



SUMMARY REPORT

Agenda Date: 3/21/2023

To: Board of Supervisors

Department or Agency Name(s): Human Services

Staff Name and Phone Number: Katie Greaves 565-8501, Michelle Revecho 565-5557

Vote Requirement: Majority

Supervisorial District(s): Countywide

Title:

Workforce Innovation and Opportunity Act Local Workforce Plan Two-Year Update

Recommended Action:

Approve the two-year update to the 2021-2024 Workforce Innovation and Opportunity Act Local Workforce Plan for Sonoma County.

Executive Summary:

The Workforce Innovation and Opportunity Act (WIOA) requires our Workforce Investment Board (WIB) to develop a local workforce plan every four years. The 2021-2024 Local Workforce Plan was approved by the Board of Supervisors on May 25, 2021.

The update to the current plan focuses on how to improve services for job seekers and businesses in Sonoma County, specifically addressing how the WIB, Sonoma County Job Link and local partners can strengthen workforce supports for our community and collaboratively work towards recovery for our local workforce post-COVID.

Discussion:

WIOA's overall purpose is to improve the local workforce system, and the WIB is the mechanism by which this effort is accomplished. The WIB works throughout the community to align employment and training programs and services with education and businesses. Through Job Link, the local America's Job Center of California, the WIB assists local job seekers with access to employment opportunities, education, training, and supportive services using WIOA funding so that they can access high quality jobs and advance along career pathways. Job Link also provides services to businesses in the form of labor market information, subsidies for on-the-job training and referrals to qualified job seekers.

WIOA requires each state to develop a single, unified plan for creating a comprehensive, strategic, and streamlined workforce system. In 2020, the California Workforce Development Board (CWDB) created their WIOA plan for California. The state plan identified regions and local areas and required each region and local area to develop a plan using the guidance established in the plan. The North Bay Region includes Sonoma, Lake, Mendocino, Marin, Napa and Solano Counties.

In the two-year update to the 2021-2024 Local Workforce Plan, the WIB developed strategic activities to support the principles defined by WIOA and CWDB. These principles include:

- Supporting an industry-driven workforce system using the High Road Training Partnerships framework that was established by the California Workforce Development Board (CWDB) and the Labor & Workforce Development Agency (LWDA). It includes job quality, worker voice, equity, and environmental sustainability. Example: Job Link is partnering with Santa Rosa Junior College to create and sustain a new apprenticeship for child development teachers working in the early childhood development fields.
- Fostering demand-driven skills attainment by aligning training curricula and programming to meet the needs of local industry. Example: Job Link is partnering with the Adult Education Consortium, Senior Advocacy Services and Ombudsman programs, and several skilled nursing facility employers to establish a new certified nursing assistant program.
- Enabling upward mobility for all Sonoma County residents, including members of the community with barriers to employment, historically excluded from economic opportunities. Making workforce and education programs accessible ensures that residents have marketable skills and a level of education that will lead to economic security. Example: Job Link prioritizes individuals involved in the justice system, individuals who are unhoused, individuals with very little income and individuals with disabilities or language access needs for its more intensive services. Job Link provides services at the Day Reporting Center, Family Justice Center, and through its Homeless Employment Program which is itself a collaboration of over 10 organizations.
- Aligning, coordinating, and integrating programs and services to provide support to job seekers based on their needs. Example: Job Link has a steering committee that meets monthly to discuss multi-agency service coordination, co-enrollment, and making services seamless and easy to access. The steering committee has representation from eleven organizations endeavoring to make sure that the system serves the public's needs.

The two-year update to the 2021-2024 Local Workforce Plan was developed collaboratively with partners and stakeholders including industry leaders and business organizations, economic development agencies, local schools and colleges including Career Technical Education Foundation, adult education providers, Department of Rehabilitation, the Human Services Department, local CBOs, groups with experience representing and serving individuals with barriers to employment, and the community as a whole.

Eight stakeholder input sessions were held in January and February 2023. The WIB used multiple processes to elicit participation in planning efforts and the public comment process. Input was solicited at the local stakeholder engagement feedback sessions for WIOA, SonomaWORKS, CalFresh, TANF, the Department of Child Support Services, the bi-monthly WIB meeting, the Job Link Steering Committee, WIOA youth provider agencies and the local stakeholder engagement feedback session for Individuals with disabilities, veterans and justice involved populations.

In an effort to seek additional community input, the draft Local Plan was posted to the WIB website (<https://joblinksonoma.org/reports/>) and notifications were sent to regional Workforce Development Boards, workforce partners, education, labor, business, community-based organizations and other stakeholders. The Local Plan was open for a 30-day comment period from February 16 - March 17, 2023. The two-year update to the plan incorporated the input received at the meetings and during the comment period and is reflected in the updated strategies.

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Strategic Plan:

N/A

Prior Board Actions:

May 25, 2021: Approved the WIOA 2021-2024 Regional and Local Workforce Plan

May 14, 2019: Approved the WIOA 2017-2020 Regional and Local Workforce Plan Two Year Update.

March 17, 2017: Approved the Sonoma County Workforce Investment Act (WIA) Local Strategic Workforce Plan for Program Years 2017-2020.

March 17, 2015: Received a report on the WIOA of 2014 and signed the application for Sonoma County's designation as a Local Workforce Development area.

July 30, 2013: Approved the WIA Local Strategic Workforce Plan for Program Years 2013-2017.

FISCAL SUMMARY

Expenditures	FY 22-23 Adopted	FY 23-24 Projected	FY 24-25 Projected
Budgeted Expenses	0	0	0
Additional Appropriation Requested			
Total Expenditures	0	0	0
Funding Sources			
General Fund/WA GF			
State/Federal			
Fees/Other			
Use of Fund Balance			
Contingencies			
Total Sources	0	0	0

Narrative Explanation of Fiscal Impacts:

N/A

Staffing Impacts:			
Position Title (Payroll Classification)	Monthly Salary Range (A-I Step)	Additions (Number)	Deletions (Number)

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Narrative Explanation of Staffing Impacts (If Required):

N/A

Attachments:

Sonoma County Workforce Investment Board Local Workforce Development Plan Two-Year Update
2021-2024

Related Items “On File” with the Clerk of the Board:

N/A