

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**

108



FROM: Economic Development Agency

SUBMITTAL DATE:
September 8, 2011

SUBJECT: Strategic Five-Year Plan Modification for Program Year 2011/12

RECOMMENDED MOTION: That the Riverside County Board of Supervisors approve and authorize the Chairman of the Board to execute the Strategic Five-Year Plan Modification for Program Year (PY) 2011/12.

BACKGROUND: Pursuant to the requirements of Section 118 of the Workforce Investment Act (WIA) of 1998, the Riverside County Workforce Investment Board (WIB), with the approval of the Board of Supervisors (BOS) submitted its initial comprehensive local Strategic Five-Year Plan in March 2000.

BACKGROUND: (Continued)

Lisa Brandl for

Robert Field
Assistant County Executive Officer/EDA
By Lisa Brandl, Managing Director

FINANCIAL DATA	Current F.Y. Total Cost:	\$ 0	In Current Year Budget:	Yes
	Current F.Y. Net County Cost:	\$ 0	Budget Adjustment:	No
	Annual Net County Cost:	\$ 0	For Fiscal Year:	2011/12

COMPANION ITEM ON BOARD OF DIRECTORS AGENDA: No

SOURCE OF FUNDS: N/A	Positions To Be Deleted Per A-30	<input type="checkbox"/>
	Requires 4/5 Vote	<input type="checkbox"/>

C.E.O. RECOMMENDATION: APPROVE

BY: *Jennifer L. Sargent*

County Executive Office Signature

FORM APPROVED COUNTY COUNSEL
BY: ANITA C. WILLIS

Policy
 Consent
 Policy
 Consent
 Dept't Recomm.:
 Per Exec. Ofc.:

Prev. Agn. Ref.: 3.16 of 03/28/00

District: ALL

Agenda Number:

3.5

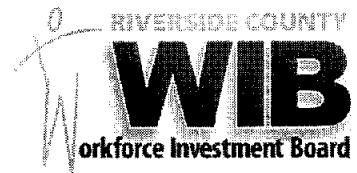
ATTACHMENTS FILED
WITH THE CLERK OF THE BOARD

BACKGROUND: (Continued)

Per state level guidance, five one-year extensions to the initial five-year plan have been granted to the local WIB for PY 2005/06, 2006/07, 2007/08, 2008/09 and 2009/10. This year, modifications to the plan includes necessary adjustments to revenue allocations, planned expenditures and the number of projected participants that will be served.

On May 27, 2011, the PY 2011/12 plan modification was published for the mandatory 30-day public comment period. No comments were received during this time nor during the WIB's Executive Committee meeting held on August 17, 2011. The final plan modification, accompanied with copies of the current Memorandums of Understanding (MOU) will be submitted to the State Employment Development Department (EDD) Workforce Services Division.

EXECUTIVE COMMITTEE



ACTION ITEM #

SUBMITTAL DATE: August 8, 2011

SUBJECT: Strategic Five-Year Plan Modification for Program Year 2011/12

RECOMMENDED MOTION: That the Workforce Investment Board Executive Committee approve and authorize the Chairman to execute the Strategic Five-Year Plan Modification for Program Year (PY) 2011/12.

BACKGROUND:

Pursuant to the requirements of Section 118 of the Workforce Investment Act (WIA) of 1998, the Riverside County Workforce Investment Board (WIB), with the approval of the Board of Supervisors (BOS) submitted its initial comprehensive local Strategic Five-Year Plan in March 2000.

Per state level guidance, five one-year extensions to the initial five-year plan have been granted to the local WIB for PY 2005/06, 2006/07, 2007/08, 2008/09 and 2009/10. This year, modifications to the plan include necessary adjustments to revenue allocations, planned expenditures and the number of projected participants that will be served.

On May 27, 2011 the PY 2011/12 plan modification was published for the mandatory 30-day public comment period. No comments were received during this time. Any comments discussed in the WIB's Executive Committee meeting will be submitted to the State Employment Development Department (EDD) Workforce Services Division accompanied with the final plan modification and copies of current Memorandums of Understanding (MOU). The Form 11 is scheduled for approval by the BOS on September 20, 2011.

<p>EXECUTIVE COMMITTEE</p> <p>Date: <i>date of meeting</i></p> <p>Approval: Yes/No</p>	<p>BOARD OF SUPERVISORS CONCURRENCE</p> <p>YES: INDICATES ACCEPTANCE OF FUNDS (FED, STATE, LOCAL) OR AGREEMENTS FOR SERVICES WHERE EDA IS RECEIVING FUNDS, OR ANY ACTION THAT REQUIRES BOS APPROVAL.</p> <p>Required: Yes/No</p>
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Page # completed by Executive Assistant

Workforce Investment Act Local Plan Modification Program Year 2011-12

Local Workforce Investment Area (local area):

Name of Local Area: County of Riverside

Submitted on: May 27, 2011

Contact Person: Melissa Reid, Program Development Manager

Contact Person's Phone Number: (951) 955 - 9744
AREA CODE PHONE NUMBER

EDD is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Special requests for services, aids, and/or special formats need to be made by calling (916) 654-8055 (Voice). TTY users, please call the California Relay Service at 711.

LOCAL PLAN MODIFICATION QUESTIONS

The Workforce Investment Act (WIA) gives states and Local Workforce Investment Areas (local areas) a unique opportunity to develop employment and training systems tailored specifically to state and local area needs. The local plan should represent a collaborative process among the Chief Elected Official (CEO) and the local system partners. This collaboration will create a shared understanding of the local area's workforce investment needs, a shared vision of how the local workforce investment system can be designed to meet those needs, and agreement on the key strategies to achieve this vision. Additionally, the local plan should reflect the current and future strategies of the local area. Please respond to each question by describing and assessing your local area's current and future strategies and identifying steps to implement and improve your service level or actions as appropriate.

1. Identify the workforce investment needs of businesses and job seekers in your local area. [WIA Section 118(b)(1)(a)]

During Program Year (PY) 2010/2011, several programs were developed and designed to identify the workforce needs of businesses and job seekers in Riverside County. The Riverside County Workforce Investment Board (WIB) approved funding to survey companies in Riverside County. The industry areas surveyed were: manufacturing, allied healthcare, specialty trade contractors and professional services companies. The survey results indicated several workforce area weaknesses for entry-level employees. Weakness areas include: lack of computer skills, behavior and attitude towards work, and being on time to work.

Other programs implemented were a business visitation program with key cities in Riverside County. The Coachella Valley Economic Partnership surveyed 1,655 employers throughout eastern Riverside County. The data collected indicated a lack of customer service skills, English and/or writing skills, basic job performance skills and computer literacy. In addition, similar findings in the business visitation surveys conducted indicated all of the above with the addition of employers wanting better math skills.

Lastly, similar concerns were shared in healthcare and logistics focus groups conducted in 2010 as part of the California WIB-sponsored Regional Industry Clusters of Opportunity Grant. Healthcare employers emphasized the need for a computer literate workforce to meet an increasing demand of health Information Technology (IT) workers. Logistics employers said that there was an urgent need for job candidates with good work ethics and other soft skills; all too often found lacking in new hires.

2. What are the current and projected employment opportunities in your local area? [WIA Section 118(b)(1)(B) and California Unemployment Insurance Code (CUIC) Section 14221(a)]

Based on current data from the California Employment Development Department (EDD) as well as results from a regional labor market industry survey between Riverside and San Bernardino Counties, five industries were identified as being vital to the local economy. The five industries include: healthcare, business and professional services, utilities, infrastructure, and renewable energy. These industries demonstrate a higher resistance toward the economic downturn and provide a variety of alternative jobs with good wages and growth.

The results of the regional labor market survey are available at the following website: www.usworks.com/inlandempire. The occupational data is displayed by current employment openings, the fastest projected growth occupations over the next 12 months (See Exhibit A), occupations paying the highest wages, and occupations which are most in demand. Projected

employment opportunities that have a high projected employer growth rate over the next 12 months are plumbers, building inspectors, health educators and dental laboratory technicians. One of the key findings from the survey indicate widening gaps and anticipated future employer demands in healthcare occupations as well as short-term needs in green construction jobs.

The renewable energy sector has great potential to be a positive driver of future employment opportunities in the Inland Empire. Executive summaries of the five sectors, including sample occupations, are attached as Exhibits A, B, C, D, E and F.

3. Describe any significant changes in your local area resulting from the current economic downturn and any differences in the way services are being delivered. [Title 20 Code of Federal Regulations (Title 20 CFR) Part 661.355]

Riverside County has been one of the most impacted areas in California and the nation due to the recession and the ensuing job loss from the construction (housing market) and financial industries. According to EDD Industry Employment and Labor report, Riverside County has experienced recession-driven double-digit unemployment rates beginning at 10.5% in December 2008 and reaching an overall high in July 2010 at 15.4%. EDD's April 2011 data show a 1.9% decrease.

The drop in the unemployed labor force is welcome; however the One-Stop continues to see significant numbers of jobseekers and project over 100,000 customers will be seen for PY 2010/2011.

Our improved service delivery model includes triaging customers to prioritize needs and direct them to the appropriate service or resource. In addition, we expanded mini group counseling sessions on the following topics:

- **Resume writing techniques**
- **Research and Preparation (interviews and researching the job and company)**
- **Staying Organized (tips and techniques on organizing job search)**
- **Networking (provide tips and information on networking groups and popular on-line social networks)**
- **Budget Strategies to Win in Changing Times (resources for spending and saving money buying groceries, housing, transportation, clothing, insurance and investments)**
- **Labor Market Information (tools to assist in job search, industry change, occupational profiles, wage and job descriptions, training programs, career resources)**
- **Educational Alternative and Finance (exploring training alternatives such as Adult Education, Regional Occupation Programs, vocational institutes to enhance career goals)**

By providing services in a group setting staff resources will be utilized to the fullest and will result in more customers being served.

4. How is your local area serving Unemployment Insurance claimants? How is your local area supporting workers receiving benefits under the Trade Adjustment Assistance program? [WIA Section 121(b)(1)(B)(xii)]

UI customers are required to look for work and keep a resume active in the California State Labor Exchange System. This service is offered at the four local Workforce Development

Centers (WDC) located throughout Riverside County. In the case of high demand, each center is equipped with UI direct dial phones to provide assistance.

Personalized Job Search Workshops and Initial Assistance Workshops target UI customers exclusively and explain services offered virtually or at one of the WDC's. These workshops provide a continuous flow of dislocated and adult customers into the integrated delivery service system.

The Reemployment Assistance (REA) workshop is currently available in two of the five centers and provides work-test intensive interviews, assessments, remedial and skills training and ultimate enrollment in Workforce Investment Act (WIA) services.

Trade Adjustment Assistance (TAA) customers are targeted initially by the Rapid Response team that is trained to identify potentially eligible separations by working with the employer to file petitions. Walk-in customers to any of the WDC's are given a TAA Question and Answer Guide Card which assists One-Stop staff in identifying possible eligible customers. Identified customers are assessed for TAA eligibility which includes group petition filing for possible TAA services.

All TAA customers are co enrolled in WIA, and are monitored while in training. In addition, post training services and intensive job search assistance is provided to ensure successful connection to training related employment.

5. What programs and funding streams support service delivery through the One-Stop Career Center (One-Stop) system? If applicable, what are the anticipated changes to those programs or funding streams? [WIA Section 121(b)(1)(B)]

The following programs are provided at the One-Stop:

- ✓ **Title I WIA (Adult, Dislocated Worker, Youth, Rapid Response)**
- ✓ **Wagner-Peyser Act**
- ✓ **Title II Adult Education and Literacy Activities (Basic Skills, GED, ESL)**
- ✓ **Title I of the Rehabilitation Act of 1973 (Vocational Rehabilitation)**
- ✓ **Department of Public Social Services (TANF)**
- ✓ **Title V Older Americans Act (Employment Services)**
- ✓ **Carl Perkins and Applied Technology Act (Vocational Education)**
- ✓ **Title II of the Trade Act of 1974 (Employment Services/Vocational Training)**
- ✓ **Title 38, USC, chapter 41 (Veterans DVOP/LVER)**
- ✓ **Community Services Block Grant Act (Support Services)**
- ✓ **Department of Housing and Urban Development (Employment and Training)**
- ✓ **State Unemployment Compensation (Financial Assistance)**
- ✓ **Title I, 167 Grantees (Training and Employment, One-Stop Services)**
- ✓ **Title I-C Job Corps (Youth education, vocational training)**
- ✓ **California Senate Bill 293 (Small Business Development Center-SB293)**
- ✓ **Social Security Benefits (SDI/SSI)**

Grant Funded Programs:

- ✓ **Disability Program Navigator (Services to Individuals with Disabilities)**
- ✓ **Governors Discretionary 15%**
 - 1) California New Start Program
 - 2) California Gang Reduction Intervention and Prevention Program (CalGRIP)
- ✓ **California Community Colleges Chancellor's Grant-Healthy Communities Forum Grant**
- ✓ **Riverside County Sheriff's Program (County Jail pre-release employment services)**
- ✓ **Employment Training Panel (ETP) Program**

We have enhanced grant seeking activities and will actively pursue funding opportunities that support the state and the WIB strategic plan. The WIB is currently awaiting funding notifications on the 15% Veteran's Employment Assistance Program, 15% Ex-Offender program and will submit an application for the 15% Green Jobs grant.

Current WIA allocations reflect an approximate overall reduction of ten percent. The next federal budget cycle may include significant reductions to the overall One-Stop system which will further impact, or eliminate the programs offered.

6. Is each of the required WIA partners included in your One-Stop delivery system? If a required partner is not involved, explain the reason. [WIA Section 117(b)(2)(A)]

Yes, Riverside County's One-Stop delivery system includes all the required WIA Partners.

7. Describe how your local area's WIA funds are used to leverage other federal, state, local, and private resources. How do these coordinated resources lead to a more effective local system that expands the involvement of business, employers and individuals? [WIA Section 112(b)(10) and 121(c)(2)(A)(ii)]

The Riverside County Economic Development Agency (EDA) is the subgrantee for the Local Workforce Investment Area (LWIA). As a county entity, we have the advantage of pooling resources to quickly deliver additional services to our customers. We have developed strategic connections with federal and local agencies located in the county, including cities and community based organizations. By utilizing the funding streams afforded these programs, we can provide comprehensive non-duplicative services to businesses and job seekers.

8. Describe and assess how the services provided by each of the One-Stop partners are coordinated and made available in your local One-Stop system. [WIA Section 118(b)(2) and Section 121 (c)(2) and CUIC Section 14221 (a) and (b)]

Each One-Stop Partner Memorandum of Understanding (MOU) includes an outline of the services they will provide to our mutual customers. Partners who are co-located at the WDC's will provide the services as part of the integrated delivery system. Customers will receive referrals to other supporting partners as determined by the customer's needs and assessment. The WIB's recent acquisition of the Geographic Solutions customer management system provides partner access to customer information including their status and Individual Employment Plans (IEP).

9. Local boards are required to review and assess the eligibility of One-Stop operations annually. What criteria does your local board use to review One-Stop operator agreements in your local area? Include a copy of your local policy as an attachment to this document. [CUIC Section 14206(d)]

The WIB, with the agreement of the chief elected official is authorized to designate or certify One-Stop operators and to terminate for cause the eligibility of such operators. The EDA is the One-Stop Operator in Riverside County. Multiple processes are in place to insure that the workforce system in Riverside County is providing quality services and fiscal accountability. Each year the State of California monitors program performance and fiscal processes. Each year the County Auditor Controller performs an internal audit of fiscal processes. Every two years an independent audit firm performs the required OMB A-133 audit of the EDA financial records.

The Workforce Development Agency (WDA) monitors eight Critical Measures on a monthly basis that include customer satisfaction, community involvement, and business engagement. In addition, an annual ADA compliance audit is completed and an annual self-assessment is completed, using criteria based upon the Malcolm Baldrige standards.

10. Describe and assess how your local board ensures continuous improvement of eligible providers of services through the One-Stop system. How does your local board ensure that such providers meet the employment needs of local employers and participants? [WIA Section 118(b)(2)(A)]

The Continuous Quality Improvement (CQI) system is based upon Malcom Baldrige standards which have been supported by the WIB since 2004. The process of CQI requires an organizational culture that includes all service providers in its design including mandatory and optional partners, as well as local providers of training programs. Our CQI process is customer-focused, process oriented, and includes a set of critical measures that are used to assess services. These critical measures have been updated for PY 2011/2012 and include measuring business utilization of the Workforce System to meet their employee needs.

Through labor market studies, business solutions team contacts (including Rapid Response activities) and local board coordination, the WIB has identified which industries/businesses have jobs and which are likely to have future employment opportunities. The Riverside County WIB, in cooperation with the San Bernardino County WIB conducted a labor market survey of businesses within the Renewable Energy and Recession Resistant industry clusters. The study has been completed and the results have been distributed via print and a unique interactive website. Eligible providers of training services are evaluated as described in Question 12.

11. The State has been granted eight waivers through June 30, 2011, which directly affect how local areas may serve adults, dislocated workers, and incumbent workers. List each of the waivers your local area is currently using and describe how each waiver used has impacted the services provided to these customer groups. Indicate which waivers will be used in your local area in the future and how each will be utilized. [WIA Section 189(i)(4)(B) and WSD10-10]

The following waivers were used by Riverside County WIB:

- a. The waiver of the prohibition to use Individual Training Accounts (ITA) for older and out-of-school youth at Title 20 CFR 664.510.

The ITA waiver allowed for older youth to participate in vocational training to learn a specific skill for entry into the workforce. By using the waiver, some youth not college bound are trained in skills necessary to go into the labor force, while steadily increasing a youth focused trained workforce in Riverside County. If available in PY 2011/2012, we will continue to utilize this waiver for WIA older youth.

- b. The waiver of the time limit on the period of initial eligibility of training providers at Title 20 CFR 663.530.

Under this waiver, the WIB is allowed to postpone the determination of subsequent eligibility of training providers. Additionally, this waiver allows the state to provide an opportunity for training providers to re-enroll and be considered enrolled as eligible providers without providing performance data as required by subsequent eligibility. This waiver encourages broader participation on the ETPL and minimizes the

management burden for the local area. If available in PY 2011/2012, we will continue to utilize this waiver.

- c. The waiver to permit the State to replace the performance measures at WIA Section 136(b) with the common measures.

Under this waiver, the WIB no longer reports on the following WIA measures: WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures. This lessens the burden on reporting on these areas and provides for greater concentration on the following three measures that are critical to the One-Stop performance: entered employment, employment retention, and average earnings. If available in PY 2011/2012, we will continue to utilize this waiver.

- d. The waiver of WIA Section 133(b)(4) to increase the allowable transfer amount between adult and dislocated worker funding streams allocated to a local area.

This waiver was utilized in order to increase funding to the long term unemployed adults and decrease funding to the dislocated workers. The following multiple factors were considered in the transfer request.

- To address a high demand for adult services
- To enable Riverside County to continue to provide comprehensive services and provide assistance to all customers
- To provide greater flexibility to respond swiftly to changes in the local labor market

In the future this waiver would be utilized since the local area is still currently affected by a 13.5 percent unemployment rate.

- e. Increase Employer Reimbursement for OJT

This waiver was utilized due to the downturn of the labor market and lack of job openings. This assisted the struggling employer with an incentive to hire new employees and receive reimbursement between 50% and 100% of the employees' wages (depending on the size of business) during a period of a time. If available in PY 2011-2012, we will continue to utilize this waiver to help in creating new job opportunities.

- f. The waiver of WIA Section 134(a) to permit local areas to use a portion of local funds for IWT.

The waiver was not utilized in PY 2010/2011, but we would like this option if available for PY 2011/2012.

- g. The waiver of the required 50 percent employer contribution for customized training at WIA Section 101(8)(C).

The waiver was not utilized in PY 2010/2011, but we would like this option if available for PY 2011/2012.

- h. The waiver of WIA Section 134(a)(1)(A) to permit a portion of the funds reserved for rapid response activities to be used for IWT.

The waiver was not utilized in PY 2010/2011, but we would like this option if available for PY 2011/12.

12. How does your local area administer Individual Training Accounts (ITA)? [WIA Section 134(d)(4)(G)] Include any limitations you impose on ITAs established in your area. If your local board is providing training services that are made as exceptions to the ITA process, describe the process you used to procure and justify these exceptions. In addition, include your local board's policy addressing the amount and duration of ITAs based on market rate for local training programs. [CUIC Section 14206(h)]

The WIB determines the need for procurement of vendors on an annual basis. Vendors must complete a Service Provider Application and provide supporting documentation and be approved or in the approval process with the Bureau for Private Post-Secondary Education (BPPE). The WIB conducts a Pre-Award site review for all new vendors approved for training. Upon successful completion of the Pre-Award, the WIB will submit the vendor Eligible Training Provider and Eligible Training Program Applications to EDD for posting to the Eligible Training Provider List (ETPL). Training providers already listed on the ETPL are encouraged to submit applications to the WIB to become a training provider in Riverside County. The WIB will enter into an Individual Training Account (ITA) Master agreement with the vendor for one year. Vendor renewals will be processed on an annual basis for vendors in compliance with their agreement.

The WIB conducts annual monitoring of vendors from a desk review to a comprehensive, on-site monitoring that includes a review of the vendor operations, status of insurance coverage, program performance, customer files, complaint log, grievance processes, review of required Equal Employment Opportunity (EEO) and wage postings and physical facility inspection. The monitoring insures the vendor is in compliance with all regulatory requirements and provisions of their agreement as well as insuring the vendor is providing quality training to the WIB's customers. Should the monitor determine the vendor to be out of compliance with the provisions of their agreement, a written report is completed identifying the findings with recommended remedies for the vendor to respond within a specific time frame. If the vendor is unable to remedy the finding in a timely manner, the WIB may place the vendor on a hold status and may discontinue all enrollments until the issues are resolved.

ITA's must be linked to the WIB's five industries or to current employment opportunities in the LWIA. Training outside of the WIB's targeted industries must be justified by labor market information and documented prior to approval. Under limited circumstances, the WIB may approve an ITA from a non-approved BPPE school, as long the training is in one of the five industries as established by the WIB. The five industries are: healthcare, business and professional services, utilities, infrastructure, and renewable energy. In order to provide quality training and foster informed customer choice, all approved schools enter into a contractual agreement. An ITA's maximum amount will be authorized based on local training provider market rate and availability of funds in the Local Workforce Investment Area (LWIA). The duration of the training cannot exceed 24 months.

Limitations to use of training funds may be invoked by WIB policy. The Director of the Workforce Development Division (WDD) or designee will invoke the WIA Priority for Service provision when funds are limited. When invoked, recipients of public assistance and other low income individuals and veterans and/or eligible spouses are given priority for intensive and training services offered through the county's WDCs in accordance with the priority established in the WIB's policy. The WIA Priority for Service policy will be implemented when a determination is made that expenditures for WIA-funded intensive and training services have reached a level of 90 percent of total fiscal year funding by the end of the fiscal year's third quarter. EDA/Workforce Management Information System (MIS) staff shall perform a

quarterly review of participant and fiscal reports to determine if a funding limitation exists. When the WIA Priority for Service provision is invoked the priorities are listed as follows:

- ✓ **First Priority:** Veterans and/or eligible spouses who are public assistance recipients or low-income individuals who meet existing program eligibility requirements
- ✓ **Second Priority:** Non-veterans who are public assistance recipients or low-income individuals who meet existing program eligibility requirements
- ✓ **Third Priority:** Veterans and/or eligible spouses who meet existing program eligibility requirements
- ✓ **Fourth Priority:** Non-veterans who meet existing program eligibility requirements

13. Sector strategies are state policies that promote regional partnerships of employers, educators, workforce developers, and other stakeholders that address the skills needs of critical industries in a region. The California WIB has adopted a sector strategies approach to assist local areas in developing their workforce solutions. Describe and assess your efforts to plan/implement sector strategies, develop regional partnerships, or target industries that are important in the local area or region. Describe what changes may be necessary to improve these regional strategies and partnerships. [CUIC Section 15001(a)(6)]

Riverside County's WIB has planned and implemented sector strategies in a number of regional projects since 2006. From 2006 to 2008, the WIB participated in two Workforce Innovation in Regional Economic Development (WIRED) grants, as a California Innovation Corridor Partner, through the U.S. Department of Labor's Employment and Training Administration.

The goal of the WIRED Initiative was to identify innovative industry workforce needs and develop 21st Century worker profiles. Regional teams from the WIB's Business Intelligence Group conducted business interviews for the WIRED projects. The results from the two WIRED survey projects were shared with the WIB and other committees, as well as with education providers to address skills gaps. The WIRED 3.1 project was a workforce needs assessment survey of three critical industries in the regional economy, specialty trade contractors that includes the green building sector; professional, scientific and technical services companies; and ambulatory healthcare. The largest skill gap found was computer skills, followed by occupational technical skills. The WIRED 1.2 Project examined current and future workforce needs of advanced manufacturing companies in Riverside County.

The WIRED Initiative's methodology was used in the Inland Empire Industry Clusters of Opportunity project which also utilizes the California Regional Economies Project Clusters of Opportunity protocol. Beginning in 2008, a regional group from Riverside and San Bernardino County's Workforce Development and Economic Development divisions, California Community College's Centers of Excellence, and the California EDD began meeting monthly to uncover regional clusters of opportunity industries. The regional team reviewed industry reports, examined cross-regional issues and analyzed labor market data.

As a result of the data analysis, two industry clusters were identified, a renewable energy cluster and a recession resistant cluster. The renewable energy cluster consists of emerging industries that will likely play an important role as a future economic driver in Riverside and San Bernardino Counties. The recession resistant cluster consists of healthcare, logistics and certain professional and business services employers, who have held their own in economic downturns. To validate the cluster data analysis, a regional labor market survey was completed in December 2010 where employers in both clusters were asked in-depth

occupational questions plus business-specific questions to uncover skill gaps and employer staffing needs.

In conjunction with the industry clusters work that began in 2008, the WIB is currently a partner with San Bernardino County EDA in a Regional Industry Clusters of Opportunity Grant (RICOG). Through RICOG, the labor market focus has been on two segments of the Recession Resistant Cluster. The two segments are in the Healthcare and Logistics/Green Transportation Clusters. Furthering this endeavor the focus groups developed two cluster actions plans that detail employers' priority strategies concerning key workforce and economic development issues.

The WIB embraces the opportunity to pioneer this endeavor and will respond accordingly to building an infrastructure, while strengthening the work of the cluster so that we are creating viable career pathways for our workforce customers and the business. The WIB will continue to bring stakeholders to dialogue and help create synergy around workforce issues to create robust training programs in Riverside County.

14. Describe how your local board utilizes the principles of sector strategies to identify employer needs and guide training efforts to meet those needs. [CUIC Section 15001(a)(6)]

The mission of Riverside County's WIB is to link resources, people, business and education together to help form a globally competitive workforce. In support of this mission, one of the top goals of the WIB is to strengthen the bridge between education and business. Continued collaboration between community colleges and businesses through regional Advisory Boards helps create the types of courses and certificate programs most valuable for continued employee education. The ongoing regional partnership of Riverside and San Bernardino County's Workforce and Economic Development Departments and California Community College's Centers of Excellence will continue to rely on cluster employers to inform decision-making about program development.

Employer needs are identified through surveys and focus groups as well as by attending numerous regional industry roundtables.

The WIB awarded funding for seven employer surveys in 2010. To date, under the Business Visitation Program carried out within six areas of Riverside County, 2,751 businesses were surveyed to measure employer-staffing needs, with results posted online and presented to interested groups. Also, a large-scale regional labor market survey was completed in December 2010. In this comprehensive survey, 11,601 businesses in the renewable energy, healthcare, professional and business services and logistics/transportation industries were contacted with 3,358 companies completing the survey. Employers were asked detailed occupational and staffing questions as well as business-specific questions. One of the survey's supplemental questions asked employers to identify the key challenges that their industry faces, such as the ability to retain employees and the lack of qualified workers.

As a way to further understand business needs, the survey also included a question about the employer's willingness to attend future industry focus groups. Two-hundred-forty-seven Riverside County employers said they would be willing to take part in focus groups. All the data collected from the labor market survey is posted on a user-friendly web site (www.usworks.com/inlandempire) that provides a wealth of information for employers, job seekers, career coaches, job developers and educators.

Gaining employer input through focus groups is another method used to inform decisions about training programs and curriculum development. The regional healthcare employer

focus group first convened in 2010 is likely to continue to meet on a regular basis, providing the WIB with an ongoing source of employer feedback.

15. California's Green Collar Jobs Act of 2008 was passed to address the State's green economy and the increasing demand for a highly skilled and well-trained green collar workforce. How does your local area recognize opportunities to prepare workers for "green jobs" related to other sources of federal funding? [CUIC Section 15000]

The California WIB introduced California's Green Collar Jobs Act of 2008 to the region by posting it on www.rivcowib.org for public notice. Also in 2008, the California Community Colleges' Centers of Excellence (COE) launched a statewide project to study the workforce needs of emerging and evolving green industries and occupations. The COE's research findings were compiled in a June 2009 report entitled "Understanding the Green Economy."

The WIB contracted with College of the Desert and other community colleges in providing training in the following six green industry sectors described in the COE report:

- **Renewable Energy**
- **Green Building and Energy Efficiency**
- **Biofuels Production and Farming**
- **Transportation and Alternative Fuel**
- **Water, Wastewater and Waste Management**
- **Environmental Compliance and Sustainability Planning**

Currently, College of the Desert is applying for a Trade Adjustment Assistance Community and Career Training Grants Program (TAACCCT) to provide additional courses in Green Job occupations. Due to an abundance of sunshine and vast areas of undeveloped desert, Riverside County is well suited to develop solar electricity projects.

In the City of Blythe, the Blythe Solar Power Project received federal approval and will be the largest in the world. This is expected to double the amount of solar electricity that the U.S. can produce. The installation will cover more than 7,000 acres and is a concentrated solar thermal electric generating facility with four adjacent, independent solar plants. Preliminary work on the project began in the Fall of 2010. Construction is expected to start in the middle of 2011 and will be ongoing for five. The first electricity-generating units should go online in about three years.

Recently in Riverside County, the College of the Desert and Edison signed a solar farm partnership. Edison will take charge of the construction of the solar farm on the planned College of the Desert extension campus. The solar park is expected to generate enough solar energy to power approximately 5,200 homes at any given time, and it will enhance industry knowledge about integrating this type of renewable energy plant into neighborhood power grids.

For the last few years, the WIB has identified Renewable Energy as one of the five industries that are vital to the local economy. Not only have Renewable Energy businesses shown resistance to the economic downturn, but the sector also provides a variety of jobs with good wages and excellent growth potential. As described in question 14 above, the WIB will rely on those renewable energy cluster employers who said they would be willing to participate in focus groups for ongoing information on current and future green jobs, and the skills and training necessary to prepare the workforce for these occupations.

16. What rapid response assistance is available to dislocated workers and employers? Who provides

this assistance? [WIA Section 118(b)(4) and (5)]

The Riverside County WIB currently convenes the Rapid Response Team to assist displaced workers and employers in case of a major cutback or closure. This team includes representatives from the local One-Stop to include the State of California Employment Development Department. All dislocated workers are referred to the nearest One-Stop facility for re-employment services.

A. Rapid Response Services offered by the Team to the Customer:

- 1. Unemployment Insurance and CalJOBS information***
- 2. Available training***
- 3. Pre-layoff placement services***
- 4. Public Assistance***

Services will include, but are not limited to: Assessment and enrollment into a program for continued job development skills; Job Search Assistance; Job Placement; Support Services; Classroom Training; On-the-Job Training and Employer-based customized training

B. Rapid Response Services to Employers include:

- 1. Employer obligation under the WARN Act***
- 2. Alternatives to plant closure and lay-off***
- 3. Deployment of plant closure and layoff procedures***
- 4. Assist in locating new business financing***
- 5. Assist employers in recruiting dislocated workers***

17. Layoff aversion activities are a critical component of rapid response. Please describe the layoff aversion activities your local board provides to businesses. [WIA Section 118(b)(4) and (5)]

Riverside County WIB continually monitors the needs of employers, including small businesses and entrepreneurs. Employers currently have access to consulting services through partnership with the Inland Empire Small Business Development Center (SBDC). The WIB also has an onsite Business Solutions Team that offers traditional services such as recruitments, office space for interviewing, a business resource library, and a dedicated Business Solutions Specialist. These services will continue to be augmented to offer a full array of services for employers. Specifically, the Business Services website was created to offer a variety of virtual resources to employers, such as a job board and access to business-related forms, links to community business groups, and automated Worker Adjustment and Retraining Notification Act (WARN) reporting system.

18. Describe your area's eligible youth population and needs in general. Describe the partnerships and collaborations that provide services to the youth in your local area. What youth activities are available in your local area? Identify successful providers of such activities. [WIA Section 118(b)(6) and CUI Section 14221(g)]

Riverside County's eligible youth population face challenges and barriers to self-sufficiency and empowerment which includes excessive rates of poverty, unemployment and crime, low educational attainment, teenage pregnancy, drug use and gang involvement. Community collaborations have established an integrated service system, meeting the needs of our at-risk youth to improve educational attainment, occupational skills training, preparation for unsubsidized employment, leadership development, mentoring, job placement assistance and long-term follow-up which are the integral components of the workforce investment system.

Current activities provided in our local area are: juvenile diversion, gang prevention, alternative education, GED instruction, health and mental health services, job readiness, career counseling, adult mentoring, job placement, substance abuse, school-to-career, and youth development. Although numerous services exist, they are not always available in sufficient quantity, nor accessible to those youth who are most in need in all areas of the county.

In April 2011, Riverside County EDA/WIB through a competitive process was awarded \$500,000 in 15% Governor's Discretionary funding to administer the CalGRIP program. The grant will be used to pilot a program in the largely low-income Jurupa Valley/Rubidoux area of Riverside County that is identified as a High Intensity Gang Activity Area. Riverside County WIB will work with California Family Life Center who currently runs a Youth Opportunity Center in the Jurupa Valley area. In addition there will be a strong network of community and partner agencies providing supporting roles in the intervention services provided to the at-risk youth.

The project will engage youth in positive community alternatives, increase their vocational and job readiness skills and link them to career pathways, with the ultimate goal to connect the youth to unsubsidized employment in a high wage/high growth industry. The duration of the program will cover 21 months from PY 2011 through 2013. If the pilot program is successful and based upon future funding opportunities, the program may be replicated County-wide.

The Riverside County WIB and Council for Youth Development established six Youth Opportunity Centers (YOCs), which are operated by community partnerships. Each of the community collaborations are comprised of the local school district, post-secondary education, private-sector business and community-based organizations. The centers are located in areas most accessible to youth. The following are the six centers:

- *Hemet YOC - Hemet Empower State Building*
- *Indio YOC - Win Youth Opportunity Center*
- *Lake Elsinore YOC - Planet Youth*
- *Moreno Valley YOC (Opening is scheduled for May 2011)*
- *Perris YOC - The OASIS*
- *Rubidoux Youth Opportunity Center*

19. Describe and assess your local area's delivery of services to people with disabilities. What partnerships and collaborations exist to provide services to this population? What training services and employment opportunities are available to this population in your local area? [WIA Section 112(b)(17)(A)(iv) and Section 409]

Riverside County's WIB's Disability Program Navigator (DPN) program provides services to persons with disabilities to navigate through the challenges of seeking work and other disability related issues, such as housing, medical care, disability benefits and other social services. As an active member of the Inland Empire Disabilities and the American Disability Act (ADA) Taskforce, DPN and partnership members network to build cooperative relationships, promote advocacy, equal opportunity, and universal access for persons with disabilities.

Continuing accomplishments are the cohesive relationships with the DPN, Community Work Incentives Coordinator (CWIC), Disabled Veterans Outreach Program (DVOP) and reentry coordinator (ex-felons program) while working as a team which include Supplemental Security Income (SSI) beneficiaries. The DPN outreaches to local high schools, which includes the Department of Rehabilitation in conjunction with the transitional placement

counselors. The creation of website links for customers who are home bound has provided additional resources to reach a wider audience. The addition of website links for staff, partners and employers is located at <http://www.rivcojobs.com/DisabilityProgramNavigator/tabid/123/Default.aspx>

In collaboration with the following agencies, additional avenues are provided in obtaining employment and supportive needs; Community Access Center, Blindness Support Services, Center of Deafness of the Inland Empire, Job Corp, Goodwill Industries, Vocational Rehabilitation, Riverside Unified School District, Riverside County Office of Education (RCOE), EXCEED, Veterans Services, Loma Linda University, Cal State University-San Bernardino, Riverside County Office on Aging, Riverside Transit Agency, Riverside Community College and EDD.

Training services and employment opportunities are available to this population, and is the same offered to other job seekers and participants. DPN provides disability awareness training to One-Stop staff and partners, with training modules available in an on-line format and to local area high schools and WIA funded youth opportunity centers. In the future this training will be extended to staff of the 33 Riverside County Libraries, to ensure compliance with serving job seeking customers with disabilities. The DPN continues to be instrumental in bridging the gap between services by providing education on disabilities for customers and employers, and has coordinated many services with other community-based organizations in Riverside County. The Navigator travels across Riverside County to provide outreach and referrals.

20. If your local area received funds to operate Project New Start to provide parolees support in seeking, securing and maintaining employment as they transition from prison to their home communities, describe and assess your service delivery and partnerships in serving this population group. Describe what changes in your local area may be necessary to improve the level of service. [WIA Section 134(d)(4)(G)(iv)(II, and IV) and Section 188(a)(5)]

The New Start Project utilized existing One-Stop staff, partners (community organizations and mandated WIA partners) to fill gaps in workforce services for New Start Parolees. The California Department of Corrections and Rehabilitation (CDCR) assisted in the identification, assessment and referral of parolees. Once regional partnerships were developed, a referral process was established with a WDC Coordinator. The coordinator attended Parole and Community Team (PACT) meetings for program information, customer recruitment and become the point person for program enrollment.

The main focus beyond program eligibility was parolee stabilization to address housing, medical, financial and mental stability. If the parolee was suitable, they would be invited to participate in social transition workshops offered by Reality Approach, a nonprofit organization, or building job seeking skills through Skill Path Boot Camp, an internal One-Stop program, or customized workshops for resume writing, and small business development. These workshops provided the tools to assist the parolee with social integration. A third goal was for parolees to enroll in a vocational or On-the-Job training program to enhance their employment skills. Once completed, a final step would be moving parolees into unsubsidized employment and providing them the tools to become productive members of society.

The changes necessary to improve the level of service under New Start would be the establishment of an expanded service network to address the level of intensity that is needed for the parolee population. Additional funding is needed for transportation, transitional housing, adequate medical screening, social and behavioral transition workshops, and other support service needs, along with development of entrepreneurial training to allow greater opportunity for the parolee to succeed and remain self-sufficient.

21. Local areas must incorporate priority of service for veterans and eligible spouses in accordance with the provisions of Training and Employment Notice 15-10 (11/10/10). This requires veterans and eligible spouses to receive service priority over recipients of public assistance and low-income individuals. Describe what programs and processes your local area is using to achieve these goals. [WIA Section 112(b)(17)(B), WIA Section 121(b)(1)(B)(1)]

The Riverside County WIB has existing policies and procedures for priority of service. Veterans and eligible spouses are targeted to receive priority service over low-income individuals to include recipients of public assistance. Upon initial contact with the One-Stop system, customers are asked to identify via an intake form if they are a veteran. Once self-disclosed they are immediately referred to an available WIB or EDD representative to be assessed for all (WIA/EDD) services. The EDD Local Veterans Employment Representative (LVER) or Disabled Veterans Outreach Program Services (DVOPS) are onsite, program services are integrated to allow a wide range of program services being offered to the veteran at one time. The spouse is also triaged in the same manner as the veteran customer.

22. What role do Veterans Workforce Specialists and Veteran Employment Service Specialists have in the local One-Stop system? How do you ensure adherence to the legislative requirements for veterans' staff? [Title 38 United States Code Part III, Chapter 41 and Title 20 CFR Part 1001.120]

The Local Veterans Employment Representative (LVER) or Disabled Veterans Outreach Program Services (DVOPS) play an integral part of the service delivery to all veterans in Riverside County. Riverside County WIB is committed to providing a comprehensive approach to veterans by integrating all services so that the veterans experience is one of full saturation of workforce services. Cross training of these representatives with other WIA services has afforded us the opportunity to merge program elements and cut down on duplicative program services. We ensure adherence to the legislative requirement for veteran's staff by communicating and providing training on Veterans Priority of service policies and procedures at the Riverside County One-Stop.

23. Describe and assess how you provide Wagner-Peyser Act services to the agricultural community. Specifically, how do you provide outreach, assessment and other services to migrant and seasonal farm workers, and services to employers? How do you provide appropriate services to this population in the One-Stop system? [Title 20 CFR 662.200(b)(1)(vi)]

The Riverside County Integrated Service Delivery Plan at the Indio One-Stop Center is comprised of WIA and Wagner-Peyser (WP) staff who will provide labor exchange services to Migrant and Seasonal Farm Workers (MSFW), and agricultural employers. Office-based services such as assessment, skills upgrade, and product-box services are offered. Staff is able to provide outreach services and special initiatives to MSFWs and agricultural employers within their own respective area. The proximity to serve this population is within 75 miles of the Indio One-Stop Center.

California does not anticipate the Department of Labor (DOL) to identify any other significant MSFW site offices during PY 2008 through 2013. At all significant sites that are identified, outreach services will be conducted to serve the needs of MSFWs who are not being reached by the normal intake activities, outreach workers often work flexible hours including early mornings, evenings and Saturdays in an attempt to reach MSFWs and share information about services. Outreach workers provide services to MSFWs in areas where they live, work and congregate. Outreach services will include, but are not limited to:

- *Provision of information relative to labor exchange services.*
- *Registration/enrollments of MSFWs in CalJOBS.*
- *Referral of MSFWs to agricultural and non-agricultural job openings.*
- *Referral of MSFWs to community-based services such as job training and health clinics.*
- *Assistance with completion of necessary forms*
- *Staff-assisted filing of Work Services (WS) and Non-WS related complaints and violations.*
- *Educational workshops on CalJOBS and the Workforce Investment Act system.*
- *Ongoing UI educational assistance for MSFWs on the use of the "Telephone Claims Filing System."*
- *Close coordination with 167 Grantees and other MSFWs service providers.*

Beyond the specialized services available from the EDD Workforce Services Staff and outreach workers, the Center for Employment Training is a contractor for MSFWs in our local area and a WIA mandated partner.

24. Local areas may decide locally, based on their prior years' experiences that they will need to change their strategies in order to meet their performance goals. Discuss any strategic changes in your local area to meet performance goals.[Title 20 CFR Part 661.355]

The local area invested ARRA funds in the upgrade of the available technology which includes the Virtual One-Stop system, Monster.com portals, including one designed specifically for youth, and Executive Pulse business, a contact management system.

The Virtual One-Stop system is a robust system that helps bring technology based job seeking, resume distribution and multiple job search engines, internal customer tracking of assessment results and skill/job matching. This system will help in the achievement of the adult and dislocated worker goals by providing tools for measuring customer progress toward employment.

The Monster.com partnership provides secure portals for adults and youth to access additional tools and resources including forums online that connect the job seekers with each other to foster networking. Job seekers have access to self-help tutorials, articles and webinars, and jobs.

Executive Pulse will assist the One-Stop business team to manage their assigned businesses by managing contacts, and creating virtual teams, which includes the business.

The local area will continue to experience a current high volume of job seekers as a consequence of the continued high unemployment rate as of April 2011 (13.5%). In anticipation of this significant reduction in funding and the resulting reduction of staff, the technology in place and improved service delivery processes such as is described in Question #3 will allow continued high levels of service.

In addition, the Riverside County WIB recently updated their strategic plan for PY 2011/2014, ensuring that the workforce development system is viewed as relevant and important to local, state and national policy makers. The strategic plan goals is to ensure that jobseekers will have the skills and competencies required for demand occupations, and that the local WIB will enhance its image in the community and communicate to its customers and potential customers using current technologies. The local area's critical measures were revised to better reflect the service delivery model.

25. Discuss any applicable changes to the local board structure (do not include changes to specific individuals on the board). Please attach a copy of your local bylaws that reflect these changes. [Title 20 CFR Part 661.355 and CUIC Section 14202]

There are no changes to the Local Board's structure at this time.

MEMORANDUM OF UNDERSTANDING

The WIA requires that a MOU between the local board and each of the One-Stop partners concerning the operation of the One-Stop delivery system be executed. A copy of each MOU must be included with the plan modification. [WIA Section 118(b)(2)(B)]

The MOU may be developed as a single umbrella document, or as singular agreements between the partners and the board. The MOUs should present in specific terms, member contributions and the mutual methodologies used in overseeing the operations of the One-Stop career center system.

The MOU must describe: [WIA Section 121(c)(1) and (2) and CUIIC Section 14230(d)]

- What services will be provided through the One-Stop system.
- How the costs of services and operating costs will be funded, including cost-sharing strategies. Please include any Resource Sharing Agreements.
- What methods will be used for referral of individuals between the One-Stop operator and partners.
- How long the MOU will be in effect.
- What procedures have been developed for amending the MOU.
- Other provisions consistent or as deemed necessary by the local board.
- The local board's policy for identifying individuals who, because of their skills or experience, should be referred immediately to training services.

ASSURANCES

- A. The Local WIB assures that it will comply with the uniform administrative requirements referred to in WIA Section 184(a)(3).
- B. The Local WIB assures that no funds received under the Workforce Investment Act will be used to assist, promote, or deter union organizing. [WIA Section 181(b)(7)]
- C. The Local WIB assures that the board will comply with the nondiscrimination provisions of WIA Section 188.
- D. The Local WIB assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIA Section 188.
- E. The Local WIB assures that there will be compliance with grant procedures of WIA Section 189(c).

- F. The Local WIB assures that funds will be spent in accordance with the Workforce Investment Act, written Department of Labor guidance, and other applicable Federal and State laws and regulations.
- G. The Local WIB assures that veteran workforce investment programs funded under WIA, Section 168 will be carried out in accordance with that Section.
- H. The Local WIB assures it will comply with future State WIB policies and guidelines, legislative mandates, or other special provisions as may be required under Federal law or policy, including the Workforce Investment Act or State legislation.
- I. The Local WIB assures that when allocated adult funds for employment and training activities are limited, priority shall be given to veterans, recipients of public assistance and other low-income individuals for intensive and training services. [WIA Section 134(d)(4)(E), 118(b)(4), and CUIA Section 14230(a)(6)]
- J. The Local WIB certifies that its One-Stop Centers will recognize and comply with applicable labor agreements affecting represented employees located in the Centers. This shall include the right to access by State labor organization representatives pursuant to the Ralph Dills Act. [Chapter 10.3 (commencing with Section 3512) of Division 4, of Title 1 of the Government Code, and CUIA Section 14233]
- K. The Local WIB assures that State employees who are located at the One-Stop Centers shall remain under the supervision of their employing department for the purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State employees performing services at One-Stop Centers shall retain existing civil service and collective bargaining protections on matters relating to employment, including but not limited to: hiring, promotion, discipline, and grievance procedures.
- L. The Local WIB assures that when work-related issues arise at One-Stop Centers between State employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employee's civil service supervisor. The One-Stop Career Center operators and partners shall cooperate in the investigation of the following matters: discrimination under the California Fair Employment and Housing Act [Part 2.8 (commencing with Section 12900) of Division 3, of Title 2 of the Government Code], threats and/or violence concerning State employees, and State employee misconduct.
- M. One-Stop Operator is responsible for administering One-Stop Center services in accord with roles to be determined by the Local WIB. The Local WIB assures that it will select the One-Stop Operator with the agreement of the CEO, through one of three (3) means:
1. Through a consortium of at least three (3) or more required One-Stop partners; or
 2. Through competitive process such as a Request for Proposal; or
 3. It may serve as the One-Stop Operator directly but only with the consent of the Chief Elected Official and the Governor.

The only time these selection procedures are not required is in the following circumstances inclusive: the One-Stop delivery system, of which the operator is a part, existed before August 7, 1998; the existing One-Stop system includes all of the required One-Stop partners; and an MOU

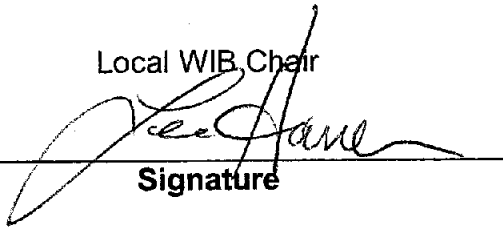
has been executed which is consistent with the requirements of the Act. [WIA Section 121(d)(2)(A), and Title 20 CFR Part 662.410]

PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

This Local Plan represents the County of Riverside WIB's efforts to maximize and coordinate resources available under Title I of the Workforce Investment Act (WIA) of 1998.

This Local Plan is submitted for the period of July 1, 2011 through June 30, 2012 in accordance with the provisions of the WIA.

Local WIB Chair



Signature

Lee Haven

Name

Chairperson

Title

Date

Chief Elected Official

Signature

Bob Buster

Name

Chairman, Board of Supervisors

Title

Date

FORM APPROVED COUNTY COUNSEL

BY:  8-24-11
ANITA C. WILLIS DATE

WIA Local Plan Modification PY 2011-12

Local Area Riverside

Modification # _____

Date: 07/01/11

TITLE IB BUDGET PLAN SUMMARY¹ (Adult or Dislocated Worker)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2011, beginning 07/01/11 through 06/30/12

Grant Code 201/202/203/204/499/500 WIA IB-Adult

Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION		K178XXX Subgrant	K282XXX Subgrant
1. Year of Appropriation		2010	2011
2. Formula Allocation		6,187,730	5,417,078
3. Allocation Adjustment - Plus or Minus			
4. Transfers - Plus or Minus		3,617,307	
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)		9,805,037	5,417,078
TOTAL ALLOCATION/COST CATEGORY PLAN			
6. Program Services (sum of Lines 6.A thru 6.E)		8,824,533	4,875,370
A. Core Self Services		452	3,359,602
B. Core Registered Services		3,987,869	428,667
C. Intensive Services		3,715,612	321,501
D. Training Services		1,098,414	699,600
E. Other		22,186	66,000
7. Administration (Line 5 minus 6)		980,504	541,708
8. TOTAL (Line 6 plus 7)		9,805,037	5,417,078
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2010 and July 1, 2011 respectively)			
9. September 2010			
10. December 2010		5,069,957	
11. March 2011		5,849,774	
12. June 2011		8,691,278	
13. September 2011		9,805,037	365,566
14. December 2011		9,805,037	1,255,772
15. March 2012		9,805,037	2,543,297
16. June 2012		9,805,037	3,900,296
17. September 2012			4,042,461
18. December 2012			4,388,652
19. March 2013			4,889,356
20. June 2013			5,417,078
COST COMPLIANCE PLAN (maximum 10%)			
21. % for Administration Expenditures (Line 7/Line 5)		10%	10%

Mhiliza Lagrimas, Accountant

951-955-1987

5/26/11

Contact Person, Title

Telephone Number

Date Prepared

Comments:

¹ Refer to 20 CFR Part 667.160 and WIA Directive WIAD01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

WIA Local Plan Modification PY 2011-12

Local Area Riverside

Modification # _____

Date: 07/01/11

TITLE IB BUDGET PLAN SUMMARY¹ (Adult or Dislocated Worker)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2011, beginning 07/01/11 through 06/30/12

Grant Code 201/202/203/204 WIA IB-Adult

Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION	K178XXX-Subgrant	K282XXX-Subgrant
	2010	2011
1. Year of Appropriation		
2. Formula Allocation	7,234,614	6,521,581
3. Allocation Adjustment - Plus or Minus		
4. Transfers - Plus or Minus	(3,617,307)	
5. TOTAL FUNDS AVAILABLE (Lines 2 thru 4)	3,617,307	6,521,581
TOTAL ALLOCATION/COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A thru 6.E)	3,255,576	5,869,423
A. Core Self Services		3,966,475
B. Core Registered Services	147,525	499,210
C. Intensive Services	2,086,171	429,338
D. Training Services	997,628	890,400
E. Other	24,252	84,000
7. Administration (Line 5 minus 6)	361,731	652,158
8. TOTAL (Line 6 plus 7)	3,617,307	6,521,581
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2010 and July 1, 2011, respectively)		
9. September 2010		
10. December 2010	263,115	
11. March 2011	360,482	
12. June 2011	3,238,732	
13. September 2011	3,701,290	600,435
14. December 2011	4,399,082	1,506,221
15. March 2012	7,234,614	3,019,657
16. June 2012	7,234,614	4,695,538
17. September 2012		4,929,041
18. December 2012		5,281,291
19. March 2013		5,869,849
20. June 2013		6,521,581
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Mhiliza Lagrimas, Accountant

951-955-1987

5/26/11

Contact Person, Title

Telephone Number

Date Prepared

Comments:

¹ Refer to 20 CFR Part 667.160 and WIA Directive WIAD01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

WIA Local Plan Modification PY 2011-12

Local Area: Riverside

Modification # _____

Date: 04/01/11

TITLE IB BUDGET PLAN SUMMARY¹ (Youth)

WIA 118; 20 CFR 661.350(a)(13)

PROGRAM TYPE for PY 2011, beginning 04/01/11 through 06/30/12

Grant Code 301/302/303/304 WIA IB-Youth

FUNDING IDENTIFICATION	K178XXX Subgrant	K282XXX Subgrant
1. Year of Appropriation	2010	2011
2. Formula Allocation	6,351,359	6,132,830
3. Allocation Adjustment - Plus or Minus		
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	6,351,359	6,132,830
TOTAL ALLOCATION COST CATEGORY PLAN		
5. Program Services (sum of Lines 5A and 5B)	5,716,223	5,519,547
A. In School	1,737,485	1,679,452
B. Out-of-School (30%)	3,978,738	3,840,095
6. Administration (Line 4 minus 5)	635,136	613,283
7. TOTAL (Line 5 plus 6)	6,351,359	6,132,830
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2010 and April 1, 2011 respectively)		
8. June 2010		
9. September 2010		
10. December 2010	2,162,956.33	
11. March 2011	2,945,297.42	
12. June 2011	5,803,291.00	277,239
13. September 2011	6,351,359.00	1,120,373
14. December 2011	6,351,359.00	2,593,875
15. March 2012	6,351,359.00	4,415,638
16. June 2012	6,351,359.00	4,523,453
17. September 2012		4,851,338
18. December 2012		5,424,367
19. March 2013		6,132,830
20. June 2013		6,132,830
COST COMPLIANCE PLAN		
21. % for Administration Expenditures (Line 6/Line 4)	10%	10%

Mhiliza Lagrimas, Accountant

951-955-1987

5/26/11

Contact Person, Title

Telephone Number

Date Prepared

Comments:

¹ Refer to 20 CFR Part 667.160 and WIA Directive WIAD01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

WIA Local Plan Modification PY 2011-12
 Modification # _____

Local Area: RIVERSIDE
 Date: 07/01/11

TITLE IB PARTICIPANT PLAN SUMMARY

WIA 118; 20 CFR 661.350(a)(13); TEGL 17-05

Plan the number of individuals that are in each category.

Totals for PY 2010 (07/01/11 through 06/30/12)	ADULT	IDW	YOUTH
1. Registered Participants Carried in from PY 2010	2,250	2,799	643
2. New Registered Participants for PY 2011	2,354	2,981	788
3. Total Registered Participants for PY 2011 (Line 1 plus 2)	4,604	5,780	1,431
4. Exiters for PY 2011	2,762	1,965	715
5. Registered Participants Carried Out to PY 2012 (Line 3 minus 4)	1,842	3,815	716

PROGRAM SERVICES			
6. Core Self Services	36,083	45,925	
7. Core Registered Services	4,604	5,780	
8. Intensive Services	3,453	4,971	
9. Training Services	132	168	

YOUTH MEASURES			
10. Attainment of a Literacy and/or Numeracy Gain			216
11. Attainment of a High School Diploma, GED, or Certificate			436

EXIT STATUS			
12. Entered Employment	1,409	924	279
12A. Training-related	183	138	84
13. Remained with Layoff Employer		0	
14. Entered Military Service			0
15. Entered Advanced Training			20
16. Entered Postsecondary Education			166
17. Entered Apprenticeship Program			0
18. Returned to Secondary School			0
19. Exited for Other Reasons	1,353	1,041	73

Carol Mosqueira, MIS Manager
 Contact Person, Title

(951) 955-3137
 Telephone Number

05/25/2011
 Date Prepared

Comments:

<input checked="" type="checkbox"/>	WIA Local Plan Modification PY 2011-12	Local Area: Riverside County Workforce Development Center	
<input type="checkbox"/>	Modification # _____	Date: 07/01/2011	

WORKFORCE INVESTMENT ACT TITLE IB

STATE NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(b) ²	PY 2009-10	PY 2010-11	PY 2011-12
Adults			
Entered Employment Rate	56%	56%	
Employment Retention Rate	81%	81%	
Average Earnings	\$13,000	\$13,000	
Dislocated Workers			
Entered Employment Rate	68%	70%	
Employment Retention Rate	83%	83%	
Average Earnings	\$15,900	\$15,900	
Youth (ages 14-21)			
Placement in Employment or Education	69%	65%	
Attainment of a Degree or Certificate	65%	61%	
Literacy and Numeracy Gains	40%	40%	

LOCAL NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c) ²	PY 2009-10	PY 2010-11	PY 2011-12
Adults			
Entered Employment Rate	51%	51%	
Employment Retention Rate	72%	72%	
Average Earnings	\$11,000	\$11,000	
Dislocated Workers			
Entered Employment Rate	47%	47%	
Employment Retention Rate	83%	83%	
Average Earnings	13,500	13,500	
Youth (ages 14-21)			
Placement in Employment or Education	69%	65%	
Attainment of a Degree or Certificate	65%	61%	
Literacy and Numeracy Gains	40%	40%	

¹ Guidance on state and local performance can be found on the U.S. Department of Labor (DOL) [Employment and Training Administration](#) Web site. Specific Training and Employment Guidance Letters (TEGL) include, but are not limited to 8-99, 11-01, and 17-05. For additional guidance, see Workforce Services Directives WSD08-6 and WSD10-11.

² The DOL Employment and Training Administration approved California's waiver request to move from the statutory performance measures specified in WIA Section 136 to the common performance measures defined in TEGL 17-05. This waiver was initially approved for Program Year (PY) 2007-08 and was extended for PYs 2008-09, 2009-10, and 2010-11.

STATE OF CALIFORNIA
LOCAL AREA GRANT RECIPIENT LISTING
 [WIA Sections 117(d)(3)(B)(i) and 118(b)(8)]

County of Riverside

(Name of Local Workforce Investment Area)

ENTITY	ORGANIZATION	CONTACT (NAME/TITLE)	MAILING ADDRESS (STREET, CITY, ZIP)	TELEPHONE, FAX, E-MAIL
Grant Recipient (or Subrecipient if applicable)	Riverside County EDA	Felicia Flournoy, Director of Workforce Development	1325 Spruce Street, Ste. 110 Riverside, CA 92507	(951) 955-3100 (951) 955-6686 (f) fflournoy@rivcoeda.org
Fiscal Agent	Riverside County EDA	Mhiliza Lagrimas, Accountant	3133 Mission Inn Avenue Riverside, CA 92507	(951) 955-1987 (951) 955-9605 (f) mlagrimas@rivcoeda.org
Local Area Administrator	Riverside County EDA	Felicia Flournoy, Director of Workforce Development	1325 Spruce Street, Ste. 110 Riverside, CA 92507	(951) 955-3100 (951) 955-6686 (f) fflournoy@rivcoeda.org
Local Area Administrator Alternate	Riverside County EDA	Mark Christiansen, Deputy Director	1325 Spruce Street, Ste. 110 Riverside, CA 92507	(951) 955-3100 (951) 955-6686 (f) mchristiansen@rivcoeda.org

Signature: _____

Chief Elected Official

Date

If a Local Grant Subrecipient has been designated, please submit a copy of the agreement between the Chief Elected Official and the Subrecipient. The agreement should delineate roles and responsibilities of each, including signature authority.

Exhibit A

2008-2018 Fastest Growing Occupations
 Riverside-San Bernardino-Ontario Metropolitan Statistical Area
 (Riverside and San Bernardino Counties)

SOC Code	Occupational Title	Annual Average Employment		Percent Change	2010-1st Quarter Wages			Education and Training Levels [3]
		2008	2018		Median Hourly [1]	Median Annual [1]	Education and Training Levels [3]	
39-9021	Personal and Home Care Aides	24,560	35,520	44.6	\$9.46	\$19,663	11	
19-1042	Medical Scientists, Except Epidemiologists	850	1,210	42.4	\$35.05	\$72,914	2	
15-1081	Network Systems and Data Communications Analysts	1,250	1,750	40.0	\$33.37	\$69,405	5	
29-1071	Physician Assistants	770	1,060	37.7	\$39.97	\$83,147	5	
31-1011	Home Health Aides	3,720	5,060	36.0	\$10.11	\$21,024	11	
39-9031	Fitness Trainers and Aerobics Instructors	1,940	2,580	33.0	\$15.54	\$32,329	7	
31-2022	Physical Therapist Aides	510	670	31.4	\$12.72	\$26,447	11	
29-2055	Surgical Technologists	620	810	30.6	\$19.46	\$40,483	7	
39-3011	Gaming Dealers	1,600	2,070	29.4	\$9.13	\$18,990	7	
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	2,010	2,600	29.4	\$26.44	\$54,988	9	
31-9092	Medical Assistants	6,810	8,720	28.0	\$12.55	\$26,101	10	
15-1032	Computer Software Engineers, Systems Software	1,350	1,720	27.4	\$48.84	\$101,604	5	
31-2021	Physical Therapist Assistants	550	700	27.3	\$27.13	\$56,432	6	
29-1126	Respiratory Therapists	1,510	1,910	26.5	\$29.82	\$62,045	6	
29-2041	Emergency Medical Technicians and Paramedics	1,870	2,360	26.2	\$15.45	\$32,123	7	
29-2052	Pharmacy Technicians	3,020	3,790	25.5	\$16.71	\$34,754	10	
29-1123	Physical Therapists	1,100	1,380	25.5	\$38.72	\$80,542	3	
15-1031	Computer Software Engineers, Applications	1,460	1,830	25.3	\$38.91	\$80,941	5	
29-1111	Registered Nurses	21,380	26,550	24.2	\$36.78	\$76,486	6	
53-7081	Refuse and Recyclable Material Collectors	1,060	1,310	23.6	\$19.67	\$40,920	11	
29-2021	Dental Hygienists	1,330	1,640	23.3	\$42.95	\$89,343	6	
25-1194	Vocational Education Teachers, Postsecondary	1,420	1,750	23.2	\$38.16	\$79,375	7	
13-1071	Employment, Recruitment, and Placement Specialists	1,210	1,490	23.1	\$20.57	\$42,781	5	
31-9091	Dental Assistants	4,230	5,190	22.7	\$14.43	\$30,013	10	
21-1022	Medical and Public Health Social Workers	720	880	22.2	\$27.81	\$57,829	5	
49-9062	Medical Equipment Repairers	720	880	22.2	\$19.92	\$41,420	10	
43-6013	Medical Secretaries	6,280	7,670	22.1	\$13.91	\$28,915	7	
25-9031	Instructional Coordinators	1,460	1,780	21.9	\$34.77	\$72,308	3	
13-1073	Training and Development Specialists	1,380	1,680	21.7	\$24.89	\$51,775	5	
19-3021	Market Research Analysts	1,290	1,570	21.7	\$25.30	\$52,637	3	
51-8031	Water and Liquid Waste Treatment Plant and System Operators	800	970	21.3	\$24.96	\$51,917	9	

Exhibit A

2008-2018 Fastest Growing Occupations
 Riverside-San Bernardino-Ontario Metropolitan Statistical Area
 (Riverside and San Bernardino Counties)

SOC Code	Occupational Title	Annual Average Employment		Percent Change	2010-1st Quarter Wages		Education and Training Levels [3]
		2008	2018		Median Hourly [1]	Median Annual [1]	
29-2071	Medical Records and Health Information Technicians	1,420	1,720	21.1	\$17.76	\$36,932	6
33-3021	Detectives and Criminal Investigators	1,000	1,210	21.0	\$36.71	\$76,351	8
29-2034	Radiologic Technologists and Technicians	1,510	1,820	20.5	\$29.36	\$61,060	6
29-2061	Licensed Practical and Licensed Vocational Nurses	5,970	7,190	20.4	\$20.92	\$43,502	7
31-1012	Nursing Aides, Orderlies, and Attendants	9,160	11,030	20.4	\$11.77	\$24,475	11
43-5031	Police, Fire, and Ambulance Dispatchers	640	770	20.3	\$22.57	\$46,951	10
13-2052	Personal Financial Advisors	1,340	1,610	20.1	\$27.03	\$56,214	5
25-1071	Health Specialties Teachers, Postsecondary	460	550	19.6	[2]	\$73,861	3
29-1062	Family and General Practitioners	870	1,040	19.5	\$79.17	\$164,674	1
13-1072	Compensation, Benefits, and Job Analysis Specialists	580	690	19.0	\$28.70	\$59,681	5
25-1011	Business Teachers, Postsecondary	490	580	18.4	[2]	\$93,052	3
25-1022	Mathematical Science Teachers, Postsecondary	550	650	18.2	[2]	\$102,252	3
19-2041	Environmental Scientists and Specialists, Including Health	730	860	17.8	\$32.43	\$67,450	5
13-1081	Logisticians	450	530	17.8	\$34.66	\$72,085	5
27-3031	Public Relations Specialists	960	1,130	17.7	\$26.33	\$54,772	5
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	860	1,010	17.4	\$10.80	\$22,451	11
43-4111	Interviewers, Except Eligibility and Loan	2,130	2,500	17.4	\$17.03	\$35,417	11
43-4081	Hotel, Motel, and Resort Desk Clerks	1,670	1,960	17.4	\$10.96	\$22,787	11
25-1191	Graduate Teaching Assistants	1,440	1,690	17.4	[2]	\$38,218	5

March 2009 Benchmark

Table includes the self-employed, unpaid family workers, private household workers, and farm employment.

N/A - Information is not available.

Excludes "All Other" categories.

Occupations with employment below 400 in 2008 are excluded.

[1] Median Hourly and Annual Wages are the estimated 50th percentile of the distribution of wages; 50 percent of workers in an occupation earn wages below, and 50 percent earn wages above the median wage. The wages are from the 2010-1st quarter and do not include self-employed or unpaid family workers.

[2] In occupations where workers do not work full-time all year-round, it is not possible to calculate an hourly wage.

[3] Occupational training and education classifications were developed by the Bureau of Labor Statistics (BLS).

For more information on the classifications, please see the BLS Training Definitions.

1 - First Professional Degree - LLD/MD

Exhibit A

2008-2018 Fastest Growing Occupations
 Riverside-San Bernardino-Ontario Metropolitan Statistical Area
 (Riverside and San Bernardino Counties)

SOC Code	Occupational Title	Annual Average Employment		Percent Change	2010-1st Quarter Wages		Education and Training Levels [3]
		2008	2018		Median Hourly [1]	Median Annual [1]	
	2 - Doctoral Degree						
	3 - Master's Degree						
	4 - Bachelor's Degree or Higher and Some Work Experience						
	5 - Bachelor's Degree						
	6 - Associate Degree						
	7 - Post-Secondary Vocational Education						
	8 - Work Experience in a Related Occupation						
	9 - Long-Term On-the-Job Training						
	10 - Moderate-Term On-the-Job Training						
	11 - Short-Term On-the-Job Training						

Healthcare Services

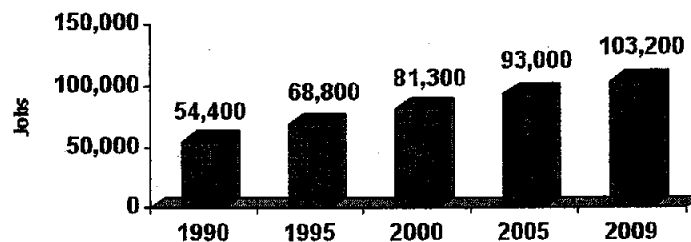
NAICS Codes 6211 through 6239

Industries in the **Ambulatory Health Care Services** subsector provide health care services directly or indirectly to ambulatory patients and do not usually provide inpatient services. Health practitioners in this subsector provide outpatient services, with the facilities and equipment not usually being the most significant part of the production process. Industries in the **Hospitals** subsector provide medical, diagnostic, and treatment services that include physician, nursing, and other health services to inpatients and the specialized accommodation services required by inpatients. Hospitals may also provide outpatient services as a secondary activity. Establishments in the Hospitals subsector provide inpatient health services, many of which can only be provided using the specialized facilities and equipment that form a significant and integral part of the production process.

Employment:

Health Care Services grew by 89.7 percent between 1990 and 2009, adding 48,800 jobs.

**Employment in Health Care Services
1990-2009 Inland Empire**



Occupations:

- Dental Assistants
- Dental Hygienists
- Emergency Medical Technicians & Paramedics
- Licensed Vocational Nurses
- Massage Therapists
- Medical Assistants
- Medical Records and Health Information Technicians
- Pharmacy Technicians
- Psychiatric Technicians
- Radiologic Technologists and Technicians
- Registered Nurses
- Respiratory Therapists

Sample occupations listed include only those requiring an Associates Degree or less

Wages:

Total wages paid in the Inland Empire for this industry totaled \$4.8 billion in 2008, representing an annual average salary of \$47,800.

Professional & Business Services

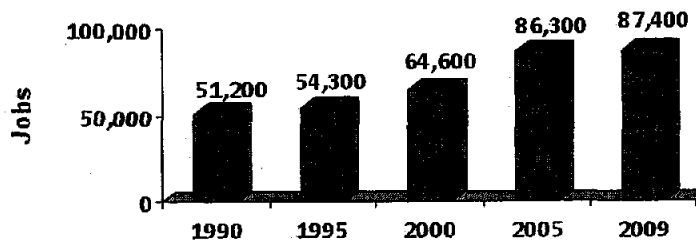
NAICS Codes 5411 through 5419, 5611, 5612 and 5614

Note: Does not include Employment Services

Industries in the **Professional & Business Services** group include establishments engaged in processes where human capital is the major input. These establishments make available the knowledge and skills of their employees, where an individual or team is responsible for the delivery of services to the client. The individual industries of this subsector are defined on the basis of the particular expertise and training of the services provider. The distinguishing feature of the **Professional, Scientific, and Technical Services** subsector is the fact that most of the industries grouped in it have production processes that are almost wholly dependent on worker skills. Thus, the establishments classified in this subsector sell expertise. Much of the expertise requires degrees, though not in every case. Industries in the **Administrative and Support Services** subsector group establishments engaged in activities that support the day-to-day operations of other organizations.

Employment: Professional and Business Services grew by 70.7 percent between 1990 and 2009, adding 36,200 jobs.

**Employment in Professional and Business Services 1990-2009
Inland Empire**



Occupations:

- Legal Secretaries
- Paralegals and Legal Assistants
- Bookkeeping, Accounting, and Auditing Clerks
- Civil Engineering Technicians
- Tax Preparers
- Computer Support Specialists
- Court, Municipal, and License Clerks
- Environmental Engineering Technicians
- Mechanical Engineering Technicians

Sample occupations listed include only those requiring an Associates Degree or less

Wages: Total wages paid in the Inland Empire for this industry totaled \$2.4 billion in 2008, representing an annual average salary of \$49,800.

Information as of March 2010

Utilities

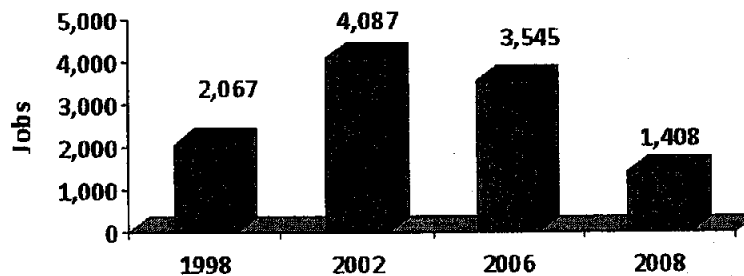
NAICS Codes 2211 through 2213

Note: Other Utilities Industries are listed in Renewable Energy Industries and Infrastructure

Industries in the **Utilities** subsector provide electric power, natural gas, steam supply, water supply, and sewage removal through a permanent infrastructure of lines, mains, and pipes. Establishments are grouped together based on the utility service provided and the particular system or facilities required to perform the service.

Employment: The best data available for Utility employment goes back to 1998. Between 1998 and 2008 Utilities employment declined by 32 percent, losing 659 jobs. (Most recent data available is for 2008.)

Employment in Utilities 1998-2008
Inland Empire



Occupations:

- Bookkeeping, Accounting, and Auditing Clerks
- Computer Support Specialists
- Chemical Technicians
- Aircraft Mechanics and Service Technicians
- Billing and Posting Clerks and Machine Operators
- Electricians
- Stock Clerks and Order Fillers
- Truck Drivers, Heavy and Tractor-Trailer
- Meter Readers, Utilities
- Bill and Account Collectors

Sample occupations listed include only those requiring an Associates Degree or less

Wages: Total wages paid in the Inland Empire for this industry totaled \$109 million in 2008, representing an annual average salary of \$77,400.

Information as of March 2010

Infrastructure

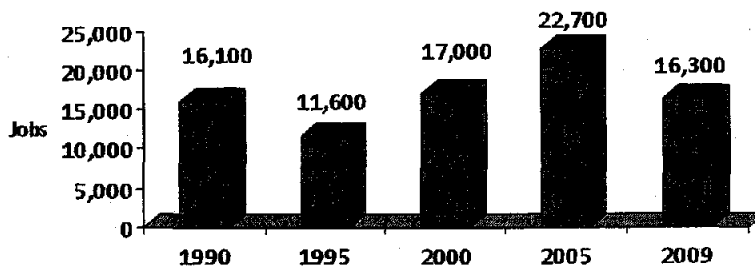
NAICS Codes 2371 through 2379, and 2389

Note: Other Infrastructure Industries are listed in Utilities and Renewable Energy

The **Infrastructure Industry Group** includes numerous industries within the Heavy and Civil Engineering Construction subsector and comprises establishments whose primary activity is the construction of entire engineering projects (e.g., highways and dams), and specialty trade contractors, whose primary activity is the production of a specific component for such projects. Specialty trade contractors in Heavy and Civil Engineering Construction generally are performing activities that are specific to heavy and civil engineering construction projects and are not normally performed on buildings but may be engaged in the construction of distribution lines and related buildings and structures for utilities (i.e., water, sewer, petroleum, gas, power, and communication). This group also includes establishments engaged in site preparation activities, such as excavating and grading, demolition of buildings and other structures.

Employment: Infrastructure employment grew by 1.2 percent between 1990 and 2009, adding 200 jobs.

Employment in Infrastructure 1990-2009
Inland Empire



Occupations:

- Construction and Building Inspectors
- Office Clerks, General
- Maintenance and Repair Workers, General
- Civil Engineering Technicians
- Tile and Marble Setters
- Carpenters
- Pile-Driver Operators
- Security Guards
- Production, Planning, and Expediting Clerks
- Crane and power Operators

Sample occupations listed include only those requiring an Associates Degree or less.

Wages: Total wages paid in the Inland Empire for this industry totaled \$1.2 billion in 2008, representing an annual average salary of \$58,200.

Information as of March 2010

Renewable Energy

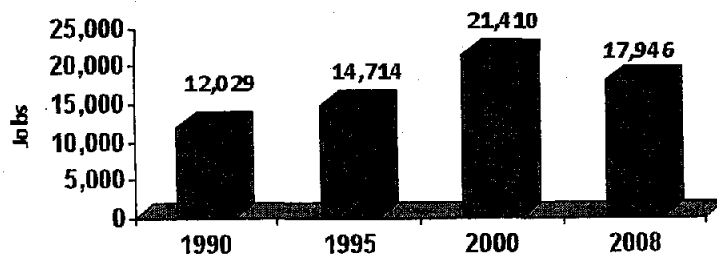
NAICS Codes 3251, 3252, 3261, 3323, 5621, 5622 and 5629

Note: Other Renewable Energy Industries are listed in Utilities and Infrastructure

Renewable energy: Any energy resource that is naturally regenerated over a short time scale and derived directly from the sun (such as thermal, photochemical, and photoelectric), indirectly from the sun (such as wind, hydropower, and photosynthetic energy stored in biomass), or from other natural movements and mechanisms of the environment (such as geothermal and tidal energy). Renewable energy does not include energy resources derived from fossil fuels, waste products from fossil sources, or waste products from inorganic source but does include **Waste Management and Remediation Services** engaged in the collection, treatment, and disposal of waste materials. This includes establishments engaged in local hauling of waste materials; operating materials recovery facilities (i.e., those that sort recyclable materials from the trash stream);

Employment: Renewable Energy employment grew by 49 percent between 1990 and 2008, adding 5,917 jobs. (Most recent data available is for 2008.)

**Employment in Renewable Energy 1990-2008
Inland Empire**



Occupations:

- PV Installer
- Solar Thermal Installer
- Sales Representative
- Solar Designer/Engineer
- Installation Manager/Project Foreman
- Maintenance Workers, Machinery
- Machine Feeders and Offbearers
- Structural Metal Fabricators and Filters
- Industrial Truck and Tractor Operators
- Welders, Cutters, Solderers, and Brazers

Sample occupations listed include only those requiring an Associates Degree or less

Wages: Total wages paid in the Inland Empire for this industry totaled \$778 million in 2008, representing an annual average salary of \$43,400.