San Benito County Workforce Development Board

Community Services & Workforce Development

San Benito County Workforce Development Board (WDB)
San Benito County America’s Job Center
1111 San Felipe Road, Suite #107, Hollister, CA 95023
(831) 637-5627
San Benito County America’s Job Center & Business Service Center

Streamlining services through a “one stop” service delivery system

We are about:

TRAINING &

JOB PLACEMENT
San Benito County Workforce Development Board (WDB) Orientation

Vision Statement

San Benito County will have a trained, skilled and relevant workforce that meets the needs of employers and increases the quality of life in our community.
San Benito County Workforce Development Board (WDB) Orientation

Mission Statement

The mission of the San Benito County WDB is to provide a variety of trainings, services and resources to unemployed, under-employed and dislocated workers which will raise their education and skill levels to ensure their success in the workforce.
Back then....

CETA
Comprehensive Employment and Training Act-1973 to 1982

JTPA
Job Training Partnership Act-1982-1999

WIA
Workforce Investment Act-1999 to 2015

WIOA
Workforce Innovation & Opportunity Act-2014 to Present

America's Job Center of California™
WHAT IS THE WORKFORCE INNOVATION & OPPORTUNITY ACT?

• President Barack Obama signed WIOA into law on July 22, 2014.
• WIOA superseded the Workforce Investment Act.
• WIOA helps job seekers and workers access employment, education, training, and support services to succeed in the labor market and match employers with skilled workers they need to compete in the global economy.
Key Components of WIOA

• Aligns Federal Investments to Support Job Seekers and Employers
• Strengthens the Governing Bodies that Establish State, Regional and Local Workforce Investment Priorities
• Employer Engagement: Helps Employers Find Workers with the Necessary Skills
• Aligns Goals and Increases Accountability and Information for Job Seekers and the Public
Key Components of WIOA (Cont.)

• Fosters Regional Collaboration to Meet the Needs of Regional Economies
• Targets Workforce Services to Better Serve Job Seekers
• Improves Services to Individuals with Disabilities
• Supports Access to Services
The Plan

- Every Workforce Development Board is required to have a Local Workforce Development Plan
- Have a regional plan representing the Bay-Peninsula Region (San Francisco, San Mateo, NOVA, Work2Future & San Benito Bounty)
CA 49 Local WIOA’s

• California’s 49 Local Workforce Innovation & Opportunity Act Areas (LWIOAs) are designated by the Governor based on population and commonality of labor market.

• Each LWIOA is administered by a Local Workforce Development Board (LWDB) certified by the state in partnership with local elected officials.
• The LWDBs are comprised of representatives from private sector businesses, organized labor, community-based organizations, local government agencies, and local education agencies.

• LWDBs provide policy guidance, designate operators for their area America’s Job Centers and oversee the job training activities within their local areas.
Goals

1) Integrate the goal of “full body scan relating to workforce services in our community” and “creating a road map for success”.

2) Integrate “better business services” and “training for high skilled high demand occupations.

3. Establish Training Programs that Create Employable Youth for the Future Workforce.
4. Create funding opportunities to enhance and expand workforce services in our community.

5. To establish ad-hoc committees to include:

   1) Clean & Green
   2) Agricultural
   3) Outreach/Membership and
   4) Allied Health
The WDB offers a comprehensive range of workforce development activities to benefit job seekers, laid off workers, youth, incumbent workers, new entrants to the workforce, veterans, persons with disabilities, and employers.
WDB’s Roles and Responsibilities

• Provide strategic planning, policy development, and oversight and evaluation of the local WIOA system.

• Provide leadership to support the best practices of the public and private sectors to create a dynamic, efficient and effective Workforce Development Board.

• Act as the convener for local workforce development
WDB’s Roles and Responsibilities

- Develop innovative models that effectively acquire and leverage alternative funding sources to offer access to all services
- Contribute to a healthy economy that is filled with jobs that are built with integrity and offer positive experiences the community members and businesses with the knowledge and skills to be successful
- Participate in committees
Membership

• Members of the WDB are appointed by the Board of Supervisors. No person shall hold more than one membership.

• Private sector members shall constitute a majority of the membership
Membership

- Public Members must include representatives from each of the following types of organizations:
  - Organized Labor (20%)
  - Community Based Organizations
  - Economic Development Agencies
  - One Stop Mandated Partners
  - Chief local elected official
Membership

• Members shall be appointed to the WDB for a term of three (3) years
• The number of members may be determined by WDB, but in no event shall have less than 19 nor more than 50 members
Officers

• There will be a Chairperson and a Vice-Chairperson.

• In addition, there will be a Secretary and Treasurer and any of the officers that WDB may determine necessary.

• At the July meeting, officers are elected to serve for the following 12 months.
Duties of Chairperson

• The Chairperson shall preside at all meetings of the full WDB
• All appointments to committees of the WDB are made by the Chairperson
• The Chairperson shall serve as Chairperson of the Executive Committee
Duties of Vice-Chairperson

• In the event of the absence or disability of the Chairperson, the Vice-Chairperson shall perform the duties of the Chairperson.

• The Vice-Chairperson shall serve as the Chairperson of the Programs/Planning Committee.
Duties of the Treasurer

• The Treasurer shall serve as Chairperson of the Audit/Evaluation Committee
Duties of the Secretary

• The secretary shall keep minutes of meetings
Meetings

- Full WDB Meet quarterly
- EX. Committee meets 8 times per year
- Other Committees meet as necessary
- Notice of full WDB meetings are displayed in public bulletin boards
- Any number over 50% of the membership shall constitute a quorum
Executive Committee

- The Executive Committee shall be appointed by the Chairperson of the WDB and shall consist of the Chairperson, three other business members and three non-business members.

- The Executive Committee shall be empowered to act for the WDB in all matters except setting policy and removal of members.
Programs/Planning Committee

- Appointed by the Chairperson of the WDB and shall be the Vice Chairperson.

- This committee is responsible for:
  - preparation of draft and final plans & budgets
  - preparation & issuance of requests for proposals
  - Evaluation of Proposals
  - Recommendation of award of contracts to providers
  - Recommendation on local policy on individual training accts.
Bylaws Committee

• This committee shall have a Chairperson and Vice-Chairperson

• Duties:
  - Review Annual Existing Bylaws of the WDB and make such changes as are necessary to reflect this policy
  - Review federal and state legislation
Audit/Evaluation Committee

- The WDB Treasurer shall chair the committee with 4-7 members.
- This committee may establish standards for financial controls and reporting for funds expended.
- This committee may also review/negotiate local performance measures and evaluate contractors’ performance.
- It shall at least annually review reports and/or monitoring and advise the WDB regarding actions to be taken.
Youth Committee

- Make recommendations on youth employment needs
- Assist with portions of local plan pertaining to youth
- Make recommendations of eligible youth providers
- Conduct oversight and coordination for youth activities
- Ensure that youth programs are linked through AJCC
Other Committees

• From time to time, the WDB may establish special program committees to accomplish specific projects. The need for such committees will be determined by the FULL WDB or the Executive Committee along with their composition and structure.
Funding

Annually, the WDB receives approximately $800,000

- Operations of the America’s Job Center
- Dislocated Worker Funding
- Adult Funding
- Youth Funding
- Rapid Response Funding
- Lay-Off Aversion Funding
## Labor Force Information

<table>
<thead>
<tr>
<th></th>
<th>September 2016</th>
<th>August 2017 Revised</th>
<th>September 2017 Prelim</th>
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</thead>
<tbody>
<tr>
<td>Labor Force</td>
<td>29,700</td>
<td>29,600</td>
<td>29,800</td>
</tr>
<tr>
<td>Employment</td>
<td>28,000</td>
<td>27,900</td>
<td>28,200</td>
</tr>
<tr>
<td>Unemployment</td>
<td>1,700</td>
<td>1,800</td>
<td>1,500</td>
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The 1,500 unemployed residents does not include those who may have exhausted their unemployment benefits.
## Unemployment Rates

<table>
<thead>
<tr>
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<th>September 2016</th>
<th>August 2017 Revised</th>
<th>September 2017 Prelim</th>
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</thead>
<tbody>
<tr>
<td>San Benito County</td>
<td>5.8%</td>
<td>5.9%</td>
<td>5.1%</td>
</tr>
<tr>
<td>California</td>
<td>5.2%</td>
<td>5.4%</td>
<td>4.7%</td>
</tr>
<tr>
<td>United States</td>
<td>4.8%</td>
<td>4.5%</td>
<td>4.1%</td>
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</table>

- The jobless rate in San Benito County this September stood 0.7 percentage point below compared to August with the number of unemployed falling by 200 over the year.

- This September’s 5.1% rate was the county’s lowest September rate since 2001, when it stood at 4.7 percent.
Unemployment Trend

Year: 2016
- Jan: 3.0%
- Feb: 4.0%
- Mar: 5.0%
- Apr: 6.0%
- May: 7.0%
- Jun: 8.0%
- Jul: 9.0%
- Aug: 10.0%
- Sep: 5.1%

Year: 2017
- Oct: 5.1%
- Nov: 6.0%
- Dec: 7.0%
Each Local Workforce Area is required to develop their local four year plan.

<table>
<thead>
<tr>
<th>Industry Description</th>
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<tbody>
<tr>
<td>Healthcare</td>
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<tr>
<td>Agriculture</td>
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<tr>
<td>Construction</td>
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<tr>
<td>Manufacturing</td>
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<tr>
<td>Retail</td>
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<tr>
<td>Information Technology</td>
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Workforce Regional Coordination

Bay Peninsula Region Partners

• San Benito County Workforce Development Board
• NOVA Workforce Development Board- Sunnyvale
• San Mateo Workforce Board- NOVA
• Work2future Workforce Board- City of San Jose
• San Francisco Workforce Board
Menu of Services

• EDD Services
• Computer Access for Job Search
• Orientations and Assessments for job training programs
• Job Readiness Workshops
• Job Training
• Job Placement
• Partner Services
• Business Services & Engagement
• Hiring events / Job Fairs

San Benito County America’s Job Center & Business Services
• Veteran Services Program
• Gavilan Chapter - Employer Advisory Council
• Work Opportunity Tax Credit - WOTC
• Labor Market Information
• CalJOBS - On Line Labor Exchange
Employment Readiness Workshops

Workshops are designed to assist participants obtain Employment

- Interviewing Skills
- Labor Market Information
- Completing Applications
- Resume Writing / Cover Letters
- Work Ethic
- Job Retention
- Budgeting....& others
Job Training Programs

Provides work opportunities to residents of San Benito County

- On-the-Job Training (OJT)
- Work Experience- Adults & Youth (subsidized)
- Individual Training Account (ITA)
- Expanded Subsidized Program (ESE)
On-the-Job Training (OJT)

OJT allows employers to hire job seekers and use their own staff to train new employees on needed skills to do the job.

- **Target:** Unemployed or Under-employed Residents and enrolled in the Work Innovation & Opportunity Act (WIOA) Program.
- Offers employer wage reimbursement for qualifying new hires
On-the-Job Training (OJT)

OJT allows employers to hire job seekers and use their own staff to train new employees on needed skills to do the job.

• Up to 50% wage subsidy reimbursement
• 600 hours of training
• Worksite is the employer of record
• Monthly payroll and participant evaluations
• On-going support by staff
Work Experience (Adults)

Paid work experiences are planned, structured learning experiences that take place in a workplace for a limited period of time.

- Designed to enable job seekers to gain exposure to the working world and its requirements.
- Provide career exploration and skill development
- 18 years old and up
- Minimum Wage for up to 600 hours
- Worksites throughout San Benito County
Work Experience (Youth)

- **Target:** Out of School youth, ages 16-24.
- Provide job readiness workshops to assist with job search skills, application & resume writing, interview techniques, & positive work habits.
- **Minimum Wage** for up to 600 hours
- Partner with local businesses, non-profits & public departments to provide work experience opportunities that will foster a positive work ethic while developing skills for future careers.
Expanded Subsidized Employment

- Subsidized employment for 6 months up to 1 year
- Provides aid assistance to families in need
- Employment to work plan
- Employment Readiness and Job Placement Assistance
- Support Services
Individual Training Account (ITA)

- **Target:** Adult and Dislocated Workers
- **ITA =** Vocational Training

**Scholarship ($$$)**

- A maximum of $5,000 grant to cover tuition and supportive services
- The Program must be completed within a 12 month period.
- Training Program must be listed on the State’s ETPL (Employment Training Provider List)
- Upon completion, follow up for 12 months (placement & retention)
Business Services

The America’s Job Center offers a wide variety of programs and services designed to help employers get the most out of their business

• Employee Recruitment
• Resume Screening
• On Site Job Recruitment
• Linkage to ETP or Incumbent worker training
• Social Medial Advertising of job recruitment
• Lay Off Aversion
• Rapid Response
• Tax Incentives
On-Site Partners

- State of California (EDD)
- Gavilan College
- State of California Department of Rehab (DOR)
- Peninsula Family Services
- SBC Health & Human Services Agency
- CalWORKS Employment Services
- Community Action Agency
Off-Site Partners

- Go Kids, Inc.
- San Benito High School
- SBC Office of Education
- SBC Business Council
- San Jose Job Corps
- Small Business Development Center
Questions?

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