ETPL
9. **Tourism (Spectator Sports, Traveler Accommodations, Travel Agencies, Recreation, Restaurants & Bars)**
 - 21,980 employees
 - 11.5% of labor force
 - 42.9% growth rate
 - 2 approved training programs on ETPL

In addition to the priority industry clusters, SBWDB recognizes that a strong argument can be made for assisting the efforts of the economic vitality and other business partners to attract and assist **light manufacturing** companies to grow—and hopefully employ local residents. Similarly, the projected need for **educational professionals and government workers** at various levels does not neatly fit the intent of industry sectors as used by the Workforce System—however this need is very real in Santa Barbara County. SBWDB addressed these economic opportunities in **light manufacturing** and **education/government** occupations by adding these as an **occupational element** to the previously approved **priority industry sectors**. While these occupational clusters do not meet the criteria for inclusion on the ETPL, SBWDB plans to support these specific, designated occupational elements with training funds using on-the-job training, employer-based group training, and other non-ETPL means.

iii. **Core Programs and Other Required Partners Align Resources and are Actively Engaged Both in Planning and Implementation of the Local Plan Strategic Vision**

SBWDB engaged and exchanged information with core programs, required partners, and community through the following interactions:

- **Phase I MOU for Service Coordination** – While developing this MOU, SBWDB engaged the SB-AJCC One-Stop System partners in developing both a strategic vision and implementation strategies and specifics, a great deal of which is also included in the local strategic plan. The SBWDB and the SB-AJCC One Stop System partners, while implementing the Phase I MOU for Service Coordination, will also concurrently be engaged in implementing the local plan strategic vision.
- **Engagement and Information Sharing During Consortia Activities**
 - **South Central Coast Regional Consortium.** As the community colleges’ South Central Coast Consortium prepared its regional strategic plan, SBWDB reviewed the Consortium’s labor analyses and shared SBWDB’s economic and labor analyses used to identify SBWDB’s local priority industry sectors. The SBWDB Deputy Director attended the South Central Coast Regional Consortium Stakeholder Meeting on August 5, 2016 and engaged in an exchange of information and ideas, which contributed to the development of the SBWDB local strategic plan;
 - **Santa Barbara Adult Education Block Grant Consortium** - The SBWDB Executive director participates in this consortium’s monthly meetings, exchanging ideas and information that also inform the vision and implementation of the local strategic plan.

iv. **Description of the Workforce Development System, How It Supports Service Alignment and Implements the Seven Policy Strategies Identified in the State Plan, and How It Plans to Provide Professional Development and Capacity Building to Workforce Staff and Partners**

The SBWDB, through the SB AJCC One-Stop System, plans to continue to align with the CRPU regional plan, and implement the **seven policy strategies** identified in the State Plan as follows:

1. **Sector Strategies** – As also described in the State Plan:
 - Sector Strategies are policy initiatives designed to promote economic growth and development of competitive industries.
 - The strategic focus is on prioritizing investments where overall economic returns are likely to be highest.
 - Targeting the right sectors requires use of economic and labor market data to identify the sectors best positioned gain from workforce investment.

The CRPU regional plan used economic and labor market data and analyses to determine the industry sectors with high-demand middle-skill occupations, and identified for the region the following occupations: Registered Nurse, Accountant/Auditor, and Heavy Tractor-Trailer Truck Driver.

The SB-AJCC One-Stop System provides access to local training programs leading to industry-recognized certificates or Associate of Art degrees in these CRPU jobs:

- **Health Care (Registered Nurses) prioritized in the regional plan** – SBWDB offers **24** health care training programs of which **4** are nursing related. The availability of other health care training options allows those interested in a nursing career to develop complementary health care skills while on the waiting list for in-demand nursing training programs.
- **Accountant/Auditor identified as growing top middle-skill occupation in regional plan** – SBWDB offers **37** Business Service programs of which **11** are accounting or auditing training programs.
- **Heavy Tractor-Trailer Truck Driver** identified as a top middle-skill occupation in the regional plan – SBWDB offer truck driving training through SB-AJCC System partner Center for Employment Training

So as to support development within sectors that include these and other high-demand mid-skill jobs, the Santa Barbara Workforce System (which includes SBWDB, the area community colleges, and the SB-AJCC partners) plans to implement the following initiatives described in the State Plan:

- Convene industry partners on a regular, ongoing basis to build relationships between stakeholders and firms in targeted industry sectors;
- Provide resources for sector research related to industry and industry and market trends affecting workforce needs;
- Develop multi-year plans focused on the training and placement of workers in identified priority occupations;
- Encourage coordination between employers and training entities (such as community colleges), to boost industry capacity related to workforce needs, such as developing common worker training centers, providing contract support services for industry employees, and research and development related to workforce development (for example, curricula development).
- Provide business services, such as help in implementing industry human resources best practices;
- Encourage training entities, such as community colleges, to develop skills standards and new degrees and certificates as a basis to guarantee minimum job qualifications for workers in priority occupations;
- Develop well-articulated career pathways promoting job advancement for workers who are entering the sector, as well as those already employed in the sector.
- Identify training providers and educators and work to align relevant programs with industry needs.

The foundation for some of these initiatives exists within the organizations with which the SBWDB is currently collaborating. For example, while participating with the community college representatives in the South Central Coast Regional Consortium, SBWDB has explored developing healthcare certificate curricula for

medical technician opportunities, such as phlebotomy, to provide on-ramps into the health care field for those wait listed for nursing programs.

- 2. Career Pathways** – As also described in the State Plan, California’s education code and the State Workforce Innovation and Opportunity Act both define career pathways in the following manner:

“Career pathways,” “career ladders,” or “career lattices” mean an identified series of positions, work experiences, or educational benchmarks or credentials with multiple access points that offer occupational and financial advancement within a specified career field or related fields over time.

Local community college programs currently available through the workforce system ETPL offer multiple access points and occupational and financial advancement within a specified career field over time. For example, among the 24 Health Care training programs offered are both licensed vocational nurse (LVN) and registered nurse (RN) programs. Some WIOA Title I program participants elect to complete the LVN program, obtain related employment, and then progress to the RN program. Similar opportunities exist within the community college programs available through the ETPL, starting with bookkeeping certificates, and then advancing to accounting certificate or degrees.

So as to improve the ability to assist workforce customers access career pathways, the SBWDB plans to work with SB-AJCC partners to market career pathways.

- 3. Earn and Learn** – As also described in the State Plan, earn and learn policies are designed to facilitate skills attainment while also providing those participating in these programs with some form of compensated work experience, allowing them to “earn” income while they “learn” to do a job. The SB-AJCC currently provides participants earn and learn opportunities through on-the-job training programs with local employers, and subsidized work experience activities. The SBWDB plans to expand earn and learn responsibilities by searching out or helping to develop:

- apprenticeships
- pre-apprenticeships
- incumbent worker training
- transitional and subsidized employment
- paid internships and externships; and
- project-based compensated learning.

The SBWDB plans to design earn and learn opportunities flexibly and pair them with other policy strategies such as sector strategies and career pathways, to increase the skills and employability of the workforce while also aligning workforce, education, and training programs with labor market dynamics and employer needs.

- 4. Organizing Regionally** – As also described in the State Plan, regional organizing efforts should aim for the development of value-added partnerships that not only help achieve the policy goals of the partnership, but also help partners achieve their organizational goals.

The SBWDB is participating as a member of the CRPU in regional initiatives that aim for the development of value-added partnerships as follows:

- **Sling Shot Action Plan & Implementation** – Receipt of \$1,000,000 to support an action plan for a SlingShot Accelerating Income Mobility Initiative through a regional collaboration. The Slingshot project intends to develop a partnership of industry and community leaders dedicated to working together to help the healthcare industry grow and thrive in the Central Coast region while incorporating the use of Work Keys assessments to certify specific job related skills represented across the four counties, is growing, and provides opportunities for income mobility.
- **Building of Region Wide Sector Pathways** – Receipt of a \$250,000 grant to build upon the California Workforce Development Board’s Unified State Plan to align educational and training provide services with regional industry sector needs. The industry sector needs will be identified with industry, local economic develop and education entities across the region. Initial Industry focus will be with Healthcare because this cluster is well represented across the region. The goals will include non-traditional pre and apprenticeship certification and enrollment with industry valued credential attainment.

SBWDB plans to continue to participate with CRPU in pursuing opportunities to organize regionally and develop regional initiatives.

5. **Providing Supportive Services** – The State Plan also suggests that local workforce development boards will be encouraged to go beyond baseline service requirements to tailor-make a menu of services that suits their client population’s specific needs while reinforcing partnership developed at the local and regional level.

The Phase I MOU for Service Coordination requires that the SB-AJCC One-Stop System provide supportive services, and information about supportive services, in usable and understandable formats and languages, relating to the availability of supportive services or assistance, and appropriate referrals to those services and assistance, including: child care; child support; medical or child health assistance available through the State’s Medicaid program and Children’s Health Insurance Program; benefits under SNAP; assistance through the earned income tax credit; and assistance under a State program for Temporary Assistance for Needy Families, and other supportive services and transportation provided through that program.

As part of implementing the Phase I MOU for Service Coordination, SBWDB plans to work with the SB-AJCC partners to assure that the full range of services will be tapped, in a manner that is tailor-made to suit the client’s needs.

6. **Building Cross-System Data Capacity** - Under the State Plan, the State Board will identify opportunities to work with plan partners to share and, to the extent feasible, integrate both diagnostic and performance data so as to optimize program performance of all state plan partners. SBWDB plans to participate with the State and SB-AJCC partners in initiatives to develop cross-system data capacity. In the

meantime, where permission protocols make it possible, the SBWDB will explore opportunities to share data.

- 7. Braiding Resources and Integrating Services** – As also described in the State Plan, integrating service delivery and braiding resources are ways that workforce and education programs can achieve program alignment and assure access to the broad array of services funded across the state’s workforce and education programs.

SBWDB has, in the past, coordinated services provided by various partners who co-located or provided iterant services at the SB-AJCC One-Stop Center. For example, community college staff provided workshops, while EDD staff and WIOA Title I staff provided orientation workshops. In the Phase I MOU for Service Coordination, the SB-AJCC partners agree that “The primary purpose of the AJCC One-Stop system and its partnerships is to facilitate access to workforce services at the local level. It is through the AJCC One-Stop system that services will be provided.”

Professional Development and Capacity Building for Workforce Staff and Partners is envisioned in the Phase I MOU for Service Coordination. Specifically, the partners agree to/ that:

- The vision of the AJCC One-Stop System is to cultivate an innovative, customer-centric, and supportive environment where professional and knowledgeable AJCC One-Stop System staff have the means necessary to seamlessly deliver and provide access to services to job seekers and employers.
- Promote capacity building and professional development for AJCC One-Stop System partner staff in order to increase awareness and understanding of serving individuals with barriers to employment and individuals with disabilities.
- Cross-training AJCC One-Stop System partner staff in partner programs and services.

In implementing the MOU, the SB-AJCC partners will be engaging in professional development and capacity building, such as cross training and information sharing. In so doing, the SB-AJCC partners will be building on previous cooperative efforts in service delivery at the SB-AJCC One-Stop center, and in joint projects such as job fairs.

C. SPECIFIC SERVICES AND SERVICE DELIVERY STRATEGIES

- i. **Description of the Ways the Local Board Will Work with Entities Carrying Out Core Programs to Expand Access to Employment, Training, Education, and Supportive Services for Eligible Individuals, Particularly Eligible Individuals With Barriers to Employment. Target Populations Include Those Listed in WIOA Section 24(A)-(M)**

Pursuant to WIOA Section 24(A)-(M), an individual with a barrier to employment includes a member of one or more of the following populations:

- Displaced homemaker;
- Low-income individuals;
- Indians, Alaska Natives, and Native Hawaiians;
- Individuals with disabilities, including youth who are individuals with disabilities
- Older individuals;

- Ex-offenders;
- Homeless individuals;
- Youth who are in, or have aged out of the foster care system;
- Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers;
- Eligible migrant and seasonal farmworkers;
- Individuals within 2 years of exhausting lifetime eligibility under part A of title IV of the Social Security Act;
- Single parents (including single pregnant women); and
- Long-term unemployed individuals.

WIOA defines core programs as including:

- WIOA Title I Adult, Dislocated Worker, and Youth programs;
- WIOA Title II Adult Education and Literacy Activities;
- Wagner-Peyser Act employment services; and
- Rehabilitation Act Title I vocational rehabilitation services.

The SBWDB, in implementing the Phase I MOU for Service Coordination, plans to work with the core partners to put into practice the terms of the agreement which include ensuring access and priority for services to individuals with barriers to employment by developing targeted strategies for these populations, including as appropriate, but not limited to:

- Promoting capacity building and professional development for AJCC One-Stop System partner staff in order to increase awareness and understanding of serving individuals with barriers to employment and individuals with disabilities;
- Cross-training AJCC One-Stop System partner staff in partner programs and services;
- Establishing an evaluation system where clients can provide service feedback;
- Providing access to necessary technology, materials, and equipment;
- Providing information on public transportation; and
- Offering priority services to recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient when providing individualized career services and training services with WIOA adult funds.

The core partners have history and expertise in serving individuals with barriers and referring individuals to one another. The SBWDB plans to build on that expertise, in the context of continuous improvement, to expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment.

The SBWDB plans to promote sharing of expertise between the core partners to encourage continuous improvement in serving individuals with barriers.

As previously described, both KRA, the One-Stop/WIOA Title I Adult/Dislocated Worker Program Operator, and PathPoint, the WOA Title I Youth Program Operator, have extensive history in successfully serving WIOA Title I program participants, including providing full access to services for individuals with a full range of barriers. SBWDB plans to continue to encourage core program service providers to engage in a process of continuous improvement through training and professional development activities. And as also described above, The

comprehensive **AJCC One-Stop Center in Santa Maria** has been extensively upgraded to meet the most current accessibility requirements, while the **Satellite AJCC One-Stop in Santa Barbara** is housed in a **building owned by the State of California Employment Development Department (EDD)** and so is also appropriately accessible. Communication services providing various forms of translation are available should the needs exceed the language capabilities of the SB-AJCC staff. Accordingly the SB-AJCC core programs will continue to be well equipped to provide a full range of services to participants with barriers.

ii. **Description of How the Local Board Will Facilitate the Development of Career Pathways and Co-enrollment as Appropriate in Core Programs**

Career Pathways - As previously described above, according to the State Plan, California’s education code and the State Workforce Innovation and Opportunity Act both define career pathways in the following manner:

“Career pathways,” “career ladders,” or “career lattices” mean an identified series of positions, work experiences, or educational benchmarks or credentials with multiple access points that offer occupational and financial advancement within a specified career field or related fields over time.

Local community college programs currently available through the workforce system ETPL offer multiple access points and occupational and financial advancement within a specified career field over time. For example, among the 24 Health Care training programs offered are both licensed vocational nurse (LVN) and registered nurse (RN) programs. Some WIOA Title I program participants elect to complete the LVN program, obtain related employment, and then progress to the RN program. Similar opportunities exist within the community college programs available through the ETPL, starting with bookkeeping certificates, and then advancing to accounting certificate degrees.

Co-enrollment - The SBWDB plans to facilitate co-enrollment as appropriate in core programs, while implementing the Phase I MOU for Service Coordination in which the SB-AJCC partners agree to develop service strategies including:

- Cross-training AJCC One-Stop System partner staff in partner programs and services
- Referring clients to each other using real-time technology, as appropriate, but not limited to, the following methods:
 - ✓ In Person
 - ✓ Telephone
 - ✓ Email
 - ✓ Electronic Applications

The SBWDB plans to expand beyond the 96 ETPL-approved programs within the nine local priority industry sectors by continuing collaborate with training entities, such as community colleges, through continued participation in the community colleges South Central Coast Regional Consortium, and the Santa Barbara Adult Education Block Grant Consortium, to encourage development of additional career pathways training within priority industry sectors, and to add new programs to the ETPL.

iii. **Description of the Way the Local Board Will Improve Access to Activities Leading to a Recognized Post-Secondary Credential, Including a Credential that is an Industry-recognized Certificate or Certification, Portable, and Stackable**

As previously described above, the SBWDB has included on the ETPL 96 educational programs, within priority industry sectors, leading to either a recognized post-secondary credential, or Associate of Arts degree. Many of these are portable and stackable. The SBWDB plans to continue to participate in the community colleges South Central Coast Regional Consortium and the Santa Barbara Adult Education Block Grant Consortium to contribute to developing recognized post-secondary credentials, including credentials that are industry-recognized certificate or certification, portable, and stackable, and approving those within priority industry sectors for inclusion on the ETPL.

iv. **Description of the Way Local Boards and their Partners Will Facilitate Engagement of Employers in Workforce Development Programs, Including Small Employers and Employers in In-demand Industry Sectors and Occupations**

The SBWDB plans to continue to engage small employers and employers in in-demand industry sectors and occupations as follows:

- Building on relationships with chambers of commerce, which include small employers as members. As described above, the Santa Maria Chamber of commerce partnered with SBWDB in obtaining a \$2 million DOL grant to serve at risk youth. The various chambers of commerce in the county participate in other joint projects, such as job fairs.
- Continuing to place WIOA program participants in on-the-job training and subsidized work experience with small employers. Many such placements result in full time unsubsidized employment, and build the confidence of small employers in both the SBWDB and job seekers assisted by the SB-AJCC One-Stop System.
- Coordinating with community colleges and SB-AJCC partners to convene small employers for the purpose of engaging them on the kinds of training they value and the services they need.

v. **Description of the Way Local Boards and Their Partners Will Support a Local Workforce Development System that Meets the Needs of Businesses in the Local Area**

The SBWDB plans to coordinate with the SB-AJCC partners and the community colleges to convene and engage businesses in the local area, using a customer-centered approach regarding:

- what services they need,
- what kinds of training, certificates or degrees they value, and to discuss the value of stackable certificates as a component of professional development that enhances employee value, and
- what kinds of earn and learn programs they would be willing to participate (on-the-job training, subsidized work experience) that could lead to unsubsidized employment.

The SBWDB plans to then work with

- local training entities, and community colleges, to encourage development of the kinds of training and certificates the employers value; and

- SB-AJCC partners to meet employer needs and provide appropriate job-seekers for the types of employment the local businesses need.

vi. **Description of How Local Boards and Their Partners Will Strengthen Linkages Between the One-Stop Delivery System and Unemployment Insurance Programs**

The Unemployment Insurance Program (UI) is co-located in the comprehensive Santa Maria AJCC One-Stop Center, and accordingly, UI staff are available to work with KRA, the AJCC One-Stop Operator in strengthening linkages.

Additionally, UI is a partner In the Phase I MOU for Service Coordination and is included in the following MOU provisions:

- Cross-training AJCC One-Stop System partner staff in partner programs and services
- Referring clients to each other using real-time technology, as appropriate, but not limited to, the following methods:
 - ✓ In Person
 - ✓ Telephone
 - ✓ Email
 - ✓ Electronic Applications

Accordingly, in connection with implementing the MOU SBWDB plans to improve linkages between UI and other SB-AJCC partners through staff cross training, client referrals, and involving UI staff in the customer centered design of SB-AJCC services.

SBWDB is committed to improving linkages between the AJCC One-Stop delivery system and the Unemployment Insurance (UI) Program as UI claimants can benefit from referrals to an array of training and education resources that the AJCC One-Stop delivery system offers.

D. AMERICA’S JOB CENTERS OF CALIFORNIA

i. **Description of How the Local Board Will Ensure the Continuous Improvement of Eligible Providers of Services Throughout the System**

During program year 2016-2017 SBWDB contracted with the following subrecipients:

- PathPoint to provide WIOA Title I Youth Program services (starting October 1, 2016);
- KRA to serve as AJCC One-Stop Operator and to provide WIOA Title I Adult/Dislocated services (contract starting November 16, 2017).

As required under the federal Uniform Administrative Guidance, the SBWDB will arrange appropriate monitoring of subrecipient performance to assure appropriate service delivery and continuous improvement. Additionally, designated SBWDB staff will continue work closely with each of the subrecipients to assure continuous improvement.

The SB-AJCC One-Stop System partners, in the Phase I MOU for Service Coordination, agreed to participate in joint planning, plan development, **assessment**, and **modification of activities as appropriate**, including, but not limited to:

- Continuous partnership building,
- Continuous planning in response to state and federal requirements,
- Responsiveness to local and economic conditions, including employer needs.

In connection with implementing the Phase I MOU for Service Coordination, the SBWDB plans to work with the SB-AJCC One-Stop System partners to develop appropriate assessments to evaluate service delivery, and modify activities as appropriate to assure continuous improvement of service delivery.

With respect to providers of training approved for WIOA on the ETPL, SBWDB follows EDD guidance in renewing eligibility, including assuring that the programs of private postsecondary education providers meet employment placement rates equal to the performance standard established by the State of California Workforce Development Board (State Board) released via WSD Information Notice.

ii. **Description of How the Local Board Will Facilitate Access to Services Provided Through the AJCC Delivery System, Including in Remote Areas, Through the Use of Technology and Other Means**

SBWDB provides on-site access to services in Santa Maria through the comprehensive AJCC One-Stop Center, and in Santa Barbara through the satellite AJCC One-Stop center. Currently, the services are also provided throughout Santa Barbara County through www.caljobs.ca.gov. As of February 2017, SBWDB and the Title I Adult/Dislocated Worker/Youth programs migrated from using Geographic Solutions Interlink software to exclusive use of the CalJOBS system to collect data, and provide services to job seekers and employers. In connection with activating CalJOBS feature SBWDB will explore opportunities to design use of the system to provide additional services in remote areas.

iii. **Description of the Way Entities Within the AJCC Delivery System Will Comply with WIOA Section 188, and Applicable Provisions of the Americans with Disabilities Act of 1990 Regarding the Physical and Programmatic Accessibility of Facilities, Programs and Services, Technology, and Materials for Individuals with Disabilities**

The SBWDB Equal Opportunity (EO) Officer assures the compliance of the AJCC's One-Stop Centers and subrecipient locations providing applicable WIOA services with WIOA Section 188, and applicable provisions of the Americans with Disabilities Act of 1990, by conducting the biennial (every other year) local self-assessment compliance monitoring review required pursuant to EDD WSD15-21 and reports to the state Equal Employment Opportunity Office.

Because space in the Santa Maria comprehensive AJCC One-Stop Center is leased by EDD and houses state employees, that property also complies with all state architectural accessibility standards. The Satellite AJCC One-Stop in Santa Barbara is housed in a building owned by the State of California Employment Development Department (EDD) that houses state employees and so is also required to be appropriately accessible.

iv. **Description of the Roles and Resource Contributions of the AJCC Partners**

The tables below show the roles and resource contributions of the AJCCC partners.

	CORE PARTNERS							
	Adult	Dislocated Worker	Youth	Adult Ed & Lit	Adult Ed & Lit	Adult Ed & Lit	Wagner-Peyser	Vocational Rehabilitation
AGENCY:	<i>KRA</i>	<i>KRA</i>	<i>PATHPOINT</i>	<i>AHC</i>	<i>LUSD</i>	<i>SBCC</i>	<i>EDD</i>	<i>DOR</i>
ACCESS:	<i>co-location</i>	<i>co-location</i>					<i>co-location</i>	
<i>Basic Career Services</i>								
Program Eligibility	✓	✓	✓				✓	
Outreach, Intake, Orientation	✓	✓		✓		✓		✓
Initial Assessment	✓	✓		✓		✓		✓
Labor Exchange, Job Search Assistance	✓	✓					✓	✓
Referrals to 1-Stop Partners	✓	✓	✓	✓	✓	✓	✓	✓
Labor Market Information	✓	✓					✓	✓
Performance & Cost Info	✓	✓					✓	
Supportive Service Info	✓	✓		✓			✓	✓
UI Info and Assistance	✓	✓					✓	
Financial Aid Information	✓	✓		✓				
<i>Individualized Career Services</i>								
Comprehensive Assessment	✓	✓						✓
Individual Employment Plan	✓	✓						✓
Career Plan, Counseling	✓	✓		✓			✓	✓
Short-Term Prevocational Services*	✓	✓						✓
Internships, Work Experience	✓	✓		✓				✓
Out-of-Area Job Search	✓	✓						✓
Financial Literacy	✓	✓		✓				
English Language Acquisition	✓	✓		✓	✓	✓		
Workforce Preparation	✓	✓		✓	✓	✓		✓
*includes soft skills and employee training								

AHC – Allan Hancock College, LUSD – Lompoc Unified School District, SBCC – Santa Barbara City College, EDD – State of California State Development Department, DOR – State of California Department of Rehabilitation

	OTHER REQUIRED PARTNERS							
	TANF	Career/ Technical Education	Career/ Technical Education	Title V Older Americans	Migrant/ Seasonal (Sec 167)	Veterans	Trade Act	Unemploy ment Insurance
AGENCY:	DSS	AHC	SBCC	PathPoint	CET	EDD	EDD	EDD
ACCESS:						co- location	co- location	co-location
<i>Basic Career Services</i>								
Program Eligibility	✓				✓	✓	✓	
Outreach, Intake, Orientation		✓		✓	✓			
Initial Assessment		✓		✓	✓			
Labor Exchange, Job Search Assistance	✓			✓	✓	✓	✓	
Referrals to 1-Stop Partners	✓	✓	✓	✓	✓	✓	✓	✓
Labor Market Information	✓				✓	✓	✓	
Performance & Cost Info				✓	✓			
Supportive Service Info	✓	✓			✓	✓	✓	
UI Info and Assistance	✓							✓
Financial Aid Information		✓			✓			
<i>Individualized Career Services</i>								
Comprehensive Assessment					✓			
Individual Employment Plan					✓			
Career Plan, Counseling	✓				✓	✓	✓	
Short-Term Prevocational Services*		✓	✓		✓			
Internships, Work Experience	✓	✓	✓	✓	✓			
Out-of-Area Job Search					✓			
Financial Literacy		✓	✓		✓			
English Language Acquisition					✓			
Workforce Preparation		✓	✓		✓			
*includes soft skills and employee training								

TANF – Temporary Assistance for Needy Families, DSS – Santa Barbara County Department of Social Services, AHC – Allan Hancock College, SBCC – Santa Barbara City College, CET – Center for Employment Training, EDD – State of California Employment Development Department

v. **Status of Executed MOUs, Cost Sharing Agreements, and Cooperative Agreements, If Cost Sharing Agreements Are Not Yet Completed, A Description of Where They are In Process and the Roles and Resource Contributions of the AJCC Partners**

Phase I MOU for Service Delivery – Under the Workforce Innovation and Opportunity Act (WIOA), local boards with the agreement of the chief elected official, are required to develop and enter into a Memorandum of Understanding (MOU) between the local board and one-stop core required partners. The Local Phase I Memorandum of Understanding for Service Delivery was approved by the Santa Barbara County Workforce Development Board on October 21, 2016, approved by the Santa Barbara County Board of Supervisors on December 13, 2016, and has been signed by all but one required partner. (See Section O.) That partner has requested changes to the MOU, and has been offered the option of a separate MOU with the Santa

Barbara County Workforce Development Board as permitted by EDD by the State of California Employment Development Department (see excerpt below from WSD15-12).

Development of a Memorandum of Understanding

Each MOU should act as a functional tool as well as visionary plan for how the Local Board and AJCC partners will work together to create a unified service delivery system that best meets the needs of their shared customers.

Local Boards may develop a single “umbrella” MOU that addresses overarching issues for the Local Board, CEO, and AJCC partners as they relate to the local AJCC system. Alternatively, they may choose to enter into a separate MOU with each individual partner or groups of partners (NPRM Section 678.505). Two or more Local Areas within a planning region also have the option to develop a single joint MOU, should they wish to do so (NPRM Section 678.500).

Phase II Memorandum for Cost Sharing - The SBWDB has the Phase II MOU underway. Phase II, for Shared Resources and Costs, including infrastructure and other system costs, will build upon the agreements established in Phase I and determine how best to support the service delivery model through the sharing of resources and costs. The Phase II MOU will be completed in accordance with WSD15-12 - WIOA Phase II Memorandums of Understanding – Comprehensive AJCCs and delivered to the State to meet the September 1, 2017 deadline.

vi. Description of How Local Board Will Work with WIOA Section 166 and WIOA Section 167 Grantees to Include in Their Strategies to Provide Indian and Native American and Eligible Migrant Seasonal Farmworkers Equal Access to AJCC Services

With the recent closure of Caldelaria American Indian Council in the City of Ventura, and no Section 166 grantees in Santa Barbara County, there are no Section 166 grantees available to provide services in Santa Barbara County. Indian and Native American individuals can access AJCC services through the CalJOBS system and at the Santa Maria and Santa Barbara AJCC One-Stop Centers.

EDD (co-located at the comprehensive Santa Maria AJCC One-Stop Center), and the Center for Employment Training (with a location in Santa Maria) currently provide services and programs to the Migrant and Seasonal Farm Workers. As signatories to the Phase I MOU for Service Coordination, EDD and CET have agreed to:

- Participate in joint planning, plan development, assessment, and modification of activities as appropriate to accomplish the following as appropriate, including, but not limited to:
 - ✓ continuous partnership building,
 - ✓ continuous planning in response to state and federal requirements,
 - ✓ responsiveness to local and economic conditions, including employer needs
 - ✓ Adherence to common data collection and reporting needs;
- Make the applicable service(s) available to customers throughout the one-stop delivery system; and
- Participate in the operation of the one-stop system, consistent with the terms of the MOU and requirements of authorized laws.

SBWDB plans to work with the SB-AJCC One-Stop System partners to implement the Phase I MOU with a view toward customer-centered services that meet the needs of Indian and Native American individuals, and individuals who are migrant and seasonal farm workers.

vii. Description of How AJCCs Will Serve as an On-Ramp for the Regional Sector Pathways Emphasized in the Corresponding Regional Plan

The SB-AJCC plans to continue serving as an on-ramp for regional sector pathways by aligning WIOA-approved training programs accessible to WIOA Title I program participants through the SB-AJCC via the ETPL. As shown below 97% of the 96 training programs on the Santa Barbara County ETPL are aligned with CRPU Priority Sectors.

Coastal RPU Priority Sectors	Santa Barbara County Workforce Development Board Priority Sectors / (* Occupational Elements)	Training Programs on Santa Barbara County ETPL	97% of Santa Barbara Training Programs Aligned as a On-Ramp to Regional Sectors
Agriculture	Food, Beverage & Agriculture	3	3
Building Design Construction	Building and Design	6	6
Business Support Services	Business Services	37	37
Education	*Education/Government		
Energy & Environment	Energy and Environment	5	5
Healthcare Services	Health Care	24	24
Hospitality/Accommodation/Tourism	Tourism	2	2
Retail			
Manufacturing	*Light Manufacturing		
Technology/Innovation	Information & Communication Technologies	16	16
	Aerospace Vehicles & Defense		
	Biotechnology & Related Devices		
	Other (Includes Truck Driving)	3	
Total Training Programs on Santa Barbara County ETPL		96	93
Percent of Santa Barbara County ETPL Training Programs Aligned with Coastal RPU Priority Sectors			97%

Relevant Convening

SBWDB will participate in CRPU’s Slingshot Initiative focused on the Health Care sector by holding our initial launch meeting to engage local industry champions in early 2017. SBWDB has 24 health care sector training programs on the Santa Barbara County ETPL, so is well positioned to explore employers’ interests and needs. SBWDB will join Santa Cruz, Monterey, and San Luis Obispo, who have already completed initial launch meetings, in sharing information.

Do Existing Training & Education Programs Meet Industry’s Workforce Needs?

The CRPU regional plan identifies health care jobs with annual supply gaps between employees needed and potential employees available. As shown below, 83% of the 24 health care training programs on the Santa Barbara County ETPL align with job showing a supply gap, suggesting that SBWDB is serving as an on-ramp to this regional sector pathway. A challenge locally is the wait list for registered nurse programs. While participating in the community colleges’ South Central Coast Regional Consortium, SBWDB recommended new health care training programs attractive to individuals on RN wait lists who could develop skills while waiting. As shown

below, the CPRU regional plan supply gap analysis suggests at least 15 health care jobs with a supply gap for which training programs might provide such an opportunity .

Title	Annual Supply Gap	Santa Barbara County Health Care Training Programs on ETPL	83% Align With Supply Gap	17% Do Not Align	Total
Registered Nurses	59	Nursing: Registered Nursing (LVN-To-RN Only)(A.D.N.)	2		2
		Nursing ADN - AS			0
Nursing Assistants	46	Certified Nursing Assistant	1		1
		Massage Practitioner Program	2		2
Massage Therapists	27	Massage Therapist Program			0
		Medical Assistant	1		1
Licensed Practical and Licensed Vocational Nurses	25	Licensed Vocational Nurse	2		2
		Nursing LVN - AS			
Emergency Medical Technicians and Paramedics	14	Allied Health/Emergency Medical Technician-Competency Award	1		1
Dental Assistants	11	Dental Assisting	1		1
Therapists, All Other	3	Addictive Disorder Counseling- Certificate	7		7
		Addictive Disorder Counseling/AA			
		Addictive Disorder Counseling/Certificate of Achievement: Post-Professional			
		Addictive Disorder Counseling/SCA			
		Substance Abuse/Addiction Counseling/Certificate of Achievement			
		Substance Abuse/Addiction Counseling/AA			
		Substance Abuse/Addictive Counseling, Post-Professional, Certificate			
		Medical Coding Specialist	2		2
		Health Information Technology and Cancer Information: Medical Coding Specialist			
		Radiologic Technologists	1	Radiography (X-Ray) - AS	1
Human Services Certificate/Option 2 Addiction				1	1
Cancer Information Management				1	1
Health Information Technology & Cancer Information: Health Info Tech- AS				1	1
Substance Abuse/Advanced Studies in Addictive Disorders/Award				1	1
Total			20	4	24
% of Santa Barbara County ETPL Health Care Training Programs Aligned With an Annual Supply Gap			83%	17%	

Title	Annual Supply Gap
Medical Secretaries	23
Physical Therapist Assistants	9
Speech-Language Pathologists	8
Physical Assistants	8
Opticians, Dispensing	7
Optometrists	5
Phlebotomists	4
Diagnostic Medical Sonographers	4
Occupational Therapy Assistants	4
Medical and Clinical Laboratory	3
Veterinary Technologists and Technicians	3
Medical and Clinical Laboratory	2
Cardiovascular Technologists and	2
Dietitians and Nutritionists	2
Ophthalmic Medical Technicians	2
Total	86

E. REQUIRED INFORMATION PERTAINING TO SPECIFIC PROGRAMS, POPULATIONS, AND PARTNERS

i. Description of How the Local Board will Coordinate Local Workforce Investment Activities with Regional Economic Development Activities and Promote Entrepreneurial Skills Training and Microenterprise Services

Entrepreneurial Skills and Microenterprise Services

SBWDB currently has five training programs in entrepreneurship approved for WIOA funding on the Santa Barbara County ETPL. These are included in the Business Services priority industry sector. SBWDB will continue to expand entrepreneurship and microenterprise training

programs as we are able to work with community colleges and other training providers to develop them. Entrepreneurship plays an important role in Santa Barbara County in job creation, and the Small Business Development Center on Santa Barbara City College's campus, and an Entrepreneurship Center at Allan Hancock College has provided much needed support and training.

Economic Development Activities

SBWDB participates in a wide variety of activities throughout the local area to stay current on economic developments and opportunities for SBWDB to contribute to the economic vitality of our region:

- The SBWDB Executive Director participates as a delegate in the Community Corrections Partnership, collaborating with the Probation Department to integrate employment assistance and training so as to better serve the realigned offender population, and allow program participants to reenter the workforce, achieve regular employment, and achieve success in the community.
- SBWDB subscribes to the annual UCSB Economic Forecast Project and invites Board members and staff to attend and benefit from current local and regional economic and labor trends and analyses.
- SBWDB was represented at United Way's the WALI (Workforce Development and Literacy Initiative) update and discussion of its CARMEN study (**CA Report on Meeting Essential Needs**), and United Way of California's economic study "Struggling to get by – The Real Cost Measure." The gathering included and discussion of why Northern Santa Barbara County working families are struggling and what we can do about it.
- The SBWDB Executive Director attends various annual State of the City presentations including:
 - Mayor of Santa Barbara's State of the City Presentation hosted by The Chamber of the Santa Barbara Region.
 - Carpinteria Valley Chamber of Commerce *State of the Community Address* featuring regional leadership including the Mayor, Supervisor, UCSB Economic Team, and business expo before and after the event, and has presented to this Chamber the SBWDB priority industry sector analyses.
 - Goleta Chamber of Commerce/City of Goleta State of the City panel discussion with City officials and business leaders.
- The SBWDB Executive Director participates in the Economic Vitality Team of Santa Barbara County as a member of the Economic Development Roundtable. The purpose of the Roundtable is to discuss issues of countywide importance and ensure open lines of communication between economic development practitioners. The Economic Vitality Team includes chambers of commerce throughout Santa Barbara County, and promotes economic vitality through generation of jobs, increased capital investment, business retention, expansion and attraction, while also promoting and supporting entrepreneurs.

ii. **Description and Assessment of the Type and Availability of Adult and Dislocated Worker Employment and Training Activities**

SBWDB receives funding for Title I Adult and Dislocated Worker employment and training activities, including: job search and placement assistance; labor market information; initial assessment of skills and needs; and information about available services (including access to on-the-job training and training in in-demand industry sectors through training programs available through the ETPL) and follow-up services to help participants remain employed after placement.

WIOA Title I Adult and Dislocated worker SBWDB will continue to prepare job seekers with a focus on customer-centered service delivery, including the work preparedness and occupational skills necessary for "middle skill" jobs and career pathways, which will include a combination of Work Preparedness Training and Occupational Skills Training. Training will focus on priority industry sectors and occupational clusters identified by CRPU and SBWDB, and will focus on services that teach skills needed to be successful in the workplace.

iii. **Description of How the Local Board will Coordinate Rapid Response Activities**

The primary purpose of Rapid Response as stated in federal guidance is to enable affected workers to return to work as quickly as possible following a layoff, or to prevent layoffs altogether.

Layoff Aversion is one of several required RR activities SB-AJCC must provide. The intent of layoff aversion as a business engagement strategy is to provide business solutions to companies that want to save jobs. To save jobs, business services staff must be able to identify an at-risk company well in advance of layoffs, get executive level commitment to work together, assess the needs of the company, and deliver solutions to address risk factors. Accomplishing this requires data collection, analysis of regional labor market and industry sector trends, early warning mechanisms that can alert of problem areas, and well-trained staff with capacity to build capacity among businesses, labor organizations and civic leaders.

Layoff Aversion is an activity SBWDB plans to implement by developing in-depth understanding of our industry sectors, and drawing upon this knowledge to be more prepared when businesses are experiencing declines, and engage in early detection. This early detection should increase our ability to provide Layoff Aversion strategies that can save businesses and jobs.

SBWDB plans to use WIOA funded business engagement activities to assist companies avert layoffs including customized training, incumbent worker training, and work sharing.

Layoff Aversion 122 reports capture and report business solution strategies delivered to businesses during any stage of the business cycle that relate to and result in job retention/saved and/or rapid re-employment. SBWDB completed and submits 122 reports quarterly to EDD to convey business solutions completed during the reporting quarter.

SBWDB initiates **rapid response** activity with the appropriate contracted partners, after receiving the Worker Adjustment and Retraining Notification Act Notice (WARN) or other notices from employers. SBWDB sees Rapid Response as a valuable component of its business

service model. By sourcing talent during peak/growth phases, and facilitating solutions, for both business and workers, during times of decline and recovery, Rapid Response plays a valuable and on-going role across the business cycle. This means the SBWDB and its' AJCC One-Stop are prepared to support local business:

- Expanding
- Down-sizing
- Merging
- Relocating
- Reorganizing
- Closing

Rapid Response as business service is more than simply reacting to layoffs or the provision of services; it is an active, continuous effort of providing long-term solutions that lead to a thriving economy. The SBWDB has adopted a proactive Rapid Response model. The key elements of proactive Rapid Response are the understanding of the workforce and economic development issues facing employers, workers, and the community at large, and the brokering of solutions that respond to their needs.

SBWDB will complete and submit Rapid Response 121 reports to EDD quarterly to report Rapid Response activities when conducting on-site layoff/closure planning meetings and/or on-site layoff/closure orientations for WARN and non-WARN events.

iv. **Description and Assessment of the Type and Availability of Youth Workforce Development Activities in the Local Area, Including Identification of Successful Models and Activities for Youth Who are Individuals with Disabilities**

Pursuant to award of competitively procured contracts, PathPoint is operating the South County and North County WIOA Title I Youth Programs for Santa Barbara County for a term starting October 1, 2016 and ending no later than June 30, 2019. PathPoint has extensive experience in serving individuals with barriers.

PathPoint represents on its website that it is a 201(c)(3) non-profit organization dedicated to helping people with disabilities or disadvantages to reach their fullest potential, and currently serving over 2,000 individuals with disabilities or disadvantages including:

- Individuals with physical or developmental disabilities (such as Autism, Cerebral Palsy, or Down Syndrome),
- Individuals with psychiatric disabilities (such as Schizophrenia, Bipolar Disorder, or Anxiety Disorder)
- Individuals who are disadvantaged (such as low-income seniors, the homeless, or at-risk youth).

PathPoint also states the following on its website:

PathPoint's philosophy celebrates the belief that all individuals, especially those with disabilities or disadvantages, can achieve self-sufficient and dignity when the proper supports are in place.

Regarding employment service strategies, PathPoint states:

PathPoint offers a wide variety of services to help low-income individuals with developmental disabilities and disadvantages overcome barriers to employment, to place them in jobs, and to provide them with the training and support they need to keep jobs. Programs include service coordination, external situational assessment, personal social adjustment, job development and placement, supported employment, work adjustment, and computer training.

At a minimum, PathPoint provides the following program design elements for each WIOA youth participant: (a) objective assessment, (b) a service strategy, and (c) additional elements including: (i) activities leading to attainment of a secondary school diploma or its recognized equivalent or a recognized postsecondary credential, (ii) preparation for postsecondary education and training opportunities, (iii) strong linkages between academic instruction and occupational education that lead to the attainment of recognized postsecondary credentials, (iv) preparation for unsubsidized employment opportunities, and in appropriate cases, effective connections to employers, including those in the designated industry sectors. At a minimum, PathPoint makes the following services available to youth participants: (a) tutoring, (b) alternative secondary school services (or drop-out recovery services), (c) occupational skill training, (d) leadership development opportunities, (e) supportive services, (f) mentoring, (g) guidance counseling, (h) financial literacy education, (i) entrepreneurial skills training, (j) labor market and employment information, (k) preparation for postsecondary education and training.

SBWDB will provide monitoring to assure that appropriate services and strategies are made available to WIOA Youth Program participants. PathPoint appears well positioned to serve individuals with barriers, and use successful models to activities to serve youth with disabilities.

v. **Description of How the Local Board Will Coordinate with Relevant Secondary and Post-Secondary Education Programs and Activities to Coordinate Strategies, Enhance Services, and Avoid Duplication of Service**

SBWDB plans to build upon relationships developed while participating in the community colleges South Central Coast Regional Consortium, and the Santa Barbara Adult Education Block Grant Consortium to coordinate strategically with educations programs and activities, enhance services, and avoid duplication of service. SBWDB will also need to coordinate more with WIOA Title II Adult Education partners who are not involved in these consortia.

vi. **Description of How the Local Board Will Coordinate WIOA Title I with the Provision of Transportation and Other Appropriate Supportive Services in the Local Area**

SBWDB awards supportive services to those in financial need on the basis of an individual assessment and the availability of WIOA funds as needed for the individual to be able to participate in workforce programs and activities including securing and retaining employment. Adults or dislocated workers who are enrolled an receiving training or follow-up services under WIOA may be eligible for supportive services if unable to obtain assistance from other agencies providing supportive services. Supportive services may include training-related and/or employment-related expenses.

Provided through the Local Board and partners, WIOA workforce and education programs provide a wide range of supportive resources, including academic and career counseling; subsidized childcare and dependent care; transportation vouchers; payment for books, uniforms and course equipment; substance abuse treatment; and the use of assistive technology for individuals in California who are disabled. Supportive services also may include licensing fees, legal assistance, housing assistance, emergency assistance, and other needs-related payments that are necessary to enable an individual to participate in career and training services. Transportation expenses may also be included (e.g., bus passes, gas cards, automobile insurance.)

vii. **Plans, Assurances, and Strategies for Maximizing Coordination, Improving Service Delivery, and Avoiding Duplication of Wagner-Peyser Act Services and Other Services Provided Through the One-Stop Delivery System**

SBWDB will work collaboratively with SB-AJCC One-Stop System partners, as well as the CalJOBS system to coordinate service delivery, and avoid duplication of effort with Wagner-Peyser. SBWDB plans to emulate the kind of coordination demonstrated when Wagner-Peyser staff worked with WIOA staff on as part of a winning multi-agency team in the DOL Customer Centered-Design Challenge to assure enhanced services without duplications. Also, for more than ten years, CalWORKS/TANF has been located adjacent to the Santa Maria AJCC One-Stop center. The SB-AJCC partners have developed the ability to deliver services efficiently through effective referrals and sharing information as appropriate and with written permission of individuals being served. Although the new SB-AJCC System partners comprise a larger group of individuals and programs, they have committed in the Phase I MOU for Service Coordination to cross-train and make appropriate referrals. SBWDB will be working with them to implement the Phase I MOU for Service Coordination, and plan to improve customer outcomes, while avoiding duplication of services.

viii. **Description of How the Local Board Will coordinate WIOA Title I Activities with Adult Education and Literacy Activities Under WIOA Title II, Including How the Local Board Will Carry Out the Review of Local Applications Submitted Under Title II to Determine Whether Such Applications are Consistent with the Local Plan, and How the Local Board will Make Recommendations to the Eligible Agency to Promote Alignment with the Local Plan**

SBWDB will build upon the existing collaboration with the community colleges South Central Coast Regional Consortium and the Santa Barbara Adult Education Block Grant Consortium, as well as the relationships developed while shaping the Phase I MOU for Service Coordination, to carry out the review of local applications submitted under Title II to determine whether such applications are consistent with the local plan and how SBWDB will make recommendations to the eligible agency to promote alignment with the local plan.

ix. **Description of the Services that Will Be Provided to Limited English Proficient Individuals**

WIOA programs are located within the Santa Barbara County Department of Social Services which serves significant numbers of Limited English Proficient (LEP) individuals in connection

with administering welfare and protective service programs. Accordingly, contractors providing translation services have been identified and are available to assist in serving LEP individuals should WIOA staff not speak the individual's language.

Building on existing partnerships, SBWDB will work with Adult Education to offer, or possibly directly sponsor Adult Basic Education, English as a Second Language (ESL), Vocational English and a Second Language (VESL), or any other remedial education needed. For individuals enrolled in ESL, VESL, or Adult Basic Education, there will be an emphasis on simultaneously providing other training such as Job Readiness, Occupational Skills, or paid work experience.

F. ADMINISTRATION – MANAGING THE WORK OF THE LOCAL BOARD

i. Entity Responsible for the Disbursal of Grant Funds Described in WIOA Section 107(d)(12)(B)(i)(III)

The County of Santa Barbara Board of Supervisors is the Chief Elected Official and the recipient of funds. The Santa Barbara County Department of Social Services is the fiscal agent. The Santa Barbara County Workforce Development Board, assisted by Santa Barbara County Workforce Development Board staff, prepares and oversees a budget that is approved by the Board of Supervisors. This budget determines how grant funds will be distributed.

ii. Description of the competitive Process That Will Be Used to Award the Sub-Grants and Contracts for WIOA Title I Activities Consistent with WSB Draft Directive 153

By January 2017, well in advance of the July 1, 2017 WIOA deadline, SBWDB completed competitive procurement of the AJCC One-Stop Operator, and also Operators for the WIOA Title I Adult/Dislocated Worker Programs and WIOA Title I Youth Program.

The competitive procurement process for: (1) One-Stop Operator(s) and Program Operator(s) for the WIOA Title I Adult and Dislocated Worker Programs, North and South County, and (2) WIOA Title I Youth Program(s), North and South County, was directed by the Santa Barbara County Chief Executive Office (CEO), with California Workforce Association providing technical support and guidance to the CEO throughout the procurement process as follows:

- April 15, 2016 – CEO released a Request for Proposals (RFP), issues a press release, and posted the RFPs online;
- April 26, 2016 – Bidders conference conducted
- May 27, 2016 – Proposal submission due date:
 - One-Stop/Adult/Dislocated Worker Program proposals:
 - Four proposals received for South County competition
 - Three proposals received for North County competition
 - Proposals were then evaluated by an evaluation panel made up of workforce practitioners and experts from across the State of California with the panel recommended awarding the contract to KRA
 - Youth Program proposals received
 - Five proposals received for South County
 - Six proposals received for North County

- Proposals were then evaluated by an evaluation panel made up of workforce practitioners and experts from across the State of California with the panel recommended awarding the contract to PathPoint;
- July 15, 2016—SBWDB accepted the evaluation panel recommendations and approves KRA as the One-Stop Operator and Adult/Dislocated Worker Program Operator, and PathPoint as the Youth Program Operator;
- September 20, 2016—Santa Barbara County Board of Supervisors approved PathPoint as the Youth Program Operator
- October 1, 2016—Start date for PathPoint’s contracts to operate the South County and North County WIOA Title I Youth Program
- November 8, 2016— Santa Barbara County Board of Supervisors approved KRA as the One-Stop Operator and the WIOA Title I Adult and Dislocated Worker Program Operator
- November 15, 2016—Start date for KRA’s contract to operate the South County and North County One-Stops and the WIOA Title I Adult and Dislocated Worker Programs.

G. PERFORMANCE GOALS – Negotiated Performance Measures

SBWDB WIOA Title I programs met or exceeded the required performance for 2015-2016 are as follows:

Adult and Dislocated Worker Formula 2015-16 Performance						
Adult and DW Performance Goals	Participant Categories	PY 2015-16 Neg. Rate	Actual Performance Rate	Met Goal	Met 80% Target? *80% of goal	Success Rate % of goal met
Entered Employment Rate	Adult	63.5%	77.0%	YES	YES	121.3%
	Dislocated Worker	82.0%	80.0%	NO	YES	97.6%
Retention Rate –	Adult	86.5%	93.0%	YES	YES	107.5%
	Dislocated Worker	89.5%	90.0%	YES	YES	100.6%
Average Earnings:	Adult	\$11,650	\$13,852	YES	YES	118.9%
	Dislocated Worker	\$14,400	\$17,585	YES	YES	122.1%

WIOA Youth Formula 2015-16 Performance					
Youth Performance Goals	PY 2015-16 Neg. Rate	Actual Performance Rate	Met Goal	Met 80% Target?	Success Rate (% of goal met)
Entered Education or Employment Rate	68.0%	78.0%	YES	YES	114.7%
Attained Degree or Certificate	64.0%	71.0%	YES	YES	110.9%
Literacy & Numeracy Gains	53.5%	74.0%	YES	YES	138.3%

Negotiated goals for 2016-17 are as follows:

PY 2016-17 Proposed Performance Goals				
Performance Measure	Adults	Dislocated Workers	Youth	
Employment Rate 2 nd Quarter After Exit	65%	68.0%	62.4%	Employment or Placement Rate 2nd Quarter After Exit
Employment Rate 4th Quarter After Exit	62.5%	66.5%	64.2%	Employment or Placement Rate 4th Quarter After Exit
Median Earnings 2nd Quarter After Exit	\$4,957	\$7,308	BASELINE	Median Earnings
Credential Attainment within 4 Quarters After Exit	52.9%	60.0%	54.7%	Credential Attainment within 4 Quarters After Exit

PY 2017-18 Proposed Performance Goals				
	Adults	Dislocated Workers	Youth	
Employment Rate 2 nd Quarter After Exit	68%	71%	65.4%	Employment or Placement Rate 2nd Quarter After Exit
Employment Rate 4th Quarter After Exit	65.5%	69.5%	67.2%	Employment or Placement Rate 4th Quarter After Exit
Median Earnings 2nd Quarter After Exit	\$5,157	\$7,523	BASELINE	Median Earnings
Credential Attainment within 4 Quarters After Exit	55.9%	63.0%	57.7%	Credential Attainment within 4 Quarters After Exit

H. HIGH PERFORMANCE BOARD EFFORT

i. Description of Local Policies on Priority of Service, MOU Phase I, and MOU Phase II

Priority of Service:

The SBWDB has not developed additional priority groups for the local area. The priority of service policy is set forth in the Phase I MOU for Service Coordination. WIOA Section 134(c)(3)(E) establishes a priority requirement with respect to funds allocated to a local area for adult employment and training activities. Under this section, AJCC One-Stop center staff responsible for these funds must give priority to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient in the provision of individualized career services. Under WIOA, priority must be provided regardless of the level of

funds. Under WIOA the priority also includes individuals who are basic skills deficient in WIOA section 3(5).

Veterans and eligible spouses continue to receive priority of service for all DOL-funded job training programs, which include WIOA programs. However, when programs are statutorily required to provide priority for a particular group of individuals, such as the WIOA priority described above, priority must be provided in the following order:

- i. Veterans and eligible spouses who are also included in the groups given stator priority for WIOA adult formula funds. This means that veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient would receive first priority for service provided with WIOA adult formula funds.
- ii. Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are included in the groups given priority for WIOA adult formula funds.
- iii. Third, to veterans and eligible spouses who are not included in WIOA's priority groups.
- iv. Last, to non-covered persons outside the groups given priority under WIOA.

Phase I MOU for Service Delivery – Under the Workforce Innovation and Opportunity Act (WIOA), local boards with the agreement of the chief elected official, are required to develop and enter into a Memorandum of Understanding (MOU) between the local board and one-stop core required partners. The Local Phase I Memorandum of Understanding for Service Delivery was approved by the Santa Barbara County Workforce Development Board on October 21, 2016, approved by the Santa Barbara County Board of Supervisors on December 13, 2016, and has been signed by all but one required partner. (See Section O) The partner has requested changes to the MOU, and has been offered the option of a separate MOU with the Santa Barbara County Workforce Development Board as permitted by EDD by the State of California Employment Development Department (see excerpt below from WSD15-12 at http://www.edd.ca.gov/Jobs_and_Training/pubs/wsd15-12.pdf).

Development of a Memorandum of Understanding

Each MOU should act as a functional tool as well as visionary plan for how the Local Board and AJCC partners will work together to create a unified service delivery system that best meets the needs of their shared customers.

Local Boards may develop a single “umbrella” MOU that addresses overarching issues for the Local Board, CEO, and AJCC partners as they relate to the local AJCC system. Alternatively, they may choose to enter into a separate MOU with each individual partner or groups of partners (NPRM Section 678.505). Two or more Local Areas within a planning region also have the option to develop a single joint MOU, should they wish to do so (NPRM Section 678.500).

Phase II Memorandum for Cost Sharing - The SBWDB has the Phase II MOU underway. Phase II, for Shared Resources and Costs, including infrastructure and other system costs, will build upon the agreements established in Phase I and determine how best to support the service delivery model through the sharing of resources and costs. The Phase II MOU will be completed in accordance with WSDD-16-09 - WIOA Phase II Memorandums of Understanding – Comprehensive AJCCs and delivered to the State to meet the September 1, 2017 deadline.

I. TRAINING ACTIVITIES

Description of How Training Services Will Be Provided Through the Use of Individual Training Accounts or Contracts and How They Will Be Coordinated to Ensure Informed Customer Choice in the Selection of Training Programs

SBWDB provides WIOA Title I Adult and Dislocated Worker training opportunities through the use of individual training accounts (ITA) accessing training programs on the ETPL, or through on-the-job training (OJT) opportunities. All customers are provided with basic career services that include access to training and if determined eligible are referred by staff to a Title I case manager for individual career services, including training. During this career and guidance activity, customers are provided with information and training options available on the ETPL, and they review labor market information. The choice of training or OJT is always the participant’s within the priority industry sectors.

ITAs are available for adult, dislocated worker, and older youth WIOA participants. The procedures for executing the ITAs, as well as the contracts for the, are managed by either the subrecipient for Adult and Dislocated Worker services, or the subrecipient for Youth services.

OJTs for adult, dislocated worker, and older youth are arranged by contract with an employer made with the vendor rather than the enrolled participant. OJTs have been successful and have resulted in long-term placements. SBWDB plans to continue to develop OJT opportunities.

J. PUBLIC TRANSPARENCY

i. Description of the Process to Provide a 30-day Public Comment Period

Consistent with WIOA 108(d), 30 day public comment period and timeline is as follows:

March 14, 2017 – April 12, 2017	30 –day Public Comment
By March 10, 2017	Provide Local Plan to CRPU
By March 15, 2017	Submit Local Plan to State Board
By April 19, 2017	Submit Local Plan Revised to Address Public Comment, if Needed
April 30, 2017	State Board Approves, or Conditionally Approves, Local Plan
May 15, 2017	State Board Notifies Local Boards of Any Deficiencies
July 14, 2017	Local Plan Submitted to SBWDB for Approval
July 18, 2017, July 11, 2017, or June 20, 2017	Local Plan Submitted to BOS for Approval
By 8/1/2017	Final Corrected Plans w CLEO Signature to State Board
9/1/2017	All Plans Receive Final Approval

Public communication channels include: region-wide website links of the SBWDB; press releases to the Santa Barbara New Press, Santa Maria Times, Lompoc Record. The SBWDB shared industry sector information at the community colleges August 5, 2016 South Central Coast Regional Consortium Stakeholder Meeting. The SBWDB will hold public plan discussion meetings the last week of March 2017 in both Santa Maria and Santa Barbara.

The SBWDB Policy on Reasonable Accommodation complies with federal and state requirement to provide reasonable accommodation for individuals with disabilities who seek services from any program operator funded by the SBWDB. This policy is in compliance with specific legislation: Title II of Americans with Disabilities Act (ADA); Section 504 of the Rehabilitation Act of 1973; California's Fair Employment Housing Act and section 188 of the Workforce Innovation and Opportunity Act (WIOA) of 2014.

The SBWDB Policy on Non-Discrimination and Equal Opportunity complies with the non-discrimination and equal opportunity requirements of the Workforce Innovation and Opportunity Act (WIOA) of 2014, the regulatory requirements of the Americans with Disabilities Act Amendment Act of 2008 (ADAAA); Federal Title VI of the Civil Rights Act of 1964 as amended and the Rehabilitation Act of 1973 as amended. SBWDB monitors compliance, using EDD Electronic Compliance Monitoring Checklist as required by WIOA.

K. COMMON INTAKE AND CASE MANAGEMENT

i. **Description of How Local Boards Currently Handle Intake and Case Management and Whether Their Existing Approach Allows for the Tracking of Co-enrolled Individuals Across WIOA Core Programs and Other Programs Party to the State Plan**

Intake and case management are currently handled by means of the CalJOBS software supplied by GeoSolutions, which is used by providers of WIOA Title I Adult, Dislocated Worker, and Youth. This system tracks co-enrollment of WIOA Title I and Title III (Wagner-Peyser) clients, but cannot now properly track co-enrollments across other WIOA core programs, except to a very limited extent. For example, co-enrolling youth and adults in Title I has been problematic. We—and other programs associated with us—will therefore be dependent on the ultimate creation and distribution of a fully operational system for the tracking of co-enrollment across all WIOA programs.

L. REGIONAL PLAN PORTIONS AND ATTACHMENTS

i. **Description of Title II Program Applicants Will Be Given Access to Local Plans for Purpose of Reviewing the Local Plan and Developing Title II Applications for Funding**

Prospective Title II program applicants are already members of SBWDB, or required AJCC partners, thus they can have full access to the local plan, and can develop their applications for funding with full knowledge of SBWDB's local goals.

ii. **Description of How the Local Board Will Meet the Priority of Service Requirements in WIOA Section 134(c)(3)(E)**

As described in Section 3.H. above, SBWDB has not developed additional priority groups for the local area. The priority of service policy is set forth in the Phase I MOU for Service Coordination. WIOA Section 134(c)(3)(E) establishes a priority requirement with respect to funds allocated to a local area for adult employment and training activities. Under this section, AJCC One-Stop center staff responsible for these funds must give priority to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient in the provision of individualized career services. Under WIOA, priority must be provided regardless of the level of funds. Under WIOA the priority also includes individuals who are basic skills deficient in WIOA section 3(5). Veterans and eligible spouses continue to receive priority of service for all DOL-funded job training programs, which include WIOA programs. However, when programs are statutorily required to provide priority for a particular group of individuals, such as the WIOA priority described above, priority must be provided in the following order:

- i. Veterans and eligible spouses who are also included in the groups given stator priority for WIOA adult formula funds. This means that veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient would receive first priority for service provided with WIOA adult formula funds.
- ii. Second, to non-covered persons (that is, individuals who are not veterans or eligible spouses) who are included in the groups given priority for WIOA adult formula funds.
- iii. Third, to veterans and eligible spouses who are not included in WIOA's priority groups.
- iv. Last, to non-covered persons outside the groups given priority under WIOA

iii. **Portions of the Local Plan that Are Being Handled in the Narrative Content of the Regional Plan**

2. Regional Planning Units (RPU) Regional Plan

- A. Provide a List of Regional Partners Who Are Party to the Plan
- B. Regional Economic and Background Analysis
- C. Required Content on Regional Sector Pathways Santa Cruz County Local Workforce Development Plan 2017-20 Draft 1-11-17
- D. Required Content on Industry-Valued Post-Secondary Credential Attainment E.
- E. Required Content on Accessibility and Inclusivity
- F. Required Content on Job Quality Considerations
- G. Required Content on Regional Assessment
- H. A description of the manner federal WIOA regional plan requirements not covered by the State Plan required content are being met
- I. Regional MOU or Cooperative Service Agreements between RPU partners
- J. Provide Any Community College and AEBG Related Attachments to the Regional plan

- M. **LOCAL BOARD ASSURANCES - Attachment 4** (Signatures to be submitted by August 1, 2017 with the Final Corrected Plan)
- N. **LIST OF ONE-STOPS AND AJCC PARTNERS IN THE LOCAL AREA**

Appendix C: AJCC One-Stop Center Map

- 1. AJCC One-Stop Center: 1410 S. Broadway, Santa Maria, CA 93454
- 2. AJCC Satellite Location: 130 E. Ortega St., Santa Barbara, CA 93101



Santa Barbara County AJCC One-Stop System Partners	
Required Programs	Responsible Entity
WIOA Title I Adult, Dislocated Worker, and Youth	Santa Barbara County Workforce Development Board
WIOA Title II Adult Education and Literacy	Allan Hancock College
WIOA Title II Adult Education and Literacy	Lompoc Adult School, Lompoc Unified School District
WIOA Title II Adult Education and Literacy	Santa Barbara City College
WIOA Title III Wagner-Peyser (employment services authorized under the Wagner-Peyser Act 29 U.S.C. 49 et seq.: (a) Migrant and seasonal farmworker outreach services, (b) Development and provision of labor market information products and services)	State of California Employment Development Department
Title IV Vocational Rehabilitation	State of California Department of Rehabilitation
Carl Perkins Career Technical Education	Allan Hancock College
Carl Perkins Career Technical Education	Santa Barbara City College
Migrant Seasonal Farmworkers (Section 167)	Center for Employment Training
Veterans (Jobs for Veterans State Grants (JVSG))	State of California Employment Development Department
Trade Adjustment Assistance activities authorized under Chapter 2 of Title II of the Trade Act of 1974 (19 U.S.C. 2271 et seq.)	State of California Employment Development Department
Unemployment Compensation (Programs authorized under State unemployment compensation laws (in accordance with applicable Federal law: (1) California Training Benefits, (2) Work Share, (3) Trade Readjustment Allowance, (4) RESEA, PJSA, and IAW workshops)	State of California Employment Development Department
Temporary Assistance for Needy Families/CalWORKS	County of Santa Barbara Department of Social Services

- O. **AJCC MEMORANDUM OF UNDERSTANDING – Attachment 3**
- P. **LOCAL AREA GRANT RECIPIENT LISTING USING THE FORM PROVIDED – Attachment 5**
(To be submitted by August 1, 2017 with the Final Corrected Plan)
- Q. **COPY OF LOCAL BOARD BYLAWS – Attachment 6**
- R. **PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES – Attachment 7**
(Signatures to be submitted by August 1, 2017 with the Final Corrected Plan)
- S. **SUMMARY OF PUBLIC COMMENTS RECEIVED THAT DISAGREE WITH THE LOCAL PLAN – Attachment 6** (if needed--to be submitted to State by April 19, 2017—before the State approves, or conditionally approves, local plan by April 30, 2017).