

# WORKFORCE DEVELOPMENT BOARD OF SOLANO COUNTY



## WORKFORCE INNOVATION AND OPPORTUNITY ACT **LOCAL PLAN**

Program Years 2021-2024

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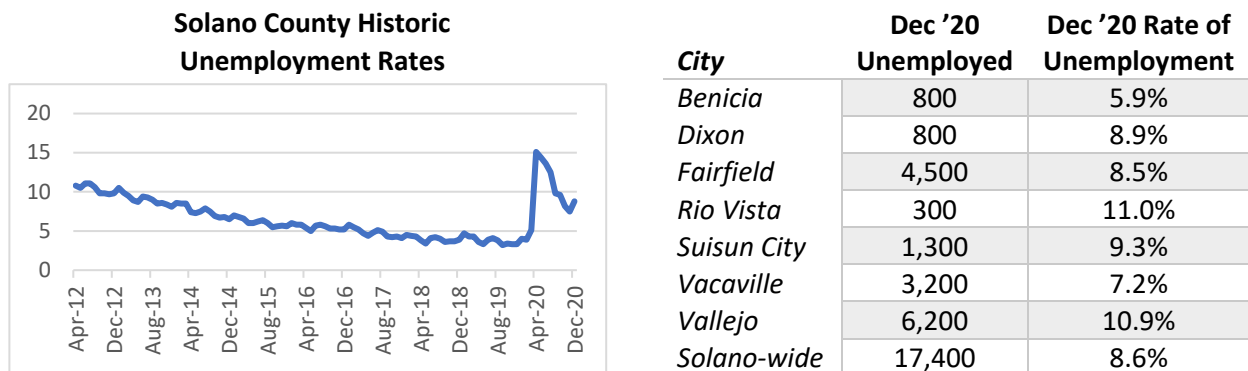
## Local Overview

### Strategic Vision

Solano's vision for the future of workforce development over the next four program years (Program Year 2021 – 2024) is focused on post-COVID economy recovery, while connecting to the vision and objectives outlined in the California Unified Strategic Workforce Plan and the North Bay Regional Workforce Plan. The Solano Workforce Development Board of Solano County (WDB) seeks to proactively address workforce challenges arising from the COVID-19 pandemic, improve the workforce service delivery system in the county, and take a lead in supporting an inclusive economic recovery.

### COVID Impact on Solano's Workforce

Solano County saw significant economic growth in the year prior to the onset of COVID-19, with unemployment rates consistently below 4.0%. Solano's unemployment rate more than tripled in the first two months of COVID and resulting business shutdowns, reaching a peak of pandemic unemployment in April 2020 at 15.1%. Since April, unemployment rates steadily declined to 7.5% before increasing to 8.6% in December 2020. The two charts below show Solano's historic unemployment rate since the end of the Great Recession through December 2020, and unemployment numbers by cities in December 2020.



**Key findings of pandemic unemployment** in Solano County were identified in the WDB's *Six Months of COVID* Report. A number of key findings remain true after one year of the pandemic:

- Retail Trade and Accommodation/Food Services industries have had the highest unemployment, comprising 30% of unemployment claims, followed by Healthcare and Social Assistance.
- The effects of COVID on nonprofit organizations and childcare providers in Solano County may have long-term consequences for the county's safety net infrastructure.
- Younger workers, ages 25-34, have experienced the highest volume of pandemic unemployment claims of all age groups.
- Lower-educated workers have been the hardest hit population by COVID unemployment, with those completing high school comprising about half of unemployment claims in Solano County.
- Caucasians have had the largest share of unemployment claims, but African Americans have experienced the largest discrepancy of unemployment claims versus share of the population.

- Approximately 60% of Solano County’s self-employed individuals have applied for unemployment insurance under the new Pandemic Unemployment Assistance (PUA) program.

## COVID Recovery Workforce Strategies

Through stakeholder engagement sessions, individual partner discussions, and engagement with board members and staff, the WDB has identified five (5) strategies that will guide workforce recovery efforts over the next four years.

1

*Target services and investments in geographic areas and populations most affected by COVID.*

Vallejo and Rio Vista have been the most impacted communities by COVID unemployment in Solano County. One-third of the county’s unemployed are Vallejo residents and Rio Vista’s rural location has aggravated employment challenges. Vallejo and Rio Vista have also historically struggled with high poverty rates, which could further exacerbate the impacts of COVID within these communities.

COVID unemployment hit certain populations and businesses harder than others. Younger workers and lower-skilled workers had the highest and longest unemployment of residents. Women have taken themselves out of the labor force at record rate, with national women’s labor force participation rate dropping to 57.2% in December 2020. Small businesses and businesses in the hospitality, retail, arts and entertainment, and personal service sectors bore additional financial and operational strains as the result of the Shelter-at-Home Orders. Targeted strategies are needed to reconnect communities most affected by COVID.

### Strategies include:

- Targeting recovery and workforce initiatives in both Vallejo and Rio Vista through increased access to AJCC services.
- Targeting workforce efforts for worker sub-sects to assist in rapidly returning to work.
- Analyzing labor market information and workforce trends to identify gaps in employment services across sub-populations.
- Supporting investments and resources in small businesses and entrepreneurs through partnership with Solano’s Small Business Development Center.
- Developing stronger workforce services for sole proprietors impacted by COVID.



### KEY RECOVERY STRATEGIES

1. Target services and investments in geographic areas and populations most affected by COVID.
2. Prepare businesses and residents for increased workplace digitization.
3. Purposefully utilize supportive service strategies to help stabilize Solano’s talent base.
4. Enhance career pathways and talent pipeline solutions in key industries.
5. Build awareness and partnerships around workforce equity and job quality to encourage an inclusive economic recovery.



2

*Prepare businesses and residents for increased workplace digitization.*

The necessity and urgency of remote work due to the pandemic has highlighted the growing digital divide in our communities, while also creating substantial shifts in the workplace. The business shift to digital provision of services has required employees to learn new remote platforms and tools, yet many workers lack the digital problem-solving skills to easily adapt to the myriad of new cloud-based programs and processes. Additional skills are needed for our workforce to succeed in this new digital workplace reality.

Another consideration in the COVID environment has been distance learning. The shift to an online learning environment highlighted that many students do not have access to computers or stable, high-speed internet connections that can handle the streaming needs of online learning. Low-income families and rural communities particularly struggled with access to technology and broadband throughout the pandemic.

The WDB has also seen a rising disconnect between the needs of our talent supply and demand as many jobs have been left unfilled as the economy begins to reopen. Information collected from WDB participant surveys show that many workers are looking for remote work opportunities, whereas business openings have predominantly been for on-site employment. Solano's large outbound labor force and the potential post-COVID changes in remote work connects Solano County more to regional opportunities that will be explored over the next four years.

**Strategies include:**

- Further developing a hybrid service delivery model of in-person and virtual services and provide training for front-line staff in delivering virtual services.
- Gaining a better understanding of the digital access gaps in Solano County and engaging in collaborative projects related to improving digital access.
- Developing solutions to identifying and assessing digital literacy skills with AJCC partners.
- Utilizing Incumbent Worker Training funds and employer seminars to improve digital literacy skills in the workplace.
- Improving digital literacy skills of Solano's talent base through basic skills classes and working with education and workforce partners to embed digital literacy into occupational training programs and workforce programs.
- Analyzing and responding to trends in remote work and its impact on employment opportunities.

3

*Purposefully utilize supportive service strategies to help stabilize Solano's talent base.*

Solano's talent base faces a number of challenges in returning to work with family-sustaining wages post-pandemic, including basic needs stabilization, pending housing insecurity, childcare accessibility, and digital access and literacy, among other barriers. Many of the workers most affected by pandemic unemployment made less than the self-sufficiency level in the county, highlighting the need for supportive service interventions post-pandemic.

COVID unemployment and loss of income is anticipated to cause the number of homeless workers to increase each year through 2023. Without interventions, the pandemic recession is projected to cause twice as much homelessness as the 2008 great recession. Chronic homelessness is projected to increase, but couch surfing will likely be the highest percentage of homelessness post-pandemic.

The majority of working parents have had to balance working, childcare, and supporting the academic success of their children, all in a time of high stress and anxiety due to the current environment. This has contributed to a fifty-year low in labor force participation during COVID. Ensuring working parents can return to the workplace will be imperative to a post-COVID recovery but will require concerted effort in rebuilding childcare options within the county.

**Strategies include:**

- Continuing to strengthen short-term capacity in the AJCC to respond to surges in demand for Unemployment Insurance (UI) and other government benefits.
- Partnering with stakeholders, such as Solano Family and Children's Services, First 5 Solano, Solano College, and the Solano Small Business Development Center (SBDC) to help stabilize and support the childcare industry.
- Cross-training WDB and AJCC partner staff on wrap-around services available throughout the partners to leverage resources and funding.
- Enhancing common referral and case management systems to leverage customer-centric supports.
- Prioritizing use of supportive service funding in WIOA Adult, Dislocated Worker, and Youth programs for workforce and educational goal attainment.
- Partnering with stakeholders, particularly in Vallejo, to combine workforce and educational services with housing programs.

**4**

*Enhance career pathways and talent pipeline solutions in key industries.*

The healthcare, manufacturing, and construction are projected to grow over the next four years as identified in the North Bay Regional Plan. Meanwhile, the transportation, retail, hospitality, and food service industries will be focused on economic recovery over the next four years. Rebuilding and supporting growth of talent pipelines in these industries will be key to a successful and inclusive economic recovery.

**Strategies include:**

- Concentrating on industry sector partnerships and career pathways initiatives within regionally prioritized industries.
- Building entrepreneurship pathways into key industries in partnership with Solano's Small Business Development Center.
- Utilizing earn and learn strategies to build experience and skills in key industries.
- Exploring and identifying ways to improve underrepresentation of diverse talent within key industries.
- Tracking WIOA training investments and employment outcomes in priority industries.

- Utilizing Incumbent Worker Training funds to facilitate skills attainment and career advancement in key industries.



*Build awareness and partnerships around workforce equity and job quality to encourage an inclusive economic recovery.*

The crises of 2020 magnified the societal and economy conditions that often determine whether families and communities are financially secure and able to advance in their jobs in the future. Workers with relatively high pre-pandemic wages and education fared generally well throughout the pandemic, while families and communities with high pre-pandemic unemployment and poverty are facing potential deep and enduring challenges. A further divided economy and community pose a threat to families and future economy growth. Over the next four years, Solano County has an opportunity address widening disparities and promote an economic and workforce recovery that works for everyone.

**Strategies include:**

- Conducting an equity review of AJCC and WIOA services and ensuring workforce equity and focus on job quality is infused in job seeker service delivery.
- Coordinating and facilitating AJCC partner engagement around workforce equity and job quality.
- Providing professional development for WDB and AJCC staff in culturally competent services and trauma-impacted populations.
- Building awareness in the community on worker rights through workshops and resources developed with community partners, including Legal Services of Northern California.
- Collaborating with industry and community to define high-quality job features in different industry sectors.
- Supporting Solano's Small Business Development Center's Inclusivity Project to accelerate creation and growth of minority-owned businesses.
- Developing employer education and technical assistance initiatives around workforce equity and job quality.
- Advocating for workforce equity and job quality to be included in local COVID economic recovery plans and considerations.

### **Connection to California Unified Strategic Workforce Development Plan**

Solano shares in California's commitment to developing a workforce system that enables economic growth and shared prosperity for employers and employees by investing in industry strategies, job quality, and meaningful skills attainment. Solano's local workforce plan seeks to develop and advance the state's policy objectives as follows:

#### *Fostering Demand-Driven Skills Attainment*

The state plan envisions more closely aligning workforce and education programs with local in-demand occupations and priority sectors. The WDB has historically been successful in placing participants in healthcare and transportation sectors, with 17% of FY2019-20 participants employed in healthcare and 16% percent of participants employed in transportation. As seen in the *Connection to North Bay Regional Workforce Plan* section, the WDB will focus partnership energies with economic development, training, and labor into strengthening training and workforce programs in healthcare, manufacturing, and



construction industries. Career service strategies to foster demand-driven skills attainment are outlined in the *Career Services* section of the plan.

### *Enabling Upward Mobility for all Californians*

The effects of COVID-19 on the local economy and community have been significant and have highlighted the need to develop stronger job quality and workforce equity initiatives in the community. The WDB recognizes that enabling job quality and equity requires systemic change in Solano’s workforce system, and the local area Workforce Board has prioritized Equity and Economic Justice as a key priority over the next four years. Partnership and service strategies to ensure upward mobility in Solano are embedded throughout the plan.

### *Aligning, Coordinating, and Integrating Programs and Services*

Solano County workforce partners have made significant strides in recent years in aligning, coordinating, and integrating programs and services, yet continuous improvement is needed to reach the vision of an integrated and collaborative workforce system that is customer centered. This was a leading priority for many of Solano’s workforce stakeholders identified throughout the stakeholder engagement sessions and is a focus in the *Partner Coordination* section.

## **Connection to North Bay Regional Workforce Plan**

The North Bay Regional Planning Unit is comprised of the Sonoma Workforce Investment Board, the Workforce Alliance of the North Bay (comprising Lake, Marin, Mendocino, and Napa Counties), and the Workforce Development Board of Solano County.

Within the North Bay workforce region, Solano County is the second most populous county in the region after Sonoma County. Solano’s median household income is slightly above average regional household income. Solano County has the highest percentage of residents who work outside the county of residency in the region at 44.1% pre-pandemic. Solano County also has the largest foreign-born population in the region. Only Sonoma has a higher number of individuals who speak English less than “very well”; however, Solano has the highest percentage of Asian & Pacific Island language speakers. Pre-pandemic, Solano County had the highest number of residents below poverty in the region, and continuously had the highest unemployment rates throughout the pandemic. These numbers show a need to focus equity and upward mobility in Solano County in order to create an economic recovery that works for everyone.

### *Priority Sectors*

The North Bay workforce region identified its priority sectors as (1) Healthcare and Social Assistance, (2) Manufacturing, and (3) Construction, with the understanding that the priority industry sectors may change or evolve as a result of the COVID-19 pandemic. Due to local demand, Solano County also identifies Transportation and Logistics as a local industry priority.

The WDB will partner with the region through regional Industry Sector Partnerships and career pathway initiatives. These projects, developed regionally and

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### ***Priority Industry Sectors***

- 1. Healthcare and Social Assistance*
  - 2. Manufacturing*
  - 3. Construction*
  - 4. Transportation and Logistics\**
-

implemented locally, are prioritized for their potential to lead to quality jobs and career ladders that allow for progression to greater economic security.

#### Healthcare and Social Assistance

Healthcare and Social Assistance is Solano's largest industry, providing an estimated 27,200 jobs in 2020 and an average annual wage of \$81,488. Solano County's healthcare sector has the highest average wages and the largest anticipated job growth (13.1%) in the region, which allows growing opportunities for quality jobs in the county. The largest number of healthcare jobs are in Vallejo, followed by Fairfield.

Much of the high-paying jobs can be found in Solano's robust hospital systems through Kaiser Permanente, Sutter Health, and NorthBay Healthcare. Our local non-profit and government healthcare clinics, however, have struggled to find and retain talent due to the competitive wages of the area's large healthcare providers. The WDB will work with Solano County's Health and Social Services Department (H&SS), which runs the public health clinics, to explore career pathway and occupational training opportunities. As part of the Regional Planning Implementation 3.0 project, the WDB will develop a healthcare cohort blended with basic skills training to provide career pathways into this key industry.

#### Manufacturing

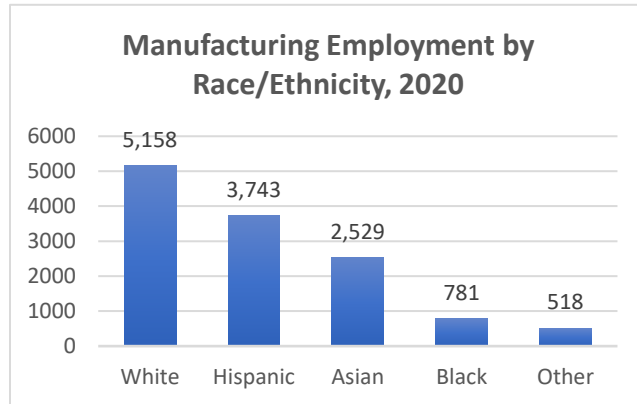
Manufacturing is an economic driver in Solano County. At \$5.5 billion Gross Regional Product (GRP), the highest in the region, manufacturing provides growing opportunities of quality jobs with average earnings of \$97,582. Two-thirds of the county's manufacturing jobs are in Fairfield and Vacaville, followed by 10% of jobs in Benicia.

Two major manufacturing subsets exist in Solano: biomanufacturing and food and beverage manufacturing. Biomanufacturing is a growing industry in the City of Vacaville, with anchors such as Genentech, Inc. The Food and Beverage Chain is unique to Solano due to the rural-urban mix of the county. The county can support the complete agricultural supply chain through manufacturing and distribution with key employers such as Anheuser-Busch and Jelly Belly Candy.

Over the past years, the WDB has been partnering with local Career and Technical Education (CTE) and Solano County's Strong Workforce programs to further develop manufacturing career pathways in the county, as well as increasing awareness of manufacturing careers in the local secondary school systems through the Inspire program. In addition, the WDB has utilized Incumbent Worker Training funds to build manufacturing skill sets. These initiatives will continue and be expanded in the next four years.

The City of Vacaville has a robust biomanufacturing business development initiative and is focusing on the biomanufacturing industry as a post-COVID economic recovery strategy. The WDB will support the planned "Manufacturing Employer Roundtable" initiative led by the City of Vacaville and the Solano Small Business Development Center (hosted by the WDB). In addition, the WDB will work with Vacaville-based business, economic development, and education partners over the next four years to develop short-term and long-term talent pipeline strategies in this in-demand industry.

As seen in the chart to the right pulled from EMSI for Solano County jobs in manufacturing, there is a need to build more equitable pathways into manufacturing careers. The WDB will work with partners to explore ways to improve the diversity of talent within the manufacturing industry. Genetech, Inc sits on the Workforce Development Board and has prioritized diversity and inclusion within the company. The WDB will leverage this partnership to identify best practices and explore diverse talent attraction strategies for biomanufacturing.



### Construction

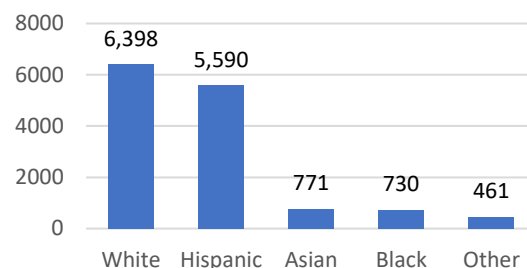
Construction/trades is an emerging industry in Solano County, heavily supported by unionized apprenticeship programs. There are tremendous opportunities to enter apprenticeship programs in Solano, with seven trades apprenticeship programs located in the county. The growth of this industry and its sustainable, living wage potential with benefits is a clear opportunity to support participants' integration into construction career pathways. Where possible and based on participants' interests, the WDB will facilitate enrollment into locally held Trades Introduction Program (TIP) and WDB-sponsored pre-apprenticeship offerings and make appropriate connections to apprenticeship programs.

All WDBs in the North Bay region actively partner with the Trades Introduction Program, the MC3 certified pre-apprenticeship program sponsored by the North Bay Labor Council. The NBLC was recently awarded an SB 1 grant, which will be utilized along with leveraged WIOA Title I funds to provide TIP classes at the AJCC in Fairfield in the coming year. New TIP outreach strategies include increasing entrance into apprenticeship programs for underrepresented populations.

Solano County has also had a three-year partnership with the Laborers to provide a pre-apprenticeship program to WIOA-eligible out-of-school youth in partnership with local adult schools, as well as in the Stanton Correctional Facility as part of its Prison to Employment initiative. This opportunity provides career pathways into both construction and manufacturing jobs in the county and region. Transportation Worker Identification Credential (TWIC) card training was added to the curriculum to prepare individuals for occupations at the Benicia refinery.

As seen in the chart to the right pulled from EMSI, there is considerable need to build equitable pathways into construction careers in Solano County. The WDB will work with business, labor, and workforce partners to identify and explore ways to improve the diversity of talent within the construction industry. The WDB also plans to develop strategies in partnership with the Napa-Solano Building Trades Council to improve access to apprenticeship programs for individuals with disabilities as part of its Disability Employment Accelerator grant.

**Construction Employment by Race/Ethnicity**



Transportation

Transportation and Logistics is a key industry in Solano County. Solano is perfectly positioned for goods movement with six (6) highway corridors, including I-80, and access to ports. Napa Valley and surrounding farmlands create a heavy demand for food and beverage transport. There are 220 transportation and logistics businesses in the county with 4,877 jobs at average earnings of \$60,316 pre-pandemic. Finding drivers with a Certified Driver's License (CDL) is heavily sought after by local businesses and the WDB has had success in placing individuals in high wage jobs. The WDB will continue to invest training and employment resources in this locally in-demand industry.

## Partner Coordination

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**AJCC System**

A goal identified in the "Building Stronger Workforce Partnerships" local planning stakeholder session was to improve alignment, coordination, and integration of programs centered around the customer. The system is brought together through One-Stop Operator monthly meetings and targeted partnerships to meet community needs.

The America's Job Centers of California (AJCC) system in Solano includes the following WIOA Core and Required partners:

<b>Mandated Partner</b>	<b>Local Partner Agency</b>
WIOA Title I Adult, Dislocated Worker, and Youth Programs	<ul style="list-style-type: none"> <li>- Workforce Development Board (WDB) of Solano County, Inc.</li> <li>- Solano County Office of Education (SCOE)</li> </ul>
WIOA Title II Adult Education and Literacy	<ul style="list-style-type: none"> <li>- Benicia Unified School District, Title II Adult Education</li> <li>- Fairfield-Suisun Unified School District, Title II Adult Education</li> <li>- Vacaville Unified School District, Title II Adult Education</li> <li>- Vallejo City Unified School, Title II Adult Education</li> </ul>
WIOA Title III Wagner-Peyser Programs	State of California Employment Development Department (EDD) – Workforce Services Division
WIOA Title IV Vocational Rehabilitation Programs	State of California Department of Rehabilitation (DOR)
Carl Perkins Career Technical Education (CTE)	Solano County Carl Perkins CTE Consortium
Title V Older Americans Act	SER Jobs for Progress
Job Corps	Job Corps (Treasure Island, San Francisco, CA)
Native American Programs (Section 166)	California Indian Manpower Consortium (CIMC)
Migrant Seasonal Farmworkers (Section 167)	California Human Development (CHD)
Veterans	State of California Employment Development Department – Veterans Services

Youth Build	<i>No Youth Build operator in Solano County</i>
Trade Adjustment Assistance (TAA) Act	State of California Employment Development Department – TAA Services
Community Services Block Grant	CAPSolano JPA
Housing & Urban Development (HUD)	<i>No HUD-sponsored/funded workforce development program in Solano County</i>
Unemployment Compensation	State of California Employment Development Department – Unemployment Insurance Division
Second Chance	<i>No Second Chance program operators in Solano County</i>
Temporary Assistance for Needy Families/CalWORKs	County of Solano Health and Social Services Agency (H&SS)

All core and required WIOA partners are included in the AJCC system with services and infrastructure funding commitments identified in the Memorandum of Understanding (MOU).

#### *AJCC Memorandum of Understanding*

The current AJCC Memorandum of Understanding (MOU) is in effect from 2019 to 2022 and will be reviewed and renewed in 2022 following state guidelines. The current MOU utilizes a two-tier approach, which includes:

An overarching Master MOU which makes the basic commitment of all agencies to support the AJCC and work together. The document was approved and signed off upon by the WDB and the Solano County Board of Supervisors. WDB staff is authorized therein to negotiate and sign off on individual Partner Agency MOUs.

A set of accompanying Partner Agency MOUs memorialize the individual commitment of each agency and commits to specific, negotiated cost-sharing arrangements.

Under the current MOU, the workforce board, the Employment Development Department (EDD), and the Department of Rehabilitation (DOR) are collocated in the comprehensive AJCC located in Vallejo. A full range of services are provided in the AJCCs, as outlined in the MOU:

#### Service provided in AJCC Centers (Fairfield and Vallejo)

1. Basic Career Services
2. Individualized Career Services
3. Follow-up Services
4. Training Services
5. Business Services

#### *Co-Enrollment and Common Case Management*

The WDB has made considerable strides towards effective co-enrollment and common case management strategies over the past four years. The WDB utilizes co-enrollment strategies between WIOA Adult, Dislocated Worker, and Youth Programs as appropriate to leverage the strengths of the adult and youth systems. New discretionary grant programs have been launched, including Veteran Employment-

Assistance Program (VEAP), Disability Employment Accelerator (DEA), AB1111 funds, and Prison to Employment. The WDB utilizes co-enrollment strategies between these funding streams to maximize the services and resources of workforce programs for the benefit of the participant.

Plans are currently underway to build co-enrollment strategies between the core WIOA programs during the next four years. Through planned occupational and basic skills training cohorts, the WDB intends to partner with local adult schools to co-enroll individuals in WIOA Title I and Title II services to build career pathways in high demand careers. Under the VEAP grant, the WDB will also partner with EDD to co-enroll veterans, where appropriate, in EDD Veteran Services.

The County of Solano and the WDB recently launched use of the CommunityPro platform, designed by LiteracyPro Systems, to facilitate inter-agency referral management. CommunityPro, paired with collaborative case consultation, will allow for more efficient referral management and coordination around participants' employment plans. During the next four years, AJCC and community partners plan to expand use of the CommunityPro platform as a collective data sharing, referral management, case coordination, and collective outcomes reporting tool.

The WDB is currently piloting common case management approaches as part of the AB1111 grant with Caminar's employment services for individuals with mental health conditions. Caminar and the WDB will utilize CommunityPro as a seamless referral system, fund Job Coaches to provide in-depth supported employment services and mental health coaching around job search and retention activities, and supplement opportunities for work experience and supportive services for participants. Participants will be co-enrolled and staff from both agencies will provide collaborative case management to participants.

#### *Access to Services*

The experiences of COVID-19 highlighted the need to reexamine access to services through the AJCC system. While the Fairfield Affiliate Job Center remained open to the public throughout the pandemic, the Comprehensive Job Center in Vallejo was closed. As such, the pandemic necessitated new service delivery models and development of new approaches to connecting with customers. As the community begins to reopen post-COVID, AJCC partners will work together to provide a new hybrid model of services, blending the pre-pandemic in-person services with new virtual service delivery options.

#### *Expanded Virtual Service Options*

Due to the COVID-19 Shelter-at-Home Orders, the WDB had to convert key AJCC and WIOA services to a virtual alternative. The WDB and many AJCC partners enhanced services through their websites and created options for virtual case management and trainings.

The WDB made use of the CalJOBS WIOA Pre-Application to aid in WIOA eligibility and enrollment and created a secure portal on its website to share participant WIOA eligibility and intake documents. This process is currently used by WDB staff and the WIOA Youth contractor. In addition, all WIOA individual career service enrollment and activity forms were digitized, with the ability to sign electronically. The WDB is currently undergoing additional enhancements to its website through regional funds to allow better access to these services and more user-friendly form completion that is smartphone compatible.

Although community AJCC sites have been closed, the WDB launched "Speak with a Navigator" that provides a virtual connection to AJCC services. EDD and the WDB have also recently launched virtual



workshops offered. These are promising practices that are planned to continue post-pandemic as a virtual alternative to accessing AJCC services.

#### *Effective Geographic Representation*

Prior to the pandemic, the WDB provided basic services in the community through Road to Employment sites. Road to Employment is an initiative that brings AJCC services into the community in order to increase the accessibility of WIOA services. At the beginning of 2020, the WDB hosted Road to Employment services at the following locations:

##### **Vallejo**

- H&SS Building
- Springstowne Library
- John F. Kennedy Library
- First 5 Solano

##### **Vacaville**

- Vacaville Public Library – Cultural Center

##### **Dixon**

- Living Hope Church of Dixon

The WDB plans to reopen these Road to Employment locations post-pandemic and expand AJCC services into Rio Vista in partnership with the Rio Vista Chamber of Commerce. The partners are currently exploring a hybrid service model in Rio Vista that will combine cross-training, AJCC resources, in-person services, and virtual on-demand services.

#### *ADA Compliance*

The WDB and Solano AJCCs comply with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act (ADA) of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities. The WDB's *Accommodations and Accessibility Policy* outlines the requirements and guidance for accessibility and the WDB's Equal Opportunity (EO) Officer ensures compliance with WIOA Section 188 and ADA provisions in AJCC and WIOA Career Service delivery.

Solano County's two AJCCs are ADA compliant and equipped with auxiliary aids and accommodations, including a list of currently available assistive technology devices and services within the centers available for individuals with disabilities. Information on accommodations and rights of all individuals, including individuals with disabilities, is included in orientations of WIOA services, and additional services and accommodations for individuals with disabilities are provided as needed. The WDB also ensures that compliance with ADA requirements is included in occupational and work-based training contracts.

Proper signage of ADA compliance is also posted in the AJCCs in visible locations. Signage includes "Equal Opportunity is the Law," as well as notice of the availability and right to receive reasonable accommodations. Both AJCC facilities include accessible counters, automatic and power-assisted doors, accessible restrooms, accessible workstations, and wheelchair-accessible paths.

#### *Supportive Services Delivery*

COVID-19 has increased the vulnerability of many of Solano's residents. Post-COVID recovery strategies must include a robust and coordinated supportive service delivery.

The AJCC partners will work together, along with community stakeholders, to mitigate barriers to returning to employment post-pandemic through the following interventions:

- **Basic Needs Stabilization** – The WDB prioritized the use of supportive services and basic needs stabilization during COVID-19 and developed a *Supportive Service Policy* addendum to allow for increased supportive service funding for participants, in addition to expanded rent and utilities assistance. The WDB also partnered with First 5 Solano to provide non-WIOA basic needs assistance for families. The WDB and AJCC partners will continue to customize funding and partnerships to help stabilize job seekers so they can effectively return to work.
- **Housing Insecurity** – Solano has focused more intensively on supporting the county’s homeless population during the pandemic in Vallejo through Project Room Key and the subsequent Home Key, led by community-based organization Fighting Back Partnership, as well as a \$4 million rental assistance program led by Catholic Charities. AJCC partners will coordinate workforce and education services with supportive services where appropriate to mitigate homelessness in the county.
- **Criminal Records** – The AJCCs will continue to host Legal Services of Northern California’s Clean Slate events at the AJCCs, as well as the monthly PACT meetings for individuals on parole. The Systems-Impacted in Solano Network (SISN) consists of over 50 partners, including AJCC partners, community and faith-based organizations working with individuals with criminal records. SISN is facilitated by the WDB and the Abundant Place.
- **Digital Access and Literacy** – AJCC partners have identified digital access as a barrier to the new virtual work and training environments. The WDB will lead partners in assessing gaps in digital access in the county and identifying solutions to addressing digital access disparities. Fairfield-Suisun and Vallejo Adult Schools will continue to provide basic digital skills training in each AJCC, and partners will add digital literacy as a key supportive and pre-vocational training service.
- **Disabilities** – Wrap-around services for individuals with disabilities significantly increase the employment success of individuals with disabilities. The WDB and AJCC partners will continue to leverage and collaborate on services such as disability advocacy, benefits counseling, job coaching, transportation assistance, and other supportive services provided by DOR and community-based organizations in the area. In addition, the WDB is currently in the application process to become an Employment Network site under the Social Security Administration’s Ticket to Work program, which will provide safety nets for individuals receiving social security benefits while engaging in workforce programs.
- **Mental Health** – Mental health and wellness has become a growing concern among partners as a result of the pandemic. AJCC partners will leverage the Wellness Centers at the Adult Schools and the expertise of H&SS’s Behavioral Health unit to develop mental health interventions for AJCC customers.
- **Childcare** – The WDB and AJCC partners will work with Solano Family and Children Services and First 5 to identify opportunities to expand and resource childcare for working parents. In addition, the WDB will reexamine its childcare supportive services investments to mitigate childcare barriers to post-pandemic employment.

## State Strategic Partner Coordination

### *Health and Human Services and CalFresh*

Individuals receiving public assistance are a priority population under the Workforce Innovation and Opportunity Act (ACT). Of the 324 individuals served by the WDB through WIOA Title I programs (Adult, Dislocated Worker, and Youth) in FY2019-20, 68 individuals (or 21% of participants) received CalFresh assistance. This is a decrease over past years and provides a considerable opportunity to braid resources and coordinate service delivery in the pandemic recovery.

Although many CalFresh recipients were working pre-pandemic, the economic landscape in Solano County creates barriers to livable wage jobs for many in the county. Four of out the top five occupations in Solano County have wages below the self-sufficiency standard. This is indicative of our county's economy that either has a significant volume of low-wage/ entry-level jobs or highly skilled opportunities that many CalFresh recipients do not have the technical skills to qualify for. Therefore, access to technical skills attainment is imperative for our county's CalFresh population, coupled with wrap-around supports to help recipients address basic needs as they increase their earning potential.

The WDB utilized its Road to Employment initiative to bring basic job search and workforce assistance to the general CalFresh population in March 2020. The WDB will partner with H&SS to bring Road to Employment back to the H&SS location in Vallejo during times of CalFresh orientations post-pandemic. Through Road to Employment, CalFresh recipients can receive support filling out applications, receive job leads, gain information on other workforce and supportive services, and gain general guidance that can support their employment success.

Where available, the WDB will include CalFresh recipients in sector pathway programs offered in the region. One such example is a targeted outreach effort to include H&SS populations into Solano's Digital Marketing cohort in the Spring of 2021 that blends occupational training and work experience leading to digital marketing careers throughout the region in partnership with Facebook.

### *Department of Child Support Services*

The Solano County Department of Child Support Services (DCSS) and the WDB have been partnering organically since the fall of 2017. The existing partnership has focused on providing AJCC comprehensive service delivery for parent paying support to facilitate successful labor market outcomes.

The WDB will build upon its current AJCC partnership and work closer with the Child Support/Family Courts to enhance the "seek work" order, where the courts require parents paying support who are unemployed to visit the WDB. To provide a more comprehensive provision of services to parents paying support, the WDB must focus efforts on services once enrolled in the WIOA Title I program. The WDB has begun this process by tracking parents paying support from AJCC services through Title I services and will continue to expand intensive WIOA services to parents paying support. The partners will explore creation of additional tools and incentives to better serve Solano's parents paying support, and will also work to expand those services to persons receiving support in order to holistically serve Solano County families.

### *Individuals with Disabilities and Competitive Integrated Employment*

In FY2019-20, 1,046 individuals with disabilities (equating to 4.6% of individuals) accessed the AJCC system in Solano County, an increase of 400 individuals with disabilities over modification year. Of the 324 individuals receiving WIOA Title I services through Adult, Dislocated Worker, or Youth programs, 62

individuals had a disability (equating to 19% of enrolled individuals). This is a significant improvement to the 4% enrollment identified in the modification and represents a 244% increase in enrollment of individuals with disabilities into WIOA Title I services.

The partners have come together as part of a Disability Employment Accelerator (DEA) grant funded through the California Employment Development Department (EDD) and will continue to use this as a foundation to infuse Competitive Integrated Employment (CIE) and engagement with individuals with Intellectual Disabilities/Developmental Disabilities into WIOA services.

Through increased coordination with the North Bay Regional Center (NBRC) and the Department of Rehabilitation (DOR), staff have built partnerships with contractors that serve individuals with disabilities, particularly those with ID/DD, to improve access and utilization of the AJCC system and WIOA intensive services. Through this work, the WDB has become closer partners with SCOE, DOR, and the NBRC and is a community partner on Solano's Local Partnership Agreement (LPA).

As part of the DEA grant, the WDB developed customized work and learn strategies for individuals with disabilities. The WDB amended WIOA policies and practices, including increasing On-the-Job Training (OJT) reimbursements to employers for hiring individuals with disabilities from 50% to 75%. This will allow businesses to take on the additional training needed to bring an individual with a disability up to speed on the job. The WDB also added Transitional Jobs as a work and learn service offering.

Together, WDB and its disability partners will continue to develop strategies around employer engagement, earn and learn strategies, educational transition services, disability benefits counseling, and improved service coordination. The WDB and disability partners are making great progress to understand the needs of individuals with disabilities, connect services, and better understand each other's systems. During the next four years, the WDB and disability partners will continue this work.

#### *English Language Learners and Foreign Born*

Solano County has less than 15% of the population considered as Limited English Proficient (LEP), and therefore, is not required to have a Local Plan provision on English Language Learners (ELL), the Foreign Born, and Refugees. However, the WDB recognizes a growing LEP population in the county and considers it important to address the needs of its English Language Learners and Foreign Born.

A foundational step to improving services for the ELL population in Solano County is to better serve the ELL population that comes into the AJCCs. Although the WDB has no ELL-specific services, almost 1,900 individuals (217% increase over the past two years) who had a preferred language other than English utilized the AJCC in Solano County in FY2019-20. Of those, 1,438 individuals preferred Spanish (tripled over the past two years) and 145 preferred Tagalog (doubled over the past two years).

WDB staff will work with the One-Stop Operator, currently California Human Development (CHD), and the One-Stop Partners to identify and implement ways to better serve the ELL population coming to the AJCC. During the pandemic, the Fairfield AJCC was staffed with a Spanish-speaking, bi-lingual resource specialist. This greatly enhanced services for Spanish-speaking individuals needing Unemployment Insurance and job search assistance.

However, more ELL supports are needed in WIOA enrolled services. In FY2019-20, 32 out of 324 individuals (10%) who self-identified as ELL were active in Adult, Dislocated Worker, or Youth programs. This is a decline over the past two years. The WDB will work with the local Adult Schools with ELL programs in

Benicia, Fairfield, Vacaville, and Vallejo to leverage resources to increase ELL participation in WIOA Title I programs. The WDB began conducting outreach and holding office hours at the Vallejo and Fairfield-Suisun Adult Schools in FY2019. This new partnership will continue post-pandemic to allow the WDB to better connect with ELL students and enhance employment services for this population.

The WDB will also work closely with the Solano County Adult Education Consortium and Solano College to develop integrated education and training programs that will afford participants the benefits of enhanced support services and inter-agency referral systems. The Adult School system and the WDB will braid funding and co-enroll participants to implement ELL and technical skill cohorts in in-demand industries, thereby increasing access for the ELL population to sector pathway programs. As part of this planned cohort, the WDB will provide supportive and retention services for participants.

WDB staff have experience aiding foreign-born individuals in translating their home country licenses and degrees into credentials here in the United States. The WDB will work with its training partners to explore strategies for high-level credentialing transfer for Solano's highly skilled foreign-born population over the next four years.

### **Career Services Coordination**

#### *Professional Development*

The WDB is committed to professional development of staff and cross-training of partners to ensure that front-line staff skills remain relevant to the current labor market and can provide culturally competent services.

#### Digital Fluency

COVID-19 and the subsequent Shelter-at-Home orders required the WDB and AJCC partners to build new skills in digital fluency. The WDB converted all WIOA intensive services to a virtual format with many of the staff working remotely due to the pandemic. This required staff to learn how to use virtual tools, such as video conferencing, digital forms and signatures, and virtual document sharing.

As a result of the pandemic, informal and formal professional development of staff included:

- Facilitating Virtual Training
- How to Be Virtually Excellent
- Effective Use of Zoom
- CalJOBS training on the WIOA Pre-Application for digital intake
- Use of DocuSign and Adobe Fill and Sign
- CWA Peer Learning Sessions on Digital Literacy

The WDB and AJCC partners will continue to identify trainings to support staff in providing virtual services. In addition, training on digital literacy and supporting participants with distance learning will be planned to ensure that staff and partners can best support job seekers with the current labor market needs of remote work and virtual service delivery.

#### Cultural Competencies

Over the past few years, the WDB has prioritized professional development to include a better understanding of trauma-exposed populations and to gain skills in providing culturally competent

services. The COVID-19 pandemic intensified the need to provide professional development in these areas.

Recent trainings on trauma-exposed populations and culturally competent services have included:

- AB1111 Peer Learning Sessions
- DOR Windmill Training on disabilities
- ADA Compliance and Disability Awareness
- H&SS Behavioral Health Services
- Human Trafficking

In addition, the WDB has recently prioritized workforce equity as a professional development need and partnered with Solano County Office of Education (SCOE) and H&SS to provide “Advancing Racial Equity” training to WDB staff. In March 2021, the WDB launched an “Equity Brown Bag Lunch Series” for staff to explore topics related to equity. The WDB plans to continue building staff knowledge of workplace equity as part of its cultural competency professional development plan.

The WDB will host staff trainings, as well as coordinate cross-trainings for AJCC partners over the next four years through the One-Stop Operator. Future trainings on trauma-exposed populations and culturally competent services will include the following topics:

- Equity and Job Quality
- Individuals with Disabilities
- English Language Learner Populations in Solano County
- Foreign Born Populations in Solano County
- Mental Health Barriers and Services
- Homelessness
- LGBTQ+ Community

Additional trainings will be identified and held to ensure staff and partners understand the population in Solano County and can provide the best inclusive and culturally competent services to all Solano County demographics.

### *Rapid Response*

Rapid Response activities and services are provided to employers and workers who has been affected by lay-offs, plant closures, and down-sizing, and are carried out in conjunction with Employment Development Department (EDD) and other stakeholders.

WDB’s Rapid Response Coordinator, who is the Senior Manager of Business Services, ensures affected employers are contacted in a timely manner upon notification. They also coordinate with EDD Workforce Services staff to schedule a planning meeting, orientations, and any other services requested by the affected employer and employees at times and dates convenient to them. Collectively, the WDB and EDD provide information and access to unemployment compensation benefits and programs, comprehensive one-stop delivery system services, available career and training activities, as well as information on the Trade Adjustment Act (TAA) program, the GI Bill and other resources.

In the first few months of COVID, the WDB received over 80 lay-off notices from Solano County employers. The WDB contacted each affected employer and conducted planning meetings with many of the



employers. However, due to the waiver from the Governor of California, many layoff notices were received weeks after the temporary business closure or layoff and there was minimal interest from affected employers to hold Rapid Response events for their employees. The WDB and EDD will continue to coordinate Rapid Response activities in the county.

Rapid response activities are reported quarterly to EDD and included on the EDD Rapid Response 121 Report. Layoff aversion activities are reported to EDD quarterly and included on the Layoff Aversion 122 Report. Rapid Response and Layoff Aversion activities are outlined in detail and guided by the WDB's *Rapid Response Policy*.

#### Layoff Aversion and Small Business Grants

The WDB also put considerable effort during COVID-19 into layoff aversion strategies. The WDB and EDD helped promote alternatives to layoffs, such as EDD's Work Sharing Program. In addition, the WDB utilized its Layoff Aversion funds to provide grants to small businesses to avoid layoffs during COVID-19. This initiative was launched on April 1, 2020 with Rapid Response funds. The fund grew as a result of community investment from the City of Benicia, WellsFargo, and Genentech, Inc. for a total \$207,000 investment in 49 businesses. The WDB, in partnership with the Solano Small Business Development Center (SBDC), continued this investment in small business grants through CARES Act funding. Collectively, the WDB administered over \$2.5 million in grant funds to Solano Small businesses on behalf of the County of Solano and the City of Vallejo, providing grants to over 300 small businesses during the pandemic. The WDB will continue to partner with the SBDC to identify additional layoff aversion and small business investment opportunities.

#### Adult and Dislocated Worker Programs

WIOA Adult and Dislocated Worker Services are based out of the two AJCCs in Solano, located in Fairfield and Vallejo. Adult and Dislocated Worker services to individuals include the following:

Basic Career Services	
<ul style="list-style-type: none"> <li>• Eligibility for AJCC Partner Services</li> <li>• Outreach</li> <li>• Intake</li> <li>• Orientation</li> <li>• Initial Assessment</li> <li>• Labor Market Information</li> <li>• Resume Preparation</li> <li>• Job Search Workshops</li> </ul>	<ul style="list-style-type: none"> <li>• CalJOBS Registration</li> <li>• Resource Center for Self-Services</li> <li>• Supportive Service Information</li> <li>• Unemployment Insurance (UI) Information</li> <li>• Financial Aid Information</li> <li>• Referrals to Programs</li> </ul>
Individual Career Services	
<ul style="list-style-type: none"> <li>• Comprehensive Assessments</li> <li>• Objective Assessments</li> <li>• Individual Employment Plan Development</li> <li>• Career Exploration</li> <li>• Career Planning and Counseling</li> <li>• Case Management</li> <li>• Barrier Mitigation</li> <li>• Supportive Service Funding</li> </ul>	<ul style="list-style-type: none"> <li>• Workforce Preparation</li> <li>• One-on-One Resume and Interview Assistance</li> <li>• Work Experience</li> <li>• Referral to Basic Skills Development</li> <li>• Pre-Vocational Training</li> <li>• Financial Literacy</li> <li>• Job Development and Matching</li> <li>• Follow-Up Services</li> </ul>
Training Services	

<ul style="list-style-type: none"> <li>• Occupational Skills Training</li> <li>• Career Pathway Training</li> <li>• On-the-Job Training</li> </ul>	<ul style="list-style-type: none"> <li>• Transitional Jobs</li> <li>• Entrepreneurial Training</li> <li>• Incumbent Worker Training</li> </ul>
<b>Business Services</b>	
<ul style="list-style-type: none"> <li>• Career Fairs</li> <li>• Recruitment Events</li> <li>• Pre-Screening of Candidates</li> <li>• Talent Pipeline Strategy</li> </ul>	<ul style="list-style-type: none"> <li>• Talent Retention Strategies</li> <li>• Business Seminars and Workshops</li> <li>• Labor Market Information</li> <li>• Technical Assistance and Consultation</li> </ul>

Through its work on the Veteran Employment-Related Assistance Program (VEAP), the WDB has identified opportunities to serve sole proprietors with entrepreneurship training and wrap-around supports through WIOA Dislocated Worker programs. The WDB anticipates leveraging this experience to expand access to WIOA Title I services for sole proprietors.

#### Priority of Service

Per WIOA regulations and policies, the WDB provides priority of service to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient when providing individualized career services and training services funded with WIOA adult funds. Veterans and eligible spouses also receive priority of service; however, the WDB ensures that they meet WIOA adult program eligibility and other WIOA criteria. Priority of service criteria and guidance is outlined in the WDB's *Adult and Dislocated Worker Eligibility and Enrollment Policy*.

In Program Year 2019-20, of the 324 enrolled in WIOA Adult, Dislocated Worker, and Youth programs, 21% were identified as basic skills deficient and 41% were identified as low-income.

Priority of service is provided in the following order:

1. Veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient.
2. Individuals who are recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient.
3. Veterans and eligible spouses who are not included in WIOA's priority groups.
4. Other individuals not included in WIOA's priority groups.

Priority of service status is established at the time of eligibility determination and does not change during the period of participation. As such, the WDB implements priority of service through priority of intake and enrollment. Staff are also encouraged to identify additional barriers to obtaining and retaining employment of customers to inform service delivery and to effectively track individuals.

#### Youth Services

The WDB has prioritized WIOA Youth investments in serving disconnected and out-of-school youth. Youth services are outlined in the *WIOA Youth Service Delivery Policy* and are designed to assist eligible youth in achieving academic and employment success, integrate strategies for career pathway approaches, implement work-based training strategies and employment approaches, and provide continued wrap-around services to help participants succeed in work investment and training activities.

The WDB contracted WIOA Youth Services to the Solano County Office of Education (SCOE) in 2019, who focuses services on three underserved out-of-school youth populations in Solano County:

- Justice-involved youth through their services at the Solano County Juvenile Detention Facility;
- Youth in foster care or who have aged out of the foster care system through their partnership with First Place for Youth and the county foster care system; and
- Youth who are within the age of compulsory school attendance, but have not attended school for at least the most recent complete school year calendar quarter, particularly for students attending Armijo and Vallejo High Schools, and Sem Yeto and John Finney Continuation Schools.

Contracted youth services include:

- Outreach and Recruitment
- Eligibility Determination and Objective Assessment
- Assessment and Addressing of Barriers
- Career Coaching Services
- Individual Service Strategy (ISS) Development
- Work Experience and Work-Based Learning
- Job Placement Services

The WDB and its WIOA Youth Services provider also ensure that all WIOA 14 Youth Program Elements are available to youth participants. SCOE will continue to explore innovative strategies to engage and prepare young adults in the workforce, including utilizing its award-winning maker space at the community school that teaches 3D modeling and digital design.

#### Digital Literacy/Fluency

Digital literacy and fluency has been added to services and embedded into SCOE's job readiness curriculum. SCOE's Work Ready job readiness curriculum includes a component on digital literacy and use of social media. The WDB and SCOE will also explore strategies to increase digital access to technology, including how to select technology that meets work and training needs, as well as digital problem-solving across platforms. SCOE has experience in serving youth with disabilities and will leverage this expertise to support digital literacy attainment and use of accommodation tools for youth with disabilities.

In response to COVID-19, SCOE also launched virtual work experiences in the fall of 2021. The virtual work experience is designed to allow participants to explore career opportunities virtually. The participants complete assessments and exams that determine the knowledge gained after watching videos of and/or speaking with career professionals. Upon completion of the virtual experience, the participant is expected to perform a skill set learned or complete a written assignment that showcases the skills or knowledge they have obtained.

#### Grant Administration

##### Disbursement of Grant Funds

The County of Solano is legal recipient for all WIOA funds and is the entity responsible for all WIOA expenditures in the Solano County Service Area. The County disburses WIOA grant funds in the manner prescribed by the state and federal government and provides administrative and technical assistance to the WDB to assist in proper management of WIOA funds as needed. The WDB and the County of Solano

have a standing Agreement that outlines each's roles and responsibilities relating to WIOA and the disbursement of grant funds.

#### Competitive Procurement Process

Procurement transactions for WIOA sub-awards and contracts maximize open and free competition consistent with federal and state standards and regulations. The WDB's competitive process is outlined in the WDB's *Procurement Policy*. In procuring WIOA Title I services, the WDB works to assure that minority and women-owned businesses are used when possible and makes effort to ensure local businesses and organizations are included in solicitation dissemination. The WDB also implements parameters to avoid conflict of interest.

The WDB uses Micro-Purchases, Small Purchases, Sealed Bids, Competitive Proposals, and Non-Competitive Negotiation to procure goods and services. The WDB also allows for cooperative procurement processes to avoid acquisition of unnecessary or duplicative items and promote cost-effective use of shared services where appropriate as encouraged in 20 CFR Section 200.318(e). For each method of procurement, the WDB has procedures for procurement transactions that ensure all solicitations or quotes incorporate a clear and accurate description of the technical requirements for the material, product or service to be procured, as well as all requirements which the potential vendors must fulfill to be considered. In addition, all contractors are required to assure the administrative capacity to meet Federal, State, and Service Area requirements.

An overview of procurement method, current cost limits, and minimum bids/quotes needed can be found in the following table:

Procurement Method	Cost Limits	Minimum Bids/Quotes Needed
Micro Purchases	Less than \$3,500	One quote at a reasonable cost
Small Purchases	\$3,500-\$150,000	Two quotes; written, verbal or from a catalog
Sealed Bids	No limits	Three written bids in response to an IFB
Competitive Proposals	No limits	Three written competitive proposals in response to an RFP
Noncompetitive Proposals	No limits	All bids and quotes obtained

The County of Solano Purchasing Department is considered a central government purchasing agency which meets the requirements of WIOA regulations for competitive purchasing.

#### AJCC Operator and Career Service Providers

The WDB was approved by the state and the Chief Locally Elected Official to be the Career Services Provider in Solano County. The WDB competitively procures for the One Stop Operator and WIOA Out-of-School Youth services. The current One-Stop Operator is California Human Development for the period of July 1, 2017 through June 30, 2021. At the writing of this plan, the WDB is currently in a procurement process for One Stop Operator Services. The current WIOA Youth service provider is Solano County Office of Education (SCOE), with a contractual focus on work experience.

## Stakeholder and Community Engagement Summary



In accordance with the State of California directive for stakeholder and community engagement for the Local Plan PY 2124, the Workforce Development Board (WDB) of Solano County held a series of outreach activities to gain feedback for workforce service delivery as outlined below:

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
WDB Board Meeting	Solano Workforce Board Members	16 board members were in attendance	The WDB identified key strategic priorities to guide local plan development.
One-Stop Operator Monthly Meeting	AJCC partners	8 AJCC partners were in attendance	
Individual Meetings	Representation of key partner perspectives	16 individual meetings held.	Meetings were held with 5 businesses, each core WIOA partner, H&SS, 3 economic development entities, the Solano Small Business Development Center, Solano College, and 2 community-based organizations.
Stakeholder Engagement Sessions	Stakeholders and community members at large	<u>Job Seeker Support Services</u> 46 registered and 23 attended  <u>Business Support Services</u> 39 registered and 26 attended  <u>Stronger Workforce Partnerships</u> 59 registered and 32 attended	Attendees represented Title I providers, CalWORKs contractor staff, AJCC partners, community-based organizations, education providers, disability service providers, elected officials, childcare representatives, businesses.
City Council Presentation	Elected Officials for the City of Vacaville and Vacaville residents	5 City Councilmembers	Vacaville City Councilmember gave feedback on guiding concepts of the local plan for inclusion in the draft plan.
Survey	Current WIOA participants	37 respondents	Survey questions included topics around current employment challenges, services interested in receiving, and digital access

## PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

This local plan represents the County of Solano Workforce Development Board's efforts to maximize and coordinate resources available under Title I of the *Workforce Innovation and Opportunity Act*.

This local plan is submitted for the period of July 1, 2021 through June 30, 2025 in accordance with the provisions of the WIOA.

<b>Local Workforce Development Board Chair</b>	<b>Chief Elected Official</b>
	
_____ Signature	_____ Signature
Fadi Halabi	John Vasquez
_____ Name	_____ Name
Board Chair	Chair – Solano County Board of Supervisors
_____ Title	_____ Title
06/29/2021	06/23/2021
_____ Date	_____ Date