



Workforce Investment Area Local Plan Modification Program Year 2008–09 (Budget, Participant, and Performance Forms)

LWIA: Humboldt County

Submitted on: October 28, 2008

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WIA Local Plan Modification PY 2008–09

Modification # _____ LWIA: Humboldt County

Date: 07/01/2008

Budget, Participant, and Performance Forms

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Workforce Investment Act
Local Plan Modification
Program Year 2008-09
(Narrative Forms)

Local Workforce Investment Area (LWIA):

Name of LWIA Humboldt County

Submitted on October 30, 2008

Contact Person Jacqueline Debets

Contact Person's Phone Number 707 445-7745
AREA CODE PHONE NUMBER

August 2008

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Workforce Investment Act (WIA) Strategic Five-Year Local Plan

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EXECUTIVE SUMMARY

Enclose a brief summary, not more than two pages, of the five-year strategic local plan that gives a general overview of the proposed local workforce investment system. Include a description of how the system looks today, and how it will change over the five-year plan period. Include a discussion of the local board's economic and workforce investment goals and how the local system will support these goals.

In pursuit of its mission, the HC-WIB will implement the following strategic initiatives:

- Catalyze leadership and collaboration locally and regionally with information that engages us in the future economy that our growing industries can provide.
- Link our residents to growing industries and prepare them for demand careers.
- Enhance the capacity of our one-stop system to deliver a targeted range of value-add services for employers and employees, so that businesses are more competitive, and job seekers develop the most employ-able skills for their career advancement.
- Delivery rapid response services that avert layoffs through targeted attention to employers in transition.
- Produce and disseminate needs of growing industries described in the Targets of Opportunity report, so that K-12, community college and university education and training institutions change and develop programs to deliver ready workforce with skills in demand occupations of the Targets of Opportunity industries.

I. PLAN DEVELOPMENT PROCESS

WIA gives states and local areas a unique opportunity to develop employment and training systems tailored specifically to state and local area needs. The local plan is only as effective as the partnership that implements it. The plan should represent a collaborative process between the Chief Elected Official and the local system partners. This collaboration will create a shared understanding of the local area's workforce investment needs, a shared vision of how the local workforce investment system can be designed to meet those needs, and agreement on the key strategies to achieve this vision. This collaborative planning at all stages should drive local system development, create strategies for improvement, and provide the opportunity for stakeholder and public participation, review and comment.

In this section, describe the plan development process, including comments received during the public comment period that were incorporated within the plan. [WIA Section 118 (a), WIA, Section 118(c) (1)].

(Please note: we recognize that local areas are required to develop various related local plans and we encourage you, whenever feasible and appropriate, to use planning

information that has already been developed. However, the data you use must be accurate and current.)

<p>A. What was the role of the Chief Elected Official in developing the plan? [WIA, Section 118 (a)]</p> <p>A member of the Humboldt County Board of Supervisors, the Chief Elected Official, also serves on the Humboldt County Workforce Investment Board (HC-WIB) member and participated in the strategic planning sessions held in 2006 and 2007. This Chief Elected Official also serves on the Executive Committee of the HC-WIB, which met and discussed the Local Strategic Plan three times. The plan was formulated in these public meetings.</p>
<p>B. What local workforce investment board, transition board or existing body had oversight for the development of this local plan? If there was no such body, how will you create a responsible entity? [WIA Section 117(d)(4)]</p> <p>The Humboldt County Board of Supervisors has designated the Humboldt County Workforce Investment Board (HC-WIB) to develop the local plan.</p>
<p>C. Describe the process used to provide an opportunity for public comment, including comment by the Chief Elected Official; the local workforce investment board and youth council; other local governing bodies; educators; vocational rehabilitation agencies; service providers; community-based organizations; and migrant seasonal farm worker representatives. Describe the process used to get input for the plan prior to submission. [WIA Section 118(c)(1) and WIA Section 118(b)(7)]</p> <p>HC-WIB Strategic Planning sessions were held in Spring of 2007. The Chief Elected Official, HC-WIB and its youth council members, educators (k-12, community college and university), vocational rehabilitation agencies, other service providers, and community-based organizations participated. The HC-WIB Executive Committee completed the strategic plan, and the full HC-WIB reviewed and approved the final plan.</p> <p>HC-WIB staff presented language for new required sections of the Local Strategic Plan to the HC-WIB Executive Committee on August 7, 2008. The Executive Committee reviewed a draft on September 10, 2008. A 30-day public review of the local plan occurred September 17-October 17, 2008. The full HC-WIB will have reviewed the plan on October 17, 2008 at their regular meeting. The Humboldt County Board of Supervisors will have reviewed and approved the final document accepted on October 28, 2008.</p>
<p>D. How were comments considered in developing the local WIA plan? [<i>State Planning Guidance</i> I B. and WIA, Section 112(b)(9)]</p> <p>HC-WIB staff gathered and collated edits, changes and comments throughout the planning process. Revisions were incorporated and considered by the HC-WIB Executive Committee and full HC-WIB at their regularly scheduled meetings.</p>
<p>E. Describe the method used to make copies of the local plan available through public hearings and through other means e.g., local news media and the Internet. [WIA, Section 118(c)(2)]</p>

A public notice was placed in the *North Coast Journal* on September 11, 2008 inviting the general public to review a draft of the local plan and submit written comment. The plan was made available for review in hardcopy as well as electronically via the Internet.

F. What other organizations were involved in the development of the local plan? How were they involved?

- Carpenters Local 751
- Central Labor Council of Humboldt/Del Norte Counties
- College of the Redwoods
- County of Humboldt – Economic Development Division
- County of Humboldt – Employment Training Division
- Employment Development Department
- Eureka Adult School
- Eureka & Humboldt County Housing Authority
- Department of Health and Human Services
- Department of Rehabilitation
- Humboldt Child Care Council
- Humboldt County Board of Supervisors
- Humboldt County Office of Education
- Humboldt State University
- Northern California Indian Development Council, Inc.
- North Coast Veterans Resource Center
- Redwood Region Economic Development Commission
- Senior Community Service Employment Program
- Table Bluff Reservation – Wiyot Tribe

Private business partners include:

- Carson Wireless Technologies
- Coast Central Credit Union
- Express Personnel Services
- Green Diamond Resource Company
- Healthware Solutions
- The Ink People Center for the Arts
- Loleta Cheese Factory
- MLC Enterprises
- NERATech
- SHN consulting Engineers & Geologists
- St. Joseph Hospital
- Sequoia Personnel Service
- Humboldt Merchant Services

II. LOCAL VISION AND GOALS

The federal *Planning Guidance and Instructions for Submission of the State's Strategic Five-Year Plan* indicates that “a vision creates organizational alignment around a picture of a transformed future. It propels the organization toward achieving difficult but attainable strategic goals. Vision drives systematic improvements and produces outcomes. It is dynamic, not static.”

In this section, identify your broad strategic economic and workforce development goals (e.g., “All people who want to work can find jobs. There will be a growing number of business start-ups. Fewer people will rely on welfare assistance.”) Include information on how the local plan is consistent with the State plan and describe how the local workforce investment system supports the shared vision in the attainment of your goals. In addition, describe your local strategies based on your local board’s vision for business services and lifelong learning.

A. What is your vision for your local workforce investment system, and how will your system appear at the end of the five-year period covered by this plan? [State Planning Guidance II A.] [WIA, section 117(d)(1)]

Some specific questions that may be considered are:

1. How will your local system integrate services over the next five years? [WIA, Section 117(d)(1) and Section 118(a)]

No changes from past plan.

2. What programs and funding streams will support service delivery through the One-Stop system? [WIA, Section 121(b)(1)(B)]

No changes from past plan.

3. Typically, what information and services will be provided and how will customers access them? How will the goal of universal access be achieved? [20 CFR Part 652, et al., Interim Final Rule (I)(A), State Planning Guidance II.A. bullet 3]

No changes from past plan.

4. How will Wagner-Peyser Act and unemployment insurance services be integrated into the local system? [WIA, Section 121(b)(1)(B)(xii),

No changes from past plan.

5. How will the youth programs be enhanced to expand youth access to the resources and skills they need to succeed in the State's economy? [WIA, Section 111(d)(2) and 112(a)]

HC-WIB has piloted a new program to integrate and coordinate youth service providers with private sector employers: *StepUP for Youth Jobs*. Social service and Probation funding have been combined with WIA to fund Step Up and deliver a comprehensive approach to youth services in all regions of our county. Five WIA Youth Program Operators provide case management, along with other coordinated programs, such as Probation and Foster Care. The Step Up program develops the jobs, working directly with employers as their single point of contact. Together case managers and Step Up place youth into jobs they are ready to succeed in and meet employer expectations.

Step Up provides a focus on learning and demonstrating work maturity skills, and specific occupational skills related to our region’s growing industries, Targets of Opportunity. Training programs, such as the Digital Pathways project, Health Careers training and Restaurant Skills Internships match the State’s priority on

developing training programs that support workers to enter high growth/high wage occupations.

WIA Section 118 requires local plans to be consistent with the State Plan. In addition to California's Principles and Strategic Goals (WIAB99-2, Local Plan Instructions and Forms, page 3), please include strategies that reflect the Governor's four key priorities for California's public workforce system. The key priorities were not included in the Initial/Supplemental Planning Narrative pages or the One-Year Extension for Program Year 2005–06. They were introduced last year in the Guidance for Local Plan Modifications for PY 2006-07, via Addendum, item A.

The Governor's four key priorities for California's public workforce system:

- Understanding and Meeting the Workforce Needs of Business and Industry in order to prepare Workers for 21st Century Jobs
- Targeting Limited Resources to Areas Where They Can Have the Greatest Economic Impact
- Collaborating to Improve California's Educational System At All Levels
- Ensuring the Accountability of Public and Private Workforce Investments

B. Describe how your local vision and workforce development strategy is consistent with the Governor's workforce development priorities [WIA Section 118(a)].

The Humboldt County Local Strategic Plan is based on an in-depth economic and labor market analysis, which identifies six fast-growing industries and their demand occupations in the Redwood Coast region. The Targets of Opportunity report (www.HumboldtWIB.com) form the foundation and provide the direction for all strategic priorities and program design.

The HC-WIB works closely with Humboldt County Office of Education, the adult schools, the College of the Redwoods and Humboldt State University to design curriculum offerings to produce the workforce demanded by the Targets of Opportunity industries.

All efforts of the HC-WIB focus on the highest value policy and implementation actions to deliver workforce for the fastest growing industries with highest wages in the region.

The California Workforce Investment Board (State Board) adopted vision statements regarding business services and lifelong learning that were not included in the *WIA Initial/Supplemental Planning Narrative* pages or the *One-Year Extension for Program Year 2005–06*. They were introduced last year in *Guidance for Local Plan Modifications for PY 2006-07*, via *Addendum*, item B.

The State Board vision statements:

- The One-Stop System, in collaboration with the economic development community, partners with California's business to provide best-in-class local services to business to support job retention and growth.
- The vision for lifelong learning, in the context of workforce development, is to enable current and future workers to continually acquire the knowledge, skills, and abilities required to be successful in the workplace.

C. Provide a description of your local strategies, based upon your local board's vision for business services, to improve the services to employers, and include in your description [WIA Section 118(b) (10)]:

1. Your vision and strategic planning efforts for business services.

HC-WIB's envisions business services integrated with job-seeker services to result in the highest quality matches achieved in an efficient manner for employers. These services include assessment, clarification of job requirements, applicant screening, timely and accurate employment law and occupational trend information.

2. How you use industry partnerships and other employer contacts to validate employer needs.

Employers of the base and emerging industries provide input through focus groups, participation on the HC-WIB, and direct contact with employer service representatives in the field.

3. What actions the local board has taken, or plans to take, to ensure that local business services are not redundant and coordinated with partner programs such as Wagner-Peyser and Economic Development Corporations.

The one-stop system in Humboldt County is operated by a collaborative, called The Job Market Operators, which includes Wagner-Peyser and the Small Business Development Center.

4. How the local board measures the satisfaction of business services and how the data are used to improve services.

The Job Market Operators request evaluations from employers after business services are delivered. The Job Market Coordinator and business service staff review evaluations and integrate changes as needed.

D. Describe how the local board is addressing lifelong learning in the context of workforce development, through collaborative policy and planning. Specifically, describe how the local board will improve and promote access to lifelong learning in the next year. Include existing or planned efforts to leverage resources with local lifelong learning partners, including business and education [Guidance for Local Plan Modifications for PY 2006-07, Addendum, item B.]

No change from past plan.

E. Identify organizations involved in the development of your local vision and goals.

- Carpenters Local 751

- Central Labor Council of Humboldt/Del Norte Counties
- College of the Redwoods
- County of Humboldt – Economic Development Division
- County of Humboldt – Employment Training Division
- Employment Development Department
- Eureka Adult School
- Eureka & Humboldt County Housing Authority
- Department of Health and Human Services
- Department of Rehabilitation
- Humboldt Child Care Council
- Humboldt County Board of Supervisors
- Humboldt County Office of Education
- Humboldt State University
- Northern California Indian Development Council, Inc.
- North Coast Veterans Resource Center
- Redwood Region Economic Development Commission
- Senior Community Service Employment Program
- Table Bluff Reservation – Wiyot Tribe

Private business partners include:

- Carson Wireless Technologies
- Coast Central Credit Union
- Express Personnel Services
- Green Diamond Resource Company
- Healthware Solutions
- The Ink People Center for the Arts
- Loleta Cheese Factory
- MLC Enterprises
- NERATech
- SHN consulting Engineers & Geologists
- St. Joseph Hospital
- Sequoia Personnel Service
- Humboldt Merchant Services

III. LABOR MARKET ANALYSIS

The *Planning Guidance and Instructions* requests information on key trends expected to shape the economic environment during the next five years, including the implications of these trends in terms of overall employment opportunities by occupation; key occupations; the skills needed to attain local occupational opportunities; growth industries and industries expected to decline, customer demographics, and the sources of data used to gather this information. Where appropriate, identify any regional economic development needs and describe how the local area will be involved in them.

In this section identify the needs of businesses, job training, and education seekers, economic development professionals, and training providers in your workforce investment area. Are these the same or different than those present in the previous service delivery area(s)? If different, how can the needs be better met by the new, local

workforce investment system? To complete this section, answer the following questions.

A. What are the workforce investment needs of businesses, job-seekers, and workers in the local area? [WIA, Section 118(b)(1)(A)]
No changes from last plan modification for this section.

B. How will the needs of employers be determined in your area? [State Planning Guidance IV.B.6]
No changes from last plan modification for this section.

C. What are the current and projected employment opportunities in the local area? [WIA, Section 118(b)(1)(B)]
No changes from last plan modification for this section.

D. What job skills are necessary to obtain such employment opportunities? [WIA, Section 118(b)(1)(C)]
No changes from last plan modification for this section.

IV. LEADERSHIP

As stated in the *Federal Register* of April 15, 1999, "The Department [of Labor] believes that changing from the existing JTPA Private Industry Councils to local workforce investment boards is essential to the reforms of WIA [Interim Final Rule §661.305]. The Department [of Labor] strongly encourages all eligible areas to create new, fully functional local boards as early as possible, and is committed to providing assistance to facilitate such changes."

In this section describe how authority will be exercised by the local workforce investment board. [WIA, Sections 117(b) (3) and 117(d) (1)]

A. If an interim board was responsible for development of this plan, how will the plan and authority to oversee its implementation under WIA Section 117(d) (4) be transferred to the new local workforce investment board?
No changes from last plan modification for this section.

B. What circumstances constitute a conflict of interest for a local board member, including voting on any matter regarding provision of service by that member or the entity that s/he represents, and any matter that would provide a financial benefit to that member? [WIA, Section 117(g)(1)(2)]
No changes from last plan modification for this section.

C. How will the local board provide a leadership role in developing policy, implementing policy, and oversight for the local workforce investment system? [WIA Section 117(d)(4)] Include in this discussion a description of your local board composition.
No changes from last plan modification for this section.

D. How will the local board assure the local system contributes to the achievement of the State's strategic goals?[WIA, Section 118(a)]
No changes from last plan modification for this section.

E. How will the local board meet the requirement that neither the local board nor its staff provide training services without a written waiver from the Governor? [WIA, Section 117 (f)(1)(A) and (B)]
No changes from last plan modification for this section.

1. If the local board plans to provide training services, describe which service. If a waiver is to be sought, a request for Waiver of Training Prohibition must be submitted for each specific training program.
No changes from last plan modification for this section.

F. How will the local board assure that the public (including persons with disabilities) have access to board meetings and activities including local board membership, notification of meetings, and meeting minutes? [WIA Section 117(e)]
No changes from last plan modification for this section.

V. LOCAL ONE-STOP SERVICE DELIVERY SYSTEM

The cornerstone of the new workforce investment system is One-Stop service delivery, which makes available numerous training, education and employment programs through a single customer-focused, user-friendly service delivery system at the local level. The One-Stop system must include at least one comprehensive physical center in each local area that must provide core services and access to programs and services of the One-Stop partners. The system may also include a network of affiliated One-Stop sites and specialized centers that address specific needs.

In this section describe how services will be coordinated through the One-Stop service delivery system. Additional required elements were introduced in *Guidance for Local Plan Modifications for PY 2006-07*, via Addendum items C 1-4. These elements are now incorporated into Section V, Boxes C, F, M and R.

A. Describe the One-Stop delivery system in your local area. [WIA, Section 118(b) (2)]. Include a list of the comprehensive One-Stop centers and the other service points in your area.
No changes from last plan modification for this section.

Comprehensive One-Stop centers and the other service points in your area:
No changes from last plan modification for this section.

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B. Describe the process used for selecting the One-Stop operator(s) [WIA, Section 121(d) (2) (A)] including the appeals process available to entities that were not selected as the One-Stop operators. [Interim Final Rule § 667.600 (b)(1)]

The Humboldt County WIB selects the one-stop operators, with the agreement of the local chief elected official, and annually monitors their operations. Monitor reports with significant findings of non-compliance or performance are reported to the WIB Executive Committee for consideration and recommendations to the WIB and Board of Supervisors.

C. Are each of the required WIA partners included in your One-Stop delivery system? How have they contributed to your planning and implementation efforts? If any required partner is not involved, explain the reason. [WIA, Section 117 (a)(2)(A)]
No changes from last plan modification for this section.

D. How will services provided by each of the One-Stop partners be coordinated and made available in the local One-Stop system? [WIA, Section 121 (c) (2)]
No changes from last plan modification for this section.

E. What is your plan for delivery of core and intensive services? [WIA Section 117(f)(2)]
No changes from last plan modification for this section.

F. What is your plan for administering Individual Training Accounts (ITAs) as defined in WIA, Section 134(d) (4)(G), including any limitations you plan to impose on ITAs established in your area. If your local board providing training services that are made as exceptions to the Individual Training Account process, describe the process you used to procure and justify these exceptions. This process must include a 30-day public comment period for interested providers. [20 CFR Sections 661.350(a)(5) and (10) and 20 CFR Section 663.430(a)]

The Humboldt County WIB sets no cap on the amount of WIA funds for an individual training account, though the WIA funds must be the funds of last resort, the enrolled participant must demonstrate that they are capable of covering their own basic living expenses, and that they have applied for other grant funds, as appropriate to their training objectives. The duration of supported occupational training shall be based on the Individual Service Strategy (ISS) developed for each participant with two (2) years used as a guideline by program management. An enrollee shall participate in only one occupational training plan at a time as defined by their ISS. Exceptions to this policy may be made on a case-by-case basis when good cause is demonstrated.

G. Describe how the WIA funds will be used to leverage other federal, State, local and

private resources. How will these coordinated and leveraged resources lead to a more effective local system that expands the involvement of business, employers and individuals? [State Planning Guidance IV.B.3. and WIA, Section 112(b)(10) and Section 121(c)(2)(A)(ii)] Include a brief discussion if your local board has entered into an agreement with another area (including another local board that is a city or county within the same labor market) to pay or share the cost of educating, training, or placing individuals participating in programs assisted under Title I of WIA, including provision of supportive services, provide copy of your approved agreement. [WIA Section 195(3)(B)]

No changes from last plan modification for this section.

H. Describe how the local system will meet the needs of dislocated workers; displaced homemakers; low-income individuals such as migrant and seasonal farm workers; public assistance recipients; women; minorities; individuals training for non-traditional employment; veterans; individuals with multiple barriers to employment; older individuals; people with limited English speaking ability; and people with disabilities. [State Planning Guidance IV.B.5. and WIA, Section 112(b)(17) and Section 118(b)(4)]

No changes from last plan modification for this section.

I. When allocated adult funds are limited, what criteria will you use to determine and ensure priority of service to recipients of public assistance and other low-income individuals for receiving intensive and training services? [WIA, Sections 134(d)(4)(E), 118(b)(4).]

No changes from last plan modification for this section.

J. How will the local system assure non-discrimination and equal opportunity, as well as compliance with the Americans with Disabilities Act? [WIA Section 188(a) (2), State Planning Guidance IV B.4.]

No changes from last plan modification for this section.

K. Describe how employer services (e.g. systems to determine general job requirements and job listings, including Wagner-Peyser Act services) will be delivered through the One-Stop system in your area. [State Planning Guidance IV.B.7]

Employers are offered a menu of services related to Full-Service Placement Assistance, Growing and Improving Their Business, and the Management and Prevention of Layoffs in a regularly published catalog developed by One Stop Operators.

L. What reemployment services will you provide to Worker Profiling and Reemployment Service claimants in accordance with Section 31 (e) of the Wagner-Peyser Act? [State Planning Guidance IV B.7. and WIA, Section 121(b)(1)(B)(ii)]

No changes from last plan modification for this section.

M. What local policies and strategies are in place to ensure that, pursuant to the Jobs for Veterans Act (P.L.107-288)(38 USC 4215), priority of service is provided to veterans (and certain spouses) who otherwise meet the eligibility requirements for all employment and training programs funded by the Department of Labor, in accordance with the provisions of TEGl 5-03 (9/16/03)? Include in your

discussion how this policy is shared with all of the One-Stop Career Center partners and if/how you conduct outreach to veterans and veteran organizations to encourage use of One-Stop Career Center services. How will you ensure that veterans receive priority in the local One-Stop system for Wagner-Peyser funded labor exchange services? [State Planning Guidance IV.B.9. and WIA, Section 121(b)(1)(B)(ii)].

Veterans are prioritized for service in policy and implementation. Veterans services are primarily provided by North Coast Veterans Resource Center.

N. What role will Veterans Workforce Specialists and Veteran Employment Service Specialist (VWS/VSSS) have in the local One-Stop system? How will you ensure adherence to the legislative requirements for veterans' staff? [State Planning Guidance IV.B.10., 322, 38 USC Chapter 41 and 20 CFR Part 1001-120]

No changes from last plan modification for this section.

O. How will you provide Wagner-Peyser Act-funded services to the agricultural community—specifically, outreach, assessment and other services to migrant and seasonal farm workers, and services to employers? How will you provide appropriate services to this population in the One-Stop system? [State Planning Guidance IV B.11.]

No changes from last plan modification for this section.

P. How will the local board coordinate workforce investment activities carried out in the local area with the statewide rapid response activities? [(WIA, Section 118(b)(5), State Planning Guidance, IV.B13.b)]

No changes from last plan modification for this section.

Q. What rapid response assistance will be available to dislocated workers and employers and who will provide them? [WIA, Section 118(b) (4) (5), State Planning Guidance IV B.13.c.]

No changes from last plan modification for this section.

R. How will your local board ensure continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers and participants? [WIA Section 118(b)(2)(A)] Describe and assess the adult and dislocated worker employment and training services that will be available in your local area. [WIA, Section 118 (b)(4)(5)]

No changes from last plan modification for this section.

S. MEMORANDUM OF UNDERSTANDING:

WIA requires that a Memorandum of Understanding (MOU) between the local board and each of the One-Stop partners concerning the operation of the One-Stop delivery system be executed. A copy of each MOU must be included with the plan modification. [WIA Section 118(b)(2)(B)]

The MOU may be developed as a single umbrella document, or as singular agreements between the partners and the board. The MOUs should present in concrete terms, member contributions and the mutual methodologies used in overseeing the operations of the One-Stop career center system.

1. The MOU must describe: [WIA, Section 121(c)(1)(2)(A)(B)]
 - a. What services will be provided through the One-Stop system.
 - b. How the costs of services and operating costs will be funded, including cost-sharing strategies or methodologies.
 - c. What methods will be used for referral of individuals between the One-Stop operator and partners?
 - d. How long the MOU will be in effect.
 - e. What procedures have been developed for amending the MOU?
 - f. Other provisions consistent or as deemed necessary by the local board.
2. Identify those entities with who you are in the process of executing an MOU. Describe the status of these negotiations. [Interim Final Rule §662.310(b)]
3. What process will the local board use to document negotiations with One-Stop partners who fail to participate or sign an MOU? How will you inform the state board when negotiations have failed? [Interim Final Rule §662.310(b)]

The Memorandum of Understanding between the Humboldt County WIB and one-stop partners describes the method for referral of individuals between one-stop operators and the one-stop partners for appropriate services, and supports the referral of individuals directly to training when the individual's experience and skills indicate that the individual will succeed in obtaining employment after additional training.

VI. YOUTH ACTIVITIES:

As a way to connect youth to workforce investment resources, WIA requires youth programs to be connected to the One-Stop system. WIA requires improved youth opportunities and Youth Councils to be part of local workforce investment systems. Youth councils have authority to develop the youth-related portions of the local plans, to recommend youth service providers to the local boards, to coordinate youth services, and to conduct oversight of local youth programs and eligible providers of youth programs.

In this section describe the strategies and tactics to develop a comprehensive service delivery system for eligible youth, and discuss how that system will be coordinated through the One-Stop system.

A. Describe your local area's efforts to construct a youth council, and what the role(s) of the Youth Council will be. [WIA, Section 117 (h)(1)(2)(3)(4)]
No change from past plan.

B. How will youth services be connected with your One-Stop delivery system?

[Interim Final Rule § 664.700]

Youth services have been connected to the One-Stop at the comprehensive site (The Job Market, Eureka) as well at four other regional areas of the county through the StepUp Jobs for Youth program. StepUp is the central point of contact for employers and connects youth to jobs for all youth-serving programs, including but not limited to WIA. The Step Up program coordinator works at the Job Market, coordinating with all services in the system. Existing services for youth, such as Youth Job Clubs and the Youth Employment Opportunity Program at The Job Market have been enhanced by the addition of world of work workshops that are tied to Occupations of Opportunity identified in our area.

C. Describe how coordination with Job Corps, Youth Opportunity Grants, and other youth programs in your local area will occur, e.g. School-to-Career. [WIA Section 112(b) (18) (C) and 117(h) (2) (vi), State Planning Guidance, IV B. 15.]

Coordination with other youth programs occurs through active HC-WIB coordination of StepUp Youth for Jobs throughout the county. HC-WIB is also an active and regular participant in meetings with partners from:

- Youth Transition Action Team
- Transitional Training Program
- Juvenile Justice (Probation)
- Independent Living Skills
- Youth Employment Opportunity Program
- Inter-Tribal Coordination Council

D. Describe you area's eligible youth population and needs in general. Describe and assess the type and availability of youth activities in the local area. Include an identification of successful providers of such activities. [WIA, sections 118(b)(6)]

US Census information indicates there were 128, 330 residents living in Humboldt County in 2006. This represents an increase of 1.4% from the 2000 population of 126, 518. About 47% (61,000) of the population lives in 7 (seven) incorporated areas of the county (Trinidad, Blue Lake, Arcata, Eureka, Fortuna, Ferndale and Rio Dell). The remaining 67,000 live in the unincorporated areas of the county. In September 2008 the Humboldt County Office of Education reported there were 18,515 14-18 year olds enrolled in all secondary high schools in the county. 2000 Census data indicated there were about 8,000 19-21 year olds living in the county, indicating about 26,500 14-21 year olds live in the county.

The Department of Health and Human Services approximates that about 50% of the county population is eligible for Medi-Cal, based on the maximum reimbursement rate set for the county. This would indicate that about 13,500 14-21 year old youth would be eligible for WIA services.

HCOE also reports a downward trend of enrolled students by grade—for example, in the 2007-08 school year there were only 1432 freshmen enrolled compared to

16, 001 seniors enrolled in school. HCOE reports a drop-out rate of about 20%, indicating there are approximately 3700 dropouts that are 14-21 years of age.

There are pockets of youth homelessness in all regions of the county. WIA youth Program Operators (YPOs) report significant concentrations in the southern and northern regions of the county. The Eureka-area has some services for homeless youth through the Raven Program at the Redwood Community Action Agency. Older youth not attending school have access to a Multiple Assistance Center in Eureka. DHHS—Independent Living Skills and Youth Probation data indicates there are 150+ youth between the ages of 18-24 that have or are aging out of foster care and juvenile justice systems.

Providers of services for youth includes the Department of Rehabilitation, Northern California Indian Development Council, Redwood Community Action Agency, Transitional Training Partners, youth advocates that sit on the Youth Transitional Action Team, Youth Employment Opportunity Program, Two Feathers Native American Council, the California Conservation Corps, Americorps/VISTA, Humboldt Regional Occupation Programs and the Ink People (artist cooperative).

- E. What is your local area's strategy for providing comprehensive services to eligible in-school and out-of-school youth, including any coordination with foster care, education, welfare, and other relevant resources? Include any local requirements and activities to assist youth who have special needs or barriers to employment, including those who are pregnant, parenting, or have disabilities. [WIA Section 112(b)(18)(A), Interim Final Rule §664.400, State Planning Guidance, IV B. 14]

The StepUp Jobs for Youth program is the primary vehicle for the delivery of a comprehensive youth program in Humboldt County. An MOA among three County of Humboldt Departments (Community Development Services, Probation, and Social Services Branch of Health & Human Services) documents the agreement to support StepUp efforts for a 3 year period beginning July 1, 2008. The MOA is based on continued striving to affect an "All Youth-One System" for all youth. StepUp has also opened referral systems for youth working in Transitional Training Partnership programs (through Department of Rehabilitation), Independent Living Skills, Child Welfare programs, including the Teen-Age Pregnant and Parenting Network and Cal-Learn programs.

- F. Describe how your local area will meet the Act's provisions regarding the required youth program design elements: [WIA, Section 129(c)(2)(A) through (J)]

1. Intake and Objective Assessment

No changes from last plan modification for this section.

2. Preparation for post-secondary educational opportunities

No changes from last plan modification for this section

3. Strong linkages between academic and occupational learning

No changes from last plan modification for this section

4. Preparation for unsubsidized employment opportunities

No changes from last plan modification for this section

5. Effective linkages with intermediaries with strong employer connections

No changes from last plan modification for this section

6. Alternative secondary school services

No changes from last plan modification for this section

7. Summer employment opportunities

No changes from last plan modification for this section

8. Paid and unpaid work experience

No changes from last plan modification for this section

9. Occupational skills training

No changes from last plan modification for this section

10. Leadership development opportunities

No changes from last plan modification for this section

11. Comprehensive guidance and counseling

No changes from last plan modification for this section

12. Supportive services

No changes from last plan modification for this section

13. Follow-up services. [Interim Final Rule §664.450(a)(1) through (6)(b), State Planning Guidance, IV B.14.]

No changes from last plan modification for this section

VII. ADMINISTRATIVE REQUIREMENTS

A. What competitive process will be used to award grants and contracts for youth services in your local area? [WIA Section 118 (b)(9), 112(b)(18)(B) and Section 123]

No changes from last plan modification for this section

B. What competitive and non-competitive processes will be used at the local level to award grants and contracts for activities under Title I of WIA, including how potential bidders are being made aware of the availability of grants and contracts? [WIA, Section 118(b)(9)]

No changes from last plan modification for this section

C. What entity will serve as the local grant recipient and be responsible for disbursing grant funds as determined by the Chief Elected Official? [WIA Section 117(d)(3)(B)(i)(I)(II)(III) and 118(b)(8)]

No changes from last plan modification for this section

- D. What criteria will the local board use in awarding grants for youth activities, including criteria used by the Governor and local boards to identify effective and ineffective youth activities and providers? [WIA Section 112(b) (18) (B), State Planning Guidance III B.1.f.]

Youth entities responding to formula WIA youth monies will provide 1:1 match between awarded WIA funds, and non-WIA funds. New criteria for awarding grants will include level and type of match provided, type of program design, including WIA and non-WIA funded youth services, and the level of engagement in working with youth transitioning out of the foster care and juvenile justice systems.

- E. What is your local area's definition regarding the sixth youth eligibility criterion, ("an individual who requires additional assistance to complete an educational program, or to secure and hold employment")? [WIA Section 101(13)(c)(vi)]

No changes from last plan modification for this section

- F. What process will be used to allow public review and comment for specific performance outcomes and measures when these have been negotiated?

No changes from last plan modification for this section

VIII. ASSURANCES

- A. The Local Workforce Investment Board and its staff assure that it will establish, in accordance with section 184 of the Workforce Investment Act, fiscal control and fund accounting procedures necessary to ensure the proper disbursement of, and accounting for, funds provided to the Local Workforce Investment Board through the allotments made under sections 127 and 132. [WIA, Section 112(b)(11)]
- B. The Local Workforce Investment Board assures that it will implement the uniform administrative requirements referred to in WIA, Section 184(a) (3).
- C. Local Workforce Investment Board assures compliance with the confidentiality requirements of WIA, Section 136(f) (3).
- D. The Local Workforce Investment Board assures that no funds received under the Workforce Investment Act will be used to assist, promote, or deter union organizing. [WIA, Section 181(b)(7)]
- E. The Local Workforce Investment Board assures that the board will comply with the nondiscrimination provisions of WIA, Section 188, including an assurance that Methods of Administration have been developed and implemented.
- F. The Local Workforce Investment Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIA, Section 188.

- G. The Local Workforce Investment Board assures that there will be compliance with grant procedures of WIA, Section 189(c).
- H. The Local Workforce Investment Board certifies that public employees will provide Wagner-Peyser Act-funded labor exchange activities. [State Planning Guidance VI. 13.]
- I. The Local Workforce Investment Board assures that it will comply with the current regulations, 20 CFR part 651.111, to develop and submit affirmative action plans for migrant and seasonal farm worker Significant Offices in the local workforce area which are determined by the Department of Labor, to be in the highest 20% of MSFW activity nationally.
- J. The Local Workforce Investment Board assures that funds will be spent in accordance with the Workforce Investment Act, written Department of Labor guidance, and other applicable Federal and State laws and regulations.
- K. The Local Workforce Investment Board assures that veteran workforce investment programs funded under WIA, Section 168 will be carried out in accordance with that Section.
- L. The Local Workforce Investment Board assures it will comply with future State Workforce Investment Board policies and guidelines, legislative mandates, or other special provisions as may be requires under Federal law, including the Workforce Investment Act or State legislation.
- M. The Local Workforce Investment Board assures that when allocated adult funds for employment and training activities are limited, priority shall be given to recipients of public assistance and other low-income individuals for intensive and training services [WIA, Section 134 (d)(4)(E),118(b)(4).]
- N. The Local Workforce Investment Board certifies that its One-Stop Centers will recognize and comply with applicable labor agreements affecting represented employees located in the Centers. This shall include the right of access by State labor organization representatives pursuant to the Ralph Dills Act (Chapter 10.3 [commencing with Section 3512] of Division 4, of Title 1 of the Government Code.
- O. The Local Workforce Investment Board assures that State employees who are located at the One-Stop Centers shall remain under supervision of their employing department for purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State employees performing services at One-Stop Center shall retain existing civil service and collective bargaining protections on matters relating to employment, including but not limited, hiring, promotion, discipline, and grievance procedures.
- P. The Local Workforce Investment Board assures that when work-related issues arise at One-Stop Centers between State employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employees' civil service supervisor. The One-Stop Career

Center operators and partners shall cooperate in the investigation of the following matters: discrimination under the California Fair Employment and Housing Act (Part 2.8 [commencing with Section 12900] of Division 3 of Title 2 of the Government Code), threats and/or violence concerning State employees, and State employee misconduct.

Q. One-Stop Operator is responsible for administering One-Stop Center services in accord with roles to be determined by the Local Workforce Investment Board. The Local Workforce Investment Board assures that it will select the One-Stop Operator with the agreement of the Chief Elected Official, through one of three means:

1. Through a consortium of at least three or more required One-Stop partners;
or
2. Through competitive process such as a Request for Proposal; or
3. It may serve as the One-Stop Operator directly but only with the consent of the Chief Elected Official and the Governor.

The only time these selection procedures are not required is in the following circumstances inclusive: the One-Stop delivery system, of which the operator is a part, existed before August 7, 1998; the existing One-Stop system includes all of the required One-Stop partners; and an MOU has been executed which is consistent with the requirements of the Act. [WIA: Section 121(d) (2) (A) and Regulations, Section 662.4.10].

IX. PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

This Local Plan represents the Humboldt County Workforce Investment Board's efforts to maximize and coordinate resources available under Title I of the Workforce Investment Act (WIA) of 1998.

This Local Plan is submitted for the period of April 1, 2007 through June 30, 2008 in accordance with the provisions of WIA.

Local Workforce Investment Board Chair

Chief Elected Official

Signature

Cedar Reuben

Name

Chairman, Humboldt County Workforce
Investment Board

Title

Date

Signature

Jill Geist

Name

Chairman, Humboldt County Board of
Supervisors

Title

Date

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2008–09	LWIA: <u>Humboldt County</u>
<input type="checkbox"/> Modification # _____	Date: <u>04/01/2008</u>

Budget, Participant, and Performance Forms

SIGNATURE PAGE

This local plan represents the Humboldt County Workforce Investment Board’s efforts to maximize and coordinate resources available under Title I of the Workforce Investment Act (WIA) of 1998.

This local plan is submitted for the period of April 1, 2008 through June 30, 2009 in accordance with the provisions of WIA.

Local Workforce Investment Board Chair

Chief Elected Official

Signature

Cedar Reuben
Name

Chair, Humboldt County Workforce
Investment Board
Title

Date

Signature

Jill Geist
Name

Chair, Humboldt County Board of
Supervisors
Title

Date

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2008-09	LWIA: Humboldt County
<input type="checkbox"/> Modification # _____	Date: 07/01/08

Budget, Participant, and Performance Forms

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2008, beginning 07/01/08 through 06/30/09

- Grant Code 201/202/203/204 WIA IB-Adult
- Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION	R865458 Subgrant	R9970536 Subgrant
1. Year of Appropriation	2007	2008
2. Formula Allocation	310,834	401,083
3. Allocation Adjustment - Plus or Minus	(10,605)	
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	300,229	401,083
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)	270,206	360,975
A. Core Self Services		
B. Core Registered Services	37,829	50,536
C. Intensive Services	145,911	194,926
D. Training Services	86,466	115,512
E. Other		
7. Administration (Line 5 minus 6)	30,023	40,108
8. TOTAL (Line 6 plus 7)	300,229	401,083
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2007 and July 1, 2008 respectively)		
9. September 2007		
10. December 2007		
11. March 2008		
12. June 2008		
13. September 2008		
14. December 2008		
15. March 2009		
16. June 2009		
17. September 2009		
18. December 2009		
19. March 2010		
20. June 2010		
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Contact Person, Title	Telephone Number	Date Prepared
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Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.
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<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2008-09	LWIA: Humboldt County
<input type="checkbox"/> Modification # _____	Date: 07/01/08

Budget, Participant, and Performance Forms

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2008, beginning 07/01/08 through 06/30/09

- Grant Code 201/202/203/204 WIA IB-Adult
- Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION	R865458 Subgrant	R970536 Subgrant
1. Year of Appropriation	2007	2008
2. Formula Allocation	310,834	401,083
3. Allocation Adjustment - Plus or Minus	(10,605)	
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	300,229	401,083
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)	270,206	360,975
A. Core Self Services		
B. Core Registered Services	37,829	50,536
C. Intensive Services	145,911	194,926
D. Training Services	86,466	115,512
E. Other		
7. Administration (Line 5 minus 6)	30,023	40,108
8. TOTAL (Line 6 plus 7)	300,229	401,083
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2007 and July 1, 2008 respectively)		
9. September 2007	14,006	
10. December 2007	137,129	
11. March 2008	202,464	
12. June 2008	239,220	
13. September 2008	269,725	57,245
14. December 2008	300,229	143,205
15. March 2009	300,229	229,165
16. June 2009	300,229	315,125
17. September 2009		401,085
18. December 2009		401,083
19. March 2010		401,083
20. June 2010		401,083
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Nicole Morrow, Administrative Analyst	707/476-4806	9/5/2008
Contact Person, Title	Telephone Number	Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.
--

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2008-09	LWIA: Humboldt County
<input type="checkbox"/> Modification # _____	Date: 07/01/08

Budget, Participant, and Performance Forms

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2008, beginning 07/01/08 through 06/30/09

- Grant Code 201/202/203/204 WIA IB-Adult
- Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION	R865458 Subgrant	R970536 Subgrant
1. Year of Appropriation	2007	2008
2. Formula Allocation	409,474	436,155
3. Allocation Adjustment - Plus or Minus	(16,850)	
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	392,624	436,155
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)	353,362	392,540
A. Core Self Services		
B. Core Registered Services	49,471	54,956
C. Intensive Services	183,748	204,121
D. Training Services	120,143	133,463
E. Other		
7. Administration (Line 5 minus 6)	39,262	43,616
8. TOTAL (Line 6 plus 7)	392,624	436,155
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2007 and July 1, 2008 respectively)		
9. September 2007	28,291	
10. December 2007	169,856	
11. March 2008	275,472	
12. June 2008	339,402	
13. September 2008	392,624	50,000
14. December 2008	392,624	178,718
15. March 2009	392,624	307,436
16. June 2009	392,624	436,155
17. September 2009		436,155
18. December 2009		436,155
19. March 2010		436,155
20. June 2010		436,155
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Nicole Morrow, Administrative Analyst	707/476-4806	9/8/2008
Contact Person, Title	Telephone Number	Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.
--

WIA Local Plan Modification PY 2008-09

Modification # _____

LWIA: Humboldt County

Date: 04/01/08

Budget, Participant, and Performance Forms

TITLE IB BUDGET PLAN SUMMARY (Youth)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2008, beginning 04/01/08 through 06/30/09

Grant Code 301/302/303/304 WIA IB-Youth

FUNDING IDENTIFICATION	R865458 Subgrant	R970536 Subgrant
1. Year of Appropriation	2007	2008
2. Formula Allocation	434,299	458,279
3. Allocation Adjustment - Plus or Minus	(12,826)	
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	421,473	458,279
TOTAL ALLOCATION COST CATEGORY PLAN		
5. Program Services (sum of Lines 5A and 5B)	379,326	412,451
A. In School	265,528	288,716
B. Out-of-School (30%)	113,798	123,735
6. Administration (Line 4 minus 5)	42,147	45,828
7. TOTAL (Line 5 plus 6)	421,473	458,279
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2007 and April 1, 2008 respectively)		
8. June 2007		
9. September 2007		
10. December 2007	89,478	
11. March 2008	216,221	
12. June 2008	358,326	
13. September 2008	421,473	76,380
14. December 2008	421,473	152,760
15. March 2009	421,473	229,140
16. June 2009	421,473	305,520
17. September 2009		397,179
18. December 2009		458,279
19. March 2010		458,279
20. June 2010		458,279
COST COMPLIANCE PLAN		
21. % for Administration Expenditures (Line 6/Line 4)	10%	10%

Nicole Morrow, Administrative Analyst 707/476-4806

9/5/2008

Contact Person, Title Telephone Number

Date Prepared

Comments:

NOTE: Final Rule 667.160, What Reallocation Procedures Must the Governors Use, discusses local area obligation rates, recapture, and reallocation. Also see WIA Directive WIAD01-10.

WIA Local Plan Modification PY 2008–09
 Modification # _____

LWIA: Humboldt County

Date: _____ 07/01/08

Budget, Participant, and Performance Forms

TITLE IB PARTICIPANT PLAN SUMMARY

WIA 118; 20 CFR 661.350(a)(13); TEGL 17-05

Plan the number of individuals that are in each category.

Totals for PY 2008 (07/01/08 through 06/30/09)	ADULT	DW	YOUTH
1. Registered Participants Carried in from PY 2007	49	65	65
2. New Registered Participants for PY 2008	66	40	82
3. Total Registered Participants for PY 2008 (Line 1 plus 2)	115	105	147
4. Exiters for PY 2008	65	60	70
5. Registered Participants Carried Out to PY 2009 (Line 3 minus 4)	50	45	77

PROGRAM SERVICES			
6. Core Self Services	4,500	1,500	125
7. Core Registered Services	115	105	82
8. Intensive Services	115	105	82
9. Training Services	100	85	50

YOUTH MEASURES			
10. Attainment of a Literacy and/or Numeracy Gain			7
11. Attainment of a High School Diploma, GED, or Certificate			50

EXIT STATUS			
12. Entered Employment	51	51	32
12A. Training-related	43	44	20
13. Remained with Layoff Employer		0	
14. Entered Military Service			2
15. Entered Advanced Training			2
16. Entered Postsecondary Education			22
17. Entered Apprenticeship Program			1
18. Returned to Secondary School			4
19. Exited for Other Reasons	14	9	7

Contact Person, Title _____ Telephone Number _____ Date Prepared _____
 Jose Quezada, Workforce Programs Coordinator 707-476-4804 September 11, 2008

Comments:

WIA Local Plan Modification PY 2008–09

Modification # _____ LWIA: COUNTY OF HUMBOLDT

Date: 07/01/2008

Budget, Participant, and Performance Forms
STATE NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c)	PY 2005–06	PY 2006–07	PY 2007-08	PY 2008–09
Adults				
Entered Employment Rate	73%	74%	77%	78%
Employment Retention Rate	79%	80%	82%	83%
Earnings Change/Average Earnings ²	\$3500	\$11,800	\$12,400	\$12,500
Employment and Credential Attainment Rate	56%	58%	N/A	N/A
Dislocated Workers				
Entered Employment Rate	81%	82%	85%	86%
Employment Retention Rate	85%	86%	87%	88%
Earnings Change/Average Earnings ²	-\$3000	\$15,400	\$15,800	\$15,900
Employment and Credential Attainment Rate	66%	67%	N/A	N/A
Youth (ages 14-21)				
Placement in Employment or Education	N/A	N/A	TBD	TBD
Attainment of a Degree or Certificate	N/A	N/A	TBD	TBD
Literacy and Numeracy Gains	N/A	N/A	TBD	TBD
Older Youth (ages 19–21)³				
Entered Employment Rate	72%	73%	N/A	N/A
Employment Retention Rate	80%	81%	N/A	N/A
Earnings Change	\$3700	\$3800	N/A	N/A
Employment and Credential Attainment Rate	38%	39%	N/A	N/A
Younger Youth (ages 14–18)³				
Skill Attainment Rate	83%	84%	N/A	N/A
Diploma or Equivalent Rate	66%	67%	N/A	N/A
Retention Rate	63%	64%	N/A	N/A
Customer Satisfaction³				
Participant Satisfaction Score	75	75	N/A	N/A
Employer Satisfaction Score	75	75	N/A	N/A

1 Guidance on the definitions of specific indicators for state and local performance can be found at the U.S. Department of Labor (DOL) [WIA](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to 8-99, 11-01, 27-04, 35-04, and 17-05. Additional guidance can be found at the EDD Workforce Development Community [Directives](#) Web site and [Information Notices](#) Web site. Specific Directives include, but are not limited to WIAD05-15, 06-5, 06-14, and WSD07-5. Specific Information Notices include, but are not limited to WSIN07-4 and 07-33. The DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136(b)(2) to the common performance measures defined in TEGL 17-05. This waiver is effective July 1, 2007 through June 30, 2009.

2 For PY 2005-06, the goal was an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

3 Per WSIN07-33, the DOL approved California's waiver request to move from the statutory performance measures specified in WIA Section 136(b)(2) to the common performance measures defined in TEGL 17-05. Accordingly, these performance measures are no longer applicable.

WIA Local Plan Modification PY 2008–09

Modification # _____

LWIA: COUNTY OF HUMBOLDT

Date: 07/01/2008

Budget, Participant, and Performance Forms
LOCAL NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c)	PY 2005–06	PY 2006–07	PY 2007-08
Adults			
Entered Employment Rate	76%	78%	78.5%
Employment Retention Rate	81.4%	82%	82%
Earnings Change/Average Earnings ²	\$3,000	\$11,800	\$12,500
Employment and Credential Attainment Rate	56%	58%	N/A
Dislocated Workers			
Entered Employment Rate	82.1%	84%	84%
Employment Retention Rate	85.8%	87%	88%
Earnings Change/Average. Earnings ²	(\$3,000)	\$11,400	\$12,800
Employment and Credential Attainment Rate	66%	67%	N/A
Youth (ages 14-21)			
Placement in Employment or Education	N/A	N/A	TBD
Attainment of a Degree or Certificate	N/A	N/A	TBD
Literacy and Numeracy Gains	N/A	N/A	TBD
Older Youth (ages 19–21)³			
Entered Employment Rate	71%	72%	N/A
Employment Retention Rate	76.3%	78.3%	N/A
Earnings Change	\$3,000	\$3,300	N/A
Employment and Credential Attainment Rate	38%	39%	N/A
Younger Youth (ages 14–18)³			
Skill Attainment Rate	80.6%	82.5%	N/A
Diploma or Equivalent Rate	66%	67%	N/A
Retention Rate	66.3%	66.3%	N/A
Customer Satisfaction³			
Participant Satisfaction Score	75	75	N/A
Employer Satisfaction Score	75	75	N/A

1 Guidance on the definitions of specific indicators for state and local performance can be found at the U.S. Department of Labor (DOL) [WIA](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to 8-99, 11-01, 27-04, 35-04, and 17-05. Additional guidance can be found at the EDD Workforce Development Community [Directives](#) Web site and [Information Notices](#) Web site. Specific Directives include, but are not limited to WIAD05-15, 06-5, 06-14, and WSD07-5. Specific Information Notices include, but are not limited to WSIN07-4 and 07-33. The DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136(b)(2) to the common performance measures defined in TEGL 17-05. This waiver is effective July 1, 2007 through June 30, 2009.

2 For PY 2005-06, the goal was an "Earnings Change". Effective July 1, 2006, the definition was changed to reflect an "Average Earnings". See TEGL 17-05.

3 Per WSIN07-33, the DOL approved California's waiver request to move from the statutory performance measures specified in WIA Section 136(b)(2) to the common performance measures defined in TEGL 17-05. Accordingly, these performance measures are no longer applicable.

Budget, Participation, and Performance Forms
STATE of CALIFORNIA
LOCAL AREA GRANT RECIPIENT LISTING
[WIA Sections 117(d)(3)(B)(i) and 118(b)(8)]

Humboldt County

(Name of Local Workforce Investment Area)

ENTITY	ORGANIZATION	CONTACT (NAME/TITLE)	MAILING ADDRESS (STREET, CITY, ZIP)	TELEPHONE, FAX, E-MAIL
Grant Recipient (or Subrecipient if applicable)	County of Humboldt	Jill Geist Chair of the Board of Supervisors	825 Fifth Street	707-476-2395 (ph) 707-445-7299 (fax) jgeist@co.humboldt.ca.us
Fiscal Agent	Economic Development Division, Community Development Services Department	Jacqueline R. Debets Executive Director, Humboldt County Workforce Investment Board (HC-WIB)	520 E Street Eureka, CA 95501	707-445-7747 (ph) 707-445-7219 (fax) jdebets@co.humboldt.ca.us
Local Area Administrator	Economic Development Division, Community Development Services Department	Jacqueline R. Debets Executive Director, Humboldt County Workforce Investment Board (HC-WIB)	520 E Street Eureka, CA 95501	707-445-7747 (ph) 707-445-7219 (fax) jdebets@co.humboldt.ca.us
Local Area Administrator Alternate	Economic Development Division, Community Development Services Department	José Quezada Workforce Programs Coordinator, HC-WIB	520 E Street Eureka, CA 95501	707-476-4804 (ph) 707-445-7219 (fax) jquezada@co.humboldt.ca.us

Signature: _____
Chief Elected Official
Date

If a Local Grant Subrecipient has been designated, please submit a copy of the agreement between the Chief Elected Official and the Subrecipient. The agreement should delineate roles and responsibilities of each, including signature authority.