

Orange County Development Board and Santa Ana Workforce Development Board Unified Local Plan

2017-2020



LOCAL PLAN:

In partnership, two local boards in the Orange County Region (OC Region): Orange County Development Board (OCDB), and Santa Ana Workforce Development Board (SAWDB) have collaborated to develop one Unified Local Plan (OC/SA Unified Local Plan).

REQUIRED PLAN CONTENT:

WIOA Section 108 requires the local boards and chief elected officials in each planning Regional Planning Unit (RPU) to engage in local planning that supports the strategy described in the State Plan and the OC Regional Plan. This OC Unified Local Plan modification was created in accordance with the California Workforce Development Board (State Board) Directive WSD 18-01 Regional and Local Plan PY 17-21 Two Year Modifications. As directed by the State Board, the Unified Local Plan was created in collaboration with the required partners, CBO's, and input from various stakeholders.

A. CalFresh Employment and Training (E&T)

Population Overview & Needs Assessment for People Receiving CalFresh

- a) Provide an overview of the size and characteristics of both the total CalFresh recipient populations in the local/area region and the CalFresh E&T participant populations, if CalFresh E&T is available in the local area/region.
The single county Orange Regional Planning Unit (RPU) reported 232,689¹ residents receiving CalFresh services in data released January 2018 by the Orange County Social Services Agency (OC Social Services). This is approximately 7.7% of Orange County residents receiving food support under CalFresh. Of the 232,689 people, 48.6% are of workforce age 18 to 65+. At this time OC Social Services does not offer CalFresh E&T preferring to refer CalFresh recipients to the network of American Job Centers of California (AJCC) and established local area non-profit organizations to provide employment and work skills training.
- b) Assess the types of workforce services needed to help people receiving CalFresh succeed in the regional and local labor market, including those services that are eligible for 50% federal reimbursement from CalFresh E&T.
Adult CalFresh recipients averaged three years of unemployment. Those with long term unemployment face significant barriers to re-employment. In partnership with CalFresh, the local AJCCs will assess for employment skills, disability or medical issues, reasons for unemployment such as incarceration or substance abuse, unstable housing, etc. A service plan will be developed to address issues, and look at subsidized work experience to establish a connection to work, on-the-job training (OJT) and vocational/certificate skills training offered by the local community college or WIOA Title I training from an Eligible Training Provider List (ETPL) provider. Supportive services will be provided to support the individual so that they can successfully transition to work and provide for their ongoing needs.
- c) Describe the employment barriers experienced by people receiving CalFresh in your local area/region, including potential barriers faced by people with disabilities, and resources that can be utilized to assist with overcoming these barriers.
Many CalFresh participants have an intermittent work history, minimal employment skills, unstable housing, little to no access to reliable transportation, substance abuse, incarceration history, and/or are coping with physical and mental disabilities. Leveraging the resources of the local AJCCs, its partners and other community non-profit organizations, CalFresh participants will be assessed for job readiness, look at using subsidized work experience or OJT's to establish current work history, look to its partners for assistance with support services such as childcare, temporary or permanent housing solutions, transportation assistance, work clothing and tools, expungement services for criminal records as eligible. If the participant has a disability, then the AJCCs would coordinate with the Department of Rehabilitation and Goodwill Industries to assess and devise a plan to assist with training and re-entry to employment.
- d) Explain current and prospective local partnerships, including partnerships with local workforce development boards, local Human Services Agencies, and other CalFresh E&T providers. Describe the quality and level of intensity of services provided by these partners.
Each respective local Workforce Development Board (WDB) in the Orange RPU has a well-established and active partnership with Orange County Social Services Agency Family Self Sufficiency Unit assisting Temporary Assistance for Needy Families (TANF) clients in completing their mandatory hours through providing work experience, vocational

¹ The 24th Annual Report on the Condition of Children in Orange County

training, and job placement. Clients age 55+ are seen by SER Jobs for Progress staff to assess for eligibility and placed in part-time work experience. Those lacking language and basic skills are seen by one of the nine local community colleges or Adult Education centers and served at no charge to the participant. The Department of Rehabilitation (DOR) has committed to having staff on site at each AJCC in the Orange RPU, and are available to assist those who have disabilities so that they can re-enter the world of work.

- e) Describe the ways in which program partners will facilitate information sharing to evaluate need. Staff is evaluating the pilot program that recently launched in the Los Angeles RPU utilizing CalJOBS with Los Angeles County Social Services Agency. The ability to schedule an appointment with WIOA staff and partners through CalJOBS will expedite the referral process and allow for swift communication between case managers on such items as did they show up, what the referred is eligible for and sharing of a service strategy.

Regional Alignment, Coordination, and Integration

- a) Describe how local/regional partners will braid resources and coordinate service delivery to people receiving CalFresh for workforce services, sector pathways programs, supportive services and retention efforts described below. In order to support continued development and innovation in workforce activities, the WDB's will work with its AJCCs to engage in a more targeted and efficient manner with the OC Social Services Agency, OC Healthcare Agency, OC Probation/Parole, local Housing Authority(s), non-profit organizations, and community based organizations to provide wraparound services to the CalFresh recipients. Regular conversations with workforce and education stakeholders will lend meaningful alignment and coordination/integration of programs, services and partners to address the various barriers to employment.
- b) Explain how local/regional partners will identify and partner with local/regional organizations that serve specific types of CalFresh populations i.e. formerly incarcerated individuals, non-custodial parents, etc. and strategies for leveraging existing resources in the community. Through the process of revising the OC Regional and Local Plan conversations have begun in earnest with numerous local and regional organizations serving formerly incarcerated individuals, homeless, and non-custodial parents, both at the county level and area non-profits. Discussions are taking place with the intent of formalizing relationships, coordination of services and removing duplicative services so as to leverage existing resources.
- c) Describe the types of workforce services available to people receiving CalFresh that are and can be funded by local/regional partners, the baseline level of service e.g. number of individuals and types of services, and how the local/regional plan will modify the types and quantity of workforce services provided to this population. Working through the local AJCC's basic career services will be made available to all CalFresh clients. Out of the Orange County population of 3,194,024², 7.7 percent are receiving CalFresh which is a total of 248,723 residents. As various barriers are addressed such as housing and substance abuse, work experience or OJT's will be made available so that the participant can establish a current work history, job coaching and or training will also be made available as additional barriers are resolved.
- d) Describe the role of local/regional partners in helping provide services to and integrating people receiving CalFresh into sector pathway programs, including participation in program development, outreach, and the provision of specialized support services. The Orange RPU has established the Orange County Economic and Workforce Development Network as the vehicle for bringing business, labor, education, economic development, and other partners to identify and address the regional workforce challenges, create, and implement sector pathways. The OC Network supports a multiple entry and exit point system, seeks to integrate programs, and braiding funding streams as well as provide support services for underprepared students and workers.
- e) Describe the ways in which local/regional partners will work together to provide supportive services to this population and facilitate program completion. Local and regional partners currently and will continue to collaborate to provide supportive services to individuals enrolled in services leading to employment including from populations with barriers to employment.

² California Department of Social Services Administration – Cal Fresh Percent of Population Receiving CalFresh By County, January 2017

- f) Describe the process Local Boards and their partners will use to retain this population in regional sector pathway programs as they progress into livable wage jobs and careers.
At the local level co-enrollment between Title I, CalFresh, and CalWORKs recipients will be strongly encouraged so as to coordinate services such as training, work experience, job search/retention, and make available support services that each other may not be able to offer but are necessary for program completion are just a few services that would be available to support the completion of sector pathway programs.

B. OC Workforce - Department of Child Support Services Partnership

Assessment of Needs

As previously described in the OC Regional Plan, the OC Regional Planning unit collectively met with Orange County Child Support Services to discuss the needs of non-custodial parents (NCPs) in Orange County. The OC Region is committed to promoting effective communication and on-going collaboration across the system to enhance workforce services of NCPs in the Region. An overview of the OC NCPs population is included as Attachment 2 to this unified local plan.

- a) Describe the relative importance of the types of services needed to help program participants succeed in the labor market.
The target population for this partnership is unemployed NCPs in Orange County. Many of these parents have a history of being on some type of aid, suggesting that steady employment is a challenge. Matching these parents to steady employment and income is critical for parents' abilities to make regular child support payments so that 1) their children are cared for, and 2) they do not accumulate arrears and interest in unpaid child support which can lead to license suspensions, damaged credit, and liens. In addition, over 30% of these parents have a history of incarceration. Re-entry programs offered through local AJCCs, matched with training and employment, can help prevent recidivism and increase child support payments for their children.
- b) Describe the types of baseline services that are currently being provided in the local area to individuals from the Child Support Program population and how the regional and/or local plans will modify the types and quantity of services provided.
The local workforce boards programs function as one mechanism to connect unemployed and underemployed individuals to employment and training that lead to self-sufficiency. Services provided include working in partnership with Orange County Child Support Services, local boards are committed to provide comprehensive employment and training services to NCPs and expand access to employment, training, education, and supportive services for eligible NCPs, particularly to those that have unique barriers to employment. Through this project, NCPs may participate in work experience, on-the-job training or classroom-based vocational skills training to increase their readiness for the first time or entry-level employment. The local boards' operation of these programs enables participants to easily connect to the AJCC system for additional services and or access to further skills development training.
- c) Describe barriers experienced by the Child Support Program participants in your local area.
The barriers most experienced by the unemployed NCPs include access to job skills training needed to obtain and retain employment in higher wage occupations; and access to supportive services such as food, transportation, work-ready clothing, and legal assistance.
- d) What existing resources can be utilized to assist with overcoming these barriers?
America's Job Centers have existing funding for supportive services such as transportation, food, and clothing. In addition, the Centers have existing partnerships with local non-profits that come into the job centers to provide additional supportive services including clothing, life skills classes and, counseling.

Existing Workforce and Education Program Partnerships

- a) Describe the ways in which program partners work together to provide supportive services to noncustodial parents.
Orange County Child Support Services can refer parents to workshops and events held at the Job Centers based on the parents' specific supportive service needs. In addition, the offices of Child Support Services can host local workforce board staff and partners to come onsite and conduct enrollments, hold workshops and connect parents to Job Center partners.

- b) Discuss the steps to be taken to ensure that a comprehensive provision of services is provided to noncustodial parents to facilitate successful labor market outcomes.
Because WIOA funds are limited in amount and access (based on program eligibility), in partnership with education, business, labor and community partners, the local boards participate in planning to identify options and resources to create additional opportunities for individuals to enter training and access services connecting them to training, education, and employment.
- c) Discuss how eligibility criteria for workforce services impact the Local Board's ability to provide workforce services to the Child Support Program population.
The Workforce Innovation and Opportunity Act (WIOA) dictates certain eligibility criteria that will exclude some NCPs from receiving services from local job centers. The criteria that will most commonly be at issue are documentation for income, address, etc. and registering for selective service. However, to prevent referrals of ineligible NCPs to job centers, Orange County Child Support Services will conduct pre-screening of NCPs; and explain to them the eligibility requirements for receiving basic services. In addition, local job centers may come onsite to the child support office and hold information sessions that explain eligibility to NCPs.
- d) Explain obstacles to providing services to the Child Support Program population.
An obstacle for NCPs living in Orange County includes transportation to the local job centers and job fairs. Orange County is a large geographic area with limited affordable mass transit options. In addition, the list of documentation required to receive services may be an obstacle for NCPs; as such they may require special assistance to obtain the needed documents in order to enroll with the job centers. Potential job placement obstacles may include the following:
- Approximately 36% of unemployed NCPs speak languages other than English
 - The average amount of time since last employment for many currently unemployed NCPs is three years
 - Over 30% of unemployed NCPs have a history of incarceration which can make job placement more difficult
 - Right to work documentation may limit the services NCPs receive at the AJCCs in the OC Region
 - NCPs may not be employment ready and may lack the basic skills needed for job placement
- e) Explain additional tools that can be explored to motivate and support participation and any legal or regulatory barriers to utilizing these tools.
One tool that can be offered from the Child Support Services program and may encourage participation in employment services is negotiating the release of a revoked license for an NCP who enrolls with a local Job Center. Once enrolled, NCPs will have access to a wide range of services including support services and referrals to partner agencies such as the Legal Aid Society of Orange County and Legal Services for Prisoners with Children.
- f) Explain obstacles to meaningfully engaging in local partnerships.
Orange County Child Support Services does not foresee any major obstacles for this partnership. However, special business practices and staff training will need to be implemented to make the partnership successful. For example, new practices to screen NCPs for referrals will need to be instituted and that entails training staff on the basic programs of the job centers.

Plans for Building Successful Partnerships or Scaling up Existing Successful Partnerships

- a) Describe the process Local Boards and LCSAs will use to retain individuals in relevant workforce and education training programs to support progression into livable wage jobs and careers.
Orange County Child Support Services will actively encourage parents to seek job placement services and remain employed in order to pay child support for their children. Child support caseworkers are in regular contact with NCPs who are delinquent in payments to find out if it is due to unemployment or other barriers. They work in partnership with the parents to overcome those barriers, which includes providing referrals to local nonprofits for additional and supportive services, referrals to job placement services, negotiating licenses releases, modifying child support order amounts and providing onsite workshops. The AJCCs will assess NCPs for career readiness and based on need and skills participants may qualify for training in high wage career that have a projected growth.
- b) Describe existing, new, and prospective partnerships with stakeholders to coordinate workforce and related training and education service delivery to Child Support Program participants.

The local workforce development board through its established Leadership Council has strong partnerships with Community Colleges, CBOs, OC Reentry Partnerships, these respective partnerships will be key in providing coordinated service delivery to Child Support Program participants who are in need of skills upgrade and training.

- c) Describe how local partners, including LCSAs, county Human Service agencies, Local Boards, community colleges, adult education providers, CBOs, social enterprise, and other stakeholders will braid resources and coordinate service delivery.

In-kind/matching resources that Orange County Child Support Services can provide to the partnership include:

- Facility space and staff hosts for workshops, group enrollments and, partner meetings
- Advertisement of Job Center locations, events, jobs, and training programs offered
- Links to job opportunities on the child support website or posters in the child support office lobby
- Partnering with AJCCs to educate our caseworkers on how to identify good referrals for the variety of programs and services offered by AJCCs
- Pre-screening of potential parents who are job seekers for minimum or desired requirements prior to referring them to the job centers
- Assisting customers with registration for job services through CalJOBS by providing access to computers and the internet

- d) Describe how local workforce development boards will engage CBOs with a history of serving and working with the targeted populations, such as vocational training providers, in order to offer basic skills and occupational training, job and career search assistance, and supportive services within the local workforce development system.

The local workforce boards work closely with United Way's UpSkill OC program that supports underemployed and unemployed adults as they move from unemployment or low-wage positions into long-term, a livable wage, middle-skill occupations. UpSkill OC directly connects qualified candidates to training, support and middle-skill jobs in healthcare and technology by partnering with local workforce boards, nonprofits, and the business community.

- e) Describe the referral process and forms utilized to track this population as they are referred from:

- LCSA office

Once a child support caseworker has pre-screened the parent and the parent shows interest in employment services, the caseworker will create an electronic case note/identifier for each parent who is referred to the job centers; and/or enrolls online with a job center. Using this identifier, reports of who was referred can be generated. Forms will include a description of services offered by the job centers, documentation and eligibility criteria lists, steps on how to connect with a job center (online, in offices), workshop calendars from the job centers, and release of information waiver to be signed by the parent allowing basic case data (name, DOB, last four SSN digits, services received, employment status) exchange between Child Support Services and the OCDB.

- Family Court

In Orange County, it is unlikely the superior courts would initiate a job center referral. However, Orange County Child Support Services has staff onsite in the courts who can work with parents on a variety of issues and will make job services referrals per the same process that a caseworker would use. The local boards are exploring the possibility of utilizing CalJobs to expedite referrals processes with all partners.

- f) Describe what tools or platforms are available to help facilitate data sharing and program metric reporting.

Orange County Child Support Services and OCDB will execute a data sharing agreement that will allow basic customer data tracking and reporting. The data would include identification, services provided and employment status. The data will be exchanged via the internal Orange County system which is centralized via secured email or secured server location. Orange County Child Support Services is accustomed to sharing participant data with sister agencies such as the Social Services Agency and the Probation Department.

Working with LCSAs to identify incentives to increase the success of NCPs sustained participation in local workforce programs

- a) Discuss the tools and incentives that LCSAs can provide to noncustodial parents to promote their participation in workforce development and education training programs.

- Incentives and tools used to facilitate a successful referral include: assistance with eligibility documentation information, access to computers and internet for online Job Center registration, and negotiation the release of license suspensions
- Incentives and tools used to foster sustained program participation may include: ongoing marketing and awareness campaigns of Job Center services, ongoing outreach and to unemployed NCPs offering Job Center information, and explanation of interest and arrears accruals to encourage sustained employment and payment of child support

C. Department of Rehabilitation Competitive Integrated Intellectual Disabilities/Developmental Disabilities Partnerships and Engagement to Increase Competitive Integrated Employment

- a) Explain how your area is engaged or plans to become engaged with local partners to increase CIE for jobseekers with ID/DD:

Competitive Integrated Employment (CIE) seeks to combine resources between the Local Workforce Development Boards and its partners in addressing employment for populations affected by Intellectual Disability (ID) and Development Disability (DD). Specifically for the Local Board, collaboration with the Department of Rehabilitation (DOR) is necessary in order to expand this initiative. The Local Board and DOR have already engaged in a variety of ways. Currently, DOR is a member of various Chambers of Commerce in the OC Region and connects with local businesses on a monthly basis in order to introduce their services. DOR utilize these events to present information on on-the-job training (OJT) and work experience opportunities. Furthermore, DOR plans and hosts a diversity job fair, which includes employers throughout Orange County. They have also had great success with Amazon hiring job seekers with ID/DD. Finally, the DOR has attended networking groups and has successfully connected with local business owners who have hired many of their participants for CIE work.

In alignment with the Local Plan and CIE Blueprint, the OCDB and SAWDB will work towards increasing CIE within the local area through a variety of efforts. The DOR will have a counselor at the local AJCC to take referrals and provide services as appropriate, such as vocational training or employment services. In addition, they would like to invite the local boards to attend the Regional Table Talk event. During this event, the local boards will meet with additional community partners and vendors in order to share resources and programs that Regional Center consumers may benefit from.

- b) List the names of organizations the Local Board is partnering with to implement these plans:
The Local Board is partnering with the Regional Center of Orange County, Community based programs, DOR, and school districts in order to implement these plans. This includes the Chapman University Thompson Policy Institute (TPI) Transition Initiative.
- c) If DOR is participating in Competitive Integrated Employment/ Local Participating Agreement (CIE LPA), please describe the level of participation:

The Orange County Local Partnership Agreement (OCLPA) is very productive and continues to expand and strengthen its resources in order to meet and determine a plan of action. At the Chapman University TPI Transition Initiative, the DOR met at the Orange Unified School District (OCUSD) and broke into groups to talk about challenges, resources, and selected the upcoming speaker based on the needs of the community schools and the OCLPA. In addition, the OCLPA hosted a forum and allowed various departments to communicate their concerns, issues, and questions about resources.

In addition, Chapman University is doing research and gathering data in order to determine employer needs, retention rates, and how employers can benefit from OJT. The university will analyze barriers and skill gaps present within highly demanded occupations, utilize labor market information to determine trends, and identify resources necessary to enhance the success rates of the ID/DD population.

Needs of Individuals with ID/DD

- a) Describe in your plan the ways in which AJCC staff have gained knowledge or training about serving individuals with ID/DD and the additional programs and resources available in the area:
In order to increase CIE and better address the needs of job seekers with ID/DD, the Local Board has and will continue to work alongside DOR in conducting training and outreach opportunities. Conversations have occurred in which DOR

staff has informed AJCC staff on how they can best serve the ID/DD population. Due to DOR's expertise in understanding the barriers of this population, DOR staff have begun to conduct formal training in order to educate and coach AJCC staff in handling this specific clientele. From the case management process, career advisors will learn how to interact with the individual and determine whether they should enter into training, job search, or receive a referral to another partner. From the business services approach, AJCC Job Developers will learn how to communicate with employers in order to incentivize ID/DD hires and help employers understand how to hire and onboard this population.

Supportive Services and Earn and Learn Strategies to Increase Opportunities for CIE

- a) Please explain how your area has or will connect with your DOR point of contact who can provide linkages to service providers and/or supportive services to individuals with ID/DD who are VR consumers:

Currently, the local area connects with a single contact within DOR on a case-by-case basis. When an individual visits the local AJCC, staff determines whether they should work with the individual directly or if they should move forward with a local partner. AJCC staff will direct job seekers with ID/DD, especially those that are VR consumers, to either the onsite or offsite. DOR currently at the City of Anaheim conducts referrals via phone from case managers on behalf of the client. The Irvine, Santa Ana, and Garden Grove sites are covered by two different DOR Divisions (San Diego and Orange San Gabriel, respectively). Career Consultants in Irvine will refer clients to the Laguna Hills office, which is part of the San Diego Region. Career Advisors in Santa Ana and Garden Grove AJCCs will do a pre-screen to assess for suitability, and if probable for DOR services, they are referred directly to the on-site DOR representative.

Employer Engagement Strategies to Increase CIE Opportunities

- a) Please describe how your DOR district partner is connecting with your area in their work to outreach to employers and partners to support opportunities for individuals with ID/DD to achieve CIE. If your area is developing its own recruitment, referral, and employer engagement strategies, please describe:

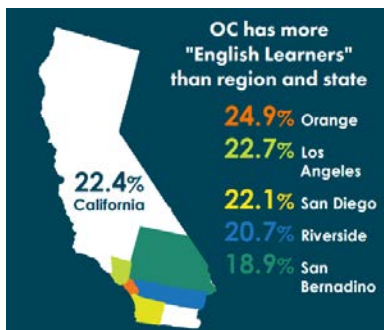
DOR's connection with the AJCCs is crucial in helping provide resources, support, training, and placement opportunities for individuals with ID/DD in order to increase CIE. The DOR has been involved in a variety of Orange County events in which the staff spoke with employers and local partners. The local area can further enhance this connection through several methods. The DOR can conduct outreach efforts by attending AJCC events including community meetings, job fairs, and resources fairs. DOR assist with local recruitments, work with internal referrals, and collaborate with the business services team to educate employers about the ID/DD community.

D. Provision of Services to English Language, Foreign Born, and Refugees

Assessment of Needs

Orange County (population 3.1 million) exceeds the state average of 22.4 percent of total enrolled students classified as "English Language Learners (ELL)". Moreover, the California Workforce Development Board identifies that the Orange County region has a workforce that has 15% or more ELL.

Almost half of the population in Orange County speak a language other than English (46%) and among this population, 45% speak English less than "very well." The importance of strategies designed to increase English Language proficiency is demonstrated by the fact that 23.2% of Orange County workers 25 and older speak Spanish as a first language, and 16.3% speak an Asian language as a first language. Overall, 24.9 percent of K-12 students are considered ELL, which is above surrounding counties such as San Bernardino County at 18.9 percent, Riverside County at 20.7 percent, San Diego County at 22.1 percent, and Los Angeles County at 22.7 percent³.



One of the most significant barriers to employment can be the language barrier; the ability to communicate verbally and in writing is one of the most important skills to ensure workforce success. For example, a recent survey by the National Adult Literacy Council reported that three-fourths of all welfare recipients perform at the lowest levels of literacy. Additionally, many employers in the region have cited communication skills as an issue in finding qualified workers. Individuals can have impressive technical skills, knowledge, and ability, but if they are unable to communicate ideas or effectively interact with co-workers in a team-based environment, then they may find it difficult to perform successfully in many workplace settings.

³ Orange County Workforce Indicators Report 2016-2017

- a) Describe how local/regional partners will braid resources and coordinate service delivery to people ELL, the Foreign Born and Refugees including increasing access to sector pathways programs, supportive services, and retention efforts.

The OCDB and SAWDB have a long-standing, effective relationship with its Adult Education partners in the region. The Rancho Santiago Consortium, South Orange County Regional Consortium, North Orange County Regional Consortium, and Coast Consortium facilitate educational services that provide basic literacy and Adult Education services and maintain a strong partnership between all AJCCs and their district's Title II Adult Education programs. The collaboration between the partners has created a stronger infrastructure that supports dual enrollment or co-enrollment of students and linking them to certification programs and careers in Healthcare, Manufacturing, IT, and Tourism/Hospitality that have been identified as key drivers of the economy in the OC Region.

- b) Describe the process local boards and their partners will use to retain this population in regional sector pathways programs as they progress into livable wage jobs and careers.

Healthcare, Manufacturing, IT, and Tourism/Hospitality have been identified as key drivers of the economy in the OC Region with high-skill, high-wage occupations. These sectors have proven to be great job generators at nearly all skill levels offering multiple pathways for vertical career advancement including opportunities for ELL, Foreign Born, and Refugees. The local boards have identified opportunities to create stronger partnerships.

The ELL Navigators, AJCC staff, and Adult Education providers will work together to identify complementary roles and collaborative action to support service delivery. The following Adult Education providers have developed and signed a Memorandum of Understanding (MOU) with the OCDB and SAWDB to solidify coordination efforts:

- Rancho Santiago Community College District
- Coastline Community College District
- Saddleback College
- Garden Grove Unified School District
- North Orange County Community College District
- Huntington Beach Union High School District
- Boat People SOS

California Adult Education Program consortia partners will play a key role in providing services for English Language Learners. Activities will include, but not be limited to:

- Evaluation of current programs and capacity
- Developing and administering assessments
- Referrals of WIOA Title II participants to the Orange County ELL Workforce Navigator Program and to Orange County WIOA Title I programs
- Supporting collaboration between workforce and education partners/stakeholders
- Assist participants in obtaining literacy and basic skills for employment and transition through career pathways
- Exploring co-location at the AJCC's
- Developing formal referral system between adult education and WIOA title I programs
- Developing a mechanism to share data to track co-enrollments and performance measures

Community Based Organization (CBO) partners provide an important role in providing services for ELL, Foreign Born, and Refugees that may not qualify for services through the WIOA system. Their programs provide comprehensive wraparound services to participants including:

- Case management and counseling
- Clinical mental health services
- Patient navigation
- Access to education and higher education support
- Immigration-related legal services
- Comprehensive care

- c) Local Boards are required to review and incorporate any workforce or employment service plans developed by stakeholders (e.g. Employment Services Plans developed by County Welfare Departments etc.)

The County of Orange Refugee Services Plan provides an overview of service delivery including a focus on achieving economic self-sufficiency through a comprehensive approach that addresses employment and support services of newly arrived refugees. To increase the likelihood of securing employment, the OC Social Services Agency works closely with service providers including the three local workforce boards in Orange County to provide the following services:

- Employment Preparation Program (EPP) paid employment opportunity in public or private, non-profit or for-profit organizations, with a focus on County of Orange worksites, for a period of six (6) months.
- Vocational Training (VTR) temporary, transitional, and short-term training activity, not to exceed twelve (12) months, to prepare participants for employment in a specific trade, occupation, or vocation focused primarily in occupations within Healthcare, IT, Manufacturing, and Hospitality/Tourism. VTR activities are provided by vocational-technical schools, postsecondary institutions, or proprietary schools and public institutions.
- Work Experience (WEX) a planned, structured learning experience that occurs in the worksite for twelve (12) weeks.

E. Local Plan Changes

With the exception of including an additional required partner, the OCDB and SAWDB will continue working towards achieving the overarching goals established in the OC Unified Local Plan. These goals are aligned to encompass the goals of both the State and OC Region.

Partner Commitment, Cross-system Communication, and Service Delivery Innovations			
OC Local Plan Goals	High-Value Sectors Impact High-Value Sector stability and growth	Education and Training Prepare an educated and skilled workforce	Workforce Development Increase system efficiencies and innovations; support sustainable infrastructure
	<ul style="list-style-type: none"> • Identify/establish High-Value sector association in OC • Identify priorities for each High-Value sector • Target special resources to support the advanced manufacturing sector • Assign specific entity to impact High-Value sector priorities 	<ul style="list-style-type: none"> • Increase number of Red Zone focused projects • Identify the process used to determine the industry-valued and recognized postsecondary credentials. • Red Zone Project: targeted alignment of all partner resources • Increase the number of English Learners connected to the Adult Education System • Services for young adults and individuals with barriers to employment 	<ul style="list-style-type: none"> • Enhance access to workforce development services offered by all partners • Establish cross referral network among all partners • Usage of cross referral network among all partners • Align business engagement • Increase the quality/quantity of grant Partnerships • Meet and exceed performance accountability measures based on WIOA performance indicators

F. OC Local Plan Attachments

1. Local Board Assurances
2. Data Sources
3. Stakeholder Engagement and Community Outreach