

Yolo County Workforce Innovation Board



Local Plan

March 2025

Program Year 2025-2028

Deanna Sverdlov
Service Center Manager
WIB Executive Director
(530)631-2289

Deanna.Sverdlov@yolocounty.gov

Contents

Preface	4
Introduction	4
Yolo County Profile	6
Yolo County Workforce Innovation Board (WIB)	8
Yolo County Local Plan	9
A. WIOA Core and Required Partner Coordination	9
1. Coordination of Services and Resources Identified in Partner Memorandum of Understanding (MOU)	10
2. Co-Enrollment and/or Common Case Management	12
3. Facilitation of Local Board and AJCC Partner Services through the One-Stop Delivery System	13
4. Coordination of the Provision of Appropriate Supportive Services	14
5. Compliance with WIOA Section 188 and the Americans with Disabilities Act (ADA) of 1990	15
B. State Strategic Partner Coordination	15
1. Coordination with County Health and Human Services Agencies/CalFresh Employment & Training (E&T) Services	15
2. Coordination with Local Child Support Agencies	16
3. Coordination with Competitive Integrated Employment Blueprint and Other Partners Serving Individuals with Intellectual Disabilities and Developmental Disabilities (ID/DD)	17
4. Coordination with Partners Who Serve Individuals Who Are English Language Learners, Foreign Born and/or Refugees	18
5. Coordination with Local Veterans Affairs and Community-Based Organizations Serving Veterans	19
6. Collaboration with Strategic Planning Partners to Address Environmental Sustainability	20
C. WIOA Title I Coordination	21
1. Training for Frontline Staff to Gain and Expand Proficiency in Digital Fluency and Distance Learning	21
2. Training for Frontline Staff to Ensure Cultural Competencies and an Understanding of the Experiences of Trauma-Exposed Populations	22
3. Rapid Response and Layoff Aversion Activities	22
4. Adult and Dislocated Worker Employment and Training Services	24
5. Youth Workforce Activities	25
6. Disbursal of Grant Funds	27
7. AJCC Operator and Career Services Provider	28
Appendix	30
A. Stakeholder and Community Engagement Summary	30
B. Yolo Local Board Record of Comments	30
C. Signature Page	30
Stakeholder and Community Engagement Summary	1
Summary of Stakeholder and Community Engagement	2
Yolo Local Board Record of Comments	1

Preface

The Yolo County Workforce Innovation Board (WIB), serving as the Local Workforce Development Board (LWDB), proudly presents Yolo County's Local Plan, aligned with the [Yolo County's 2024-2028 Strategic Plan](#) and [California's Unified Strategic Workforce Development Plan \(State Plan\) 2024-2027](#). This plan will also join those of the Golden Sierra Workforce Development Board (GSWDB), North Central Counties Consortium (NCCC), and Sacramento Employment and Training Agency (SETA) and supports the Capital Region Plan.

Regional and local plans work together to create a cohesive workforce system, but they serve distinct purposes. Regional plans focus on broad, strategic alignment by developing training and education frameworks that match regional labor market needs, fostering collaboration among WIOA partners, and leveraging investments to drive economic growth. In contrast, local plans focus on implementation, ensuring individuals access workforce services through AJCC locations, addressing specific community workforce needs, and building partnerships with local businesses and organizations. While regional plans set the overall strategy, local plans translate these goals into direct service delivery. Despite these differences, both plans share the common goal of fostering an integrated workforce system that connects job seekers with sustainable, high-quality employment opportunities.

As part of the Capital Region Planning Unit, the WIB supports the regionally adopted definition of quality job:

- Quality jobs: Jobs that pay a livable wage on an annual basis, provide employer-sponsored health insurance, and are likely to continue offering pathways to these benefits.
- Promising jobs: Jobs that may not pay a livable wage or provide benefits currently but do offer career pathways to quality jobs within the next 10 years.

This Local Plan will focus on implementing regional workforce strategies identified in the Strategic Workforce Development Plan for the Capital Region and will incorporate California's Unified Strategic Workforce Development Plan at the community level to ensure equitable access to high-quality employment opportunities. It will emphasize strong partnerships with local businesses, education providers, and community organizations to align training programs with industry needs. Key priorities include enhancing service accessibility, particularly for underserved populations, expanding co-enrollment and integrated case management, and investing in workforce development initiatives that support economic growth and sustainability. By leveraging WIOA resources and fostering collaboration, this plan aims to create a streamlined, inclusive, and effective workforce system that empowers job seekers and strengthens the local economy.

Introduction

This document outlines the Local Plan for the Yolo County Workforce Development Area. It builds on previous efforts and is a joint submission by the Yolo County Board of Supervisors (BOS), the Workforce Innovation Board (WIB), and the Yolo County Health and Human Services Agency (HHSA), which serves as the administrative entity for the WIB.

The plan focuses on connecting residents to quality and promising jobs that offer economic stability and meaningful career opportunities. It also emphasizes industry collaboration, job quality, and skill-building. The WIB is committed to creating a workforce system that supports both economic growth and shared prosperity for employers and workers. A special focus is placed on reaching vulnerable populations to ensure everyone has fair access to programs and services.

This plan addresses the following:

- **Service Integration:** Collaboration with WIOA core and required partners to streamline service delivery and promote co-enrollment.
- **Accessibility and Equity:** Ensure compliance with ADA, expand digital access, and address barriers for underserved populations.
- **Workforce Alignment:** Alignment of services with labor market trends, focus on middle-skill jobs, and support green and sustainable industries.
- **Stakeholder Engagement:** Involvement of employers, community organizations, and underserved populations in planning and implementation.
- **Training and Development:** Enhancement of digital fluency, cultural competence, and technical skills for both staff and participants.
- **Supportive Services:** Highlighting resources like childcare and transportation to reduce barriers to employment and training.
- **Rapid Response:** Support businesses in averting layoffs and help dislocated workers transition to new jobs.
- **Compliance and Accountability:** Monitor program outcomes, manage funds transparently, and adhere to all legal and regulatory requirements.
- **Focus on Priority Populations:** Target services for youth, veterans, English learners, refugees, and other vulnerable groups.

Consistent with the WIOA and the State and Regional Plans, Yolo County has developed its Local Plan based on these policy objectives:

Fostering demand-driven skills attainment: Workforce and education programs need to align program content with the state’s industry sector needs to provide California’s employers and businesses with the skilled workforce necessary to compete in the global economy.

Enabling upward mobility for all Californians: Workforce and education programs need to be accessible for all Californians, especially populations with barriers to employment, and ensure that everyone has access to a marketable set of skills, and is able to access the level of education necessary to get a good job that ensures both long-term economic self-sufficiency and economic security.

Aligning, coordinating, and integrating programs and services: Workforce and education programs must economize limited resources to achieve scale and impact while also providing the right services to clients based on each client’s particular and potentially unique needs, including any needs for skills development.

These objectives influence local policy, administration, and service delivery as outlined below:

Integrated Service Delivery and Accessibility:

The WIB aims to create a seamless system where workforce partners work together to provide coordinated services. The focus of this objective is on making these services accessible to everyone, including individuals with disabilities and underserved populations, through innovative tools like digital platforms and targeted outreach.

Workforce Alignment and Economic Development:

The WIB values the alignment of workforce programs with local job market trends to prepare residents for in-demand careers. By supporting industries like green jobs and focusing on middle-skill roles, the WIB can help drive regional economic growth while helping youth, veterans, and other priority groups build lasting careers.

Stakeholder Collaboration and Community Engagement:

The WIB emphasizes the effort of working closely with employers, educators, labor organizations, and community groups to design effective programs. Public input is a vital part of this process, ensuring that this objective addresses the unique needs of our community and provides equitable access to resources.

Capacity Building and Continuous Improvement:

The WIB encourages training for staff and participants to ensure they have the skills to succeed in today's workforce. By tracking outcomes and gathering feedback, we continuously improve our services to better meet the needs of employers and job seekers.

Yolo County Profile

Yolo County is located in the Sacramento Valley in Northern California and although it is included in the Greater Sacramento metropolitan area, the county is largely agricultural. The 4 incorporated cities in Yolo County are the county seat of Woodland, Davis, West Sacramento, and Winters.

The Board of Supervisors (BOS) is the duly elected legislative body of the County of Yolo. The BOS sets and adopts policies and establishes programs for law and justice; health and mental health; social services; land use; transportation, water resources air quality and flood management; agriculture; economic development; emergency services; intergovernmental relations; libraries and areas of general governance. Based on these policies, the BOS fixes salaries, appropriates funds and adopts annual budgets for all departments. The five members of the Board are elected by district, are non-partisan and serve four-year terms. Board Members also sit as the governing body for In-Home Supportive Services Public Authority, Yolo County Financing Corporation, six county service areas and 13 fire districts. The BOS serves as the chief local elected official of the Local Area and a board member is assigned as a liaison to the WIB.

The BOS and county team use the [Yolo County's 2024-2028 Strategic Plan](#) to align goals and actions, set policies, and prioritize funding and resources in five primary goal areas:

- Thriving Residents
- Flourishing Agriculture
- Sustainable Environment
- Safe Communities
- Robust Economy
- Operational Excellence

County Statistics

FY 2024-25 County Budget:670,389,610

HHS budget: \$248,890,726 includes WIOA Title I Program Budget: \$1,659,445

Number of County Employees: 2,090 (as of 2023); includes 7.5 WIOA Title I staff members (as of January 2025)

Largest Employer in the County: University of California, Davis

Top Industries: Agribusiness, Food and Beverage Production; Transportation, Warehousing, and Logistics; Building and Systems Construction; Manufacturing; Healthcare and Social Assistance

Area: 1,021 square miles (653,549 acres)

Yolo County Population: 220,544 residents (estimate as of July 1, 2023)

City Population Estimates as of July 1, 2023:

- Davis: 65,832
- West Sacramento: 55,842
- Winters: 7,694
- Woodland: 61,123

Sources: Yolo County website www.yolocounty.org; Wikipedia https://en.wikipedia.org/wiki/Yolo_County,_California

US Census website www.census.gov; Valley Vision: www.valleyvision.org

Exhibit 1				
Unemployment Rate – November 2024				
Location	Labor Force	Employed	Unemployment	
			Number	Rate
Yolo County	109,800	104,000	5,800	5.2%
Davis	36,000	34,600	1,400	3.9%
West Sacramento	26,000	24,700	1,300	4.9%
Winters	4,100	4,000	100	2.7%
Woodland	31,000	29,100	1,900	6.2%

Source: EDD Labor Market Division

Exhibit 2	
Location	Poverty Rate - 2024
	Individuals Below Poverty Level*
Yolo County	15.3%
Davis	25.1%**
West Sacramento	13.4%
Winters	6.2%
Woodland	8.1%
Source: www.census.gov	

*Per the U.S. Department of Health and Human Services the Yolo County Annual Poverty Guidelines are \$12,490 family of 1, \$16,910 family of 2, \$21,330 family of 3, \$25,750 family of 4, and \$30,170 family of 5.

**Census Bureau data reveals that towns with high proportions of college students relative to the total population have a statistically significant decline in the poverty rate when eliminating off-campus students. Note: College students who live in dorms are automatically eliminated from calculations of the poverty rate, but students living off-campus are not.

Exhibit 3	
Location	Limited English Proficiency 2019-2023
	Speak a Language Other than English
Yolo County	36.2%
Davis	29.4%
West Sacramento	38.2%
Winters	42%
Woodland	40%
<i>Population 5 years and over Source: www.census.gov</i>	

Yolo County Workforce Innovation Board (WIB)

The WIB is a 23-member board which reports to the BOS. The WIB is charged with convening partners, providing policy, planning, and oversight for local and regional workforce development initiatives under WIOA Title I. The WIB includes representatives from business, workforce and labor, adult education literacy, vocational rehabilitation, higher education, Wagner-Peyser, and economic development. These members represent the four incorporated Yolo County cities of Davis, West Sacramento, Winters, and Woodland as well as agriculture, which is one of the County’s leading industries. The Governor and the Secretary of the Labor & Workforce Development Agency certified the WIB as recommended by the California Workforce Development Board (CWDB). This four-year workforce development plan reflects the vision, mission, goals, strategies, partnerships, and initiatives developed by the WIB, core partners, and stakeholders as well as aligning with the Yolo County's 2024-2028 Strategic Plan.

Vision:

Yolo County is a place where existing and new businesses have their employment needs met by a trained and motivated workforce and where residents have the opportunity for a fulfilling and sustainable career.

Mission:

The WIB is a partnership of business, labor, education, non-profit, government, and community leaders working together to anticipate business needs and facilitate training, education and career path opportunities which fulfills both employer and job seeker needs.

Goals:

The strategic goals for the WIB are:

Job Seeker Services:

Ensure Yolo County jobseekers (adult, dislocated workers, and youth) are aware of the education, skills upgrade, and occupational skills services available locally via the WIB and WIOA partners

through the AJCC.

Business Services

Ensure Yolo County employers are aware of the business services offered locally via the WIB through WIOA partners and the AJCC.

Sector Analysis

The WIB will utilize local and regional industry cluster reports, including data prepared by the Employment Development Department (EDD) or any new data deemed appropriate to guide service strategies that align with current and/or emerging local and regional labor markets.

The Capital Regional Planning Unit (RPU) has participated in the California Jobs First initiative which emphasizes inclusive regional strategies that enhance efforts in creating accessible, high-quality jobs in sustainable industries. Continued participation in these efforts may identify additional sectors which lead to high quality jobs leading to equitable outcomes.

Yolo County Local Plan

A. WIOA Core and Required Partner Coordination

Yolo County will work to achieve the vision of the Local Plan by fostering strong partnerships with employers, educational institutions, community organizations, and workforce system partners to create a unified and effective service delivery system. By aligning resources, leveraging technology, and prioritizing equity, we will ensure all residents, especially vulnerable populations, have access to high-quality training, supportive services, and career opportunities. Through targeted industry engagement, meaningful skills development, and a commitment to continuous improvement, Yolo County will continue building a workforce system that drives economic growth, supports local businesses, and empowers individuals to achieve long-term success.

This will be accomplished by:

- A unified approach offering referral and customer service options through onsite AJCC staff and technology, while facilitating leveraged funding for training in industry-recognized programs and apprenticeships listed on the Eligible Training Provider List, with supportive services to ensure successful completion and career pathways.
- Using technology to share success and outcome data on certificates/degrees attained, job placement, and retention, while identifying rubrics to measure services for core programs and partners when data system integrations are not aligned.
- Engage with local employers to align training programs with industry needs and create hands-on opportunities like apprenticeships and work experience and/or on-the-job training opportunities, while providing clear career pathways supported by services such as job placement assistance for long-term success.

- Integrating the continuous improvement activities identified in the America’s Job Center of California Certification Indicator Assessments.

1. Coordination of Services and Resources Identified in Partner Memorandum of Understanding (MOU)

The AJCC system in Yolo County includes the following WIOA Core and Required partners:

Required Partner	Local Partner Agency
WIOA Title I Adult, Dislocated Worker, and Youth Programs	Yolo County Health and Human Services Agency (HHSA)
WIOA Title II Adult Education and Literacy	Woodland Adult Education West Sacramento Adult Education
WIOA Title III Wagner-Peyser Programs	State of California Employment Development Department (EDD) – Workforce Services Division
WIOA Title IV Vocational Rehabilitation Programs	Department of Rehabilitation (DOR)
Carl Perkins Career Technical Education (CTE)	Yolo County Office of Education (YCOE) <i>Woodland Community College</i> <i>Sacramento City College</i>
Title V Older Americans Act	American Association of Retired Persons (AARP) Foundation
Job Corps	Sacramento Job Corps Center
Native American Programs (Section 166)	California Indian Manpower Consortium, Inc. (CIMC)
Migrant Seasonal Farmworker <i>Services Program</i> (Section 167)	California Human Development (CHD)
Veterans	State of California Employment Development Department (EDD) – Veterans Services
Youth Build	<i>No Youth Build operator in Yolo County</i>
Trade Adjustment Assistance (TAA) Act	State of California Employment Development Department (EDD) – TAA services
Community Services Block Grant	<i>No Community Services Block Grant for Employment Services in Yolo County</i>
Housing & Urban Development (HUD)	Yolo County Housing
Unemployment Compensation	State of California Employment Development Department (EDD) – Unemployment Insurance Division
Second Chance	<i>No Second Chance operators in Yolo County</i>
Temporary Assistance for Needy Families/CalWORKs	Yolo County Health and Human Services Agency (HHSA)

To achieve the vision of the Local Plan, Yolo County will ensure that the America’s Job Center of California (AJCC) system remains a central access point for employment, education, and training services. This will be accomplished through the development of Memorandums of Understanding (MOUs), strong partnerships, and coordinated service delivery with key workforce system partners, including the Employment Development Department (EDD), California Human Development (CHD), Department of Rehabilitation (DOR), California Indian Manpower Consortium, Los Rios Community College District—Davis, Woodland Community College, Woodland and West Sacramento Adult Education, Yolo County Office of Education Career Technical programs, Yolo County Housing, and other partner agencies.

AJCC services will be structured to support middle-skill employment opportunities aligned with local and regional industry sector priorities by:

- Offering a combination of referral and service access options, including onsite partner staff and technology-driven solutions to expand service availability.
- Leveraging funding and resources among core program entities and partners to provide training in industry-recognized certificate and degree programs, apprenticeships, and career pathways, while ensuring supportive services are available for participant success.
- Utilizing technology to track and share data on participant progress, including certifications earned, job placements, and retention outcomes, to improve service coordination and effectiveness.
- Developing service assessment tools necessary to evaluate and measure program effectiveness, particularly in cases where integrated data systems are not available.
- By maintaining a seamless, integrated service delivery model, the Yolo County AJCC system will ensure that all job seekers, including those facing barriers to employment, have equitable access to workforce services that lead to meaningful and sustainable careers.

Yolo County has executed MOUs with all core program and other required partners to ensure system coordination for the provision of employment, education, and training services based on guidance provided in WSD18-12 WIOA Memorandums of Understanding.

Yolo County’s MOU partners coordinate resources and services through quarterly WIOA MOU Partner Meetings, which include Career Service providers, required WIOA partners, and key system stakeholders. These meetings provide a platform to review operations, share labor market information, and exchange resources, helping to build system capacity, reduce duplication, leverage program funding, and improve referrals to meet state goals. Additionally, they offer staff and partner development opportunities on topics such as CalJOBS system usage, WIOA performance measures, trauma-informed care, cultural competency, equity and diversity, working with individuals with disabilities, and employer engagement. On an annual basis, MOU partners participate in a cross-training event to educate program staff on partner services, referral processes, and key eligibility requirements.

Beyond meetings, on-site collaboration between WIOA Title I and TANF CalWORKs staff ensures seamless service coordination, while outreach extends to housing, veteran services, health agencies, DOR, EDD, Adult Schools, and Community Colleges for information sharing and referrals. The MOU Partner Referral Form streamlines service connections, and all partners receive updates on Yolo County Job Fairs. Workforce readiness efforts include collaboration with Yolo County Office of Education (YCOE) on the Work Ready Certificate, designed to prepare youth for employment. Community engagement is further strengthened through virtual and in-person job recruitment events and job fairs, as well as targeted initiatives for migrant seasonal farmworkers, including Farm Worker Day and the annual Long Sleeve Bandana Drive, led by the Yolo County Agricultural Labor Coordinator to improve outreach and access to services. These coordinated efforts ensure an integrated, efficient, and inclusive workforce system that supports job seekers and employers alike.

In 2023, the WIB conducted a review of WIOA Title II Adult Education and Family Literacy Act (AEFLA) applications for Program Year 2023-2027, following the guidance outlined in WSIN22-20. In compliance with WIOA Section 107(d)(11) and Title 20 CFR 679.370(n), Local Boards are required to evaluate all AEFLA applications submitted to the California Department of Education (CDE) to ensure alignment with their Local Plans and provide recommendations to the CDE. WIB staff and members actively participated in this review process to assess the applications and support informed decision-making.

2. Co-Enrollment and/or Common Case Management

With over 20 years of experience developing a local workforce system, Yolo County has refined its approach to co-enrollment, ensuring that participants are served across multiple programs while reducing duplication. Yolo County uses CalJOBS for intake and case management, streamlining co-enrollment across partner programs and reducing service duplication. This unified approach follows co-enrollment guidelines from WSD19-09 and WSD20-10, enabling efficient case management and targeted support for participants.

As MOU partners participate in the AJCC MOU Partner meetings, all partners become better aware of strategic partnerships to enhance seamless service to customers, viewing all individuals as potentially shared customers across the AJCC system. As a result of MOU partner quarterly meetings and cross-training events, all levels of staff have a better understanding of partner programs, including eligibility requirements and available services, which enables them to effectively focus on better practices for co-enrolling customers in the programs that best meet their needs. Staff co-location at partner sites has improved the coordination of services, fostering effective referrals and enhancing knowledge of partner services.

This collaboration supports participants through strategic co-enrollment, offering integrated case management that addresses individual needs and goals. Services within the system are provided by AJCC staff, co-located partners, and cross-trained staff,

ensuring real-time access to partner services. Co-enrollment enables AJCC staff and partners to work together with participants to develop personalized plans, establish common goals, and eliminate duplication while maximizing resources. WIOA core program partners track individual progress, maintain ongoing communication, and assess the need for supportive services, which are provided as needed to help participants achieve self-sufficiency. AJCC MOU partners prioritize co-enrollment across multiple programs, ensuring seamless transitions and comprehensive support for every customer.

3. Facilitation of Local Board and AJCC Partner Services through the One-Stop Delivery System

Due to the rural nature of Yolo County, in-person access to AJCC services is a barrier for many individuals. To assist individuals in overcoming this barrier, Yolo County provides electronic access to services for employers and job seekers by offering web-based tools and employment services on the CalJOBS system and YoloWorks.org.

The CalJOBS system is the primary tool available region-wide that provides virtual access to job seekers and employers. It includes a multitude of useful tools that can be universally accessed by employers and job seekers and can be accessed at home, in the business, at a library, or through the application for mobile devices. CalJOBS includes tools for job seekers such as resume builders, career explorers, career assessments, job search listing, alerts, labor market information and unemployment services and makes these tools available in formats useful to people with disabilities.

The array of services available through YoloWorks! allows the over 220,000 residents of Yolo County flexibility to seek out and receive services both in-person and through virtual platforms.

Over the past four years, YoloWorks! has fully integrated virtual employment center services that provide local resources for jobseekers and businesses through an online platform and connect to resources available throughout the Capital Region. The portal, developed with the help of Google Cloud and SADA, features a virtual appointment scheduler application, which helps job seekers easily connect with employment specialists.

In an effort to broaden the resources and services available in Yolo County, over the years, YoloWorks! has expanded to become a virtual resource that allows individuals to learn about and participate in virtual job fairs, workshops, and services. This expansion of virtual services has been well received by both employers and job seekers and includes but is not limited to the items below.

NorthStar Digital Literacy

NorthStar, an online digital literacy platform which defines basic skills needed to perform tasks on computers and online, is available through YoloWorks!. NorthStar was developed in response to the needs of job seekers who may lack the digital literacy skills needed to seek, obtain, and retain employment. YoloWorks! Employment Services offers NorthStar digital literacy classes in Spanish as a 5 week cohort during the fall and winter months. Classes are also offered weekly as part of the Career Training Workshops in the AJCC.

Google Career Certifications

YoloWorks has partnered with Coursera, the leading online training provider. Through Coursera, Yolo County residents have access to obtain a Google Career Certificates. Many of these programs are pathways to certifications, professional certificates and can help elevate a job seekers career through courses offered in Digital Marketing and E-commerce, IT Support, Data Analytics, Project Management and UX Design amongst others.

Metrix Learning®

Metrix Learning is an online learning platform available in English, Spanish, and Chinese. It is designed to deliver a comprehensive workforce development solution to help communities address workforce challenges. There are various tools to assess for skill gaps, provide training content to close gaps, explore career pathways, and connect job seekers with open positions. It also offers business services to assist with recruitment, hiring, and internal training.

In addition to the tools available on CalJOBS and YoloWorks!, to increase ease of access and streamlined service delivery Yolo County has fully integrated virtual job fair and recruitment opportunities. Premier Virtual offers networking opportunities where employers and job seekers learn more about one another by viewing job seeker profiles or the employer's information stored on the platform. Employers can search for job seeker profiles and resumes during and after virtual recruitment and virtual job fair events. During the virtual event, individuals can engage through video, chat, question and answer sessions, and breakout rooms. The job seeker can apply and interview with the employer all at the same time. This form of virtual services continues to be an ongoing success with employers county-wide, as the desire for virtual events remains. At a regional level, other local areas use Premier Virtual, increasing ease of use for common customers across the region.

4. Coordination of the Provision of Appropriate Supportive Services

HHSA, as the administrator of WIOA Title I, CalWORKs Employment Services, General Assistance, and CalFresh Employment and Training, seeks to provide a full range of employment and training opportunities to all individuals, especially those who face multiple barriers to employment. Case managers work with individuals to determine if there are provisions or services needed to promote success in training or employment and work with co-located partners along with other partners to coordinate supportive services for items such as transportation assistance, required clothing, books, childcare, certification fees, etc.

The employment services staff at HHSA conduct virtual weekly staffing events and invite AJCC partners and community partners with common participants. These meetings provide a venue to best utilize the strengths of each program and present an opportunity to leverage resources, braid funding and coordinate service delivery in addition to identifying the supportive services available from the various community partners.

Based on evolving relationships with AJCC MOU Partner programs, including but not limited to workforce and education activities, program services staff have enhanced connections with other program provider staff to ensure supportive services are complimentary and not

duplicative.

5. Compliance with WIOA Section 188 and the Americans with Disabilities Act (ADA) of 1990

HHSA has designated an Equal Opportunity (EO) officer, as directed by **WSD17-01 Nondiscrimination and Equal Opportunity Procedures**, who is responsible for coordinating its obligations under these regulations. HHSA is committed to assigning sufficient staff and resources to the EO Officer to ensure compliance with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act of 1990.

HHSA complies with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act (ADA) of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities. HHSA provides policy and guidance on nondiscrimination/equal opportunity and grievance/complaints to all AJCC staff and service providers. Upon entering the AJCC, individuals are educated through postings and by staff on their rights. All participants are given the grievance summary form that is signed and a copy is maintained in the files. All contracts for work-based activities state individual's rights and require the employer or worksite to comply with such laws.

HHSA includes a tagline on all notices and communications that indicates that WIOA Title I financially-assisted programs or activities are equal opportunity employer/programs and that auxiliary aids and services are available upon request to individuals with disabilities.

To ensure compliance with Section 188 of the WIOA, all WIOA Title I funded providers are formally monitored on an annual basis. Monitoring for compliance is outlined in Local Policy Bulletin 22-5, Oversight and Monitoring. The monitoring activities to assure compliance includes on-site reviews, completion of a self-assessment guide. During the most recent monitoring reviews, no instances of non-compliance were identified. The Rehabilitation Act and the ADA require that no qualified person shall, solely by reason of disability, be denied access to, participation in, or the benefits of, any program or activity operated by HHSA. The law extends accessibility provisions to the private sector in order to help guarantee employment and the right to enter the economic, social and cultural mainstreams to persons with disabilities.

B. State Strategic Partner Coordination

1. Coordination with County Health and Human Services Agencies/CalFresh Employment & Training (E&T) Services

The Yolo County Health and Human Services Agency (HHSA) administers CalWORKS Employment Services, CalFresh Employment & Training (E&T), General Assistance (GA), and WIOA Title I programs to provide a comprehensive workforce development system. Yolo County operates two America's Job Centers of California (AJCCs): a comprehensive site in Woodland and an affiliate site in West Sacramento, both embedded within HHSA to ensure seamless service integration.

WIOA staff are an integral part of the HHS Employment Services team, contributing to a robust referral process and participating in weekly virtual staffing meetings. These meetings serve as a platform to discuss program policies, conduct staff training, and assess individual job seeker needs, while also facilitating the braiding of resources, leveraging of funding, and coordination of service delivery across programs.

The Yolo County E&T program primarily serves Non-Assistance CalFresh (NACF) recipients and employable GA applicants. It includes Job Readiness workshops, case management, and weekly job search reviews. While participation is generally voluntary, GA recipients must meet minimum engagement requirements to continue receiving benefits. Upon application, employable GA/NACF participants are referred to an Employment Services Specialist (ESS), who facilitates the E&T program and connects individuals to HHS and local partner programs. These services include vocational training, on-the-job training, credentialing programs, and supportive services, all aimed at increasing employment opportunities and wage potential.

This approach aligns with the California Department of Social Services (CDSS) vision of enhancing the employment and earning capacity of CalFresh recipients through skills-building and credentialing. It also supports the California Workforce Development Board's (CWDB) 2024-27 State Plan objectives of demand-driven skills attainment, upward mobility, and integrated service delivery, ensuring that Yolo County residents have access to comprehensive workforce development resources that lead to sustainable careers.

2. Coordination with Local Child Support Agencies

In November 2020, the Boards of Supervisors of Colusa, Sutter, and Yolo Counties approved a shared Memorandum of Understanding (MOU) to establish a regional child support agency serving all three counties. The Colusa, Sutter, and Yolo Regional Child Support Agency officially launched on January 2, 2021, providing streamlined and coordinated services. To ensure convenient and equitable access, each county maintains a physical child support office, allowing residents to receive in-person assistance as needed. Yolo County and NCCC, a Capital Region partner, assist the Colusa, Sutter, and Yolo Regional Child Support Agency with convening connections between child support and workforce agencies within the region.

The Yolo County Health and Human Services Agency (HHS) and the Colusa, Sutter, and Yolo Regional Child Support Agency (RCSA) have established an Intra-County Plan of Cooperation to coordinate services and define responsibilities related to Title IV-A, Title IV-D, Title IV-E, and Medical-Only programs. As the local America's Job Center of California (AJCC) operator, HHS also administers key workforce and support programs, including WIOA Title I, CalWORKs, and CalFresh.

The Intra-County Plan of Cooperation outlines a referral process that connects child support participants to employment services through HHS, facilitates court-ordered child support obligors' access to AJCC services, and designates a liaison for coordinated employment

services. Since its inception, RCSA and HHSA have strengthened their partnership to ensure that parents paying support have seamless access to employment, training opportunities, and HHSA-administered partner programs, supporting their financial stability and long-term success.

HHSA and its partners continue to coordinate outreach efforts while providing labor market information and career services to parents paying support. These efforts include in-service training for child support services staff, ensuring they can effectively guide individuals toward viable career opportunities. By focusing on high-demand industries in Yolo County and the Capital Region, parents paying support are encouraged to explore labor market trends to make informed decisions about employment and training. When appropriate, individuals receive personalized assistance in developing a service strategy, outlining a sector-based career pathway that leads to livable-wage employment and long-term career growth.

HHSA offers basic career services and training to persons receiving support (formerly referred to as “custodial parents”) and parents paying support through workshops that include: career road map, hidden job market, occupational investigation, applications, resumes and interviewing. Partnership coordination efforts have included an on-site visit to the comprehensive AJCC and virtual opportunities to ensure knowledge about program services. Individuals are encouraged to receive the [YoloWorks Weekly Job Blast](#) which provides updates on jobs in the area, training opportunities and job recruitments. Additionally, individuals can access the full array of free virtual or in-person employment and training services such as Metrix Learning, NorthStar Digital Literacy, and Google Certificates.

3. Coordination with Competitive Integrated Employment Blueprint and Other Partners Serving Individuals with Intellectual Disabilities and Developmental Disabilities (ID/DD)

The WIB and partners maintain positive working relationships with the Qualified Rehabilitation Professionals (QRP) in Yolo County. HHSA as the AJCC and administrator of CalWORKs, CalFresh, MediCal, and WIOA has a close connection with local Department of Rehabilitation (DOR) staff. DOR staff, if appropriate, attend staffing events hosted by HHSA. Staffing occurs weekly via a virtual meeting and is a gathering of various program representatives with mutual participants in order to coordinate the collaboration of services based on a triage process that prioritizes needs and leverages funding. Although DOR staff is not collocated, when appropriate, they will arrange to meet with their participants in the Woodland or West Sacramento AJCC to broker connections between programs.

Yolo County participates in the region’s Local Partnership Agreement (LPA) which includes DOR, Alta Regional Center and the Workability programs in the local schools. The LPA is a collaboration that provides employment support and opportunities for participants with ID/DD to improve their chances of achieving Competitive Integrated Employment.

Individuals with disabilities have universal access to the full array of services available through the Yolo County AJCC system. HHSA offers employment and training services to

IWDs in collaboration with EDD, DOR, and school-based Workability coordinators throughout Yolo County. Individuals with disabilities may be co-enrolled in partner programs to promote inclusion and ensure successful outcomes. The AJCC MOU partners encourage leveraging of funds and partner resources for the provision of program services.

4. Coordination with Partners Who Serve Individuals Who Are English Language Learners, Foreign Born and/or Refugees

Yolo County and the WIB is committed to ensuring that Limited English Proficient (LEP) individuals have full access to America’s Job Center of California (AJCC) services, offering multilingual support, job training, and strong community partnerships. To break language barriers, AJCC materials and staff provide assistance in Spanish, Russian, Punjabi, Vietnamese, Laotian, Hmong, Ukrainian, Chinese, Farsi, and Mien. The YoloWorks! website offers 20 language options, and a Telecommunication Language Line ensures real-time interpretation, making remote access easier for LEP individuals.

To help LEP individuals gain job skills, Yolo County’s Regional Equity and Recovery Partnership (RERP), a State grant fund, provides Spanish-language digital literacy training through NorthStar, available both in-person and online. Additionally, Adult Education providers in Woodland, West Sacramento, and Davis offer ESL classes and vocational training to improve language skills and career readiness. California Human Development’s (CHD) National Farmworker Services Program, an AJCC partner, provides vocational ESL and job training for migrant and seasonal farmworkers, with opportunities for co-enrollment with HHS programs to maximize support.

Yolo County and the WIB also focuses on supporting agricultural workers, foreign-born individuals, and refugees by ensuring access to employment and essential services. The Agricultural Labor Coordinator connects farmworkers to healthcare, housing, food assistance, and workforce training, while the Business Services Team collaborates with local employers to create job opportunities in high-demand industries.

To improve service coordination, quarterly AJCC partner meetings bring together workforce agencies to strengthen staff training, streamline referrals, and enhance co-enrollment opportunities. Additionally, HHS administers essential programs such as CalWORKs, CalFresh, Medi-Cal, General Assistance (GA), and Refugee Cash Assistance (RCA) to provide a holistic support system for LEP individuals. Yolo County and the WIB remains committed to expanding access, improving service delivery, and ensuring equal opportunities so that all residents can build successful careers and achieve long-term financial stability.

Refugees have full access to the comprehensive services offered through the Yolo County AJCC system. The Health and Human Services Agency (HHS) administers the Refugee Cash Assistance (RCA) program, which provides up to 12 months of financial support for eligible refugees without children who do not qualify for other cash aid programs. RCA is one of many co-located services available at the AJCC, ensuring that refugees receive seamless support. Additionally, refugees may be co-enrolled in partner programs to enhance

inclusion and improve employment outcomes. HHSA leverages WIOA funds and partner resources to provide tailored workforce development services that help refugees gain stability and long-term success.

Yolo County and the WIB remains committed to ensuring equitable access to workforce services for Limited English Proficient (LEP) individuals and refugees, empowering them with the tools and support needed to achieve economic stability and career success. Through multilingual services, vocational training, employment programs, and strong community partnerships, the AJCC system provides a seamless pathway to job opportunities and self-sufficiency. By leveraging WIOA funds and partner resources, Yolo County will continue to enhance service accessibility, foster inclusion, and create meaningful career pathways for LEP individuals and refugees, ensuring that all residents have the opportunity to thrive in the local and regional economy.

5. Coordination with Local Veterans Affairs and Community-Based Organizations Serving Veterans

Aligned with the Yolo County Strategic Plan of ensuring a Collaborative Community, Yolo County and the WIB value partnerships with community stakeholders to identify needs and fill gaps for Veterans, specifically related to substance use and abuse, as well as other programs and resources to support the unique needs of Veterans in Yolo County. The Yolo County WIB and AJCC act as a resource to this community marked in local policy by WIB local policy bulletin 21-1 Priority of Service for Veterans and Eligible Spouses which aligns with EDD Workforce Service Directive (WSD) 19-04. Through the array of services offered in the AJCC, including but not limited to career readiness, occupational investigation, applications, resumes, interviewing and referrals to other AJCC MOU partner program services.

Within the physical AJCC and virtual services, Veterans and Eligible Spouses are made aware of their priority of service through postings, policies, and staff procedures. Notice to Veterans and Eligible Spouses are also posted on social media platforms such as Instagram, Facebook, and LinkedIn, as well as the YoloWorks! website, which has a webpage devoted to important information for Veterans and Eligible Spouses.

Through collaborations with AJCC services and WIOA program services, the WIB offers personalized career counseling that helps veterans align their military experience with their career goals. Through skills assessments, veterans can identify their transferable abilities and areas for further development. Additionally, job placement services are available to connect veterans with employers in high-demand industries, ensuring they have opportunities to build successful careers.

When appropriate AJCC center staff make referrals to the Yolo County Veterans Service Office. The Yolo County Veterans Service Office offers the following services, including but not limited to:

- Comprehensive benefit counseling, claim preparation, submission, and follow-up
- Appeal initiation and development
- Networking with federal, state, and local agencies

- Information and referrals for employment, public assistance, VA medical care, Social Security, and transportation to medical appointments

Continuing efforts to ensure services are provided to veterans is essential for supporting this community. By maintaining and enhancing access to benefits, career counseling, job placement, and healthcare services, all partner program services within Yolo County help veterans overcome challenges, achieve self-sufficiency, and build fulfilling lives. Ongoing commitment to meeting the needs of Veterans and Eligible Spouses is a vital part of recognizing their sacrifices and ensuring they receive the resources and support they deserve.

6. Collaboration with Strategic Planning Partners to Address Environmental Sustainability

The WIB values aligned with the Yolo County Strategic Plan of ensuring a sustainable environment. Yolo County is actively working toward efforts to build a resilient, equitable, and carbon-negative future that efficiently uses natural resources. The WIB supports the effort of addressing environmental sustainability through workforce development programs as identified in the CWDB plan.

The WIB as part of the Capital Region Planning Unit, has participated in effort to advance Clean Economy jobs, ensuring that populations most affected by climate change benefit from quality job opportunities in this growing sector. The RPU collaborates with California Jobs First to prioritize workforce development in key industries, emphasizing equity, job quality, and environmental sustainability. Additionally, the Capital RPU has supported Valley Vision in organizing two Climate, Justice, and Jobs Summits to raise career awareness and expand access to clean energy jobs for communities impacted by climate change. These summits highlighted community voices, bringing together industry, training providers, and support agencies to design accessible, high-quality career pathways.

The WIB will continue to within a regional and local capacity to identify opportunities for collaboration for the integration of zero emissions goals, and opportunities to support a climate-neutral economy.

The WIB will continue local and regional effort which collaborate to:

- Support the efforts to align with the State’s identified environmental sustainability goals.
 - Through the County’s strategic plan, the Local Area will be making efforts toward environmental sustainability such as improvements to county infrastructure, encouraging the use of digital and on-line platforms. The WIB supports these efforts through program service delivery by way of CalJOBS data and documentation.
- Foster collaboration with employment and training-related efforts that support green job training and opportunities for disadvantaged communities.
 - Alignment between the State plan, County Strategic Plan, and the WIB is occurring with program service delivery focused on individuals with barriers and historically marginalized populations, as well as training programs

- available on the Eligible Training Provider List.
- Efforts are underway to identify apprenticeship opportunities, including those overseen by the Department of Industrial Relations, some of which may include career pathways leading to green jobs.
- Identify workforce development in green industries by offering training programs that equip individuals with the skills needed for sustainable careers.
 - Local partnerships have occurred between YoloWorks! Employment Services and the Center for Land-Based Learning which have assisted individuals with digital skills while providing a cohort of individuals with advanced career opportunities in the agricultural industry.
 - Additionally, the WIB has endorsed the Yolo County Office of Education’s Work Readiness Certificate which will assist individuals with work-readiness skills with the intention of preparing members of the community for future employment.
- Encourage partnerships between government, industry, and education institutions to create sustainable solutions and maximize environmental initiatives’ impact.
 - Aligned with the State plan, the Yolo County plan includes efforts to support education initiatives and direct services to agricultural industry community members. The WIB supports these efforts by way of the Agricultural Labor Services Coordinator who is actively involved in supporting the farmworker community by making meaningful connections with community services including but not limited to public services, AJCC MOU Partner program services and employment and training services which are overseen by the WIB.
- Identify opportunities to ensure environmental sustainability into economic planning
 - Aligned with the State plan, the Yolo County plan includes efforts to promote agricultural economic development and conservation efforts for land in the areas.

C. WIOA Title I Coordination

1. Training for Frontline Staff to Gain and Expand Proficiency in Digital Fluency and Distance Learning

Yolo County has expanded and enhanced digital services available to frontline staff in providing employment services by providing staff the opportunity to participate in the delivery of the NorthStar Digital Literacy service. In an effort to enhance staff capacity as well as to provide opportunities for businesses and jobseekers, NorthStar Digital literacy services are offered in person and virtual.

Yolo County continues to use a mix of digital and in person services. Frontline staff have and will continue to receive training and support in using various digital platforms including Zoom, Google WorkSpace, Microsoft Teams, GoToMeeting, PremierVirtual a Virtual Job Fair

Platform, Metrix Learning, Northstar Digital Literacy, and others.

Yolo County will continue to utilize the expertise of the Capital Area Regional Training (CART) Team, Northstar Digital Literacy and Metrix Learning Online Platform to enhance staff skills with digital fluency and distance learning.

2. Training for Frontline Staff to Ensure Cultural Competencies and an Understanding of the Experiences of Trauma-Exposed Populations

Yolo County prioritizes staff professional development and cross-training to ensure front-line staff remain skilled, culturally competent, and responsive to labor market needs. The county is committed to fostering an inclusive workforce ecosystem by integrating training in diversity, equity, inclusion, cultural competency, and trauma-informed case management. In 2023, HHS staff participated in Diversity, Equity, Inclusion, and Belonging (DEIB) training, reinforcing the county's trauma-informed approach. Additionally, Yolo County's Cultural Competence Committee works to embed cultural and linguistic competency across HHS programs, guiding staff training and policies to reflect racial, ethnic, and linguistic diversity. The committee's primary goal is to develop, implement, and maintain a Cultural Competence Plan that aligns with the county's mission and commitment to equitable service delivery.

Yolo County is part of the Capital Region Regional Planning Unit (RPU) and coordinates to provide training to our region via funds procured through Regional Plan Implementation. Through the CART, the RPU maximizes training dollars to enhance the staff capacity of the region. This collaboration includes training such as Northstar Digital Literacy, Diversity and Equity Training, How to Evolve in Times of Change, Mental Health First Aid, Bridges Out of Poverty, How to Address Race and Equity in the Workplace, as well as Applied Suicide Intervention Skills Training (ASIST), amongst others.

HHS staff, including WIOA Title I service providers, have completed CalWORKs 2.0 training focused on Human-Centered Design and employment services staff have completed Certified Business Services Consultant and Workforce Career Development Provider certifications through TAD Grants.

Staff participate in California Workforce Association (CWA) Conferences, receiving training in Diversity, Equity, and Inclusion, as well as Job Skills for the Future. They have also been trained in Motivational Interviewing (MI) and working with trauma-exposed populations. These opportunities enhance HHS and AJCC staff's ability to understand, communicate with, and effectively support diverse individuals, including those affected by trauma.

3. Rapid Response and Layoff Aversion Activities

Rapid Response

Yolo County conducts Rapid Response services based on employer needs and the needs of dislocated workers. The Rapid Response Coordinator provides required Rapid Response

activities as outlined in WSD16-04 Rapid Response and Layoff Aversion Activities through a planned delivery of services which enables dislocated workers to transition to new employment as quickly as possible. The Rapid Response Coordinator responds to WARN Notices within 24-48 hours to plan sessions that meet the needs of the employer and preferences for displaced workers.

Rapid Response planned services may be conducted in the following ways based on employers and displaced worker needs:

- Individualized group sessions
- Attendance of a biweekly virtual session
- Emailed rapid response materials

The YoloWorks! Rapid Response team consists of EDD, Department of Labor Benefits Administration, YoloWorks! and Yolo County Health and Human Services programs.

Layoff Aversion Services

The Rapid Response Coordinator and Business Services Specialists connect with businesses via phone, email, or video platforms to discuss options to avert layoffs. Yolo County works with employers in advance of the layoff date to develop employment transition services.

Employers Receive:

- Coordination of services and resources for individual business needs and the individual needs of employees.
- Access to available County resources provided to employers.

Business outreach efforts are conducted by using the following resources:

- Referrals from community partners
- Rapid Response Roundtable
- EconoVue
- CalJOBS System
- Local Economic Development Department
- Board of Supervisor (BOS) and County Officials

Yolo County, along with approximately five other local areas, participates in the Northern California Rapid Response Roundtable. The Roundtable meetings are centered on promoting collaboration to enhance layoff aversion strategies throughout Northern California. Best practices are shared, and the collaboration works to coordinate activities when a layoff affects multiple regions. Furthermore, the Roundtable group attempts to create effective early alert systems.

Yolo County is working with California Employers Association (CEA) to offer quarterly employer training, including an annual business summit. These employer trainings include topics related to human resources related issues such as labor law updates, HR compliance, employee engagement and relations, leadership development, among many others. CEA also supports local employers with a human resource hotline, available from 8:00 AM - 5:00

PM Monday through Friday.

4. Adult and Dislocated Worker Employment and Training Services

The Yolo County Adult and Dislocated Worker Career Services Provider assists low-skilled, underemployed, or unemployed job seekers with the work preparedness and occupational skills necessary for “middle-skill” jobs and career pathways. Adult and Dislocated Worker Basic Career Services, Individualized Career Services, and Training Services, including but not limited to the below are provided under WIOA Title I in conjunction with partners per the MOUs. The Yolo County Adult and Dislocated Worker Career Services Provider is co-located with HHSA and the AJCC and participates in weekly staffing events which includes the cross-sharing of relevant common-customer information. When determined appropriate these individuals are co-enrolled into WIOA Title I Adult and Dislocated Worker program services. Yolo County follows the guidance outlined in WSD24-05 CalJOBS Activity Codes related to Basic Career Services, Individualized Career Services and Training Services and local Technical Assistance Guidance which aligns with this directive. Aligned with basic career services and individualized career services, assessment tools including but not limited to educational, skill, and personality assessments, are used to assist participants in identifying personal and professional career goals which will align to training services funded by WIOA Title I programs, which may include co-enrollment in AJCC MOU Partner programs.

Basic Career Services	Individualized Career Services	Training Services
<ul style="list-style-type: none"> • Eligibility for Title I services • Outreach, intake, orientation • Initial assessment • Labor exchange services • Referrals to programs • Labor market information • Performance, cost information • Supportive services information • Unemployment Insurance information and assistance • Financial aid information 	<ul style="list-style-type: none"> • Adult Literacy basic skills or high school equivalency • Comprehensive and specialized assessment • Development of an individual employment plan • Career planning, counseling • Short-term prevocational services • Internships, work experience (WEX) • Out-of-area job search • Financial literacy services • English as a second language • Workforce preparation • Pre-apprenticeship 	<ul style="list-style-type: none"> • Occupational Skills Training • Entrepreneurial training • Customized training • Skill upgrading and retraining • Transitional job • On-the-job training • Job readiness training • Adult Education with training services • Apprenticeship training

	training, job readiness • Follow-up services	
--	---	--

Participants in adult literacy programs, including basic skills, high school equivalency, and English as a Second Language, will be encouraged to combine their studies with job readiness, on-the-job training, customized training, or occupational skills training. This approach accelerates progress toward workforce goals while enhancing transitions to post-secondary education and the attainment of vocational certificates or credentials.

The WIB has an approved priority of service policy aligned with WSD24-06 WIOA Adult Program Priority of Service and WSD19-04 for Veterans and Eligible Spouses. In addition to prioritizing veterans and their eligible spouses, Yolo County gives priority to public assistance recipients, low-income individuals, and those who are basic skills deficient. Priority of Service status is determined during WIOA Title I Adult services eligibility, with required documentation collected for verification. Eligible individuals receive prioritized access to education, training, and supportive services if deemed suitable. These policies ensure equitable access to opportunities for the most vulnerable and underserved populations.

5. Youth Workforce Activities

Yolo County Youth Providers serve both in-school and out-of-school youth, including individuals with disabilities. Their recruitment strategy focuses on at-risk youth from low-income communities who can benefit from paid WEX and/or vocational training, further education, and career opportunities. Services are delivered through one or more of the 14 required program elements outlined in WSD17-07 WIOA Youth Program Requirements, in partnership with WIOA Title I and other collaborators.

WIOA Youth Program Elements
<ol style="list-style-type: none"> 1. Tutoring, study skills training, and evidence-based dropout prevention and recovery strategies that lead to completion of secondary school diploma or its recognized equivalent or for a recognized post-secondary credential. 2. Alternative secondary school services, or dropout recovery services, as appropriate. 3. Paid and unpaid WEX that have academic and occupational education as a component of the WEX, including the following: <ol style="list-style-type: none"> a. Summer employment opportunities and other employment opportunities available throughout the school year. b. Pre-apprenticeship programs. c. Internships and job shadowing. d. On-the-job training (OJT) opportunities. 4. Occupational skill training (OST), which includes priority consideration for training programs that lead to recognized post-secondary credentials that align with in-demand industry sectors or occupations.

5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.
6. Leadership development opportunities, including community service and peer-centered activities encouraging responsibility, and other positive social and civic behaviors.
7. Supportive Services connected to employment and training that enables an individual to participate in WIOA Title I activities
8. Adult mentoring for a duration of at least 12 months that may occur both during and after program participation.
9. Follow-up services for not less than 12 months after the completion of participation.
10. Comprehensive guidance and counseling, including drug and alcohol abuse counseling, as well as referrals to counseling, as appropriate to the needs of the individual youth.
11. Financial literacy education.
12. Entrepreneurial skills training.
13. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the Local Area, such as career awareness, career counseling, and career exploration services.
14. Activities that help youth prepare for and transition to post-secondary education and training.

Yolo County youth service providers collaborate with local Adult Education, DOR, Foster Care, secondary schools, and WorkAbility coordinators to create a seamless, non-duplicative service pipeline for youth, including those with disabilities. Together with the youth, providers develop a coordinated career pathway or individual service strategy, considering employment barriers, basic skills, and work aptitude assessments.

Yolo County meets quarterly with WorkAbility coordinators to ensure that current and former WorkAbility students, some of whom may be considered individuals with disabilities, have access to WIOA Title I funded programs. WorkAbility is a program funded and administered by the California Department of Education (CDE) that provides comprehensive pre-employment skills training, employment placement and follow-up for high school students in special education who are making the transition from school to work, independent living and postsecondary education or training. Program services are appropriate to individual student needs, abilities, and interest. The employability of the individuals improves through WIOA Title I funded activities such as WEX, OJT, and OST.

Yolo County is aligning career pathway initiatives from the CDE, California Community Colleges, and WIOA Title I (including WEX, OJT, ITA, and apprenticeships) with local and regional businesses in in-demand sectors. These pathways target employment opportunities that lead to self-sufficiency, with active business involvement in vetting training curricula and hiring individuals who have completed training and have earned industry-recognized certifications.

Yolo County collaborates with the Capital Region Coalition for Digital Inclusion to provide resources, advocacy, and support for youth, including those with disabilities, and youth-serving organizations. This effort is coordinated alongside other Capital Region Planning Unit partners to enhance digital access and inclusion.

Yolo County collaborates with local education programs to enhance digital literacy and fluency for youth and adults. Partnering with adult education providers, public libraries, and educational institutions, the county supports online programs that address the region's growing digital literacy needs. As part of the Capital Region, Yolo County has secured Metrix Learning and Northstar licenses to provide digital skill-building opportunities. Northstar digital literacy services are available both in person and online, with training offered through AJCC workshops or directly at the AJCC.

6. Disbursal of Grant Funds

HSA functions simultaneously in a variety of roles, including the fiscal agent, WIB staff, AJCC, and direct provider of WIOA Title I programs. The Board of Supervisors (BOS) included both HSA staff and WIB Members in the Yolo County Conflict of Interest Code as a firewall to protect against undesirable influence, outcome, or authority. Additionally, on September 8, 2021, the WIB approved Policy Bulletin 21-5 WIOA Separation of Duties to establish firewalls and define the roles and responsibilities of the Local Workforce Development Board, the Fiscal Agent, America's Job Center of California Operator, and WIOA Title I Programs.

The Fiscal and Administration Branch of HSA, with oversight from the BOS, functions as the administrative entity (grant recipient/fiscal administrator) for WIOA Title I Adult, Dislocated Worker, and Youth funds. The Service Centers Branch of HSA functions as WIB staff, AJCC, and direct provider of WIOA Title I programs.

- The selection of an AJCC Operator is done by a competitive process at least once every four years (WIOA Section 121[d][2][A]). This process includes clearly articulated roles and responsibilities of the AJCC Operator (Title 20 CFR Section 678.620[a]). HSA adheres to the federal procurement standards outlined in Uniform Guidance Section 200.318-200326, WSD17-08 Procurement of Equipment and Related Services as well as local procurement policies.

The selection of an AJCC Operator is underway based on guidance provided in WSD 22-13 Selection of AJCC Operators and Career Services Providers.

- The selection of eligible Adult and Dislocated Worker Career Services Providers is completed with the approval of the chief elected official, which is the BOS, and the Governor (WIOA Section 107[g][2] and Title 20 CFR 679.410[b]). Approval under this provision serves as the agreement by the Governor and exempts the WIB from selecting Adult and Dislocated Worker Career Service Providers through a competitive process by allowing them to fulfill the role themselves or through the administrative entity. Approval for the administrative entity to provide Adult and

Dislocated Worker career services is valid for a maximum of four years, after which time another request must be submitted. If the request is not approved, HHS will adhere to the appropriate competitive selection process based on local procurement policies as well as the policies and principles of competitive procurement specified in Uniform Guidance Section 200.318-326 and WSD17-08 Procurement of Equipment and Related Services.

The request to be the provider of Adult and Dislocated Worker Career Services is currently underway and is being submitted based on guidance provided in WSD 22-13 Selection of AJCC Operators and Career Services Providers.

- Yolo County will directly provide Rapid Response and Layoff Aversion activities. However, if the Yolo County chooses to award grants or contracts to Rapid Response and Layoff Aversion Providers for some or all activities, it will be done through a competitive process that:
 - Takes into consideration the ability of the Rapid Response and Layoff Aversion Provider to meet performance accountability measures
 - Meets the procurement standards specified in Uniform Guidance and DOL Exceptions
 - Follows federal, state (WSD17-08 Procurement of Equipment and Related Services) and local procurements laws, policies and procedures
- Yolo County will directly provide some or all of the youth workforce service activities. However, as required in WIOA Section 123, if Yolo County chooses to award grants or contracts to Youth service provider(s) for some or all activities, it will be done through a competitive process that:
 - Takes into consideration the ability of the Youth service provider to meet performance accountability measures
 - Meets the procurement standards specified in Uniform Guidance and DOL Exceptions
 - Follows federal, state (WSD17-08 Procurement of Equipment and Related Services) and local procurements laws, policies and procedures

7. AJCC Operator and Career Services Provider

AJCC/One-Stop Operator:

The WIB assigns many of the critical functions of systems alignment to the AJCC Operator, also called the One-Stop Operator (OSO) secured through a competitive procurement process based on local procurement policies as well as the policies and principles of competitive procurement specified in Uniform Guidance Section 200.318-326 and WSD17-08 Procurement of Equipment and Related Services. During the most recently awarded competitive procurement process, Yolo County reviewed and followed the guidance in WSD22-13 Selection of AJCC Operators and Career Services Providers. Currently, in Yolo County the OSO, Michael Indiveri, facilitates collaborative partner meetings directing the partners toward key priorities identified in the state plan. Yolo County is in the process of initiating a competitive procurement to secure a new One-Stop Operator. The One-Stop

Operator will be identified and in place prior to July 1st, as required by WSD22-13 Selection of AJCC Operators and Career Services Providers. The Operator takes a leadership role in the quarterly AJCC MOU partner meetings while identifying work assignments that occur between the quarterly meetings and assisting with expanding partnerships with other service providers in the region. The One-Stop Operator plays an integral role in assisting the WIB with systems alignment and integration. Furthermore, the One-Stop Operator assists the board in providing assessment of the local service providers while monitoring the partners' commitments as identified in the MOUs.

The One-Stop Operator is responsible for:

- In conjunction with WIB oversight and designated administrative staff, coordinating the implementation of negotiated MOUs and Cost Sharing Agreements (CSA) with all mandated partners.
- The convening and facilitation of quarterly AJCC MOU partner meetings that focus on systems alignment, process improvement and building value added collaboration amongst partners.
- Acting as a liaison between the WIB and the AJCC MOU partners including attending meetings of the WIB and/or the WIB Executive Committee to receive direction and to report on progress no less than six times annually.

The selection of an AJCC Operator is underway based on guidance provided in WSD 22-13 Selection of AJCC Operators and Career Services Providers.

Career Services Provider:

Yolo County will directly provide some or all youth workforce services. However, if grants or contracts are awarded to youth service providers, they will be selected through a competitive process in accordance with WIOA Section 123. This process will consider the provider's ability to meet performance accountability measures, adhere to procurement standards outlined in Uniform Guidance and DOL Exceptions, and comply with federal, state (WSD17-08 Procurement of Equipment and Related Services), and local procurement laws, policies, and procedures.

The selection of eligible Adult and Dislocated Worker Career Services Providers requires approval from the chief elected official, the Board of Supervisors (BOS), and the Governor, as outlined in WIOA Section 107(g)(2) and Title 20 CFR 679.410(b). This approval allows the Workforce Innovation Board (WIB) to provide these services directly or through the administrative entity, exempting them from a competitive selection process. The approval is valid for up to four years, after which a new request must be submitted. If not approved, HHS will follow the competitive selection process in accordance with local procurement policies, Uniform Guidance Section 200.318-326, and WSD17-08. Currently, the request to serve as the provider of Adult and Dislocated Worker Career Services is being submitted following guidance from WSD 22-13.

Appendix

A. Stakeholder and Community Engagement Summary

See Attachment 1

B. Yolo Local Board Record of Comments

See Attachment 2

C. Signature Page

See Attachment 3

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 *Workforce Innovation and Opportunity Act* core, required, and strategic program partners. This will ensure the inclusion of person-centered approaches to address multifaceted barriers to employment by utilizing input from the communities.

Stakeholders participating in the planning process 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.

The summary is provided below in detail.

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
See attached Summary of Stakeholder and Community Engagement			

Summary of Stakeholder and Community Engagement

Outreach Efforts

Valley Vision on behalf of the Capital Region Workforce Boards facilitated two (2) Public Input Meetings to solicit input from local workforce development stakeholders (education, labor, business, economic development and community-based organizations) on the amendments to the Workforce Innovation and Opportunity Act (WIOA) Local and Regional Plans. Attendees were informed that the plan modification to be developed would be intended to respond to current and foreseen challenges faced by the local and regional workforce systems, that it would provide a framework for continued regional cooperation and investment and will respond to workforce legislation and policy direction.

The Public Input Meetings were facilitated in a hybrid fashion with a zoom link and the physical access locations, dates and times as follows:

- **Capital Region Plan Input Meeting**
Date: Wednesday, December 4, 2024
Time: 5:00 PM - 7:00 PM
Location: Sacramento Employment and Training Agency, 925 Del Paso Boulevard, Sacramento
- **Yolo County Plan Input Meeting**
Date: Wednesday, December 11, 2024
Time: 4:30 PM - 6:30 PM
Location: Yolo County Workforce Innovation Board, 25 North Cottonwood Street, Woodland

Public Notices were posted in local and regional publications, including the YoloWorks! and Capital websites. In addition, an email notification was widely disseminated to local area stakeholders, including the required list as mandated by the state's policy guidance, and other representatives from the business and organized labor communities, the K-12 system, the community college system, adult education, private postsecondary institutions, and community-based organizations. Special care was taken to ensure that organizations representing historically disadvantaged populations received a notification of the postings. Partners were also invited to submit written comments regarding the Public Input Meeting Questions.

Public Input Meetings

The meetings included a presentation on economic landscapes, an overview of the workforce development system, the three main priorities, annual impact, priority industry sectors/clusters, target populations and equity, and offered questions designed to solicit input from the attendees on how to improve services to job seeker and business communities.

Attendees included stakeholders and partners from education, labor, business, economic development and community-based organizations, including those serving specialized populations such as DHA, Community Action Agencies, and Behavioral Health Services.

The prompting questions included the following:

1. How can we increase awareness of services to job seekers and the underemployed?
2. What are the best technologies or communication tools to use to facilitate access to services?
3. How can we better align services with regional workforce, education and other partners to benefit vulnerable, minority, and underserved job seekers?
4. What key services are most effective at lifting communities out of poverty?
5. How can we increase awareness of services to employers and better meet employer needs?
6. What additional services are necessary?
7. How can we increase awareness of high-quality job pathways for disinvested and dislocated community members?

Areas of input include:

Job Seeker Outreach and Engagement

Job seeker outreach focuses on proactive, in-person interactions to build trust and raise awareness. Flyers are distributed in high-traffic, low-income areas, while digital campaigns (Google ads, social media) complement physical outreach. Events are held in community spaces to address transportation challenges, and small incentives like food vouchers encourage participation. Staff attend outreach events to assess needs and connect job seekers to relevant services.

Enhancing Employer Partnerships

Building trust-based partnerships with employers helps address workforce needs and facilitate placements. This includes sector-specific orientations, trade group involvement, and educating employers on trauma-informed, culturally competent practices. Case managers act as liaisons to address workplace challenges, and efforts are made to maintain continuity by cultivating new relationships when employer contacts change. Provide resources that help employers navigate challenges when new generations enter the workforce.

Enhancing Service Delivery

To enhance service delivery, implement real-time connections through "warm hand-offs" for immediate access to resources, use word-of-mouth referrals for program visibility, and address the challenges of fragmented service systems. Identify opportunities to integrate education, skills training, and job readiness for better user experiences, while balancing efforts to prepare job seekers and educate employers. Creation of a centralized resource directory created and shared with partners like community colleges and local organizations, strengthening collaboration across the workforce system. Suggestions also included hosting accessible job fairs and workshops in community hubs, addressing transportation barriers, and offering small incentives to increase attendance.

Housing Stability

Addressing housing and homelessness involves strengthening collaborations with housing providers to create tailored programs for individuals transitioning into stable housing. Housing is a foundational element of job stability and employment readiness, as the lack of housing can complicate essential processes such as opening a bank account, making it a critical factor in supporting individuals' overall success in the workforce.

Youth and Vulnerable Populations

Youth and community support focuses on collaborating with youth centers, organizations that support vulnerable and underserved populations, drop-in locations, and programs like "Street Leaders" that provide targeted assistance. Tailored outreach is emphasized to reach unhoused youth and underrepresented populations who face unique challenges. Additionally, addressing the specific needs of youth entering the workforce for the first time, with a focus on providing on-the-job training and ensuring better alignment between employer expectations and the capabilities of young employees.

Economic Mobility and Poverty Alleviation

Economic mobility and poverty alleviation efforts differentiate between individual and community-level strategies, emphasizing systemic solutions like homeownership, local micro-enterprises, and the development of a self-sustaining economy. Key areas such as affordable housing, transportation, childcare, and mental health services are highlighted as vital components to help lift individuals and communities out of poverty. Additionally, there is a strong advocacy for engaging community members in assessing their own assets and identifying opportunities for local development, empowering them to actively participate in creating long-term economic solutions.

Technology, Literacy and Education

Technology integration and literacy education efforts focus on developing user-friendly, mobile-accessible platforms to reduce barriers for all demographics. To enhance workforce readiness, integrated education and training (IET) programs are emphasized, combining basic education with job-specific skills training. The promotion of dual-instructor models, which teach language and technical skills simultaneously, accelerates success for job seekers. Additionally, there is a strong focus on digital literacy training to ensure that all job seekers, particularly those from underrepresented populations, can effectively navigate and engage in an increasingly digital world.

Support for Mental Health Needs

Addressing the mental health crisis, particularly among younger generations, is crucial for improving workforce participation. Programs are being created to boost self-esteem, improve self-image, and address mental health challenges, helping job seekers build the confidence needed to overcome systemic barriers. By focusing on mental well-being, these initiatives aim to

empower individuals, enabling them to better engage in the workforce and navigate the challenges they face.

Justice-Involved Reentry Program

Justice-involved reentry programs aim to address the unique barriers faced by formerly incarcerated individuals, such as employer hesitation and systemic funding limitations. By increasing advocacy and fostering collaboration with city and regional partners, these programs work to better serve justice-involved populations, helping to smooth their transition back into society and the workforce. This collaborative approach ensures that individuals have access to the necessary resources and support to overcome these challenges and build a successful future.

Yolo Local Board Record of Comments

Section 108 of the *Workforce Innovation and Opportunity Act* requires the Local Boards to publish the local plan for public comment. The Local Workforce Development Board (Local Board) should include with their local plan submittal, all comments that have been received that disagree with the local plan, how the Local Board considered that input and its impact on the narrative in the local plan.

Please provide these comments in the following format: Not Applicable (N/A) is indicated below since there were no public comments that disagreed with the local plan.

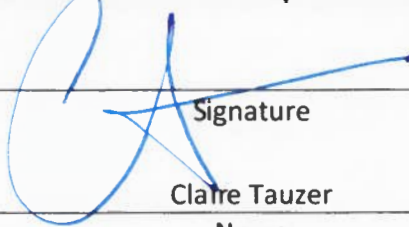
Local Plan Section	Comment/Response
Section: N/A	Comment: N/A
	Local Board Response: N/A
Section: N/A	Comment: N/A
	Local Board Response: N/A
Section: N/A	Comment: N/A
	Local Board Response: N/A
Section: N/A	Comment: N/A
	Local Board Response: N/A

PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

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

This local plan is submitted for the period of July 1, 2025 through June 30, 2029 in accordance with the provisions of the WIOA.

Local Workforce Development Board Chair



Signature

Claire Tauzer
Name

Chair, Workforce Innovation Board (WIB)

Title



Date

Date

Chief Elected Official

Signature

Mary Vixie Sandy
Name

Chair, Board of Supervisors (BOS)

Title

Date