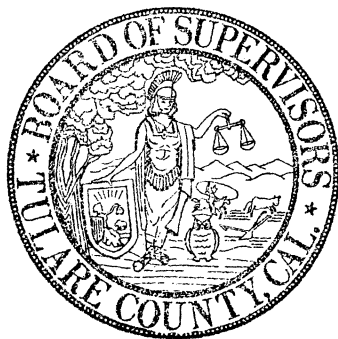


BEFORE THE BOARD OF SUPERVISORS COUNTY OF TULARE, STATE OF CALIFORNIA

IN THE MATTER OF APPROVAL OF)
THE WORKFORCE INVESTMENT BOARD) RESOLUTION NO. 2011-0601
OF TULARE COUNTY'S WORKFORCE)
INVESTMENT ACT LOCAL PLAN)
MODIFICATION PY 2011-2012)

UPON MOTION OF SUPERVISOR VANDER POEL, SECONDED BY
SUPERVISOR ISHIDA, THE FOLLOWING WAS ADOPTED BY THE BOARD OF
SUPERVISORS, AT AN OFFICIAL MEETING HELD AUGUST 9, 2011, BY THE
FOLLOWING VOTE:

AYES: SUPERVISORS ISHIDA, VANDER POEL, COX, WORTHLEY
AND ENNIS
NOES: NONE
ABSTAIN: NONE
ABSENT: NONE



ATTEST: JEAN ROUSSEAU
COUNTY ADMINISTRATIVE OFFICER
CLERK OF THE BOARD OF SUPERVISORS

BY:


Deputy Clerk

Approved and authorized the Chairman to sign nine (9) original plans on behalf of the County of Tulare to accept the Tulare County Workforce Investment Board, Inc.'s Workforce Investment Act Local Plan Modification (PY 2011-2012) for submission to the State of California.

WIB

DAY
8/10/11

**Workforce Investment Act
Local Plan Modification
Program Year 2011-12**

Local Workforce Investment Area (local area):

Name of Local Area: Workforce Investment Board of Tulare County

Submitted on: June 30, 2011

Contact Person: Adam Peck

Contact Person's Phone Number: 559 713 - 5200
AREA CODE PHONE NUMBER

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.

LOCAL PLAN MODIFICATION QUESTIONS

The Workforce Investment Act (WIA) gives states and Local Workforce Investment Areas (local areas) a unique opportunity to develop employment and training systems tailored specifically to state and local area needs. The local plan should represent a collaborative process among the Chief Elected Official (CEO) and the local system partners. This collaboration will create a shared understanding of the local area's workforce investment needs, a shared vision of how the local workforce investment system can be designed to meet those needs, and agreement on the key strategies to achieve this vision. Additionally, the local plan should reflect the current and future strategies of the local area. Please respond to each question by describing and assessing your local area's current and future strategies and identifying steps to implement and improve your service level or actions as appropriate.

1. Identify the workforce investment needs of businesses and job seekers in your local area. [WIA Section 118(b)(1)(a)]

Tulare County's unemployment rate is nearly double that of the Nation. Among the many challenges businesses face in the regional economy are skill gaps in our existing workforce which prevents businesses from filling vacant jobs. Businesses have identified to WIB staff numerous specific job openings, such as maintenance mechanics in the manufacturing and warehousing sectors, which have remained open on a long-term basis. Those polled say that a majority of applicants do not meet the position's minimum qualifications.

Both business executives who serve on various WIB advisory committees and those interviewed individually, indicate a general lack of soft skills, such as work ethics, among the existing workforce.

For customers, the main challenge is a lack of employment opportunities, particularly opportunities with livable wages. Labor market data forecasts indicate three of the 4 fastest-growing jobs in the next ten years are Ag workers, child care workers, and fast food workers, all jobs which pay an average of \$9 per hour.

Another challenge for customers is the continued reduction of training opportunities through the workforce investment system. Long-term funding has been continually reduced in the last decade, particularly impacting WIB customers seeking Adult program services. Though stimulus funding provided a needed financial impetus, it was temporary and only partially met the growing demand for adult service programs in the region.

A significant barrier for customers in the region has been the regulatory restrictions of WIBs available training funds. Adult service demand greatly exceeds available Adult program funding. Many otherwise WIA qualified job seekers don't meet the dislocated workers (DW) or long-term unemployed definitions.

2. What are the current and projected employment opportunities in your local area? [WIA Section 118(b)(1)(B) and California Unemployment Insurance Code (CUIC) Section 14221(a)]

In the health care sector, physicians and M.D. specialists are particularly in demand, and have proven difficult to successfully recruit when competing with other regions. Demand remains high for nursing vocations such as nurse practitioners and CNA's. CNA's have a high turnover rate and local wages only slightly above minimum wage. Health Care in demand occupations includes technician-specialists, such as surgical technicians and radiology technicians. Long-term labor market forecasts registered nurses, home health aides, and health support occupations will be in extended demand.

Based upon WIB Manufacturing Advisory Committee findings and manufacturing plant manager interviews, an immediate need exists for experienced maintenance mechanics, particularly those with electrical and electronics backgrounds. As manufacturers continue to trim their workforce, a greater need for cross-training exists. Manufacturer interviews surfaced a need for welders who can comprehend blueprints, perform assembly and fabricate sheet metal. Long-term forecasts confirm the ongoing need for maintenance mechanics, but also indicate an extended demand for various levels of food processing jobs.

The Green Jobs Advisory Committee and industry interviews have identified an immediate need for people educated in Biology or Chemistry equivalent to an associate's degree or above.

With San Joaquin Valley wages 25% less than the rest of California, the long-term demand for jobs indicates a growth skewed to jobs at the lower end of the pay scale. In California, Tulare County is in the bottom seven counties in lowest earned wage per capita. Three of the 4 fastest-growing occupations in the county pay below \$10 per hour – farm laborer, child care worker, and fast food worker, respectively. And the majority of the top 10 fastest-growing occupations pay below \$12 per hour. The only two high-paying jobs near the top of the fastest-growing jobs list are registered nurses and elementary/middle school teachers.

3. Describe any significant changes in your local area resulting from the current economic downturn and any differences in the way services are being delivered. [Title 20 Code of Federal Regulations (Title 20 CFR) Part 661.355]

The result continues to be fewer dollars and jobs. Tulare County relies heavily on property taxes and government transfer of funds. The devaluation of property has resulted in a drop in forecasted revenues at a time when the service structure is already stressed. With Federal and State monies diminishing, fewer of those dollars seen in the County results in those dollars left unspent, further fueling the downward spiral.

Housing growth is at a stand-still. Rental properties are much harder to find with the

number of foreclosures. As a result building trades are in a slump, with some slight increases in renovation and repair.

Tulare County is heavily dependent upon agriculture and, despite continued efforts to change, suffers from a severe lack of diversification. As fuel approaches \$5 per gallon, discretionary income decreases and decelerates recovery as it ripples through the economy. Sensitive to this change, the service and entertainment industries are in decline. Unemployment figures hover near 20 percent but the actual number of unemployed may be much greater as agriculture and government figures are not incorporated into the rate. Those out of work six months or more only add to the discrepancy.

The adoption of the Internet based Virtual One-Stop program has expanded customer access to any time and any place where the Internet is available. Partnering with the Tulare County Library system has added access points for customers. In return, customers can obtain library cards at any of the One-Stops.

4. How is your local area serving Unemployment Insurance customers? How is your local area supporting workers receiving benefits under the Trade Adjustment Assistance program? [WIA Section 121(b)(1)(B)(xii)]

The Workforce Investment Board of Tulare County offers Unemployment Insurance (UI) customers WIA and Wagner-Peyser services through, an integrated service delivery system called the Employment Connection. There are four Employment Connection One-Stop Centers: Visalia, Dinuba, Tulare, and Porterville. Access is also provided through a virtual One-Stop (VOS) available at the agency website www.employmentconnect.org. Whether virtual or a brick and mortar site, the Employment Connection is a bridge spanning the gap between job seekers and employers.

Gone are the isolated organizational service delivery silos. The Employment Connection offers UI customers access to WIA and Wagner-Peyser services immediately upon their first One-Stop Center visit. Trained and experienced professional staff offers one to one, same day career guidance. Together, they develop a MAP (My Action Plan). A MAP charts a course to guide UI Customers toward meeting their specific re-employment and training objectives. The goal: get the best successful job match before a customer's UI benefits are exhausted.

People who have lost their jobs as a result of increased imports, or jobs outsourced to foreign countries can obtain information on the Trade Adjustment Application. A local EDD Job Service Representative, part of the Employment Connection may assist in filing the application. Applicants may also download a petition form from the U.S. DOL, Employment and Training Administration website: www.doleta.gov/tradeact/petitions.cfm or apply online.

5. What programs and funding streams support service delivery through the One-Stop Career Center (One-Stop) system? If applicable, what are the anticipated changes

to those programs or funding streams? [WIA Section 121(b)(1)(B)]

With the ultimate goal of a fully integrated service delivery system, the Workforce Investment Board of Tulare County seeks to combine the various funding sources available through federal offerings that include but are not limited to: Carl Perkins Act, Welfare to Work, the Workforce Investment Act, Wagner-Peyser Act, Older Americans Act funds, Community Services Block Grant funds, Veterans Employment Training funds, and Low Income Home Energy Assistance funds (LIHEAP). These funds will be augmented by the solicitation of private foundations, grants, national program grants and fee for service activities.

Upon separating from the military today, Veterans are facing a distressed economy and high unemployment rates. Providing a pervasive and comprehensive service to veterans is a prime objective of the Workforce Investment Board of Tulare County. Eliminating redundancy the WIB is a catalyst for available resources, directly through grants and indirectly through partners. The WIB aggressively seeks additional means, and funding streams, to serve all customers, with priority given to veterans. The WIB is expecting a reduction in WIA Adult funds. ARRA monies will expire with the sunset of the American Recovery and Reinvestment Act of 2009.

6. Is each of the required WIA partners included in your One-Stop delivery system? If a required partner is not involved, explain the reason. [WIA Section 117(b)(2)(A)]

With the exception of Housing and Urban Development (HUD) training funds, all mandated partners are represented in the Employment Connection. For many years the WIB has attempted to partner with the local HUD agent unsuccessfully. That agent has a new director and the WIB discussions are underway to develop an MOU. Reciprocal referrals were, and are, still informally being made.

7. Describe how your local area's WIA funds are used to leverage other federal, state, local, and private resources. How do these coordinated resources lead to a more effective local system that expands the involvement of business, employers and individuals? [WIA Section 112(b)(10) and 121(c)(2)(A)(ii)]

Need in Tulare County has always outstripped available resources. To best address the need, the WIB's standard operating practice has long been to seek opportunities to leverage WIA funds with other funding sources. Some examples of leveraged funds: WIA funds are being leveraged against Southern California Edison funds, County general funds, city general funds, Office of Education and school district funds, TANF youth funding, and community initiatives funds to name a few. Leveraged funding for our adult population includes TANF, specialized grants in healthcare and green jobs, Pell Grants, Adult School and Tulare County Office of Education forms. We also have received in-kind donations from industry partners in both Manufacturing and Healthcare.

When allowable, WIA funds are used as matching funds for grant applications. In all cases, leveraging funding allows the WIB to maximize services without duplication, and expand service delivery to customers.

Economic challenge has encouraged organizations to strengthen existing partner bonds

and to seek new out partners. Leveraging resources is quickly becoming a necessity to sustain, and hopefully increase service. This has spurred new, creative approaches to providing services. Frequently, a higher level of cooperative coordination is required. These stronger bonds between organizations often gains additional funding opportunities.

8. Describe and assess how the services provided by each of the One-Stop partners are coordinated and made available in your local One-Stop system. [WIA Section 118(b)(2) and Section 121 (c)(2) and CUI Section 14221 (a) and (b)]

The principles of communication, cooperation and coordination are foundational to the Employment Connection Partnership as it strives for constant improvement. On-going training makes staff more knowledgeable of programs and resources available through the One-Stop System. Using the Employment Connection Virtual One-stop on-line system information, staff refers customers to a wide array of Partner resources such as LIHEAP, mortgage foreclosure prevention, Veteran services, farm-worker services and older workers services just to name a few.

In addition, Employment Connection Team members and Partners are cross-trained to identify customer needs through an initial evaluation (core service) and comprehensive assessment (intensive service) which are completed during one-to-one session with customers to assess customer needs, goals, and interests to develop an action plan that will lead customers to achieve their desired objective.

The Workforce Investment Board's Employment Connection facilities are open to all partners required by law, to other key partners designed by the State and to any organization involved or interested in workforce development and want to make their services available and accessible at a facility in accordance with written agreement with the WIB. One-Stop Partners services are coordinated by:

- Partner services linked into a single integrated system
- Eliminate duplication of information and services utilizing Employment Connect.org single case management system.
- Customer access to Partner services "No wrong door".
- Customer Choice to a wide array of information and resources to assist the customer in making choices.

9. Local boards are required to review and assess the eligibility of One-Stop operations annually. What criteria does your local board use to review One-Stop operator agreements in your local area? Include a copy of your local policy as an attachment to this document. [CUI Section 14206(d)]

The WIB monitors the one-stop operators annually through both formal fiscal and programmatic operational reviews. Issues identified are brought to the attention of appropriate WIB staff that ensures that corrective action is carried out. Follow up is

conducted to validate the corrective action.

10. Describe and assess how your local board ensures continuous improvement of eligible providers of services through the One-Stop system. How does your local board ensure that such providers meet the employment needs of local employers and participants? [WIA Section 118(b)(2)(A)]

The Workforce Investment Board of Tulare County (WIB) has developed a review process to ensure continuous improvement of One-Stop Operations. The WIB targets services to our designated industry clusters (agribusiness, logistics, healthcare, advanced manufacturing, renewable energy, and hospitality). In addition, the WIB's sectors of healthcare, advanced manufacturing and renewable energy have industry—driven committees that meet on a regular basis. The goal of the WIB is to be demand driven! The Employment Connection Council and sector committees provide us with a sounding board to ensure that the needs of Tulare County's businesses are at the forefront of the plan for resource utilization.

The WIB implemented the WorkKeys assessment for clients in our LWIA. WorkKeys was developed with national input of businesses, incorporating the skills the industries require for a successful employee. The WIB uses the "Big 3" assessments (Reading for Information, Applied Mathematics, and Locating Information). With these assessments, the WIB is ensuring that clients receiving training services through the One Stop System have the capacity to be successful in their training.

The WIB monitors the one-stop operators annually through formal reviews of both programmatic and fiscal aspects of the operations. Issues identified are brought to the attention of appropriate WIB staff that ensures that corrective action is carried out. Follow up is conducted to validate the corrective action's effects.

11. The State has been granted eight waivers through June 30, 2011, which directly affect how local areas may serve adults, dislocated workers, and incumbent workers. List each of the waivers your local area is currently using and describe how each waiver used has impacted the services provided to these customer groups. Indicate which waivers will be used in your local area in the future and how each will be utilized. [WIA Section 189(i)(4)(B) and WSD10-10]

Individual Training Accounts: Use of out of school funds to pay for ITAs for older, out of school youth - The WIB is using this waiver to expand occupational skills training services to older, out of school youth. With limited funds in the adult program this waiver has been very important in opening up ITA options for our youth. The waiver expires June 30, 2011. The Tulare WIB would like to request that the waiver be extended.

Eligibility of Training Providers: Suspends subsequent eligibility certification for training providers – The WIB uses this waiver to ease the management burden of tracking and reporting ETPL providers' performance. We would like to request that the waiver be extended for these purposes.

Common Measures: Allows the State to replace the 17 performance measures under WIA with the 6 DOL Common Measures – The WIB has used this waiver to report and track performance since it was first issued. The 17 regulatory measures were difficult to manage and track. They also separated youth into younger and older performance rather than the single set of measures for the youth and single set for adult and dislocated worker. Common measures simplify performance and still measure what counts. The Tulare WIB would like to request that the waiver be extended.

Use of Local Funds for Incumbent Worker Training Activities

We do not use this waiver in Tulare County.

Transfer of Adult and Dislocated Worker Formula Funds: Permits an increase of the funds transfer limitation. WIBs may transfer up to 50% of adult funds and up to 50% of dislocated worker funds between the adult and dislocated worker funding streams. The WIB has definitely used this waiver and finds it an important tool in managing program services and customer need. The WIB would like to continue the 50% funds transfer between adult and dislocated worker program. The Tulare WIB would like to request that the waiver be extended.

Increase in Employer Reimbursement for On-the-Job Training: Permits an increase in employer reimbursement for on-the-job training through a sliding scale based on the size of the business. Due to funding limitations, the WIB decided not to implement this waiver. Our current OJT employer reimbursement is up to 50%. This allows us to serve more clients than a 75-90% reimbursement would.

Use of Rapid Response Funds to Conduct Incumbent Worker Training Activities: WIBs may use up to 20% of Rapid Response funds to incumbent worker training as part of a lay-off aversion strategy. With current budget constraints we will not be allocating funds to customized training. The WIB's ETP project is where business services related to incumbent workers and customized training will be served.

12. How does your local area administer Individual Training Accounts (ITA)? [WIA Section 134(d)(4)(G)] Include any limitations you impose on ITAs established in your area. If your local board is providing training services that are made as exceptions to the ITA process, describe the process you used to procure and justify these exceptions. In addition, include your local board's policy addressing the amount and duration of ITAs based on market rate for local training programs. [CUIC Section 14206(h)]

Individual Training Account (ITA) is designed to provide services to customers who are in need of training that prepares them for employment in demand occupations in Tulare County. Customers may access training services through training providers who have met eligibility requirements set by California in order to be listed on the state-managed Eligible Training Provider List (ETPL).

Individual Training Accounts enhances occupational and educational skills, which

results in improved long-term employability, increased earning and self-sufficiency. Training programs for adults, dislocated workers and out-of-school youth emphasize enhancement participant skills to assist the participant in attaining self-sufficient employment. Targeting high demand, accessible occupations, will identify areas of self-sufficient employment.

Customers must have participated in, at a minimum, one (1) required WIA service prior to receiving training services. Participants in intensive services must have exhausted services offered under core before they are enrolled. Participants in training services must have been unable to obtain or retain employment through intensive or core services.

The ITA cap shall not exceed \$3,000 for any customer. All funding will be approved for each program year. The participant may be eligible for funding in program year increments; however, the ITA cap of \$3,000 may not be exceeded.

13. Sector strategies are state policies that promote regional partnerships of employers, educators, workforce developers, and other stakeholders that address the skills needs of critical industries in a region. The California Workforce Investment Board has adopted a sector strategies approach to assist local areas in developing their workforce solutions. Describe and assess your efforts to plan/implement sector strategies, develop regional partnerships, or target industries that are important in the local area or region. Describe what changes may be necessary to improve these regional strategies and partnerships. [CUIC Section 15001(a)(6)]

The WIB has taken several steps to define and develop a sector strategy approach for the county. As a member of the California Partnership for the San Joaquin Valley, the WIB adopted to focus upon five industry sectors, as have the other seven valley LWIAs. Emphasized sectors are: manufacturing; food processing, warehousing and logistics; health care; green jobs and agri-business. These sectors were selected because they provide family-sustaining level wages, career path opportunities and are prevalent in the valley.

The Partnership provided the vehicle for WIB's, schools, economic development corporations, and county departments to coalesce in concert toward the betterment of the regional community. WIB executives meet regularly as the Central California Workforce Collaborative to refine sector work and partner for mutual benefit.

Reflecting the Partnership's approach, the WIB established sector committees as advisors. Each committee is chaired by a WIB member from that particular industry. The committee chairs report activities, accomplishments and challenges to the WIB regularly. Committee members are from the private sector and are active in the sector they represent. Each of the sector committees is productive, proving the WIB's sector strategy bears fruit.

14. Describe how your local board utilizes the principles of sector strategies to identify employer needs and guide training efforts to meet those needs. [CUIC Section

15001(a)(6)]

In this area, WIB decisions rely on input from the Sector Advisory committees. Using committee information, the WIB has chosen to only spend training dollars within the five designated sectors. The Advisory Committees, comprised of private sector businesses within a sector, act as the voice for their respective industry. Collectively, the committees keep the WIB informed of training needs within their industry and regularly provide the most current training requirements.

The Committees also provide the WIB with an “industry window” continuing snapshots of new trends and changes, giving the Board both a current and anticipated understanding of training needs.

15. California’s Green Collar Jobs Act of 2008 was passed to address the State’s green economy and the increasing demand for a highly skilled and well-trained green collar workforce. How does your local area recognize opportunities to prepare workers for “green jobs” related to other sources of federal funding? [CUIC Section 15000]

In September, 2009, the WIB’s Green Jobs Advisory Committee was formed and convened to identify and address workforce development needs in the nascent green sector of the region. Initial objectives focused on development of an information clearinghouse for businesses and consumers, creation of a career ladder to outline potential career paths in the green sector, and their corresponding educational requirements, and mapping of different educational resources for green jobs.

The WIB partnered in 2010 with Kern Community College District and Porterville College to obtain funding from the High Growth Emerging Industries program to develop green training opportunities at Porterville College. The training will prepare students for potential careers in both solar and wind energy technologies.

More recently, the WIB has been collaborating with the local branch of the U.S. Green Building Council and the Tulare County Office of Education, as well as Southern California Edison, to consolidate resources at developing the green economy in the region, and reduce overlap of efforts.

16. What rapid response assistance is available to dislocated workers and employers? Who provides this assistance? [WIA Section 118(b)(4) and (5)]

Rapid Response assistance to dislocated workers and businesses is provided by the WIB Rapid Response Coordinator and the WIB Business Team. Tulare County takes a proactive approach to capturing dislocated workers by performing outreach rather than waiting for the affected employees to call us.

The Rapid Response coordinator meets with the business to determine number of

employees affected, date of lay off, and set a date(s) for Rapid Response Briefing(s). The Coordinator strives to schedule the Briefing on site and just prior to the layoff date.

Following meeting, the Coordinator sends an invitation to EDD Representative and to the One Stop Rapid Response Team member in the city the business is located to attend the Briefing

The Briefing consists of information regarding WIA services available to dislocated workers, information on how to open an Unemployment Insurance Claim presented by EDD, information regarding the One Stops and reassurance that a member of the One Stop Rapid Response Team will be calling them to set appointments etc. following the layoff. The entire Briefing is designed to “drive” the Dislocated Worker to the One Stops for the full array of services.

Following the Briefing, the Coordinator enters the names and contact information of those attending the Briefing on to a spreadsheet and forwards the sheet to the appropriate One Stop Rapid Response Team Member for follow up calls. Determination of which One Stop receives which list is made according to where the employee lives.

Following the termination date, the One Stop Rapid Response Team Member calls the Dislocated workers and sets appointments for them to come to the one stop. During the call, the Team Members attempts to enroll the Worker into the system on the phone so that the initial visit will progress more quickly.

Types of assistance include:

- a. Resume Workshops
- b. Interviewing Workshops
- c. Attendance at the
- d. Referral to agency for assistance with finances if necessary
- e. Referral to agency for assistance with meeting mortgage payments if necessary
- f. Information regarding COBRA
- g. Assistance regarding UI Claims-always provided by EDD staff
- h. Enrollment into WIA for possible OJT referral
- i. Enrollment into WIA for possible OST activities
- j. Post WIA enrollment, assignment to a Job Developer/Job Coach team for concentrated job search activities

The One Stop Rapid Response Team member(s) submits follow up reports to the Coordinator summarizing results of calls etc. on the first and fifteenth of every month.

17. Layoff aversion activities are a critical component of rapid response. Please describe the layoff aversion activities your local board provides to businesses. [WIA Section 118(b)(4) and (5)]

Layoff aversion activities in Tulare County include:

- Visitation to businesses within the WIB designated sectors by the WIB's Business Services Team. Utilizing an Interview format from ExecutivePulse, the

- Team Member is able to ascertain the relative health of the business. Interview results are entered into the database for tracking.
- Response to business request/need for training. The WIB is a Multi Employer Contract holder with Employment Training Panel and uses the funds for training within the manufacturing sector for incumbent workers. Usually these workers are not WIA eligible so we use the ETP money for their training.
 - The Business Team has built a loose network of referral partners for use when a business need is larger than training.
 - Introduce options such as EDD's Work Share that will sometimes allow the company to retain their employees on a much reduced work schedule

18. Describe your area's eligible youth population and needs in general. Describe the partnerships and collaborations that provide services to the youth in your local area. What youth activities are available in your local area? Identify successful providers of such activities. [WIA Section 118(b)(6) and CUI Section 14221(g)]

Tulare County has a very youthful population with the median age being 30 years. Approximately 20% of our total population is 18 through 24 years of age. Over 32% of those less than 18 years of age live below the Poverty Level. That number grows exponentially when including those 19-24 years of age. The unemployment rate in Tulare County is always high but the economic downturn has driven the rate above 18%. It is much higher for youth as they are now competing against adults for jobs that have traditionally been entry level jobs for youth. The rate of births to teenagers has slightly decreased in the last few years; however our county still remains significantly above the state average. High school dropout rates vary by districts but overall three out of every 10 young people in Tulare County were not on target to graduate with their class in 2010. This number is dramatically worse for African-American, Hispanic/Latino and Native Americans populations, with just over half graduating on time. Tulare County's dropout rate has been increasing since 2006 and now remains above the California dropout rate. Since 2007, the percentage of college-ready youth in our county (25.7%) has declined and remains less than California (33.9%). Gangs remain a problem in our county. The state has identified Tulare County as a High Intensity Gang Activity Area (communities with the highest concentration of gang activity).

This may paint a rather bleak view of Tulare County, particularly since there are seldom enough resources to meet the need. However, historically, organizations in our county collaborate to bring multiple resources and expertise to address the issues. The WIB and Youth Council facilitate linkages with multiple youth organizations to broaden the scope of our work. Examples of collaborations are: Cal WORKS, Teen Parenting, city recreation departments, Board of Supervisors, Office of Education (school to career), school districts (Academies and career pathways), community colleges, Probation, law enforcement, Tulare County Gang Prevention Taskforce, community based organizations, and private sector funded projects. CSET, Proteus and SEE Youth programs are the WIB-funded Service Providers implementing WIA youth programs in Tulare County.

The full range of WIA program elements is offered to eligible youth in Tulare County. They can be broadly categorized as: Academic services, Work Related services including summer programs and Other services (includes supportive services, leadership, mentoring, etc.).

19. Describe and assess your local area's delivery of services to people with disabilities. What partnerships and collaborations exist to provide services to this population? What training services and employment opportunities are available to this population in your local area? [WIA Section 112(b)(17)(A)(iv) and Section 409]

Tulare County Office of Education has a contract with the Social Security Administration under the Federal Ticket to Work Program. We partner with Ticket to Work who assists disabled customers in acquiring Supplemental SSI. Both TCOE and the State Department of Rehabilitation have staff available in both the Visalia and Porterville One-Stops.

The Ticket to Work program serves customers with disabilities receiving SSI or SSDI between the ages of 18-64. Services include: job readiness, career counseling, preparation of resumes, application assistance, interview practice and tips, job search assistance, long term retention and advocacy with Social Security Administration, resources and support as needed, and benefit planning regarding work incentives provided under the ticket program.

Additionally, these partners educate customers, other partners, businesses and the public on the One-Stop program and services with an emphasis on serving customers with disabilities. The One-Stop cafeteria of services includes education and linkages to community resources.

TCOE Ticket to Work is State empowered to certify those with disabilities. TCOE can authorize a WOTC Certified (Work Opportunity Tax Credit) certificate as an employer incentive to hire.

20. If your local area received funds to operate Project New Start to provide parolees support in seeking, securing and maintaining employment as they transition from prison to their home communities, describe and assess your service delivery and partnerships in serving this population group. Describe what changes in your local area may be necessary to improve the level of service. [WIA Section 134(d)(4)(G)(iv)(II, and IV) and Section 188(a)(5)]

The CA New Start program enabled the One Stop Operators of the four One Stop sites to provide parolees support in seeking, securing and retaining employment as they transition from prison to their home communities. A referral from the Parole Officer to the One Stop office often introduced the parolee to the single point of contact (SPOC) at each of the One Stops. Intensive employment assistance was provided to the parolee, including workshops, interviewing techniques, employment application skills, and basic computer skills for researching and applying on-line. Supportive services in the way of transportation allowance and interview clothing will be available on an as-

needed basis.

“Fresh Start” is the most recently-developed job seeking workshop that addresses the particular needs and barriers faced by parolees. In this highly-interactive workshop parolees practice responses to the tough questions, are introduced to jobs with felon-friendly employers, are encouraged to obtain high school diplomas or GED (if appropriate), and are encouraged to remain active in their job search. Partner support in bonding through Employment Development Department, WOTC credits, Department of Rehabilitation or Ticket to Work referrals, Department of Child Support Services for DMV holds, vouchers for reduced fees in obtaining CA ID cards, Homeless Prevention Programs, and Energy Assistance referrals are all part of the expansive support available to our clients.

Changes that would be valuable for the parolee clients are special funding for OJT or work experience contracts and definitely supportive service funding for transportation allowance, interview and/or employment special clothing needs.

21. Local areas must incorporate priority of service for veterans and eligible spouses in accordance with the provisions of Training and Employment Notice 15-10 (11/10/10). 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 local area is using to achieve these goals. [WIA Section 112(b)(17)(B), WIA Section 121(b)(1)(B)(1)]

WIB Directive 05-04 sets the priorities for the Workforce Investment Board of Tulare County. As provided in WIA Section 134 (d) (4) (E), WIB has limited funds and has set priorities accordingly. The WIB has adopted an integrated service model. Those veterans who enroll in the Virtual One Stop at the tularewib.org website or at any of the four Employment Connection One-Stops can self identify as veterans. Veterans and qualifying spouses once identified receive targeted services within the One-Stop. As program mandates are met, veterans and qualified spouses are the prime priority to be served. Verification of the process is included in the regular monitoring process.

22. What role do Veterans Workforce Specialists and Veteran Employment Service Specialists have in the local One-Stop system? How do you ensure adherence to the legislative requirements for veterans' staff? [Title 38 United States Code Part III, Chapter 41 and Title 20 CFR Part 1001.120]

In order to provide quality, priority services, the WIB partners with EDD, the local Veteran's Service Office and other related, veteran oriented organizations. When identified as veterans or qualified spouses within the One-Stop, they are introduced to staff that are knowledgeable of local resources and specialize in veteran services. The Veteran Employment Service Specialist offers an orientation of the One-Stop System services and benefits. During this interview an assessment of needs is made and linkages offered to organizations best suited to meet those needs. The client then can choose from the various services.

Job orders are made available first to veterans and then after 24 hours to the general

population. Once basic program requirements are met as provided in the CFR 100.102, the order of precedence is:

- (1) Special disabled veterans;
- (2) Veterans of the Vietnam era;
- (3) Disabled veterans other than special disabled veterans;
- (4) All other veterans and eligible persons; and
- (5) Nonveterans.

If needs go beyond services offered under WIA, clients are referred to the Veterans Service Office and veteran organizations within the county. These additional contributions vary from cash aid to purchase of tools. Health care, Mental Health care, food and shelter options are also provided.

23. Describe and assess how you provide Wagner-Peyser Act services to the agricultural community. Specifically, how do you provide outreach, assessment and other services to migrant and seasonal farm workers, and services to employers? How do you provide appropriate services to this population in the One-Stop system? [Title 20 CFR 662.200(b)(1)(vi)]

Services for the migrant and seasonal farm worker population are woven into the WIB's One-Stop Employment Connection integrated service delivery system and Partnerships. The WIB's MOUs encompass local community based organizations that specialize in serving the agricultural community. In particular, we partner with Proteus Inc., the Department of Labor's 167 program contractor for Kings, Kern, Fresno and Tulare Counties. Proteus has served this segment of our community for decades and as such is an invaluable partner. EDD's migrant seasonal farm worker program representative goes out into the field to reach out to employers and farm-worker population. Local community based organizations that specialize in serving farmer worker at the One-Stop offer services such as: Spanish Computer Tutor (an introduction to computers), Vocational English as a Second Language (VESL), GED preparation in Spanish, vocational training in green jobs, warehousing and logistics.

Employment Connection customers are greeted as they enter the One-Stop. With a largely Hispanic representation within local farm-workers, Spanish speaking staff is available to serve them in their primary language. As greeted, customers are given an overview of Wagner-Peyser and WIA services. Then, they are offered a one-to-one session to register for WIA services that includes same day Career Coaching (Objective Assessment) and creation of a MAP (My Action Plan) A MAP is a personalized guide for resources and services to meet a customer's employment objectives.

24. Local areas may decide locally, based on their prior years' experiences that they will need to change their strategies in order to meet their performance goals. Discuss any strategic changes in your local area to meet performance goals. [Title 20 CFR Part 661.355]

The WIB's Program Committee is responsible for ensuring that performance is achieved. The task of the Program Committee includes:

- A system review to ensure the goals of streamlining services empowering individuals, and universal access.
- Increased accountability.
- Improved youth programs with greater linkage to community youth programs.

WIB staff meets monthly with the One Stop Operators to review and evaluate adult performance and expenditures. The Employment Connection Council monitors customer evaluation surveys on a quarterly basis.

WIB staff reviews and evaluates youth performance (expenditures and outcomes) on a monthly basis and provides on-going dialogue and technical assistance with Service Providers. Performance outcomes are evaluated against state negotiated performance standards at least quarterly and more often if needed.

Increased experience with electronic case management makes available detailed monitoring of WIB programs. This allows early identification and interdiction of system errors to minimize negative performance outcome impact.

25. Discuss any applicable changes to the local board structure (do not include changes to specific individuals on the board). Please attach a copy of your local bylaws that reflect these changes. [Title 20 CFR Part 661.355 and CUIC Section 14202]

Not applicable as there have been no board changes.

MEMORANDUM OF UNDERSTANDING

The WIA requires that a Memorandum of Understanding (MOU) between the local board and each of the One-Stop partners concerning the operation of the One-Stop delivery system be executed. A copy of each MOU must be included with the plan modification. [WIA Section 118(b) (2) (B)]

The MOU may be developed as a single umbrella document, or as singular agreements between the partners and the board. The MOUs should present in specific terms, member contributions and the mutual methodologies used in overseeing the operations of the One-Stop career center system.

The MOU must describe: [WIA Section 121(c) (1) and (2) and CUIIC Section 14230(d)]

- What services will be provided through the One-Stop system.
- How the costs of services and operating costs will be funded, including cost-sharing strategies. Please include any Resource Sharing Agreements.
- What methods will be used for referral of individuals between the One-Stop operator and partners?
- How long the MOU will be in effect.
- What procedures have been developed for amending the MOU?
- Other provisions consistent or as deemed necessary by the local board.
- The local board's policy for identifying individuals who, because of their skills or experience, should be referred immediately to training services.

ASSURANCES

- A. The Local Workforce Investment Board assures that it will comply with the uniform administrative requirements referred to in WIA Section 184(a) (3).
- B. The Local Workforce Investment Board assures that no funds received under the Workforce Investment Act will be used to assist, promote, or deter union organizing. [WIA Section 181(b)(7)]
- C. The Local Workforce Investment Board assures that the board will comply with the nondiscrimination provisions of WIA Section 188.
- D. The Local Workforce Investment Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIA Section 188.

- E. The Local Workforce Investment Board assures that there will be compliance with grant procedures of WIA Section 189(c).
- F. The Local Workforce Investment Board assures that funds will be spent in accordance with the Workforce Investment Act, written Department of Labor guidance, and other applicable Federal and State laws and regulations.
- G. The Local Workforce Investment Board assures that veteran workforce investment programs funded under WIA, Section 168 will be carried out in accordance with that Section.
- H. The Local Workforce Investment Board assures it will comply with future State Workforce Investment Board policies and guidelines, legislative mandates, or other special provisions as may be required under Federal law or policy, including the Workforce Investment Act or State legislation.
- I. The Local Workforce Investment Board assures that when allocated adult funds for employment and training activities are limited, priority shall be given to veterans, recipients of public assistance and other low-income individuals for intensive and training services. [WIA Section 134(d)(4)(E), 118(b)(4), and CUI Section 14230(a)(6)]
- J. The Local Workforce Investment Board certifies that its One-Stop Centers will recognize and comply with applicable labor agreements affecting represented employees located in the Centers. This shall include the right to access by State labor organization representatives pursuant to the Ralph Dills Act. [Chapter 10.3 (commencing with Section 3512) of Division 4, of Title 1 of the Government Code, and CUI Section 14233]
- K. The Local Workforce Investment Board assures that State employees who are located at the One-Stop Centers shall remain under the supervision of their employing department for the purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State employees performing services at One-Stop Centers shall retain existing civil service and collective bargaining protections on matters relating to employment, including but not limited to: hiring, promotion, discipline, and grievance procedures.
- L. The Local Workforce Investment Board assures that when work-related issues arise at One-Stop Centers between State employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employee's civil service supervisor. The One-Stop Career Center operators and partners shall cooperate in the investigation of the following matters: discrimination under the California Fair Employment and Housing Act [Part 2.8 (commencing with Section 12900) of Division 3, of Title 2 of the Government Code], threats and/or violence concerning State employees, and State employee misconduct.
- M. One-Stop Operator is responsible for administering One-Stop Center services in accord with roles to be determined by the Local Workforce Investment Board. The

Local Workforce Investment Board assures that it will select the One-Stop Operator with the agreement of the CEO, through one of three means:

1. Through a consortium of at least three or more required One-Stop partners; or
2. Through competitive process such as a Request for Proposal; or
3. It may serve as the One-Stop Operator directly but only with the consent of the Chief Elected Official and the Governor.

The only time these selection procedures are not required is in the following circumstances inclusive: the One-Stop delivery system, of which the operator is a part, existed before August 7, 1998; the existing One-Stop system includes all of the required One-Stop partners; and an MOU has been executed which is consistent with the requirements of the Act. [WIA Section 121(d) (2) (A), and Title 20 CFR Part 662.410]

PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

This Local Plan 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 Local Plan is submitted for the period of July 1, 2011 through June 30, 2012 in accordance with the provisions of the WIA.

Local Workforce Investment Board Chair

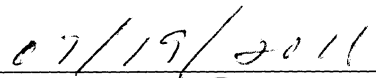


Signature

William De Lain
Name

WIB Chair

Title



Date

Chief Elected Official

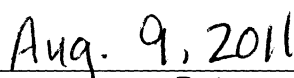


Signature

Mike Ennis
Name

Chair, Tulare County Board of
Supervisors

Title



Date

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2011-12	Local Area	TUL
<input type="checkbox"/> Modification # _____	Date:	07/01/11

TITLE IB BUDGET PLAN SUMMARY¹ (Adult or Dislocated Worker)
WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2011, beginning 07/01/11 through 06/30/12

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

FUNDING IDENTIFICATION	K178XXX Subgrant	K282XXX Subgrant
1. Year of Appropriation	2010	2011
2. Formula Allocation	2,589,796	2,090,056
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus	1,228,038	1,063,422
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	3,817,834	3,153,478
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)	3,436,051	2,838,130
A. Core Self Services	190,892	157,674
B. Core Registered Services	190,892	157,674
C. Intensive Services	2,748,840	2,207,434
D. Training Services	305,427	315,348
E. Other		
7. Administration (Line 5 minus 6)	381,783	315,348
8. TOTAL (Line 6 plus 7)	3,817,834	3,153,478
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2010 and July 1, 2011 respectively)		
9. September 2010	954,459	
10. December 2010	1,908,917	
11. March 2011	2,863,376	
12. June 2011	3,817,834	
13. September 2011	3,817,834	748,951
14. December 2011	3,817,834	1,497,902
15. March 2012	3,817,834	2,246,853
16. June 2012	3,817,834	2,995,804
17. September 2012		3,153,478
18. December 2012		3,153,478
19. March 2013		3,153,478
20. June 2013		3,153,478
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Natalie Hanes, Deputy Director - Administration	559-713-5215	5/31/2011
Contact Person, Title	Telephone Number	Date Prepared

Comments:

¹ Refer to 20 CFR Part 667.160 and WIA Directive WIAD01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2011-12	Local Area <u>TUL</u>
<input type="checkbox"/> Modification # _____	Date: <u>07/01/11</u>

TITLE IB BUDGET PLAN SUMMARY¹ (Adult or Dislocated Worker)

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

PROGRAM TYPE for PY 2011, beginning 07/01/11 through 06/30/12

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

FUNDING IDENTIFICATION	K178XXX Subgrant	K282XXX Subgrant
1. Year of Appropriation	2010	2011
2. Formula Allocation	2,456,076	2,126,843
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus	(1,228,038)	(1,063,422)
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	1,228,038	1,063,422
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)	1,105,234	957,079
A. Core Self Services	61,402	53,171
B. Core Registered Services	61,402	53,171
C. Intensive Services	884,187	744,395
D. Training Services	98,243	106,342
E. Other		
7. Administration (Line 5 minus 6)	122,804	106,342
8. TOTAL (Line 6 plus 7)	1,228,038	1,063,422
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2010 and July 1, 2011 respectively)		
9. September 2010	307,010	
10. December 2010	614,019	
11. March 2011	921,029	
12. June 2011	1,228,038	
13. September 2011	1,228,038	252,563
14. December 2011	1,228,038	505,125
15. March 2012	1,228,038	757,688
16. June 2012	1,228,038	1,010,250
17. September 2012		1,063,422
18. December 2012		1,063,422
19. March 2013		1,063,422
20. June 2013		1,063,422
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Natalie Hanes, Deputy Director - Administration 559-713-5215 5/31/2011
Contact Person, Title Telephone Number Date Prepared

Comments:

¹ Refer to 20 CFR Part 667.160 and WIA Directive WIAD01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2011-12	Local Area: <u>TUL</u>
<input type="checkbox"/> Modification # _____	Date: <u>04/01/11</u>

TITLE IB BUDGET PLAN SUMMARY¹ (Youth)
WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2011, beginning 04/01/11 through 06/30/12

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

FUNDING IDENTIFICATION	K178XXX Subgrant	K282XXX Subgrant
1. Year of Appropriation	2010	2011
2. Formula Allocation	2,776,150	
3. Allocation Adjustment - Plus or Minus		
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	2,776,150	
TOTAL ALLOCATION COST CATEGORY PLAN		
5. Program Services (sum of Lines 5A and 5B)	2,498,535	
A. In School	1,748,975	
B. Out-of-School (30%)	749,561	
6. Administration (Line 4 minus 5)	277,615	
7. TOTAL (Line 5 plus 6)	2,776,150	
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2010 and April 1, 2011 respectively)		
8. June 2010	-	
9. September 2010	529,042	
10. December 2010	1,058,085	
11. March 2011	1,587,127	
12. June 2011	2,116,169	
13. September 2011	2,776,150	619,788
14. December 2011	2,776,150	1,239,575
15. March 2012	2,776,150	1,859,363
16. June 2012	2,776,150	2,479,150
17. September 2012		2,479,150
18. December 2012		2,479,150
19. March 2013		2,479,150
20. June 2013		2,479,150
COST COMPLIANCE PLAN		
21. % for Administration Expenditures (Line 6/Line 4)	10%	

Natalie Hanes, Deputy Director - Admin	559-713-5215	5/31/2011
Contact Person, Title	Telephone Number	Date Prepared

Comments: _____

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2011-12	Local Area: <u>Tulare</u>
<input type="checkbox"/> Modification # _____	Date: <u>07/01/11</u>

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 2010 (07/01/11 through 06/30/12)	ADULT	DW	YOUTH
1. Registered Participants Carried in from PY 2010	186	86	826
2. New Registered Participants for PY 2011	3,944	3,675	556
3. Total Registered Participants for PY 2011 (Line 1 plus 2)	4,130	3,761	1,382
4. Exiters for PY 2011	3,304	3,009	1,037
5. Registered Participants Carried Out to PY 2012 (Line 3 minus 4)	826	752	345

PROGRAM SERVICES			
6. Core Self Services	11,082	9,828	
7. Core Registered Services	3,944	3,675	
8. Intensive Services	3,944	3,675	
9. Training Services	225	225	

YOUTH MEASURES			
10. Attainment of a Literacy and/or Numeracy Gain			114
11. Attainment of a High School Diploma, GED, or Certificate			684

EXIT STATUS			
12. Entered Employment	1,992	2,148	404
12A. Training-related	191	191	323
13. Remained with Layoff Employer		97	
14. Entered Military Service			10
15. Entered Advanced Training			70
16. Entered Postsecondary Education			63
17. Entered Apprenticeship Program			
18. Returned to Secondary School			26
19. Exited for Other Reasons	1,312	861	114

Contact Person, Title _____ Telephone Number _____ Date Prepared _____

Comments: _____

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

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. New Registered Participants for PY 2009		1,873
3. Total Registered Participants for PY 2009 (Line 1 plus 2)		1,873
4. Exiters for PY 2009		1,280
5. Registered Participants Carried Out to PY 2010 (Line 3 minus 4)		593

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		
11. Attainment of a High School Diploma, GED, or Certificate		
12. Attainment of a Work Readiness Skill		1,780

EXIT STATUS		
13. Entered Employment		16
13A. Training-related		4
14. Remained with Layoff Employer		
15. Entered Military Service		
16. Entered Advanced Training		3
17. Entered Postsecondary Education		18
18. Entered Apprenticeship Program		
19. Returned to Secondary School		12
20. Exited for Other Reasons		1,264

David McMunn, Deputy Director of Operations	559.713.5216	1/13/10
Contact Person, Title	Telephone Number	Date Prepared

Comments:

We did not implement a year-round ARRA youth program. Funding allocation was expended in the summer program. All youth were completed out of the summer program by 9/30/09, however 593 youth were co-enrolled in WIA formula and will be exited from grant 301.

<input checked="" type="checkbox"/>	WIA Local Plan Modification PY 2011–12	Local Area: <u>TUL</u>
<input type="checkbox"/>	Modification # _____	Date: <u>07/01/2011</u>

WORKFORCE INVESTMENT ACT TITLE IB

STATE NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(b) ²	PY 2009-10	PY 2010-11	PY 2011-12
Adults			
Entered Employment Rate	56%	56%	TBD
Employment Retention Rate	81%	81%	TBD
Average Earnings	\$13,000	\$13,000	TBD
Dislocated Workers			
Entered Employment Rate	68%	70%	TBD
Employment Retention Rate	83%	83%	TBD
Average Earnings	\$15,900	\$15,900	TBD
Youth (ages 14-21)			
Placement in Employment or Education	69%	65%	TBD
Attainment of a Degree or Certificate	65%	61%	TBD
Literacy and Numeracy Gains	40%	40%	TBD

LOCAL NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c) ²	PY 2009-10	PY 2010-11	PY 2011-12
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 14-21)			
Placement in Employment or Education	69%	65%	TBD
Attainment of a Degree or Certificate	65%	61%	TBD
Literacy and Numeracy Gains	40%	40%	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 WSD08-6 and WSD10-11.

² 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 Year (PY) 2007-08 and was extended for PYs 2008-09, 2009-10, and 2010-11.

STATE OF CALIFORNIA
LOCAL AREA GRANT RECIPIENT LISTING
 [WIA Sections 117(d)(3)(B)(i) and 118(b)(8)]

Workforce Investment Board of Tulare County
 (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)	County of Tulare	Mike Ennis Chair	2800 W. Burrel Ave., Visalia, CA 93291	559-636-5000 559-733-6898 jforbes@co.tulare.ca.us
Fiscal Agent	Workforce Investment Board of Tulare County	Natalie Hanes, Deputy Director, Administration	309 W. Main St., Ste 120, Visalia, CA 93291	559-713-5200 559-713-5263 nhanes@tularewib.org
Local Area Administrator	Workforce Investment Board of Tulare County	Adam Peck, Executive Director	309 W. Main St., Ste 120, Visalia, CA 93291	559-713-5200 559-713-5263 apeck@tularewib.org
Local Area Administrator Alternate	Workforce Investment Board of Tulare County	David McMunn, Deputy Director, Operations	309 W. Main St., Ste 120, Visalia, CA 93291	559-713-5200 559-713-5263 dmcmmunn@tularewib.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.

