



Agenda Date: 3/22/2005
Agenda Placement: 6D

NAPA COUNTY BOARD OF SUPERVISORS Board Agenda Letter

TO: Board of Supervisors
FROM: Shelli Brobst for Randolph F. Snowden - Director
Health & Human Services
REPORT BY: Shelli Brobst, Contracts Analyst, 253-4720
SUBJECT: Local Workforce Investment Area Corrective Action and Technical Assistance Plan

RECOMMENDATION

Director of Health and Human Services requests approval of and authorization for the Chair to sign the Local Workforce Investment Area Corrective Action and Technical Assistance Plan.

EXECUTIVE SUMMARY

This action approves submission of a Corrective Action and Technical Assistance Plan to the state. The plan outlines the county's response to issues concerning performance measurement outcomes for the Local Workforce Investment Area.

FISCAL IMPACT

Is there a Fiscal Impact? No

ENVIRONMENTAL IMPACT

ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION

The Workforce Investment Act (WIA) provides services to youth between the ages of 14-21. All youth must be low income and meet certain criteria (low basic skills, school drop outs, homeless, runaway or foster child, pregnant or

parenting). The purpose of youth programs is to provide opportunities for training to eligible youth; provide incentives for recognition and achievement; and to provide opportunities for eligible youth in activities related to leadership development.

For federal Workforce Investment Act (WIA) funds, Local Workforce Investment Areas (LWIAs) are expected to achieve at least 80 percent performance in each of their 17 negotiated performance measures. LWIAs that do not meet the 80 percent target must submit a Correction Action and Technical Assistance Plan to the state. The plan outlines corrective actions that will be taken to ensure that the minimum 80 percent performance level will be achieved in subsequent years.

HHSA did not meet the 80 percent target for one measure related to WIA Youth funding. HHSA achieved 44.47 percent performance for the performance measurement "Earnings Change/Earning Replacement in Six Months." In reviewing the cases, the following reasons contributed to the lower than expected performance:

1. Many of the youth enrolled in the program already had an employment history and relatively high wages **before entering the program**. A more focused process for developing an individualized plan is needed to lead participants not just to another job but to a better paying job.
2. There were only a small pool of participants and therefore each individual's income had a large effect on the overall performance. This impact was identified near the end of the performance year, when little time remained to enroll additional participants.

The corrective action plan, which is attached, includes strategies to educate youth on what is required to improve one's income, such as training, increase in work hours, and better matching of interests to jobs. The plan also includes recruitment and outreach, staff training, improving linkages with employers, improving client follow-up services, and upgrading the quality assurance certification of the Napa Job Connection (Napa's job training center). The corrective action plan must be signed by the Chair of the Board of Supervisors and the Chair of the Local Workforce Investment Board.

SUPPORTING DOCUMENTS

A . Corrective Action and Technical Assistance Plan

CEO Recommendation: Approve

Reviewed By: Meegan Condon