

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



**ITEM: 3.19
(ID # 27431)**

MEETING DATE:
Tuesday, April 15, 2025

FROM : HOUSING AND WORKFORCE SOLUTIONS

SUBJECT: HOUSING AND WORKFORCE SOLUTIONS/WORKFORCE DEVELOPMENT DIVISION (HWS/WDD): Approve Riverside County Workforce Development Local Plan and Inland Empire Regional Workforce Development Plan for Workforce Innovation and Opportunity Act (WIOA) Program Years 2025-2028; All Districts. [\$0] (CEQA Exempt per State CEQA Guidelines Section 15061(b)(3)) (Clerk of the Board to File the Notice of Exemption)

RECOMMENDED MOTION: That the Board of Supervisors:

1. Find that the project is exempt from the California Environment Quality Act (CEQA) pursuant to State CEQA Guidelines Section 15061(b)(3);
2. Approve Riverside County Workforce Development Local Workforce Development Plan for Workforce Innovation and Opportunity Act (WIOA) Program years 2025-2028, and authorize Chair of the Board to execute on behalf of the County;
3. Approve Inland Empire Regional Workforce Development Plan for WIOA Program Years 2025-2028, and authorize Chair of the Board to execute on behalf of the County;

Continued on Page 2

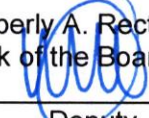
ACTION:Policy


Heidi Marshall, Director 3/14/2025

MINUTES OF THE BOARD OF SUPERVISORS

On motion of Supervisor Spiegel, seconded by Supervisor Gutierrez and duly carried by unanimous vote, IT WAS ORDERED that the above matter is approved as recommended.

Ayes: Medina, Spiegel, Washington, Perez and Gutierrez
Nays: None
Absent: None
Date: April 15, 2025
xc: HWS, Recorder, State Clearinghouse

Kimberly A. Rector
Clerk of the Board
By: 
Deputy

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

RECOMMENDED MOTION: That the Board of Supervisors:

4. Approve and authorize the submission of the Riverside County Workforce Development Local Plan and Inland Empire Regional Workforce Development Plan for WIOA Program Years 2025-2028 to the California Workforce Development Board (CWDB);
5. Authorize the Director of Riverside County Department of Housing and Workforce Solutions/Workforce Development Division to modify the Riverside County Workforce Local Plan and the Inland Empire Regional Workforce Development Plan for WIOA Program Years 2025-2028 as necessary to ensure compliance and adhere to direction from the CWDB, and as approved as to form by County Counsel;
6. Direct the Clerk of the Board to retain one (1) copy of the each original Plan on file and return five (5) original copies of each Plan to Riverside County Department of Housing and Workforce Solutions/Workforce Development Division; and
7. Direct the Clerk of the Board to file the Notice of Exemption with the County Clerk and Office of Planning and Research within five (5) business days.

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0	\$ 0	\$ 0	\$ 0
NET COUNTY COST	\$ 0	\$ 0	\$ 0	\$ 0
SOURCE OF FUNDS: N/A			Budget Adjustment: No	
			For Fiscal Year: 2024/2025 - 2027/2028	

C.E.O. RECOMMENDATION: Approve

BACKGROUND:

Summary

The Workforce Innovation and Opportunity Act (WIOA) appropriates funding from the U.S. Department of Labor (DOL) through the state and local governments and Local Workforce Development Boards to administer and/or operate employment and training services for adult residents that are either unemployed or underemployed and youth.

As such, California's 2024-2027 Unified Strategic Workforce Development Plan (State Plan) provides a conceptual outline for Local Boards and their partners as they jointly develop Regional and Local Plans. The State Plan policy objectives, developed in collaboration with WIOA partners, work towards the shared vision of creating a comprehensive system that promotes economic mobility.

WIOA requires Local Workforce Development Boards to submit two separate four-year plans: (1) Riverside County Workforce Development Local Plan (Local Plan), which covers the County of Riverside. The Local and Regional Plans will serve as blueprints for Riverside County and the Inland Empire, ensuring the region is well-prepared to meet both current and future employer

**SUBMITTAL TO THE BOARD OF SUPERVISORS COUNTY OF RIVERSIDE,
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needs, thereby strengthening the local economy. The purpose of the Local Plan is to develop regional, sector-based career pathways in target sectors, ensuring access for the County's job seekers while meeting the needs of the businesses; and (2) Inland Empire Regional Workforce Development Plan (Regional Plan) which covers the Inland Empire Regional Planning Unit (IERPU), consisting of Riverside and San Bernardino Counties. The Regional Plan functions as the primary mechanism for aligning educational and training provider services with regional industry sector needs in the Inland Empire. It also lays out the coordination between the K-12, Community Colleges, and WIOA Systems.

IERPU will continue to oversee the implementation of the Regional Plan while the Riverside County Workforce Development Board (RCWDB) will continue to oversee the Local Plan implementation. Together with partners, they will work to ensure services are effectively meeting the needs of employers while transitioning residents to employment.

Consistent with State of California Employment Development Department (EDD) requirements, the Local and Regional Plans were made available for public review and comment beginning January 27, 2025. A public notice on how to access the plans for review and comments was posted on the WDB's website and sent to stakeholders across the region announcing the availability of the plans. Public comments received within the comment period that express disagreement with the plans will be submitted to the Governor along with the plans.

On February 5, 2025, the Riverside County Workforce Development Board approved both the Local and Regional Plans.

The Regional and Local Plan has been reviewed and determined to be exempt from the California Environmental Quality Act (CEQA) under State CEQA Guidelines Section 15061(b)(3), Common Sense, and General Rule Exemption. This determination is based on the fact that Local and Regional Plans are solely the blueprint for all workforce initiatives, with no potential impact on the environment. Since the plans are strictly a programmatic planning document, there is no possibility of any direct or reasonably foreseeable indirect physical environmental effects. See the attached Notice of Exemption for additional details.

Impact on Residents and Businesses

Both the Local and Regional Plans work together to develop partnerships and in-demand sector-based career pathways that lead to job opportunities for residents who are unemployed and underemployed. The job opportunities that are available under these career pathways lead to long-term careers and economic self-sufficiency while providing local employers with the skilled workforce needed to thrive and expand in our region.

Additional Fiscal Information

Approval of this item will not impact Discretionary General Funding (Net County Cost) as funding is fully provided through WIOA.

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STATE OF CALIFORNIA**

ATTACHMENTS:

- WIOA Program Year 2025-2028 Riverside Local Workforce Development Plan
- WIOA Program Year 2025-2028 Inland Empire Regional Workforce Development Plan
- Notice of Exemption


Brianna Lontajo, Principal Management Analyst 4/7/2025


Aaron Gettis, Chief of Deputy County Counsel 4/2/2025

NOTICE OF EXEMPTION

Date: March 21, 2025

Removed By: Deputy



Project Name: California Workforce Development Board Workforce Innovation and Opportunity Act (WIOA) Riverside County Workforce Development Local Plan and Inland Empire Regional Workforce Development Plan for Program Years 2025-2028

Project Number: MT#27431
Project Location: Riverside County

Description of Project: The Workforce Innovation and Opportunity Act (WIOA) appropriates funding from the U.S. Department of Labor (DOL) through the state and local governments and Local Workforce Development Boards to administer and/or operate employment and training services for adult residents that are either unemployed or underemployed and youth.

As such, California's 2024-2027 Unified Strategic Workforce Development Plan (State Plan) provides a conceptual outline for Local Boards and their partners as they jointly develop Regional and Local Plans. The State Plan policy objectives, developed in collaboration with WIOA partners, work towards the shared vision of creating a comprehensive system that promotes economic mobility.

WIOA requires Local Workforce Development Boards to submit two separate four-year plans: (1) Riverside County Workforce Development Local Plan (Local Plan), which covers the County of Riverside. The Local and Regional Plans will serve as blueprints for Riverside County and the Inland Empire, ensuring the region is well-prepared to meet both current and future employer needs, thereby strengthening the local economy. The purpose of the Local Plan is to develop regional, sector-based career pathways in target sectors, ensuring access for the County's job seekers while meeting the needs of the businesses; and (2) Inland Empire Regional Workforce Development Plan (Regional Plan) which covers the Inland Empire Regional Planning Unit (IERPU), consisting of Riverside and San Bernardino Counties. The Regional Plan functions as the primary mechanism for aligning educational and training provider services with regional industry sector needs in the Inland Empire. It also lays out the coordination between the K-12, Community Colleges, and WIOA Systems.

IERPU will continue to oversee the implementation of the Regional Plan while the RCWDB will continue to oversee the Local Plan implementation. Together with partners, they will work to ensure services are effectively meeting the needs of employers while transitioning residents to employment.

Consistent with State of California Employment Development Department (EDD) requirements, the Local and Regional Plans were made available for public review and comment beginning January 27, 2025. A public notice on how to access the

plans for review and comments was posted on the WDB's website and sent to stakeholders across the region announcing the availability of the plans. Public comments received within the comment period that express disagreement with the plans will be submitted to the Governor along with the plan(s).

On February 5, 2025, the Riverside County Workforce Development Board approved both the Local and Regional Plans.

To request continued designation and recertification, EDD requires submission of the attached the Local Plan and Regional Plan. The WDB Chair and the Chair of the Riverside County Board of Supervisors (as local Chief Elected Official) must sign the Application. The WDB has met requirements set forth in the Directive, including making the plans available for public review and comment for a 30-day period.

Subject to the State Board's approvals of the Application, subsequent designation and recertification will be effective July 1, 2025, for a four-year period, ending June 30, 2029, with a maximum value of \$0. The Application is identified as the proposed Project under the California Environmental Quality Act (CEQA). No expansion of an existing use will occur. No additional direct or indirect physical environmental impacts are anticipated from the implementation of WDB activities identified in the renewal Application.

Name of Public Agency Approving Project: County of Riverside, Housing and Workforce Solutions (HWS)/Workforce Development Division (WDD)

Name of Person or Agency Carrying Out Project: Stephanie Adams, Deputy Director Workforce Development

Exempt Status: State CEQA Guidelines, Section 15061(b) (3), General Rule or "Common Sense" Exemption, Codified under Title 14, Article 5, Section 15061.

Reasons Why Project is Exempt: The proposed Project is categorically exempt from the provisions of CEQA specifically by the State CEQA Guidelines as identified below. The Project will not result in any specific or general exceptions to the use of the categorical exemption as detailed under State CEQA Guidelines Section 15300.2. The Project will not cause an impact to an environmental resource of hazardous or critical concern nor would the Project include a reasonable possibility of having a significant effect on the environment due to unusual circumstances. The Project would not result in impacts to scenic highways, hazardous waste sites, historic resources, or other sensitive natural environments, or have a cumulative effect to the environment. No significant environmental impacts are anticipated to occur with the WDB Application through the partnership between the County and State Board.

Section 15061 (b) (3)- "Common Sense" Exemption: In accordance with CEQA, the use of the Common Sense Exemption is based on the "general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment." State CEQA Guidelines, Section 15061(b) (3). The use of this exemption is appropriate if "it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment." *Ibid*. This determination is an issue of fact and if sufficient evidence exists in the record that the activity cannot have a significant effect on the environment, then the exemption applies and no further evaluation under CEQA is required. See *No Oil, Inc. v. City of Los Angeles* (1974) 13 Cal. 3d 68. The ruling in this case stated that if a project falls within a category exempt by administrative regulation or 'it can be seen with certainty that the activity in question will not have a significant effect on the environment', no further agency evaluation is required. With certainty, there is no possibility that the Project may have a significant effect on the environment. The WDB activities support workforce services provided by the Count through the Workforce Innovation and Opportunity Act. The WDB Local Plan and Regional Plan will provide a subsequent approval of the WDB between the two entities that allow for the blueprint of implementation of workforce services in Riverside County. The WDB Local Plan and Regional Plan subsequent approval will not result in any direct or indirect physical effects. Therefore, in no way, would the Project as proposed have the potential to cause a significant environmental impact and the Project is exempt from further CEQA analysis.

Based upon the identified exemptions above, the County of Riverside, HWS/Workforce Development Division hereby concludes that no physical environmental impacts are anticipated to occur and the Project as proposed is exempt under CEQA. No further environmental analysis is required.

Signed: Stephanie Adams
(Stephanie Adams, Deputy Director
Workforce Development)

Date: 03/27/2025



State of California - Department of Fish and Wildlife
2025 ENVIRONMENTAL DOCUMENT FILING FEE
CASH RECEIPT
 DFW 753.5a (REV. 01/01/25) Previously DFG 753.5a

RECEIPT NUMBER:
 25-113649
 STATE CLEARINGHOUSE NUMBER (If applicable)

SEE INSTRUCTIONS ON REVERSE. TYPE OR PRINT CLEARLY.

LEAD AGENCY RIVERSIDE COUNTY HOUSING & WORKFORCE	LEAD AGENCY EMAIL MSULLIVAN@RIVCO.ORG	DATE 04/16/2025
COUNTY/STATE AGENCY OF FILING RIVERSIDE		DOCUMENT NUMBER E-202500330

PROJECT TITLE

CALIFORNIA WORKFORCE DEVELOPMENT BOARD WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) RIVERSIDE COUNTY WORKFORCE DEVELOPMENT LOCAL PLAN AND

PROJECT APPLICANT NAME RIVERSIDE COUNTY HOUSING & WORKFORCE	PROJECT APPLICANT EMAIL SJADAMS@RIVCO.ORG	PHONE NUMBER (951) 955-3100
PROJECT APPLICANT ADDRESS 1325 SPRUCE ST., SUITE 400	CITY RIVERSIDE	STATE CA
		ZIP CODE 92507

PROJECT APPLICANT (Check appropriate box)

- Local Public Agency School District Other Special District State Agency Private Entity

CHECK APPLICABLE FEES:

- Environmental Impact Report (EIR) \$4,123.50 \$ _____
 Mitigated/Negative Declaration (MND)(ND) \$2,968.75 \$ _____
 Certified Regulatory Program (CRP) document - payment due directly to CDFW \$1,401.75 \$ _____

- Exempt from fee
 Notice of Exemption (attach)
 CDFW No Effect Determination (attach)
 Fee previously paid (attach previously issued cash receipt copy)

- Water Right Application or Petition Fee (State Water Resources Control Board only) \$850.00 \$ _____
 County documentary handling fee \$ _____ \$50.00
 Other \$ _____

PAYMENT METHOD:

- Cash Credit Check Other TOTAL RECEIVED \$ _____ \$50.00

SIGNATURE <i>X Isabel Tejada</i>	AGENCY OF FILING PRINTED NAME AND TITLE Deputy Isabel Tejada
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Document Root (Read-Only)

Selected Document

**2025040888 - NOE - California Workforce Development Board Workforce Innovation and Opportunity Act (WIOA)
Riverside County Workforce Development Local Plan and Inland Empire Regio**

Riverside County

Created - 4/17/2025 | Submitted - 4/17/2025 | Posted - 4/17/2025 | Received - 4/17/2025 | Published - 4/17/2025

Whitney N Mayo

Document Details**Public Agency**

Riverside County

Document Type

Notice of Exemption

Document Status

Published

Title

California Workforce Development Board Workforce Innovation and Opportunity Act (WIOA) Riverside County Workforce Development Local Plan and Inland Empire Regio

Document Description

The Workforce Innovation and Opportunity Act (WIOA) appropriates funding from the U.S. Department of Labor (DOL) through the state and local governments and Local Workforce Development Boards to administer and/or operate employment and training services for adult residents that are either unemployed or underemployed and youth. As such, California's 2024-2027 Unified Strategic Workforce Development Plan (State Plan) provides a conceptual outline for Local Boards and their partners as they jointly develop Regional and Local Plans. The State Plan policy objectives, developed in collaboration with WIOA partners, work towards the shared vision of creating a comprehensive system that promotes economic mobility. •WIOA requires Local Workforce Development Boards to submit two separate four year plans: (1) Riverside County Workforce Development Local Plan (Local Plan), which covers the County of Riverside. The Local and Regional Plans will serve as blueprints for Riverside County and the Inland Empire, ensuring the region is well prepared to meet both current and future employer needs, thereby strengthening the local economy. The purpose of the Local Plan is to develop regional, sector-based career pathways in target sectors, ensuring access for the County's job seekers while meeting the needs of the businesses; and (2) Inland Empire Regional Workforce Development Plan (Regional Plan) which covers the Inland Empire Regional Planning Unit (IERPU), consisting of Riverside and San Bernardino Counties. The Regional Plan functions as the primary mechanism for aligning educational and training provider services with regional industry sector needs in the Inland Empire. It also lays out the coordination between the K-12, Community Colleges, and WIOA Systems. IERPU will continue to oversee the implementation of the Regional Plan while the RCWDB will continue to oversee the Local Plan implementation. Together with partners, they will work to ensure services are effectively meeting the needs of employers while transitioning residents to employment. Consistent with State of California Employment Development Department (EDD) requirements, the Local and Regional Plans were made available for public review and comment beginning January 27, 2025. A public notice on how to access the 04/15/2025 Item 3.19 plans for review and comments was posted on the WDB's website and sent to stakeholders across the region announcing the availability of the plans. Public comments received within the comment period that express disagreement with the plans will be submitted to the Governor along with the plan(s).

On February 5, 2025, the Riverside County Workforce Development Board approved both the Local and Regional Plans. To request continued designation and recertification, EDD requires submission of the attached the Local Plan and Regional Plan. The WDB Chair and the Chair of the Riverside County Board of Supervisors (as local Chief Elected Official) must sign the Application. The WDB has met requirements set forth in the Directive, including making the plans available for public review and comment for a 30-day period. Subject to the State Board's approvals of the Application, subsequent designation and recertification will be effective July 1, 2025, for a four-year period, ending June 30, 2029, with a maximum value of \$0. The Application is identified as the proposed Project under the California Environmental Quality Act (CEQA). No expansion of an existing use will occur. No additional direct or indirect physical environmental impacts are anticipated from the implementation of WDB activities identified in the renewal Application.

Attachments (Upload Project Documents)**3.19 NOE - Workforce Development Plan Program Years 2025-28 RECORDED.pdf**

Contacts

Housing and Workforce Solutions / Workforce Development Division - *Stephanie Adams*

1325 Spruce Street
Riverside, CA 92507
Phone : (951) 955-3100
sjadams@rivco.org

Regions

Southern California

Counties

Riverside

Cities

throughout Riverside County

Location Details

Other Location Info

Riverside County

Notice of Exemption

Exempt Status

Other

Type, Section Number or Code Number

15061(b)(3)

Reasons why project is exempt

The proposed Project is categorically exempt from the provisions of CEQA specifically by the State CEQA Guidelines as identified below. The Project will not result in any specific or general exceptions to the use of the categorical exemption as detailed under State CEQA Guidelines Section 15300.2. The Project will not cause an impact to an environmental resource of hazardous-or critical concern nor would the Project include a reasonable possibility of having a significant effect on the environment due to unusual circumstances. The Project would not result in impacts to scenic highways, hazardous waste sites, historic resources, or other sensitive natural environments, or have a cumulative effect to the environment. No significant environmental impacts are anticipated to occur with the WDB Application through the partnership between the County and State Board. In accordance with CEQA, the use of the Common Sense Exemption is based on the "general rule that CEQA applies only to projects which have the potential for causing a significant effect on the environment." State CEQA Guidelines, Section 15061(b) (3). The use of this exemption is appropriate if "it can be seen with certainty that there is no possibility that the activity in question may have a significant effect on the environment." Ibid. This determination is an issue of fact and if sufficient evidence exists in the record that the activity cannot have a significant effect on the environment, then the exemption applies and no further evaluation under CEQA is required. See *No Oil, Inc. v. City of Los Angeles* (197 4) 13 Cal. 3d 68. The ruling in this case stated that if a project falls within a category exempt by administrative regulation or 'it can be seen with certainty that the activity in question will not have a significant effect on the environment', no further agency evaluation is required. With certainty, there is no possibility that the Project may have a significant effect on the environment. The WDB activities support workforce services provided by the Count through the Workforce Innovation and Opportunity Act. The WDB Local Plan and Regional Plan will provide a subsequent approval of the WDB between the two entities that allow for the blueprint of implementation of workforce services in Riverside County. The WDB Local Plan and Regional Plan subsequent approval will not result in any direct or indirect physical effects. Therefore, in no way, would the Project as proposed have the potential to cause a significant environmental impact and the Project is exempt from further CEQA analysis. Based upon the identified exemptions above, the County of Riverside, HWS/Workforce Development Division hereby concludes that no physical environmental impacts are anticipated to occur and the Project as proposed is exempt under CEQA. No further environmental analysis is required.

County Clerk(s)

Riverside

Signature

Title

Date

America's **JobCenter**
of California™



Riverside County

Workforce Development Board

Local Workforce Development Plan

Program Years 2025 – 2028

Primary Contact:

Stephanie Adams
Deputy Director
Housing and Workforce Solutions
Riverside County
sjadams@rivco.org
(951) 955-3075

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I. Introduction and Overview

This four-year local workforce development plan for the Riverside County Workforce Development Board (RCWDB) has been developed to guide the RCWDB's workforce programs and services at the local level. The Inland Empire Regional Workforce Development Plan Program Years 2025 through 2028 is the strategic roadmap and this local plan provides the details of its operational implementation in Riverside County (RC). The RCWDB relies on its American Job Center of California (AJCC) System to deliver effective and impactful programs and services, guided by the RCWDB.

This plan provides specific details about how the RCWDB manages its local AJCC System in alignment with Workforce Innovation and Opportunity Act (WIOA) requirements, the California Workforce Development Board's 2024-2027 Unified Strategic Workforce Development Plan, and the IERPU regional plan as noted earlier. It was written in accordance with Directive WSD24-09 from the CWDB and the Employment Development Department (EDD). The plan covers Program Years 2025 through 2028: PY 25-26, PY 26-27, PY 27-28, and PY 28-29.

After a description of the planning process to develop this plan below, this plan is organized in the following manner:

II. Local Context: A description of the RCWDB, its guiding principles and local goals

III. WIOA Core and Required Partner Collaboration: A discussion of how the RCWDB coordinates its AJCC Partners, integrates education, support services, and complies with applicable laws

IV. State Strategic Partner Collaboration: An overview of how the RCWDB coordinates programs and services with state agency partners for specific populations

V. WIOA Title I Coordination: A summary of how the RCWDB equips its staff with appropriate training, manages its Rapid Response program, provides services for youth and adults, and fulfills the roles of One Stop Operator and Career Services Provider

Local Workforce Development Plan Process

The staff team of the RCWDB, the Riverside County Workforce Development Division (RCWDD), met weekly to develop this plan, supported by MAP Advising and Growing Big Ideas. The Inland Empire Regional Planning Unit (IERPU) team held regional stakeholder feedback sessions and job seeker listening sessions for feedback, as described in Appendix A.

II. Local Context

The Riverside County Workforce Development Board and Local AJCC System

The RCWDB consists of 29 members and oversees all local workforce development area activities, the operation of the County’s AJCC system – known locally as Workforce Development Centers (WDCs), along with the Riverside County AJCC MOU Partners. The RCWDB plays the roles of Convener, Workforce Analyst, Broker, Community Voice and Capacity Builder.

The WDCs are the hub of the countywide service delivery for workforce and business services. WDCs are located in the cities of Riverside, Indio, Hemet, Moreno Valley with a satellite office in Blythe; and six Youth Opportunity Centers (YOCs) that are located in Indio, Perris, Lake Elsinore, Moreno Valley, Hemet, and Jurupa Valley.

The RCWDB vision and mission, along with the IERPU vision, are displayed in Figure 1 below.

Figure 1: Regional and Local Vision, Mission



Roles of the RCWDB

The RCWDB has several key roles, including:

CONVENER - Bring together business, labor, education, and economic development to focus on community workforce issues.

WORKFORCE ANALYST - Develop, disseminate and understand current labor market and economic information and trends.

BROKER - Bring together systems to solve common problems, or broker new relationships with businesses and workers.

COMMUNITY VOICE - Advocate for the importance of workforce policy, providing perspective needs for skilled workers.

CAPACITY BUILDING - Enhance the region's ability to meet the workforce needs of local employers.

The RCWDB leverages these roles in order to coordinate a highly effective local AJCC System.

Local Workforce Goals

Based on the discussion and feedback during the planning process, the RCWDB developed Goals #1-5 below, in alignment with the IERPU Regional Plan's Goals #1-5:

- 1. To ensure the Riverside County AJCC System works toward achieving equity by prioritizing the shared target populations of emphasis to advance Regional Indicators #1 and #2.**

Tactics:

- Supporting existing programs tailored for the target populations such as Prison 2 Employment and Sustainable EmployAbility
- Developing new programs for the target populations such as the Veterans Workforce Initiative
- Researching and implementing new approaches for serving all shared target populations of emphasis

- 2. To establish a skills-based talent ecosystem in Riverside County by advocating for and implementing skills-based hiring practices across all sectors, prioritizing skills, and capabilities to include traditional credentials, expanding access to college credit for prior learning, and fostering partnerships that create equitable pathways to upward mobility for all, especially vulnerable populations.**

Tactics:

- Empower AJCC partners with training and resources on skills-based assessments and job matching.
- Advocate for policies and programs that grant college credit for prior learning.
- Promote hands-on learning, apprenticeships, and other experiential education opportunities.
- Foster collaboration between employers, educators, workforce agencies, and community organizations.

- 3. To champion job quality among the county's employers by fostering a robust continuum of services that cultivates clear career pathways, guiding youth and adults to securement of family sustaining jobs.**

Tactics:

- Gather research about the return-on-investment for improving job quality
- Offer employers research, training, and consultation on job quality
- Prioritize on-the-job training (OJT) and other incentives for employers with higher job quality

- 4. To establish a dynamic, employer-driven ecosystem that proactively prepares the future workforce for sustainable employment by researching, piloting, and scaling innovative programs and services that address the evolving skill needs of industries and occupations critical to climate and environmental sustainability, automation and artificial intelligence.**

Tactics:

- Gather Labor Market Information (LMI) and other research about industries, occupations, and required skills for “clean and green” career pathways
- Leverage new projects with I-REN and SoCal Edison to learn about opportunities in this area
- Share learning with AJCC System partners to include them in the design and implementation of new related projects
- Ensure the workforce is prepared and trained for changes in technology

- 5. To establish a holistic, person-centered, and equitable service delivery system by integrating health and human services through enhanced data sharing and expanding the RivCo ONE Integrated Service Delivery model to the America's Job Center of California (AJCC) system.**

Tactics:

- Document learning from the pilot ISD model at the Blythe AJCC
- Inform AJCC System Partners about the ISD model and obtain feedback on how it can be implemented in the AJCC System
- Expand the ISD model to other parts of the AJCC system

III. WIOA Core and Required Partner Coordination

The WIOA Core, Required Partners, and Additional Partners for the Riverside County Local Workforce Development Area (LWDA) have agreed to the roles, responsibilities, and requirements described in the Memorandum of Understanding (MOU) with RCWDB (Appendix D). The full list of partners that collectively constitute the AJCC One-Stop Delivery System for the Riverside County LWDA is available in Attachments E1-E3 of the MOU. The MOU is reviewed annually for any necessary changes and the current MOU expires June 30, 2025. RCWDB is currently working on the next version to be executed by July 1, 2025.

Riverside County (RC) AJCC One-Stop Delivery System Vision and Mission

The vision and mission of the RC AJCC System guide the collaboration and coordination of system partners:

Vision: Building Bridges to Employment

Mission: Collaborating to create infinite opportunities and lasting prosperity for individuals and employers of Riverside County through an all-inclusive access point to:

- Foster demand-driven skill attainment
- Promote upward mobility for all Californians
- Align, coordinate and integrate programs and services
- Connect customers to employment pathways

System partners are committed to this vision and mission, which speaks to a primary goal of all organizations to help people in the community overcome barriers, develop their skills, and build rewarding careers.

Coordination of WIOA Core and Required Partners

The RCWDB coordinates its AJCC One-Stop Delivery System in the manner described in the following sections. The AJCC System is united under a common vision and mission, and led by the RCWDB staff in partnership with its One Stop Operator (OSO). This is accomplished through regular partner meetings, AJCC System Partner review meetings, co-enrollment, and common case management practices as described below. Through this coordination and oversight, the RCWDB and its OSO ensure that remote areas are properly served, education and support services are integrated, and access for physical locations, programs and services is ensured. The following sections provide additional detail for each.

Monthly, Quarterly and Annual Partner Meetings

The AJCC System Partners all meet together annually in June and December and by region monthly and quarterly. The AJCC System is divided into four regions – Hemet, Moreno Valley, Indio/Blythe,

and Riverside. At each regional monthly meeting, the agenda usually includes a LMI review, updates from partner and AJCC center managers, and sharing of relevant events. There is often also a guest presenter to highlight a specific program, service or resource in the community. At quarterly meetings, AJCC System Partner surveys are also conducted and shared with the partners. The OSO conducts a site visit at the hosting AJCC to ensure compliance at quarterly meetings.

Individual MOU Partner Review Meetings

The OSO schedules an annual meeting individually with each of the AJCC MOU Required and Additional Partners to review the MOU requirements with them and identify what career services provided under the partner’s programs are available to individuals through the WDC. The OSO also discusses their need to attend planning meetings, development activities and any other activities that would assist in strengthening both the WDCs and their programs. These meetings also cover what MOU Partners need to be successful, which is communicated to RCWDB. Finally, the MOU Partner Review Meeting also provides collocated partners with an update about their cost share and any other needs or requests they may need to present.

The service descriptions of each AJCC MOU Partners are described in detail in Attachments F-H of Appendix D. An assessment tool for Continuous Quality Improvement (CQI) is utilized during these meetings, which includes evaluation of the activities in Table A.

Table A: CQI Activities for AJCC MOU Partners

Remaining a party to the MOU throughout the agreement period and participate as a WDC partner
Participating in the Operations of the WDC system
Making career services provided under the Partner's program available to individuals through the area's WDC delivery system
Participating in joint planning, plan development and modification of activities
Participating in continuous partnership building
Participating continuous planning in response to state and federal requirements
Responding to local and economic conditions, including employer needs
Adhering to common data collection and reporting needs
Making CalJOBS service(s) applicable to the partner program available to customer through the one stop delivery system
Participating in the Operations of the WDC system consistent with the terms of the MOU and requirements of authorized laws

During these review meetings, the OSO also ensures that AJCC System Partners who have agreed to be co-located are still doing so, and that any changes to their programs or services are reported to RCWDB. Finally, the partners are asked to share data on their organization’s performance outcomes.

Co-Enrollment and Common Case Management

In early 2024, the RCWDB and RCHWS became part of RivCo ONE, a cross-county Integrated Service Delivery (ISD) initiative for residents of the county. The mission of RivCo ONE is “to integrate systems, streamline access, and provide holistic care, shifting the force from programs to people and their families and to enhance the overall service experience for all residents while ensuring seamless provision of services.” A comprehensive group of 17 Riverside County agencies are part of the initiative including RCHWS, Veterans Services, Probation, Department of Public Social Services (DPSS), Department of Child Support Services (DCSS), Public Health, and Community Health Centers.

The RivCo ONE ISD Initiative includes:

- Proactive Support: Early engagement, resource information and a universal screening tool that uses a Whole Person Health Score (WPHS)
- Holistic Services: General registration, service navigation, closed loop referrals
- Comprehensive Approach: Shared plans of care, care coordination

The RCWDB is extending this ISD model to its AJCC System, beginning with its Affiliate AJCC in Blythe. This Affiliate AJCC is co-located at an Employment Development Department (EDD) office and has two career coaches dedicated to serving the region’s target populations (WIOA Barriers and Veterans). While there is not yet a formal framework for integrating AJCC Partners, the RCWDB intends to implement an ISD-type AJCC System that integrates and leverages its partners to provide a seamless, coordinated, and comprehensive service system. This will embody a "no wrong door" approach, including closed-loop referrals and warm connections between AJCC System Partners, allowing for an increase in co-enrollments, and more cohesive common case management.

Facilitating Access to the One-Stop (AJCC) Delivery System, Including in Remote Areas, Through the Use of Technology and Other Means

The RCWDB and its AJCC Partners ensure that all residents have access to services, including those in remote areas, through a few different tactics noted below. Article IX of the AJCC MOU (Appendix D) specifically addresses access for individuals with barriers to employment and partners have agreed to multiple strategies for facilitating access, including providing customers (job seekers) with a “system map” which has all WDCs, YOCs, and Access Points identified.

Affiliate AJCCs

In addition to its four Comprehensive AJCCs, the AJCC System extends its reach into remote areas with one Affiliate AJCC (Blythe), and six Specialized AJCCs (Youth Opportunity Centers - YOCs). As RCWDB implements the county-wide "no wrong door" approach, any participant will be able to receive assistance at any of these locations.

Community Career Services Team

A team of three career coaches regularly travel to meet participants in remote areas not nearby one of the designated WDCs. Coaches meet with participants to provide services at county offices, libraries, senior centers, community centers, schools, and other public locations. There is a regular schedule for the team to visit remote locations such as Beaumont, Lakeland, Winchester, Mead Valley, Temecula, and Menifee.

Virtual Services

Career Services are also available virtually through Zoom or Teams to allow participants who can't physically access a WDC, Affiliate, or Access Point.

Coordination of Workforce and Education Activities with the Provision of Appropriate Support Services

RCWDB's coordination of workforce and education activities happens in a few different ways. First, staff meet with education partners individually, often in relation to the multiple workforce programs that include a training component such as the Inland Empire Developing Equitable Apprenticeship (IEDEA). Secondly, various committees and coalitions have been formed to coordinate workforce and education activities such as the Economic and Workforce Development workgroup of the Inland Empire Desert Regional Consortium (IEDRC). The IEDRC is connected to the California Community College Chancellor's Office's Strong Workforce Program. The RCWDB is an active participant on this workgroup, which supports the strategic goals of the IERDRC such as "Goal 4: Expand and enrich stakeholder relationships to support students' transition into and progression within the local labor market."¹

Secondly, the RCWDB works closely with the Riverside County Regional Consortium for Adult Education or Riverside About Students. The adult education providers in the Consortium provide critical education services, job training, skills development, and other services for job seekers in Riverside County, including:

- Job Fairs + Collaboration with Local Employers
- High School Diploma + GED Preparation
- English as a Second Language (ESL)
- Career and Technical Education
- Workforce Development + Job Readiness
- Career Counseling + Job Search Assistance
- Life Skills Courses
- Services for Adults with Disabilities
- Evening + Weekend Classes

These important services are fundamental in helping RCWDB and its partners accomplish its ultimate goal of strengthening the local workforce.

¹ IERDC Strategic Plan 2023-2026: <https://desertcolleges.org/iedrc-strategic-plan/>

The RCWDB is also actively working with Riverside Community College District on the Inland Empire Technical Trade Center, that will leverage the Registered Apprenticeship Program model to prepare students for high-skill, high road jobs for in-demand occupations and sectors. Another way the RCWDB is coordinating with the community college system is through providing funding such as American Rescue Plan Act funds to pay for Career and Technical Education courses, such as Early Childhood Education courses.

Finally, as noted above, the County's AJCC System includes six YOCs, which provide links between workforce and education for youth 16-24. Services provided at YOCs such as tutoring, study skills training, support for completion of secondary school, and alternative school services are provided alongside job readiness training and access to work opportunities to begin building a career. The majority of YOCs are less than three miles away from the closest high school.

Physical and Programmatic Accessibility of Facilities, Programs and Services, Technology, and Materials for Individuals with Disabilities (Compliance with WIOA Section 188, Americans with Disabilities Act of 1990)

The RCWDB and AJCC Partners ensure that physical accessibility, as well as programmatic and service accessibility provided at the WDC/YOC are in compliance with all applicable laws. Physical accessibility of all AJCC facilities is annually assessed by RCWDB during the AJCC annual monitoring process and any issues are corrected, as needed.

AJCC MOU Partners have agreed to this in the AJCC System MOU (Appendix D).

Article XV of the MOU states:

“The Partners agree to ensure that the policies and procedures as well as the programs and services provided at each of the AJCCs are in compliance with the Americans with Disabilities Act and its amendments. Additionally, Partners agree to fully comply with the provisions of WIOA, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, 29 CFR Part 37 and all other regulations implementing the laws.”

The results of the AJCC Certification assessments conducted in March 2024 found that all Riverside County AJCCs to be ADA-compliant and able to offer accommodations to access services, as needed. In addition, RCWDB leverages the County's ADA Coordinator to ensure compliance with the ADA and to work on quality improvement with the AJCCs. The County's Equal Opportunity Officer who continues to ensure the RCWDB and its partners are meeting accessibility standards. Staff of the State Department of Rehabilitation are also co-located at the Hemet, Riverside and Indio WDC.

Assistive technology is available and kept up to date at each of the AJCC sites, and staff are trained in assisting participants in using it.

IV. State Strategic Partner Coordination

Strategic Coordination

Below are descriptions of how the RCWDB coordinates with state agencies to serve recipients of public assistance, veterans, and other low-income individuals or individuals who are basic skills deficient. At the county level, the RCWDB also ensures that all AJCC MOU Partners meet the obligations of the MOU to give priority of service to these populations.

The RCWDB also relies on the guidance and partnership of the Employment Development Department (EDD) in its state partner coordination efforts. The RCWDB leverages expertise from its EDD Regional Advisor to:

- **Oversee Standards:** EDD helps RCWDB ensure that local workforce development programs meet state and federal standards and serve the needs of both employers and job seekers in their region. They may help coordinate and implement employment programs and services tailored to specific geographic areas while providing continuous technical assistance as deemed necessary.
- **Conduct Regional Outreach and Develop Partnerships:** EDD Regional Advisor serves as a liaison between the EDD and employers, government agencies, educational institutions, and other stakeholders, helping to align efforts and improve workforce services.
- **Interpret Policy:** Provides guidance to RCWDB staff on the implementation of EDD policies and programs as it coordinates with local partners. They may also advise on local issues that impact employment and workforce development.

Additionally, EDD is a key state partner for RCWDB as the state-level agency that administers a variety of workforce-related services, such as unemployment benefits, job training programs, and employment services. EDD provides funding, resources, and policy guidelines to support workforce development at both the state and local levels. It also operates labor market data systems and facilitates the coordination of state-level workforce strategies. RCWDB uses the funding and guidelines from EDD to develop and administer programs that address specific regional labor market needs. This includes overseeing workforce development programs such as job training, youth employment programs, and services for dislocated workers or individuals with barriers to employment.

Coordination with County Health and Human Services to Serve CalFresh Employment and Training (E&T) Job Seekers

The Riverside County Department of Public Social Services (DPSS) is the local agency who administers CalWORKs and the CalFresh Employment and Training (E&T) programs. DPSS is part of the AJCC Partner MOU (Appendix D) and co-located at the Indio AJCC. Residents of the county

are referred to the AJCC System by visiting or calling one of the fourteen DPSS district offices in Riverside County, either at the point of enrollment for or while receiving CalWORKs, CalFresh, or Medi-Cal. The CalFresh Employment and Training (E&T) program already provides a multitude of job search training, education, job retention, and supportive services. The AJCC System can also augment these services by providing any of the comprehensive services listed in Table B below.

The RCWDB team conducts regular meetings with the DPSS team about the integration of services.

Under a directive from the Riverside County Board of Supervisors, the Executive Office created the Office of Service Integration (OSI) to implement RivCo ONE, an Integrated and Comprehensive County Health & Human Services System and Coordinated Care Model. This initiative aims to:

- Strengthen prevention and early intervention services.
- Improve the service experience for Riverside County residents with complex needs.

To achieve these goals, RivCo ONE will coordinate services and connect people through a nurturing, equitable, and outcome-focused integrated service delivery system.

The Office of Service Integration (OSI) is specifically tasked with implementing the RivCo ONE Integrated Service Delivery (ISD) model. OSI supports interagency collaboration to facilitate whole-person care and is restructuring the resident intake process to streamline service delivery across county departments. This restructuring also includes data sharing to better understand participant needs.

Coordination with Local Child Support Agencies to Serve Non-Custodial Parents

The Riverside County Department of Child Support Services (RCDCSS) and the Riverside County Workforce Development Board (RCWDB) have established a Memorandum of Understanding (MOU) to improve services for their shared clients. This partnership focuses on integrating child support and workforce development services to provide a more holistic approach to community needs.

Key aspects of the collaboration include:

- **Improved Service Coordination:** Facilitated through education, increased visibility, expanded accessibility, and expedited referrals between the two departments.
- **Workforce Development Focus (RCWDB):** Providing job placement, training, and specialized support for individuals facing employment barriers. RCWDB emphasizes staff training, data analysis for service improvement, and community engagement. Their goal is to promote economic growth and equitable access to quality jobs.
- **Child Support Focus (RCDCSS):** Operating under California Family Code mandates, RCDCSS is responsible for establishing, collecting, and distributing child support.

Recognizing the importance of parental employment for accurate child support orders and consistent collections, RCDCSS collaborates with RCWDB to support parents in securing employment.

In summary, the MOU between RCDCSS and RCWDB aims to enhance service delivery by integrating child support and workforce development services, ultimately supporting families and promoting economic stability within Riverside County.

Coordination with Local Partnership Agreement Partners to Serve Individuals with Developmental and Intellectual Disabilities

The California Department of Rehabilitation (DOR) coordinates with the RCWDB, along with other Local Partnership Agreement Partners as the Inland Empire Local Partner Collaborative (IELPC) for Competitive Integrated Employment (CIE). The IELPC has a purpose to enhance collaborative partnerships leading to improvements in the level and quality of services which ultimately promotes the preparation and achievement of CIE for youth and adults with intellectual and developmental disabilities (ID/DD).

In line with these efforts, the RCWDB serves as a resource in effectively engaging and collaborating with its AJCC MOU partners and local businesses. Another key responsibility of the WDBs in this partnership is to provide workforce trends in the local communities to the IELPC core partners. RCWDB engages with local partners to promote CIE by assigning staff to continue to attend LPA meetings, cross training and identifying resources and partners for business engagement for the paid work experience program. Staff of the Riverside County Office of DOR are co-located at the Hemet, Indio and Riverside WDC and are available weekly at each WDC. The DOR office in Riverside is in close proximity to the Riverside WDC as well. WDCs help to better serve the ID/DD population by linking them to available workforce resources. Key partners include the Inland Regional Center (IRC), Local Educational Agency (LEA), Special Education Local Plan Area (SELPA) offices and Workability programs at school districts within RC associated with DOR.

Staff at WDCs are expected to understand the needs of jobseekers with ID/DD and be knowledgeable about programs and resources that can aid in their success. To assist this effort, there is continued training for front line staff about disability awareness, and training for all staff on the use of assistive technology.

Additionally, the RCWDB has a working group focused on supporting participants with ID. Other activities include working with the DOR on job fairs for people with IDs and DDs and participating in the Inland Empire Disability Employment Business Roundtable. Participating organizations include the State Council on Developmental Disabilities, local business leaders, both San Bernardino and Riverside County workforce boards, educators, advocacy groups and other interested and

impacted parties. The Disability Roundtable helps to educate all parties involved about the impact, the resources, the opportunities and the services available to not only the employers, but to the potential employees as well. The roundtable occurs every other month and its agenda always includes special presentations and action items for forwarding the common initiative of providing opportunities for individuals with disabilities to become employed.

Finally, the RCWDB coordinates with DOR and the Foundation for California Community Colleges on implementing the Student Training and Employment Program (STEP) for youth with disabilities ages 16-21. RCWDB's STEP program is called Sustainable EmployAbility and provides job preparation, year-round paid work-based learning, training in self-advocacy, counseling in postsecondary training opportunities and career exploration counseling to youth with disabilities as they transition from school to work.

Through these multifaceted supportive services and programs, RCWDB strives to build a pathway to long-term success for individuals with disabilities, equipping them with the tools and experiences necessary for a successful future in both the workforce and in higher education.

Coordination with Community-Based Organizations and Other Local Organizations Who Serve English Language Learners, Foreign Born Individuals and Refugees

English Language Learners (ELL), and Foreign Born Individuals (Cultural Barriers) are a shared target population of emphasis for the Inland Empire Region. As such, they are a priority for the AJCC Partners, including partners who are community-based organizations (CBOs). For instance, AJCC Partner school districts, and CBOs such as the El Sol Neighborhood Center provide English as a Second Language (ESL) courses.

In relation to refugee populations, the Human Migration Institute (HMI) facilitates the Riverside County Refugee Forum (RCRF), and the RCWDB is a partner. The RCRF aims to better service refugee populations through information-sharing, networking, resource mapping and programmatic collaboration. A key objective of the RCRF is to increase access to employment opportunities for refugees. It meets quarterly since December 2023 and has worked on issues for job seekers who are refugees such as catalyzing the referral process from RCRF members to the AJCC System. The RCWDB is currently in discussion with HMI to develop an MOU between the entities to formalize the relationship.

Finally, the RCWDB coordinates with the Riverside County Nonprofit Roundtable (RCNR), created in 2022 to strengthen the nonprofit sector in Riverside County and to ensure that nonprofits have the resources they need to serve the community. It is a partnership between Riverside County and Executive Directors of the county's nonprofit agencies. It consists of 30 CBOs, several of which focus on ELLs, Foreign Born Individuals, and Refugees. The RCNR helps these CBOs increase their

funding, build stronger connections with RC agencies, and access technical assistance for fundraising, grant writing, and program evaluation.

Coordination with Local Veteran Affairs, Community-Based Organizations, and Other Local Partners Who Serve Veterans

As another shared target population of emphasis for the region, RCWDB is making several key efforts to ensure high-quality services are in place for veterans. As part of RivCo ONE and under the oversight of the OSI, RCWDB is coordinating with the Riverside County Veterans Services department to ensure strengthen and better coordinate workforce services for veterans. The RCWDB has surveyed and conducted stakeholder engagement meetings with CBOs who serve veterans, identifying ways to strengthen service delivery for this population. Strategies that have been identified include:

- **Increasing access to career pathways programs:** Providing veterans with clear routes to skilled occupations with key partners.
- **Matching military skills with vocational training:** Ensuring that veterans' military experiences are recognized and aligned with career training opportunities.
- **Co-enrollment strategies:** Integrating veterans into various workforce development programs to enhance their support.
- **Leveraging funding and resources:** Maximizing available financial and programmatic resources to support veterans' employment journeys.
- **Supportive services:** Offering wraparound support to help veterans navigate their transition into the workforce.

Following this research and identification of strategies, the RCWDB has begun developing a Veterans in Workforce Initiative (VWI). The VWI has a goal to provide an array of holistic supports, via dedicated staff, to guide veterans in developing a workforce value proposition based on their active-duty skills and experience. While the VWI is still under development, it intends to have Veterans Services Peer Liaison employed by the RCWDB to help veterans navigate County resources and the workforce system. The VWI would be a key coordination tactic to ensure the unique needs of veterans are met by county agencies, the AJCC System, and employers in the area.

Collaboration with the Strategic Planning Partners to Address Environmental Sustainability

The RCWDB is currently exploring workforce opportunities in climate and environmental sustainability in several ways. The first is via the Inland Empire Labor Institute (IELI), which co-convenes the THRIVE Inland SoCal initiative along with the Inland Empire Growth and Opportunity (IEGO). THRIVE received funding from the State of California to create quality jobs and bolster California's resilience to climate and global challenges. The RCWDB is exploring with IELI and THRIVE what jobs within the region are “clean and green”, looking specifically at registered apprenticeship opportunities and a partnership with Grid Alternatives. Grid Alternatives is

a nonprofit agency that provides renewable energy solutions such as solar panels to underserved communities.

Secondly, another partnership is being finalized with the Inland Regional Energy Network (I-REN). I-REN is a coalition of the Coachella Valley Association of Governments, San Bernardino Council of Governments, and Western Riverside Council of Governments, that develops energy efficiency resources, education and funding for the Inland Empire region. An MOU between RCWDB and I-REN is currently under development to formalize a partnership to:

- **Identify Workforce Needs:** Assessing the specific skills and training required for clean energy jobs.
- **Develop Targeted Training Programs:** Design customized programs to equip individuals with the tools and knowledge needed to excel in the clean energy workforce.
- **Expand Access to Training:** Engaging historically marginalized communities through focused outreach and recruitment efforts.
- **Foster Industry Partnerships:** Building strong relationships with local employers to create a seamless pipeline from training to employment.
- **Provide Comprehensive Support Services:** Offering support services, such as job coaching and resume writing, to help individuals secure employment.

Lastly, RCWDB is building a partnership with Southern California Edison (SoCal Edison) as part of the CHARGE 2T program. CHARGE 2T is funded by the U.S. Department of Energy's Grid Resilience and Innovation Partnership program. As part of CHARGE 2T, RCWDB will expand training programs and resources to equip workers with the skills needed for jobs in power grid-enhancing technologies, such as renewable energy integration and power grid modernization. CHARGE 2T organizes the target occupations into three tiers: 1) utility jobs directly related to grid modernization such as Electrical Engineers, Power Line Installers and Transmission Line Technicians; 2) customer service-related roles such as Residential Solar Photovoltaic Installers, Smart Meter Technicians, and HVAC Specialists; 3) maintenance and support occupations such as Maintenance Technicians, Truck Drivers, and Administrative Support.

As the RCWDB learns more about these occupations, it will coordinate with state strategic partners and AJCC MOU Partners to identify the skills, training, support and local employment opportunities for jobs in climate and environmental sustainability.

V. WIOA Title I Coordination

In order to coordinate WIOA Title I programs, the RCWDB provides ongoing training and professional development to its staff to respond to participant needs effectively, particularly in the areas of digital fluency, distance learning, cultural competency, and the experience of trauma-exposed populations. How staff will continue to be trained is outlined below. The services provided by RCWDB and the AJCC MOU Partners are outlined below, along with how priority is given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient.

Finally, this section also discusses the entity responsible for the dispersal of grant funds, the competitive grant process to award sub-grants, and how the RCWDB fulfills the duties of the AJCC Operator and Career Services Provider.

Staff Training

Trainings for staff are typically offered at least quarterly, and as-needed on these topics below. In order to ensure the effectiveness of these trainings, the RCWDB is developing a team for Continuous Quality Improvement in training CQI. The Staff Training CQI Team will use objective measures to determine the impact of training, and recommend changes as needed.

Digital Fluency and Distance Learning

The RCWDB will continue to provide training to its staff in the areas of digital fluency and distance learning. Digital fluency skills are important for assisting participants, given the multiple forms of technology used to administer services to participants from online research to assisting customers with CalJOBS. Topics for training during the period of this plan will include, but are not limited to:

- Resume Building
- Commonly Used Apps: Google Drive, PowerPoint, Word, Excel
- Using Assistive Technology
- CalJOBS Referral Process
- Distance Learning Tools

Cultural Competency and Trauma-Exposed Populations

Cultural competency and understanding the needs of trauma-exposed populations are also priority skills for RCWDB staff. Topics for training during the period of this plan will include, but are not limited to:

- Equal Employment Opportunity and Limited English Proficiency Plans
- Adult Developmental Theory

- Windmill Training (for working with people with disabilities)
- Mental Health Awareness
- De-escalation Training
- Diversity Trainings

Coordination of Workforce Development Activities with Statewide Rapid Response

Rapid Response is a federally mandated program designed to aid employers and employees affected by impending layoffs or plant closures. RCWDB coordinates with the State of California Employment Development Department (EDD), and other resource or service providers in the community when responding to Worker Adjustment and Retraining Notices (WARN) for direct provision of services to the subjects of the notices. Upon receipt of a WARN notice, the Riverside County Rapid Response Team coordinator establishes initial contract with companies that are downsizing/closing and develops a process specific to each layoff/closure by tailoring programs and services appropriate to the employer's and employees' needs. An orientation held for affected workers generally provides information from all team members concerning Unemployment Insurance, EDD Job Services, services provided through the WDCs to assist dislocated workers in returning to the workforce, Covered California benefits, child support services, and more. In addition, the RRT often brings employers and training providers to these events to give impacted individuals immediate potential options and hope for the future.

The RCWDB also leverages its Employer Services Team (EST) to reach out to new employers and conduct business needs assessments of organizational sustainability. Whenever the organization shows signs of distress or growth, the EST can provide resources to meet their needs such as layoff aversion programs. The goal is to identify any early warning signs of distress and provide the resources to retain the business and jobs. The county contracts with providers in the area that can help businesses become leaner and more efficient, have better marketing, or who need assistance in many other ways so as to avoid future layoffs. The EST also coordinates with partners including Economic Development Organizations (City and/or County) and the local Small Business Development Centers (SBDCs). Finally, the EST maintains regular office hours at local chambers of commerce and other partner organizations for businesses to engage with staff about their talent needs.

Adult and Dislocated Worker Employment and Training Services

Priority for Adult Career and Training Services for Recipients of Public Assistance, Low-Income and Basic Skills Deficient Individuals

As required by WIOA Title I, priority of service is provided to recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient. All AJCC MOU Partners have agreed to this as outlined in Appendix D: Riverside County AJCC System MOU. As noted earlier in

the plan, the RCWDB conducts MOU Partner Review Meetings to ensure they are meeting this requirement.

Table B below outlines the adult and dislocated worker employment and training services provided by the RC AJCC System.

Table B: RC AJCC System Adult and Dislocated Worker Services

Basic Career Services	
<ul style="list-style-type: none"> • Referrals to community resources • Career guidance • Labor exchange services • Labor market information (LMI) • Eligibility for all AJCC/WDC programs • Information on program cost • Unemployment Insurance (UI) Information 	<ul style="list-style-type: none"> • Orientation • CalJOBS • Career resource center for self-service • Initial assessment of skills, aptitudes, abilities, supportive services • Information on Supportive Services
Individualized Career Services	
<ul style="list-style-type: none"> • Career assessments • Skill-level assessments • Career planning • IEP development • Case management • Work experience (WEX) • Career exploration • Networking basics 	<ul style="list-style-type: none"> • Resume writing • Soft skills development • Supportive services • Stress solutions • Effective study skills • Essentials of credibility, composure, confidence • Computer literacy • Interview skills
Talent Development	
<ul style="list-style-type: none"> • Combine workplace training with instruction (cooperative education) • Adult education literacy, numeracy, ESL activities (contextual) • On-the-Job Training (OJT) • Career and Technical Education • Customized training • Apprenticeships • Equivalency Exam (HSEE) prep 	<ul style="list-style-type: none"> • Incumbent worker training • Individual Training Accounts (ITA) • Skill upgrading and retraining • Transitional jobs • Entrepreneurial training • Career pathways training • Training programs operated by private sector • Customized training • Diploma/High School
Individualized Career Services: Talent Marketing	
<ul style="list-style-type: none"> • Job development • Pre-screening candidates 	<ul style="list-style-type: none"> • Experience Unlimited • Career fairs

<ul style="list-style-type: none"> • Hiring events • Industry specific job fairs • Job matching • Networking opportunities 	<ul style="list-style-type: none"> • Job search services • Pre-hire testing • Job club • Job coaching
Supportive Services	
<ul style="list-style-type: none"> • Transportation • Fees for training certificates: CPR, food handler, driver's license • Referrals to food pantries, housing • Tattoo removal 	<ul style="list-style-type: none"> • Uniforms • Childcare • Training and work tools • Interviewing clothes • Books, supplies

The services provided to adults are broken down into four categories in Table B - Basic Career Services, Individualized Career Services, Talent Development, Individualized Career Services: Talent Marketing, and Supportive Services. The availability of these services are noted in Attachments F-H of Appendix D, categorized under Career Services, Training Services, and Business Services.

Employer Services

Services offered to employers (also referred to as Business Services in the MOU) are described in Table C.

Table C: RCWDB Employer Services

Employer Services	
<ul style="list-style-type: none"> • Industry sector strategies • Business analysis • Layoff aversion • Rapid Response • LMI • Customized training 	<ul style="list-style-type: none"> • Business Resources & Referrals • Hiring incentive program • Government resources • Human Resources Information • Tax incentives • Incumbent Worker Training • Transitional Employment

Youth Services

Plan to Increase the Digital Literacy and Fluency of Youth Job seekers, Including Youth with Disabilities

Digital literacy and fluency are a set of key employability skills, particularly for youth who will be entering technology-rich work environments in the future. RCWDB's youth service providers, the California Family Life Center (CFLC) and Arbor E&T, LLC (EQUUS), have focused on this by helping youth learn to navigate through resources to find the information they need. CFLC and EQUUS also help young people learn how to use cutting-edge applications and how to effectively communicate with others using technology.

Specific digital literacy skills taught include:

- General computer skills – understanding hardware and software basics
- Communications – Setting up an email accounts and video messaging apps
- Social media – how to keep track of the latest news, e-learning opportunities, and appropriate interaction with others
- Internet navigation – Accessing the internet and researching information
- Making use of personal devices and apps – devices (such as a desktop computer, laptop, tablet, and/or smart phone)
- Determining the validity of a source –learning how to identify false information, scams and fraud and the reliability of information
- Protecting privacy –knowing when a website is securely storing information and how to protect oneself online
- Online safety – understanding how to interact safely with others online

CFLC also offers classes through Mt. San Jacinto College for Microsoft Suite as a component of digital literacy. Youth also have access to technology at YOCs in the computer lab. Access to technology includes providing tablets and computers to low-income youth at no cost. Additionally, youth with disabilities will be provided similar digital literacy skill training as part of job preparation under the Sustainable EmployAbility program described earlier.

The WDCs offer specialized services to all youth ages 16 through 24 at six YOCs of Riverside County. YOCs are in Hemet, Indio, Lake Elsinore, Moreno Valley, Perris, and Rubidoux with services contracted out to Equus and California Family Life Center. Services begin with career exploration and guidance, ensure support for educational attainment and skills training, culminating with employment and/or enrollment in post-secondary education. Services available to youth via the YOCs are outlined in Table D.

Table D: YOC Youth Services

Work Preparation	
<ul style="list-style-type: none"> • Initial Assessment • Eligibility for all AJCC/WDC Programs • Orientation • Career Assessment • Career Exploration • CalJOBS Registration • Information/ referrals for Diploma/HSEE 	<ul style="list-style-type: none"> • Internships • College tours • Case Management • Counseling • Work readiness skills • Financial literacy • Tutoring • Labor Market Information

<ul style="list-style-type: none"> • Individual Services Strategy • (ISS) development • Mentorship • Work Experience (WEX) 	<ul style="list-style-type: none"> • Follow-up Services • College Information & Financial Assistance • English as a Second Language • Digital literacy
Skills Development	
<ul style="list-style-type: none"> • Leadership Development • Career Pathways • Postsecondary Transition • Career & Vocational Training 	<ul style="list-style-type: none"> • On-the-Job Training • Entrepreneurial training • Diploma/Equivalency Prep • Pre-apprenticeship and Apprenticeship
Job Placement Assistance	
<ul style="list-style-type: none"> • Job Development • Customized Recruitments 	<ul style="list-style-type: none"> • Job/Career Fairs • Job Coaching
Supportive Services	
<ul style="list-style-type: none"> • Fees for training certificates: CPR, Food Handling, CADL • Uniforms • Books and Supplies 	<ul style="list-style-type: none"> • Transportation • Childcare • Training and Work Tools • Interview Clothing

AJCC Assessments

The assessment and availability of programs and services of the AJCC System are reviewed annually during the AJCC Assessment process.

The assessment and availability of services as outlined above in Table B are comprehensively reviewed on an annual basis as part of the AJCC assessment process. The evaluation ensures that all programs and services align with the constant changing of both employers and jobseekers. The assessment involves a thorough analysis of services, program effectiveness and customer satisfaction (based on surveys that are available to all customers in the AJCC's). Input from key stakeholders such as employers and partners is integrated into the review and analysis. Most recently this has led us to implement programs such as Incumbent Worker Training, Transitional Employment, as well as electronic assessments for jobseekers (RFP will be released beginning of 2025).

Entity Responsible for the Disbursal of Grant Funds and Competitive Process for Awarding WIOA Title I Sub-Grants and Contracts

The RCWDB follows a stringent procurement policy to award WIOA Title I sub-grants and contracts set forth by RC, which includes a competitive process for purchasing services. The policy (Number 18-01) was updated in December 2020. As the administrative entity, RC requires that all AJCC/WDC staff, subrecipients and subcontractors must follow the same policy for purchasing and procurement activities. This requirement is included in all contract assurance for subrecipients and subcontractors as required by WIOA, OMB and Uniform Guidance regulations.

The procurement activities of the AJCC/WDC and its subrecipients are governed by federal, state, and County ordinances, regulations, rules and/or directives. It is the intent of policy to ensure that all procurement activities provide for free and open competition, secure the best possible value, and are consistent with all applicable authority.

How the Local Board fulfills the duties of the AJCC Operator and/or the Career Services Provider

The County of Riverside Purchasing and Fleet Services Department (RCPFSD) released Request for Proposal (RFP) number WDARC-019 in February 2023 to procure an AJCC One Stop Operator (OSO). After the competitive selection process, Arbor E&T, LLC was selected as the OSO and entered into a contract with the County from July 1, 2023 through June 30, 2024, with subsequent renewals through June 30, 2027. The RCWDB was most recently approved to be the Career Services Provider in Riverside County in 2021, through June 30, 2025.

Appendix A: Stakeholder and Community Engagement Summary

Understanding the needs, experiences, and aspirations of the communities directly impacted by its outcomes is foundational to creating a successful regional workforce development plan. This summary outlines and highlights the process, insights, and recommendations gathered through a series of interactive engagement sessions conducted by the Inland Empire Regional Planning Unit (IERPU).

These sessions were held with key stakeholders in Inland Empire (including employers, workforce development agencies, colleges and universities, school districts, community-based organizations, and workforce board members), as well as job seekers navigating the employment landscape. Designed to create space and amplify their voices, these listening sessions provided a platform for candid discussions about what is working, existing barriers, and opportunities for growth within the workforce and economic development systems. The voices of stakeholders and job seekers were central to developing a collaborative and human-centered four-year plan that reflects a commitment to inclusion, shared ownership, and innovative solutions, driving sustainable prosperity for individuals, businesses, and the region as a whole.

Sessions and Attendance

Mode of Outreach	Date of Meeting	Target of Outreach	Summary of Attendance		Data Gathered
			Virtual	In-Person	
Virtual Meeting	12/2/2024	Inland Empire Stakeholders*	90	0	480
Hybrid Meeting	12/9/2024	Riverside County Job Seekers	8	2	75
Virtual Meeting	12/10/2024	Inland Empire Stakeholders*	72	0	397
Hybrid Meeting	12/10/2024	San Bernardino County Job Seeker	2	6	61
Total			172	8	1013

*Stakeholders include (but are not limited to) employers, workforce development agencies, school districts, adult education providers, colleges and universities, community-based organizations

Feedback, Analysis, and Inclusion in the Four-Year Regional Plan

The stakeholder listening sessions yielded 877 pieces of feedback, and the job seeker listening sessions yielded 136 pieces of feedback that were aggregated, summarized, and reviewed by the Inland Empire Regional Planning Unit Members to draw out important themes across the four categories to inform the strategies and planning of the new regional four-year workforce development plan.

Stakeholder Listening Sessions Format

The stakeholder listening sessions were held virtually (via Zoom), and stakeholders from Riverside and San Bernardino Counties attended together. After a brief introduction, ground-setting, and presentation on achievements, attendees were invited to participate in facilitated conversations on any two of the following four topics of their choice:

1. People and Employers
 - a. Current and future needs of employers and job seekers
 - b. Impact of recent events (COVID-19, inflation, technology, automation)
 - c. Aligning, coordinating, and integrating programs and services
2. Californian's Moving On Up
 - a. Ensuring equitable access to pathways and services
 - b. Enabling upward mobility
 - c. Improving job access
 - d. Removing barriers to employment
 - e. Economic justice
 - f. Middle-class pathways
 - g. Supporting high road principles
 - h. Future of work
3. Climate & Environmental Sustainability
 - a. Supporting climate-neutral transitions
 - b. Addressing impacts on frontline industry sectors
 - c. Access to the sector by underrepresented workers
4. High Roads to High Outcomes.
 - a. Aligning programs with industry needs
 - b. Developing career pathways leading to recognized credentials
 - c. Enhancing employer engagement
 - d. Aligning, coordinating, and integrating programs and services

All participants were invited to share, discuss, and record their feedback in a series of Google Slides (See Figures A.1 - A3) either directly or with the support of a facilitator and/or notetaker. Breakout

room facilitators were trained and provided sample scripts, workspace links and access, and time for Q&A prior to and after facilitated sessions.

The feedback shared by stakeholders from both sessions was combined and shared with session participants. The IERPU for reviewed the feedback and incorporated it in the development of the new four-year Regional and Local Plans.

Key themes identified by the IERPU were:

- Employers needing HR support for people problems vs. compliance
- The expanded Digital Divide, rapidly changing technology, and lack of access to technology
- The cultural divide with younger workforce - work ethic, language, motivation
- Declining interest in target sectors
- A desire for connection across partners and coordination of services,
- A need for a centralized resource guide or database that provides info about employers, jobs available, etc.
- Increasing access vis satellite AJCCs to provide services, resources, and staff with knowledge
- Increasing connection with CTE with community colleges, secondary education, and employers with opportunities for internships, pre-apprenticeships, apprenticeships, and work experience

What are the most pressing workforce challenges your industry/for the primary industry you work with is facing?			What can workforce programs do to help address these issues and align with your local industry's evolving needs?		
Findings: Continued Programs for Adult School	Finding: Application	Recommendation: provide to targeted population instead due to this.	Current program: local, state, and federal funding for training	Incumbent: working trainings	Possible cover: cost for training
Decrease in candidates interested in healthcare careers	People are leaving from Career to Career very quickly	Click to add text	Should it be helpful to assist with Regional Job Bank?	Becoming in need of regional job fairs for Blue Economy	Reaching the automation students with logistics training
Transportation	Seeking Network or Parks	Click to add text	Paraprofessional Training	Training School: School has a career training currently working with skills	Identify a training with Employer's need to create apprenticeship opportunities
Click to add text	Retention of employees due to minimum wage standards	Click to add text	Look at how to organize training event	Referral process for training for Blue Drivers	Health works: some CTE's great need for services for growth

Figure A.1

If you could wave a magic wand and change anything in the workforce system, what would you...?		
Start	Stop	Continue
Increased child care and transportation - high cost may be a barrier to employment	Some currently in place procedures are not working/effective	Pay tuition for education training
Focus on lifelong learning to adapt in evolving job markets	Reduce barriers for underrepresented groups: disabilities/older workers	CTE opportunities
Networking with educational institutions and other agencies to better prepare future employees		
A centralized database for all applications for grant funded programs (enrollment)		

Figure A.2

What Are the Biggest Barriers to Upward Mobility for:					
BIPOC	Transportation	Acceptance	Lack of Representation	Uncertainty with regard to health insurance or routine medical services	
LGBTQIA2S+	Transportation	Acceptance	Lack of access to mental health resources		
Immigrant / Refugee	Transportation	Lack of Support Services Education	Fear of Government	In education, lack of fluency in dominant language	Uncertainty with regard to health insurance or routine medical services
Disabilities / Neurodiverse	Physical and mental health challenges	Limited training programs for disability/inclusive job training	Lack of access to medical care Limited access to accommodations	Inaccessible workplaces	Bias or misconceptions
Low-Income / Parenting	Childcare Flexible programming Convenient access to transportation	Racial inequalities Housing insecurities Education	Child Development Knowledge to leverage educational attainment	Lack of adequate transportation	Uncertainty with regard to health insurance or routine medical services
Veterans	Transportation	Housing	Lack of understanding of systems in support facilities	Obstacles to Civilian life	Lack of individual support services

Figure A.3

Job Seeker Listening Sessions Format

The job seeker listening sessions were held in a hybrid format (in-person with a Zoom option), and job seekers from Riverside and San Bernardino Counties attended separately. After a brief introduction, ground setting, and presentation on achievements, attendees were invited to participate in facilitated conversations on the same four topics described above for the Stakeholder Feedback sessions.

All participants were invited to share, discuss, and record their feedback in a series of Google Slides (See Figures A.4 - A6) either directly or with the support of a facilitator and/or notetaker. Due to attendance, all participants participated in a combined breakout session.

The feedback from job seekers in both sessions was segmented, combined, and shared with session participants and the Inland Empire Regional Planning Unit for review, discussion, and utilization in the development of the new four-year Regional and Local Plans.

Key themes identified by the unit for address are:

- High focus on “intangibles” as part of job quality (e.g. clear expectations, training, communication, quality leadership, respect and recognition, clear and lived mission and values)
- A desire for employers to be more skill-focused (over education)
- Barriers to learning new technology (classes not offered, classes full, unaffordable, too far away)
- More professional development for youth (e.g. Internships, apprenticeships, workshops, professional dress, communication training)
- Access to services outside of 9 am - 5 pm Monday through Friday (especially for those who are under-employed or in school)
- Experienced workers unaware of entry points to specific job segments
- Getting the word out about what the workforce development system offers
- More specific information about career pathways (e.g. green careers, specific entry points, specific training and certifications required, where to get the training, employers who are hiring within those career pathways)

In preparing for the future of work (e.g. automation, AI, remote work) what resources or supports do you need?		What tools or services (e.g. job matching, resume writing, training) would help make your job search easier?
Access to fast internet for remote jobs	Access to resources for tech skills such as data mining and data analysis	Someone to follow up with you once you are employed helping a support guide for issues that arise once you are employed.
Access to programs that businesses are using currently to receive training	Classes offered (e.g. coding) are obsolete and would be replaced by tech skills that are actually useful	When you reach out with colleges they are not useful so one gets back to you at having extra support to connect would be helpful
Skills AI to write a resume	Learning how to use multiple platforms at the same time	Classes that are full on computer (not writing classes so having an alternative place to access courses)
Employers have interviews via Zoom or Teams and you aren't prepared in the program		A tool that will see if your resume even got past the initial screening would help with future hunts
		Job matching and knowing how to market yourself since you feel you fall out of the target demographics
		Networking opportunities that are free and reach a variety of employers
		Having someone to practice the interviews with

Figure A.4

What is important to have in a quality job?			What barriers do you need to overcome in order to be successful?		
Feel like you are supported	Evolving skills together, best for family	Benefits	Ageism	Disability	Transportation
Health insurance, too expensive when looking for another	Commute	Phone	Caregivers	Employers are looking for recent experience	Resumes to get through the first 2 weeks of work until they can come
Flexibility Schedule	Support are they going to support me	Family/friends	Not being strong in interviews, resumés		
Pay	Location	Retirement			
Are either moving up over time	Values continuous learning	Values work / life balance			

Figure A.5

In searching for jobs you want in your desired field(s), what challenges are you finding?			What challenges do you face when transitioning between careers or industries?		
Needn't use skills	Difficult with resumes	Upgrades with technology	Becoming a subject matter expert in a new field takes time	Having to learn a new skill set	The pressure of now
Work/Life balance. Jobs that prioritize this	Click to add text	Click to add text	Click to add text	Lack of support from some colleges	Click to add text
Click to add text	Click to add text	Click to add text	Click to add text	Click to add text	Click to add text
Click to add text	Click to add text	Click to add text	Click to add text	Click to add text	Click to add text

Figure A.6

Appendix B: Public Comments Received That Disagree with the Local Plan

The comments below were received during the public comment period. Updates to the local plan were made based on this feedback.

1. "Regional and Local Plans for Program Years 2025-2028 - there is no mention on the partnership with the local adult schools. If adult schools are part of the monthly meetings and other events, why are they not mentioned or part of the new plan? Please consider revising and adding this important partnership."
2. "Both plans are lacking representation of the adult education providers who are mandated partners in this process. The adult education providers exhaust themselves trying to collaborate with the local AJCC and the Workforce Development Board and are rarely represented in these plans. One of the plans does not mention them AT ALL, and the local Riverside Plan has THREE sentences which do not even accurately describe what is currently occurring. There is no current ACCESS POINT at Corona Norco! In fact, the adult education providers practically begged at that last AJCC meeting to be thought of when there are clients with needs. We are routinely brushed off in meetings, we are rarely (if ever) referred to when a client needs services, and this plan is an example of adult education being an after thought in a community where there is a HIGH need for services. The fact that the public comment on these plans closes AFTER the local WBD is set to approve these plans is evidence that the intention is NOT to seek public comment. This plan should be amended so that the services of the adult education providers are accurately represented."
3. "You're missing opportunities to work with the Riverside About Students Consortium on providing education, job training, and skills development. These include Riverside Community College District, as well as all area adult schools."
4. "Good afternoon. I'm a principal with the Riverside About Students Regional Consortium, we've made a collective effort over the past few years to significantly increase our partnerships with WDB & AJCC, & unfortunately our agencies are not mentioned in either plan/document. Please advise why we haven't been included..."
5. "Riverside County Workforce Development Local Plan - I find it incredible that the local K-12 adult schools are not included significantly in either plan. The schools in western Riverside County are the largest providers of basic skills instruction within the region. Certainly a significant number of adults who will be served through these plans will require some sort of basic skills remediation prior to being able to access training and employment opportunities. I strongly urge you to correct this oversight."

6. “The work that has gone into creating these plans is extensive, and we appreciate the identification of industry sectors that will be the focus for the next four years; in the IERP, on Page 7, 17% of our population has less than a high school diploma education. On Pages 15-16, 12 out of 19 occupations need a high school diploma on Pages 15-16 However, as a mandated partner and training provider for adult basic education, high school diploma equivalency preparation, and career training provider through WIOA Title II, we would like to have a section with a workable process and partnership framework enumerated in these plans. The Riverside and San Bernardino Adult Education Consortia would be willing to work with you to get these together. Thank you.”

Appendix C: Plan Signatures

PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

This Local Plan represents the Riverside County Workforce Development Board's efforts to maximize and coordinate resources available under Title I of the *Workforce Innovation and Opportunity Act (WIOA)*.

The WIOA four-year Riverside County Local Workforce Development Plan is submitted for the period of July 1, 2025 through June 30, 2029 in accordance with the provisions of WIOA.

Riverside County

Chief Elected Official

Workforce Development Board



Signature



Signature

Jamil Dada

V. Manuel Perez

Name

Name

Chairperson

Chairperson of Riverside County
Board of Supervisors

Title

Title

3/27/2025

Date

Date

ATTEST:
KIMBERLY A. RECTOR, Clerk

By 

DEPUTY

FORM APPROVED COUNTY COUNSEL

BY: 
PAULA S. SALCIDO

4-2-2025
DATE

Appendix D: Riverside County AJCC System MOU



***COUNTY OF RIVERSIDE
WORKFORCE DEVELOPMENT BOARD***

***MEMORANDUM OF UNDERSTANDING WITH PARTNERS
PURSUANT TO THE
WORKFORCE INNOVATION AND OPPORTUNITY ACT OF 2014 (WIOA)***

**MEMORANDUM OF UNDERSTANDING
PURSUANT TO THE
WORKFORCE INNOVATION AND OPPORTUNITY ACT**

Local Workforce Development Area: Riverside County

America's Job Center of California Operations

PREAMBLE

This Memorandum of Understanding ("MOU"), made on the 1st day of July, 2025 is an operational agreement entered into by the Riverside County Workforce Development Board ("WDB") and the Required Partners and Additional Partners (individually, a "Partner", and collectively, the "Partners"), as identified in Attachment A, to create a partnership to provide comprehensive, integrated workforce development services to businesses and jobseekers in the Local Workforce Development Area ("LWDA") in accordance with the Workforce Innovation and Opportunity Act ("WIOA") and its implementing regulations. Any capitalized terms not defined herein shall have the meaning ascribed to such term in this MOU and WIOA and its implementing regulations.

RECITALS

WHEREAS, the purpose of this MOU is to define the continuing roles and responsibilities of each partner as mutually agreed by the Partners for the operation of the America's Job Center of California ("AJCC") One-Stop Delivery System in WIOA LWDA: Riverside County, as required under WIOA; and

WHEREAS, WIOA Section 121(c) requires that each Local Workforce Development Board ("LWDB"), with the agreement of the Area's Chief Elected Official ("CEO"), develop and enter into a Memorandum of Understanding between the LWDB and all the entities that serve as Partners in the Riverside County AJCC One-Stop Delivery System that operate in each LWDB's Local Area; and

WHEREAS, WIOA Section 121(b)(1) identifies the federal programs and requires that the services and activities under each of those programs must be made available through each Local Area's AJCC One-Stop Delivery System. The entities that receive the federal funds for each of these programs and/or have the responsibility to administer the respective programs in the LWDA are Required Partners under WIOA Section 121(b)(1); and

WHEREAS, WIOA Section 121(b)(2) prescribes how entities that provide programs other than those required under WIOA Section 121(b)(1)(B) may participate in a Local Area's AJCC One-Stop Delivery System as "Additional Partners" and provide the services available under their programs through the AJCC One-Stop Delivery System; and

WHEREAS, per WIOA Section 121(b)(2)(A) both the Required and Additional Partners are included as parties to the MOU. Therefore, all entities that participate in a Local Area's AJCC One-Stop Delivery System as AJCC Partners, whether Required or Additional, must be parties to this MOU and must abide by the terms prescribed herein and by all applicable federal, state, and local rules, and state public orders, plans, and policies as applicable and authorized under the Partner's program and in keeping with federal guidelines; and

WHEREAS, WIOA Section 121(b)(1)(A)(iv) indicates that the requirements of each Partner's authorizing legislation continue to apply under the AJCC One-Stop Delivery System and that participation in said system is in addition to other requirements applicable to each Partner's program under each authorizing law; and

WHEREAS, the Department of Labor ("DOL") is the federal agency responsible for the administration of the workforce development programs— including WIOA; and

WHEREAS, the DOL recognizes the County of Riverside, through its Housing and Workforce Solutions/Workforce Development Division, as the Administrative Entity responsible for the administration and oversight of workforce development and employment-related programs in Riverside County — including WIOA.

Agreement Period

This MOU shall be in effect from July 1, 2025, through June 30, 2028, unless otherwise terminated, as provided in the Termination Article XXII. The MOU will be reviewed, at a minimum, every year to identify any substantial changes that have occurred and shall automatically renew, unless otherwise changed or terminated, as provided in the Termination Article XXII. The budgets outlining infrastructure cost for each AJCC in the Local Workforce Development Area, (Riverside County) and the other shared cost allocated to each Partner based on the agreed upon Cost Allocation methodology shall be reviewed on a yearly basis. The initial determination of the budgets for infrastructure costs for each AJCC and the shared cost allocated to each Partner shall be reconciled against actual costs incurred and adjusted accordingly.

The recitals set forth above are true and correct and incorporated herein by this reference.

Co-located AJCC Partners Participating in Agreement to Share Infrastructure Cost

Comprehensive AJCC #1 Riverside
1325 Spruce Street
Riverside, California 92507

Partners Co-located at this AJCC:

- State of California Department of Rehabilitation
- Employment Development Department – Wagner-Peyser /TAA / Veterans
- Goodwill Industries of Southern California
- Riverside County Housing and Workforce Solutions – Workforce Development Division

Comprehensive AJCC #2 Indio
44-199 Monroe Street
Indio, California 92201

Partners Co-located at this AJCC:

- Employment Development Department – Wagner-Peyser / TAA / Veterans / Migrant Seasonal Farm Workers
- State of California Department of Rehabilitation
- Riverside County Housing and Workforce Solutions – Workforce Development Division

- Indio Youth Opportunity Center

Affiliate AJCC #3 Hemet
749 State Street
Hemet, California 92543

Partners Co-located at this AJCC:

- Employment Development Department – Wagner-Peyser / TAA / Veterans
- State of California Department of Rehabilitation
- Riverside County Housing and Workforce Solutions – Workforce Development Division

Comprehensive AJCC #4 Moreno Valley
12625 Frederick St. Ste. K-3
Moreno Valley, CA 92553

Partners Co-located at this AJCC

- State of California Department of Rehabilitation
- City of Moreno Valley
- Riverside County Housing and Workforce Solutions – Workforce Development Division

Affiliate AJCC #5 Blythe
1 College Drive
Blythe, CA 92225

Partners Co-located at this AJCC

- Employment Development Department – Wagner-Peyser/Veterans
- State of California Department of Rehabilitation

Vision of AJCC One-Stop Delivery System

Building Bridges to Employment

Mission of AJCC One-Stop Delivery System

Collaborating to create infinite opportunities and lasting prosperity for individuals and employers of Riverside County through an all-inclusive access point to:

- Foster demand-driven skill attainment
- Promote upward mobility for all Californians
- Align, coordinate and integrate programs and services
- Connect customers to employment pathways

Required Partners in this MOU include local/regional representatives of the following programs:

- WIOA Title I Adult, Dislocated Worker, and Youth
- WIOA Title II Adult Education and Literacy
- WIOA Title III Wagner-Peyser
- WIOA Title IV Vocational Rehabilitation
- Carl D. Perkins Career Technical Education
- Title V Older Americans Act
- Job Corps
- Native American Programs (Section 166)
- Migrant Seasonal Farmworkers (Section 167)
- Veterans
- Youth Build
- Trade Adjustment Assistance Act
- Housing & Urban Development
- Unemployment Compensation
- Temporary Assistance for Needy Families/CalWORKs
- Community Services Block Grants
- Second Chance

Article I: America's Job Center of California System Description- Programs, Services and Delivery

Overview & General Description

WIOA Section 121(b)(1)(B) identifies the programs, services and related activities that must be provided through the AJCC One-Stop Delivery System in each Local Area. WIOA Section 121(c)(2) requires this MOU to include a description of the services that will be provided through the Local Area's AJCC One-Stop Delivery System and to identify the service delivery method(s) each partner shall use to deliver the services. This MOU shall also identify the career services, training, and employer services that each Partner will provide to ensure that all parties' responsibilities are clearly identified herein.

All LWDBs are required to establish and operate local AJCC One-Stop Delivery Systems in accordance with WIOA Section 121, with the WIOA State Plan, and with the WIOA Local Plan for their respective local areas.

WIOA Section 134(c) lists the services and activities that must be provided through the AJCC One-Stop Delivery System. WIOA Section 107(d) gives the LWDBs the responsibility for oversight of the AJCC One-Stop Delivery System in each Local Area and requires the LWDBs to describe the activities and functions of the AJCC service delivery system and to prescribe the guidelines for carrying out these responsibilities in the WIOA Local Plan.

Article II: Partner Responsibilities

- A. WIOA Section 121(b) lists the minimum responsibilities of all Required Partners under WIOA. For consistency, all Partners to this MOU shall assume the responsibilities identified below, unless inconsistent with the federal law and regulations that authorize the Partner program or as otherwise specified in this **Article II**.
1. Make career services provided under the Partner's program available to individuals through the Area's AJCC One Stop Delivery System in accordance and as defined in **Article XXIV** of this MOU.
 2. Remain as a party or Partner to this MOU throughout the MOU period identified above in the **Agreement Period Section** in order to participate as an AJCC Partner per WIOA Section 121(c).
 3. Participate in the operation of the AJCC One Stop Deliver System in accordance with the terms of this MOU and with the requirements of authorizing laws per WIOA Section 121(b)(1)(B).
 4. Required Partners shall provide representation on the WDB per WIOA Section 121(b)(1). Additional Partners may be recommended by the WDB and participate on the Area's WDB, subject to appointment by the Riverside County Board of Supervisors ("CEO").
 5. The Partners shall participate in joint planning, plan development, and modification of activities to accomplish the following:

- a. Continuous partnership building.
 - b. Adherence to state and federal program requirements.
 - c. Responsiveness to local and economic conditions, including employer needs.
 - d. Adherence to common data collection and reporting needs.
 - e. Adherence to strategic planning principles adopted by the WIOA for long-range planning, including the requirement for continuous improvement.
 - f. Diligence in developing coordinated local leadership in workforce development through:
 - i. Responsiveness to participant/customer needs;
 - ii. Maintenance of system infrastructure;
 - iii. Shared technology and information, according to confidentiality requirements in the Confidentiality Section of this MOU;
 - iv. Performance management to measure the success of the local AJCC One-Stop system overall and enhance performance in a spirit of quality management and continuous improvement.
6. Make the CalJOBSsm service(s) applicable to the Partner program available to customers through the AJCC One-Stop Delivery System.
 7. Participate in the operation of the AJCC One-Stop Delivery System, consistent with the terms of the MOU and requirements of authorized laws.
 8. Participate in capacity building and staff development activities in order to ensure that all Partners and staff are adequately cross-trained, and that Partners with customers accessing the system have the tools to promote and support such access.
- B. In addition to the minimum responsibilities required under WIOA as identified in section A of this Article, Partner responsibilities shall include:
1. Provide priority of service to veterans and covered spouses for any qualified job training program pursuant to the Jobs for Veterans Act as prescribed in 38 U.S.C. Section 4215.
 2. Compliance with WIOA and all federal, state, and local laws, regulations, rules, policies and plans applicable to Partners in their respective roles under this MOU and as consistent with the rules that govern each Partner's respective program. Each Partner expressly agrees to notify LWDB of any changes to the rules governing its respective program that impact the Partner's performance under this MOU. LWDB shall communicate the changes to the AJCC One-Stop Operators and any other affected Partners.
 3. Each Partner shall ensure compliance by its staff members who work in the AJCC of AJCC policies and procedures. If a conflict exists between the AJCC's personnel policies and a Partner's personnel policies, the Partner's policies shall prevail.
 4. Use of common practices and procedures; forms and documents; software systems or applications; and other forms of media as agreed to by all parties in the

performance of AJCC services and activities and functions that support the AJCC service delivery system.

Article III: Partner Cost Sharing Responsibilities and Consensus

The Partners have agreed to a Local Funding Mechanism negotiated by the WDB with all AJCC Partners in accordance with WIOA Joint Final Rule Section 678.715 and as defined in **Article XXIV, Resource Sharing**. The WDB convened several participatory meetings with the Phase I AJCC partners to collaboratively develop the Space Allocation Methodology for Co-located Partners used in the Phase II MOU to reach a consensus on how the Riverside County America's Job Center of California System will be sustained through joint infrastructure cost funding and Resource Sharing. The Space Allocation Methodology shall be calculated using the formula in **Article IV** below and as listed in **Attachment D**. All Partners have agreed to this methodology through the prior Phase II of this MOU.

Article IV: AJCC's Infrastructure Budgets & Methodology

In accordance with the WIOA (Public Law 113-128) Section 121 and the Title 2 Code of Federal Regulations (CFR) Part 200, Cost Allocations methodology to share infrastructure cost were determined based upon each Co-located Partner's square footage which includes dedicated space to Partners and a portion of common space. The calculation used for the Space Allocation Methodology is "Dedicated space + (Total Common Space – Resource Area Space) / Total Space" for each AJCC. Budgets for each Comprehensive and Affiliate AJCC, along with each Co-located Partner's Cost Allocation are listed in **Attachment D**.

Article V: Co-located and Non-Collocated Partners

For the purposes of the MOU, Co-located Partners shall be defined as those partners who are co-located within the AJCC and sublease from the principal lessor, which is Riverside County Housing and Workforce Solutions-Workforce Development Division. Partners who are located in the same building but are not within the AJCC shall be considered Non-Collocated Partners as they do not share common space.

All Non-Collocated AJCC Partners agree that once a statewide data tracking system has been developed that can provide accurate and reliable data for allocating the benefits received by Non-Collocated Partners – such as the number of referrals to and from the AJCC, usage of AJCC based services and usage of the comprehensive AJCC – and sufficient data has been collected and is available, the Non-Collocated AJCC Partners agree that the infrastructure cost agreement shall be renegotiated to include their Fair Share of contributions towards paying for AJCC infrastructure cost.

For Native American Programs: WIOA Section 121(h)(2)(D)(iv) stipulates that Native American programs are not required to contribute and will not be contributing to infrastructure funding.

Article VI: Amendments

- A. This MOU may be amended upon mutual agreement of the Partners that is not inconsistent with federal, state, or local laws, regulations, rules, plans, or policies, including but not limited to, the following reasons:
1. The addition or removal of a Partner from this MOU.
 2. Removal or addition of program responsibilities for any Partner that administers more than one federal program within the AJCC's.
 3. An extension of the effective ending date pursuant to **Section B** below.
 4. A change in the AJCC One-Stop Operator or Fiscal Agent or a change in the physical location of an AJCC.
 5. A change in the services, service delivery methods currently utilized, referral methods, methods to determine Fair Share, or Cost Allocation methods.
- B. All Partners agree that amendments for the reasons listed in **Section A1** and **A2** need only be signed by authorized representatives of the LWDB and the affected Partner(s). Amendments for the reasons listed in all other Paragraphs of this **Article VI** or for any changes that will affect the responsibilities of all Partners, require the signatures of all Partners.
- C. The MOU shall be reviewed not less than once every three (3) years to ensure appropriate funding and delivery of services; should the Partners request an extension to the MOU under **Section A3** above, a review of services shall be conducted prior to granting the extension.
- D. All amendments will involve the following process:
1. The Partner seeking an amendment will submit a written request to the LWDB that includes:
 - a. The requesting Partner's name.
 - b. The reason(s) for the amendment request.
 - c. Each Article and Section of this MOU that will require revision.
 - d. The desired date for the amendment to be effective.
 - e. The signature of the requesting Party's authorized representative.
 2. If the request is approved, the WDB shall notify the remaining Partners of the intent to amend and will provide each remaining Party thirty (30) days from the date of the notice (unless another timeframe is specified in the notice) to review the anticipated

changes and to submit a response to WDB. Failure by a Partner to respond within the prescribed timeframe will be deemed that Partner's approval of the proposed changes.

3. In the event that a remaining Partner or Partners have questions and/or concerns or if a consensus cannot be reached regarding the proposed amendment, the Partner or Partners must list its questions and/or concerns in writing and submit the list to WDB within the specified timeframe.
 4. WDB shall review the listed questions/concerns and shall issue a response within fifteen (15) days of receipt of the list. If WDB deems it necessary, the listed questions/concerns shall be sent to all other Partners and/or a meeting with all Partners will be scheduled to discuss the proposed changes and to achieve consensus on a final amendment draft.
 5. The final, approved amendment draft will be signed by authorized representatives of the affected Partners, then submitted to WDB for the final signature.
 6. WDB will distribute copies of the fully executed amendment to all Partners and to HWS/Workforce Development Division as the MOU Administrative Entity upon execution.
- E. This writing constitutes the entire agreement among the Partners with respect to each party's role and responsibility in the Area's AJCC One-Stop Delivery System. All Partners agree that any amendments to any applicable laws or regulations cited herein will result in the correlative modification of this MOU without necessitating a formal, written amendment.
- F. All Partners shall communicate details of the amendment to their respective staff members whose responsibilities may be impacted by changes and shall further ensure that their respective staff members are referencing or utilizing the most current version of the MOU and attachments in the performance of responsibilities under this MOU.
- G. Amendments that shall require the signatures of all Partners shall be executed no later than ninety (90) days prior to the end of the MOU period and amendments that require only the signatures of the WDB, and the affected Partners shall be executed no later than forty five (45) days from the end of the current State Fiscal Year.

Article VII: Impasses

All AJCC Partners shall participate in regular meetings organized by the AJCC One-Stop Operator with a consensus decision making process. When consensus cannot be reached, the AJCC One-Stop Operator and Partners shall use a majority rule voting process with the other AJCC Partners to resolve issues of non-agreement for the duration of this MOU.

The AJCC One-Stop Operator shall coordinate and facilitate Partner meetings on a quarterly basis, at minimum. Meetings shall be rotated at Partner sites throughout Riverside County and may occur face-to-face, via video conferencing and/or conference call. The AJCC Partners agree

to participate in these meetings and meeting agendas shall include discussion of action items prior to voting.

Article VIII: Method of Referral

Pursuant to WIOA Section 121(c)(2)(A)(iii), the Partners agree that the referral of individuals between the AJCC One-Stop Operator(s) and the Partners for the services and activities described in **Attachment M** shall be performed using the following methods: Referral form, email and fax.

- A referral form created for WIOA Partners to refer individuals between the AJCC and partnering agencies shall be given to the individual to take with them to the agency providing the requested services.
- An electronic copy of the referral form shall be emailed or faxed to the contact person at the Partner agency along with a phone call to inform the Partner of the referral.
- For tracking and reporting purposes, the referral shall be forwarded to the AJCC One-Stop Operator for tracking activities in the Partner referral system, information on referrals may be accessed by Partners. Referral Form: **Attachment I**

Article IX: Access for Individuals with Barriers to Employment

- Each Partner identifies its own “priority of service” based upon specific funding sources and requirements under each statute. As such, some Partner services may not be identified as entitlement programs and suitability for services is not automatic.
- “Individuals with barriers to employment” include recipients of public assistance, low-income individuals, and individuals who are basic skill deficient.
- Partners shall commit to offer priority for services to recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient when providing individualized career services and training services with WIOA adult funds.
- Partners shall ensure customers are provided with a “system map” that identifies the location of every Comprehensive, Affiliate AJCC and Access Point within the Local Area.

Priority of Service Requirement

As stated in the WIOA Section 134(c)(3)(E), with respect to individualized career services and training services funded with WIOA adult funds, priority of service shall be given to recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient.

Priority of service status is established at the time of eligibility determination and does not change during the period of participation. Priority does not apply to the dislocated worker population.

Veterans and eligible spouses continue to receive priority of service among all eligible individuals; however, they must meet the WIOA adult program eligibility criteria and meet the criteria under WIOA Section 134(c)(3)(E). As described in TEGL 10-09, when

programs are statutorily required to provide priority, such as the WIOA adult program, then priority must be provided in the following order:

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

Article X: Shared Technology and System Security

WIOA emphasizes technology as a critical tool for making all aspects of information exchange possible, including customer tracking, common case management, reporting, and data collection. To support the use of these tools, each Partner agrees to the following:

- Comply with the applicable provisions of WIOA, California Welfare and Institutions Code, California Education Code, Rehabilitation Act, and any other appropriate statutes or requirements.
- The principles of common reporting and shared information through electronic mechanisms, including shared technology.
- Commit to share information to the greatest extent allowable under each Partner's governing legislation and confidentiality requirements.
- Maintain all records of the AJCC customers or Partners (e.g. applications, eligibility and referral records, or any other individual records related to services provided under this MOU) in the strictest confidence, and use them solely for purposes directly related to such services.
- Develop technological enhancements that allow interfaces of common information needs, as appropriate.
- All Partners shall agree to all system security protocols that are currently in place or that may be modified in the future.

Article XI: Confidentiality

A. All Partners expressly agree to abide by all applicable federal, state, and local laws regarding confidential information and to adhere to the same standards of confidentiality as State employees-including, but not limited to:

1. 29 U.S.C. Section 2935(a)(4) - as amended by WIOA - Reports, Recordkeeping, Investigation.
2. 29 U.S.C. Section 2871(f)(3) - as amended by WIOA - regarding complying with confidentiality.
3. 20 CFR Part 603 - Safeguards and security requirements regarding disclosed information under Unemployment Insurance.
4. 42 U.S.C. Section 503 - regarding state laws governing UI operations.
5. 20 U.S.C. Section 123g - regarding family educational and privacy rights.

6. 20 CFR Section 617.57(b) - regarding disclosure of information under the Trade Act.
7. 29 U.S.C. Section 491-2(a)(2)-as amended under WIOA - regarding information to be confidential under the Wagner Peyser Act.
8. The Privacy Act (5 U.S.C. Section 552a).
9. The Family Educational and Privacy Rights Act (20 U.S.C. Section 12329).
10. 34 CFR Section 361.38 - Protection, use and release of personal information of Vocational Rehabilitation Services participants.
11. HIPAA: 45 CFR Sections 164.500 - 164.534.
12. 2 CFR Section 200.303 regarding reasonable measures to safeguard protected personally identifiable information.
 - Information Practices Act (IPA), California Civil Code Sections 1798-55, 1798.78
 - California Civil Code Section 1798.82
 - California Unemployment Insurance Code Sections 1094, 2111 and 2714
 - California Penal Code Section 502
13. California Welfare and Institutions Code Section 10850

B. The Partners agrees to comply with the provisions of WIOA as well as the applicable sections of the California Welfare and Institutions Code, the California Education Code, the Rehabilitation Act, and any other appropriate statute or requirement to assure the following:

- All applications and individual records related to services provided under this MOU, including eligibility for services and enrollment and referral, shall be confidential and shall not be open to examination for any purpose not directly connected with the delivery of such services.
- No person shall publish, disclose use, or permit, cause to be published, disclosed or used, any confidential information pertaining to AJCC applicants, participants, or customers overall unless a specific release is voluntarily signed by the participant or customer.
- The Partners agrees to abide by the current confidentiality provisions of the respective statutes to which AJCC One-Stop Operators and other AJCC Partners must adhere and shall share information necessary for the administration of the program as allowed under law and regulation. The Partners, therefore, agrees to share client information necessary for the provision of services such as assessment, universal intake, program or training referral, job development or placement activities, and other services as needed for employment or program support purposes.
- Each Partner shall ensure that the collection and use of any information, systems, or records that contain personally identifiable information shall be limited to purposes that support the programs and activities described in this MOU as part of the AJCC One-Stop Delivery System.

- C. Each Partner shall ensure that access to software systems and files under its control that contain personally identifiable information shall be limited to authorized staff members who are assigned responsibilities in support of the services and activities provided as part of the AJCC One-Stop Delivery System and who must access the information to perform those responsibilities. Each Partner expressly agrees to take measures to ensure that no personally identifiable information is accessible by unauthorized individuals.
- D. Each Partner shall ensure that their staff members are authorized to access personally identifiable information and will identify the types of data and data sources that the authorized staff members will access.

Article XII: Administrative and Operations Management

License for Use

During the term of this MOU, all Partners to this MOU shall have a license to use all of the space of the AJCCs for the sole purpose of conducting acceptable AJCC services as outlined herein.

Supervision/Day to Day Operations

The day-to-day supervision of staff assigned to the AJCCs shall be the responsibility of the site supervisor(s). The primary employer of staff assigned to the AJCCs shall continue to set the priorities of its staff. Any change in work assignments or any problems at the worksite shall be handled by the site supervisor(s) and the management of the primary employer.

Partners shall be cross trained regarding general information for services provided by each Partner located either in Comprehensive or Affiliate AJCCs.

The office hours for the staff at the AJCCs shall be established by the site supervisor(s) and the primary employer. All staff shall comply with the holiday schedule of their primary employer and shall provide a copy of their holiday schedule to the operator and host agency at the beginning of each fiscal year.

Disciplinary actions may result in removal of Partner staff from the AJCCs, and each Partner shall take appropriate action.

Each Partner shall be solely liable and responsible for providing to, or on behalf of, its employee(s), all legally required employee benefits. In addition, each Partner shall be solely responsive and shall hold all other Partners harmless from all matters relating to payment of each Partner's employee(s), including compliance with social security withholding, workers' compensation, and all other regulations governing such matters.

Article XIII: AJCC Partner Cross Training and Outreach

All Partners participating in this MOU agree to provide subject matter expertise through informational videos, DVDs, power points and fact sheets to conduct Partner cross training on services and programs within the AJCCs. All cross-training materials shall be accessible to all Partners online through the SharePoint data management system. All Partners agree to have staff members become familiar with the services and programs of each respective AJCC partnering agency.

AJCC WIOA Orientations are accessible online for Partner and customer viewing and may be conducted live at partnering Title II Adult Education locations based upon need and staff availability. An AJCC WIOA Orientation schedule for Adult Education is listed in Attachment L.

Article XIV: Non-Discrimination and Equal Opportunity

All Partners shall comply with the nondiscrimination and equal opportunity provisions found in Section 188 of WIOA and 29 CFR Part 38 prohibiting discrimination on the basis of race; color; religion; sex (including pregnancy, childbirth, and related medical conditions, transgender status, and gender identity); national origin (including Limited English Proficiency); age; disability; political affiliation or belief; or, for beneficiaries, applicants, and participants only, on the basis of citizenship status or participation in a WIOA Title I-financially assisted program or activity.

All Partners shall comply fully with the nondiscrimination and equal opportunity provisions of the WIOA (29 CFR Part 38 Preamble) and acknowledge the government's right to seek judicial enforcement of the nondiscrimination assurance.

All Partners agrees to comply with the provisions of the Fair Employment and Housing Act (Government Code Section 12990) and related, applicable regulations.

All Partners shall ensure compliance with the Americans with Disabilities Act of 1990 and its amendments, which prohibits discrimination on the basis of disability, as well as other applicable regulations and guidelines issued pursuant to the Americans with Disabilities Act.

Article XV: Americans with Disabilities Act and Amendments Compliance

The Partners agrees to ensure that the policies and procedures as well as the programs and services provided at each of the AJCCs are in compliance with the Americans with Disabilities Act and its amendments. Additionally, Partners agree to fully comply with the provisions of WIOA, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, 29 CFR Part 37 and all other regulations implementing the aforementioned laws.

Article XVI: Grievances and Complaints Procedure

The Partners shall establish and maintain a procedure for grievance and complaints as outlined in WIOA. The process for handling grievances and complaints is applicable to customers and Partners. These procedures will allow the customer or entity filing the complaint to exhaust every administrative level in receiving a fair and complete hearing and resolution of their grievance. The Partners further agrees to communicate openly and directly to resolve any problems or disputes related to the provision of services in a cooperative manner and at the lowest level of intervention possible.

Article XVII: Dispute Resolution

The Partners agree to try to resolve policy or practice disputes at the lowest level, starting with the site supervisor(s) and staff. If issues cannot be resolved at this level, they shall be referred to the management staff of the respective staff employer and the AJCC One-Stop Operator, for discussion and resolution.

Article XVIII: Press Releases and Communications

All Partners shall be included when communicating with the press, television, radio or any other form of media regarding its duties or performance under this MOU. Participation of each Partner in press/media presentations shall be determined by each Partner's public relations policies. Unless otherwise directed by the other Partners, in all communications, each Party shall make specific reference to all other Partners to the extent practicable.

The Partners shall utilize the America's Job Centers of California ("AJCC") logo developed by the State of California and the AJCC logo developed by the WDB identified for AJCC usage only. This shall include letterhead, envelopes, business cards, any written correspondence and fax transmittals. However, the Partners agree to continue to discuss the use of the AJCC logo as additional guidance is received from the State of California.

Article XIX: Mutual Hold Harmless/Indemnification/Limitation of Liability

The Partners shall indemnify and hold harmless the County of Riverside, its Agencies, Districts, Special Districts and Departments, their respective directors, officers, Board of Supervisors, WDB, elected and appointed officials, employees, agents and representatives, and the Departments of the State of California (individually and collectively hereinafter referred to as Indemnitees), from any liability, action, claim or damage whatsoever, based or asserted upon any services provided by the Partners, their officers, employees, subcontractors, agents or representatives, arising out of or in any way relating to this MOU, including but not limited to property damage, bodily injury or death or any other element of any kind or nature. The Partners shall defend the Indemnitees at its sole expense including all costs and fees (including, but not limited to, attorneys' fees, cost of investigation, defense and settlement or awards) in any claims or actions based upon such acts, omission or services.

With respect to any action or claim subject to indemnification herein by the Partners, each Partner shall, at their sole cost, have the right to use counsel of their own choice and shall have the right to adjust, settle, or compromise any such action or claim without the prior consent of the Indemnitees; provided, however, that any such adjustment, settlement or compromise in no manner whatsoever limits or circumscribes Partners indemnification to Indemnitees as set forth herein.

The Partners' obligations hereunder shall be satisfied when a Partner has provided to Indemnitees the appropriate form of dismissal relieving Indemnitees from any liability for the action or claim involved.

It is understood and agreed that the indemnification provisions herein shall survive the termination of this MOU.

Article XX: General Provisions

The laws and regulations listed in this **Article XX** are generally applicable to most publicly funded programs administered by Workforce Development. The laws and regulations listed herein do not encompass all of the laws and regulations that govern the Partners in their respective roles under this MOU. All Partners expressly agree to comply with the federal laws and regulations listed below unless the laws and regulations that govern their particular program state otherwise:

- A. Jobs for Veterans Act. As stated in **Articles II(B)** and **IX**, each Partner agrees to provide priority of service to veterans and covered spouses for any qualified job training program pursuant to 38 U.S.C. Section 2913.
- B. Americans with Disabilities: Each Partner, its officers, employees, members, and subcontractors hereby affirm current and ongoing compliance with all statutes and regulations pertaining to The Americans with Disabilities Act of 1990 and section 504 of the Rehabilitation Act of 1973.
- C. Pro-Children Act: If any AJCC activities call for services to minors, each party agrees to comply with the Pro-Children Act of 1994 (45 CFR 98.13) that requires smoking to be banned in any portion of any indoor facility owned, leased, or contracted by an entity that will routinely or regularly use the facility for the provision of health care services, day care, library services, or education to children under the age of eighteen (18).
- D. Drug-Free Workplace: Each Partner, its officers, employees, members, subrecipient(s) and/or any independent contractors (including all field staff) associated with this MOU agree to comply with 29 CFR 94 and all other applicable state and federal laws regarding a drug-free workplace and to make a good faith effort to maintain a drug-free workplace. Each Partner shall make a good faith effort to ensure that none of its officers, employees, members, and subrecipient(s) will purchase, transfer, use, or possess illegal drugs or alcohol or abuse prescription drugs in any way while working or while on public property.
- E. Ethics Laws: Each Partner certifies that by executing this MOU, it has reviewed, knows and understands the California's ethics and conflict of interest laws, which includes the Governor's Executive Order 2008-454 and its amendment pertaining to ethics. Each Partner further agrees that it shall not engage in any action(s) inconsistent with California ethics laws or the aforementioned Executive Order.

Article XXI: Partial Invalidity

All questions as to the execution, validity, interpretation, and performance of this MOU shall be governed by the laws of the State of California. Furthermore, the Partners hereto agree that any legal action which is brought on the basis of this MOU and in which a state agency is a party shall be filed in the US District Court of Riverside County.

Should any portion of this MOU be found unenforceable by operation of statute or by administrative or judicial decision, it is the intention of the Partners that the remaining portions of this MOU shall not be affected as long as performance remains feasible with the absence of the illegal or unenforceable provision(s).

Article XXII: Termination / Separation

- A. **MOU Termination:** This MOU shall remain in effect until the end date specified in the **Agreement Period Section** unless:
 1. All Partners mutually agree to terminate this MOU.
 2. Funding cuts by one or more federal programs are so substantial that AJCC operations cannot continue as specified herein and a new MOU must be negotiated.

3. WIOA regulations or statute are repealed or substantially altered.
 4. Local Area designations are changed.
- B. **Partner Separation:** WIOA Section 121(c) mandates the execution of this MOU between the LWDB and partners. However, any single Partner may terminate its participation as a party to this MOU upon thirty (30) days written notice to the WDB. In such an event, the WDB shall provide written notice to all remaining Partners and will amend this MOU per **Article IV**. The termination of one or more Partner's participation as a party will not result in a termination of this MOU unless the number or contribution of the terminating Partner(s) is so substantial that it necessitates the negotiation of a new MOU.
- C. **Effect of Termination:** Per WIOA Section 121, any Partner that terminates its role as a party to this MOU shall no longer eligible to participate as a partner in the AJCC system and shall not be permitted to serve on the WDB as an AJCC partner representative pursuant to the Bylaws of the WDB.
- D. **Partner Disqualification:** An entity identified as a Required Partner at the time of execution of this MOU that subsequently loses federal funding or the authority to administer the federal program in the Local Area and therefore no longer qualifies as a Required Partner under WIOA Section 121(b)(1) shall send written notice of the change in status to the WDB as soon as possible. In such an event, a formal amendment to this MOU per **Article IV** shall be required. The entity may continue as an Additional Partner if mutually agreed by the WDB and the remaining Partners in writing.

Article XXIII: Counterpart

This MOU may be executed in one, or more than one counterpart and each executed counterpart shall be considered an original, provided that the counterpart is delivered by facsimile, mail courier or electronic mail, all of which together will constitute one and the same agreement.

Article XXIV: Definitions

- A. **Administrative Entity:** Entity(ies) designated by the CEO to coordinate and administer WIOA activities and services within a local area on the LWDB's behalf and in accordance with all applicable federal, state, and local laws, regulations, rules, policies, plans, and the terms of this MOU. The Administrative Entity is the Riverside County Housing and Workforce Solutions-Workforce Development Division.
- B. **Chief Elected Official ("CEO"):** Identified in WIOA Section 3 Definitions (9) as the chief elected officer of a unit of general local government in a local area or the individual(s) designated under a local agreement pursuant to WIOA Section 107(c)(1)(B). For Riverside County, the CEO is the Board of Supervisors.
- C. **Career Services:** The services which shall be available, at a minimum, to individuals who are adults or dislocated workers through the AJCC delivery system in each local area. The career services that must be provided as part of the AJCC delivery system are listed in WIOA Section 134(c)(2).

- D. **Co-located Partner:** AJCC partners who have a physical presence within one of the County's AJCC and who sublease from the principal lessor, Riverside County Housing and Workforce Solutions-Workforce Development Division
- E. **Cost Allocation:** Per 66 Fed. Reg. 29639, cost allocation is the measurement of actual costs in relation to the benefit received in order to determine each partner's fair share of AJCC operating costs. (*interim regulation until final rule is published*)
- F. **Fair Share:** The portion of AJCC operating costs allocated to each partner in proportion to the benefits the partner receives from participation in the AJCC system. (*interim regulation until final rule is published*)
- G. **Fiscal Agent:** An entity appointed by a local area's CEO in accordance with WIOA Section 107 (d)(12)(B)(i)(II) & (III)) to be responsible for the administration and disbursement of WIOA and other funds allocated for workforce development activities in the local area. WIOA Section 107(d)(12)(B)(i)(II) provides that designation of a fiscal agent does not relieve the CEO from his/her liability for any misuse of grant funds.
- H. **Local Workforce Development Board ("LWDB"):** Established by the California Governor under Executive Order 2009 438 dated May 12, 2009, to assist the Governor in creating an integrated statewide strategic plan for workforce development which will link workforce policies, education and training programs, and funding streams with the economic needs of California and its regions and in complying with the provisions and requirements of WIOA Section 101.
- I. **In-Kind Contributions:** 66 Fed. Reg. 29639-29640 defines these types of contributions as donations from third parties that are not to be confused with contributions to the AJCC by partner programs of such things as space, equipment, staff, or other goods and services for which the partner program incurs a cost. In-kind contributions may include funding from philanthropic organizations or other private entities or through other alternative financing options, to provide a stable and equitable funding stream for on-going AJCC delivery system operations. WIOA 121 (c)(2)(A)(i). (*interim regulation until final rule is published*)
- J. **Local Area:** A local workforce development area designated by the Governor, under section 106, subject to sections 106(c)(3)(A), 107(c)(4)(B)(i), and 189(i) Local Workforce Development Board (LWDB): The board created by the CEO pursuant to WIOA Section 107 with responsibility for the development of the local plan and for oversight of the workforce development activities in the local area.
- K. **Non-Collocated Partners:** AJCC partners who may be located in the same building but do not have a physical presence within the AJCC.
- L. **Additional Partner:** Per WIOA 121 (b)(2), an entity that carries out a program not identified as required under WIOA, that is approved by the LWDB and the CEO, may be included as a AJCC partner in a Local Area.
- M. **America's Job Center of California One-Stop Delivery System:** The AJCC delivery system is essentially a collaborative effort among public service agencies, non-profit

organizations and private entities that administer workforce development, educational, and other human resource programs to make the variety of services available under those programs more accessible to eligible job seekers and employers.

- N. **America's Job Center of California One-Stop Operator:** An entity or consortium of entities designated in accordance with WIOA Section 121(d) to operate an AJCC site and to perform AJCC service delivery activities in accordance with all applicable federal, state, and local laws, regulations, rules, policies, plans, and the terms of this MOU.
- O. **Required Partner:** An entity that carries out one or more of the programs or activities identified under WIOA Section 121 (b)(1) and is required under that Section to participate in the AJCC delivery system and to make the career services under its program or activity available through the AJCC system.
- P. **Resource Sharing:** Per 66 Fed. Reg. 29639, Resource Sharing is the cash and/or resources each partner will contribute to fund its fair share of costs for operation of the AJCC system. This can include "in-kind" contributions from third parties to partner programs. The LWDB, CEO and AJCC partners may fund the costs of infrastructure of AJCCs through methods agreed on by the LWDB, CEO and AJCC partners through Resource Sharing. (*interim regulation until final rule is published*)
- Q. **Training Services:** Services to adults and dislocated workers as described in WIOA Section 13a(c)(3). Per WIOA 134(c)(3)(D) these may include occupational skills training, including training for nontraditional employment, on-the-job training, incumbent worker training, programs that combine workplace training with related instructions, which may include cooperative education programs, private-sector training programs, skill upgrading and retraining, apprenticeships, entrepreneurial training, transitional jobs, job-readiness training, adult education and literacy activities in combination with a training program, or customized training.
- R. **WIOA:** The Workforce Innovation and Opportunity Act amends the Workforce Investment Act of 1998 to strengthen the United States workforce development system through innovation in, and alignment and improvement of, employment, training, and education programs in the United States, and to promote individual and national economic growth, and for other purposes.
- S. **WIOA Local Plan:** Per WIOA Section 108, the local plan is a comprehensive 4-year plan developed by each LWDB, in partnership with the chief elected official and submitted to the Governor. The plan shall support the strategy described in the State plan. At the end of the first 2-year period of the 4-year local plan, each local board shall review the local plan, and the local board, in partnership with the chief elected official, shall prepare and submit modifications to the local plan to reflect changes in labor market and economic conditions or in other factors affecting the implementation of the local plan. Plans identify the respective local area's current and projected workforce investment needs, the AJCC delivery system, performance standards, and strategies to address the workforce investment needs in consideration of performance standards per WIOA Section 116.
- T. **Local Funding Mechanism:** An Infrastructure Agreement (IFA) negotiated by the Local Boards with All AJCC Partners for each AJCC (WIOA Joint Final Rule Section 678.715).

- U. **State Funding Mechanism (SFM):** An IFA established by the Governor and the Superintendent of Public Instruction (SPI) that is triggered if a Local Board is unable to secure an agreed upon and signed IFA from all AJCC required partners by the annual deadline (WIOA Joint Final Rule Section 678.730).

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Chief Elected Official]

**V. Manuel Perez , Riverside County
Board of Supervisors Chair**

Authorized Signatory and Title

Signature

(951) 955-1040

Telephone number / Facsimile number

Date

District4@rivco.org

E-mail address

APPROVED AS TO FORM:
County Counsel

By: _____
Paula Salcido
Deputy County Counsel

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[LWDB Chairperson]

**Jamil Dada, Workforce Development Board
Chair**

Authorized Signatory and Title

Signature

(951) 231-0564

Telephone number / Facsimile number

Date

jdada@myprovident.com

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Riverside County Workforce Development Division]

**Stephanie Adams, Deputy Director of
Workforce Development Division**

Authorized Signatory and Title

Signature

(951) 955-3075

Telephone number / Facsimile number

Date

Sjadams@rivco.org

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Employment Development Department]

Carolyn Reyna, Deputy Division Chief, Employment Development Dept. Workforce Services

Authorized Signatory and Title

1325 Spruce Street, Suite 110, Riverside, CA 92507

Signature

(951) 304-5397

Telephone number / Facsimile number

Date

carolyn.reyna@edd.ca.gov

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations
Signature Page

[Employment Development Department – UI Division]

Kimberly Myricks, Employment Development Administrator

Authorized Signatory and Title

1180 Palmyrita Ave., Riverside, CA 92507

Address

Signature

Date

(951) 255-4099

Kimberly.Myricks@edd.ca.gov

Telephone number / Facsimile number

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Goodwill Industries of Southern California]

Patrick McClenahan, President & CEO, Goodwill Southern California

Authorized Signatory and Title

342 N. San Fernando Road, Los Angeles, CA 90031

Address

Signature

(323) 223-1211

Telephone number / Facsimile number

Date

pmcclenahan@goodwillsocal.org

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[City of Moreno Valley]

Authorized Signatory and Title

Address

Signature

Date

Telephone number / Facsimile number

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Val Verde Adult School]

Mark LeNoir, Assistant Superintendent of Education Services

Authorized Signatory and Title

975 West Morgan Street, Perris, CA 92571

Address

Signature

Date

(951) 940-6100 / (951) 940-6120

mle Noir@valverde.edu

Telephone number / Facsimile number

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Department of Rehabilitation]

Robert Loeun, DOR Inland Empire Regional Director

Authorized Signatory and Title

2010 Iowa Ave., Building E, Suite 100, Riverside, CA 92507

Address

Signature

(951) 782-6666

Telephone number / Facsimile number

Date

Rloeun@DOR.CA.GOV

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Department of Public Social Services]

Charity Douglas, Director of Public Social Services

Authorized Signatory and Title

4060 County Circle Drive, 2nd Floor, Riverside, CA 92503

Address

Signature

(951) 358-6995

Telephone number / Facsimile number

Date

chdougl@rivco.org

E-mail address

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MEMORANDUM OF UNDERSTANDING
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Signature Page

[SER-Jobs for Progress]

Esteban Gonzales, SCSEP Director

Authorized Signatory and Title

255 N. Fulton St. #106, Fresno, CA 93704

Address

Signature

(559) 452-0881

Telephone number / Facsimile number

Date

egonzales@sercalifornia.org

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
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Signature Page

[Riverside Community College District]

Dr. Wolde-Ab Isaac, Chancellor

Authorized Signatory

4800 Magnolia Ave. Riverside, CA 92506

Address

Signature

(951) 222-8000

Telephone number / Facsimile number

Date

wolde-ab.isaac@rccd.edu

E-mail address

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MEMORANDUM OF UNDERSTANDING
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Signature Page

[College of the Desert]

Dr. Martha Garcia, Ed.D., Superintendent / President

Authorized Signatory and Title

43-500 Monterey Avenue, Palm Desert CA 92260

Address

Signature

Date

(760) 773-2500 / (760) 341-9732

Telephone number / Facsimile number

mgarcia@collegeofthedesert.edu

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Strategix Management LLC (Job Corps)]

Suzanne Y. Schaeffer, Center Director

Authorized Signatory and Title

3173 Kerry Street, San Bernardino, CA 92407

Address

Signature

(909) 887-6305

Telephone number / Facsimile number

Date

Schaeffer.suzanne@jobcorps.org

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Center for Employment Training]

Hermelinda Sapien, CEO

Authorized Signatory and Title

701 Vine Street, San Jose, CA 95110

Address

Signature

(408) 287-7924

Telephone number / Facsimile number

Date

hsapien@cet2000.org

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[California Indian Manpower Consortium, Inc.]

Lorenda T. Sanchez, Executive Director

Authorized Signatory and Title

738 North Market Boulevard, Sacramento, CA 95834

Address

Signature

Date

(916) 920-0285

Telephone number / Facsimile number

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
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Signature Page

[Soboba Band of Luiseño Indians]

Isaiah Vivanco, Tribal Chairman of the Soboba Band of Luiseño Indians

Authorized Signatory and Title

23906 Soboba Rd., San Jacinto, CA 92583

Address

Signature

Date

(951) 654-2765 ext.4115

ivivanco@soboba-nsn.gov

Telephone number / Facsimile number

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Alvord Unified School District]

Alisha Fogerty, Chief Business Officer

Authorized Signatory and Title

9 KPC Parkway, Corona, CA 92879

Address

Signature

(951) 509-5095 (951)-358-1507

Telephone number / Facsimile number

Date

Alisha.fogerty@alvordschools.org

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
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Signature Page

[Beaumont Unified School District]

Sergio San Martin, Chief Business Officer

Authorized Signatory and Title

350 W. Brookside Avenue, Beaumont, CA 92220

Address

Signature

(951) 845-1631

Telephone number / Facsimile number

Date

Ssanmartin@beaumontusd.k12.ca.us

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Coachella Valley Unified School District]

Dr. Francis Esparza, Principal

Authorized Signatory and Title

87225 Church Street, Thermal, CA 92274

Address

Signature

(760) 848-1166

Telephone number / Facsimile number

Date

Francis.Esparza@cvusd.us

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
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Signature Page

[Corona-Norco Unified School District]

Monica Raygoza – Purchasing, Warehouse, and Reprographics

Authorized Signatory and Title

300 South Buena Vista Ave., Corona CA 92882

Address

Signature

Date

(951) 736-5050 (951) 736-5055
Telephone number / Facsimile number

mraygoza@cnusd.k12.ca.us
E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
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Signature Page

[Jurupa Unified School District]

Dr. Trent Hansen, Superintendent

Authorized Signatory and Title

4850 Pedley Road, Jurupa Valley CA 92509, Location 500

Address

Signature

(951) 360-4168 (951) 360-4195
Telephone number / Facsimile number

Date

trenton.hansen@jUSD.k12.ca.us
E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
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Signature Page

[Lake Elsinore Unified School District]

Julie Edmunds, Chief Business Official, Fiscal Support Services

Authorized Signatory and Title

21330 Lemon Street, Wildomar, CA 92595

Address

Signature

Date

(951) 253-7000 (951) 253-7194
Telephone number / Facsimile number

julie.edmunds@leusd.k12.ca.us
E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
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Signature Page

[Moreno Valley Unified School District]

Esperanza Arce, Chief Academic Officer

Authorized Signatory and Title

Susana Lopez, Chief Business Official

Authorized Signatory and Title

25634 Alessandro Blvd., Moreno Valley CA 92553

Address

Signature

(951) 571-7500 ext. 17585 (951)-571-7550

(951) 571-7500 ext. 17241

Telephone number / Facsimile number

Date

earce@mvusd.net

susana.lopez@mvusd.net

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
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Signature Page

[Mt. San Jacinto Community College District]

Jeannine Stokes, Vice President of Human Resources

Authorized Signatory and Title

1499 North State Street, San Jacinto CA 92583

Address

Signature

(951) 487-3002 (951) 654-6236
Telephone number / Facsimile number

Date

JStokes@msjc.edu
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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
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Signature Page

[Murrieta Valley Unified School District]

Matthew Bean, Principal

Authorized Signatory and Title

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Address

Signature

Date

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Telephone number / Facsimile number

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E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
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Signature Page

[Riverside County Office of Education]

Heather Williams, Interim Associate Superintendent of Student Programs and Services

Authorized Signatory and Title

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Address

Signature

Date

(951) 826-6602 (951) 826-6199
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cnewman@rcoe.us
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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Riverside Unified School District]

Erin Power, Assistant Superintendent – Business Services

Authorized Signatory and Title

3380 14th Street, Riverside CA 92501

Address

Signature

Date

(951) 788-7135 ext. 80423

EPower@RiversideUnified.org

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E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations
Signature Page

[Housing Authority]

Cindy Hui, Deputy Director

Authorized Signatory and Title

5555 Arlington Ave, Riverside, CA 92504

Address

Signature

(951) 343-5428

Telephone number / Facsimile number

Date

Chui@rivco.org

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations
Signature Page

[Community Action Partnership]

Karla Lopez del Rio, Executive Director

Authorized Signatory and Title

2038 Iowa Ave., Suite B-102, Riverside, CA 92507

Address

Signature

(951) 955-0204

Telephone number / Facsimile number

Date

Karlopez@capriverside.org

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
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Signature Page

[El Sol Neighborhood Educational Center]

Alexander Fajardo, Executive Director

Authorized Signatory and Title

2501 Rubidoux Blvd Riverside CA 92509

Address

Signature

Date

(909) 884-3735

alex fajardo@elsolnec.org

Telephone number / Facsimile number

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[California Family Life Center] – Youth Build

Mary Jo Ramirez, President

Authorized Signatory and Title

930 North State Street, Hemet, CA 92543

Address

Signature

(951) 537-7120

Telephone number / Facsimile number

Date

mjramirez@cflckids.org

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
Riverside County America's Job Center of California Operations

Signature Page

[Department of Developmental Services]

Authorized Signatory and Title

Address

Signature

Date

Telephone number / Facsimile number

E-mail address

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MEMORANDUM OF UNDERSTANDING
FOR
Local Workforce Development Area: Riverside County California
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Signature Page

[Lighthouse Social Service Centers]

Authorized Signatory and Title

Address

Signature

Date

Telephone number / Facsimile number

E-mail address

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**Riverside County America's Job Center of California Memorandum of Understanding
Attachments**

Attachment A: Parties to the Agreement

Attachment B: Riverside County America's Job Center of California (listing)

Attachment C: Administrative Structure

Attachment D1: Space Allocation

Attachment D2: Infrastructure Budgets

Attachment D3: Partner In-Kind Budgets

Attachment E1: AJCC Partners List

Attachment E2: AJCC Additional Partners List

Attachment F: America's Job Center of California Services

Attachment G: Required Partner Services

Attachment H: Additional Partner Services

Attachment I: Partner Referral for Services

Attachment J: America's Job Center of California Service Delivery Codes

Attachment K: Partner Acronyms

Attachment L: Career Services and Consolidated Career Services Budget

Parties to the Agreement

ATTACHMENT A

LWDB: County of Riverside Housing and Workforce Solutions /Workforce Development
CEO Name(s): V. Manuel Perez

Required Partners

Partner Name	Program	Program Authority
Alvord Unified School District Beaumont Unified School District Coachella Valley Unified School District Corona-Norco Unified School District Jurupa Unified School District Lake Elsinore Unified School District Moreno Valley Unified School District Mt. San Jacinto Community College District Murrieta Valley Unified School District Riverside County Office of Education Riverside Unified School District College of the Desert Val Verde Adult School	Adult Basic Education (ABE) English as a Second Language (ESL) Adult Secondary Education (ASE) English Literacy and Civic Education: Civic Participation and Citizenship Preparation	Adult Education and Literacy W I O A 121(b)(1)(B)(iii) - Title II
Housing Authority of the County of Riverside	Housing Programs	Department of Housing and Urban Development (HUD)- Employment and Training Programs WIOA 121 (b)(1)(B)(xi)
Riverside Community College Mt. San Jacinto Community College of the Desert	Vocational Education	Career & Technical Education Programs - Postsecondary Vocational Education- Carl D. Perkins Vocational and Applied Technology Education Act (20 U.S.C. 2301)
Center for Employment Training - CET	Vocational Education	Migrant Seasonal Farmworkers Title I, Title II Vocational Education
Department. of Rehabilitation	Vocational Rehabilitation Programs	Rehabilitation Act, Title I, Parts A & B – Rehabilitation Services Commission (29 U.S.C. 720)
Department of Public Social Services	Temporary Assistance to Needy Families (TANF) Welfare-to-Work	Social Security Act-Part A, Title IV (TANF) (42 U.S.C.601 et seq.), subject to subparagraph (C)
SER – Jobs for Progress, Inc. (SER)	Senior Community Service Employment	Older Americans Act Title V –Senior Community Service Employment Program (SCSEP) (42 U.S.C. 3056)
EDD – TAA/TRA	NAFTA	Trade Act Title II, Chapter 2– Trade Adjustment Assistance (TAA) (19 U.S.C. 2271)
EDD – UI Branch	Unemployment Insurance	Unemployment Insurance (UI)-(5USC 85) (ORC Chapter 4141)
EDD – Workforce Services	Wagner-Peyser	WIOA Title III –Wagner-Peyser Act Programs (29 U.S.C. 49)
HWS / Workforce Development	Workforce Development Programs	WIOA Title I-Adult, Dislocated Worker, and Youth Programs
EDD – Veterans	Veteran Programs	Veteran's Workforce Programs – Chapter 41 of title 38, United States Code; WIOA 121(b)(1)(B)(viii)
Community Action Partnership - CAP	Community Services and Development	WIOA Title I-Adult, Dislocated Worker, and WIOA Title II-Adult Education and Literacy
Inland Empire Job Corps Center - Strategix	Job Corp Older Youth & Young Adult (Ages 16-24), Education & Career Technical Training Programs	WIOA Title I – Job Corps (29 U.S.C.2881-2900, 29 us2901)
EDD – Farm Workers	Agricultural Community Employment Services	WIOA Title I –Migrant and Seasonal Farm Worker Programs Section 166 (29 U.S.C.2912, 29 us2919)
California Family Life Centers	Youth Programs	WIOA Title I — Youth Build- WIOA Section 171
CA Indian Manpower Consortium, Inc.	Native American Programs	WIOA Title I – Native American Programs Section 167 (29 U.S.C. 2911, 29 U.S.C. 2919)

LightHouse Social Service Centers	Second Chance Program	WIOA Title I - Section 212 of the Second Chance Act of 2007 (42 U.S.C. 17532)
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Additional Partners

Partner Name	Program	Program Authority
El Sol Neighborhood Educational Center	Adult Ed, English as a second Language, High School Equivalency and EI Civics courses	Adult Education and Literacy WIOA Title II
Soboba Band of Luiseno Indians	Tribal TANF	Title IV Part A Block Grants
Goodwill Industries of Southern California	Employment skills & self-sufficiency through work	Senior Community Service Employment Program Grants
Department of Developmental Services	Job training, employment support, and workplace accommodations	Developmental Disabilities

Riverside County America's Job Center of California ATTACHMENT B

Area's AJCC System consists of (#): 5 AJCCs, 6 Youth Centers

Access	Location Code	AJCC Career Center Name	Address
Comprehensive	089	Riverside AJCC	1325 Spruce Street, Suite 110 Riverside, CA 92507
Comprehensive	090	Indio AJCC	44199 Monroe St., Suite B Indio CA 92201
Comprehensive	092	Hemet AJCC	749 State Street Hemet, CA 92543
Comprehensive	405	Moreno Valley	12625 Frederick St. Suite K-3 Moreno Valley, CA 92552
Affiliate	16160	Blythe	1 College Drive, PE Building Blythe, CA 92225
Specialized AJCC	272	Rubidoux YOC	5656 Mission Blvd. Riverside, CA 92509
Specialized AJCC	239	Lake Elsinore Plant Youth YOC	400 W. Graham Lake Elsinore, CA 92530
Specialized AJCC	069	Hemet Empower Youth YOC	930 N. State Street Hemet, CA 92543
Specialized AJCC	332	Moreno Valley YOC	23080 Alessandro Blvd. Suite 236 Moreno Valley, CA 92553
Specialized AJCC	237	The Perris Oasis YOC	2560 N. Perris Blvd., Ste. J3-J4 Perris, CA 92571
Specialized AJCC	238	Indio YOC	44-199 Monroe St., Suite B Indio CA 92201

Definitions: Comprehensive-Provides access to the programs, services, and activities of all required AJCC partners. Affiliate-Provides access to one or more of the AJCC programs/partners

Riverside County is a geographical diverse and expansive county. The Workforce Development Board in consultation with the Riverside County Economic Development Agency has identified two primary locations to provide comprehensive one-stop services to county residents. These sites include the Riverside AJCC in Western Riverside County and the Indio AJCC in Eastern Riverside County.

Additional one-stop locations including affiliate locations have been established to meet community needs and are subject to change. One-Stop locations are sited based on local economic conditions, community needs and fiscal viability. All locations are subject to approval by the Riverside County Workforce Development Board and will be re-evaluated at least annually.

Entity	Entity Name & Contact	Address	Email
AJCC One-Stop Operator	Arbor E&T, LLC	23080 Alessandro Blvd., Suite 236 Moreno Valley, CA 92553	Ani.kitsinian@equusworks.com
Deputy Director of Workforce Development	HWS/WDD – Stephanie Adams	1325 Spruce St. Riverside, CA 92507	sjadams@rivco.org
Fiscal Agent	HWS – Esmeralda Oviedo	555 Arlington Ave., Suite 400 Riverside, CA 92504	jabeedles@rivco.org
Chief Elected Official	BOS – V. Manuel Perez	4080 Lemon St., 5 th Floor Riverside, CA 92502	
State Agency	EDD - Carolyn Reyna	1325 Spruce Street, Ste. 400 Riverside, CA 92507	carolyn.reyna@edd.ca.gov
Workforce Development Board	Jamil Dada	1325 Spruce Street, Ste. 400 Riverside, CA 92507	jdada@myprovident.com

Space Allocation

ATTACHMENT D1

Riverside Co-located Partners	Square Footage	Square Footage % Per Partner	Partner Allocation of the \$950,053
Goodwill	80	0.3%	\$2,850
Dept. of Rehab	172	0.6%	\$5,700
Job Corps	116	0.4%	\$3,800
EDD	9,467	33%	\$313,518
HWS/WDD	18,620	65.7%	\$624,185
Totals	28,455	100%	\$950,053

(Dedicated space + (Total Common Space – Resource Area Space)) / Total Space
 (28455 + (8906 – 4723)) / 36371 = 89.7 (or 90%); 90% x \$807,436 = \$726,692 per year

Indio Co-located Partners	Square Footage	Square Footage % Per Partner	Partner Allocation of the \$164,929
Dept. of Rehab	128	2%	\$3,299
EDD	2,208	27%	\$44,531
HWS/WDD	5,880	61%	\$100,606
Equus Indio YOC	998	10%	\$16,493
Totals	9,214	100%	\$164,929

(Dedicated Space + (Total Common Space – Resource Area Space)) / Total Space
 (8216 + (9252 – 6447)) / 17468 = .63 (or 63%); 63% x 530,328 = 334,107 per year
 133

Hemet Co-located Partners**	Square Footage	Square Footage % Per Partner	Partner Allocation of \$ 208,197
DOR	64	2%	\$4,164
EDD	1,899	68%	\$141,574
HWS/WDD	832	30%	\$62,459
Totals	2,795	100%	\$208,197

(Dedicated Space + (Total Common Space – Resource Area Space)) / Total Space
 (2795 + (3074 -1804)) / 5153 = .79 (or 79%); 79% x \$123,672 = \$97,701 per year

Moreno Valley Co-located Partners	Square Footage	Square Footage % Per Partner	Partner Allocation of \$245,606
MVBERC	4,976	100%	\$245,606
Totals	4,976	100%	\$245,606

All infrastructure costs are currently covered by the City of Moreno Valley

Blythe Co-located Partners	Square Footage	Square Footage % Per Partner	Partner Allocation of \$ 83,844
Totals	2,329	100%	\$83,844

Dedicated & Common Space Actuals

*** All numbers contained within this Amended Space Allocation are approximations.
 In the event of a conflict in terms between the Amended Space Allocation and the respective lease or license agreements relating to such dedicated, shared, and/or total space, the terms of the subject lease or license agreement shall prevail.

AJCC Infrastructure Budget*** AJCC #1 Riverside		
Cost Category/Line Item	Line Item Cost Detail	Cost
Rent (Includes Rent, Utilities, Insurance & Bldg Maintenance)		
Rental of Facilities		
Total Space	36371 Sq Ft	\$ 959,649
LFM Space Allocation via Square Footage	90% of Total Cost	\$ 950,053
Rental Costs Subtotal:		\$ 959,649
Utilities and Maintenance		
Telephones (Landlines)		
Total Lines	55	\$ 8,184
Common Lines (\$12.40 Per Line)	5	\$ 744
Utilities and Maintenance Costs Subtotal:		\$ 8,184
Equipment		
Maint – Office Equipment		
Total	23	\$ 3,788
Common (\$13.72 per)	8	\$ 1,317
Equipment Costs Subtotal:		\$ 3,788
Technology to Facilitate Access to the AJCC		
RCIT		
Total	99	\$ 177,459
Common (149.38 per computer)	51	\$ 91,421
High-Speed Internet		
Total	99	\$ 59,714
Common (50.26 per PC, per month)	51	\$ 30,759
Technology to Facilitate Access Costs Subtotal:		\$ 237,173
TOTAL INFRASTRUCTURE COST FOR THIS AJCC:		\$ 1,208,794
TOTAL INFRASTRUCTURE COST TO BE SHARED FOR THIS AJCC:		\$1,074,294

AJCC Infrastructure Budget*** AJCC #1 Riverside Goodwill of Southern California		
Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Total Space (1 st Floor)	36371 Sq. Ft	\$ 959,649
LFM Space Allocation via Square Footage	90% of Total Cost	\$ 950,053
Partner Share (80 Sq. Ft)	.3%	\$ 2,850
Utilities and Maintenance		
Telephones (Landlines)		
Common Lines (\$12.40 Per Line)	5	\$ 744
Partner Share	3%	\$ 22
Equipment		
Maint – Office Equipment		
Common (13.72 per)	8	\$ 1,317
Partner Share	3%	\$ 40
Technology to Facilitate Access to the AJCC		
RCIT		
Common (149.38 Per Computer)	51	\$ 91,421
Partner Share	3%	\$ 2,742
High-Speed Internet		
Common (50.26 Per PC, Per Month)	51	\$ 30,759
Partner Share	3%	\$ 923
Total Annual Partner Share of Cost:		\$ 6578
Total Monthly Partner Share of Cost:		\$ 548.17
**Other Shared AJCC Cost :		\$ 2,000

AJCC Infrastructure Budget***
AJCC #1 Riverside
Employment Development Department

Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Total Space	36371 Sq Ft	\$ 959,649
LFM Space Allocation via Square Footage	90% of Total Cost	\$ 950,053
Partner Share	33 %	\$ 313,517
Utilities and Maintenance		
Telephones (Landlines)		
Common Lines (\$12.40 Per Line)	5	\$ 744
Partner Share	33%	\$ 246
Equipment		
Maint – Office Equipment		
Common (13.72 per)	8	\$ 1,317
Partner Share	33%	\$ 435
Technology to Facilitate Access to the AJCC		
RCIT		
Common (149.38 Per Computer)	51	\$ 91,421
Partner Share	33 %	\$ 30,169
High-Speed Internet		
Common (50.26 Per PC, Per Month)	51	\$ 30,759
Partner Share	33%	\$ 10,150
Total Annual Partner Share of Cost:		\$ 354,517
Total Monthly Partner Share of Cost:		\$ 29,543
**Other Shared AJCC Cost :		\$ 41,000

AJCC Infrastructure Budget***
AJCC #1 Riverside
California Department of Rehabilitation

Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Dedicated Space (1 st floor office)	172 Sq Ft	\$ 3,901
LFM Space Allocation via Square Footage	90% of Total Cost	\$ 950,053
Partner Share	6%	\$ 5,700
Utilities and Maintenance		
Telephones (Landlines)		
Common Lines (\$12.40 Per Line)	5	\$ 744
Partner Share	6%	\$ 45
Equipment		
Maint – Office Equipment		
Common (\$13.72 per)	8	\$ 1,317
Partner Share	6%	\$ 79
Technology to Facilitate Access to the AJCC		
RCIT		
Common (\$149.38 per computer)	51	\$ 91,421
Partner Share	6%	\$ 5,485
High-Speed Internet		
Common (\$50.26 Per PC, Per Month)	51	\$ 30,759
Partner Share	6%	\$ 1,846
Total Partner Share of Infrastructure Cost :		\$ 17,056
**Other Shared AJCC Cost :		\$ 750
Total Monthly Partner Share of Cost :		\$ 1,421.33

AJCC Infrastructure Budget*** AJCC #2 Indio		
Cost Category/Line Item	Line Item Cost Detail	Cost
Rent (Includes Rent, Utilities, Insurance & Bldg Maintenance)		
Rental of Facilities		
Total Space	17468 Sq Ft	\$ 261,792
LFM Space Allocation via Square Footage	63% of Total Cost	\$ 164,929
Rental Costs Subtotal:		\$ 261,792
Utilities and Maintenance		
Telephone (Landlines)		
Total (10.83 Per)	10	\$ 1,300
Common	6	\$ 780
Utilities and Maintenance Costs Subtotal:		
Equipment		
Maint – Office Equipment		
Total (44.45 per)	11	\$ 5,868
Common	6	\$ 3,200
Equipment Costs Subtotal:		\$ 5,868
Technology to Facilitate Access to the AJCC		
RCIT		
Total	81	\$ 145,197
Common (149.38 Per Computer)	66	\$ 118,309
High-Speed Internet		
Total	81	\$ 9,483
Common (9.76 per PC, per month)	66	\$ 7,730
Technology to Facilitate Access Costs Subtotal:		\$ 154,680
TOTAL INFRASTRUCTURE COST FOR THIS AJCC:		\$ 423,640
TOTAL INFRASTRUCTURE COST TO BE SHARED FOR THIS AJCC:		\$ 294,948

AJCC Infrastructure Budget***
AJCC #2 Indio
Employment Development Department

Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Total Space	17468 Sq Ft	\$ 261,792
LFM Space Allocation via Square Footage	63% of Total Cost	\$ 164,929
Partner Share	27 %	\$ 44,531
Utilities and Maintenance		
Telephones (Landlines)		
Common Lines (\$12.40 Per Line)	6	\$ 780
Partner Share	27 %	\$ 211
Equipment		
Maint – Office Equipment		
Common (\$13.72 Per)	6	\$ 3,200
Partner Share	27%	\$ 864
Technology to Facilitate Access to the AJCC		
RCIT		
Common (149.38 Per Computer)	66	\$ 118,309
Partner Share	27 %	\$ 31,943
High-Speed Internet		
Total	66	\$ 7,730
Common (50.26 Per PC, Per Month)	27%	\$ 2,087
Total Annual Partner Share of Cost:		\$ 79,636
Total Monthly Partner Share of Cost:		\$ 6,636

AJCC Infrastructure Budget***
AJCC #2 Indio
California Department of Rehabilitation

Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Dedicated Space	128 Sq Ft	\$ 6,434
LFM Space Allocation via Square Footage	67% of Total Cost	\$ 261,792
Partner Share	2%	\$ 5,236
Utilities and Maintenance		
Telephones (Landlines)		
Common Lines (\$12.40 Per Line)	6	\$ 780
Partner Share	2%	\$ 16
Equipment		
Maint – Office Equipment		
Common (\$13.72 per)	6	\$ 3,200
Partner Share	2%	\$ 64
Technology to Facilitate Access to the AJCC		
RCIT		
Common (\$149.38 per computer)	66	\$ 118,309
Partner Share	2%	\$ 2,366
High-Speed Internet		
Common (\$50.26 Per PC, Per Month)	66	\$ 7,730
Partner Share	2%	\$ 155
Total Annual Partner Share of Cost:		\$ 14,271
Total Monthly Partner Share of Cost:		\$ 1,189

AJCC Infrastructure Budget*** AJCC #2 Indio Equus Indio YOC		
Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Total Space	17468 Sq Ft	\$ 261,792
LFM Space Allocation via Square Footage	63% of Total Cost	\$ 164,929
Partner Share	10 %	\$ 16,430
Utilities and Maintenance		
Telephones (Landlines)		
Common Lines (\$12.40 Per Line)	6	\$ 780
Partner Share	10%	\$ 211
Equipment		
Maint – Office Equipment		
Common (\$13.72 Per)	6	\$ 3,200
Partner Share	10%	\$ 864
Technology to Facilitate Access to the AJCC		
RCIT		
Common (149.38 Per Computer)	66	\$ 118,309
Partner Share	10%	\$ 31,943
High-Speed Internet		
Total	66	\$ 7,730
Common (50.26 Per PC, Per Month)	10%	\$ 2,087
Total Annual Partner Share of Cost:		\$ 79,636
Total Monthly Partner Share of Cost:		\$ 6,636

AJCC Infrastructure Budget*** AJCC #3 Hemet		
Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Rental of Facilities		
Total Space	5153 Sq. Ft	\$ 263,540
LFM Space Allocation via Sq. Ft.	79% of Total Cost	\$ 208,197
Rental Costs Subtotal:		\$ 263,540
Utilities and Maintenance		
Telephones Service (Landlines)		
Total (3.92 per)	16	\$ 752
Common	4	\$ 188
Utilities and Maintenance Costs Subtotal:		\$ 752
Equipment		
Maint – Office Equipment		
Total (11.93 per)	6	\$ 859
Common	4	\$ 573
Equipment Costs Subtotal:		\$ 859
Technology to Facilitate Access to the AJCC		
RCIT		
Total (149.38 per)	34	\$ 60,947
Common	21	\$ 37,644
High-Speed Internet		
Total	34	\$ 5,483
Common (13.44 Per PC, Per Month)	21	\$ 3,387
Technology to Facilitate Access Costs Subtotal:		\$ 66,430
TOTAL INFRASTRUCTURE COST FOR THIS AJCC:		\$ 331,581
TOTAL INFRASTRUCTURE COST TO BE SHARED FOR THIS AJCC:		\$ 249,989

AJCC Infrastructure Budget***
AJCC #3 Hemet
Employment Development Department

Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Total Space	5153 Sq. Ft	\$ 263,540
LFM Space Allocation via Square Footage	79% of Total Cost	\$ 208,197
Partner Share (1899 Sq. Ft)	68%	\$ 141,574
Utilities and Maintenance		
Telephones (Landlines)		
Common Lines (12.40 Per Line)	4	\$ 752
Partner Share	68%	\$ 511
Equipment		
Maint – Office Equipment		
Common (\$13.72)	4	\$ 573
Partner Share	68%	\$ 390
Technology to Facilitate Access to the AJCC		
RCIT		
Common (149.38 per computer)	21	\$ 37,644
Partner Share	68%	\$ 25,598
High-Speed Internet		
Common (50.26 Per PC, Per Month)	21	\$ 3,387
Partner Share	68%	\$ 2,303
Total Annual Partner Share of Cost:		\$ 170,376
Total Monthly Partner Share of Cost:		\$ 14,198

AJCC Infrastructure Budget***
AJCC #3 Hemet
California Department of Rehabilitation

Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Total Space	5153 Sq. Ft	\$ 263,540
LFM Space Allocation via Square Footage	79% of Total Cost	\$ 208,197
Partner Share (64 Sq. Ft)	2%	\$ 4,164
Utilities and Maintenance		
Telephones (Landlines)		
Common Lines (\$12.40 Per Line)	4	\$ 188
Partner Share	2%	\$ 4
Equipment		
Maint – Office Equipment		
Common (\$13.72 per)	6	\$ 573
Partner Share	2%	\$ 11
Technology to Facilitate Access to the AJCC		
RCIT		
Common (\$149.38 per computer)	21	\$ 37,644
Partner Share	2%	\$ 753
High-Speed Internet		
Common (\$50.26 Per PC, Per Month)	34	\$ 5,483
Partner Share	2%	\$ 110
Total Annual Partner Share of Cost:		\$ 5,042
Total Monthly Partner Share of Cost:		\$ 420

AJCC Infrastructure Budget*** AJCC #4 Moreno Valley Employment Resource Center		
Cost Category/Line Item	Line Item Cost Detail	Cost
Rent (Includes Rent, Utilities, Insurance & Bldg Maintenance)		
Dedicated Space	4,976 sq. ft.	\$ 159,844
Partner Share*	100%	\$ 159,844
Rental Costs Subtotal:		\$ 159,844
Utilities and Maintenance		
Telephones (Landlines)		
Total Lines	11	\$ 1,932
Common Lines (\$176 Per Line)	2	\$ 351
Partner Share*	100%	\$ 1,932
Utilities and Maintenance:		\$ 1,932
Equipment		
Maint – Office Equipment		
Total	2	\$ 1,200
Common (\$600 Per)	2	\$ 1,200
Partner Share*	100%	\$ 1,200
Equipment:		\$ 1,200
Technology to Facilitate Access to the AJCC		
MoVal IT		
Total	40	\$ 75,646
Common (\$1891 Per Computer)	29	\$ 54,843
Partner Share*	100%	\$ 75,646
High-Speed Internet		
Total	40	\$ 6,984
Common (\$175 Per Computer)	29	\$ 5,063
Partner Share*	100%	\$ 6,984
Technology to Facilitate Access to the AJCC:		\$ 82,630
TOTAL INFRASTRUCTURE COST FOR THIS AJCC:		\$ 245,606
TOTAL ANNUAL PARTNER SHARE OF COST:		\$ 245,606
TOTAL MONTHLY PARTNER SHARE OF COST:		\$ 20,467

AJCC Infrastructure Budget***
AJCC Infrastructure Budget***
AJCC Affiliate Blythe
Employment Development Department

Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Dedicated Space	2062 Sq. Ft	\$ 83,844
Partner Share	89%	\$ 79,038
Utilities and Maintenance		
Telephones (Landlines)		
Common Lines (\$25.97 Per Line)	3	\$ 935
Partner Share	89%	\$ 832
Equipment		
Maint – Office Equipment		
Common (13.72 per)	7	\$ In-Kind from PVCC
Partner Share		\$ 0
Technology to Facilitate Access to the AJCC		
Computers		
Common (149.38 Per Computer)	3	\$ In-Kind from HWS
Partner Share		\$ 0
High-Speed Internet - PVCC		
Common (50.26 Per PC, Per Month)	3	\$ In-Kind from PVCC
Partner Share		\$ 0
Total Annual Partner Share of Cost:		\$ 79,870
Total Monthly Partner Share of Cost:		\$ 6,656

AJCC Infrastructure Budget*
AJCC Affiliate Blythe
Department of Rehabilitation**

Cost Category/Line Item	Line Item Cost Detail	Cost
Rent		
Dedicated Space	267 Sq. Ft	\$ 83,844
Partner Share	11 %	\$ 4,806
Utilities and Maintenance		
Telephones (Landlines)		
Common Lines (\$25.97 Per Line)	3	\$ 935
Partner Share	11%	\$ 103
Equipment		
Maint – Office Equipment		
Common (13.72 per)	7	\$ In-Kind from PVCC
Partner Share		\$ 0
Technology to Facilitate Access to the AJCC		
Computers		
Common (149.38 Per Computer)	3	\$ In-Kind from HWS
Partner Share		\$ 0
High-Speed Internet - PVCC		
Common (50.26 Per PC, Per Month)	3	\$ In-Kind from PVCC
Partner Share		\$ 0
Total Annual Partner Share of Cost:		\$ 4,909
Total Monthly Partner Share of Cost:		\$ 409

Partner In-Kind Budgets

ATTACHMENT D3

In-Kind Contribution for AJCC Operator Per Partner

Partner	Compute Methodology	Partner Share	Share in Cash	Share in In-Kind
T- I Adult/Dislocated Worker/Youth	40%	\$ 40,000	\$100,000	----
T-II Adult Ed/Literacy	6%	\$ 6,000		\$ 7,584
T-III Wagner-Peyser/Veterans/TAA/MSFW	40%	\$ 40,000		\$ 41,000
Unemployment Comp	.75%	\$ 750		\$ 1,000
Goodwill CA	2%	\$ 2,000		\$ 50,000
Career Tech/Ed	1%	\$ 1,000		\$ 6,312
T-IV Voc Rehab	.75%	\$ 750		\$ 4,000
TANF/CalWorks	.75%	\$ 750		\$ 109,512
T-V OAA	.75%	\$ 750		\$ 9,695
Job Corps	1%	\$ 1,000		\$ 42,288
Native American	2%	\$ 2,000		\$ 2,000
Youth Build	1%	\$ 1,000		\$ 1,000
Housing Authority	.75%	\$ 750		\$ 750
CAP	1%	\$ 1,000		\$ 1,000
CET	.75%	\$ 750		\$ 750
EI Sol	.75%	\$ 750		\$ 750
Lighthouse Social Service Centers				
Total Budget:		\$100,000	\$100,000	\$ 277,641

- ❖ Title I Adult, Dislocated Workers and Youth
 - County of Riverside Housing and Workforce Solutions Department, Workforce Development Division
 - Inland Empire Job Corps
 - YouthBuild
 - California Family Life Centers
 - Riverside County Office of Education
 - Native American Programs
 - California Indian Manpower Consortium Inc.
 - Soboba Band of Luiseno Indians
 - Migrant Seasonal Farmworkers
 - Center for Employment Training
 - State of California Employment Development Department
- ❖ Title II Adult Education and Literacy
 - Alvord Unified School District
 - Beaumont Unified School District
 - Coachella Valley Unified School District
 - Corona-Norco Unified School District
 - Jurupa Unified School District
 - Lake Elsinore Unified School District
 - Moreno Valley Unified School District
 - Mt. San Jacinto Community College
 - Riverside Unified School District
 - Riverside County Office of Education
 - Val Verde Adult School
 - College of the Desert
 - Mt. San Jacinto Community College
- ❖ Title III Wagner-Peyser
 - State of California Employment Development Department
- ❖ Title IV Vocational Rehabilitation
 - California Department of Rehabilitation
- ❖ Carl Perkins Career and Technical Education
 - College of the Desert
 - Mt. San Jacinto Community College
 - Riverside Community College
- ❖ TANF/CalWorks
 - Riverside County Department of Public Social Services
- ❖ Trade Adjustment Assistant Act
 - State of California Employment Development Department
- ❖ Housing and Urban Development
 - Housing Authority of the County of Riverside
- ❖ Title V Older Americans Act
 - SER-Jobs for Progress
- ❖ Veterans
 - State of California Employment Development Department
- ❖ Community Services Block Grant
 - County of Riverside Community Action Partnership
- ❖ Unemployment Compensation
 - State of California Employment Development Department
- ❖ Second Chance
 - Lighthouse Social Service Centers

- ❖ Title IV Tribal TANF
 - Soboba Band of Luiseno Indians
- ❖ Title II Adult Ed
 - El Sol Neighborhood Education Center
- ❖ Title I WIOA Adult Customized Career Training Services
 - Goodwill Industries of Southern California
- ❖ Comprehensive AJCC Site
 - City of Moreno Valley
- ❖ Title IV – Rehabilitation Act for Vocational Rehabilitation (VR) Services
 - Department of Developmental Services

Career Services:

Career services include self-help services, services requiring minimal staff assistance and services requiring more staff involvement, generally provided to individuals unable to find employment through basic career services and deemed to be in need of more concentrated services to obtain employment; or who are employed but deemed to be in need of more concentrated services to obtain or retain employment that allows for self-sufficiency.

1. **Eligibility Determination:** This is the process of obtaining and documenting information about an individual's circumstances and comparing that information with the criteria set by an agency or program to decide if the individual qualifies for participation.
2. **Intake and Orientation:** Outreach activities involve the collection, publication, and dissemination of information on program services available and directed toward jobless, economically disadvantaged, and other individuals. Intake is the process of collecting basic information, e.g., name, address, phone number, SSN, and all other required information to determine eligibility or ineligibility for an individual's program. Orientation, whether offered in a group setting, one-on-one, or electronically, is the process of providing broad information to customers in order to acquaint them with the services, programs, staff, and other resources at the America's Job Center of California (AJCC), affiliate, or self-service location.
3. **Initial Assessment:** For individuals new to the workforce system, initial assessment involves the gathering of basic information about skill levels, aptitudes, abilities, barriers, and supportive service needs in order to recommend next steps and determine potential referrals to partners or community resources.
4. **Job Search, Placement Assistance, and Career Counseling:** Job Search helps an individual seek, locate, apply for, and obtain a job. It may include but is not limited to: job finding skills, orientation to the labor market, resume preparation assistance, development of a job search plan, job development, referrals to job openings, placement services, job finding clubs, job search workshops, vocational exploration, relocation assistance, and re-employment services such as orientation, skills determination, and pre-layoff assistance. Placement Assistance is a service that helps people to identify and secure paid employment that matches their aptitude, qualifications experiences, and interests. Career Counseling is a facilitated exploration of occupational and industrial information that will lead to a first, new, or a better job for the individual.
5. **Employment Statistics-Labor Market Information:** Collect and report data about employment levels, unemployment rates, wages and earnings, employment projections, jobs, training resources, and careers; see ONet, CalJOBSsm, LMI.
6. **Eligible Provider Performance / Program Cost Information:** Collect and provide information on:
 - A. Eligible training service providers (described in WIOA Section 122)
 - B. Eligible youth activity providers (described in WIOA Section 123).
 - C. Eligible adult education providers (described in WIOA Title II).
 - D. Eligible postsecondary vocational educational activities and vocational educational activities available to school dropouts under the Carl Perkins Act (20 USC 230 I).
 - E. Eligible vocational rehabilitation program activities (described in Title I of the Rehabilitation Act of 1973).
7. **Local Performance Information:** Collect and provide information on the local area's recent performance measure outcomes.
8. **Supportive Services' Information:** Collect and provide information on services such as transportation, childcare, dependent care, housing, and needs-related payments that are necessary to enable an individual to participate in employment and training activities.

9. **Unemployment Insurance:** Collect and provide information on filing claims for state benefit payments that protect individuals from economic insecurity while they look for work. Claims may be filed on-line or via telephone available in the AJCC.
10. **Eligibility Assistance:** Provide guidance to individuals on eligibility for other programs and on financial aid assistance for training and education programs that are available in the local area.
11. **Follow-Up Services:** Services provided to participants who are placed in unsubsidized employment, for not less than 12 months after the first day of the employment. These services assist those individuals to maintain employment or qualify for promotions with that employment
12. **Comprehensive and Specialized Assessments:** A closer look at the skills levels and service needs that may include:
 - A. Diagnostic Testing and use of other assessment tools; and
 - B. In-depth interviewing and evaluation to identify employment barriers and appropriate employment goals
13. **Individual Employment Plan Development:** Working with individuals to identify their employment goals, the appropriate achievement objectives, and the appropriate combination of services that will help the individual achieve those goals.
14. **Group Counseling**
15. **Individual Counseling and Career Planning**
16. **Case Management:** For participants who receive training services under WIOA Section 134(d)(4).
17. **Short-Term Prevocational Services:** Can include development of learning skills, communication skills, interviewing skills, punctuality, personal maintenance skills, and professional conduct, to prepare individuals for unsubsidized employment or training.

Training Services:

Services offered through a training provider to help individuals upgrade their skills, earn degrees and certifications, or otherwise enhance their employability through learning and education. Types of training services include:

1. **Occupational Skills Training:** An organized program of study that provides specific vocational skills that lead to proficiency in performing actual tasks and technical functions required by certain occupational fields at entry, intermediate or advanced levels
2. **On-the-Job Training (OJT):** Training by an employer that is provided to a paid participant while engaged in productive work that is limited in duration, provides knowledge or skills essential to the full and adequate performance of the job, and reimburses the employer for the costs associated with training the OJT trainee often calculated based on a percentage of the trainee's wages
3. **Workplace and cooperative education:** Programs that combine workplace training with related instruction, which may include cooperative education programs
4. Training programs operated by the private sector
5. **Skills upgrading and retraining:** Courses that prepare persons for entrance into a new occupation through instruction in new and different skills demanded by technological changes. These courses train incumbent workers in specific skills needed by that business or industry and that lead to potential career growth and increased wages. This includes courses that develop professional competencies that are particularly relevant to a vocational & occupational goal. It must be demonstrated that the training will result in the workers' acquisition of transferable skills or an industry-recognized certification or credential.
6. **Entrepreneurial training**

7. **Job-readiness training**

8. **Adult Education and Literacy (ABE/ESL/ASE) programs:**

Adult education programs provide services to (1) assist adults to become literate and obtain the knowledge and skills necessary for employment and economic self-sufficiency; (2) assist adults who are parents or family members to obtain education and skills; (3) assist adults in attaining a secondary school diploma and postsecondary education and training, including through career pathways; and (4) assist immigrants and other individuals who are English language learners. Services include, but are not limited to, a comprehensive assessment and placement, orientation and counseling, instruction, coursework, or workshops that provide direction for the development and ability for adult learners to read, write, and speak in English, compute, and solve problems, at levels of proficiency necessary to function in society or on the job.

9. **Customized training:** Training that is designed to meet the special requirements of an employer or group of employers and that is conducted with a commitment by the employer to employ an individual upon successful completion of the training and for which the employer pays for a portion of the cost of training

Business Services:

AJCC services offered to employers include:

1. **Employer needs assessment:** Evaluation of employer needs, particularly future hiring and talent needs.
2. **Job posting:** Receiving and filling of job openings; searching resumes; providing access to a diverse labor pool
3. **Applicant pre-screening:** Assessing candidates according to the employer's requirements and hiring needs; referring candidates based on their knowledge, skills, and abilities relative to the employer requirements.
4. **Recruitment assistance:** Raising awareness of employers and job openings and attracting individuals to apply for employment at a hiring organization. Specific activities may include posting of employer announcements, provision of job applications, and hosting job fairs and mass recruitments
5. **Training assistance:** Providing training resources to enable employers to upgrade employee skills, introduce workers to new technology, or to help employees transition into new positions.
6. **Labor Market Information:** Access to information on labor market trends, statistics, and other data related to the economy, wages, industries, etc.
7. **Employer information and referral:** Provision of information on topics of interest to employers such as services available in the community, local training providers, federal laws and requirements, tax information, apprenticeship programs, human resource practices, alien labor certification, incentive programs such as WOTC or the federal bonding program, etc.
8. **Rapid Response and Layoff Aversion:** Provision of services to prevent downsizing or closure, or to assist during layoff events. Strategies may include incumbent worker training to avert lay-offs, financing options, employee ownership options, placement assistance, worker assessments, establishment of transition centers, labor-management committees, peer counseling, etc.

Career Services:	Career Services offered through the AJCC include services: CS1 - 17
Training Services:	Training Services offered through the AJCC include services: TS1 - 9
Employer Services:	Employer Services offered to employers include services: ES1 - 8

Required Partner Services

ATTACHMENT G

Partner Name	Program Name (from Attachment A)	Services (Enter Number from Attachment E)			Service Delivery Method (Attachment I)	Location Code (Attachment B)
		Career	Training	Employer		
Alvord Unified School District	Title II – Adult Education & Literacy	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
Beaumont Unified School District	Title II - Adult Education & Literacy	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
Coachella Valley Unified School Dist.	Title II - Adult Education & Literacy	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
Corona-Norco Unified School Dist.	Title II - Adult Education & Literacy	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
Jurupa Unified School Dist.	Title II - Adult Education & Literacy	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
Lake Elsinore Unified School Dist.	Title II - Adult Education & Literacy	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
Moreno Valley Unified School Dist.	Title II - Adult Education & Literacy	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
Mt. San Jacinto Community College Dist.	Title II - Adult Education & Literacy	CS2-CS5, CS8, CS10, CS12, CS13, CS15, CS17	TS7 & TS8		T, A, B, P	
Murrieta Valley Unified School Dist.	Title II - Adult Education & Literacy	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
Riverside County Office of Education	Title I – Youth Build; Title II - Adult Education & Literacy; WIOA Programs	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
Riverside Unified School Dist.	Title II - Adult Education & Literacy	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
Val Verde Adult School	Title II - Adult Education & Literacy	CS2-CS5, CS8, CS12, CS17	TS7 & TS8		T, A, B, P	
HWS/Housing	Housing Programs	CS1, CS8, CS10				

Partner Name	Program Name (from Attachment A)	Services (Enter Number from Attachment E)			Service Delivery Method (Attachment I)	Service Delivery Method (Attachment I)
		Career	Training	Employer		
Riverside Comm. College, College of the Desert,	Career & Technical Education programs	CS2, CS3, CS4, CS10, CS13,	TS7 & TS8		T, A, B, P	
Mt San Jacinto Community College, College of the Desert	Title II - Adult Education & Literacy, Career & Technical Education	CS2-SC5, CS8, CS10, CS12, CS13, CS17	TS7 & TS8		T, A, B, P	
Department of Rehabilitation	Title I Part A & B Vocational Rehabilitation Programs	CS1-5, CS8, CS10, CS12-13, CS16-17	TS2, TS7-8		T, A, B	
Dept. of Public Social Services	Title IV - TANF, Welfare-to-Work	CS1-6, CS8-11, CS12-13, CS17	TS2, TS7-8		C, T, A, B	
SER-Jobs for Progress	Title V - Senior Community Services, Employment	CS2-4, CS6, CS8, CS12-13	TS7		T, A, B, P	
EDD – TAA/TRA	Title II - NAFTA	CS2-5, CS12-13			FT, T, A, B	089, 090, 330, 16160
EDD – UI Branch	Unemployment Insurance	CS9			T, A	
EDD – Workforce Services	Title III - Wagner-Peyser	CS2-5, CS9, CS13			FT, T, A, B, P	089, 090, 330, 16160
EDD - Veterans	Vet Programs	CS2-5, CS12-13			FT, T, A, B, P	089, 090, 330, 16160
EDD – Farm Workers	Title I - Migrant & Seasonal Farm Workers Programs	CS2-5			FT, T, A, B, P	090, 16160
HWS – Workforce Development Division	Title I Adult, Dislocated Workers, and Youth Programs	CS1-8, CS10-11, CS13-17	TS1-5, TS7, TS9	ES1-8	FT, T, A, B, P	089, 090, 330, 16160
Strategix Management LLC (Job Corps)	Title I - Job Corps	CS1-5, CS8, CS11, CS13-16	TS1, TS7-TS9	BS2, BS4, BS6	FT, T, A, B, P	089

Partner Name	Program Name	Services (Enter Number from Attachment E)			Service Delivery Method (Attachment I)	Service Delivery Method (Attachment I)
		Career	Training	Employer		
California Family Life Centers	Title I - YouthBuild	CS1-8, CS10-17	TS1, TS3, TS7, TS9		C/OFF, T, B	069, 239, 272
Center for Employment Training - CET	Title I - Migrant Seasonal Farmworkers; Title II -Vocational Education	CS2-4, CS10, CS13, CS17	TS7-8		T, A, B, P	
CA Indian Manpower Consortium, Inc.	Title I – Native American Programs, Workforce Development Programs	CS1-8, CS10-11, CS13-17	TS1-7, TS9		T, A, B, P	
LightHouse Social Service Program	Title I – Second Chance					

Required Partner Services: The table above identifies the services each required partner will provide and the method(s) of service delivery each partner will use. The services are identified by the numbers listed for each service in the AJCC Services Document. The service delivery methods are identified by the codes listed in the AJCC Services Document.

Additional Partner Services

ATTACHMENT H

Partner Name	Program Name (from Attachment A)	Services (Enter Number from Attachment E)			Service Delivery Method (Attachment I)	Location Code (Attachment B)
		Career	Training	Employer		
El Sol Neighborhood Education Center	Title II – Adult Ed., ESL, HS Equivalency, EI Civics	CS2-3, CS11-12, CS15	TS3 & TS7-8		T, B, P	
Soboba Band of Luiseno Indians	Title IV – Tribal TANF	CS2-4, CS6, CS12-13, CS17	TS2, TS7-8		T, A, B, P	
Goodwill Industries of Southern California	Title I Adult Customized Career Training Services	CS1-4, CS8, CS10, CS12-15	T1-5, T9	BS1-4		
Department of Developmental Services	Title IV – Rehabilitation Act – Vocational Rehabilitation (VR) Services					

Additional Partner Services: WIOA Section 121(b)(2)(B) describes the types of programs that may be included as "additional" programs in the AJCC service delivery system. The table above identifies the services each additional partner will provide and the method(s) of service delivery each partner will use. The services are identified by the corresponding numbers listed for each service in the AJCC Services document. The service delivery methods are identified by the codes listed in the AJCC Services Document.

Per WIOA Section 121 (c) access to each partner's services and activities other than those identified in Section B will be provided as follows:

Partner Name	Program Name	Method of Access to Other Services

Riverside County
America's Job Center of California
WIOA PARTNER REFERRAL FOR SERVICES

Date: _____
Customer's Name: _____
Address: _____
City: _____ State: _____ ZIP: _____
Phone: _____ Alternative Phone: _____

Referred To (Organization): _____
Street Address: _____
City: _____ State: _____ ZIP: _____
Contact Person: _____ Phone: _____ Ext.: _____

- Referred For:
- | | | |
|--|--|--|
| <input type="checkbox"/> Assessment | <input type="checkbox"/> SSI/SSDI | <input type="checkbox"/> Transportation |
| <input type="checkbox"/> Family Services | <input type="checkbox"/> Medical/Health Services | <input type="checkbox"/> Food Assistance |
| <input type="checkbox"/> Education/Training | <input type="checkbox"/> Financial Assistance | <input type="checkbox"/> UI |
| <input type="checkbox"/> Counseling, Personal | <input type="checkbox"/> Housing | <input type="checkbox"/> Senior Services |
| <input type="checkbox"/> Veteran's Services | <input type="checkbox"/> Abuse Advocate | <input type="checkbox"/> Crisis Intervention |
| <input type="checkbox"/> Placement/Job Development | <input type="checkbox"/> Vocational Rehabilitation | <input type="checkbox"/> Other |

Specify: _____

List of Other Agencies Referred To: _____

Referring from (Organization): _____
Street Address: _____
City: _____ State: _____ ZIP: _____
Referred By: _____ Phone: _____ Fax: _____
Response Requested: Yes No Phone Confirmation: Yes No
Date Referred: _____ Method of Referral: Fax Email Text
Comments: _____

- Attachments (if applicable):
- | | | |
|---|--|--|
| <input type="checkbox"/> Release of Information | <input type="checkbox"/> Assessments | <input type="checkbox"/> Intake/Eligibility or Employment Plan |
| <input type="checkbox"/> Payment Authorization | <input type="checkbox"/> Work Restrictions | <input type="checkbox"/> Other: _____ |

*Note to the Customer: "THIS IS A REFERRAL ONLY!"

Services will be determined by the provider according to the agency guidelines.

*Equal Opportunity Employer/Program

Auxiliary aids and services are available upon request to individuals with disabilities by calling (951) 955.3100 or TTY (951) 955.9050.
Individuals with speech and/or hearing impairments may call CA Relay 711.

Service Delivery Codes:	
Code	Method Description
FT	On-Site Staff Full Time
PT	On-Site Staff Part Time
C	Contracted Service On-Site Full Time
C/PT	Contracted Service On-Site Part Time
C/Off	Contracted Service Off-Site
T	Access Via Telephone
A	Access Via Automated System
B	Brochure/Handout
P	Posting at One-Stop Center
O	Other
NA	Not Applicable

Partner Acronyms

ATTACHMENT K

Partner Name	Acronyms
California Family Life Centers	CFLC
California Indian Manpower Consortium Inc. CEO	CIMC CEO
Coachella Valley Unified School District	CVUSD
College of the Desert	COD
Corona-Norco Unified School District	CNUSD
Department of Public Social Services	DPSS
Department of Rehabilitation	DOR
Housing and Workforce Solutions/Community Action Partnership	HWS/CAP
Housing and Workforce Solutions/Housing Authority	HWS/HA
Housing and Workforce Solutions/Workforce Development Division	HWS/WDD
Employment Development Department-Workforce Services	EDD/WS
Employment Development Department-Trade Adjustment Assistance- Trade Readjustment Allowance	EDD-TAA/TRA
Employment Development Department-Unemployment Insurance	EDD/UI
Employment Development Department-Veterans	EDD/VETS
Employment Development Department-Farm Workers	EDD/MSFW
Goodwill Industries of Southern California	
Jurupa Unified School District	JUSD
Lake Elsinore Unified School District	LEUSD
Moreno Valley Unified School District	MVUSD
Mt. San Jacinto Community College	MSJC
Murrieta Valley Unified School District	MVUSD
Riverside Community College District	RCCD
Riverside County Office of Education-Jail Program	RCOE
Riverside County Sherriff Department	RCSD
Soboba Band of Luiseno Indians	

ATTACHMENT L

Career Services and Consolidated Career Services Budget

Summary of Career Services Applicable to Each One-Stop Delivery System Partner (Phase I MOU)							
Basic Career Services	T-I Adult	T-I DW	T-I Youth	T-II AEL	T-III WP	T-IV VR	TANF
T-I Program Eligibility	X	X	X			X	
Outreach, Intake, Orient	X	X	X	X	X	X	X
Initial Assessment	X	X	X	X	X	X	X
Labor Exch/Job Search	X	X	X		X	X	X
Referrals to Partners	X	X	X	X	X	X	X
LMI	X	X	X		X	X	
Performance/Cost Info	X	X	X				X
Support Service Info	X	X	X			X	
UI Info/Assistance					X		
Financial Aid Info	X	X	X	X			
Basic Career Services	Tech Ed	T-V OAA	Job Corps	Native Am	MSF	YouthBuild	TAA
T-I Program Eligibility			X	X		X	
Outreach, Intake, Orient	X	X	X	X	X	X	X
Initial Assessment	X	X	X	X	X	X	X
Labor Exchange/Job Search	X	X	X	X	X	X	X
Referrals to Partners		X	X	X	X	X	X

LMI	X		X	X	X	X	X
Performance/Cost Info	X	X		X		X	
Support Service Info	X		X	X			
UI Info/Assistance						X	
Financial Aid Info	X		X	X			
Basic Career Services	Comm Act	Housing	UI	Veterans	Second Chance	EI Sol	CET
T-I Program Eligibility	X						
Outreach, Intake, Orient	X	X		X	X		X
Initial Assessment	X	X		X	X	X	X
Labor Exchange/Job Search		X		X			
Referrals to Partners	X	X		X	X	X	
LMI				X			
Performance/Cost Info							
Support Service Info							
UI Info/Assistance			X				
Financial Aid Info		X			X		X
Individual Career Services	T-I Adult	T-I DW	T-I Youth	T-II AEL	T-III WP	T-IV VR	TANF
Comp Assessment			X	X		X	
IEP	X	X	X		X	X	X
Career Plan/Counsel	X	X	X			X	X
Short-Term Prevoc.			X			X	
Internships/Work Experience			X	X		X	

Out-of-Area Job Search					X	X	
Financial Literacy	X	X	X				
Workforce Preparation	X	X	X	X		X	
Individual Career Services	Tech Ed	T-V OAA	Job Corps	Native Am	MSF	YouthBuild	TAA
Comp Assessment			X			X	X
IEP		X	X	X		X	X
Career Plan/Counsel	X	X	X	X	X	X	X
Short-Term Prevoc.			X			X	
Internships/Work Experience	X		X			X	
Out-of-Area Job Search			X		X		X
Financial Literacy			X	X		X	
Workforce Preparation	X	X	X	X		X	
Individual Career Services	Comm Act	Housing	UI	Veterans	Second Chance	El Sol	CET
Comp Assessment				X	X	X	
IEP	X	X		X		X	X
Career Plan/Counsel	X	X		X	X	X	X
Short-Term Prevoc							
Internships/Work Experience	X						
Out-of-Area Job Search				X			X
Financial Literacy							X
Workforce Preparation	X	X			X	X	X

Consolidated Career Services Budget

Consolidated Budget for the Delivery of Applicable Career Services							
Applicable Career Services	T-I Adult	T-I DW	T-I Youth	T-II AEL	T-III WP	T-IV VR	TANF
Basic Career Services: T-I Eligibility/Initial Assess Outreach, Intake, Orient Labor Exchange/Job Search Referrals/LMI Support Service Info UI Info/Fin Aid Info	\$ 1,367,763	\$ 1,122,968	\$ 200,170	\$ 289,338	\$ 2,485,739	\$ 1,069,085	\$ 8,632,202
Applicable Career Services	Tech Ed	T-V OAA	Job Corps	Native Am	MSF	Youth Build	TAA
Basic Career Services: T-I Eligibility/Initial Assess Outreach, Intake, Orient Labor Exchange/Job Search Referrals/LMI Support Service Info UI Info/Fin Aid Info	\$ 225,000	\$ 241,500	\$ 30,750	\$ 129,770	\$ 800,000	\$ 40,000	\$ 883,274
Applicable Career Services	Comm Act	Housing	UI	Veterans	Second Chance	El Sol	CET
Basic Career Services: T-I Eligibility/Initial Assess Outreach, Intake, Orient Labor Exchange/Job Search Referrals/LMI Support Service Info UI Info/Fin Aid Info	\$ 275,000	\$ 469,000	\$ 456	\$ 876,584	\$ 150,000	\$ 31,968	\$ 281,250

Applicable Career Services	T-I Adult	T-I DW	T-I Youth	T-II AEL	T-III WP	T-IV VR	TANF
Individual Career Services: Comp Assessment/IEP Career Plan/Counsel Short-Term Pre-vocational Internship/Work Experience Financial Literacy	\$ 810,975	\$ 892,439	\$ 1,268,584	\$ 289,338	\$ 480,974	\$ 1,069,085	\$ 16,527,416
Applicable Career Services	Tech Ed	T-V OAA	Job Corps	Native Am	MSF	Youth Build	TAA
Individual Career Services: Comp Assessment/IEP Career Plan/Counsel Short-Term Pre-vocational Internship/Work Experience Financial Literacy	\$ 225,000	\$ 125,753	\$ 30,750	\$ 129,770	\$ 120,000	\$ 44,000	\$ 146,473
Applicable Career Services	Comm Act	Housing	UI	Veterans	Second Chance	El Sol	CET
Individual Career Services: Comp Assessment/IEP Career Plan/Counsel Short-Term Pre-vocational Internship/Work Experience Financial Literacy	\$ 225,000	\$ 234,500	\$ 77,415	\$ 142,946	\$ 150,000	\$ 31,968	\$ 281,250
Consolidated budget total of career services delivered through the One-Stop system: \$ 45,874,658							



Inland Empire Regional Workforce Development Plan Program Years 2025-28

Inland Empire Regional Planning Unit

Riverside County Workforce Development Board
San Bernardino County Workforce Development Board

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I. Introduction and Overview

This four-year regional workforce development plan for the Inland Empire (IE) region has been developed to guide the region's workforce programs and services at a strategic level. It is intended to be used as a roadmap for coordination in the region that ensures effective workforce development for the community that supports individuals to build family-sustaining careers while enhancing the local economy.

The Inland Empire Regional Planning Unit (IERPU), which collectively developed this plan, includes the Riverside County Workforce Development Board (RCWDB) and the San Bernardino County Workforce Development Board (SBCWDB), which represent both local workforce development areas in the region, Riverside County (RC) and San Bernardino County (SBC). This plan was written in accordance with Directive WSD24-09 from the California Workforce Development Board (CWDB) and the Employment Development Department (EDD). The plan covers Program Years (PY) 2025 through 2028: PY 25-26, PY 26-27, PY 27-28, and PY 28-29.

Following an overview of the IE region and the planning process in this section, the plan is organized as follows:

Section II. Analytical Overview of the Region: An analysis of the region's economy, workforce, skills, key industries, and occupations with detailed labor market information

Section III. Regional Indicators: An overview of the objective metrics for selected regional indicators for progress in the IERPU, progress made, and lessons learned from tracking them

Section IV. Fostering Demand-Driven Skills Attainment: A discussion of the region's in-demand sectors, sector-based strategies, and how the region communicates with regional employers

Section V. Enabling Upward Mobility for All Californians: A plan for how the region is addressing job quality, targeted service strategies for underserved communities, climate and environmental sustainability, and equity

Section VI. Aligning, Coordinating, and Integrating Programs and Services: A summary of how the IERPU facilitates a high-functioning regional workforce system

The Inland Empire Region

The Inland Empire (IE) is located in Southern California, spanning from the edges of Los Angeles and Orange Counties to the west and the Nevada and Arizona borders to the east. It is home to over 4.6 million residents across two counties, Riverside and San Bernardino. The region is known for the unique landscape of the picturesque San Bernardino and San Jacinto Mountains towering over urban valleys that lead into the large expanse of the Mojave and Colorado Deserts traveling to the east. Tens of thousands of visitors a year come to camp in Joshua Tree National Park, sail in Big Bear Lake, enjoy the beautiful golf courses in Coachella Valley or the wineries of Temecula.

The IE region is known as a major Transportation and Logistics hub with a very high location quotient of 2.44 with 84% regional growth in the industry between 2017 and 2022.^{1,2} Facilitating Transportation and Logistics, the Inland Empire is home to three major airports, three major interstate highways, and two major railways. The vast majority of goods for Southern California flow through the region and to most states in the U.S., and many are also produced in the region by the region's 3,800 manufacturers.³ One can go nearly anywhere in the world and find products built in, produced in, and moved through the Inland Empire.

Regional Workforce Development Plan Development Process

The teams from the RCWDB and SBCWDB are housed within the Riverside County Workforce Development Division (RCWDD) of the Riverside County Housing and Workforce Solutions, and the San Bernardino County Workforce Development Department (SBCWDD). Collectively, these teams staff the Inland Empire Regional Planning Unit (IERPU) which coordinated and developed this regional plan, supported by MAP Advising and Growing Big Ideas. The regional team held regional stakeholder feedback sessions and job seeker listening sessions for feedback, as described in Appendix A.

¹ JobsEQ, Industry Spotlight, Transportation and Warehousing Riverside-San Bernardino-Ontario, CA MSA

² University of California, Riverside, *Transportation, Distribution, and Logistics in the Inland Empire*, February 2024

³ Number of manufacturers per the Manufacturers' Council of the Inland Empire:

<https://mfgcouncilie.com/secretary-stewart-knox-of-the-california-labor-workforce-development-agency-met-inland-manufacturers-in-riverside/>

II. Analytical Overview of the Region

To plan effectively for the regional workforce system, it is necessary to understand the demographics of the local workforce, the demands of regional industries, and where the opportunities lie. The data in this section comes primarily from JobsEQ, a labor market information tool from Chmura Economics & Analytics, unless otherwise noted. JobsEQ is a propriety blend of publicly available data sources such as the U.S. Bureau of Labor Statistics, job posting data, and analysis. The Inland Empire region is known as the Riverside-San Bernardino-Ontario CA Metropolitan Statistical Area (MSA) in public labor market data, and will be labeled as such in multiple places below.

Workforce and Economic Analysis

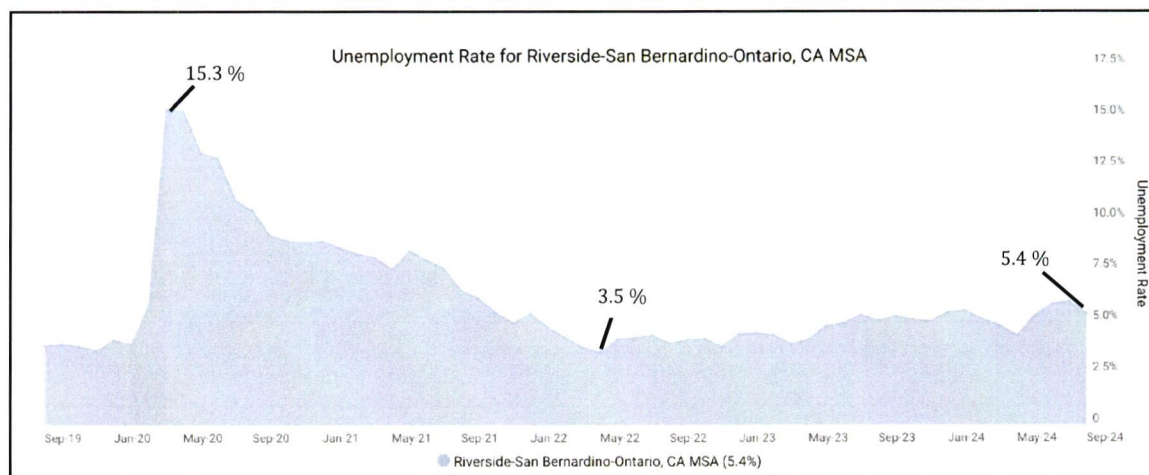
The population in the Riverside-San Bernardino-Ontario, CA MSA is approximately 4,610,050, with a civilian labor force of 2,180,516. The labor force participation rate is 61.2%. Its diverse population is 1.1% American Indian or Alaska Native, 7.3% Asian, 7.1% Black or African American, 0.3% Native Hawaiian or Other Pacific Islander, 23% Other Race, 15.4% Two or More Races, 45.8% White. Across all races, 52.8% are also Hispanic or Latino.

Of individuals 25 to 64 in the IE, 15.1% have a bachelor's degree which compares with 23.1% across the state. The median household income is \$81,190 and the median house value is \$451,953.⁴

Employment and Unemployment

Figure A shows the U-3 measure or the total unemployed as a percentage of the civilian labor force in the Inland Empire from September 2019 to September 2024. The U-3 is the official unemployment rate and the most commonly used statistic for measuring unemployment. There was a large spike in unemployment during the national recession caused by the COVID-19 pandemic in early 2020 (the national recession period is depicted with a shaded area of the graph).

Figure A: Regional Unemployment Rate



Source: JobsEQ

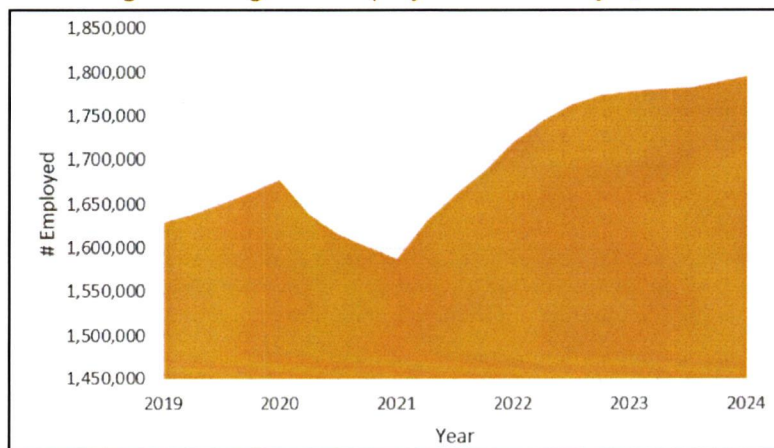
⁴ JobsEQ Economic Overview Riverside-San Bernardino-Ontario, CA MSA

As with most areas of the country during this time, the region experienced layoffs, reductions in labor hours, employers shifting teams to remote work, and the closure of multiple businesses. Unemployment in the Inland Empire reached 15.3% as a result.

However, the region steadily recovered, beginning around May 2020, with the lowest rate of 3.5% in May 2022. This decline in the unemployment rate may be due, in part, to the IERPU's response to the pandemic, which included offering virtual job seeker services, expansion of the human resources (HR) hotline to the entire region for businesses, increasing the number of On-the-Job Training (OJT) contracts to employers, and streamlining the OJT process by introducing new tools like DocuSign. These strategies support the business community, as well as job seekers in the region, and are discussed in more detail in the sections that follow below.

More recently, the unemployment rate began to climb, from its low in May 2022 to 5.4% as of September 2024. There could be several factors involved here, including inflation in the region. California State University, San Bernardino's Inland Empire Report on Business showed that while inflation has been managed well and decreased overall since the height of the pandemic, the Inland Empire had a higher year-over-year Consumer Price Index change than the U.S. average for most of 2023 and 2024.⁵

Figure B: Regional Employment Levels by Quarter



Source: JobsEQ

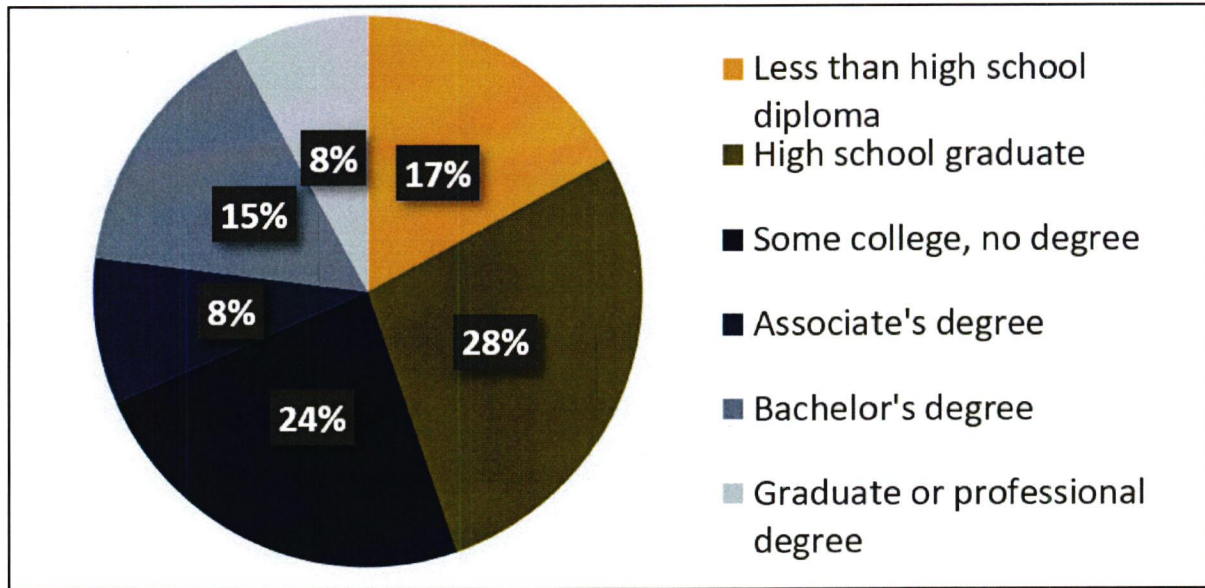
Figure B shows the region's employment rate from the first quarter of 2019 to the first quarter of 2024 (preliminary estimate). As with Figure B, there were increasing employment levels up to a peak of 1,677,442 in Q1 2020 when the pandemic caused large losses in employment. Employment levels then declined to a low of 1,588,098 in Q1 2021, sharply rising from 2021 until 2023. From early 2023 into Q1 2024, the growth has slowed somewhat, to the last estimate of 1,795,445 now working in the region.

⁵ California State University, San Bernardino, Inland Empire Report on Business
https://www.csusb.edu/sites/default/files/upload/file/2024/ROB_September2024_Final.pdf

Educational and Skill Levels of the Regional Workforce

Figure C shows the educational levels of the regional workforce, ages 25-64. While 17% have less than a high school diploma, a large majority have at least a high school diploma (83%), and over half have some education beyond high school.

Figure C: Education Levels of the Regional Workforce



Source: U.S. Census Bureau, 2023 American Community Survey 1-Year Estimates

Table A below provides estimates of the gap between the number of workers who possess particular skills and regional job openings requiring those skills. Furthermore, Table A identifies the regional target sectors where that particular skill is most applicable, based on the IERPU's assessment. A darker box on the chart under each industry sector indicates a likely higher demand for that skill, a lighter color indicates some demand, and a white box indicates little or no demand. The skills are sorted from highest to lowest demand, based on the size of the skill gap.

Perhaps most notably, there is both a high number of candidates, as well as a large skill gap, for both Cardiopulmonary Resuscitation (CPR) and First Aid certification. While these skill needs are likely most prominent in the Healthcare industry, there are roles in Public Administration that could require CPR, such as Social and Human Service Assistants and Community and Social Service Specialists. Skills in First Aid are relevant to all four target industry sectors.

Language skills, particularly in Spanish and Mandarin, are also in high demand in the region. They may be most relevant in Healthcare and Public Administration, as these sectors require a high level of engagement with the public, however, they are also useful communication skills for any sector. This is why they are also highlighted as relevant to Manufacturing and Transportation and Logistics, particularly for supervisory roles where communication with diverse populations on the front lines may be required more often.

There are a few other skills that are in higher demand across industries, including keyboarding and a couple of specific software applications such as SAP and ArcGIS. SAP is business planning, data, and financial management software, most likely used in office-based jobs, including those in Public

Administration, certain positions within Transportation and Logistics, and non-care related occupations in the Healthcare sector. ESRI ArcGIS is Geospatial Information System (GIS) software, commonly utilized in Transportation and Logistics for analyzing maps and planning routes, and potentially in Manufacturing for managing supply chains.

Finally, there are multiple skills that are clearly related to only one of the target occupations such as Caregiving for Healthcare and Presses for Manufacturing.

Table A: Top 20 In-Demand Skills Aligned with Target Sectors

Skill	# of Workers with Skill	Skill Gap	Healthcare	Manufacturing	Public Admin.	Transp. + Logistics
Certification in Cardiopulmonary Resuscitation (CPR)	4,410	-2,019	Dark Brown	Light Brown	Light Brown	Light Brown
Spanish	6,243	-2,003	Dark Brown	Light Brown	Dark Brown	Light Brown
First Aid Certification	2,432	-1,646	Dark Brown	Light Brown	Dark Brown	Light Brown
Keyboarding / Typing	1,939	-839	Dark Brown	Light Brown	Dark Brown	Light Brown
Manufacturing	3,114	-799	Light Brown	Dark Brown	Light Brown	Light Brown
Caregiving	1,165	-633	Dark Brown	Light Brown	Light Brown	Light Brown
Certified Home Health Aide	40	-531	Dark Brown	Light Brown	Light Brown	Light Brown
Microsoft Outlook	6,714	-526	Light Brown	Light Brown	Dark Brown	Light Brown
ESRI ArcGIS	121	-400	Light Brown	Light Brown	Dark Brown	Dark Brown
Class A Commercial Driver's License (CDL-A)	530	-371	Light Brown	Light Brown	Light Brown	Dark Brown
SAP	1,465	-292	Light Brown	Light Brown	Dark Brown	Light Brown
Mandarin	93	-200	Dark Brown	Light Brown	Dark Brown	Light Brown
Community Outreach	182	-132	Dark Brown	Light Brown	Dark Brown	Light Brown
Lathes	299	-128	Light Brown	Dark Brown	Light Brown	Light Brown
Warehouse Management Systems (WMS)	1,466	-117	Light Brown	Dark Brown	Light Brown	Dark Brown
Supply Chain Management	157	-90	Light Brown	Dark Brown	Light Brown	Dark Brown
Critical Care	249	-87	Dark Brown	Light Brown	Light Brown	Light Brown
Warehousing	279	-80	Light Brown	Dark Brown	Light Brown	Dark Brown
Order Fulfillment	355	-80	Light Brown	Dark Brown	Light Brown	Dark Brown
Inventory Management Systems	85	-64	Light Brown	Dark Brown	Light Brown	Dark Brown

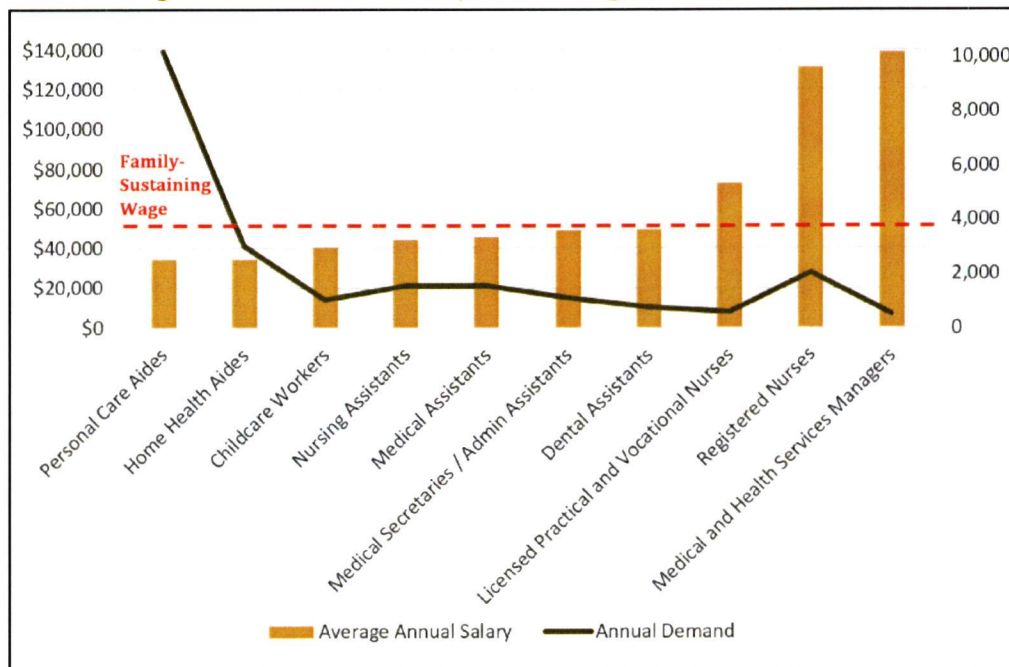
Drill Presses	121	-52			
Ladder Logic	17	-52			

Source: JobsEQ, Regional Assumptions on Industry Relevance

Current Needs of Employers in the Region

The current needs of employers in the region were analyzed using the top ten occupations by annual demand in the four target sectors: Healthcare, Manufacturing, Public Administration, and Transportation and Logistics. Figures D-G below compare the annual demand of these occupations (solid bars and right-side y-axis) to the average annual wage (line and left-side y-axis). A family-sustaining wage of \$53, 601 is shown on each graph to compare the relative quality of these occupations.⁶

Figure D: Healthcare Occupational Wages and Annual Demand



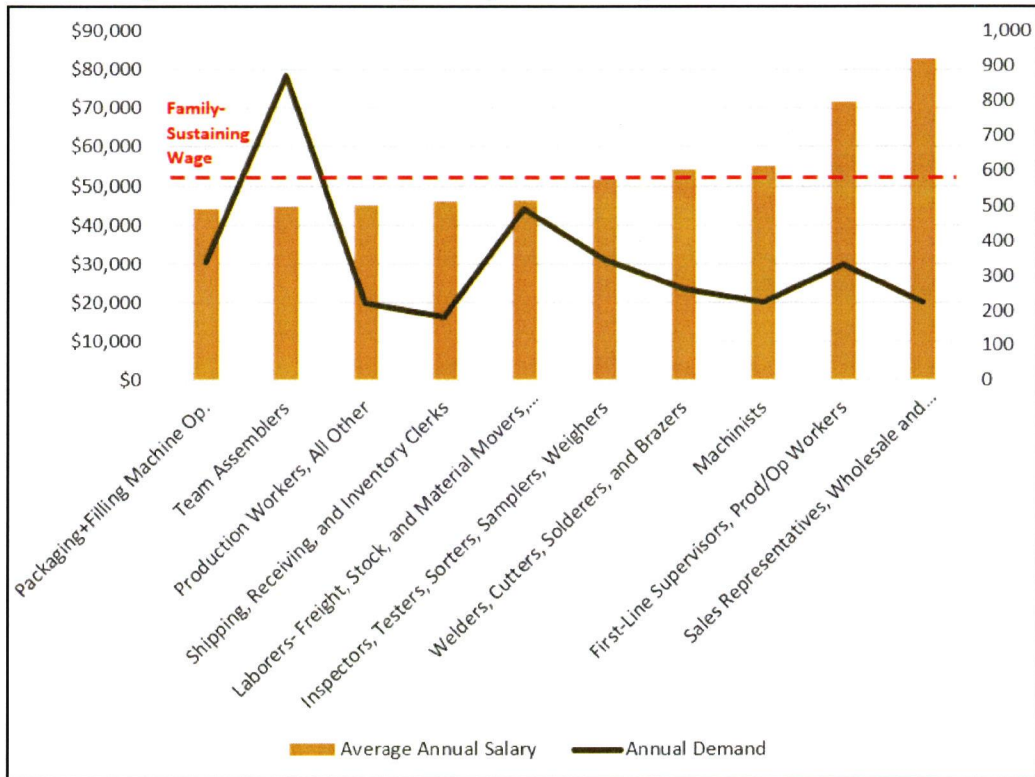
Source: JobsEQ

Healthcare has the highest annual growth of the four target sectors. In Healthcare, there is a high annual demand for Personal Care Aides, which have the lowest pay relative to other occupations on the list, well below the family-sustaining wage. This could be due to an aging population who need in-home care. A couple of other occupations such as Medical Assistants, Nursing and Medical Assistants pay closer to the family-sustaining wage for the region and have annual demand above 1,000 openings per year. The highest-paying occupations, Licensed Practical and Vocational Nurses (LPN / LVN), Registered Nurses (RNs), and Medical and Health Services Managers, all pay far above

⁶ Based on annualizing hourly rate of \$25.77 from the MIT Living Wage Calculator for one adult, no children in the Riverside-San Bernardino Metropolitan Statistical Area: <https://livingwage.mit.edu/metros/40140>

the family-sustaining wage and have an annual demand ranging from 576 for LVN/LPN to 2,060 for RNs.

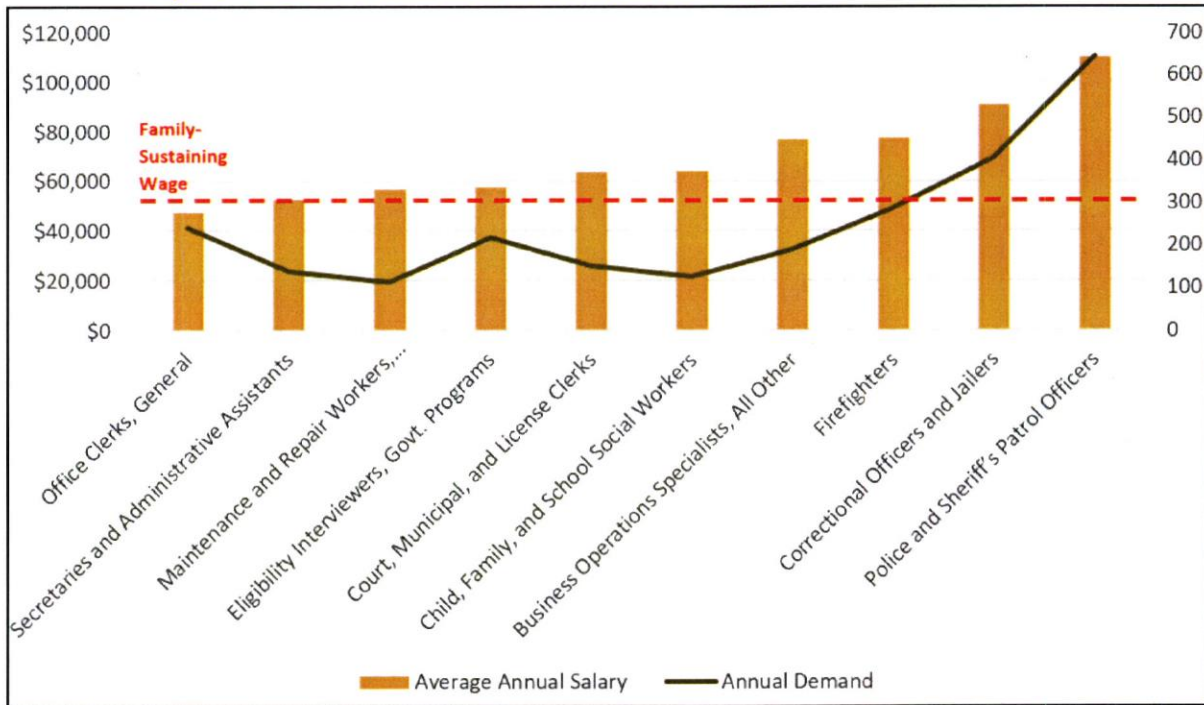
Figure E: Manufacturing Occupational Wages and Annual Demand



Source: JobsEQ

The Manufacturing sector has the most demand for one of the lower-paying occupations, Team Assemblers, with nearly 900 openings per year. Additionally, there is demand for occupations with an annual average salary just under the family-sustaining wage such as Inspectors, Testers, Sorters, Samplers, and Weighers (346 openings per year). Occupations above the family-sustaining wage with positive annual demand include Welders, Cutters, Solderers and Brazers (262), Machinists (223), and First-Line Supervisors of Production and Operation Workers (332).

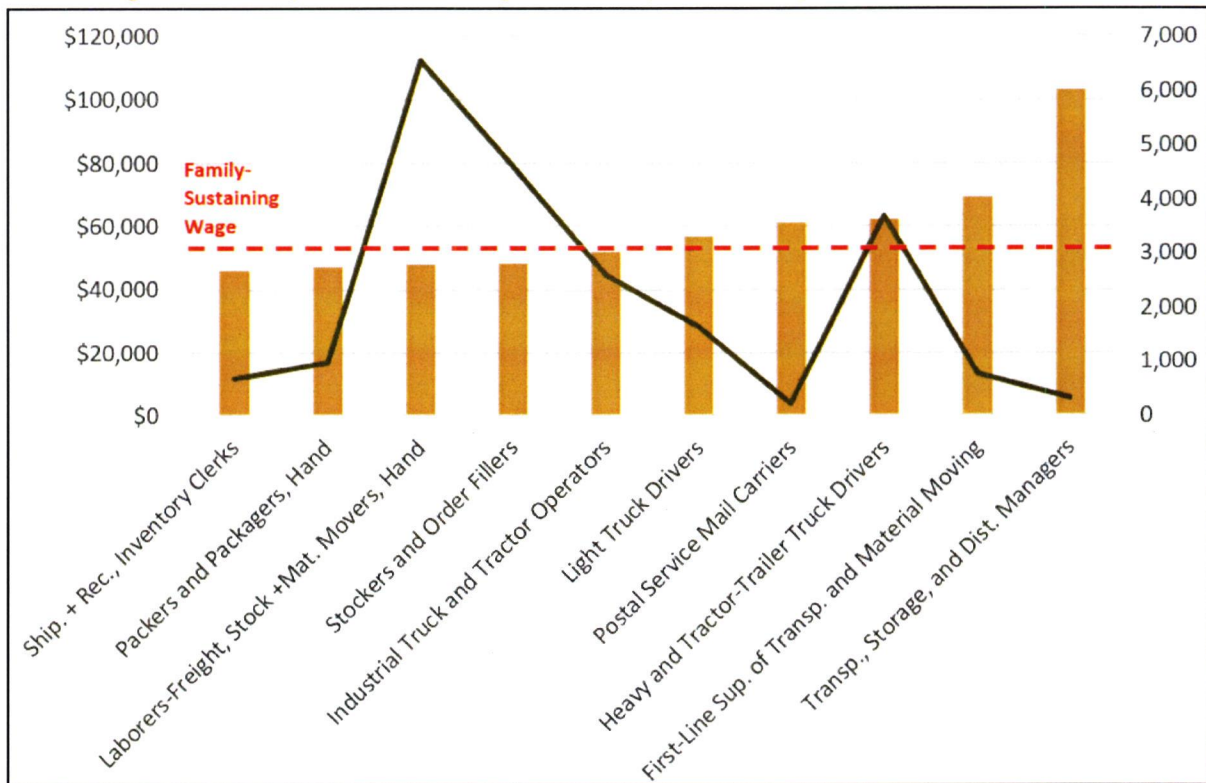
Figure F: Public Administration Occupational Wages and Annual Demand



Source: JobsEQ

There are multiple occupations above the family-sustaining wage in Public Administration, with only two in the top ten in-demand falling below. Although the highest paid positions are in Police and Fire, jobs that require less training and education have annual demand, such as Maintenance and Repair Workers (114), Eligibility Interviewers (219), and Court, Municipal, and License Clerks (151). It should also be noted that Secretaries and Administrative Assistants are just under a family-sustaining wage at \$52,700 and an annual demand of 140 job openings.

Figure G: Transportation and Logistics Occupational Wages and Annual Demand



Source: JobsEQ

Transportation and Logistics has the 2nd highest annual growth of all four target sectors, and similar to Healthcare, the biggest demand is in the lower-paying occupations such as Laborers. However, there is ample opportunity for jobs that pay above the family-sustaining wage such as Heavy and Tractor-Trailer Truck Drivers (3,684), Light Truck Drivers (1,648), and First-Line Supervisors of Transportation and Material Moving Workers (761).

Analysis of Skills, Sector Demand, and Gaps Between Supply and Demand

In terms of education levels, the majority of high-demand occupations within the targeted sectors require a high school diploma or less (see Table B below). A few require some postsecondary education or training, but none of them require a bachelor's degree or higher. Other occupations that were in the top ten for annual demand and in Figures F-I above do require a bachelor's or higher, such as a Business Operations Specialist (Figure G above), but they mostly fall lower on the list of occupations by level of demand. These statistics align with the regional population, where 83% have attained at least a high school diploma.

In terms of the skill gaps, (Table A), there is a clear need for proficiency in First Aid, Spanish, and Mandarin language skills, across all four target sectors. To address this need, the community colleges and adult education systems in the region could consider adding classes focused on these skills. The IERPU could collaborate with regional employers to develop on-the-job training courses tailored for incumbent workers and new hires. Other skill gaps noted in the chart are more industry-specific.

For Healthcare, there is a clear need for Registered Nurses, but an even higher demand for lower-paying roles such as Personal Care Aide. CPR, Caregiving, and Critical Care are skills that are in demand for the sector. Programs that provide home health or personal care training can help meet some of the skill needs and demands for these jobs and be used as a career starting point in Healthcare. A career pathway in Healthcare could begin with a Home Health Aide position to expose a job seeker to the field, then continuing to train toward becoming a Certified Nursing Assistant, and finally training for a Licensed Vocational Nurse, Registered Nurse, or other roles that pay a family-sustaining wage. It should also be noted here that experience as a Home Health Aide provides good experience and exposure but doesn't have a tangible education or training benefit such as credit for prior learning. In other words, a Home Health Aide beginning a nursing program would have the same requirements to complete as someone beginning a nursing program without any prior Healthcare industry experience. This makes developing career pathways in the field longer and more difficult, but still achievable.

The Manufacturing sector, while having relatively lower overall demand compared to the other three target sectors, includes several occupations that offer family-sustaining wages. The largest demand is for lower-paying occupations such as Team Assemblers and Laborers. However, there is a reasonable demand for Inspectors, Testers, Sorters, Samplers and Weighers, which, on average approach family-sustaining wages. This occupation's annual demand is in decline though. In terms of Manufacturing-specific skills such as Lathes, Drill Presses and Ladder Logic, there appears to be a small demand for these, but a larger demand for skills with overlap in other sectors such as Warehouse Management Systems. Building career pathways in Manufacturing could begin with high-demand, low-requirement jobs like Team Assembler or Laborer, and utilize on-the-job training to advance to an Inspector role. Further training could lead to a family-sustaining wage as a Machinist, Welder, or First-Line Supervisor, which are also in demand.

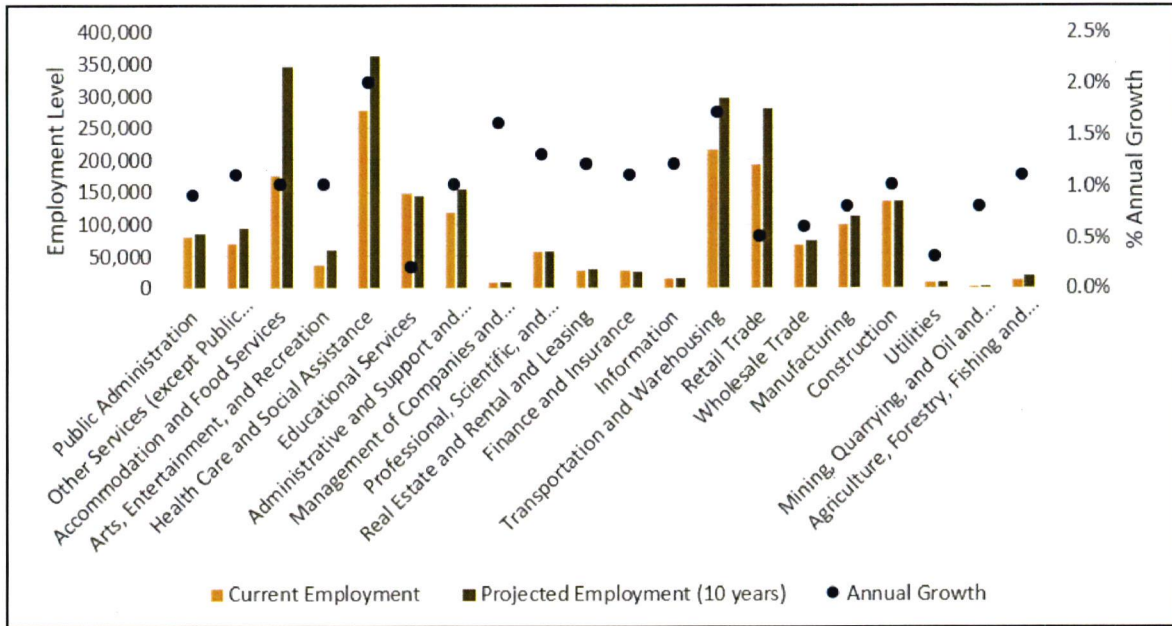
A closely related sector, Transportation and Logistics, has the highest demand overall of the four sectors. As with the others, the largest demand is in Laborers, which is below the family-sustaining wage. However, occupations such as Heavy and Tractor-Trailer Truck Drivers and Light Truck Drivers pay a family-sustaining wage and are in high demand, requiring only some postsecondary training. They require skills that are in demand such as obtaining a Class A Commercial Driver's License. The sector also offers better-paying roles including First-Line Supervisors and Transportation, Storage, and Distribution Managers that are in demand and would likely require skills like Warehouse Management Systems, Supply Chain Management, and Inventory Management Systems. Given the crossover with these skills in Manufacturing, training job seekers or incumbents in these skills could set them up for roles in either Manufacturing or Transportation and Logistics.

Finally, in Public Administration, Police and Fire occupations have the highest demand and average wages, but considerable barriers to entry in terms of education and training requirements. However, there is opportunity for achieving family-sustaining wages in roles such as Eligibility Interviewer or Court, Municipal, and License Clerks, which typically require only a high school diploma. Job seekers should focus on gaining skills in demand within the sector, such as proficiency in Microsoft Outlook, SAP, and Community Outreach in order to be more competitive for open employment related jobs. A career pathway in this sector can begin with an entry-level role like Office Clerk. From there, additional on-the-job training in the skills noted above could enable career progression to occupations such as Eligibility Interviewer, Administrative Assistant, or License Clerk.

Industries and Occupations with an Emerging Demand

Looking forward, the IERPU will continue to focus on four target sectors: Healthcare, Manufacturing, Public Administration, and Transportation and Logistics. All four of these sectors show emerging demand over the next several years as evidenced in Figure H and Table B below.

Figure H: Regional Industry Employment and Annual Growth



Source: JobsEQ

The sector with the most jobs and the highest annual growth is Healthcare and Social Assistance, with total demand in ten years of 361,976 and a 2.0% annual growth rate. The next is Transportation and Warehousing (referred to by the IERPU as Transportation and Logistics) with 297,532 and a 1.7% annual growth rate. Manufacturing has the next highest demand in ten years at 113,833 jobs but the lowest annual growth rate of the four priority sectors at 0.8%. This is higher than many other sectors though such as Utilities (0.3%) or Retail Trade (0.5%). Public Administration has the lowest projected demand of 85,791 jobs compared to the other three, and an annual growth of 0.9%, coming in third among the four sectors. The demand for this industry is higher, however, than multiple other industries such as Professional, Scientific, and Technical Services (58,090) or Finance and Insurance (27,391).

Table B below outlines the top five occupations in each sector based on annual demand excluding occupations that require a bachelor's degree or higher. The annual demand is specific to the sector, while the ten-year anticipated growth (from 2020 to 2030) is a cross-industry figure.

Table B: Projected Growth of Occupations with High Demand

Industry	Occupation	Annual Demand (Industry-Specific)	Future Growth (Cross-Industry, 2020-2030)	Typical Education Requirement	Average Annual Wage
Transportation and Logistics	Laborers and Freight, Stock, and Material Movers, Hand	6,554	28.9%	None	\$47,900
	Heavy and Tractor-Trailer Truck Drivers	3,684	29.7%	Postsecondary, non-degree award	\$62,200
	Stockers and Order Fillers	4,620	29.9%	High school diploma	\$48,300
	Industrial Truck and Tractor Operators	2,600	36.0%	None	\$52,000
	Light Truck Drivers	1,648	27.7%	High school diploma	\$56,700
Healthcare	Personal Care Aides	10,202	19.8%*	High school diploma	\$34,500
	Home Health Aides	3,030	19.8%*	High school diploma	\$34,500
	Registered Nurses	2,060	16.8%	Associate's Degree in Nursing (ADN) or Bachelor's Degree in Nursing (BSN)	\$131,600
	Nursing Assistants	1,576	18.1%	Postsecondary, non-degree award	\$44,300
	Medical Assistants	1,555	25.7%	Postsecondary, non-degree award	\$45,700
Manufacturing	Team Assemblers	870	6.5%	None	\$44,900
	Laborers and Freight, Stock, and Material Movers, Hand	490	28.9%	None	\$46,500
	Inspectors, Testers, Sorters, Samplers, and Weighers	346	-1.8%	High school diploma	\$51,600
	Packaging and Filling Machine	338	21.6%	High school diploma	\$44,200

	Operators and Tenders				
	First-Line Supervisors of Production and Operating Workers	332	15.1%	High school diploma	\$71,500
Public Administration**	Eligibility Interviewers, Government Programs	219	8.5%	High school diploma	\$57,500
	Office Clerks, General	242	6.7%	High school diploma	\$47,500
	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	140	-0.1%	High school diploma	\$52,700
	Court, Municipal, and License Clerks	151	7.8%	High school diploma	\$63,900
	Maintenance and Repair Workers, General	114	24.5%	High school diploma	\$56,900

Source: Jobs EQ, U.S. Bureau of Labor Statistics Occupational Outlook Handbook

* Percentage growth of Home Health and Personal Care Aides combined

** Excluding police and fire occupations

Some occupations in this list are exclusive to the sector they are categorized in, such as Registered Nurses in Healthcare. Others may be occupations that span sectors and industries, such as Office Clerks. For many of the occupations that have an emerging annual demand within the sector, such as Maintenance and Repair Workers, or Light Truck Drivers, there is additional anticipated growth across industries. This makes them ideal occupations to train for, since job seekers who complete training for those occupations will have more options for employment within and outside of the targeted sector. For instance, an Office Clerk trained for the target sector of Public Administration may find employment in another sector, such as Finance.

As noted earlier, most of these occupations are very accessible in terms of education requirements, most only requiring a High School Diploma or less. However, the higher-paying occupations often necessitate some postsecondary training, such as Heavy and Tractor-Trailer Truck Drivers which require training to obtain a Class A Driver's License, and Registered Nurse, which requires an associate's degree at minimum. Some of the other occupations that may only typically require a High School Diploma may prefer candidates that already have certain skills such as proficiency in Microsoft Office, SAP, Warehouse Management Systems, and others noted above. In addition, many positions provide opportunities to learn additional skills on the job, such as Ladder Logic in Manufacturing, enabling workers to advance their careers and increase earning potential through both formal training and practical experience.

III. Regional Indicators

The IERPU selected two of the four regional indicators to establish objective metrics. The first is that the IERPU has policies supporting equity and strives to improve job quality. The second is that the IERPU has shared target populations of emphasis. A brief description of each indicator is below, followed by the objective metrics that were established for them. This is followed by an assessment of their impacts, lessons learned, and progress in tracking and evaluating these indicators to inform future improvements and strategies.

Regional Indicator 1: The region has policies supporting equity and strives to improve job quality.

Below is the IERPU Equity Definitions, which were developed as part of the 2021-2024 Regional Workforce Development Plan Two-Year Modification process.

IERPU Equity Definition

Everyone has value and can contribute to our regional economy. Ensuring equity in workforce development means intentionally targeting accessible resources to individuals who have traditionally experienced systemic barriers in the labor force, allowing them to obtain or retain a high-quality job that enables them to thrive.

Every employer in the region, large and small, contributes to our economy. Ensuring equity in the workplace means supporting employer awareness and expertise in understanding how a diverse labor force can help businesses flourish.

The IERPU has worked to apply both parts of this definition, ingrained into the programs and services it provides to the community. An example of how an equitable approach is implemented regionally is the Integrated Service Delivery (ISD) Model, which utilizes multi-disciplinary care coordination, community partnerships, a system of governance and an integrated data information hub to better serve community members who have complex needs. Both Riverside and San Bernardino Counties use an ISD-approach to service delivery. The region works together on multiple initiatives that improve equity by focusing on its target populations with barriers to employment such as the Regional Equity and Recovery Partnership (RERP) and the Opportunity Young Adult Career Pathway Program (OYA).

The second part of the definition above relates to ensuring employers are a part of ensuring equity for their workers by understanding the diverse needs of their employees. An example of how the region works toward implementing this part is the HR Hotline, which is available to help businesses in the region with a range of supports related to ensuring equity on the job. Both county teams also offer employers trainings that help them learn about how to best support workers with barriers to employment.

The IERPU also developed its Job Quality Definition during the last plan modification process, which is described below.

IERPU Job Quality Definition

A measurable, high-quality job...

- will lead to a family-sustaining wage and benefits within a specified period.
- has a clear career pathway for advancement that leads to a long-term career.
- allows the worker to be fulfilled, self-sufficient, and meets their financial and essential needs for their current stage in life.
- empowers the worker to live, thrive, and stay in the region.
- is vital to the economy, both now and in the future.

The IERPU has been working to apply this definition throughout its programs and services. Examples of each component of the definition are listed below:

- Family-sustaining wage and benefits: The business services teams of both counties prioritize higher-wage positions when setting up On-the-Job Training (OJT) contracts with employers.
- Clear pathways for advancement: As part of its CHARGE 2T project with Southern California Edison, the RCHWS team will ensure that well-defined career pathways for high-quality energy-related jobs are in place.
- Fulfillment, self-sufficiency, and meeting financial needs based on current stage in life: The SBCWDB Youth Committee created goals for supporting foster youth, including helping them move along a pathway from a first job through a career to build self-sufficiency over time.
- Empowering workers to live, thrive and stay in the region (and be a vital part of the economy now and in the future): the IERPU has continued to leverage the MOU partners of both counties, its America's Job Centers of California (AJCCs), and county partners to holistically meet the needs of its participants. Housing, healthcare, childcare, behavioral health, and access to other critical services play a major role in job seekers' ability to live, thrive, and stay in the region. Both county workforce services' teams continue to build collaborations and integrate services with their partners to meet these needs, as discussed in more detail in each local workforce development plan.

Regional Indicator 2: The region has shared target populations of emphasis.

The IERPU chose the six WIOA Adult and Dislocated Worker barriers to define its shared target populations of emphasis: 1) English as a Second Language (ESL), Low Levels of Literacy, and Cultural Barriers, 2) Ex-Offenders (Justice-Involved), 3) Un-housed/Homeless Individuals, 4) Long Term Unemployed (> 27 weeks), 5) Low Income Individuals, 6) Individuals with Disabilities, and 7) Older Adult Individuals. In addition, the IERPU is adding Veterans as an 8th shared target population of emphasis.

Objective Metrics for Regional Indicators #1 and #2

In the two-year plan modification process, the IERPU chose to compare the employment outcomes of individuals without barriers to employment to each of the target populations noted above. It was determined that this would be the best objective metric for ensuring equity for the shared target populations of emphasis. The comparison between Program Year 21-22 when the last plan modification was written and the last Program Year 23-24 is shown in Table C below. In addition,

the proposed outcomes for the Prison to Employment (P2E) initiative were used as another objective metric for that specific shared target population. The proposed outcomes and current results as of December 2024 are in Table D below.

Table C: Regional Employment Rates for Shared Target Populations of Emphasis, Compared to Participants Without Barriers to Employment

Shared Target Population of Emphasis (Based on Barrier)	Regional Percentage Employed, Four Quarters After Exit PY 21-22	Gap From Non-Barrier Participants	Regional Percentage Employed, Four Quarters After Exit PY 23-24	Gap From Non-Barrier Participants	Gap Closure
No Barriers	77.03%	N/A	82.94%	N/A	N/A
ESL, Low Levels of Literacy, Cultural Barriers	56.78%	-20.25%	70.37%	-12.57%	7.68%
Ex-Offenders (Justice-Involved)	54.55%	-22.48%	64.98%	-17.97%	4.52%
Homeless Individuals	48.28%	-28.75%	60.00%	-22.94%	5.81%
Long Term Unemployed >27 weeks	52.56%	-24.47%	62.02%	-20.93%	3.54%
Low Income Individuals	58.81%	-18.22%	69.38%	-13.56%	4.66%
Individuals with Disabilities	50.74%	-26.29%	59.83%	-23.12%	3.18%
Older Individuals	49.52%	-27.51%	59.59%	-23.36%	4.15%
Veterans	58.82%	-18.21%	67.19%	-15.76%	2.45%

Table C shows the employment outcomes for the shared target populations four quarters after exit, compared to participants served without barriers to employment. The rightmost column notes how the difference between this gap changed between Program Year 21-22 to Program Year 23-24. In all target populations, there was an improvement in the gap between the target population and those without barriers between the two years. ESL, Low Literacy, and Cultural barriers improved the most, closing the gap by 7.68%, while Veterans improved the least at 2.45%. It should be noted that Veterans have only recently been added as a shared target population of emphasis in this plan. Another note here is that the employment percentage for participants without barriers also increased from PY 21-22 to PY 23-24, making the gap closure smaller than it otherwise would have been. The analysis below discusses how these improvements were made and how the IERPU intends to build upon its success in working toward greater equity in the region.

Table D: P2E Program Current Outcomes

Outcome Measure	Proposed	Current
Total Participants Served	685	415
Enter Training / Education	240	182
Receive Credential	58	114
Temporary or Subsidized Employment	96	56
Competitive Employment	223	72

So far, the P2E program has exceeded its original target of individuals receiving a credential and is mostly on track to meet the rest. The program timeline is approximately 2/3 complete, ending in December 2025, so there is still a full year for the program to meet all of its proposed outcomes. Going into the last year, the P2E program continues to recruit employer partners and look for innovative ways to serve participants.

Assessment of the Impacts, Lessons Learned, and Progress on Tracking and Evaluating the Regional Indicators

As noted above in Table C, there has been significant progress in reducing the gap between the employment of target populations and participants without barriers. The IERPU has developed specialized programs for many of the target populations, which have contributed to this success. In addition to the P2E program for justice-involved individuals, another is the Disability Navigator project, which has a dedicated Workforce Development Specialist (WDS) and a Business Services Representative (BSR) to provide employment services to individuals with disabilities. The SBCWDD team offers business development and entrepreneurship workshops in Spanish to support ESL business owners, and the RCHWS team has been developing a Veteran population-focused program called the Veterans in Workforce Initiative.

There have also been lessons learned in the process of tracking these metrics for the shared populations of emphasis:

1. **Using IERPU target populations was a good starting place.** The data for barriers to employment used for tracking the regional metric was already available and familiar to the staff. This made tracking the metric that was developed a natural progression of measuring regional outcomes.
2. **The original method for measuring gaps needed to be adjusted.** Originally, the employment levels of the target population were compared to the employment metric for all participants, which included the target populations. Using that method, if employment outcomes for target populations improved, the total employment outcomes would improve and the gap between the two would never close. The adjustment to tracking employment outcomes for the shared target populations of emphasis (WIOA barrier populations) described above allows progress to be made compared to participants without barriers.
3. **The outcomes for some target populations improved more than others.** As noted above, the gap in employment outcomes decreased more for ESL and Homeless Individuals than for the Long Term Unemployed or Individuals with Disabilities. The region intends to regularly evaluate these shared target populations of emphasis to note where new strategies or programs may be necessary.

4. **The regional indicators facilitate data-driven decision-making.** In creating effective solutions, the IERPU ensures its proposed solutions are representative of the data trends in all aspects including demographic, economic, and environmental. This includes efforts to take part in conversations in shared spaces with other entities that specialize in certain industries and also use data to tailor strategies effectively.
5. **Continued progress on the regional indicators will require financial stability of population-specific programs.** The IERPU is working to diversify funding to ensure that there are available funding streams that will contribute to the longevity of certain initiatives like P2E (Justice-involved), Inland Empire Developing Equitable Apprenticeships (Veterans, People with Disabilities, Justice-involved), Regional Equity and Recovery Partnerships (Homeless, Justice-Involved, Veterans), and the Opportunity Young Adult Career Pathway Program (OYA).

As a result of this analysis, the region developed the following goal:

Goal #1: To ensure that programs and services implemented by the IERPU are advancing Regional Indicators #1 and #2.

Tactics:

- Annually review the employment gap between the shared target populations of emphasis and participants without barriers for any necessary changes to programs, services, and partnerships.
- Work to continue closing the gap for all populations to the extent possible.
- Identify additional metrics, if necessary, to track progress for the shared target populations

IV. Fostering Demand-Driven Skills Attainment

Regional Sector Pathways

The IERPU prioritizes regional sector-based pathways, continuing to improve opportunities for the region's job seekers. Sector-based strategy leverages local industry sectors that offer the most opportunity for workers and incorporates business leadership into programs to prepare workers for specific occupations.

In-Demand Industry Sectors and Occupations

The IERPU's in-demand industry sectors are **Healthcare, Manufacturing, Public Administration, and Transportation and Logistics**. Each of these sectors show positive growth in the coming years and align with the regional workforce's skills and education as noted in Section II.

Beginning with the Healthcare and Social Assistance industry, Figure H shows it currently employs 279,228 and has an annual growth of 2.0%. Manufacturing now employs 101,150 with an expected growth of 0.8%. Transportation and Logistics (Transportation and Warehousing) has 217,784 working in the industry and is expected to grow by 1.7%. Finally, 81,718 currently work in the Public Administration sector, with an annual growth of 0.9%. These predicted growth rates are estimated to occur annually over the next ten years. Together, these industries represent 10,831 new jobs each year and average 1.4% annual growth, above the region's total growth rate of 1.1% across industries.

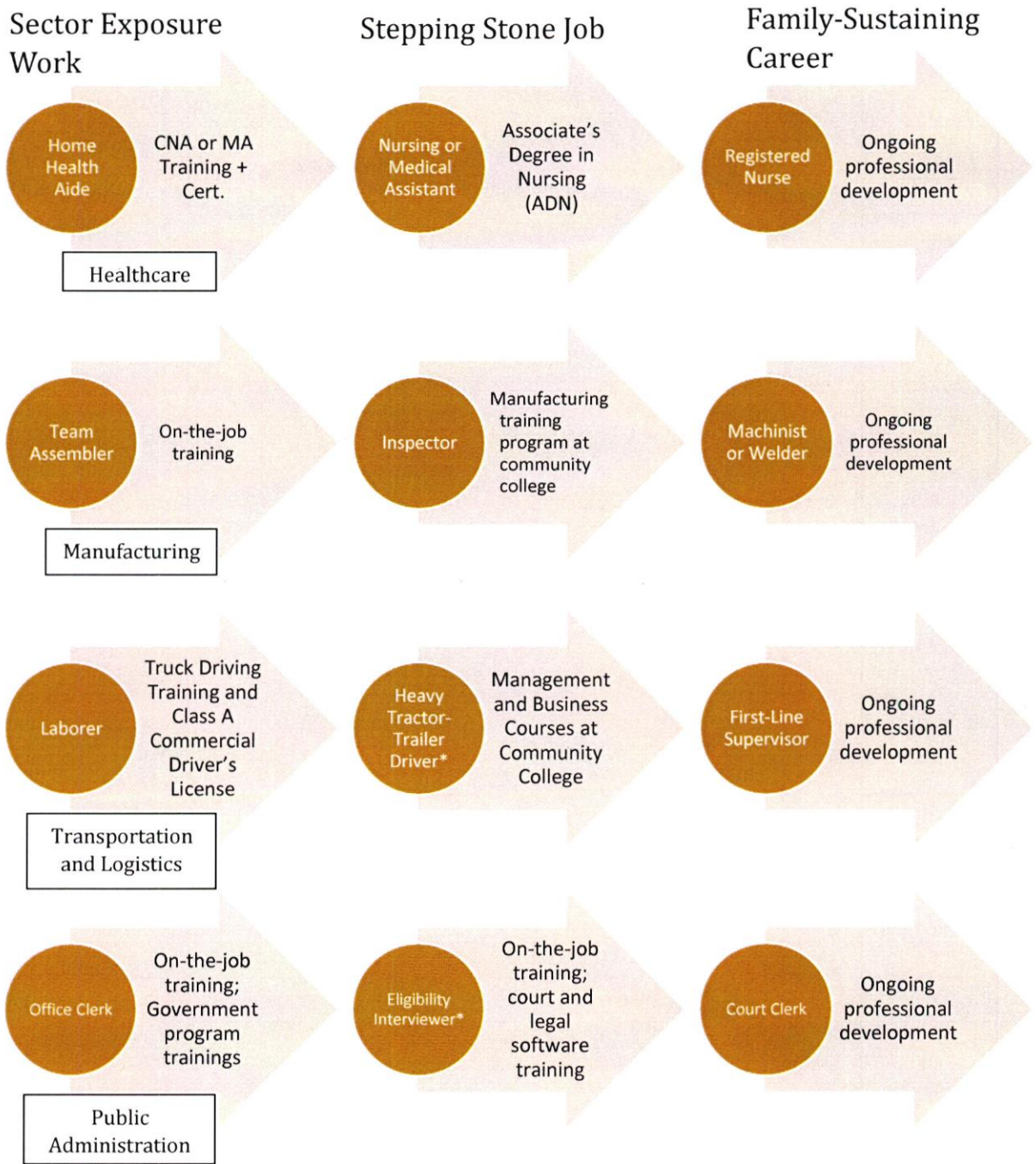
Sector Pathways

Each of the target sectors has multiple in-demand occupations, as demonstrated in Figures D-G and Table B above. However, the largest demand tends to be in occupations with pay that falls under the region's family-sustaining wage of \$53,601.⁷ The sectors all have in-demand occupations that pay at or above the family-sustaining wage also but usually require specialized training and skills. Below in Figure I are sample pathways for each sector based on the data and analysis in Section II.

Figure I shows sample pathways for each sector based on the data and analysis in Section II. It starts with career exposure jobs on the leftmost side, meaning jobs that provide some sector-based learning opportunities but not a family-sustaining wage. In the middle of the diagram are steppingstone jobs that are a good next step in building a career in the sector. In these scenarios above, Nursing and Medical Assistants in Healthcare or Inspectors in Manufacturing don't pay a family-sustaining wage (on average) but Heavy Tractor-Trailer Driver in Transportation and Logistics and Eligibility Interviewer in Public Administration do. The arrows in the diagram provide some ways that a worker can build their skills toward qualifying for the next job to the right.

⁷ Based on annualizing hourly rate of \$25.77 from the MIT Living Wage Calculator for one adult, no children in the Riverside-San Bernardino Metropolitan Statistical Area: <https://livingwage.mit.edu/metros/40140>

Figure I: Potential Career Pathways in Target Sectors



* Note: Heavy Tractor-Trailer Driver and Eligibility Interviewer pay a family-sustaining wage.

Development and Implementation of Current and Planned Sector Initiatives

Healthcare

RCWDD and SBCWDD jointly manage the Opportunity Young Adults (OYA) Career Pathway Program, which positions young adults, ages 18-28, to obtain access to good-quality jobs in the Healthcare industry, including jobs that pay family-sustaining wages, offer benefits, have predictable hours, opportunities for career advancement, and worker voice. This project also includes investments for wrap-around support and services to increase the likelihood of program completion, employment outcomes, and career pathway advancement, including comprehensive case management with a trauma-informed lens.

The IERPU is working with Healthcare training providers to ensure a seamless transition from their Healthcare training to employment. This program has been deemed extremely successful to the point that we currently have active waiting lists. The conversations that have resulted from this program include collaborations with Healthcare training providers that previously did not exist thus expanding opportunities for residents to benefit from diverse Healthcare training past the life of this grant. Our partnerships with Healthcare training providers have strengthened and we are now focusing on expanding partnerships with Healthcare sector employers to ensure that participants who are completing their respective training are employed promptly.

Manufacturing

In partnership with Victor Valley College, Aviation Maintenance Technology training is offered locally at Southern California Logistics Airport (SCLA). This program includes all classroom and practical training required to prepare for the Federal Aviation Administration (FAA) licensing exams for Airframe and Power Plant Technicians. The certificate program includes the following courses:

- General Aviation I / II
- Aviation: Power Plant I / II / III
- Aviation: Airframe I / II / III

Aviation Maintenance Technology prepares students for entry level positions in aircraft maintenance. Successful graduates typically find employment opportunities with FAA Certified Repair Stations, Commercial Airlines, Corporate Aviation, Aerospace Defense Contractors, Aerospace Manufactures and Military and Government Agencies.

Through the Inland Empire Developing Equitable Apprenticeships (IEDEA) program with regional community colleges, the following apprenticeships have been made available in the Manufacturing sector:

- Automotive Service Tech and Mechanic
- Electro-Mechanical Supply Chain Technician
- Industrial Automation and Mechatronics Technician
- CNC Operator
- CNC Programmer
- Machine Operator
- Avionics Technician

Transportation and Logistics

The region continues to support training for Class A Truck Drivers and associated certifications: Forklift, OSHA Safety and Health Fundamentals, Roadway Flagger and Class A Commercial Driver's License. Truck Driving employment opportunities have proved to be a good option for justice-involved individuals, such as those served in the Prison 2 Employment Program. The Regional Equity and Recovery Partnership (RERP) program has also supported several populations with barriers to employment, such as Homeless, Justice-Involved, and Veterans to enter positions in Truck Driving with trainings available throughout the Inland Empire, including Riverside, Corona, Indio and Victor Valley College (VVC). In both counties Class A Truck Driving programs exist that provide flexible schedules, portions of curriculum online and transportation resources.

VVC's Commercial Driver Training program, as an example, is a four-course program that results in a certificate of completion and prepares students for obtaining their Class A Driver's License. There are additional courses available to obtain a Hazardous Material and Passenger Endorsements. Given the high demand for drivers in the region, and the family-sustaining wages available, this has been a popular career pathway.

Public Administration

The San Bernardino County Pathway Certificate Program offers training in essential skills to prepare for entry level careers at the County through one of the region's community colleges. The program combines technical and crucial soft skills: communication, emotional intelligence, customer service, contextualized math, Microsoft Office applications, and business writing. Completers of the program receive San Bernardino County's Entry-Level Workplace Certification and are qualified to apply for positions such as Office Assistant III, Health Services Assistant I, Care Assistant, Animal Control Officer Trainee, Child Support Assistant, Park Ranger I, Eligibility Worker Trainee, Sheriff's Custody Assistant, Food Service Worker I, and Workforce Development Technician.

Communicating Effectively and Cohesively with Regional Employers

The IERPU has multiple processes in place for communicating with regional employers. The strategies include:

Forming collaborations: Joining and creating coalitions with business, education, workforce, and community partners focused on employment in high demand sectors aligns workforce strategies with evolving business needs. Quarterly meetings with in-demand sector employers are also utilized to gather feedback on workforce challenges, emerging trends, and skills gaps.

Providing employer recognition: Ensuring employer recognition is integrated into the IERPU's work to celebrate businesses leading in workforce innovation, job quality, and equity efforts supports a high road workforce strategy.

Being an intermediary for education: Facilitating connections between educational institutions and employers in order to enhance curricula and ensure they are meeting employer skill requirements.

Providing vital information: Using email newsletters, webinars, and social media to keep employers informed about workforce programs, funding opportunities, and sector updates. This includes Labor Market Information (LMI) insights and workforce system information. Riverside County's Dashboards [can be found here](#), and San Bernardino County dashboards [are here](#).

Simplifying communication: Both counties have designated Business Services staff at AJCCs to serve as single points of contact for regional businesses.

Sector-based strategy is a priority for the region and the IERPU intends to continuously improve the sector pathways available in the region. The goal below was developed for this purpose.

Goal #2: To ensure that sector-based career pathways remain robust and provide access to high-road jobs for job seekers.

Tactics:

- Regularly review Labor Market Information (LMI) to look for trends across sectors and opportunities to prepare job seekers for new in-demand occupations
- Continue building relationships with regional employers for guidance, information about in-demand skills and qualifications, and sector-based work opportunities
- Learn from analyzing other sector-based initiatives in the target sectors

V. Enabling Upward Mobility for All Californians

A High Road Workforce System

A high road workforce system requires sector-based strategy, as described above, and a commitment among all partners to high road principles: equity, job quality and a carbon-neutral environment. The IERPU sees itself as a vital source of talent for the region's employers, and can influence high road practices with its employers.

How the IERPU Promotes Job Quality and Commits to Working with Employers to Improve Job Quality and Access to Jobs

The IERPU Job Quality definition above is used as the basis for evaluating jobs in the region. The process of a regional workforce system that helps job seekers access high-quality jobs begins with selecting sectors that have in-demand jobs of relative higher quality. The target sectors described above all have in-demand jobs that fit the region's definition of job quality. The other approaches for promoting job quality are categorized below into Education, Earn and Learn Models, and Financial Incentives.

Education

The staff and partners of both RCHWS and SBCWDD provide opportunities for employers to learn about job quality and equitable hiring practices. Trainings are on topics such as Diversity Equity and Inclusion (DEI) to support employers in implementing equitable hiring and workplace practices, and the "Employer of Choice" workshop series described earlier. Business Services staff also leverage informal conversations and meetings to encourage employers to adopt inclusive hiring, pay equity, predictable scheduling, and employee development policies where possible.

Earn and Learn Models

Earn and learn models such as registered apprenticeship programs (RAPs) are usually established for high quality jobs and the region leverages this model as part of its sector-based strategy. Partnering with the LAUNCH Network (Local Apprenticeships Uniting a Network of Colleges and High Schools), the region is working with employers to hire apprentices as LVNs and RNs, Manufacturing Production Technicians, and Electro-Mechanical Supply Chain Technicians. Pairing high-quality training from education partners along with support services from IERPU partners provides high value to employers and allows participants to be trained for high-quality jobs.

Financial Incentives

In addition, the region is selective about which employers receive financial incentives to work with regional partners. On-the-Job Training funds, grant funding and other wage subsidies including incumbent worker training are made available primarily to employers offering high-quality jobs and family-sustaining wages.

How the IERPU Integrates Targeted Service Strategies for the Region's Unserved and Underserved Communities

Several examples of how the IERPU integrates targeted service strategies for specific populations who are unserved and underserved are described in Section III above. At a regional level, there are multiple other ways that the region's unserved and underserved communities are reached.

Data Analysis: The IERPU learns how to find and serve the unserved and underserved through data and mapping barriers such as educational gaps, transportation limitations, housing insecurity, and lack of childcare.

Virtual Services: The region's AJCCs and workforce delivery partners continue to provide virtual services and promote awareness of this option to the community to ensure residents in rural and underserved areas have equal access to programs.

Community Outreach Teams: Staff and partners of SBCWDD and RCHWS travel to meet residents of the region where they live to provide services. This includes but is not limited to offering job and resource fairs in rural areas and those areas disconnected geographically, such as Needles, Blythe, Barstow, and the mountain areas.

Co-Location and Partnerships with Education System: The IERPU's reach is extended by co-locating services with the Employment Development Department and multiple county departments. The region has strong formal and informal partnerships with adult schools and community colleges. P2E and RERP grants are just two examples of programs developed in partnership with community college partners. The adult schools within the region have established strong referral mechanisms with our AJCCs for programs like ESL and HSD/HiSet.

Climate and Environmental Sustainability

How the IERPU is Working Toward Meeting Industry and Workforce Needs to Support a Climate-Neutral Transition

During the development of this plan, the IERPU solicited feedback from both job seekers and partner organizations about jobs that support climate and environmental sustainability. The primary finding was that there is low awareness of jobs, required skills, related training, and employers for these types of opportunities. However, all stakeholders expressed an interest in learning more about these concepts and how to access jobs that support a climate-neutral transition. More research about opportunities, required skills and the best strategies to train and prepare job seekers for careers in this area is needed.

The IERPU has long supported training and access to jobs that support a climate-neutral transition, such as solar energy and weatherization jobs. The region also intends to deepen its investments in this area in several ways, including through a partnership with the Inland Regional Energy Network (I-REN). I-REN is one of several agencies across California that leverage funding raised from taxes private utility companies to serve underrepresented populations and public agencies with energy efficiency services and workforce training programs in clean energy occupations.

Both the RCWDD and SBCWDD are entering into partnership agreements with I-REN with the aim of creating new opportunities in the clean energy sector for underserved communities. Specifically, RCWDD and I-REN will jointly identify workforce needs, develop targeted training programs, foster industry partnerships, provide comprehensive support services to trainees, and advocate for equitable policies. The new training programs that are developed will equip individuals from disadvantaged and low-income communities with the technical and soft skills needed to secure and thrive in high-quality energy sector jobs. The partnership is anticipated to launch in mid-2025.

Another key initiative for developing workforce opportunities that support climate-neutral efforts is the IERPU's partnership with Southern California Edison (SCE). SCE is a key partner in a \$600M grant from the U.S. Department of Energy under its Grid Resilience and Innovation Partnerships

(GRIP) program called CHARGE 2T: California Harnessing Advanced Reliable Grid Enhancing Technologies for Transmission. GRIP aims to improve the reliability and environmental sustainability of regional energy grids nationally. SCE and other utility partners across California aim to unlock renewable energy with advanced conductor technologies and dynamic line ratings. CHARGE 2T will work with California colleges and universities to provide courses of study and certifications in power systems and energy management. It is anticipated to begin in summer 2025.

The IERPU will work with SCE and its partners to identify and support trainees for the newly developed trainings. In addition, the IERPU will assess the type and availability of specific occupations in the region related to the training, engaging regional employers to participate in direct hiring, apprenticeships, and work-based learning opportunities for trainees.

Equity and Economic Justice

The Region's Strategy to Achieve Equity and Commitments to Ensure Equitable Access to Regional Sector Pathways, Earn and Learn Opportunities, Supportive Services, and Other Effective Service Strategies

The IERPU Equity Definition is outlined in Section III above and guides the work of the region to ensure equitable access to all programs and services. In practice, there are several approaches of note that are utilized:

Listening and Learning

- Using feedback from focus groups, surveys, and advisory panels with participants to inform ongoing program improvements
- Enhancing training to ensure staff are providing trauma-informed care to understand the needs of diverse populations
- Ensuring worker voice is incorporated into decision-making, as it was for the development of this plan through Participant Focus Groups (See Appendix A)

Partnerships

- Actively partnering in the Inland Empire/Desert Regional Consortium (IEDRC) of the Strong Workforce Program (SWP), an initiative of the California Community College Chancellor's Office to build opportunities for a diverse workforce to train and enter into high quality jobs
 - The IEDRC has a strategic goal in its current plan to "Reinforce efforts to address issues of diversity, equity, inclusion, and accessibility in the region's career education programs"
- Partnering with employers to create hiring pathways for women, people of color (POC), justice-impacted individuals, veterans transitioning to civilian careers, and other marginalized communities

Supportive Services

- Achieving equity through leveling the playing field, and providing additional support to workers who need it to access quality jobs

In order to enable upward mobility via a high road workforce system in the Inland Empire, the following goals were developed:

Goal #3: To advocate for job quality and work towards achieving equity.

Tactics:

- Offer employers information, training, and consultation on job quality
- Prioritize working with employers who offer high quality jobs
- Continue using the objective metrics for Regional Indicators #1 and #2 to work toward closing the employment gap for the regional shared target populations of emphasis
- Identify new ideas and examples for improving job quality and equity to learn from

Goal #4: To research and identify opportunities in Climate and Environmental Sustainability.

Tactics:

- Gather research on regional jobs that support climate-neutrality, the skills required, and training to develop these skills
- Work with local partners like I-REN and Southern California Edison to explore regional opportunities and how to help job seekers access them
- Identify climate and environmental sustainability strategies in other regions of the state and country to learn from

VI. Aligning, Coordinating, and Integrating Programs and Services

System Alignment

Regional Service Strategies

The region employs multiple strategies to coordinate the regional workforce system. The IERPU team builds off their respective AJCC System MOUs to engage the signed partners and add additional organizations as new service needs become apparent. Data is shared regularly between partners who can legally share data to coordinate service delivery on the basis of program strengths while also aligning partner programs with the region's particular labor market needs. Cross-sector partnerships with housing, healthcare, and transportation agencies help eliminate participant barriers and expand the coordination of services to the community beyond the workforce system.

IERPU Steering Committee

Another important regional service strategy is the coordination of the IERPU Steering Committee, which continues to meet twice annually. The Committee consists of members from both RCWDB and SBCWDB, who help set regional strategy and policy. The Committee will guide the implementation of this plan, along with both individual workforce development boards.

Joint Annual AJCC MOU Partners Meeting

The IERPU will make a joint meeting of each county's AJCC MOU Partners a priority during the timeline of this plan. At these meetings, implementation of the regional plan goals of both local AJCC systems will be discussed.

The IERPU MOU and Administrative Cost Arrangements

SBCWDB and RCWDB have an MOU in place that dictates roles and responsibilities of both counties (local areas) of the Inland Empire Regional Planning Unit (IERPU). The MOU coordinates ongoing regional planning and implementation, staff and workforce board training and to jointly carry out tasks that are outlined in grant funding from the CWDB. The MOU covers the administrative cost arrangements for the region and the use of regional funds, allowing for sharing of funds between the two counties, regardless of the designated fiscal/administrative lead.

The most recent amendment to the MOU, signed in November 2022, allows the counties to enter into service agreements and allocate grant funding for workforce development activities across the two counties without the need for approval from their respective boards of supervisors, regardless of funding source.

In order to continue facilitating regional workforce system alignment, coordination, and integration, the following goal was developed:

Goal #5: To ensure ongoing alignment between the various agencies, the IERPU will utilize Seven Strategies to Realize High Road Interventions outlined in the CWDB Unified Strategic Workforce Development Plan.

Tactics:

- Leverage the seven strategies as a basis for regional collaboration, particularly Creating Cross-System Data Capacity and Fostering Workforce Standards
- Work on system alignment, service coordination, and support towards a sustainable, in-sync regional infrastructure that is committed to the overall goal of helping people get and keep good jobs, and positively affecting the regional economy through sustainable regional sector pathways.

Appendix A: Stakeholder and Community Engagement Summary

Understanding the needs, experiences, and aspirations of the communities directly impacted by its outcomes is foundational to creating a successful regional workforce development plan. This summary outlines and highlights the process, insights, and recommendations gathered through a series of interactive engagement sessions conducted by the Inland Empire Regional Planning Unit (IERPU).

These sessions were held with key stakeholders in Inland Empire (including employers, workforce development agencies, colleges and universities, school districts, community-based organizations, and workforce board members), as well as job seekers navigating the employment landscape. Designed to create space and amplify their voices, these listening sessions provided a platform for candid discussions about what is working, existing barriers, and opportunities for growth within the workforce and economic development systems. The voices of stakeholders and job seekers were central to developing a collaborative and human-centered four-year plan that reflects a commitment to inclusion, shared ownership, and innovative solutions, driving sustainable prosperity for individuals, businesses, and the region as a whole.

Sessions and Attendance

Mode of Outreach	Date of Meeting	Target of Outreach	Summary of Attendance		Data Gathered
			Virtual	In-Person	
Virtual Meeting	12/2/2024	Inland Empire Stakeholders*	90	0	480
Hybrid Meeting	12/9/2024	Riverside County Job Seekers	8	2	75
Virtual Meeting	12/10/2024	Inland Empire Stakeholders*	72	0	397
Hybrid Meeting	12/10/2024	San Bernardino County Job Seeker	2	6	61
Total			172	8	1013

*Stakeholders include (but are not limited to) employers, workforce development agencies, school districts, colleges and universities, community-based organizations

Feedback, Analysis, and Inclusion in the Four-Year Regional Plan

The stakeholder listening sessions yielded 877 pieces of feedback, and the job seeker listening sessions yielded 136 pieces of feedback that were aggregated, summarized, and reviewed by the Inland Empire Regional Planning Unit Members to draw out important themes across the four

categories to inform the strategies and planning of the new regional four-year workforce development plan.

Stakeholder Listening Sessions Format

The stakeholder listening sessions were held virtually (via Zoom), and stakeholders from Riverside and San Bernardino Counties attended together. After a brief introduction, ground-setting, and presentation on achievements, attendees were invited to participate in facilitated conversations on any two of the following four topics of their choice:

1. People and Employers
 - a. Current and future needs of employers and job seekers
 - b. Impact of recent events (COVID-19, inflation, technology, automation)
 - c. Aligning, coordinating, and integrating programs and services
2. Californian's Moving On Up
 - a. Ensuring equitable access to pathways and services
 - b. Enabling upward mobility
 - c. Improving job access
 - d. Removing barriers to employment
 - e. Economic justice
 - f. Middle-class pathways
 - g. Supporting high road principles
 - h. Future of work
3. Climate & Environmental Sustainability
 - a. Supporting climate-neutral transitions
 - b. Addressing impacts on frontline industry sectors
 - c. Access to the sector by underrepresented workers
4. High Roads to High Outcomes.
 - a. Aligning programs with industry needs
 - b. Developing career pathways leading to recognized credentials
 - c. Enhancing employer engagement
 - d. Aligning, coordinating, and integrating programs and services

All participants were invited to share, discuss, and record their feedback in a series of Google Slides (See Figures A.1 - A3) either directly or with the support of a facilitator and/or notetaker. Breakout room facilitators were trained and provided sample scripts, workspace links and access, and time for Q&A prior to and after facilitated sessions.

The feedback shared by stakeholders from both sessions was combined and shared with session participants. The IERPU for reviewed the feedback and incorporated it in the development of the new four-year Regional and Local Plans.

Key themes identified by the IERPU were:

- Employers needing HR support for people problems vs. compliance
- The expanded Digital Divide, rapidly changing technology, and lack of access to technology
- The cultural divide with younger workforce - work ethic, language, motivation

- Declining interest in target sectors
- A desire for connection across partners and coordination of services,
- A need for a centralized resource guide or database that provides info about employers, jobs available, etc.
- Increasing access vis satellite AJCCs to provide services, resources, and staff with knowledge
- Increasing connection with CTE with community colleges, secondary education, and employers with opportunities for internships, pre-apprenticeships, apprenticeships, and work experience

What are the most pressing workforce challenges your industry/for the primary industry you work with) is facing?		
Feeling Classified Employees for Adult School	Finding Application	High housing (renter or highly rentable) costs due to this
Decrease in candidate interest in healthcare careers	People are moving from Career to Career entry quickly	Click to add text
Transportation	Seeking Network or Parks	Click to add text
Click to add text	Retention of employees due to career to career standards	Click to add text

Figure A.1

If you could wave a magic wand and change anything in the workforce system, what would you...?		
Start	Stop	Continue
Increased child care and transportation - high cost may be a barrier to employment	Some currently in place procedures are not working/effective	Pay tuition for education training
Focus on lifelong learning to adapt in evolving job markets	Reduce barriers for underrepresented groups/disabilities/older workers	OJT opportunities
Networking with educational institutions and other agencies to better prepare future employees		
A centralized database for all applications for grant funded programs (enrollment)		

Figure A.2

What Are the Biggest Barriers to Upward Mobility for:					
BPOC	Transportation	Acceptance	Lack of Representation	Uncertainty with regard to health insurance or routine medical services	
LGBTQIA2S+	Transportation	Acceptance	Lack of access to mental health resources		
Immigrant / Refugee	Transportation	Lack of Support services Education	Fear of Government	In situations, lack of fluency in dominant language	Uncertainty with regard to health insurance or routine medical services
Disabilities / Neurodiversity	Physical and mental health challenges	Limited training programs for "upwardly mobile" job training	Lack of access to mental health (limited access to accommodations)	Inaccessible workplaces	Bias or misconceptions
Low-income / Parenting	Childcare Flexible programming Government access to child care	Fixed Inequities Housing resources Education	Child Development Knowledge & Generational differences	Lack of adequate transportation	Uncertainty with regard to health insurance or routine medical services
Veterans	Transportation	Housing	Lack of understanding of business of support available	Coincidence to Culture life	Lack of individual support services

Figure A.3

Job Seeker Listening Sessions Format

The job seeker listening sessions were held in a hybrid format (in-person with a Zoom option), and job seekers from Riverside and San Bernardino Counties attended separately. After a brief introduction, ground setting, and presentation on achievements, attendees were invited to participate in facilitated conversations on the same four topics described above for the Stakeholder Feedback sessions.

All participants were invited to share, discuss, and record their feedback in a series of Google Slides (See Figures A.4 - A.6) either directly or with the support of a facilitator and/or notetaker. Due to attendance, all participants participated in a combined breakout session.

The feedback from job seekers in both sessions was segmented, combined, and shared with session participants and the Inland Empire Regional Planning Unit for review, discussion, and utilization in the development of the new four-year Regional and Local Plans.

Key themes identified by the IERPU were:

- High focus on “intangibles” as part of job quality (e.g. clear expectations, training, communication, quality leadership, respect and recognition, clear and lived mission and values)
- A desire for employers to be more skill-focused (over education)
- Barriers to learning new technology (classes not offered, classes full, unaffordable, too far away)
- More professional development for youth (e.g. Internships, apprenticeships, workshops, professional dress, communication training)
- Access to services outside of 9 am - 5 pm Monday through Friday (especially for those who are under-employed or in school)
- Experienced workers unaware of entry points to specific job segments
- Getting the word out about what the workforce development system offers
- More specific information about career pathways (e.g. green careers, specific entry points, specific training and certifications required, where to get the training, employers who are hiring within those career pathways)

In preparing for the future of work (e.g. automation, AI, remote work) what resources or supports do you need?		What tools or services (e.g. job matching, resume writing, training) would help make your job search easier?
Access to fast internet for remote jobs	Access to resources for tech skills such as data mining and data analysis	Someone to follow up with you since you are employed leaving a support guide for issues that arise since you are employed.
Access to programs that businesses are using currently to receive training	Courses offered (e.g. typing) are obsolete and would like access to tech skills that are actually useful	When you reach out with colleges they are full and/or no one gets back to you so having external support to connect would be helpful
Virtual AI to write a resume	Learning how to use multiple platforms at the same time	Classes that are full and computer and writing classes so having an alternative place to access courses
Employers have interviews via teams or zoom and you want producers in the platform		A tool that will see if your resume even got past the initial screening would help with future jobs
		Job matching and learning how to market yourself once you feel you fall out of the target demographic
		Networking opportunities that are free and reach a variety of employers
		Having someone to practice the interviews with

Figure A.4

What is important to have in a quality job?			What barriers do you need to overcome in order to be successful?		
Feel like you are supported	Everyone works together, team like family	Benefits	Ageism	Childcare	Transportation
Meaningful (no expensive when making choices)	Commute	Phone	Sick care	Employers are looking for recent experience	Resources to get through the first 2 weeks of work until first pay check
Hybrid schedule	Support, are they going to support me	Family-friendly	Not being strong in interviews, negotiations		
Pay	Location	Retirement			
Flexibility (having up over learn)	Values continuous learning	Work-life balance			

Figure A.5

In searching for jobs you want in your desired field(s), what challenges are you finding?			What challenges do you face when transitioning between careers or industries?		
Need to use skills	Difficult with resumes	Upgrades with technology	Becoming a subject matter expert in a new field takes time	Having to learn a new skill set	The pressure of now
Work/life balance: Jobs that prioritize this	Can't find good or helpful writing services that provide clear feedback and are affordable (most are over \$1000 or only help with one thing)	Click to add text	Click to add text	Lack of support from some colleges	Click to add text
Click to add text	Click to add text	Click to add text	Click to add text	Click to add text	Click to add text
Click to add text	Click to add text	Click to add text	Click to add text	Click to add text	Click to add text

Figure A.6

Appendix B: Regional Goals

Goal	Tactics	IERPU Lead and Support
<p>Goal #1: To ensure that programs and services implemented by the IERPU are advancing Regional Indicators #1 and #2.</p>	<ol style="list-style-type: none"> 1. Annually review the employment gap between the shared target populations of emphasis and participants without barriers for any necessary changes to programs, services, and partnerships. 2. Work to continue closing the gap for all populations to the extent possible. 3. Identify additional metrics, if necessary, to track progress for the shared target populations 	<ul style="list-style-type: none"> • Lead: RCWDB and SBCWDB Leadership • Support: RCWDB and SBCWDB Data Teams
<p>Goal #2: To ensure that sector-based career pathways remain robust and provide access to high-road jobs for job seekers.</p>	<ol style="list-style-type: none"> 1. Regularly review Labor Market Information (LMI) to look for trends across sectors and opportunities to prepare job seekers for new in-demand occupations 2. Continue building relationships with regional employers for guidance, information about in-demand skills and qualifications, and sector-based work opportunities 3. Learn from analyzing other sector-based initiatives in the target sectors 	<ul style="list-style-type: none"> • Lead: RC and AJCC System Partners • Support: RCWDB and SBCWDB Business Services Team
<p>Goal #3: To advocate for job quality and work towards achieving equity.</p>	<ol style="list-style-type: none"> 1. Offer employers information, training, and consultation on job quality 2. Prioritize working with employers who offer high quality jobs 3. Continue using the objective metrics for Regional Indicators #1 and #2 to work toward closing the employment gap for the regional shared target populations of emphasis 	<ul style="list-style-type: none"> • Lead: RCWDB and SBCWDB Business Services Teams • Support: RC and AJCC System Partners

	4. Identify new ideas and examples for improving job quality and equity to learn from	
Goal #4: To research and identify opportunities in Climate and Environmental Sustainability.	<ol style="list-style-type: none"> 1. Gather research on regional jobs that support climate-neutrality, the skills required, and training to develop these skills 2. Work with local partners like I-REN and Southern California Edison to explore regional opportunities and how to help job seekers access them 3. Identify climate and environmental sustainability strategies in other regions of the state and country to learn from 	<ul style="list-style-type: none"> • Lead: RCWDB and SBCWDB Staff • Support: RCWDB and SBCWDB Data Teams
Goal #5: To ensure ongoing alignment between the various agencies, the IERPU will utilize Seven Strategies to Realize High Road Interventions outlined in the CWDB Unified Strategic Workforce Development Plan.	<ol style="list-style-type: none"> 1. Leverage the seven strategies as a basis for regional collaboration, particularly Creating Cross-System Data Capacity and Fostering Workforce Standards 2. Work on system alignment, service coordination, and support towards a sustainable, in-sync regional infrastructure that is committed to the overall goal of helping people get and keep good jobs, and positively affecting the regional economy through sustainable regional sector pathways. 	<ul style="list-style-type: none"> • Lead: RCWDB and SBCWDB Staff • Support: RCWDB and SBCWDB OSOs

Appendix C: Public Comments Received That Disagree with the Regional Plan

The comments below were received during the public comment period.

1. "Regional and Local Plans for Program Years 2025-2028 - there is no mention on the partnership with the local adult schools. If adult schools are part of the monthly meetings and other events, why are they not mentioned or part of the new plan? Please consider revising and adding this important partnership."
2. "Both plans are lacking representation of the adult education providers who are mandated partners in this process. The adult education providers exhaust themselves trying to collaborate with the local AJCC and the Workforce Development Board and are rarely represented in these plans. One of the plans does not mention them AT ALL, and the local Riverside Plan has THREE sentences which do not even accurately describe what is currently occurring. There is no current ACCESS POINT at Corona Norco! In fact, the adult education providers practically begged at that last AJCC meeting to be thought of when there are clients with needs. We are routinely brushed off in meetings, we are rarely (if ever) referred to when a client needs services, and this plan is an example of adult education being an after thought in a community where there is a HIGH need for services. The fact that the public comment on these plans closes AFTER the local WBD is set to approve these plans is evidence that the intention is NOT to seek public comment. This plan should be amended so that the services of the adult education providers are accurately represented."
3. "Good afternoon. I'm a principal with the Riverside About Students Regional Consortium, we've made a collective effort over the past few years to significantly increase our partnerships with WDB & AJCC, & unfortunately our agencies are not mentioned in either plan/document. Please advise why we haven't been included..."
4. "The work that has gone into creating these plans is extensive, and we appreciate the identification of industry sectors that will be the focus for the next four years; in the IERP, on Page 7, 17% of our population has less than a high school diploma education. On Pages 15-16, 12 out of 19 occupations need a high school diploma on Pages 15-16 However, as a mandated partner and training provider for adult basic education, high school diploma equivalency preparation, and career training provider through WIOA Title II, we would like to have a section with a workable process and partnership framework enumerated in these plans. The Riverside and San Bernardino Adult Education Consortia would be willing to work with you to get these together. Thank you."

APR 15 2025 3:19

Appendix D: Regional Plan Signatures

PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

This Regional Plan represents the Inland Empire Regional Planning Unit's efforts to maximize and coordinate resources available under Title I of the *Workforce Innovation and Opportunity Act (WIOA)*.

The WIOA four-year Inland Empire Regional Planning Unit Workforce Development Plan is submitted for the period of July 1, 2025 through June 30, 2029 in accordance with the provisions of WIOA.

Riverside County Workforce Development Board

Local Workforce Development Board Chair

Chief Elected Official





Signature

Signature

Jamil Dada

V. Manuel Perez

Name

Name

Chairperson

Chairperson of Board of Supervisors

Title

Title

3/27/2025

Date

Date

ATTEST:
KIMBERLY A. RECTOR, Clerk

By 
DEPUTY

FORM APPROVED COUNTY COUNSEL
BY:  4-2-2025
PAULA S. SALCIDO DATE

San Bernardino County Workforce Development Board

Local Workforce Development Board Chair



Signature

William Sterling

Name

Chair

Title

3/19/2025

Date

Chief Elected Official



Signature

Dawn Rowe

Name

Chair, Board of Supervisors

Title

MAR 11 2025

Date

SIGNED AND CERTIFIED THAT A COPY OF
THIS DOCUMENT HAS BEEN DELIVERED
TO THE CHAIRMAN OF THE BOARD.
LYNNA MONELL
Clerk of the Board of Supervisors
of San Bernardino County

By  Deputy

