



MONTEREY COUNTY WORKFORCE INVESTMENT BOARD

Annual Report 2008-09

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WIB Mission and Overview

The purpose of the Monterey County Workforce Investment Board (WIB) is to provide strategic planning, policy development, and Oversight and Evaluation of the local workforce investment system. The WIB serves as a vehicle to integrate private and public partners to effectively educate, train and place individuals with the necessary resources and skills to fulfill employer needs.

The WIB's comprehensive workforce system is delivered through the County's One-Stop Career Centers, located in Salinas, Seaside and King City, as well as Subcontractor Sites. The One-Stop Career Centers connect job seekers to resources and computers, job search skills workshops, information on training and education, and referrals to local partner agencies, community resources and labor market information on growth industries.

Employment and training services are provided to a diverse spectrum of residents including specialized programs provided by our 16 local partners and subcontractors. Three of the partners are the major stakeholders and investors of the One Stop Career Centers: the Office for Employment Training (OET), California Work Opportunity and Responsibility to Kids (CalWORKs) Employment Services (CWES) and the California Employment Development Department (EDD). The WIB and OET and CWES are branches of the Monterey County Department of Social and Employment Services (DSES).



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1. Performance and Customers Served

The Department of Labor (DOL) granted California's request to implement **Common Performance Measures** in December 2007, modifying performance outcomes to three measures each for the Adult, Dislocated Worker and Youth programs. For 2008-09, Monterey County met or exceeded eight of the nine goals. The entered employment rate for Dislocated Workers was met at 94% of the goal. Percentages of successful outcomes and numbers of customers served for various populations in Program Year (PY) 2008-09 and PY 2007-08 are detailed below. Statewide percentages are included as well.

Youth: Placement in Employment or Education, Attainment of Degree or Certificate, Literacy or Numeracy Gains

How many customers did we serve?		2008-2009	2007-2008
Youth served		203	350
Are we helping our Youth (14-21) customers?	2008-2009 Statewide	2008-2009	2007-2008
% of Youth who attained their diploma or GED	70%	62%	66%
Total Number		97	116
% on Public Assistance who attained their diploma or GED	66%	45%	68%
Total Number		17	21
% Disabled who attained their diploma or GED	61%	78%	61%
Total Number		43	38
% of Youth placed in employment or education	69%	69%	74%
Total Number		122	134
% of basic skills deficient Youth obtaining literacy or math gains	44%	71%	27%
Total Number		21	7

Average Annual Unemployment in Monterey County	Since Nov 2009	2008	2007
	12.1%	8.5%	7.1%

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Performance and Customers Served *(continued)*

Adult and Dislocated Worker: Entered Employment Rate, Retention Rate and Average Earnings

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How many customers did we serve?	2008-2009	2007-2008
Adult customers served	985	448
Dislocated Workers served	720	230

Do our customers get jobs?	Statewide	2008-2009	2007-2008
% of Adult customers who got jobs	63%	78%	91%
Total Number		251	258
% of Dislocated Workers who got jobs	76%	74%	89%
Total Number		130	192
% on Public Assistance who got jobs	59%	80%	87%
Total Number		24	27
% of Veterans who got jobs	62%	67%	95%
Total Number		30	18
% of Individuals with disAbilities who got jobs	56%	77%	83%
Total Number		30	49

What are our customers earning post-program? <i>(Average/Total for two quarters)</i>	2008-2009 Statewide	2008-2009	2007-2008
Average earnings of Adult customers <i>(six months)</i>	\$16,364	\$11,210	\$11,204
Total Post-program earnings Adult customers		\$2.9 million	\$1.9 million
Average earnings of Dislocated Workers <i>(six months)</i>	\$17,148	\$14,969	\$14,276
Total Post-program earnings Dislocated Workers		\$2.4 million	\$2.4 million
% of Adult customers who remained employed	82%	77%	79%
Total Number		272	195
% of Dislocated Workers who remained employed	86%	85%	82%
Total Number		169	184
% on Public Assistance who remained employed	76%	71%	76%
Total Number		20	22
% of Veterans who remained employed	80%	92%	90%
Total Number		23	19
% of Individuals with disAbilities who remained employed	79%	71%	76%
Total Number		29	25



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2. Local Service Providers and Policies

The WIB solicits competitive bids for **youth providers** to compliment the services provided by the Office for Employment Training (OET) through the Monterey County One-Stop Career Center system. In PY 2008-09, the WIB awarded subcontracts to Turning Point of Central California (Turning Point) and Unity Care Group to serve economically disadvantaged youth. **Turning Point** provides services to youth with an emphasis placed upon the attainment of a high school diploma or GED. **Unity Care Group's** individual service strategy emphasizes the attainment of advanced educational credits, securing unsubsidized employment, and achieving the credentials necessary to secure positive performance outcomes.

Turning Point – \$200,000 to serve 43 youth (*In 2007-08, Turning Point received \$250,000*)

Unity Care Group – \$100,000 plus \$20,000 set aside for supportive services, to serve 80 youth (*In 2007-08, Unity Care received \$120,000*)

The WIB extended subcontracts for 2008-09 with vendors providing services to the **hardest-to-serve Adult populations** throughout Monterey County:

Arbor Employment & Training \$208,000 plus \$40,000 set aside for On-the-Job Training to enroll 33

Shoreline Workforce Development Services \$170,000 plus \$40,000 set aside for On-the-Job Training to enroll 28

Turning Point of Central California \$261,486 plus \$64,328 set aside for On-the-Job Training to enroll 43

In August 2008, the Monterey County WIB adopted **local policies for tiered service levels, priority of service and economic self-sufficiency** for adults and subcontractors. Tier 1 services are available to anyone, are provided at the Monterey County One-Stop Career Centers and on the Virtual One Stop system (VOS) and do not require customer registrations or enrollment. Tier 2 staff assisted services require registration/enrollment and eligibility verification. Tier 3 training services are reserved for economically disadvantaged adults who are not considered to be self sufficient (Local Policy Bulletin 2008-1). Self sufficiency guidelines were updated from the 2003 California Budget Project projections to 2008 Insight Center for Community Economic Development projections. No priority of service is determined for Tier 1 and Tier 2 other than the priority to serve Veterans and disabled individuals (Local Policy Bulletin 2008-2). The local self-sufficiency standard for subcontractors is set at 150% of the Lower Living Standard Income Level (Local Policy Bulletin 2008-5)

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3. Funding from Formula Allocations and Special Grants

Grant Name	2008-2009 Funding	2007-2008 Funding
WIA Title I Adult	\$2,155,719	\$1,959,779
WIA Title I Youth	\$2,217,746	\$2,040,545
WIA Title I Dislocated Worker	\$2,157,297	\$1,757,080
Total Allocations	\$6,530,762	\$5,757,404
Rapid Response	\$164,550	\$165,895
Special Rapid Response		\$538,252
Incentive Award		\$26,925
CalGRIP (Competitive)	\$500,000	
disAbility Program Navigator (DPN)	\$72,000	\$71,441
Independent Living Program	\$40,000	\$55,000
Cal Learn	\$240,000	
CalWORKS	\$200,000	
Silver Star	\$250,000	
TAP	\$233,000	
Total Special Grants	\$1,699,550	\$857,513
TOTAL	\$8,230,312	\$6,614,917

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The State of California Workforce Investment Board and Governor’s Office provide **Incentive Awards for Exemplary Performance** to local areas that meet the WIA performance goals.

The Governor’s Gang Reduction, Intervention and Prevention CalGRIP project is **servicing 100 youth** who are at-risk for gang involvement, gang-involved or gang members, and are 18-24 years old. Turning Point of the Central Coast, the Rancho Cielo Youth Campus, Salinas Adult School, Monterey County Behavioral Health and Probation Department, and local employers are key partners in this program and support participants’ academic and employment achievement and opportunities. Supportive employment opportunities have been proven to reduce gang involvement, crime and violence so that communities and individuals thrive.

The **disAbility Program Navigator (DPN)** increases access for customers and knowledge and skill of staff regarding best practices and the American with Disabilities Act.

The **Independent Living Program, Cal Learn and CalWorks** project are in collaboration with other Department of Social and Employment Services (DSES) branches that provide services to foster youth, pregnant and parenting youth and Temporary Aid to Needy Families (TANF) participants.

The Office for Employment Training (OET) has developed a close relationship with community partners at the **Silver Star Resource Center** including the Monterey County Office of Education, the Probation Department, Behavioral Health, the District Attorney’s Office, and Community Organizations such as Partners for Peace and Second Chance Youth Services. These agencies are part of a team that serve youth who are truant and at-risk of gang and criminal involvement. Services include comprehensive life skills, mental health and drug abuse counseling, and family education and employment services.



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4. Community and Regional Collaborations and Outreach

The WIB Advertising & Public Relations Committee supported the Monterey County Business Council's (MCBC) "Best Places to Work" event. At the event, more than 40 companies representing private, enterprise, nonprofit, and government organizations participated. Organizations were recognized in two categories for employers with 1-75 employees and for employers with more the 75 employees.

The Monterey County One Stop Career Center hosted major job fairs and JobLink networking sessions for individual job seekers to learn "first hand" from local employers about career opportunities. JobLink sessions are hosted at the Salinas and Seaside One-Stop locations with special presentations given by a variety of public and private employers. The One Stop Career Center's Retail Job Fair was held in September.

Significant progress has been made on a strategic, regional alliance with central coast counties. In February 2009, the Monterey County Workforce Investment Board reviewed and approved a Memorandum of Understanding (MOU) for the four-county Workforce Collaborative of California's Central Coast (W4C). The MOU establishes a cooperative and mutually beneficial relationship among the local Workforce Investment Boards of Ventura, Santa Barbara, San Luis Obispo and Monterey Counties to plan and implement collaborative workforce funding efforts for regional industries.



In May 2009, members of the W4C participated in a California Hospital Association (CHA) conference discussing the future of allied health initiatives and the importance of regional collaboration through the WIBs. The W4C and Ms. Webster, CHA Workforce Committee Chair, WIB Vice-Chair and HART Chair, were presenters.

The W4C plus Santa Cruz and San Benito Counties applied for funding provided by the California Endowment to the California Workforce Association (CWA). As one of five regional collaboratives that were awarded, the W4C received \$44,000 to develop regional strategic plans with key stakeholders to increase the diversity of the healthcare workforce.

The new Monterey County WIB website (www.montereycountywib.org) launched in January 2009, provides a central location for businesses, individuals and job seekers to get information on workforce solutions, training and education. It also provides contact and referral information to partner agencies, grants and community resources, as well as labor market statistics on industries in Monterey County.



Community and Regional Collaborations & Outreach *(continued)*

In October 2009, the **Monterey County WIB website** was recognized by W3 Awards for its outstanding and creative website, announced by the International Academy of the Visual Arts.

The Monterey County Business Council (MCBC) in partnership with the Monterey County Business Education Research Institute (MCBERI) developed a **Central Coast Career Readiness Consortium** aimed at utilizing the Career Readiness Certificate Program to certify worker skills. The consortium is comprised of businesses, government agencies, educational entities and not-for-profits to include the Salinas Union High School District (ROP), Soledad Adult School, **Workforce Investment Board** and **One Stop Centers**, Monterey County Office of Education Alternative Education Program, Monterey Peninsula College, CSUMB, the County of Monterey, and Office Star Training Centers. The Career Readiness Certificate Program includes the following:

WorkKeys: Provides comprehensive assessments for measuring, communicating and improving the common real-world skills required for success in the workplace. The assessment testing focuses on three skills: Applied Mathematics, Reading for Information and Locating Information. These three skills are needed in 85% of all jobs to be successful for entry-level employment, job retention and promotions.

Worldwide Interactive Network (WIN): Online remedial training available for Applied Technology, Writing, Business Writing, Observation, Teamwork, Listening, and Work Habits (Soft Skills).

The **Healthcare Advisory RoundTable (HART)** reconvened in June 2009. HART will be working on local initiatives as well as collaborating regionally with the W4C. The committee is made up of healthcare professionals from community and private hospitals, proprietary schools, community colleges, healthcare labor unions, businesses, and One-Stop partners.

Construction Trades Training Roundtable (CTTR)

The Construction Trades Training Program accomplished several goals along with graduating Pre-Apprenticeship classes of students prepared to succeed in the construction industry. Collaboration was increased with organizations offering strategic partnership opportunities. Regular communications with local building departments generate data related to construction needs. An accredited teacher and seasoned veteran in the construction industry was hired as the Program Coordinator/Instructor at the new location: Monterey Adult School - Cabrillo Family Resource Center located at 1995 La Salle in Seaside.

In October 2008 the **disAbility Advisory Committee (DAC)**, in partnership with the **Monterey County Committee for the Employment of People with Disabilities (MCCEPD)**, hosted their Annual Employer Recognition event to celebrate the success of the employer community in the employment and retention of individuals with disabilities. Highlights of the event included presentation of awards from elected officials to honor eight local employers

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and successfully employed individuals. Over 85 guests attended the event to hear motivational speakers and to get information about the Americans with Disabilities Act (ADA), job requirements and placement, training programs, assistive technology and benefits of hiring individuals with disabilities.

5. American Recovery and Reinvestment Act

In March 2009, the State of California Employment Development Department (EDD) released information on the preliminary calculations for “Recovery Act” funding for activities under the Workforce Investment Act (WIA). The WIB proposed uses of the ARRA funds for the Monterey County workforce investment area and received authorization to expend **ARRA funds in the amounts of \$2,833,111 for economically disadvantaged youth, \$1,224,451 for economically disadvantaged adults, \$2,786,244 for dislocated workers, and \$292,724 for Rapid Response activities.**

At the Overall Economic Development Commission (OEDC) and WIB Joint Subcommittee meeting in May 2009, the members reviewed and approved plans for the ARRA funds. The recommended projects will be implemented in 2009-10 and run through December 2011. One program, the **Summer Youth Employment Program (SYEP)** that occurred April – September 2009, was the first extensive summer youth program in years, was made possible by ARRA funding, and placed nearly 600 youth in summer work experience opportunities with over two hundred employers.



Summer Youth Employment Program
Year-round Youth Employment Program

Certified Nursing Assistant Pipeline Program
Community College Life Skills and Work Experience Program
Community Restoration Project
Individual Training Account, On-the-Job Training Contracts and Work Experience

Grant Matching Funds
Layoff Aversion Project

In 2008-09, the Monterey County WIB completed a very successful operational year, which highlighted innovation, creativity, diverse grant applications, ARRA funding and further integration of workforce issues into community activities. The WIB is preparing for an expansion of employment and training opportunities in the healthcare and “green” building industries, ARRA supporting community colleges, creating deeper relationships within the newly created enterprise zone and accepting statewide leadership in supporting the needs of our economy, local businesses and those employed and those who seek employment in our community and regionally.

For more information about the Monterey County Workforce Investment Board, visit www.montereycountywib.org.