

**Workforce Investment Act
Local Plan Modification
Program Year 2009-10
(Narrative Forms)**

Local Workforce Investment Area (LWIA):

Name of LWIA North Central Counties Consortium

Submitted on _____

Contact Person Lettie Seaver

Contact Person's Phone Number 530 822-7145
AREA CODE PHONE NUMBER

July 2009

<input checked="" type="checkbox"/>	WIA Local Plan Modification PY 2009–10	LWIA: <u>North Central Counties Consortium</u>
<input type="checkbox"/>	Modification # _____	Date: <u>07/01/2009</u>

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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 LWIB'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., and 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 118(a)]

Industry Clusters and Sector Strategies: *The counties of North Central Counties Consortium encompass three different economic regions that have been identified by the California Economic Strategy Panel. NCCC will be working locally and in a regional effort to plan sector strategies and target industries for training of staff and outreach to businesses.*

Economic regions that we will be working with are: The Northern California Region (Lake County); Northern Sacramento Valley Region (Colusa & Glenn County); and the Greater Sacramento Region (Sutter & Yuba County).

NCCC is working with the Sacramento Employment Training Agency (SETA) and Shasta College by participating in the California Green Jobs Corps project. NCCC will continue to work with NoRTEC in regional efforts to expand opportunities. As a member consortium in the WIRED project, sector priorities were set and the coordination and strategies developed will continue after WIRED funding has ceased.

Green Workforce Initiative: *While we feel that projecting specific green jobs can provide challenges we are taking an active roll in the area to build capacity to prepare individuals for potential employment in "green collar" jobs and environmental pathways.*

Strategies include: Working with higher education entities to develop trainings for potential green occupations. This includes Yuba College and the Hybrid Automotive training and Green Technologies trainings.

California New Start: *CA New Start – Prison-to-Employment program is a collaborative project that utilizes the resources and service delivery mechanisms of the California Department of Corrections and Rehabilitation (CDCR), Labor and Workforce Development Agency (LWDA), California Workforce Investment Board (CWIB), Employment Development Department (EDD), and Local Workforce Investment Boards (LWIB). In addition, the program attempts to enhance the employability of parolees and increase their access to employment opportunities in their home communities.*

North Central Counties Consortium (NCCC) has a larger than average percentage population residing in state prison. Two of NCCC's counties: Lake and Yuba are among the highest in the State with a 7.9% and 8.3% per 1,000 residents residing in state prison respectively. 25% of NCCC's Workforce Investment Act (WIA) adult enrollments for PY 08-09 were offenders. Approximately 60 parolees are released monthly to the counties in NCCC. In addition, NCCC ranks the 3rd highest in state unemployment which poses an even greater need for additional services to the parolee population.

NCCC will integrate the services of the New Start program within their One Stop Career Centers by continuing and increasing the level of service to formerly incarcerated individuals with the CA New Start funding. NCCC will continue participation in monthly Parole and Community Team (PACT) meetings and assist the parolee with supportive services, insuring that the parolee has a stable living environment and transportation for work will be critical to their success in our rural geographic area.

NCCC's plan to integrate the services of New Start with the One Stop system:

- A. staff will continue to attend monthly PACT meetings coordinated by the California Department of Corrections and Rehabilitation (CDCR);*
- B. market the employability of parolees to prospective employers and encourage the use of the Work Opportunity Tax Credit (WOTC);*
- C. participate in the employer stakeholder forums with the CDCR;*
- D. develop and disperse outreach flyers, brochures and other outreach tools to promote Career Centers' employment services that will be utilized for the "CA New Start" program; and*
- E. establish a list of employers that are "felony friendly" and will continue to update the list.*

NCCC delivers integrated services with the Workforce Investment Act and Employment Development Department Job Service staff as the primary partners. Each parolee will be registered for WIA and CalJOBS and will be assessed for further services.

In addition, NCCC's One Stop delivery system is a network of One Stop Career Centers in each of our five counties providing a seamless system of service delivery designed to enhance access to program services for both job seekers and employers. Information and assistance are provided to interested persons through this delivery system and customer friendly referrals are made for other services through related locations.

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 LWIA will be involved in them.

C. What are the current and projected employment opportunities in the LWIA? [WIA Section 118(b)(1)(B)]

GREEN TECHNOLOGY and GREEN COLLAR JOBS: *In addition to the labor market analysis in NCCC's Strategic Five Year Local Plan we are projecting that employment opportunities in "Green" jobs will increase. The projections of what green jobs will develop in this area are varying, but NCCC feels that "green" trends will impact our counties and the job seekers should be prepared to take advantage of these occupational opportunities.*

Currently NCCC is researching occupations and potential skill sets that these jobs may require. We are working with Yuba College on Hybrid Automotive and First Responders training and researching other skill sets that will lead to employability in this area.

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 LWIA 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. Also, include as applicable in boxes A through S, any changes to the One-Stop delivery system as a result of the State's replacement of the statutory performance measures specified in WIA Section 136(b)(2) with the common performance measures defined in Training and Employment Guidance Letter (TEGL) 17-05.

Customized Training Waiver: in 2009 the United States Department of Labor granted the State of California a waiver of the requirement that employer's contribution to a customized training fund by the Workforce Investment Act must be at a minimum 50 percent of the training cost. The allowable sliding scale of employer contribution will be a benefit for NCCC.

The majority of employers in this region have a work force of less than 50 employees, and at this level the employer contribution would be only 10% of the training cost. The lower level of contribution will make these training options more attractive to develop and helping more businesses and incumbent workers increase productivity and skill levels.

Integrated Service Delivery: NCCC's Integrated Service Delivery Plan remains current.

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. The 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 LWIBs, to coordinate youth services, and to conduct oversight of local youth programs and eligible providers of youth programs.

A. Describe how your LWIA will meet the Act's provisions regarding the required youth program design elements: [WIA Section 129(c)(2)(A) through (J)] In addition, please discuss how your LWIA's youth program design has been modified as a result of the State's move toward common performance measures and its effect on meeting program accountability requirements. [WIA Section 136(b)(2) and TEGL 17-05]

Summer Youth Program Procurement:

NCCC contracted with existing youth providers to implement ARRA Summer Youth program expeditiously, efficiently, effectively and a timely awarding of funds. NCCC

also conducted a Youth Request for Proposal which included ARRA Youth Services.

Work Readiness Waiver for ARRA Summer Youth:

NCCC began planning the ARRA Summer Youth Employment program early in the spring of 2009. NCCC was able to have a quick start-up to the project and have participants on work sites much quicker because of the waiver to have the Work Readiness indicator the only performance measure.

The ARRA funding for a youth summer work program gave NCCC the flexibility to expand services to 22 - 24 year old individuals. In increasing the age limit of the youth program we had the ability to bring into the youth program underserved 22 – 24 year olds who were greatly in need of “summer work”. Under Common Measures this population would fall under the Literacy and Numeracy measure. This measure involves a high degree of coordination and commitment on the part of the individual being served. In a quick summer program, with the focus on increasing job skills, the attainment of a measureable increase of basic skills would take considerable time away from the trainee position. Unfortunately this measure, or the goal to attain the measure, would have decreased NCCC’s flexibility in serving those who were targeted for the project. NCCC was in a position to serve more out-of-school individuals and ultimately serve them more effectively with the Work Readiness indicator as the only performance goal.

It is NCCC youth service providers’ goal to have Work Readiness skills an integral component of services. NCCC was in a position to creatively develop unique orientations, workgroups and trainings for large groups of individuals to greatly increase the numbers being served and more importantly increase the Work Readiness skills of the participants in this short project. Concentrating on worksite training and the Work Readiness indicator greatly increased the cost effectiveness of the programs. Large orientations, group sessions and on the job learning were very efficient models to achieve performance.

IX. PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

This Local Plan represents the North Central Counties Consortium 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, 2009 through June 30, 2010 in accordance with the provisions of WIA.

Local Workforce Investment Board Chair

Chief Elected Official

Signature

Signature

Doug Sloan
Name

Larry Munger
Name

WIB Chair
Title

Governing Board Chair
Title

Date

Date

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2009-10	LWIA: <u>NCCC</u>
<input type="checkbox"/> Modification # _____	Date: <u>07/01/09</u>

TITLE IB BUDGET PLAN SUMMARY¹ (Adult or Dislocated Worker)

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

PROGRAM TYPE for PY 2009, beginning 07/01/09 through 06/30/10

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

FUNDING IDENTIFICATION	R9xxxxx Subgrant	K0xxxxx Subgrant
1. Year of Appropriation	2008	2009
2. Formula Allocation	\$ 1,702,611.00	\$ 285,161.00
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	\$ 1,702,611.00	\$ 285,161.00
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)	\$ 1,532,349.90	\$ 256,644.90
A. Core Self Services	\$ 374,574.42	\$ 62,735.42
B. Core Registered Services	\$ 238,365.54	\$ 39,922.54
C. Intensive Services	\$ 306,469.98	\$ 51,328.98
D. Training Services	\$ 612,939.96	\$ 102,657.96
E. Other		
7. Administration (Line 5 minus 6)	\$ 170,261.10	\$ 28,516.10
8. TOTAL (Line 6 plus 7)	\$ 1,702,611.00	\$ 285,161.00
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2008 and July 1, 2009 respectively)		
9. September 2008	\$ 170,261.10	
10. December 2008	\$ 527,809.41	
11. March 2009	\$ 953,462.16	
12. June 2009	\$ 1,362,088.80	
13. September 2009	\$ 1,702,611.00	\$ 28,516.10
14. December 2009	\$ 1,702,611.00	\$ 88,399.91
15. March 2010	\$ 1,702,611.00	\$ 159,690.16
16. June 2010	\$ 1,702,611.00	\$ 228,128.80
17. September 2010		\$ 285,161.00
18. December 2010		\$ 285,161.00
19. March 2011		\$ 285,161.00
20. June 2011		\$ 285,161.00
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Nancy Crooks, Fiscal Officer/Asst. Director (530) 822-7145 1/22/2010
Contact Person, Title Telephone Number Date Prepared

Comments:

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2009-10	LWIA: <u>NCCC</u>
<input type="checkbox"/> Modification # _____	Date: <u>07/01/09</u>

TITLE IB BUDGET PLAN SUMMARY¹ (Adult or Dislocated Worker)

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

PROGRAM TYPE for PY 2009, beginning 07/01/09 through 06/30/10

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

FUNDING IDENTIFICATION	R9xxxxx Subgrant	K0xxxxx Subgrant
1. Year of Appropriation	2008	2009
2. Formula Allocation	\$ 1,362,422.00	\$ 489,177.00
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	\$ 1,362,422.00	\$ 489,177.00
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)	\$ 1,226,179.80	\$ 440,259.30
A. Core Self Services	\$ 299,732.84	\$ 107,618.94
B. Core Registered Services	\$ 190,739.08	\$ 68,484.78
C. Intensive Services	\$ 245,235.96	\$ 88,051.86
D. Training Services	\$ 490,471.92	\$ 176,103.72
E. Other		
7. Administration (Line 5 minus 6)	\$ 136,242.20	\$ 48,917.70
8. TOTAL (Line 6 plus 7)	\$ 1,362,422.00	\$ 489,177.00
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2008 and July 1, 2009 respectively)		
9. September 2008	\$ 136,242.20	
10. December 2008	\$ 422,350.82	
11. March 2009	\$ 762,956.32	
12. June 2009	\$ 1,089,937.60	
13. September 2009	\$ 1,362,422.00	\$ 48,917.70
14. December 2009	\$ 1,362,422.00	\$ 151,644.87
15. March 2010	\$ 1,362,422.00	\$ 273,939.12
16. June 2010	\$ 1,362,422.00	\$ 391,341.60
17. September 2010		\$ 489,177.00
18. December 2010		\$ 489,177.00
19. March 2011		\$ 489,177.00
20. June 2011		\$ 489,177.00
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Nancy Crooks, Fiscal Officer/Asst. Director (530) 822-7145 1/22/2010
Contact Person, Title Telephone Number Date Prepared

Comments:

WIA Local Plan Modification PY 2009–10

LWIA: NCCC

Modification # _____

Date: 07/01/09

ARRA BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

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

PROGRAM TYPE

Grant Code 102 WIA IB-Adult

Grant Code 105 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION		R9xxxxx Subgrant
1. Year of Appropriation		2008
2. Formula Allocation	\$	967,085.00
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	\$	967,085.00
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)	\$	870,376.50
A. Core Self Services	\$	212,758.70
B. Core Registered Services	\$	135,391.90
C. Intensive Services	\$	174,075.30
D. Training Services	\$	348,150.60
E. Other		
7. Administration (Line 5 minus 6)	\$	96,708.50
8. TOTAL (Line 6 plus 7)	\$	967,085.00
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from February 17, 2009)		
9. September 2008		
10. December 2008		
11. March 2009	\$	48,354.25
12. June 2009	\$	174,075.30
13. September 2009	\$	299,796.35
14. December 2009	\$	541,567.60
15. March 2010	\$	725,313.75
16. June 2010	\$	773,668.00
17. September 2010	\$	967,085.00
18. December 2010	\$	967,085.00
19. March 2011	\$	967,085.00
20. June 2011	\$	967,085.00
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)		10%

Nancy Crooks, Fiscal Officer/Asst. Director (530) 822-7145 1/22/2010
Contact Person, Title Telephone Number Date Prepared

Comments:

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2009–10 <input type="checkbox"/> Modification # _____	LWIA: _____ Date: <u>07/01/09</u>
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ARRA BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

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

PROGRAM TYPE

- Grant Code 102 WIA IB-Adult
- Grant Code 105 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION	R9xxxxx Subgrant
1. Year of Appropriation	2008
2. Formula Allocation	\$ 1,802,516.00
3. Allocation Adjustment - Plus or Minus	
4. Transfers - Plus or Minus	
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	\$ 1,802,516.00
TOTAL ALLOCATION COST CATEGORY PLAN	
6. Program Services (sum of Lines 6.A thru 6.E)	\$ 1,622,264.40
A. Core Self Services	\$ 396,553.52
B. Core Registered Services	\$ 252,352.24
C. Intensive Services	\$ 324,452.88
D. Training Services	\$ 648,905.76
E. Other	
7. Administration (Line 5 minus 6)	\$ 180,251.60
8. TOTAL (Line 6 plus 7)	\$ 1,802,516.00
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from February 17, 2009)	
9. September 2008	
10. December 2008	
11. March 2009	\$ 90,125.80
12. June 2009	\$ 324,452.88
13. September 2009	\$ 558,779.96
14. December 2009	\$ 1,009,408.96
15. March 2010	\$ 1,351,887.00
16. June 2010	\$ 1,442,012.80
17. September 2010	\$ 1,802,516.00
18. December 2010	\$ 1,802,516.00
19. March 2011	\$ 1,802,516.00
20. June 2011	\$ 1,802,516.00
COST COMPLIANCE PLAN (maximum 10%)	
21. % for Administration Expenditures (Line 7/Line 5)	10%

Nancy Crooks, Fscal Officer/Asst. Director	(530) 822-7145	1/22/2010
Contact Person, Title	Telephone Number	Date Prepared

Comments: _____

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2009–10	LWIA: <u>NCCC</u>
<input type="checkbox"/> Modification # _____	Date: <u>04/01/09</u>

TITLE IB BUDGET PLAN SUMMARY¹ (Youth)

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

PROGRAM TYPE for PY 2009, beginning 04/01/09 through 06/30/10

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

FUNDING IDENTIFICATION	R9xxxxx Subgrant	K0xxxxx Subgrant
1. Year of Appropriation	2008	2009
2. Formula Allocation	\$ 1,734,730.00	\$ 1,678,915.00
3. Allocation Adjustment - Plus or Minus		
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	\$ 1,734,730.00	\$ 1,678,915.00
TOTAL ALLOCATION COST CATEGORY PLAN		
5. Program Services (sum of Lines 5A and 5B)	\$ 1,561,257.00	\$ 1,511,023.50
A. In School	\$ 1,006,143.40	\$ 973,770.70
B. Out-of-School (30%)	\$ 555,113.60	\$ 537,252.80
6. Administration (Line 4 minus 5)	\$ 173,473.00	\$ 167,891.50
7. TOTAL (Line 5 plus 6)	\$ 1,734,730.00	\$ 1,678,915.00
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2008 and April 1, 2009 respectively)		
8. June 2008		
9. September 2008		
10. December 2008	\$ 173,473.00	
11. March 2009	\$ 537,766.00	
12. June 2009	\$ 1,040,838.00	\$ 167,891.50
13. September 2009	\$ 1,387,784.00	\$ 520,463.65
14. December 2009	\$ 1,734,730.00	\$ 940,192.40
15. March 2010	\$ 1,734,730.00	\$ 1,343,132.00
16. June 2010	\$ 1,734,730.00	\$ 1,678,915.00
17. September 2010		\$ 1,678,915.00
18. December 2010		\$ 1,678,915.00
19. March 2011		\$ 1,678,915.00
20. June 2011		\$ 1,678,915.00
COST COMPLIANCE PLAN		
21. % for Administration Expenditures (Line 6/Line 4)		10%

Nancy Crooks, Fiscal Officer/Asst. Director	(530) 822-7145	1/22/2010
Contact Person, Title	Telephone Number	Date Prepared

Comments:

WIA Local Plan Modification PY 2009-10
 Modification # _____

LWIA: North Central Counties Consortium
Date: 04/01/09

ARRA BUDGET PLAN SUMMARY (Youth)

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

PROGRAM TYPE

Grant Code 103 WIA IB-Youth

FUNDING IDENTIFICATION		R9xxxxx Subgrant
1. Year of Appropriation		2008
2. Formula Allocation	\$	2,216,071.00
3. Allocation Adjustment - Plus or Minus		
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	\$	2,216,071.00
TOTAL ALLOCATION COST CATEGORY PLAN		
5. Program Services (sum of Lines 5A and 5B)	\$	1,994,463.90
A. In School	\$	1,218,839.05
B. Out-of-School (30%)	\$	775,624.85
6. Administration (Line 4 minus 5)	\$	221,607.10
7. TOTAL (Line 5 plus 6)	\$	2,216,071.00
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from February 17, 2009)		
8. June 2008		
9. September 2008		
10. December 2008		
11. March 2009		2,192.38
12. June 2009		163,228.89
13. September 2009		1,629,009.70
14. December 2009		1,816,493.08
15. March 2010		2,003,976.46
16. June 2010		2,216,071.00
17. September 2010		2,216,071.00
18. December 2010		2,216,071.00
19. March 2011		2,216,071.00
20. June 2011		2,216,071.00
COST COMPLIANCE PLAN		
21. % for Administration Expenditures (Line 6/Line 4)		10%

Nancy Crooks, Fiscal Officer/Asst. Director (530) 822-7145 01/22/10
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Comments:

<input checked="" type="checkbox"/>	WIA Local Plan Modification PY 2009–10	LWIA: North Central Counties Consortium
<input type="checkbox"/>	Modification # _____	Date: 07/01/09

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 2009 (07/01/09 through 06/30/10)	ADULT	DW	YOUTH
1. Registered Participants Carried in from PY 2008	1,383	797	316
2. New Registered Participants for PY 2009	2,500	1,006	222
3. Total Registered Participants for PY 2009 (Line 1 plus 2)	3,883	1,803	538
4. Exiters for PY 2009	1,864	865	215
5. Registered Participants Carried Out to PY 2010 (Line 3 minus 4)	2,019	938	323

PROGRAM SERVICES			
6. Core Self Services	3,883	1,803	
7. Core Registered Services	3,883	1,803	
8. Intensive Services	1,165	451	
9. Training Services	971	343	

YOUTH MEASURES			
10. Attainment of a Literacy and/or Numeracy Gain			59
11. Attainment of a High School Diploma, GED, or Certificate			158

EXIT STATUS			
12. Entered Employment	1,398	701	86
12A. Training-related	349	210	26
13. Remained with Layoff Employer		20	
14. Entered Military Service			6
15. Entered Advanced Training			26
16. Entered Postsecondary Education			26
17. Entered Apprenticeship Program			2
18. Returned to Secondary School			
19. Exited for Other Reasons	466	144	26

Lettie Seaver, Reg. Development Coordinator	(530) 822-7145	01/22/10
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ARRA PARTICIPANT PLAN SUMMARY (Adult and Dislocated Worker)

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

Plan the number of individuals that are in each category.

Totals for PY 2009 (07/01/09 through 06/30/10)	ADULT	DW
1. Registered Participants Carried in from PY 2008	153	101
2. New Registered Participants for PY 2009	253	244
3. Total Registered Participants for PY 2009 (Line 1 plus 2)	406	345
4. Exiters for PY 2009	244	179
5. Registered Participants Carried Out to PY 2010 (Line 3 minus 4)	162	166

PROGRAM SERVICES		
6. Core Self Services	406	345
7. Core Registered Services	406	462
8. Intensive Services	325	276
9. Training Services	305	276

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

EXIT STATUS		
12. Entered Employment	183	145
12A. Training-related	164	131
13. Remained with Layoff Employer		n/a
14. Entered Military Service		
15. Entered Advanced Training		
16. Entered Postsecondary Education		
17. Entered Apprenticeship Program		
18. Returned to Secondary School		
19. Exited for Other Reasons	61	34

Lettie Seaver Reg. Development Coordinator	(530) 822-7145	02/04/10
Contact Person, Title	Telephone Number	Date Prepared

Comments:

<input checked="" type="checkbox"/>	WIA Local Plan Modification PY 2009–10	LWIA:	North Central Counties Consortium
<input type="checkbox"/>	Modification #	Date:	07/01/09

ARRA 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 2009 (07/01/09 through 06/30/10)		YOUTH	SUMMER YOUTH
1.	Registered Participants Carried in from PY 2008	2	617
2.	New Registered Participants for PY 2009	60	65
3.	Total Registered Participants for PY 2009 (Line 1 plus 2)	62	682
4.	Exiters for PY 2009	48	682
5.	Registered Participants Carried Out to PY 2010 (Line 3 minus 4)	14	0

PROGRAM SERVICES

6.	Core Self Services		
7.	Core Registered Services		
8.	Intensive Services		
9.	Training Services		

YOUTH MEASURES

10.	Attainment of a Literacy and/or Numeracy Gain	3	
11.	Attainment of a High School Diploma, GED, or Certificate	12	
12.	Attainment of a Work Readiness Skill		613

EXIT STATUS

13.	Entered Employment	10	44
13A.	Training-related	7	27
14.	Remained with Layoff Employer		
15.	Entered Military Service	3	1
16.	Entered Advanced Training		
17.	Entered Postsecondary Education	20	51
18.	Entered Apprenticeship Program		
19.	Returned to Secondary School		
20.	Exited for Other Reasons	8	559

Lettie Seaver, Reg. Development Coordinator (530) 822-7145

1/22/10

Contact Person, Title Telephone Number Date Prepared

Comments:

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2009–10 <input type="checkbox"/> Modification # _____	LWIA: <u>North Central Counties Consortium</u> Date: <u>07/01/2009</u>
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WORKFORCE INVESTMENT ACT TITLE IB

STATE NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(b) ²	PY 2007-08	PY 2008-09	PY 2009–10
Adults			
Entered Employment Rate	77%	78%	65%
Employment Retention Rate	82%	83%	81%
Average Earnings	\$12,400	\$12,500	\$12,500
Dislocated Workers			
Entered Employment Rate	85%	86%	81%
Employment Retention Rate	87%	88%	83%
Average Earnings	\$15,800	\$15,900	\$14,900
Youth (ages 14-21)			
Placement in Employment or Education	65%	67%	63%
Attainment of a Degree or Certificate	45%	47%	47%
Literacy and Numeracy Gains	15%	30%	30%

LOCAL NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c) ²	PY 2007-08	PY 2008-09	PY 2009–10
Adults			
Entered Employment Rate	75%	75%	TBD
Employment Retention Rate	81%	81%	TBD
Average Earnings	\$11,800	\$11,800	TBD
Dislocated Workers			
Entered Employment Rate	81%	81%	TBD
Employment Retention Rate	82.3%	82.3%	TBD
Average Earnings	\$14,500	\$14,500	TBD
Youth (ages 14-21)			
Placement in Employment or Education	65%	65%	TBD
Attainment of a Degree or Certificate	45%	45%	TBD
Literacy and Numeracy Gains	15%	15%	TBD

¹ Guidance on state and local performance can be found on the U.S. Department of Labor (DOL) [Employment and Training Administration](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to 8-99, 11-01, and 17-05. For additional guidance, see Workforce Services Directives WSD08-1 and WSD08-6, and Workforce Services Information Notice WSIN07-33.

² Per WSIN07-33, the DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136 to the common performance measures defined in TEGL 17-05. This waiver was initially approved for Program Years (PY) 2007-08 and 2008-09. Per TEGL 14-08, this waiver has been approved for PY 2009-10.

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2009–10	LWIA: <u>North Central Counties Consortium</u>
<input type="checkbox"/> Modification # _____	Date: <u>07/01/2009</u>

AMERICAN RECOVERY AND REINVESTMENT ACT

STATE NEGOTIATED LEVELS OF PERFORMANCE

WIA Requirement at Section 136(b) ¹	PY 2009–10
Adults	
Entered Employment Rate	65%
Employment Retention Rate	81%
Average Earnings	\$12,500
Dislocated Workers	
Entered Employment Rate	81%
Employment Retention Rate	83%
Average Earnings	\$14,900
Youth (ages 14-24)²	
Placement in Employment or Education	63%
Attainment of a Degree or Certificate	47%
Literacy and Numeracy Gains	30%

LOCAL NEGOTIATED LEVELS OF PERFORMANCE

WIA Requirement at Section 136(b) ¹	PY 2009–10
Adults	
Entered Employment Rate	TBD
Employment Retention Rate	TBD
Average Earnings	TBD
Dislocated Workers	
Entered Employment Rate	TBD
Employment Retention Rate	TBD
Average Earnings	TBD
Youth (ages 14-24)²	
Placement in Employment or Education	TBD
Attainment of a Degree or Certificate	TBD
Literacy and Numeracy Gains	TBD

¹ Per WSIN07-33, the DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136 to the common performance measures defined in TEGL 17-05. This waiver was initially approved for Program Years (PY) 2007-08 and 2008-09. Per TEGL 14-08, this waiver has been approved for PY 2009-10.

² For purposes of eligibility under the American Recovery and Reinvestment Act, the term "eligible youth" includes individuals 14 to 24 years of age.

**STATE of CALIFORNIA
LOCAL AREA GRANT RECIPIENT LISTING**

[WIA Sections 117(d)(3)(B)(i) and 118(b)(8)]

North Central Counties Consortium

(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)	North Central Counties Consortium	Francene Kennedy, Executive Director	422 Century Park Drive, Suite B Yuba City, CA 95991	530.822.7145 530.822.7150 (fax) fkennedy@ncen.org
Fiscal Agent	North Central Counties Consortium	Nancy Crooks, Fiscal Officer/Asst. Director	422 Century Park Drive, Suite B Yuba City, CA 95991	530.822.7145 530.822.7150 (fax) ncrooks@ncen.org
Local Area Administrator	North Central Counties Consortium	Francene Kennedy, Executive Director	422 Century Park Drive, Suite B Yuba City, CA 95991	530.822.7145 530.822.7150 (fax) fkennedy@ncen.org
Local Area Administrator Alternate	North Central Counties Consortium	Cindy Newton, Administrative Services Officer	422 Century Park Drive, Suite B Yuba City, CA 95991	530.822.7145 530.822.7150 (fax) cnewton@ncen.org

Signature: _____ Date _____
Chief Elected Official

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.

Workforce Investment Act/Wagner Peyser Act American Recovery and Reinvestment Act of 2009 Local Plan

Local Workforce Investment Area (LWIA):

Name of LWIA North Central Counties Consortium

Submitted on _____

Contact Person Lettie Seaver

Contact Person's Phone Number 530 822-7145
AREA CODE PHONE NUMBER

July 2009

EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Special requests for services, aids, and/or special formats need to be made by calling (916) 654-8055 (Voice). TTY users, please call the California Relay Service at 711.

INTRODUCTION

The One Stop system's success in implementing the American Recovery and Reinvestment Act of 2009 (ARRA) will be gauged in part by the progress it achieves in using annual appropriations along with ARRA funds to help unemployed, underemployed, and dislocated workers find new, good jobs and to access and remain in the middle class; to help low-skill or low income workers acquire 21st century skills, find family-supporting jobs in healthy industries and access the middle class; and to help enhance the education pathways for disadvantaged and disconnected youth to improve their labor market prospects and long term career success. The LWIAs are expected to fully utilize the ARRA funding to substantially increase the number of customers served, and to substantially increase the number and proportion of those customers who receive training.

We recognize that some of these responses may be duplicative of those provided for elements of the Workforce Investment Act (WIA) plan modification. However, the intent of ARRA and the goals of saving and creating jobs and increasing service delivery to target populations are distinct. We have identified those questions here. The responses should be included as an attachment to your WIA Plan and be entitled, "American Recovery and Reinvestment Act Local Plan."

ARRA PLAN QUESTIONS

1. Integrated Services

Describe how your LWIA will develop close partnering relationships between Unemployment Insurance (UI) and One Stop services to ensure UI claimants are quickly linked to a local One-Stop in the area to develop and pursue an employment plan.

North Central Counties Consortium is one of twelve Local Workforce Investment Areas (LWIA) that are pilot projects for the integration of services by EDD and WIA staff. Starting July 1, 2008 the delivery of services in Colusa, Glenn, Lake, Sutter and Yuba Counties has substantially change for adult customers entering the One Stops.

The goal of this service delivery model is to increase the numbers of customers who receive skill enhancement, increase availability to life long learning, increase the qualifications of job seekers referred to employers and to reach more job seekers in the community with services that are appropriate and sufficient to help with job retention and growth.

NCCC's service strategy for this new model of service delivery is moving customers through functional steps when accessing the One Stops. It is the goal of NCCC that staff in the five counties is a blended team of EDD and WIA staff. The blended, or integrated staff, will be crossed trained and knowledgeable of all programs and services available. It is also the goal that the blended staff will have the knowledge to help the customer assess their skills and job readiness, and have the ability to

make relevant referrals to jobs or training, as appropriate. It is the goal that customers will be able to access the same level of service from any staff at any One Stop.

All participants in ARRA funding streams will have the advantage of this integrated service delivery model.

2. Green Jobs

How will your LWIA recognize opportunities to prepare workers for “green jobs” related to other sources of federal funding?

North Central Counties Consortium’s continues to explore training capacity for participants in emerging “green jobs” through participation in the California Green Jobs Corps programs, developing regional strategies with Yuba College, Shasta College and Sacramento Employment Training Agency (SETA). NCCC is involved in two of California’s Economic Regions: Greater Sacramento Region (Yuba and Sutter Counties) and the Northern Sacramento Valley Region (Colusa, Glenn and Lake Counties). These programs will train at-risk youth for technical, construction and other skilled jobs in eco-friendly industries that are expected to help fuel economic recovery. Green Jobs Corps recruits will be expected to continue their education and contribute to their communities through community service activities while receiving job training and assistance with job placement and or continuing their education. These projects are funded by California Green Jobs Corps and American Recovery and Reinvestment Act.

NCCC is also working with NoRTEC on the Pathways to Poverty grant and the City of Marysville on Weatherization Training.

3. Collaboration and Alignment

Describe how your LWIA will collaborate with local government agencies and employers who are creating jobs in road and bridge projects, local food production and processing, nursing and allied health, and local conservation projects and energy efficiency programs such as the Weatherization Program run by many local Community Action Agencies.

North Central Counties Consortium is governed by a Governing Board (GB) that is made up of elected officials of each of the five counties in the consortium. The Boards of Supervisors represented on the GB are helping, when applicable, with the coordination of ARRA WIA funding with local government projects. NCCC is also overseen by a Workforce Investment Board that represents employers, public agencies, adult education and local unions to further coordinate projects.

Subcontractors are also responsible in the collaboration on the local level to understand and collaborate with ARRA funding coming into their communities.

All One Stops coordinate with Community Action Agencies (CAA). This coordination is best developed in Glenn and Colusa counties that are working with the CAA in training Summer Youth and Adults/Dislocated Workers in weatherization skill sets.

The One Stop program operator in Yuba County is also the grantee of a Conservation Corp program that is leveraging funds with “green” projects within and outside of the consortium.

4. Accountability and Transparency

Describe the oversight and monitoring activities to be used to determine whether or not there is compliance with programmatic, accountability, and transparency provisions of the ARRA, as well as the regular provisions of WIA and the Wagner-Peyser Act.

North Central Counties Consortium’s administrative office on behalf of the NCCC Governing and Workforce Investment Boards is responsible for the oversight of all subcontractors of ARRA WIA funds.

This oversight includes:

- *Required monthly expenditure reports*
- *Required data entry of all ARRA activities into the State of California’s automated JTA system in a timely manner*
- *Analysis of ARRA activities including exits from the system*
- *Yearly program and fiscal monitoring of the subcontractors programs (including ARRA)*
- *Monitoring of the ARRA Summer Youth Employment Programs for all subcontractors.*

5. Adult Services

The intent of the ARRA is that WIA Adult funds be used to provide necessary services to substantially increased numbers of adults to support their entry or reentry into the job market. Describe the programs and processes your LWIA will use to achieve this goal.

North Central Counties Consortium is an Integrated Service Delivery (ISD) learning lab. All NCCC counties have integrated the ARRA funding stream into the service delivery model of the One Stops. There is no distinction between individuals that are served under funding sources during core services and introduction to the One Stops. The additional funding through ARRA has significantly increased the availability of services, beyond core at the One Stops.

Subcontractors, in instructions from the Administrative Office, have substantially increased the number of customers served and are increasing the number and proportion of customers who receive training under the ARRA funding.

A special note must be given that as an integrated service delivery model NCCC has significantly increased the number of adults enrolled into WIA programs. For this reason it is hard to determine the exact impact of the ARRA on adult enrollments.

6. Training

Because workers may need to learn new skills to compete for limited career opportunities, training will be a particularly vital service during the economic recovery, and overall training enrollments are expected to increase. Describe the programs and processes your LWIA will use to achieve this goal.

As participants move through the ISD model initial assessment in core services is used to determine the employability of individuals entering for services. NCCC does not take a work first approach and does not determine how long One Stops serve individuals in core and intensive before determining that training is needed. Once the participant and staff determine that training is essential to increase employability skills, ability to benefit and the labor market are reviewed. In this economic downturn NCCC's goal is to prepare for future employment, and possibly that opportunity has not opened up.

Programs for training include the development of Individual Training Accounts, development of on-the-job training opportunities, adult education and the full range of training activities allowable under ARRA/WIA.

NCCC is also working with Yuba Community College in expanding the college's capacity to train individuals in hybrid automotive repair, welding technologies, allied health and introduction to green technologies. In addition, NCCC is working with the Tri-County Regional Occupational Program Marysville site that is conducting a Dental Assisting Program. The curriculums for these programs have been designed to be flexible to meet the needs of the participants.

7. Supportive Services and Needs Related Payments

The ARRA specifically emphasizes the authority to use these funds for supportive and needs-related payments to ensure participants have the means to pay living expenses while receiving training. Supportive services may include transportation, child care, dependent care, housing, and other services that are necessary to enable an individual who is unable to obtain the services from other programs to participate in activities authorized under WIA. Describe any new policies, programs and processes your LWIA will use to achieve this goal.

NCCC's subcontractors offer the full array of supportive services allowable under ARRA/WIA through the NCCC Supportive Services Procedure. Participants enrolled in the ARRA programs fall under and benefit from this procedure.

NCCC is not using needs related payments, but does offer incentive bonus payments for youth programs.

8. Priority of Service

The WIA Adult formula funds are to be targeted on the services that most efficiently and effectively assist workers impacted by the current economy to obtain employment, with priority given to recipients of public assistance and other low-income individuals as described in WIA section 134(d)(4)(E). The LWIAs must also incorporate priority of service for veterans and eligible spouses in accordance with the Jobs for Veterans Act. This requires veterans and eligible spouses to receive service priority over recipients of public assistance and low-income individuals. Describe what programs and processes your LWIA will use to achieve these goals.

NCCC's subcontractors are aware of the priority of services to veterans and eligible spouses of veterans.

The NCCC counties all experience high poverty rates and are among the highest state average for unemployment rates, thus we have always served a large number of individuals who are recipients of public assistance and/or fall into the low-income classification.

9. Apprenticeship Programs

The LWIAs are encouraged to leverage new, and existing national, state and local registered apprenticeship programs and assets as a key resource in their talent development and reemployment strategies. Describe the programs and processes your LWIA will use to achieve this goal.

A member of NCCC's Workforce Investment Board and Youth Council is a representative of apprenticeship programs and coordinates with the subcontractors.

10. Regional Collaboration

The LWIAs are encouraged to partner with each other regionally and across political jurisdictions as necessary. Describe how this will be accomplished.

North Central Counties Consortium in general moves across regional and political jurisdictions. The Consortium is comprised of five unique and distinct counties and is governed by one elected official from each county.

NCCC and the One Stops conduct collaborative efforts with several surrounding LWIAs. Some of these projects are listed below:

Integration: NCCC has been one of the twelve initial pilot learning labs for integration and has now been joined by three more. The other LWIAs include San Bernardino, San Diego, San Jose, Sonoma, Riverside, Madera, Verdugo, Pacific Gateway, Santa Ana, Sacramento and NOVA plus the three additional new LWIAs; Mendocino, Oakland and Humboldt. This coordination has occurred through conference calls, meetings, and learning lab tours.

Rapid Response: NCCC is the lead agency for the Northern California Roundtable and includes seven LWIAs which primary purpose is to coordinate regional lay-offs and closures and to provide training to staff. The additional LWIAs include: Yolo, SETA, Mendocino, NoRTEC, Humboldt, and Golden Sierra. These meetings are conducted quarterly and are rotated to different locations.

Regional Green Job Corp Grants: NCCC is involved in two of California's Economic Regions: Greater Sacramento Region (Yuba and Sutter Counties) and the Northern Sacramento Valley Region (Colusa, Glenn and Lake Counties). NCCC coordinated with SETA and NoRTEC when the implementation of these grants commenced. NCCC is now a subcontractor with SETA and Shasta College for the duration of the projects. Communication is ongoing via on-site meetings, conference calls, etc.

Case Management System: NCCC is working with SETA and several other LWIAs on utilizing the same case management system. It is anticipated that this will be accomplished July 1, 2010.

Eligible Training Provider List: NoRTEC and NCCC have collaborated since the inception of WIA on a regional Eligible Training Provider List for all of their combined 16 counties to utilize.

NCCC and NoRTEC will collaborate on the Pathways Out Of Poverty grant and health care initiatives.

Additionally, NCCC coordinates with surrounding LWIAs on grant opportunities, sharing ideas, staff trainings, job fairs, policies, procedures, etc.

11. Dislocated Worker Services

The ARRA makes available additional funding for dislocated workers. It is the intent of the law that substantially increased numbers of dislocated workers will be served with this infusion of formula funds, and that training will be a significant area of focus. Describe how your LWIA will achieve this goal.

North Central Counties Consortium is an Integrated Service Delivery (ISD) learning lab. All NCCC counties have integrated the ARRA funding stream into the service delivery model of the One Stops. There is no distinction between individuals that are served under funding sources during core services and introduction to the One Stops. The additional funding through ARRA has significantly increased the availability of services, beyond core, at the One Stops.

Subcontractors, in instructions from the Administrative Office, have substantially increased the number of customers served and are increasing the number and proportion of customers who receive training under the ARRA funding.

A special note must be given that as an integrated service delivery model NCCC has significantly increased the number of adults (this includes Dislocated Workers) enrolled into WIA programs. For this reason it is hard to determine the exact impact of the ARRA on adult enrollments.

12. Wagner-Peyser Act – Coordination of Services

The ARRA makes available additional Wagner-Peyser Act funding. Describe how your LWIA will utilize these funds to provide services such as assessment of skill levels, career guidance, job search workshops and referral to employers, to name a few.

Additional Wagner-Peyser funding is utilized in the One Stops for reemployment services for dislocated workers. The additional funding has afforded more staff time to participants. The services included are: labor market information, job search, resumes, job referrals, job development, job identification for ARRA jobs and additional workshops.

13. Summer Youth

The LWIAs are encouraged to use ARRA funds to operate an expanded summer youth employment opportunities program in 2009, and provide as many youth as possible with summer employment opportunities and work experiences throughout the year. Also, the ARRA specifies that **30 percent** of Youth funds are to be spent on out-of-school youth. Finally, two waivers have been approved. One deals with procurement of youth employment providers and the other using the work readiness indicator only for youth employment outside the summer months. Describe how your LWIA will achieve the goal of providing summer employment opportunities. Further, describe how your LWIA will ensure 30 percent of Youth funds are spend on out-of-school youth. Finally, describe how your LWIA will use the waivers and publish the list of youth employment service providers.

ARRA Out-of-School Expenditure Rate: *North Central Counties Consortium, in instructions to subcontractors for the ARRA Youth Program (including the summer project) was required to have a 35% expenditure rate on Out-of-School youth. Monthly billings were reviewed to assure this goal was met.*

ARRA Procurement of Youth Services: *NCCC contracted with existing youth providers to implement ARRA Summer Youth program expeditiously, efficiently, effectively and a timely awarding of funds. NCCC also conducted a Youth Request for Proposal which included ARRA Youth Services.*

ARRA Summer Youth Employment Program: *NCCC began planning the ARRA Summer Youth Employment program early in the spring of 2009. NCCC was able to have a quick start-up to the project and have participants on worksites much quicker because of the waiver to have the Work Readiness indicator the only performance measure.*

The ARRA funding for a youth summer work program gave NCCC the flexibility to expand services to 22 - 24 year old individuals. In increasing the age limit of the youth program we had the ability to bring into the youth program underserved 22 - 24 year olds who were greatly in need of "summer work". Under Common Measures this population would fall under the Literacy and Numeracy measure. This measure involves a high degree of coordination and commitment on the part of the individual being served. In a quick summer program, with the focus of increasing job skills, the attainment of a measureable increase of basic skills would take considerable time away from the trainee position. Unfortunately this measure, or the goal to attain the measure, would have decreased NCCC's flexibility in serving those who were targeted for the project. NCCC was in a position to serve more out-of-school individuals and ultimately serve them more effectively with the Work Readiness indicator as the only performance goal.

It is NCCC's youth service providers' goal to have Work Readiness skills an integral component of services. NCCC was in a position to creatively develop unique orientations, workgroups and trainings for large groups of individuals to greatly increase the numbers being served and more importantly increase the Work Readiness skills of the participants in this short project. Concentrating on worksite training and the Work Readiness indicator greatly increased the cost effectiveness of the programs. Large orientations, group sessions and on the job learning were very efficient models to achieve performance.

14. Economic Analysis

Provide a detailed analysis of the LWIA's economy, the labor pool, and the labor market context in relation to the economic downturn.

NCCC has always experienced higher than average unemployment rates and during this recession tops the state. Worker dislocations are due to business closures, halt in construction and downsizing of local and regional businesses in the area. The skilled, under-skilled and unskilled labor pool is large and will need additional skills upgrade and training to obtain employment in this competitive environment. NCCC has a fluctuating agriculture environment and lacks multi-diverse industries for sustainable employment.

NCCC's unemployment rates for the past twelve months as compared to the state is listed below:

	Dec 08	Jan 09	Feb 09	Mar 09	Apr 09	May 09	June 09	July 09	Aug 09	Sept 09	Oct 09	Nov 09	Dec 09
NCCC	14.9	17.9	18.7	19.2	17.6	16.9	17.2	16.6	15.8	15.5	16.8	18.5	19.6
State	9.1	10.1	10.5	11.5	10.9	11.2	11.6	12.1	12.1	12.0	12.5	12.2	12.1

15. The Governor has identified key priorities for the workforce system in California's Strategic Vision for Implementation of Employment and Training Provisions of the American Recovery and Reinvestment Act (ARRA). How will your local plan modification implement the Governor's priorities?

The North Central Counties Governing Board (GB) and Local Workforce Investment Board (LWIB) continue NCCC's vision of Supporting Economic Vitality in Colusa, Glenn, Lake, Sutter and Yuba Counties. To reach this goal NCCC is building services and programs around the goals of:

- Increasing the private business representation on the LWIB; currently private sector representation on the LWIB is at 53%. Recruitment is taking place for business seats as NCCC currently has five vacancies. NCCC's WIB is creating additional sub-committees with; private sector representatives.*
- Increasing the input of private sector in NCCC's planning and grant writing. Subcommittees of the LWIB have been developed that are focusing on all aspects of planning and funding opportunities.*
- Increasing coordination with the business sector in the five counties, including membership and coordination with local economic development entities.*
- Identifying occupation clusters for growth. The LWIB has done sector cluster analysis and directed NCCC staff to seek grants in the allied health field and the auto mechanic field. These funding requests were successful. Staff and LWIB are still working on identifying opportunities in the other clusters to increase training and cooperation with businesses within the clusters.*
- Increasing cooperation and coordination with local educational providers (K-12), community colleges and ROP. NCCC has been very successful in coordination with Yuba Community College and with the Tri-County Regional Occupational Program in obtaining grants.*
- Implementing a comprehensive tracking of NCCC One Stops. NCCC staff continues to monitor and track services to individuals and businesses (numbers and quality) at the One Stops. Performance reports are generated quarterly and shared with the LWIB and the Governing Board for compliance with contracted service levels. NCCC staff also tracks business services offered by program operators in the five (5) counties. Expenditure levels of the One Stops are collected and analyzed on a monthly basis to assure accountability.*
- Implementing an Integrated Service Strategy with WIA and EDD staff to enroll all customers into the CalJOBS system, to conduct initial assessment of customers to help awareness of job readiness and job preparedness.*

NCCC continues to:

- operate and run programs with the priority to generate employment opportunities through support of businesses including Incumbent Worker Services (NCCC Incumbent Worker Policy #11);*
- increase the skill level of individuals seeking services at the One Stops to give them the ability to continue to use the skills and learn new skills throughout their careers;*
- strive to make services at the One Stops interdependent with business services and job seekers/services;*
- strive to make services at the One Stops relevant and appropriate to the economic atmosphere of the area;*
- use funds appropriately and responsibly;*

- *be a part of a regional effort to serve our diverse demographic and geographic communities.*

16. Educational Opportunities

Describe how your LWIA will align itself with local educational institutions and other training providers to maximize opportunities for education and training for adult and dislocated workers.

NCCC is working closely with Yuba College, local Regional Occupational Programs, local County of Office of Education programs, local school district programs, trade schools and apprenticeship programs to provide training opportunities for adult and dislocated workers in our area. These efforts include life long learning opportunities, development of contract training and exploring, as a planning team, funding to increase training capacity.

NCCC works with providers of training services to apply to the Eligible Training Provider List.

17. One-Stop Staffing

Describe the additional staffing which will be provided at local One-Stops to ensure the provision of expanded staff assisted services to customers.

Some additional staffing at the local One Stops was necessary for the Summer Youth Employment program, but the capacity of the One Stops to service adult and dislocated workers is sufficient and appropriate.

18. Levels of Service

Describe the adjustments being made in One-Stop Career Centers in order to provide increased levels of service. Do One-Stop Career Centers have a uniform method of organizing their service delivery to business customers? Is there a common individual assessment process utilized in every One-Stop? What approaches will be used to ensure funds are targeted to those most in need, including low-income, public assistance recipients, persons with disabilities, etc.? How will One-Stops streamline the sequence of service to facilitate individual access to needed services and training?

NCCC is an Integrated Service Delivery learning lab. On June 2008 all One Stops implemented this model of serving individuals seeking services. No adjustments were necessary for ARRA funding.

NCCC One Stops participate in uniform methods of organizing services to the business customer. The NCCC Business Service Plan is a model and blue print for these services.

The One Stops do not have a common individual assessment process due to local control and specific local needs.

The One Stops in NCCC do not have a wait list, all are served, which insures that the most in need get the services needed to obtain employment/training.

19. Public Comment

Describe the process used to ensure transparency and to obtain public comment on the ARRA local plan modification. What were the outcomes of the public comments?

NCCC Administrative Office is responsible for completing the Local Plan Modification for PY 2009 – 2010 and the ARRA Local Plan. Prior to the plan submission to the Program and Technical Assistance Section of the Workforce Services Division, EDD, the plan is submitted to our Governing and Workforce Investment Boards and legal notices will be submitted to local media outlets to inform the public that the plan may be reviewed at this office or at the One Stops in each of NCCC's counties. The comment period will be for at least 30 days and comments may be submitted to any of the One Stops or to the Administrative Office. Contact information is always included in the public/legal notice.

20. Performance Measures

Describe the measures which will be used to gauge performance for use of ARRA and WIA funds.

ARRA adult and dislocated worker programs will have performance measures that are the same as for the formula funded programs. ARRA Summer Youth Employment Program will have the Work Readiness indicator as the only performance measure. This measure will also be the goal for individuals enrolled into the ARRA youth program who are 18 - 24 years old, out of school and participating in a work experience activity only, or a work experience activity and supportive service activity for the time period of October 1, 2009 through March 31, 2010. All other ARRA youth program participants are subject to the same measures as formula funded youth programs.

21. Expenditures Monitoring

Describe the processes which will be adopted to track and monitor expenditure of ARRA funds.

Subcontractors are required to submit expenditure reports to the North Central Counties Consortium Administrative Office on a monthly basis.

NCCC's requirement for subcontractors are that ARRA funds be transparent and are tracked separately. Each month an individual invoice for each ARRA fund is submitted to NCCC office stating the ARRA expenditures for that given month