

Local Workforce Investment Area Strategic Five-Year Local Plan Modification 3, Program Year 2002-03

Local Workforce Investment Area: **Tulare County Workforce Investment Board, Inc.**

Submitted on: **July 23, 2002**

Contact Person: **Joseph H. Daniel, Administrator**

Contact Person's Phone Number: **(559) 713-5200**

Prepared: **June 7, 2002**

Public Comment: **June 7, 2002 through July 8, 2002**

Third-Year Local Plan Modification PY 2002-03

Modification # _____

LWIA: Tulare County Workforce Investment Board, Inc.

Date: 04/1/02

**WORKFORCE INVESTMENT ACT
STRATEGIC FIVE-YEAR LOCAL PLAN**

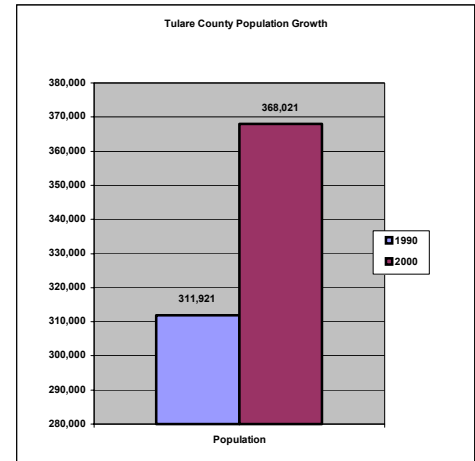
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EXECUTIVE SUMMARY

III. Labor Market Analysis

In 2002, Tulare County celebrates its 150th anniversary. Organized on July 10, 1852, Tulare County has grown from its original 15 white settlers (no record of the Native American population at that time). The 2000 census shows the county population as 368,021, up 18% from the 1990 census.



What began as a California interior logging and agricultural area has grown to become the largest agricultural producing county in the world. On April 30, 2002, Tulare County Agricultural Commissioner reported to the Tulare County Board of Supervisors that the year's total commodity value is near \$3.5 billion. That represents an increase of \$425 million over the previous period. Milk is ranked as the number one commodity valued at \$1.1 billion. Oranges, a production crop in Tulare County since 1860, was valued second at \$530 million. Cattle came in third at \$438 million. There are 51 commodities produced in Tulare County valued at more than \$1 million.

The catastrophic events of September 11, 2001 have been far-reaching and culture changing. More than 3,000 miles separate Tulare County physically from the New York World Trade Center, Pentagon and rural

	1990	2000	Numeric	Percent
	Population	Population	Change	Change
California	29,760,021	33,871,648	4,111,627	13.8
Tulare County	311,921	368,021	56,100	18.0
Dinuba city	12,743	16,844	4,101	32.2
Exeter city	7,276	9,168	1,892	26.0
Farmersville city	6,235	8,737	2,502	40.1
Lindsay city	8,338	10,297	1,959	23.5
Porterville city	29,563	39,615	10,052	34.0
Tulare city	33,249	43,994	10,745	32.3
Visalia city	75,636	91,565	15,929	21.1
Woodlake city	5,678	6,651	973	17.1
Unincorporated	133,023	141,150	8,127	0.06

Pennsylvania destruction, but the economic and cultural impact on American Society is pervasive. As the U.S. was reaping the benefits of a budget surplus, few could tell on the September morning how the acts of a few radical zealots would change the course of American life.

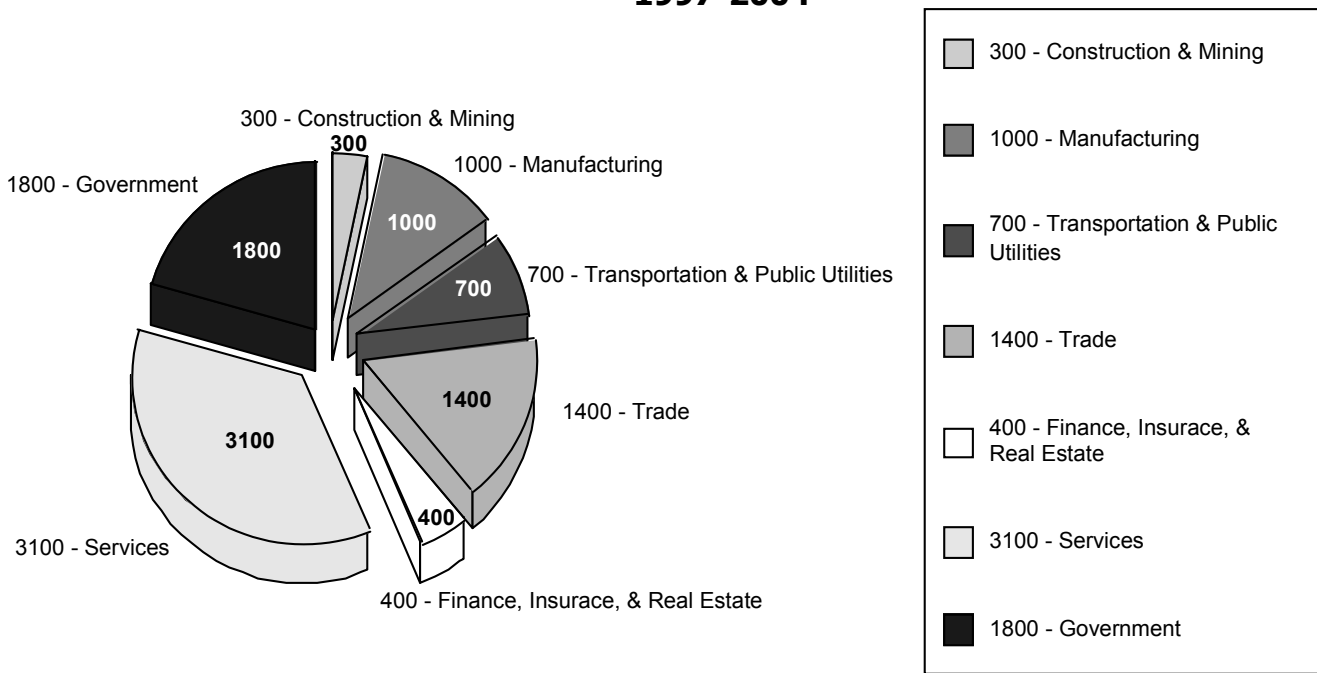
The fueling of California's State economy was further hampered by the "energy crisis" of 2001. Skyrocketing prices, energy shortages and brown outs were common. The Governor seized control of energy production. All of these incidents were significant factors in depleting the state budget surplus. A return to deficits at both the state and federal levels has dampened any recovery in Tulare County, which historically has trailed national recovery by many months. Our county budget and economy to a large degree is dependent upon these funding sources.

According to the Tulare County Economic Development Corporation, the county will realize about 1,000 new jobs in the coming year. Manufacturing, distribution and services are the areas for the projected growth. New housing construction, largely due to affordable land and favorable interests rates, is expected to continue. Additionally, several interest groups are seeking to bring a four-year college campus to Tulare County. Tulare County is the only California county with a population more than 250,000 without a four-year post-secondary institution.

Occupations with The Most Openings Tulare County 1997-2004

California OES Code	Occupation	Number of Job Openings 1997-2004
49023	Cashiers	1,870
49011	Salespersons, Retail	1,370
55347	General Office Clerks	800
31308	Teachers, Secondary Schools	700
65008	Waiters and Waitresses	580
65401	Combined Food Preparation and Service Workers	480
98902	Hand Packers and Packagers	480
31305	Teachers, Elementary School	460
19005	General Managers and Top Executives	440
31521	Teacher Aides, Paraprofessional	430
97102	Truck Drivers, Heavy or Tractor-Trailer	430

Employment Projections by Industry 1997-2004



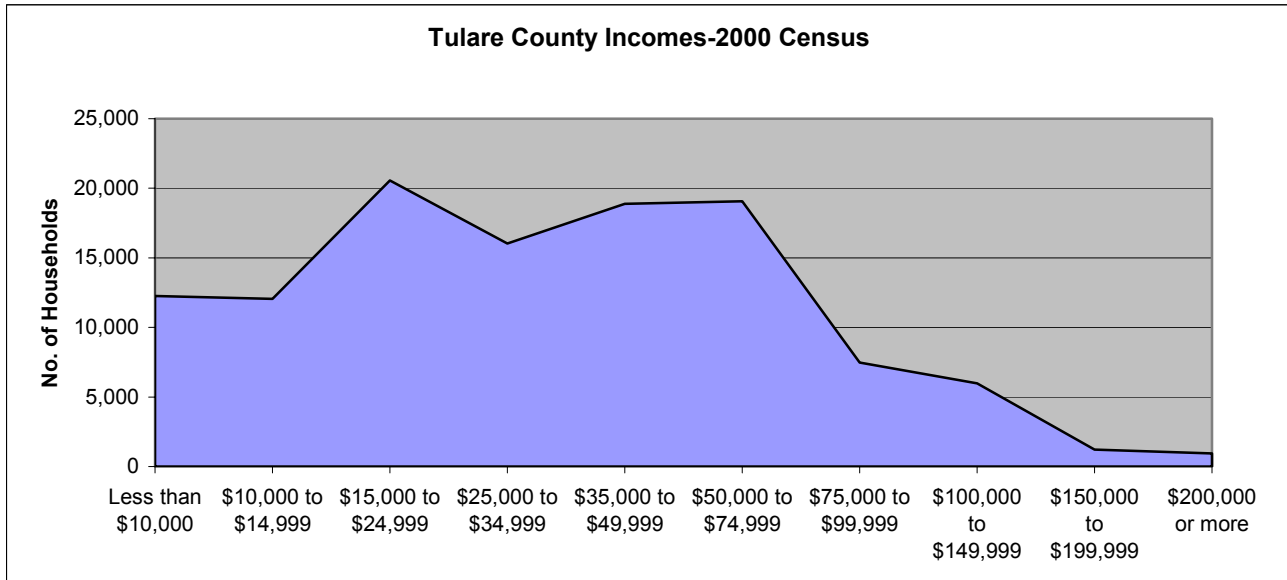
Tulare County:

OCCUPATION		
<i>Universe: Employed persons 16 years and over</i>		
Managerial and professional specialty occupations (000-202):		
Executive, administrative, and managerial occupations (000-042)	10210	
Professional specialty occupations (043-202)	12952	
Technical, sales, and administrative support occupations (203-402):		
Technicians and related support occupations (203-242)	2787	
Sales occupations (243-302)	12479	
Administrative support occupations, including clerical (303-402)	15445	
Service occupations (403-472):		
Private household occupations (403-412)	696	
Protective service occupations (413-432)	1930	
Service occupations, except protective and household (433-472)	12907	
Farming, forestry, and fishing occupations (473-502)	20125	
Precision production, craft, and repair occupations (503-702)	11477	
Operators, fabricators, and laborers (703-902):		
Machine operators, assemblers, and inspectors (703-802)	7085	
Transportation and material moving occupations (803-863)	5907	
Handlers, equipment cleaners, helpers, and laborers (864-902)	4964	
CLASS OF WORKER		
<i>Universe: Employed persons 16 years and over</i>		
Private for profit wage and salary workers	81460	
Local government workers	12736	
Self-employed workers	11450	
State government workers	5542	
Private not-for-profit wage and salary workers	4955	
Federal government workers	2078	
Unpaid family workers	743	
<i>Subtotal of Workers</i>	118964	
Aggregate of Federal, State and Local Government	20356	0.17

EDUCATIONAL ATTAINMENT			
<i>Universe: Persons 18 years and over</i>		% over 18	% of Total Pop
Less than 9th grade	45776	21.96%	12.44%
9th to 12th grade, no diploma	38345	18.40%	10.42%
High school graduate (includes equivalency)	49357	23.68%	13.41%
Some college, no degree	39689	19.04%	10.78%
Associate degree	13786	6.61%	3.75%
Bachelor's degree	15151	7.27%	4.12%
Graduate or professional degree	6343	3.04%	1.72%
Total Population 18 years and older	208,447		

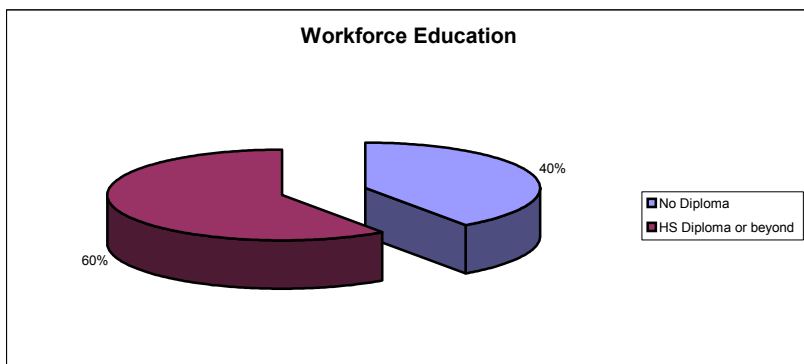
Historically, Tulare County has exhibited a double-digit unemployment rate. During the period 1983 through 2001, the County unemployment rate varied from a high of 17.7 to 10.4. The period average was 14.4. Average standard deviation for the period was .021. As of April 2002, the county's rate was at 15.7%. Up from 15.3% a year earlier.

Year 2000 census information shows Tulare County with the highest poverty levels in the state at 23.9%. In 2001, the Catholic Campaign for Human Development listed Tulare County as the sixth poorest county in the United States (population above 250,000) with a poverty rate of 24.2%. Only one other county in California exceeded Tulare's rate in 2001—Fresno County with a 25.5% rate. Of the 89,950 families in the County, 17,723 are in poverty.



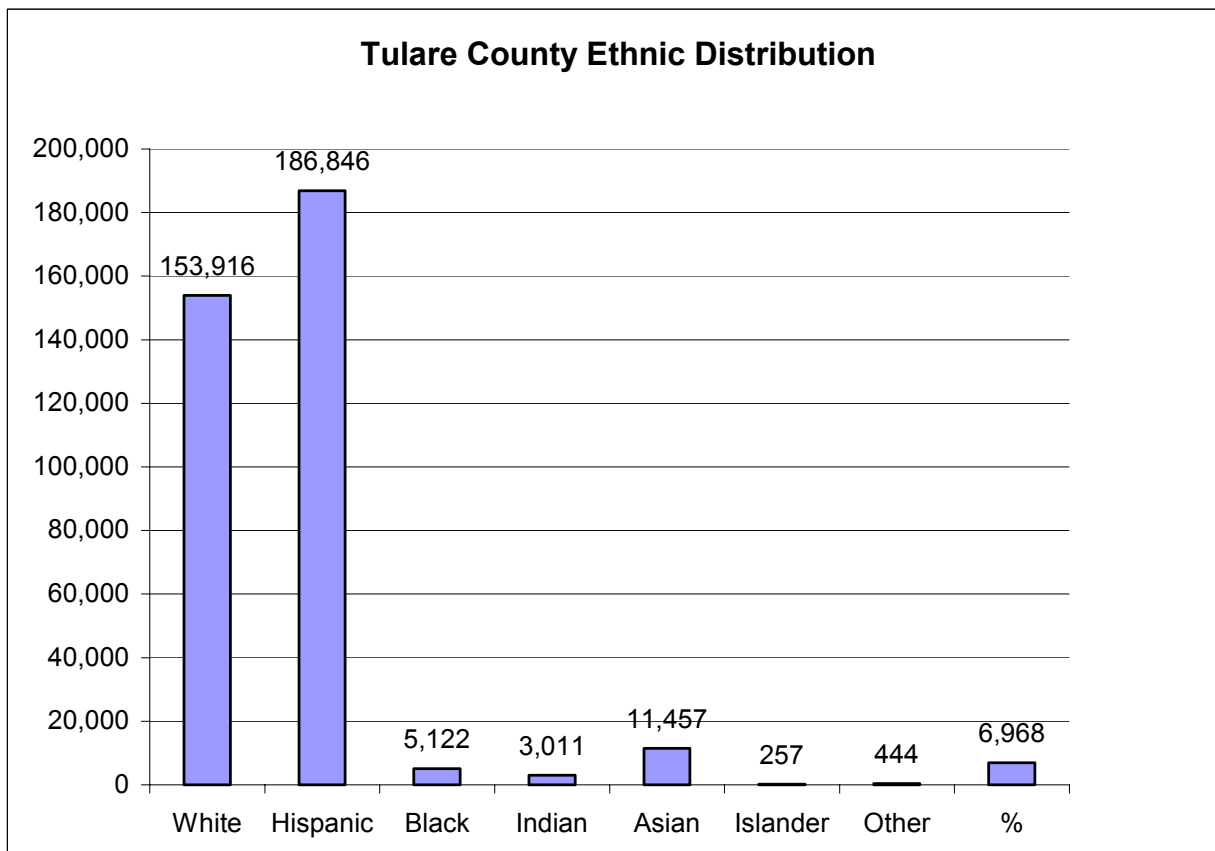
USDA Economic Research Service (ERS) using information derived from the U.S. Census, identifies Tulare County with the second highest poverty rate of all California counties at 26.6%. Imperial County ranked #1 with a poverty rate of 31.9%.

Tulare County has a largely under-educated workforce. Forty percent of the workforce (over 18) does not have a diploma or equivalent. Only 10.31 percent of the Tulare County Workforce have a college degree or beyond compared with 20.78 for the State of California.



Language continues to be a barrier for many Tulare County citizens. Twenty-two percent, up from 18% in 1990, identified themselves as not being able to speak English “very well.” This has a dramatic impact upon the employability of this population segment, as limited English jobs outside of agriculture are few.

The 2000 census reports a simple majority (50.2%) of the population is identified as Hispanic. White population is 41.8%. Asian is third at 3.1%. Blacks are 1.4%.



The Tulare County Workforce Investment Board, Inc. (TCWIB), has many challenges to meet the needs of the Tulare County workforce. Primary among these are the availability of adequate funding and stability of One-Stop system service. Eliminating poverty and achieving full employment may never be fully obtained. However, the TCWIB through the Employment Connection System provides a platform to improve the employability of the workforce, provide business assistance, positively impact the economy and make a difference in many people’s lives.

EXECUTIVE SUMMARY

IV. Youth Activities

Youth Council Restructuring

The Tulare County Workforce Investment Board, Inc. (TCWIB) Youth Council has reorganized its operational structure from one that was based upon representation from supervisorial districts throughout the County, to a more functional governance and committee structure. The new operational structure established committees that are aligned with the Council's strategic vision and reflect their commitment to integrating the primary themes of youth development and workforce investment, i.e., Academic Excellence, Career Preparation, Leadership & Personal Development, and Supportive Services. Each committee is responsible for strategic planning and system-building efforts related to their particular system element. Responsibilities include, but are not limited to: convening and consensus building within the community, leveraging resources and linking services, defining system elements, data collection, developing standards for evaluation, and ongoing resource mapping. Committees report to the Youth Council Executive Committee on a regular basis, and make recommendations to the full Youth Council. Council members are appointed to committees based upon their particular expertise and/or interest.

The selection criterion for membership on the Youth Council remains unchanged. Membership will, at a minimum include TCWIB Directors with special interest or expertise in youth policy; juvenile justice and/or local law enforcement; local public housing authority; parents; youth, including former and/or current participants; business; education; labor; and other individuals that the Youth Council and the TCWIB determine to be appropriate. Other members may include Community Based Organizations, community college representatives, WIA youth Service Providers, and representatives of youth service agencies throughout Tulare County.

REVISED STRATEGIES TO MEET PERFORMANCE GOALS

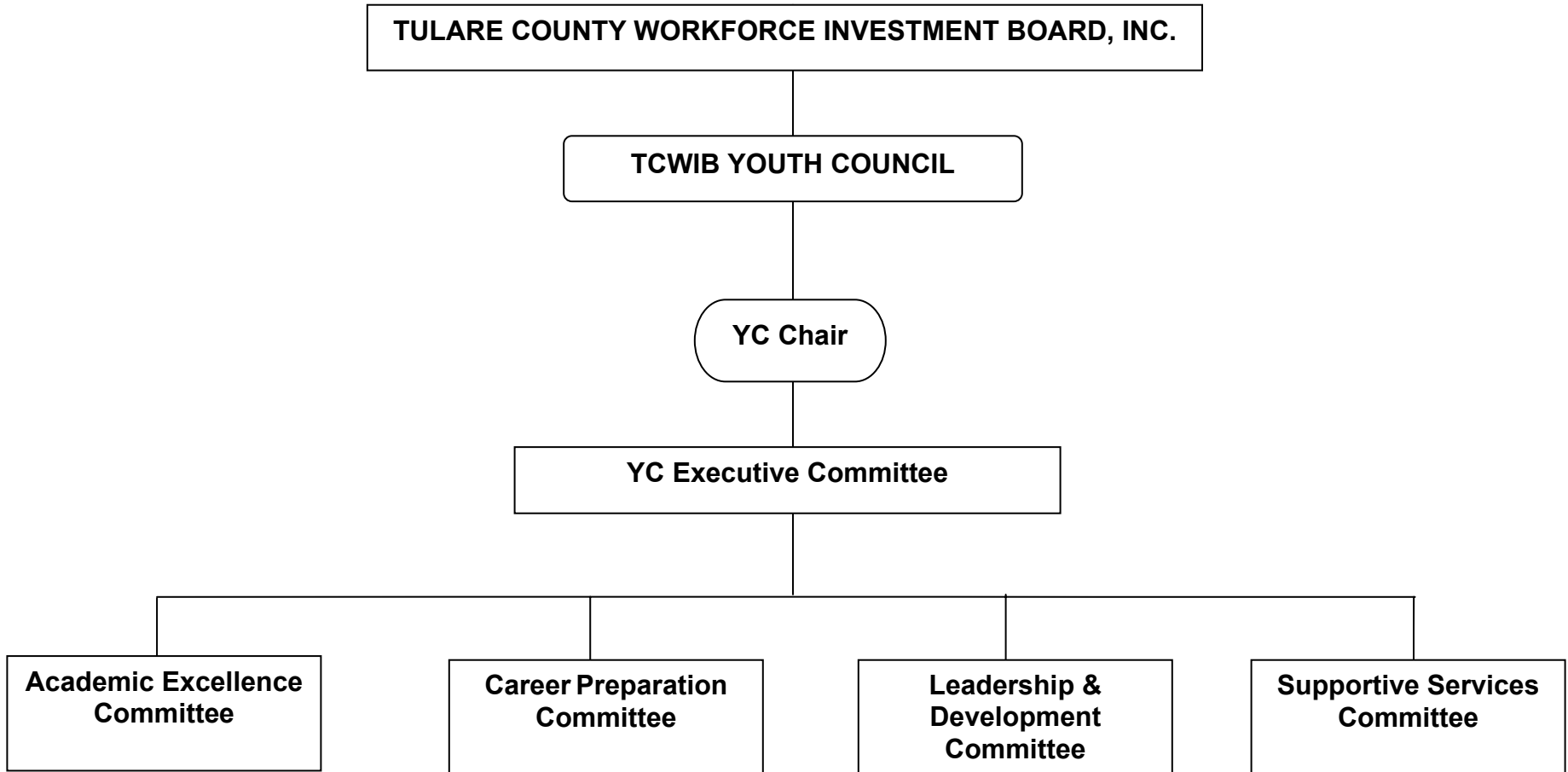
- Older Youth Employment and Credential Rate

Current strategies to serve our older youth population include a broad array of services, however customer demand has caused local efforts to focus primarily on occupational skills training, job placement, work-based training, and career advancement opportunities. Although a significant number of our older youth are currently enrolled in occupational skills training that will lead to credentials/certificates it will not be adequate to meet our local Credential Rate performance standard. Therefore, the Youth Council and the TCWIB are currently in the process of developing additional, meaningful local credentials focused on youth that are primarily interested in jobs and not seeking classroom-training opportunities. These credentials/certificates will be linked to skill attainment through work-based learning.

- 30% Out-of-School Youth Expenditures

Department of Labor's recent clarification of the out-of-school youth definition now places many of our older youth participants that are attending college, in the in-school youth category, thus affecting our out-of-school youth expenditures. To ensure that our youth programs meet the mandated 30% out-of-school youth expenditures, we are focusing older youth services on those that meet the definition of out-of-school youth. Those older youth attending college that have for many years been served by youth programs but no longer meet the out-of-school youth definition will be referred to our Employment Connection Centers for services, rather than be enrolled in youth programs.

**TCWIB YOUTH COUNCIL
GOVERNANCE & COMMITTEE STRUCTURE**



Third Year Local Plan Modification PY 2002-03
Modification # _____

LWIA: Tulare County Workforce Investment Board, Inc.

Date: 7/1/02

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)
WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2002, beginning 07/01/02 through 06/30/03

- Grant Code 201/202 WIA IB-Adult
 Grant Code 501/502 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION		R2758xx Subgrant	R380xxx Subgrant
1.	Year of Appropriation	2001	2002
2.	Formula Allocation	5,098,651	5,093,832
3.	Allocation Adjustment- Plus or Minus		
4.	Transfers - Plus or Minus	1,528,882	1,103,519
5.	TOTAL FUNDS AVAILABLE (Line 2 plus 4)	6,627,533	6,197,351
TOTAL ALLOCATION COST CATEGORY PLAN			
6.	Program Services (sum of Lines 6A through 6E)	6,163,606	5,763,537
	A. Core Self Services	132,551	123,947
	B. Core Registration Services	198,826	185,921
	C. Intensive Services	662,753	619,735
	D. Training Services	2,319,637	2,169,073
	E. Other	2,849,839	2,664,861
7.	Administration (Line 5 minus 6)	463,927	433,815
8.	TOTAL (Lines 6 plus 7)	6,627,533	6,197,352
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2001 and July 1, 2002 respectively)			
9.	September 2001		
10.	December 2001	936,946	
11.	March 2002	2,169,458	
12.	June 2002	3,401,970	
13.	September 2002	5,302,026	
14.	December 2002	6,627,533	869,629
15.	March 2003		1,983,152
16.	June 2003		3,222,623
17.	September 2003		4,957,881
18.	December 2003		6,197,351
19.	March 2004		
20.	June 2004		
COST COMPLIANCE PLAN (maximum 10%)			
21.	% for Administration Expenditures (Line 7/Line 8)	7.0%	7.0%

Contact Person, Title	Telephone Number	Date Prepared
Janet Ewing, Administration System Officer	559-713-5216	6/14/02

Comments:

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

Third Year Local Plan Modification PY 2002-03
Modification # _____

LWIA: Tulare County Workforce Investment Board, Inc.

Date: 7/1/02

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

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

PROGRAM TYPE for PY 2002, beginning 07/01/02 through 06/30/03

Grant Code 201/202 WIA IB-Adult

Grant Code 501/502 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION		R2758xx Subgrant	R380xxx Subgrant
1.	Year of Appropriation	2001	2002
2.	Formula Allocation	7,644,410	5,517,595
3.	Allocation Adjustment- Plus or Minus		
4.	Transfers - Plus or Minus	(1,528,882)	(1,103,519)
5.	TOTAL FUNDS AVAILABLE (Line 2 plus 4)	6,115,528	4,414,076
TOTAL ALLOCATION COST CATEGORY PLAN			
6.	Program Services (sum of Lines 6A through 6E)	5,687,441	4,105,091
	A. Core Self Services	183,466	132,422
	B. Core Registration Services	244,621	176,563
	C. Intensive Services	325,621	289,563
	D. Training Services	1,834,658	1,324,223
	E. Other	3,099,075	2,182,320
7.	Administration (Line 5 minus 6)	428,087	308,985
8.	TOTAL (Lines 6 plus 7)	6,115,528	4,414,076
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2001 and July 1, 2002 respectively)			
9.	September 2001		
10.	December 2001	856,174	
11.	March 2002	1,956,969	
12.	June 2002	3,180,075	
13.	September 2002	4,892,422	
14.	December 2002	6,115,528	617,971
15.	March 2003		1,412,504
16.	June 2003		2,295,320
17.	September 2003		3,531,261
18.	December 2003		4,414,076
19.	March 2004		
20.	June 2004		
COST COMPLIANCE PLAN (maximum 10%)			
21.	% for Administration Expenditures (Line 7/Line 8)	7.0%	7.0%

Contact Person, Title

Janet Ewing, Administration System Officer

Telephone Number

559-713-5216

Date Prepared

6/14/03

Comments:

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

Third Year Local Plan Modification PY 2002-03

Modification # _____

LWIA: Tulare County Workforce Investment Board, Inc.

Date: 4/1/02

TITLE IB BUDGET PLAN SUMMARY (Youth)

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

PROGRAM TYPE for PY 2002, beginning 04/01/02 through 06/30/03

Grant Code 301 WIA IB-Youth

FUNDING IDENTIFICATION		R2758xx Subgrant	R380xxx Subgrant
1.	Year of Appropriation	2001	2002
2.	Formula Allocation	6,020,968	6,226,098
3.	Allocation Adjustment- Plus or Minus	188,178	
4.	TOTAL FUNDS AVAILABLE (Line 2 plus 3)	6,209,146	6,226,098
TOTAL ALLOCATION COST CATEGORY PLAN			
5.	Program Services (sum of Lines 5A through 5C)	6,084,963	6,101,576
	A. In School	3,290,847	3,299,832
	B. Out-of-School (30%)	2,794,116	2,801,744
	C. Other		
6.	Administration (Line 4 minus 5)	124,183	124,522
7.	TOTAL (Line 5 plus 6)	6,209,146	6,226,098
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2001, and April 1, 2002)			
8.	September 2001	434,640	
9.	December 2001	2,049,018	
10.	March 2002	3,166,664	
11.	June 2002	456,860	
12.	September 2002	5,277,774	
13.	December 2002	6,209,146	622,610
14.	March 2003		2,054,612
15.	June 2003		3,175,310
16.	September 2003		4,918,617
17.	December 2003		6,226,098
18.	March 2004		
19.	June 2004		
COST COMPLIANCE PLAN (maximum 10%)			
20.	% for Administration Expenditures (Line 6/Line 7)	2.0%	2.0%

Contact Person, Title	Telephone Number	Date Prepared
Janet Ewing, Administration System Officer	559-713-5216	6/14/02

Comments:

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

Third-Year Local Plan Modification PY 2002-03

Modification # _____

LWIA: Tulare County Workforce Investment Board, Inc.

Date: 7/10/02

TITLE IB PARTICIPANT PLAN SUMMARY

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

Plan the number of individuals that are in each category.

Totals for PY 2002 (07/01/02 through 06/30/2003)		ADULT	DW	OY	YY
1.	Registered Participants Carried In from PY 2001	500	500	242	840
2.	New Registered Participants for PY 2002	899	965	229	613
3.	Total Registered Participants for PY 2002 (Line 1 plus 2)	1,399	1,465	471	1,453
4.	Exiters for PY 2002	475	700	270	470
5.	Registered Participants Carried Out to PY 2003 (Line 3 minus 4)	924	765	201	983

PROGRAM SERVICES

6.	Core Self Services	37,555	37,555		
7.	Core Registered Services	899	965		
8.	Intensive Services	699	865		
9.	Training Services	419	519		

SKILL ATTAINMENT

10.	Attained a Skill/Goal				410
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EXIT STATUS

11.	Entered Employment	333	490	158	59
11A.	Training-related	266	392	98	44
11B.	Entered Postsecondary/Advanced/Credential Program	200	221	93	
12.	Remained with Layoff Employer		140		
13.	Entered Military Service				9
14.	Entered Advanced Training			4	0
15.	Entered Postsecondary Education			24	86
16.	Entered Apprenticeship Program				0
17.	Attained High School Diploma/GED				201
18.	Returned to Secondary School				42
19.	Exited for Other Reasons	143	210	35	56

Kathy Johnson, Assistant Administrator

559-713-5200

5/31/02

Contact Person, Title

Telephone Number

Date Prepared

Comments:

The provision of universal services does differentiate between Adult and Dislocated Worker Eligibility. It is estimated that the Tulare County Workforce Investment Board, Inc. will provide universal core services to 37,555 customer in program year 2002-2003.

Third-Year Local Plan Modification PY 2002-03

Modification # _____

LWIA: Tulare County Workforce Investment Board, Inc.

Date: 7/1/02

LOCAL PERFORMANCE INDICATORS AND GOALS⁽¹⁾

WIA Requirement at Section 136(c)	State Performance Indicator(s) WIA Years			Local Performance Goals WIA Years		
	1	2	3	1	2	3
Adults						
Adult Entered Employment Rate	66%	%	%	67.6%		
Adult Employment Retention Rate	74%	%	%	72.8%		
Adult Earnings Rate	\$3500	\$	\$	\$3,386		
Adult Employment and Credential Attainment Rate	40%	%	%	40%		
Dislocated Workers						
Dislocated Worker Entered Employment Rate	68%	%	%	62.8%		
Dislocated Worker Employment Retention Rate	81%	%	%	74.8%		
Dislocated Worker Earnings Replacement Rate	85%	%	%	85%		
Dislocated Worker Employment and Credential Attainment Rate	40%	%	%	40%		
Youth Aged 19-21						
Older Youth Entered Employment Rate	55%	%	%	53%		
Older Youth Employment Retention Rate	70%	%	%	68%		
Older Youth Earnings Gain	\$2500	\$	\$	\$2299		
Older Youth Employment and Credential Attainment Rate	36%	%	%	36%		
Youth 14-18						
Younger Youth Skill Attainment Rate	65%	%	%	62%		
Younger Youth Diploma or Equivalent Rate	40%	%	%	40%		
Younger Youth Retention Rate	40%	%	%	38%		
Participant Customer Satisfaction Rate	66%	%	%	66		
Employer Customer Satisfaction Rate	64%	%	%	64		

(1) Guidance on the definitions of specific indicators can be obtained from the State of California Consultation Paper on WIA Performance Measures (Information Bulletin WIAB99-15) at www.edd.ca.gov/empran.htm and from the Department of Labor WIA webpage at www.usworkforce.org.

Third Year Local Plan Modification PY 2002-03

Modification # _____

LWIA: Tulare County Workforce Investment Board, Inc.

Date: 4/1/02

IX. SIGNATURE PAGE

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

This plan modification is submitted for the period of April 1, 2002 through June 30, 2005, in accordance with the provisions of the Workforce Investment Act.

Workforce Investment Board Chair

Chief Elected Official(s)

Signature

Signature

William DeLain

Steven Worthley

Name

Name

Chairman

Chairman, Tulare County Board of Supervisors

Title

Title

7/10/02

7/23/02

Date

Date

**TULARE COUNTY WORKFORCE INVESTMENT BOARD, INC.
TULARE COUNTY EMPLOYMENT CONNECTION
MEMORANDUM OF UNDERSTANDING**

PARTNER	TERM of MOU
AARP Senior Community Service Employment Program	May 8, 2002 - June 30, 2003
ABLE Industries	April 10, 2002 - June 30, 2003
College of the Sequoias	April 10, 2002 - June 30, 2003
Community Services and Employment Training	April 10, 2002 - June 30, 2003
Deaf and Hard of Hearing Service Center	April 26, 2002 - June 30, 2003
Porterville Adult School	May 8, 2002 - June 30, 2003
Porterville College	May 8, 2002 - June 30, 2003
Porterville Sheltered Workshop	April 10, 2002 - June 30, 2003
Proteus, Inc.	April 10, 2002 - June 30, 2003
State of California Department of Rehabilitation	April 10, 2002 - June 30, 2003
State of California Employment Development Department	June 12, 2002 - June 30, 2003
Synchrony of Visalia	February 1, 2002 - June 30, 2003
Tulare Adult School	April 10, 2002 - June 30, 2003
Tulare County Department of Child Support Services	May 8, 2002 - June 30, 2003
Tulare County Health & Human Services Agency	April 10, 2002 - June 30, 2003
Tulare County Office of Education	April 10, 2002 - June 30, 2003
Tule River Tribal Council	May 8, 2002 - June 30, 2003
Turning Point of Central California/REAP	May 8, 2002 - June 30, 2003
Visalia Adult School	April 10, 2002 - June 30, 2003

TRANSFER REQUEST FORM

1. LWIA Name Tulare County Workforce Investment Board, Inc. Transfer Request No. 1
2. Master Subgrant Number R380544
3. Program Year 2002/2003 Grant Codes 202 502
4. Direction of Transfer
- Adult to Dislocated Worker Dislocated Worker to Adult
5. Amount of Transfer 1,103,519
6. Reason for Transfer (Include effects on local services and proposed changes to the local plan.)

Tulare County has a high poverty rate and the transfer would allow us to serve more disadvantaged adults.

7. Date of LWIB Meeting to discuss transfer July 10, 2002
8. Name of LWIB Representative Joseph Daniel
9. Signature of LWIB Representative _____
10. Contact Person Kathy Johnson
11. Telephone Number 559-713-5200
12. Date of Request July 10, 2002