

WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

EXECUTIVE COMMITTEE MEETING

Thursday, November 19, 2015 8:00 a.m. - 9:30 a.m.

VCCF Nonprofit Center (Community Room) 4001 Mission Oaks Blvd., Camarillo, CA

AGENDA

8:00 a.m.	1.0	Call to Order and Agenda Review	Victor Dollar
8:02 a.m.	2.0	Public Comments Procedure: The public is welcome to comment. All comments not related to items on the agenda may be made at the beginning of the meeting only.	Victor Dollar
8:05 a.m.	3.0	WDB Chair Comments	Victor Dollar
8:10 a.m.	4.0	Consent Items	Victor Dollar
		4.1 Approve Executive Committee Minutes: October 8, 20154.2 Receive and File: WDB Committee Reports	
8:15 a.m.	5.0	Performance Update	Theresa Salazar Vital
		5.1 2012-2015 Common Measures Performance Outcomes5.2 2015-2016 Quarterly Reports and Performance Evaluation	Salazai Vilai
		5.3 WIA/WIOA Program Implementation and Highlights	Nancy Ambriz
8:30 a.m.	6.0	Financial Status Report: October 2015	Theresa Salazar Vital
8:35 a.m.	7.0	Action Items	
		7.1 Recommendation that the Executive Committee Approve the Use of Uncommitted Funds for Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker and Youth Programs in 2015-2016	Alex Rivera
		7.2 Recommendation that the Executive Committee Approve a Workforce Development Board of Ventura County (WDB) Policy on Youth Work Experience	Cheryl Moore

8:45 a.m. **8.0 WIOA Implementation**

Cheryl Moore

- California State Plan: Status
- Local Board WIOA Recertification (July-2016 to June-2018)
- Ventura County WDB Planning

9:10 a.m. **9.0 WDB Administration**

Cheryl Moore

- Preparing for WDB Meeting: December 17, 2015
- On the Calendar

<u>December 10-11, 2015</u> CWA Board of Directors Sacramento

December 17, 2015 WDB Meeting (8:00 a.m.-10:00 a.m.) Camarillo

January 12-14, 2016 CWA Youth Conference 2016 Sacramento

March 12-15, 2016
NAWB Forum 2016 and Congressional Visits Washington, D.C.

9:20 a.m. **10.0 Committee Member Comments**

Committee Members

9:30 a.m. **11.0 Adjournment**

Victor Dollar

Next Meeting
January 14, 2016 (8:00 a.m.-9:30 a.m.)
VCCF Nonprofit Center (Board Room)
4001 Mission Oaks Blvd., Camarillo, CA

Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the Workforce Development Board of Ventura County staff at (805) 477-5306 at least five days prior to the meeting. TTY line: 1-800-735-2922.



WDB Executive Committee Meeting October 8, 2015

MINUTES

Meeting Attendees

Executive Committee
Victor Dollar (Chair)
Jim D. Faul (Vice Chair)
Vic Anselmo
Greg Barnes
Brian Gabler
Patty Schulz
Nancy Williams

WDB Administration
Talia Barrera
Patricia Duffy
Richard McNeal
Cheryl Moore
Theresa Salazar Vital

Guests
Nancy Ambriz (HSA Community
Services Department/WIOA)
Sally Harrison (Office of the
Ventura County CEO)

1.0 Call to Order and Agenda Review

Victor Dollar called the meeting to order at 8:04 a.m. No changes were made to the agenda.

2.0 Public Comments

No public comments

3.0 WIB Chair Comments

No comments

4.0 Consent Items

4.1 Approve Executive Committee Minutes: August 13, 2015

4.2 Receive and File: 2014-2015 Year-End Reviews

4.3 Receive and File: WDB Committee Reports

Motion to approve the Consent Items: Nancy Williams

Second: Brian Gabler

Motion carried

5.0 Performance Update

Committee members reviewed, discussed, and asked questions regarding the final Program Year (PY) 2014–2015 WIA Performance Report (attached). Members commented on ways to create performance success within a story context (e.g., history, methodology, participant barriers, etc.).

- <u>WIA Performance Report: Year-End Outcome (attached)</u>: Adult and Dislocated Worker performance during Program Year 2014–2015 Fourth Quarter (Q4) cumulative period of July 1, 2014 through June 30, 2015:
 - WIA client participation totaled 876 comprised of 233 Adult enrollments, 300 Dislocated Worker enrollments, and 343 Youth enrollments. Core self-services were provided to 16,149 customers.

- WIBVC Common Measures performance outcomes exceeded 100% success rate for all nine Adult, DW, and Youth negotiated performance goals. These performance outcomes are final and were reported by the State to the Department of Labor/Employment and Training Administration.
- Community Services Department (CSD) exceeded program goals with 233 Adult and 300 Dislocated Worker (DW) enrollments, Fifty-six percent (56%) of Adult enrollments and 75% of DW enrollments included training. Common Measures performance outcomes exceeded 100% success rate for all six Adult and DW negotiated performance goals.
- <u>PY 2015-2016 Performance Status</u>: Local Workforce Development Boards (LWDB) are awaiting State publication of draft PY 2015-2016 Common Measures performance goals. California Workforce Development Board (CWDB) staff previously announced LWDBs likely will have the option of keeping their PY 2014-2015 goal levels for PY 2015-2016.

6.0 Grant Report

Richard McNeal provided an update on awarded grants in progress, including two grants to the WDB which will be implemented by CSD: Steps to Work for Supervised Populations (\$165,000 from the CWDB) and Bridges to Work (\$500,000 from the U.S. Department of Labor). Both will provide workforce-related training and resources to enrolled offenders and ex-offenders seeking re-entry to the job market. The local WDB will also receive funds from a new California Career Pathways grants awarded to the Ventura County Office of Education (\$10.2 million). This grant provides for a two-year sub-grant to the local WDB for \$317,920 for dedicated WDB-VC staff to coordinate and run industry sector steering committee(s).

7.0 Finance Report

The Committee reviewed and discussed the Financial Status Report (FSR) for Fiscal Year 2015-2016, reflecting year-to-date expenditures from July 1, 2015 through August 31, 2015. The status of expenditures at 16% into the fiscal year was:

WIA Core Funds	2015-2016 Plan	YTD Expended	% Expended vs. Plan
Dislocated Worker	2,560,987	343,842	13%
Adult	1,844,958	250,494	14%
Youth	1,989,201	257,203	13%
Rapid Response	396,718	45,419	11%
WIA Non-Core Funds Workforce Accelerator Grant	37,640	106	0%

The Workforce Accelerator grant ended September 30, 2015. The WIB approved a WIA budget update at the June 18 meeting for grant extension and budget adjustments.

The State requires WDBs to spend a minimum of 80% of the annual Dislocated Worker, Adult, and Youth core grant allocations and 100% of the annual Rapid Response core grant allocation by June 30, 2016. Under WIOA requirements, at least 75% of the annual Youth WIOA core allocation must be expended for out-of-school youth and 25% of the annual Youth WIOA core allocation must be expended for work experience.

WIA Training Expenditures

As shown in the table below, the summary of WIA training expenditures, as of August 31, 2015, indicated appropriate spending against the required Adult/Dislocated Worker training expenditure targets (25% in 2012-2013 through 2015-2016; 30% in 2016-2017 and each performance year thereafter) and against WIA grants across the overlapping federal two-year grant cycles.

	Grant <u>FY 12-14</u>	Grant <u>FY 13-15</u>	Grant <u>FY 14-16</u>
Total Adult and Dislocated Worker Formula Fund Allocations	4,503,559	4,346,991	4,092,349
Training Expenditure Requirement	1,125,890 25%	1,086,748 25%	1,023,087 25%
Formula Fund Training Expenditures	921,243	786,198	1,263,321
Leveraged Resources • Total Leveraged Resources Used Toward Training Expenditures	562,187	420,156	425,933
 Maximum Allowed Leveraged Resources (10%) 	450,356	434,699	409,235
Total Leveraged Resources Used Towards Training Expenditures	450,356	420,156	409,235
Total Amount Spent on Training	1,371,599	1,206,354	1,672,556
 % of Training Requirement Met (Final goal = 100%) 	122%	111%	163%

8.0 Action Items

8.1. Recommendation that the Executive Committee Recommend that the Workforce Development Board of Ventura County (WDB) Approve an Updated 2015-2016 Workforce Innovation and Opportunity Act (WIOA) Tentative Balanced Budget Plan

Committee members reviewed and asked questions about the proposed budget update. A summary of major updates includes:

- Bridges 2 Work and Steps 2 Work columns, approved allocations, and expenditures added
- 15-16 Rapid Response directive and allocation added
- Final FY 2014-2015 carry-in funds included
- CSD/WIOA and WDB Salaries and Benefits planned expenditures were adjusted and redistributed between core and special grant funding columns
- Outreach/Marketing planned expenditures for theAgency were redistributed between core funding columns
- WDB Outreach planned expenditures and CSD Program Outreach planned expenditures each increased by \$20,000
- Overhead/Administration planned expenditures increased with projected County CEO shared costs, County HSA shared costs, County ISF expenditures, Bridges 2 Work and Steps 2 Work grant costs, and for WIOA implementation costs

Following a lengthy discussion, Committee members approved a revised action:

Recommendation that the Workforce Development Board of Ventura County (WDB) Approve an Updated 2015-2016 Workforce Innovation and Opportunity Act (WIOA) Tentative Balanced Budget Plan, with Stipulations to (1) move the remaining \$148,462 of uncommitted WIOA funds to FY15-16 Management Reserve; and (2) request that the WDB Resource Development Committee recommend action on the use of uncommitted funds for WDB Executive Committee and/or WDB approval.

Motion to approve: Greg Barnes

Second: Brian Gabler Motion carried unanimously

8.2. Recommendation that the Executive Committee Approve a Workforce Development Board of Ventura County (WDB) Policy on the Submission of Grant Proposals

This policy provides guidance for grant applicants seeking the support of the WDB and ensures that all interests are considered and accommodated to the extent possible in the development of any grant application that may involve the WDB.

Motion to approve: Greg Barnes

Second: Jim Faul

Motion carried unanimously

8.3. Recommendation that the Executive Committee Approve a Workforce Development Board of Ventura County (WDB) Policy on the Protection of Personally Identifiable Information

This policy provides guidance for maintaining individual privacy regarding the collection and use of personal information.

Motion to approve: Jim Faul Second: Brian Gabler Motion carried unanimously

9.0 WIOA Implementation

• Federal Issuance of WIOA Final Rule: Status

Release of the final Federal regulations was postponed from January 2016 to April 2016.

• California State WIOA Plan: Status

The most recent release date announced for the draft State plan is October 23, 2015.

Ventura County WDB Planning

The application for Local Board Recertification (July 1, 2016, through June 30, 2018) is due on March 30, 2016.

10.0 WDB Administration

- Victor Dollar and Jim Faul provided highlights from the September 8-10, 2015 California Workforce Association, 2015 Meeting of the Minds conference in Monterey and Vic Anselmo commented on the successful October 2, 2015 National Manufacturing Day in Ventura County.
- Because of the postponement of the final release of Federal regulations, and because the
 most recent release date announced for the draft State plan was after the October WDB
 planning meeting, the Executive Committee decided to hold a regular WDB meeting on
 October 22, 2015. The agenda would be a planning discussion on the new WIOA
 requirements for WDB membership/composition.
- The Executive Committee discussed events related to upcoming activities and to the transition of WIOA.

October 22, 2015: WDB Regular Meeting (8:00 a.m.-10:00 a.m.)

March 12-15, 2016: NAWB Forum 2016 and Congressional Visits Washington, D.C.

11.0 Committee Member Comments

Nancy Williams announced that upcoming organization changes at Southern California Edison will impacting public affairs representation at WDB meetings across the State.

12.0 Adjournment

Victor Dollar adjourned the meeting at 9:51 a.m.

Next Meeting

November 19, 2015 (8:00 a.m.-9:30 a.m.) VCCF Nonprofit Center (Community Room) 4001 Mission Oaks Blvd., Camarillo, CA.

TOTALS FOR VENTURA COUNTY

ALL	Adult Enrollments	Dislocated Worker Enrollments	Youth Enrollments	Total Enrollments	Core Self Service (Universal Customers)
PROVIDERS	233	298	343	874	16,149

Community Services Department (CSD)

Enrollments	Plan New Unique	W New Actual		Total Enrollments (with Training)					
Adult	83	143	172%	233 (130)					
Dislocated (DW) Workers	120	182	152%	298 (226)					

COMMON MEASURES OUTCOMES

	ENT	ENTERED EMPLOYMENT RETENTION AVERAGE EARNINGS								NGS		
ADULT	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Earnings & Clients
VC WDB	73.5	91.6	124.6%	142/155	83.5	91.1	109.1%	152/ 167	\$14,000	\$17,135.62	122.4%	\$2,364,715.50 /138
CSD	73.5	91.6	124.6%	142/155	83.5	91.1	109.1%	152/ 167	\$14,000	\$17,134.86	122.4%	\$2,364,610.97 /138

	ENT	ENTERED EMPLOYMENT RETENTION				AVERAG	E EARNI	NGS				
DW	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Earnings & Clients
VC WDB	76.5	87.9	114.9%	109/124	84.0	86.8	103.3%	92/106	\$15,750	\$23,416.93	148.7%	\$2,084,106.47 /89
CSD	76.5	87.9	114.9%	109/124	84.0	86.8	103.3%	92/106	\$15,750	\$23,416.93	148.7%	\$2,084,106.47 /89

EMPLOYMENT OR EDUCATION PLACEMENT			DEGREE OR CERTIFICATE ATTAINMENT			LITERACY AND NUMERACY GAIN						
YOUTH	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Earnings & Clients
VC WDB	68.0	80.0	117.6%	212/265	58.0	68.3	117.7%	170/ 249	58.0	76.0	131.1%	91/120
BGC	68.0	81.3	119.6%	109/134	58.0	75.6	130.4%	93/123	58.0	91.5	158.0%	43/47
PPT	68.0	72.7	107.0%	64/88	58.0	62.8	108.3%	54/86	58.0	76.0	131.0%	19/25
VACE	68.0	90.7	133.4%	39/43	58.0	57.5	99.1%	23/40	58.0	60.4	104.2%	29/48

VC WDB: Ventura County Workforce Development Board

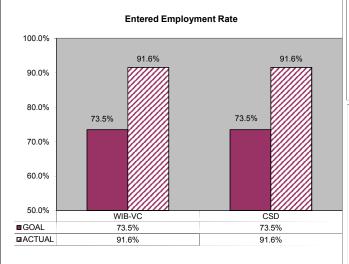
Goal: LWIA Final Performance Goals for PY 2014-2015 (WSD 14-6, December 23, 2014)

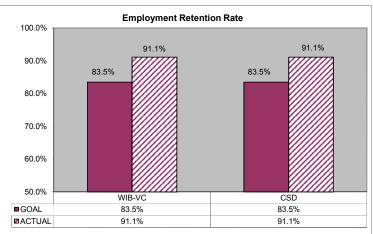
Success Rate: Actual performance divided by goal. Less than 80% at end of program year = failed performance Clients: Numerator = Only clients with a positive outcome. Denominator = All clients included in the outcome

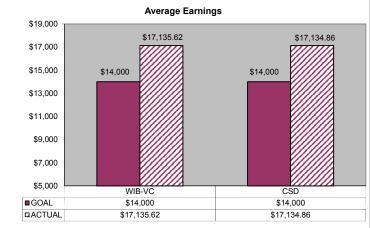
- Entered Employment, Employment/Education Placement & Degree/Certificate Attainment: Clients leaving the program between October 1, 2013 and September 30, 2014
 - Average Earnings & Retention: Clients leaving the program between April 1, 2013 and March 31, 2014
 - Literacy and Numeracy: Clients in the program between July 1, 2014 and June 30, 2015

WIA Performance Report - Common Measures Outcomes PY 2014-2015: Fourth Quarter (Q4) July 1, 2014 to June 30, 2015

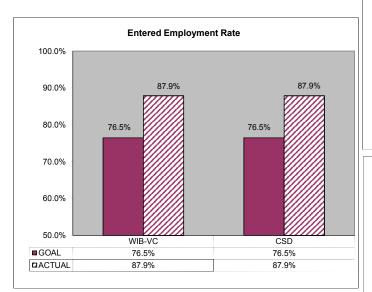
Adult

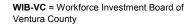


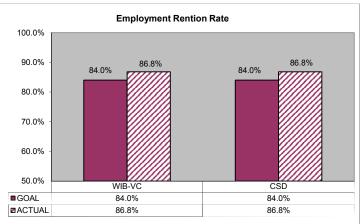




Dislocated Worker



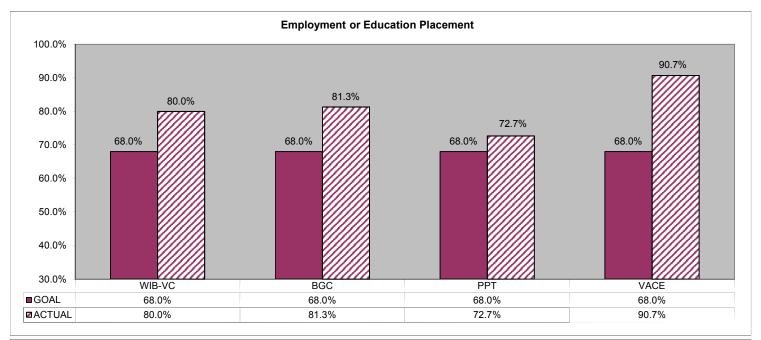


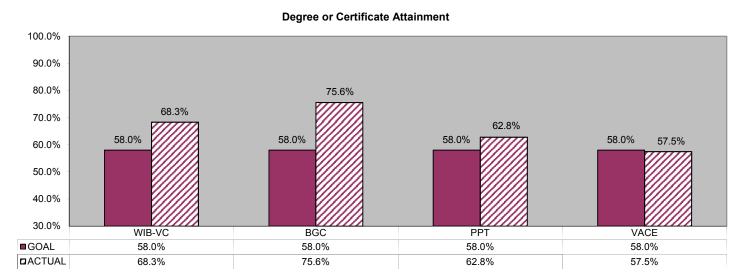


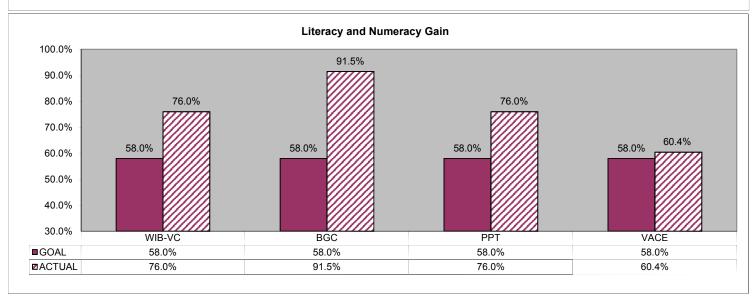


WIA Performance Report - Common Measures Outcomes PY 2014-2015: Fourth Quarter (Q4) July 1, 2014 to June 30, 2015

Youth









Executive Committee Workforce Development Board of Ventura County

November 19, 2015

WDB COMMITTEE REPORTS

- Clean/Green Committee
- Healthcare Committee
- Manufacturing Committee
- Membership Committee
- Outreach Committee
- Resource Development
- Youth Council

(805) 477-5306

workforceventuracounty.org

TO: EXECUTIVE COMMITTEE

FROM: KIMBERLY NILSSON, CHAIR

CLEAN/GREEN COMMITTEE

DATE: NOVEMBER 19, 2015

SUBJECT: CLEAN/GREEN COMMITTEE REPORT

The Clean/Green Committee will meet on Friday, November 20, 2015, from 8:00 a.m. to 9:30 a.m., at the VCCF Nonprofit Center, 4001 Mission Oaks Blvd., Camarillo. The Clean/Green Committee report for that meeting will be provided at the Workforce Development Board meeting on December 17, 2015.

If you have questions or need more information, please contact Patricia Duffy at (805) 477-5306, e-mail Patricia.Duffy@ventura.org.

WDB Clean/Green Committee Page 1 of 1

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TO: EXECUTIVE COMMITTEE

FROM: PAUL MATAKIEWICZ, VICE CHAIR

HEALTHCARE COMMITTEE

DATE: NOVEMBER 19, 2015

SUBJECT: HEALTHCARE COMMITTEE REPORT

The WDB Healthcare Committee met on November 6, 2015. Attending the meeting were Committee members: Paul Matakiewicz (Vice Chair), Teresa Johnson, Tiffany Morse, Dawn Neuman, Brett Watson, Bill Werner, and Celina Zacarias; WDB staff Patricia Duffy and Cheryl Moore; and guests Lauren Fox (Movement Arts Physical Therapy), Sally Harrison (County of Ventura CEO's Office), Marybeth Jacobson (Workforce Education Coalition), and Jim Rose (Oxnard Union High School District). The following is a summary of topics discussed:

Ventura County Regional Strategic Workforce Development Plan

• Regional Healthcare Case Manager Pathway Project: Los Angeles/Ventura Regional Collaborative

Patricia Duffy reported on the LA/Ventura Regional Collaborative Healthcare Case Manager Pathway Project. Six Los Angeles Workforce Development Boards and the Ventura County WDB, along with industry partners in healthcare, held their first collaborative meeting on September 21, 2015, hosted by Centinela Hospital in Los Angeles. A panel discussion was held to address how the Healthcare Case Manager/Care Coordinator position is experiencing rapid growth because of changes in the healthcare delivery system under the Affordable Care Act. Regional research has identified a shortage of trained Healthcare Case Managers/Care Coordinators and a shortage of related training programs.

Brett Watson, Executive Director, Camarillo Healthcare Center and WDB Healthcare Committee member also represented Ventura County at the meeting. Mr. Watson provided valuable insight as the only representative of a skilled nursing facility and post-acute transitional care in attendance. Commenting on the importance of having more post-acute care organizations represented at future meetings, he emphasized the need and value of having local and accessible training programs for new and incumbent workers. Mr. Watson noted that workers in nursing positions might be interested in additional training as Case Managers and Care/Coordinators, as a career ladder opportunity.

Deputy Sector Navigator: Update

A written update was submitted by John Cordova, Deputy Sector Navigator. Topics included the announcement of the Men in Nursing Conference to be held November 13 and 14, 2015; partnering with Ventura College to provide a medical assistant review course in the Spring of 2016 and developing workshops for medical assistants; an update on the Industry-Driven Regional Collaboration grant to develop a Healthcare Information Technology Statewide Workforce Training

WDB Healthcare Committee Page 1 of 2

Model; and announcement of the upcoming "Healthcare Technology in Motion" event which will be held December 12, 2015 at the Crown Plaza Hotel.

Healthcare Sector Committee 2-Year Plan: Update

Healthcare Planning Workgroup Report

The Healthcare Planning Workgroup reported on their recommendations for the draft WDB Healthcare Committee 2-Year Plan and included a draft model for a regional education advisory cycle on local workforce needs.

- Committee Planning Discussion

Following a review of the WDB vision, goals, programs, and workforce pipeline model, the Committee continued their planning discussion from the previous meeting by reviewing and adding to the plan revisions by the Healthcare Committee Workgroup. Components of the draft plan were confirmed to be in alignment with the two-year plan template being used by the WDB sector committees. The components are (1) engage stakeholders, (2) analyze data, (3) take inventory, (4) identify gaps, (5) take action, and (6) monitor progress. As next steps, the Committee will analyze recently updated labor market data, identify gaps, determine appropriate priorities, and agree on a specific action plan.

The next meeting of the Healthcare Committee is scheduled for January 8, 2016, from 8:00 a.m. to 9:30 p.m., at the VCCF Nonprofit Center, 4001 Mission Oaks Blvd., Camarillo, CA.

If you have questions or need more information, please contact Patricia Duffy at (805) 477-5306, e-mail Patricia.Duffy@ventura.org.

WDB Healthcare Committee Page 2 of 2

(805) 477-5306

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TO: EXECUTIVE COMMITTEE

FROM: VIC ANSELMO, CHAIR

MANUFACTURING COMMITTEE

DATE: NOVEMBER 19, 2015

SUBJECT: MANUFACTURING COMMITTEE REPORT

The Manufacturing Committee met on October 14, 2015. In attendance were Committee members Vic Anselmo (Chair), Tiffany Morse, Scot Rabe, Bill Pratt, Gregory Liu, Byron Lindros, Mary Anne Rooney and Alex Rivera; WDB staff Talia Barrera and Cheryl Moore. The Committee welcomed guests Sally Harrison (County of Ventura CEO's Office), Heidi Hayes (theAgency), Brad Hudson (Representative from Office of Congresswoman Julia Brownley), Andrew Dames (Torero Industries), Joe Klocko (College of the Canyons) and Jim Rose (Alliance for Linked Learning). Below is a summary of topics discussed:

Manufacturing Skills Class at Ventura College

Committee member Scot Rabe provided an update on a new 90-hour program geared towards providing manufacturing readiness skills for ex-offenders under the STEPS program that is being developed at Ventura College. The Specialized Training & Employment Project to Success (STEPS) program is a partnership between the Ventura County Probation Agency and the Community Services Department, with partial funding under WIOA through the Workforce Development Board, to provide comprehensive employment services in Ventura County to exoffenders under the Public Safety Realignment Act. The readiness course is intended to provide an overview of the topics listed in the WDB list of Manufacturing Readiness Skills Categories. Mr. Rabe will provide an update on the course at the next committee meeting.

Torero Industries: Made in USA – Ventura County

Andrew Dames, representing Torero Industries, shared the upcoming Made in USA event at California State University, Channel Islands. Created and sponsored by Torero, it is a new expo and networking event designed for Ventura County businesses to share their products, network, and build awareness of local manufacturing capabilities and resources. The purpose is to provide a platform from which manufacturer in the region can be mutually supportive and grow an innovative sector environment. Committee members commended Mr. Dames for the initiative and suggested that the Committee's Manufacturing Roundtable of Ventura County would be interested in discussing plans for future events. Torero Industries is a manufacturer of transport products and specialty products.

Ventura County Regional Strategic Workforce Development Plan

• AMP SoCal Pillar Committees: Update

Cheryl Moore provided an update on the six-county Advanced Manufacturing Partnership of Southern California (AMP SoCal), congratulating WDB Manufacturing Committee member Jason Miller (CSUCI) on his recent election as Chair of the Research & Innovation Pillar

Committee. At the upcoming Innovative Manufacturing Partners Community (IMPC) Summit in Washington, D.C., where AMP SoCal will host a reception and meet with representatives from Congress to discuss AMP SoCal projects and initiatives. The Committee will receive an update at the next meeting in December 2015.

Manufacturing Roundtable of Ventura County: National Manufacturing Day on October 2, 2015

Byron Lindros reported on Manufacturing Day, held October 2, 2015, when more than 300 Ventura County students visited Applied Powdercoat, Alcoa Fasteners & Rings, Amgen, Dynamic Automation, Haas Automation, Milgard, and Ventura College. In addition, Amgen hosted a breakfast for business and education leaders to discuss the importance of raising awareness of good careers in manufacturing. Mr. Lindros shared that both educators and businesses were very engaged, and tours were a success. He also provided information on the skills that manufacturers are looking for and how the educators can partner. (See leader breakfast notes attached.) To increase student and teacher access to site visit opportunities, and to streamline scheduling and logistics, Committee members discussed the possibility of having a manufacturing "week" or "month" next year. Hosting teachers from multiple academic disciplines for site tours, job shadowing, and externships would benefit even more students in the long run.

• SCRC Deputy Sector Navigator Update

Joe Klocko provided an update on the release of a second the RFA of \$100,000 grant which allows for possible funding of \$1,000-\$5,000 for high school robotics programs in the region. Mr. Klocko also gave an update on Manufacturing Day in Santa Clarita. College of the Canyons partnered with the Santa Clarita Economic Development, the City of Santa Clarita and the High School District, to host 300 students for the event this year.

Career Pathways: Update

- Tiffany Morse reported on VC Innovates and on the success of Manufacturing Day. It was a little challenging to find proper bus transportation for students in order to match the schedules given by the manufacturers, but it worked well. The idea of a manufacturing week or month would be good to accommodate more students and businesses and to avoid conflicts on schedules. Dr. Morse also commented on the success of the Entrée to Employment career dinners, which are held at California Lutheran University and California State University, Channel Islands, and are part of a countywide program to build career awareness in different industry sectors. The last event was on October 7, 2015, with students meeting a diverse group of employers from welding, building and construction and transportation.
- Mary Anne Rooney provided an update on Alliance for Linked Learning activities related to manufacturing. There will be an event in February 2016 where 50 selected students will be job shadowing. Linked Learning is working to engage businesses in visiting the academy programs and show what the schools are doing for potential partnerships. Ms. Rooney thanked the Workforce Development Board sector committees for their collaborative work and research, indicating that the information has been valuable in planning and implementing programs at different academies in the region.

• Workforce Innovation and Opportunity Act (WIOA): Update

Cheryl Moore commented on the new Workforce Innovation and Opportunity Act (WIOA). Noting that sector strategies will be a critical component of the new WDB regional workforce development plan, Ms. Moore encouraged the Committee to review their current two-year plan

and consider what direction and updates they want to make going forward. WIOA will focus on aligning federal and state workforce development programs and support services with sector, regional, economic development and training and education initiatives.

The next meeting of the WDB Manufacturing Committee is scheduled for December 9, 2015, from 8:00 a.m. to 9:30 a.m., at the VCCF Nonprofit Center, 4001 Mission Oaks Blvd., Camarillo, CA.

If you have questions or need more information, please call me at (805) 981-1991, or contact Talia Barrera at (805) 477-5341, email talia.barrera@ventura.org.



Manufacturing Day 2015

Educator and Business Leaders Breakfast at Amgen October 2, 2015

Educator	Community	1	Business Community			
Ann	Bonitatibus	Conejo Valley Unified School District	Vic	Anselmo	Applied Powdercoat	
Tammy	Herzog	Moorpark Unified School District	Andrew	Dames	Torero Industries	
Velma	Lomax	Ventura Unified School District Board	Patrick	Grimes	Dynamic Automation	
Stan	Mantooth	Ventura County Office of Education	Ken	Goss	MWS Wire Industries	
Tiffany	Morse	Ventura County Office of Education	Heidi	Hayes	theAgency	
Jason	Peplinski	Simi Valley Unified School District	Byron	Lindros	Amgen	
Roger	Rice	Ventura County Office of Education	Cheryl	Moore	Workforce Development Board	
Kathleen	Schrader	Ventura College	Ali	Motamedi	Alcoa Fastening Systems & Rings	
Gabe	Soumakian	Oxnard Union High School District	Bill	Pratt	Kinamed, Inc.	

Skills Manufacturers Are Seeking	How Manufacturers and Educators Can Partner
Good work ethic	• Externships
Technical aptitude	Manufacturing Day for Educators (e.g. tours)
Creativity, Flexibility (Challenge Status Quo)	National Academy Foundation Model
Experiential Learning – Focusing on Transformation of	Open doors to students
Materials (raw material \rightarrow finished product). E.G.,	Provide bank of tutors , particularly for math skills
hands-on experience with machining, wood/metal	which degrade in upper levels
working	Target ALL teachers not just math / shop teachers –
Math proficiency – through pre-algebra/trigonometry	they have a broader audience and manufacturers need
(must understand 3-axes)	a variety of skills
Continuous improvement mindset / Quality focus	Target parents to convey importance and value of
Self-motivated	manufacturing careers
Prioritization skills	Pose a real-world problem and have schools compete
Ability to follow Standard Operating Procedures	Provide coaching on Project Management – PMBOK
Internalizing Quality – teach this as a strategic	 Use technology to link businesses and schools – e.g.,
advantage vs. other cultures	YouTube channels, Skype
Project Management skills / proficiency	• Internships and "preferred applicant" programs – e.g.,
Ability to manage meetings and action items	students with manufacturing prep certification get
Ability to work in teams	priority application review for jobs
Process orientation	

Potential next steps:

- Capitalize on the idea of posing a real-world problem to have schools compete focusing on the use of technology to link businesses and schools. Perhaps the first real-world problem could be:
 - 1. Identify available web-based technology that would allow schools to request manufacturing partners / tutors and allow manufacturing staff to sign up
 - 2. Identify available web-based technology (hardware, software) that would allow manufacturers to conduct virtual sessions (tours, lessons from inside the facilities) direct to the classroom.

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TO: EXECUTIVE COMMITTEE

FROM: PATTY SCHULZ, CHAIR

MEMBERSHIP COMMITTEE

DATE: NOVEMBER 19, 2015

SUBJECT: MEMBERSHIP COMMITTEE REPORT

The Committee met on October 6, 2015. In attendance were Committee member Patty Schulz (Chair) and Jesus Torres, and Workforce Development Board (WDB) staff Talia Barrera and Cheryl Moore. The following includes topics discussed at the meeting and updated information:

Appointments and Reappointments

- Reappointments: The Committee received an update on the status of nominations for the reappointments of three current WDB members in good standing, expected to be considered for approval by the Board of Supervisors in November 2015. The Committee reviewed attendance records and discussed engagement in WDB committees for current WDB members whose terms would end in December 2016. Those determined to be in good standing and eligible for reappointment will receive letters to ascertain their interest in reappointment. Interested candidates will be asked to update their resumes before being considered for nomination for reappointment to a three-year term by the Board of Supervisors. Update: On Tuesday, November 3, 2015, Board of Supervisors approved the reappointments of Jim Faul (LLC Engineering), Victoria Jump (Area Agency on Aging) and Alex Rivera (Milgard Manufacturing).
- Appointments: The appointments of two new WDB members were expected to be considered for approval by the Board of Supervisors in November 2015. Committee members discussed the recruitment of potential candidates for future appointment nominations. Participation on sector committees continues to provide a good introduction to the work of the WDB prior to consideration of a possible recommendation for WDB appointment. <u>Update</u>: On Tuesday, November 3, 2015, Board of Supervisors approved appointment of two new members to the board; Byron Lindros, (Amgen) and Douglas King (Naval Base Ventura County).

Ventura County Regional Strategic Workforce Development Plan

The Committee received an update on the status of the Workforce Innovation and Opportunity Act (WIOA). Regarding the requirements for the size and composition of the local Workforce Development Boards, the Committee discussed how the federal and state requirements under WIOA could affect the composition and transition of the Ventura County WDB. Key points of the discussion were to be shared with the Executive Committee on October 8, 2015.

The next Membership Committee meeting is scheduled for December 1, 2015, from 8:30 a.m. to 10:00 a.m., at Ventura County Community Foundation, 4001 Mission Oaks Blvd., Camarillo.

If you have questions or need more information, please call me at (805) 650-8611, or contact Talia Barrera at (805) 477-5341, email Talia.Barrera@ventura.org.

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TO: EXECUTIVE COMMITTEE

FROM: BRIAN GABLER, CHAIR

OUTREACH COMMITTEE

DATE: NOVEMBER 19, 2015

SUBJECT: OUTREACH COMMITTEE REPORT

The Outreach Committee meeting is scheduled for November 18, 2015, from 8:30 a.m. to 10:00 a.m., at the office of the Economic Development Collaborative-Ventura County, 1601 Carmen Drive, #215, Camarillo, CA. The Outreach Committee report for that meeting will be provided at the Workforce Development Board meeting on December 17, 2015.

If you have questions or need more information, please call me at (805) 583-6701, or contact Talia Barrera at (805) 477-5341, email talia.barrera@ventura.org.

WDB Outreach Committee Page 1 of 1

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TO: EXECUTIVE COMMITTEE

FROM: ALEX RIVERA, CHAIR

RESOURCE DEVELOPMENT COMMITTEE

DATE: NOVEMBER 19, 2015

SUBJECT: RESOURCE DEVELOPMENT COMMITTEE REPORT

The WDB Resource Development Committee met on November 9, 2015. Attending the meeting were Committee members Alex Rivera (Chair) by phone and Barry Zimmerman; WDB staff Richard McNeal, Cheryl Moore and Theresa Salazar Vital; and guest Nancy Ambriz (Community Services Department/WIOA). The following is a summary of topics discussed:

Action Item

Recommendation that the Executive Committee Recommend Approval by the Workforce Development Board of Ventura County (WDB) of the Use of Uncommitted Funds for Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker and Youth Programs in 2015-2016

After brief explanatory comments by Cheryl Moore and Richard McNeal, who detailed the source of the uncommitted funds (from both carry-over and the management reserve), the issue was discussed at length. It was decided by consensus to forward the matter as it stands in the agenda, with the recommendation of Chair Rivera, to the WDB Executive Committee for final approval and resolution. The WDB will be notified of the action at its meeting on December 17, 2015.

WIOA Implementation Update

Cheryl Moore reported that Workforce Innovation and Opportunity Act (WIOA) Federal and State timelines for plans and directives continue to change:

- Release of the draft State WIOA Plan has been delayed.
- The final Federal rules are not due until March 2016.
- The new WIOA performance measures are due to take effect July 1, 2016.
- The local WDB recertification application is possibly due to the State in March 2016.
- The California WDB is expected to confirm that Ventura County is a stand-alone region under WIOA.
- Release of the final Employment Training Panel List (ETPL) requirements has been delayed.

The next meeting of the Resource Development Committee will be announced at a future date.

If you have questions or need more information, please call me at (805) 579-5188, or contact Richard McNeal at (805) 477-5344, e-mail richard.mcneal@ventura.org.

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TO: EXECUTIVE COMMITTEE

FROM: TONY SKINNER, CHAIR

YOUTH COUNCIL

DATE: NOVEMBER 19, 2015

SUBJECT: YOUTH COUNCIL REPORT

The WDB Youth Council met on October 7, 2015. Attending the meeting were Committee members: Tony Skinner (Chair), Mary Benton, Kathy Harner, Linda Fisher-Helton, Juan Mercado, Tiffany Morse, Bernardo M. Perez, Roger Rice, Archie Scott and Leslie Webster; WDB staff Patricia Duffy, Richard McNeal, Dez Robite and Theresa Salazar Vital; and guests Nancy Ambriz (Community Services Department/WIOA), Charles Bloomquist (PathPoint), Karen Blufer (theAgency), Mariana Cazares (Boys and Girls Clubs of Greater Oxnard and Port Hueneme-BGCOP), Sheri Long (Vista Real Charter High School), Rosa Lopez (John Muir Charter School), Vivian Pettit (Community Services Department/WIOA), James Rose (Oxnard Union High School District), Deana Schubert (Vista Real Charter High School), Ed Summers (Civic Alliance), Steve Thompson (Ventura Adult and Continuing Education), Kim Whitaker (PathPoint) and Omar Zapata (BGCOP). The following is a summary of topics discussed:

Update on Career Pathways

Jim Rose and Tiffany Morse updated the Council on the progress of the California Career Pathways Trust grants, now totaling approximately \$30 million to benefit Ventura County students. The purpose of the four grants, which encompass 55 schools from middle through high schools (including alternative schools), is to transform the system so that 221 identified career pathways will be sustainable in the future. Sequenced curricula emphasize early career exploration in middle school that leads to a choice of a major in high school and, ultimately, a related community college experience. Robust collaborations across the Ventura County region will prepare students for the 21st-century workplace and improve student transitions. Attaining this goal means revising curricula across educational levels and forging articulation agreements with the community colleges. Whether a program is based on academic academies (Oxnard Union High School District) or on career pathways (VC Innovates), the common objective is to integrate academic and career technical education and to promote this integration as a regional academic model.

An example of this approach is the new Rancho Campana High School, in which engineering, entertainment/arts and health science have been incorporated as academies on the basis of known/established workforce needs. Other examples are the joint effort of the grantees to roll out the *Get Focused*, *Stay Focused* curriculum to high school freshmen and to expand the use of the Naviance career exploration tool. About one-sixth of enrolled students are currently participating in pathways or career academies; and ultimately about one-third of students will be accommodated in these programs because of funding limits.

WDB Youth Council Page 1 of 2

Two major challenges have been identified: (1) the lack of parental involvement, particularly from high school on and (2) internal academic scheduling difficulties due to the integration of different kinds of classes. A marketing campaign, one also involving the elementary schools, will help the public to understand this educational direction and the need to transition middle and high school programs to emphasize high-skill, high-paying careers and the curricula leading to these jobs. The grantees also are working together to minimize the number of employer contacts.

WIOA Youth Work Experience Requirements

After stating the new WIOA requirement for a formal Policy on Youth Work Experience, Richard McNeal asked the three current providers of youth services how they handle work experience. After brief comments, it quickly became apparent that this topic should be discussed at greater length in a meeting of the providers themselves. WDB staff were asked to follow up and provide an update at the next Youth Council meeting.

Considerations for the New WIOA Youth RFP

Richard McNeal indicated that the next meeting would include a discussion of the terms of the upcoming new RFP for Youth services for 2016-2019. This RFP will largely follow the content and format of the last RFP, with additions and changes mandated by WIOA. Council members asked to receive, prior to the next meeting, a copy of the Youth RFP for 2013.

The next meeting of the Youth Council is scheduled for December 2, 2015 (3:00-4:30 p.m.), at the Human Services Agency (Pepper Tree Room), 855 Partridge Drive, Ventura, CA.

If you have questions or need additional information, please call me at (805) 642-2149, or contact Richard McNeal at (805) 477-5344, email <u>richard.mcneal@ventura.org</u>.

WDB Youth Council Page 2 of 2

Workforce Development Board (WDB) of Ventura County Local Area Levels of Performance

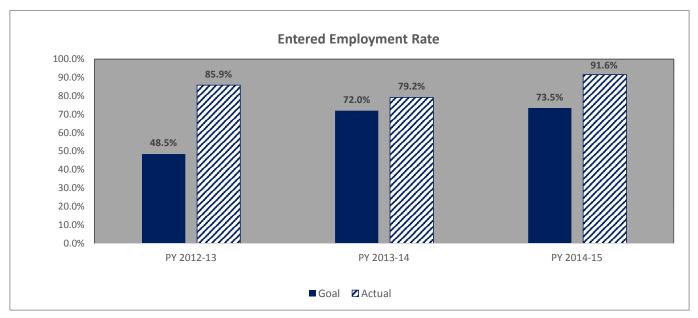
Performance Table

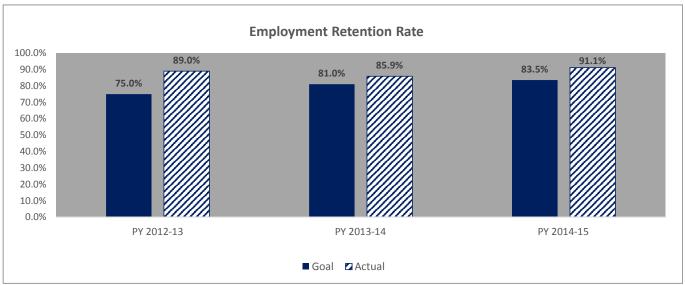
Name of Local Area: Ventura County									
Common Measure	Negotiated PY 2012-13	Actual PY 2012-13	Negotiated PY 2013-14	Actual PY 2013-14	Negotiated PY 2014-15	Actual PY 2014-15			
Adult									
Entered Employment Rate	48.5%	85.9%	72.0%	79.2%	73.5%	91.6%			
Employment Retention Rate	75.0%	89.0%	81.0%	85.9%	83.5%	91.1%			
Average Earnings	\$12,800	\$14,384	\$13,251	\$14,369	\$14,000	\$17,135.62			
Dislocated Worker									
Entered Employment Rate	57.0%	88.3%	75.0%	80.2%	76.5%	87.9%			
Employment Retention Rate	76.0%	85.7%	84.0%	92.8%	84.0%	86.8%			
Average Earnings	\$15,500	\$15,945	\$16,000	\$18,772	\$15,750	\$23,416.93			
Youth (ages 14-21)*									
Placement in Employment or Education	72.0%	78.3%	70.0%	71.3%	68.0%	80.0%			
Attainment of a Degree or a Certificate	60.0%	65.3%	60.0%	80.7%	58.0%	68.3%			
Literacy and Numeracy Gains	54.0%	71.4%	60.5%	78.5%	58.0%	76.0%			

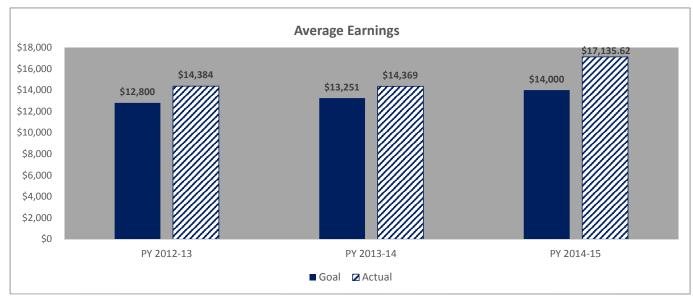
*Note: For PY 2012-13, each local area's youth performance goals were the same as the State level goals.

Workforce Development Board of Ventura County - Local Area Levels of Performance Program Year Comparison PY 12/13, PY 13/14, and PY 14/15

Adult

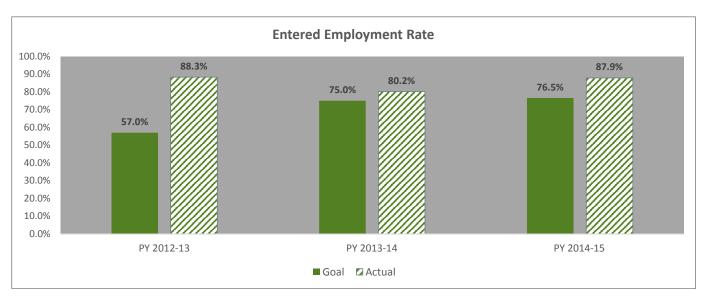


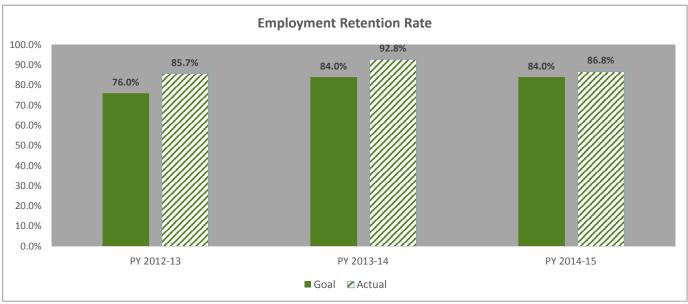




Workforce Development Board of Ventura County - Local Area Levels of Performance Program Year Comparison PY 12/13, PY 13/14, and PY 14/15

Dislocated Worker

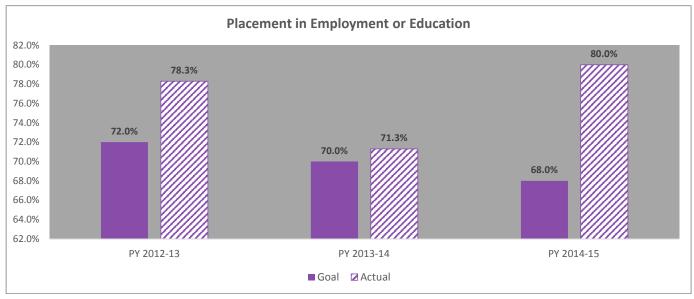


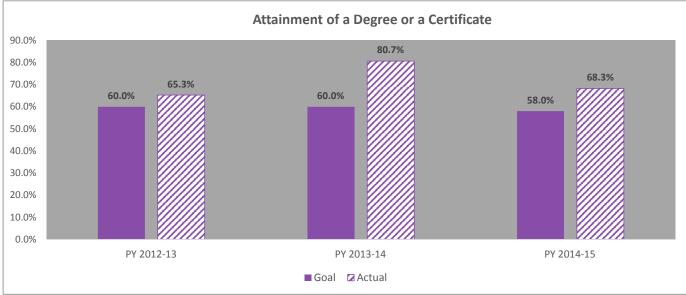


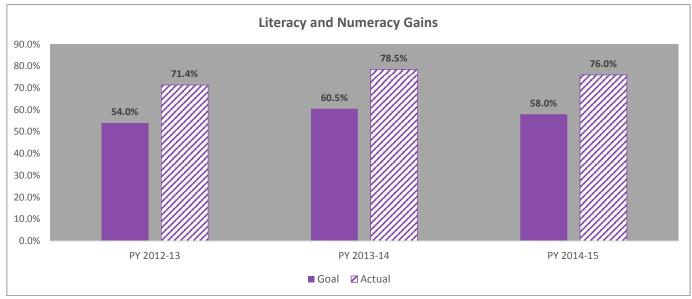


Workforce Development Board of Ventura County - Local Area Levels of Performance Program Year Comparison PY 12/13, PY 13/14, and PY 14/15

Youth







TOTALS FOR VENTURA COUNTY

ALL	Adult Enrollments	Dislocated Worker Enrollments	Youth Enrollments	Total Enrollments	Core Self Service (Universal Customers)
PROVIDERS	137	170	181	488	4,126

Community Services Department (CSD)

WIOA Core Enrollments	Tentative Plan New Unique	Actual New Unique	Plan to Actual	Total Enrollments 7/1/15 to 9/30/15 (with Training)	Total Current Enrollments 7/1/15 to 11/18/15 (with Training)		
Adult	82	63	77%	137 (73)	156 (91)		
Dislocated Workers	126	35	28%	170 (117)	179 (144)		

COMMON MEASURES OUTCOMES

	ENTERED EMPLOYMENT					EMPLOYMENT RETENTION				AVERAGE EARNINGS			
ADULT	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Earnings & Clients	
VC WDB	73.5	83.3	113.3%	15/18	83.5	89.7	107.4%	61/68	\$14,000	\$16,226.70	115.9%	\$843,788.30/ 52	
CSD	73.5	83.3	113.3%	15/18	83.5	87.0	104.2%	47/54	\$14,000	\$14,332.92	102.4%	\$544,650.99/ 38	

	ENTERED EMPLOYMENT				EMPLOYMENT RETENTION				AVERAGE EARNINGS			
DW	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Earnings & Clients
VC WDB	76.5	86.2	112.7%	25/29	84.0	92.6	110.2%	25/27	\$15,750	\$25,859.98	164.2%	\$620,639.52/ 24
CSD	76.5	86.2	112.7%	25/29	84.0	92.6	110.2%	25/27	\$15,750	\$25,859.98	164.2%	\$620,639.52/ 24

	EMPLOYMENT OR EDUCATION PLACEMENT				DEGREE OR CERTIFICATE ATTAINMENT				LITERACY AND NUMERACY GAIN			
YOUTH	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Clients	Goal	Actual	Success Rate	Earnings & Clients
VC WDB	68.0	92.3	135.7%	12/13	58.0	60.0	103.4%	6/10	58.0	88.6	152.8%	31/35
BGC	68.0	100.0	147.1%	2/2	58.0	00.0	00%	0/0	58.0	86.7	149.5%	13/15
PPT	68.0	88.9	130.7%	8/9	58.0	42.9	73.9%	3/7	58.0	93.8	161.7%	15/16
VACE	68.0	100.0	147.1%	2/2	58.0	100.0	172.4%	3/3	58.0	75.0	129.3%	3/4

VC WDB: Ventura County Workforce Development Board Goal: LWIA Draft Performance Goals for PY 2015-2016

Success Rate: Actual performance divided by goal. Less than 80% at end of program year = failed performance Clients: Numerator = Only clients with a positive outcome. Denominator = All clients included in the outcome

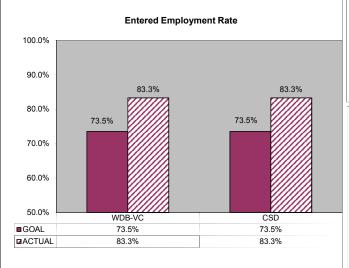
EC Meeting 111915 Page 1 of 1

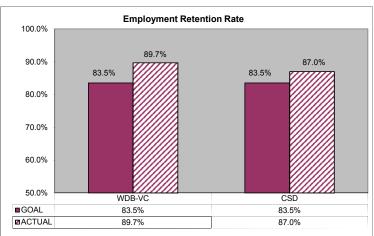
⁻ Entered Employment, Employment/Education Placement & Degree/Certificate Attainment: Clients leaving the program between October 1, 2014 and September 30, 2015

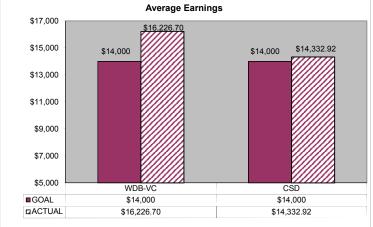
Average Earnings & Retention: Clients leaving the program between April 1, 2014 and March 31, 2015
 Literacy and Numeracy: Clients in the program between July 1, 2015 and June 30, 2016

WIOA Performance Report - Common Measures Outcomes PY 2015-2016: First Quarter (Q1) July 1, 2015 to September 30, 2016

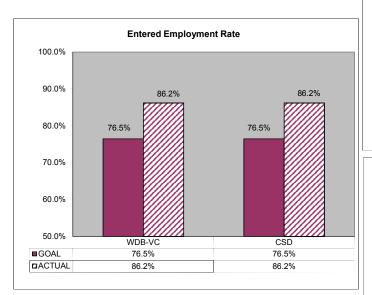
Adult

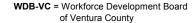


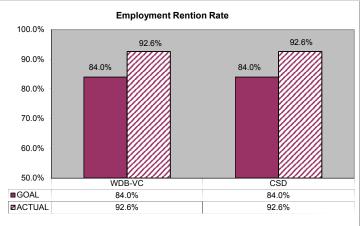


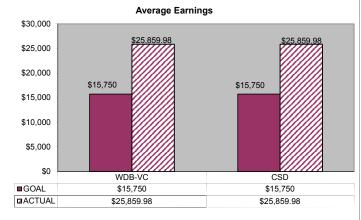


Dislocated Worker



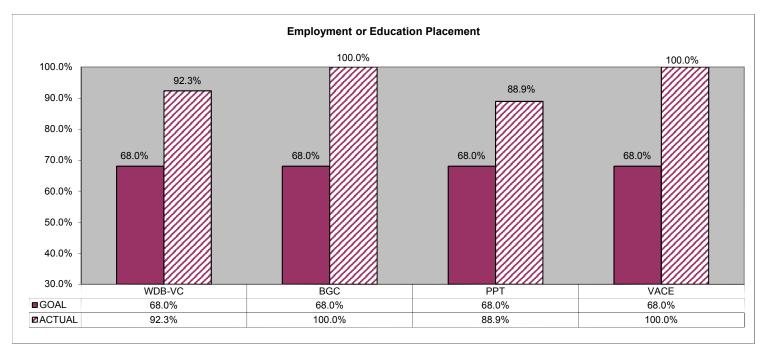


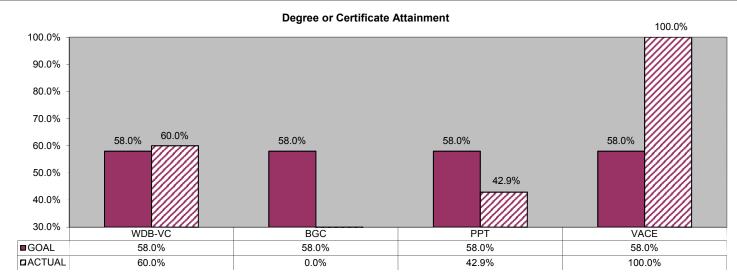


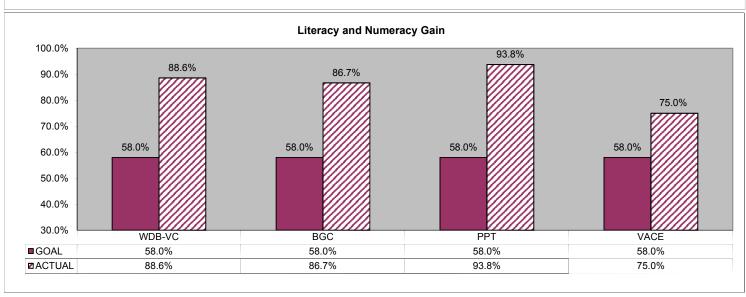


WIOA Performance Report - Common Measures Outcomes PY 2015-2016: First Quarter (Q1) July 1, 2015 to September 30, 2016

Youth







WIOA Program Highlights Executive Summary PY 2014-2015

Transition to WIOA Continues

- WIOA American Job Center

 July 1
- Integrated Service Delivery System engagement with state EDD
- Focus on partnerships and collaboration- EDD, DOR, TANF(CalWORKs);
- Apprenticeships
- Employer Services
- Training with Industry Recognized Certificate/Credential
- New policies/procedures & interpretation of Notice of Proposed Rulemaking (NPRM)
- New Common Measures Business measures and changes remain unknown
- CalJobs system updates "Enroll All" and impact to local areas (WDBs)

Adult/Dislocated Worker: (Enrolled Services)

CSD exceeded program enrollment goals by: Adult <u>172%</u> and Dislocated Workers <u>152%</u>. <u>325</u> were new unique enrollments and <u>206</u> carryovers for a total of <u>531</u>.

<u>Training</u> with WIOA funding prioritized to provide the following training services:

- 97 On-The-Job Training (OJTs) Agreements (WIOA)
- 181 Individual Training Accounts (ITAs)
- 15 Workers completed a "Customized Training" pilot program
- 163% Leveraged funding met/exceeded training expenditure goal

Rapid Response Services Provided

- 25 Rapid Response presentations were coordinated and provided
- 15 Unique employers served
- 1,358 Workers impacted
 - 789 Workers attended a Rapid Response presentation Host Annual Rapid Response Regional Roundtable

WIOA Programs Technical Assistance:

Program eligibility certification and technical guidance to WIOA youth contractors Files/Document management for youth contractors; Contractor Support – WIOA new eligibility regulations impacting programs

Participation in contractor meetings, Youth Council and contractor support.

Eligibility Training – Pending state guidance

Universal Services/AJCC: 16,149

- Public Access to employment/career resources: (computer access, copiers, fax, phones, job listings, training information and many resources)
- Career Workshops: Power of VOS/CalJobs; Interview Skills; Resumes that Sell; Busqeda de Trabajo (Sp)
- Veterans Financial Coach (Funded by Department of Labor)
- Employer Target Recruitments (EDD/WIA/CalWORKs)

Statewide Activities

Participant in the CWA Workforce Innovation Grant
Pilot -Generic CalJOBS program module (Launch date -May 18)
Pilot – CalJOBS scan card module
Management Information System User Group member
Participation in CalJobs Reports Workgroup with EDD-WSD

Moving Forward: Evolving WIOA AJC System

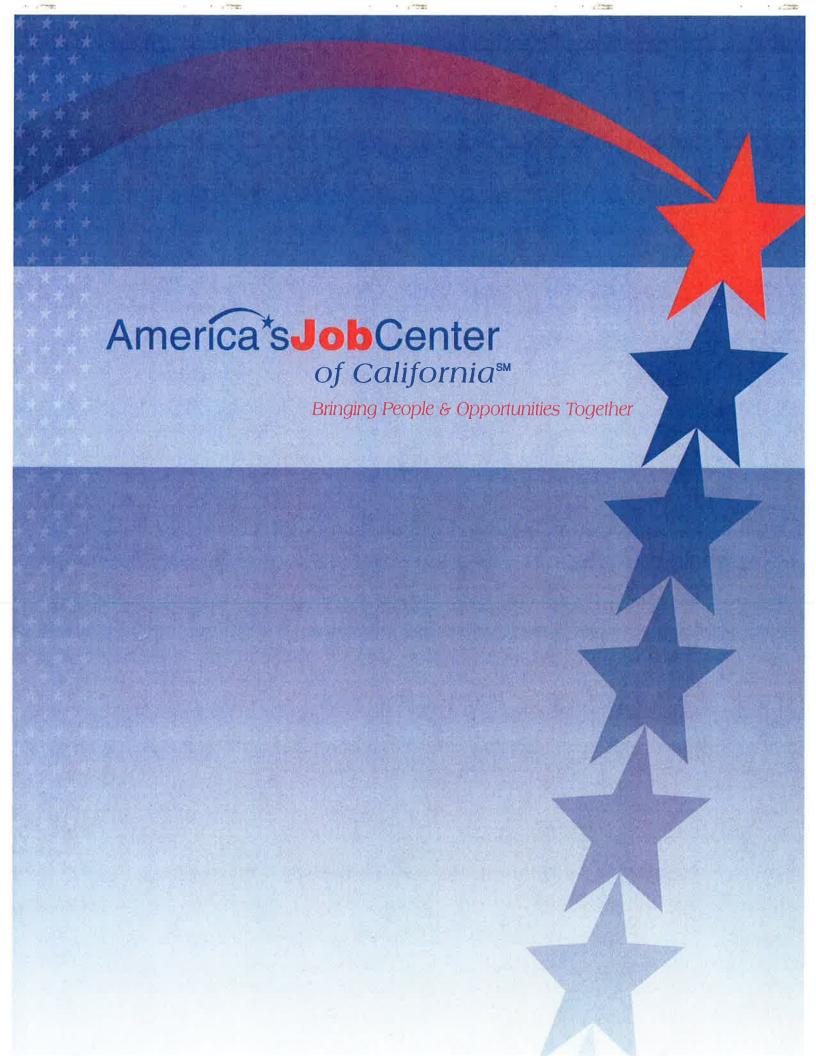
- WIOA Implementation Continues July 1, 2015
- Remain focused on meeting/exceeding common measures performance
- New Employer Measures (Front/Center of WIOA)
- Focus on serving individuals with significant barriers (disabled, ex-offenders, TANF)
- Key Partnerships per WIOA EDD Job Services, Department of Rehab; TANF
- Integrated Service Delivery System Initiative (ISD): CSD/State EDD and TANF
- Policies and Program Procedures Update to reflect new WIOA regulations
- Training Focus Apprenticeships

Employer Services – Premier Broker of Employment Services

- Labor Exchange System Access to labor pool
- Customized Training (pilot project)
- On-The-Job Training
- Strategic Employer Engagement (Staff participating in WIB Committees, Chambers)
- Targeted Recruitments (collaboration with EDD)
- Account Executive Services

American Job Center of California - WIOA Regulations

- Integrated Service Delivery Model ISD Initiatives TAA, Rapid Response, Lobby;
 Joint Training, Career Shops; Employer Targeted Recruitment; Career Academies
- Veterans Services including Financial Coaching
- Engaging partners services: EDD; Department of Rehabilitation, CalWORKs;
- MOUs Pending guidance



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Professional Services

no-fee employer assistance services that are offered through Job &Businesses have convenient, confidential access to professional, Career Center locations in Ventura County.

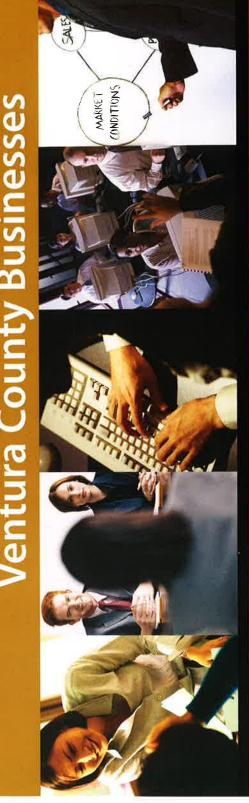
plans for recruitment, employee training, worker retention and referrals Account Executives work one-on-one with employers to help develop to no-cost/low-cost business consulting services.

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Managing any business is a challenge—especially when it involves employee recruiting, retraining or making tough workforce reduction decisions.

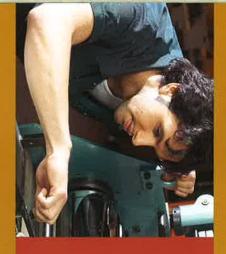
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Services for Ventura County Businesses

Recruitment

available at no cost: recruitment and expand prospect pools with Job & Career Employers save time and money, streamline worker Center (JCC) recruitment services. All recruitment services are

- Online Job Posting Service and/or Training
- Hosted Job Recruitments at JCCs
- Meeting Facilities for Conducting Interviews

Online Resources

employers convenient access to qualified candidates and labor market updates. Registered VOS users can take advantage of The Virtual OneStop (VOS) at www.venturacountyjcc.org offers free online resources:

- 24/7 Job Postings
- Candidate Search and Resume Review
- Labor Market Data

Training

employees can benefit from: productivity, retention and morale. Both new and current Employee development is smart business and results in higher

- Career Workshops
- Subsidized Wages for Employees in Training
- On-the-Job Training at Employer Sites

Workforce Reduction

Employers and/or their affected employees have access to: relocation, Rapid Response services are available at no cost. For companies in transition because of restructuring, closure or

- Confidential Customized Transition Planning
- Layoff Aversion Information
- Dislocated Worker Support Services

Or visit us on the web at www.venturacountyjcc.org For referral to a JCC Account Executive, call (800) 500-7705



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If you don't have access to a computer with Internet connectivity, visit your local America's Job Center of CaliforniaSM where you can find computers available for your use.

To find a center near you, call the America's Service Locator toll-free at 1-8877-US2-JOBS (1-877-872-5627) or TTY 1-877-889-5627.

24-hour Online Access

Advertise jobs, recruit talent, and define skills of potential candidates at any time, from any location with Internet access. The new CalJOBSSM reduces the need to access services in person. Equal access available to monolingual Spanish speakers, as well as customers who are visually impaired.

Wide Variety of Job Seekers

CalJOBSSM features one of the largest databases of job seekers résumés in California.

Save Time and Money

Set up a Virtual Recruiter search agent to automatically find qualified candidates within the system. CalJOBSSM can notify you of any candidate matches by e-mail. There is no fee to use CalJOBSSM system.

Expand Your Network

Communicate with job seekers, case managers, training providers, and others within the CalJOBSSM message center.

Explore Labor Market Data

Take advantage of user-friendly options to assess the local labor market information such as salaries and economic data.

How to Register for CalJOBSSM

Employment Development Department State of California

- Visit www.caljobs.ca.gov.
- Complete the online application and create your own login information.
 Login information includes a username and password.
- Answer the on-screen questions and begin your search for qualified candidates. Within minutes you will be looking through thousands of job seekers statewide.



State of California

Labor and Workforce Development Agency

Employment Development Department





The EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling 800-758-0398 (voice). TTY users, please call the California Relay Service at 711.

California's success begins with you.

The people are out there, let's find who you need.

What is the WORK OPPORTUNITY TAX CREDIT (WOTC)?

NEED more INFORMATION?

Is your company taking advantage of a Federal tax credit up to \$9,000 when you hire new employees?

The WOTC is a federal tax credit available to companies who hire jobseekers from specific target groups who experience barriers to employment. (See inside brochure for target group descriptions)

- WOTC can provide up to \$2,400 in tax savings for each qualifying hire, and up to \$9,000 for Long Term Family Assistance Recipient hires.
- Easy application process.
- Companies may claim a tax credit on an unlimited number of qualifying new hires each year.
- Unused tax credits may be carried forward up to 20 years, or until all of the credit is claimed.



Visit the EDD Web site at www.edd.ca.gov/WOTC

or call the WOTC Center at 1-866-593-0173



State of California

Labor and Workforce Development Agency

Employment Development Department

EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling 1-866-593-0173 (voice). TTY users, please call the California Relay Service at 711.

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ate of California

How do employers apply for the tax credit?

Employers must apply for the Work Opportunity Tax Credit (WOTC) certification from the California Employment Development Department (EDD) before claiming the tax credit on their federal return.

To apply for the tax credit, employers are required to submit two of the following forms:

The Internal Revenue Service form (IRS) 8850 (Rev. 8-2009) Pre-screening Notice and Certification Request for the Work Opportunity Tax Credit, AND

The Employment Training Administration (ETA) Form 9061 (Rev. 8-2009) Individual Characteristics, *OR*

The ETA Form 9062 Conditional Certification form which is provided and completed by the EDD or a participating agency when prescreening a client for WOTC eligibility.

Employers can download forms and learn more about the WOTC program at www.edd.ca.gov/WOTC.



How can your company qualify for the tax credit?

If the new employee fits into one of following 11 Target Groups, they may qualify your company for the WOTC:

- **A.** Qualified recipients of Temporary Assistance to Needy Families (TANF).
- **B.** Qualified veterans receiving Food Stamps *OR* A disabled veteran with a 10 percent or higher rating who is hired within one year of discharge date, *OR* has been unemployed six months or more, whether or not consecutive, during the one year period prior to their hire date.
- **C.** Ex-felons hired no later than one year after conviction or release from prison for a felony.
- D. Designated Community Resident ages 18 through 39 who reside in an Empowerment Zone, Enterprise Community, or Renewal Community.
- **E.** Vocational rehabilitation referrals, including Ticket Holders.
- F. Qualified summer youth ages 16 through 17 who reside in an Empowerment Zone, Enterprise Community, or Renewal Community.
- **G.** Qualified Food Stamp recipients who are between the ages of ages 18 to 39 and are a member of a family who have received six consecutive months of food stamps ending on the hire date.
- **H.** Qualified recipients of Supplemental Security Income (SSI).
- I. Long-term family assistance recipients.
- J. Unemployed Veterans who have received a minimum of four weeks of Unemployment Insurance benefits in the one year period prior to the hire date AND was discharged from the military within five years of the hire date.
- K. Disconnected Youth Age 16 to 24 who, during the six month period prior to the hire date has not been regularly attending school or training, has not been regularly employed, and lacks the basic skills to perform the job.

Timeliness!



To apply for certification, the two forms must be completed, mailed, and postmarked

NO LATER THAN THE 28TH DAY after the new hire's first day of work.

Mail the forms to:

WOTC Center 2901 – 50th Street Sacramento, CA 95817-2399

These forms, as well as the Employer Guide, may be accessed on the EDD Web site at www.edd.ca.gov/WOTC.

Questions?

Call the WOTC Center at 1-866-593-0173

Membership Application Form

Company Name
Name
Title
Mailing Address
The latest
City/State
Zip
Telephone ()
Fax ()
E-mail
Company Description
No. of Employees
Industry
/=10, 0.5 kg = 10.1 = 7
How did you hear about the East Ventura County EAC?

Return this application (along with check if applicable) to:

East Ventura County EAC Tax ID #770216914 635 South Ventura Road Oxnard, CA 93030 Make a difference in your business and community. Join the East Ventura County EAC today! For more information about the CEAC, visit www.ceac.org.

For more information about the East Ventura County EAC contact the EAC Coordinator at (805) 382-8638 or rolando.morales@edd.ca.gov.

Optional: For more information about the East Ventura County EAC, visit www.eastventuraeac.org.



STATE OF CALIFORNIA

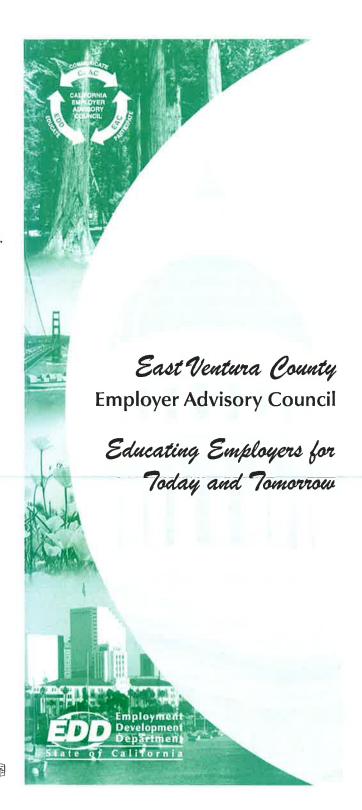
LABOR AND WORKFORCE DEVELOPMENT AGENCY

EMPLOYMENT DEVELOPMENT DEPARTMENT

EDD, an equal opportunity employer/program, is a partner in this event. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made prior to the event by calling (805) 382-8638 (voice). TTY users, please call the California Relay Service at 711.

DE 8100EACA Rev. 4 (3-09)





East Ventura County EAC

Stay Up-to-Date

The East Ventura County EAC offers numerous workshops and seminars designed with your business in mind. Provided in partnership with the Employment Development Department (EDD), these workshops and seminars will keep you up-to-date on current issues, trends, and legislation that affect your business.

Topics covered include:

- EDD programs and services
- Labor market conditions
- Labor law
- Personnel issues
- Payroll tax
- Unemployment/disability insurance And more

A Statewide Network

When you become a member of the East Ventura County EAC, you also become a member of the California Employer Advisory Council (CEAC). The CEAC is a nonprofit, statewide umbrella organization for more than 50 local EACs throughout the State. The CEAC and local EACs are recognized by state and federal government as important information resources on employment and workforce development issues.

The EACs also support local workforce development efforts including sponsorship of job fairs and veterans' outreach programs and scholarships for local youth.

Who Should Join?

- Business Owners
- Corporate Managers
- Human Resources Managers
- Office Managers
- CPAs, CFOs, and Treasurers

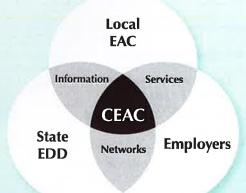
Membership Benefits

As a member of the East Ventura County EAC you will receive the following benefits:

- Access to the Management Hotline to obtain legal assistance regarding employer-employee issues.
- Current information on new legislation and regulations affecting employers.
- Reduced fees for monthly/quarterly seminars.
- Opportunity to network with other business owners and professionals.
- A voice in EDD procedure and policy through a direct link to EDD's management.
- Participation in EDD surveys and focus groups.
- Membership in the CEAC.
- No Membership Fee

Get Connected

When you become a member of the East Ventura County
Employer Advisory Council
(EAC), you join forces with employers across the State who want to stay up-to-date, network with other professionals, find ways to expand their businesses, and have a voice in shaping employment and training programs in their community.



Membership Application Form

Company Name
Name
Title
Mailing Address
City/State
ZIP
Telephone
Fax
E-mail
Company Description
No. of Employees
Industry
How did you hear about the Western Ventura County EAC?
· Section 1
Are you interested in serving on a committee?
Return this application (along with check if applicable) to:

Western Ventura County EAC Tax ID #: 770017349 Peter Rosales P.O. Box 52012 Oxnard, CA 93031 Make a difference in your business and community. Join the Western Ventura County EAC today. www.wvceac.net

For more information about the Western Ventura County EAC, contact the EAC Coordinator at 805-382-8627 or peter.rosales@edd.ca.gov.

To learn more about the California Employer Advisory Council, see **www.ceac.org**.



STATE OF CALIFORNIA

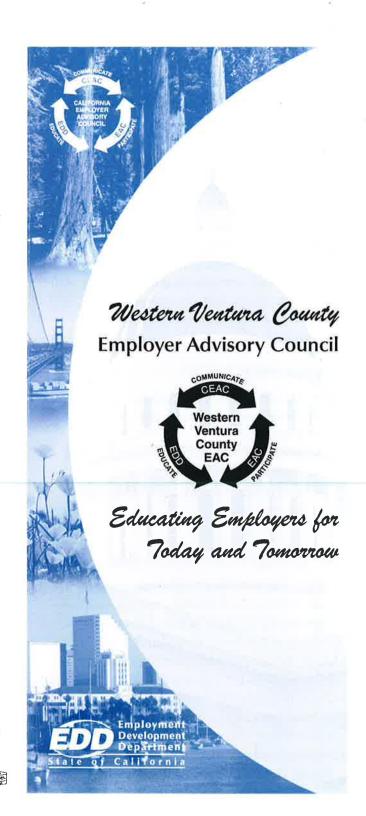
LABOR AND WORKFORCE DEVELOPMENT AGENCY

EMPLOYMENT DEVELOPMENT DEPARTMENT

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DE 8100EACA Rev. 11 (1-14)





Western Ventura County EAC

Stay Up-to-Date

The Western Ventura County EAC offers numerous workshops and seminars designed with your business in mind. Provided in partnership with the Employment Development Department (EDD), these workshops and seminars will keep you up-to-date on current issues, trends, and legislation that affect your business.

Topics covered include:

- EDD programs and services.
- Labor market conditions.
- · Labor law.
- · Personnel issues.
- Payroll tax.
- Unemployment/disability insurance.
- And more.

A Statewide Network

When you become a member of the Western Ventura County EAC, you also become a member of the California Employer Advisory Council (CEAC). The CEAC is a nonprofit, statewide umbrella organization for more than 50 local EACs throughout the state. The CEAC and local EACs are recognized by state and federal government as important information resources on employment and workforce development issues.

The EACs also support local workforce development efforts including sponsorship of job fairs and veterans' outreach programs and scholarships for local youth.

Who Should Join?

- Business owners
- Corporate managers
- · Human resources managers
- Office managers
- CPAs, CFOs, and treasurers

Membership Benefits

As a member of the Western Ventura County EAC you will receive the following benefits:

- Access to the Management Hotline to obtain legal assistance regarding employer-employee issues.
- Current information on new legislation and regulations affecting employers.
- Reduced fees for monthly/quarterly seminars.
- Opportunity to network with other business owners and professionals.
- A voice in EDD procedure and policy through a direct link to EDD management.
- Participation in EDD surveys and focus groups.
- Membership in the CEAC.

Get Connected

When you become a member of the Western Ventura
County Employer Advisory
Council (EAC), you join forces with employers across the state who want to stay upto-date, network with other professionals, find ways to expand their businesses, and have a voice in shaping employment and training programs in their community.



Local



CALJOBS JOB ORDER LISTING FORM Tel. (805) 382-8614 Fax (805) 382-8701

Return form completed for entry into the CalJOBS system or to enter order on your own go to www.caljobs.ca.gov

Please completely fill out this form before returning!

THIS	SAREA FOR EDD USE ONLY!
-	CalJOBS Order Number
-	Order Entry Staff Name

EMPLOYER INFO	ORMATION ults In Qualified Applicants		California Employer Tax Account Number (Required)								
Name (dba)			Corporate Na	ame, if different							
Address			Suite/Room								
City			State Zip			Zip					
Telephone		Fax #			E-mail	111					
Website Address			Jobsite Address								
JOB LISTING IN	FORMATION		Job Title								
No. of Openings:	Wage Range: Min. \$	Max. \$	Рег		Is this wage	negotiable?	Yes	No			
Job Description (Please include duties, qualifications, certificates or licenses required; or attach job description.)											
Length of Work Experience Re	equired: YearsMonths	S	Other Requir	rement(s)							
Please circle all benefits of			Life Insurance Profit Sharing Retirement Plan Child Care								
REQUIREMENTS			PLEASE CIRCLE ALL OF THE APPLICABLE INFORMATION								
Education Level	No Requirement	HS/GED	Post H.S.	Associate's	Bachelor's	Master's	Doctorate	40 plus			
Hours of Work	Full Time Part Time	Temp	Perm Weekly Hrs. 20 or less 21 - 30 31 - 40								
Work Days	Monday - Friday	Other (Expla									
Work Shift(s)	Day Swing	Grave	Rotation	Other (Explai		D. O. D.	. D I. I				
Drivers License	Yes No	Class A	Class B	Class C	Class M DMV Printout Required Yes No TILL IN ALL THE REQUIRED INFORMATION						
APPLICANTS INS	STRUCTIONS, ET			PLEASE FILL	IN ALL THE	REQUIRED I	NFORMATIO	N			
Mail Resume	To Address Above This Address >>>										
Apply in Person	To Address Above This Address >>>										
Call	Telephone			Fax Resur	ne	Number					
E-mail Resume	Address							-			
Website	URL		Locatio	on of Recruitme	ent:	egigg	ATTICO OLO	7			
Applicant Contact	Name of Contact Person						VTJCC OJCC				
Is this job under a Fede	Leral Contract?		Yes	No			uthorizing this CallC				
	h under 18 years of age for this	position?	Yes	No		Name					
	earning about other employmen		Yes	No							
	vices desired? (Explain)					Tel.#					
	Are other business services desired? (Explain)										



Bringing People & Opportunities Together

The Workforce Investment Board administers federal funds that help to support Job & Career Centers and other adult, youth, and employer programs and services in Ventura County. WIB-supported programs provide:

Job Seeker Services

- Job search resource centers
- Workshops
- Employment assistance
- Online job seeker resources

Employer Services

- Recruitment
- Training
- Professional consulting
- Online employer resources

Business Expansion/Retention

- Targeted industry support
- Workforce development strategies
- · Consulting and referrals
- Labor market studies

Visit www.venturacountyicc.org to find the Job & Career Center nearest you, or call (800) 500-7705 for more employment services information.

855 Partridge Drive Ventura, CA 93003 (805) 477-5306 www.wib.ventura.org



04/11

Building Our Future Workforce

Equal Opportunity Employer/Program/Service. Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY Inquires call (800) 735-2922.

Printed on Recycled Paper

Investment Board of Ventura County



- Background
- Role
- Vision
- Partnerships



Building Our Future Workforce

Workforce Investment Board of Ventura County

Background

The Workforce Investment Board (WIB) of Ventura County administers the distribution of federal Workforce Investment Act (WIA) funds that are allocated through the State of California to Ventura County. Through the effective use of federal funds and strong private and public sector partnerships, WIB-supported programs offer quality workforce development services at no cost to job seekers and employers.

Role

The Workforce Investment Board of Ventura County (WIB), appointed by the Ventura County Board of Supervisors, is a collaborative group of 35 leaders from business, economic development, education, labor, government agencies, and community-based organizations who:

- Administer federal WIA funds in Ventura county
- Provide oversight for job seeker, youth, and employer programs and services
- Build collaborative workforce development pipelines
- Leverage partnerships to secure ongoing support

Vision

The WIB works to ensure that Ventura County has a strong, relevant workforce that is ready and able to support the changing needs of employers in a dynamic economic environment, and to:

- Engage, align and leverage workforce system entities
- Advocate for demand-driven workforce development to strengthen economic vitality
- Provide opportunities for training a diverse workforce
- Raise awareness and engagement on workforce issues

Partnerships

Building strategic partnerships and strong community networks is a priority for the WIB to help develop and sustain the economic vitality of Ventura County. Partners include:

- Economic development and business groups
- Civic and community-based organizations
- Schools, colleges and universities
- · Labor organizations
- State, county and city government agencies







America*sJobCenter of Californiasm

Businesses have convenient, confidential access to no-fee employer assistance services as well as help in developing plans for recruitment, employee training, worker retention, and referrals to no-cost/low-cost consulting services.

Visit www.vchsa.org to find the AJCC nearest you or call (800) 500-7705 for more employment services information.





www.wib.ventura.org

The Workforce Investment Board administers federal funds that help to support the AJCC and other job seeker, youth, and employer programs and services in Ventura County.

Equal Opportunity Employer/Program/ Service Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY Inquiries call (800) 735-2922.



EMPLOYER SERVICES



- Recruitment
- **Employee Training**
- Online Resources
- Workforce Reduction



Recruitment

Employers save time and money, streamline worker recruitment, and expand prospect pools with the America's Job Center of California (AJCC) recruitment services. All recruitment services are available at no cost:

- Online job posting service
- Pre-screened candidates
- Hosted job recruitments at the AJCC
- Meeting facilities for conducting interviews

Employee Training

Employee development is smart business and results in higher productivity, retention, and morale. Both your new and current employees can benefit from:

- Free career workshops
- Employer reimbursement for employee training
- On-the-job training at employer sites
- Customized training programs
- Industry-specific education

Online Resources

CalJOBS offers employers convenient access to job seekers and labor market updates. At **www.caljobs.ca.gov**, users get these free online resources:

- Candidate search and resumé review
- · Labor market data
- Labor law information
- 24/7 job postings
- Wage information and statistics

Workforce Reduction

For companies in transition because of restructuring, closure, or relocation, Rapid Response services are available at no cost. Employers and/or their affected employees have acces to:

- Referrals to no-cost/low-cost business consulting
- Confidential customized transition planning
- Layoff aversion information
- Dislocated worker support services
- Downsizing/closure management







www.caljobs.ca.gov hsa-employment-srvcs-info@ventura.org



Bringing People & Opportunities Together

Businesses have convenient, confidential access to no-fee employer assistance services such as On-the-Job Training, as well as help in developing plans for recruitment, worker retention and referrals to no-cost/low-cost consulting services.

Visit www.venturacountyjcc.org to find the Job & Career Center nearest you, or call 800-500-7705 for more employment services information.





The Workforce Investment Board administers federal funds that help to support Job & Career Centers and other job seeker, youth, and employer programs and services in Ventura County.

Equal Opportunity Employer/Program/ Service. Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY Inquires call 800-735-2922.









- You Hire
- You Train
- We Pay



Bringing People & Opportunities Together

Consider On-the-Job Training When You Are Ready To Hire

Thinking about hiring a new employee? An On-the-Job training (OJT) program can make it more affordable. Funds are available to help you hire and train a screened applicant. OJT reimburses directly to employers up to 50 percent of a trainee's gross wages for the duration of the training period.

OJT is a program of the federal Workforce Investment Act (WIA). OJT employers use their own system to teach their employees the new skills necessary for successful permanent employment within their companies.

This is an opportunity for you as an employer to hire and train individuals with the necessary skills they need to succeed in your company.

OJT is an ideal training method because it's planned, organized and conducted by you at your workplace. It's an 'earn as you learn' model that's great for your new employee.

Benefits to Employers:

- Free screening, assessment and referrals of applicants.
- · You decide who to hire.
- You determine job performance standards.
- Training is partially reimbursed during the training period.
- Customized training, your way.
- Simple process, minimal paperwork.
- OJT programs can be developed for most skilled and semi-skilled jobs.
- On-going support and assistance to employer and employee.

Benefits to Employees:

- Skills attainment
- Earn as they learn
- · Job coaching
- Employment

Interested in hiring an employee through the OJT program? Call 800-500-7705 or email HSA-Employer-Services@ventura.org







www.venturacountyjcc.org hsa-employer-services@ventura.org







The Workforce Investment Board funds employment and business services in Ventura County.



Service Sites:

Fillmore Community Service Center 828 Ventura St. #200 (805) 933-8300

Noorpark
Moorpark Community Service Center (Ruben Castro Human Services Center) 612B Spring Rd, #301 (805) 523-5444

Oxnard

West Oxnard AJCC 635 S. Ventura Rd (805) 204-5100

Santa Paula

Santa Clara Valley Community Service Center 725 E. Main St, #101 (805) 933-8300

Simi Valley

East County AJCC 980 Enchanted Way, #105 (805) 955-2282

Thousand Oaks

Thousand Oaks Community Service Center 80 E. Hillcrest Dr. #200 (805) 449-7320

Ventura

Ventura JCC 4651 Telephone Rd, #200 (805) 654-3434

Employment Services Information

(800) 500-7705 www.caljobs.ca.gov

Employer Services

hsa-employment-srvcs-info@ ventura.org

America*sJobCenter of Californiasm

County of Ventura

Explore Your Employment Options

Workforce Programs Can Help

Professional, trained employment services staff at the America's Job Center of California (AJCC) will work with you to develop an employment plan through your participation in the following services:

- WIA Employment Services Orientation
- WIA Employment Services Interview
- Enrollment and Employment Planning

Orientation Sessions:

Orientation sessions provide a complete overview of Workforce Programs. To find the nearest AJCC, call (800) 500-7705. Schedules are subject to change, please call for the current schedule.

West Oxnard AJCC - (805) 382-6587

Mondays

English 8:30 - 10 a.m.

Spanish 10:30 a.m. - 12 noon

East County AJCC - (805) 955-2282

Tuesdays

English 9 - 10:30 a.m.

Spanish as needed

Eligibility

Must be at least 18 years of age, with proof of a legal right to work in the U.S. More information on eligibility for specific programs and services is provided at the orientation session.

Equal Opportunity Employer Program Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY inquiries call 1 (800) 735-2922







The Workforce Investment Board funds employment and business services in Ventura County.



Service Sites:

Fillmore Community Service Center 828 Ventura St, #200 (805) 933-8300

Moorpark Community Service Center (Ruben Castro Human Services Center) 612B Spring Rd, #301 (805) 523-5444

Oxnard

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Employment Services Information

(800) 500-7705 www.caljobs.ca.gov

Employer Services

hsa-employment-srvcs-info@ ventura.org

America*sJobCenter of Californiasm

County of Ventura

Discover the Easy Way to Find a Job

Resource Centers Give You the Tools You Need

The Resource centers, located in the America's Job Center of California (AJCC), are available at no cost. Resource center services and staff assist job seekers in taking control of their careers and expanding their employment options. You can research employers, explore occupations, search for jobs online, and access training opportunities using a variety of services and resources, including:

- Labor market information
- Job listings
- Career exploration
- · Skills assessment

- · Résumé and interview guides
- On-site employer recruitments
- Youth services information

Self-Service Job Searching

Search for jobs on your own or with the assistance of trained staff. Equipment and supplies provided in the Resource centers for your convenience include:

- · Computers and Internet access
- · Phones and fax machines
- Résumé worksheets and stationery
- Stamps and envelopes

CalJOBS: www.caljobs.ca.gov

CalJOBS is Ventura County's comprehensive employment services website, providing online resources to job seekers and employers at no cost. Log on from the computers in the Resource centers or from any computer with an Internet connection. America's Job Centers of California offer training workshops to show you how to use the CalJOBS website to create and e-mail résumés, search job postings, and more.

Eligibility

Resource centers at all of the countywide AJCC are open to the general public. For more information. call (800) 500-7705 or visit an America's Job Center nearest you. Locations listed on reverse side.

Equal Opportunity Employer Program Auxiliary aids and services are available upon request to individuals with disabilities. TDD/TTY inquiries call 1 (800) 735-2922





www.vchsa.org

www.wib.ventura.org

(02/15)

FACT SHEET



EMPLOYMENT TRAINING PANEL

The Employment Training Panel (ETP) is a state agency that helps California businesses stay competitive, productive, and profitable by funding retraining of existing employees and training for new employees.

The goal of the ETP is to improve California's economy and lower the state's unemployment rate by meeting employers' need for skilled workers and workers' need for good, long-term jobs.

The Panel's core program is funded through the California Employment Training Tax, which is supported by contributions from California's employers. The ETP also receives alternative funding from partnerships to provide specific training programs.

Program Overview

- The program targets firms threatened by out-of-state competition or who compete in the global economy.
- The program is performance-based. Employers must provide proof that training hours have been completed and trainees have been retrained in well-paying jobs for a specific period of time at a specified wage before the ETP reimburses payment.
- Since its inception in 1982, the ETP has reimbursed employers more than \$1 billion for training workers in more than 80,000 businesses.
- For incumbent worker training, employers contribute to the cost of training. The ETP also funds training for unemployed workers.
- The ETP provides additional incentive to assist small businesses and employers in high unemployment areas of the state.

Training Contracts

The ETP performance-based program assists employers by providing funds to partially off-set the costs of training. The ETP reimburses employers for trainees who have successfully completed approved training programs, and who have been hired and/or retained for a specified amount of time. Funds may be used to support employer-customized job-specific training delivered to full-time employees. Training may be delivered by any combination of internal and/or external training providers.

Why the ETP Funding Works

The ETP funding works because employers make decisions about their training program; training investments help companies become more profitable; employers are encouraged to assume greater responsibility for training; and performance-based contracting helps to ensure success of the training.

For More Information

For additional information about ETP training programs, visit the ETP website at **www.etp.ca.gov** or call 916-327-4391.

The EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

P.O. Box 826880 • Sacramento CA 94280-0001

www.caljobs.ca.gov hsa-employment-srucs-info@ventura.org County of Ventura Employment Services (800) 500-7705



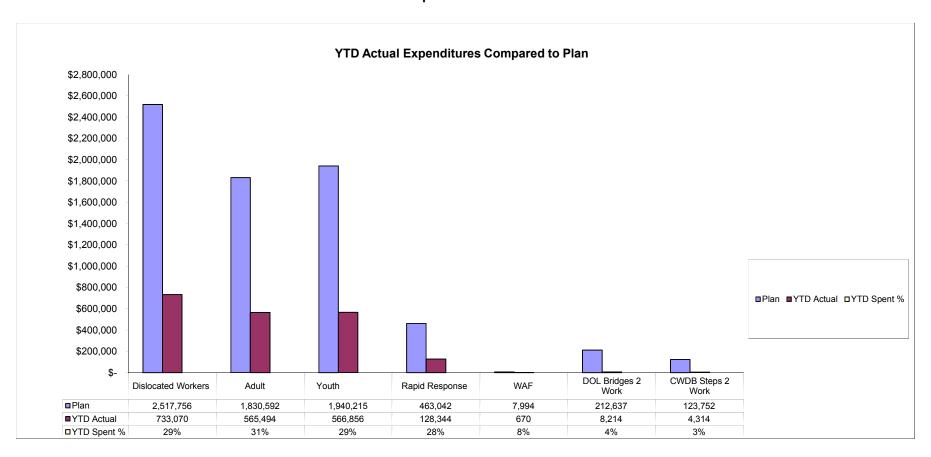
FINANCIAL STATUS REPORT for FISCAL YEAR 2015-2016

Year to Date Expenditures from 07/01/15 to 10/31/2015 (33% into the Fiscal Year)

Submitted on: November 4, 2015

WIOA FSR October-15 Authorized.xls

WIOA Financial Status Report for Fiscal Year 2015 - 2016



WIOA FSR October-15 Authorized.xls

WDB Chart

	WIOA Financial Status Report for Fiscal Year 2015 - 2016												
Name of Grants	Name of Grants Salaries		efits Direct Program/WIB Special Projects			rojects	Other Operating Expenses			Total			
	Plan	YTD Actual	%	Plan	YTD Actual	%	Plan	YTD Actual	%	Plan *	YTD Actual	%	Plan Balance
Core Grants:													
Dislocated Worker	1,510,819	515,111	34%	689,406	123,246	18%	317,531	94,713	30%	2,517,756	733,070	29%	1,784,686
Adult	1,139,628	383,570	34%	462,366	112,963	24%	228,598	68,961	30%	1,830,592	565,494	31%	1,265,098
Youth	439,078	127,977	29%	1,256,468	365,890	29%	244,669	72,988	30%	1,940,215	566,856	29%	1,373,359
Rapid Response	267,285	82,053	31%	139,505	28,779	21%	56,252	17,511	31%	463,042	128,344	28%	334,699
Others:					-			-					
WorkForce Accelerated Fund	23	367	0%	7,000	-	0%	971	302	31%	7,994	670	8%	7,324
DOL Bridges 2 Work	9,083	5,309	0%	177,553	-	0%	26,000	2,904	0%	212,637	8,214	0%	204,423
CWDB Steps 2 Work	9,083	2,642	0%	103,669	-	0%	11,000	1,672	0%	123,752	4,314	0%	119,438
Total WIOA Grants	\$ 3,375,000	1,117,029	33%	\$ 2,835,967	\$ 630,879	22%	\$ 885,021	\$ 259,053	29%	\$ 7,095,988	\$ 2,006,961	28%	\$ 5,089,027

WIOA FSR October-15 Authorized.xls

Salaries and B Accrued 4.164 20.9	YTD Total	Direct Pro	ogram/Client E	xpenses YTD Total	Other Paid	Operating Exp	penses YTD Total	Paid	Total	
		Paid	Accrued	YTD Total	Paid	Accrued	VTD Total	Doid		
4.164 20.9							i i D i Otai	ralu	Accrued	YTD Total
4.164 20.9		1								
	4/ 515,111	100,996	22,250	123,246	44,640	50,073	94,713	639,799	93,271	733,070
8,122 15,4	47 383,570	102,463	10,500	112,963	32,503	36,459	68,961	503,088	62,406	565,494
1,996 5,9	81 127,977	263,640	102,250	365,890	34,401	38,588	72,988	420,037	146,819	566,856
8,849 3,2	04 82,053	16,779	12,000	28,779	8,253	9,258	17,511	103,881	24,462	128,344
347	21 367	-	-	-	142	160	302	489	181	670
5,040 2	70 5,309	-	-	-	-	2,904	2,904	5,040	3,174	8,214
						4.0=0	4.0=0		0.000	
,	,		-		-	,		· ·		4,314
0,569 \$ 46,4	6U \$ 1,117,029	\$ 483,879	\$ 147,000	\$ 630,879	\$ 119,939	\$ 139,114	\$ 259,053	\$ 1,674,387	\$ 332,574	\$ 2,006,961
6 2 7	5,040 2 2,052 5,64 15,44 15,040 2 2,052 56	21,996 5,981 127,977 78,849 3,204 82,053 347 21 367 5,040 270 5,309 2,052 589 2,642	58,122 15,447 383,570 102,463 21,996 5,981 127,977 263,640 78,849 3,204 82,053 16,779 347 21 367 - 5,040 270 5,309 - 2,052 589 2,642 -	58,122 15,447 383,570 102,463 10,500 21,996 5,981 127,977 263,640 102,250 78,849 3,204 82,053 16,779 12,000 347 21 367 - - 5,040 270 5,309 - - 2,052 589 2,642 - -	58,122 15,447 383,570 102,463 10,500 112,963 21,996 5,981 127,977 263,640 102,250 365,890 78,849 3,204 82,053 16,779 12,000 28,779 347 21 367 - - - 5,040 270 5,309 - - - 2,052 589 2,642 - - -	68,122 15,447 383,570 102,463 10,500 112,963 32,503 21,996 5,981 127,977 263,640 102,250 365,890 34,401 78,849 3,204 82,053 16,779 12,000 28,779 8,253 347 21 367 - - - - 142 5,040 270 5,309 - - - - - 2,052 589 2,642 - - - - - -	58,122 15,447 383,570 102,463 10,500 112,963 32,503 36,459 21,996 5,981 127,977 263,640 102,250 365,890 34,401 38,588 78,849 3,204 82,053 16,779 12,000 28,779 8,253 9,258 347 21 367 - - - - 142 160 5,040 270 5,309 - - - - 2,904 2,052 589 2,642 - - - - - 1,672	68,122 15,447 383,570 102,463 10,500 112,963 32,503 36,459 68,961 21,996 5,981 127,977 263,640 102,250 365,890 34,401 38,588 72,988 78,849 3,204 82,053 16,779 12,000 28,779 8,253 9,258 17,511 347 21 367 - - - 142 160 302 5,040 270 5,309 - - - - 2,904 2,904 2,052 589 2,642 - - - - 1,672 1,672	68,122 15,447 383,570 102,463 10,500 112,963 32,503 36,459 68,961 503,088 21,996 5,981 127,977 263,640 102,250 365,890 34,401 38,588 72,988 420,037 78,849 3,204 82,053 16,779 12,000 28,779 8,253 9,258 17,511 103,881 347 21 367 - - - 142 160 302 489 5,040 270 5,309 - - - - 2,904 2,904 5,040 2,052 589 2,642 - - - - - 1,672 1,672 2,052	68,122 15,447 383,570 102,463 10,500 112,963 32,503 36,459 68,961 503,088 62,406 21,996 5,981 127,977 263,640 102,250 365,890 34,401 38,588 72,988 420,037 146,819 78,849 3,204 82,053 16,779 12,000 28,779 8,253 9,258 17,511 103,881 24,462 347 21 367 - - - 142 160 302 489 181 5,040 270 5,309 - - - - 2,904 2,904 5,040 3,174 2,052 589 2,642 - - - - 1,672 1,672 2,052 2,262

WIOA FSR October-15 Authorized.xls

WIOA Training Activity Summary (Expended and Leveraged)

(based on annual report "Summary of Leveraged Resources - Attachment 6 - page 35 of WSD12-3)

Rpt Line #	Program Year Funding and Traing Expenditures	FY 12-14 Grant Due 10/01/14	FY 13-15 Grants Due 10/01/15	14-16 Grants (Due 10/1/16)	15-17 Grants (Due 10/1/16)
4)	Adult and Dislocated Worker Formula Fund Allocations	4,503,559	4,346,991	4,092,349	4,133,724.00
5)	Training Expenditures Required	1,125,890	1,086,748	1,023,087	1,033,431
	Training Expenditures % Required	25%	25%	25%	25%
6)	Formula Fund Training Expenditures	921,243	1,053,524	1,263,321	39,371
	Leveraged Resources				
	- Total Leveraged Resources	562,187	400,025	425,933	36,649
	- Maximum Allowed Leveraged Resources (10%)	450,356	434,699	409,235	413,372
7)	- Total Leveraged Resources Used Towards Training Expenditures	450,356	400,025	409,235	36,649
8)	Total Amount Spent On Training (should equal/exceed Line 5)	1,371,599	1,453,549	1,672,556	76,020
	% of Training Requirement Met (final goal is 100%)	122%	134%	163%	7%

9)	Leveraged Resources Detail (notes)				
	(a) Pell Grant	116,771	233,994	135,654	36,649
	(b) Programs Authorized by the Workforce Investment Act (VETP)	200,457	0	0	
	(c) Trade Adjustment Assistance (EDD)	129,548	0	0	
	(e) Match Fund from Empoyers, and Industry Associations (OJT 50%)	115,411	166,031	290,279	
	Total	562,187	400,025	425,933	36,649

Legends/Coding for Source/Type of Leveraged Resources:

- 9a) = Pell Grant
- 9b) = Programs Authorized by the Workforce Investment Act (specify)
- 9c) = Trade Adjustment Assistance
- 9d) = Dept of Labor National Emergency Grants
- 9e) = Match funds from employers, industry, and industry associates (specify)
- 9f) = Match funds from joint labor-management trusts (specify)
- 9g) = Employment Training Panel grants

NOTES:

Early in the year, the "% of Training Requirement Met..." shown above may appear to "understate" the degree to which the organization is actually accomplishing its planned training goals (i.e. the organization is likely doing better than it looks here). This is because the training expenditures shown in this report do NOT include costs related to two areas of current year training activities that are in the current year Plan:

- 1) Current year training activities (in current year Plan) that have been paid with prior year grant funds
- 2) Current year training activities (in current year Plan) that have been committed to but not yet paid

								OWIDE		VTD 4-7
		Dislocated Worker	Adult	Youth	Rapid Response	WAF Project	DOL Bridges 2 Work	CWDB Steps 2 Work	FY 15-16 Plan	YTD Actual Expenditures 07/01/15- 10/31/2015 (33% into the fiscal year)
1	evenue Projection: FY15-16 Grants(WSIN14-53 and WSD14-16) FY15-16 Mgmt Reserve: -6.5%	2,342,693 (225,356)	1,791,031 (144,962)	1,956,058 (175,480)	463,042		500,000	165,000	7,217,824 (545,798)	
	FY 16-17 B2W & S2W Funds Balance rolled over from prior year grants:						(287,363)	(41,248)	(328,611)	
	FY14-15 Mgt Reserve	190,783.00	119,540.00	130,062.00					440,385	
	Additional rollover - Salaries Savings/(CSD Overage)	49,367	24,808	2,921		693			77,789	
	Overhead Saving/(Overage) FY 14-15 Unspent Contracts/Misc	80,269	15,175	26,654		7,301			7,301 122,098	
	ITA/OJT Committed in FY14-15 spent in FY15-16 Total Available Grants to to be Spent	80,000 2,517,756	25,000 1,830,592	1,940,215	463,042	7,994	212,637	123,752	105,000 7,095,988	
	Grants %	35.48%	25.80%	27.34%	6.53%	0.11%	3.00%	1.74%	100.0%	
	CSD FTEs Assigned to the programs % Direct FTES Allocated to Grants	12.85 47.6%	9.80 36.3%	2.00 7.4%	2.25 8.3%	0.0%	0.05 0.2%	0.05 0.2%	27.00	
	% Admin Staff Allocated to Grants	36.9%	26.8%	28.4%	6.8%	0.1%	0.5%	0.5%	100%	
	kpenditure Projection:								-	
	Salaries and Benefits: CSD 2,475,000	1,177,917	898,333	183,333	206,250	-	4,583	4,583	- 2,475,000	803,138.29
	WDB Administration 900,000	332,903	241,295	255,745	61,035	23	4,500	4,500	900,000	313,891.01
	Subtotal Salaries and Benefits Direct Expenses:	1,510,819	1,139,628	439,078	267,285	23	9,083	9,083	3,375,000	1,117,029.29
	Grant Specific Contracts EDC-VC Business Services				05.555					40.000
	Boys and Girls Club: Core Program			475,000	95,000	-			95,000 475,000	18,862.93 116,476.02
	Pathpoint: Core Program			475,000					475,000	133,722.00
	VACE Core Program CSD-CalWORKs Activities			260,000			177,289	62,419	260,000 239,708	90,535.35
	Special Projects					-			-	(1,223.34
	Subtotal - Contracted Program Expense Client Expenses:	-	-	1,210,000	95,000	-	177,289	62,419	1,544,708	358,372.96
	ITA / OJT (25% required - 10% leverage)	468,539	358,206						826,745	207,648.71
	ITA / OJT Committed in 14-15 to be spent in 15-16 Others/ChildCare/Trans - JTA	80,000 46,000	25,000 20,000	_			264		105,000 66,264	- 9,604.79
	Universal Clients (now charged in oh/admin)	-	-	-			204		-	0,004.70
	Subtotal - Client Expense Other Allocated/Contracted Expenses	594,539	403,206	-	-	-	264	-	998,009	217,253.50
	Geographic Solutions 0	-	-	-	-					(1,586.78
	WAF Grant Facilitator S2W CCD Trng					7,000		41,250	7,000 41,250	(115.00
	Outrch/Mktg: theAgency 125,000	40,000	28,000	27,000	30,000	_		41,230	125,000	56,878.28
	Outreach -WDB 50,000	23,400	13,000	7,000	6,600	-			50,000	(2,024.00)
	WDB Expense - Non Staff 20,000 Program Outreach-CSD 50,000	8,067 23,400	5,160 13,000	5,468 7,000	1,305 6,600	-			20,000 50,000	2,100.00
	Kiosk	-	-	-	-	-			-	-
	WDBVC Regional Labor Market Reports Subtotal - other allocated expe 245,000	94,867	59,160	46,468	44,505	7,000	-	41,250	293,250	55,252.50
	Subtotal- Program/Clients Expenses	689,406	462,366	1,256,468	139,505	7,000	177,553	103,669	2,835,967	630,878.96
	Total Direct Program Expense Overhead/Administration:	2,200,225 37.22%	1,601,994 27.10%	1,695,547 28.68%	406,790 6.88%	7,023 0.12%	186,636	112,752	6,210,967 100.00%	1,747,908.25
	Communication/Voice/data 62,000	23,076	16,802	17,783	4,266	74	1,823	802	64,625	23,522.40
Α	Insurance 10,000	3,722	2,710	2,868	688	12	294	129	10,423	903.90
	Facilities Maint. 104,500 Membership and dues 12,350	38,894 4,597	28,319 3,347	29,972 3,542	7,191 850	124 15	3,073 363	1,352 160	108,925 12,873	37,783.08 11,610.00
l.	Education allowance 100	37	27	29	7	0	3	1	104	1,160.00
A	Indirect cost recovery(County # 6,917 Books and Publication 100	2,574 37	1,874 27	1,984 29	476 7	8	203 3	89 1	7,210 104	625.23 9.04
	Furniture/Fixtures<5000 (\$44,020) 23,000	8,560	6,233	6,597	1,583	27 5	676	298 53	23,974	8,734.01
A	Mail Center - ISF 4,100 Purchase Charges - ISF 3,800	1,526 1,414	1,111 1,030	1,176 1,090	282 261	5	121 112	53 49	4,274 3,961	4,492.60 343.48
A	Copy Machine - ISF 22,000	8,188	5,962	6,310	1,514	26	647	285	22,931	1,988.58
A	Stores - ISF 550 Information Tech - ISF 16,800	205 6,253	149 4,553	158 4,819	38 1,156	1 20	16 494	7 217	573 17,511	49.71 3,683.35
A	Computer Services Non ISF 825	307	224	237	57	1	24	11	860	74.57
A	Building Lease/Rental 75,000 Storage Charges - ISF 7,000	27,914 2,605	20,324 1,897	21,511 2,008	5,161 482	89 8	2,205 206	970 91	78,176 7,296	29,046.26 632.73
	Mileage Reimb Staffs only 31,000	11,538	8,401	8,891	2,133	37	1,000	401	32,401	4,511.55
	Conference/Seminars:Staffs 7,300 Conference and Seminars - W 15,000	2,717 5,583	1,978 4,065	2,094 4,302	502 1,032	9	215 441	94 194	7,609 15,635	1,700.52 8,362.38
	Misc. Travel - Staffs only 38,000	14,143	10,298	10,899	2,615	45	1,117	492	39,609	3,434.83
A	Fiscal/HR/BTD/ET (HSA) 400,000	149,956	106,586	115,531	25,270	436 11	12,673	5,175 116	415,627	115,489.84
	Attorney Fees 9,000 Other Admin Services 900	3,350 335	2,439 244	2,581 258	619 62	11	265 26	116	9,381 938	813.51 81.35
\vdash	Subtotal Overhead 850,242	317,531	228,598	244,669	56,252	971	26,000	11,000	885,021	259,052.94
	Planned Total Grant Expenses	2,517,756	1,830,592	1,940,215	463,042	7,994	212,637	123,752	7,095,988	2,006,961
A	Admin Rate for State Reporting	2,517,736	1,630,592	1,940,219	463,042 8%	7,994 6%		120,102	7,095,988	2,000,361
	Admin Rate (State Reported + Other)	13%	12%	13%	12%	12%			12%	
┡	Work in Progress: Grant Balances	0	(0)		(0)	0		(0)	(0)	

WDC EC Meeting 11.19.15 FY15-16 Plan

855 Partridge Drive, Ventura, CA 93003

(805) 477-5306

workforceventuracounty.org

TO: EXECUTIVE COMMITTEE

FROM: ALEX RIVERA

CHAIR, RESOURCE DEVELOPMENT COMMITTEE

DATE: NOVEMBER 19, 2015

SUBJECT: RECOMMENDATION THAT THE EXECUTIVE COMMITTEE APPROVE THE USE

OF UNCOMMITTED FUNDS FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) ADULT, DISLOCATED WORKER AND YOUTH

PROGRAMS IN 2015-2016

RECOMMENDATION

Recommend that the Executive Committee approve the use of uncommitted funds for Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker and Youth Programs in 2015-2016.

DISCUSSION

On October 22, 2015, the Workforce Development Board of Ventura County (WDB) approved an Updated 2015-2016 Workforce Innovation and Opportunity Act (WIOA) Tentative Balanced Budget Plan (Updated Budget Plan). That Updated Budget Plan included certain uncommitted Adult, Dislocated Worker, and Youth funds in the Mangement Reserve.

As requested by the WDB when the Updated Budget Plan was approved, the WDB staff has prepared a recommendation for the use of some of those Management Reserve funds for:

- 1. Additional client enrollments, and/or
- 2. Client training and/or support services, and/or
- 3. Training for program provider staff on WIOA-specific skills/knowledge

WDB staff have confirmed that the several WIOA program providers will be able to use the funds as described above. Therefore, WDB staff recommend the following distributions:

- \$100,000 total from the Youth Management Reserve to be distributed as follows: \$36,000 to the Boys and Girls Clubs of Greater Oxnard and Port Hueneme; \$36,000 to PathPoint; and \$26,000 to Ventura Adult and Continuing Education
- \$70,000 total from the Dislocated Worker Management Reserve to be distributed to the Community Services Department/WIOA of the Human Services Agency
- \$32,000 total from the Adult Management Reserve to be distributed to the Community Services Department/WIOA of the Human Services Agency

WDB EC Action Item Page 1 of 2

This issue was discussed at length at a meeting of the Resource Development Committee on November 9, 2015. By consensus, the Committee decided to forward the recommendation as it was stated in the agenda of that meeting, with the recommendation of Chair Alex Rivera, to the WDB's Executive Committee for final approval and resolution. The Workforce Development Board will be notified of the action at its meeting on December 17, 2015.

If you have questions or need more information, please call me at (805) 579-5188, or contact Cheryl Moore at (805) 477-5306, email cheryl.moore@ventura.org.

WDB EC Action Item Page 2 of 2

855 Partridge Drive, Ventura, CA 93003

(805) 477-5306

workforceventuracounty.org

TO: EXECUTIVE COMMITTEE

FROM: CHERYL MOORE, EXECUTIVE DIRECTOR

WORKFORCE DEVELOPMENT BOARD

DATE: NOVEMBER 19, 2015

SUBJECT: RECOMMENDATION THAT THE EXECUTIVE COMMITTEE APPROVE A

WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY (WDB) POLICY

ON YOUTH WORK EXPERIENCE

RECOMMENDATION

Recommend that the Executive Committee approve a Workforce Development Board of Ventura County (WDB) Policy on Youth Work Experience.

DISCUSSION

The California Employment Development Department (EDD) released an EDD Directive of September 15, 2015 (WSD15-03), Workforce Innovation and Opportunity Act (WIOA) Youth Program Requirements, requiring that local workforce development boards establish policies regarding work experience. At a minimum, these policies need to define (1) the duration of the work experience assignment, (2) limitations on the number of hours and (3) appropriate incentives and stipends, including limitations on the types and dollar amount.

The WDB already has an established policy on (3) incentives for youth. The proposed policy covers the other two requirements: (1) duration of work experience and (2) limitations on hours.

Local areas also must spend at least 20 percent of their WIOA youth formula allocation on work experience (WIOA Section 129[c][4]). The work experience expenditure rate is calculated after subtracting funds spent on allowable administrative costs. Additionally, the expenditure rate is not applied separately for in-school youth and out-of-school youth.

If you have questions or need more information, please call me at (805) 477-5306, or contact Richard McNeal at (805) 477-5344, email: richard.mcneal@ventura.org

WDB EC Action Item Page 1 of 1

WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY (WDB)

LOCAL POLICY BULLETIN #2015-16: Policy on Youth Work Experience

Effective Date: July 1, 2015

SUBJECT: Policy on Youth Work Experience

PURPOSE: The Board must establish local policy and procedures for youth work experience no later than January 1, 2016, to cover (1) the duration of the work experience assignment, (2) the limitations on the number of hours and (3) appropriate incentives and stipends, including limitations on the types and dollar amount. Note that the third of these items is already covered by the existing Local Policy Bulletin #2015-06: Policy on Incentives for Youth Programs (effective July 1, 2015; original effective date: February 10, 2012).

REFERENCE: Workforce Services Directive WSD15-03, from California's Employment Development Department (*WIOA Youth Program Requirements*)

POLICY: Local areas must spend at least 20 percent of their WIOA youth formula allocation on work experience (WIOA Section 129[c][4]). The work experience expenditure rate is calculated after subtracting funds spent on administrative costs. Additionally, the expenditure rate is not applied separately for in-school youth and out-of-school youth.

For example:

Total Youth Formula Allocation	Administrative Costs of the Grantee (10%)	Total Youth Program Expenditure	Total 20% Work Experience
7 modation		Exponditaro	Requirement
\$1,000,000	\$100,000	\$900,000	\$180,000

The 20% figure can include (1) educational expenses needed to prepare the clients for particular jobs and (2) the wages and staffing costs for the development and management of work experience.

The duration of the work experience assignment and any limitation of the number of hours depend, in the first instance, on the amount of funds available to each provider. Ordinarily, work experience, whether for in-school youth or out-of-school youth, will be in the form of a paid internship lasting no more than 125 hours for any one participant (exceptions may be granted on an individual basis); and the wage will be the California minimum prevailing at the time the participant starts work. Out-of-school youth may be issued an Individual Training Account (ITA), and the terms of the ITA will prevail. The assignment must be completed before the participant exits the program.

INQUIRIES: The WDB administrative staff in charge of contracts for youth services, which can be reached at 805-477-5306, will answer questions regarding this policy.



WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

Role

The Workforce Development Board of Ventura County (WDB) is a public board of leaders from business, labor, education, economic development, government, and community-based organizations, who are appointed by the Ventura County Board of Supervisors to:

- Administer federal Workforce Innovation and Opportunity Act (WIOA) funds.
- Provide oversight for workforce development programs and services to benefit job seekers, workers, youth, and employers in Ventura County.
- Facilitate regional collaboration, alignment, and leveraging of private/public resources to support the workforce needs of employers in Ventura County.

Vision

The Ventura County region will have a high quality, appropriately-skilled workforce that is ready and able to support the changing business needs of employers in a dynamic, competitive, global economic environment. The regional workforce strategy will include ongoing skills attainment that is supportive of regional growth industry sectors and clusters and enabled by a braided, leveraged workforce system that addresses business-driven demands and worker needs for well-paid, steady employment.

2013-2017 Goals

- Business: Meet the workforce needs of high-demand industry sectors in the Ventura County regional economy.
- <u>Job Seeker</u>: Increase the number of adults in the Ventura County region who obtain a
 marketable and industry-recognized credential or degree and are placed in a related sector
 job. Focus WIOA programs on unemployed, underemployed, low-skilled, low-income,
 veterans, individuals with disabilities, and other at-risk populations.
- Youth: Increase the number of youth in the Ventura County region who graduate prepared for post-secondary vocational training, further education, and/or a career. Focus WIOA programs on out-of-school youth.
- <u>Systems</u>: Support workforce development system alignment, service integration and continuous improvement in the Ventura County region.

Commitment

Working in partnership with other regional leaders, the WDB is committed to serving as a convener, workforce analyst, broker, facilitator, and unifying community voice in advancing the achievement of the *Ventura County Regional Strategic Workforce Development Plan 2013-2017* for the benefit of the Ventura County region and the people of California.

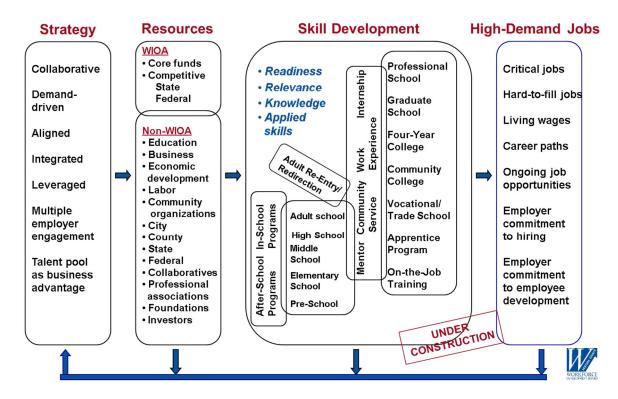


WORKFORCE DEVELOPMENT BOARD OF VENTURA COUNTY

Workforce Development Board at Work

- Executive Committee
- Clean/Green Committee
- Healthcare Committee
- Manufacturing Committee
- Membership Committee
- Outreach Committee
- Resource Development Committee
- Youth Council

BUILDING A COMPETITIVE WORKFORCE PIPELINE IN VENTURA COUNTY



WIOA Programs and Services

- Adult, dislocated worker, and youth support: job preparation and training, searches, transitions
- Employer support: recruitment and training, business transitions, business consulting
- American Job Center: in-person assisted services for job seekers and employers at locations in Oxnard and Simi Valley
- American Job Center: on-line resources for job seekers and employers at www.CalJOBS.org
- Other Ventura County workforce development resource connections
 - Regional information and services for employers: www.venturacountygrowsbusiness.com
 - Ventura County youth career awareness and preparation: www.vcjobswithafuture.org
 - Workforce Development Board: (805) 477-5306; www.workforceventuracounty.org



WDB COMMITTEE 2-YEAR PLAN GUIDELINES Workforce Development Board of Ventura County 2016-2018

<u>Goal</u>

Facilitate collaboration among partners in business, economic development, education, labor, government, and community-based organizations to develop a diverse pipeline of skilled local workers to fill industry sector positions in the Ventura County region.

Components of Plan

1. Engage

Engage a diverse core team of Ventura County employers, agencies and organizations to facilitate industry sector collaboration for regional workforce development.

2. Analyze Data

Seek local employer feedback regarding labor market data as it relates to regional industry sector workforce needs.

3. Take Inventory

Inventory regional education/training available to address local industry sector workforce development needs. Examples:

- Industry-recognized certificates
- National certificates
- Stackable credentials
- Apprenticeships
- Internships
- Externships
- On-the-job training
- Career awareness/outreach

- Career pathways
- Regional Occupational Programs
- Adult education
- Community colleges
- Universities
- Trades
- Community organizations

4. Identify Gaps

Analyze the gaps between education/training available and regional industry sector workforce needs.

5. Determine Priorities

Determine priorities for closing the gaps between education/training available and regional industry sector workforce needs.

6. Take Action

Develop and implement "do-able" action plans to close the gaps.

7. Monitor Progress

Review progress and make updates to the Committee 2-Year Plan as needed. Report on accomplishments and insights for the annual Workforce Development Board Year-End Review.

VENTURA COUNTY ECONOMIC SUB-MARKET REGIONAL ECONOMIC ANALYSIS PROFILE*

Labor Market Information Division
California Employment Development Department
July 2015

WDBVC Sector Priorities Related LMID/EDD Industry Clusters

Clean/Green Committee Hospitality and Tourism (1)

Agriculture, Food, and Beverage Processing (4)

Construction Materials and Services (8) Transportation and Logistics (16) Oil and Gas Products and Services (21)

Energies and Utilities (23)

Forest Products, Forestry, and Primary Wood Processing (25)

Healthcare Committee Health Care Services (3)

Manufacturing Committee Fabricated and Other Metal Manufacturing (12)

Automotive Products and Services (18)

Manufacturing Industry (19)

Chemical Products Manufacturing (22)

Textile and Apparel (24)
Furniture Manufacturing (26)
Aerospace (not reported)
Biotechnology (not reported)

Other LMID/EDD Industry Clusters

Business Services (5)

Financial Services and Real Estate (7)
Professional and Technical Services (9)

Information and Communication Technologies (10) Entertainment, Media, Publishing, and Printing (15)

Education and Training (6)

Social Services (13)

Community and Civic Organizations (17)

Retail (2)

Wholesale and Distribution (11) Household Goods and Services (14) Personal Services: Non-Medical (20)

VENTURA COUNTY ECONOMIC SUB-MARKET REGIONAL ECONOMIC ANALYSIS PROFILE*

Labor Market Information Division
California Employment Development Department
July 2015

LIST OF SECTIONS IN INDUSTRY CLUSTER REPORTS

- a. Definition of the cluster
- b. Top 10 occupations in the cluster (based on projections of total new and replacement job openings 2012-2022)
- c. Top 10 occupations and recent job demand (total job openings; median hourly wage; median annual wage; entry level education; job ads)
- d. Top occupations by education level (bachelor's degree or higher; some college, postsecondary non-degree award, or associate's degree; high school diploma or equivalent or less)
- e. Skill requirements by occupation (18 skills: e.g., active listening)
- f. Work activities by occupation (27 activities: e.g., analyzing data or information)
- g. Other occupations (related to the top 10 occupations) by education level
- h. Local employers and demand for jobs in the cluster (recent job ads; prior year ads; numerical change; year-over percent change)
- i. Instructional programs at California community colleges related to top 10 occupations
- j. California map of counties and relative percentage of total county employment in the occupation cluster
- k. California map of counties and relative percentage of total county employment in the occupation cluster



Regional Economic Analysis Profile

Ventura County Economic Sub-Market

July 2015







The EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Requests for services, aids, and/or alternate formats need to be made by calling (916) 262-2162 (voice). TTY users, please call the California Relay Service at 711.

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	Energy and Utilities Cluster	1
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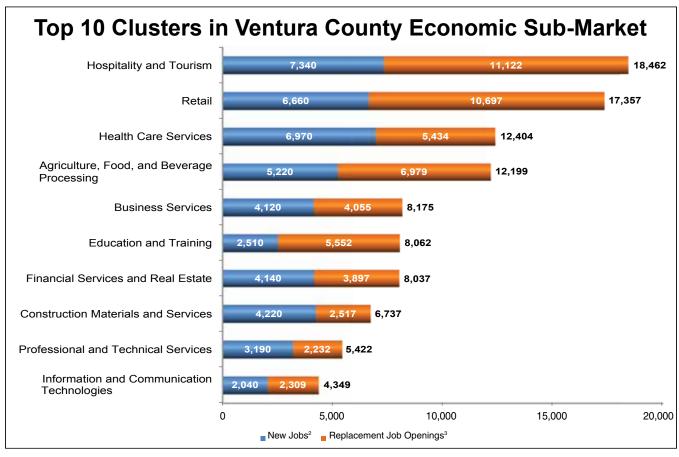
SUMMARY OF THE VENTURA COUNTY ECONOMIC SUB-MARKET INDUSTRY CLUSTERS

What is an Industry Cluster?

Industry clusters are groups of associated industries in an economic market that stimulate the creation of new businesses and job opportunities in a particular field. The application of workforce and economic development resources toward the continual development of industry clusters will help stimulate economic growth and boost the number of employment opportunities for the labor force.

Purpose of this Report

The purpose of this report is to help align the state's workforce institutions and programs around the needs of economic sub-market industry clusters. This report focuses on the future employment demand of economic sub-market industry clusters and features them as primary investment opportunities for the California workforce development system. The goal of this report is to account for industry clusters with the largest number of projected total job openings¹ and help the California workforce development system prepare the state's workforce to compete for these future job opportunities.



Source: California Employment Development Department, Projections of Employment 2012-2022. Industry and occupational employment projections for 2012-2022 in this report may not be directly comparable to the published 2012-2022 employment projections available online at www.labormarketinfo.edd.ca.gov.

¹ Total job openings are the sum of new jobs and replacement job openings.

New jobs are only openings due to growth and do not include job declines. If an occupation's employment change is negative, there is no job growth and new jobs are set to zero.

³ Replacement job openings estimate the number of job openings created when workers retire or permanently leave an occupation and need to be replaced.

The following are descriptions of the Ventura County Economic Sub-Market's twenty-six industry clusters followed by a list of the top industries with the highest total projected job openings in the cluster.

The **Hospitality and Tourism** industry cluster includes interrelated industries such as eating establishments, hotels and motels, casinos, museums, and sightseeing transportation. During 2013-2014,* this cluster comprised almost 34,000 workers, or 11.7 percent of the economic submarket's employment. Industries within this cluster with the most projected job openings include:

- · Restaurants and Other Eating Places
- Other Amusement and Recreation Industries
- Traveler Accommodation
- Special Food Services
- Travel Arrangement and Reservation Services

The **Retail** industry cluster includes grocery and department stores, dollar stores, retail pharmacies, and clothing specialty stores. During 2013-2014,* this cluster employed more than 35,000 workers, or about 12.1 percent of the economic sub-market's total employment. Industries projected to have the largest number of jobs (new and replacement) include:

- Grocery Stores
- · Other General Merchandise Stores
- · Clothing Stores
- Automobile Dealers
- Department Stores

The **Health Care Services** industry cluster includes acute care and outpatient hospitals, nursing homes and rehabilitation centers, adult day care centers, and community service agencies for the elderly. It employed more than 28,000 people in the economic sub-market during 2013-2014,* accounting for 9.8 percent of the workforce. Industries in this cluster may include both public and private employment. Top industries within this cluster include:

- Offices of Physicians
- General Medical and Surgical Hospitals
- Home Health Care Services
- Offices of Dentists
- Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly

The Agriculture, Food, and Beverage Processing industry cluster includes establishments primarily engaged in growing crops, raising animals, and manufacturing food and beverages, as well as support activities for crop and animal production. This cluster employed nearly 29,000 people during 2013-2014,* almost 10 percent of the economic sub-market's workforce. Top industries in this cluster include:

- · Fruit and Tree Nut Farming
- Support Activities for Crop Production
- Greenhouse, Nursery, and Floriculture Production
- · Vegetable and Melon Farming
- Other Crop Farming

The **Business Services** industry cluster is comprised of industries that include temporary help agencies, employer organizations, janitorial services, security systems services, and carpet cleaning establishments. This cluster employed nearly 20,000 people during 2013-2014,* about 6.7 percent of the economic sub-market's workforce. Top industries in this cluster include:

- Employment Services
- Services to Buildings and Dwellings
- · Office Administrative Services
- Business Support Services
- Management of Companies and Enterprises

The **Education and Training** industry cluster is comprised of public and private elementary and high schools, community colleges, universities, and professional schools with programs such as dental, law, and medical. Other establishments include English as a Second Language (ESL) programs, test preparation and tutoring, or driving instruction. During 2013-2014,* this cluster employed almost 24,000 people in the economic sub-market, accounting for 8.2 percent of the workforce. Top industries within this cluster include:

- Elementary and Secondary Schools
- Colleges, Universities, and Professional Schools
- · Junior Colleges
- Other Schools and Instruction
- Educational Support Services

^{*} Quarterly Census of Employment and Wages (QCEW), a federal-state cooperative program, for the period April 2013 through March 2014.

The **Financial Services and Real Estate** industry cluster includes commercial banks, savings institutions, credit unions, credit card companies, insurance firms, and real estate appraisers or property management companies. In total, the cluster employed more than 17,000 people, which accounted for 6 percent of the economic sub-market's workforce in 2013-2014.* Industries showing the highest projected job openings include:

- Depository Credit Intermediation
- Agencies, Brokerages, and Other Insurance Related Activities
- · Activities Related to Real Estate
- Insurance Carriers
- Nondepository Credit Intermediation

The Construction Materials and Services industry cluster is comprised of builders of mechanical systems such as electrical, heating, and water; specialty trades outfits such as drywall, flooring, and painting contractors; residential and commercial builders; and contractors who complete foundation and framing work. During 2013-2014,* nearly 15,000 workers made up the cluster's employment, representing 5.2 percent of the economic submarket's total workforce. Industries showing the highest projected job openings include:

- Foundation, Structure, and Building Exterior Contractors
- · Building Equipment Contractors
- Other Specialty Trade Contractors
- · Building Finishing Contractors
- Residential Building Construction

The **Professional and Technical Services** industry cluster is comprised of interrelated industries that include engineering and architectural firms, law offices, advertising companies, and accounting firms. In 2013-2014,* more than 12,000 workers, or 4.2 percent of the economic sub-market's workforce. Top industries within this cluster include:

- Management, Scientific, and Technical Consulting Services
- Architectural, Engineering, and Related Services
- Other Professional, Scientific, and Technical Services
- Accounting, Tax Preparation, Bookkeeping, and Payroll Services
- Legal Services

The Information and Communication Technologies industry cluster includes interdependent industries related to computers and peripheral equipment, as well as software design and manufacturing, computer programming services, installation services, and wireless telecommunications carriers. For 2013-2014,* this cluster employed more than 11,000 workers, or 3.9 percent of the economic sub-market's total employment. Industries with the highest number of expected job openings include:

- · Computer Systems Design and Related Services
- Wholesale Electronic Markets and Agents and Brokers
- Semiconductor and Other Electronic Component Manufacturing
- Wired Telecommunications Carriers
- Computer and Peripheral Equipment Manufacturing

The Wholesale and Distribution cluster includes industries engaged in selling durable and nondurable goods to other businesses. Merchant wholesalers sell goods such as groceries, pharmaceuticals, and motor vehicles and parts. During 2013-2014,* more than 8,000 people were employed in the economic sub-market, which accounted for 2.9 percent of the workforce. Industries with the highest number of expected job openings include:

- Grocery and Related Product Merchant Wholesalers
- Miscellaneous Durable Goods Merchant Wholesalers
- Machinery, Equipment, and Supplies Merchant Wholesalers
- Professional and Commercial Equipment and Supplies Merchant Wholesalers
- Drugs and Druggists' Sundries Merchant Wholesalers

^{*} Quarterly Census of Employment and Wages (QCEW), a federal-state cooperative program, for the period April 2013 through March 2014.

The **Fabricated and Other Metal Manufacturing** industry cluster encompasses industries that refine different types of metals and produce metal products such as industrial equipment, commercial heating and air conditioning, motorcycles, and military armored vehicles. This cluster employed nearly 6,000 people during 2013-2014,* or 2 percent of the Ventura County economic sub-market's workforce. Top industries in this cluster include:

- Metalworking Machinery Manufacturing
- Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing
- Architectural and Structural Metals Manufacturing
- Other Fabricated Metal Product Manufacturing
- Coating, Engraving, Heat Treating, and Allied Activities

The **Social Services** industry cluster is comprised of establishments and agencies (public and private) that provide non-residential services for the welfare of children, adults, the elderly, and disabled. Examples include nonmedical in-home care programs, day care centers, and community food banks. In total, the cluster employed more than 8,000 people and accounted for 2.8 percent of the economic sub-market's workforce in 2013-2014.* The top Industries within this cluster include:

- · Individual and Family Services
- · Child Day Care Services
- Community Food and Housing, and Emergency and Other Relief Services
- · Vocational Rehabilitation Services

The **Household Goods and Services** industry cluster includes wholesale and retail industries that sell home furniture, lawn and garden supplies, as well as industries that provide home and appliance repair and maintenance. During 2013-2014,* over 4,000 workers were employed in this cluster, making up 1.5 percent of the Ventura County economic sub-market's workforce population. The industries projected to have the highest total job openings include:

- Miscellaneous Nondurable Goods Merchant Wholesalers
- Home Furnishings Stores
- Household Appliances and Electrical and Electronic Goods Merchant Wholesalers
- Furniture Stores
- Furniture and Home Furnishing Merchant Wholesalers

The Entertainment, Media, Publishing, and Printing cluster is comprised of industries related to movie and video production and distribution, radio and television broadcasting, newspaper and book publishing, cable programming, and performing arts companies. This cluster employed more than 4,000 people during 2013-2014,* accounting for1.5 percent of the Ventura County economic sub-market's workforce. Top industries in this cluster include:

- Newspaper, Periodical, Book, and Directory Publishers
- Motion Picture and Video Industries
- · Printing and Related Support Activities
- Performing Arts Companies
- Independent Artists, Writers, and Performers

The **Transportation and Logistics** cluster is made up of interrelated industries such as refrigerated warehousing, self-storage facilities, freight transporting companies, and overnight delivery businesses. In 2013-2014,* over 5,000 workers were employed in this cluster, making up 1.8 percent of the Ventura County economic sub-market's workforce population. Industries showing the highest projected job openings include:

- · Warehousing and Storage
- · General Freight Trucking
- Couriers and Express Delivery Services
- Other Transit and Ground Passenger Transportation
- Specialized Freight Trucking

^{*} Quarterly Census of Employment and Wages (QCEW), a federal-state cooperative program, for the period April 2013 through March 2014.

The **Community and Civic Organizations** industry cluster includes establishments that organize and promote religious activities; social and political causes; and other groups such as labor unions and business associations. This cluster employed more than 2,000 people and accounted for 0.8 percent of the Ventura County economic sub-market's workforce in 2013-2014.* The highest ranked industries are:

- · Religious Organizations
- · Civic and Social Organizations
- · Social Advocacy Organizations
- · Grantmaking and Giving Services
- Business, Professional, Labor, Political, and Similar Organizations

The **Automotive Products and Services** industry cluster is primarily comprised of establishments engaged in automobile manufacturing and other related services such as repair and maintenance of motor vehicles. In 2013-2014,* nearly 3,000 workers were employed in this cluster, making up 0.9 percent of the economic sub-market's workforce population. The industries projected to have the highest total job openings include:

- Automotive Repair and Maintenance
- Motor Vehicle Manufacturing
- Motor Vehicle Parts Manufacturing
- Motor Vehicle Body and Trailer Manufacturing
- · Rubber Product Manufacturing

The **Manufacturing industry** cluster includes establishments that produce a wide range of products from large industrial and commercial machinery to electronic equipment to home appliances and toys. This cluster employed more than 3,000 people during 2013-2014,* and accounted for 1.1 percent of the economic sub-market's workforce. Top industries in this cluster include:

- Navigational, Measuring, Electromedical, and Control Instruments Manufacturing
- Engine, Turbine, and Power Transmission Equipment Manufacturing
- Electrical Equipment Manufacturing
- Agriculture, Construction, and Mining Machinery Manufacturing
- · Other Miscellaneous Manufacturing

The **Personal Services (Non-Medical)** industry cluster is comprised of establishments that provide a wide range of services from barber and beauty shops to funeral homes, dating services and pet care services (except veterinary). For 2013-2014,* this cluster employed nearly 2,000 people, making up 0.6 percent of the economic sub-market's workforce. Top industries in this cluster include:

- · Personal Care Services
- · Other Personal Services
- · Death Care Services

The **Oil and Gas Products and Services** industry cluster encompasses establishments that engage in the extraction, storage, distribution, and selling of crude oil, natural gas and petroleum. In total, the cluster employed nearly 2,000 people and accounted for 0.6 percent of the economic sub-market's workforce in 2013-2014.* The highest ranked industries are:

- · Support Activities for Mining
- · Oil and Gas Extraction
- Natural Gas Distribution
- · Direct Selling Establishments
- Petroleum and Petroleum Products Merchant Wholesalers

The Chemical Products Manufacturing industry cluster includes industries that process chemicals to produce industrial organic and inorganic gases in compressed, liquid, and solid forms as well as other commonly used item like soaps, dyes, and paint. In total, the cluster employed more than 1,000 people and accounted for 0.5 percent of the economic submarket's workforce in 2013-2014.* Industries with the highest number of projected total job openings are:

- Other Chemical Product and Preparation Manufacturing
- Soap, Cleaning Compound, and Toilet Preparation Manufacturing
- · Paint, Coating, and Adhesive Manufacturing
- · Basic Chemical Manufacturing

^{*} Quarterly Census of Employment and Wages (QCEW), a federal-state cooperative program, for the period April 2013 through March 2014.

The **Energies and Utilities** industry cluster includes interdependent industries that build structures and facilities that provide electrical power, as well as the industries that operate and distribute electrical power from energy sources such as nuclear, solar, wind and fossil fuels. In total, the cluster employed more than 1,000 people, which accounted for over 0.4 percent of the economic sub-market's workforce in 2013-2014.* Industries showing the highest projected job openings include:

- Utility System Construction
- Electric Power Generation, Transmission and Distribution

The **Textile and Apparel** industry cluster includes interdependent industries that are primarily engaged in producing products made of yarn, fabric or leather, such as clothing, footwear, curtains, and rugs. The industry cluster as a whole employed nearly 1,000 workers were employed in this cluster, or 0.2 percent of the Ventura County economic sub-market's workforce population during 2013-2014.* Industries showing the highest projected job openings include:

- Apparel, Piece Goods, and Notions Merchant Wholesalers
- · Cut and Sew Apparel Manufacturing
- · Other Textile Product Mills
- Leather and Hide Tanning and Finishing
- Textile and Fabric Finishing and Fabric Coating Mills

The Forest Products, Forestry, and Primary Wood Processing industry cluster includes industries in different stages of the production of wood processing from harvesting trees, to cutting timber, to producing paper and finished wood products. During 2013-2014,* over 1,000 workers were employed in this cluster, making up 0.4 percent of the Ventura County economic sub-market's workforce population. The industries projected to have the highest total job openings include:

- Converted Paper Product Manufacturing
- Other Wood Product Manufacturing
- Veneer, Plywood, and Engineered Wood Product Manufacturing
- Timber Tract Operations
- Forest Nurseries and Gathering of Forest Products

The **Furniture Manufacturing** industry cluster includes establishments that produce a variety of furniture for homes and offices including kitchen cabinets, countertops, blinds, fixtures, partitions and shelving. This cluster employed nearly 1,000 people during 2013-2014,* accounting for 0.2 percent of the Ventura County economic sub-market's workforce. Top industries in this cluster include:

- Office Furniture (including Fixtures) Manufacturing
- Household and Institutional Furniture and Kitchen Cabinet Manufacturing
- Other Furniture Related Product Manufacturing

^{*} Quarterly Census of Employment and Wages (QCEW), a federal-state cooperative program, for the period April 2013 through March 2014.

Aerospace		Biotechnology		
3364 9271	Aerospace Product and Parts Manufacturing Space Research and Technology	3254 3391	Pharmaceutical and Medicine Manufacturing Medical Equipment and Supplies	
Agriculture, Food, and Beverage Processing			Manufacturing Scientific Research and Development	
1111	Oilseed and Grain Farming	5417	Services	
1112	Vegetable and Melon Farming	Busir	ness Services	
1113	Fruit and Tree Nut Farming	5511	Management of Companies and Enterprises	
1114	Greenhouse, Nursery, and Floriculture	5611	Office Administrative Services	
1110	Production	5612	Facilities Support Services	
1119	Other Crop Farming	5613	Employment Services	
1121	Cattle Ranching and Farming	5614	Business Support Services	
1122 1123	Hog and Pig Farming	5616	Investigation and Security Services	
1123	Poultry and Egg Production	5617	Services to Buildings and Dwellings	
1124	Sheep and Goat Farming Aquaculture	5619	Other Support Services	
1129	Other Animal Production	5621	Waste Collection	
1151	Support Activities for Crop Production	5622	Waste Treatment and Disposal	
1152	Support Activities for Animal Production	5629	Remediation and Other Waste Management Services	
3111	Animal Food Manufacturing			
3112	Grain and Oilseed Milling	Chen	nical Products Manufacturing	
3113	Sugar and Confectionery Product Manufacturing	3251	Basic Chemical Manufacturing	
3114	Fruit and Vegetable Preserving and Specialty	3255	Paint, Coating, and Adhesive Manufacturing	
	Food Manufacturing	3256	Soap, Cleaning Compound, and Toilet	
3115	Dairy Product Manufacturing	0050	Preparation Manufacturing	
3116	Animal Slaughtering and Processing	3259	Other Chemical Product and Preparation Manufacturing	
3117	Seafood Product Preparation and Packaging	_	•	
3118	Bakeries and Tortilla Manufacturing	Com	munity and Civic Organizations	
3119	Other Food Manufacturing	8131	Religious Organizations	
3121	Beverage Manufacturing	8132	Grantmaking and Giving Services	
3122	Tobacco Manufacturing	8133	Social Advocacy Organizations	
3253	Pesticide, Fertilizer, and Other Agricultural	8134	Civic and Social Organizations	
	Chemical Manufacturing	8139	Business, Professional, Labor, Political, and	
3261	Plastics Product Manufacturing		Similar Organizations	
Auto	motive Products and Services	Cons	struction Materials and Services	
3262	Rubber Product Manufacturing	2123	Nonmetallic Mineral Mining and Quarrying	
3361	Motor Vehicle Manufacturing	2213	Water, Sewage and Other Systems	
3362	Motor Vehicle Body and Trailer Manufacturing	2361	Residential Building Construction	
3363	Motor Vehicle Parts Manufacturing	2362	Nonresidential Building Construction	
8111	Automotive Repair and Maintenance	2372	Land Subdivision	
		2373	Highway, Street, and Bridge Construction	
		2379	Other Heavy and Civil Engineering Construction	
		2381	Foundation, Structure, and Building Exterior	
		2001	Contractors	

Construction Materials and Services (continued)			Fabricated and Other Metal Manufacturing		
2382	Building Equipment Contractors	2122	Metal Ore Mining		
2383	Building Finishing Contractors	3311	Iron and Steel Mills and Ferroalloy Manufacturing		
2389	Other Specialty Trade Contractors	3312	Steel Product Manufacturing from Purchased		
3211	Sawmills and Wood Preservation		Steel		
3271 3272	Clay Product and Refractory Manufacturing Glass and Glass Product Manufacturing	3313	Alumina and Aluminum Production and Processing		
3273	Cement and Concrete Product Manufacturing	3314	Nonferrous Metal (except Aluminum)		
3274	Lime and Gypsum Product Manufacturing		Production and Processing		
3279	Other Nonmetallic Mineral Product	3315	Foundries		
0000	Manufacturing	3321	Forging and Stamping		
3339	Other General Purpose Machinery Manufacturing	3322	Cutlery and Handtool Manufacturing		
3351	Electric Lighting Equipment Manufacturing	3323	Architectural and Structural Metals		
			Manufacturing		
Educa	tion and Training	3324	Boiler, Tank, and Shipping Container		
6111	Elementary and Secondary Schools	3325	Hardware Manufacturing		
6112	Junior Colleges	3326	Spring and Wire Product Manufacturing		
6113	Colleges, Universities, and Professional Schools	3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing		
6114	Business Schools and Computer and Management Training	3328	Coating, Engraving, Heat Treating, and Allied Activities		
6115	Technical and Trade Schools	3329	Other Fabricated Metal Product Manufacturing		
6116	Other Schools and Instruction	3334	Ventilation, Heating, Air-Conditioning, and		
6117	Educational Support Services	3334	Commercial Refrigeration Equipment		
Energy and Utilities			Manufacturing		
2211	Electric Power Generation, Transmission and Distribution	3335 3369	Metalworking Machinery Manufacturing Other Transportation Equipment		
2371	Utility System Construction		Manufacturing		
Entert	ainment, Media, Publishing, and Printing	Financ	cial Services and Real Estate		
3231	Printing and Related Support Activities	5211	Monetary Authorities-Central Bank		
4512	Book Stores and News Dealers	5221	Depository Credit Intermediation		
5111	Newspaper, Periodical, Book, and Directory	5222	Nondepository Credit Intermediation		
	Publishers	5223	Activities Related to Credit Intermediation		
5121	Motion Picture and Video Industries	5231	Securities and Commodity Contracts		
5122	Sound Recording Industries		Intermediation and Brokerage		
5151	Radio and Television Broadcasting	5232	Securities and Commodity Exchanges		
5152	Cable and Other Subscription Programming	5239	Other Financial Investment Activities		
7111	Performing Arts Companies	5241	Insurance Carriers		
7112	Spectator Sports	5242	Agencies, Brokerages, and Other Insurance Related Activities		
7113	Promoters of Performing Arts, Sports, and	5251	Insurance and Employee Benefit Funds		
	Similar Events	5259	Other Investment Pools and Funds		
7114	Agents and Managers for Artists, Athletes,	5311	Lessors of Real Estate		
744-	Entertainers, and Other Public Figures	5312	Offices of Real Estate Agents and Brokers		
7115	Independent Artists, Writers, and Performers	5313	Activities Related to Real Estate		

Forest Products, Forestry, and Primary Wood		Hospitality and Tourism		
Processing		4871	Scenic and Sightseeing Transportation, Land	
1131	Timber Tract Operations	4872	Scenic and Sightseeing Transportation, Water	
1132	Forest Nurseries and Gathering of Forest	4879	Scenic and Sightseeing Transportation, Other	
	Products	5615	Travel Arrangement and Reservation Services	
1133	Logging	7121	Museums, Historical Sites, and Similar	
1153	Support Activities for Forestry		Institutions	
3212	Veneer, Plywood, and Engineered Wood Product	7131	Amusement Parks and Arcades	
	Manufacturing	7132	Gambling Industries	
3219	Other Wood Product Manufacturing	7139	Other Amusement and Recreation Industries	
3221	Pulp, Paper, and Paperboard Mills	7211	Traveler Accommodation	
3222	Converted Paper Product Manufacturing	7212	RV (Recreational Vehicle) Parks and	
Furni	ture Manufacturing		Recreational Camps	
3371	Household and Institutional Furniture and	7213	Rooming and Boarding Houses	
3371	Kitchen Cabinet Manufacturing	7223	Special Food Services	
3372	Office Furniture (including Fixtures)	7224	Drinking Places (Alcoholic Beverages)	
0012	Manufacturing	7225	Restaurants and Other Eating Places	
3379	Other Furniture Related Product Manufacturing	House	ehold Goods and Services	
	h Care Services	4232	Furniture and Home Furnishing Merchant Wholesalers	
6211	Offices of Physicians	4236	Household Appliances and Electrical and	
6212	Offices of Dentists		Electronic Goods Merchant Wholesalers	
6213	Offices of Other Health Practitioners	4249	Miscellaneous Nondurable Goods Merchant	
6214	Outpatient Care Centers		Wholesalers	
6215	Medical and Diagnostic Laboratories	4421	Furniture Stores	
6216	Home Health Care Services	4422	Home Furnishings Stores	
6219	Other Ambulatory Health Care Services	4442	Lawn and Garden Equipment and Supplies	
6221	General Medical and Surgical Hospitals		Stores	
6222	Psychiatric and Substance Abuse Hospitals	8114	Personal and Household Goods Repair and	
6223	Specialty (except Psychiatric and Substance Abuse) Hospitals		Maintenance	
6231	Nursing Care Facilities (Skilled Nursing	Inforn	nation and Communication Technologies	
	Facilities) Residential Intellectual and Developmental	3341	Computer and Peripheral Equipment Manufacturing	
6232	Disability, Mental Health, and Substance Abuse	3342	Communications Equipment Manufacturing	
	Facilities	3344	Semiconductor and Other Electronic	
6233	Continuing Care Retirement Communities and	0011	Component Manufacturing	
0200	Assisted Living Facilities for the Elderly	3359	Other Electrical Equipment and Component	
6239	Other Residential Care Facilities		Manufacturing	
		4251	Wholesale Electronic Markets and Agents and Brokers	
		5112	Software Publishers	
		5171	Wired Telecommunications Carriers	

Information and Communication Technologies (continued)		Personal Services (Non-Medical)		
		8121	Personal Care Services	
5172	Wireless Telecommunications Carriers	8122	Death Care Services	
	(except Satellite)	8129	Other Personal Services	
5174 5179	Satellite Telecommunications Other Telecommunications	Profe	ssional and Technical Services	
5179		5411	Legal Services	
	Data Processing, Hosting, and Related Services	5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	
5191	Other Information Services	5413	Architectural, Engineering, and Related	
5415	Computer Systems Design and Related Services		Services	
8112	Electronic and Precision Equipment Repair	5414	Specialized Design Services	
	and Maintenance	5416	Management, Scientific, and Technical Consulting Services	
Manu	facturing	5418	Advertising, Public Relations, and Related	
3252	Resin, Synthetic Rubber, and Artificial Synthetic	0110	Services	
0004	Fibers and Filaments Manufacturing	5419	Other Professional, Scientific, and Technical	
3331	Agriculture, Construction, and Mining Machinery Manufacturing	D-4-!!	Services	
3332	Industrial Machinery Manufacturing	Retail		
3333	Commercial and Service Industry Machinery	4411	Automobile Dealers	
	Manufacturing	4412	Other Motor Vehicle Dealers	
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	4413	Automotive Parts, Accessories, and Tire Stores	
3343	Audio and Video Equipment Manufacturing	4431	Electronics and Appliance Stores	
3345	Navigational, Measuring, Electromedical, and	4441	Building Material and Supplies Dealers	
	Control Instruments Manufacturing	4451	Grocery Stores	
3346	Manufacturing and Reproducing Magnetic	4452	Specialty Food Stores	
	and Optical Media	4453	Beer, Wine, and Liquor Stores	
3352	Household Appliance Manufacturing	4461	Health and Personal Care Stores	
3353	Electrical Equipment Manufacturing	4471	Gasoline Stations	
3399	Other Miscellaneous Manufacturing	4481	Clothing Stores	
Oil ar	nd Gas Products and Services	4482	Shoe Stores	
2111	Oil and Gas Extraction	4483	Jewelry, Luggage, and Leather Goods Stores	
2121	Coal Mining	4511	Sporting Goods, Hobby, and Musical	
2131	Support Activities for Mining	4504	Instrument Stores	
2212	Natural Gas Distribution	4521	Department Stores	
3241	Petroleum and Coal Products Manufacturing	4529	Other General Merchandise Stores	
4247	Petroleum and Petroleum Products Merchant	4532	Office Supplies, Stationery, and Gift Stores	
	Wholesalers	4533	Used Merchandise Stores	
4543	Direct Selling Establishments	4542	Vending Machine Operators	
4861	Pipeline Transportation of Crude Oil			

4862

4869

Pipeline Transportation of Natural Gas

Other Pipeline Transportation

Social	Services	Trans	portation and Logistics (continued)
6241	Individual and Family Services	4882	Support Activities for Rail Transportation
6242	Community Food and Housing, and	4883	Support Activities for Water Transportation
	Emergency and Other Relief Services	4884	Support Activities for Road Transportation
6243	Vocational Rehabilitation Services	4885	Freight Transportation Arrangement
6244	Child Day Care Services	4889	Other Support Activities for Transportation
Textile	es and Apparel	4921	Couriers and Express Delivery Services
3131	Fiber, Yarn, and Thread Mills	4922	Local Messengers and Local Delivery
3132	Fabric Mills	4931	Warehousing and Storage
3133	Textile and Fabric Finishing and Fabric	5321	Automotive Equipment Rental and Leasing
0.00	Coating Mills	8113	Commercial and Industrial Machinery and
3141	Textile Furnishings Mills		Equipment (except Automotive and
3149	Other Textile Product Mills		Electronic) Repair and Maintenance
3151	Apparel Knitting Mills	Whole	esale and Distribution
3152	Cut and Sew Apparel Manufacturing	4231	Motor Vehicle and Motor Vehicle Parts and
3159	Apparel Accessories and Other Apparel		Supplies Merchant Wholesalers
	Manufacturing	4233	Lumber and Other Construction Materials
3161	Leather and Hide Tanning and Finishing		Merchant Wholesalers
3162	Footwear Manufacturing	4234	Professional and Commercial Equipment and
3169	Other Leather and Allied Product Manufacturing		Supplies Merchant Wholesalers
4243	Apparel, Piece Goods, and Notions Merchant	4235	Metal and Mineral (except Petroleum)
	Wholesalers	4007	Merchant Wholesalers
Transp	portation and Logistics	4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant
3365	Railroad Rolling Stock Manufacturing		Wholesalers
3366	Ship and Boat Building	4238	Machinery, Equipment, and Supplies
4811	Scheduled Air Transportation		Merchant Wholesalers
4812	Nonscheduled Air Transportation	4239	Miscellaneous Durable Goods Merchant
4821	Rail Transportation		Wholesalers
4831	Deep Sea, Coastal, and Great Lakes Water	4241	Paper and Paper Product Merchant
	Transportation	4040	Wholesalers
4832	Inland Water Transportation	4242	Drugs and Druggists' Sundries Merchant Wholesalers
4841	General Freight Trucking	4244	Grocery and Related Product Merchant
4842	Specialized Freight Trucking	4244	Wholesalers
4851	Urban Transit Systems	4245	Farm Product Raw Material Merchant
4852	Interurban and Rural Bus Transportation	7270	Wholesalers
4853	Taxi and Limousine Service	4248	Beer, Wine, and Distilled Alcoholic Beverage
4854	School and Employee Bus Transportation		Merchant Wholesalers
4855	Charter Bus Industry	5323	General Rental Centers
4859	Other Transit and Ground Passenger	5324	Commercial and Industrial Machinery and
	Transportation		Equipment Rental and Leasing
4881	Support Activities for Air Transportation		