

**WORKFORCE INNOVATION AND OPPORTUNITY ACT  
LOCAL PLAN**

**PROGRAM YEARS 2025-2028**



**Local Workforce Development Area:**

**San Benito County**

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## **1. Executive Summary**

The San Benito County Workforce Development Board (SBC WDB) Local Plan for Program Years 2025-2028 is required by the Workforce Innovation and Opportunity Act (WIOA). The California Workforce Development Board, under the California Unified Strategic Workforce Development Plan (State Plan), provides an overarching policy framework that guides Local Boards, including the San Benito WDB, and their local partners as they jointly develop Regional and Local Plans. The State Plan policy objectives, developed in collaboration with WIOA partners and Local Boards, aim to create a comprehensive system that addresses poverty, promotes income mobility, and embeds equity as a cornerstone of service delivery.

San Benito County is one of the smallest counties in the state, with a population of 68,707 (as of July 1, 2024, per the U.S. Census Bureau). Despite its small size, San Benito County has a dedicated business community that actively supports the San Benito WDB. The board and its partners help businesses understand the job skills needed to successfully match unemployed and underemployed individuals with job opportunities. The SBC WDB's mission is to provide a variety of training, services, and resources to unemployed, underemployed, and dislocated workers, raising their education and skill levels to ensure their success in the workforce. The mission of the SBC WDB continues to focus on working with local businesses so that workforce training aligns with local business needs.

The Local Plan demonstrates operational alignment with the strategic objectives of the respective Regional Plan, drives coordination with local partners, and highlights key service delivery strategies. Service delivery is typically integrated at the local level, where resources are combined, and support is provided to participants through workforce system partners. Local Plans must address partnerships established under the previous Local and Regional Plan, including WIOA core and required program partners and state strategic partnerships. Local Boards are also encouraged to highlight any additional partnership efforts taking place at the local level, if applicable.

The Local Plan provides an action plan for implementing the roadmap outlined in the Regional Plan (Regional Plan for San Benito, Santa Cruz, and Monterey Counties) and the State Workforce Development Board's strategic goals by describing how individuals access services through the America's Job Center of California (AJCC) system. The Local Plan demonstrates coordination with local partners from the previous Local Plan and highlights key service delivery strategies. The Local Plan is developed with input from community stakeholders' meetings held prior to finalizing the plan.

## **2. Content**

### **2.1 WIOA Core and Required Partner Coordination**

- **WIOA Memorandums of Understanding (WSD18-12)**

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

The mission of the San Benito County Workforce Development Board and AJCC partners is to provide a variety of training, services and resources to unemployed, under-employed, dislocated workers and youth, to raise their education and skill levels to ensure their success in the workforce. The Local Board and AJCC partners coordinate these services through continuous partnership building, joint planning, local plan development, and modification of activities as services and changes are needed and/or required by state and federal partners, and economic influences.

All relevant parties to the WIOA MOU including San Benito County Workforce Development Board and the America's Job Center of California (AJCC) partners established an agreement concerning the operations of the AJCC delivery system. This agreement established a cooperative working relationship between the parties to define their respective roles and responsibilities in achieving the policy objectives. The policy objectives include fostering demand-driven skills attainment; enabling upward mobility for all Californians; and aligning coordinating and integrating programs and services of the partners. The MOU also serves as the framework for providing services to employers, employees, job seekers and others needing workforce services.

The WIOA MOU, agreed to share in the operating costs of the AJCC system, either through cash or in-kind services. The cost of services, operating cost, and infrastructure costs of the system are funded by all AJCC partners through a separately negotiated cost sharing agreement based on an agreed upon formula or plan.

AJCC partners will ensure that the shared costs are supported by accurate data, the shared costs are consistently applied over time, and the methodology used in determining the shared costs are reflected in the separately negotiated Cost Sharing Agreement.

Services and resources are coordinated through the America's Job Center co-location of Partners to the MOU's. San Benito County job seekers benefit from the small community orientation by being able to access most services at one location, truly a One-Stop shop.

## • Strategic Co-Enrollment – Unified Plan Partners (WSD19-09)

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

The Local Board and AJCC Partners meet monthly to provide an opportunity for partners, both mandated and non-mandated, to integrate services and ensure common policies and practices are followed. These meetings facilitate discussions on shared funding opportunities and have led to proposals that enhance the resources of the local workforce system, such as applications for Accelerator Grants and participation in regional efforts among all partners.

The SBC WDB has developed Local Partnership Agreements and a referral system to ensure applicants receive the most up-to-date and appropriate services possible. The Local Board has a Local Partnership Agreement with the California Health and Human Services Agency, Department of Developmental Services, Department of Rehabilitation, California Department of Education, and San Andreas Regional Center. Together, they have developed a blueprint designed to identify strategies for increasing opportunities for individuals with intellectual and developmental disabilities (ID/DD) to prepare for and engage in competitive integrated employment (CIE). This Agreement fosters collaboration and communication with community partners to eliminate gaps in transition and adult systems, ultimately increasing placements of students and individuals with ID/DD into CIE while providing them with a range of individualized (person-centered) employment options.

The Local Board has maintained a long-term partnership with the San Benito Health and Human Services Agency (HHS) to support co-enrollment and common case management for the low-income community, including individuals receiving CalFresh benefits and those participating in the County's Employment & Training Program (E&T Program). The Local Board prioritizes these clients through a referral process, enabling seamless case management and co-enrollment of WIOA-eligible individuals, whether they are Adult, Dislocated Workers, or Youth participants.

With the newly formed North Central Coast Region, the SBC WDB is eager to collaborate with the regional planning unit to develop co-enrollment strategies across the region, in partnership with Santa Cruz and Monterey counties. One example of this effort is the SB 1 pre-apprenticeship construction careers program, which prioritizes partnerships that link local building and construction trades councils with workforce boards, local community colleges, and community-based organizations. This new program offers structured pathways, incorporating core curriculum and critical supportive services, that may lead to state-certified apprenticeships and, ultimately, living-wage jobs and long-term careers.

## • Access to Services

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

The Workforce Innovation and Opportunity Act (WIOA) emphasizes technology as a critical tool for facilitating all aspects of information exchange, including client tracking, common case management, reporting, and data collection. To support the use of these tools, each San Benito County AJCC Partner agrees to:

- Develop technological enhancements that allow for the integration of common information systems, as appropriate. For example, implementation of Metrix learning to all job seekers of San Benito County.
- Comply with the applicable provisions of WIOA, the Welfare and Institutions Code, the California Education Code, the Rehabilitation Act, and any other relevant statutes or requirements.
- Adhere to the principles of common reporting and shared information through electronic mechanisms, including shared technology.
- Commit to sharing information to the greatest extent allowable under governing legislation and confidentiality requirements.
- Maintain all records of AJCC customers and partners (e.g., applications, eligibility and referral records, or any other individual records related to services provided under this MOU) in the strictest confidence and use them solely for purposes directly related to such services.
- Recognize that system security provisions shall be agreed upon by all partners.
- Collaborate to share news and events through the WDB Facebook page, Instagram, and regularly updated links to partner activities on the SBC WDB website.
- Collaborate in community events and fairs to raise awareness of our services and provide as much assistance as we can.

The Local Board identified a need to expand outreach efforts through Community Input Sessions, specifically targeting Spanish-speaking English Language Learners, Veterans, and underserved residents, in order to more effectively communicate AJCC services to the community

- **Provision of Appropriate Supportive Services**

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

The San Benito County Workforce Development Board (SBC WDB) and the AJCC partners work together to coordinate workforce and education services through the Priority of Service Policy, ensuring that low-income individuals receive priority access to services when funding is available. This policy specifically targets individuals receiving public assistance, such as CalFresh participants, for eligible Adult, Dislocated Worker, and Youth programs.

To support these participants, the AJCC and the local Community Action Agency collaborate to provide transportation assistance, ensuring that individuals can access the necessary services. Additionally, all WIOA participants have access to supportive services, including transportation, childcare, needs-based payments, and other resources that help them reach their employment and training goals.

For participants who need further assistance, the local Community Action Agency steps in to offer additional support, such as PG&E utility assistance, homelessness and housing services, and other available resources. This collaborative effort ensures that participants receive comprehensive support to overcome barriers and successfully pursue employment and training opportunities.

Participants can access a range of supportive services designed to remove barriers and increase their chances of successfully completing training and securing sustainable employment. These services include housing assistance, rapid rehousing, and rental assistance for long-term housing solutions, all aimed at providing stable living conditions. By addressing housing instability, these resources help minimize distractions and stress, allowing participants to focus on their training and career goals. With the support of these services, individuals are better positioned to complete their training programs, leading to greater job security and long-term sustainability in the workforce.



- **Physical Nondiscrimination and Equal Opportunity (WSD17-01)**

How the Local Board and AJCC partners will comply with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act of 1990 regarding the **physical** accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, as outlined in Nondiscrimination and Equal Opportunity Procedures (WSD17-01).

The SBC WDB is committed to ensuring access to services for individuals with disabilities in compliance with WIOA Section 188 and the Americans with Disabilities Act (ADA) of 1990. We prioritize making our physical facilities fully accessible to individuals with disabilities, ensuring they can access all services. In addition, we follow ADA requirements by providing necessary accommodation for both employees and customers.

To maintain and improve accessibility, we regularly discuss these issues during the monthly meetings of the Local Board and AJCC partners. We also have an Equal Opportunity Compliance Officer dedicated to addressing any ADA-related concerns.

Each year, we conduct a self-assessment through the Methods of Administration (MOA), which includes a biennial Physical and Program Access (PPA) Self-Assessment and Checklist. We also ensure the AJCC remains ADA-compliant by completing the biennial Compliance Monitoring Checklist. We have consistently received no ADA-related issues from the State.

Our commitment to inclusivity goes beyond just meeting ADA standards. We actively involve partners from all agencies in our monthly meetings to ensure that everyone, including those from vulnerable communities, is supported. This includes collaborating with the LGBTQ Resource Center in San Benito, which provides critical support for youth in crisis who seek help during difficult times.

- **Programmatic Nondiscrimination and Equal Opportunity (WSD17-01)**

How the Local Board and AJCC partners will comply with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act of 1990 regarding the **programmatic** accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, as outlined in Nondiscrimination and Equal Opportunity Procedures (WSD17-01).

To ensure full compliance with nondiscrimination and equal opportunity provisions, our board guarantees that all contracts, cooperative agreements, job training plans, and policies include language affirming our commitment to "comply fully with the nondiscrimination and equal opportunity provisions of WIOA."

The board designates an Equal Opportunity (EO) Officer to oversee and coordinate its compliance with EDD's regulations. The responsibilities of the Local Area EO Officer include:

- Acting as the liaison with the EDD Equal Employment Opportunity (EEO) Office.
- Investigating and monitoring WIOA Title I funded activities and programs within the Local Area and its subrecipients.
- Reviewing the written policies of the Local Area and its subrecipients.
- Developing, publishing, and enforcing the Local Area's discrimination complaint procedures.
- Conducting outreach and education to ensure awareness of equal opportunity and nondiscrimination requirements, in line with 29 CFR Section 38.40, and explaining how individuals can file complaints in accordance with 29 CFR Section 38.69.
- Participating in ongoing training and ensuring assigned staff receive the necessary education and support to maintain their expertise.
- Informing participants, employees, and program beneficiaries about their equal opportunity rights and responsibilities and clarifying the process for filing discrimination complaints.

Additionally, staff will participate in periodic training to stay updated on equal opportunity issues and ensure continued compliance.

## 2.2 State Strategic Partner Coordination

- **CalFresh Employment and Training Services**

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

The SBC WDB has had a long-standing partnership with the San Benito County Health and Human Services Agency (HHSA) to integrate and collaborate on services for the low-income community, including those receiving CalFresh benefits. The WDB is part of the County governance structure and operates directly under HHSA, which strengthens this partnership. Over the years, HHSA has had a seat on the Local Board and has been an active participant and advocate for welfare-to-work programs.

Monthly Partner Meetings via Microsoft Teams continue to provide valuable collaboration. These meetings provide a platform for the Local Board and its partners to work together to support individuals accessing CalFresh Employment and Training services.

The County HHSA collaborates with CalWORKS and CalFresh for referrals. An ESE Integrated caseworker assesses eligibility to ensure that CalWORKS participants are work-ready and can be placed in jobs for up to one year. Additionally, HHSA participates in the local farmers' market by issuing food tokens and providing outreach services to CalFresh participants. The agency also partners with the Housing Support Program to assist individuals in securing stable housing.

Together, these partners work collaboratively to address the needs of individuals receiving CalFresh services, helping them develop the tools and resources necessary to achieve self-sufficiency.

- **Non-Custodial Parents**

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

The SBC WDB has established a strong partnership with the California Department of Child Support Services (CSS) as part of a new State initiative to support non-custodial parents (NCPs). This collaboration provides an important opportunity to offer workforce services to NCPs, particularly those who may be unfamiliar with or hesitant to access these services due to misconceptions or lack of knowledge.

In addition, the Local Board works closely with the Community Action Board (CAB) to align policies and strategies with the Local Child Support Agency to better support shared clients. Regular meetings between the WDB and the Child Support office ensure that services are consistently effective. The referral process has been streamlined since the last local plan, making it easier for NCPs to access WIOA services.

NCPs often face significant barriers, including child support arrears, lack of education, language difficulties, unemployment, poverty, and involvement with the justice system. To address these challenges, the AJCC partners provide essential workforce services. When referrals are received, AJCC staff schedule orientation and assessment appointments promptly. The WDB and AJCC then collaborate to identify the appropriate resources for everyone, making referrals to other AJCC partners or community organizations as needed.

A primary goal for the WDB and its partners is to help NCPs transition to stable, sustainable employment opportunities with livable wages. The focus is on breaking the cycle of poverty, not only for NCPs but for the broader community. When participants enroll in training, staff assist them in exploring labor market trends to align their career goals with high-demand industries, such as Health Care, Construction, Information Technology, Manufacturing, and Hospitality. Staff and partners provide continuous support throughout the process, including case management and follow-up services, to ensure participants' success.

- **Developmental and Intellectual Disabilities**

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

The Local Board has maintained a strong partnership with the Department of Rehabilitation (DOR) for over 24 years, recognizing the valuable role DOR plays in providing workforce services to individuals with intellectual and developmental disabilities (ID/DD). DOR is an on-site partner, offering services on a fixed schedule.

In collaboration with Local Education Agencies and the San Andres Regional Center, these partners have developed a Local Partnership Agreement aimed at creating a blueprint to increase opportunities for individuals with ID/DD to prepare for and engage in competitive integrated employment (CIE).

The partnership meets monthly as part of a business advisory committee, which includes DOR, HOPE, Gavilan Community College, EDD, Community Action Agency staff, Local Board staff, and other organizations serving individuals with disabilities. Together, they work to identify and implement best practices for serving individuals with ID/DD, using the Competitive Integrated Employment Blueprint as a guide to enhance and strengthen their efforts.

- **English Language Learners, Foreign-Born, and/or Refugees**

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

The Local Board has established an efficient system with community-based organizations and other local partners who serve diverse populations, including English language learners, foreign-born individuals, and refugees. Over the past two years, in collaboration with the Community Services Block Grant (CSBG) under the Community Action Agency, the Local Board has adopted an agency policy to provide services that enhance or differ from those offered by other providers, such as bundled services.

All services funded by CSBG are delivered directly by San Benito County Community Services & Workforce Development (CSWD) staff. Clients can access these services through walk-ins, phone calls, or referrals from partner agencies. Once clients complete the eligibility process, they can enroll in a program of their choice, including vocational training, work experience, or on-the-job training, all aimed at preparing them for high-demand, high-paying jobs and careers. With co-located staffing, services are provided seamlessly based on the specific needs of each client.

Through the partnership with the Community Action Agency, clients may also receive assistance with utility payments Low-Income Home Energy Assistance Program (LIHEAP), transportation tokens, rental assistance, enrichment scholarships, food vouchers, housing assistance for the homeless, hotel vouchers, and In-Home Support Services through provider caretakers, and other supportive services. This collaboration has led to a more comprehensive service delivery system at the AJCC.

The Local Board also offers targeted outreach to English Language Learners (ELL), foreign-born individuals, refugees, and the migrant community. Outreach will continue through social media, websites, educational flyers, partner agencies, and other community-based organizations.

In addition to outreach activities, many services at the AJCC are designed with the language needs of the San Benito County community in mind. These include:

- Translation services for individuals with limited English proficiency,
- Bilingual staff (most staff are bilingual in Spanish, with additional compensation for certified bilingual staff),
- All documents printed in both Spanish and English.

- **Serve Veterans**

How the Local Board will coordinate with Local Veteran Affairs, community-based organizations, and other local partners who serve veterans.

- The Board is committed to fostering collaboration while addressing the unique needs of veterans. We aim to build a stronger, more effective support system that empowers veterans to thrive in the workforce through the following initiatives:
- **Monthly Meetings:** The Local Workforce Development Board hosts monthly meetings with representatives from the VA, the local Community Action Agency, and veterans' service organizations. During these meetings, staff discuss upcoming veteran outreach efforts, review referral processes, and coordinate job fairs specifically for veterans.
- **Joint Outreach Campaign:** A collaborative campaign is launched to raise awareness about employment services, healthcare benefits, and job fairs for veterans. This campaign leverages social media to effectively reach veterans and their families, tailored to their unique needs and experiences.
- **Veteran Employment Program:** The WDB partners with local businesses to identify veteran-friendly employers and offer On-the-Job Training (OJT) opportunities. Simultaneously, we collaborate with local veteran-serving agencies to ensure participants have access to additional resources they may need, such as housing assistance or mental health support.

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## • Environmental Sustainability

How the Local Board will collaborate with the Strategic Planning partners to address environmental sustainability.

The SBC WDB will collaborate with strategic planning partners to address environmental sustainability by aligning workforce development efforts with green job creation, providing training for in-demand green industries, and fostering partnerships with local environmental agencies, businesses, and educational institutions. By focusing on environmental sustainability, the board can help drive both economic and environmental progress in the community. Some specific examples are:

- Co-Hosting Green Job Fairs: In partnership with local colleges, environmental organizations, the county Integrated Waste Department, and employers in green sectors, the Local Board could co-host green job fairs and provide veterans, unemployed individuals, and young adults with access to job opportunities in sustainability-focused industries.
- Collaborating with Local Environmental NGOs: Partnering with local environmental NGOs that focus on issues like conservation, pollution reduction, or water quality could provide opportunities for the workforce to engage in environmentally sustainable practices while working in fields such as landscaping, waste management, and public outreach.
- Aligning Job Training with Regional Climate Plans: The Local Board could align its workforce strategies with regional climate change action plans by offering job training programs that focus on skills related to energy efficiency, carbon reduction, and sustainable agriculture. This helps meet climate goals while providing training and job opportunities in these sectors.



## 2.3 WIOA Title I Coordination

- **Digital Fluency and Distance Learning**

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

Through the Regional Planning Unit (RPU) and local efforts, all frontline staff receive Performance Training. This training is crucial because the decisions made by all members of the WIOA system, including managers, providers, frontline workers, MIS specialists, WDBs, and WIOA partners—directly affect performance outcomes. The training will help staff enhance their digital fluency and expand their knowledge, particularly in the critical areas of intake, participation, exit, and follow-up. By improving their ability to collect and utilize information effectively, frontline staff will be better equipped to make informed decisions that drive improved performance and outcomes across the system.

Staff will also have opportunities to refine their Business Services and Employer Engagement skills by reviewing existing business services and participating in workforce projects that support the placement of dislocated workers. This includes leveraging On-The-Job Training and customized training funds to enhance employer outreach and job placement efforts.

- **Cultural Competencies and Trauma-Exposed Populations**

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

The SBC WDB uses the online training platform Relias to ensure all staff meet their annual training requirements. This system provides timely reminders and deadlines to help staff improve their digital fluency and distance learning skills. Required courses within Relias include topics such as Providing Customer Services, Cultural Awareness and Humility, Preventing and De-escalating Crisis Situations, Active Shooter Response, and Privacy-Confidentiality with HIPAA.

In addition to these online courses, SBC WDB partners with AJCC to offer an annual professional development focused on cultural competence and trauma-informed practices, in alignment with the Community Services Development Agency's guidelines. This ensures that frontline staff are equipped to understand and respond effectively to the diverse needs of the individuals they serve.

## • **Rapid Response and Layoff Aversion Activities (WSD16-04)**

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

The SBC WDB is dedicated to delivering comprehensive Rapid Response Services to all employers and impacted employees within its jurisdiction. These services make full use of the resources available through the WDB, AJCC, and the local community to provide effective support. Furthermore, the WDB collaborates with neighboring Workforce Development Boards, both within and outside the region, to enhance and expand the assistance available, ensuring a coordinated and impactful response to workforce disruptions.

The SBC WDB maintains a dedicated Rapid Response Unit, which assists employers and employees facing business closures or workforce reductions. In coordination with business owners, the unit facilitates Rapid Response and Dislocated Worker Services, ensuring access to:

- Unemployment Insurance (UI) benefits
- Wagner-Peyser employment services
- Trade Adjustment Act (TAA) services (in partnership with EDD)

Strong partnerships with EDD, the Wagner-Peyser program, and other agencies enable effective coordination of Rapid Response activities. When appropriate, the WDB also collaborates with organized labor and Trade Adjustment Act representatives to address the specific needs of impacted employees.

The SBC WDB prioritizes access to information and resources for both employers and employees. Upon receiving a Layoff Notification, the in-house Business Services Team promptly contacts affected businesses to offer support. The AJCC/EDD team shares layoff aversion tools and resources via email and Microsoft TEAMS meetings.

The SBC WDB Rapid Response Unit actively participates in statewide Rapid Response meetings and initiatives to stay updated on the latest policies, resources, and best practices. This ensures that local employers and employees receive the most current and effective support available.

## • **Adult and Dislocated Worker Employment and Training**

*A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the Local Area.*

Note – This includes how the Local Board will ensure that priority for adult career and training services will be given to recipients of public assistance, other income low-income individuals, and individuals who are basic skills deficient, as outlined in WIOA Adult Program Priority of Service (WSD24-06). Additional priority groups may need to be considered to serve the local area better. The Economic and Workforce Analysis section of the State Plan identifies workforce targets such as low-wage or high-unemployment industries that could be relevant to the local area’s needs.

### **SBC WDB Mission & Services**

The SBC WDB is dedicated to providing a variety of trainings, services, and resources to unemployed, underemployed, and dislocated workers. Our mission is to enhance education and skill levels, ensuring individuals can succeed in the workforce. Our vision is to create a skilled and relevant workforce that meets employer needs while improving the overall quality of life in our community.

### **AJCC**

The AJCC offers a wide range of services to assist individuals at any stage of their job search. These free employment services include:

- Access to job openings
- Labor Market Information
- Job search assistance
- Guidance on filing for unemployment benefits
- Job search workshops
- Resume assistance and information

### **Specialized Employment Services**

For Adult and Dislocated Workers, we offer specialized services, including:

-On the Job Training (OJT): OJT is a training by an employer that is provided to a paid participant while engaged in productive work. OJT Provides knowledge and skills essential to the full and adequate performance of the job. Reimbursement to the employer of up to a maximum of 50% of the wage rate is provided to offset the extraordinary costs of the provision of the training and additional supervision required during the training. OJT agreements are limited of 600 hours in duration as appropriate to the occupation for which the participant is being trained, considering the content of the training, the prior work experience of the participant, and the individual service strategy of the participant.

-Work Experience: Work Experience is a planned, structured learning experience that takes place in a workplace for a limited period. The Work Experience Program is an Individualized Service available to Youth, unemployed Adults, and Dislocated Workers. Anyone referred or recruited to the program will go through the eligibility process. Those enrolled will complete

the Individual Employment Plan and Career Assessments which identifies Work Experience as part of the sequential process to assist in reaching their employment goal. This program is time limited to 600 hours. The County maintains as the employer of record during the training period. Possible extension can be approved by the Deputy Director.

-Individual Training Account (ITA): Scholarship may be awarded to eligible Adults, Dislocated Workers, and Out-of-School Youth for up to 1 year of training and \$5,000 for certified courses published in the Statewide Eligible Training Provider List (ETPL). This amount includes monies for tuition, books, fees, support services and required training supplies necessary to complete the program.

Additionally, staff will have opportunities to expand their expertise in Business Services and Employer Engagement by:

- Reviewing existing employer service strategies
- Participating in workforce projects that support dislocated worker placement through OJT and customized training funds
- Refining employer outreach skills to strengthen business partnerships

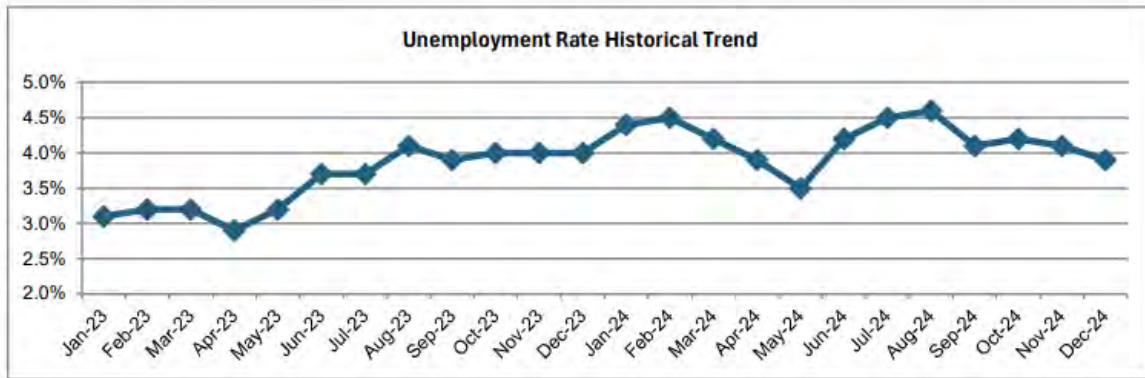
By:

- Staying updated on labor market trends, industry demands and emerging occupations
- Becoming proficient in using labor market information tools and databases.
- Understanding the intake and assessment processes for both job seekers and employers.
- Developing targeted marketing materials that highlight the benefits of AJCC services for employers.
- Conducting surveys or need assessments to understand the specific workforce challenges of each employer/business.
- Build and maintain strong partnerships with economic development organizations to align workforce development efforts with local economic development strategies.

San Benito County has reached a lower unemployment rate within the region than our 2023 rate, we are still higher than our 2022 numbers. Below are the unemployment summary statistics for the area.

IMMEDIATE RELEASE  
SAN JOSE-SUNNYVALE-SANTA CLARA METROPOLITAN STATISTICAL AREA (MSA)  
(San Benito and Santa Clara Counties)

The unemployment rate in the San Jose-Sunnyvale-Santa Clara MSA was 3.9 percent in December 2024, down from a revised 4.1 percent in November 2024, and below the year-ago estimate of 4.0 percent. This compares with an unadjusted unemployment rate of 5.2 percent for California and 3.8 percent for the nation during the same period. The unemployment rate was 6.6 percent in San Benito County, and 3.8 percent in Santa Clara County.



Industry	Nov-2024	Dec-2024	Change		Dec-2023	Dec-2024	Change
	Revised	Prelim				Prelim	

Total Wage and Salary	1,176,700	1,174,900	(1,800)		1,171,900	1,174,900	3,000
Total Farm	5,300	4,300	(1,000)		4,100	4,300	200
Total Nonfarm	1,171,400	1,170,600	(800)		1,167,800	1,170,600	2,800
Mining, Logging and Construction	51,300	50,900	(400)		53,500	50,900	(2,600)
Mining and Logging	200	200	0		200	200	0
Construction	51,100	50,700	(400)		53,300	50,700	(2,600)
Manufacturing	173,200	172,600	(600)		178,800	172,600	(6,200)
Trade, Transportation, and Utilities	124,400	125,900	1,500		124,500	125,900	1,400
Information	90,300	90,600	300		95,900	90,600	(5,300)
Financial Activities	38,000	38,100	100		38,000	38,100	100
Professional and Business Services	249,300	248,500	(800)		245,700	248,500	2,800
Private Education and Health Services	212,800	212,500	(300)		203,000	212,500	9,500
Leisure and Hospitality	104,500	104,900	400		101,600	104,900	3,300
Other Services	26,100	26,000	(100)		26,400	26,000	(400)
Government	101,500	100,600	(900)		100,400	100,600	200

Notes: Data not adjusted for seasonality. Data may not add due to rounding

Labor force data are revised month to month

Additional data are available on line at [www.labormarketinfo.edd.ca.gov](http://www.labormarketinfo.edd.ca.gov)

• **WIOA Youth Program Requirements (WSD17-07).**

A description and assessment of the type and availability of youth workforce investment activities in the Local Area, as outlined in WIOA Youth Program Requirements (WSD17-07).

o Note – This includes any strategies for increasing the digital literacy and fluency of youth participants, including those with disabilities.

SBC WDB – Youth Programs & Services

The SBC WDB is dedicated to preparing today’s youth for a skilled and productive workforce of tomorrow. The County offers a range of youth-focused programs and services designed to support educational and career development opportunities.

Our programs help youth transition into postsecondary education or employment by integrating academic and occupational learning. Services include:

- Tutoring, study skills training, and dropout prevention programs
- Alternative school services
- Mentorship from experienced professionals
- Paid and unpaid work experiences (such as internships and job shadowing)
- Occupational skills training
- Leadership development and supportive services
- Career guidance, counseling, and follow-up support

Youth Workforce Development Strategies Programs:

On-the-Job Training provides youth with hands-on, employer-provided training in essential job skills while they earn wages. Employers receive reimbursement of up to 50% of wages to offset training costs. OJT agreements are limited to 600 hours, customized based on:

- The occupation and training content
- The participant’s prior work experience
- The individual service strategy

Work Experience Program offers structured, time-limited workplace learning experiences for youth, unemployed adults, and dislocated workers. Participants complete an Individual Employment Plan (IEP) to define work experience goals. The County serves as the employer of record during the 600-hour training period.

Individual Training Account (ITA) Scholarships which are available for eligible Adults, Dislocated Workers, and Out-of-School Youth may receive scholarships of up to \$5,000 for certified courses listed in the Statewide Eligible Training Provider List (ETPL). This funding covers tuition, books, fees, training supplies, and support services for up to one year of training.

Outreach to Youth in Colleges & High Schools

SBC WDB maintains strong relationships with local high schools and colleges to connect youth with workforce opportunities. Through Youth Customer Focus Groups, WDB collaborates with workforce board partners to gather feedback, improve outreach, and enhance program outcomes.



### Summer Youth Work Experience Program

In partnership with San Benito High School District Career Technical Education Department, the AJCC is working partnership with the local Community Action Agency to seek funding f to provide a summer employment training program for referred youth. Participants will:

- Build job skills through real-world experience
- Receive career counseling and job search assistance
- Gain mentorship, resume-building support, and customer service training

Additionally, through career technical education collaboration with San Benito High School and San Andreas Continuation School, WDB and the Community Action Agency aim to develop vocational training programs, such as culinary arts for qualifying students.

Continuous Improvement Through Customer Feedback is utilized to enhance services, the Local Board conducts Customer Satisfaction Surveys for youth, adults, and dislocated workers, ensuring that programs meet participant needs and continuously improve.

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- **WIOA Title I Authorizer**

The entity responsible for the disbursement of grant funds as determined by the Chief Elected Official (CEO) or the Governor and the competitive process that will be used to award the sub-grants and contracts for WIOA Title I activities.

The CSWD is the designated recipient of all grant funds. If services require procurement, the SBC WDB will act on behalf of CSWD, adhering to San Benito County’s procurement guidelines.

All board actions are subject to ratification by the County Board of Supervisors. Once approved, the County will disburse funds, and staff will monitor program progress to ensure compliance and effectiveness.

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## • **AJCC Operators and Career Services Providers (WSD22-13)**

*A description of how the Local Board fulfills the duties of the AJCC Operator and/or the Career Services Provider as outlined in Selection of AJCC Operators and Career Services Providers (WSD22-13). This should include the name(s) and role(s) of all entities with whom the Local Board contracts.*

Our Local Board Fulfillment of AJCC Operator and Career Services Provider is achieved via the county RFQ contracting process. Currently we are utilizing the services of Racy Ming as a consultant operator. The address of the center is 1111 San Felipe Road, Suite 107, Hollister, CA 95023.

The SBC WDB ensures the effective operation of the AJCC by fulfilling the duties outlined in WSD22-13. The WDB is responsible for overseeing and coordinating comprehensive workforce development services, ensuring alignment with federal, state, and local workforce policies.

### AJCC Operator Responsibilities:

The SBC WDB contracts with Racy Ming to serve as the AJCC Operator, ensuring seamless coordination among AJCC partners and compliance with WIOA guidelines. The Operator's key responsibilities include:

- Facilitating collaboration among workforce system partners
- Overseeing day-to-day operations of the AJCC
- Ensuring accessibility and efficiency of services for job seekers and employers
- Implementing continuous improvement strategies

### Career Services Provider Responsibilities:

The SBC WDB contracts with Racy Ming to deliver career services at the AJCC, which include:

- Job search assistance, career counseling, and assessments
- Skills development, training referrals, and job placement services
- Supportive services to remove barriers to employment
- Rapid Response and Dislocated Worker services

### Oversight and Monitoring:

The SBC WDB provides ongoing oversight to ensure services are delivered efficiently and effectively. This includes:

- Conducting performance evaluations and compliance monitoring
- Aligning services with local labor market needs
- Maintaining strong partnerships with businesses, education providers, and community organizations

Through these efforts, the SBC WDB ensures that the AJCC Operator and Career Services Provider deliver high-quality workforce development services, supporting both job seekers and employers.

### 3. Appendices

#### 3.1 Stakeholder and Community Engagement Summary

##### \* Input Session Calendar

Date	Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
1/29/25	Epicenter	CBO	0	
1/29/25	Epicenter	Education	0	School districts had concurrent district meeting.
2/4/25	Virtual	HHSA	11	
2/4/25	Virtual	Housing	24	
2/5/25	Virtual	Employers	8	

All meeting invites performed via email blasts, social media, local news Benito Link, and community partners notices.

**\* Input Session Flyers**

**SAN BENITO COUNTY IS UPDATING ITS LOCAL PLAN & REGIONAL 4-YEAR PLAN WORKFORCE DEVELOPMENT BOARD**

**INVEST IN PEOPLE**

**WORKFORCE DEVELOPMENT BOARD**  
The San Benito County WDB is holding listening sessions and invites you to provide feedback for the development of the 4-year Local Workforce Development Plan Update.  
*Your participation and input are critical to developing a plan that is responsive to the workforce needs of our community.*  
Review the current plan at: [bit.ly/4ahVaXK](https://bit.ly/4ahVaXK)

**WE NEED TO HEAR FROM YOU!**

- Do you **WORK** closely with a variety of populations, including: immigrants, refugees, undocumented workers, and English-language learners?
- Do you **PROVIDE** a variety of services to specific populations such as: justice-involved, English language learners, refugees, immigrants, youth, older adults, veterans, people with disabilities, BIPOC, Latin, LGBTQ+, and other historically underserved or underserved communities?

<b>COMMUNITY BASED ORGANIZATIONS</b> January 29, 2025 10 A.M. - 11 A.M.	<b>EDUCATION PARTNERS</b> January 29, 2025 2 P.M. - 4 P.M.	<b>HEALTH &amp; HUMAN SERVICES</b> February 4, 2025 10 A.M. - 11 A.M.	<b>AFFORDABLE HOUSING PARTNERS</b> February 4, 2025 2 P.M. - 4 P.M.
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**JOIN US AT:** **EPICENTER**  
440 SAN BENITO STREET  
HOLLISTER, CA 95023

ADA/Equal Opportunity Employer/ Program Auxiliary Aids and Services are available upon request to individuals with disabilities. Some conditions may apply. For TTY access call: (831) 637-3268

**LA JUNTA DE DESARROLLO LABORAL ESTÁ ACTUALIZANDO SU PLAN LOCAL Y PLAN REGIONAL DE 4 AÑOS DEL CONDADO DE SAN BENITO**

**INVEST IN PEOPLE**

**LA JUNTA DE DESARROLLO LABORAL**  
La junta de desarrollo laboral (WDB) del condado de San Benito está realizando sesiones de escucha y le invita a proporcionar comentarios para la actualización del plan de 4 años de la Fuerza Laboral Plan Local de Desarrollo.  
*(su) Su participación y aportes son fundamentales para desarrollar un plan que responda a las necesidades de fuerza laboral de nuestra comunidad.*  
Revise el plan actual en: [bit.ly/4ahVaXK](https://bit.ly/4ahVaXK)

**¡NECESITAMOS ESCUCHAR DE USTED!**

- ¿Trabaja estrechamente con una variedad de poblaciones, incluyendo: inmigrantes, refugiados, trabajadores indocumentados o estudiantes de inglés?
- ¿Proporciona una variedad de servicios a personas específicas poblaciones tales como: involucradas en la justicia, estudiantes de inglés, refugiados, inmigrantes, jóvenes, adultos mayores, veteranos, personas con discapacidades, Personas Negras, Indígenas y de Color PNI, latinos, LGBTQ+ y otras Comunidades históricamente desatendidas o desatendidas?

<b>SERVICIOS HUMANOS Y DE SALUD</b> 4 de febrero, 2025 10 A.M. - 11 A.M.	<b>MicrosoftTEAMS</b> Join the meeting. Meeting ID: 278 106 956 63 Passcode: KM2YK3w5	<b>ALIADOS DE VIVIENDA ASEQUIBLE</b> 4 de febrero, 2025 2 P.M. - 3 P.M.	<b>MicrosoftTEAMS</b> Join the meeting. Meeting ID: 246 476 794 471 Passcode: Po2Ep7sY
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**JOIN US VIA TEAMS**

ADA/Equal Opportunity Employer/ Program Auxiliary Aids and Services are available upon request to individuals with disabilities. Some conditions may apply. For TTY access call: (831) 637-3268

# COMMUNITY FEEDBACK NEEDED

**EMPLOYERS, JOB SEEKERS and COMMUNITY MEMBERS** are needed to help provide input for San Benito County's workforce development programs!

**Share Your Thoughts**  
Share your thoughts on local workforce development needs as the San Benito County Workforce Development Board (WDB) crafts the 2024-2027 Local Plan. The Plan guides how the local WDB will use its federal funding to help job seekers gain employment and connect businesses with a qualified workforce.

**TOPICS TO INCLUDE:**

- Overview of Strategic Vision
- Coordination with Partners
- America's Job Center of California

**Community Input Meetings**  
**WEDNESDAY, FEBRUARY 5, 2025**  
at 10 A.M. - 11:30 A.M.

**LOCATION**

**Community Foundation**  
FOR SAN BENITO COUNTY  
**EPICENTER**  
440 SAN BENITO STREET

1111 San Felipe Road, Ste 107, Hollister  
(831) 637-5627 www.sbcjobs.org

ADA/Equal Opportunity Employer/ Program Auxiliary Aids and Services are available upon request to individuals with disabilities. Some conditions may apply. For TTY access call: (831) 637-5265

# SE NECESITAN COMENTARIOS DE PARTE DE LA COMUNIDAD

Se necesitan **empleadores, solicitantes de empleo y miembros** de la comunidad para ayudar a concretar los programas del desarrollo de la fuerza laboral de San Benito.

**Comparta sus pensamientos**  
Comparta sus pensamientos sobre las necesidades de desarrollo de la fuerza laboral local mientras la Junta del Desarrollo de la Fuerza Laboral del Condado San Benito elabora el Plan Local 2021-2024. El Plan guía cómo la Junta de Desarrollo de la Fuerza Laboral del San Benito Workforce Development Board (WDB) utilizará sus fondos federales para ayudar a los solicitantes de empleo o obtener empleo y a conectar a las empresas con una fuerza laboral calificada.

**Temas que se van a incluir:**

- Panorama general y Visión estratégica
- Coordinación con Socios
- America's Job Center of California

**Reuniones de participación de la comunidad**  
**MIÉRCOLES, 5 de FEBRERO 2025**  
a las 10 A.M. - 11:30 A.M.

**UBICACIÓN**

**Community Foundation**  
FOR SAN BENITO COUNTY  
**EPICENTER**  
440 SAN BENITO STREET

1111 San Felipe Road, Ste 107, Hollister  
(831) 637-5627 www.sbcjobs.org

Las ayudas y servicios auxiliares de la ADA/igualdad de Oportunidades para Empleadores / Programas están disponibles a pedido para personas con discapacidades físicas que se reúnen algunas condiciones. Para acceso TTY, llame al: (831) 637-5265

**\* Local Plan 2025 Input Session Presentation English & Spanish**

Attachment A includes both English and Spanish version of the presentations being given at all the community input sessions.

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## \* Local Plan 2025 Input Session Notes & Comments

Notes and comments received during each of the input sessions.

### *WDB Local – HHSA February 4, 2025 at 10 A.M.*

WDB HHSA					
<b>Meeting title</b>	<b>WDB Local - HHSA</b>				
<b>Attended participants</b>	<b>11</b>				
<b>Start time</b>	<b>2/04/25, 9:56:57 AM</b>				
<b>End time</b>	<b>2/04/25, 10:54:27 AM</b>				
<b>Meeting duration</b>	<b>57m 29s</b>				
<b>Average attendance time</b>	<b>53m 30s</b>				
2. Participants					
<b>Name</b>	<b>First Join</b>	<b>Last Leave</b>	<b>In-Meeting Duration</b>	<b>Email</b>	<b>Role</b>
Andi Anderson	2/04/25, 9:59:50 AM	2/04/25, 10:54:27 AM	54m	AAnderson@sanbenitocountyca.gov	Organizer
Ruby Soto	2/04/25, 9:57:14 AM	2/04/25, 10:54:27 AM	56m 41s	rsoto@sanbenitocountyca.gov	Organizer
Enrique Arreola	2/04/25, 9:58:12 AM	2/04/25, 10:54:27 AM	55m 42s	earreola@sanbenitocountyca.gov	Organizer
Lizzette Turner	2/04/25, 10:10:35 AM	2/04/25, 10:54:27 AM	43m 16s	lturner@sanbenitocountyca.gov	Organizer
Velma Biddlecome	2/04/25, 9:58:01 AM	2/04/25, 10:54:27 AM	55m 52s	vbiddlecome@sanbenitocountyca.gov	Attendee
Kiara Joubert (External)	2/04/25, 9:58:12 AM	2/04/25, 10:54:27 AM	55m 42s	kjoubert@chsp.org	Attendee
Alejandra Guerrero	2/04/25, 9:58:27 AM	2/04/25, 10:54:27 AM	55m 24s	maguerrero@sanbenitocountyca.gov	Attendee
Anthony Fedon	2/04/25, 9:59:44 AM	2/04/25, 10:54:27 AM	54m 10s	afedon@sanbenitocountyca.gov	Attendee
read.ai meeting notes (Unverified)	2/04/25, 10:00:01 AM	2/04/25, 10:54:27 AM	54m 25s		Attendee
Amanda Geipe	2/04/25, 10:00:35 AM	2/04/25, 10:54:27 AM	53m 16s	ageipe@sanbenitocountyca.gov	Attendee
Mallory Schmitt	2/04/25, 10:03:45 AM	2/04/25, 10:54:27 AM	50m 5s	MSchmitt@sanbenitocountyca.gov	Attendee

### Summary:

The meeting began with Enrique Arreola facilitating introductions among participants from the San Benito County Health and Human Services Agency and related organizations, addressing some technical issues regarding screen visibility. The primary focus was on updating the Workforce Development Board's local and regional plan, which is due by the end of April. This plan aims to tackle employment data, industry gaps, and the needs of underserved populations, with an emphasis on the importance of partnerships in workforce development. Enrique presented current unemployment data for San Benito County, which stands at 6.2%, and discussed the necessity of outreach strategies to engage the nearly 2,000 unemployed individuals in the area.

Enrique highlighted key industry sectors for the plans, including healthcare, hospitality, and information technology, stressing the need for high road employment opportunities. He encouraged community feedback and outlined upcoming input sessions. Participants, including Amanda Geipe and Mallory Schmitt, requested additional data on vulnerable populations and offered expertise for data analysis. The discussion also covered strategies for engaging local industries, with examples from Joby and Amazon regarding their hiring needs. Suggestions were made for improved client referrals to the Job Center and enhanced internal collaboration among divisions. Enrique agreed on the importance of annual presentations to improve understanding and mentioned a universal referral form for specific programs.



### Introduction and Technical Setup

The meeting began with Enrique Arreola confirming the visibility of his screen before moving on to participant introductions. Attendees included Ruby Soto, Belen, Alejandra Guerrero, Kiara Joubert, Anthony Fedon, Andi Anderson, Amanda Geipe, and Mallory Schmitt, each providing their names and roles within the San Benito County Health and Human Services Agency and associated services. Technical difficulties were briefly noted as participants adjusted their screens.

### Workforce Development Board Local and Regional Plan Overview

Enrique Arreola outlined the process for updating the Workforce Development Board's local and regional plan, which occurs every four years. The plan will focus on employment data, industry demands, and strategies to support historically underserved populations. Arreola highlighted the necessity of partnerships with various organizations to effectively address workforce needs and improve service delivery.

Overview of the Workforce Development Board's local and regional plan requirements.

Importance of partnerships in workforce development and service delivery.

Unemployment Data and Outreach Strategies in San Benito County Enrique Arreola shared unemployment statistics for San Benito County, indicating a current rate of 6.2%, which is higher than the national average. Amanda Geipe raised questions about outreach efforts to connect with the approximately 1,988 unemployed individuals, emphasizing the importance of understanding engagement levels. Ruby Soto added that while they lack a specific list of unemployed individuals, they utilize state training programs to reach out to them.

Data analysis of employment changes and unemployment rates in San Benito County.

Feedback mechanisms for community input on workforce services and programs.

### Industry Sector Analysis and Workforce Development Strategies

Enrique Arreola outlined the current key industry sectors in the local and regional plans, including healthcare, hospitality, and information technology. He stressed the significance of high road employment, which provides living wages and benefits, and mentioned the Workforce Development Board's adoption of a quality jobs definition. Arreola also noted the importance of aligning training programs with labor market demands to ensure participants can achieve better wages.

### Community Feedback and Input Sessions

Enrique Arreola highlighted the significance of community feedback and detailed the upcoming input sessions, specifically mentioning today's focus on Health and Human Service Organizations and tomorrow's session for employers and labor organizations. Amanda Geipe expressed the need for more data on vulnerable populations to better understand unemployment gaps. Mallory Schmitt requested a copy of the presentation for further review and proposed collaboration with their new epidemiologist for data analysis.

### Workforce Development and Industry Engagement

Enrique Arreola emphasized the need to connect with local industries, especially in emerging fields, to gauge their workforce requirements. He mentioned Joby, which is ramping up hiring for advanced manufacturing roles, and noted that they plan to hire 100 individuals this year. Lizzette Turner added that Amazon is currently hiring between 1,000 to 1,300 people, utilizing local facilities for orientations. The team aims to prepare candidates through job readiness programs to ensure they meet employer

expectations.

#### Enhancing Client Referrals and Internal Collaboration

Velma Biddlecome proposed that staff should encourage clients to utilize the Job Center, suggesting warm handoffs to facilitate connections. Amanda Geipe highlighted the need for cross-divisional collaboration and sharing information about services, while Lizzette Turner mentioned her efforts to disseminate flyers and information within departments. Enrique Arreola supported the idea of annual presentations to enhance understanding of services across divisions.

#### Action Items:

Enrique Arreola will ensure that the feedback regarding outreach to unemployed individuals is considered for future strategies.

Enrique Arreola will send the presentation to all participants for further review and feedback.

Lizette Turner will provide the updated presentation to all participants after reviewing it for any typos.

Lizzette Turner will distribute flyers and information to various departments and supervisors to enhance internal communication and event awareness.

Enrique Arreola will schedule presentations in each division to share information about services offered and improved internal collaboration.

Enrique Arreola will send the updated local plan presentation for review and feedback by the 14th or 15th of the month.

## WDB Local - Housing Virtual February 4, 2025 @ 2 P.M.

1. Summary						
Meeting title	WDB Local - Housing Input Session					
Attended participants	<b>24</b>					
Start time	<b>2/04/25, 1:58:48 PM</b>					
End time	<b>2/04/25, 3:10:44 PM</b>					
Meeting duration	<b>1h 11m 55s</b>					
Average attendance time	44m 32s					
2. Participants						
Name	First Join	Last Leave	In-Meeting Duration	Email	Participant ID (UPN)	Role
Andi Anderson	2/04/25, 2:02:03 PM	2/04/25, 3:07:55 PM	1h 4m 46s	AAnderson@	AndersonA@sanbenitocountyca.gov	Organizer
Ruby Soto	2/04/25, 2:03:17 PM	2/04/25, 3:07:59 PM	1h 4m 42s	rsoto@san	Rsoto@sanbenitocountyca.gov	Organizer
Lizzette Turner	2/04/25, 2:03:56 PM	2/04/25, 3:07:55 PM	1h 1m 36s	lturner@s	lturner@sanbenitocountyca.gov	Organizer
Anthony Fedon	2/04/25, 2:00:16 PM	2/04/25, 3:07:54 PM	1h 7m 38s	afedon@s	afedon@sanbenitocountyca.gov	Presenter
Rodrigo (Unverified)	2/04/25, 2:00:17 PM	2/04/25, 2:24:40 PM	24m 22s			Presenter
read.ai meeting notes (Unverified)	2/04/25, 2:00:18 PM	2/04/25, 3:06:03 PM	1h 5m 44s			Presenter
Aaron Lucas	2/04/25, 2:01:48 PM	2/04/25, 3:03:11 PM	59m 24s			Presenter
Leslie Jordan (Unverified)	2/04/25, 2:02:09 PM	2/04/25, 2:11:04 PM	8m 55s			Presenter
Enrique Arreola	2/04/25, 2:02:27 PM	2/04/25, 3:07:59 PM	1h 5m 31s	earreola@	earreola@sanbenitocountyca.gov	Presenter
Tessa Romero	2/04/25, 2:02:27 PM	2/04/25, 2:42:23 PM	39m 55s	teromero@	teromero@sanbenitocountyca.gov	Presenter
Mariam (Unverified)	2/04/25, 2:02:34 PM	2/04/25, 2:05:53 PM	3m 19s			Presenter
Yaritza Contreras (External)	2/04/25, 2:02:54 PM	2/04/25, 3:07:54 PM	1h 4m 59s	Yaritza.Co	Yaritza.Contreras@communitysolutions.org	Presenter
Martha Varela (External)	2/04/25, 2:03:22 PM	2/04/25, 2:05:53 PM	2m 31s	mvarela@u	mvarela@unitycare.org	Presenter
Kiara Joubert (External)	2/04/25, 2:05:52 PM	2/04/25, 3:08:17 PM	1h 2m 24s	kjoubert@	kjoubert@chsp.org	Presenter
Velma Biddlecome	2/04/25, 2:06:14 PM	2/04/25, 3:07:54 PM	1h 1m 40s	vbiddleco	vbiddlecome@sanbenitocountyca.gov	Presenter
Nykole Sakihara (External)	2/04/25, 2:08:34 PM	2/04/25, 3:07:59 PM	59m 25s	nsakihara	nsakihara@chsp.org	Presenter
Leslie Jordan (Unverified)	2/04/25, 2:08:42 PM	2/04/25, 3:07:54 PM	59m 12s			Presenter
Abrena Ganaden (External)	2/04/25, 2:08:52 PM	2/04/25, 3:10:44 PM	1h 1m 51s	aganaden	aganaden@chsp.org	Presenter
Eddy Navarro (Unverified)	2/04/25, 2:10:52 PM	2/04/25, 2:32:22 PM	21m 30s			Presenter
Gina-CCCIL (Unverified)	2/04/25, 2:11:58 PM	2/04/25, 2:17:00 PM	5m 2s			Presenter
Gina-CCCIL (Unverified)	2/04/25, 2:17:15 PM	2/04/25, 2:50:50 PM	33m 35s			Presenter
Shannan (Unverified)	2/04/25, 2:27:41 PM	2/04/25, 3:07:56 PM	40m 15s			Presenter
Elaine Rodriguez	2/04/25, 2:28:08 PM	2/04/25, 3:07:58 PM	39m 50s	ERodrigue	erodriguez@sanbenitocountyca.gov	Presenter
Sonny (Unverified)	2/04/25, 2:37:24 PM	2/04/25, 3:07:54 PM	30m 30s			Presenter

### Summary:

The meeting focused on the development of the Workforce Development Board's local and regional plan, with an emphasis on housing needs and service delivery strategies. Enrique Arreola initiated the session by facilitating participant introductions, which included representatives from various organizations involved in homelessness and workforce development. This collaborative atmosphere set the stage for discussions on how to effectively integrate resources and enhance service delivery for clients, particularly those facing housing and workforce challenges. A significant portion of the discussion revolved around the importance of collaboration among service providers. Enrique highlighted the need for regular meetings to foster transparency and strengthen inter-agency relationships. Participants, including Anthony and Lizzette, emphasized the necessity of sharing data and insights to better serve historically underserved populations. Kiara raised concerns about inclusivity in discussions, advocating for a consistent communication platform among service providers to ensure all voices are heard. Enrique also stressed the importance of incorporating relevant data into the local plan, such as unemployment rates and workforce skill levels, to align with the regional plan for operational coherence. He outlined the workforce development services available at America's Job Center, including training programs for various demographics and the significance of partnerships with local employers and educational institutions. Anthony and Ruby discussed the need for assistance with online job applications and resume building, while Enrique introduced the CalJOBS system as a resource for users to create and

update their resumes.

The meeting concluded with a focus on improving job quality and addressing local employment challenges. Enrique presented data on unemployment trends in San Benito County, noting a current rate of 6.2%, which is above the national average. He emphasized the need for targeted industry sectors to create high-road employment opportunities that offer living wages and benefits. Lizzette highlighted the necessity for more English as a Second Language programs to help clients overcome barriers to employment, reinforcing the meeting's commitment to enhancing workforce development and support for underrepresented individuals.

#### Introductions for Workforce Development Board Local Plan Input Session

The session began with Enrique Arreola leading introductions for the Workforce Development Board local and regional plan. Participants shared their names and affiliations, including Rodrigo from Community Homeless Solutions, Kiara from the Coalition of Homeless Service Providers, and Anthony, the homeless program manager for San Benito County. Each participant expressed their interest in contributing to the development of the local plan.

#### Workforce Development Plan Requirements

##### Housing Needs and Workforce Development Planning

Enrique Arreola outlined the session's focus on housing needs as part of the county's workforce development strategy. He explained that the Workforce Development Board is working on a four-year plan that requires input from key representatives, including those in housing and health services. The goal is to identify gaps in service delivery and coordinate resources effectively among partners.

##### Housing Needs and Service Coordination

##### Resource Coordination and Service Collaboration

Enrique Arreola led a conversation on the need for service providers to coordinate resources effectively to support clients, especially those facing housing challenges. Anthony Fedon and Lizzette Turner both advocated for more frequent meetings to foster collaboration and address ongoing needs. Gina from CISO highlighted the importance of partnerships in providing comprehensive support for individuals with disabilities.

#### Strategies for Serving Underserved Populations

##### Data Relevance and Local Plan Alignment

Enrique Arreola highlighted the critical data points necessary for the local plan, including current unemployment statistics and the educational levels of the workforce. He noted that the local plan must align with the regional plan to maintain operational consistency and facilitate coordination with local partners. Regular monthly meetings and training sessions with various organizations were mentioned as part of the collaborative effort.

#### Overview of Workforce Development Services

Enrique Arreola discussed the comprehensive services provided at the America's Job Center, including work experience and on-the-job training programs. He highlighted vocational training opportunities available through local colleges and the financial support offered for training costs. Additionally, he mentioned layoff aversion services aimed at assisting employers in preventing layoffs.

#### Job Readiness and Vocational Training Services

Anthony Fedon raised the issue of support for online job applications and modern resume building, which Ruby Soto confirmed their organization offers. They focus on ensuring clients have professional communication tools, such as updated emails and voicemails. Enrique Arreola explained the CalJOBS system, which enables users to create and save resumes, and mentioned additional job readiness

workshops available to the public.

#### Coordination with Community Partners

Enrique Arreola discussed the necessity of collaboration with a range of partners, such as labor employers, community-based organizations, and educational partners. He noted that feedback from these groups is essential to meet the diverse needs of clients, especially regarding affordable housing. Arreola also mentioned the importance of updating the Memorandum of Understanding (MOU) with these partners.

#### Collaboration with Local Colleges and Workforce Development Initiatives

Enrique outlined the collaboration with Gavilan College, emphasizing the referral of clients for training programs. Ruby elaborated on the short-term training offerings and the financial support available through scholarships and state grants. The partnership aims to assist individuals with various barriers, including first-time generation students and justice-involved individuals, in accessing quality job training.

#### Unemployment Trends and Targeted Industry Sectors in San Benito County

Enrique Arreola discussed the unemployment rates in San Benito County, noting a current rate of 6.2%, which is significantly higher than the national average of 4% and California's average of 5.3%. He pointed out that nearly 2,000 individuals in the county are unemployed, indicating a substantial need for job opportunities. Arreola also mentioned the importance of identifying relevant industry sectors for the local plan, suggesting that sectors like healthcare, hospitality, and emerging fields such as biotechnology and advanced manufacturing should be assessed.

#### Improving Job Quality through Targeted Industry Sectors

Enrique Arreola discussed strategies for enhancing job quality by focusing on high-demand sectors that provide living wages and benefits. He noted that the Workforce Development Board has adopted a definition of quality jobs, which is crucial for supporting individuals in need. Arreola encouraged collaboration with local workforce boards and job centers to ensure comprehensive support for job seekers.

#### Workforce Development and Barriers to Employment

Enrique Arreola discussed the significance of training programs that align with labor market demands to enhance employability and earnings. Lizzette Turner pointed out the critical need for ESL learning opportunities, as many job requirements necessitate English proficiency. Velma Biddlecome added that childcare and transportation are significant barriers for clients, particularly when waiting for subsidized services.

#### Partnerships with Local Colleges

##### Action Items:

Anthony Fedon will explore the idea of setting up quarterly meetings to discuss housing needs and service coordination.

Enrique Arreola will find the correct link to share with the team for their ongoing discussion.

Enrique Arreola will ensure that the local plan aligns with the regional plan and incorporates feedback from all partners.

Ruby Soto will provide updated information on job readiness workshops and resume building services available at the America's Job Center.

Nykole Sakihara will send resources related to homeless service providers to the team for their reference and use. Develop an assessment of employment barriers, identify strategies for recruitment, and enhance service delivery for clients.

Enrique Arreola will release the workforce development plan for public comment for 30 days after its completion.

DRAFT

**WDB Local & Regional Labor Organizations/Employers Virtual February 5, 2025  
@ 10 A.M.**

<b>1. Summary</b>				
Meeting title	WDB Local & Regional Labor Organizations/Employers			
<b>Attended participants</b>	<b>8</b>			
Start time	2/05/25, 9:56:11 AM			
End time	2/05/25, 10:35:53 AM			
Meeting duration	39m 42s			
Average attendance time	35m 58s			
<b>2. Participants</b>				
Name	First Join	Email	Participant ID (UPN)	Role
Andi Anderson	2/05/25, 9:56:20 AM	AAnderson@sanbenitocountyca.gov	AndersonA@sanbenitocountyca.gov	Organizer
Lizzette Turner	2/05/25, 9:57:18 AM	lturner@sanbenitocountyca.gov	lturner@sanbenitocountyca.gov	Attendee
Ruby Soto	2/05/25, 9:57:49 AM	rsoto@sanbenitocountyca.gov	Rsoto@sanbenitocountyca.gov	Attendee
Stone, Nicole@EDD	2/05/25, 9:59:31 AM	Nicolle.Stone@edd.ca.gov	Nicolle.Stone@edd.ca.gov	Attendee
Ramirez, Eudulia@EDD	2/05/25, 9:59:54 AM	Eudulia.Ramirez@EDD.ca.gov	Eudulia.Ramirez@edd.ca.gov	Attendee
read.ai meeting notes (Unverified)	2/05/25, 10:00:17 AM			Attendee
Scott Reese (External)	2/05/25, 10:01:55 AM	scott@local393.org	scott@local393.org	Attendee
Shardae Salgado	2/05/25, 10:02:16 AM	ssalgado@sanbenitocountyca.gov	shsalgado@sanbenitocountyca.gov	Attendee

**Summary:**

Ruby Soto facilitated a session focused on improving workforce development services in San Benito County and surrounding areas, with participation from representatives of various organizations, including Scott Reese from UA Local 393, Lula Ramirez from Workforce Services, and Nicole Stone from the Labor Market Information Division. The agenda included discussions on the purpose of the public listening session, regional work, and an analytical overview of unemployment changes and industry sectors, all aimed at gathering input for a regional and local plan due in mid-April. The plan emphasizes collaboration among the Workforce Development Boards of San Benito, Santa Cruz, and Monterey counties to analyze economic conditions and workforce trends.

The meeting highlighted various funding sources available through the Workforce Innovation Opportunity Act (WIOA) for youth, adults, and dislocated workers, including programs for work experience and on-the-job training. Ruby discussed layoff aversion strategies and partnerships with local businesses, such as Amazon, to facilitate mass hiring. The importance of quality jobs was emphasized, with discussions on assessing service delivery gaps and understanding the demographics and barriers faced by job seekers.

Scott expressed interest in collaborating on job fairs and apprenticeship programs, while Nicole stressed the need to share successful strategies from other regions. The session concluded with an invitation for further input from participants to enhance workforce services.

**Chapters & Topics:**

**Introduction and Agenda Overview:** Ruby Soto led the meeting, starting with participant introductions and asking attendees to share their contact information. Scott Reese, Lula Ramirez, and Nicole Stone were among those who introduced themselves, representing various organizations involved in workforce development. The agenda was outlined, covering the purpose of the session, regional work, and an overview of unemployment changes.

Regional Workforce Development Planning: Ruby Soto outlined the objectives of the regional workforce development plan, emphasizing the importance of community engagement and partnerships. The plan seeks to coordinate services, retain individuals in sector pathways, and gather relevant data to support historically underserved populations. The collaboration includes local organizations, job seekers, and businesses to enhance workforce opportunities.

Purpose of the regional plan for workforce development.

Workforce Development Programs Overview: Ruby Soto outlined the funding mechanisms under the Workforce Innovation Opportunity Act (WIOA) aimed at assisting youth, adults, and dislocated workers. She explained the work experience program, which offers training at a work site, and the on-the-job training program that reimburses employers for training costs. Additionally, Ruby mentioned locational training scholarships of up to \$5,000 for short-term training in fields like truck driving and medical assisting.

Layoff Aversion and Workforce Development Initiatives: Ruby Soto outlined the layoff aversion efforts aimed at preventing job losses through training and work experience programs. She emphasized the importance of business services, including collaboration with Amazon for mass hiring. Ruby also introduced the various partners involved in workforce development, such as Adult Education and the Department of Rehabilitation, which enhance service delivery in the community.

Workforce Development and Quality Jobs Discussion: Ruby Soto presented on the definition of quality jobs, which includes stable employment with benefits and opportunities for advancement. The discussion focused on identifying gaps in service delivery and strategies to better engage with job seekers and local partners. Scott Reese suggested increasing involvement in job fairs and apprenticeship programs to enhance collaboration.

Discussion on gaps in service delivery and strategies for improvement.  
Engagement strategies for local and regional partners.

Action Items:

Ruby Soto will share the PowerPoint presentation with all participants after the meeting.

Scott Reese will explore opportunities for job fairs and apprenticeship programs in San Benito County.

Ruby Soto will encourage participants to email suggestions or comments after reviewing the PowerPoint presentation.



## ***WDB Listening Session VIRTUAL February 13, 2025 at 10am***

### **Summary:**

The session focused on gathering feedback for the four-year workforce development plan, emphasizing collaboration among various stakeholders involved in workforce services.

Enrique Arreola, the Director of the Workforce Development Board in San Bernardino County, initiated the discussion by highlighting the importance of addressing the needs of underserved populations and fostering partnerships to enhance workforce services.

Attendees included representatives from small business development centers, health projects, and local libraries, showcasing a diverse group committed to workforce development.

Arreola sought input on the data collection plan, particularly regarding target populations and additional data points. Samuel Griffith raised the need for including socioeconomic information, such as education and social determinants of health, in the data collection process. Concerns were also voiced about potential threats to workforce planning in agriculture and hospitality sectors, with Arreola acknowledging the impact of federal decisions and committing to addressing these issues in the upcoming report.

The discussion included an analysis of local unemployment rates, with San Benito County currently at 6.2%, higher than surrounding areas and the state average. Arreola stressed the importance of workforce services in reducing unemployment and the necessity of training job seekers in high-demand sectors. Hector from Elevo highlighted the challenges of keeping the community informed about job openings, to which Arreola responded by suggesting enhanced communication strategies through social media and partnerships.

Arreola outlined the timeline for submitting local and regional workforce plans to the California Workforce Development Board, with a deadline of April 27th. He emphasized the significance of public comments during the 30-day period following the plan's release.

Additionally, Lizzette Turner announced an upcoming metrics learning program offering professional certification programs at no cost, while Arreola encouraged ongoing feedback on these initiatives, with a deadline for comments set for the 24th of the month.

**Collaboration with Educational Institutions and Local Partners:** Enrique Arreola discussed the ongoing development of a data collection plan and invited participants to provide feedback on its content. Samuel Griffith raised questions about the inclusion of socioeconomic data, including education levels and social determinants of health, emphasizing the importance of understanding these factors in relation to employment in San Bernardino County.

**Data Collection for Socioeconomic Factors:** Roger Gilbert raised concerns about the impact of losing vital employees in industries like agriculture and hospitality on workforce planning. Enrique Arreola responded by acknowledging the importance of this issue and indicated that it would be addressed in the report. Estrella Esparza-Johnson then highlighted the need for more focus on emerging demand in caregiving and the arts and entertainment sectors, emphasizing the lack of visibility for these areas in workforce development.

**Workforce Development Coordination and Services Overview:** Enrique Arreola outlined the operational alignment of local workforce plans with regional strategies, stressing the need for coordination with local partners. He described the services provided at America's Job Center, including vocational training, on-the-job training, and support for individuals affected by layoffs. Arreola also invited feedback on potential service gaps.

**Workforce Development and Labor Market Analysis:** Enrique Arreola provided an overview of unemployment trends and labor force data for San Benito County, noting a 6.2% unemployment rate as of November 2024. He emphasized the significance of workforce services in addressing unemployment and highlighted key industry sectors such as healthcare, hospitality, and emerging fields like biotechnology and aviation. Arreola also stressed the importance of training job seekers for high-road employment that offers living wages and good working conditions.

**Recruitment Challenges and Community Engagement:** Hector from Elevo expressed difficulties in maintaining community awareness of job openings due to their fluctuating nature. Enrique Arreola mentioned that their organization can assist in spreading the word through various channels and encouraged Hector to work with Liz for better coordination. Liz also offered her support, indicating a willingness to collaborate on marketing efforts.

**Strategies for Workforce Development and Awareness:** Enrique Arreola discussed the importance of addressing demographics and barriers to employment in workforce planning, while also focusing on strategies to recruit quality employees. Roger Gilbert pointed out that many people are unaware of the services offered by the Workforce Development Board and the Small Business Development Center, suggesting that increased marketing and outreach efforts are necessary. Both speakers agreed on the need for continuous promotion of available services.

#### Community Engagement and Job Recruitment Strategies Addressing Gaps in Service for Underserved Populations

**Workforce Development Board Planning and Feedback Session:** Enrique Arreola discussed the upcoming deadlines for the local and regional workforce plans, which are due to the California Workforce Development Board by April 27th. He mentioned that the workforce board will approve the plan on April 8th, and public comments will be welcomed during a 30-day period after the plan's release. Arreola also highlighted the need for feedback on the services provided by the Workforce Development Board and the America's Job Center.

**Resource Coordination for Upskilling and Training:** Enrique Arreola emphasized the need for resource coordination to support training for unemployed and incumbent workers at America's Job Center. Claire Grissom suggested that specific certifications, like EMT and CNA, could enhance employee skills and career advancement. Arreola acknowledged the availability of state funding for training programs and the importance of addressing skill gaps within companies.

**Metrics Learning Program and Feedback Collection:** Lizzette Turner announced the launch of a metrics learning program that will provide free professional certification opportunities for clients, including soft skills training. Andi Anderson shared updates on a nursing program collaboration with Gavilan College aimed at training entry-level caregivers. Enrique Arreola encouraged participants to submit feedback on the programs until the 24th of the month.

#### Action Items:

Enrique Arreola will ensure that socioeconomic data relevant to employment and education is collected and included in the workforce development plan.

Enrique Arreola will collaborate with partners to obtain necessary socioeconomic data that is currently unavailable.

Lizzette Turner will reach out to Hector to discuss ongoing recruitment challenges and how to keep the

community updated on job openings.

Enrique Arreola will submit the workforce development plan to the California Workforce Development Board by April 14th.

Enrique Arreola will announce the public comment period for the workforce development plan once it is released.

DRAFT

1. Summary		WDB Listening Session - English									
Meeting title		Last Leave		In-Meeting Du		Email		Participant ID (UPN)		Role	
Attended participants	27										
Start time	2/13/25, 10:57:30 AM										
End time	2/13/25, 12:05:38 PM										
Meeting duration	1h 8m 8s										
Average attendance time	45m 29s										
2. Participants											
Name	First Join	Last Leave	In-Meeting Du	Email	Participant ID (UPN)	Role					
Andi Anderson	2/13/25, 10:57:31 AM	2/13/25, 12:00:33 P	1h 3m 1s	AAnderson@sanbenitocountyca.gov	AndersonA@sanbenitocountyca.gov	Organizer					
Lizette Turner	2/13/25, 10:58:24 AM	2/13/25, 12:00:35 P	1h 2m 10s	lturner@sanbenitocountyca.gov	lturner@sanbenitocountyca.gov	Organizer					
Enrique Arreola	2/13/25, 10:59:22 AM	2/13/25, 12:00:37 P	1h 1m 15s	earreola@sanbenitocountyca.gov	earreola@sanbenitocountyca.gov	Organizer					
Maria Granados	2/13/25, 10:58:35 AM	2/13/25, 12:00:29 P	1h 1m 54s	maria@GOKIDS.ORG	maria@GOKIDS.ORG	Attendee					
Sandra Mata-Rangel	2/13/25, 10:59:02 AM	2/13/25, 12:00:30 P	1h 1m 27s	smata-rangel@sanbenitocountyca.gov	smata-rangel@sanbenitocountyca.gov	Presenter					
Estrella Esparza-Johnson (External)	2/13/25, 10:59:21 AM	2/13/25, 11:36:47 A	37m 25s	LibraryPrograms@san-juan-bautista.ca.us	LibraryPrograms@san-juan-bautista.ca.us	Attendee					
Roger Gilbert (External)	2/13/25, 10:59:23 AM	2/13/25, 12:00:30 P	1h 1m 6s	roger@mcabc.biz	roger@mcabc.biz	Attendee					
Fireflies.ai Notetaker Michael (Unverified)	2/13/25, 10:59:47 AM	2/13/25, 12:05:38 P	1h 5m 51s			Attendee					
read.ai meeting notes (Unverified)	2/13/25, 10:59:56 AM	2/13/25, 12:03:56 P	1h 3m 59s			Attendee					
Juanita Leanos	2/13/25, 11:00:27 AM	2/13/25, 12:00:23 P	59m 55s	JLeanos@sanbenitocountyca.gov	jleanos@sanbenitocountyca.gov	Presenter					
Nancy Barocio	2/13/25, 11:00:48 AM	2/13/25, 12:00:29 P	59m 41s	nancyb@GOKIDS.ORG	nancyb@gokids.org	Attendee					
Claire Grissom	2/13/25, 11:00:51 AM	2/13/25, 12:00:24 P	59m 33s	cgrissom@sbhsd.org	cgrissom@sbhsd.org	Attendee					
Christina Andrade (External)	2/13/25, 11:01:21 AM	2/13/25, 11:59:09 A	57m 48s	chris@hpcn.org	chris@hpcn.org	Attendee					
Samuel Griffith (External)	2/13/25, 11:03:03 AM	2/13/25, 11:21:46 A	18m 42s	sgriffith@hpcn.org	sgriffith@hpcn.org	Attendee					
Isela Morrow/ CCSCC (Unverified)	2/13/25, 11:03:18 AM	2/13/25, 11:14:46 A	11m 27s			Attendee					
Hector   Elevo (Unverified)	2/13/25, 11:04:57 AM	2/13/25, 11:06:01 A	1m 3s			Attendee					
Hector   Elevo (Unverified)	2/13/25, 11:06:21 AM	2/13/25, 12:00:29 P	54m 8s			Attendee					
18313133812 (Unverified)	2/13/25, 11:06:41 AM	2/13/25, 12:01:16 P	54m 35s			Attendee					
Austin Curtis	2/13/25, 11:09:15 AM	2/13/25, 12:03:24 P	54m 8s	ACurtis@sanbenitocountyca.gov	ACurtis@sanbenitocountyca.gov	Presenter					
Lanie (Unverified)	2/13/25, 11:10:59 AM	2/13/25, 11:40:44 A	29m 44s			Attendee					
Monica Alvarez (External)	2/13/25, 11:14:21 AM	2/13/25, 12:00:30 P	46m 9s	monica@seniorscouncil.org	monica@seniorscouncil.org	Attendee					
Sean Meeks	2/13/25, 11:15:43 AM	2/13/25, 11:47:15 A	31m 31s			Attendee					
Drew Lander (External)	2/13/25, 11:15:48 AM	2/13/25, 12:00:29 P	44m 40s	drew@sunmyslopewater.org	drew@ssowd.org	Attendee					
Leonor, Nelson@EDD	2/13/25, 11:18:16 AM	2/13/25, 12:00:33 P	42m 16s	Nelson, Leonor@edd.ca.gov	Nelson, Leonor@edd.ca.gov	Attendee					
Vanessa Aguilera-Viorato (External)	2/13/25, 11:23:59 AM	2/13/25, 11:50:59 A	27m	vanessa@hpcn.org	vanessa@hpcn.org	Attendee					
Shardae Salgado	2/13/25, 11:30:48 AM	2/13/25, 12:00:29 P	29m 40s	ssalgado@sanbenitocountyca.gov	shsalgado@sanbenitocountyca.gov	Presenter					
Louise Coombes	2/13/25, 11:33:13 AM	2/13/25, 11:40:58 A	7m 45s	lcoombes@sanbenitocountyca.gov	lcoombes@sanbenitocountyca.gov	Presenter					
3. In-Meeting Activities											

Name	Join Time	Leave Time	Duration	Email	Role
Andi Anderson	2/13/25, 10:57:31 AM	2/13/25, 12:00:33	1h 3m 1s	AAnderson@sanbenitocountyca.gov	Organizer
Lizzette Turner	2/13/25, 10:58:24 AM	2/13/25, 12:00:35	1h 2m 10s	lturner@sanbenitocountyca.gov	Organizer
Enrique Arreola	2/13/25, 10:59:22 AM	2/13/25, 12:00:37	1h 1m 15s	earreola@sanbenitocountyca.gov	Organizer
Maria Granados	2/13/25, 10:58:35 AM	2/13/25, 12:00:29	1h 1m 54s	maria@GOKIDS.ORG	Attendee
Sandra Mata-Rangel	2/13/25, 10:59:02 AM	2/13/25, 12:00:30	1h 1m 27s	smata-rangel@sanbenitocountyca.gov	Presenter
Estrella Esparza-Johnson (External)	2/13/25, 10:59:21 AM	2/13/25, 11:36:47	37m 25s	LibraryPrograms@san-juan-bautista.ca.us	Attendee
Roger Gilbert (External)	2/13/25, 10:59:23 AM	2/13/25, 12:00:30	1h 1m 6s	roger@mcbc.biz	Attendee
Fireflies.ai Notetaker Michael (Unverified)	2/13/25, 10:59:47 AM	2/13/25, 12:05:38	1h 5m 51s		Attendee
read.ai meeting notes (Unverified)	2/13/25, 10:59:56 AM	2/13/25, 12:03:56	1h 3m 59s		Attendee
Juanita Leanos	2/13/25, 11:00:27 AM	2/13/25, 12:00:23	59m 55s	JLeanos@sanbenitocountyca.gov	Presenter
Nancy Barocio	2/13/25, 11:00:48 AM	2/13/25, 12:00:29	59m 41s	nancyb@GOKIDS.ORG	Attendee
Claire Grissom	2/13/25, 11:00:51 AM	2/13/25, 12:00:24	59m 33s	cgrissom@sbsd.org	Attendee
Christina Andrade (External)	2/13/25, 11:01:21 AM	2/13/25, 11:59:09	57m 48s	chris@hpcn.org	Attendee
Samuel Griffith (External)	2/13/25, 11:03:03 AM	2/13/25, 11:21:46	18m 42s	sgriffith@hpcn.org	Attendee
Isela Morrow/ CCCC (Unverified)	2/13/25, 11:03:18 AM	2/13/25, 11:14:46	11m 27s		Attendee
Hector   Elevo (Unverified)	2/13/25, 11:04:57 AM	2/13/25, 11:06:01	1m 3s		Attendee
Hector   Elevo (Unverified)	2/13/25, 11:06:21 AM	2/13/25, 12:00:29	54m 8s		Attendee
18313133812 (Unverified)	2/13/25, 11:06:41 AM	2/13/25, 12:01:16	54m 35s		Attendee
Austin Curtis	2/13/25, 11:09:15 AM	2/13/25, 12:03:24	54m 8s	ACurtis@sanbenitocountyca.gov	Presenter
Lanie (Unverified)	2/13/25, 11:10:59 AM	2/13/25, 11:40:44	29m 44s		Attendee
Monica Alvarez (External)	2/13/25, 11:14:21 AM	2/13/25, 12:00:30	46m 9s	monica@seniorscouncil.org	Attendee
Sean Meeks	2/13/25, 11:15:43 AM	2/13/25, 11:47:15	31m 31s		Attendee
Drew Lander (External)	2/13/25, 11:15:48 AM	2/13/25, 12:00:29	44m 40s	drew@sunmyslopewater.org	Attendee
Leonor, Nelson@EDD	2/13/25, 11:18:16 AM	2/13/25, 12:00:33	42m 16s	Nelson.Leonor@edd.ca.gov	Attendee
Vanessa Aguilera-Viorato (External)	2/13/25, 11:23:59 AM	2/13/25, 11:50:59	27m	vanessa@hpcn.org	Attendee
Shardae Salgado	2/13/25, 11:30:48 AM	2/13/25, 12:00:29	29m 40s	ssalgado@sanbenitocountyca.gov	Presenter
Louise Coombes	2/13/25, 11:33:13 AM	2/13/25, 11:40:58	7m 45s	lcoombes@sanbenitocountyca.gov	Presenter

## 3.2 Regional and Local Planning Partners

- **Ability Tools – California’s Assistive Technology Act Program**  
<https://abilitytools.org/about/about-at.php>  
Services for Californians with disabilities of all ages.
- **California Adult Education Program**  
<https://caladulted.org/ConsortiumDirectory>  
Directory of Adult Education Regional Consortia and contacts.
- **California Black Health Network**  
<https://www.cablackhealthnetwork.org/who-we-are/>  
Resource dedicated to advancing health equity for all African Americans and Black Immigrants and to conducting outreach, education, and advocacy for Black Health Equity.
- **California Child Support Services**  
<https://childsupport.ca.gov/find-my-local-agency/>  
List of local child support services agencies.
- **California Community Colleges Industry Sector Technical Assistance Providers**  
<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Workforce-and-Economic-Development/Technical-Assistance-Providers>  
Regional contacts for workforce training needs along industry sectors.
- **California Department of Aging – Area Agencies on Aging (AAA)**  
[https://www.aging.ca.gov/Find\\_Services\\_in\\_My\\_County/#tblServicesInMyCounty](https://www.aging.ca.gov/Find_Services_in_My_County/#tblServicesInMyCounty)  
Interactive map of California’s AAA that coordinates with a wide array of local services to seniors and adults with disabilities.
- **California Department of Developmental Services Regional Centers**  
<https://www.dds.ca.gov/rc/>  
California Department of Developmental Services oversees the coordination and delivery of services for Californians with developmental disabilities through a statewide network of community-based, non-profit agencies known as Regional Centers.
- **California Department of Rehabilitation Resources Directory**  
[https://www.dor.ca.gov/RRD/Consumer/RRD\\_Home.aspx](https://www.dor.ca.gov/RRD/Consumer/RRD_Home.aspx)  
List of all Community Rehabilitation Programs currently certified to provide vocational rehabilitation services.
- **California Department of Social Services**  
<https://www.cdss.ca.gov/county-offices>  
List of local county social services agencies for increased alignment with CalWORKs and CalFresh Employment and Training programs:

- [Immigration Services Contacts](#)

<https://www.cdss.ca.gov/immigration-services>

List of qualified nonprofit organizations providing services to immigrants who reside in the state of California.

- [Public Charge Providers List](#)

<https://www.cdss.ca.gov/benefits-services/more-services/immigration-services/immigration-services-contractors/public-charge-contact-list>

List of organizations that can provide assistance regarding public charges.

- [California Independent Living Centers \(CILC\)](#)

<https://www.calsilc.ca.gov/independent-locator>

List of CILC locations throughout the state.

- [California LGBTQ Health and Human Services Network](#)

<https://californialgbtqhealth.org/resources/county-resources/>

County resources and contacts for LGBTQ+ organizations and organizations that have special programs serving LGBTQ+ community members.

- [Career and Technical Education \(CTE\) Perkins program](#)

<https://www.cde.ca.gov/ci/ct/pk/contacts.asp>

California Department of Education CTE regional contacts.

- [Disabled Student Programs and Services](#)

<https://www.cccco.edu/About-Us/Chancellors-Office/Divisions/Educational-Services-and-Support/Student-Service/What-we-do/Disabled-Student-Programs-and-Services>

Disabled Student Programs and Services provides support services to students with physical disabilities, learning disabilities, psychological disabilities, developmental delays, brain injury, visual impairments, health problems, and hearing impairments.

- [Division of Apprenticeship Standards](#)

<https://www.dir.ca.gov/das/>

List of local registered apprenticeship programs.

- [Employment Development Department \(EDD\) Regional Advisors](#)

[https://edd.ca.gov/Jobs\\_and\\_Training/Regional\\_Advisor\\_Listing.htm](https://edd.ca.gov/Jobs_and_Training/Regional_Advisor_Listing.htm)

List of EDD Regional Advisors.

- [Employment Training Panel](#)

<https://etp.ca.gov/about-us/contact-us/>

List of regional offices.

- [California Community Economic Development](#)

<https://economicdevelopment.business.ca.gov/>

The regionally based California Community and Place-Based Solutions Team provides key technical assistance for community and economic development planning.

- **Homeless Continuum of Care Points of Contact**  
[https://besh.ca.gov/calich/documents/coc\\_poc.pdf](https://besh.ca.gov/calich/documents/coc_poc.pdf)

The California Business, Consumer Services and Housing Agency provides a list of contacts for the Continuum of Care Points of Contact throughout the state.

- **Labor Market Information Resources and Data**  
<https://labormarketinfo.edd.ca.gov/LMID/ContactUs.html>

Source of high-quality and timely workforce and labor market information for the State of California.

- **Local Partnership Agreement Partners**  
<https://www.chhs.ca.gov/home/cie/lpa/listed/>

California Health and Human Services Agency listing Local Partnership Agreements between core partners to increase competitive integrated employment opportunities for individuals with intellectual disabilities and developmental disabilities.

- **Native American Program Finder**  
<https://www.careeronestop.org/LocalHelp/EmploymentAndTraining/find-native-american-programs.aspx>

The WIOA Section 166 Program supports employment and training activities for Indian, Alaska Native, and Native Hawaiian people, helping them more fully develop their academic, occupational, and literacy skills, compete more effectively in the job market, and achieve personal and economic self-sufficiency.

- **National Farmworker Jobs Program (administered by La Cooperativa)**  
<https://lacooperativa.org/about-la-cooperativa/members/>

WIOA Section 167 program seeks to counter the chronic unemployment and underemployment experienced by migrant seasonal farmworkers who depend primarily on seasonal jobs in California's agricultural sector.

- **Workforce Corrections Partnership Map**  
<https://cwdb.ca.gov/workforce-corrections-partnership-map/>

Provides partners and service providers associated with Prison to Employment Initiative. Additional partner contact information is available below:

- **California Department of Corrections and Rehabilitation (CDCR)**  
<https://www.cdcr.ca.gov/contactus/>

- **California Prison Authority (Cal-PIA)**  
<https://www.calpia.ca.gov/about/contact-us/>

- **Black advocacy and economic development agencies**  
<https://blackeconomicalliance.org/>

- **Immigration policy and legal services**



<https://www.uscis.gov/>

- Independent living services and advocacy organizations

<https://ncil.org/about/independent-living/what-cils-and-silc-do/>

- Native American services and advocacy organizations

<https://nativeamericancaucus.org/native-american-organizations/>

- Mental health service providers

<https://www.sanbenitocountyca.gov/departments/behavioral-health/mental-health-services>

- Re-entry organizations

<https://nationalreentryresourcecenter.org/>

- Refugee resettlement agencies

<https://www.cdss.ca.gov/inforesources/refugees/services-and-resources/services>

DRAFT

### **3.3 Public comments received that disagree with the Local Plan**

#### SUMMARY OF COMMENTS

Draft Directive Regional and Local Planning Guidance for PY 25-28 (WSDD-262)

There were two comments on the draft version of this Directive:

Comment #1 – Comments received during the review period.

Resolution #1 – Resolution to the comments stated above.

Comment #2 – Comments received during the review period.

Resolution #2 – Resolution to the comments stated above.

DRAFT

### 3.4 Signature Page

## Application Signature Page

**Instructions** – The local CEO and Local Board Chair must sign and date this form. Electronic signatures are permitted for the PY 25-28 application.

By signing the application below, the local CEO and Local Board Chair request subsequent designation of the Local Area and recertification of the Local Board. Additionally, they agree to abide by the Local Area assurances included in this application.

Local Workforce Development Board Chair

Local Chief Elected Official

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Chuck Frowein  
Name

\_\_\_\_\_  
Kollin Kosmicki  
Name

\_\_\_\_\_  
WDB Chair  
Title

\_\_\_\_\_  
Chair, County Board of Supervisors  
Title

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

# **SAN BENITO COUNTY WORKFORCE DEVELOPMENT BOARD**

FEBRUARY 13, 2025

FACILITATED BY:

ENRIQUE ARREOLA

# **REGIONAL AND LOCAL PLANNING GUIDANCE FOR PY 2025-28**



# COMMUNITY ENGAGEMENT SESSIONS AGENDA

- *Welcome and Introductions*
- *Purpose of the Public Listening Session*
- *Why Regional Work?*
- *Analytical Overview*
- *Unemployment Changes*
- *Industry Sectors*
- *Where are the Gaps, and what/how is missing?*
- *Next Steps and Closing*



# PURPOSE OF REGIONAL PLAN

The North Central Coast (NCC) Regional Planning Unit (RPU) is made up of the Workforce Development Boards from the following Counties:

- San Benito
- Santa Cruz
- Monterey

*The Regional Plan is inclusive of all 3 Local Plans. Regional Plan will provide analysis at the economic conditions and trends in the regional and current workforce.*



## PURPOSE OF REGIONAL & LOCAL PLAN

- This is one of the reasons we come to you, to learn from you including:
  1. How local and regional partners braid resources and coordinate services
  2. How partners retain people in regional sector pathway programs



## PURPOSE OF REGIONAL & LOCAL PLAN (CONT'D)

3. What data is relevant to inform the development of strategies to serve target populations including historically unserved and underserved populations. Such as:
  - English Language Learners, Foreign born individual refugees, and Veterans?
  - People with disabilities in the region?





## REGIONAL & LOCAL PLAN

- Partnerships are the building blocks of the Workforce Innovation and Opportunity Act
- Partnerships with community organizations, the job seekers, businesses, education and other providers
- Communication and collaboration are key to supporting our communities needs



## REGIONAL AND LOCAL PLANS

- Regional Plans provide the analysis of:
  - Current employment and unemployment data
  - Current educational and skill levels of the workforce
  - Industries occupations with emerging demand
  - Impact of recent events (e.g., COVID- 19, natural disasters, amplified movement for racial justice, inflation, recent retirement influx, etc.) on the regional economy



## REGIONAL AND LOCAL PLANS CONTINUED


- Local Plans demonstrate operational alignment with the strategic objectives of the Regional Plan
- Drive coordination with local partners
- Highlight key service delivery strategies
  - America's Job Center
  - Youth, Adult, Dislocated Worker
  - Work Experience
  - On-the-Job Training (OJT)
  - Vocational Training
  - Lay-Off Aversion
  - Rapid Response
  - Business Services
  - Partner Services



## REGIONAL AND LOCAL PLANS CONTINUED

How the local board is coordinating with

- Employers, Labor Organizations
- Community Based Organizations
- Educational Partners
- Health and Human Services Agencies
- Affordable Housing Partners



## HOW SAN BENITO COUNTY WDB IS COORDINATING WITH OUR PARTNERS

- Who are our partners?
  - Adult Ed; Wagner-Peyser; Vocational Rehab; Carl Perkins Career Tech; Older Americans Act; Job Corps; Native American Programs; Migrant Seasonal Farmworkers
  - Veterans; Community Services Block Grant; Housing and Urban Development; Employment Development Department; Second Chance; TANF/CalWORKS, Department of Rehabilitation, Central Coast Center of Independent Living, Trade Adjustment Assistance

# CHANGE IN UNEMPLOYMENT

Unemployment change within the report area from November 2020 to November 2024 is shown in the chart below. According to the U.S. Department of Labor, unemployment for this five year period fell from 6.5% to 4.4%.

Report Area	November 2020	November 2021	November 2022	November 2023	November 2024
Report Location	6.5%	3.9%	3.2%	4.3%	4.4%
Monterey County, CA	8.2%	5.8%	5.6%	6.0%	5.9%
San Benito County, CA	7.9%	5.5%	4.9%	6.0%	6.2%
Santa Clara County, CA	6.1%	3.5%	2.6%	3.9%	4.0%
California	8.7%	5.4%	4.1%	4.9%	5.3%
United States	6.4%	3.9%	3.4%	3.5%	4.0%

Data Source: US Department of Labor, Bureau of Labor Statistics. 2024 - November. → [Show more details](#)

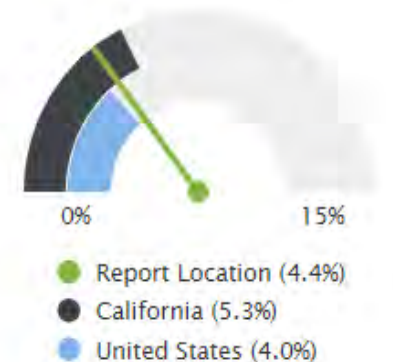
# CHANGE IN UNEMPLOYMENT-LABOR FORCE

## Current Unemployment

Labor force, employment, and unemployment data for each county in the report area is provided in the table below. Overall, the report area experienced an average 4.4% unemployment rate in November 2024.

Report Area	Labor Force	Number Employed	Number Unemployed	Unemployment Rate
Report Location	1,275,852	1,219,701	56,151	4.4%
Monterey County, CA	216,078	203,265	12,813	5.9%
San Benito County, CA	31,984	29,996	1,988	6.2%
Santa Clara County, CA	1,027,790	986,440	41,350	4.0%
California	19,337,188	18,313,478	1,023,710	5.3%
United States	169,402,242	162,627,001	6,775,241	4.0%

Unemployment Rate



Note: This indicator is compared to the state average.

Data Source: US Department of Labor, Bureau of Labor Statistics. 2024 - November. → [Show more details](#)



## DEMAND INDUSTRY SECTORS

- **Current Industry Sectors**
  - Healthcare
  - Hospitality/Tourism
  - Agriculture
  - Construction (Building and Design)
  - Information Technology
  - Retail





## CHANGES TO DEMAND INDUSTRY SECTORS

- **Growth Industry Sectors**
  - Information and Communication Technologies
  - Biotechnology and Biomedical Devices
- **Emerging Sectors**
  - Advanced Manufacturing
  - Aviation



## IMPROVING JOB QUALITY THROUGH TARGETED INDUSTRY SECTORS

- **High Road Employment**
  - Living wages
  - Benefits
  - Good working conditions
  - Adequate hours and predictable scheduling
- **Regional Plan will address how the combined effort of the local areas promotes job quality and commits to working with employers in support of job quality.**
- **Target Service Strategies**
- **Quality Jobs**



## WHERE ARE THE GAPS?

1. Counties with 15% or more limited English Proficient (LEP) to adequately describe, assess the needs of and plan for serving the LEP population in their jurisdictions.
2. Looking for updated service delivery strategies, new partnerships, demographics and any other relevant information to incorporate into modification of plan
3. Describe the relative importance of the types of services needed to help program participants succeed in the labor market
4. Barriers – what existing resources can be utilized to assist with overcoming these barriers?



## WHO/WHAT IS MISSING?

1. Need to:
  - a. Understand demographics, barriers to employment and any other relevant information
  - b. Develop an assessment of gaps in services population experiences in the workforce system
  - c. Identify strategies to attract and recruit quality employees
  - d. Identify strategies detailing how local boards will work with partners to better serve target population

# COMMUNITY FEEDBACK NEEDED

EMPLOYERS, JOB SEEKERS and COMMUNITY MEMBERS are needed to help provide input for San Benito County's workforce development programs!

## Share Your Thoughts

Share your thoughts on local workforce development needs as the San Benito County Workforce Development Board (WDB) crafts the 2024-2027 Local Plan. The Plan guides how the local WDB will use its federal funding to help job seekers gain employment and connect businesses with a qualified workforce.

## TOPICS TO INCLUDE:

- Overview of Strategic Vision
- Coordination with Partners
- America's Job Center of California



# EMPLOYERS & JOB SEEKERS

## Community Input Meetings

**WEDNESDAY, FEBRUARY 5, 2025  
at 10 A.M. - 11:30 A.M.**

## VIA Microsoft TEAMS:

Join the meeting now

Meeting ID: 223 588 349 593

Passcode: Vz7e2PR2



ADA/Equal Opportunity Employer/ Program Auxiliary  
Aids and Services are available upon request to  
individuals with disabilities  
Some conditions may apply. For TTY access call:  
(831) 637-3265

1111 San Felipe Road, Ste 107, Hollister  
(831) 637-5627 [www.sbcjobs.org](http://www.sbcjobs.org)



**INVEST IN PEOPLE**



**SAN BENITO COUNTY  
IS UPDATING ITS  
LOCAL PLAN & REGIONAL  
4-YEAR PLAN**

**WORKFORCE DEVELOPMENT BOARD**



**WORKFORCE DEVELOPMENT BOARD**

The San Benito County WDB is holding listening sessions and invites you to provide feedback for the development of the 4-year Local Workforce Development Plan Update.

*Your participation and input are critical to developing a plan that is responsive to the workforce needs of our community.*

Review the current plan at: [bit.ly/4ahVaXK](https://bit.ly/4ahVaXK)

**WE NEED TO HEAR FROM YOU!**

- **Do you WORK closely with a variety of populations, including:** immigrants, refugees, undocumented workers, and English-language learners?
- **Do you PROVIDE a variety of services to specific populations such as:** justice-involved, English language learners, refugees, immigrants, youth, older adults, veterans, people with disabilities, BIPOC, Latin, LGBTQ+, and other historically unserved or underserved communities?

**HEALTH & HUMAN SERVICES**

February 4, 2025  
10 A.M. - 11 A.M.

**MicrosoftTEAMS**  
Join the meeting.

Meeting ID:  
278 106 956 63  
Passcode:  
KM2YK3w5

**AFFORDABLE HOUSING PARTNERS**

February 4, 2025  
2 P.M. - 3 P.M.

**MicrosoftTEAMS**  
Join the meeting.

Meeting ID:  
230 336 133 751  
Passcode:  
sA9bs7Hg



ADA/Equal Opportunity Employer/ Program Auxiliary Aids and Services are available upon request to individuals with disabilities  
Some conditions may apply. For TTY access call: (831) 637-3265

**JOIN US  
VIA  
TEAMS:**



PUBLIC  
COMMENT  
PERIOD

- Regional and Local Plans must be submitted to the California Workforce Development Board (CWDB) no later than April 27, 2025



## WHO/WHAT IS MISSING?

- How do local and regional partners braid resources, coordinate services and retain people?
- Do you refer clients to WDB/AJCC
- What can the WDB/AJCC do to better serve your needs?
- How satisfied are you with our services?
- What value do we provide?
- What are your biggest challenges?





PUBLIC  
COMMENT  
PERIOD

Questions/Comments/Anything you  
want included in the plan?

Email:

Andi Anderson @  
[Aanderson@SanBenitoCountyCA.gov](mailto:Aanderson@SanBenitoCountyCA.gov)

and

Ruby Soto @  
[Rsoto@SanBenitoCountyCA.gov](mailto:Rsoto@SanBenitoCountyCA.gov)



12 DE FEBRERO, 2025

ENRIQUE ARREOLA

# **MESA DIRECTIVA DE TRABAJOS DEL CONDADO DE SAN BENITO**

## **PLANIFICACIÓN DEL PLAN LOCAL DE TRABAJOS REGIONAL Y LOCAL PARA EL AÑO FISCAL 2025-28**



# AGENDA DE LAS SESIONES DE PARTICIPACIÓN COMUNITARIA

- *Bienvenida y Introducciones*
- *Propósito de la sesión de escucha pública*
- *¿Por qué trabajo regional?*
- *Revisión de datos*
- *Cambios de desempleo*
- *Sectores industriales*
- *¿Hay algo que falta en nuestro plan?*
- *Próximos pasos*



# PROPÓSITO DEL PLAN REGIONAL

La Unidad de Planificación Regional (RPU) de la Costa Central Norte (NCC) está formada por las Juntas de Desarrollo de la Fuerza Laboral de los siguientes condados:

- San Benito
- Santa Cruz
- Monterrey

*El Plan Regional incluye los 3 Planes Locales.*

*El Plan Regional proporcionará un análisis de las condiciones económicas y las tendencias de la fuerza laboral regional y actual.*



## PROPÓSITO DEL PLAN REGIONAL Y LOCAL

- Esta es una de las razones por las que pedimos tu ayuda aprender sobre:
  1. ¿Cómo se entrelazan recursos y coordinan servicios?
  2. ¿Cómo los negocios retienen a las personas en programas?



## PROPÓSITO DEL PLAN REGIONAL Y LOCAL (CONT'D)

3. Qué datos son relevantes para informar a las poblaciones históricamente desatendidas como:

- Personas que no hablan el inglés, refugiados nacidos en el extranjero y veteranos?
- ¿Personas con discapacidad en la región?



## PLAN REGIONAL Y LOCAL

- Las alianzas son muy importante para los programas de trabajo
- Servicios comunitarias, solicitantes de empleo, empresas, educación y otros proveedores son muy importante.
- La colaboración es muy importante para satisfacer las necesidades de nuestras comunidades.



## PLANES REGIONALES Y LOCALES

- Los Planes Regionales proporcionan el análisis de:
  - Datos de empleo y desempleo
  - Ocupaciones de industrias con demanda
  - Impacto de eventos recientes (por ejemplo, COVID-19, desastres naturales, movimiento amplificado por la justicia racial, inflación, reciente afluencia de jubilados, etc.) en la economía regional





## PLANES REGIONALES Y LOCALES


- El plan local demuestra su alineación operativa con los objetivos estratégicos del Plan Regional
- Facilitar la coordinación con negocios locales
- Los servicios que proveemos, incluyendo:
  - Centro de Empleo de San Benito, CA
  - Jóvenes, Adultos, Trabajadores Desplazado
  - Experiencia Laboral
  - Entrenamiento de Trabajo
  - Entrenamiento Vocacional
  - Prevención de Despidos
  - Respuesta Rápida
  - Servicios de Empresas



## PLANES REGIONALES Y LOCALES

Como se coordina con:

- Empleadores, Organizaciones Laborales
- Organizaciones Comunitarias
- Socios Educativos
- Agencias de Servicios de Salud y Humanos
- Socios de Vivienda



# COMO SE ESTA COORDINANDO LA JUNTA DE DESARROLLO DE LA FUERZA LABORAL DEL CONDADO DE SAN BENITO

- ¿Quienes son nuestros socios?
  - Educación para Adultos; Wagner-Peyser; Rehabilitación Vocacional; Carl Perkins Técnica y Profesional; Ley de Estadounidenses Mayores; Job Corps; Programas para Nativos Americanos; Trabajadores del Campo
  - Veteranos; Subvención en Bloque para Servicios Comunitarios; Departamento de Vivienda y Desarrollo Urbano; Departamento de Desarrollo del Empleo; Segunda Oportunidad; TANF/CalWORKS, Departamento de Rehabilitación, Centro de Vida Independiente de la Costa Central, Asistencia por Ajuste Comercial

# CHANGE IN UNEMPLOYMENT

Unemployment change within the report area from November 2020 to November 2024 is shown in the chart below. According to the U.S. Department of Labor, unemployment for this five year period fell from 6.5% to 4.4%.

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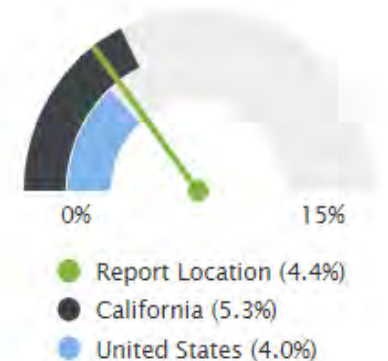
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Unemployment Rate



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## SECTORES INDUSTRIALES DE DEMANDA

- **Sectores Industriales Actuales**
  - Cuidado de Salud
  - Turismo y Hospitalidad
  - Agricultura
  - Construcción (Diseño y Edificación)
  - Tecnología de Información
  - Fabricación



## CAMBIOS EN LOS SECTORES INDUSTRIALES DE DEMANDA

- **Sectores Industriales en Crecimiento**
  - Tecnologías de la Información y la Comunicación
  - Biotecnología y Aparatos Biomédicos
- **Sectores Emergentes**
  - Manufactura Avanzada
  - Aviación



MEJORAR LA  
CALIDAD DEL  
EMPLEO A TRAVÉS  
DE SECTORES  
INDUSTRIALES  
ESPECÍFICOS

- **Empleo de Alta Calidad**
  - Salarios dignos
  - Beneficios
  - Buenas condiciones de Trabajo
  - Horas adecuadas y horas suficientes
- **El Plan Regional y local abordara como se promueve la calidad de empleo**
- **Las estrategias de servicios específicos**
- **Los Empleos de Calidad**



# ¿QUIÉN/QUÉ FALTA?

Necesitar:

- a. Comprender la demografía, las barreras al Empleo y cualquier otro factor relevante
- b. Desarrollar una evaluación de las necesidades de programas de trabajo
- c. Identificar estrategias para atraer y reclutar empleados de calidad
- d. Identificar estrategias que detallen cómo las juntas locales trabajarán con empleadores para servir mejor a nuestros residentes



PERIODO DE  
COMENTARIO  
PUBLICO

- El plan local y regional debe entregarse al Estado el 27 de abril de 2025



PERIODO DE  
COMENTARIO  
PUBLICO

Preguntas/Comentarios/Cualquier cosa  
que quiera que se incluya en el plan

Correo electrónico:

Andi Anderson @

[Aanderson@SanBenitoCountyCA.gov](mailto:Aanderson@SanBenitoCountyCA.gov)

y

Ruby Soto @

[Rsoto@SanBenitoCountyCA.gov](mailto:Rsoto@SanBenitoCountyCA.gov)