



Workforce Development Board of Madera County 2019 Biennial Modification to the 2017-2021 Local Plan

**WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
2019 BIENNIAL MODIFICATION TO 2017-2021 LOCAL PLAN**

TABLE OF CONTENTS

PRINCIPAL NARRATIVE		Page
I.	Collaboration with the CalFresh Employment and Training Program and Strengthened Partnership with Madera County Department of Social Services	4
A.	Braiding Resources and Coordinating Service Delivery for People Receiving CalFresh to Participate in Workforce Services, Sector Pathway Programs, Supportive Services and Retention Efforts	4
B.	Workforce System Collaboration with Community Organizations Serving Specific CalFresh Populations	4
C.	Workforce Services Available to People Receiving CalFresh That Are Funded by Local/Regional Partners.	5
D.	Coordination among Partners to Provide Supportive Services to this Population and Facilitate Program Completion	5
E.	Strategies to Retain Participants in Regional Sector Pathway Programs and Employment	5
F.	Braiding Resources and Coordinating Service Delivery for People Receiving CalFresh to Participate in Workforce Services, Sector Pathway Programs, Supportive Services and Retention Efforts	5
II.	Partnership with Madera County Child Support Services	5
A.	Existing Workforce and Education Program Partnerships	6
1.	Partners' Collaboration to Provide Supportive Services to Enhance Job Retention	6
2.	Comprehensive Services to Facilitate Labor Market Success and Career Advancement	6
3.	Impact of WIOA Eligibility Criteria on Serving the Target Population	6
4.	Other Obstacles to Serving the Child Support Program Population	7
5.	Strategies to Motivate and Support Participation	7
6.	Opportunities for and Obstacles to Local Partnerships	7
B.	Plans for Building Successful Partnerships or Scaling up Existing Successful Partnerships	7
1.	Strategies to Support Participant Retention in Training Programs	7
2.	Existing, New, and Prospective Workforce and Training Partnerships	7
3.	Braiding Resources and Coordinating Service Delivery	8
4.	Coordination with Community-Based Organizations to Serve the Target Population	8
5.	Referral Processes and Systems	8
C.	Working with Madera County Child Support Services to identify incentives to increase the success of NCPs' sustained participation in local workforce programs	8
III.	Partnerships and Engagement to Support Greater Opportunities for Competitive Integrated Employment	8
A.	AJCC Staff Knowledge and Training Needs about Serving Individuals with Intellectual or Developmental Disabilities and about Programs and Resources Available for the Target Population	9
B.	Planned Coordination with DOR Point of Contact Regarding Services and Resources for the Target Population Who Are Vocational Rehabilitation Consumers	9
C.	DOR Collaboration in Outreach to Employers and Partners to Support Opportunities for Individuals with Intellectual or Developmental Disabilities to Achieve Competitive Integrated Employment	9

IV.	Collaborative Strategies to Strengthen Services for English Language Learners, Foreign Born Individuals and Refugees	9
A.	Sharing Resources and Coordinating Services for the Target Population	10
B.	Increasing Access to Sector Pathway Programs	10
C.	Ensuring the Availability of Support Services	10
D.	Promoting Retention in Training, on the Job and in Career Path Progression	11
E.	Coordination and Alignment with Other Plans and Planning Partners	11
F.	Coordination with the National Farmworker Jobs Program	12
G.	Recognizing and Replicating Best Practices	12
V.	Other Modifications to Madera County WDB 2017-2021 Local Plan	12
A.	Progress on Local Plan Goals	12
B.	Local Workforce System Priorities	13
SUPPLEMENTAL NARRATIVE		Page
Attachment A: Stakeholder and Community Outreach and Involvement in the Two-Year Review of the Local Plan		14
1.	Overall Strategy for Community Outreach and Stakeholder Engagement to Support Modification of the Local Plan	14
A.	Approach to Conducting Population/Partnership-Specific Input Sessions	14
B.	Use of an Experienced Facilitator to Guide and Support Discussion	15
C.	Capturing Community and Stakeholder Input	15
D.	Harnessing Intelligence from On-Going Stakeholder Engagement	15
E.	Strengthening Communities of Support around Key Populations and Partnerships	16
2.	Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Madera County WDB's New Partnership with CalFresh	16
A.	Outreach Activities	17
B.	Efforts to Engage Required CalFresh Partners	17
C.	Communication with the State Board regarding CalFresh Forum	17
D.	Documentation of Efforts	17
3.	Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Madera County WDB's New Partnership with Madera County Child Support Services	17
A.	Outreach Activities	18
B.	Efforts to Engage Required Child Support/Non-Custodial Parent Partners	18
C.	Communication with the State Board regarding Child Support/Non-Custodial Parent Forum	18
D.	Documentation of Efforts	18
4.	Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Madera County WDB's New and Enhanced Partnership with Competitive Integrated Employment Initiative Partners	18
A.	Outreach Activities	19
B.	Efforts to Engage Competitive Integrated Employment Partners and Key Stakeholders	19
C.	Communication with the State Board regarding Competitive Integrated Employment Forum	19
D.	Documentation of Efforts	19
5.	Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Madera County WDB's New and Enhanced Partnership with Organizations Serving English Language Learners, Foreign Born Individuals and Refugees	20
A.	Outreach Activities	20
B.	Efforts to Engage Partners and Key Stakeholders in Improving Services to English Language Learners, Foreign Born Individuals and Refugees	20

	C.	Communication with the State Board regarding Forum on English Language Learners, Foreign Born Individuals and Refugees	20
	D.	Documentation of Efforts	21
6.		Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Madera County WDB's Overall Approach to Workforce Programming and Planning through a General Community Forum	21
	A.	Outreach Activities	21
	B.	Efforts to Engage Partners and Key Stakeholders in Providing Input on General Workforce System Planning	22
	C.	Communication with the State Board regarding General Community Forum on Workforce System Planning	22
	D.	Documentation of Efforts	22
7.		Publication of Draft for Public Comment	22
	A.	Notice on the Availability of the Draft Plan for Public Review and Comment	22
	B.	Opportunities and Mechanisms for Public Comment	23
	C.	Results of Invitation for Public Comment	23
	D.	Documentation of Efforts	23
		Attachment B: CalFresh Participants – Background and Assessment of Need	24
1.		Overview of the Size and Characteristics of the Total CalFresh Recipient Population	24
2.		Overview of the Size and Characteristics of CalFresh E&T Participants	24
3.		Types of Workforce Services Needed by the Target Population	25
4.		Employment Barriers Experienced by the Target Population and Resources Available to Address Barriers	25
5.		Collaboration among the WDB, the Madera County Department of Social Services, and CalFresh E&T Providers	26
6.		Quality and Level of Intensity of Partner Services	26
7.		Information Sharing among Partners	27
		Attachment C: Unemployed, Underemployed and Payment Delinquent Non-Custodial Parents – Background and Assessment of Need	28
1.		Areas of High Concentration	28
2.		Percentage of Noncustodial Parents Who Are Unemployed	28
3.		Percentage of Noncustodial Parents Who are Ex-Offenders	28
4.		Other Demographic Information	28
5.		Types of Services Needed by the Targeted Population	28
6.		Services Currently Being Provided and How the Workforce-Child Support Partnership Will Modify Types and Quantity of Services Provided	29
7.		Barriers Experienced by Child Support Program Participants and Resources to Address Barriers	29
8.		Planned Information Sharing to Evaluate Need	29
		Attachment D: Engagement with Local Competitive Integrated Employment Partners	30
1.		Engagement with Local Partners to Increase Competitive Integrated Employment for Jobseekers with Intellectual or Developmental Disabilities	30
2.		Competitive Integrated Employment Partners (List)	30
3.		Planned Coordination with the CIE Local Planning Agreement Partners	30
		Attachment E: English Language Learners, Foreign Born Individuals and Refugees – Background and Assessment of Need	31
1.		Overview of Target Population Demographics	31
2.		Barriers to Employment and Specialized Needs of the Target Population	31
3.		Identified Gaps in Workforce System Services for the Target Population	31
4.		Outreach and Recruitment Strategies for the Target Population	32
5.		Coordination and Alignment among Partners in Serving the Target Population	32
		Attachment F: Public Comments in Disagreement with Local Plan	33
		Exhibits	34

MADERA COUNTY WORKFORCE DEVELOPMENT BOARD 2019 BIENNIAL MODIFICATION TO 2017-2021
LOCAL PLAN PRINCIPAL NARRATIVE

I. COLLABORATION WITH THE CALFRESH EMPLOYMENT AND TRAINING PROGRAM AND STRENGTHENED PARTNERSHIP WITH MADERA COUNTY DEPARTMENT OF SOCIAL SERVICES: The sizable CalFresh program in Madera County is administered by the Department of Social Services (DSS), which is responsible for all TANF and related public welfare programs in the county. The WDB and AJCC have a long history of working with DSS on welfare-to-work related projects. The two agencies regularly make referrals between one another in accordance with procedures outlined in an MOU. DSS is a one-stop partner and meets regularly with all organizations that comprise the local workforce development delivery system. Because the CalFresh population is tremendously diverse – ranging from general assistance recipients to college students to two-parent families – this target group is served by all types of education, social services and support organizations in the county.

Madera County has implemented a CalFresh Employment and Training (E&T) Program, using a third party provider model. DSS contracts with Reading and Beyond, a Fresno-based non-profit organization that was an early implementer of CalFresh E&T programs, currently known as the California Bridge Academies, which provide an 18-month program. Although most participants obtain jobs long before the end of the 18-month program, they remain in the program because the objective is to ensure that positive outcomes are sustained. The program design is flexible and provides basic education, supportive services and training in demand occupations with the goal of the participant moving into a job, then a better job and, ultimately, a career. The Bridge Academy in Madera County works closely with the adult school, the community college system and community-based organizations. Coordination with the AJCC and the workforce system is growing. Under its contract with DSS, Reading and Beyond is now serving its second cohort of Madera County participants.

With regard to topics concerning alignment, coordination and integration, the responses below generally address approaches for CalFresh population, followed by approaches for the CalFresh E&T population. For additional information concerning background and needs assessment of participants in CalFresh and the CalFresh E&T Program in Madera County, please refer to information provided in Attachment B.

A. Braiding Resources and Coordinating Service Delivery for People Receiving CalFresh to Participate in Workforce Services, Sector Pathway Programs, Supportive Services and Retention Efforts: Given the size and diversity of the population that participates in the CalFresh Program, individuals in this target group are served by many of the workforce system partners and allied stakeholders. The coordination of services to support these job seekers is built on a customer-focused approach, where individual aptitudes, circumstances and priorities are assessed and a service strategy is customized to meet education, training and support needs. When CalFresh participants seek services through the AJCC, they are oriented not just to the services provided under WIOA, but to programs and resources available through the one-stop partners and other service agencies. A service plan is developed that addresses the full range of needs. Often this will include training provided by Madera Adult School, which is co-located with the AJCC, or by the Madera Community College Center, which offers nearly 120 degree and certificate programs, many of which prepare students for careers in regional target sectors, such as manufacturing and healthcare. Linking participants to community-based resources for housing, medical, legal and other services is part of braided strategies ensuring participants are equipped to complete training and succeed in the workplace.

As described above, the Bridge Academy serving Madera County's CalFresh E&T participants functions in much the same way as the AJCC, utilizing local education partners for training and community agencies for a wide range of support services. The WDB and Reading and Beyond will continue to explore ways in which the WIOA and CalFresh E&T programs can better coordinate resources and will work toward executing an MOU prior to July 1, 2019.

B. Workforce System Collaboration with Community Organizations Serving Specific CalFresh Populations: For both CalFresh participants and those enrolled in E&T activities, the foregoing response addresses the strategies used by the workforce system to coordinate and leverage resources from stakeholders of all types. Individuals with particular circumstances and barriers (e.g. job seekers with disabilities, formerly incarcerated individuals, migrant and seasonal farmworkers) will often qualify for specific types of funding and programs, and, in some cases, are referred by those

programs to the AJCC and other workforce system providers. County and state justice system agencies, WIOA Section 167 Farmworker programs, the State Department of Rehabilitation (DOR) and other disabilities services agencies, veterans services programs, refugee support agencies and other organizations with a unique, population-specific focus are part of the workforce system's extended network. Referrals, co-enrollments and coordinated service delivery are commonplace among stakeholders. As the Bridge Program further integrates with the workforce system, it will likely become more strongly connected to the full range of organizations in this network.

C. Workforce Services Available to People Receiving CalFresh That Are Funded by Local/Regional Partners:

The types of services available to both CalFresh participants and individuals enrolled in the CalFresh E&T Program are outlined above. Most organizations serving CalFresh individuals do not use CalFresh enrollment status as a basis for eligibility/participation and do not record this data. Therefore, baseline service levels for most education, training and support programs are not available. Some programs and providers do collect information regarding their participants' CalFresh status. For example, in PY 2017-2018, Madera County WDB 44.7% of the participants in our WIOA Title I formula-funded programs received CalFresh benefits.

Even without the availability of baseline service levels, recent Biennial Modification planning and community and stakeholder engagement process have made clear that there is potential to serve a greater number of CalFresh participants and increase the number of CalFresh E&T participants by working together to promote services to this population. Under the WDB's leadership, the one-stop partners will work together with DSS to identify and develop strategies to specifically market workforce and training programs for CalFresh participants

D. Partners' Roles in Helping Provide Services to and Integrating People Receiving CalFresh into Sector Pathway Programs: The WDB and Reading and Beyond's CalFresh E&T Program are equally committed to ensuring that participants' training is focused on demand occupations within priority sectors that hold promise for career advancement, wage gains and a family supporting income. Since the publication of local and regional plans in 2017, Madera County WDB has been intensively focused on providing career exploration, service planning, career guidance, case management, work-based learning and referrals to training that are sector pathway-focused. CalFresh participants benefit from this focus by participating in services designed to qualify them for jobs that will lead to careers with good wages and benefits. Madera County WDB continues to lead discussions among the workforce system stakeholders, including our education partners, regarding the development of coursework and work-based learning strategies focused on regional sector pathways.

E. Coordination among Partners to Provide Supportive Services to this Population and Facilitate Program Completion: WIOA, CalFresh E&T, the Rehabilitation Act and many other programs for which some CalFresh participants may qualify allow for a portion of funds to be used to provide a variety of support that enable participation in services and training and successful transition to employment. For individuals needing supportive services (e.g. housing, medical) that may exceed the resources available through public workforce and education programs, referrals are made to public and non-profit providers throughout the county. As described above, the delivery of services to CalFresh and other workforce system participants begins with assessment and service planning. These services are critical in pinpointing support needs and form the basis for designing a program of support that will ensure a participant's success. Additional information on supportive services is provided in Attachment B.

F. Strategies to Retain Participants in Regional Sector Pathway Programs and Employment: AJCC staff and representatives of our workforce services partners (e.g. EDD, DOR, local education agencies) orient all prospective candidates to workforce, education and training services that are available to support their career goals. This is followed by assessment and service planning that not only ensure that suitable workforce services are identified, but that customers understand the actions required to advance on a career path that will pay family sustaining wages. These include gaining work experience in an occupation and, frequently, continuing education and training to secure credentials that businesses recognize and value. Staff will work with each CalFresh participant to develop short-, mid- and long-range employment goals. The Bridge Academy uses a similar approach for CalFresh E&T participants.

II. PARTNERSHIP WITH MADERA COUNTY CHILD SUPPORT SERVICES: The new state-level partnership between the California Workforce Development Board and the California Department of Child Support Services ushers in opportunities to provide workforce services to the non-custodial parent (NCP) population in a structured and intentional fashion that has previously not existed in many parts of the state, including Madera County. Madera County stakeholders fully support the state's mandate that local partnerships be formed to improve labor market outcomes for unemployed, underemployed and non-custodial parents. Both the workforce system, which is led by the Madera County

WDB, and Madera County Child Support Services are anxious to implement mechanisms to improve workforce service delivery for targeted NCPs. For background information on the target group and an assessment of need, please refer to information provided in Attachment C.

A. Existing Workforce and Education Program Partnerships

1. Partners' Collaboration to Provide Supportive Services to Enhance Job Retention: The population comprising non-custodial parents with child support orders, who are unemployed, underemployed or payment delinquent, is extremely diverse and experiences a vast array of circumstances. Some individuals are completely disconnected from the labor market, having never worked a traditional job and possessing few marketable skills. Others may be formerly incarcerated individuals, including those who are recently released and, therefore, unemployed. Still others may be English language learners, persons with disabilities, disconnected youth or older workers. The common thread among them is their status with regard to child support payments, employment and the ability to command family supporting wages within the marketplace. Given the diversity of the population and the spectrum of support needs that is likely to exist, AJCC staff will work individually with each non-custodial parent to determine supportive service needs. Staff is experienced in assessing needs at various levels and in surveying the community for resources. Foremost on the list of support services to be addressed are those corresponding to fundamental needs such as food, housing and clothing. While WIOA and other federally-funded programs that comprise the one-stop partners may be able to make support funds available on a one-time basis or for short-term interventions to meet these needs, AJCC staff work to develop linkages with local organizations, many of which are faith-based, to address these needs. Madera County is severely under-resourced in terms of transitional housing. Therefore, networking with community- and faith-based agencies is critical. AJCC and workforce system partner staff will also work with NCP customers to determine if there may be resources within their personal networks (e.g. family members, friends) that may be able to assist with fundamental support needs. Other "stabilizing" services may include counseling and health services, which can be obtained through referrals to a wide range of agencies, including Madera County Behavioral Health and the Madera County Department of Public Health, along with private, non-profit and community resources.

Support services that enable participation in training and a successful transition to employment generally include assistance with transportation, child care, work-related clothing, tools and similar services. Such services are available from WIOA, through other one-stop/AJCC partners (when NCPs are co-enrolled in these programs) and through various community agencies. Case managers from all organizations will confer regularly to ensure that the full range of customers' support needs continue to be met throughout program participation and in the months following employment.

2. Comprehensive Services to Facilitate Labor Market Success and Career Advancement: As indicated above, AJCC staff and representatives of our workforce services partners (e.g. EDD, DOR, local education agencies) orient all prospective candidates to workforce, education and training services that are available to support their career goals. This is followed by assessment and service planning that not only ensure that suitable workforce services are identified, but that customers understand the actions required to advance on a career path that will pay family sustaining wages. These include gaining work experience in an occupation and, frequently, continuing education and training to secure credentials that businesses recognize and value. Staff will work with each NCP to develop short-, mid- and long-range employment goals.

Based on the child support obligations of targeted NCPs, the partners recognize that they have a need to identify employment paying wages sufficient to meet these obligations and provide enough remaining income so that the NCP can support him/herself. Therefore, staff may recommend that NCPs consider employment options where an entry-level worker can earn relatively good wages after minimal training or while learning on the job. Among the regional priority industries offering such opportunities are construction, manufacturing and transportation and logistics. Healthcare, hospitality and energy-related jobs also offer such opportunities, but with less frequency and in smaller numbers for entry-level employees.

3. Impact of WIOA Eligibility Criteria on Serving the Target Population: Based on dialog with leadership and staff of Madera County Child Support Services and with other system partners that serve targeted NCPs (e.g. social services, probation and parole agencies), two features of WIOA eligibility criteria may impact the ability of NCPs to participate in federally-funded workforce services. These are registration for selective service and documentation of right to work. With regard to selective service, local boards can review circumstances and have the authority to "forgive" the non-compliance with registration requirements, allowing non-registrants to participate in WIOA. The state has recently

published guidance on required collection of right to work documentation for various services under WIOA. While NCPs lacking documentation could use resource information at the center and be referred to non-federally-funded programs for assistance, the AJCC would be unable to provide such individuals WIOA individualized services.

4. Other Obstacles to Serving the Child Support Program Population: Local Child Support professionals and others that work with the NCP population have indicated that the only significant obstacle to providing workforce services to the Child Support Program population is individual NCPs themselves. Based on workforce-child support pilots that have been implemented elsewhere (such as Los Angeles County) and on their own experience working with this population, stakeholders anticipate that many NCPs referred to WIOA/AJCC services will be interested in the opportunity to prepare for jobs that can lead to family-supporting wages and in Child Support Services “incentives,” which are described below. Still others will not initially be convinced that any “public program” to which Madera County Child Support Services is making referrals would be beneficial, as they have a negative perception of the agency. Key to making the new partnership work will be the stakeholders’ developing and promoting messages to NCPs that are benefits-focused and clearly demonstrates that workforce services offer a path to in-demand jobs, careers and good wages.

5. Strategies to Motivate and Support Participation: Madera County Child Support Services, like local child support agencies (LCSAs) throughout the state, acknowledges that its first priority is to ensure that the county’s children are financially supported and well cared for. To this end, LCSAs have at their disposal a series of “enforcement tools,” such a revocation of drivers’ and professional licenses, attachment of wages, and imposing liens. Conversely, there are several “motivation tools” that Madera County Child Support Services is willing to utilize to encourage NCPs to take advantage of workforce programs and services. Among these are: restoration of licenses; revisiting support orders to ensure they reflect the current circumstances of the NCP; deferring or lessening the requirement for payment during the time in which NCPs are engaged in workforce services, training and job search; and, in specialized cases, forgiving a portion of past due payments.

The WDB, Child Support Services and other stakeholders all agree that the best tool to motivate and support NCPs’ engagement with the workforce system is providing good and accurate information about child support obligations; payment options; labor market and employment opportunities; and services that can lead to well-paying jobs with career ladder potential. Again, under the newly formed partnership, creating clear, positive messaging will be of paramount importance.

6. Opportunities for and Obstacles to Local Partnerships: No significant obstacles have been identified to the stakeholders’ engaging in a meaningful and productive partnership.

B. Plans for Building Successful Partnerships or Scaling up Existing Successful Partnerships

1. Strategies to Support Participant Retention in Training Programs: Madera County WDB and Madera County Child Support Services have entered into a Memorandum of Understanding (MOU) that frames roles, responsibilities and processes associated with the new partnership. Among the provisions of the agreement is a commitment to maintain communication on the services and outcomes of participants, thereby encouraging both agencies to support participants in achieving their employment and wage goals. Providing supportive services and leveraging “incentive tools” from Child Support Services will be key strategies to encourage participants’ retention in training and services. As we do with other job seekers, AJCC staff and partners will assist customers in devising long-range career plans, which may include multi-year, multi-step processes to gain work experience and develop high-demand technical skills. The planning process will provide a “road map” for participants to progress along a career path on which experience and attainment of skills and credentials will increase their earning power.

2. Existing, New, and Prospective Workforce and Training Partnerships: Leaders and staff from Madera County Child Support Services report that the organization has little experience working closely with stakeholders with regard to providing workforce, training and education services to NCPs on its caseload. The new workforce-child support partnership described in this Local Plan Modification represents the first substantive collaboration of this type. As indicated above, the partners have entered into an MOU to define and structure the relationship. The MOU is based on the one developed in Los Angeles County between the Child Support Services Department (CSSD) and Workforce Development, Aging, and Community Services (WDACS), the department that administers the County’s WIOA Program. The MOU outlines the purpose of the agreement, roles of each department, shared responsibilities and confidentiality requirements. Incorporated into the agreement are attachments including: a form for referrals of NCPs

from Child Support the WDB/AJCC; and an NCP Consent and Release Agreement pertaining to sharing of specific types of information between the two agencies. The MOU has been finalized and took effect 1/1/2019.

3. Braiding Resources and Coordinating Service Delivery: By entering into a partnership with the WDB, the Child Support system immediately becomes connected to the entire workforce system, including the WIOA-mandated one-stop partners and a host of local government programs, community agencies, and faith-based organizations that are stakeholders in and contributors to workforce service delivery. AJCC staff will function as the principal case managers for NCPs enrolled in workforce programs, but will make referrals and promote co-enrollments, as appropriate and necessary, to training and service partners, thereby accessing additional resources.

4. Coordination with Community-Based Organizations to Serve the Target Population: Given the diverse nature of the target population and the fact that NCPs generally do not identify themselves as such, local CBOs are not aware of the number of individuals from the target population that they are serving. This is true of the WDB itself, as AJCC staff is often unaware that a customer has an order for payment of child support. Staff indicates that an issue signaling payment delinquency is a customer having a suspended drivers' license. Madera County Child Support Services representatives indicate that there is no "fathers' advocacy" group active in the County and the few CBOs to which it has made referrals include: the Rescue Missions in Madera and Fresno (for temporary housing); GEO day reporting for work assignments for recently incarcerated individuals; and Reading and Beyond, an CBO offering remedial and vocational education services. Under the newly formed partnership between Child Support and the WDB, NCP's will have access to services of a wide range of public and private programs that collaborate on a regular basis with the AJCC and the workforce system.

5. Referral Processes and Systems: The Madera County partners have adopted a referral process and forms similar to ones used in Los Angeles County. The parties to the MOU will follow a referral process where Child Support communicates with a designated single point of contact (liaison) at the workforce agency about customers being referred. Child Support will also assign a liaison as a single point of content. Child Support provides customers a referral form that identifies them to AJCC staff as Child Support participants. When a referred customer enrolls at the AJCC, center staff will notify Child Support by email of the enrollment and workforce activities, providing updates no less than quarterly. This email notification includes a form that communicates that the referred individual has registered or enrolled and the services he or she is participating in. It also includes a Consent and Release Agreement signed by the participant. While it is anticipated that most referrals will come from Child Support to the WDB/AJCC, referrals from the center to Child Support may also occur (in a case, for instance, where a participant needs to get a drivers' license reinstated). Staff will email referral forms to Child Support for enrolled customers only. Madera County Family Court does not make social services referrals, relying, rather, on Child Support Services to do so.

C. Working with the Local Child Support Agency to Identify Incentives to Increase the Success of Non-Custodial Parents Sustained Participation in Local Workforce Programs

Tools and incentives to promote participation and retention are those described under item A.5, above.

III. PARTNERSHIPS AND ENGAGEMENT TO SUPPORT GREATER OPPORTUNITIES FOR COMPETITIVE INTEGRATED EMPLOYMENT: During the course of reviewing and modifying our 2017-2021 Local Plan and as a result of our community and stakeholder engagement process, Madera County WDB and partners within the local workforce system have developed a clear understanding of the goals set at the state level by the State Department of Rehabilitation (DOR), the Department of Developmental Services (DDS) and the State Department of Education (DOE) in connection with their agreement to increase competitive integrated employment (CIE) opportunities for individuals with intellectual or developmental disabilities. We became familiar with the CIE Blueprint and with the guidance the state agencies have provided to their local counterparts with regard to the development of Local Partnership Agreements (LPAs) to support the expanded use of CIE throughout California.

In September 2018, the Madera County WDB convened stakeholders from the disability services community in a forum focused on use of CIE. Among those invited were representatives of the local agencies that represent the state CIE partners: the DOR District Office; the regional center serving Madera County; and local education agencies. Those participating in the forum learned that, while the presumed LPA partners have agreed to meet and work toward the development of an LPA, as of the publication of this Plan Modification, the LPA has not been finalized. The LPA partners have not communicated to the workforce system their preferences on how we should work to support the LPA's goals on CIE expansion. Therefore, this section of the Modification simply: expresses the WDB's and the workforce system partners' willingness to support the LPA partners' approach and efforts once they are determined; describes Madera

County WDB's significant experience and capabilities in serving individuals with disabilities; and suggest various ways in which the workforce system could support DOR in its employer engagement efforts in furtherance of the CIE goals. For additional information on the LPA partners and anticipated plans to increase the availability of CIE in Madera County, please refer to information provided in Attachment C.

A. AJCC Staff Knowledge and Training Needs about Serving Individuals with Intellectual or Developmental Disabilities and about Programs and Resources Available for the Target Population: Both Madera County WDB/AJCC staff and managers and staff representing the system partners have expressed interest in training from the LPA partners about the workforce-related needs and barriers of individuals with intellectual disabilities (ID) and developmental disabilities (DD), as the workforce system, overall, has limited experience working with this target group. Madera WDB, however, already works closely with DOR in many ways and is a leader among California's local boards in integrating services for persons with disabilities into the one-stop. Under the State's Disability Navigator Program, Madera County was an original grantee and the navigator function has consistently been funded to continue this service. In addition to having DOR staff co-located within the AJCC, center staff works closely to DOR to assess customers' needs and determine circumstances when individuals with disabilities would benefit from co-enrollment in WIOA and DOR programs. WIOA and DOR representatives hold quarterly meetings to promote on-going coordination. Under the federal "Ticket to Work" program for SSI/SSDI clients, two Madera County WDB employees are certified Community Partner Work Incentives Counselors. This certification enables them to do work associated with Work Incentives Planning and Assistance (WIPA), which is a key component of Social Security's strategy to promote employment among disability beneficiaries and reduce dependence on SSI/SSDI and cash benefits.

While the local board and its partners have an impressive resume in terms of serving job seekers with disabilities, they understand the value of training. Training in which WDB, AJCC and partner staff has participated include portions of DOR's "Windmills" series and a course on "Mental Health First Aid." In addition to acknowledging the need for CIE-specific training, the partners have identified a number of topics in which training is desired. These include: disability awareness; working with customers with mental health issues; understanding dual diagnosis; reducing stigma; and understanding trauma. State guidance on the CIE initiative indicates that DOR and State Board leadership will ensure that training is available for AJCC staff and that the DOR District Office will assign a point of contact to support the workforce system's CIE activities. Once these efforts materialize, Madera WDB will work with state and local CIE partners to secure training for AJCC frontline staff and system stakeholders.

B. Planned Coordination with DOR Point of Contact Regarding Services and Resources for the Target Population Who Are Vocational Rehabilitation Consumers: Madera County WDB has not yet been assigned a DOR point of contact for the CIE expansion initiative. We anticipate that this will occur following the completion of the LPA. We intend to work closely with our DOR-assigned contact to engage with contractors that serve the target population and to coordinate our services with the LPA partners.

C. DOR Collaboration in Outreach to Employers and Partners to Support Opportunities for Individuals with Intellectual or Developmental Disabilities to achieve Competitive Integrated Employment: As indicated above, Madera County WDB and AJCC staff currently collaborates with DOR to serve customers with disabilities. Supporting DOR's business outreach efforts to expand the use of CIE would be a natural extension of our current, productive working relationship. While DOR has not communicated its goals or its approach to increasing CIE opportunities through the LPA, we envision being able to support DOR's efforts in several ways. Madera County WDB takes an assets-based approach to promoting talent to businesses. We are prepared to work with DOR representatives to develop messaging about CIE opportunities that focuses on the assets that individuals from the target group bring to the work place. AJCC staff could also partner with DOR's Business Specialist to identify companies that are capable of implementing work experience and training activities under "earn and learn" models. In addition, the WDB would harness talent from across the local workforce system to support CIE efforts. The AJCC has organized a cross-agency business services team to promote a coordinated approach to and use of common tools in outreaching to businesses.

IV. COLLABORATIVE STRATEGIES TO STRENGTHEN SERVICES FOR ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES: The needs of immigrants, refugees and individuals in the process to developing English fluency are of paramount importance to the social and economic well-being of Madera County. Of the approximately 160,000 people who call the county home, nearly sixty percent (60%) are Hispanic or Latino and one in every five individuals is foreign-born. Immigrants are vital to the economy and government, community and business leaders agree that investments in this target population are critical to building a workforce capable of attracting

a more diverse array of businesses and industries to Madera County. The Madera County WDB is committed to working across disciplines with stakeholders from education, economic development, social services and workforce development to ensure that immigrant job seekers and their families have access to a broad range of services that will reduce barriers they encounter in the labor market and to training and other services that prepare them for opportunities in high-growth/high-demand occupations in local and regional priority sectors.

A key element of our approach to effectively serving and meeting the unique needs of English language learners and immigrants from widely ranging backgrounds and circumstances is regular communication with organizations that serve them and businesses that employ them or seek to hire them. This on-going dialog among stakeholders is reflected in the following descriptions of strategies, partnerships and priorities in serving this target population. As described below, the implementation of a state-funded English Language Learner (ELL) Workforce Navigator Pilot Project has enabled us to transform this dialog into effective plans of action on behalf of immigrants and their families living throughout the county. For background information on the target group and an assessment of need, please refer to information provided in Attachment E.

A. Sharing Resources and Coordinating Services for the Target Population: The narrative descriptions that follow describe the various ways that stakeholders in and around Madera County work in collaboration and partnership to address the workforce needs of immigrants, refugees and English language learners. Madera County WDB plays a central role in coordinating agencies, programs and resources.

B. Increasing Access to Sector Pathway Programs: The Local Plan developed by Madera County WDB in 2017 outlines steps that were being taken at that time to ensure access to various education and workforce services for English language learners. One priority addressed by the original plan was the board's efforts to improve the availability of English-as-a-Second Language (ESL) courses by increasing the number of classes and the accessibility of locations where training was being offered. Working with both the Madera Community College Center and Madera Adult School, we have been successful in making additional ESL classes available, not only on the college's campus and other locations where it provides instruction, but within the AJCC itself, which the Adult School now uses as its primary location, offering English language instruction both during the day and in the evening. The co-location of the Adult School has been instrumental in improving the visibility of the workforce system among the immigrant/non-English-speaking community and in creating more awareness of the services that system partners provide to prepare County residents for jobs and careers.

Implementation of the ELL Navigator Pilot began in July 2017, shortly after the Local Plan was approved. The program assigned staff resources to improve collaboration with community-based and non-traditional partners in order to strengthen and streamline services for ELL customers. One of the major early successes of the initiative has been to improve educational attainment among customers with limited English proficiency. Many students have passed various High School Equivalency Test (HiSET) exams, paving the way for their earning a diploma. Currently, the Navigator, AJCC staff and system partners work individually with customers to devise plans for training and employment that will set them on a promising career path.

While assisting English language learners in improving their fluency and attaining academic credential is fundamental to increasing their prospects for well-paid jobs, for most in this target group, the need to earn a family-supporting income is critical. Madera County workforce system partners (including the AJCC, EDD, education providers and CBOs) recognize that this target group needs long-term interventions that will include on-ramps and off-ramps from education to better jobs and careers. While many immigrants in Madera County initially work in agriculture, workforce system partners are successful in assisting job seekers finding entry-level employment in priority sector careers. Industries where immigrants and those learning English are experiencing the most success include construction, manufacturing, and transportation/logistics, all of which offer a path to good wages with minimal time spent in formal training. In addition, healthcare is providing a number of entry-level career opportunities for immigrants, as bilingual abilities are required for many patient care and administrative support positions. As described in Section V of this Plan Modification, educational partners are developing and offering more courses in demand sectors and the system's use of work-based models provides "earn and learn" opportunities that are welcomed by customers.

C. Ensuring the Availability of Support Services: The AJCC staff, including the ELL Navigator, assesses each participant's need for services to support their participation in training and job search and their success on the job. The target population is diverse, ranging from refugees who completed college in their home countries, to immigrants with low literacy in their native languages. And, while economic circumstances may vary, the vast majority of individuals in

the target group are low income and they generally have limited skills with which to compete in the labor market. Because of limited resources and the frequent need to participate in multiple activities and services, access to various forms of support can be critical. In addition to utilizing a portion of Madera County's WIOA Title I allocation to provide various forms of support, AJCC staff works closely with partners to secure support services for customers. Central Valley Opportunity Center, the local WIOA Section 167 grantee, is a principal provider of support services to address basic individual and family-sustaining needs for workforce program participants. These include, but are not limited to, housing vouchers, energy assistance, emergency food and food pantries, transportation assistance, including free transport from Madera to the agency's main training facility in Winton, which lies to the north in Merced County. Other forms of support (e.g. legal, immigration, translation, resettlement) may be provided by various organizations with which Madera County WDB and the AJCC collaborate, such as the International Rescue Committee, the Office of Community and Economic Development, the New American Legal Clinic and the Central Valley Immigrant Integration Collaborative. Many of the one-stop partners programs (e.g. Rehabilitation Act, Title V of the Older Americans Act) also offer a range of supportive services to individuals enrolled in their programs. For those who qualify and need services from those programs, referrals resulting in co-enrollment may be made.

D. Promoting Retention in Training, on the Job and in Career Path Progression: As suggested above, the keys to promoting the progression of ELL and immigrant job seekers into self-sustaining and family-supporting careers are: career information; career planning; and the availability of flexible and modular services offering a variety of on- and off-ramps. Collaborating across organizations and disciplines, the workforce system partners and allied stakeholders all recognize the need to balance the immediate income needs of the target groups with their need to build language and technical skills that will qualify them for well-paid jobs. Developing this balance starts by making available comprehensive information about the labor market and careers in the region. Using this information, stakeholders assist customers in devising long-range career plans, which may include multi-year, multi-step processes to gain work experience and develop technical skills. The more flexible and diverse services are, the greater the likelihood that participants will remain engaged or periodically re-engage over the long-term. Community-based and education partners offer strategic resources for such engagement. The availability of training and services during the evening, on weekend, during agricultural "slow-down" periods and at remote locations all contribute to customers taking advantage of services over time. Through convening of stakeholders by the ELL Navigator, the AJCC partnership, the adult education consortium and other providers are continuing to strategize and innovate on best practices as described in subsection G, below.

E. Coordination and Alignment with Other Plans and Planning Partners: The local workforce services plan most closely aligned to the mission and objectives of the Madera County WDB and the local workforce system is the Annual Plan of the State Center Adult Education Consortium (SCAEC), which serves Fresno and Madera counties and border communities of Kings and Tulare counties. The current SCAEC Plan's Executive Summary indicates *"We improved collaboration with local Workforce Boards by working closely on the ELL Navigator Pilot. Our primary goals for this year will be to increase adult basic education availability, especially in rural areas, expand courses for immigrants, concentrating on ESL and Citizenship classes."* The following information is also excerpted from the Consortium's 2018-2019 Annual Plan.

Regional Need #1	
Gaps in Service/ Regional Needs	<i>Need to offer more short term CTE courses, as recommended by employers and LMI data.</i>
<i>How do you know? What resources did you use to identify these gaps?</i>	<i>Basing their decisions on LMI data, we have heard requests for specific, short-term CTE courses from Local Workforce Development Boards, employers, advisory committee members, and industry - education partnership groups, such as the San Joaquin Valley Manufacturing Alliance. Often our adult schools do not have the curriculum, nor the instructors, to provide needed CTE classes.</i>
<i>How will you measure effectiveness/progress towards meeting this need?</i>	<i>We will measure effectiveness by collecting data on enrollment, attendance, program completion rates, the number of students employed or advanced, and students transitioning into community college.</i>
Regional Need #3	
Gaps in Service/ Regional Needs	<i>Need to expand courses for immigrants, including VESL, ESL and Citizenship classes.</i>

<i>How do you know? What resources did you use to identify these gaps?</i>	<i>This gap was identified by the region in its original analysis of gaps. According to the data and statistics gathered from the Census and Regional Fact Sheet, there is a high immigrant population and a limited number of noncredit, introductory ESL classes.</i>
<i>How will you measure effectiveness/progress towards meeting this need?</i>	<i>Monitor the increase in ESL course offerings, as well as, track students' level advancement, retention, and completion rates.</i>

As suggested by the foregoing excerpts, Madera WDB and the Consortium agencies work together to address the needs of immigrants, refugees and those learning English.

F. Coordination with the National Farmworker Jobs Program: Madera County's 4-Year Local Plan currently describes various ways in which the WDB, AJCC staff, and system partners collaborate with the Central Valley Opportunity Center (CVOC), which is the WIOA 167 Migrant and Seasonal Farmworker (MSFW) Program grantee for a three-county region including Madera, Merced and Stanislaus. The relationship between the local board and CVOC has evolved over time and has developed into a true partnership, characterized by mutual respect and a willingness to share ideas, resources and celebrations of success. When initially submitted for state approval, Madera County WDB's Local Plan indicated that an MOU had been executed between the board and CVOC, outlining processes for the mutual referral of customers and agreement with regard to the sharing of data, as appropriate and permissible. The MOU also acknowledges that participants may be co-enrolled into workforce development, training and support programs offered by the AJCC and CVOC and identifies processes to address opportunities for co-case management. In addition to working together to serve and co-case manage job seekers, CVOC leadership and staff are connected to the local workforce system by regularly participating in AJCC partner meetings, staff development and cross-training events, AJCC orientations, workshops, and other events to ensure that eligible MSFW participants have access to the full array of available AJCC services.

G. Recognizing and Replicating Best Practices: While strong, effective practices for collaboration and service delivery exist throughout the county and among many providers, the best example of collaboration and alignment of services to support the needs of English learners and immigrant customers is the ELL Workforce Navigator Pilot Project. The project has resulted in coordination among the AJCC, EDD, CVOC, SCAEC, Madera Adult School, the community college center and many other organizations to recruit, serve, train and place individuals from this target group. Based on partnerships and strategies developed under the pilot, the WDB's ELL Navigator function is prepared to spearhead additional innovations, such as: increasing the number of ELL customers that co-enroll into WIOA Title II programs, including ESL and HiSET; making available alternative methods of instruction, when Madera Adult School is not in session; offering digital literacy instruction in cooperation with OCED; increasing coordinated farmworker outreach efforts in cooperation with EDD; and offering assistance to secure formal review and evaluation of foreign degrees, credentials and prior learning.

V. OTHER MODIFICATIONS TO MADERA COUNTY WDB 2017-2021 LOCAL PLAN: The current four-year Local Workforce Plan for Madera County was developed to ensure compliance with WIOA requirements for preparation and publication of such plans by local boards and was structured in accordance with guidance outlined in State Workforce Services Directive WSD16-07. Submitted to the State Board in March 2017 as part of the SJVAC RPU's regional and local plan package, Madera County's plan was later approved and signed by the County's Chief Elected Official and the WDB Chairman. In July 2017, the plan received the Governor's approval and will remain in effect, guiding local programs and service priorities, through June 2021. In conjunction with the biennial update and modification process, agency leadership has reviewed the current plan to determine both progress made on goals and where local priorities may have evolved or shifted. Outcomes of this review are highlighted below.

A. Progress on Local Plan Goals: Much of the Madera County's Local Workforce Plan's content concentrates on program design, program operations and system alignment among partners and stakeholders. Consequently, a number of goals were also initially focused on these areas. Foremost among such goals were plans to dramatically enhance one-stop service delivery in the county by moving AJCC operations into a new 30,000 sq. ft., state-of-the-art facility capable of housing representatives from the full range of system partners. This goal has been achieved and the co-location of programs administered under WIOA, Wagner-Peyser, the Rehabilitation Act and various other fund sources has created an environment in which a wide array of barriers and service needs can be addressed. Madera Adult School is fully co-located at the facility, offering a broad range of courses and providing students with exposure to a host of workforce services. All WIOA Youth Programs are now operated through the AJCC, ensuring ready access

to all partners and to a continuum of services as students and young job seekers explore labor market opportunities and plan for postsecondary education, apprenticeships and careers.

Another significant accomplishment with regard to goals originally set forth in Madera County's 4-year local plan is implementation of a comprehensive business services plan that leverages a variety of strategies to secure greater business interest in and utilization of workforce system services. Among the approaches comprising our plan to support business and industry is an integrated Business Outreach Team comprised of representatives of the majority of system partners. By working in collaboration, Business Services Specialists from various programs and organizations put the business customer at the center of service delivery and strategize on ways to meet hiring and training needs and avoid duplication of services. Another strategy in use is the publication of two unique, business-focused newsletters, which are sent directly to more than 350 local companies. One newsletter is issues-focused, addressing topics of keen interest to business looking to build a workforce capable of competing in local, national and global markets and is published bimonthly. The other, published quarterly, focuses on key workforce and economic data, providing businesses with labor market information that improves their ability to make critical decisions about hiring, investment, growth and a range of other critical factors affecting profitability and market strength. Both newsletters help businesses recognize the value of the workforce system and contribute substantially to the local board being seen as a unique resource for businesses of all types in Madera County.

B. Local Workforce System Priorities: The process of strategic planning and establishing goals for the workforce system is integral to the work of the Madera County WDB, its administrators and staff. With the implementation of WIOA in 2015 and the 2016 publication of State guidance on regional and local workforce plans, Madera County has adopted planning strategies and approaches that are broader than in the past, focusing more intensively on supporting regional goals and collaboration with system partners. This approach also aligns our efforts more closely to the three core objectives of the State Plan: demand driven skills attainment, upward mobility and equity for individuals with barriers to employment, and system alignment. In examining the objectives of our current plan as part of the two-year update, we recognize that some Madera County priorities have evolved or changed altogether over the last 24 months. While these shifts in priority do not fundamentally alter our goals, they do signal that a strengthened economy and changes in the pool of workers seeking employment bring new opportunities and challenges. Examples of priorities that have changed since the publication of our plan in 2017 include the following:

Expanding Vocational Training Opportunities: Our plan indicated that more vocational training is needed in Madera County, with the need for not only more "seats," but a greater diversity of training options. For too long, many job seekers desiring training have had to travel to Fresno County and other distant locations, which, for some, created significant hardships with regard to time and transportation. To address this critical issue, the WDB had set the goal of establishing a training center. While more training is still needed, the center is no longer a WDB priority, as the education community has stepped up in significant ways. Both the adult school system and the community college have set the own goals for increasing the availability of career technical education (CTE) programs. With the Madera Community College Center (currently a "campus" of Fresno County-based Reedley College) set to receive independent college designation within the next two years, new facilities are being constructed, which in part will house a variety of CTE programs.

Use of Work-Based Learning: Far outstripping plans set forth as the Local Plan was being developed in 2017, the AJCC is making significant use of the full range of work-based learning modalities allowed under WIOA. While a hands-on approach to learning has long been an effective means of imparting skills to local job seekers, the robust economy has provided much greater opportunities for workers to learn on the job. The "transitional jobs" model has proven especially effective for many of Madera County's key target groups.

Implementing Unique Approaches for Targeted Populations: As suggested throughout this update to the Local Plan, use of unique strategies to meet the needs of target populations has become a critical feature of our program design and our achievement of successful outcomes. One group for which Madera County is implementing specialized approaches is justice-involved youth that attend the Court Day School. WIOA staff will work intensively with seniors to complete a detailed transition plan before students turn 18. This plan will chart a course for each youth with regard to training and career development after completing school.

SUPPLEMENTAL NARRATIVE**STAKEHOLDER AND COMMUNITY OUTREACH AND INVOLVEMENT IN THE TWO-YEAR REVIEW OF THE LOCAL PLAN**

Madera County WDB initiated a process for the biennial review and modification of our local plan that involved not only management and staff of our agency, but a wide range of workforce system partners, local stakeholders and representatives of the communities that we serve. The content of Madera County WDB's Local Plan Modification is substantially influenced by and representative of organizations and individuals committed to developing and maintaining a prepared and capable local workforce.

1. Overall Strategy for Community Outreach and Stakeholder Engagement to Support Modification of the Local Plan

The primary method of obtaining community and stakeholder input on the Local Plan Modification was to invite participation in a series of five public forums. Four of the forums were focused on the principal partnerships and populations to be addressed by the Plan Modification and the fifth was a general community forum, during which participants were asked to share ideas and recommendations on priorities that should shape workforce development service delivery in Madera County.

At the opening of each forum, participants were informed of the session's objectives, which were:

- To give stakeholders and the community the opportunity to weigh in on the needs of the target group being discussed;
- To learn from services providers, stakeholders and customers about best practices in meeting service needs;
- To identify gaps in services; and
- To hear recommendations for improving the content, availability and quality of services for the target group under consideration.

A. Approach to Conducting Population/Partnership-Specific Input Sessions:

For each of the five (5) forums, an agenda was published so that invited stakeholders and members of the community were informed in advance of what, specifically, would be discussed. Each session was scheduled for approximately two hours. The forums addressed the following topics:

1. Collaborating with CalFresh Employment and Training Programs
2. Improving Services to Individuals with Disabilities through Competitive Integrated Employment

3. Improving Coordination and Collaboration among Stakeholders to Strengthen Services to English Language Learners, Foreign Born Individuals and Refugees
4. Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents
5. Community Forum on Local Workforce Planning

The general community forum was held after regular work hours to enable members of the community to participate.

B. Use of an Experienced Facilitator to Guide and Support Discussion

To promote neutrality and encourage open input during the forums, Madera County WDB engaged David Shinder to serve as facilitator. David has more than 35 years of experience in the field of workforce development and has facilitated hundreds of forums and planning sessions in his career. He is the principal author of the San Joaquin Valley and Adjacent Counties (SJVAC) 2017-2021 Regional Plan and has extensive past experience working in Madera County and throughout the San Joaquin Valley.

C. Capturing Community and Stakeholder Input:

To promote contribution to the planning process by a wide range of organizations and points of view, Madera County WDB used several methods to inform stakeholders and the community about the forums. These included:

- Direct email to partners and a broad array of stakeholders, including organizations listed in the State Board's Directory of Planning Partners
- Posting of meeting notices in the AJCC
- Posting of the agenda and meeting notices on the Madera County WDB's website
- Posting of meeting announcements on the State Board's website (following e-mail notification to designated State Board staff)

The forums were audio recorded and the recordings were used as the basis for developing summary notes for each forum. Meeting notes are attached as exhibits to this Plan Modification.

D. Harnessing Intelligence From On-Going Stakeholder Engagement

The forums held as part of the process to modify and update Madera County WDB's 2017-2021 Local Plan represent just a small part of the many ways in which the local board gathers stakeholder input on an on-going basis. Examples of other on-going stakeholder engagement activities include regular meetings between WDB/AJCC representatives and managers and

staff of DOR, where a wide range of issues are discussed regarding services for customers with disabilities. Summaries of several of these meetings are attached as Exhibit A-1.

E. *Strengthening Communities of Support around Key Populations and Partnerships*

The forums held as part of the process to update and modify the Local Plan produced the ancillary benefit of fostering communities of practice and support around priority populations and issues. While the WDB is diligent in bringing together the one-stop partners on a monthly basis to discuss a wide range of issues pertaining to the delivery of services to job seekers and businesses in Madera County, the forums have served to foster and/or strengthened partnerships on specific issues. Dialogs are taking place among many stakeholder on strategies to best serve English language learners, partnerships to promote the expansion of competitive integrated employment for individuals with intellectual and developmental disabilities, and process to increase the referrals of NCPs to workforce programs to bolster their earning power and ability to support their children. The WDB anticipates using community forums in the future as a means to capture the interest of the community and engage stakeholders in issues-specific conversations.

2. *Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Madera County WDB's New Partnership with CalFresh*

A community and stakeholder forum on the CalFresh Employment and Training Program was held at the Madera County Workforce Assistance Center on October 2, 2018 from 9:00 a.m. until 11:00 a.m.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?
- What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?
- What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?
- What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?

- Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job?
- A. *Outreach Activities:*** On September 28, 2018, a notice regarding the forum was placed on the Madera County WDB website. A printed notice was posted at the Workforce Assistance Center, the AJCC.
 - B. *Efforts to Engage Required CalFresh Partners:*** On September 20, 27 and 28, 2018, direct emails were sent to CalFresh stakeholders, including those on the State Directory.
 - C. *Communication with the State Board regarding CalFresh Forum:*** On August 7, 2018, email notification about the forum was sent to the designated contact persons at the State Board.
 - D. *Documentation of Efforts:*** Attached are the following items that document outreach and engagement efforts on this topic.
 - Exhibit A-2-a: Sample flyers and promotional Information
 - Exhibit A-2-b: Sample outreach-related email communication
 - Exhibit A-2-c: List of individuals and organizations invited to participate in forum
 - Exhibit A-2-d: List of individuals that participated in forum, included their contact information
 - Exhibit A-2-e: Sign-in sheet(s) for forum
 - Exhibit A-2-f: Documentation of notification on forum to State Board
 - Exhibit A-2-g: Forum agenda
 - Exhibit A-2-h: Forum presentation (PowerPoint)
 - Exhibit A-2-i: Meeting notes summarizing the content of forum discussions

3. Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Madera County WDB's New Partnership with Madera County Child Support Services

A community and stakeholder forum on Partnership with Child Support to Serve Non-Custodial Parents was held at the Madera County Workforce Assistance Center on October 26, 2018 from 8:30 a.m. until 10:00 a.m.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- What barriers to employment are most common among targeted NCPs?

- What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?
- What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
- Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?
- What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?
- How can local organizations work better to ensure positive employment and career outcomes for NCPs?

A. Outreach Activities: On October 23, 2018, a notice regarding the forum was placed on the Madera County WDB website. A printed notice was posted at the Workforce Assistance Center, the AJCC.

B. Efforts to Engage Required Child Support/Non-Custodial Parent Partners: On October 12 and 19, 2018, direct emails were sent to Child Support Program/NCP stakeholders, including those on the State Directory.

C. Communication with the State Board regarding Child Support/Non-Custodial Parent Forum: On August 7, 2018, email notification about the forum was sent to the designated contact persons at the State Board.

D. Documentation of Efforts: Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-3-a: Sample flyers and promotional Information
- Exhibit A-3-b: Sample outreach-related email communication
- Exhibit A-3-c: List of individuals and organizations invited to participate in forum
- Exhibit A-3-d: List of individuals that participated in forum, included their contact information
- Exhibit A-3-e: Sign-in sheet(s) for forum
- Exhibit A-3-f: Documentation of notification on forum to State Board
- Exhibit A-3-g: Forum agenda
- Exhibit A-3-h: Forum presentation (PowerPoint)
- Exhibit A-3-i: Meeting notes summarizing the content of forum discussions

4. Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Madera County WDB's New and Enhanced Partnerships with Competitive Integrated Employment Initiative Partners

A community and stakeholder forum on Improving Services to Individuals with Disabilities was held at the Madera County Workforce Assistance Center on September 17, 2018 from 2:00 p.m. until 4:00 p.m.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?
- Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?
- Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?
- Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?
- How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?
- Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?

A. Outreach Activities: On September 14, 2018, a notice regarding the forum was placed on the Madera County WDB website. A printed notice was posted at the Workforce Assistance Center, the AJCC

B. Efforts to Engage Competitive Integrated Employment Partners and Key Stakeholders: On September 10, 12 and 13, 2018, direct emails were sent to the CIE partners and disability services stakeholders, including those on the State Directory.

C. Communication with the State Board regarding Competitive Integrated Employment Forum: On August 7, 2018, email notification about the forum was sent to the designated contact persons at the State Board.

D. Documentation of Efforts: Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-4-a: Sample flyers and promotional Information
- Exhibit A-4-b: Sample outreach-related email communication
- Exhibit A-4-c: List of individuals and organizations invited to participate in forum

- Exhibit A-4-d: List of individuals that participated in forum, included their contact information
- Exhibit A-4-e: Sign-in sheet(s) for forum
- Exhibit A-4-f: Documentation of notification on forum to State Board
- Exhibit A-4-g: Forum agenda
- Exhibit A-4-h: Forum presentation (PowerPoint)
- Exhibit A-4-i: Meeting notes summarizing the content of forum discussions

5. Specific Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Madera County WDB's New and Enhanced Partnerships with Organizations Serving English Language Learners, Foreign Born Individuals and Refugees

A community and stakeholder forum on Improving Services for English Language Learners, Foreign Born Individuals and Refugees was held at the Madera County Workforce Assistance Center on August 30, 2018 from 2:00 p.m. until 4:00 p.m.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- What are the needs of individuals in this category?
- What are the principal barriers to employment faced by these individuals?
- What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?
- What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?
- What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?
- Where do gaps in services exist for this target population and what can we do to bridge these gaps?

A. Outreach Activities: On August 24, 2018, a notice regarding the forum was placed on the Madera County WDB website. A printed notice was posted at the Workforce Assistance Center, the AJCC

B. Efforts to Engage Partners and Key Stakeholders in Improving Services to English Language Learners, Foreign Born Individuals and Refugees: On August 14, 21 and 27, 2018, direct emails were sent to ELL and immigrant stakeholders, including those on the State Directory.

C. Communication with the State Board regarding Forum on English Language Learners, Foreign Born Individuals and Refugees: On

August 7, 2018, email notification about the forum was sent to the designated contact persons at the State Board.

D. *Documentation of Efforts:* Attached are the following items that document outreach and engagement efforts on this topic.

- Exhibit A-5-a: Sample flyers and promotional Information
- Exhibit A-5-b: Sample outreach-related email communication
- Exhibit A-5-c: List of individuals and organizations invited to participate in forum
- Exhibit A-5-d: List of individuals that participated in forum, included their contact information
- Exhibit A-5-e: Sign-in sheet(s) for forum
- Exhibit A-5-f: Documentation of notification on forum to State Board
- Exhibit A-5-g: Forum agenda
- Exhibit A-5-h: Forum presentation (PowerPoint)
- Exhibit A-5-i: Meeting notes summarizing the content of forum discussions

6. Efforts to Outreach to the Community and Engage Stakeholders in Discussions on Madera County WDB's Overall Approach to Workforce Programming and Planning through a General Community Forum

Two general community forums on Local Workforce Planning were held at the Madera County Workforce Assistance Center. The first on October 2, 2018 from 6:00 p.m. to 7:00 p.m. and the second on October 25, 2018 5:00 p.m. until 6:30 p.m.

To promote dialog and secure feedback and recommendations from stakeholders and members of the community that participated in the forum, the following questions/talking points were presented for the group's consideration:

- What services and support do job seekers need to help prepare for and find work?
- What types of training are most needed in the area?
- Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?
- Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps?
- If you were writing the local workforce plan, what would your priorities be and why?

A. *Outreach Activities:* On September 28, 2018 and October 22, 2018, a notice regarding the forum was placed on the Madera County WDB website. A printed notice was posted at the Workforce Assistance Center, the AJCC

- B. Efforts to Engage Partners and Key Stakeholders in Providing Input on General Workforce System Planning:** On September 25 and 28, 2018 and October 11, 16, and 23, 2018, direct emails were sent to stakeholders, including those on the State Directory.
- C. Communication with the State Board regarding General Community Forum on Workforce System Planning:** On August 7, 2018, email notification about the forum was sent to the designated contact persons at the State Board.
- D. Documentation of Efforts:** Attached are the following items that document outreach and engagement efforts on this topic.
- Exhibit A-6-a: Sample flyers and promotional Information
 - Exhibit A-6-b: Sample outreach-related email communication
 - Exhibit A-6-c: List of individuals and organizations invited to participate in forum
 - Exhibit A-6-d: List of individuals that participated in forum, included their contact information
 - Exhibit A-6-e: Sign-in sheet(s) for forum
 - Exhibit A-6-f: Documentation of notification on forum to State Board
 - Exhibit A-6-g: Forum agenda
 - Exhibit A-6-h: Forum presentation (PowerPoint
 - Exhibit A-6-i: Meeting notes summarizing the content of forum discussions

7. Publication of Draft for Public Comment

On February 1, 2019, the Madera County WDB opened a 30-day public comment period on the Local Plan Modification that concluded on March 2, 2019. The 30-day public comment period was run in tandem with the comment period for the Biennial Modification to the SJVAC RPU's Regional Plan.

- A. Notice on the Availability of the Draft Plan for Public Review and Comment:** On February 1, 2019, WDB of Madera County placed a notice in the Madera Tribune, the Chowchilla News and the Sierra Star newspapers informing the community of the 30-day public comment period and the availability of the plan electronically on the WDB's web site or in print at the Madera Workforce Assistance Center.

Email notices about the availability of the draft were also sent to all stakeholders invited to participate in the community forums. In addition, notification on the public comment process was emailed to the designated State Board contacts.

- B. *Opportunities and Mechanisms for Public Comment:*** To ensure that comments to the plan are captured accurately, the WDB requested that all comments be made in writing. Written comments could be submitted by email to tscott-contreras@maderaworkforce.org or in print by mail and hand delivery to the Workforce Assistance Center, Attn: Tracie Scott-Contreras.
- C. *Results of Public Comment:*** At the conclusion of the public comment period, a total zero comments were received. Based on these comments, the following adjustments were made to the draft Local Plan Modification:
- D. *Documentation of Efforts:*** The following items document the public comment process:
- Exhibit A-7-a: Copy of notice in Chowchilla News, Madera Tribune and the Sierra Star
 - Exhibit A-7-b: Sample Email Message to Stakeholders
 - Exhibit A-7-c: List of Stakeholders to Whom Message Were Sent
 - Exhibit A-7-d: Email Message Notifying State Board Contacts

SUPPLEMENTAL NARRATIVE

CALFRESH PARTICIPANTS – BACKGROUND AND ASESSEMENT OF NEED

The information below supplements content provided in Section II of the principal narrative.

1. **Overview of the Size and Characteristics of the Total CalFresh Recipient Population:** Representatives of the Department of Social Services (DSS) reported that there are 15,163 active CalFresh cases in Madera County. Characteristics of the population include:

Limited English Proficiency		5621
Foreign Born		5742
Gender	Female	8872
	Male	6290
Age	18-24	2598
	25-34	4375
	35-54	6122
	55-64	1398
	65+	670
Ethnicity/Country of Origen	American Indian or Alaskan Native	265
	Asian Indian	69
	Black or African American	515
	Cambodian	7
	Chinese	5
	Cuban	5
	Filipino	47
	Guamanian	4
	Guatemalan	6
	Japanese	3
	Korean	1
	Laotian	21
	Mexican	5826
	Native Hawaiian	9
	Other	276
	Puerto Rican	17
	Salvadoran	14
	Unknown	3135
	Vietnamese	11
	White	4927
<i>Note: Ethnicity/country of origin and formerly incarcerated data is not available.</i>		

2. **Overview of the Size and Characteristics of CalFresh E&T Participants:** Representatives of “Reading and Beyond,” the third party CalFresh E&T service

provider, reported that there are 68 individuals on their current caseload. Characteristics of the population include:

Limited English Proficiency		30
Gender	Female	53
	Male	15
High School Graduates		30
Children in Household		42
Homeless		2
ABAWD		33
Non- ABAWD		35
<i>Note: Ethnicity/country of origin and formerly incarcerated data is not available.</i>		

3. **Types of Workforce Services Needed by the Target Population:** The tremendous diversity of the CalFresh population makes it difficult to generalize about the workforce services they need. However, stakeholders engaged in the planning process provided a number of examples of services that segments of the target group likely need. These fall, generally, into three broad categories: basic education and remediation; job/technical skills training; and supportive services to enable training. In the first category, literacy and numeracy skills, GED/high school equivalency and English-as-a-Second Language (ESL) were all identified by stakeholders as needed workforce services. With regard to job skills, there was substantial agreement that both classroom-based and work-based programs have value and that a combination of the two is being used more and more frequently to ensure that trainees are able to gain experience applying the skills they learn within a work setting. Digital literacy skills were also identified as essential for all workers. In the supportive service category, stakeholders highlighted the need for transportation and childcare services. In Madera County, there are insufficient affordable resources for both services and stakeholders agree that solutions often rely on working with participants to find solutions within their families and in their communities. Grassroots and faith-based partners are another important resource for addressing support needs.
4. **Employment Barriers Experienced by the Target Population and Resources Available to Address Barriers:** Again, the diversity of the population suggests that virtually every type of employment barrier would be experienced by some portion of the CalFresh population. However, during the stakeholder engagement process, representatives from DSS, education, WDB/AJCC, CalFresh E&T and other stakeholder organizations and programs identified the following as significant barriers affecting the CalFresh population and the county as a whole: lack of educational attainment and insufficient job skills; lack of information about programs and services; language barriers; generational poverty; affordable/transitional housing; childcare; and transportation. The organizations listed in the following responses provide the education, training and support services required to address and minimize or eradicate these barriers.

Reading and Beyond representatives acknowledged that its Bridge Program design is based, to significant extent, on precisely the barriers identified by stakeholders participating in the planning process.

5. ***Collaboration among the WDB, the Madera County DSS, and CalFresh E&T Providers:*** The partnership between the local board/AJCC and DSS is strong. The Social Services Department is a one-stop partner and an MOU has been executed between the two agencies. Local Board staff has reached out to the Department of Social Services and have obtained additional information regarding the operation of the CalFresh E&T program in Madera County, including confirmation of the use of the 50% federal reimbursement by the current program operation, Reading and Beyond. Referrals between the agencies occur on a regular basis and co-enrollments are not uncommon. Madera County WDB will formalize its relationship with Reading and Beyond through the development of an MOU, with the goal of developing stronger linkages with the Bridge Academy and the CalFresh E&T program, including the creation of data tracking tools/systems related to services and outcomes, including those for which the 50% federal reimbursement might apply. To the extent that non-federal funds are utilized within the AJCC to provide services to CalFresh E&T participants, options will be explored with the local Department of Social Services and the program operator to ensure maximization of the 50% federal reimbursement option to further support expansion of services and participation in CalFresh E&T, particularly for workforce services, sector pathways, supportive services, and employment retention efforts.

Other organizations that collaborate with Social Services, the AJCC and the CalFresh E&T program in Madera County include: State Center Community College District, Central Valley Opportunity Center, Community Action Partnership, Community Justice – California Rural Legal Assistance, Goodwill, Salvation Army, Madera Ministerial Association, Food Bank, Love, Inc., and St. Vincent de Paul.

6. ***Quality and Level of Intensity of Partner Services:*** As described throughout the principal narrative, the CalFresh population is extremely diverse and participants in the program are served by the broadest possible range of public, non-profit and faith-based agencies in and around Madera County. Most organizations serving CalFresh individuals do not use CalFresh enrollment status as a basis for eligibility/participation and do not record this data. Some programs and providers do collect information regarding their participants' CalFresh status. For example, in PY 2017-2018, 44.7% of individuals enrolled in its WIOA Title I formula-funded programs were CalFresh participants.

As suggested in the preceding response, stakeholders believe that many effective services are available for individuals receiving CalFresh benefits. These include services not only from the CalFresh E&T program, but those provided by the WDB, DSS, Madera County's adult education and community college systems, other one-stop partners and community-based organizations.

7. ***Information Sharing among Partners:*** MOUs developed among the one-stop partners describe a referral process and provide for the sharing of service information between organizations assisting the same customer, when the customer provides authorization. Such information may include results of skills assessments or other evaluation of training and workforce services needs. As with all public programs, confidentiality laws prevail with regard to sharing customer-identifying data.

SUPPLEMENTAL NARRATIVE

UNEMPLOYED, UNDEREMPLOYED AND PAYMENT DELINQUENT NON-CUSTODIAL PARENTS – BACKGROUND AND ASSESSMENT OF NEED

The information below supplements content provided in Section II of the principal narrative.

1. ***Areas of High Concentration***
2. ***Percentage of Noncustodial Parents Who Are Unemployed***
3. ***Percentage of Noncustodial Parents Who Are Ex-Offenders***
4. ***Other Demographic Information***

Madera County Child Support Services representatives report that, as of October, 2018, the agency's caseload is 6,543, of which 6,150 had orders. Other data and information about the target group includes:

Percentage of non-custodial parents that is unemployed	45.3%
Percentage of non-custodial parents that was formerly incarcerated	24.1%
Non-custodial parents' gender	86.8% male; 13.2 % female
Non-custodial parents' race/ethnicity	54.1% Hispanic, 23.4% white, 3.9% black, 3.3% other. 15.3% unknown/not disclosed
Geographic areas of high concentration with the local area	35% of cases are in the City of Madera area; 6.2% in Eastern Madera County; and 3.3% in Chowchilla. Balance of custodial parent zip codes are outside Madera County.

5. ***Types of Services Needed by the Targeted Population:*** As described in the principal narrative, those identified as unemployed, underemployed and payment delinquent NCPs have diverse backgrounds and circumstances. Therefore, the services they require would include those that are most needed by the full range of job seekers who utilize the workforce system's services. These include good information (provided via an individualized orientation process) about WIOA and other workforce services and the benefits they offer; access to and support with labor market analysis and career exploration; development of service plans and career planning support; information on and referrals to training programs; assistance in accessing supportive services; individualized guidance and counseling; and job placement assistance. The relative importance of each service will vary from participant to participant, depending on individual background and circumstances.

6. ***Services Currently Being Provided and How the Workforce-Child Support Partnership Will Modify Types and Quantity of Services Provided:*** Within the principal narrative, it is clarified that, other than a small number of referrals to a handful of organizations, there is no structured approach to recruiting or providing workforce services to the NCP target groups. Therefore, the new workforce-child support partnership described in this Local Plan Modification will drastically increase the number of individuals served and the workforce and support services available to them from the workforce system partners.
7. ***Barriers Experienced by Child Support Program Participants and Resources to Address Barriers:*** As stated above, there is no specific set of barriers faced by targeted NCPs, as they come from diverse backgrounds and have a wide range of challenges. Each individual will be assessed as to his/her unique circumstances and as barriers are identified so too will resources to address them. For example, individuals with disabilities may be referred to DOR representatives for additional assessment and access to unique support services, such as assistive technology or help with other workplace accommodations. Individuals with basic skills deficits will be referred to Madera Adult School or other education partners, and participants lacking work skills may be referred to classroom or work-based programs where they can acquire such skills.
8. ***Planned Information Sharing to Evaluate Need:*** As described, the MOU that has been developed by the WDB and County Child Support describes confidentiality requirements associated with the administration of Child Support Title IV-D Programs. These include such matters as child and spousal support enforcement records related to determination of paternity; establishment, modification and/or enforcement of child support, medical support, and spousal support orders; information related to abducted children or the location of the concealing, detaining or abducting person; and information related to crimes against a child.

However, once participants sign an NCP Consent and Release Agreement, Child Support Services and WDB/AJCC representatives can exchange information about participant needs, services and outcomes, including employment resulting from participation.

SUPPLEMENTAL NARRATIVE

ENGAGEMENT WITH THE LOCAL COMPETITIVE INTEGRATED EMPLOYMENT PARTNERS

The information below supplements content provided in Section III of the principal narrative.

1. *Engagement with Local Partners to Increase Competitive Integrated Employment for Jobseekers with Intellectual or Developmental Disabilities:*

As described in the principal narrative, Madera County WDB has become familiar with state CIE goals and has convened partners from the disability services community to discuss how the workforce system can support the LPA partners in expanding CIE. Once the agreement is developed, Madera County WDB is prepared to contribute to the CIE initiative through provision of services to targeted job seekers and to businesses.

2. *Competitive Integrated Employment Partners:* The presumptive LPA partners are the following:

DOR District Office	San Joaquin Valley District
Regional Center	Central Valley Regional Center
Local Education Agencies	Madera County Superintendent of Schools

Madera County WDB remains in regular contact with representatives of the LPA partners and we look forward working with them, their subcontractors and other stakeholders in developing more CIE opportunities for individuals with ID and DD.

3. *Planned Coordination with the CIE Local Planning Agreement Partners:* As described throughout the principal narrative and in the preceding responses, Madera County WDB is fully committed to participating as a stakeholder in the efforts of the CIE LPA. We anticipate being actively involved in the following capacity: working with DOR, its service providers, the regional center and Workability programs to provide career services to job seekers with ID/DD; supporting DOR in using an assets-based approach to promoting CIE to local businesses; and working with DOR and other stakeholders to encourage businesses to take advantage of work-based learning strategies to initially integrate individuals with ID/DD into their workforce.

SUPPLEMENTAL NARRATIVE

ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES – BACKGROUND AND ASESSSMENT OF NEED

The information below supplements content provided in Section IV of the principal narrative.

1. **Overview of Target Population Demographics:** The following workforce-related data for Madera County's immigrant and ELL population is excerpted from current U.S. Census Bureau estimates.

County population (est.)	156,890
Race and Hispanic Origin	
White Alone percent	86.0%
Black or African American alone, percent	4.2%
American Indian and Alaska Native alone, percent	4.4%
Asian alone, percent	2.5%
Native Hawaiian and Other Pacific Islander alone, percent	0.3%
Two or More Races, percent	2.5%
Hispanic or Latino, percent	58.0%
White alone, not Hispanic or Latino, percent	34.0%
Foreign born persons, percent (2013-2017)	21.5
Language other than English spoken at home, percent of persons age 5 years + 2013-2017)	45.5%

2. **Barriers to Employment and Specialized Needs of the Target Population:** Among the target populations' principal barriers to employment identified by systems stakeholders, community-based organizations and workforce staff are: limited English proficiency, low cultural competency, immigration status vulnerabilities; limited knowledge of and access to benefits; and previously experienced trauma, along with on-going depression and anxiety. Any of these barriers or a combination of them can hinder an individual's integration into the economic, civic and social life of their communities, thereby perpetuating lower socio-economic status. For some immigrant and refugee customers, the ability to secure credit for prior learning and educational attainment from another country is a significant barrier to employment.
3. **Identified Gaps in Workforce System Services for the Target Population:** One of the principal gaps in delivering workforce, education, training and related services in Madera County results from where people live. While more than a third of the county's residents live within the city boundaries of Madera, where most services are located, the remaining population is dispersed across a large area comprised of a few towns and many very small rural communities. People tend to live where they have work, so most are unable to travel long distances to services during non-work hours. The workforce partners most directly involved in serving

the ELL and immigrant communities (described below) have developed and are continuing to design strategies to bridge this gap. Among them are mobile services, where staff and resources are deployed on a scheduled or per request basis to remote locations and the use of web-based and distance learning modalities. While a lack of digital literacy among many in the target group can make the latter approach challenging, the availability of technology training and access to wireless devices is making this method of service delivery increasingly more feasible. A related gap in service is a lack of personal and public transportation. Again, a practical response to this gap is bringing services – physically or virtually – to customers.

Stakeholders identified an insufficient use of family-centered approaches as another gap in service strategies. Because immigrants tend to be strongly centered around households, extended family and others from their home countries, more emphasis is needed to address workforce and career planning for multiple family members so that strategies align with household and family circumstances and priorities.

4. ***Outreach and Recruitment Strategies for the Target Population:*** Because the population of Madera County includes such a large number of foreign born individuals and English language learners, outreach can be done in a variety of ways, from mass media, such as Spanish language radio, to one-on-one interactions, using methods that rely on making individual contact. However, stakeholders provided a variety of input suggesting that a “boots on the ground” approach is the most effective method for recruiting immigrants and ELL individuals with the greatest need for workforce services. Individual contact enables program representatives to build trust with potential customers. The ELL Navigator has adopted this strategy and has accompanied EDD representatives to meet with farmworkers in the fields and at other work locations. Similar strategies are used to meet with potential customers at the local swap meet and at community and faith-based events of all kinds.
5. ***Coordination and Alignment among Partners in Serving the Target Population:*** Principal workforce partners and relationships focused on the serving immigrants and ELL customers are described throughout the modification narrative. These include the WDB: Madera Workforce Assistance Center (the AJCC); EDD and its programs serving farmworkers; CVOC, which is the WIOA 167 grantee for the county; and key education partners, including Madera Adult School and the Madera Community College Center. Other significant partners include agencies located within the county and its adjacent communities of Fresno County and Merced County. These include: International Rescue Committee, the Office of Community and Economic Development, New American Legal Clinic and the Central Valley Immigrant Integration Collaborative and Centro La Familia, which provides advocacy services.

SUPPLEMENTAL NARRATIVE

PUBLIC COMMENTS IN DISAGREEMENT WITH LOCAL PLAN

A total of number 0 comments were received in response to the publication of a draft of the Madera County WDB's 2019 Local Plan Modification during a 30-day public comment period. Following are comments in disagreement with the draft plan, listed in the order in which they were received.

1.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

2.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

3.	Commenter:	
	Date Received:	
	Method By Which Comment Communicated:	
	Comment:	

EXHIBITS		Page
Exhibit A-1	Examples of on-going stakeholder engagement	34
Exhibit A-2-a	Sample flyers and promotional Information	45
Exhibit A-2-b	Sample outreach-related email communication	46
Exhibit A-2-c	List of individuals and organizations invited to participate in forum	50
Exhibit A-2-d	List of individuals that participated in forum, included their contact information	51
Exhibit A-2-e	Sign-in sheet(s) for forum	51
Exhibit A-2-f	Documentation of notification on forum to State Board	53
Exhibit A-2-g	Forum agenda	54
Exhibit A-2-h	Forum presentation (PowerPoint)	55
Exhibit A-2-i	Meeting notes summarizing the content of forum discussions	61
Exhibit A-3-a	Sample flyers and promotional Information	66
Exhibit A-3-b	Sample outreach-related email communication	68
Exhibit A-3-c	List of individuals and organizations invited to participate in forum	79
Exhibit A-3-d	List of individuals that participated in forum, included their contact information	80
Exhibit A-3-e	Sign-in sheet(s) for forum	80
Exhibit A-3-f	Documentation of notification on forum to State Board	81
Exhibit A-3-g	Forum agenda	82
Exhibit A-3-h	Forum presentation (PowerPoint)	83
Exhibit A-3-i	Meeting notes summarizing the content of forum discussions	88
Exhibit A-4-a	Sample flyers and promotional Information	91
Exhibit A-4-b	Sample outreach-related email communication	92
Exhibit A-4-c	List of individuals and organizations invited to participate in forum	96
Exhibit A-4-d	List of individuals that participated in forum, included their contact information	97
Exhibit A-4-e	Sign-in sheet(s) for forum	97
Exhibit A-4-f	Documentation of notification on forum to State Board	99
Exhibit A-4-g	Forum agenda	100
Exhibit A-4-h	Forum presentation (PowerPoint)	101
Exhibit A-4-i	Meeting notes summarizing the content of forum discussions	107
Exhibit A-5-a	Sample flyers and promotional Information	111
Exhibit A-5-b	Sample outreach-related email communication	113
Exhibit A-5-c	List of individuals and organizations invited to participate in forum	118
Exhibit A-5-d	List of individuals that participated in forum, included their contact information	119
Exhibit A-5-e	Sign-in sheet(s) for forum	119
Exhibit A-5-f	Documentation of notification on forum to State Board	121
Exhibit A-5-g:	Forum agenda	122
Exhibit A-5-h	Forum presentation (PowerPoint)	123
Exhibit A-5-i	Meeting notes summarizing the content of forum discussions	127
Exhibit A-6-a	Sample flyers and promotional Information	133
Exhibit A-6-b	Sample outreach-related email communication	140
Exhibit A-6-c	List of individuals and organizations invited to participate in forum	159
Exhibit A-6-d	List of individuals that participated in forum, included their contact information	160
Exhibit A-6-e	Sign-in sheet(s) for forum	160
Exhibit A-6-f	Documentation of notification on forum to State Board	163
Exhibit A-6-g	Forum agenda	164
Exhibit A-6-h	Forum presentation (PowerPoint)	166
Exhibit A-6-i	Meeting notes summarizing the content of forum discussions	170
Exhibit A-7-a	Copy of notice in Local Newspaper/Publication	176
Exhibit A-7-b	Sample Email Message to Stakeholders	180
Exhibit A-7-c	List of Stakeholder to Whom Message Were Sent	182
Exhibit A-7-d	Email Message Notifying State Board Contacts	186



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California Indian
Manpower Consortium

Central Valley
Opportunity Center

Housing Authority of the
City of Madera

Job Corps

Madera County
Department of Social
Services

Madera County Workforce
Investment Corporation

Madera Unified School
District
Madera Adult School

SER - Jobs for Progress,
Inc.

State Center Community
College District
Madera Community
College Center

State of California
Department of
Rehabilitation

State of California
Employment
Development Department

Workforce Assistance Center PARTNER MEETING

AGENDA

**August 8, 2018
9:00 a.m.**

Meeting will be held at:

**Workforce Assistance Center
2037 West Cleveland Ave.
Madera, CA 93637
(559) 662-4589**

1. Welcome and Introductions – All
Notes: Madera WIC
2. VOS Greeter Implementation – Check in
3. Staff Service Directory – Check in
5. AJCC Certification Report and Work Plan (Danny)
6. Customer Satisfaction Survey Update
7. Client Referral Systems - All
8. Partner Roundtable – Updates on New Projects/Grants - All
9. Committee Updates – Business, Safety, Social
10. Adjourn

Next Meeting Date: September 12, 2018
Notes:



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California Indian
Manpower Consortium

Central Valley
Opportunity Center

Housing Authority of the
City of Madera

Job Corps

Madera County
Department of Social
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Madera Unified School
District
Madera Adult School

SER - Jobs for Progress,
Inc.

State Center Community
College District
Madera Community
College Center

State of California
Department of
Rehabilitation

State of California
Employment
Development Department

Workforce Assistance Center PARTNER MEETING

AGENDA

**October 14, 2018
9:00 a.m. to 10:30 a.m.**

Meeting will be held at:

**Workforce Assistance Center
2037 West Cleveland Ave.
Madera, CA 93637
(559) 662-4589**

1. Welcome and Introductions – All
Notes:
2. Update: Client Referrals Workgroup – Danny/ProPath
3. Hallmark of Excellence – Virtual Services
Status of providing assessment/list of web-based services (due 11/9/18)
Identify next steps
4. Partner Program Training Session – Feedback
Next Session December 12th from 2:00 pm to 3:30 pm
Customer Reference Guide
5. Customer Satisfaction Survey Workgroup
Meeting November 14th from 2:00 pm to 3:30 pm.
6. Committee Updates – Business, Safety, Social
7. Update - Parking Lot

Next Meeting Date: November 12, 2018
Notes:



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Inc.

State Center Community
College District
Madera Community
College Center

State of California
Department of
Rehabilitation

State of California
Employment
Development Department

Workforce Assistance Center PARTNER MEETING

AGENDA

October 10, 2018
9:00 a.m. to 10:30 a.m.

Meeting will be held at:

Workforce Assistance Center
2037 West Cleveland Ave.
Madera, CA 93637
(559) 662-4589

1. Welcome and Introductions – All
Notes:
2. Client Referrals Workgroup - Update
3. Partner Program Services Training
 - Status of Work, Schedule, and PowerPoints
4. Hallmark of Excellence Improvement Item - Discussion
 - Assess currently available virtual services for business and job seekers. (09/18)
 - Request information from partners on how the accessibility of virtual services was tested and confirmed. (01/19)
 - Discuss options for additional virtual services, and develop a plan. (06/19)
5. Customer Satisfaction Survey Workgroup
 - Internal, External Partners/Clients/Business
6. Partner Roundtable – Updates on New Projects/Grants/Parking/Planning
7. Committee Updates – Business, Safety, Social

Next Meeting Date: November 14, 2018
Notes: ??

Nicki Martin

From: Daniel Patterson <daniel@propathinc.com>
Sent: Monday, January 08, 2018 4:13 PM
To: Nicki Martin; Adrian Gonzalez; Claudia Habib; Danielle Beckett; David Baquerizo; David Raygoza; Deborah Martinez; Deisy Ruiz; Elaine Craig; Elizabeth Wisener; Esteban Gonzales; Eva Hernandez; Fenn Chan; Francis Trujillo; Gail Lopez; Ganesan Srinivasan; Heidi Rousey; James Bradford; Jeri Miller; Jessica Roche; John Jepson; Jorge DeNava; Katie Stunkel; Kiran Sandhu; Leticia Canales; Linda Shaw; Lorenda Sanchez; Maiknue Vang; Marsha Jinapuck; Martha Ramirez; Mattie Mendez; Melissa Abby; Michelle Santesteban; Miguel Gonzalez; Monica Armenta (monica.armenta@scccd.edu); Navkiran Gill; Peggy Mendibles; Randy McCombs; Roger Schmitt; Sherri Watkins; Steven Gutierrez; Sylvia Garibay (sylvia.garibay@edd.ca.gov); Tarver, Shelly@EDD; Terry Nichols; Tracie Scott-Contreras; Wendy Lomeli
Subject: RE: Email to Partners
Attachments: image001.jpg

Dear Partners,

Good morning and happy new year. I hope this email finds you all well.

My name is Daniel Patterson and I am the ProPath representative for your area. In order to facilitate meeting with all of you, we have set aside two days (January 25 & 26) that I will be available in the Madera Work Center to meet with you individually.

Wednesday January 25th the availability will be:

10:00 to 11:00
11:00 to 12:00
1:00 to 2:00
2:00 to 3:00
3:00 to 4:00
4:00 to 5:00

Thursday January 26th meetings will be:

9:00 to 10:00
10:00 to 11:00
11:00 to 12:00
1:00 to 2:00
2:00 to 3:00
3:00 to 4:00

The purpose of the meetings are to have an open dialogue regarding the elements in the Phase I MOU, and how we can collectively work together to achieve what is envisioned and described there. Of course, keeping our eyes on the aspiration embedded in the federal law of continuous improvement to achieve better outcomes for the common customers you all work so hard to serve.

Please reply to me what date and time you would like to meet and we can fill in the calendar that way. If you are unavailable either of those days, please let me know so we can make separate arrangements to meet as soon as possible. My hope is we can all meet on these two days.

The input from the dialogue will be summarized and shared with Elaine and Tracie to enable them to respond to the input you provide.

Thank you for all the work you and your staff do in your community. I look forward to hearing from you and meeting you soon.

All the best,

Danny

DANIEL X. PATTERSON, OneStop Consultant
ProPath, Inc.

E: daniel@propathinc.com

C: 916.601.6035

Sent from [Mail](#) for Windows 10

From: [Nicki Martin](#)

Sent: Tuesday, December 19, 2017 8:17 AM

To: [Adrian Gonzalez](#); [Claudia Habib](#); [Danielle Beckett](#); [Danny Patterson](#); [David Baquerizo](#); [David Raygoza](#); [Deborah Martinez](#); [Deisy Ruiz](#); [Elaine Craig](#); [Elizabeth Wisener](#); [Esteban Gonzales](#); [Eva Hernandez](#); [Fenn Chan](#); [Francis Trujillo](#); [Gail Lopez](#); [Ganesan Srinivasan](#); [Heidi Rousey](#); [James Bradford](#); [Jeri Miller](#); [Jessica Roche](#); [John Jepson](#); [Jorge DeNava](#); [Katie Stunkel](#); [Kiran Sandhu](#); [Leticia Canales](#); [Linda Shaw](#); [Lorenda Sanchez](#); [Maiknue Vang](#); [Marsha Jinapuck](#); [Martha Ramirez](#); [Mattie Mendez](#); [Melissa Abby](#); [Michelle Santesteban](#); [Miguel Gonzalez](#); [Monica Armenta \(monica.armenta@scccd.edu\)](#); [Navkiran Gill](#); [Nicki Martin](#); [Peggy Mendibles](#); [Randy McCombs](#); [Roger Schmitt](#); [Sherri Watkins](#); [Steven Gutierrez](#); [Sylvia Garibay \(sylvia.garibay@edd.ca.gov\)](#); [Tarver, Shelly@EDD](#); [Terry Nichols](#); [Tracie Scott-Contreras](#); [Wendy Lomeli](#)

Subject: FW: Email to Partners

Good morning

Please see information on the One Stop Operator MOU Phase I reviews.

Nicki

Good Morning,

I hope this finds you all well. I believe you have all been made aware of the requirement for the One Stop Operator, ProPath, to conduct reviews of the MOU Phase I and it is there intent/desire to begin this one on one process with each of the partner agencies shortly after Christmas. Can you please identify the point of contact by providing me and Daniel Patterson, ProPath, daniel@propathinc.com with the name, email and a phone number for that person as soon as possible. Typically this request would come from Tracie but she is out through the 26th of December.

Thank you for your partnership and I wish each of you a wonderful holiday season.

Elaine

Elaine M. Craig

Executive Director
Madera County Workforce Investment Corporation
Workforce Development Board
2037 W. Cleveland Avenue
Madera, CA 93637
559-662-4589



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A G E N D A

**October 18, 2018
3:00 p.m.**

Meeting will be held at:

***Workforce Assistance Center
Executive Conference Room
2037 W. Cleveland Avenue
Madera, CA 93637
(559) 662-4589***

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; CRS 711; Fax 559/673-1794.

If a quorum of the Workforce Development Board is not present at the time of the meeting BUT a quorum of the Workforce Development Board Executive Committee IS present, an Executive Committee board meeting will be conducted in place of the Workforce Development Board.

This agenda and supporting documents relating to the items on this agenda are available through the Workforce Development Board website at <http://www.maderaworkforce.org/workforce-board-meetings/>. These documents are also available at the Madera County Workforce Assistance Center – office of the Executive Director. The Workforce Development Board is an equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

1.0 Call to Order

1.1 Pledge of Allegiance

2.0 Additions to the Agenda

Items identified after preparation of the Agenda for which there is a need to take immediate action. Two-thirds vote required for consideration (Government Code Section 54954.2(b)(2))

3.0 Public Comment

This time is made available for comment from the public on matters within the Board's jurisdiction. The comment period will be limited to 15 minutes. Each speaker will be limited to 3 minutes and only one speaker per subject matter.

4.0 Introductions and Recognitions

5.0 Adoption of Board Agenda

6.0 Consent Calendar

- 6.1 Consideration of ratification of the Workforce Development Board (WDB) meeting minutes – April 19, 2018.
- 6.2 Consideration of ratification of the Executive Committee meeting minutes – May 24, 2018.
- 6.3 Consideration of approval of the Executive Committee meeting minutes – August 23, 2018.
- 6.4 Consideration of ratification of the resignation of David Hernandez, Madera Unified School District, from the WDB.

- 6.5 Consideration of ratification of the re-appointment of Terry Nichols, California Department of Rehabilitation, to the WDB.
- 6.6 Consideration of ratification of a revision to the Individual Training Account (ITA) policy to increase the tuition cap from \$3,500 to \$7,000.
- 6.7 Consideration of ratification of a revision to the One-the-Job (OJT) policy to increase the maximum training hours from 528 to 1,056.
- 6.8 Consideration of ratification of the revised Transitional Job Training (TJT) policy to increase the maximum training hours from 160 to 320.
- 6.9 Consideration of ratification of the revised Procurement Policy to align with recently released State guidance.
- 6.10 Consideration of ratification of the revised Supportive Services Policy increasing the daily flat reimbursement rate for travel for unpaid training activities from \$8 per day to \$10 per day.
- 6.11 Consideration of ratification of a new training provider, Dental Assisting Institute, Modesto, currently listed on the State Eligible Training Provider List.
- 6.12 Consideration of ratification of the revised WDB Conflict of Interest Code to include mandatory Whistleblower protections language.
- 6.13 Consideration of ratification of the acceptance of the One Stop Operator Report.
- 6.14 Consideration of ratification of the PY 2018-19 preliminary budget.
- 6.15 Ratification of the appointment of Brett Frazier, Nichole Mosqueda and Pat Gordon to an ad hoc committee led by the Madera County Workforce Investment Corporation Board to facilitate the hiring process for the Executive Director position.
- 6.16 Consideration of ratification of the Limited English Proficiency (LEP) Plan, as required by the previously approved WDB Policy for Serving Individuals with Limited English Proficiency.

7.0 Action Items

- 7.1 Consideration of acceptance of the resignation of Elizabeth Wisener, Community Action Partnership of Madera County from the WDB.
- 7.2 Consideration of approval of the application of Mattie Mendez – Executive Director, Community Action Partnership of Madera County, to the WDB for a 3 year term and authorization to forward the application to the Madera County Board of Supervisors for appointment.
- 7.3 Consideration of approval of the application of Debi Bray – President/CEO, Madera District Chamber of Commerce., Private Sector, to the WDB for a 3 year term and authorization to forward the application to the Madera County Board of Supervisors for appointment.
- 7.4 Consideration of approval of the transfer of funds from the Dislocated Worker funding stream to the Adult funding stream in the amount of \$250,000 for Subgrant K8106642.
- 7.5 Consideration of approval to expend up to 20% of allocated youth funds to provide services to in-school juvenile offenders.
- 7.6 Discussion and consideration of approval of a plan to implement the Skill Up Madera County initiative to include graphics, messaging, skill development inventory and marketing.
- 7.7 Consideration of approval of negotiated performance outcome goals for PY 18-19 and PY 19-20.
- 7.8 Consideration of entering into an agreement for the provision of occupational skills training with the Merced County Office of Education.

8.0 Information Items

- 8.1 MCWIC Board Update
- 8.2 Program Update
- 8.3 Facilities Update

- 8.4 MCWIC Executive Director Ad Hoc Committee Update
- 8.5 MCWIC FY 2017-2018 Year-End Unaudited Financial Activity Update
- 8.6 ProPath, Inc. Quarterly Report and America's Job Center of California (AJCC) Continuous Improvement Plan Update
- 8.7 Regional and Local Plan Update
- 8.8 Madera County Local Workforce Area Success Story Spotlight in EDD Labor Day 2018 Campaign
- 8.9 WDB Podcast Update
- 8.10 Sub-regional ProPath Contract One Year Extension
- 8.11 WDB Workforce Newsletters
- 8.12 WDB 2018-2019 Meeting Calendar

9.0 Written Communication

10.0 Open Discussion/Reports/Information

- 10.1 Board Members
- 10.2 Staff

11.0 Next Meeting

December 20, 2018

12.0 Adjournment

From: Workforce Development Board of Madera County <jespinosa@maderaworkforce.org>
Sent: Tuesday, August 21, 2018 12:58 PM
To: Nicki Martin
Subject: Stakeholder Convening - ELL, Refugees and the Foreign Born: 8/30/18



Good Day,

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for serving limited English proficient individuals in our communities.

Please plan to attend our Stakeholder Convening on **Thursday, August 30, 2018 beginning at 2:00 at Workforce Assistance Center 2037 W Cleveland Avenue Madera** to share your insights to inform the local and regional plan modification process specifically regarding effectively serving English language learners, refugees, and the foreign born – an invitation flyer with more information and instructions to RSVP is attached. Additional information is available on our website at: <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>

The topics for discussion at the Convening will include items such as:

- Effectively blending/braiding resources and coordinating service delivery to maximize access to regional sector pathway programs, supportive services, and retention efforts;
- Strategies to retain customers in sector pathway programs as they progress into jobs and careers providing family-sustaining wages;
- Ensuring alignment with, and incorporation of, other existing services plans from system stakeholders;
- Coordination with community based organizations and entities serving the migrant and seasonal farmworker population; and
- Implementation of best practices around co-enrollment, leveraging funds, partnerships, and coordination of services with community based organizations and other system stakeholders serving the population.

 	AUGUST 30, 2018 2:00 p.m. – 4:00 p.m.	
	Local Plan Stakeholders Convening	
	DISCUSSION TOPIC: Improving Services to English Language Learners & Foreign Born Individuals	
	LOCATION Workforce Assistance Center 2037 W Cleveland Avenue Madera	RSVP Nicki Martin 559-662-4589 nmartin@maderaworkforce.org
More Info Here! Event Capacity/Event/Program. Available seats and services are available upon request.		

RSVP
 Nicki Martin
 559-662-4589
nmartin@maderaworkforce.org

Your participation at the stakeholder convening is critical to the continuous improvement of system services specific to English language learners, refugees, and the foreign born, and we would greatly appreciate your attendance at the event.

Regards,

Tracie Scott-Contreras, Interim Executive Director
 Madera County Workforce Investment Corporation
 2037 W. Cleveland Ave.
 Madera, CA 93637
 v.559.662.4587
 f.559.673.1794
tscott-contreras@maderaworkforce.org

Workforce Development Board of Madera County | 2037 W. Cleveland Avenue, Madera, CA 93637

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**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

October 2, 2018
9:00 a.m. – 12:00 p.m.

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; TTY 559/674-7497; Fax 559/673-1794.

Local Plan Stakeholders Convening

DISCUSSION TOPIC:

Collaborating with CalFresh Employment and Training
Programs

LOCATION

Workforce Assistance Center
2037 W Cleveland Avenue
Madera

RSVP

Nicki Martin
559-662-4589
nmartin@maderaworkforce.org

More Info [Here!](#)

From: Nicki Martin
Sent: Thursday, September 20, 2018 12:02 PM
To: 'Adrian Gonzalez'; 'danielle.beckett@edd.ca.gov'; 'Deisy Ruiz'; 'Esteban Gonzales'; 'Eva Hernandez'; 'Fenn Chan'; 'Francis Trujillo'; 'Ganesan Srinivasan'; 'Heidi Rousey'; 'John Jepson'; 'Kiran Sandhu'; 'Leticia.canales@scccd.edu'; 'linda@maderaha.org'; 'lorendas@cimcinc.com'; 'coleman.lynniecia@jobcorps.org'; 'Marsha Jinapuck'; 'martha@maderaha.org'; 'Monica Armenta (monica.armenta@scccd.edu)'; 'paul.yankey@co.madera.ca.us'; 'peggy@sercalifornia.org'; 'sherri.watkins@statecenter.com'; 'Steven Gutierrez'; 'Sylvia Garibay (sylvia.garibay@edd.ca.gov)'; 'Tarver, Shelly@EDD'
Subject: CalFresh Convening - 10/2/18
Attachments: Save the Date CalFresh 2018.pdf; Madera WDB Area Convening Calendar.pdf

Good Day!

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for serving recipients of CalFresh services.

Please plan to attend our Community and Stakeholder Convening on Tuesday, October 2, 2018 beginning at 9:00 a.m. to share your insights to inform the local and regional plan modification process, specifically regarding our development of effective collaborations to serve CalFresh recipients and individuals participating in CalFresh Employment and Training (E&T) programs. An invitation flyer with more information and instructions to RSVP is attached. Additional information is available on our website at:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>

The topics for discussion at the forum will include items such as:

- Coordination between Local Workforce Development Boards and county Human Services Agencies to ensure strategic implementation of the State Plan with regard to serving CalFresh recipients.
- Improving employment rates and wage gains for all people who receive public benefits, a priority population for both Workforce Development Boards and Human Service Agencies.
- Ensuring that CalFresh recipients (including those participating in E&T programs) have access to training that will prepare them to enter employment within the region's priority sectors.

Your participation at the stakeholder convening is critical to the continuous improvement of system services for individuals served by the CalFresh Program and we would greatly appreciate your attendance at the event.

Regards,

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
v.559.662.4587

f.559.673.1794

tscott-contreras@maderaworkforce.org

Nicki Martin

Executive Assistant

Madera County Workforce Investment Corporation

2037 W. Cleveland Avenue

Madera, CA 93637

Phone: 559-662-4589

Fax: 559-673-1794

America's **JobCenter**
of CaliforniaSM



Nicki Martin

From: Nicki Martin
Sent: Thursday, September 20, 2018 11:51 AM
To: 'Bobby Kahn'; Brett Frazier; Chuck Riojas; Cindy Vail; Claudia Habib; David Salter; Elizabeth Wisener; Exchille Mendoza; Gabriel Gil; Ivan Otamendi; Jesse Carrasco; Laura Gutile; Les Taylor; Michelle Brunetti ; Mike Fursman; Mike Lopez; Nichole Mosqueda; 'Robert L. Poythress'; Ruben Zarate; Wayne Rylant; Bob Carlson; Debi Bray; Gabriel Mejia; Lindsay Callahan; Mattie Mendez; Pastor Leach; Robyn Smith; Zaven Kalebjian
Cc: Gloria Garcia ; Jeannie Stapleton; Karen DaSilva ; Lina Solano; Liz Teixeira; Melisa DaSilva; Monica Armenta; Ani Eliason; Christal Sanchez
Subject: CalFresh Convening - 10/2/18
Attachments: Save the Date CalFresh 2018.pdf; Madera WDB Area Convening Calendar.pdf

Good Day!

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for serving recipients of CalFresh services.

Please plan to attend our Community and Stakeholder Convening on Tuesday, October 2, 2018 beginning at 9:00 a.m. to share your insights to inform the local and regional plan modification process, specifically regarding our development of effective collaborations to serve CalFresh recipients and individuals participating in CalFresh Employment and Training (E&T) programs. An invitation flyer with more information and instructions to RSVP is attached. Additional information is available on our website at:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>

The topics for discussion at the forum will include items such as:

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- Improving employment rates and wage gains for all people who receive public benefits, a priority population for both Workforce Development Boards and Human Service Agencies.
- Ensuring that CalFresh recipients (including those participating in E&T programs) have access to training that will prepare them to enter employment within the region's priority sectors.

Your participation at the stakeholder convening is critical to the continuous improvement of system services for individuals served by the CalFresh Program and we would greatly appreciate your attendance at the event.

Regards,

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
v.559.662.4587

f.559.673.1794

tscott-contreras@maderaworkforce.org

Nicki Martin

Executive Assistant

Madera County Workforce Investment Corporation

2037 W. Cleveland Avenue

Madera, CA 93637

Phone: 559-662-4589

Fax: 559-673-1794

America's **JobCenter**
of CaliforniaSM



Contact Group Name: Local Plan Cal Fresh Contact List**Members:**

Angelica Martinez (American Sign Language) (angelica.martinez@dor.ca.gov)	angelica.martinez@dor.ca.gov
April Farkas (april.farkas@scccd.edu)	april.farkas@scccd.edu
Ashley Ruiz	aruiz@readingandbeyond.org
Chris Zeitz	CZeitz@readingandbeyond.org
Daniel Rivera (daniel.rivera@scccd.edu)	daniel.rivera@scccd.edu
David Raygoza	davidraygoza@maderausd.org
Debbie Cortez (debbie.lopez@maderacounty.com)	debbie.lopez@maderacounty.com
Deborah Martinez	deborah.martinez@co.madera.ca.gov
Deisy Ruiz (deisy.ruiz@scccd.edu)	deisy.ruiz@scccd.edu
Eesteban Gonzales (egonzales@sercalifornia.org)	egonzales@sercalifornia.org
Emily Hering	emily.hering@dss.ca.gov
James Bradford	James.Bradford@edd.ca.gov
Joe Perez (rperez@dor.ca.gov)	rperez@dor.ca.gov
Jorge De Nava (jdenava@cvoc.org)	jdenava@cvoc.org
Karri Hammerstrom (karri.hammerstrom@reedleycollege.edu)	karri.hammerstrom@reedleycollege.edu
Linda M Shaw (linda@maderaha.org)	linda@maderaha.org
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Mattie Mendez	mmendez@maderacap.org
Melissa Abby (abby.melissa@jobcorps.org)	abby.melissa@jobcorps.org
Michelle Santesteban (michelle.s@statecenter.com)	michelle.s@statecenter.com
Miguel Gonzalez (miguel.gonzalez@maderacounty.com)	miquel.gonzalez@maderacounty.com
Nancy Rubio	nancy.rubio@scccd.edu
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Rodger Baker	rodger.baker@maderacounty.com
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Sarah Turner	sarah.turner@dss.ca.gov
Sherri Watkins	sherri.watkins@statecenter.com
Terry Nichols (terry.w.nichols@dor.ca.gov)	terry.w.nichols@dor.ca.gov
Todd Lile (toddlile@maderausd.org)	toddlile@maderausd.org
Wendy Lomeli (wendy.lomeli@edd.ca.gov)	wendy.lomeli@edd.ca.gov

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
LOCAL PLAN STAKEHOLDERS CONVENING
Collaborating with CalFresh Employment and Training Programs
October 2, 2018 - 9:00 a.m. to 12:00 p.m.

	NAME	ORGANIZATION	EMAIL	PHONE	PLEASE INITIAL
1	Ebonye Davis	Cal. Department of Social Services	ebonye.davis@dss.ca.gov	916-654-1489	
2	Carmen Noval	Department of Social Services	carmen.noval@maderacounty.com	559-675-2364	cn
3	Adrian Gonzalez	Central Valley Opportunity Center	agonzalez@cvoc.org	559-662-0100	AG
4	Chris Zeitz	Reading and Beyond	CZeitz@readingandbeyond.org	559-342-8616	CZ
5	Eve Castellanos	Madera Community College Center	eve.castellanos@reedleycollege.edu	559-637-2504	EC
6	Joseph DeGeorge	Department of Social Services	joseph.degeorge@maderacounty.com	559-675-7841	JD
7	Nakia Vue	Reading and Beyond	NVue@readingandbeyond.org	559-578-3630	NV
8	Raeanne Jain	Department of Child Support Services	raeanne.jain@maderacounty.com	559-675-7890	RJ
9	Sherry Watkins	State Center Adult Education Consortium	sherri.watkins@statecenter.com	559-573-4816	SW
10	Jorge De Nava	Central Valley Opportunity Center	idenava@cvoc.org	209-357-0062, x 130	JDN
11	Maiknue Vang		m.vang@maderaworkforce.org	662-4503	MV
12	Trace Scott-Centenas	WDB	tscott-centenas@maderaworkforce.org	662-4587	TC
13	Miguel Gonzalez	DSS	miguel.gonzalez@maderacounty.com	479-4888	MG
14	Gail Lopez	MCWIC	glopez@maderaworkforce.org	662-4588	GL
15	Savani	MCWIC	scuellar@maderaworkforce.org	662-4512	SL
16	Nick Martin	MCWIC	n.martin@maderaworkforce.org	662-4586	NM
17					
18					
19					
20					

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
 LOCAL PLAN STAKEHOLDERS CONVENING
 CalFresh on Local Workforce Planning
 October 2, 2018 - 9:00 a.m. to 12:00 p.m.

	NAME	ORGANIZATION	EMAIL	PHONE
1	Carmen Noval-Martinez	DSS	carmen.noval@maderacounty.com	559 675-2364
2	KARRI HAMMERSTROM	CENTRAL/MOTHERLUDE RC	Karri.hammerstrom@reedleycollege.edu	
3	Nicki Martin	Mewic	nmartin@maderaworkforce.org	4/24
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From: Tracie Scott-Contreras
To: ["bethany.renfree@cwdb.ca.gov"](mailto:bethany.renfree@cwdb.ca.gov); ["michael.dowdy@cwdb.ca.gov"](mailto:michael.dowdy@cwdb.ca.gov); ["rafael.aguilera@cwdb.ca.gov"](mailto:rafael.aguilera@cwdb.ca.gov)
Cc: [Maiknue Vang](#); [Nicki Martin](#); ["David Shinder"](#)
Bcc: [Tracie Scott-Contreras](#)
Subject: Local Planning Meeting Schedule and Location for the Workforce Development Board of Madera County
Date: Tuesday, August 07, 2018 9:26:50 AM
Attachments: [Madera WDB Area Convening Calendar.pdf](#)

Good Morning,

Attached you will find the list of Local Plan Stakeholder Convening Sessions for the Local Plan Modification Process for the Workforce Development Board of Madera County. This information is also posted on the local Board's website at this location:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>.

Invitation lists for each session are being developed based on the information provided in the State guidance contained in WSD18-01, Attachment 3.

The information about each session will be posted in the lobby to the AJCC/Board office, and each session will be properly noticed and agendized in compliance with the requirements of the State guidance and the rules governing public meetings.

If you have questions, or need additional information, please do not hesitate to contact me.

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
v.559.662.4587
f.559.673.1794
tscott-contreras@maderaworkforce.org



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The most common way people give up their power is by thinking they don't have any.

- Alice Walker



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

**Community and Stakeholder Forum on:
CalFresh Employment and Training Program**

AGENDA

**October 2, 2018
9:00 a.m.**

***Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589***

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; CRS 711; Fax 559/673-1794.

This agenda and supporting documents relating to the items on this agenda are available through the Workforce Development Board website at <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>. These documents are also available at the Madera County Workforce Assistance Center – office of the Executive Director. The Workforce Development Board is an equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

1.0 Call to Order

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

3.0 Overview of CalFresh Employment and Training Program

4.0 State Requirements and Guidance on Workforce System Partnerships with the CalFresh Employment and Training Program

5.0 Objectives of Community and Stakeholder Forum

6.0 Consideration of and Discussion on:

- 6.1 Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?
- 6.2 What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?
- 6.3 What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?
- 6.4 What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?
- 6.5 Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs on the job?

7.0 Adjournment



Collaborating with CalFresh Employment and Training Programs

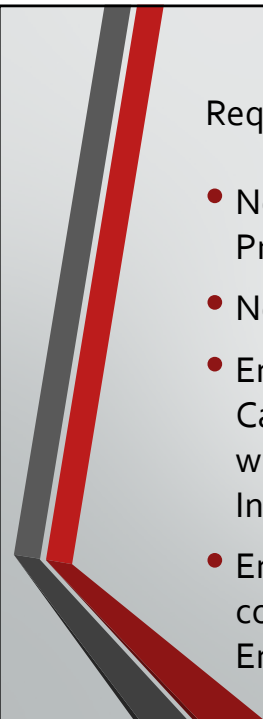
Organization Name

Month #, 2018



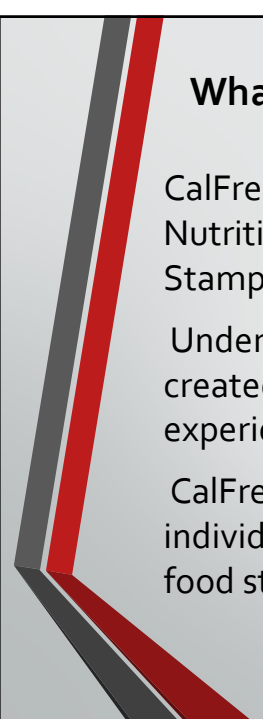
Local Workforce Planning and Biennial Updates

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.



Required modifications to local plans must address:

- New partnerships with CalFresh Employment and Training Programs
- New Partnerships with Local Child Support Agencies
- Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees³



What is the CalFresh Employment and Training Program

CalFresh is California's version of the federal Supplemental Nutrition Assistance Program (SNAP, formerly known as Food Stamps). It is part of the Nutrition Title of the national Farm Bill.

Under SNAP, Employment and Training (E&T) Programs were created to help food stamp recipients gain skills, training, or experience and increase their ability to obtain regular employment.

CalFresh E&T funds can be used to provide enhanced individualized services to program participants and are a potential food stamp outreach tool for low-income working families.

4

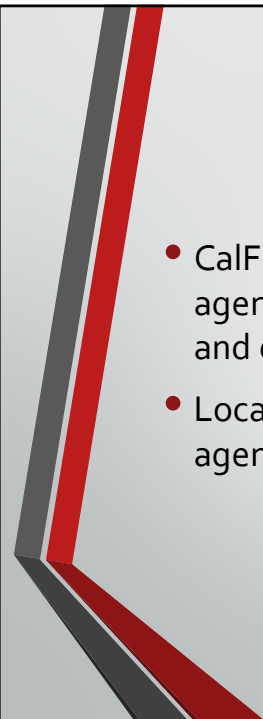
Overview of Local Plan Guidance on Workforce Partnerships with CalFresh and CalFresh Employment and Training Programs

- The California Workforce Development Board has entered into a formal partnership with the California Department of Social Services, the County Welfare Directors Association, and California Workforce Association with the goal of improving labor market outcomes for all recipients of CalFresh.
- Currently in California, 38 county human services agencies offer CalFresh Employment and Training (CalFresh E&T) program services to CalFresh participants on a voluntary basis.

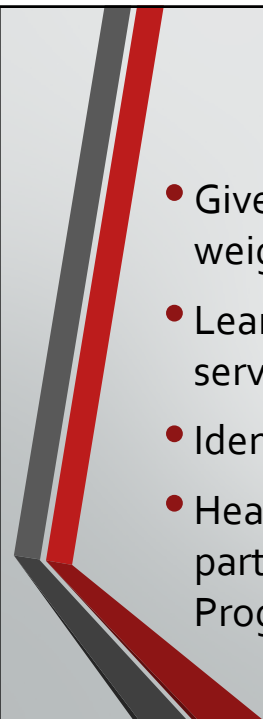
5

- According to the California State Employment and Training Plan (E&T Plan), California's CalFresh E&T program helps CalFresh recipients gain skills, training, and work experience that will increase participants' ability to obtain regular employment, advance on a career pathway, and achieve economic self-sufficiency.
- In FFY 2018, CalFresh E&T expects to serve over 100,000 CalFresh recipients.
- This growth is supported by a unique funding opportunity. CalFresh E&T providers, including county human services agencies and other third-party partners, are eligible to receive uncapped federal 50 percent reimbursement for costs paid using non-federal funding to provide allowable E&T services to people receiving CalFresh.

6

- 
- CalFresh E&T services are delivered by county human services agencies and a variety of other service providers, including CBOs and community colleges.
 - Local Boards are encouraged to contact county human services agencies and invite them to participate in regional planning efforts.

7



Objectives of this Community Forum

- Give stakeholders and the community the opportunity to weigh in on the needs of this target group
- Learn from practitioners about best practices in meeting service needs
- Identify where gaps in services may currently exist
- Hear recommendations on building and/or strengthening partnerships with CalFresh Employment and Training Programs

8

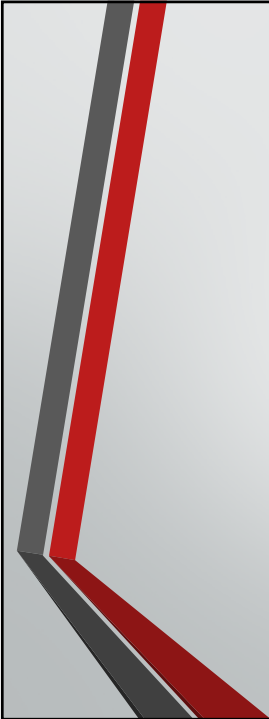
For Your Consideration/Input

- Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?
- What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?
- What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?

9

- What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?
- Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs and on the job?

10



Thanks!
We greatly appreciate your input.

11



Community and Stakeholder Forum on:
CalFresh Employment and Training Program

MINUTES

October 2, 2018
9:00 a.m.

Convened at:
Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589

PRESENT: Adrian Gonzalez, Carmen Noval, Chris Zeitz, David Shinder, Eve Castellanos, Gail Lopez, Jorge De Nava, Joseph DeGeorge, Karri Hammerstrom, Maiknue Vang, Miguel Gonzalez, , Nicki Martin, Nakia Vue, Raeanne Jain, Sarahi Cuellar, Sherry Watkins, Tracie Scott-Contreras

1.0 Call to Order

Meeting called to order at 9:06 a.m.

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

- *Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).*
- *In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.*
- *In accordance with WIOA requirements, a biennial review of the 4-year Local Plan is required.*
- *California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.*
- *Required modifications to local plans must address:*
 - *New partnerships with CalFresh Employment and Training Programs*
 - *New Partnerships with Local Child Support Agencies.*
 - *Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models.*
 - *Enhanced partnerships with local education agencies, community-based organizations and other stakeholders who serve English language learners, foreign born individuals and refugees.*

3.0 Overview of CalFresh Employment and Training Program

- *CalFresh is California's version of the federal Supplemental Nutrition Assistance Program (SNAP, formerly known as Food Stamps). It is part of the Nutrition Title of the national Farm Bill.*

- *Under SNAP, Employment and Training (E&T) Programs were created to help food stamp recipients gain skills, training, or experience and increase their ability to obtain regular employment.*
- *CalFresh E&T funds can be used to provide enhanced individualized services to program participants and are a potential food stamp outreach tool for low-income working families.*

4.0 State Requirements and Guidance on Workforce System Partnerships with the CalFresh Employment and Training Program

- *The California Workforce Development Board has entered into a formal partnership with the California Department of Social Services, the County Welfare Directors Association, and California Workforce Association with the goal of improving labor market outcomes for all recipients of CalFresh.*
- *Currently in California, 38 county human services agencies offer CalFresh Employment and Training (CalFresh E&T) program services to CalFresh participants on a voluntary basis.*
- *According to the California State Employment and Training Plan (E&T Plan), California's CalFresh E&T program helps CalFresh recipients gain skills, training, and work experience that will increase participants' ability to obtain regular employment, advance on a career pathway, and achieve economic self-sufficiency.*
- *In FFY 2018, CalFresh E&T expects to serve over 100,000 CalFresh recipients.*
- *This growth is supported by a unique funding opportunity. CalFresh E&T providers, including county human services agencies and other third-party partners, are eligible to receive uncapped federal 50 percent reimbursement for costs paid using non-federal funding to provide allowable E&T services to people receiving CalFresh.*
- *CalFresh E&T services are delivered by county human services agencies and a variety of other service providers, including CBOs and community colleges.*
- *Local Boards are encouraged to contact county human services agencies and invite them to participate in regional planning efforts.*

5.0 Objectives of Community and Stakeholder Forum

- *Give stakeholders and the community the opportunity to weigh in on the needs of this target group*
- *Learn from practitioners about best practices in meeting service needs*
- *Identify where gaps in services may currently exist*
- *Hear recommendations on building and/or strengthening partnerships with CalFresh Employment and Training Programs*

6.0 Consideration of and Discussion on:

6.1 Are CalFresh Employment and Training programs currently available in the local area? If so, what services are provided and which are the organizations providing them?

- *Carmen Noval-DSS: In our local area we refer CalFresh recipients and applicants to Reading and Beyond. These types of services are promoted at the time of the interview process when the participant is applying for services even though it's optional.*
- *Reading and Beyond: Assists customers with training and employment. In order to assist the customer, the customer has to be motivated and the training has to be in demand and located in a local area. We assist with tuition and also connect them with local agencies to assist with costs we may not be able to cover. We have an ABC module that is get a job, move to a better job and obtain a career. After the 18 month approach, we do wrap-around services that helps us determine how we can better assist that recipient either with child care, transportation, health care or mental health. We are currently working with local community colleges, adult schools, and non-profit organizations that provide training services that we don't provide such as Workforce. Our goal is for the recipient to become self-sufficient and later get off services. A referral process is used with Department of Social services. Potential clients are screened to ensure they are a good fit and want to work full-time. Clients are monitored for progress – try to build up their skills as well as life skills. Reading and Beyond uses a cohort system. The cohorts*

run on a calendar year and run for approximately 18 months at a time. There is a 40 to 60 client case load. Madera is in its second cohort now.

- *David Shinder: Madera County does have organizations that provide services to CalFresh recipients. Department of Social Services is under contract with Reading and Beyond. Reading and Beyond is the contractor. They utilize the Bridge Module on eligible individuals after their screening process. The majority of participants train at the community college and Madera Adult School in the health care, warehousing and auto mechanic sectors. There is no particular goal for wages. The objective is to become self-sufficient.*

6.2 What types of workforce services are needed to help people receiving CalFresh succeed in the local labor market?

What are some generalizations that might be made about this group of participants – what services are most needed by this population?

- *Christ Zeitz – Reading and Beyond: Stated that he associates OJTs with Workforce.*
- *Miguel Gonzalez – Department of Social Services (DSS): Clients need transportation, childcare, supportive services and training and education remediation.*
- *Tracie Scott-Contreras - Workforce: Some of our general population barriers are education, skill development, digital/financial literacy and people not being well informed of other services they are eligible to receive. There is a large number of people who work but are still poor due to various challenges i.e. how to access wrap around services, how to get them to services they need such as tires for their cars. Workforce can't help with those types of services – who can?*
- *Eve Castellanos – Madera Community College (SCCCD): SCCC is moving away from the deficit model. The needs of the entire family need to be recognized. Recognize their assets and build on their experience – link them to services. Encourage them and help them with their career choices to get them a living wage. SCCC is taking the same approach as with our CalWorks customers because it is important to recognize this population's need and acknowledge their situation and inform them about the services/trainings that are available. We assist by helping them build a better experience, tutoring and assistance with purchasing materials to be able to earn a living wage. We currently have representatives at the food bank that assists with the enrollment for CalFresh assistance. Most of the common careers customers are entering are child development, office assistant, and health care. We offer around 120 degree and certificate programs and recently added flight science and network technology.*
- *Jorge De Nava – Central Valley Opportunity Center (CVOC): We serve some of this population. CVOC focuses on stabilization and remediation. The language is a barrier that is faced in Madera County. There are also many different dialects. Many of our clients are already getting services from other organizations.*
- *David Shinder: The California State Plan is good about addressing job seeker needs and services and identifies certain groups that have been left out. Foreign born individuals and individuals with disabilities have been underserved.*
- *Eve Castellanos - SCCC: We can get clients started if we use an asset based approach. Most parents have work skills. They may need financial literacy. We should use what they already have and link them with other services – do a warm hand-off.*
- *Jorge De Nava – CVOC: sometime we don't see things from the CalFresh participant's point of view. Sometimes they aren't ready to receive services. CVOC focuses on basic life services and other services that aren't workforce related.*
- *Tracie Scott-Contreras – Workforce: Workforce uses a human-centered design approach. We try to not project our program goals onto the participants. Workforce focuses on preparation so that they see what else is out there.*
- *Miguel Gonzalez – DSS: Many monolingual client's priorities are to first know where they'll be sleeping and eating. Many don't have the ability to look beyond tomorrow. Trying get them to see beyond tomorrow can be a barrier.*
- *David Shinder stated that he heard at a previous forum that areas should not assume that people's goals are to acquire English skills – we should not presume what is their goal. We should not place our goals on them.*

6.3 What barriers to employment are faced by CalFresh recipients and what resources are available to help assist them to overcome those barriers?

Barriers in Madera County:

- *Transportation*
- *Child Care*
- *Affordable/transitional housing*
- *Language*
- *Generational poverty*
- *Lack of Information*
- *Education*

Resources available in Madera County:

- *Department of Social Services*
- *Child Support*
- *Reading and Beyond*
- *Department of Social Services*
- *Education*
- *Immigration Services*
- *Legal Services*
- *State Center Community College District*
- *Central Valley Opportunity Center*
- *Workforce Investment Corporation*
- *Community Action Partnership*
 - o *Child Care*
 - o *Victim witness assistance*
 - o *Migrant Head start*
 - o *Head start*
 - o *Energy assistance*

6.4 What partnerships currently exist or could be developed among the local workforce system, the county agency that manages CalFresh, and other organizations that provide or could provide services to CalFresh recipients? How do the partners work with one another and how do they share information?

Faith based organizations:

- *Goodwill*
- *Salvation Army*
- *Madera Ministerial Association*
- *Food bank*
- *Love Inc.*
- *St. Vincent de Paul thrift store*

Community Based groups:

- *Community Justice – California Rural Legal Assistance*

Who is referring to the Bridge program?

- *Partners are make referrals to assist clients with any assistance the other agency can't cover.*
- *DSS refers customer once they get CalFresh assistance.*
- *Reading and Beyond does outreach.*
- *Adult school is also making referrals.*

Who doesn't get accepted for Reading and Beyond assistance:

- *CalFresh recipients if they are receiving cash (TANF) benefits for themselves.*
- *They don't have to be at a certain academic level but if they are low we try to have them work on that.*

6.5 Are CalFresh recipients being referred to programs that prepare them for high demand jobs in the region's priority sectors? What services or systems are in place that could help CalFresh recipients succeed in such programs on the job?

- *Tracie Scott-Contreras - Workforce: Many participants are working part time, limited hours – that is the challenge. Where do you fit the training they need? That's where combined services are critical. We have customers that are enrolled in short trainings and are earning above minimum wages in a short period of time. We are also making referrals out to Adult School and any close school to try to work around the participants barriers such as transportation. Manufacturing is a significant sector in Madera County. Maintenance mechanic and welding are really popular trainings because those jobs are in the community. Healthcare is another popular one. Workforce staff always talk to participants about career ladders and other affiliated occupations.*
- *Eve Castellanos – SCCCD: The College offers 36 different type of career and personality assessments that help customers decide what type of mayor they are interested in.*
- *David Shinder: Are we providing the requisite counselling?*
 - o *Tracie Scott-Contreras – Workforce: We encourage them and let them know that they can get that here.*
 - o *Eve Castellanos – SCCCD: The College has a job developer who looks at their courses and provides resume and job counselling.*
- *David Shinder: What are the career industries available in Madera that would encourage them to disconnect from services?*
 - o *Tracie Scott-Contreras – Workforce: sometimes getting good benefits outweighs lower hourly wages. The Workforce Board has identified sectors and there are occupations within those sectors. Sectors: Agri-business; Manufacturing, Supply Chain Management, Logistics and Transportation; Health Care and Medical; Renewable Energy and Hospitality and Tourism including Retail Trade.*
- *David Shinder: Part of the focus is on telling/showing them the steps. The first step may not be where they want to start but the more certificates you earn the more you can move up and can earn more. Some areas such as construction may offer good wages for individuals such as ex-offenders.*
- *Tracie Scott-Contreras – Workforce: There should be conversations about this population among different organizations and come up with an MOU or an agreement.*
- *Karri Hammerstrom – Central/Mother Lode Regional Consortium: asked about what type of services are happening for K-12 participants.*
 - o *Tracie Scott-Contreras – Workforce: Tracie stated that the Workforce Development Board does not provide services to in-school youth. Their focus is on 16 year olds or older who are out-of-school. Services to youth differs from area to area. In-school youth can get information on services and careers from other organization such as the from the school system. Manufacturing Day, Career Day and Healthcare Day are events where students get information on various sectors.*
 - o *Maiknue Vang – Workforce: Career exploration helps them know what's out there.*
 - o *Eve Castellanos – SCCCD: 6th graders visit the campus and learn about their college options. The College hosts many events for in-school youth.*

7.0 Adjournment

Tracie Scott-Contreras: Gave thanks for the participation and presents in joining us. Would like to have Reading and Beyond give presentations here at the center so all of the staff in the center knows the type of services that are offered. Have them also join us in our partner meetings.

Meeting adjourned at 11:00 a.m.

SAVE THE DATE



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

OCTOBER 26, 2018

8:30 a.m. – 11:30 a.m.

Local Plan Stakeholders Convening

Strengthening Partnerships with Local Child
Support Agencies to Serve
Non-Custodial Parents

DISCUSSION TOPICS

- Barriers to Employment
- Skills Development
- Partnerships Between Organizations
- Service Needs
- Referral Systems

LOCATION

Workforce Assistance Center
2037 W Cleveland Avenue
Madera

RSVP

Nicki Martin
559-662-4589

nmartin@maderaworkforce.org

More Info [Here!](#)

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

Local Workforce Plan Stakeholders Convening

Strengthening Partnerships with Local Child
Support Agencies to Serve Non-custodial Parents

October 26, 2018: 8:30 a.m. to 11:30 a.m.

Discussion Topics

- Barriers to Employment
- Skills Development
- Partnerships Between Organizations
- Service Needs
- Referral Systems



LOCATION

Workforce Assistance Center
2037 W Cleveland Avenue
Madera

RSVP

Nicki Martin
559-662-4589
nmartin@maderaworkforce.org

Nicki Martin

From: Nicki Martin
Sent: Friday, October 12, 2018 1:21 PM
To: Adrian Gonzalez; danielle.beckett@edd.ca.gov; David Raygoza; Deisy Ruiz; Elizabeth Wisener; Esteban Gonzales; Eva Hernandez; Fenn Chan; Francis Trujillo; Ganesan Srinivasan; Heidi Rousey; JERI MILLER; John Jepson; Kiran Sandhu; Leticia.canales@scccd.edu; linda@maderaha.org; lorendas@cimcinc.com; coleman.lynniecia@jobcorps.org; Marsha Jinapuck; martha@maderaha.org; Mattie Mendez; Melissa Abby; Michelle Santesteban; Miguel Gonzalez; monica.armenta@scccd.edu; paul.yankey@co.madera.ca.us; peggy@sercalifornia.org; Sherri Watkins; Steven Gutierrez; Sylvia Garibay (sylvia.garibay@edd.ca.gov); Tarver, Shelly@EDD
Subject: Strengthening Partnerships with Local Child Support Agencies Convening - 10/26/18
Attachments: Save the Date LCSA 2018.pdf

Good Day!

The Workforce Development Board of Madera County is beginning the biennial review and modification process for the Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for those in Madera County who are looking for work or are interested in training for new careers.

Please plan to attend our Community and Stakeholder convening on Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents Friday, October 26, 2018 from 8:30 a.m. to 11:30 a.m. We are seeking input from partners, representatives of community-based organizations and individuals regarding the content and quality of workforce development programs and services available in Madera County. An invitation flyer with more information and instructions to RSVP is attached. Additional information is available on our website at:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>

Topics we'll be considering at the forum will include:

- Barriers to Employment
- Service Needs
- Skills Development
- Referral Systems
- Partnerships Between Organizations

Your participation at the stakeholder convening is critical to the continuous improvement of system services for job seekers throughout Madera County and we would greatly appreciate your attendance at the event.

Regards

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
v.559.662.4587
f.559.673.1794
tscott-contreras@maderaworkforce.org

Nicki Martin

Executive Assistant

Madera County Workforce Investment Corporation

2037 W. Cleveland Avenue

Madera, CA 93637

Phone: 559-662-4589

Fax: 559-673-1794

America's **JobCenter**
of CaliforniaSM



From: Nicki Martin
Sent: Friday, October 19, 2018 8:55 AM
To: 'Alan Doswald'; 'Alfonso Lopez'; 'Angelica Martinez (American Sign Language) (angelica.martinez@dor.ca.gov)'; 'April Farkas (april.farkas@sccd.edu)'; 'Ariana Gomez'; 'Ashley Ruiz'; 'Barbara Christoffersen'; 'Carrie Phillips'; 'Ceci Massetti'; 'Chris Zeitz'; 'Cle Mitchell-Canizalez (cle.canizalez@maderacounty.com)'; 'Daniel Rivera (daniel.rivera@sccd.edu)'; 'David Reygoza '; 'Debbie Cortez (debbie.lopez@maderacounty.com)'; 'Deborah Martinez (deborahmartinez@co.madera.ca.gov)'; 'Deisy Ruiz (deisy.ruiz@sccd.edu)'; 'Eesteban Gonzales (egonzales@sercalifornia.org)'; 'James Bradford (james.bradford@edd.ca.gov)'; 'Joe Perez (rperez@dor.ca.gov)'; 'Jorge De Nava (jdenava@cvoc.org)'; 'Karri Hammerstrom (karri.hammerstrom@reedleycollege.edu)'; 'Linda M Shaw (linda@maderaha.org)'; 'Maria Chapa (maria.chapa@maderacounty.com)'; 'Martha Espitia (martha.espitia@dor.ca.gov)'; 'Mattie Mendez '; 'Melissa Abby (abby.melissa@jobcorps.org)'; 'Michelle Santesteban (michelle.s@statecenter.com)'; 'Miguel Gonzalez (miguel.gonzalez@maderacounty.com)'; 'Mike Unger'; 'Nancy Rubio (nancy.rubio@sccd.edu)'; 'Paul Haroutunian'; 'Raeanne Jain'; 'Rebecca Salgado'; 'Rodger Baker'; 'Sarah Honeycutt (s.honeycutt@csa20ca.org)'; 'Sherri Watkins '; 'Terry Nichols (terry.w.nichols@dor.ca.gov)'; 'Todd Lile (toddlile@maderausd.org)'; 'Wendy Lomeli (wendy.lomeli@edd.ca.gov)'
Cc: Sarahi Cuellar; Gail Lopez; Jessica Roche; Maiknue Vang; Tracie Scott-Contreras
Subject: RE: Strengthening Partnerships with Local Child Support Agencies Convening - 10/26/18
Attachments: LCSA Convening Agenda.pdf; LCSA Convening 2018 Flyer.pdf

Your input is important to us!

We look forward to seeing you there and collaborating with you.

Local Workforce Plan Stakeholder Convening

Strengthening Partnerships with Local Support Agencies to Serve Non-custodial Parents

October 26, 2018: 8:30 a.m. to 11:30 a.m.

Discussion Topics

- Barriers to Employment
- Skills Development
- Partnerships Between Organizations
- Service Need
- Referral System



LOCATION

Workforce Assistance Center
2037 W Cleveland Avenue
Madera

R

Nicki
559-

nmartin@mc

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

From: Nicki Martin

Sent: Friday, October 12, 2018 11:34 AM

Subject: Strengthening Partnerships with Local Child Support Agencies Convening - 10/26/18

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Tracie Scott-Contreras, Interim Executive Director
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Phone: 559-662-4589
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America's **JobCenter**
of CaliforniaSM



From: Nicki Martin
Sent: Friday, October 12, 2018 1:17 PM
To: 'Bobby Kahn'; Brett Frazier; Chuck Riojas; Cindy Vail; Claudia Habib; David Salter; Elizabeth Wisener; Exchille Mendoza; Gabriel Gil; Ivan Otamendi; Jesse Carrasco; Jorge deNava; Laura Gutile; Les Taylor; Michelle Brunetti ; Mike Fursman; Mike Lopez; Nichole Mosqueda; 'Robert L. Poythress'; Ruben Zarate; 'Terry Nichols M. S.'; Wayne Rylant; Wendy Lomeli; Bob Carlson; Debi Bray; Gabriel Mejia; Lindsay Callahan; Mike Farmer; Robyn Smith; Roger Leach; Zaven Kalebjian ; James Bradford; 'muruunger911@hotmail.com'; Nancy Rubio
Cc: Gloria Garcia ; Jeannie Stapleton; Karen DaSilva ; Lina Solano; Liz Teixeira; Melisa DaSilva; Monica Armenta; Ani Eliason; Christal Sanchez; Roger Leach
Subject: Strengthening Partnerships with Local Child Support Agencies Convening - 10/26/18
Attachments: Save the Date LCSA 2018.pdf

Good Day!

The Workforce Development Board of Madera County is beginning the biennial review and modification process for the Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for those in Madera County who are looking for work or are interested in training for new careers.

Please plan to attend our Community and Stakeholder convening on Strengthening Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents Friday, October 26, 2018 from 8:30 a.m. to 11:30 a.m. We are seeking input from partners, representatives of community-based organizations and individuals regarding the content and quality of workforce development programs and services available in Madera County. An invitation flyer with more information and instructions to RSVP is attached. Additional information is available on our website at:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>

Topics we'll be considering at the forum will include:

- Barriers to Employment
- Service Needs
- Skills Development
- Referral Systems
- Partnerships Between Organizations

Your participation at the stakeholder convening is critical to the continuous improvement of system services for job seekers throughout Madera County and we would greatly appreciate your attendance at the event.

Regards

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
v.559.662.4587
f.559.673.1794
tscott-contreras@maderaworkforce.org

Nicki Martin

Executive Assistant

Madera County Workforce Investment Corporation

2037 W. Cleveland Avenue

Madera, CA 93637

Phone: 559-662-4589

Fax: 559-673-1794

America's **JobCenter**
of CaliforniaSM



Nicki Martin

From: Nicki Martin
Sent: Friday, October 19, 2018 8:59 AM
To: 'Bobby Kahn'; 'Brett Frazier'; 'Chuck Riojas'; 'Cindy Vail'; 'Claudia Habib'; 'David Salter'; 'Elizabeth Wisener'; 'Exchille Mendoza'; 'Gabriel Gil'; 'Ivan Otamendi'; 'Jesse Carrasco'; 'Jorge deNava'; 'Laura Gutile'; 'Les Taylor'; 'Michelle Brunetti '; 'Mike Fursman'; 'Mike Lopez'; 'Nichole Mosqueda'; 'Robert L. Poythress'; 'Ruben Zarate'; 'Terry Nichols M. S.'; 'Wayne Rylant'; 'Wendy Lomeli'; 'Bob Carlson'; 'Debi Bray'; 'Gabriel Mejia'; 'Lindsay Callahan'; 'Mike Farmer'; 'Robyn Smith'; 'Roger Leach'; 'Zaven Kalebjian '; 'James Bradford'; 'muruunger911@hotmail.com'; 'Nancy Rubio'
Cc: Gloria Garcia ; Jeannie Stapleton; 'Karen DaSilva '; Lina Solano; Liz Teixeira; Melisa DaSilva; Monica Armenta; Ani Eliason; Christal Sanchez; Roger Leach
Subject: RE: Strengthening Partnerships with Local Child Support Agencies Convening - 10/26/18

Your input is important to us!

We look forward to seeing you there and collaborating with you.

Local Workforce Plan Stakeholder Convening

Strengthening Partnerships with Local Support Agencies to Serve Non-custodial Parents

October 26, 2018: 8:30 a.m. to 11:30 a.m.

Discussion Topics

- Barriers to Employment
- Skills Development
- Partnerships Between Organizations
- Service Needs
- Referral Systems



LOCATION

Workforce Assistance Center
2037 W Cleveland Avenue
Madera

R

Nicki
559-

nmartin@mc

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

From: Nicki Martin

Sent: Friday, October 12, 2018 1:17 PM

Subject: Strengthening Partnerships with Local Child Support Agencies Convening - 10/26/18

Good Day!

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Regards

Tracie Scott-Contreras, Interim Executive Director
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Nicki Martin

Executive Assistant
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2037 W. Cleveland Avenue
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Phone: 559-662-4589
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America's **JobCenter**
of CaliforniaSM



Contact Group Name: Local Plan LCSA Contact List

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Todd Lile (toddlile@maderausd.org)	toddlile@maderausd.org
Wendy Lomeli (wendy.lomeli@edd.ca.gov)	wendy.lomeli@edd.ca.gov

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
LOCAL PLAN STAKEHOLDERS CONVENING
Partnerships with Local Child Support Agencies to Serve Non-custodial Parents
October 26, 2018 - 8:30 a.m. to 11:30 a.m.

	NAME	ORGANIZATION	EMAIL	PHONE	PLEASE INITIAL
2	Raeanne Jain	Department of Child Support	RaeanneJain@MaderaCounty.com	559-675-7890	RJ
3	Sarah Honeycutt	Department of Child Support	sarah.honeycutt@maderacounty.com	559-675-7889	
4	Maiknue Vang	Madera WDE	nvong@maderaworkforce.org	559-662-4503	MV
5	Tracie Scott-Contreras	Madera WDE	tscott-contreras@maderaworkforce.org	662-4587	TSC
6	Sarahi Cuellar	Madera WDB	scuellar@maderaworkforce.org	559-662-4572	SC
7	Deborah Martinez	Department of Social Services	deborah.martinez@maderacounty.com	559-675-7841	
8	Miguel Gonzalez	Dept of Social Services	miguel.gonzalez@maderacounty.com	(559) 479-4888	MG
9	Sarah Honeycutt	Child Support	sarah.honeycutt@maderacounty.com	675-7889	SH
10	Kerry Valle	Child Support	kerry.valle@maderacounty.com	559-662-3912	KV
11	Nicki Martin	Madera Workforce	nmartin@maderaworkforce.org	662-4587	NM
12					
13					
14					
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17					
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19					
20					
21					

From: Tracie Scott-Contreras
To: ["bethany.renfree@cwdb.ca.gov"](mailto:bethany.renfree@cwdb.ca.gov); ["michael.dowdy@cwdb.ca.gov"](mailto:michael.dowdy@cwdb.ca.gov); ["rafael.aguilera@cwdb.ca.gov"](mailto:rafael.aguilera@cwdb.ca.gov)
Cc: [Maiknue Vang](#); [Nicki Martin](#); ["David Shinder"](#)
Bcc: [Tracie Scott-Contreras](#)
Subject: Local Planning Meeting Schedule and Location for the Workforce Development Board of Madera County
Date: Tuesday, August 07, 2018 9:26:50 AM
Attachments: [Madera WDB Area Convening Calendar.pdf](#)

Good Morning,

Attached you will find the list of Local Plan Stakeholder Convening Sessions for the Local Plan Modification Process for the Workforce Development Board of Madera County. This information is also posted on the local Board's website at this location:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>.

Invitation lists for each session are being developed based on the information provided in the State guidance contained in WSD18-01, Attachment 3.

The information about each session will be posted in the lobby to the AJCC/Board office, and each session will be properly noticed and agendized in compliance with the requirements of the State guidance and the rules governing public meetings.

If you have questions, or need additional information, please do not hesitate to contact me.

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
v.559.662.4587
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tscott-contreras@maderaworkforce.org



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FREE HR Hotline! 844.431.4748

The most common way people give up their power is by thinking they don't have any.

- Alice Walker



Community and Stakeholder Forum on:
Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

AGENDA

**October 26, 2018
8:30 a.m.**

***Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589***

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; CRS 711; Fax 559/673-1794.

This agenda and supporting documents relating to the items on this agenda are available through the Workforce Development Board website at <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>. These documents are also available at the Madera County Workforce Assistance Center – office of the Executive Director. The Workforce Development Board is an equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

1.0 Call to Order

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

3.0 State Requirements for Review and Modification of Plans to Incorporate Collaboration among the Workforce System, the Local Child Support Agency, and Other Organizations Serving Unemployed, Underemployed and Payment Delinquent Non-Custodial Parents (NCPs)

4.0 Objectives of the Community Forum

5.0 Consideration of and Discussion on:

- 5.1 What barriers to employment are most common among targeted NCPs?
- 5.2 What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?
- 5.3 What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
- 5.4 Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?
- 5.5 What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?
- 5.6 How can local organizations work better to ensure positive employment and career outcomes for NCPs?

6.0 Adjournment



October 26, 2018

**STRENGTHENING PARTNERSHIPS
WITH LOCAL CHILD SUPPORT
AGENCIES
TO SERVE NON-CUSTODIAL
PARENTS**

LOCAL WORKFORCE PLANNING AND THE BIENNIAL UPDATES

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Required modifications to local plans must address:

- New partnerships with CalFresh Employment and Training Programs
- New Partnerships with Local Child Support Agencies
- Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

3

OVERVIEW OF REGIONAL PLAN GUIDANCE REGARDING PARTNERSHIPS WITH LOCAL CHILD SUPPORT AGENCIES (LCSAs) AND SERVICES TO NON-CUSTODIAL PARENTS (NCPs)

- The State Workforce Development Board has entered into a formal partnership with the California Department of Child Support Services (DCSS) with the goal of improving labor market outcomes for unemployed, underemployed, and payment-delinquent non-custodial parents.
- The vision of DCSS is that all parents will be engaged in supporting their children. This is achieved through the interventions including: establishing paternity, locating parents, establishing child and medical support orders, enforcing and modifying child and medical support orders, and collecting and disbursing child support payments.

4

- The State Board has directed Local Boards to engage and work with LCSAs and specific partner CBOs to serve their local non-custodial parent population.
- Among the processes that are expected to result from workforce-child support network partnerships are referral protocols, including those from LCSAs and family court; enrollment of clients in training programs that will lead to family-sustaining wages; employment opportunities in careers within growth industries; and services that promote retention in training and on the job.

5

OBJECTIVES OF THIS COMMUNITY AND STAKEHOLDER FORUM

- Provide stakeholders and the community the opportunity to weigh in on the needs of this target group
- Learn from practitioners about best practices in meeting service needs
- Identify gaps in services
- Hear recommendations for improving the content, availability and quality of services for unemployed, underemployed and payment delinquent non-custodial parents

6

FOR YOUR CONSIDERATION AND INPUT

- What barriers to employment are most common among targeted NCPs?
- What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?
- What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?
- Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?

7

- What strategies and tools are used to motivate and incentivize NCPs' in acting on referrals, participating in training/skills development and retention in employment?
- How can local organizations work better to ensure positive employment and career outcomes for non-custodial parents?

8

Thanks!
We greatly appreciate your input!



Community and Stakeholder Forum on:

Partnerships with Local Child Support Agencies to Serve Non-Custodial Parents

MINUTES

October 26, 2018

Convened at:

**Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589**

PRESENT: David Shinder, Deborah Martinez, Kerry Valle, Miguel Gonzalez, Maiknue Vang, Nicki Martin, Raeanne Jain, Sarah Honeycutt, Sarahi Cuellar, Tracie Scott-Contreras

1.0 Call to Order

Meeting called to order at 8:35 a.m.

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.
- New partnerships with CalFresh Employment and Training Programs
- New Partnerships with Local Child Support Agencies
- Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

3.0 State Requirements for Review and Modification of Plans to Incorporate Collaboration among the Workforce System, the Local Child Support Agency, and Other Organizations Serving Unemployed, Underemployed and Payment Delinquent Non-Custodial Parents (NCPs)

- The State Workforce Development Board has entered into a formal partnership with the California Department of Child Support Services (DCSS) with the goal of improving labor market outcomes for unemployed, underemployed, and payment-delinquent non-custodial parents.

- The vision of DCSS is that all parents will be engaged in supporting their children. This is achieved through the interventions including: establishing paternity, locating parents, establishing child and medical support orders, enforcing and modifying child and medical support orders, and collecting and disbursing child support payments.
- The State Board has directed Local Boards to engage and work with LCSAs and specific partner CBOs to serve their local non-custodial parent population.
- Among the processes that are expected to result from workforce-child support network partnerships are referral protocols, including those from LCSAs and family court; enrollment of clients in training programs that will lead to family-sustaining wages; employment opportunities in careers within growth industries; and services that promote retention in training and on the job.

4.0 Objectives of Community Forum

- Provide stakeholders and the community the opportunity to weigh in on the needs of this target group
- Learn from practitioners about best practices in meeting service needs
- Identify gaps in services
- Hear recommendations for improving the content, availability and quality of services for unemployed, underemployed and payment delinquent non-custodial parents

5.0 Consideration of and Discussion on:

5.1 What barriers to employment are most common among targeted NCPs?

- Sarah Honeycutt -Child Support: Common barriers to employment are homelessness, incarceration, aid (medical and food stamps), high school diploma (HSD), loss of driver's license due to not paying their child support, and a good percentage of the clients are English Language Learners.

Is the Workforce seeing a lot of these customers?

- Tracie Scott-Contreras –Workforce: We have a few customers that are NCP. This usually comes up when they are interested in training and disclose to their case worker why they don't have a DL.

5.2 What are NCPs' service needs (particularly with regard to job skills and employment) and what services are currently available?

- Raeanne Jain -Child Support: We have a partnership with Reading and Beyond and just mentions the Workforce as an option. We have workshops we give client in probation and at the jail. Most of them get discouraged depending on the amount they owe. Customers believe Child Support will take their whole pay check but don't know we can only take up to 50% of the net and also work monthly payment arrangements.

5.3 What organizations collaborate locally to promote skills development, employment and career advancement for targeted NCPs?

Have:

- Reading and Beyond
- Madera Rescue Mission
- Fresno Rescue Mission
- GEO day reporting

Don't:

- Father advocate work groups
- County Probation Department

5.4 Among the NCP service partners, (e.g. Child Support, Family Court, AJCCs, training providers and community-based organizations), what referral and information sharing systems are in place?

- Sarah Honeycutt – Child Support: We currently have nothing in place. This partnership would start from scratch. One of the biggest challenges faced is Child Support can't share information with outside agencies except DSS and Probation due to the FTI system requirements.

Referral process Workforce has with partner agencies:

- Currently have a referral process here at the Center that partners utilize.

Options to find out if customers are NCP:

- Add a question in our Initial Interview regarding an active Child Support case.
- Offer financial Workshop and provide the mentor coach your information just in case it comes out when he runs their social security number.

5.5 What strategies and tools are used to motivate and incentivize NCPs' acting on referrals, participating in training/skills development and retention in employment?

- Child Support: Currently, no strategies or tools other than Facebook – job postings and prior year job fairs.
- Child Support: Child Support also takes from SSI and SSDI if the non-custodial parent neglects to pay. They will take 50% of their benefits.

5.6 How can local organizations work better to ensure positive employment and career outcomes for NCPs?

- Child Support: Would like to utilize the Workforce as a tool in lieu of civil contempt that could result in jail time. We would like to offer Compliance with Workforce as a way to prevent negative actions as long they are following along with the plan created by the Workforce.
- Workforce: Madera would like to work in partnership with our clients to ensure they are successful to ensure children receive the support they deserve from both parents.

Give non-custodial parents two choices:

- Child Support: Get refer to Workforce and customer has to be compliant. When they obtain a job Child Support give them time to get on their feet and then start charging them.
- Child Support: Send them to jail for not paying (for 6-8 months).

David Shinder asked for data for the local plan:

Child Support currently have a caseload of 6,543 and 6,150 have cases with orders.

Department of Social Service would email information to David Shinder.

6.0 Adjournment

Workforce: Would like to have Child Support come in and train staff more about your services/process.

Child Support and Madera Workforce scheduled a meeting to further discuss a process in building a stronger partnership.

Meeting adjourned at 10:00 a.m.

SAVE THE DATE



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

SEPTEMBER 17, 2018

2:00 p.m. – 4:00 p.m.

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; TTY 559/674-7497; Fax 559/673-1794.

Local Plan Stakeholders Convening

DISCUSSION TOPIC:

**Serving Persons with Disabilities Through Competitive
Integrated Employment**

LOCATION

Workforce Assistance Center
2037 W Cleveland Avenue
Madera

RSVP

Nicki Martin
559-662-4589
nmartin@maderaworkforce.org

More Info [Here!](#)

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

From: Nicki Martin
Sent: Monday, September 10, 2018 8:56 AM
To: 'Alfonso Lopez (alopez@ttocc.org)'; 'Angelica Martinez (American Sign Language) (angelica.martinez@dor.ca.gov)'; 'Araceli Holland (Araceli.Holland@dor.ca.gov)'; 'Ariana Gomez (agomez@maderacap.org)'; 'Barbara Christoffersen (redd_molina@icloud.com)'; 'Carrie Phillips (carriephillips@usw.salvationarmy.org)'; Ceci Massetti; 'Deborah Martinez (deborahmartinez@co.madera.ca.gov)'; 'Heather Flores (hflores@cvrc.org)'; 'James Bradford (james.bradford@edd.ca.gov)'; 'Joe Perez (rperez@dor.ca.gov)'; 'Kurtis Foster (kurtis.foster@co.madera.ca.gov)'; 'Larry Wanger (lwanger@ricv.org)'; 'Linda M Shaw (linda@maderaha.org)'; 'Marizela Terkildsen (marizela.terkildsen@maderacounty.com)'; 'Martha Espitia (martha.espitia@dor.ca.gov)'; 'Mattie Mendez'; 'Michelle L. Bronson (info@dhhs.org)'; 'Mike Unger (munger@maderarescue.org)'; 'Randy McCombs (rmccombs@dor.ca.gov)'; 'Terry Nichols (terry.w.nichols@dor.ca.gov)'; 'Todd Lile (toddlile@maderausd.org)'
Cc: Sarahi Cuellar; Gail Lopez; Jessica Roche; Maiknue Vang; Tracie Scott-Contreras
Subject: Stakeholders Convening - Serving Person with Disabilities
Attachments: Save the Date Persons wDisabilities 2018.pdf; Madera WDB Area Convening Calendar.pdf

Good Day,

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for serving persons with disabilities in our communities.

Please plan to attend our Stakeholder Convening on Monday, September 17, 2018 beginning at 2:00 to share your insights to inform the local and regional plan modification process specifically regarding effectively serving persons with disabilities through competitive integrated employment – an invitation flyer with more information and instructions to RSVP is attached. Additional information is available on our website at: <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>

The topics for discussion at the Convening will include items such as:

- Effectively engaging with local partners to increase competitive integrated employment for job seekers with intellectual disabilities and developmental disabilities;
- Coordination of technical assistance to ensure staff have appropriate training and knowledge to serve individuals with intellectual disabilities and developmental disabilities and additional programs and resources available in the area;
- Coordination with DOR for linkages to service providers and/or supportive services (i.e., job coaching) to individuals with intellectual disabilities and developmental disabilities who are VR consumers;
- Coordination with DOR to align outreach to employers and partners to support opportunities for individuals with intellectual disabilities and developmental disabilities to achieve competitive integrated employment.

Your participation at the stakeholder convening is critical to the continuous improvement of system services specific to persons with disabilities and we would greatly appreciate your attendance at the event.

Regards,

Tracie Scott-Contreras, Interim Executive Director

Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
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Nicki Martin

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America's **JobCenter**
of CaliforniaSM



Nicki Martin

From: Nicki Martin
Sent: Wednesday, September 12, 2018 3:08 PM
To: Alfonso Lopes; Angelica Martinez (American Sign Language) (angelica.martinez@dor.ca.gov); Araceli Holland (Araceli.Holland@dor.ca.gov); Ariana Gomez (agomez@maderacap.org); Barbara Christoffersen (redd_molina@icloud.com); Carrie Phillips; Ceci Massetti; Deborah Martinez ; Heather Flores (hflores@cvrc.org); James Bradford; Joe Perez (rperez@dor.ca.gov); Kurtis Foster (kurtis.foster@co.madera.ca.gov); Larry Wanger (lwanger@ricv.org); Linda M Shaw (linda@maderaha.org); Marizela Terkildsen (marizela.terkildsen@maderacounty.com); Martha Espitia (martha.espitia@dor.ca.gov); Mattie Mendez ; Michelle L. Bronson (info@dhhsc.org); Mike Unger; Randy McCombs (rmccombs@dor.ca.gov); Terry Nichols (terry.w.nichols@dor.ca.gov); Todd Lile (toddlile@maderausd.org)
Cc: Sarahi Cuellar; Gail Lopez; Jessica Roche; Maiknue Vang; Tracie Scott-Contreras
Subject: AGENDA: Stakeholders Convening - Serving Persons with Disabilities
Attachments: Save the Date Persons wDisabilities 2018.pdf; Madera WDB Area Convening Calendar.pdf; Individuals wDisabilities Convening Agenda.pdf

Good afternoon

Attached is the agenda for Monday's Stakeholders Convening for our session on serving individuals with disabilities through Competitive Integrated Employment.

Your input is important to us – we hope you can join us. Please feel free to share this invitation or bring a friend!

Nicki

From: Nicki Martin
Sent: Monday, September 10, 2018 8:56 AM
Subject: Stakeholders Convening - Serving Person with Disabilities

Good Day,

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for serving persons with disabilities in our communities.

Please plan to attend our Stakeholder Convening on Monday, September 17, 2018 beginning at 2:00 to share your insights to inform the local and regional plan modification process specifically regarding effectively serving persons with disabilities through competitive integrated employment – an invitation flyer with more information and instructions to RSVP is attached. Additional information is available on our website at: <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>

The topics for discussion at the Convening will include items such as:

- Effectively engaging with local partners to increase competitive integrated employment for job seekers with intellectual disabilities and developmental disabilities;

- Coordination of technical assistance to ensure staff have appropriate training and knowledge to serve individuals with intellectual disabilities and developmental disabilities and additional programs and resources available in the area;
- Coordination with DOR for linkages to service providers and/or supportive services (i.e., job coaching) to individuals with intellectual disabilities and developmental disabilities who are VR consumers;
- Coordination with DOR to align outreach to employers and partners to support opportunities for individuals with intellectual disabilities and developmental disabilities to achieve competitive integrated employment.

Your participation at the stakeholder convening is critical to the continuous improvement of system services specific to persons with disabilities and we would greatly appreciate your attendance at the event.

Regards,

Tracie Scott-Contreras, Interim Executive Director
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Contact Group Name: Local Plan DEA Contact List**Members:**

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Todd Lile (toddlile@maderausd.org)	toddlile@maderausd.org

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
LOCAL PLAN STAKEHOLDERS CONVENING
Serving Individuals with Disabilities through Competitive Integrated Employment
September 17, 2018 - 2:00 p.m. to 4:00 p.m.

	NAME	ORGANIZATION	EMAIL	PHONE	PLEASE INITIAL
1	Anne Padron-O'rourke	Hope House	anne13orourke@gmail.com		AP
2	Ariana Gomez	Shunammite	agomez@maderacap.org		AG
3	Bertha Vega	Madera County Workforce Investment Corporation	bvega@maderaworkforce.org	559-662-4508	BV
4	Cheryl Mohr	Madera County Superintendent of Schools	cmohr@mcsos.org	559-662-4669	CM
5	Christina Lopez	Hope House	clopez@hocc.org		CL
6	David Raygoza	MUSD MAS	davidraygoza@maderausd.org	559-675-4425	DR
7	Gloria Ordaz	Central Valley Opportunity Center	gordaz@cvoc.org		GO
8	Joe Perez	Department of Rehabilitation	rperez@dor.ca.gov		JP
9	Kiran Sandhu	Department of Social Services	harkiran.sandhu@co.madera.ca.us	559-675-7603	KS
10	Kristin McKenna	Madera Unified School District	kristinmckenna@maderausd.org	559-675-4500 ext 211	KM
11	Maiknue Vang	Workforce Development Board of Madera County	mvang@maderaworkforce.org	559-662-4503	-MV
12	Michelle Santesteban	State Center Adult Education Consortium	michelle.s@statecenter.com	559-662-4573	MS
13	Nancy Valle	Shunammite	nvalle@maderacap.org		NV
14	Nicki Martin	Madera County Workforce Investment Corporation	nmartin@maderaworkforce.org	559-662-4589	NM
15	Sarahi Cuellar	Madera County Workforce Investment Corporation	scuellar@maderaworkforce.org	559-662-4512	SC
16	Tracie Scott-Contreras	Workforce Development Board of Madera County	tscott-contreras@maderaworkforce.org	559-662-4587	TC
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WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
 LOCAL PLAN STAKEHOLDERS CONVENING
 Serving Individuals with Disabilities through Competitive Integrated Employment
 September 17, 2018 - 2:00 p.m. to 4:00 p.m.

	NAME	ORGANIZATION	EMAIL	PHONE
1	Debi Cortez	DSS	Debi.cortez@co.madera.ca.gov	
2	Charity Tokash	RICU	CTOKASH@RICU.org	559 221 2330
3	DeAnn Bunting	BHS - FSP	deann.bunting@maderacounty.net	
4	Sherri Watkins	SCAEC	Sherri.Watkins@statecenter.com	559-285-9106
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From: Tracie Scott-Contreras
To: ["bethany.renfree@cwdb.ca.gov"](mailto:bethany.renfree@cwdb.ca.gov); ["michael.dowdy@cwdb.ca.gov"](mailto:michael.dowdy@cwdb.ca.gov); ["rafael.aguilera@cwdb.ca.gov"](mailto:rafael.aguilera@cwdb.ca.gov)
Cc: [Maiknue Vang](#); [Nicki Martin](#); ["David Shinder"](#)
Bcc: [Tracie Scott-Contreras](#)
Subject: Local Planning Meeting Schedule and Location for the Workforce Development Board of Madera County
Date: Tuesday, August 07, 2018 9:26:50 AM
Attachments: [Madera WDB Area Convening Calendar.pdf](#)

Good Morning,

Attached you will find the list of Local Plan Stakeholder Convening Sessions for the Local Plan Modification Process for the Workforce Development Board of Madera County. This information is also posted on the local Board's website at this location:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>.

Invitation lists for each session are being developed based on the information provided in the State guidance contained in WSD18-01, Attachment 3.

The information about each session will be posted in the lobby to the AJCC/Board office, and each session will be properly noticed and agendized in compliance with the requirements of the State guidance and the rules governing public meetings.

If you have questions, or need additional information, please do not hesitate to contact me.

Tracie Scott-Contreras, Interim Executive Director
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The most common way people give up their power is by thinking they don't have any.

- Alice Walker



Community and Stakeholder Forum on:

**Improving Services to Individuals with Disabilities through
Competitive Integrated Employment**

AGENDA

**September 17, 2018
2:00 p.m.**

***Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589***

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; CRS 711; Fax 559/673-1794.

This agenda and supporting documents relating to the items on this agenda are available through the Workforce Development Board website at <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>. These documents are also available at the Madera County Workforce Assistance Center – office of the Executive Director. The Workforce Development Board is an equal Opportunity Employer/Program. Auxiliary aids and services are available upon request

- 1.0 Call to Order**
- 2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification**
- 3.0 Overview of Competitive Integrated Employment**
- 4.0 State Requirements and Guidance on Services Individuals with Disabilities through Competitive Integrated Employment**
- 5.0 Objectives of Community and Stakeholder Forum**
- 6.0 Consideration of and Discussion on:**
 - 6.1 How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?
 - 6.2 Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?
 - 6.3 Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?
 - 6.4 Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?
 - 6.5 How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?
 - 6.6 Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?
- 6.0 Adjournment**

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

- » Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- » In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- » In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- » California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Local Workforce Planning and the Biennial Updates



Required modifications to local plans must address:

- » New partnerships with CalFresh Employment and Training Programs
- » New Partnerships with Local Child Support Agencies
- » Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- » Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees



- » Competitive Integrated Employment (CIE) is work performed by a person with a disability (including those with intellectual disabilities and developmental disabilities) within an integrated setting that includes both individuals with and without disabilities.
- » CIE is full- or part-time work that:
 - Compensates individuals at no less than the legal minimum wage and at the same rate as non-disabled employees with the same skills, performing the same work
 - Yields an income comparable to that of similarly situated non-disabled individuals
 - Provides the same benefits available to other employees
 - Is at a location where employees interact with other persons who are not individuals with disabilities
 - Presents opportunities for advancement

What is Competitive Integrated Employment?



- » In 2017, the California Department of Rehabilitation (DOR), the Department of Developmental Services (DDS) and the California Department of Education (CDE) formalized a partnership agreement around creating more opportunities for individuals with intellectual disabilities (ID) and developmental disabilities (DD) through CIE and other mechanisms.
- » Local Boards must submit modifications to their local plans that address how they will engage with local counterparts of the three state-level partners to align with the State CIE strategy embedded in its blueprint.

Overview of Local Plan Guidance regarding Competitive Integrated Employment



- » The state-level CIE partners (DOR, DDS, CDE) have developed a Local Partnership Agreement template to assist local education agencies, DOR districts and DDS regional centers in collaborating more effectively in assisting individuals with ID and DD.
- » Staff at AJCCs are expected to understand the needs of jobseekers with ID/DD and be knowledgeable about programs and resources that can aid in their success.
- » DOR's district staff will designate a point of contact for the Local Boards to help provide linkages to service providers of individuals with ID/DD.



- » DOR district staff will partner with Local Boards to outreach to employers and partners to develop strategies to achieve CIE opportunities for consumers.
- » The State Board recommends that Local Boards support the recruitment, referral, and employer engagement efforts of DOR representatives.



- » Give stakeholders and the community the opportunity to weigh in on the needs of this target group
- » Learn from practitioners about best practices in meeting service needs
- » Identify where gaps in services may currently exist
- » Hear recommendations on implementing competitive integrated employment for individuals with intellectual disabilities and developmental disabilities.

Objectives of this Community and Stakeholder Forum



- » How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?
- » Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?
- » Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?

For Your Consideration and Input



- » Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?
- » How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?



» Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?



Thanks!
We greatly appreciate your input!





Community and Stakeholder Forum on:

**Improving Services to Individuals with Disabilities through
Competitive Integrated Employment**

MINUTES

September 17, 2018

Convened at:

**Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589**

PRESENT: Anne Padron-O'Rourke, Ariana Gomez, Bertha Vega, Charity Tokash, Cheryl Mohr, Christina Lopez, David Raygoza, David Shinder, Deann Bunting, Debi Cortez, Gloria Ordaz, Joe Perez, Kiran Sandhu, Kristin McKenna, Maiknue Vang, Michelle Santesteban, Nancy Valle, Nicki Martin, Sarahi Cuellar, Sherri Watkins, Tracie Scott-Contreras

1.0 Call to Order

Meeting called to order at 2:03 p.m.

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

- *Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).*
- *In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.*
- *In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.*
- *California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.*
- *New partnerships with CalFresh Employment and Training Programs*
- *New Partnerships with Local Child Support Agencies*
- *Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models*
- *Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees*

3.0 Overview of Competitive Integrated Employment

- *Competitive Integrated Employment (CIE) is work performed by a person with a disability (including those with intellectual disabilities and developmental disabilities) within an integrated setting that includes both individuals with and without disabilities.*
- *CIE is full- or part-time work that:*

- o *Compensates individuals at no less than the legal minimum wage and at the same rate as non-disabled employees with the same skills, performing the same work*
- o *Yields an income comparable to that of similarly situated non-disabled individuals*
- o *Provides the same benefits available to other employees*
- o *Is at a location where employees interact with other persons who are not individuals with disabilities*
- o *Presents opportunities for advancement*

4.0 State Requirements and Guidance on Services Individuals with Disabilities through Competitive Integrated Employment

- *In 2017, the California Department of Rehabilitation (DOR), the Department of Developmental Services (DDS) and the California Department of Education (CDE) formalized a partnership agreement around creating more opportunities for individuals with intellectual disabilities (ID) and developmental disabilities (DD) through CIE and other mechanisms.*
- *Local Boards must submit modifications to their local plans that address how they will engage with local counterparts of the three state-level partners to align with the State CIE strategy embedded in its blueprint.*
- *The state-level CIE partners (DOR, DDS, CDE) have developed a Local Partnership Agreement template to assist local education agencies, DOR districts and DDS regional centers in collaborating more effectively in assisting individuals with ID and DD.*
- *Staff at AJCCs are expected to understand the needs of jobseekers with ID/DD and be knowledgeable about programs and resources that can aid in their success.*
- *DOR's district staff will designate a point of contact for the Local Boards to help provide linkages to service providers of individuals with ID/DD.*
- *DOR district staff will partner with Local Boards to outreach to employers and partners to develop strategies to achieve CIE opportunities for consumers.*
- *The State Board recommends that Local Boards support the recruitment, referral, and employer engagement efforts of DOR representatives.*

5.0 Objectives of Community and Stakeholder Forum

- *Give stakeholders and the community the opportunity to weigh in on the needs of this target group*
- *Learn from practitioners about best practices in meeting service needs*
- *Identify where gaps in services may currently exist*
- *Hear recommendations on implementing competitive integrated employment for individuals with intellectual disabilities and developmental disabilities.*

6.0 Consideration of and Discussion on:

6.1 How are DOR and the workforce system (i.e. the local Board and the AJCCs) currently working together with local partners (such as regional centers, special education and Workability programs, among others) to support the employment goals of individuals with intellectual disabilities and developmental disabilities?

- *Charity Tokash-Resources for Independence Central Valley (RICV): RICV refers customers to our Real Program where customers are assisted on a one-on-one basis. We assist customer depending on their need such as anxiety, interviewing skills, soft skills, resume and nutrition. RICV also runs a Bridges transition program for 5 weeks in the summer for youth ages 16-25. Another program was Create Career Program where DOR was the one referring customers but recently collapsed. RICV continues to work with DOR. Anyone is able to come to the center and use the resources. Their focus is on independence.*
- *Kiran Sandhu-Department of Social Service: One of our biggest barrier is identifying individuals with a disability. There is no tool to help identify disabilities. The Welfare to Work program provides employment trainings.*
- *Anne Padron - Consumer: Madera doesn't really have a lot of resources for adults with a disability. As a consumer, she would like to see more collaboration with Behavioral Health,*

Camarena, Department of Social Services, Shunammite, and Workforce. She is trying to be the liaison for difference resources but services don't seem to be linked.

- Cheryl Mohr – Madera County Superintendent of Schools (MCSOS): Schools work on serving individual with a disability from ages 16-22 through the Workability. We have minimal involvement with DOR at schools. Staff are excited about working with DOR.
- Michelle Santesteban – State Center Adult Education Consortium (SCAEC): the College has a disabled students department that does assessments. Fresno City College implemented a workability program specific to individuals with intellectual and developmental disabilities.
- Maiknue Vang - Workforce: We have contacted DOR to see if they can provide us with the contact list they utilize for their assessments. Customers have to be enrolled in their service in order to be given an assessment and identify the individual's disability.
- Joe Perez – Department of Rehabilitation (DOR): DOR is a State agency and is mostly funded through the Feds. DOR is broken into Districts and ten Branches within California. Staff are broken up into specialties. We currently hired a new staff member that will be providing student services for participants 16-21. DOR will soon be contacting schools and partnering with them to start their Pre-Eligibility Program.
- Charity Tokash – Consumer: Emphasized that older individuals not be forgotten.
- Nancy Valle – Shunammite: Nancy has previously worked with Bertha Vega (Workforce). Bertha has provided presentation on Workforce services. Older adults sometimes don't show up or accept services. Young adults tend to follow-through.
- Joe Perez – DOR: DOR is committed to providing services and has been collaborating to create more opportunities to put people into better employment. Every District has challenges.

6.2 Are efforts underway for the partners to collaborate on the use of CIE for job seekers with ID/DD?

Individuals that receive CIE services will then receive job coaching. Different task depending on that individual's need.

- Maiknue Vang - Workforce: Looks for employers that work with individuals with a disability. We can assist candidates by placing them in a work environment that is subsidized and pays minimum wage. Workforce has been the recipient of grants to work with individuals with disabilities. Workforce is working closely with DOR and employers. They help employees understand how to work with individuals with disabilities. A workshop was held for employers. Quarterly meetings are held with DOR. DOR sends referrals to Bertha Vega. Workforce has partnered with a number of businesses.

6.3 Have discussions begun on the development of a Local Partnership Agreement to create more CIE opportunities? If not, how can this be accelerated?

- Cheryl Mohr- Madera County Superintendent of Schools (MCSOS): Yes. These conversations have begun, but don't know the status. An MUSD representative is at the table with DOR and the Regional Center.
- Kristin McKenna – Madera Unified School District (MUSD): Not yet. A representative is identified.
- Sherry Watkins – SCAEC: stated that adult funding is not mandated and is under-funded.
- Tracie Scott-Contreras - Workforce: It's harder to work with an individual that wasn't diagnosed at a young age because it's hard to find a vendor that would do this type of assessment. The assessment is needed to prove the individual's disability because medical examinations don't always cover all the disabilities. The most common disability in our county is mental health.
- Michelle Santesteban - SCAEC: I make customers aware of the services that are available. If a customer wants to enroll into Madera Adult School and has a disability I refer them to the right contact person in that department. If a customer wants to enroll into college and also has a disability I refer then over to their Disabled Student Program and Services but individuals have to self-identify to receive services.
- Maiknue Vang - Workforce: We use integrated resource teams where we gather with our partner agencies and discuss with the client the type of services each agency is able to assist them with. We started to utilize this method for one of our grants and also implemented this with our English Language Learners.

6.4 Have workforce system staff received training in serving individuals with ID/DD and are they knowledgeable about programs and services available to assist this target group? What additional training and information is needed?

- *Windmills- Basic Disability Training*
- *Mental Health First Aid*

Training topics:

- *Mental Health*
- *Mental Health First Aid*
- *Dual Diagnosis*
- *Disability Awareness*
- *Disability Etiquette*
- *Trauma Informed Training*
- *Reducing Stigma*
- *Understanding Disability*
- *Services for individuals diagnosed with their disability*

6.5 How are DOR and the local workforce system working together to outreach to employers and partners to support individuals with ID/DD in achieving CIE? If efforts are not yet underway, what will be done?

- *Joe Perez - DOR: We have Business Specialist, Aurelio Mendoza, who goes out and develops a relationship with employers. The Specialist also collaborates with the local workforce boards. Aurelia provides Windmill presentations to employers. Save Mart works well with individuals with disabilities. One of the biggest challenges for CIE are clients receiving SSI benefits and leaving their benefits. The WIP meets with the individuals and discusses their benefits and the transition into employment.*
- *Maiknue Vang/Bertha Vega - Workforce: We also work the same way as DOR but we don't market our customers disabilities we market their skills. After the job description is developed and reviewed, the work environment is discussed with the employer to see if one of their positions can be filled with an individual that has a disability but is able to perform those duties.*

6.6 Have recruitment, referral and employer engagement strategies been defined? If not, what is planned?

- *Maiknue Vang – Workforce: Workforce has Certified Benefits Counselors.*
- *Anne Padron-O'Rourke – Hope House: SSI is aware of consumers who may have applied for SSI. Applied for SSI and only resources available for SSI. Long process to apply for SSI recipients and can't access those resources. Biggest issue is customers don't know where to seek these services.*
- *Cheryl Mohr – MCSOS: Stated that there are not enough employers out there and have been doing some outreach. More employers are willing to hire individuals with disabilities. She reminded everyone not to forget the outlying areas of Madera County.*
- *Tracie Scott-Contreras – Workforce: The Center uses a cross-agency business services team. They use a streamlined approach and developed common tools that partners use when going out to speak with businesses. The team is comprised of in-house staff but anyone is welcome to join.*
- *Maiknue Vang – Workforce: Workforce puts out a business newsletter every other month. It contains a section named Disability Corner.*

6.0 Adjournment

Meeting adjourned at 4:00 p.m.

SAVE THE DATE



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

AUGUST 30, 2018

2:00 p.m. – 4:00 p.m.

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; TTY 559/674-7497; Fax 559/673-1794.

Local Plan Stakeholders Convening

DISCUSSION TOPIC:

Improving Services to English Language Learners &
Foreign Born Individuals

LOCATION

Workforce Assistance Center
2037 W Cleveland Avenue
Madera

RSVP

Nicki Martin
559-662-4589
nmartin@maderaworkforce.org

More Info [Here!](#)

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

RSVP



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

AUGUST 30, 2018

2:00 p.m. – 4:00 p.m.

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; TTY 559/674-7497; Fax 559/673-1794.

Local Plan Stakeholders Convening

DISCUSSION TOPIC:

Improving Services to English Language Learners &
Foreign Born Individuals

LOCATION

Workforce Assistance Center
2037 W Cleveland Avenue
Madera

RSVP

Nicki Martin
559-662-4589
nmartin@maderaworkforce.org

More Info [Here!](#)

Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

Nicki Martin

From: Nicki Martin
Sent: Monday, August 27, 2018 9:22 AM
To: 'Angelica Martinez (American Sign Language) (angelica.martinez@dor.ca.gov)'; 'April Farkas (april.farkas@scccd.edu)'; 'Daniel Rivera (daniel.rivera@scccd.edu)'; 'David Reygoza '; 'Debbie Cortez (debbie.lopez@maderacounty.com)'; Deborah Martinez ; 'Deisy Ruiz (deisy.ruiz@scccd.edu)'; 'Eesteban Gonzales (egonzales@sercalifornia.org)'; Elizabeth Millan; Emily Hering; James Bradford; 'Joe Perez (rperez@dor.ca.gov)'; 'Jorge De Nava (jdenava@cvoc.org)'; 'Karri Hammerstrom (karri.hammerstrom@reedleycollege.edu)'; 'Linda M Shaw (linda@maderaha.org)'; 'Maria Chapa (maria.chapa@maderacounty.com)'; 'Martha Espitia (martha.espitia@dor.ca.gov)'; 'Melissa Abby (abby.melissa@jobcorps.org)'; 'Miguel Gonzalez (miguel.gonzalez@maderacounty.com)'; Nancy Rubio; 'Randy McComs (rmccombs@dor.ca.gov)'; 'Rodger Baker'; Sarah Turner; 'Terry Nichols (terry.w.nichols@dor.ca.gov)'; 'Todd Lile (toddlile@maderausd.org)'; Tracie Scott-Contreras
Cc: Maiknue Vang
Subject: Agenda - ELL Convening 8/30/18
Attachments: ELL Convening Agenda 8.30.18.pdf

Good morning

Attached is the agenda for the ELL Convening on 8/30/18 scheduled to begin at 2:00 p.m.

Let us know if you'd like to join us.

Have a great day!

Nicki Martin

Executive Assistant
Madera County Workforce Investment Corporation
2037 W. Cleveland Avenue
Madera, CA 93637
Phone: 559-662-4589
Fax: 559-673-1794

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of CaliforniaSM



From: Workforce Development Board of Madera County <jespinosa@maderaworkforce.org>
Sent: Tuesday, August 21, 2018 12:58 PM
To: Nicki Martin
Subject: Stakeholder Convening - ELL, Refugees and the Foreign Born: 8/30/18



Good Day,

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for serving limited English proficient individuals in our communities.

Please plan to attend our Stakeholder Convening on **Thursday, August 30, 2018 beginning at 2:00 at Workforce Assistance Center 2037 W Cleveland Avenue Madera** to share your insights to inform the local and regional plan modification process specifically regarding effectively serving English language learners, refugees, and the foreign born – an invitation flyer with more information and instructions to RSVP is attached. Additional information is available on our website at: <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>

The topics for discussion at the Convening will include items such as:

- Effectively blending/braiding resources and coordinating service delivery to maximize access to regional sector pathway programs, supportive services, and retention efforts;
- Strategies to retain customers in sector pathway programs as they progress into jobs and careers providing family-sustaining wages;
- Ensuring alignment with, and incorporation of, other existing services plans from system stakeholders;
- Coordination with community based organizations and entities serving the migrant and seasonal farmworker population; and
- Implementation of best practices around co-enrollment, leveraging funds, partnerships, and coordination of services with community based organizations and other system stakeholders serving the population.

 	AUGUST 30, 2018 2:00 p.m. – 4:00 p.m.	
	Local Plan Stakeholders Convening	
	DISCUSSION TOPIC: Improving Services to English Language Learners & Foreign Born Individuals	
	LOCATION Workforce Assistance Center 2037 W Cleveland Avenue Madera	RSVP Nicki Martin 559-662-4589 nmartin@maderaworkforce.org
More Info Here! Event Capacity/Event/Program. Available seats and services are available upon request.		

RSVP
 Nicki Martin
 559-662-4589
nmartin@maderaworkforce.org

Your participation at the stakeholder convening is critical to the continuous improvement of system services specific to English language learners, refugees, and the foreign born, and we would greatly appreciate your attendance at the event.

Regards,

Tracie Scott-Contreras, Interim Executive Director
 Madera County Workforce Investment Corporation
 2037 W. Cleveland Ave.
 Madera, CA 93637
 v.559.662.4587
 f.559.673.1794
tscott-contreras@maderaworkforce.org

Workforce Development Board of Madera County | 2037 W. Cleveland Avenue, Madera, CA 93637

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Sent by jespinoza@maderaworkforce.org in collaboration with


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Nicki Martin

From: Nicki Martin
Sent: Tuesday, August 21, 2018 11:19 AM
To: Angelica Martinez (American Sign Language) (angelica.martinez@dor.ca.gov); April Farkas (april.farkas@scccd.edu); Daniel Rivera (daniel.rivera@scccd.edu); David Reygoza ; Debbie Cortez (debbie.lopez@maderacounty.com); Deborah Martinez (deborahmartinez@co.madera.ca.gov); Deisy Ruiz (deisy.ruiz@scccd.edu); Eesteban Gonzales (egonzales@sercalifornia.org); Elizabeth Millan (emillan@redaingandbeyond.org); Emily Hering (Emily.Heraring@dss.ca.gov); James Bradford (jaimes.bradford@edd.ca.gov); Joe Perez (rperez@dor.ca.gov); Jorge De Nava (jdenava@cvoc.org); Karri Hammerstrom (karri.hammerstrom@reedleycollege.edu); Linda M Shaw (linda@maderaha.org); Maria Chapa (maria.chapa@maderacounty.com); Martha Espitia (martha.espitia@dor.ca.gov); Mattie Mendez ; Melissa Abby (abby.melissa@jobcorps.org); Michelle Santesteban (michelle.s@statecenter.com); Miguel Gonzalez (miguel.gonzalez@maderacounty.com); Nancy Rubio (nancy.rubio@sccd.edu); Randy McCombs (rmccombs@dor.ca.gov); Rodger Baker; Sarah Honeycutt (s.honeycutt@csa20ca.org); Sarah Turner (sarah.tuner@dss.ca.gov); Sherri Watkins ; Terry Nichols (terry.w.nichols@dor.ca.gov); Todd Lile (toddlile@maderausd.org); Tracie Scott-Contreras; Wendy Lomeli (wendy.lomeli@edd.ca.gov)
Cc: Tracie Scott-Contreras
Subject: REMINDER: Stakeholder Convening - ELL, Refugees and the Foreign Born: 8/30/18
Attachments: Save the Date ELL 2018 RSVP.pdf

Good morning

Your input is important to us. Please see information below about our convening and let us know if you or any representative from your organization can join us.

Nicki Martin

Executive Assistant

Madera County Workforce Investment Corporation

Good Day,

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for serving limited English proficient individuals in our communities.

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- Implementation of best practices around co-enrollment, leveraging funds, partnerships, and coordination of services with community based organizations and other system stakeholders serving the population.

Your participation at the stakeholder convening is critical to the continuous improvement of system services specific to English language learners, refugees, and the foreign born, and we would greatly appreciate your attendance at the event.

Regards,

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
v.559.662.4587
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tscott-contreras@maderaworkforce.org

Nicki Martin
Executive Assistant
559-662-4589

Contact Group Name: Local Plan ELL Contact List**Members:**

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kannand@supportkind.org

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WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
LOCAL PLAN STAKEHOLDERS CONVENING
Improving Services to English Language Learners and Foreign Board Individuals
August 30, 2018 - 2:00 p.m. to 4:00 p.m.

	NAME	ORGANIZATION	EMAIL	PHONE	PLEASE INITIAL
1	Adrian Gonzalez	Central Valley Opportunity Center	agonzalez@cvoc.org	559-662-0100	AG
2	Angelica Murillo-Virgen	Workforce Development Board of Madera County	amurillo-virgen@maderaworkforce.org	559-662-4502	AMV
3	Ashley McBride	United Way of Fresno and Madera Counties	amcbride@uwfm.org	559-243-3687	NS
4	Eliana Oropeza	Health Education Specialist	eliana.oropeza@maderacounty.com	559-6757893	EO
5	Jesse Carrasco	Madera Unified School District	jessecarrasco@maderausd.org	559-675-4500 x246	JC
6	John Jepson	Central Valley Opportunity Center	jjepson@cvoc.org	209-357-0081	JJ
7	Jose Alvarez Torres	Madera Community College Center	jose.alvareztorres@scccd.edu	559-675-4800	J.A.T
8	Karina Garcia	Community Action Partnership of Madera County	kgarcia@maderacap.org	559-675-5720	NS
9	Kathleen Kabbani	Yosemite Adult School & FCC	kkangel57@icloud.com	559-676-3817	KK
10	Maiknue Vang	Workforce Development Board of Madera County	mvang@maderaworkforce.org	559-662-4503	MV
11	Mariel Carias	Parent Resource Center Assistant	marielcarias@maderausd.org	559-674-8579 ext 177	MC
12	Nancy Frampton	ESL, Reading & Linguistics Instructor	nancy.frampton@scccd.edu	559-675-4800 ext 4705	NF
13	Sarah Honeycutt	Department of Child Support	sarah.honeycutt@maderacounty.com	559-675-7889	NS
14	Sergio Lemus	Madera Community College Center	sergio.lemus@scccd.edu	559-675-4800 x4829	SL
15	Sherri Watkins	State Center Adult Ed Consortium	sherri.watkins@statecenter.com	559-573-4816	SW
16	Sophia Aguilar	Community Member		559-877-8541	SA
17	Tracie Scott-Contreras	Workforce Development Board of Madera County	tscott-contreras@maderaworkforce.org	559-662-4587	TC
18	Wendy Burke	Delaware North - Tenaya Lodge at Yosemite	WBurke@delawarenorth.com	559-692-8905	NS
19	Wendy Lomeli	Employment Development Department	wendy.lomeli@edd.ca.gov	559-960-7643	NS
20					

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
LOCAL PLAN STAKEHOLDERS CONVENING
Improving Services to English Language Learners and Foreign Board Individuals
August 30, 2018 - 2:00 p.m. to 4:00 p.m.

	NAME	ORGANIZATION	EMAIL	PHONE
1	Maria Chapa	DSS	maria.chapa@co.madera.ca.gov	479-4868
2	Miguel Gonzalez	DSS	miguel.gonzalez@madera-county.com	479-4888
3	Gail Lopez	MCWIC	glopez@mha-wednet.org	662-4582
4	Veronica Chatalay	EDD	vchampayne@edd.ca.gov	
5	Sherri Watkins	SCAC	Sherri.Watkins@Statecafe.com	285-9106
6	Nicki Martin	Mcwic	nmartin@maderaworkforce.org	559-662-4589
7	Sarahi Cuellar	Mcwic	scuellar@maderaworkforce.org	559-662-4512
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From: Tracie Scott-Contreras
To: ["bethany.renfree@cwdb.ca.gov"](mailto:bethany.renfree@cwdb.ca.gov); ["michael.dowdy@cwdb.ca.gov"](mailto:michael.dowdy@cwdb.ca.gov); ["rafael.aguilera@cwdb.ca.gov"](mailto:rafael.aguilera@cwdb.ca.gov)
Cc: [Maiknue Vang](#); [Nicki Martin](#); ["David Shinder"](#)
Bcc: [Tracie Scott-Contreras](#)
Subject: Local Planning Meeting Schedule and Location for the Workforce Development Board of Madera County
Date: Tuesday, August 07, 2018 9:26:50 AM
Attachments: [Madera WDB Area Convening Calendar.pdf](#)

Good Morning,

Attached you will find the list of Local Plan Stakeholder Convening Sessions for the Local Plan Modification Process for the Workforce Development Board of Madera County. This information is also posted on the local Board's website at this location:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>.

Invitation lists for each session are being developed based on the information provided in the State guidance contained in WSD18-01, Attachment 3.

The information about each session will be posted in the lobby to the AJCC/Board office, and each session will be properly noticed and agendized in compliance with the requirements of the State guidance and the rules governing public meetings.

If you have questions, or need additional information, please do not hesitate to contact me.

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
v.559.662.4587
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tscott-contreras@maderaworkforce.org



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The most common way people give up their power is by thinking they don't have any.

- Alice Walker



Community and Stakeholder Forum on:

Improving Coordination and Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals and Refugees

AGENDA

Meeting will be held at:

***Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589***

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; TTY 559/674-7497; Fax 559/673-1794.

This agenda and supporting documents relating to the items on this agenda are available through the Workforce Development Board website at <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>. These documents are also available at the Madera County Workforce Assistance Center – office of the Executive Director. The Workforce Development Board is an equal Opportunity Employer/Program. Auxiliary aids and services are available upon request

1.0 Call to Order

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

3.0 State Requirements for Review and Modification of Plans to Serve English Language Learners, Foreign Born Individuals and Refugees

4.0 Objectives of Community Forum

5.0 Consideration of and Discussion on:

- 5.1 What are the needs of individuals in this category?
- 5.2 What are the principal barriers to employment faced by these individuals?
- 5.3 What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?
- 5.4 What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?
- 5.5 What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?
- 5.6 Where do gaps in services exist for this target population and what can we do to bridge these gaps?

6.0 Adjournment

IMPROVING COORDINATION AND COLLABORATION
AMONG STAKEHOLDERS TO IMPROVE SERVICES TO
ENGLISH LANGUAGE LEARNERS, FOREIGN BORN
INDIVIDUALS AND REFUGEES

Organization Name
Month #, 2018

LOCAL WORKFORCE PLANNING AND THE
BIENNIAL UPDATES

- Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

Required modifications to local plans must address:

- New partnerships with CalFresh Employment and Training Programs
- New Partnerships with Local Child Support Agencies
- Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

OVERVIEW OF REGIONAL PLAN GUIDANCE REGARDING ENGLISH LANGUAGE LEARNERS, FOREIGN BORN INDIVIDUALS AND REFUGEES

- English language learners, foreign born individuals and refugees comprise a significant percentage of California's workers
- Individuals from this target group face barriers to employment that keep family-supporting wages and entering California's middle class out of reach
- Practices from various regions in California and programs in other states suggest that models exist that are successful in accelerating skills acquisition and wage gains among this target group
- The quality and variety of partnerships, training options, career planning and support services may be key factors in achieving successful outcomes for this target population

OBJECTIVES OF THIS COMMUNITY AND STAKEHOLDER FORUM

- Give stakeholders and the community the opportunity to weigh in on the needs of this target groups
- Learn from practitioners about best practices in meeting service needs
- Identify gaps in services
- Hear recommendations for improving the content, availability and quality of services for English language learners, foreign born individuals and refugees

FOR YOUR CONSIDERATION AND INPUT

- What are the unique needs of English language learners, foreign born individuals and refugees?
- What are the principal barriers to employment faced by these individuals?
- What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?

- What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?
- What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?
- Where do gaps in services exist for this target population and what can we do to bridge these gaps?

Thanks!
We greatly appreciate your input!



Community and Stakeholder Forum on:

Improving Coordination and Collaboration among Stakeholders to Improve Services to English Language Learners, Foreign Born Individuals and Refugees

MINUTES

August 30, 2018

Convened at:

**Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589**

PRESENT: Adrian Gonzalez, Angelica Murillo-Virgen, David Shinder, Eliana Oropeza, Jesse Carrasco, John Jepson, Jose Alvarez Torres, Kathleen Kabbani, Maiknue Vang, Mariel Carias, Maria Chapa, Miguel Gonzalez, Nancy Frampton, Nicki Martin, Sergio Lemus, Sherri Watkins, Sophia Aguilar, Tracie Scott-Contreras, Sarahi Cuellar, Veronica Champayne

1.0 Call to Order

Meeting called to order by David Shinder at 2:06 p.m.

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

- *Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).*
- *In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.*
- *In accordance with WIOA requirements, a biennial review of the 4-year Local Plan is required.*
- *California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.*

Required modifications to local plans must address:

- *New partnerships with CalFresh Employment and Training Programs*
- *New Partnerships with Local Child Support Agencies.*
- *Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models.*
- *Enhanced partnerships with local education agencies, community-based organizations and other stakeholders who serve English language learners, foreign born individuals and refugees.*

3.0 State Requirements for Review and Modification of Plans to Serve English Language Learners, Foreign Born Individuals and Refugees

- English language learners, foreign born individuals and refugees comprise a significant percentage of California's workers.
- Individuals from this target group face barriers to employment that keep family-supporting wages and entering California's middle class out of reach.
- Practices from various regions in California and programs in other states suggest that models exist that are successful in accelerating skills acquisition and wage gains among this target group.
- The quality and variety of partnerships, training options, career planning and support services may be key factors in achieving successful outcomes for this target population.

4.0 Objectives of Community Forum

- Give stakeholders and the community the opportunity to weigh in on the needs of this target group.
- Learn from practitioners about best practices in meeting service needs.
- Identify gaps in services.
- Hear recommendations for improving the content, availability and quality of services for English language learners, foreign born individuals and refugees.

5.0 Consideration of and Discussion on:

David Shinder stated that he wanted input directly from the attendees as they work directly with this population of community members and to get their perspective as practitioners. What are the needs of English language learners (ELL), foreign born and refugees – not all of which have the same needs?

5.1 What are the needs of individuals in this category?

- ELL individuals have a lot of fear of not knowing what they're doing, not feeling comfortable or acclimating to the English world.
- They need English Skills
- They need to acclimate to the environment. They need to feel welcome. When you aren't familiar with the local language – you may not feel welcome.
- Need support network – a support group from within their family or from the community. Somebody to help them navigate the system.
- Underemployed or seasonal employment pose another set of problems – doesn't allow an individual to commit full time to classes such as ESL or GED classes. This issue is not something that ELL individuals may experience in urban areas such as Los Angeles. This may be a question of how to make trainings available to ELL individuals.
- They may not have the resources for housing or childcare – financially they're not strong enough.
- Acquiring the right documents. Some individuals may not know what they need or where to get the documents. They may also need help for registering children for school – how to navigate the school system; what are the requirements?
- Transportation is a big issue. There are families who may have only one car so every other family member won't have access to that for transportation.
- Connecting with people they can trust. Some individuals can go to many different people to get help. We need to do more among our customers to build trust. Many individuals can go to different organizations and may get different requirements from each organization. We need to develop more common messaging around services that would engender more trust.
- Are there other modalities/ways to deliver services besides the traditional methods?
 - o For Healthcare – health centers may set up clinics that provide services outside of the normal hours.
 - o Digital literacy provides an alternative way to learn and access classes during the normal school schedule during the days. This method allows them to learn in the evenings. This is self-directed. Madera Workforce offers digital literacy classes as well as an evening ESL class that uses online resources. Providing these classes has brought participants to the Center and allowed them to see what other partners and services are available within the Center. Sophia Aguilar stated that she did outreach to the local community by going to the places where members of the community worked or gathered to provide information on services. A

Citizenship workshop was provided and was very successful. The agency who provided the workshop was excited about the turn out and will provide more workshops.

- *If services are available digitally, is there a technology gap between the target population and their ability to maneuver digital learning programs and how practical is it for the target population?*
 - o *Its helpful to get started and fill in some gaps. Language is social so going the digital route is not always easy. Some people might not be able to afford internet or be willing to sit at a Starbucks for internet.*
 - o *There are instances where young people come from Mexico but do not speak Spanish – they use an indigenous language while some adults may come with Masters degree. You run into cases where people are not able to read at all. The ESL population is very diverse and is not only made up of Mexican immigrants.*
- *Language is social. People who come to the country need to feel welcome. We need to ferret out what services they need and where those services are. ESL does not presume that we rely on a person's native language to teach them but we do.*

5.2 What are the principal barriers to employment faced by these individuals?

Barriers that may exist from the vantage point of business and from the vantage point of an English language learner, foreign born or refugee applicant.

- *Some people come with a higher degree from their own countries but they're not "equivalized" to the U.S. standard so that they can't get a job in their field. i.e. a student who had a Masters degree but was working as a maid who was treated very poorly because she didn't speak the language.*
- *Language is a barrier but there is a notion of that they have a vocation and that there's not a reciprocity structure in place in order for us to recognize those vocational attainments. There must be some reciprocity between the place that issued the certification and the place where they are trying to use it. People come with vocational credentials that they expect to use in this labor market but it doesn't work out.*
- *It's expensive to take the credentials and have them evaluated by an organization here to see if they are in fact equivalent. People may not be able to afford the \$500 fee it may take.*
- *People may not even know what the process is to equalize their credential.*
- *Not being able to apply your credential is a barrier.*
- *Not having right-to-work documents is a barrier.*
- *Culture can sometimes be a barrier. In some cultures, distinct roles are laid out by gender or roles and some people want to learn English to help them communicate with their community or children's schools.*
- *Lack of skills is a barrier – some individuals don't have the skills necessary.*
- *Basic literacy is a problem. Some individuals come here and may be illiterate in their native language.*
- *The application process that employers are using now. Some employers are going to online applications or may require an assessment. Some individuals may not understand what is being asked or the site may time out leaving the individual confused as to how to proceed. Native English speaker may at times have issues as well.*
- *Their digital literacy is not high. The population of most at-risk job seekers lacked digital literacy skills.*
- *Being able to interview in English can be a barrier. Expectations that individuals will mingle with the public and need to communicate with them in English can be a barrier if they don't speak English.*
- *Depression/Mental state can be a barrier.*
- *From the employer's perspective, employers may have an Idea that they may be spending more time to try to train this population and that they may have trouble communicating - the perception of the amount of time it may take to train.*

- *Lack of resources to help individuals through the interviewing process. Some cultures may not have a written language – only oral language.*
- *Cultural barriers may occur for instances where the gender of the interviewer may present a cultural barrier i.e. an individual not prepared to meet with someone of the opposite sex.*

5.3 What partnerships and collaborative efforts exist that enable local organizations to provide services to meet these needs?

Are there certain things that we are doing or should be doing around collaborating to provide better services to this group? This is a topic that all 45 local workforce areas addressed in their local plans in 2017. It was also addressed in the regional planning.

- *The Adult School in Madera and the Community College came together to create a seamless transition between the 2 organizations for students. Community College counselors are located within the Adult School.*
- *There needs to be the ability to hand people off and direct them to the right resource as they acquire more skills.*
- *The Workforce Assistance Center is an example of collaboration.*
 - o *The Farmworker program (CVOC) and Tracie Scott-Contreras, Workforce, (who administers WIOA services for the Center) communicate in order to provide services to this farmworker population. There are monthly partner meetings where partners discuss and collaborate on how to provide services to the customers. CVOC staff are assigned to be in the Center every day and are available to assist customers when those customers may not be eligible for other programs or CVOC can refer to other partners when they cannot provide services themselves.*
 - o *There is a Resource Guide for the Center that partners can refer to when meeting with customers who may need additional information/services i.e. mental health, help with rent or GED. Partners can refer to the guide and contact other partners to refer individuals to other agencies.*
- *Where are you making referrals for individuals with language acquisition needs?*
 - o *CVOC can help them in-house. CVOC has ESL classes as well as GED programs. The community college is coming in to provide ESL classes in Merced. The Stanislaus office has a literacy council that meets and provides ESL 3 or 4 times a week. CVOC offers an accelerated version of the high school equivalency program that allows individuals to attend full-time.*
 - o *Because there are educational partners in the Center, an individual can go all the way from very basic entry level English to ESL to ABE to HiSET preparation to community college transition throughout the day. Because various Center partners contribute towards some educational and ESL classes, pretty much any individual that walks in the door that needs those services would have access to those services.*
- *Where are immigrant services provided in Madera County?*
 - o *Workforce: International Rescue Committee - their nearest location is in Turlock. Workforce recently collaborated with New American Legal Clinic through the San Joaquin Valley College of Law. They have also worked with Centro La Familia and CVIIC*
- *How do you collaborate outside Madera County to bridge the services gap?*
 - o *Workforce uses the Navigator model to work as the liaison between the individuals we were serving and the other partner agencies. Workforce found that although some agencies were not located within Madera County, their services were provided within the county. Using the Navigator model, there was one point of contact where all the agencies were interfacing with the Navigator to bring their resources/services to the County. The State has funded a variety of different Navigator projects. The Navigators do a lot of the leg work for individuals. David – many times we use Navigators when the position is funded. Could we adopt Navigator strategies into all of our organizations and all of our work so we develop a protocol for*

navigating for the ELL individuals? Workforce is familiar with the navigator process from receiving navigator grant funding in the past. The navigator method was incorporated into the way individuals are provided services and influences the customer flow.

- o State Center Adult Education Consortium uses a type of navigator with their Transition Specialists. Can we export the navigator knowledge to other stakeholders so they understand the model?*

5.4 What outreach and recruitment strategies are effective in connecting individuals from these target groups to skills training and livable wages?

- Going back to a support group or someone who can empower them to do so much more. Many times individuals are not well informed or educated or empowered – educated on the resources that are out there. With time, the resources can be obtained and reached. At times, individuals may come from another country and not realize all there is out there and do not aspire for more. They don't aspire for more because they don't know what's out there.*
- Many times individuals come to this country with dreams and goals and enroll in classes but they leave the class in order to get a job and earn a living. Workforce has seen individuals with many aspirations and goals and have seen individuals succeed and move forward with their education and goals.*
- We need to go to the places where they congregate, work or where they receive services. Go to them. Many times, Workforce staff have been welcomed in these places.*
- Madera's ELL Navigator, Sophia Aguilera, worked to continue to remind organizations and leaders of the services Workforce provided in order to keep the information flowing from the front line staff to the customers. It's a lot of work and nurturing the relationships with other organizations. Many times we have the same client base and can help individuals with referrals to other organizations and well as getting referrals from other organizations to Workforce.*
- Boots on the ground model works.*
- Educators don't always have time to do outreach due to their teaching schedules. Many times it takes lots of extra time to build and collaborate. The transition program between the Adult School and the Community College took lots of time to create and implement. Coming in to the classrooms and providing information to the student in that setting can help them.*
- Having the customer who is a success story tell their story to the students in the classroom at the Adult School is a good strategy – use a "champion". Leverage the "champion's" success to be promoters of the program.*

5.5 What strategies are in place to provide these individuals with job skills and training that will enable them to progress into livable wage jobs and careers?

We tend to think of helping individuals in a linear fashion i.e. first we need to help them become English speakers and then we can help them get a job or into a career. Is it always necessarily linear that way? Can someone acquire a certain threshold level of language skill that enables them to participate in work? What are we doing to get people into jobs and then up into higher careers?

- Workforce uses a paid work experience program that will help them acquire skills and can help them acquire training certificates as needed. Employer incentives are used through an on-the-job training contract where a participant can get a chance to work and get training and sometimes advance. Work based learning.*
- Many students attending the Adult School for ESL work for the MUSD.*

Do we have strategies for working with people to help them move further along in their careers?

- Workforce has done a lot along concurrent activities i.e. combines participation with education and then a paid work activity to let people do it at the same time. Seen much success with that in the Disability Employment Accelerator and young adult programs. It would be effective with the ESL population – giving them the opportunity to earn while they learn. We have to be really careful and remember that not everyone wants the same thing/goal as defined by the perceived "American Dream". Need to be familiar with the psychology of poverty. Working with individuals takes a lot of time and mentoring and making sure they understand their overall economic status. We have to be really careful because not everyone wants the same thing. You have to treat each*

person as an individual with their own set of goals. We need to put models in front of them. For some customers, the most important thing to them is being with their families.

- Individuals in this category don't acquire skills as fast or as high as their counterparts in California – they don't arrive in the middle class in numbers as they should.*
- What is society's perception of them that doesn't allow them to upskill themselves? Society may reinforce their perception.*
- Many times, the goals that students set out when they start to learn English change over time – many times during the course of a class. They may receive information or get directed to resources that may change their goals. The classroom becomes a network for sharing information and resources. The classroom can be a social place and individuals become friends and this acts as a network for sharing information and resources. Workforce used a mentoring program. Mentors can be important and can come back and share their experience and knowledge with participants. Mentors serve as cheerleaders. It would be great to be able to compensate Mentors so then they can then use it on their resumes.*

5.6 Where do gaps in services exist for this target population and what can we do to bridge these gaps?

What are some of the principal gaps and what can we do the bridge them?

- Madera is small in population but is large in area.*
- Transportation is an issue for individuals – so we need to go to them.*
- Distance is a gap.*
- Different requirements for eligibility between different agencies can be an issue. Need to put mechanisms into place so that we can refer individuals to other agencies so they can get the services they need.*
- John Jepson (CVOC) stated that they have noticed a disconnect between first generation immigrants and their children and that family counselling would be a good service to provide. Family counselling can be considered to be a part of the need for a network for individuals.*
- There are gaps for services where some resources are located outside of the county and there is a need to bridge that gap by being very strategic about bringing those services to the county.*
- Some families are busy working and the young adults may end up becoming justice involved. The family will then have another set of issues to navigate or can have a hard time getting to work to deal with issues stemming from the young adults in the family.*
- Because the resources aren't here, maybe there needs to be a blueprint for bridging the resources gap for this population in Madera County.*
- The Center Resource Guide can serve to bridge the gaps for services since it lists services from within and from outside of the County. Perhaps a blueprint can be used to navigate using the Guide.*
- A gap also exists with referrals, especially considering all the different eligibility requirements between all the agencies. Not knowing eligibilities across agencies makes referring and following up on individuals very complicated.*
- Quality child care is an issue. Helping/supporting individuals with child care issues when those individuals prefer or choose to leave their children with family members is important. Not being able to leave their children with family members can be a barrier.*

6.0 Adjournment

These convenings are the start of conversations we need to continue to have. They keep us very honest and remind us that the dialogue must be ongoing.

Meeting adjourned at 3:55 p.m.



You're Invited!

The Workforce Development Board is updating their local workforce plan. Please join us and let us know what we need to focus on!

- What services do job seekers need to find employment?
- What types of trainings do we need in Madera County?
- What services should be prioritized?

**Please join us on October 25th
from 5:15 pm – 7:00 pm to
share your ideas.**

Sign up at the Front Desk or RSVP to Nicki Martin at
nmartin@maderaworkforce.org

Light refreshments will be served.



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

You're Invited!

The Workforce Development Board of Madera County is updating their local and regional workforce plans!

We need your input as to how we can best deliver services to the community.

**Please join us on October 2nd
from 6:00 pm – 7:30 pm to share
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Sign up at the Front Desk or RSVP to Nicki Martin at
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**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

¡Está Invitado!

**Estamos actualizando nuestro plan para
proveer servicios a la comunidad.
¡Acompáñenos y díganos en que servicios
nos deberíamos enfocar!**

- ¿Qué tipos de servicios necesitan los buscadores de empleo para encontrar empleo?
- ¿Qué tipo de entrenamientos necesitamos en el condado de Madera?
- ¿Que servicios hay que dar la mayor prioridad?

**Acompáñenos el 25 de octubre
5:15 pm a 7:00 pm para que
comparta sus ideas.**

Regístración disponible en la recepción o por
correo electronico al
nmartin@maderaworkforce.org

Se servirán aperitivos.

Empleadores para Igualdad de Oportunidades de empleo/programas.

*Existe ayudar auxiliar y de servicios para aquellos individuos con discapacidades, si las solicitan.*¹³⁶



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

¡Está Invitado!

¡Workforce Development Board está actualizando su plan local y regional de fuerza de trabajo!

Necesitamos su opinión sobre como podemos mejorar nuestros servicios a la comunidad.

Acompáñenos el 2 de octubre de 6:00 pm a 7:30 pm para compartir sus ideas.

Regístración disponible en la recepción o por correo electronico al nmartin@maderaworkforce.org

Se servirán aperitivos.

Empleadores para Igualdad de Oportunidades de empleo/ programas/.

Existe ayudar auxiliar y de servicios para aquellos individuos con discapacidades, si las solicitan.¹³⁷

SAVE

THE

DATE



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

October 25, 2018

5:15 p.m. – 7:00 p.m.

Local Plan Stakeholders Convening
Community Forum on Local Workforce Planning

DISCUSSION TOPICS:

- Services and support for job seekers
- Trainings needed in our community
- How to close gaps in services

LOCATION

Workforce Assistance Center
2037 W Cleveland Avenue
Madera

RSVP

Nicki Martin
559-662-4589
nmartin@maderaworkforce.org

More Info [Here!](#)

Local Workforce Plan Stakeholders Convening

Community Forum on Local Workforce Planning

October 25, 2018
5:15 p.m. – 7:00 p.m.

Discussion Topics

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LOCATION

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SAVE THE DATE



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

October 2, 2018

6:00 p.m. – 7:30 p.m.

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; TTY 559/674-7497; Fax 559/673-1794.

Local Plan Stakeholders Convening

DISCUSSION TOPIC:

Community Forum on Local Workforce Planning

LOCATION

Workforce Assistance Center
2037 W Cleveland Avenue
Madera

RSVP

Nicki Martin
559-662-4589
nmartin@maderaworkforce.org

More Info [Here!](#)



October 11, 2018

Assembly Member Frank E. Bigelow
730 North I Street, Suite 102
Madera, CA 93637

Dear Assemblyman Bigelow,

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for those in Madera County who are looking for work or are interested in training for new careers.

We invite you to attend our Community Forum on Workforce Planning on Thursday, October 25, 2018 from 5:15 p.m. to 7:00 p.m. We are seeking input from partners, representatives of community-based organizations and members of the community regarding the content and quality of workforce development programs and services available in Madera County. Additional information is available on our website at: <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>

Topics we'll be considering at the forum will include:

- Critical workforce needs of Madera County residents.
- Programs and services that are currently available and any gaps that may exist between these services and what residents need.
- Community priorities and preferences for services that help residents to prepare for and attain career path employment paying family-sustaining wages.

Your participation at the stakeholder convening is critical to the continuous improvement of system services for job seekers throughout Madera County and we would greatly appreciate your attendance at the event.

Sincerely,

A handwritten signature in blue ink that reads 'Tracie Scott-Contreras'.

Tracie Scott-Contreras, Interim Executive Director
Workforce Development Board of Madera County



October 11, 2018

The Honorable Anthony Cannella
1640 N Street, Suite 210
Merced, CA 95340

Dear Senator Cannella,

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for those in Madera County who are looking for work or are interested in training for new careers.

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Sincerely,

Tracie Scott-Contreras, Interim Executive Director
Workforce Development Board of Madera County



October 11, 2018

The Honorable Jim Costa
222 M Street, Suite 305
Merced, CA 95340

Dear Congressman Costa,

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for those in Madera County who are looking for work or are interested in training for new careers.

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Sincerely,

Tracie Scott-Contreras, Interim Executive Director
Workforce Development Board of Madera County



October 11, 2018

The Honorable Jim Costa
855 M Street, Suite 940
Fresno, CA 93721

Dear Congressman Costa,

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Tracie Scott-Contreras, Interim Executive Director
Workforce Development Board of Madera County



October 11, 2018

The Honorable Dianne Feinstein
2500 Tulare Street, Suite 4290
Fresno, CA 93721

Dear Congresswoman Feinstein,

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for those in Madera County who are looking for work or are interested in training for new careers.

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Sincerely,

Tracie Scott-Contreras, Interim Executive Director
Workforce Development Board of Madera County



October 11, 2018

The Honorable Kamala Harris
2500 Tulare Street, Suite 5290
Fresno, CA 93721

Dear Congresswoman Harris,

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Tracie Scott-Contreras, Interim Executive Director
Workforce Development Board of Madera County

From: Nicki Martin
Sent: Thursday, October 11, 2018 10:20 AM
To: Alan Doswald; Alfonso Lopez; Ani Eliason; Anthony Huhon; Ariana Gomez; Ashley Ruiz; Carrie Phillips; Cece Gallegos; Chris Zeitz; David Rogers; Derek Robinson; Donald Holley; Esteban Gonzales; Joe Perez; Jose Rodriguez; Karrie Hammerstrom; Leticia Gonzalez; Mattie Mendez; Max Rodriguez; Mayor Medillin; Melisa DaSilva; Melissa Abby; Mike Unger; Paul Haroutunian; Rhonda Cargill; Roberth Poythress; Sarah Anderson; Tom Wheeler; William Oliver
Cc: Sarahi Cuellar; Gail Lopez; Jessica Roche; Maiknue Vang; Tracie Scott-Contreras
Subject: Invitation: Public Forum on Workforce Services - 10/25/18
Attachments: Save the Date Community 2018.pdf

Good day

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Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
v.559.662.4587
f.559.673.1794
tscott-contreras@maderaworkforce.org

Nicki Martin

Executive Assistant

Madera County Workforce Investment Corporation

2037 W. Cleveland Avenue

Madera, CA 93637

Phone: 559-662-4589

Fax: 559-673-1794

America's **JobCenter**
*of California*SM



Nicki Martin

From: Nicki Martin
Sent: Wednesday, September 26, 2018 9:32 AM
To: Debi Cortez; 'Rodger Baker'; 'Miguel Gonzalez'; 'Maria Chapa (maria.chapa@maderacounty.com)'
Cc: Skay Davidson
Subject: Public Forum Convening
Attachments: Convening.pdf; Convening Spanish.pdf

Good morning everyone

We are getting ready for one of our next convenings.

We have our Community Forum on Local Workforce Planning convening scheduled to take place on October 2nd from 6:00 p.m. to 7:30 p.m. here at the Center. We are inviting the public to come in and provide their input on how we deliver Workforce services to the community for our local and regional workforce plans.

Could you share this info with your customers so that we can try to have some community input at our convening?

Thank you!



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

You're Invited!

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We need your input as to how we can best deliver services to the community.

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Sign up at the Front Desk or RSVP to Nicki Martin at
nmartin@maderaworkforce.org

Light refreshments will be served.

"Equal opportunity employer/program. Auxiliary aids and services available upon request to individuals with disabilities"

Nicki Martin

Executive Assistant
Madera County Workforce Investment Corporation
2037 W. Cleveland Avenue
Madera, CA 93637
Phone: 559-662-4589

Fax: 559-673-1794

America's **JobCenter**
*of California*SM



Nicki Martin

From: Nicki Martin
Sent: Wednesday, September 26, 2018 9:31 AM
To: MCWIC STAFF
Subject: Public Forum Convening
Attachments: Convening.pdf; Convening Spanish.pdf

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Fax: 559-673-1794



Nicki Martin

From: Nicki Martin
Sent: Friday, September 28, 2018 2:07 PM
To: Pat Gordon; Bobby Kahn; Brett Frazier; Chuck Riojas; Cindy Vail; Claudia Habib; David Salter; Deborah Martinez ; Elizabeth Wisener; Exchille Mendoza; Gabriel Gil; Ivan Otamendi; Jesse Carrasco; Jorge deNava; Laura Gutile; Les Taylor; Michelle Brunetti ; Mike Fursman; Mike Lopez; Nichole Mosqueda; Robert L. Poythress; Ruben Zarate; Terry Nichols M. S.; Wayne Rylant; Wendy Lomeli; Bob Carlson; Debi Bray; Gabriel Mejia; Lindsay Callahan; Mattie Mendez; Mike Farmer; Pastor Leach; Robyn Smith; Zaven Kalebjian
Cc: Gloria Garcia ; Jeannie Stapleton; Karen DaSilva ; Lina Solano; Liz Teixeira; Melisa DaSilva; Monica Armenta; Ani Eliason; Christal Sanchez
Subject: Public Forum Convening Agenda - 10/2/18
Attachments: Community Forum Convening Agenda.pdf

Good afternoon

We will be conducting a Local Plan Public Forum in order to grab input from our community for our Plans.

You are welcome to join us and provide any input you would like. If you could help us by sharing the information, we would truly appreciate it.

Thank you – have a great weekend!

Good Day!

The Workforce Development Board of Madera County is beginning the biennial review and modification process for Local and Regional Plans for the Workforce Development system. A critical component of the review and modification process is gathering input from system stakeholders and the public to describe, assess the needs of, and develop an effective plan for those in Madera County who are looking for work or are interested in training for new careers.

Please plan to attend our Community Forum on Workforce Planning on Tuesday, October 2, 2018 from 6:00 p.m. to 7:30 p.m. We are seeking input from partners, representatives of community-based organizations and individuals regarding the content and quality of workforce development programs and services available in Madera County. An invitation flyer with more information and instructions to RSVP is attached. Additional information is available on our website at:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>

Topics we'll be considering at the forum will include:

- Critical workforce needs of Madera County residents.
- Programs and services that are currently available and any gaps that may exist between these services and what residents need.
- Community priorities and preferences for services that help residents to prepare for and attain career path employment paying family-sustaining wages.

Your participation at the stakeholder convening is critical to the continuous improvement of system services for job seekers throughout Madera County and we would greatly appreciate your attendance at the event.

Regards,

Tracie

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
559.662.4587

Believe you can and you're halfway there.

- Theodore Roosevelt

Nicki Martin

Executive Assistant
Madera County Workforce Investment Corporation
2037 W. Cleveland Avenue
Madera, CA 93637
Phone: 559-662-4589
Fax: 559-673-1794

America's **JobCenter**
of CaliforniaSM



From: Nicki Martin

Sent: Friday, September 28, 2018 1:53 PM

To: 'David Raygoza' <davidraygoza@maderausd.org>; 'Jeri Miller' <jerimiller@maderausd.org>

Subject: Public Forum Convening Agenda - 10/2/18

Good afternoon

Attached is the agenda for our Local Plan Public Forum Convening scheduled for Tuesday, 10/2/18 beginning at 6:00 p.m.

If you could help us by sharing this info with staff and your students we would truly appreciate it.

Everyone is welcome to join us - customers and staff alike!

Nicki Martin

Executive Assistant
Madera County Workforce Investment Corporation
2037 W. Cleveland Avenue
Madera, CA 93637
Phone: 559-662-4589
Fax: 559-673-1794



From: Nicki Martin

Sent: Wednesday, September 26, 2018 9:33 AM

To: David Raygoza <davidraygoza@maderausd.org>; Jeri Miller <jerimiller@maderausd.org>

Subject: Public Forum Convening

Good morning!

We are getting ready for one of our next convenings.

We have our Community Forum on Local Workforce Planning convening scheduled to take place on October 2nd from 6:00 p.m. to 7:30 p.m. here at the Center. We are inviting the public to come in and provide their input on how we deliver Workforce services to the community for our local and regional workforce plans.

Could you share this info with your customers so that we can try to have some community input at our convening?

Thank you!



**WORKFORCE DEVELOPMENT
BOARD OF MADERA COUNTY**

You're Invited!

The Workforce Development Board of Madera County is updating their local and regional workforce plans!

We need your input as to how we can best deliver services to the community.

**Please join us on October 2nd
from 6:00 – 7:30 to share your ideas.**

Sign up at the Front Desk or RSVP to Nicki Martin at
nmartin@maderaworkforce.org

Light refreshments will be served.

"Equal opportunity employer/program. Auxiliary aids and services available upon request to individuals with disabilities"

Nicki Martin

Executive Assistant
Madera County Workforce Investment Corporation
2037 W. Cleveland Avenue
Madera, CA 93637
Phone: 559-662-4589

Fax: 559-673-1794



Contact Group Name: Local Plan Community Forum

Members:

Alan Doswald	adoswald@esali.org
Ani Eliason	aeliason@uwfm.org
Anthony Huhon	anthony.duhon@co.madera.ca.gov
Ariana Gomez	agomez@maderacap.org
Ashley Ruiz	aruiz@readingandbeyond.org
Barbara Christoffersen	redd_molina@icloud.com
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Love Madera	lovemadera@gmail.com
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Mayor Medillin	asd3661@yahoo.com
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Mike Unger	muuung911@hotmail.com
Rhonda Cargill	rhonda.cargill@madera-county.com
Roberth Poythress	robert.poythress@co.madera.ca.gov
Sarah Anderson	Sarah.Anderson@MaderaCounty.com
Tom Wheeler	tom.wheeler@madera-county.com
William Oliver	woliver@cityofmadera.com

WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
LOCAL PLAN STAKEHOLDERS CONVENING
Community Forum on Local Workforce Planning
October 25, 2018 - 5:15 p.m. to 7:00 p.m.

	NAME	ORGANIZATION	EMAIL	PHONE	PLEASE INITIAL
1	Derek Robinson	Madera City Council	drobinson@cityofmadera.com	559-661-5405	✓
2	Dan Rivera	SCCCD	daniel.rivera@sccd.edu	559-675-4800	✓
3	Leticia Canales	SCCCD	leticia.canales@sccd.edu	559-675-4820	✓
4	Shelly Conner	SCCCD	shelly.conner@sccd.edu	559-675-4834	SC
5	Shirley Gregory	Madera Adult School	shirleygregory@maderausd.org	559-4425	SG
6	Sherri Watkins	State Center Adult Education Consortium	sherri.watkins@statecenter.com	559-573-4816	SW
7	Claudia Habib	SCCCD	claudia.habib@sccd.edu	559-675-4800	CH
8	Maiknue Vang	Madera WDB	mvang@maderaworkforce.org	559-662-4503	MV
9	Tracie Scott-Contreras	Madera WDB	tscott-contreras@maderaworkforce.org	559-662-4588	TSC
10	Wendy Lomeli	EDD	wendy.lomeli@edd.ca.gov	916-960-7643	WL
11	Deisy Ruiz	SCCCD - Madera Comm. College Cntr.	deisy.ruiz@sccd.edu	559-675-4810	DR
12	Sherri Watkins	SCHEC			SW
13	Nyiki Martin	workforce			NM
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WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
 LOCAL PLAN STAKEHOLDERS CONVENING
 Community Forum on Local Workforce Planning
 October 25, 2018 - 5:15 p.m. to 7:00 p.m.

	<u>NAME</u>	<u>ORGANIZATION</u>	<u>EMAIL</u>	<u>PHONE</u>
1	Dolores Aguime	MAS Student		DA
2	STEVEN PUCCI	MAS Student		SP
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WORKFORCE DEVELOPMENT BOARD OF MADERA COUNTY
LOCAL PLAN STAKEHOLDERS CONVENING
Community Forum on Local Workforce Planning
October 2, 2018 - 6:00 p.m. to 7:30 p.m.

	NAME	ORGANIZATION	EMAIL	PHONE
1	Tracie Scott-Cintreras			TC
2	Markue Vang			MV
3	Naki Martin			NM
4	ESTELLE PARETEAU			EP
5	parenteau			
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From: Tracie Scott-Contreras
To: ["bethany.renfree@cwdb.ca.gov"](mailto:bethany.renfree@cwdb.ca.gov); ["michael.dowdy@cwdb.ca.gov"](mailto:michael.dowdy@cwdb.ca.gov); ["rafael.aguilera@cwdb.ca.gov"](mailto:rafael.aguilera@cwdb.ca.gov)
Cc: [Maiknue Vang](#); [Nicki Martin](#); ["David Shinder"](#)
Bcc: [Tracie Scott-Contreras](#)
Subject: Local Planning Meeting Schedule and Location for the Workforce Development Board of Madera County
Date: Tuesday, August 07, 2018 9:26:50 AM
Attachments: [Madera WDB Area Convening Calendar.pdf](#)

Good Morning,

Attached you will find the list of Local Plan Stakeholder Convening Sessions for the Local Plan Modification Process for the Workforce Development Board of Madera County. This information is also posted on the local Board's website at this location:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>.

Invitation lists for each session are being developed based on the information provided in the State guidance contained in WSD18-01, Attachment 3.

The information about each session will be posted in the lobby to the AJCC/Board office, and each session will be properly noticed and agendized in compliance with the requirements of the State guidance and the rules governing public meetings.

If you have questions, or need additional information, please do not hesitate to contact me.

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
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tscott-contreras@maderaworkforce.org



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FREE HR Hotline! 844.431.4748

The most common way people give up their power is by thinking they don't have any.

- Alice Walker



Community and Stakeholder Forum on:
Community Forum on Local Workforce Planning

AGENDA

**October 25, 2018
5:15 p.m.**

***Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589***

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; CRS 711; Fax 559/673-1794.

This agenda and supporting documents relating to the items on this agenda are available through the Workforce Development Board website at <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>. These documents are also available at the Madera County Workforce Assistance Center – office of the Executive Director. The Workforce Development Board is an equal Opportunity Employer/Program. Auxiliary aids and services are available upon request

1.0 Call to Order

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

3.0 Purpose of Community Forum

4.0 Objectives of Community and Stakeholder Forum

5.0 Consideration of and Discussion on:

- 5.1 What services and support do job seekers need to help prepare for and find work?
- 5.2 What types of training are most needed in the area?
- 5.3 Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?
- 5.4 Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps?
- 5.5 If you were writing the local workforce plan, what would your priorities be and why?

6.0 Adjournment



Community and Stakeholder Forum on:

Community Forum on Local Workforce Planning

AGENDA

October 2, 2018

6:00 p.m.

***Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589***

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; CRS 711; Fax 559/673-1794.

This agenda and supporting documents relating to the items on this agenda are available through the Workforce Development Board website at <http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>. These documents are also available at the Madera County Workforce Assistance Center – office of the Executive Director. The Workforce Development Board is an equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

1.0 Call to Order

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

3.0 Purpose of Community Forum

4.0 Objectives of Community and Stakeholder Forum

5.0 Consideration of and Discussion on:

5.1 What services and support do job seekers need to help prepare for and find work?

5.2 What types of training are most needed in the area?

5.3 Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

5.4 Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps?

5.5 If you were writing the local workforce plan, what would your priorities be and why?

6.0 Adjournment



Community Forum on Local Workforce Planning

October 25, 2018

Local Workforce Planning and Biennial Updates

- ▶ Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).
- ▶ In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.
- ▶ In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.
- ▶ California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.

2

Required modifications to local plans must address:

- ▶ New partnerships with CalFresh Employment and Training Programs
- ▶ New Partnerships with Local Child Support Agencies
- ▶ Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models
- ▶ Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees

3

Why Hold a Community Forum?

- ▶ To ensure that the interests of client populations are placed at the center of planning conversations.
- ▶ The California Workforce Development Board is encouraging every local board to participate in a meaningful community engagement process.
- ▶ The State has also encouraged Local Boards to work with stakeholders, including community-based organizations, to better understand the data, demographics, employment trends and other relevant information specific to the populations targeted by state and local plans to develop better strategies to serve them. This engagement could be conducted through specific stakeholder input sessions that are focused on these populations.

4

Objectives of this Community Forum

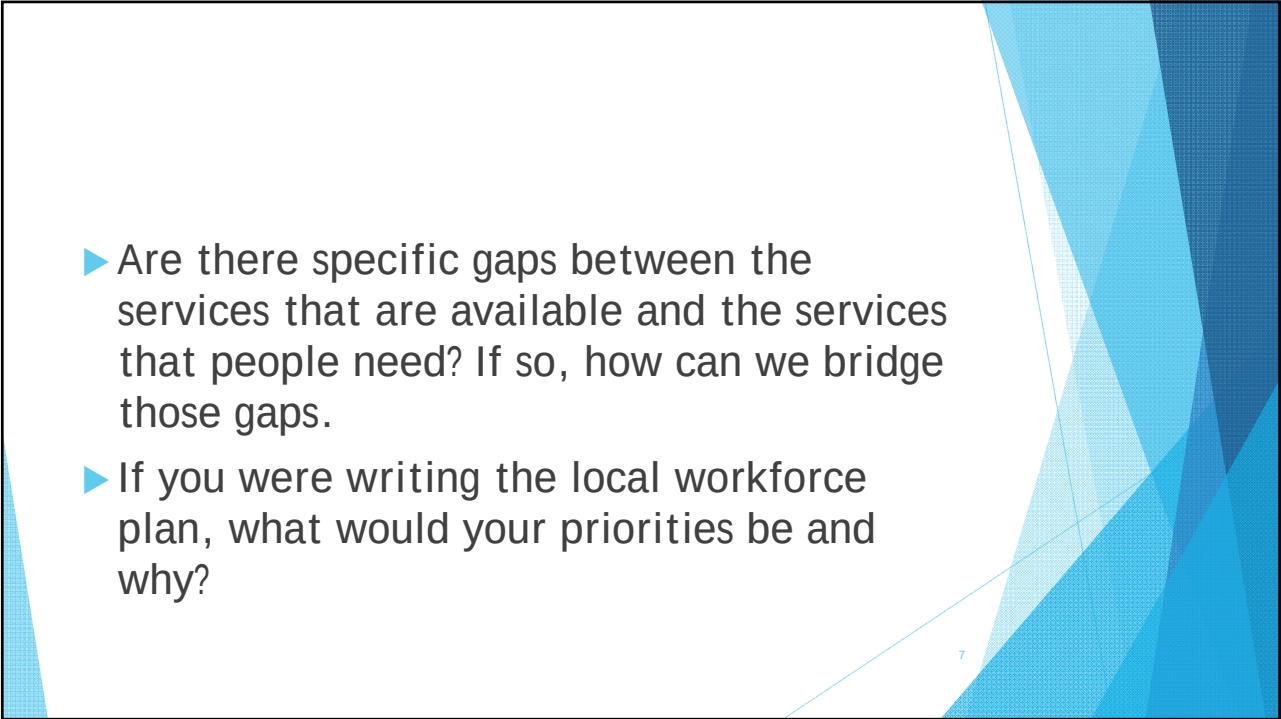
- ▶ Give stakeholders and the community the opportunity to weigh in on the needs of the workforce
- ▶ Learn from practitioners about best practices in meeting service needs
- ▶ Identify where gaps in services may currently exist
- ▶ Hear recommendations on building and/or strengthening services and programs to address currently unmet needs

5

For Your Consideration/Input

- ▶ What services and support do job seekers need to help prepare for and find work?
- ▶ What types of training are most needed in the area?
- ▶ Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

6

- 
- A decorative blue geometric pattern consisting of various shades of blue triangles and polygons, located on the right side of the slide.
- ▶ Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps.
 - ▶ If you were writing the local workforce plan, what would your priorities be and why?

7

Thanks!
We greatly appreciate your input.

8



Community and Stakeholder Forum on:

Community Forum on Local Workforce Planning

MINUTES

October 25, 2018

Convened at:

**Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589**

PRESENT: Claudia Habib, David Shinder, Deisy Ruiz, Dolores Aguirre, Maiknue Vang, Nicki Martin, Sarahi Cuellar, Shelly Conner, Shirley Gregory, Steven Pucci, Tracie Scott-Contreras, Wendy Lomeli

1.0 Call to Order

Meeting was called to order at 5:22 p.m. Everyone in attendance introduced themselves.

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

- *Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).*
- *In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.*
- *In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.*
- *California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.*
- *New partnerships with CalFresh Employment and Training Programs*
- *New Partnerships with Local Child Support Agencies*
- *Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models*
- *Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees*

3.0 Purpose of Community Forum

- *To ensure that the interests of client populations are placed at the center of planning conversations.*
- *The California Workforce Development Board is encouraging every local board to participate in a meaningful community engagement process.*
- *The State has also encouraged Local Boards to work with stakeholders, including community-based organizations, to better understand the data, demographics, employment trends and other relevant information specific to the populations targeted by state and local plans to develop better strategies to*

serve them. This engagement could be conducted through specific stakeholder input sessions that are focused on these populations.

4.0 Objectives of Community and Stakeholder Forum

- Give stakeholders and the community the opportunity to weigh in on the needs of the workforce
- Learn from practitioners about best practices in meeting service needs
- Identify where gaps in services may currently exist
- Hear recommendations on building and/or strengthening services and programs to address currently unmet needs

5.0 Consideration of and Discussion on:

David Shinder reviewed the questions with the attendees.

5.1 What services and support do job seekers need to help prepare for and find work?

- *Claudia Habib - SCCC: Transportation – access. The Community College has lots of services but people can't access those services if they can't get there. The problem is particularly bad for people in Eastern Madera County.*
- *Tracie Scott-Contreras - Workforce: Some people don't have any type of access. It would be great if services could be offered virtually/digitally. There is a big gap in educational attainment – many adults don't have a GED.*
- *Claudia Habib - SCCC: Madera County is the only county it's size that does not have its own community college campus. We need to have more students graduate and do it in a timely manner.*
- *Dolores Aguirre (community member): Dolores stated that she is trying to get high school diploma. It's been a lot more challenging with age. She plans to take to courses to be able to advance and is interested in a high demand training in the medical field. She is very encouraged in class.*
- *Steve Pucci (community member): Steve stated that he has been with this company for 17 years and would like to get back into auto mechanics. He worked his way up at his current job. He stated that technology has changed a lot while he has been working his job.*
- *Wendy Lomeli - EDD: EDD stated that older workers also need to be considered and workers who are more experienced. There is a skills gap with older workers. There needs to be employers willing to train workers.*
- *Shirley Gregory (Madera Adult School): Shirley stated that she began teaching when she was older and that it's important to follow your passion. Transportation and childcare services are needed.*

5.2 What types of training are most needed in the area?

- *Claudia Habib - SCCC: The forecast is for manufacturing and healthcare. The community college is trying to respond. There is still a lot of work to do in promoting the community college to older people. SCCC is bringing some classes to other areas of Madera County. They are trying to identify where to provide classes but then transportation issues come up.*
- *Tracie Scott-Contreras - Workforce: Providing services/classes in an alternate way would help with transportation i.e. virtually. Workforce provided a digital literacy class. It was very well received by the students. Workforce was provided information by Circles USA. The information provided pointed to transportation as being the biggest obstacle and is the primary thing holding people back.*

5.3 Do people in the community have a good understanding of the programs and services that are available to assist them? If not, what is the best way to get the word out?

- *David asked how the Workforce Assistance Center and the Community College are still a secret and unknown to people.*

- *Claudia Habib - SCCCD: The College is working on a regional booklet with information on its services. It will include information on the bus routes available to the campus. They will send it to every household.*
- *Sherri Watkins - State Center Adult Education Consortium (SCAEC): Everyone needs to cross-promote their services in a collaborative way. Word of mouth is often very effective.*
- *Shirley Gregory: Getting the word out. 4 years ago, when the Madera Adult School (MAS) was struggling with enrollments, they checked on print ads but found them very expensive. She would take flyers to local stores. Workforce staff came into some classrooms and did a presentation on their services and many students were surprised to hear about Workforce and their services.*
- *Tracie Scott-Contreras - Workforce: Workforce purchased and placed a banner over Yosemite Avenue. It generated a lot of foot traffic to the Center. Workforce staff have reached out to Love Madera and hope to partner with them. Love Madera was not able to attend the community input forum but sent word that they do not believe the community knows about the Center.*
- *Claudia Habib - SCCCD: Emphasizing the One Stop is great.*
- *Maiknue Vang - Workforce: Partners within the One Stop went through some growing pains. Sometime everyone focused on their own services. Over time, Partners have started to work more collaboratively and have started to share information with their clients about what other partner services are available to them in the Center.*
- *Wendy Lomeli - EDD: There is room to promote education to older workers. In the past, Wendy (Lomeli) worked with the youth program. They would say that college wasn't important. We need to engage the parents so that they see the value of education. EDD can't spend much funds on marketing. They are able to send flyers when mailing documents.*
- *David Shinder: Language could also be an issue.*
- *Dolores Aguirre: She found the Workforce Center when she was laid off by Chukchansi. She was informed that she needed a diploma or GED in order to receive services through them and enrolled in a class.*
- *Steve Pucci: Chowchilla used to have an adult school.*
- *David Shinder: If you had seen a banner, would you have recognized it? – yes*
- *Maiknue Vang - Workforce: 30 members of the Rotary Club toured the Center but most of them had no idea who or what the Center was and did.*
- *Wendy Lomeli - EDD: EDD still struggles with being known as the unemployment office.*
- *Claudia Habib - SCCCD: Business people say they need employees to have soft skills and basic math. SCCCD may need to consider developing contextualized math for what they need for their jobs. They would need to expedite the process so they can get people going.*
- *Tracie Scott-Contreras - Workforce: The college provided a Career Advancement Academy in the past and it was very successful. It did contextualized subjects – teaching subjects in different ways.*

5.4 Are there specific gaps between the services that are available and the services that people need? If so, how can we bridge those gaps?

- *Tracie Scott-Contreras - Workforce: A navigator – there is no navigator or someone who can help people who are trying to get back to work. Someone who could help them calculate and understand where their benefits stand as they are getting back to work.*
- *Shelly Conner - SCCCD: some people become ineligible and could lose their child's pre-school when they go back to work. They are afraid of losing their benefits when they go back to work.*
- *David Shinder: People need an advisor/navigator/coach. Someone who has skills and knowledge.*
- *Maiknue Vang - Workforce: Someone who could be the single point of contact. An ongoing issue is the impact on the psychology of the family when adults and children grow up in poverty.*
- *Wendy Lomeli - EDD: Having more civic engagements like the forum would be beneficial. These meetings can serve to let the community speak to what their needs are. Young adults need someone to guide them and provide information on developing soft skills.*

- *David Shinder: David stated that his work as a consultant has allowed him to meet many job seekers. He feels better prepared because he hears from the community and that more of that need to be done.*

5.5 If you were writing the local workforce plan, what would your priorities be and why?

- *Shelly Conner - SCCCD: Madera's priority would be to focus on connecting people with what the trainings and services are. We need to help people know their own strengths, what is important to employers, what's available locally – career exploration. There is a huge gap for Veterans. They don't know how to translate their military skills to civilian skills.*
- *Tracie Scott-Contreras - Workforce: How do you communicate the gaps to the employers?*
- *Claudia Habib - SCCCD: Do we have enough data, who are they and how do you write a plan to serve adults – understand who they are and where they are.*
- *David Shinder: a plan with optimal data on the community.*
- *Wendy Lomeli - EDD: We need to include an emphasis to getting businesses to come to the area – streamline business permits.*
- *David Shinder: The first question businesses ask is regarding who the workforce is.*
- *Claudia Habib - SCCCD: There are a 100 manufacturing business in Madera but you can't see them. These businesses are in rural areas so transportation becomes an issue.*
- *Wendy Lomeli - EDD: Educate employers and create incentives to come to the area.*
- *Sherri Watkins - SCAEC: Mom had gone through a training a long time ago and she was getting payments while in training.*
- *David Shinder: Provide financial support while they are in training.*
- *Tracie Scott-Contreras - Workforce: Provide needs based payments/subsidies to offset loss on income while training. Need to be able to invest in commercial infrastructure – provide incentives to come here when there is no readily available space for employers. Be able to invest in economical opportunities – invest in schools, colleges and adult schools. Build capacity to deliver services in new ways.*
- *David: Training needs to be customer centered.*
- *Maiknue Vang - Workforce: The Workforce Development Board has identified priority sectors and skills. We need to help job seekers with their basic needs before they can focus on getting a job.*
- *Wendy Lomeli - EDD: Make it easier for folks who have been laid off – no questions asked to someone who has been laid off. Help those who have been laid off immediately – no transition when they lose their job.*
- *Tracie Scott-Contreras - Workforce: Penalize employers who don't make sufficient WARN notices to their employees.*
- *Sherri Watkins - SCAEC: We need to know what people want.*
- *Shirley Gregory – Madera Adult School: Attended a meeting where soft skills kept being mentioned. We need to increase vocational training for adults. Many times, people can't get to the vocational training offered in Fresno or even the Madera Community College.*
- *Tracie Scott-Contreras - Workforce: CVOC offers a welding class. CVOC also has a mobile unit. It mostly serves the rural communities.*
- *Wendy Lomeli - EDD: Would like to include a mobile unit in the plan.*
- *Claudia Habib - SCCCD: Would like to see that marketing be giving more funding – unlimited.*
- *Tracie Scott-Contreras - Workforce: Emphasized that social media is important and that everyone should be sharing information about each other's services through their social media accounts.*

6.0 Adjournment

Meeting adjourned at 6:41 p.m.



Community and Stakeholder Forum on:

Community Forum on Local Workforce Planning

MINUTES

**October 2, 2018
6:00 p.m.**

**Convened at:
Workforce Assistance Center - Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637
(559) 662-4589**

PRESENT: David Shinder, Estelle Parenteau, Maiknue Vang, Nicki Martin, Tracie Scott-Contreras

1.0 Call to Order

Meeting called to order at 6:06 p.m.

2.0 Overview of 4-Year Local Workforce Plans and Requirements for Biennial Review and Modification

- *Workforce development programs operated under the federal Workforce Innovation and Opportunity Act (WIOA) are administered in California by 45 distinct Local Workforce Development Boards (LWDBs).*
- *In 2017, the LWDBs submitted 4-year Local Workforce Plans to the Governor, all of which were, ultimately, approved.*
- *In accordance with WIOA requirements, a biennial review of the 4-year Local Plans is required.*
- *California has established specific guidelines for the biennial review of Local Plans, including updates and addenda to bring the plans into alignment with California's 2018 update of the State Workforce Plan.*
- *New partnerships with CalFresh Employment and Training Programs*
- *New Partnerships with Local Child Support Agencies*
- *Enhanced Collaboration with local representatives of the California Department of Rehabilitation and other agencies within the disability services network to implement Competitive Integrated Employment models*
- *Enhanced partnerships with local education agencies, community-based organizations and other stakeholders to serve English language learners, foreign born individuals and refugees*

3.0 Purpose of Community Forum

- *To ensure that the interests of client populations are placed at the center of planning conversations.*
- *The California Workforce Development Board is encouraging every local board to participate in a meaningful community engagement process.*
- *The State has also encouraged Local Boards to work with stakeholders, including community-based organizations, to better understand the data, demographics, employment trends and other relevant information specific to the populations targeted by state and local plans to develop better strategies to*

serve them. This engagement could be conducted through specific stakeholder input sessions that are focused on these populations.

4.0 Objectives of Community and Stakeholder Forum

- Give stakeholders and the community the opportunity to weigh in on the needs of the workforce
- Learn from practitioners about best practices in meeting service needs
- Identify where gaps in services may currently exist
- Hear recommendations on building and/or strengthening services and programs to address currently unmet needs

5.0 Consideration and Discussion:

Due to the small number in attendance, the convening was held in an informal, roundtable discussion manner with a general discussion on input from those in attendance.

- *David Shinder: What brought you to use the Center?*
 - o *Ms. Estelle Parenteau is a Workforce customer and was invited to participate by her case manager – Marisol Rivera. Ms. Parenteau stated that she came to Workforce after her company realigned and her position was eliminated after 30 years. She had heard from other folks who had used Workforce. She came to the center and took the digital literacy class. The class helped her learn the Microsoft Suite program. It helped her learn how things worked and put a presentation together. It helped her build her confidence.*
- *David Shinder: Have you decided about going back to work?*
 - o *Estelle stated that she has been volunteering with the Agency on Aging in Merced. She initially applied for a job but volunteered when she was not hired. She would like to work part-time.*
- *David Shinder: How did you hear about the program?*
 - o *Estelle stated that she heard in Chowchilla through relatives who used Worknet in Merced. Estelle spoke about the Madera Adult School and its programs and how many people believe that you have to be unemployed to come to the Center for services. She believes that there needs to be a separation between the Center and unemployment. Estelle doesn't believe people know about the Center and the services it provides. Estelle suggested that services should be set up so people can go at their own pace and that classes be provided in additional languages – including English. Her digital literacy class was held in both English and Spanish and it was difficult in the beginning because the majority of the people in class spoke Spanish. The teacher was very good – all teachers should motivate their students. Estelle stated that her Career Specialist was very good and checked in on her periodically.*
- *Tracie Scott-Contreras – Workforce: stated that they need to let people know that there are other options and they people should step outside of their comfort zones and there will be support for them to do it.*

6.0 Adjournment

Meeting adjourned at 6:56 p.m.

PUBLIC NOTICE

2019 BIENNIAL MODIFICATION TO THE Strategic 2017-2021 Regional and Local Workforce Development Plan for Title I of the Workforce Innovation & Opportunity Act for the Madera County Local Workforce Development Area

The Workforce Development Board of Madera County is requesting public comment on the 2019 Biennial modification to the 2017-2021 drafts of the Strategic Regional and Local Workforce Development Plans. Funding for the services to be delivered under the plans is provided through Title I of the federal Workforce Innovation and Opportunity Act.

The plans will be available for review from Friday, February 1, 2019 through Saturday, March 2, 2019. Copies of the plans will be available at the Workforce Assistance Center at 2037 W. Cleveland Avenue in Madera between the hours of 9:00 a.m. and 3:00 p.m. Monday through Friday. The draft plans are also posted on the Workforce Development Board's web page at <http://www.maderaworkforce.org/public-information/public-notice/>.

For further information please contact Tracie Scott-Contreras at (559) 662-4587.

Proof of Publication

(2015.5 C.C.P.)

PUBLIC NOTICE

MADERA COUNTY WORKFORCE 2019 BIENNIAL MODIFICATION

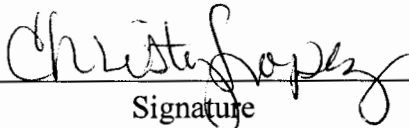
REF. NO. 2119

STATE OF CALIFORNIA)
) ss.
County of Madera)

I am a citizen of the United States and a resident of the County aforesaid; I am over the age of eighteen years, and not a party to or interested in the above entitled matter. I am the principal clerk of the printer of the Madera Tribune, a newspaper of general circulation, published in the City of Madera, County of Madera, and which newspaper has been adjudged a newspaper of General circulation by the Superior Court of the County of Madera, State of California, under the date of November 9, 1966, Case Number 4875 that the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to wit:

JANUARY 30, 2019

**I certify or declare under penalty of perjury that
the foregoing is true and correct.**



Signature

DATED: _____ JANUARY 30, 2019 _____

PUBLIC NOTICE

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For further information please contact Tracie Scott-Contreras at (559) 662-4587.

No. 2119 - January 30, 2019.

AFFIDAVIT OF PUBLICATION

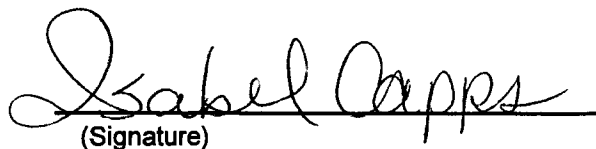
DECLARATION OF PUBLICATION
(C.C.P.2015.5)

COUNTY OF MADERA
STATE OF CALIFORNIA

I am a citizen of the United States and a resident of the County aforesaid; I am over the age of eighteen years, and not a party to or interested in the above entitled matter. I am the principal clerk of the printer of the Sierra Star, a newspaper of general circulation, printed and published in the town of Oakhurst, County of Madera, and which newspaper has been adjudged a newspaper of general circulation by the Superior Court of the County of Madera, State of California, under the date of December 19, 1958, Case Number 11168; that the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to-wit:

January 31, 2019

I certify (or declare) under penalty of perjury that the foregoing is true and correct.


(Signature)

Date: January 31, 2019

NOTICE
#4043371
PUBLIC NOTICE

2019 BIENNIAL MODIFICATION TO THE Strategic 2017-2021 Regional and Local Workforce Development Plan for Title I of the Workforce Innovation & Opportunity Act for the Madera County Local Workforce Development Area

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For further information please contact Tracie Scott-Contreras at (559) 662-4587.

Nicki Martin

From: Nicki Martin
Sent: Friday, February 01, 2019 10:00 AM
Subject: Public Comment Period for Local and Regional Workforce System Biennial Plan Modifications

Good morning

Our Workforce Plans are ready for public comment. Thank you everyone for all your hard work and input. It was an integral part of the process!

Please see message from our Director, Tracie Scott-Contreras, regarding the public comment for our local workforce plan as well as the regional plan.

Good Morning,

I am pleased to share that, after several months of community and partner engagement, research, and consideration, the biennial modification to the Plan for our Local Workforce Development Area is available for public comment. I would like to express my sincere thanks to all of you who participated in this process – your input is much appreciated.

The biennial modification of the plan for the San Joaquin Valley and Associated Counties Regional Planning Unit – encompassing valley counties from San Joaquin in the north to Kern, Inyo, and Mono in the south – is also available for public comment. The biennial plan modifications are available on our website at <http://www.maderaworkforce.org/public-notices/>. Copies of the plans are also available for review in our office at 2037 West Cleveland Avenue in Madera between 9:00 a.m. and 3:30 p.m. on regular businesses days. The public comment period ends March 2, 2019.

We welcome your suggestions and comments regarding either plan. Comments regarding the local plan can be sent directly to me at the email or mailing address below. Comments regarding the regional plan should be sent directly to Nick Loret de Mola at the Merced County Department of Workforce Investment at nloretdemola@co.merced.ca.us.

Regards,

Tracie Scott-Contreras, Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
Madera, CA 93637
v.559.662.4587
f.559.673.1794
tscott-contreras@maderaworkforce.org



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The most common way people give up their power is by thinking they don't have any.

- Alice Walker

Nicki Martin

Executive Assistant
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America's **JobCenter**
of CaliforniaSM



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From: Tracie Scott-Contreras
To: ["bethany.renfree@cwdb.ca.gov"](mailto:bethany.renfree@cwdb.ca.gov); ["michael.dowdy@cwdb.ca.gov"](mailto:michael.dowdy@cwdb.ca.gov); ["rafael.aguilera@cwdb.ca.gov"](mailto:rafael.aguilera@cwdb.ca.gov)
Cc: [Maiknue Vang](#); [Nicki Martin](#); ["David Shinder"](#)
Bcc: [Tracie Scott-Contreras](#)
Subject: Local Planning Meeting Schedule and Location for the Workforce Development Board of Madera County
Date: Tuesday, August 07, 2018 9:26:50 AM
Attachments: [Madera WDB Area Convening Calendar.pdf](#)

Good Morning,

Attached you will find the list of Local Plan Stakeholder Convening Sessions for the Local Plan Modification Process for the Workforce Development Board of Madera County. This information is also posted on the local Board's website at this location:

<http://www.maderaworkforce.org/regional-and-local-plans-py-17-21/>.

Invitation lists for each session are being developed based on the information provided in the State guidance contained in WSD18-01, Attachment 3.

The information about each session will be posted in the lobby to the AJCC/Board office, and each session will be properly noticed and agendized in compliance with the requirements of the State guidance and the rules governing public meetings.

If you have questions, or need additional information, please do not hesitate to contact me.

Tracie Scott-Contreras, Interim Executive Director
Madera County Workforce Investment Corporation
2037 W. Cleveland Ave.
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v.559.662.4587
f.559.673.1794
tscott-contreras@maderaworkforce.org



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FREE HR Hotline! 844.431.4748

The most common way people give up their power is by thinking they don't have any.

- Alice Walker



LOCAL PLAN STAKEHOLDER CONVENING SESSIONS

Meeting Location:
Workforce Assistance Center, 2037 W. Cleveland Avenue, Madera, CA 93637
RSVP: Nicki Martin, 559-662-4589, nmartin@maderaworkforce.org

Public welcome – all meetings open to the public!

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Workforce Development Board of Madera County, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; TTY 559/674-7497; Fax 559/673-1794.

SESSION TOPIC	DATE	TIME	RSVP
Improving Services to English Language Learners and Foreign Born Individuals	August 30, 2018	2:00 p.m. to 4:00 p.m.	RSVP
Serving Persons with Disabilities through Competitive Integrated Employment	September 17, 2018	2:00 p.m. to 4:00 p.m.	RSVP
Collaborating with CalFresh Employment and Training Programs	October 2, 2018	9:00 a.m. to 12:00 p.m.	RSVP
Community Forum on Local Workforce Planning	October 2, 2018	6:00 p.m. to 7:30 p.m.	RSVP
Partnerships with Local Child Support Agencies to Serve Non-custodial Parents	October 26, 2018	8:30 a.m. to 11:30 a.m.	RSVP

Click [here](#) for more info!

Local Board Assurances

Through Program Year 2017-20, the Local Workforce Development Board (Local Board) assures the following:

- A. The Local Board assures that it will comply with the uniform administrative requirements referred to in the *Workforce Innovation and Opportunity Act* (WIOA) Section 184(a)(3).
- B. The Local Board assures that no funds received under the WIOA will be used to assist, promote, or deter union organizing (WIOA Section 181[b][7]).
- C. The Local Board assures that the board will comply with the nondiscrimination provisions of WIOA Section 188.
- D. The Local Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIOA Section 188.
- E. The Local Board assures that funds will be spent in accordance with the WIOA, written Department of Labor guidance, and other applicable federal and state laws and regulations.
- F. The Local Board assures it will comply with future State Board policies and guidelines, legislative mandates and/or other special provisions as may be required under Federal law or policy, including the WIOA or state legislation.
- G. The Local 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 Individualized Career services and training services. (WIOA Section 134[c][3][E], and California Unemployment Insurance Code [CUIC] Section 14230[a][6])
- H. The Local Board certifies that its America's Job Center of CaliforniaSM (AJCC) location(s) will recognize and comply with applicable labor agreements affecting represented employees located in the AJCC(s). 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 CUIC Section 14233).

- I. The Local Board assures that state employees who are located at the AJCC(s) 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 the AJCC(s) 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.
- J. The Local Board assures that when work-related issues arise at the AJCC(s) 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 AJCC 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.
- K. The Local Board assures that it will select the One-Stop Operator with the agreement of the Chief Elected Official (CEO), through a competitive process, or with approval from the local elected official and the Governor's Office. (WIOA Section 121[d][2][A]). The AJCC Operator is responsible for administering AJCC services in accordance with roles that have been defined by the Local Board.

SIGNATURE PAGE

Instructions

The Local Board chairperson and local CEO must sign and date this form. Include the original signatures with the request.

By signing below, the local CEO and Local Board chair agree to abide by the Local Area assurances included in this document.

**Local Workforce Development Board
Chair**

Brett Frazier
Signature

Brett Frazier
Name

Chair
Title

2/21/19
Date

Local Chief Elected Official

Brett Frazier
Signature

Brett Frazier
Name

Chairman of the Board
Title

3/12/19
Date