

SANTA BARBARA COUNTY WORKFORCE DEVELOPMENT BOARD
LOCAL PLAN PROGRAM YEARS 2021-2024
April 30, 2021

Executive Summary

Santa Barbara County Workforce Development Board (SBWDB) is part of the South Central Coastal Regional Planning Unit (SCCRPU), a 7,405-square mile area along California’s central coast that also includes San Luis Obispo Workforce Development Board. As required by the Workforce Innovation and Opportunity Act (WIOA), SBWDB is required to develop a four-year local plan that is incorporated into the SCCRPU regional plan.

Guidance provided by the State of California Workforce Development Board (CWDB) and the State of California Employment Development Department (EDD) in Directive WSD20-05 at wsd20-05.pdf (ca.gov). As described in WSD20-05:

- **The regional plan** is used to articulate how the regional planning unit (RPU) build intentionality around industry sector engagement, drive workforce development outcomes across multiple jurisdictions, and expand on-ramps to career pathways for individuals who experience barriers to employment, and expand on-ramps to career pathways for individuals who experience barriers to employment.
- **The local plan** provides an action plan for operationalizing the roadmap laid out in the regional plan by describing how individuals access services through the America’s Job Center of CaliforniaSM (AJCC) system, and articulates how the local workforce development board will coordinate with local partners to ensure a person-centered service service-delivery.

SBWDB provides access via the AJCC system to career pathways in regional target industry clusters. Of the training programs available through AJCCs in Santa Barbara, 103 (77%) of the programs are in regional target industry clusters, including 31 in Healthcare, and 62 in Business Services and Finance, Banking, Insurance and Real Estate

Regional Target Industry Cluster	Local Target Industry Cluster	Local- Training Programs on the Santa Barbara County ETPL	Santa Barbara Training Programs Available Through the AJCCs in Regional Target Cluster
Regional Target Industry Clusters			
Building and Design	Building and Design	10	10
Healthcare	Healthcare	31	31
Professional and Business Services & Finance, Banking, Insurance and Real Estate	Professional and Business Services Information & Communication Technologies	45	62
Defense, Aerospace, and Transportation Manufacturing			
Other Manufacturing			
Additional Local Priority Sectors			
Tourism		1	
Food, Beverage & Agriculture		8	
Energy and Environment		5	
Other		16	
Total Training Programs on Santa Barbara County ETPL		133	103
Percent of Santa Barbara County ETPL Training Programs Aligned with Regional Target Industry Clusters			77%

SBWDB also provides access to training via the AJCC system for the more in-demand middle-skill/middle-wage occupations (requiring higher level of education than a High School Diploma, but no more than a bachelor's degree) identified in the CRPU's regional plan. For example:

- **Registered Nurses** – Of the **31** health care training programs, **6 are nursing related**. The regional skills gap analysis shows 390 average annual job openings, and nearly twice as many position openings as positions filled (referred to as completions).
- **Accountant/Auditor**– Of the **37** business training programs, **8 are for accounting or auditing**. The regional skills gap analysis shows 501 average annual job openings, and about nine times as many position openings as positions filled (referred to as completions).

WIOA also requires the local plan to be consistent with the vision and goals of the State Plan. Some of these set forth in the in the Strategic Planning Elements section of the State Plan (at this [link](#)) are described below

State Policy Objectives

- **Need for High Road Workforce Development Agenda** - California is committed to a high road vision for the state's workforce development system that embodies the principles of job quality, worker voice, equity, and environmental sustainability. Implementing this vision through policy, programs, and other practices will benefit workers, jobseekers, and industry as well as the state's workforce development system.
- **Fostering "demand-driven skills attainment"** – Workforce and education programs need to align program content with the state's industry sector needs so as to provide California's employers and businesses with the skilled workforce necessary to compete in the global economy.
- **Enabling upward mobility for all Californians, including populations with barriers to employment** – Workforce and education programs need to be accessible for all Californians and ensure that everyone has access to a marketable set of skills, and is able to access the level of education necessary to get a good job that ensures both long-term economic self-sufficiency and economic security.
- **Aligning, coordinating, and integrating programs and services** – Workforce and education programs need to economize limited resources to achieve scale and impact, while also providing the right services to customers, based on each customer's particular and potentially unique needs, including any needs for skills-development.

WSD20-05 specifies how the local plan should show support for the State Plan strategy, and the regional sector pathways, through bulleted criteria outlined in each required section of the Directive. In developing this local plan, SBWDB follows the structure of the bulleted criteria in WSD20-05 with each section heading using the bulleted criteria captions.

Within this format, SBWDB provides both information specifically responsive to the WSD20-05 instructions, and also descriptions of SBWDB's unique innovations in contributing to the vitality of our region and local area.

WIOA Core and Required Partner Coordination

How Local Boards and AJCC partners will coordinate the services and resources identified in their MOU, as outlined in WSD18-12 (PDF), WIOA Memorandums of Understanding.

The Santa Barbara County Local Workforce Development (SBCWDB) Area has one comprehensive AJCC center located in Santa Maria, and one affiliate AJCC center located in Santa Barbara each with the following co-located partner core programs present in the centers. These partners will continue interacting continuously to coordinate services and resources:

- WIOA Title I Adult and Dislocated Worker Programs - provided by SBCWDB via Program Operator Subawardee)
- WIOA Title III Wagner-Peyser - provided by State of California Employment Development Department (EDD)
- Trade Adjustment Assistance – provided by EDD
- Unemployment Compensation - provided by EDD

Located in a building adjacent to the Santa Maria comprehensive AJCC is the Temporary Assistance for Needy Families/CalWORKs program (provided by the County of Santa Barbara Department of Social Services). With the advantage of close proximity, these partners will continue to constantly interact to coordinate services and resources.

The remaining core partners, WIOA Title IV Vocational Rehabilitation (provided by the State of California Department of Rehabilitation or DOR), and WIOA II Adult Education and Family Literacy (provided through the local community colleges), though not co-located, will continue to remain readily available, through the AJCC system referral practices. These partners and well as the other required AJCC partners will continue to be available through real-time technology including two-way communication and interaction between customers and AJCC partners that result in services being provided. Examples of referral methods will continue to include telephone, email, and texting, and may also include instant messaging, live chat via Skype or Facetime. The AJCC partners will continue to strive to designate a single point of contact for service delivery at each partner program. The AJCC partners plan to explore establishing an Internet portal linking all of the partners.

AJCC partners will continue to participate in cross training for their staff in the various programs to continuously improve the quality of referrals and coordination of resources.

How the Local Board and AJCC partners will work towards co-enrollment and/or common case management as a service delivery strategy, as outlined in WSD19-09 (PDF), Strategic Co-Enrollment – Unified Plan Partners.

The AJCC partners have an extensive history of working together to refer and serve clients through coordinating services of the multiple programs, including partnering in grants together. In the absence of a shared data system among the service providers, the partner case managers plan to continue to build relationships through referrals and working cooperatively together to meet the needs of their clients. The partners plan to continue using their data systems to support co-enrollments, such as WIOA service providers entering all information in CalJOBS via

case notes and activity codes to document partner services clients are participating in. Other initiatives planned are expansion of the release forms used by WIOA Title I providers to become a universal release of information form to be used through the county, to be approved by County Counsel such that County government entities (such as Behavioral Wellness, Probation, or Social Services) can share information among service providers as the customer wishes to better serve customers.

How the Local Board and AJCC partners will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and other means.

SBCWDB and the AJCC partners will continue to build on the delivery of virtual services, such as the online workshops that are being provided using Zoom and that are recorded so as to be available on-demand, that have replaced in-person workshops during the COVID-19 pandemic. The AJCC system will continue to work with the AJCC partners to identify locations offering wi-fi hot spots at no charge to help make online services accessible after COVID-19 supportive service grants conclude.

SBCWDB will also be partnering in a recently awarded Regional Plan Implementation Grant, to initiate basic computer skills training that will be available through the AJCCs at no cost to clients.

How the Local Board and AJCC partners will coordinate workforce and education activities with the provision of appropriate supportive services.

SBWDB will continue to award supportive services to those in financial need on the basis of an individual assessment and the availability of WIOA funds so that individuals are able to participate in workforce programs and activities including securing and retaining employment. Adults or Dislocated Worker program participants who are enrolled and receiving training or follow-up services under WIOA may be eligible for supportive services if unable to obtain assistance from other agencies providing supportive services. Supportive services may include training-related and/or employment-related expenses.

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

State Strategic Partner Coordination

How the Local Board will coordinate with County Health and Human Services Agencies and other local partners who serve individuals who access CalFresh Employment and Training services.

The SBCWDB WIOA Title I programs, CalFresh, and CalWORKs (TANF) are all sited within the Santa Barbara County Department of Social Services (SBCDSS). SBCDSS serves as the fiscal agent for WIOA Title I programs. Under this structure, collaboration and coordination among the programs is integrated into the operating structure of SBCDSS, with monthly management and leadership meetings, and staff having the opportunity to participate together in training and staff development activities. The proximity supports implementing the coordination of service included the Memorandum of Understanding (MOU) between the AJCC required partners. As these programs are located in adjacent structures, AJCC clients have prompt access to CalFresh and CalWORKS (TANF) services.

How the Local Board will coordinate with Local Child Support Agencies and other local partners who serve individuals who are non-custodial parents.

SBCWDB will continue to build upon valuable information obtained when SBWDB and Child Support Services of Santa Barbara County (CSS) staff attended a Local Child Support Agency (LCSA) session in January 2018 to support updating the last local plan. CSS services include establishing court orders for paternity, child support and medical coverage; locating noncustodial parents and their assets in order to enforce court orders; maintaining accounts of payments paid and past due; modifying court orders when appropriate; enforcing court orders for child, family, and medical support; and spousal support in conjunction with child support.

To serve both non-custodial and custodial parents, CSS works with many organizations and public agencies in the community. For example, CSS works closely with the county jail to provide information on child support obligations.

CSS is serving an estimated 12,000 cases with the majority of its customer base living in North County (Santa Maria 75%, Santa Barbara 25%). Of their historic caseload, the majority of non-custodial parents are male, and a significant number are homeless.

For this population, a referral process was created by CSS and will continue to be incorporated for use with our AJCC One-Stop Operator. The referral process will continue to assist in supporting the targeted population toward living wage jobs and success.

- The SBWDB and CSS will continue working toward developing and using a mutual referral process and a mutual referral form.
- Both agencies will continue to schedule staff facility tours and exchanges of program information for better cross referrals.
- Both agencies will continue the development of a release form to be used by both SBCWDB and CSS that supports information sharing, and a more a timely and smooth

relay of client information between agencies so as to assist staff at both agencies with obtaining information on client progress and employment and training verification.

How the Local Board will coordinate with Local Partnership Agreement partners, established in alignment with the Competitive Integrated Employment (CIE) Blueprint, and other local partners who serve individuals with developmental and intellectual disabilities.

While State of California Department of Rehabilitation (DOR) staff have not co-located at either of the Santa Barbara County AJCCs, DOR and SBCWDB continually work together, such as by partnering on grants, such as the Summer Training and Employment Program for Students (STEPS) grant awarded by DOR to SBCWDB. SBCWDB supports continued partnering with DOR toward implementing CIE goals. For example, SBCWDB and local DOR staff will continue to work with the AJCC operator to cross-train frontline staff in the AJCCs.

SBCWDB will continue to build upon information acquired from a public comment and listening session including both the State of California Department of Rehabilitation (DOR) and CalFresh. The listening session focused on CalFresh Employment & Training, individuals with disabilities, and a local and regional self-assessment. This event took place on January 10, 2018. The DOR representatives provided an overview for all partners and agencies in attendance to gain better understanding of CIE, and how DOR is working statewide to develop and improve opportunities for individuals with disabilities, including developmental disabilities.

In 2015 (DOR) and the State Workforce Development Board (CWDB) developed a partnership agreement that outlined collaboration activities to achieve the policy objectives of the CWDB's State Plan. This agreement outlined four policy priorities identified by DOR: services to youth, employer engagement, capacity building and CIE. In the fourth priority area, CIE, the DOR indicated this statewide strategy would be further specified in the CIE Blueprint for Change (see [this link](#)).

In January 2018, the DOR partnership agreement was updated to include new language describing how workforce, DOR, and additional CIE partners will collaborate to create more CIE opportunities for Californians with Intellectual Disabilities/Developmental Disabilities (ID/DD). This updated agreement required further specificity in the local and regional planning guidance for Local Boards and Regional Planning Units to update their regional and local plans. Also addressed was co-location of DOR staff at the AJCC.

The agreement and services to be offered upon co-location of DOR staff in the local AJC include the following:

- Local DOR staff co-locate in AJCC eight hours monthly. During that time, trainings are held to ensure that partner staff gain the knowledge necessary to assist in serving this population;
- Monthly meetings are held at the AJCC where all partner staff learn about new strategies being incorporated from all partners, including strategies that DOR has implemented relating to ID/DD and CIE;

- Capacity building and professional development for the purpose of ensuring program, physical, and electronic access, including disability awareness training to increase employment opportunities for individuals with disabilities;
- WIOA program strategies include integrating service delivery and braiding resources.

Employer Engagement services to be offered through co-location include collaborative employer outreach and engagement, and marketing of employer incentives and strategies for the hiring of individuals with disabilities, including those relating to section 503 hiring requirements.

At the public comment meetings, it was recommended that regional employer engagement efforts by local workforce development boards include a DOR representative to help make employers aware of incentives and strategies for the hiring of individuals with disabilities.

The SBWDB supports DOR's access to and participation in regional WIOA planning and in programs which focus on targeted sectors and prioritize career pathways, and in regional labor market analyses that include consideration for individuals and youth with disabilities.

DOR is working actively to set up on-the-job trainings for individuals with ID/DD and look forward to working with the AJCC and community partners to assist these individuals to succeed in a competitive, integrated environment.

SBWDB will continue to work with the DOR to develop CIE strategies for those individuals who can benefit from such opportunities, and to provide co-location opportunities for DOR staff.

During the last update of the regional and local plans, CWDB staff requested, and SBCWDB submitted and continues to include the following list of organizations that SBCWDB will continue to reach out to for partnering opportunities that will enhance implementation of CIE.

Local Educational Agencies (LEAs):

1. Santa Barbara County Education Office

Special Education Division

<http://sarconline.org/Sarc/Welcome/42104216069223>

4400 Cathedral Oaks Road

P.O. Box 6307

Santa Barbara, CA 93160-6307

Phone: 805-964-4711

E-mail: cbreen@sbceo.org

2. Core Internship Partners Participating in the Santa Barbara County Special Education Local Plan

<http://sb-pic.org/partners.html>

- University of California, Santa Barbara - Gevirtz Graduate School** <https://education.ucsb.edu/ccsp/contacts>

b. Santa Maria Bonita School District (SMBSD)

<http://www.smbbsd.org/>

708 Miller St.

Santa Maria, CA 93454

Phone: 805-928-1783

c. Santa Ynez Valley Consortium (SD2)

<http://buelltonsyvc.sharpschool.net/contact>

Santa Ynez Valley Special Education Consortium

Address: 301 Second Street, Room 1

Phone: (805) 688-4222 x 2121

Fax: (805) 688-8973

d. Carpinteria School District (CUSD)

<http://sb-pic.org/partners.html>

1400 Linden Ave.

Carpinteria, CA 93013

Phone 805.684.4511

Fax 805.684.0218

Superintendent - Diana F. Rigby - drigby@cusd.net

e. Santa Barbara Unified School District

<https://www.sbunified.org/>

720 Santa Barbara Street

Santa Barbara, CA 93101

Phone: (805) 963-4338

TDD: (805) 966-7734

3. Santa Barbara City College

<http://www.sbcc.edu/aebg/files/2016%2017%20AWD%20RFP%20for%20WRCP%20Certificate%20Program%20.pdf>

Jana Garnett, Director, Disabled Student Program & Services

jmgarnett@sbcc.edu

805-739-4165

Regional Centers:

Tri-Counties Regional Center

<https://www.dds.ca.gov/rc/rc366.cfm>

520 East Montecito Street

Santa Barbara, CA 93103-3278

Telephone: 800-322-6994 or 805-962-7881

Fax: 805-884-7229

Website: <http://www.tri-counties.org>

Tri-Counties Regional Center Field Office

<https://www.dds.ca.gov/rc/rc366.cfm>

1234 Fairway Dr., Suite A

Santa Maria, CA 93455

Telephone: (800) 266-9071 or
(805) 922-4640
Fax: (805) 922-435

DOR Districts:

Santa Barbara District Office

<https://www.dor.ca.gov/Home/FindAnOffice>

509 E. Montecito Street

Ste. 101

Santa Barbara, CA

93103

(805) 560-8130

Blind Field Services staff on site

Santa Maria Branch Office

<https://www.dor.ca.gov/Home/FindAnOffice>

2615 South Miller Street

Ste. 101

Santa Maria, CA

93455

805-347-4726

Other Partner:

PathPoint

315 W. Haley Street, Suite 202

Santa Barbara, CA 93101

805.966.3310

fax: 805.966.5582

and

2450 Professional Parkway

Santa Maria, CA 93455

805.934.3537

fax: 805.934.6616

How the Local Board will coordinate with community-based organizations and other local partners who serve individuals who are English language learners, foreign born, and/or refugees.

WIOA Title I programs are sited within the Santa Barbara County Department of Social Services (SBCDSS) which serves significant numbers of Limited English Proficient (LEP) individuals in connection with administering welfare and protective service programs. Accordingly, contractors providing translation services have been identified and are available to assist in serving LEP individuals should WIOA staff not speak the individual's language.

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

SBCWDB will continue to coordinate with local community colleges to assure that clients, as appropriate, are offered a series of language skill assessments. Based upon the testing results, participants will continue to be either referred to appropriate online remediation, or training through local community college programs that include the [Allan Hancock English as a Second Language Program](#) (see this link: [ESL Brochure.pdf \(hancockcollege.edu\)](#)), and the Santa Barbara City College program at this link: [English Language Program - Santa Barbara City College \(sbcc.edu\)](#). The assessments and training enable the AJCC case managers to assist adult basic education students to successfully transition to postsecondary education, training or employment and reduce the time students spend in remediation.

SBWDB will continue to be informed by the results of participating in a public listening and comment session held to support updating the last local and regional plans on January 10, 2018 with a variety of local agencies that serve English language learners, foreign born individuals, and refugees in Santa Barbara County. Listening and learning from members of the community about how to develop strategies to strengthen services to this targeted population included the following that SBCWDB will continue to implement:

- Using assessments in literacy are offered through CASAS and WorkKeys that AJCC partners can access;
- Arranging for ESL classes needed at the local jail, (for example, this may be possible through a Prison to Employment regional grant awarded to Ventura Workforce Development Board, SBCWDB and WDBSLO);
- Assuring that AJCC partners, (including case managers and front-line staff) receive cross-cultural training that can help improve access to English language services; and
- Continuing to improve the referral process, including a “warm” or “soft” handoff from one agency to another to ensure that individuals connect successfully AJCC partners and community resources.

SBWDB will continue to seek input and work with local and regional partners to braid resources and coordinate service delivery to English language learners, the foreign born and refugees by increasing their access to sector pathway programs, supportive services, and retention strategies through:

- Focusing on demand driven occupations within and outside the local priority sectors;
- Focusing on living wage jobs and occupations that pay at minimum \$18.00 per hour;
- Continuing to identify “living wage” occupations through segmentation analysis to better direct resources to those impacted by differences in education levels and other relevant attributes;

- Researching and providing training on how to start and grow a business so that those learning English have a wider range of options for participating in the local economy, and integrating industry recognized credentials.

SBWDB will continue to work with the AJCC partners and local mentoring and networking groups to better coordinate services to English language learners, foreign born individuals, and refugees. Many local schools, CBOs and faith-based organizations currently offer GEDs in Spanish. Partners meet monthly to work on serving at-risk populations that are dependent on supportive services to be eligible for training and education services.

SBWDB will continue to ensure that partner agencies that focus on assisting English language learners, refugees and the foreign-born have access to the referral process for co-enrollment to other programs as well as to ensure that individualized service strategies and employment plans from other partner agencies are made available for use by all partner agencies, as appropriate.

WIOA Title I Coordination

Training and/or professional development that will be provided to frontline staff to gain and expand proficiency in digital fluency and distance learning.

Although the agreements between SBCWDB and the subrecipients serving as the WIOA Title I program operators require the subrecipients to provide for staff development, SBCWDB provided extensive classroom training including detailed operations manuals as part of the onboarding process. SBCWDB provides staff to serve as liaisons to the program operators to support both their frontline staff and managers.

Online training is available through Workforce GPS that is used in the local area to learn best practices and training topics through webinars. We also encourage subrecipients to provide training to frontline staff through resources available through the California Workforce Association (CWA) and other specialized training providers.

Training and/or professional development that will be provided to frontline staff to ensure cultural competencies and an understanding of the experiences of trauma exposed populations.

Although the agreements between SBCWDB and the subrecipients serving as the WIOA Title I program operators require the subrecipients to provide for staff development of their employees, SBCWDB provided extensive classroom training including detailed operations manuals as part of the onboarding process. SBCWDB provides staff to serve as liaisons to the program operators to support both their frontline staff and managers. For example, when CWA provided a webinar on sexual orientation sensitivity, the liaisons notified the subrecipients of the training with the result of both SBCWDB and subrecipient staff attending the webinar.

How the Local Board will coordinate workforce investment activities carried out in the Local Area with statewide rapid response activities, as outlined in WSD16-04 (PDF), Rapid Response and Layoff Aversion Activities.

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

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

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

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

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

SBWDB plans to continue to initiate rapid response activity with the appropriate partners, after receiving the Worker Adjustment and Retraining Notification Act Notice (WARN) or other notices from employers. SBWDB sees Rapid Response as a valuable component of its business service model. By sourcing talent during peak/growth phases, and facilitating solutions, for both business and workers, during times of decline and recovery, Rapid Response plays a valuable and on-going role across the business cycle. This means the SBWDB and its' AJCC One-Stop are prepared to support local business:

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

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

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

A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the Local Area. This includes how the Local Board will ensure that priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient, as outlined in WSD15-14 (PDF), WIOA Adult Program Priority of Service.

SBWDB receives funding for Title I Adult and Dislocated Worker employment and training activities including: job search and placement assistance; labor market information; initial assessment of skills and needs; and information about available services (including access to on-the-job training and training in in-demand industry sectors through training programs available through the ETPL) and follow-up services to help participants remain employed after placement. SBCWDB passes through WIOA Title I Adult and Dislocated Worker funding to Equus Career Services ("Equus"), a for-profit entity, that as SBCWDB's subrecipient, serves as the AJCC One-Stop Operator, and the WIOA Title I Adult and Dislocated Worker Program Operator. Upon the end of the term of the agreement with Equus, SBCWDB will commence competitive procurement to select a successor AJCC One-Stop Operator and WIOA Title I Adult and Dislocated Worker Program Operator.

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

Both basic and individualized career services are available at the AJCCs. Basic services are available at the AJCCs to all and may be funded with either or both WIOA Title I or Wagner-Peyser funding. Individualized career services are made available if determined to be appropriate in order for an individual to obtain or retain employment and based on an eligibility determination under WIOA Title I Adult and Dislocated Worker program requirements. There is no order of service, and individualized services may be available without first using basic services.

The **types of WIOA workforce services available** WIOA Title I Adult, Dislocated Worker Program employment and training services include those described in (see DOLETA TEGL 19-16 Attachment II at [https://wdr.doleta.gov/directives/attach/TEGL/TEGL_19-16 Attachment II.pdf](https://wdr.doleta.gov/directives/attach/TEGL/TEGL_19-16_Attachment_II.pdf)),

Adult and Dislocated Worker Program Services – Basic Services

- Eligibility Determination
- Outreach, Intake, Orientation
- Initial assessment of skill levels and supportive service needs
- Job search assistance (self-directed)
- Job search assistance (staff-assisted)
- Placement assistance (includes "Referred to Employment) (staff-assisted)

- Career Counseling (includes “staff-assisted career guidance”)
- Providing info on in-demand sectors, occupations, or nontraditional employment)
- Provision of referrals and associated coordination of activities with other programs and services
- Provision of workforce and labor market employment statistics information
- Provision of information on job vacancies
- Provision of information on job skills necessary to fill vacancies
- Provision of information on local demand occupations, with earnings, skill requirements, and opportunities for advancement for those jobs
- Provision of performance and program cost information for providers of education and training
- Provision of information on local performance
- Provision of information on availability of supportive services or assistance
- Referral to supportive services
- Provision of information and meaningful assistance filing for Unemployment Insurance benefits
- Assistance establishing eligibility for financial aid
- WIOA Title I Adult and Dislocated Worker Program Services – Individualized Career Service
 - Comprehensive and specialized assessments
 - Development of Individual Employment Plan
 - Group Counseling
 - Individual Counseling
 - Career Planning
 - Short-term prevocational services
 - Internships and work experiences (including transitional jobs)
 - Workforce preparation activities
 - Financial literacy services
 - Out-of-area job search assistance and relocation assistance
 - English-language acquisition and integrated education and training programs
 - Follow up services
 - Training Services

Priority of Service

Priority of service requirements for the WIOA Title I Adult program and training are included in program operator on-boarding training, and SBCWDB WIOA staff training. Program operator staff are instructed to appropriately apply priority of service provisions when providing WIOA Title I Adult program services and training.

SBCWDB implements State of California policy that mandates a minimum of 75% of the newly enrolled adults receiving career or training services must be in a priority service category.

WIOA Section 134(c)(3)(E) establishes a priority requirement with respect to funds allocated to a local area for adult employment and training activities. Under this section, AJCCSM One-Stop center staff responsible for these funds must give priority to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient in the provision of individualized career services. Under WIOA, priority must be provided regardless of the level of funds. Under WIOA the priority also includes individuals who are basic skills deficient as defined in WIOA section 3(5).

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

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

A description and assessment of the type and availability of youth workforce investment activities in the Local Area, as outlined in WSD17-07 (PDF), WIOA Youth Program Requirements. This includes any strategies the Local Board has about how to increase the digital literacy and fluency of youth participants, including youth with disabilities.

In connection with a competitive procurement, Goodwill Industries of Ventura and Santa Barbara Counties has been selected as the current program operator for the WIOA Title I Youth Programs for Santa Barbara County. Goodwill has extensive experience in working with youth with disabilities, and in addition to operating the WIOA Title I Youth program for Santa Barbara County, also operates the DOR Student Services Paid Work Experience program for both Ventura County and Santa Barbara County. Upon the end of the term of the agreement with Goodwill, SBCWD will competitively procure a subrecipient to operate the WIOA Title I Youth Program, and will assure that the program operator selected will possess the skills needed to increase digital literacy and fluency of youth participants, including youth with disabilities.

The WIOA Title I Youth Program serves youth ages 14 through 24, must spend 75% of funding on out-of-school youth, and must spend 20% of funding on work experience. The South Central Coast RPU proposed a digital literacy project in our Regional Plan Implementation 4.0 grant that was recently awarded. The RPI 4.0 includes provision of digital literacy training, equity in access

and upward mobility in government work for individuals of color, and ongoing support of partnering to address the digital divide in our communities resulting from to lack of access to training or internet service. The experience gained from this grant will also be applied to improve digital literacy for youth, including youth with disabilities.

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

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

A description about how the Local Board fulfills the duties of the AJCC Operator and/or the Career Services Provider as outlined in WSD19-13 (PDF), Selection of AJCC Operators and Career Services Providers. This should include the name(s) and role(s) of all entities the Local Board contracts with.

SBCWDB fulfills the duties of the AJCC Operator and Career Services Provider through competitive procurement processes by issuing requests for proposals (RFP) that result in agreements for services approved by SBCWDB and awarded by the County of Santa Barbara Board of Supervisors. Agreements are awarded for one year with an option to renew for a second and third year. A competitive procurement process through an RFP takes place for both the AJCC Operator and Career Services Provider at least every three years.

Currently, for the 2020-21 fiscal year:

- Equus Workforce Solutions, a for-profit entity, is the AJCC One-Stop Operator and the Title I WIOA Adult and Dislocated Workers Program Operator.
- Goodwill Industries of Ventura and Santa Barbara Counties, a not-for-profit entity, is the WIOA Title I Youth Program Operator.
- United Way of Santa Barbara, a not-for-profit entity, serves as program operator for WIOA National Dislocated Worker Disaster Grant (NDWG) for providing supportive services to qualifying individuals adversely affected by the COVIDd-19 pandemic.

All SBCWDB and County of Santa Barbara Board of Supervisors meetings where WIOA contracts are on the agenda are public meetings allowing for community input. The procurement is run through County Purchasing which ensures compliance with all applicable Federal, State, and Local requirements. A selection committee is created to review and score proposals received in response to RFPs issued.

Attachment 1 Cover Sheet

Appendix A – Stakeholder and Community Engagement Summary

Appendix B- Public Comments Received that Disagree with Local Plan

Appendix C – Signature Page

Appendix A: Stakeholder and Community Engagement Summary

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
Public presentation scheduled for Week of May 10 – 15, 2021	Public and Community Partners	To Be Provided	To Be Provided
Local plan has been posted on SBCWDB website for public review and comment since March 26, 2021. An additional extended comment period will be provided from 5/3/2021 -6/1/2021 to allow for public comment following the public presentations scheduled for the week of 5/10-15/2021	Public and Community Partners	N/A	None Yet Received – To be updated following public presentation.

Appendix B: Public Comments Received That Disagree with the Local Plan

None received. The local plan has been posted on the SBCWDB website since 3/26/2021, and so has been available for public review and comment. This narrative will be updated following additional public comment period from 5/3/2021 – 6/1/2021 to encourage comments following public presentations planned for the week of May 10-15, 2021.

Appendix C: Signature Page

Local Workforce Development Board Chair



Signature

Sandra Dickerson

Name

SBCWDB Chair

Title

7/21/2021

Date

Local Chief Elected Official



Signature

Joan Hartmann

Name

Chair, Santa Barbara County Board of
Supervisors

Title

3-15-22

Date