



Local Plan, 2021 – 2024

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EXECUTIVE SUMMARY

Humboldt County is a sparsely populated region located on the Northern California Coast. The region's rural character and geographic isolation foster a culture of inter-reliance and cooperation, demonstrated by the strong relationships and coordination among the workforce development partners. These partners work diligently to ensure services are comprehensive and streamlined by identifying and addressing gaps and providing the community with a strong workforce development system.

Humboldt County's isolation presents unique challenges, particularly with regard to accessing resources. Funding and services are often more limited than those in more populated areas, therefore it is crucial for workforce development partners to work diligently to coordinate funding and other resources. Additionally, the geographic isolation restricts the number of commuters in and out of the region, requiring many employers to rely on the local population to meet their workforce needs. The onus of training and developing that workforce falls on the partners identified in this report.

Changes in the economic landscape of the county present unique community and workforce challenges. For over 150 years, many residents depended on the timber and fishing industries for employment. Both industries offered good paying, reliable jobs without requiring formal education or specialized skills. This allowed many residents to earn a good wage, support families, buy homes, and achieve a high quality of life. However, as these industries have declined, employment opportunities have waned as well. Lower skilled and less educated workers are left with no choice other than to take jobs offering lower wages, which has compromised their ability to secure housing, support families, and achieve a comfortable standard of living.

Humboldt County's economy and workforce, like the rest of the nation, were deeply impacted by the COVID-19 pandemic and subsequent public health safety measures. From March 2020 through the week of February 6, 2021, 48,6775 initial claims for unemployment insurance and 13,467 claims for Pandemic Unemployment Assistance (PUA) have been filed – representing a very substantial portion of Humboldt's labor force. Opportunity Insights Economic Tracker, a tool that uses big data to provide real-time statistics related to the impact of COVID-19, found that small business revenue in Humboldt County dropped by 49.6% when comparing January to December 2020. Furthermore, for the same time period, 46.5% fewer small businesses were open.¹ An examination of the Small Business Administration's data of Paycheck Protection Plan loans made to Humboldt zip codes (95501 – 95589) finds 1,714 businesses received loans under \$150,000 and 267 received loans above \$150,000.² Furthermore, 1,459 disaster loans had been made to local businesses through partner agencies as of June 23, 2020.

¹ <http://tracktherecovery.org>

² <https://home.treasury.gov/policy-issues/cares-act/assistance-for-small-businesses/sba-paycheck-protection-program-loan-level-data>

To address the aforementioned challenges, and to assist in the economic recovery post-pandemic, county workforce development partners are committed to staying strongly aligned and will continue to prioritize the Targets of Opportunity identified as the top growing, high wage-paying industries for the Redwood Coast region. Humboldt plans to update the Targets of Opportunity report with RPI 4.0 funds, in order to continue to prioritize industries that demonstrate the greatest career and entrepreneurship opportunity for local residents.

Building upon strong partnerships and fostering collaboration amongst partners will ensure that the Humboldt County Workforce Development Board (HC-WDB) will reach its goal of attaining a vital and thriving regional economy that includes trained workforce that meets the needs of local employers. The HC-WDB is proud to partner with the following organizations in offering AJCC services:

Tier 1:

- Title I Adult and Dislocated Workers – SMART Business Resource Center
- Title I Youth – Dream Quest, Mattole Restoration Council, McKinleyville Family Resource Center and SMART Business Resource Center
- Title II Adult Education and Literacy Services – College of the Redwoods (CR)
- Title III Wagner Peyser – Employment Development Department (EDD)
- Title IV Vocational Rehabilitation Program - Department of Rehabilitation (DOR)
- Title V of the Older Americans Act of 1965 – AARP Foundation

Tier 2:

- California Human Development
- Humboldt County Probation Department
- Humboldt Department of Health and Human Services (DHHS)
- NorCal Regional Department of Child Support Services (NCRDSS)
- Northern California Indian Development Council (NCIDC)
- Redwood Community Action Agency (RCAA)

Tier 3:

- Eureka Adult School
- Greater Eureka Chamber of Commerce
- Humboldt County Office of Education (HCOE)
- Humboldt County Office of Economic Development
- Humboldt State University (HSU)
- North Coast Employer’s Advisory Council (NCEAC)
- North Coast Small Business Development Center (NCSBDC)
- Redwood Coast Regional Center (RCRC)

WIOA Core and Required Partner Coordination

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

The Humboldt County workforce development system coordinates across all required partners and programs available in the area, as described in the WIOA Memorandum of Understanding (MOU). Title I, II, and III of the core partners are co-located at the America's Job Center of California (AJCC) and are integrated into the system. Title IV is not co-located but is an active partner. There is one comprehensive job center site located in Eureka, the largest populated city in Humboldt. The One Stop Operator is a consortium currently consisting of Smart Business Resource Center and the College of the Redwoods; Smart Business Resource Center is also the contracted Adult/Dislocated Worker service provider. Humboldt is a rural region and does not have local access to all programs, including Job Corps and Youth Build. When partners are located outside the region, AJCC staff makes referrals and transports clients out of the county to visit programs, when appropriate.

Humboldt excels at braiding resources and integrating services within the AJCC. Job center partners are well aligned and meet regularly to assess systems and processes with a focus on continuous improvement. The Humboldt AJCC has long been integrated across key partners jointly providing services and funding to support the job center. This includes, but is not limited to: Workforce Innovation and Opportunity Act adult and youth program operators, Employment Development Department workforce service staff, Department of Rehabilitation staff, Adult Education and California Conservation Corps, Community Education and Career Technical training, CalWORKs, Redwood Community Action Agency, American Association of Retired Persons' services for older adults, and even integrates local, private sector personnel agencies into its efforts. Furthermore, the adult program operator, the Smart Business Resource Center, serves not only Workforce Innovation and Opportunity Act clients, but provides key workforce service and activities to assist with meeting the requirements of the CalWORKs, General Relief, and Transition Age Youth programs, as well as to the Probation Department. Smart Business Resource Center therefore is a pivotal partner bridging many of the key constituents mandated under the Workforce Innovation and Opportunity Act for priority service to the job center system.

A strong alignment exists between the job center partners and K-12, Humboldt County Office of Education, College of the Redwoods, and Humboldt State University. This alignment with education partners allows the AJCC system to respond to industry needs by working with education partners to develop curriculum and trainings for clients to attain skills necessary for living-wage jobs. It also allows job center staff to place clients in the appropriate career pathway to attain living wage employment. Partners meet monthly to assess, coordinate and fine tune strategies to continue to meet the needs of the local area.

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

The integrated nature of the partners at the AJCC as well as frequent communication facilitate co-enrollment as appropriate. At present the current referral process is being updated and will be included in the new MOU that is scheduled to be finalized by the end of April 2021. The Humboldt AJCC uses CalJOBS for initial registration and enrollment into Wagner-Peyser and Workforce Innovation and Opportunity Act programs for case management of these programs. Other job center partners are given access to CalJOBS as needed. Tracking of co-enrollment is completed within the limits of CalJOBS, and through case management activities and records. Co-enrollment occurs between the Employment Development Department and the Department of Rehabilitation workforce services and Workforce Innovation and Opportunity Act core programs on a regular basis, as well as with Transition Age Youth, General Relief, CalWORKs, and Probation and Parole clients.

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

Job center services are delivered utilizing available technology such as Zoom and other appropriate means. The delivery of virtual job fair events is currently in development. Through their COVID-19 Supportive Services grant, Humboldt was able to assist individuals with wi-fi access and other support for remote work. Humboldt was also awarded an Innovation Impact Award for the CareerHub Humboldt Project. Partners include Humboldt County Probation and WIOA Youth Programs, which aim to provide virtual services to participants through texts. Humboldt State University's California Center for Rural Policy will conduct an evaluation of this project.

Services to remote areas of Humboldt County are delivered via Redwood Community Action Agency in partnership with family resource centers and other community-based organizations. Youth funds are allocated to five regions within Humboldt to ensure that youth receive support and assistance in the outlying areas. Youth programs operate in the Eel River Valley, Eureka, Northern Humboldt, Eastern Humboldt, and Southern Humboldt regions, and youth funds are allocated to each of the regions. These approaches support the Humboldt County Workforce Development Board's goal of providing resources and services to adults and youth in outlying areas, which may need more support than those living in more populated areas.

Additionally, the HC-WDB and the Public Library are collaborating on the Workforce Partnership Initiative (WPI), a pilot project that will provide resources, training, and support to adults in the areas of employment, unemployment benefit applications, job skilling, resumes, interviewing and career change. This initiative will bring together workforce staff and partner staff from the College of the Redwoods, Department of Rehabilitation,

Employment Development Department, Northern California Indian Development Council, and the Smart Business Resource Center to travel alongside the Humboldt County Bookmobile to provide workforce pop-ups in more rural areas. It will also allow library staff to better serve the needs of people in the Humboldt community. At present, the areas targeted for services include Bridgeville, Garberville, Honeydew, Orick, Orleans, Petrolia and Redway. With planning underway since December 2020, the WPI anticipates implementing services in March 2021 with a job fair already scheduled for May 2021. Delivery of workforce and library services will run from March through August, with partners looking for ways to allow the WPI to be sustainable long beyond that.

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

Supportive services are offered to all clients throughout enrollment and, in some cases, during the follow-up period, either with WIOA funding or partner resources. Supportive services include transportation, school supplies, work clothes, and other warranted and appropriate supports which facilitate the completion of training and successful employment. Supportive services are assessed during the intake process and continually revisited during enrollment to ensure the proper supports are offered to help clients overcome any barriers to their success. Furthermore, at their regularly scheduled meetings partners share information and updates regarding resources that they can provide to clients.

In addition, Humboldt WDB received funds for COVID-19 supportive services. Humboldt targeted these funds to underserved populations. The funds allowed Humboldt to provide up to \$800 per person for basic needs including childcare, housing, utility assistance, and transportation costs, as well as assistance for costs associated with remote working.

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

HC-WDB staff conducts annual ADA monitoring of all sites providing Workforce Innovation and Opportunity Act services, including the AJCC in Eureka and youth program offices, to ensure compliance with Workforce Innovation and Opportunity Act Section 188. All programs are required to meet ADA requirements for accessibility to facilities, programs and services, technology, and materials for individuals with disabilities. Any findings need to be corrected and/or addressed with a corrective action plan. HC-WDB staff follows up to ensure findings are resolved within the required timeframe. The job center and youth program operators also provide numerous resources for individuals with disabilities through ADA compliant facilities, accessibility equipment, and staff trainings that ensure appropriate referrals for the specific service needs. The Department of Rehabilitation is a resource and referral partner.

State Strategic Partner Coordination

Describe how the Local Board will coordinate with County Health and Human Services Agencies and other local partners who serve individuals who access CalFresh E&T services.

The Humboldt County Department of Health and Human Services (DHHS) Social Services Branch administers the CalFresh program. DHHS is currently an AJCC MOU partner, and represents CalFresh, the Employment and Training Division (ETD), CalFresh Employment and Training (CFET), and California Work Opportunity and Responsibility to Kids (CalWORKs) programs. According to the State Department of Social Services' CalFresh Data Dashboard³, in 2020 over 24,000 individuals were receiving CalFresh benefits in Humboldt County. In 2018, Humboldt's Program Reach Index (a calculation of the participation rate of eligible individuals) was 61%.

Given the eligibility requirements for CalFresh, the program coordinates with the WIOA Adult, Dislocated Worker and Youth programs to assist with determining WIOA eligibility. Referrals are made multi-directionally. Those applying for WIOA at the AJCC are referred to the CalFresh Program, and those applying for CalFresh at the Social Services Office, if ineligible for CFET or ETD services, are referred to the AJCC using a referral form sent via email. Often those eligible for CFET are referred to the AJCC for subsidized employment. CalFresh and CFET are widely shared through the HC-WDB's programs and the ETD programs. The HC-WDB works inclusively and cross trains partners on all partner programs. Sector pathway education programs are also shared among partners. The partners work collaboratively on a regular basis and participate in a robust referral process.

HC-WDB and DHHS have worked with community-based organizations for years to serve at risk populations with barriers to employment by aligning training, education, and supportive services. CBO partners include Eureka's Westside Community Improvement Association, the Redwood Community Action Agency and Teen Challenge. Additional DHHS CBO partners include: the Arcata House Partnership; Arcata United Methodist Church; Betty Kwan Chinn Homeless Foundation; Changing Tides Family Services; Food for People; Fortuna Adventist Community Church; 2-1-1 Humboldt; the Humboldt Senior Resource Center; the Klamath Trinity Resource Conservation District; the North Coast Grower's Association; Open Door Community Health Centers; Redwoods Rural Health Center; Southern Humboldt Community Park; and United Indian Health Services. These organizations support outreach efforts to help individuals access CalFresh and employment services.

To help CalFresh recipients obtain employment, career services are available and include training in soft skills, entry level vocational skills, job search, job retention, education, training, and mock interviews. The process includes an assessment to identify barriers to employment and the development of an employment plan outlining short/long term goals, workshops, one-

³ <https://public.tableau.com/profile/california.department.of.social.services#!/vizhome/CFdashboard-PUBLIC/Home?publish=yes>

on-one career counseling, and appropriate referrals. Barriers experienced by CalFresh recipients may include: poverty; lack of skills; limited educational attainment; long term unemployment; justice system involvement; homelessness; substance abuse disorders; lack of quality living wage jobs; high cost of living and housing compared to relative income; high gas prices and other rural transportation issues. Training may include on-the-job training or vocational training with an approved Eligible Training Provider List vendor. Additionally, supportive services are essential to many in need of employment, and may include, but are not limited to: linkages to community services; transportation assistance; child and/or dependent care assistance; housing assistance; educational testing assistance; reasonable accommodations for those with disabilities; legal aid services; healthcare referrals; uniforms, shoes, eye protection, and/or work-related tools; books, fees, and/or school supplies; and payments and fees for employment and training related applications, tests and/or certifications. Partners offering complimentary services will braid funding whenever possible. The HC-WDB brings partners together, so that partners know other programs well and can leverage other funding whenever possible.

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

The Northern California Regional Department of Child Support Services (NCRDSS) serves both Humboldt County and Trinity County and is based in Eureka. NCRDSS is an AJCC MOU partner, and they attend the AJCC Partner meetings. Collaborative system building efforts have included information sharing and cross training of staff.

NCRDSS reports that as of February 2021, they have 2,664 Parents Obligated to Pay Support (PPS) within Humboldt County. Of that, they estimate that 542 or 20% owe child support and are unemployed and are therefore likely to benefit from workforce services. These figures exclude individuals who are incarcerated or participating in a substance use treatment program.

Noncustodial parents (NCP) who are unemployed need assistance with job search, applications, interviewing, transportation, vocational assessment, vocational training, OJT and work experience, and motivation. Other barriers to consistent child support payments in the local area include: justice system involvement; homelessness; legalization of cannabis and a declining cannabis black market; substance abuse disorders; lack of living wage jobs; high cost of living and housing compared to relative income; high gas prices and other rural transportation issues; a highly competitive job market for entry level or part-time positions during the school year due to a large college student population; lack of available services in the far southern and northern county areas; significant numbers living on Native American reservations with high unemployment, and a history of a prolific underground cash-based economy. Because many of these barriers are often the underlying root cause of underemployment or unemployment, these issues must be taken into consideration as workforce issues. The HC-WDB partners with CBOs including Eureka's Westside Community Improvement Association, RCAA and substance use

disorder treatment centers, including the Humboldt Recovery Center, North Coast Substance Abuse Council, Waterfront Recovery Center, and others may help to address these barriers.

The HC-WDB and NCRDSS work together to provide incentives to motivate NCPs to seek and retain employment. At agreed upon milestones, NCRDSS can rescind the suspension of the NCP's driver's license and/or other occupational licenses (Teaching licenses, Real Estate licenses, Insurance licenses, etc.). This helps motivate the NCP's participation and removes a barrier to accepting and retaining employment. Additionally, NCRDSS can ask the State Department of Child Support Services for permission to reduce the individual's State owed arrearages for child support during participation in the program. Arrearage reductions are tied to milestones such as workshop completion, acceptance of employment, and/or retention of employment after 90 days. Workforce development staff case manage NCPs through WIOA or DHHS funded career management services and assist individuals with their job search activities. The activities are on a one-on-one basis and include intensive services, assistance with identifying employers in need of their skills, and identification of cross-functional careers that utilize their transferable skills. Whenever vocational training is necessary, the NCPs are able to access WIOA funded training to assist them in attaining the skills necessary to re-enter the workforce. Additional education and/or training may also be provided as appropriate and deemed necessary by the career counselors, through College of the Redwoods and its Adult Education or Workforce and Community Education programs that promote sector pathways strategies and are focused on in-demand industries. Training may include OJT or vocational training with an approved Eligible Training Provider List vendor to assist the NCP in obtaining careers focused on providing a livable wage.

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

The core partners in the Humboldt County CIE Local Planning Agreement (LPA) include DOR, Redwood Coast Regional Center (RCRC), and Humboldt County Office of Education (HCOE) as the Local Education Agency (LEA). The Humboldt LPA is a collaboration to promote competitive integrated employment for people with intellectual and developmental disabilities in Humboldt County. Through the LPA, the DOR, RCRC, and HCOE work together to inform and educate the Humboldt community and one another about the services and supports each agency offers to people with disabilities, their families, and employers. The Humboldt LPA strives to provide seamless and stable transitions for high school students with intellectual disabilities and/or developmental disabilities ages 16-21 as they exit the school system and work towards employment in adulthood. The HC-WDB is participating as a community partner in this effort.

In addition to the core partners identified above, several community partners and resources are also engaged to promote competitive integrated employment for people with intellectual disabilities and developmental disabilities, including but not limited to:

- Northern Humboldt Union High School District;
- Humboldt – Del Norte Special-Education Local Plan Area (SELPA); and
- Tri-County Center for Independent Living.

DOR's Student Services Team works in collaboration with the Transition Partnership Program (TPP) at HCOE. The team also works to provide services to students that are not involved with the TPP contract. This team meets with community partners, including the HC-WDB, to collaborate and plan for CIE student success. Student services include activities that support all students with disabilities between the ages of 16-21 years old in exploring the world of work. Individuals with ID/DD are encouraged to participate in these services, which include job exploration counseling, work-based learning experiences, post-secondary counseling, workplace readiness and self-advocacy training.

DOR's Business Specialist works with job-ready adult Vocational Rehabilitation participants to provide job readiness assistance including resume development and interviewing skills. Additionally, the Business Specialist provides outreach to business owners and partners directly through walk-in visits, in addition to attending and presenting at community meetings, chamber mixers and events to advocate for hiring individuals with disabilities and providing information on DOR supports including on-the-job training benefits.

DOR's Business Specialist is trained in Disability Etiquette and "Windmills," a high impact training that explores biases and human factors, legal requirements and language, and the requirements of the Americans with Disabilities Act. DOR provides AJCC partners and employers in the community with this training.

In addition to coordination through AJCC Partner meetings, the Redwood Coast Regional Center presented at a HC-WDB meeting to educate and engage members on CIE. AJCC staff and partners have also participated in the Employment Development Department's (EDD's) Traveling Disability Resource Coordinator training modules, as well as other trainings on serving individuals with disabilities. The HC-WDB is dedicated to continuously training AJCC staff and partners on the needs of jobseekers and employers to support CIE.

Whenever possible, participants who are eligible will be co-enrolled so that they are able to access all the support available to them for successful employment. Finally, the HC-WDB will work with RCRC and DOR to seek funding to hire a Disability Resource Coordinator (DRC). These partners and/or the DRC will work to support and increase participation of people with disabilities (PWDs) in the workforce system, and to improve business partner engagement with PWDs in both the public and private sectors.

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

In 2019, 11.6% of the county's population over five years of age spoke a language other than English at home. Of these individuals, 3.5% reported speaking English less than "very well." 834 Humboldt households (or 1.5%) were limited English-speaking households; of those, 533 households are Spanish speaking. There is no large geographic concentration of any LEP group in the Humboldt region. According to Refugee Processing data from 2018, 1,432 refugees were placed in the state of California, none of which settled in Humboldt.

Although Humboldt County does not meet the 15 percent threshold of those who are English Language Learners, Foreign Born or Refugees, outreach efforts to this community are being made and services are offered in an accessible manner. The Limited English Proficiency (LEP) Plan was developed in April 2020 and will be updated as needed. The LEP Implementation is active in CalJOBS and the AJCC has translation services available upon request. To ensure meaningful access to LEP individuals, LEP trainings will be shared as they become available during the monthly AJCC Partner meetings.

College of the Redwoods' Adult and Community Education program offers Conversational Spanish classes that are made available to the AJCC Partners to enhance their capacity to serve Spanish speaking clients. College of the Redwood's Adult Education offers free ESL classes regionally, including three learning sites within Eureka and Fortuna. Morning and evening classes are offered at basic and intermediate levels. At some locations, free childcare is also provided. All learning materials are also free to the student, and transportation assistance is available. ESL flyers are provided in English and Spanish. Students enrolled in the ESL program can complete two certificate programs recognized through the California Community Colleges Chancellor Office: Community English as a Second Language and Community and Career English as a Second Language. Additionally, English Express, a non-profit English language school, has expanded its services for Spanish speakers to meet the needs of the Hmong community. English classes and videos, citizenship classes and connections to social services are available.

WIOA Title I Coordination

- *Training and/or professional development that will be provided to frontline staff to gain and expand proficiency in digital fluency and distance learning.*
- *Training and/or professional development that will be provided to frontline staff to ensure cultural competencies and an understanding of the experiences of trauma-exposed populations*

The Humboldt County WDB is committed to providing training and professional development

opportunities to staff, service providers, and partners, understanding that knowledgeable staff are better able to serve the community and assist job seekers and businesses. Although the COVID-19 pandemic has made it more challenging to offer and to find time for professional development, this nonetheless remains a priority. With regards to expanding digital fluency and distance teaching skills, staff and partners will be offered training by the UC San Diego Extension program, “Training Online Essentials.” This was a weeklong intensive “train-the-trainer” that provided trainers with fundamental strategies and proven tools to support online delivery of sessions and workshops. “Training Online Essentials” is based on best practices in adult learning and online teaching and can be used with any learning platform in synchronous and asynchronous environments. Humboldt is also one of four WDBs selected for an Adaptive Workforce Development Pilot that will assist WDBs with adapting to new ways of doing business by using human centered design and design thinking mindsets. This training was facilitated by Virginia Hamilton and Rachel Dzombak in September – November 2020.

As detailed later in the regional plan, the Humboldt County WDB is committed to ensuring equity in workforce programs and has been working with a diversity consultant on a number of initiatives and trainings including with the Office of Economic Development team and throughout the community.

In addition to statewide and national conferences, a sampling of the training and professional development opportunities that have been offered over the last year include:

- WIOA 101 with Rick Record; 20 staff and partners
- WIOA Case Management with Rick Record; 12 staff and partners
- WIOA Youth Performance Measures with Rick Record; 15 staff and partners
- Power of Three Webinar from CA, NY and MI Workforce Associations; 2 staff
- WIOA Adult Performance Measures with Rick Record; 8 staff and partners
- Next Gen Sector Partnerships; 1 staff
- Workforce and Career Development Certification with TAD Grants; 7 staff and partners
- Diversity – A Starting Place with Jess Pettitt; 95 staff and partners
- Unconscious Bias with Jess Pettitt; 68 staff and partners
- Be a Better Ally with Jess Pettitt; 71 staff and partners
- Surviving Vicarious Trauma for a Workforce Development Professionals during COVID-19 with Scott McClure; 23 staff and partners
- Certified Business Services Consultant Training; 6 staff and partners

And trainings offered the last several years included:

- Humboldt Area Foundation: Cascadia Leadership Program
- Eric Fan and Squarage: Modern Interviewing & Job Retention Soft Skills – Pushing the Boundaries of Social Science
- Employment Development Department: Disability Training Modules 1 to 4

- Larry Robbin: From Jails to Jobs! Employment Success with Adults and Youth in Reentry
- Larry Robbin: Don't Think My Program –Think Our System! Don't Think Me –Think We! What You and Your Organization Can Do to be a Better Partner!
- Vinz Koller, Bob Lanter and Jennifer Ong: Rethink Education, Apprenticeship and Work-based Learning
- Dr. Richard Pimental and Milt Wright: One Day Windmills – Changing the Perception of Ability
- National Institute of Corrections: Employment Retention – Principles and Practices at Folsom State Prison
- Social Policy Research Associates: Performance Measures
- Vinz Koller and Bob Lanter: Round 2- Rethink Education, Apprenticeship and Work-based Learning
- Lee Mun Wah: The Practice of Honoring Diversity
- Alisa Oyler: Prison to Employment Stakeholder Action Clinics 1, 2 and 3
- Employment Development Department: CalJOBS Case Management
- Human Solutions: Customer Service and Emotional Intelligence
- Accord: Career and Job Development
- Accord: Effective Communication
- Department of Rehabilitation: Americans with Disabilities Act Basics for Managers
- Department of Rehabilitation: Americans with Disabilities Act Basics for Direct Service Providers
- Zero Waste USA: Zero Waste Path for Humboldt Businesses
- Scott McClure, PhD: A Motivational Interviewing Approach
- Eric Fan and Squarage: Don't Get Romantic – Job Search Prep – Professional Development
- Employment Development Department: WIOA Process Flow

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

The HC-WDB has contracted with the Smart Business Resource Center to lead the coordination of Rapid Response events when there is a plant closure and/or layoffs. The Smart Business Resource Center works with employers to determine the number of employees affected and the timeline for layoffs. Next, the Smart Business Resource Center convenes the appropriate Rapid Response team to attend the event to offer support, resources, and training opportunities for the affected employees. Individuals interested in retraining receive follow up and the full array of Workforce Innovation and Opportunity Act services. Local employers with workforce needs may attend an event to highlight job openings for rapid re-employment. The Smart Business Resource Center keeps the Workforce Development Board's Executive Director apprised of Rapid Response activities and reports quarterly to the Workforce Development Board.

A description and assessment of the type and availability of adult and dislocated worker employment and training activities in the Local Area. This includes how the Local Board will ensure that priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient, as outlined in [WSD15-14](#) - WIOA Adult Program Priority of Service.

The AJCC provides excellent assistance to adult and dislocated worker clients by providing a full range of core job readiness and search activities as well as general education development, basic educational assistance, skill upgrades, and re-training focused on certifications and credentials. Post-training, a job development team assists clients with work experience or on-the-job training placements and permanent employment. Adults and dislocated workers are offered, and have access to, all employment and training activities described throughout the local and regional plans.

The HC-WDB works routinely with all AJCC partners and youth providers to maximize access to employment, training and education, and support services for eligible individuals, including those with barriers to employment. As indicated previously, HC-WDB has long emphasized serving individuals with barriers to employment and economic success. This constitutes 70% or more of the individuals receiving training services through the local job center, largely due to the significant integration across agencies serving the homeless, low-income, justice-involved, Transitional Aged Youth, individuals with disabilities, and the long-term unemployed.

The HC-WDB has a documented policy regarding supportive services and understands that client supports are critical to program success. For example, Humboldt's rural landscape makes transportation a necessary supportive service. In order for clients to access services or travel to education or employment opportunities, transportation support is one of the primary supportive services in the region. Transportation assistance is also required for many apprenticeship programs, as most opportunities are only available outside the county. Supportive services are integrated into all program models and are critical to supporting clients with education and employment by providing school supplies, childcare, work clothes, gas cards, bus passes, etc. Unfortunately, the passage of Senate Bill 734 limited supportive services funds, despite this resource being a key element in allowing clients to begin or remain in training. Many clients are low-income, frequently qualify for financial aid, and need supportive services more often than the additional tuition fees to complete their training. Senate Bill 734 has resulted in discouraging clients from participating in Workforce Innovation and Opportunity Act training in Humboldt County.

The HC-WDB prioritizes services for adult employment and training activities for individuals who are basic skills deficient, low income, receiving public assistance, and veterans and eligible spouses. The Board's local policies reflect these priorities.

Currently, many partners are co-located in the AJCC and provide in-kind contributions. The current arrangement is as follows: Smart Business Resource Center is the contracted Adult and

Dislocated Worker service provider at the AJCC in Eureka. Employment Development Department provides workforce services staff, Youth Employment Opportunity Program staff, and the facility; College of the Redwoods provides a Learning Lab and adult education instructors to teach basic education and work readiness courses; the Smart Business Resource Center provides job center front desk staff, a job center program coordinator, all Core workshop instructors as well as vocational counseling, WIOA eligibility, WIOA training services, equipment and supplies; CalWORKs provides funds to support Welfare to Work clients served at the job center; the American Association of Retired Persons provides staff to support older adult employment efforts; Redwood Community Action Agency provides outreach to rural areas in Humboldt; the Department of Rehabilitation (not co-located), via referral, provides workforce services to individuals with disabilities; and the Northern California Indian Development Council (not co-located), via referral, provides workforce services to American Indians, Alaskan Natives and Native Hawaiians.

The types of career services offered to job seekers and the business services offered to employers as well as the service delivery roles of partners are described in the following charts. An acronym key is at the end of the charts.

JOB SEEKER		
<u>CAREER SERVICES</u>	DESCRIPTION	PROVIDING OPERATOR OR PARTNER(S)
Intake, Identification of Service Need and Referrals	<ul style="list-style-type: none"> • AJCC registration into CalJOBS and information and referrals to appropriate services based on indicated interest and service needs. • Client referral from partner agency sites as indicated from determining client interest, request or need. • NCIDC specifically via referral provides workforce services to American Indians, Alaskan Natives and Native Hawaiians 	<ul style="list-style-type: none"> • AJCC intake: SBRC; EDD – W-PA; and/or YPO • Partner program intake and referrals offsite: AARP; CalWORKs; CR; DOR; GR; HCCCC; NCSBDC; RCAA; and/or YPO
Eligibility Determination	<ul style="list-style-type: none"> • Collect data and verification documents to identify individuals who qualify for eligibility-based services – WIOA, TANF, General Relief, CalFresh, and/or Affordable Care Act programs. 	<ul style="list-style-type: none"> • WIOA Programs: SBRC, NCIDC and/or YPO • Other Programs: DHHS/SSB; EDD – TAA and Veterans, and/or UI; NCIDC: and/or DOR

AJCC Orientation	<ul style="list-style-type: none"> • An orientation that provides an introduction to AJCC services and basic information on how to conduct an effective job search. • A required workshop for AJCC clients who want to use staff-supported services. 	<ul style="list-style-type: none"> • Title I, II, III, IV and IV Core and Partners • EDD – W-PA through mandated workshops – RESEA, PJSA,
Initial Assessment of skills, aptitudes, abilities and support services needed.	<ul style="list-style-type: none"> • Provide WIOA clients with individual and/or group assessments. <ul style="list-style-type: none"> ◦ Conduct evaluation to determine training and supportive service needs one-on-one. 	<ul style="list-style-type: none"> • DOR; SBRC; NCIDC YEOP; and/or YPO • DOR; SBRC; NCIDC; YEOP; and/or YPO
Job Search and Placement Assistance	<ul style="list-style-type: none"> • AJCC self-serve computer-aided job search and job postings in lobby. • Staff-assisted job search; information regarding labor market and high-demand jobs; resume, cover letter and interview assistance; work-readiness workshops; career counseling; assistance with job placement. 	<ul style="list-style-type: none"> • SBRC; and/or EDD – W-PA • CR; SBRC; EDD – W-PA, TAA; Veterans; NCIDC; DOR; CalWORKs; AARP; RCAA, and/or YPO's
Provision of Referrals and Coordination of Activities	Referrals are made to partner or other supportive service agencies to ensure for optimal assistance and success of job seeker clients.	<ul style="list-style-type: none"> • All AJCC operators, partners and associated local services
JOB SEEKER		
<u>TRAINING SERVICES</u>	DESCRIPTION	PROVIDING OPERATOR OR PARTNER(S)
Provision of Training Program Funds and Performance Information	<ul style="list-style-type: none"> • Inform WIOA clients about amount and purpose of training funds available to them, and program and education provider performance data. • Similar information provided by Partner agencies regarding their programs. 	<ul style="list-style-type: none"> • SBRC; NCIDC; and/or YPO's • CalWORKs; DOR; NCIDC; AJCC; and/or EDD – TAA
Provision of Information Regarding Supportive	<ul style="list-style-type: none"> • Inform WIOA clients about supportive services and funds that 	<ul style="list-style-type: none"> • SBRC; and/or YPO's

Services (SS) and Funds	<p>can be provided to assist with their training success.</p> <ul style="list-style-type: none"> • Similar information provided by Partner agencies regarding their programs. 	<ul style="list-style-type: none"> • CalWORKs; DOR; NCIDC; AARP; and/or EDD-TAA
Provision of Information Regarding other SS and Partner Programs	<ul style="list-style-type: none"> • Inform WIOA clients about other program resources that they may qualify for to help them meet basic needs and assist in completing their training goals. • Similar information provided by AJCC partner agencies to their clients. • Make referrals to other agencies as appropriate. 	<ul style="list-style-type: none"> • SBRC; NCIDC; and/or YPO's • CalWORKs; DOR; NCIDC; AARP; and/or EDD-TAA • SBRC; CalWORKs; DOR; NCIDC; AARP; YPO's; and/or EDD - TAA
Comprehensive Assessments and In-Depth Interviewing and Career Counseling to Help Clients Determine Suitable Employment Goals and Career Pathway	<ul style="list-style-type: none"> • Deliver/proctor assessments tool and counsel WIOA clients to help them select a high-demand job and career pathway; identify and work to alleviate any barriers to employment. • Assist clients of other training programs with the same. 	<ul style="list-style-type: none"> • SBRC; and/or YPO • CalWORKs; DOR; NCIDC; and/or AARP
Development of an Individual Employment Plan and Establish a Training Account	<ul style="list-style-type: none"> • Assist WIOA clients, via individual counseling, to develop an employment plan that identifies a career goal, provides achievement objectives, and secures ancillary services to help meet their goal. • Assist clients of other training programs with the same. 	<ul style="list-style-type: none"> • SBRC; EDD – TAA; NCIDC; and/or YPO • CalWORKs; DOR; NCIDC; and/or AJCC
Short-Term Pre-Vocational Services	<ul style="list-style-type: none"> • Offer Basic skills training in literacy and numeracy as needed. • Provide skills to assist in English language acquisition. • Offer financial literacy workshops. • Assist in attaining High School Diploma, GED or another HSD equivalency preparation and testing. • Provide information on Applying for UI Benefits. 	<ul style="list-style-type: none"> • CR; and/or SBRC • CR • CR; SBRC; DOR; and/or RCAA • CR; and/or SBRC

	<ul style="list-style-type: none"> • Offer Life Skills and Work/Life Balance assistance. • Provide Work Readiness and Retention Skills Development Workshops and/or Group Counseling when appropriate. 	<ul style="list-style-type: none"> • EDD – W-PA; and/or SBRC • CR; and/or SBRC • CR; and/or SBRC
Internships and Work Experience Placement	<ul style="list-style-type: none"> • Develop job sites and place clients in a WEX training aligned with their employment goals. • Monitor and assist job site employer and client to ensure for successful outcomes. 	<ul style="list-style-type: none"> • CR; SBRC; CalWORKs; DOR; NCIDC; AARP; and/or YPO • CR; SBRC; NCIDC; CalWORKs; DOR; and/or AARP
On-the-Job Training Placements	<ul style="list-style-type: none"> • Develop job sites and place clients in an OJT aligned with their employment goals. • Monitor and assist job site employer and client to ensure for successful outcomes. 	<ul style="list-style-type: none"> • SBRC; CalWORKs; DOR; NCIDC; and/or AARP
Out-of-Area Job Search and Relocation Assistance	<ul style="list-style-type: none"> • Provide job placement assistance to WIOA clients who have trained for a high-demand job out-of-area. • Assist WIOA client with a relocation plan and funds to support the plan. 	<ul style="list-style-type: none"> • SBRC; EDD – TAA; YPO; and DOR • SBRC; EDD – TAA; YPO; and/or DOR
Follow-Up Services	<ul style="list-style-type: none"> • Provide WIOA clients with continued career and retention counseling as needed for up to 12 months following employment. 	<ul style="list-style-type: none"> • SBRC; NCIDC; and/or YPO

EMPLOYER, BUSINESS AND INDUSTRY		
<u>BUSINESS SERVICES</u>	DESCRIPTION	PROVIDING OPERATOR OR PARTNER(S)
Labor Exchange Services	<ul style="list-style-type: none"> • Provide basic and in-depth labor market and employment information. • Job posting assistance into CalJOBS and AJCC website. • Recruitment assistance including job fairs, resume searches, job announcements across AJCC partners. 	<ul style="list-style-type: none"> • BizNet; EDD – LMID, TAA, W-PA, and Veterans; SBRC; and/or WDB • EDD – W-PA and Veterans; and/or SBRC

	<ul style="list-style-type: none"> • Candidate screening via aptitude, skills and readiness testing, and interviews. 	<ul style="list-style-type: none"> • EDD – W-PA and Veterans; and/or SBRC • SBRC; DOR; YPO and/or CR
Business Assistance with Employment Related Questions	<ul style="list-style-type: none"> • Provide basic and in-depth labor market information regarding wages, job classifications, employment rates and in-demand industry sectors. • Provide answers and materials to employers regarding managing employees and regulations. • Provide answers and materials related to small business and self-employment. • Information regarding wage subsidy programs. • Information regarding employment related tax credits. • Hiring and making accommodations for employees with disabilities. 	<ul style="list-style-type: none"> • BizNet; EDD – LMID; SBRC; SPS; and/or WDB • BizNet; EDD; NCSBDC; and/or SPS • BizNet; NCSBDC; and/or SBRC • SBRC; CalWORKs; and/or YPO's • SBRC; EDD – W-PA and Veterans; and/or CalWORKs • DOR
Business Assistance with HR Related Needs	<ul style="list-style-type: none"> • Employer workshops in hiring, interviewing and employee retention. • Assistance with job descriptions. Onsite recruitment and job fairs, • Workshops in recruitment, hiring and retention. 	<ul style="list-style-type: none"> • SBRC; SPS; and/or NCSBDC • SBRC, EDD – W-PA and Veterans; and/or SPS • SBRC, SPS
Business Assistance with Layoff Aversion or Events	<ul style="list-style-type: none"> • Business analyses and assistance to avoid employee layoffs or closures. • Assistance with layoff and provision of information to dislocated workers. 	<ul style="list-style-type: none"> • SBRC; NCIDC; NCSBDC; SPS; and/or WDB • EDD; EDD – W-PA; DHHS/SSB; NCIDC; and/or WDB staff
Training Services for Business Owners and/or Incumbent Workers	<ul style="list-style-type: none"> • Customer Service Training. • Customized Training for a specific company or industry sector. • Disability Etiquette and Awareness Training 	<ul style="list-style-type: none"> • CR and/or SBRC • CR and/or SBRC • DOR • CR and/or SBRC

	<ul style="list-style-type: none"> • Management/Supervisory and/or HR training. • Bookkeeping, financial reporting and business computing training. • Business plan development and business loan procurement assistance. • Monthly luncheon training/presentations and periodic seminars on labor and employment law, business regulations and compliance, Human Resource (HR) and other business-related topics. 	<ul style="list-style-type: none"> • CR and/or NCSBDC • NCSBDC • EDD – W-PA (via NEAC)
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Acronym Key

- **AJCC** - America’s Job Center of Californiasm
- **AARP** - Foundation
- **BizNet** - North Coast Small Business Development Center’s AJCC business help line
- **CalWORKs** - California’s Temporary Assistance to Needy Families Program
- **CR** - College of the Redwoods, a CA Community College
- **DHHS/SSB** - Department of Health and Human Services, Social Service Branch
- **DOR** - California Department of Rehabilitation
- **EDD** - California State Employment Development Department
- **GR** - DHHS General Relief Program
- **HCCCC** - Humboldt County Community Correctional Center, a multi-agency center for adjudicated clients
- **LMID** - Labor Market Information Division
- **NEAC** - North Coast Employer Advisory Council
- **NCIDC** – Northern California Indian Development Council
- **NCSBDC** - North Coast Small Business Development Center
- **Veterans** - EDD’s Job’s for Veterans State Grant (JVSG)
- **RCAA** - Redwood Community Action Agency
- **SPS** - Sequoia Personnel Services
- **SBRC** - Smart Business Resource Center
- **TAA** - Trade Adjustment Assistance Act
- **TJM** - The Job Market, local name for Humboldt’s AJCC
- **UI** - Unemployment Insurance Benefits
- **Veterans** - EDD’s Job’s for Veterans State Grant (JVSG)
- **W-PA** - Wagner-Peyser Act
- **WDB** - Workforce Development Board
- **WIOA** - Workforce Innovation and Opportunity Act
- **YEOP** - Youth Employment Opportunity Program
- **YPO** - Youth Program Operator (WIOA Youth Program)

A description and assessment of the type and availability of youth workforce investment activities in the Local Area, as outlined in [WSD17-07- WIOA Youth Program Requirements](#). This includes any strategies the Local Board has on how to increase the digital literacy and fluency of youth participants, including youth with disabilities.

The Humboldt County Workforce Development Board contracts out youth funds to five regions in Humboldt County to provide services to youth throughout the county, including those in outlying areas that have limited resources and supports. A strength of this approach is that each contractor is embedded in the community it serves and programs are designed to respond to the needs of resident youth. Contractors provide the 14 WIOA youth program elements, either directly or through referral to partner services, including digital literacy. All youth contractors also provide supportive services as needed to assist youth with education and employment. The five regions served are Eastern Humboldt, Northern Humboldt, Eureka, Eel River Valley, and Southern Humboldt.

Dream Quest operates in Willow Creek, a remote mountain area in Eastern Humboldt and functions as a youth community center providing multiple services and activities, including a teen center with leadership opportunities, a permaculture garden, a youth-led farmers market, a thrift store for work readiness, and a partnership with the US Forest Service that provides opportunities for summer work experience. Dream Quest's Youth program has worked with Access Humboldt to provide training in video editing. The program plans to invest in recording equipment to provide ongoing training in music/video editing classes.

McKinleyville Family Resource Center serves families in the Northern region of Humboldt and offers the WIOA Step Up Program. Young people are assisted with tutoring and study skills training; paid and unpaid work experience; occupational skills training; one on one resume assistance; financial literacy training; leadership development; supportive services; and referral to local resources.

Smart Business Resource Center (SBRC) serves the Eel River Valley and Eureka. Many Eel River Valley businesses are committed to providing work opportunities and mentoring for youth, creating a strong alignment between industry and education/youth programs. SBRC helps young people with paid internships and work experience, job search assistance, supportive services, and On-the-Job training opportunities. Young people are also assisted with high school or GED completion, post-secondary education and training, leadership development, career counseling, and financial literacy.

The Mattole Restoration Council serves Southern Humboldt and is located at the very rural south end of the county. This region is the most challenging to serve and services focus on assisting youth with education and job readiness. Mattole Restoration Council provides natural systems restoration work experience, education and outreach programs, projects designed to foster stewardship through education and job training for local youth. With close ties to nearly 15 local businesses and organizations, a broad variety of work experience placements and

employment options are available—including solar installation, web design, retail sales, butcher training, and radio production.

The Supplemental Youth Employment and Training Program (SYEP) is a component of the WIOA service provided by the NCIDC. This program is designed to provide meaningful work experience for American Indian youth between the ages of 16 and 21. Job sites in local Native organizations are developed to prepare participants for future work environments. A combination of educational and vocational skill development is used to benefit clients. There are three major strategies for linking work and learning: 1) Job links which combines learning with work experience or occupational training; 2) Functional Context Education, which integrates workplace materials and problems into the basic skills curriculum; and 3) Worksite Training, which teaches basic skills through the actual work performed on the job.

In addition to the WIOA youth programs, the Employment Development Department's Youth Employment Opportunity Program is located at the Job Market. This program services drop-in youth clients with job search assistance and partners with youth service providers in the five regions outlined above to make referrals when additional vocational or educational assistance is needed. Transition Age Youth is another partner to the workforce system and provides a supportive program for youth to thrive at home, school, work, and in their community. Transition Age Youth have full access to the Job Market system for employment and education supports. The Redwood Community Action Agency, through their Youth Service Bureau, offers youth temporary residential housing, long-term transitional housing, and employment and training opportunities.

All youth programs are well-positioned to serve youth with disabilities. Through initial assessments, youth program operators determine appropriate accommodations and/or referrals and collaborate with partners as needed to support the client. Facilities are compliant with the Americans with Disability Act and meetings can be arranged at other locations to accommodate any special needs (cafes, libraries, private homes, etc.). Youth with disabilities are offered the same activities as others, with the necessary accommodations. Youth program operators are aware of additional community resources and work with those agencies to make effective referrals. The Department of Rehabilitation is an active partner and linked to all youth programs.

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

A description of how the Local Board fulfills the duties of the AJCC Operator and/or the Career Services Provider as outlined in [WSD19-13](#) - Selection of AJCC Operators and Career Services Providers. This should include the name(s) and role(s) of any entities that the Local Board contracts with.

Workforce Innovation and Opportunity Act Title I funds are received at the Humboldt County Administrative Office and managed by the Humboldt County Economic Development Department. The Economic Development Coordinator is the Executive Director of the Humboldt County Workforce Development Board and Economic Development staff serves as staff to the Workforce Development Board. Grant administration and monitoring are handled by the department. The Humboldt County Board of Supervisors is the Chief Local Elected official.

Economic Development staff follow federal and state procurement guidelines and go out for bids on Workforce Innovation and Opportunity Act subgrants, contracts, and for one-stop operator(s). The process includes releasing a request for proposals; public notice and meeting; scoring; announcing the award; and developing terms and contracts.

As a result of the last Request for Proposal for the one-stop operator, a three-agency consortium was selected which consisted of Redwood Community Action Agency (RCAA), College of the Redwoods, and Smart Business Resource Center. RCAA recently withdrew from the consortium. A new RFP for One Stop Operator will be issued in 2021. The current Adult and Dislocated Worker Service Provider is Smart Business Resource Center.

Procurement for Youth services in five regions within Humboldt was completed in 2017. There was one award for each area:

- Northern Humboldt: McKinleyville Family Resource Center
- Eastern Humboldt: Dream Quest
- Eureka: Smart Business Resource Center
- Eel River Valley: Smart Business Resource Center
- Southern Humboldt: Mattole Restoration Council

Appendix A

Stakeholder and Community Engagement Summary

The development of comprehensive Local and Regional Plans entails building broad and inclusive partnerships with regional and local entities in a variety of sectors. This includes engaging with employers, labor organizations, and community-based organizations, as well as WIOA core, required, and strategic program partners. This will ensure the inclusion of person-centered approaches to addressing multifaceted barriers to employment by utilizing input from the communities themselves.

Stakeholders participating in the planning processes should include, but are not limited to, employers, labor organizations, education partners, human services and housing partners, as well as community-based organizations that provide services to target populations such as: justice-involved, English language learners, refugees, immigrants, youth, older adults, veterans, people with disabilities, and any other entities supporting historically unserved or underserved communities.

Using the template below, Regional Planning Units and Local Workforce Development Boards should provide a detailed description of how meaningful stakeholder involvement and community engagement was achieved when developing the Regional and Local Plans. This summary should be included as an attachment to both the Regional and Local Plans.

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
Email distribution lists; Public notice	All partners and interested parties	See minutes. 11/6/2020 AJCC Partner meeting.	
Email distribution lists; Public notice	WDB members; partners; interested parties	See minutes. 11/13/2020 full WDB meeting.	Comment that small businesses have been very impacted by the pandemic and system needs to assist them.
Email distribution lists; Public notice	WDB members; partners; interested parties	See minutes. 2/26/2021 full WDB meeting.	
Email distribution lists; Public notice	GOHumCo website; 3/26-4/26/2021		

Appendix B

Public Comments Received March 24 - April 26, 2021

Comment(s)	Response(s)
Page 5: Change "Coast" to "California"	Thank you. Please see page 5.
Page 14: Include "NCIDC (not co-located), via referral provides workforce services to American Indians, Alaskan Natives and Native Hawaiians"	Thank you. Please see page 14.
Page 14: Include NCIDC on the matrix of "Providing Operator or Partners": Career Services 1. Eligibility Determination- WIOA programs...both bullet points 2. Initial Assessment...both bullet points 3. Job search and Placement Assistance... second bullet point	Thank you. Please see page 14.
Page 15: Include NCIDC on the matrix of "Providing Operator or Partners" Training services 1. Provision of training...both bullet points 2. Provision of Information regarding.... second bullet point	Thank you. Please see page 15.
Page 16: Include NCIDC on the matrix of "Providing Operator or Partners" Training Services 1. Provision of Information regarding other SS... all bullet points 2. Comprehensive Assessments...second bullet point 3. Development of an individual... both bullet points	Thank you. Please see page 16.
Page 16: Include NCIDC on the matrix of "Providing Operator or Partners" Training Services 1. Internships and work experience...both bullet points 2. On-the-job...first bullet point 3. Follow-up Services...first bullet point	Thank you. Please see page 16.
Page 18: Include NCIDC on the matrix of Business Services on "Providing Operator or Partners" Training Services 1. Business Assistance...both bullet points	Thank you. Please see page 18.

<p>Page 19: Acronym Key Include Northern California Indian Development Council (NCIDC) to the list</p>	<p>Thank you. Please see page 19.</p>
<p>Page 21: Include NCIDC’s Supplemental Youth Employment and Training Program (SYEP) <u>Paragraph to be included:</u> “The Supplemental Youth Employment and Training Program (SYEP) is component of the WIOA service provided by NCIDC. This program is designed to provide a meaningful work experience for American Indian youth between the ages of 16 and 21. Job sites in local Native organizations are developed to prepare participants for future work environments. A combination of educational and vocational skill development is used to benefit clients. There are three major strategies for linking work and learning: Job links which combines learning with work experience or occupational training; Functional Context Education, which integrates workplace materials and problems into the basic skills curriculum; and Worksite Training, which teaches basic skills through the actual work performed on the job.</p>	<p>Thank you. Please see page 21.</p>

Appendix C

Program Administration and Plan Signatures

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

This local four year-plan is submitted for the period of July 1, 2021 through June 30, 2025 in accordance with the provisions of the Workforce Innovation and Opportunity Act.

**Humboldt County Workforce
Development Board Chair**



Signature

Dena McCullough

Name

4/28/21

Date

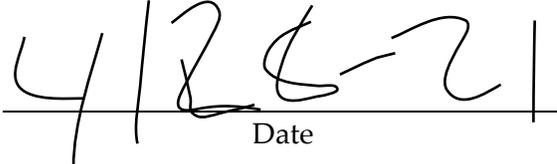
Chief Elected Official



Signature

Michelle Bushnell

Name



Date