



SPECIAL EXECUTIVE COMMITTEE MEETING AGENDA PACKET

Thursday, January 25, 2024
9:00 a.m. - 10:30 a.m.

344 Salinas Street, Suites 205 & 206
Salinas, CA 93901

Documents related to agenda items that are distributed to the WDB less than 72 hours prior to the meeting shall be available for public inspection at 344 Salinas Street, Suite 101, Salinas, CA or visit our website at www.montereycountywdb.org. Documents distributed to the WDB at the meeting by County staff will be available at the meeting; documents distributed to the WDB by members of the public shall be made available after the meeting. This WIOA Title I financially assisted program or activity is an equal opportunity employer/program and auxiliary aids and services are available upon request to individuals with disabilities.

ALTERNATE AGENDA FORMATS: If requested, the agenda shall be made available in appropriate alternative formats to persons with a disability, as required by Section 202 of the Americans with Disabilities Act of 1990 (42 USC Sec. 12132), and the federal rules and regulations adopted in implementation thereof. Individuals with a disability requiring a modification or accommodation, including auxiliary aids or services, in order to participate in the public meeting may make these requests to the Secretary to the WDB at (831) 796-6434. TTY/CRS: Dial 711

NOTICE TO THE PUBLIC

Members of the public who wish to address the Committee should identify themselves and state their name for the record. You should complete a blue Comment Card located near the door, prior to making comments, and hand it to the designated Workforce Development Board staff member.

Copies of the agenda have been placed on the table near the door for your convenience.

The procedure for this meeting is as follows:

- The Committee Secretary will verify quorum; the Chair will read the opening remarks.
- Members of the public wishing to make a comment on an item that is not on the agenda will be given two (2) minutes each to comment.
- Workforce Development Board staff and/or Committee Members will present recommendations for each action item on the agenda.
- Committee members may ask questions of Workforce Development Board Staff and other Committee Members.
- Members of the public wishing to make a comment on an agenda item will be given two (2) minutes each to comment.
- The Committee may take action on any item designated as an action item.
- Workforce Development Board members may only discuss items listed on the Agenda pursuant to the "Brown Act." With respect to non-agenda items raised by the public, Workforce Development Board members may calendar them for a future meeting, may briefly respond, or may request clarification from the member of the public but, to remain in compliance with the Brown Act, they may not address non-agenda items raised by the public in a substantive or in-depth manner.



344 Salinas Street, Suite 101
Salinas, CA 93901

(831) 796-6434
www.montereycountywdb.org

WDB Members:

Erik Cushman,
WDB & Executive Chair

Paula Calvetti
Margaret D'Arrigo
Cesar Lara

Monterey County Workforce Development Board Special Executive Committee Meeting

America's Job Center of California, 344 Salinas Street
Suites 205 & 206, Salinas, CA 93901

Thursday, January 25, 2024; 9:00 a.m.

AGENDA

CALL TO ORDER/ROLL CALL:	Erik Cushman, <i>Chair</i>
CHANGES TO AGENDA:	
PUBLIC COMMENT: <i>(Limited to 2 minutes per person)</i>	
CONSENT CALENDAR:	Erik Cushman
1. ACTION: Consider approval of minutes from the Monterey County Workforce Development Board (MCWDB) Executive Committee meeting on November 9, 2023.	Erik Cushman
DISCUSSION OR REVIEW OF BUSINESS CALENDAR ACTION ITEMS:	Erik Cushman
1. ACTION: Consider and approve the following policies: <ul style="list-style-type: none"> • 2023-04: National Dislocated Worker Grant (NDWG) Site Selection Policy. • 2024-02: Individual Training Accounts 	Elizabeth Kaylor
2. ACTION: Consider and approve the Executive Committee Meeting Schedule for calendar year 2024.	Erik Cushman
3. ACTION: Consider and approve the MCWDB Executive Director to sign a retroactive Prison to Employment 2.0 agreement with San Benito County Workforce Development Board to serve justice-involved and formerly incarcerated individuals, for an amount not to exceed \$102,730, for the period from December 12, 2023, through December 12, 2025.	Elizabeth Kaylor
4. ACTION: Consider and approve submission of the CaliforniansForAll Grant application.	Chris Donnelly
5. Update on the new Pajaro Business Relief Grant.	Chris Donnelly
6. Review of Performance-Based Outcomes for MCWDB's Program Year 2023-24 subrecipient agreements.	Vanessa Kor Chris Donnelly
7. Update on Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, and Youth programs.	Melineh Kocharian Deborah Carrillo Charlotte Johnson
8. Update on 2024 Department of Labor WIOA Funding.	Chris Donnelly
9. Update on WIOA Reauthorization.	Chris Donnelly
10. Discuss Board Retreat scheduled for March 28, 2024.	Chris Donnelly Exec Members
11. Update on Regional Boards' and Directors' meeting scheduled for January 23, 2024.	Chris Donnelly
ANNOUNCEMENTS:	Erik Cushman
ADJOURNMENT	Erik Cushman
SUBCOMMITTEE MEETINGS:	WDB MEETING 2/22/2024: 344 Salinas Street, Suite 205 & 206, Salinas

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UNADOPTED MINUTES

**Monterey County Workforce Development Board
Special Executive Committee Meeting**
America's Job Center of California, 344 Salinas Street
Suites 205 & 206, Salinas, CA 93901
Thursday, November 9, 2023

Members Present: Erik Cushman (Chair), Paula Calvetti and Cindy Merzon

Members Absent: Margaret D'Arrigo and Cesar Lara

Staff Present: Christopher Donnelly, Elizabeth Kaylor, Jerry Hernandez, and Flor Galvan

Public Comment: None

Call to Order/Introductions: Erik Cushman called the meeting to order at 9:04 a.m. and asked for introductions. A quorum was established.

Changes to Agenda: None

CONSENT CALENDAR:

1. **Action:** Consider approval of minutes from the Workforce Development Board (WDB) Executive Committee meeting on October 19, 2023.

A motion was made by Cindy Merzon to approve the minutes for the Executive Committee meeting on October 19, 2023, seconded by Paula Calvetti. Motion passed.

Discussion or Review of Business Calendar Action Items:

1. **Action:** Consider and approve the appointment of Denise Dorsey, representing the State of California's Department of Rehabilitation, to the MCWDB for a three-year term, and that the MCWDB forward the appointment to the Board of Supervisors for final approval.
A motion was made by Paula Calvetti to approve the appointment of Denise Dorsey, representing Department of Rehabilitation, to the MCWDB for a three-year term, seconded by Cindy Merzon. Motion Passed.
2. Executive Director Christopher Donnelly introduced Anne Brereton, Deputy County Counsel, and provided a recap of meetings with the Auditor-Controller's Office as well as providing an update on fiscal staffing and accounting.
3. The Executive Director provided an update on the MCWDB's upcoming annual Community Builder Awards.
4. The Executive Director provided an update on the roll out of Monterey County Works, a new approach to the workforce development board's career and business services marketing.
5. The Committee discussed recruitment of private sector members that will correspond with our board composition requirements and priority industry sectors.
6. The Executive Director reported on the Workforce Innovation and Opportunity Act (WIOA) program, fiscal and procurement monitoring by the State of California's Employment Development Department (EDD) Office.
7. The Executive Director provided an update on the Regional Equity and Recovery Partnerships (RERP) grant program.
8. Apprenticeship Coordinator Mark Gonzalez of the Monterey/Santa Cruz Counties Building and Construction Trades Council provided an update on the building trades pre-apprenticeship program.
9. Equus Adult and Dislocated Worker Project Director Melineh Kocharian, Equus Youth Project Director Charlotte Johnson, and Turning Point Program Director Pearl Sanchez provided a verbal update on the Adult, Dislocated Worker and Youth Program services and activities.
10. The Executive Director provided an update on the CaliforniansForAll Youth Job Corps program application.
11. Management Analyst Elizabeth Kaylor reported on the requirement for Board members to complete the Code of Conduct and Conflict of Interest policy signoffs.
12. Board members discussed agenda items for the upcoming Board meeting on November 16, 2023.

Adjournment: Mr. Erik Cushman adjourned the meeting at 10:28 a.m.



MEMORANDUM

TO: Workforce Development Board Executive Committee

FROM: Christopher Donnelly

SUBJECT: Consider and Approve New and Revised Policies

DATE: January 25, 2024

RECOMMENDATION:

It is recommended that the Monterey County Workforce Development Board Executive Committee consider and approve the following new and revised policies.

New Policy:

1. Draft #2023-04: National Dislocated Worker Grant Site Selection Policy

Applicable to: Providers of National Dislocated Worker Grant programs and services

Purpose: This policy provides guidance and establishes the procedures, requirements, and priorities of Disaster Recovery NDWGs as it relates to the selection and management of worksites and maintenance of health and safety standards.

Revised Policy:

1. #2024-02: Individual Training Accounts

Applicable to: All WIOA Title 1 recipients and subrecipients

Purpose: To provide guidelines for implementing Individual Training Accounts (ITAs) that are flexible and maximize informed customer choice in the selection of an eligible training provider, and to set the maximum ITA duration and training dollar amount.

ATTACHMENTS:

- a) Draft #2023-04 National Dislocated Worker Grant Site Selection Policy
- b) #2024-02 Individual Training Accounts



WIOA – TITLE I POLICY

Effective Date: November 1, 2023



Policy #2023-04

NATIONAL DISLOCATED WORKER GRANT SITE SELECTION POLICY

EXECUTIVE SUMMARY

This policy provides guidance and establishes the procedures, requirements, and priorities of Disaster Recovery National Dislocated Worker Grants (NDWGs) as they relate to the selection and management of worksites and establishment of a written policy to ensure that project participants are afforded the same health and safety standards established under Federal and State law applicable to working conditions of permanent employees.

REFERENCES

Workforce Innovation and Opportunity Act (WIOA) (Public Law 113-128); Title 20 Part 687, “National Dislocated Worker Grants”; Training and Employment Guidance Letter (TEGL) 16-21, Updated National Dislocated Worker Grant Program Guidance (June 16, 2022); California Employment Development Department (EDD) Workforce Services Directive (WSD) 23-01, Operational Guidance for National Dislocated Worker Grants.

BACKGROUND

Under Section 170 of the WIOA, NDWGs are discretionary funds from the Secretary of Labor to assist areas impacted by significant job losses due to large, unexpected layoff events or a major disaster. The purpose of the NDWGs is to reemploy dislocated workers through earning and employability enhancements to help recovery efforts in the clean-up and recovery following a federally-declared disaster or a mass layoff event. The California Employment Development Department (EDD) administers two different types of NDWGs: Disaster Recovery (DR) and Employment Recovery (ER).

The Monterey County Workforce Development Board is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities or limited English.

DR NDWGs provide disaster-relief and humanitarian assistance employment, as well as employment and training services, as appropriate, to minimize the employment and economic impact of declared disasters and emergency situations, in disaster-declared areas as defined in Title 20 CFR Section 687.110(b).

POLICY

Worksite Selection. Disaster-relief worksites must be located in the geographic disaster area covered by the qualifying declaration for the Disaster Recovery NDWG (a disaster or emergency declaration under the Stafford Act or other Federal agency's declaration of a disaster or emergency of national significance).

There is no worksite limitation for a nationwide disaster declaration, such as the opioid crisis public health emergency and the national emergency declaration for the COVID-19 pandemic; however, ETA may still require an applicant to demonstrate that the areas it intends to serve have needs related to the declared disaster or that they have a greater-than-average need.

Grant recipients must give the highest priority to cleanup of the disaster areas' most severely damaged public communities, facilities, and property, and to the cleanup and the provision of humanitarian assistance to economically disadvantaged areas within the disaster area. Where possible, grant recipients should prioritize enrollment of eligible participants most in need of economic support or workforce development services.

Projects may perform work on private property where the following conditions are met:

1. The work must be intended to remove health and safety hazards to the larger community, or to address or alleviate specific economic or employment-related impacts of the disaster, such as cleanup work needed for disaster-affected employers to resume or continue operations;
2. The activities are necessary to remove health and safety hazards on private lands or around homes or other structures and may only return the land or structure(s) to a safe and habitable level, or operational status, and will not improve the original land or structure(s); and
3. Grant recipients must not use Disaster Recovery NDWG funds to cover the cost of materials to do repairs.

Grant recipients are expected to maintain documentation under the Disaster Recovery NDWG for all worksites, including the dates and hours worked by each participant. For work on private property, documentation must provide the rationale for the determination that such work was allowable under this guidance. Grant recipients are not required to receive prior approval from the Department to work on private property.

Preventing Future Disaster Impacts. Generally, disaster-relief employment under Disaster Recovery NDWGs will not be authorized for activities that are designed primarily to prevent or address the impacts of future disasters. NDWG activities help mitigate the ongoing effects of the current declared disaster for which they were awarded; activities that may prevent future disasters or their impacts are permissible only where such activities are an outgrowth of addressing the impacts of the disaster or emergency that served as the current grant's qualifying event. For example, NDWG-funded disaster-relief employment may support installing a new tornado siren system to replace one destroyed by a tornado, but it cannot support installing a tornado siren system not previously available in the disaster-affected area. NDWG funds may support prevention work only within the requirements of WIOA Section 170(d)(1) for disaster-relief employment.

Coordination with Emergency Management Agencies. The grant recipient must coordinate the activities funded under a Disaster Recovery NDWG with the appropriate organizations, including state emergency management agencies, to avoid duplication of efforts and to ensure that its activities appropriately respond to the affected community's needs after a disaster. The grant recipient must coordinate with any Federal agencies handling the Federal response to the disaster or emergency in the areas grant recipients are delivering services, either through direct contact or contact with state or local agencies coordinating with these Federal agencies.

State workforce agencies and NDWG grant recipients have an important role to play in disaster response strategic planning in states and outlying areas. By having a seat at the table, the workforce system can ensure that the workforce development perspective is included in these strategies for both short-term recovery activities as well as longer-term resilience by developing the disaster-recovery workforce of the future. Disaster Recovery NDWGs and other workforce programming can carry out these workforce strategies.

Health and Safety Standards. In all NDWG projects, grant recipients must establish written policies specifying that Disaster-Relief Employers ensure that project participants are afforded the same health and safety standards established under Federal and state law applicable to working conditions of permanent employees. To the extent that state workers' compensation law applies, Disaster-Relief Employers must provide workers' compensation to project participants on the same basis as individuals in similar employment, as required by WIOA Section 181(b)(4).

In cases in which a project participant is not covered under a state workers' compensation law, based on the status of the Disaster-Relief Employer with whom they are placed, the temporary nature of their employment, or another reason, the project participant must be provided with appropriate on-site medical and accident insurance for work-related activities. The grant recipient must also ensure that project participants receive appropriate safety training and assure safe working conditions in accordance with the Occupational Safety and Health (OSH) Act of 1970. For more information, contact the appropriate OSHA field office. A listing of OSHA field offices is available at <https://www.osha.gov/contactus/bystate>.

INQUIRIES

If you have questions, please contact staff at (831) 796-6434. This policy is posted on the WDB website.

CHRISTOPHER DONNELLY, Executive Director
Monterey County Workforce Development Board

INDIVIDUAL TRAINING ACCOUNTS

EXECUTIVE SUMMARY

The purpose of this policy is to provide guidelines for implementing Individual Training Accounts (ITAs) that are flexible and maximize informed customer choice in the selection of an eligible training provider. This policy sets the maximum ITA duration and training dollar amount for individuals funded under the WIOA/non-WIOA programs provided by the Monterey County Workforce Development Board (WDB). This policy emphasizes support for training in the local high demand/high growth industries identified by the WDB. Training services may be made available to WIOA Title I Adults, Dislocated Workers and Out-of-School Youth (ages 18-24) and non-WIOA participants who have met eligibility requirements.

REFERENCES

WIOA Section 134(c)(3); Title 20 Code of Federal Regulations (CFR) Sections 680.200-230, Training Services; Title 20 CFR Sections 680.300-350, Individual Training Accounts; Title 20 CFR Sections 680.400-530, Eligible Training Providers; Title 20 CFR Section 680.310, Amount or Duration Limits on ITAs; Employment Development Department (EDD), Workforce Services Directive (WSD) 15-07, WIOA Eligible Training Provider List – Policy and Procedures; EDD WSD18-10, WIOA Training Expenditure Requirement; Training and Employment Guidance Letter (TEGL) 19-16, Guidance on Services Provided Through the Adult and Dislocated Worker Programs under WIOA; TEGL 21-16, Third WIOA Title I Youth Formula Program Guidance.

BACKGROUND

All local WDBs, as recipients of WIOA Title I funds, are charged with ensuring that all expenditures have been made in accordance with cost limitations specified in the WIOA and its regulations. WIOA and non-WIOA subrecipients are also required to have a process or procedure in place for funds expended on training and the recovery of unused or unexpended training monies, and/or tuition refunds. The following operational guidance is established for WIOA/non-WIOA service providers (case managers) to determine if a participant is eligible for an ITA and provide the process for developing, reviewing/approving, and tracking ITAs.

For the purpose of this policy, the Monterey County WDB has established an ITA funding limit of up to \$8,000 per person (with a waiver, up to \$10,000) for participants determined eligible and suitable for training services in the WDB's priority industry sectors (Agriculture, Tourism & Hospitality, Health & Social Assistance, Logistics & Transportation, and Construction), and \$5,000 for training in occupations outside of these industry sectors for a duration of up to eighteen (18) months. The training must lead to employment wages of at least \$15 per hour.

An ITA is designed to provide services to participants who are in need of training that prepares them for employment in in-demand occupations within the Monterey County local area. WIOA-funded participants may access occupational skills training services a maximum of once every three (3) years through training providers who have met eligibility requirements set by the State of California Employment Development Department to be listed on the Eligible Training Provider List (ETPL).

It is anticipated that all training completions shall lead to and provide participants with one or more of the following:

- An industry recognized post-secondary credential, secondary school diploma or its equivalent, national or state certificate, or degree, including all industry appropriate competencies, licensing and/or certification requirements; and/or
- Employment.

This ITA operational guidance is designed to ensure consistency among training providers and streamline the process for participants to obtain an ITA while ensuring that the requirement for “informed customer choice” is still being met.

PROCEDURAL GUIDANCE

The following must be adhered to prior to authorization of training for WIOA/non- WIOA clients.

I. Identification of the Need for Training:

Training services may be provided if WIOA/non-WIOA service provider counselors (case managers) determine, after an interview, comprehensive and specialized assessments (including WorkKeys); completion of an Individual Employment Plan (IEP) for adults/dislocated workers or Individual Service Strategy (ISS) for out-of-school youth (ages 18-24); and career planning, that the individual:

- a. Is unlikely or unable to obtain or retain employment that leads to economic self-sufficiency, or wages comparable to or higher than wages from previous employment through provision of career services alone;
- b. Is in need of training services to obtain or retain employment that leads to economic self-sufficiency, or wages comparable to or higher than wages from previous employment, through provision of career services alone; and
- c. Has the skills and qualifications to successfully participate in the selected program of training services.

II. Training Readiness Requirements:

1. **Labor Market Research** – Training services must be linked to in-demand employment opportunities in the local area. Participants seeking training must conduct in-depth labor market research in the area that they are interested in attending training to ensure their knowledge of the market for their contemplated occupation and how the training will increase their earning potential. Participants must complete the Labor Market Research Form provided as Exhibit B to this ITA policy to be eligible for training.
2. **Informed Customer Choice** – Prior to being approved for training, participants must review the Employment Training Provider List (ETPL), research the trainings that are linked to the in-demand occupations of interest and assess the performance of relevant training providers listed on the ETPL in CalJOBS.

Participants shall complete research on two training providers using the internet and document the information on the attached Training Program & Provider Research Form (Exhibit C). If attending classroom training in the Monterey County local area, participants will be required to complete a physical site visit to a minimum of two training providers to determine if the facilities are adequate and accessible. The participant must consider transportation, classroom setting, and if applicable, necessary accommodations for persons with disabilities. Research may be conducted at just one training provider

at the discretion of the WIOA/non-WIOA service provider (case manager) to streamline the ITA process, if only one training provider is listed on the ETPL.

It is also strongly recommended that participants contact at least one business to inquire about the opportunity to obtain employment with the business upon completion of the chosen training program. Participants must determine whether the selected training program meets all employment requirements, (e.g., credentialing, internship, skill standards, etc.).

3. **WorkKeys Assessments** – Participants' WorkKeys core assessments (Applied Math, Graphic Literacy, and Workplace Documents) must be completed prior to training. To be considered for training, a participant must score at least a level 3 on all three WorkKeys core assessments. Career Ready 101 pretests may be administered to pre-screen the readiness of a participant to take the WorkKeys core assessments. Career Ready 101 online training may also be provided to participants to help improve their scores.
4. **Prevocational/Job Readiness Training** – Prior to enrollment in long-term occupational skills training, participants must first work with their case manager(s) to complete a short-term online training program, provided by Metrix Learning or Dynamic Works Institute, in the area of their training. Participants must complete a Pre-Vocational /Job Readiness Online Training Form to show the connection between their pre-vocational/job readiness skills training and their occupational skills training (Exhibit D).
5. **Financial Assistance** – All other training options and funding sources shall be exhausted prior to utilizing WIOA/non-WIOA training funds. Efforts to first utilize Pell grants and other "need based" fiscal resources, as well as supportive services from partnership agencies, should be made prior to the request for WIOA/non-WIOA training funds.

Case managers shall work with participants to complete a Budget form (Exhibit E) to determine if other training options and funding sources are considered and exhausted prior to utilizing WIOA/non-WIOA training funds, and if applicable, completion of the FAFSA online www.fafsa.ed.gov to determine whether participants are eligible for financial aid, such as Pell grants.

Supportive services may be available to adult and dislocated worker individuals participating in WIOA career services or training activities that are unable to obtain supportive services through other programs providing such services. Additionally, supportive services must be necessary to enable the individual to participate in career services or training activities.

For out-of-school youth (ages 18-24), supportive services may be available during program participation to enable an individual to participate in WIOA youth program activities. Supportive services may also be provided to youth during the follow-up period.

Supportive services may include but are not limited to: assistance with State-licensed child care and dependent care; assistance with transportation; assistance with emergency housing; assistance with uniforms or other appropriate work attire and work-related tools; referrals to healthcare; and linkages to community services.

III. CalJOBS Training Application, Enrollment & Documentation: Upon identification of the need for training and completion of the training readiness requirements listed above, the following steps must be completed prior to the submission of an ITA to the WDB Fiscal Manager for review and approval:

1. **Participant Training Commitment Form** – Participants must agree to and sign this form (Exhibit F) and must provide information on their labor market and training program/provider research.
2. **Master Agreement and Authorized Signature Form** – The case manager shall verify that the selected training provider has signed an active Master Agreement and Authorized Signature Form on file with the WDB. The WDB's ETPL Coordinator is Flor Galvan; she can be reached at (831) 796-6434 or by email at galvanf@co.monterey.ca.us.
3. **CalJOBS Training Application, Activities and Case Notes** – The case manager shall review participant's WIOA/non-WIOA training application to ensure that it is complete and accurate in CalJOBS and shall enter the appropriate activity codes into CalJOBS (including case notes for each service/activity).

NOTE: All CalJOBS activities/services and case notes must be entered in the CalJOBS system within 3 days of the interaction between WIOA/non-WIOA service provider (case manager) and participant.

IV. ITA Authorization Approval: The following general rules, sequence and timeline must be followed to ensure adequate review time prior to final approval of all ITA Contracts and Invoices:

1. ITA General Rules –

- a. All ITA Contract documents (Exhibits G-1 through G-3) must be completed and approved prior to commencement of any training program.
- b. All ITA Contract documents must be submitted to the WDB Fiscal Manager via email for review and approval to obligate funds, at least ten (10) days prior to the start of training.
- c. Under no circumstances will the participant begin training without an approved and signed ITA Contract in place.
- d. No ITA Contract will be issued, approved or paid retroactively for any WIOA participant previously enrolled in training by an ETPL training provider, prior or concurrently to their enrollment into a WIOA/non-WIOA program.
- e. The maximum dollar limit for training is \$8,000 (with a waiver, up to \$10,000) for occupations in the WDB's priority industry sectors (Agriculture, Tourism & Hospitality, Health & Social Assistance, Logistics and Transportation, and Construction), and \$5,000 for training in occupations outside of these industry sectors. This amount must be used for tuition-related fees and other costs, such as: books, licenses, tools, equipment, safety gear, drug testing, testing and/or certification fees, student association fees, and uniforms.
- f. The duration of training shall not exceed eighteen (18) months.

Any exceptions to the general rules stated above must have the approval of both the WDB Finance Manager and the WDB Executive Director and may only be granted on a case-by-case basis due to extreme financial hardship, following the ITA Waiver process under section IV. of this policy.

2. ITA Sequence and Timeline

- a. **ITA Contract and Invoices** – must be completed and emailed to the WDB Fiscal Manager, a minimum of ten (10) days prior to the start date of training.
- b. **WDB Fiscal Manager Pre-Approval & Obligation** – Within two (2) working days upon receipt of the ITA Contract and Invoices, the WDB Fiscal Manager shall review and approve the contract, obligate the funds for training, and return the contract to the originating WIOA/non-WIOA service provider (case manager) via email, confirming approval of the ITA Contract.

In the event that the ITA Invoices are missing information, the WDB Fiscal Manager shall return the ITA Invoices to the originating WIOA/non-WIOA service provider (case manager) with an explanation listing the specific reason(s) for the return.

- c. **WIOA/non-WIOA Supervisor and ETPL Training Provider Approval** – Upon receipt of the pre-approved ITA, the WIOA/non-WIOA service provider (case manager) shall forward a PDF of the ITA Contract and Invoices to the WIOA/non-WIOA supervisor and ETPL training provider for approval, then return the signed ITA Contract to the WDB Fiscal Manager via email within two (2) working days.
- d. **WDB Fiscal Manager Final Approval** – Within two (2) working days upon receipt of an ITA Contract, the WDB Fiscal Manager will review and approve/deny the ITA Contract and notify the WIOA/non-WIOA service provider (case manager) if the ITA Contract has been approved or denied.

V. ITA Waivers:

An ITA Waiver (Exhibit G-4) must be completed and submitted to the WDB Fiscal Manager by the case manager when a participant is having difficulties meeting the training readiness requirements or other ITA requirements/limits:

1. WorkKeys scores are below level 3;
2. Requesting an exception to the \$8,000 training limit (up to \$10,000) for WDB priority industry sector training;
3. Requesting an exception to the \$5,000 training limit for training not in WDB priority industry sectors;
4. Justification(s) for multiple ITAs within a 3-year period; or
5. Other (e.g., not meeting the 10-day submission timeline, requesting exception to the 18-month training duration cap, etc.).

An anticipated employment wage of at least \$18 per hour is required for a waiver of the \$8,000 training limit.

Within two (2) working days upon receipt of the ITA Waiver and Contract, both the WDB Fiscal Manager and WDB Executive Director (or the WDB Executive Director's designee) will review and approve/deny the ITA Waiver, and the WDB Fiscal Manager shall notify the WIOA/non-WIOA service provider (case manager) if the ITA Waiver has been approved or denied.

An amendment to the ITA Contract may be needed when a training program or provider is removed from the ETPL or changed to inactive, or when extraordinary program expenses develop, the participant and WIOA/non-WIOA service provider (case manager) must agree on whether to complete the plan of training with the existing provider, seek a similar program, or discontinue training. When a program of training is removed from the state ETPL, participants in that program can complete their training. However, an ITA should not be modified or extended for a participant beyond the original plan approval as it relates to a program of training that is no longer on the ETPL.

The ITA Waiver must be approved and signed by the WIOA/non-WIOA service provider (case manager) and WIOA/non-WIOA Program Manager, and then submitted to the WDF Fiscal Manager with the ITA Invoice. Within two (2) working days upon receipt of the ITA Waiver and ITA Invoice, both the WDB Fiscal Manager and WDB Executive Director, or the WDB Executive Director's designee, will review and approve/deny the ITA Waiver and notify the WIOA/non-WIOA service provider (case manager) if the ITA Waiver has been approved or denied.

No hand-written alterations will be allowed on the ITA Invoices. Altered ITA Invoices will be returned and not processed. Any modifications to the ITA should be documented in a case note in CalJOBS.

VI. ITA Deobligations: In the event that the ITA Contract needs to be deobligated, an ITA Deobligation with justification explaining the reason for the deobligation must be completed, signed and submitted to the WDF Fiscal Manager with the ITA Contract (Exhibit G-5).

VII. Recovery of ITA Tuition Funds: In the event a participant discontinues training, the WIOA/non-WIOA service provider (case manager) must conduct due diligence to ensure the recovery of WIOA/non-WIOA funds provided to training institutions. WIOA/non-WIOA service providers (case managers) must verify the following:

- a. The refund policy of the training provider for early termination from the training program;
- b. The requirement for the training provider to notify the WIOA/non-WIOA service provider (case manager) of early participant dropout;
- c. The percentage of the advance payment to be returned;
- d. Turnaround timeframe for the refund; and
- e. Time spent in training before a refund will no longer be honored.

VIII. Confirmation of Participant Training & Documentation: Upon receipt of the completed and signed ITA Contract, the WIOA/non-WIOA service provider (case manager) shall confirm with the participant the start of training and document the enrollment into the CalJOBS system, (including case notes for each service/activity), as appropriate.

IX. Payment of ITA Invoices: ITA Invoices shall follow a 40%/50%/10% submission and payment process, where each % represents the amount of the participant's ITA Contract to be paid.

1. **First Invoice (40%):** Training Provider(s) shall complete, sign and submit the first training invoice upon the first week of training, representing 40% of the total amount of the participant's ITA. Attached to the invoice, Training Provider(s) must provide proof of successful student enrollment and attendance;
2. **Second Invoice (50%):** Training Provider(s) shall complete, sign and submit the second training invoice halfway through the training class/program, representing an additional 50% of the total amount of the participant's ITA. Attached to the invoice, Training Provider(s) must provide proof of successful student attendance and performance; and
3. **Third and Final Invoice (10%):** Training Provider(s) shall complete, sign and submit the third and final invoice for the remaining 10% of the total amount of the participant's ITA. The remaining 10% of the final invoice is held back to ensure attainment of a credential (5%) and training-related employment (5%). Attached to the invoice, Training Provider(s) must provide proof of successful student completion of training; proof of an industry recognized credential, certificate and/or license obtained; and proof of employment in a field related to the participant's training to obtain the remaining 10% of payment.

All invoices shall specify charges on an individual student basis, not to exceed the total participant ITA Invoice amount. In the event that the participant ITA Contract changes, e.g., change of courses, increased book costs, actual financial aid awards differing from projected awards, the WIOA/non-WIOA service provider will complete and forward to the training provider an amended participant ITA Invoice.

All invoices must include documentation to show that performance outcomes have been met in accordance with the participant's ITA.

For participants who obtain a credential, certificate or license upon completion of their training, training provider shall submit a copy of the industry-recognized credential, certificate and/or license obtained with the last invoice.

For participants who enter into unsubsidized employment upon completion of their training, training provider shall submit placement information (e.g., name of employer, date of hire, job title, occupation/industry, hourly wage, and schedule of hours) with the last invoice.

Upon receipt of all invoices, the WIOA/non-WIOA service provider (case manager) will perform an independent review and validation of the invoice and documentation of performance outcomes before obtaining signatures and submitting the invoice and documentation to the WDB Fiscal Office to process for payment. Payment will be made to the training provider within thirty (30) days from the receipt of the invoice from the WIOA/non-WIOA service provider (case manager).

The WDB will reallocate the remainder of total participant ITA funds not paid to training provider if achievement of the participant's ITA goals are not met.

ATTACHMENTS: Exhibit A – ITA Checklist
Exhibit B – Labor Market Research Form
Exhibit C – Training Program & Provider Research Form
Exhibit D – Pre-Vocational/Job Readiness Online Training Form
Exhibit E – Budget Form
Exhibit F – Participant Training Contract and Commitment Form
Exhibit G – ITA Invoices (G-1 - G-3), ITA Waiver (G-4), and ITA Deobligation (G-5)

INQUIRIES

If you have questions please contact staff at (831) 796-6434. This policy is posted on the WDB website located at: www.montereycountywdb.org/policies/

CHRIS DONNELLY, Executive Director
Monterey County Workforce Development Board



MEMORANDUM

TO: Executive Committee

FROM: Christopher Donnelly

SUBJECT: Approval of Meeting Calendar Year 2024

DATE: January 25, 2024

RECOMMENDATION:

Below is the proposed schedule of meetings for the calendar year 2024.

**Monterey County Workforce Development Board
Executive Committee
Meeting Calendar**

Jan - Dec 2024

	JAN 2024	FEB 2024	MAR 2024	APR 2024	MAY 2024	JUN 2024	JUL 2024	AUG 2024	SEP 2024	OCT 2024	NOV 2024	DEC 2024
Executive Committee Meets 3rd Thursday/Monthly at 9:00 a.m.	18	15	21	18	16	20	No Mtg.	15	19	17	21	19



MEMORANDUM

TO: Workforce Development Board Executive Committee

FROM: Christopher Donnelly

SUBJECT: Prison to Employment 2.0 Agreement

DATE: January 25, 2024

RECOMMENDATION:

It is recommended that the Executive Committee authorize the Executive Director to sign a retroactive Prison to Employment (P2E) 2.0 Agreement with the San Benito County Workforce Development Board, effective December 12, 2023, through December 12, 2025, in the amount of \$102,730.

BACKGROUND/SUMMARY:

The Workforce Innovation and Opportunity Act (WIOA) of 2014 mandated the identification of planning and service delivery regions comprised of local workforce development areas, and in 2020, the California Workforce Development Board (CWDB) designated the local workforce development boards of Monterey, Santa Cruz, and San Benito counties as the “North Coast Regional Planning Unit,” one of the 15 regional planning units within California. WIOA requires that regional planning units develop a regional plan, regional service delivery strategies, and regional administrative cost arrangements among its local areas.

The MCWDB is typically the CWDB-designated regional lead and fiscal agent to administer State-funded, discretionary regional grants and was the lead and fiscal agent for the original P2E grant approved by the Board of Supervisors on February 11, 2020 as part of the funding for a larger Regional Agreement to provide reimbursement for workforce services to regional WDBs and contractors from 2020 to 2022. However, for the 2023-25 P2E 2.0 grant, the SBCWDB opted to apply for the funding and, as the lead and fiscal agent, SBCWDB will reimburse the MCWDB in an amount not to exceed \$102,730 for specific expenditures relating to P2E grant implementation.

DISCUSSION:

The Agreement anticipates that 11 individuals will be enrolled to achieve the following outcomes:

Activities and Outcomes	Goals
Individuals to be Trained	9
Individuals Completing Training	7
Employment (New Employees)	6
Industry/Sector Employment	4
Attainment in Industrial Recognized Certificate or Credential	2

The Project Budget Summary in the P2E 2.0 Agreement allocates \$81,000 for on-the-job training, transitional jobs, and occupational training in sectors such as manufacturing, transportation, mechanics, and welding to serve nine participants, with \$9,526 set aside for case management to be provided by

the MCWDB's contracted adult and youth service provider, Equus Workforce Solutions, to coordinate services and support. SBCWDB will provide \$7,704 for administration costs to operate the program, and \$4,500 for supportive services will be provided for six to nine clients, at a maximum of \$500 each, to cover mileage, work boots and other materials, equipment and supplies needed during training.

Expenditures	Amount
Participant Training	\$ 81,000
Equus Case Management	\$ 9,526
Indirect Admin Costs	\$ 7,704
Participant Supportive Services	\$ 4,500
Total Contract Amount	\$ 102,730

NEXT STEPS:

If the P2E 2.0 agreement with SBCWDB is approved by the Executive Committee, it will be forwarded to the Board of Supervisors for consideration, and subsequently to the MCWDB for ratification at its next meeting.



MEMORANDUM

TO: Workforce Development Board Executive Committee

FROM: Christopher Donnelly

SUBJECT: Approval to Apply for CaliforniansForAll Grant

DATE: January 25, 2024

RECOMMENDATION:

It is recommended that the Monterey County Workforce Development Board (MCWDB) Executive Committee approves staff to submit a grant proposal to the State to provide additional funding for the Green Cadre program.

BACKGROUND/SUMMARY:

The CaliforniansForAll Youth Workforce Program is a Governor's initiative administered by California Volunteers in partnership with cities and counties across California. The original purpose of this initiative was to increase youth employment, develop youth interest in and experience towards a career, and to strengthen California's capacity to address key areas of climate, food insecurity, and local COVID-19 recovery.

In 2022, the CaliforniansForAll program awarded the MCWDB a \$2.8 million dollar grant to fund four cohorts of the Green Cadre program. Three cohorts have been completed as of January 1, 2024, and the fourth cohort will be completed in May 2024.

DISCUSSION:

In November 2023, the Governor's office announced a new opportunity for counties and cities to apply for another round of funding, although at a lower funding level: \$2 million. The MCWDB's staff is excited about submitting a new proposal given the success of the current program.

This new CaliforniansForAll grant opportunity focuses on climate, food insecurity and public service, and will allow MCWDB to continue to address climate and food insecurity challenges facing Monterey County while assisting our program participants to learn key skills and earn money.

NEXT STEPS:

If the Executive Committee approves staff to provide a responsive proposal by the February 2, 2024, deadline, it is anticipated that the MCWDB will be funded to provide training to additional Green Cadre cohorts.

Update on the new Pajaro Business Relief Grant

Executive Director Christopher Donnelly will provide a verbal update on the Pajaro Business Relief Grant.

Update on First Quarter WIOA Adult, Dislocated Worker, and Youth Program Performance

WDB Management Analyst Vanessa Kor will provide an update on second quarter WIOA performance in the areas below, followed by commentary from the Project Directors.

A. Adult / Dislocated Worker Programs

1. New Enrollments (w/ WorkKeys + Not Exited Within 2 Weeks)
2. Placed in Occupational Skills Training (OST)
3. Placed in On-the-Job Training (OJT)
4. Completion of OST (w/ Measurable Skill Gains + Credential)
5. Completion of OJT (w/ Employment Retention for 6 Months)
6. Placed in Employment Post-OST Completion in Area of Training
7. Placed in Employment w/o OST in Priority Industry Sector
8. PY 22-23 Carryover Placed in Employment in Priority Industry Sector through Q1

B. Youth Programs

1. New Enrollments
2. Placed in Paid Work Experience (WEX)
3. Completion of WEX or Placed in Employment Prior to Completion
4. Placed in OST
5. Completion of OST (w/ Measurable Skill Gains + Credential)
6. Placed in Employment in Priority Industry Sector or CBO
7. PY 22-23 Carryover Place in Employment through Q1

Update on Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker, and Youth Program Activities

Adult and Dislocated Worker (ADW) Program:

ADW program enrollments continue to accumulate. Equus Workforce Solutions has developed a new strategy to increase Dislocated Worker enrollments. The State Employment Development Department (EDD) has agreed to hold mandatory in-person workshops at our Career Center, so they will be directing their clients to our Salinas location. Equus' goal is to enroll these walk-ins while they are in our center.

The Severe Winter Storms program is still going strong with new participants joining soon. Additionally, one of the program participants has been hired by Equus as a Talent Development Specialist. He has already impressed staff as a team player with his positive attitude and great communication skills.

Youth Programs:

A combined-cohort Green Cadre graduation was held on December 14, 2023. Atticus and Cari Rotoli from Pueblo del Mar were recognized for their commitment to the Green Cadre. The Rotolis oversee the Rehabilitation Community Garden at Pueblo Del Mar where all Green Cadre cohorts have been weeding, mulching, planting seeds and harvesting vegetables for the community, along with gaining general gardening knowledge. The Pizza Factory on South Main Street and the Mountain Mike's on Constitution and East Alisal Street donated pizzas for the graduation. Equus donated the graduation cake and cookies.



Of the **16 Climate Cadre graduates**, 10 were from Turning Point of Central California's Youth program and 6 were from Equus's Youth program.

One participant was employed by each of the following:

- Target
- Safeway
- Amazon
- Burger King
- Department of Public Safety and Correctional Services (Maryland)

In addition to these outcomes,

- One participant has received a job offer from State Parks.
- One participant is attending Cabrillo College and is currently working as a caregiver.
- One participant is enrolled at De Anza.
- One participant is returning to school to focus on general education.
- Four participants have applied for the Severe Winter Storms Grant program.
- Three participants are looking for employment or educational opportunities.

Of the **15 Food Insecurity Cadre graduates**, 11 were from Turning Point and 4 were from Equus.

- One participant was employed by Mountain Mike's Pizza.
- One participant was employed by Target.
- Two participants are enrolling in the Emergency Medical Technician (EMT) Program at Monterey Peninsula College (MPC)
- Eleven participants are applying for jobs, have interviews pending, or are looking for educational opportunities.

Upcoming: Green Cadre Climate/Food Insecurity Cadre

Since November 22, 2023, 82 applications have been received for the Green Cadre Program. After three orientations and multiple days of interviews, 26 individuals have been chosen to participate in the new cohort, which will focus on both Climate Control and Food Insecurity. The cohort is scheduled for January 22, 2024, to May 3, 2024, with an emphasis on team building, communication, and soft skills training. Additionally, participants will receive OSHA 10, CPR/AED, and Food Handlers' certifications. Once OSHA 10 training is completed, the cohort will receive hand and power tools training.

The new Green Cadre cohort will continue the existing partnership with the California State Parks, Pueblo Del Mar, Dorothy's Kitchen, CalFresh, the Food Bank for Monterey County, Natividad Creek Park Community Garden, Monterey County Master Gardener's Program, and the Blue Zones Project. The Pacific Grove Adult School is a new partner for the Green Cadre program.

Upcoming: Social Media and Hospitality Cadres

Youth Program/Project Directors will provide an oral report on this topic.

The Certified Nursing Assistant (CNA) program ended on December 8, 2023. The 11 graduates are scheduled to complete their CNA exam over the next 3 weeks.

**Update on 2024 Department of Labor
Workforce Innovation and Opportunity Act (WIOA) Funding**

Executive Director Christopher Donnelly will provide a verbal update on 2024 Department of Labor WIOA funding.

Additional information for the funding discussion follows:

grams for established career mechanics and to examine needs related to the operation and repair of transportation fleets and motorized equipment.

TRAINING AND EMPLOYMENT SERVICES

Appropriation, fiscal year 2023	\$4,140,911,000
Budget request, fiscal year 2024	4,420,684,000
Committee Recommendation	2,836,808,000
Change from enacted level	- 1,304,103,000
Change from budget request	- 1,583,876,000

Training and Employment Services provides funding for Federal job training programs authorized primarily by the Workforce Innovation and Opportunity Act of 2014 (WIOA).

Adult Employment and Training Activities.—The Committee provides no funding for Adult Employment and Training Activities for fiscal year 2024. According to the Workforce Investment Act Adult and Dislocated Worker Programs Gold Standard Evaluation, training funded by this program has no positive impact on program participant employment and earnings outcomes 30 months after enrollment.

Youth Employment and Training Activities.—The Committee provides no funding for Youth Employment and Training Activities. The Committee notes the absence of evidence that the program improves employment and education outcomes for program participants and that the Department has failed to implement the program in a manner consistent with the changes enacted in the now expired Workforce Innovation and Opportunity Act. This program is largely duplicative of the provided through the Perkins Career and Technical Education, 21st Century Community Learning Centers, and Student Support and Academic Enrichment programs.

Dislocated Worker Employment and Training Activities.—For Dislocated Worker Employment and Training Activities, the Committee provides \$1,456,412,000.

Of the total provided for Dislocated Worker Employment and Training Activities, \$1,095,553,000 is designated for State grants that provide core and intensive services, training, and supportive services for dislocated workers. In addition, States use these funds for rapid response assistance to help workers affected by mass layoffs and plant closures. The remaining \$360,859,000 is available for the Dislocated Workers National Reserve (DWNR). DWNR supports national emergency grants, technical assistance and demonstration projects as authorized by WIOA. The Committee provides \$1,060,000,000 in advanced appropriations for fiscal year 2025.

Cybersecurity and Software Development Employment Opportunities.—The Committee remains concerned about the high, unmet demand for cybersecurity and software development skills in both the Department of Defense and the private sector and the Department's continued lack of attention to these critical and growing industries. Of the total provided for the DWNR, the Committee directs \$40,000,000 for competitive grants to institutions of higher education as defined in sections 101(a) and 101(b) of the Higher Education Act (20 U.S.C. 1001), State Workforce Agencies, local workforce development boards, and employer associations for the

purpose of a targeted high-skill job training grant to help increase training capacity to meet this demand. For purposes of making awards under this section, the Department is directed to prioritize applicants located in States with the greatest number of Federally recognized Tribes and with preexisting Department of Defense partnerships. Consistent with the requirements of section 116(b)(2)(A)(i) of the Workforce Innovation and Opportunity Act (29 U.S.C. 3141), the Committee further directs the Department to include on its website program participant outcomes including employment, earnings, and credential attainment disaggregated by grantee. The Department is directed to provide the Committees a briefing on this initiative within 120 days of the enactment of this Act.

Strengthening Community College Training Grants.—The Committee provides \$65,000,000 for Strengthening Community College Training Grants (SCCT). The Committee directs the Department in making awards under this section to ensure that activities support the expansion of integrated basic education skills training and to prioritize Hispanic Serving Institutions as defined in section 502 of the Higher Education Act (20 U.S.C. 1101a) that disproportionately serve low-income students and have strong partnerships with workforce development partners. For purposes of evaluating the efficacy of this program, the Committee has strong concerns with any evaluation methodology divorced from program participant employment and earnings outcomes. Consistent with the requirements of section 116(b)(2)(A)(i) of the Workforce Innovation and Opportunity Act (29 U.S.C. 3141), the Committee directs the Department to require grantees report on the employment, earnings, and credential outcomes of individuals participating in programs supported by such grants and to publicly release grantee performance on the Department's website. The Committee directs the Secretary to brief the Committees 7 days in advance of issuing the funding opportunity announcement and 7 days in advance of announcing awards.

The Committee further directs the Secretary to make individual grants to community colleges of an amount that is at least \$1,500,000, unless grants are awarded in consortia to community colleges and other eligible institutions of higher education as defined in section 101(a) of the Higher Education Act. In making grant awards, the Committee directs the Secretary to ensure geographic diversity among grant recipients and for ETA to coordinate with the Chief Evaluation Officer to implement a randomized control trial evaluating the employment and earnings outcomes of individuals participating in a program supported by such grants. In addition, the Committee directs the Secretary to ensure grantees incorporate a plan for sustainability of funding under the grant proposal. While grants may be awarded to a consortium of institutions of higher education, including public and private four-year institutions, the Committee directs the Secretary to ensure that the lead grantee in the consortium is a community college.

Workforce Opportunity for Rural Communities.—Of the funds provided for the DNWR, the Committee provides \$50,000,000 for the Workforce Opportunity for Rural Communities (WORC) program, to provide enhanced worker training in the Appalachian, Delta, and Northern Border regions. Consistent with the require-

ments of section 116(b)(2)(A)(i) of the Workforce Innovation and Opportunity Act (29 U.S.C. 3141), the Committee directs the Department to require grantees report on the employment, earnings, and credential attainment outcomes of program participants supported by this funding.

The WORC program, in coordination with Delta Regional Authority and Appalachian Regional Commission, provides essential worker training to promote economic recovery in the Delta and Appalachian regions. It is important to bolster workforce programs for dislocated workers in these underserved areas. The Committee strongly encourages continued investment in areas with high rates of unemployment and substance use disorder impacted by the loss of employment in the coal, energy, and telecommunications industries. The energy industry has experienced significant employment reduction in the past decade resulting in severe economic hardship concentrated in specific regions, and sustained investment to transition workers to new industries is needed to offset the challenging economic conditions.

Native Americans.—For the Indian and Native American programs, the Committee provides \$60,000,000.

Migrant and Seasonal Farmworkers.—For the National Farmworker Jobs program, the Committee provides \$97,396,000.

YouthBuild.—For the YouthBuild program, the Committee provides \$105,000,000. The Workforce Innovation and Opportunity Act reformed the YouthBuild program to prioritize the employment and educational outcomes of program participants. While the Committee recognizes the challenges the Department of Labor (DOL) has had in overseeing grant awards, the Committee notes with concern that DOL has prioritized administrative capacity rather than demonstrated efficacy in securing employment and earnings outcomes for young adults for new grantees in making awards under this section.

Reemployment of Ex-Offenders.—The Committee provides \$115,000,000 for training and reintegration activities for individuals with criminal legal histories reentering the community and youth offenders.

The Committee directs the Department to ensure grantees establish formal partnerships with employers and that program participants receive industry-recognized credentials and training in fields that prepare them for successful reintegration, including ensuring participants receive training and credentials in fields where their record is not a barrier to entry or continued employment. The Committee also directs the Department to consider the needs of communities that have recently experienced significant unrest. The Committee also continues to set aside \$50,000,000 for competitive grants to national and regional intermediaries for activities that prepare for employment young adults with criminal legal histories and youth offenders, with a priority for projects serving high-crime, high-poverty areas. The Committee is aware that reentry programs are an excellent way to help address workforce challenges, including those in the advanced manufacturing sector.

Workforce Data Quality Initiative.—The Committee provides \$6,000,000 for the Workforce Data Quality Initiative.

The Committee notes that Congress has made a significant investment in our workforce development, postsecondary, and career and technical education systems. As a result of this investment, the number of credentials in the U.S. continues to rise. However, the Committee is aware that many workers and students may face challenges in navigating an intricate network of diplomas, licenses, certifications, and badges.

Apprenticeship Grants.—The Committee provides \$285,000,000 for the apprenticeship grants program. The Committee is concerned with the modest increases in the number of apprentices generated by considerable and sustained congressional investment. Not later than 90 days after the enactment of this Act, the Department shall publicly disclose on its website grantees receiving funding, the number of apprentices attributable to such grantee, and the respective employment and earnings outcomes of program participants as required under section 116(b)(2)(A)(i) of the Workforce Innovation and Opportunity Act.

The Committee directs the Secretary to make \$20,000,000 in grant funding available to establish, implement, expand, and administer registered apprenticeship programs consistent with the National Guideline Standards of Apprenticeship for Water and Wastewater System Operations Specialists to address nationwide shortages of qualified drinking water and wastewater operators, especially in rural America.

JOB CORPS

Appropriation, fiscal year 2023	\$1,760,155,000
Budget request, fiscal year 2024	1,835,467,000
Committee Recommendation	---
Change from enacted level	- 1,760,155,000
Change from budget request	- 1,835,467,000

Job Corps is a residential education and vocational training program that helps young people ages 16 through 24 improve the quality of their lives through vocational and academic training.

Due to funding constraints, the Committee does not include full funding for this program. The Committee provides \$5,000,000 in funding for the Job Corps program under the Program Administration account.

COMMUNITY SERVICE EMPLOYMENT FOR OLDER AMERICANS

Appropriation, fiscal year 2023	\$405,000,000
Budget request, fiscal year 2024	405,000,000
Committee Recommendation	---
Change from enacted level	- 405,000,000
Change from budget request	- 405,000,000

The Committee provides no funding for the Community Service Employment for Older Americans program. The Committee notes that the last comprehensive evaluation of the Senior Community Service Employment Program found that the program led to unsubsidized employment for less than half of program participants available for employment with worse outcomes for participants with a disability, older adults, and participants with lower levels of education.

Update on Workforce Innovation and Opportunity Act (WIOA) Reauthorization

Executive Director Christopher Donnelly will provide a verbal update on WIOA Reauthorization.



A Stronger Workforce For America Act

@EdWorkforceCmte Leaders Foxx and Scott

BACKGROUND

- When the *Workforce Innovation and Opportunity Act* (WIOA) was enacted in 2014, it made crucial improvements to streamline the maze of federal workforce development programs and enhance accountability through a single set of performance metrics. However, almost a decade later, significant challenges persist that impede the workforce system's ability to provide high-quality services to job seekers and employers.

THE PROBLEM

- Employers are struggling to fill the jobs they need to grow their businesses and meet the upskilling needs of workers, hampering critical industries and undermining our economic competitiveness. The workforce system under WIOA, which exists to address these challenges, needs reform to ensure workers—including those without a bachelor's degree—can access good-paying jobs.

THE SOLUTION

- H.R. 6655, *A Stronger Workforce for America Act*, makes critical updates to WIOA that will increase the amount of skills development provided under the law, strengthen connections between employers and the workforce system, and put more Americans on the pathway to a successful career.
- Specifically, H.R. 6655, *A Stronger Workforce for America Act*:
 - ★ Upgrades the skills of the American workforce by dedicating 50 percent of the adult and dislocated worker funding towards upskilling workers.



THE SOLUTION CONT'

- ★ Creates an emphasis on employer-led initiatives that equip workers with the skill sets to fill jobs in critical industries and help the currently employed workforce upskill to avoid displacement and advance their careers.
- ★ Ensures workers displaced from their jobs through no fault of their own can access robust skill development services, including through “individual training accounts.”
- ★ Increases accountability, quality, and efficiency by streamlining the “eligible training provider list” to ensure programs are aligned with the skill and hiring demands and fully implementing the performance accountability system to hold states and local workforce boards accountable for achieving positive outcomes for program participants.
- ★ Strengthens pathways to continue economic opportunity by emphasizing work-based learning for youth, codifying a program to help individuals released from incarceration transition back to employment, and enhancing workforce education programs at community colleges that align with in-demand jobs.
- ★ Fuels innovation for a skills-based economy by creating a demonstration authority for targeted state and local boards to reimagine their workforce systems and providing technical assistance to employers on implementing skills-based hiring practices.

BOTTOM LINE

This bipartisan legislation provides essential updates and improvements to WIOA that will strengthen the workforce development system, encourage innovation, and offer career opportunities for millions of Americans.



Discuss Board Retreat Scheduled for March 28, 2024

Workforce Development Board (WDB) staff and the Executive Committee will discuss Board Retreat scheduled for March 28, 2024.

**Update on a Regional Boards' and Directors' meeting
scheduled for January 23, 2024**

Executive Director Christopher Donnelly will provide a verbal update on a Regional Boards' and Directors' meeting scheduled for January 23, 2024.