



***Executive Committee
AGENDA***

***April 17, 2019
10:30 A.M. – 11:30 A.M.***

**March Field Air Museum
22550 Van Buren Boulevard
Riverside, CA 92518**

***The next Executive Committee meeting will be held
June 19, 2019, at the Riverside AJCC, 1325 Spruce Street,
Riverside, CA 92507.***

Jamil Dada
WDB Chairperson
Carrie Harmon
WDB Executive Director



Patrick Ellis
WDB Vice Chairperson
Leslie Trainor
WDB Deputy Director

March Field Air Museum
22550 Van Buren Boulevard, Riverside, CA 92518

Executive Committee

AGENDA

April 17, 2019

10:30 a.m. – 11:30 a.m.

Call to Order and Self Introductions

Jamil Dada

ADMINISTRATIVE/Action Items

- | | | |
|-----|--|-------------|
| 1.1 | Approve the February 20, 2019 Meeting Minutes | All |
| 1.2 | Funding for Business Process Improvement Services PY 2019/2020 | Loren Sims |
| 1.3 | Ratify and Approve the Subsequent Recertification of the Riverside County Workforce Development Board Application for PY 2019/2020 | Retha Smith |
| 1.4 | Public Outreach Funding Recommendation for the 2019 Inland Empire Women in Manufacturing (IEwin) event on May 10, 2019 | T. Pham |
| 1.5 | PY 2019/2020 Workforce Innovation Opportunity Act (WIOA) Year Round Youth Program Funding Recommendations | Loren Sims |
| 1.6 | Professional Services Coordinator for the Board of Supervisors Young Adult Program; PY 2019/2020 | Loren Sims |
| 1.7 | PY 2019/2020 Funding Recommendation for Registered Apprenticeship Program With Norco College | T. Pham |
| 1.8 | FY 2019/2020 Workforce Development Division Budget Recommendations | Loren Sims |
| 1.9 | Demand Industries and Occupations for Riverside County | T. Pham |

REPORTS

- | | | |
|-----|-----------------------------|---------------------|
| 3.1 | Federal/State Report | Jamil Dada |
| 3.2 | Regional Committee Updates | |
| | • West | Francisca Hernandez |
| | • East | Layne Arthur |
| | • Southwest | Patrick Ellis |
| 3.3 | Chairperson's Report | Jamil Dada |
| 3.4 | Executive Director's Report | Carrie Harmon |

DISCUSSION ITEMS

- 2.1 Member Initiatives

PUBLIC COMMENTS

The WIOA Title I financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities. Please call 951.955.3100, 951.955.3744 TTY, CA Relay 711, or ADACoordinator@rivcoeda.org 5 to 7 days in advance.

PUBLIC NOTICE

While the WDB Meetings are open to the public, time constraints limit the WDB's ability to permit open discussions with members of the audience. Persons requesting to address the WDB on matters not on the agenda but are within the jurisdiction of the WDB should do so under the agenda item Public Comments. Persons requesting to address the WDB on an agenda item should register with staff prior to the meeting. The Chair will impose a 3-minute time limit on all speakers addressing the WDB.

NON-EXEMPT MATERIALS

Non-exempt materials related to an item on this agenda submitted to the Workforce Development Board after distribution of the agenda packet are available for public inspection on the Riverside County Economic Development Agency Workforce Division's website at www.rivcoeda.com.

POSTED MATERIALS

Such documents are also available on the Riverside County Economic Development Agency Board Division's website at www.rivcoeda.com subject to staff's ability to post the documents before the meeting.

Jamil Dada
WDB Chairperson

Carrie Harmon
WDB Executive Director



Patrick Ellis
WDB Vice Chairperson

Leslie Trainor
WDB Deputy Director

Infinite Opportunity, Lasting Prosperity

Executive Committee: Minutes February 20, 2019

Chair Jamil Dada called the meeting to order at 10:30 a.m.

Members in Attendance

Jamil Dada	Patrick Ellis	Sonia Nunez	Mary Jo Ramirez
Morris Myers	Ricardo Cisneros	Layne Arthur	

Members Absent

Francisca Hernandez	Rosibel Ochoa		
---------------------	---------------	--	--

Guests

Eric Ellis			
------------	--	--	--

Staff

Carrie Harmon	Leslie Trainor	Loren Sims	Carolina Garcia
Thi Pham	Rilla Jacobs	Joe Penrod	David Cline

Administrative Item: 1.1 Approve the December 12, 2018, Executive Committee Minutes

Motion: That the WDB Executive Committee approve the December 12, 2019, Executive Committee minutes.

Moved by	Morris Myers	Second by	Sonia Nunez	Abstain	None	
Vote	Aye	7	No	0	Abstain	0
Status	Approved					

Administrative Item: 1.2 Approve Public Outreach Recommendation

Motion: That the WDB Executive Committee Approve \$500 in Public Outreach funding for the 2nd Annual Southwest Regional Committee Business Summit.

Moved by	Morris Myers	Second by	Ricardo Cisneros	Abstain	None	
Vote	Aye	7	No	0	Abstain	0
Status	Approved					

Administrative Item: 1.3 Approve Workforce Innovation and Opportunity Act Transfer of Funds Program Year 2018-2019

Motion: That the Workforce Development Board (WDB) Executive Committee approve the Transfer of Funds request between WIOA Dislocated Worker and WIOA Adult funds.

Moved by	Morris Myers	Second by	Ricardo Cisneros	Abstain	None	
Vote	Aye	7	No	0	Abstain	0
Status	Approved					

Discussion
Because of low unemployment and dislocated workers in Riverside County. Program Year 2018-19, Riverside County has identified a greater demand for WIOA Adult services. Staff is recommending \$2,000,000 be transferred from Dislocated Workers to Adult Services to meet this need. The State of California Employment Development Department Workforce Services Directive, allows Local Workforce Development Areas' (LWDA) fund administrator to transfer up to 100% of dislocated worker to adult funds to maximize job and training services:

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

Funding Identification	Adult	Dislocated Worker
Year of Appropriation	PY 2018-2019	PY 2018-2019
Prior Formula Allocation	\$6,455,602	\$5,759,542
Transfer – Plus or Minus	+\$2,000,000	(2,000,000)
New Formula Allocation	\$8,455,602	\$3,759,542

The Title IB Participant Plan Summary has been revised to reflect the increased number of Adult enrollments. Therefore, Riverside County’s Five-Year Strategic Plan will be modified to show the increase in Adult services in PY 2018-19.

Leslie and Loren gave a brief overview of the difference between the Adult Services and the Dislocated Workers funding and how the funds are distributed. When an imbalance in workforce customers occurs LWDBs are allowed to transfer the funds to whichever program has the greater need.

Administrative Item: 1.4 Approve Workforce Innovation and Opportunity Act Local and Regional Plans for Program Years 2017-2021

Motion: That the WDB Executive Committee approve the WIOA Riverside County Local Plan and the Inland Empire Regional Plan for Program Years 2017,-2021.

Moved by	Layne Arthur	Second by	Morris Myers	Abstain	None	
Vote	Aye	7	No	0	Abstain	0

Status Approved

Discussion Thi referred the committee to page 12 of the meeting packet. Thi gave a brief overview on how the original 4 year plans were developed and approved. Now the State has released a directive requesting that the plans be modified to include services to special populations that were not include in the original plans. The populations are:

- Prison to Employment
- Child Support Services
- English Language Learners
- Cal Fresh/Supplemental Nutrition Assistance Program (SNAP)

The documents are open for public comments and will be modified if any comments are submitted. The final documents must be submitted by March 15, 2019. Thi went over the modification with the committee, and answered their questions.

Discussion Item: 2.1 Regional Committee Appointments

Carrie Harmon After the December 12th 2019 meeting, a question arose regarding the procedures for Chair appointments to the Regional Committees. Carrie informed everyone that the procedure is in the by-laws, but in the future written and verbal notifications will go out prior to the December WDB meeting. Morris reminded member why the procedures were changed, and how it improved the appointment process.

The process for appointing a Vice Chair to the regional committee was discussed. Layne, Francisca, and Layne will chose their Vice Chairs and present them to the Chair for approval.

Discussion Item: 2.2 Member Initiatives

Discussion

The East Committee will team with Economic Development, to combine their Workforce Summit with the Coachella Business Summit and Economic Forecast event. Chris Thornberg, and Dr. John Huesing will be guest speakers. The event is scheduled for April 18, 2019, at Fantasy Springs Resort, Indio.

The State of Education is scheduled for Tuesday, February 26th is Palm Springs, and March 6th at the Riverside Convention Center.

Reports :

Federal and State Report	
Jamil	Tabled until 11:30 a.m. 2/20/19 WDB meeting.

Regional Committee Reports	
West	No Report
East	<p>Layne – Kasey Wilson, UCR Extension gave a presentation on services the university offers and their community outreach programs/efforts. We also had a presentation from Rosa Lazenby, Riverside County Sheriff’s office. She informed us about the Jails and Prison to Employment grant initiative partnership and how it is being implemented. She gave us a look into the challenges and successes they have had with the program. We held the meeting at the UCR Palm Desert Campus and we had good attendance. Kim McNulty was selected as our Vice Chair pending the Chairs approval.</p> <p>Modernism Week is coming up in our area. This event focuses on mid-century architectural in the desert area. This events draws 15,000 – 20,000 tourists for its two week run. Tours and activities are planned and held.</p>
Southwest	Patrick – We had a productive first meeting for 2019. We are moving our meeting location to the Murrieta Chamber of Commerce. We hope to get businesses more involved in the Board.

Chairperson’s Report	
Jamil Dada	Tabled to 11:30 a.m. 2/20/19 WDB meeting.

Executive Director’s Report	
Carrie Harmon	<p>Carrie asked Leslie to speak. Leslie attended the San Bernardino Board meetings to see how their meetings are run. She reported on several interesting items she noticed.</p> <ol style="list-style-type: none">1. Notebook binders that staff maintained and updated with current information.2. The board members are actively visiting and recruiting businesses.3. They contract out to a Public Relations firm which concentrates on marketing and advertising for their WDB. They use Economic Development funding for this effort. They keep Workforce and Economic Development departments completely separate.5. Their regional committee are not geographical, they are by industry.6. They have their one-stop provider there to give a comprehensive report. <p>A brief discussion was held on how Riverside handles these various items. Members discussed having special committees or ad-hoc committees to focus on special needs or populations.</p>

Public Comments	
	NONE

Adjourned: 11:30 a.m.

EXECUTIVE COMMITTEE



ACTION ITEM #1.2

DATE: April 17, 2019

SUBJECT: Funding for Business Process Improvement Services Program Year 2019/2020

RECOMMENDATION: Economic Development Agency/Workforce Development Division (EDA/WDD) staff is recommending that the Workforce Development Board’s (WDB) Executive Committee approve Program Year (PY) 2019/2020 Workforce and Innovation Opportunity Act (WIOA) funding for the Rapid Response Funding (RRF) for California Manufacturing Technology Consulting (CMTC) to provide Business Process Improvement Services (BPIS) to Riverside County businesses.

BACKGROUND: In support of the WDB’s Strategic Plan, The Economic Development Agency/Workforce Development Division released a new three-year Request for Proposal (RFP) for Business Process Improvement Services (BPIS) on October 2, 2017, for program years 2018/2021. The purpose of the procurement is to reduce Rapid Response Services by helping struggling businesses remain competitive and retaining jobs at those businesses. These BPIS would not be otherwise provided without Rapid Response Funding.

Business Process Improvement Services includes, but are not limited to, assistance with lay-off aversion, job-retention services, strategic and financial planning, quality assurance, energy efficiency, IT systems and human resources development. On November 2, 2017, CMTC was the single response proposal received; the review team recommended the WDB Executive Committee award the funding based upon CMTC’s successful track record and performance of these services to Riverside County businesses over the past five years.

California Manufacturing Technology Consulting PY 2017/2018 performance: Five manufacturing priority sector employers were served with 59 jobs saved/retained; cost savings of \$5,770,000 and new and retained sales of \$7,890,000. On December 13, 2017 the WDB approved the award of \$50,000 to CMTC to provide services to manufacturing businesses in PY 2018/2019 and these services are currently underway.

California Manufacturing Technology Consulting is recommended for renewal beginning July 1, 2019 through June 30, 2020, with subsequent renewal through (2020/2021), as funding for Rapid Response Funding is available, and to be submitted annually to the WDB for approval. The 2019/2020 recommendation is as follows:

Consultant	Targeted Business Sector	Total Cost
California Manufacturing Technology Consulting	Manufacturing-Serve minimum 5 businesses and retain at a minimum 50 jobs.	\$50,000
TOTAL AMOUNT NOT TO EXCEED		\$50,000

EXECUTIVE COMMITTEE Date: April 17, 2019 Approval: Yes	BOARD OF SUPERVISORS CONCURRENCE Required: Yes
--	---



EXECUTIVE COMMITTEE

ACTION ITEM # 1.3

SUBMITTAL DATE: April 17, 2019

SUBJECT: Ratify and Approve the Subsequent Recertification of the Riverside County Workforce Development Board Application for Program Years 2019/21, required by the California Workforce Development Board.

RECOMMENDED MOTION: That the Workforce Development Board (WDB) Executive Committee;
 1. Ratify and Approve the Subsequent Recertification of the Riverside County Workforce Development Board Application for Program Years 2019/21.

2. Submit the Application via a Form-11 to the Chief Elected Official, Chairman, County of Riverside Board of Supervisors for Ratification and Approval and, submit the signed Application to the California Workforce Development Board for approval on or before, May 31, 2019.

BACKGROUND:

The California Workforce Development Board (State Board) and the Employment Development Department (EDD), acting under the authority of the Governor, established policies and procedures and completed the initial designation of Local Areas in June 2015, which were effective for Program Years (PY) 2016/2018 and completed Local Board recertification in June, 2016. The Riverside County Workforce Development Board was designated initially as a Local Board in 2015, with subsequent recertification approved and effective in PY 2016/2018. After the period for which a Local Area was initially designated, WIOA Section 106 calls for a subsequent designation process and requires the Governor to approve a request for subsequent designation from a Local Area if the area performed successfully, sustained fiscal integrity, and engaged in the regional planning process.

The WDB continues to meet the criteria of sustained fiscal integrity and is actively engaged in the regional planning process with San Bernardino County Workforce Development Board Subsequent Designation and Recertification of the Riverside County Workforce Development Board will be effective July 1, 2019 for a two-year period, ending June 30, 2021. The recertification of the Board allows its continued role to provide oversight of the WIOA workforce program benefiting job seekers and businesses in Riverside County.

<p>EXECUTIVE COMMITTEE</p> <p>Date: April 17, 2019</p> <p>Approval: Yes</p>	<p>BOARD OF SUPERVISORS CONCURRENCE</p> <p>Required: Yes</p>
---	--

EXECUTIVE COMMITTEE



ACTION ITEM #1.4

DATE: April 17, 2019

SUBJECT: Public Outreach Funding Recommendation for the 2019 Inland Empire Women in Manufacturing (IEwim) event.

RECOMMENDATION: That the Workforce Development Board (WDB) Executive Committee approve a \$2,500.00 public outreach funding recommendation for the 2019 Inland Empire Women in Manufacturing (IEwim) event on May 10th, 2019.

BACKGROUND: On May 10th, 2019, the second annual “Inland Empire Women in Manufacturing” (IEwim) event will take place with an estimated 500+ attendees. Attendees will include those interested in manufacturing jobs and learning more about the progression of women involved in the manufacturing industry. The event attracts highly influential manufacturing industry folks and resources that the community wouldn’t otherwise know about, or in many cases the means to easily talk to, or find. Having like-minded business owners visible is a benefit for employers and for jobseekers interested in a manufacturing career pathway. The event encourages local networking opportunities & inspirational connections. Along with powerful women discussing their journeys in the manufacturing world, the event provides networking opportunities with owners, managers, supervisors, community leaders and City and State representatives.

An essential part of the Inland Empire economy relies on the continued success of manufacturing, which is dependent on innovation, and that innovation is driven by a diverse talented workforce that includes women. Women are largely underrepresented in the manufacturing industry, at all levels. This event will empower and inspire women makers and highlight career pathways into this industry. The goal of this event is to bring women together to support, encourage, empower, and break the stereotype of this being a male dominated industry. There are over 600,000 good paying manufacturing jobs unfilled in the USA and that number continues to climb, we need to inspire our makers and women interested in those career pathways.

This public outreach and program support will assist in getting women into those skilled labor positions. It’s not that women cannot do it, it’s the public perception of women pursuing a manufacturing career that needs to be modified. This event targets both Inland Empire women involved in the manufacturing industry and interested in a career path into good paying local manufacturing position and strengthens our youth-to-work pipeline in the Inland Empire. The event will bring awareness to high-quality youth employment opportunities and connect young people to employment opportunities, job skills, and training to help fill the job shortage we face in our region (and nation). The manufacturing industry offers good paying jobs that support our youth and their families.

Additionally, the funds will be used as seed money to support the event to create greater awareness among the private industry sectors in the Inland Empire in regards to the services the WDB provides to support workforce and economic development efforts. The WDB strives to promote businesses services, encourage participation and gain greater private sector engagement in the region. Engaging private sector will provide broader input on the needs of businesses in the region and help connect them with services to address these needs.

EXECUTIVE COMMITTEE

Date: April 17, 2019
Approval: Yes/No

BOARD OF SUPERVISORS CONCURRENCE

Required: No



EXECUTIVE COMMITTEE

ACTION ITEM # 1.5

SUBMITTAL DATE: April 17, 2019

SUBJECT: Program Year (PY) 2019/2020 Workforce Innovation and Opportunity Act (WIOA) Year Round Youth Program Funding Recommendations.

RECOMMENDED MOTION: That the Riverside County Workforce Development Board (WDB) Executive Committee approve the PY 2019/2020 WIOA Year Round Youth Program funding recommendations to operate the existing six (6) Youth Opportunity Centers (YOC's) within Riverside County during the period of July 1, 2019 through June 30, 2020.

BACKGROUND: The Riverside County Economic Development Agency/Workforce Development Division (EDA/WDD) and the Riverside County/Workforce Development Board (WDB) established the Youth Opportunity Center (YOC) system in 2000 under the Workforce Investment Act to provide "One-Stop" centers for youth to receive federally funded workforce services. Since then, the Workforce Innovation and Opportunity Act (WIOA) was enacted by Congress on January 3, 2014, and signed into law on July 22, 2014. The purpose of the Act is to strengthen the United States Workforce Development system. One of the goals is to produce comprehensive support systems that can provide "at risk youth" with improved "long-term" relationships and ongoing support which will enable the youth to make a successful transition into the workforce. WIOA specifically targets at risk youth who are between the ages of 16-24. "At-risk" youth are youth who require temporary or ongoing intervention in order to succeed academically. At-risk youth are also adolescents who are less likely to transition successfully into adulthood and achieve economic self-sufficiency. Characteristics of at-risk youth include emotional or behavioral problems, truancy, and low academic performance, showing a lack of interest for academics, and expressing a disconnection from the school environment.

In order to achieve this goal, and pursuant to WIOA regulations, a Request for Proposal (RFP) was issued on August 20, 2018 to solicit service providers as operators for the six (6) existing Youth Opportunity Centers located in Indio, Perris, Moreno Valley, Hemet, Lake Elsinore and Rubidoux (Jurupa Valley). The purpose of the YOC's is to provide "One-Stop" Centers throughout Riverside County, where the youth receive WIOA program services. EDA received nine (9) proposals by the established deadline of October 4, 2018 as listed in the table below.

Service Provider	YOC Location	Fund Requested	Proposed Enrollments	Cost Per Enrollment
California Family Life Center	Hemet	\$850,000	100	\$8,500
California Family Life Center	Lake Elsinore	\$850,000	100	\$8,500
California Family Life Center	Rubidoux (Jurupa Valley)	\$850,000	100	\$8,500
California Family Life Center	Perris	\$850,000	100	\$8,500
ResCare Workforce Services	Perris	\$850,000	23	\$36,956
ResCare Workforce Services	Moreno Valley	\$850,000	20	\$42,500
ResCare Workforce Services	Indio	\$850,000	19	\$44,737
El Proyecto del Barrio	Moreno Valley	\$850,000	115	\$7,391
El Proyecto del Barrio	Perris	\$850,000	100	\$8,500
Game Changers (Non-Responsive)	X	X	X	X
Goodwill (Non-Responsive)	X	X	X	X

A review panel consisting of three (3) non-profit, and business professionals evaluated the proposals based upon the criteria outlined in the RFP. After a thorough review of all the proposals by the panel, and a financial review by County Staff, the PY 2019/2020 funding recommendations are as follows:

Recommended Service Provider	YOC Location	2019/2020 Funding Recommendation	Final Enrollment Numbers
California Family Life Center	Hemet	\$900,000	114
California Family Life Center	Lake Elsinore	\$800,000	101
California Family Life Center	Rubidoux (Jurupa Valley)	\$850,000	107



Recommended Service Provider	YOC Location	2019/2020 Funding Recommendation	Final Enrollment Numbers
California Family Life Center	Perris	\$850,000	107
ResCare Workforce Services	Indio	\$850,000	112
El Proyecto del Barrio	Moreno Valley	\$850,000	115

The recommended service providers shall perform activities as outlined in the proposed Scope of Work and the requirements of the RFP. Final funding allocations and required enrollments for each YOC will be determined by the State's final award of funds which are expected by May 2019. The valid procurement period for this RFP is July 1, 2019 through June 30, 2020.

<p><i>EXECUTIVE COMMITTEE</i></p> <p>Date: April 17, 2019 Approval: Yes</p>	<p><i>BOARD OF SUPERVISORS CONCURRENCE</i></p> <p>Required: Yes</p>
---	---

EXECUTIVE COMMITTEE



ACTION ITEM #1.6

SUBMITTAL DATE: April 17, 2019

SUBJECT: Professional Services Coordinator for the Board of Supervisors Young Adult Program; Program Year (PY) 2019/20 Workforce Innovation Opportunity Act (WIOA) Adult Funds.

RECOMMENDED MOTION: That the Riverside County Workforce Development Board (WDB) Executive Committee approve an agreement with California Family Life Center (CFLC) to provide a Professional Service Coordinator for the County of Riverside Board of Supervisors Young Adult Program, and approve the allocation of \$75,000 in WIOA Title I funding for the Professional Services Agreement.

BACKGROUND: The Riverside County Economic Development Division(EDA)/Workforce Development Division (WDD) issued a Request for Qualifications (RFQ) on March 15, 2017 seeking a qualified professional to oversee the Board of Supervisor's Legislative Intern Program and the Riverside County Youth Advisory Council otherwise known as the "Board of Supervisor's Young Adult Program." The RFQ closed on April 14, 2017 and resulted in one response from CFLC. Staff reviewed the proposal and determined it met all RFQ requirements and thresholds. Staff recommended proceeding with a single source contract with CFLC as a highly qualified respondent. The valid procurement period for this RFQ is May 1, 2017 through May 1, 2020, approval is contingent upon annual award of WIOA funding allocations.

CFLC continues to provide the expertise working with young adults and youth, has knowledge of the local area and the unique needs of Riverside County youth; familiarity with evidenced-based youth development and engagement strategies; willingness to embrace the concept of “youth driven spaces”, expertise in leadership development; skill in supervising young adults in internship environments; and flexibility in service delivery and schedule.

Key Services include:

Serving as a liaison between the Young Adult Program and the County of Riverside Board of Supervisors;

The Coordinator will coordinate all Youth Commission (YC) events including recruitment and coordination of exhibitors, registration, invitees and high schools, interviews, welcome, meetings, officer trainings, coordinate, secure and approve venue, Youth Advisory Council (YAC) assignments, responsible for budget, follow-up and all administrative assignments as needed.

The Coordinator supports the Board of Supervisors through the Young Adult Intern Programs, Youth Advisory Council and Youth Commissions meetings, Youth in Government Day, Youth Summit, and Youth Commission Retreat. The Coordinator is responsible for Supervisorial District Specific recruitments for Legislative Interns, meeting events, assignments and schedules.

Staff recommends the WDB Executive Committee approve the recommendation to renew the Professional Service Coordinator for the County of Riverside Board of Supervisors Young Adult Program Agreement with CFLC, not to exceed \$75,000 for program year 2019/20, commencing July 1, 2019 through June 30, 2020.

Professional Service Coordinator	Purpose	Funding Source	Total
CFLC	Professional Service Coordinator for the County of Riverside Board of Supervisors Young Adult Program	WIOA Title I Funds (Adult)	\$75,000
TOTAL AMOUNT NOT TO EXCEED			\$75,000

Executive Committee Date April 17, 2019 Approval: Yes	Board of Supervisors concurrence Required: Yes
---	---

EXECUTIVE COMMITTEE



ACTION ITEM # 1.7

DATE: April 17, 2019

SUBJECT: Program Year 2019/20 funding recommendation for Registered Apprenticeship program with Norco College.

RECOMMENDATION: That the Workforce Development Board (WDB) Executive Committee approve acceptance of funding for an Irvine Foundation funded registered apprenticeship joint effort with Norco College for \$173,849 to employ a regional Workforce Development Apprenticeship Coordinator to deploy the LAUNCH apprenticeship program.

BACKGROUND:

Riverside County Workforce Development staff have worked collectively with Riverside Community College District (RCCD) over the past months to discuss the viability of expanding registered apprenticeship opportunities in the Inland Empire region in connection with Career & Technical Education training through Norco College. Through this agreement Norco College will provide resources, including funding, a workstation and office furniture for the County of Riverside to employ a regional Workforce Development Apprenticeship Coordinator at the Norco College campus. The coordinator will work with college project management of the regional consortium-based apprenticeship project (LAUNCH).

This partnership will focus on the following areas:

- RCCD will provide funding to offset payroll costs incurred by the County of Riverside for employing the Coordinator up to \$173,849 through June 30, 2020.
- The County will hire, or re-assign, managerial level staff to work as a workforce development apprenticeship coordinator on the LAUNCH project with college staff.
- As a member of the team, the Coordinator will be primarily responsible for navigating Workforce Investment Opportunity Act supportive services, California Workforce Development initiatives, and other workforce development initiatives as they relate to apprenticeship and the LAUNCH project. The Coordinator will work with the Inland Empire Regional Planning Unit and will liaison with both San Bernardino and Riverside County Workforce Development departments. The Coordinator will prepare and make recommendations to the San Bernardino and Riverside County Workforce Boards and staff of the Workforce Development Departments regarding long-term sustainable apprenticeship procedures and practices that the Boards could support, as well as provide leadership. The Coordinator will prioritize the work plan of the James Irvine LAUNCH Apprenticeship Network project and provide leadership and support in fulfilling the objectives laid out in the grant proposal.
- The County will coordinate with LAUNCH and RCCD management and the San Bernardino County Workforce Development Department regarding detailed work plans and objectives for the Coordinator.

EXECUTIVE COMMITTEE Date: April 17, 2019 Approval: Yes/No	BOARD OF SUPERVISORS CONCURRENCE Required: Yes/No
---	--

EXECUTIVE COMMITTEE



ACTION ITEM # 1.8

SUBMITTAL DATE: April 17, 2019

SUBJECT: Fiscal Year (FY) 2019/20 Workforce Development Division Budget Recommendations.

RECOMMENDED MOTION: That the Riverside County Workforce Development Board (WDB) Executive Committee approves the FY 2019/20 Workforce Development Division County Budget recommendations for the period of July 1, 2019 through June 30, 2020.

BACKGROUND: The County Board of Supervisors (BOS) requires each county department to prepare and submit an annual budget for approval in accordance with Governmental Code §29120. The Workforce Development Division (WDD) operates under the umbrella of the County of Riverside’s Economic Development Agency (EDA) and as such is included as a component in the EDA budget. The WDD’s primary source of funding are federal WIOA formula funds allocated by the U.S. Department of Labor to the State of California’s Employment Development Division. The State in turn provides funds to Riverside County via a subagreement. The funding allocation is driven by Congressional appropriation levels and local economic factors such as unemployment rates, poverty rates and business downsizings.

In view of the federal budget climate, WDD is anticipating a 3-5% decrease in WIOA funding for FY19/20 which translates into a 5% reduction in revenue for budgeting projections. Expenditure projections are based on essential program requirements. WDD currently operates six Youth Opportunity Centers (YOCs), two comprehensive America’s Job Centers of California (AJCCs), three affiliate offices, and a mobile unit. WDD has budgeted for a total of 71 direct employees and three (3) temporary employees. Adequate staffing is critical to ensure our programs are successful and meet funding requirements. WIOA Adult/Dislocated Worker Training was budgeted in compliance with Senate Bill (SB) 74.

As required, draft budget recommendations were submitted to the County of Riverside Executive Office (EO) in March for internal review and will subsequently be formally approved by the County Board of Supervisors.

A summary of estimated revenue sources and expense is attached.

<p><i>EXECUTIVE COMMITTEE</i></p> <p>Date: April 17, 2019 Approval: Yes</p>	<p><i>BOARD OF SUPERVISORS CONCURRENCE</i></p> <p>Required: Yes</p>
---	---

Riverside County Economic Development Agency Workforce Development Division

Fiscal Year 2019/2020
WDD Budget

As of March 08, 2019





WDD Proposed Budget

FY19/20

Table of Contents

	Page #
Grants Summary	1
Travel Request	2
Memberships	3
Advertising and Public Outreach	4
Equipment and Software	5
Major Contracts	6
WIOA AD/DW Training Requirement	7

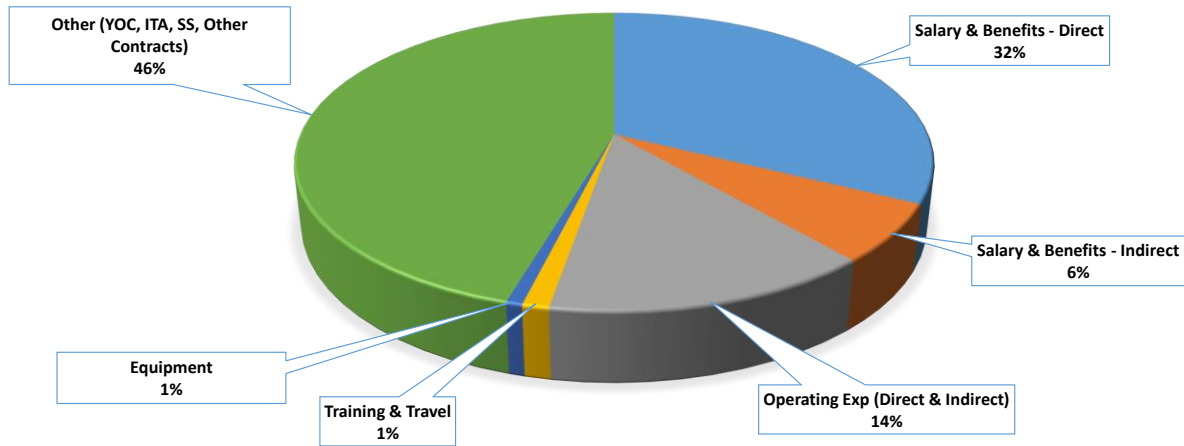
**Workforce Development
Summary of Available Funding and Funds Utilization Plan
FY 19-20**

	AD/DW	Youth	RR	Other Funds	Other Reimbursement	All Funds
Revenue						
FY 19-20 Estimated Allocation	11,604,387	6,110,585	440,008			18,154,980
FY 19-20 Estimated Other Revenue				886,585	876,794	1,763,379
Estimated Carry-In from FY 18-19	4,488,126	3,649,908	5,508	183,568	-	8,327,110
Total Funding Available	16,092,512	9,760,493	445,516	1,070,153	876,794	28,245,469

Projected Expenditures/Obligations						
Salary & Benefits - Direct	5,821,818	673,707	276,426	477,002	153,164	7,402,118
Salary & Benefits - Indirect	1,276,115	51,492	28,761	67,578	12,989	1,436,936
Operating Exp (Direct & Indirect)	2,253,528	149,080	70,704	46,750	707,835	3,227,896
Training & Travel	233,127	15,818	4,064	7,465	1,897	262,372
Equipment	152,891	3,492	1,912	1,551	909	160,754
Other (YOC, ITA, SS, Other Contracts)	3,859,666	6,017,176	50,000	469,808	-	10,396,650
Total Expenditures	13,597,146	6,910,765	431,867	1,070,153	876,794	22,886,726

Projected Carry-Forward FY20-21 **\$ 5,358,743**

% EXPENDITURES



*****Notes:**

Carry-in represent: the unexpended balances from previous year's allocation.

FY18/19 Allocations represent: the current grant awards or budget commitments that WDC has received for the current fiscal

Σ Revenues: 28,245,469

Estimated expenditures, this includes all invoices, payroll, and charges from other county departments.

Projected Expenditures represent: Projected expenditures for salaries and benefits were allocated to funding sources based on the latest

Σ Projected Expenditures: 22,886,726

Projected Carry-Forward to FY 20-21 the estimated year-end position and expected carry-in for the next fiscal year.

Σ Projected Carry Forward FY20-21: \$ 5,358,743

Workforce Development Travel Request

Title of Meeting/Training	Location	Funding Source	# of		FY 19-20	
			Attendees	# Nights	Budget	
CWA Youth Conference	California	Youth	3	3	\$	3,639
CWA Meeting of the minds	Monterey	AD/DW	3	3	\$	5,414
CWA Spring Conference	California	Admin	2	3	\$	2,451
CWA Board of Dir Mtg (Quarterly)	Sacramento	Admin	2	2	\$	11,136
MIS Training (CWSN)	Sacramento	AD/DW	2	1	\$	1,392
Building Workforce Partnership	Los Angeles	RR	2		\$	900
Sacramento Advocacy	Sacramento	Admin	2	1	\$	1,342
Regional Organizer	Sacramento	Regional Organize	2	4	\$	2,818
EOO Training	Sacramento	Admin	1	1	\$	696
Other Misc Travel	Sacramento	various	5	1	\$	3,330
Memberships		various			\$	1,500
NAJA	Not Available	Admin	3	4	\$	6,452
Management/Staff Subtotal					\$	41,070
Workforce Technology Conference	Florida	AD/DW	2	4	\$	3,168
NAWB (4x/year/4nights)	Washington DC	Admin	2	4	\$	3,068
NAWB Conference	Washington DC	Admin	5	4	\$	11,520
Washington DC Advocary	Washington DC	Admin	2	2	\$	2,134
Voices for Youth	Washington DC	Youth	12	3	\$	16,056
WDB/Management Subtotal					\$	35,946
Grand Total					\$	77,016

Workforce Development Memberships

Description	FY 19/20 Budget
ASTD Renewal Membership (2 year membership)	379
Banning Chamber of Commerce	60
Beaumont Chamber of Commerce	130
California Workforce Association (CWA) WDB	15,000
Cathedral City Chamber of Commerce	265
Coachella Chamber of Commerce	300
Corona Chamber of Commerce	300
Desert Hot Springs Chamber of Commerce	200
Eastvale Chamber	200
Greater Riverside Chambers of Commerce	250
Greater Riverside Employer Advisory Council	50
Hemet/San Jacinto Chamber of Commerce	300
Inland Valley Employer Advisory Council	125
Indio Chamber of Commerce	200
Lake Elsinore Valley Chamber of Commerce	200
LaQuinta Chamber of Commerce	189
Menifee Valley Chamber of Commerce	165
Moreno Valley Chamber of Commerce	185
Murrieta Chamber of Commerce	625
National Association of Workforce Board (NAWB) WDB	2,500
National Youth Employment Coalition	1,500
Norco Chamber of Commerce	300
Palm Desert Chamber of Commerce	200
Palm Springs Chamber of Commerce	250
Perris Valley Chamber of Commerce	175
Rancho Mirage Chamber of Commerce	175
San Jacinto Chamber of Commerce	450
Temecula Valley Chamber of Commerce	230
The Desert Communities Employer Advisory Council (DCEAC)	40
Wildomar Chamber of Commerce	385
Total: \$ 25,328	

Workforce Development Center

Advertising and Public Outreach

Description	Funding Source	FY 19-20 Budget
WDB Approved Public Outreach		
Greater Riverside Chamber of Commerce - College & Career Fair	Youth	1,000
Science and Technology Engineering Program (STEP)	Youth	1,000
Valley Wide Workforce Summit	AD/DW	2,000
Manufacturers Council	Admin	2,500
National Association of Workforce Boards (NAWB)	Admin	5,000
Jamil Dada Character Excellence (RCWorks)	Youth	5,000
Total WIB Approved Public Outreach:		\$ 16,500
Advertising		
Dressman Promotional Products	RR	10,000
Desert Sun (Indio)	AD/DW	1,000
Newspaper in Education	Youth	250
Total Advertising:		\$ 11,250
Grand Total:		\$ 27,750

Workforce Development Equipment and Software

Vendor / Location	Description of purchase	FY19/20 Budget
Software/Access Rights		
Prove It_Kenexa	Quality assessments for job seekers	1,000
EMSI	Labor Market Information	2,500
Prove It_Kenexa	Quality assessments for job seekers	1,000
Open DNS Software	Internet Filtering Service	3,000
RCIT	Survey Monkey Subscription	378
Techsmith	Camstasia Studio	250
EDA Faronics	Compute Equip Software	6,521
Total Software/Access Rights:		\$ 14,649
Maintenance - Software		
RCIT	Microsoft EA Licensing	54,529
Abila-SAGE	MIP Annual Renewal	6,372
RCIT Device Access		588,529
RCIT Device Public		54,695
RCIT Device Support		125,166
RCIT Physical Server Support		171,296
RCIT MS Dynamics		9,294
RCIT Virtual Server Support		14,594
Total Maintenance-Software:		\$ 1,024,475
Total Equipment and Software:		\$ 1,039,124

Workforce Development Major Contracts

Funding Source	Fiscal Year of Award	Contract Name	FY 19-20 Contract Amount
Youth and Regional Contracts:			
Youth	2020	Arbor E & T-Moreno Valley	850,000
Youth	2020	Arbor E & T-Indio	850,000
Youth	2020	Arbor E & T-Perris	850,000
Youth	2020	California Family Life Center-Hemet	900,000
Youth	2020	California Family Life Center-Lake Elsinore	800,000
Youth	2020	California Family Life Center-Rubidoux	850,000
Youth Total:			\$ 5,100,000
IERPU		Regional Training	100,000
Regional Training Total			\$ 100,000
Professional Services Contracts:			
AD/DW	2018	Rescare Arbor	100,000
AD	2018	California Family Life Center	75,000
RR	2018	CMTC	50,000
Professional Services Total:			\$ 225,000
Total Major Contracts:			\$ 5,425,000

Workforce Development Division AD/DW Training Requirement

**FY 19-20
7/1/19-6/30/20**

	Adult	Dislocated Worker
Allocation - WIOA Adult & Dislocated Worker	\$ 6,032,822	\$ 5,571,565
Less: Allowable Administration Cost (10%)	(603,282)	(557,156)
Allocation to meet AD/DW training requirement	\$ 5,429,540	\$ 5,014,408
Required Training Expenditure - within 2 years	\$ 1,628,862	\$ 1,504,323
Projected Match/Leverage Resources	\$ 542,954	\$ 501,441
Budgeted Training FY 19-20	\$ 1,085,908	\$ 1,002,882
Total \$ Towards Training Requirement	\$ 1,628,862	\$ 1,504,323
<i>% of Required Training Expenditure</i>	30%	30%

Remarks:

EDD Directive WDS18-10 sets training expenditure requirement at 30% . Up to 10% of this training requirement can be met with leveraged resources, to include OJT employer match and Pell Grants.

EXECUTIVE COMMITTEE



ACTION ITEM: #1.9

SUBMITTAL DATE: April 17, 2019

SUBJECT: Demand Industries and Occupations for Riverside County.

RECOMMENDED MOTION: That the Riverside County Workforce Development Board (WDB) Executive Committee approve the recommended Riverside County Demand Industries and Occupations.

BACKGROUND: The Workforce Innovation and Opportunity Act (WIOA) sec. 129(c)(2)(D) requires Local Workforce Areas to give priority consideration for training programs that lead to recognized post-secondary credentials that align with in-demand industries or occupations. When participants are seeking occupational skills training, Local Workforce Areas must first seek training programs that lead to recognized post-secondary credentials in in-demand industries or occupations, and only if none are available should they refer a participant to a training program that does not lead to a recognized post-secondary credential.

The Riverside County Local Workforce Area will use these demand industries or occupations to guide individuals seeking vocational training through Individual Training Accounts. Training outside of the approved industries or occupations will require additional supporting Labor Market Information (LMI).

The Youth Opportunity Centers (YOC) will also use these demand industries to focus training in demand industries or occupations which lead to a recognized post-secondary credential. Further, the YOCs will utilize these demand industries or occupations to work with partner agencies to deliver training, when possible, which has established career pathways.

Riverside County will focus business services efforts to assist businesses which are in these demand industries or occupations. It is anticipated that the majority of On-the-Job-Training (OJT) will occur within these industries or occupations. OJT may occur in other industries or occupations not listed which will lead to unsubsidized employment.

Finally, all other business services and work based learning opportunities such as incumbent worker training, customized training, apprenticeships, internships, etc., will also utilize these demand industries or occupations in conjunction with business needs and/or participant needs.

In California, the current (March 2019) unemployment rate is 4.4% and Riverside County's unemployment rate is 4.5%. Previous Demand Industries approved by the WDB are advanced Manufacturing, Transportation and Logistics, Healthcare, Utilities/Renewable Energy and Construction. In East Riverside County, Agriculture and Hospitality Industries were also approved. The great news is that these previously approved Industries are projected to grow through the year 2024. In fact, most industries are projecting growth through 2024.

Attached are demand industries or occupations vetted and recommended by the three regional committees of the WDB. Recommendations are listed in "Step 4" of each of the attached WIOA Methodology for Determining In-Demand Industries and Occupations for West Region, Southwest Region and East Region.

<i>EXECUTIVE COMMITTEE</i> Date: April 17, 2019 Approval: Yes/No	<i>BOARD OF SUPERVISORS CONCURRENCE</i> Required: No
--	---

IN-DEMAND INDUSTRY AND OCCUPATION METHODOLOGY:

- **EASTERN**
- **WESTERN**
- **SOUTHWESTERN**

(ATTACHMENT A)



RIVERSIDE COUNTY
EASTERN REGION
WIOA METHODOLOGY FOR
DETERMINING IN DEMAND
INDUSTRIES AND
OCCUPATIONS

Step 1. Identify positive growth sub-sectors.

For the county level review we used 2 digit NAICS codes to view an entire industry sector as a whole. To view the Sub-County regions with a finer lens we went to the 4 digit NAICS code level. This provides us with closer detail on Industry sub-sectors (smaller groupings within an industry sector). Using Emsi Q12019 data we review the 4 Digit NAICS Industry sub-sectors growth projections to see which sub-sectors show positive growth. There were a total of 257 4 digit sub-sectors. The following table shows those with positive growth.

2014-2024 Industry Sub-Sector Table for Eastern WDB Region of Riverside County

NAICS	Description	2014 Jobs	2024 Jobs	2014 - 2024 Change
6241	Individual and Family Services	4,943	10,993	6,050
7225	Restaurants and Other Eating Places	15,087	19,179	4,092
9036	Education and Hospitals (Local Government)	9,576	12,075	2,499
7211	Traveler Accommodation	8,693	10,599	1,906
2381	Foundation, Structure, and Building Exterior Contractors	1,229	2,715	1,486
2382	Building Equipment Contractors	1,743	3,139	1,396
6214	Outpatient Care Centers	648	1,543	895
5617	Services to Buildings and Dwellings	4,370	5,244	874
6221	General Medical and Surgical Hospitals	3,605	4,419	814
5613	Employment Services	1,350	2,152	802
5616	Investigation and Security Services	1,674	2,453	779
2361	Residential Building Construction	1,189	1,894	705
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,000	1,625	625
4411	Automobile Dealers	1,680	2,286	606
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	828	1,362	534
1110	Crop Production	3,817	4,341	524
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	3,165	3,689	524
5313	Activities Related to Real Estate	1,269	1,742	473
4481	Clothing Stores	1,685	2,148	463
9039	Local Government, Excluding Education and Hospitals	6,082	6,539	457
4471	Gasoline Stations	944	1,394	450
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	127	565	438
6213	Offices of Other Health Practitioners	518	947	429
9999	Unclassified Industry	469	872	403
8129	Other Personal Services	475	815	340
7113	Promoters of Performing Arts, Sports, and Similar Events	153	467	314
8111	Automotive Repair and Maintenance	1,212	1,523	311
2383	Building Finishing Contractors	1,219	1,520	301
4461	Health and Personal Care Stores	1,404	1,699	295

RIVERSIDE COUNTY EASTERN REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

4451	Grocery Stores	3,860	4,140	280
4441	Building Material and Supplies Dealers	1,612	1,887	275
6212	Offices of Dentists	984	1,239	255
5242	Agencies, Brokerages, and Other Insurance Related Activities	443	678	235
3118	Bakeries and Tortilla Manufacturing	203	435	232
5413	Architectural, Engineering, and Related Services	495	724	229
4884	Support Activities for Road Transportation	156	382	226
7139	Other Amusement and Recreation Industries	5,585	5,802	217
5418	Advertising, Public Relations, and Related Services	208	412	204
8121	Personal Care Services	725	924	199
4483	Jewelry, Luggage, and Leather Goods Stores	351	548	197
4422	Home Furnishings Stores	391	572	181
6216	Home Health Care Services	1,361	1,540	179
5411	Legal Services	478	656	178
9026	Education and Hospitals (State Government)	585	756	171
4921	Couriers and Express Delivery Services	213	383	170
5321	Automotive Equipment Rental and Leasing	316	464	148
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	175	312	137
4931	Warehousing and Storage	125	258	133
4533	Used Merchandise Stores	186	316	130
6243	Vocational Rehabilitation Services	69	191	122
5629	Remediation and Other Waste Management Services	48	165	117
5121	Motion Picture and Video Industries	352	466	114
6231	Nursing Care Facilities (Skilled Nursing Facilities)	1,026	1,139	113
9011	Federal Government, Civilian	987	1,100	113
2371	Utility System Construction	162	274	112
5619	Other Support Services	256	366	110
4841	General Freight Trucking	298	407	109
2362	Nonresidential Building Construction	352	460	108
5112	Software Publishers	35	138	103
4421	Furniture Stores	570	666	96
6219	Other Ambulatory Health Care Services	209	305	96
2389	Other Specialty Trade Contractors	867	960	93
4881	Support Activities for Air Transportation	210	301	91
5419	Other Professional, Scientific, and Technical Services	421	503	82
6116	Other Schools and Instruction	141	221	80
7131	Amusement Parks and Arcades	264	344	80
9029	State Government, Excluding Education and Hospitals	915	995	80
5173	Wired and Wireless Telecommunications Carriers	605	681	76
6244	Child Day Care Services	513	583	70
4412	Other Motor Vehicle Dealers	93	161	68
6115	Technical and Trade Schools	117	185	68
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	751	818	67
4442	Lawn and Garden Equipment and Supplies Stores	131	195	64
5222	Nondepository Credit Intermediation	278	342	64

RIVERSIDE COUNTY EASTERN REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

6215	Medical and Diagnostic Laboratories	466	529	63
4922	Local Messengers and Local Delivery	41	101	60
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	107	166	59
6222	Psychiatric and Substance Abuse Hospitals	49	108	59
4539	Other Miscellaneous Store Retailers	390	447	57
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	262	314	52
8133	Social Advocacy Organizations	75	127	52
3273	Cement and Concrete Product Manufacturing	175	221	46
3351	Electric Lighting Equipment Manufacturing	16	61	45
5223	Activities Related to Credit Intermediation	63	107	44
3372	Office Furniture (including Fixtures) Manufacturing	34	77	43
4482	Shoe Stores	170	213	43
4453	Beer, Wine, and Liquor Stores	109	151	42
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	161	201	40
5414	Specialized Design Services	123	163	40
6242	Community Food and Housing, and Emergency and Other Relief Services	81	119	38
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	37	74	37
4233	Lumber and Other Construction Materials Merchant Wholesalers	111	148	37
6113	Colleges, Universities, and Professional Schools	111	147	36
7112	Spectator Sports	61	97	36
3262	Rubber Product Manufacturing	126	160	34
3121	Beverage Manufacturing	45	78	33
5615	Travel Arrangement and Reservation Services	239	272	33
4889	Other Support Activities for Transportation	39	71	32
4541	Electronic Shopping and Mail-Order Houses	38	68	30
6211	Offices of Physicians	3,313	3,342	29
7115	Independent Artists, Writers, and Performers	18	47	29
4413	Automotive Parts, Accessories, and Tire Stores	573	600	27
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	40	65	25
4885	Freight Transportation Arrangement	12	37	25
5621	Waste Collection	227	251	24
5622	Waste Treatment and Disposal	91	114	23
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	79	101	22
4871	Scenic and Sightseeing Transportation, Land	17	39	22
4842	Specialized Freight Trucking	121	140	19
3255	Paint, Coating, and Adhesive Manufacturing	13	31	18
3279	Other Nonmetallic Mineral Product Manufacturing	47	65	18
8132	Grantmaking and Giving Services	123	140	17
3328	Coating, Engraving, Heat Treating, and Allied Activities	42	58	16
4244	Grocery and Related Product Merchant Wholesalers	430	446	16
5191	Other Information Services	60	76	16
7121	Museums, Historical Sites, and Similar Institutions	249	264	15

RIVERSIDE COUNTY EASTERN REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	56	69	13
8122	Death Care Services	101	113	12
1133	Logging	0	11	11
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	56	67	11
4452	Specialty Food Stores	141	152	11
4854	School and Employee Bus Transportation	78	88	10
4812	Nonscheduled Air Transportation	34	43	9
8112	Electronic and Precision Equipment Repair and Maintenance	16	25	9
2123	Nonmetallic Mineral Mining and Quarrying	33	41	8
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	101	109	8
2373	Highway, Street, and Bridge Construction	33	40	7
4242	Drugs and Druggists' Sundries Merchant Wholesalers	26	33	7
4859	Other Transit and Ground Passenger Transportation	87	91	4
3241	Petroleum and Coal Products Manufacturing	20	23	3
3391	Medical Equipment and Supplies Manufacturing	16	19	3
5611	Office Administrative Services	495	498	3

Source: Emsi Analyst

Step 2. Sub-Sector increase of ≥ 500 jobs.

The sub-sector should currently and/or potentially employ a large number of individuals. Locally defined standard is an increase of at least 500 jobs over the targeted time frame. The table below shows the sub-sectors that meet that criteria.

2014-2024 Industry Table for Eastern WDB Region of Riverside County

NAICS	Description	2014 Jobs	2024 Jobs	2014 - 2024 Change
6241	Individual and Family Services	4,943	10,993	6,050
7225	Restaurants and Other Eating Places	15,087	19,179	4,092
9036	Education and Hospitals (Local Government)	9,576	12,075	2,499
7211	Traveler Accommodation	8,693	10,599	1,906
2381	Foundation, Structure, and Building Exterior Contractors	1,229	2,715	1,486
2382	Building Equipment Contractors	1,743	3,139	1,396
6214	Outpatient Care Centers	648	1,543	895
5617	Services to Buildings and Dwellings	4,370	5,244	874
6221	General Medical and Surgical Hospitals	3,605	4,419	814
5613	Employment Services	1,350	2,152	802
5616	Investigation and Security Services	1,674	2,453	779
2361	Residential Building Construction	1,189	1,894	705
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,000	1,625	625
4411	Automobile Dealers	1,680	2,286	606
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	828	1,362	534
1110	Crop Production	3,817	4,341	524

Source: Emsi Analyst

Step 3. Sub-Sectors with a self-sufficiency wage:

Each sub-sector must be evaluated in terms of living wage leading to self-sufficiency. Self-sufficiency wage established by local policy, Self-Sufficiency Standard for employed Adults, #19-18. Using calculated average earnings per job to see if average is at or above the \$14.55. This translates into \$30,264 Annual earnings. Those sectors that do not meet the requirement are shown in red text.

NAICS	Description	2014 Jobs	2024 Jobs	2014 - 2024 Change	Avg. Earnings Per Job
6221	General Medical and Surgical Hospitals	3,605	4,419	814	\$88,293
9036	Education and Hospitals (Local Government)	9,576	12,075	2,499	\$82,290
4411	Automobile Dealers	1,680	2,286	606	\$69,803
2361	Residential Building Construction	1,189	1,894	705	\$68,212
6214	Outpatient Care Centers	648	1,543	895	\$68,095
2382	Building Equipment Contractors	1,743	3,139	1,396	\$63,040
2381	Foundation, Structure, and Building Exterior Contractors	1,229	2,715	1,486	\$51,866
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	828	1,362	534	\$45,950
1110	Crop Production	3,817	4,341	524	\$41,325
5617	Services to Buildings and Dwellings	4,370	5,244	874	\$39,146
7211	Traveler Accommodation	8,693	10,599	1,906	\$35,905
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,000	1,625	625	\$34,270
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	3,165	3,689	524	\$34,247
5613	Employment Services	1,350	2,152	802	\$31,111
5616	Investigation and Security Services	1,674	2,453	779	\$24,805
7225	Restaurants and Other Eating Places	15,087	19,179	4,092	\$24,286

Source: Emsi Analyst

Step 4. Sub-Sectors that meet training requirements:

After filtering the 4 digit industry sub-sectors we look at the occupations within the sub-sector itself. Using staffing patterns (a list of occupations that are employed by a particular industry or sub-sector) for the remaining industry sub-sectors we determine the number of jobs for occupations that meet the requirements for training within the industry sub-sector to determine the possible impact of each sector.

The Occupational training requirements are:

- a) Does not require a college degree
- b) Any training needed is attainable in less than two years

The table below shows the final sub-sectors. Those that are not already in a countywide targeted industry sector are in gold text and job numbers for the region in the targeted time window are shown.

NAICS	Description	New Jobs
1110	Crop Production	301
2361	Residential Building Construction	
2381	Foundation, Structure, and Building Exterior Contractors	
2382	Building Equipment Contractors	
4411	Automobile Dealers	
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	
5613	Employment Services	
5617	Services to Buildings and Dwellings	
6214	Outpatient Care Centers	
6221	General Medical and Surgical Hospitals	
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	
7211	Traveler Accommodation	450

Source: Emsi Analyst



RIVERSIDE COUNTY
WESTERN REGION
WIOA METHODOLOGY FOR
DETERMINING IN DEMAND
INDUSTRIES AND
OCCUPATIONS

Step 1: Identify positive growth sub-sectors

For the county level review we used 2 digit NAICS codes to view an entire industry sector as a whole. To view the Sub-County regions with a finer lens we went to the 4 digit NAICS code level. This provides us with closer detail on Industry sub-sectors (smaller groupings within an industry sector). Using Emsi Q12019 data we review the 4 Digit NAICS Industry sub-sectors growth projections to see which sub-sectors show positive growth. There were a total of 271 4 digit sub-sectors. The following table shows those with positive growth.

2014-2024 Industry Sub-Sector Table for Western WDB Region of Riverside County

NAICS	Description	2014 Jobs	2024 Jobs	2014 - 2024 Change
4931	Warehousing and Storage	13,021	37,285	24,264
7225	Restaurants and Other Eating Places	23,138	31,026	7,888
9036	Education and Hospitals (Local Government)	21,159	26,714	5,555
6241	Individual and Family Services	10,891	24,231	13,340
9039	Local Government, Excluding Education and Hospitals	21,833	23,476	1,643
2382	Building Equipment Contractors	5,902	10,761	4,859
2381	Foundation, Structure, and Building Exterior Contractors	4,929	10,451	5,522
5613	Employment Services	7,206	10,336	3,130
6221	General Medical and Surgical Hospitals	7,596	9,310	1,714
5616	Investigation and Security Services	5,441	8,107	2,666
2383	Building Finishing Contractors	6,583	7,964	1,381
4451	Grocery Stores	6,477	6,916	439
5617	Services to Buildings and Dwellings	4,723	5,919	1,196
6211	Offices of Physicians	5,784	5,873	89
4841	General Freight Trucking	4,028	5,529	1,501
6214	Outpatient Care Centers	1,247	5,256	4,009
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	4,317	5,023	706
4411	Automobile Dealers	2,937	4,494	1,557
4244	Grocery and Related Product Merchant Wholesalers	3,530	4,231	701
2371	Utility System Construction	1,707	4,051	2,344
9029	State Government, Excluding Education and Hospitals	3,287	3,571	284
4441	Building Material and Supplies Dealers	3,031	3,564	533
8111	Automotive Repair and Maintenance	2,558	3,173	615
9011	Federal Government, Civilian	2,955	3,162	207
6212	Offices of Dentists	2,468	3,108	640
2389	Other Specialty Trade Contractors	2,514	3,076	562
4481	Clothing Stores	2,209	2,968	759
2361	Residential Building Construction	1,748	2,780	1,032
5413	Architectural, Engineering, and Related Services	1,939	2,779	840
6231	Nursing Care Facilities (Skilled Nursing Facilities)	2,442	2,712	270
4461	Health and Personal Care Stores	1,977	2,505	528

RIVERSIDE COUNTY WESTERN REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

3261	Plastics Product Manufacturing	2,081	2,431	350
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,458	2,390	932
2373	Highway, Street, and Bridge Construction	1,953	2,375	422
7139	Other Amusement and Recreation Industries	1,831	2,218	387
2362	Nonresidential Building Construction	1,698	2,190	492
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	387	2,096	1,709
4471	Gasoline Stations	1,313	2,091	778
5242	Agencies, Brokerages, and Other Insurance Related Activities	1,291	2,061	770
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	1,332	2,047	715
6113	Colleges, Universities, and Professional Schools	1,490	1,976	486
5411	Legal Services	1,334	1,971	637
8121	Personal Care Services	1,434	1,917	483
9999	Unclassified Industry	1,017	1,887	870
6216	Home Health Care Services	1,664	1,884	220
4413	Automotive Parts, Accessories, and Tire Stores	1,751	1,835	84
5614	Business Support Services	1,418	1,723	305
6243	Vocational Rehabilitation Services	616	1,716	1,100
3399	Other Miscellaneous Manufacturing	1,525	1,698	173
6213	Offices of Other Health Practitioners	964	1,670	706
5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	1,486	1,650	164
4233	Lumber and Other Construction Materials Merchant Wholesalers	988	1,534	546
4842	Specialized Freight Trucking	1,215	1,528	313
9026	Education and Hospitals (State Government)	1,165	1,506	341
5313	Activities Related to Real Estate	1,068	1,495	427
4541	Electronic Shopping and Mail-Order Houses	812	1,458	646
5173	Wired and Wireless Telecommunications Carriers	1,274	1,429	155
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	1,145	1,409	264
7211	Traveler Accommodation	1,101	1,341	240
3363	Motor Vehicle Parts Manufacturing	1,234	1,326	92
6244	Child Day Care Services	1,155	1,311	156
3219	Other Wood Product Manufacturing	851	1,300	449
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	934	1,285	351
4885	Freight Transportation Arrangement	407	1,265	858
6219	Other Ambulatory Health Care Services	838	1,195	357
4539	Other Miscellaneous Store Retailers	776	1,186	410
5419	Other Professional, Scientific, and Technical Services	904	1,182	278
5415	Computer Systems Design and Related Services	1,092	1,125	33
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	774	1,099	325
5611	Office Administrative Services	1,076	1,083	7
4431	Electronics and Appliance Stores	1,030	1,048	18
3362	Motor Vehicle Body and Trailer Manufacturing	728	1,043	315

RIVERSIDE COUNTY WESTERN REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

4238	Machinery, Equipment, and Supplies Merchant Wholesalers	862	1,037	175
6116	Other Schools and Instruction	676	1,010	334
4511	Sporting Goods, Hobby, and Musical Instrument Stores	1,001	1,008	7
5418	Advertising, Public Relations, and Related Services	490	999	509
5619	Other Support Services	773	976	203
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	769	957	188
3222	Converted Paper Product Manufacturing	579	930	351
4422	Home Furnishings Stores	610	872	262
3118	Bakeries and Tortilla Manufacturing	403	839	436
3273	Cement and Concrete Product Manufacturing	757	820	63
5321	Automotive Equipment Rental and Leasing	402	818	416
4921	Couriers and Express Delivery Services	448	804	356
3364	Aerospace Product and Parts Manufacturing	726	788	62
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	346	770	424
8123	Drycleaning and Laundry Services	610	754	144
4884	Support Activities for Road Transportation	280	753	473
3379	Other Furniture Related Product Manufacturing	686	732	46
5121	Motion Picture and Video Industries	364	722	358
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	345	707	362
5222	Nondepository Credit Intermediation	583	700	117
1110	Crop Production	568	646	78
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	422	643	221
4854	School and Employee Bus Transportation	544	616	72
4412	Other Motor Vehicle Dealers	412	614	202
4241	Paper and Paper Product Merchant Wholesalers	582	583	1
8129	Other Personal Services	385	570	185
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	459	565	106
3332	Industrial Machinery Manufacturing	177	526	349
4242	Drugs and Druggists' Sundries Merchant Wholesalers	412	518	106
3114	Fruit and Vegetable Preserving and Specialty Food Manufacturing	124	507	383
5621	Waste Collection	442	502	60
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	369	499	130
4421	Furniture Stores	395	461	66
6115	Technical and Trade Schools	274	440	166
3252	Resin, Synthetic Rubber, and Artificial and Synthetic Fibers and Filaments Manufacturing	188	421	233
4482	Shoe Stores	334	420	86
3279	Other Nonmetallic Mineral Product Manufacturing	281	410	129
6215	Medical and Diagnostic Laboratories	292	401	109
3372	Office Furniture (including Fixtures) Manufacturing	386	398	12
5622	Waste Treatment and Disposal	371	392	21
3359	Other Electrical Equipment and Component Manufacturing	286	389	103
4533	Used Merchandise Stores	222	378	156

RIVERSIDE COUNTY WESTERN REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

3311	Iron and Steel Mills and Ferroalloy Manufacturing	230	373	143
4442	Lawn and Garden Equipment and Supplies Stores	240	371	131
5223	Activities Related to Credit Intermediation	279	349	70
3321	Forging and Stamping	311	339	28
3324	Boiler, Tank, and Shipping Container Manufacturing	258	334	76
6242	Community Food and Housing, and Emergency and Other Relief Services	220	327	107
4882	Support Activities for Rail Transportation	114	310	196
3119	Other Food Manufacturing	150	310	160
4453	Beer, Wine, and Liquor Stores	215	297	82
3334	Ventilation, Heating, Air-Conditioning, and Commercial Refrigeration Equipment Manufacturing	179	277	98
3259	Other Chemical Product and Preparation Manufacturing	232	274	42
3272	Glass and Glass Product Manufacturing	232	261	29
8131	Religious Organizations	254	259	5
8139	Business, Professional, Labor, Political, and Similar Organizations	231	236	5
4483	Jewelry, Luggage, and Leather Goods Stores	205	231	26
8122	Death Care Services	181	216	35
5191	Other Information Services	179	213	34
2123	Nonmetallic Mineral Mining and Quarrying	160	211	51
3262	Rubber Product Manufacturing	180	206	26
3149	Other Textile Product Mills	172	192	20
3111	Animal Food Manufacturing	149	189	40
3255	Paint, Coating, and Adhesive Manufacturing	124	184	60
7131	Amusement Parks and Arcades	126	184	58
3241	Petroleum and Coal Products Manufacturing	147	169	22
4881	Support Activities for Air Transportation	140	165	25
3335	Metalworking Machinery Manufacturing	151	159	8
3328	Coating, Engraving, Heat Treating, and Allied Activities	137	139	2
6117	Educational Support Services	52	128	76
5231	Securities and Commodity Contracts Intermediation and Brokerage	105	124	19
7113	Promoters of Performing Arts, Sports, and Similar Events	40	123	83
8133	Social Advocacy Organizations	89	112	23
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	60	111	51
7115	Independent Artists, Writers, and Performers	39	101	62
5174	Satellite Telecommunications	86	94	8
3152	Cut and Sew Apparel Manufacturing	58	91	33
4922	Local Messengers and Local Delivery	37	91	54
3312	Steel Product Manufacturing from Purchased Steel	11	72	61
7121	Museums, Historical Sites, and Similar Institutions	65	69	4
3351	Electric Lighting Equipment Manufacturing	16	68	52
5414	Specialized Design Services	59	62	3
7112	Spectator Sports	45	59	14
8132	Grantmaking and Giving Services	55	56	1

RIVERSIDE COUNTY WESTERN REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

3322	Cutlery and Handtool Manufacturing	48	51	3
3253	Pesticide, Fertilizer, and Other Agricultural Chemical Manufacturing	28	34	6
7114	Agents and Managers for Artists, Athletes, Entertainers, and Other Public Figures	10	13	3

Source: Emsi Analyst

Step 2: Sub-Sector increase of \geq 500 jobs

The sub-sector should currently and/or potentially employ a large number of individuals. Locally defined standard is an increase of at least 500 jobs over the targeted time frame. The table below shows the subsectors that met that criteria.

2014-2024 Industry Sub-Sector Table for Western WDB Region of Riverside County

NAICS	Description	2014 Jobs	2024 Jobs	2014 - 2024 Change
2361	Residential Building Construction	1,748	2,780	1,032
2371	Utility System Construction	1,707	4,051	2,344
2381	Foundation, Structure, and Building Exterior Contractors	4,929	10,451	5,522
2382	Building Equipment Contractors	5,902	10,761	4,859
2383	Building Finishing Contractors	6,583	7,964	1,381
2389	Other Specialty Trade Contractors	2,514	3,076	562
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	1,332	2,047	715
4233	Lumber and Other Construction Materials Merchant Wholesalers	988	1,534	546
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	387	2,096	1,709
4244	Grocery and Related Product Merchant Wholesalers	3,530	4,231	701
4411	Automobile Dealers	2,937	4,494	1,557
4441	Building Material and Supplies Dealers	3,031	3,564	533
4461	Health and Personal Care Stores	1,977	2,505	528
4471	Gasoline Stations	1,313	2,091	778
4481	Clothing Stores	2,209	2,968	759
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	4,317	5,023	706
4541	Electronic Shopping and Mail-Order Houses	812	1,458	646
4841	General Freight Trucking	4,028	5,529	1,501
4885	Freight Transportation Arrangement	407	1,265	858
4931	Warehousing and Storage	13,021	37,285	24,264
5242	Agencies, Brokerages, and Other Insurance Related Activities	1,291	2,061	770
5411	Legal Services	1,334	1,971	637
5413	Architectural, Engineering, and Related Services	1,939	2,779	840
5418	Advertising, Public Relations, and Related Services	490	999	509
5613	Employment Services	7,206	10,336	3,130
5616	Investigation and Security Services	5,441	8,107	2,666
5617	Services to Buildings and Dwellings	4,723	5,919	1,196
6212	Offices of Dentists	2,468	3,108	640
6213	Offices of Other Health Practitioners	964	1,670	706
6214	Outpatient Care Centers	1,247	5,256	4,009
6221	General Medical and Surgical Hospitals	7,596	9,310	1,714
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,458	2,390	932
6241	Individual and Family Services	10,891	24,231	13,340
6243	Vocational Rehabilitation Services	616	1,716	1,100

RIVERSIDE COUNTY WESTERN REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

7225	Restaurants and Other Eating Places	23,138	31,026	7,888
8111	Automotive Repair and Maintenance	2,558	3,173	615

Step 3: Sub-Sectors with self-sufficiency wage

Each sub-sector must be evaluated in terms of living wage leading to Self Sufficiency. Self-sufficiency wage established by local policy, Self-Sufficiency Standard for employed Adults, #19-18. Using calculated average earnings per job to see if average is at or above the \$14.55. This translates into \$30,264 Annual earnings. Those sectors that do not meet the requirement are shown in red text.

NAICS	Description	2014 Jobs	2024 Jobs	2014 - 2024 Change	Avg. Earnings Per Job
2361	Residential Building Construction	1,748	2,780	1,032	\$70,436
2371	Utility System Construction	1,707	4,051	2,344	\$89,541
2381	Foundation, Structure, and Building Exterior Contractors	4,929	10,451	5,522	\$52,384
2382	Building Equipment Contractors	5,902	10,761	4,859	\$63,506
2383	Building Finishing Contractors	6,583	7,964	1,381	\$55,040
2389	Other Specialty Trade Contractors	2,514	3,076	562	\$71,085
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	1,332	2,047	715	\$57,438
4233	Lumber and Other Construction Materials Merchant Wholesalers	988	1,534	546	\$63,309
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	387	2,096	1,709	\$43,728
4244	Grocery and Related Product Merchant Wholesalers	3,530	4,231	701	\$143,735
4411	Automobile Dealers	2,937	4,494	1,557	\$67,592
4441	Building Material and Supplies Dealers	3,031	3,564	533	\$40,211
4461	Health and Personal Care Stores	1,977	2,505	528	\$46,715
4471	Gasoline Stations	1,313	2,091	778	\$29,453
4481	Clothing Stores	2,209	2,968	759	\$21,645
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	4,317	5,023	706	\$32,672
4541	Electronic Shopping and Mail-Order Houses	812	1,458	646	\$51,266
4841	General Freight Trucking	4,028	5,529	1,501	\$62,448
4885	Freight Transportation Arrangement	407	1,265	858	\$53,024
4931	Warehousing and Storage	13,021	37,285	24,264	\$44,135
5242	Agencies, Brokerages, and Other Insurance Related Activities	1,291	2,061	770	\$68,999
5411	Legal Services	1,334	1,971	637	\$70,024
5413	Architectural, Engineering, and Related Services	1,939	2,779	840	\$83,769
5418	Advertising, Public Relations, and Related Services	490	999	509	\$66,467
5613	Employment Services	7,206	10,336	3,130	\$31,773
5616	Investigation and Security Services	5,441	8,107	2,666	\$24,199
5617	Services to Buildings and Dwellings	4,723	5,919	1,196	\$36,254
6212	Offices of Dentists	2,468	3,108	640	\$54,998
6213	Offices of Other Health Practitioners	964	1,670	706	\$43,524
6214	Outpatient Care Centers	1,247	5,256	4,009	\$92,457
6221	General Medical and Surgical Hospitals	7,596	9,310	1,714	\$88,293
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,458	2,390	932	\$34,167
6241	Individual and Family Services	10,891	24,231	13,340	\$16,639

6243	Vocational Rehabilitation Services	616	1,716	1,100	\$21,334
7225	Restaurants and Other Eating Places	23,138	31,026	7,888	\$22,506
8111	Automotive Repair and Maintenance	2,558	3,173	615	\$44,573

Step 4: Sub-Sectors that meet training requirements

After filtering the 4 digit industry sub-sectors we look at the occupations within the sub-sector itself. Using staffing patterns (a list of occupations that are employed by a particular industry or subsector) for the remaining industry sub-sectors we determine the number of jobs for occupations that meet the requirements for training within the industry sub-sector to determine the possible impact of each sector.

The Occupational training requirements are:

- a) Does not require a college degree
- b) Any training needed is attainable in less than two years

The table below shows the final sub-sectors. Those that are not already in a countywide targeted industry sector are in gold text and job numbers for the region in the targeted time window are shown.

NAICS	Description	New jobs
2361	Residential Building Construction	
2371	Utility System Construction	
2381	Foundation, Structure, and Building Exterior Contractors	
2382	Building Equipment Contractors	
2383	Building Finishing Contractors	
2389	Other Specialty Trade Contractors	
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	45
4233	Lumber and Other Construction Materials Merchant Wholesalers	32
4243	Apparel, Piece Goods, and Notions Merchant Wholesalers	4
4244	Grocery and Related Product Merchant Wholesalers	47
4411	Automobile Dealers	
4441	Building Material and Supplies Dealers	
4461	Health and Personal Care Stores	
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	
4541	Electronic Shopping and Mail-Order Houses	
4841	General Freight Trucking	
4885	Freight Transportation Arrangement	
4931	Warehousing and Storage	
5242	Agencies, Brokerages, and Other Insurance Related Activities	3
5411	Legal Services	1
5413	Architectural, Engineering, and Related Services	8

RIVERSIDE COUNTY WESTERN REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

5418	Advertising, Public Relations, and Related Services	1
5613	Employment Services	
5616	Investigation and Security Services	
5617	Services to Buildings and Dwellings	
6212	Offices of Dentists	
6213	Offices of Other Health Practitioners	
6214	Outpatient Care Centers	
6221	General Medical and Surgical Hospitals	

Source: Emsi Analyst



RIVERSIDE COUNTY
SOUTHWEST REGION
WIOA METHODOLOGY FOR
DETERMINING IN DEMAND
INDUSTRIES AND
OCCUPATIONS

Step 1: Identify positive growth sub-sectors

For the county level review we used 2 digit NAICS codes to view an entire industry sector as a whole. To view the Sub-County regions with a finer lens we went to the 4 digit NAICS code level. This provides us with closer detail on Industry sub-sectors (smaller groupings within an industry sector). Using Emsi Q12019 data we review the 4 Digit NAICS Industry sub-sectors growth projections to see which sub-sectors show positive growth. There were a total of 262 4 digit sub-sectors. The following table shows those with positive growth.

2014-2024 Industry Sub-Sector Table for Southwest WDB Region of Riverside County

NAICS	Description	2014 Jobs	2024 Jobs	2014 - 2024 Change
7225	Restaurants and Other Eating Places	16,736	22,232	5,496
9036	Education and Hospitals (Local Government)	17,388	21,999	4,611
6214	Outpatient Care Centers	1,113	4,636	3,523
6241	Individual and Family Services	2,865	6,365	3,500
2381	Foundation, Structure, and Building Exterior Contractors	2,962	6,057	3,095
2382	Building Equipment Contractors	2,983	5,441	2,458
9039	Local Government, Excluding Education and Hospitals	15,795	16,983	1,188
4481	Clothing Stores	2,935	3,853	918
3121	Beverage Manufacturing	1,334	2,250	916
6213	Offices of Other Health Practitioners	1,035	1,927	892
4411	Automobile Dealers	2,302	3,163	861
2371	Utility System Construction	1,042	1,851	809
6221	General Medical and Surgical Hospitals	3,573	4,378	805
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,213	2,006	793
5613	Employment Services	2,235	3,014	779
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	4,589	5,347	758
2361	Residential Building Construction	1,286	2,004	718
4471	Gasoline Stations	842	1,477	635
7211	Traveler Accommodation	1,094	1,656	562
5617	Services to Buildings and Dwellings	2,102	2,599	497
6232	Residential Intellectual and Developmental Disability, Mental Health, and Substance Abuse Facilities	654	1,139	485
9999	Unclassified Industry	531	987	456
8111	Automotive Repair and Maintenance	1,891	2,337	446
4461	Health and Personal Care Stores	1,828	2,252	424
5616	Investigation and Security Services	1,086	1,495	409
6212	Offices of Dentists	1,524	1,918	394
7139	Other Amusement and Recreation Industries	1,607	1,996	389
2383	Building Finishing Contractors	1,852	2,232	380
5413	Architectural, Engineering, and Related Services	680	1,052	372
8121	Personal Care Services	1,184	1,547	363
5242	Agencies, Brokerages, and Other Insurance Related Activities	682	1,034	352
4451	Grocery Stores	5,204	5,549	345

RIVERSIDE COUNTY SOUTHWEST REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

4921	Couriers and Express Delivery Services	409	735	326
4539	Other Miscellaneous Store Retailers	705	1,020	315
2389	Other Specialty Trade Contractors	1,238	1,538	300
4441	Building Material and Supplies Dealers	2,156	2,456	300
2362	Nonresidential Building Construction	773	1,066	293
4483	Jewelry, Luggage, and Leather Goods Stores	481	768	287
9026	Education and Hospitals (State Government)	960	1,220	260
3219	Other Wood Product Manufacturing	346	599	253
5411	Legal Services	368	620	252
4231	Motor Vehicle and Motor Vehicle Parts and Supplies Merchant Wholesalers	396	629	233
5419	Other Professional, Scientific, and Technical Services	824	1,057	233
5418	Advertising, Public Relations, and Related Services	206	435	229
6243	Vocational Rehabilitation Services	122	341	219
4412	Other Motor Vehicle Dealers	276	489	213
9029	State Government, Excluding Education and Hospitals	2,378	2,584	206
6116	Other Schools and Instruction	487	681	194
9011	Federal Government, Civilian	2,766	2,955	189
4841	General Freight Trucking	525	709	184
4422	Home Furnishings Stores	385	568	183
7132	Gambling Industries	0	181	181
4482	Shoe Stores	700	879	179
5313	Activities Related to Real Estate	772	941	169
6231	Nursing Care Facilities (Skilled Nursing Facilities)	1,472	1,635	163
6216	Home Health Care Services	1,195	1,352	157
5324	Commercial and Industrial Machinery and Equipment Rental and Leasing	168	320	152
3362	Motor Vehicle Body and Trailer Manufacturing	68	203	135
3329	Other Fabricated Metal Product Manufacturing	161	292	131
8129	Other Personal Services	400	531	131
3363	Motor Vehicle Parts Manufacturing	119	249	130
4533	Used Merchandise Stores	187	317	130
4922	Local Messengers and Local Delivery	88	215	127
5112	Software Publishers	44	170	126
3332	Industrial Machinery Manufacturing	50	173	123
4442	Lawn and Garden Equipment and Supplies Stores	204	319	115
7131	Amusement Parks and Arcades	19	132	113
6219	Other Ambulatory Health Care Services	239	351	112
1110	Crop Production	792	901	109
5222	Nondepository Credit Intermediation	465	574	109
5619	Other Support Services	195	302	107
3336	Engine, Turbine, and Power Transmission Equipment Manufacturing	124	230	106
5321	Automotive Equipment Rental and Leasing	167	272	105
6117	Educational Support Services	70	172	102
3331	Agriculture, Construction, and Mining Machinery Manufacturing	32	133	101
3254	Pharmaceutical and Medicine Manufacturing	188	286	98
7115	Independent Artists, Writers, and Performers	58	148	90
6244	Child Day Care Services	638	725	87

RIVERSIDE COUNTY SOUTHWEST REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

5412	Accounting, Tax Preparation, Bookkeeping, and Payroll Services	763	848	85
4242	Drugs and Druggists' Sundries Merchant Wholesalers	325	409	84
8113	Commercial and Industrial Machinery and Equipment (except Automotive and Electronic) Repair and Maintenance	346	425	79
4884	Support Activities for Road Transportation	181	257	76
4541	Electronic Shopping and Mail-Order Houses	93	168	75
4931	Warehousing and Storage	47	120	73
3333	Commercial and Service Industry Machinery Manufacturing	225	294	69
4453	Beer, Wine, and Liquor Stores	182	251	69
4249	Miscellaneous Nondurable Goods Merchant Wholesalers	249	317	68
4842	Specialized Freight Trucking	303	371	68
6115	Technical and Trade Schools	150	218	68
4236	Household Appliances and Electrical and Electronic Goods Merchant Wholesalers	215	282	67
5121	Motion Picture and Video Industries	196	262	66
3118	Bakeries and Tortilla Manufacturing	153	218	65
4238	Machinery, Equipment, and Supplies Merchant Wholesalers	297	358	61
4885	Freight Transportation Arrangement	28	87	59
6215	Medical and Diagnostic Laboratories	312	368	56
6211	Offices of Physicians	2,989	3,044	55
4237	Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	181	235	54
7223	Special Food Services	537	591	54
3273	Cement and Concrete Product Manufacturing	266	317	51
4233	Lumber and Other Construction Materials Merchant Wholesalers	89	139	50
5241	Insurance Carriers	92	140	48
3323	Architectural and Structural Metals Manufacturing	269	315	46
3351	Electric Lighting Equipment Manufacturing	15	61	46
5223	Activities Related to Credit Intermediation	164	208	44
4421	Furniture Stores	256	299	43
4413	Automotive Parts, Accessories, and Tire Stores	925	966	41
4881	Support Activities for Air Transportation	236	277	41
5191	Other Information Services	189	228	39
3327	Machine Shops; Turned Product; and Screw, Nut, and Bolt Manufacturing	165	201	36
3119	Other Food Manufacturing	41	76	35
5414	Specialized Design Services	152	185	33
5629	Remediation and Other Waste Management Services	54	87	33
3339	Other General Purpose Machinery Manufacturing	144	175	31
8122	Death Care Services	170	201	31
6113	Colleges, Universities, and Professional Schools	90	120	30
2373	Highway, Street, and Bridge Construction	112	137	25
6242	Community Food and Housing, and Emergency and Other Relief Services	47	72	25
7113	Promoters of Performing Arts, Sports, and Similar Events	10	34	24
5621	Waste Collection	77	100	23
3352	Household Appliance Manufacturing	31	51	20
3272	Glass and Glass Product Manufacturing	87	106	19

RIVERSIDE COUNTY SOUTHWEST REGION WIOA METHODOLOGY FOR DETERMINING IN DEMAND INDUSTRIES AND OCCUPATIONS

2123	Nonmetallic Mineral Mining and Quarrying	46	63	17
3315	Foundries	140	156	16
3391	Medical Equipment and Supplies Manufacturing	154	168	14
4235	Metal and Mineral (except Petroleum) Merchant Wholesalers	27	41	14
3256	Soap, Cleaning Compound, and Toilet Preparation Manufacturing	39	52	13
3279	Other Nonmetallic Mineral Product Manufacturing	22	33	11
4869	Other Pipeline Transportation	0	11	11
7121	Museums, Historical Sites, and Similar Institutions	126	136	10
3328	Coating, Engraving, Heat Treating, and Allied Activities	63	72	9
4247	Petroleum and Petroleum Products Merchant Wholesalers	72	81	9
4889	Other Support Activities for Transportation	18	27	9
5173	Wired and Wireless Telecommunications Carriers	716	724	8
3371	Household and Institutional Furniture and Kitchen Cabinet Manufacturing	60	67	7
4879	Scenic and Sightseeing Transportation, Other	15	21	6
8139	Business, Professional, Labor, Political, and Similar Organizations	530	536	6
4241	Paper and Paper Product Merchant Wholesalers	82	87	5
3379	Other Furniture Related Product Manufacturing	61	65	4
5231	Securities and Commodity Contracts Intermediation and Brokerage	120	124	4
5611	Office Administrative Services	691	695	4
8131	Religious Organizations	229	233	4
5122	Sound Recording Industries	31	34	3

Source: Emsi Analyst

Step 2: Sub-Sector increase of \geq 500 jobs

The sub-sector should currently and/or potentially employ a large number of individuals. Locally defined standard is an increase of at least 500 jobs over the targeted time frame. The table below shows the subsectors that met that criteria.

2014-2024 Industry Sub-Sector Table for Southwest WDB Region of Riverside County

NAICS	Description	2014 Jobs	2024 Jobs	2014 - 2024 Change
7225	Restaurants and Other Eating Places	16,736	22,232	5,496
6214	Outpatient Care Centers	1,113	4,636	3,523
6241	Individual and Family Services	2,865	6,365	3,500
2381	Foundation, Structure, and Building Exterior Contractors	2,962	6,057	3,095
2382	Building Equipment Contractors	2,983	5,441	2,458
4481	Clothing Stores	2,935	3,853	918
3121	Beverage Manufacturing	1,334	2,250	916
6213	Offices of Other Health Practitioners	1,035	1,927	892
4411	Automobile Dealers	2,302	3,163	861
2371	Utility System Construction	1,042	1,851	809
6221	General Medical and Surgical Hospitals	3,573	4,378	805
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,213	2,006	793
5613	Employment Services	2,235	3,014	779
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	4,589	5,347	758
2361	Residential Building Construction	1,286	2,004	718
4471	Gasoline Stations	842	1,477	635
7211	Traveler Accommodation	1,094	1,656	562

Source: Emsi Analyst

Step 3: Sub-Sectors with self-sufficiency wage

Each sub-sector must be evaluated in terms of living wage leading to Self-Sufficiency. Self-sufficiency wage established by local policy, Self-Sufficiency Standard for employed Adults, #19-18. Using calculated average earnings per job to see if average is at or above the \$14.55. This translates into \$30,264 Annual earnings. Those sectors that do not meet the requirement are shown in red text.

NAICS	Description	2014 Jobs	2024 Jobs	2014 - 2024 Change	Avg. Earnings Per Job
2371	Utility System Construction	1,042	1,851	809	\$92,126
6221	General Medical and Surgical Hospitals	3,573	4,378	805	\$88,293
6214	Outpatient Care Centers	1,113	4,636	3,523	\$85,538
4411	Automobile Dealers	2,302	3,163	861	\$69,620
2361	Residential Building Construction	1,286	2,004	718	\$68,389
2382	Building Equipment Contractors	2,983	5,441	2,458	\$62,953
2381	Foundation, Structure, and Building Exterior Contractors	2,962	6,057	3,095	\$55,319
3121	Beverage Manufacturing	1,334	2,250	916	\$45,267
6213	Offices of Other Health Practitioners	1,035	1,927	892	\$44,947
7211	Traveler Accommodation	1,094	1,656	562	\$34,144
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	1,213	2,006	793	\$34,058
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	4,589	5,347	758	\$34,047
5613	Employment Services	2,235	3,014	779	\$31,865
4471	Gasoline Stations	842	1,477	635	\$29,474
7225	Restaurants and Other Eating Places	16,736	22,232	5,496	\$22,894
4481	Clothing Stores	2,935	3,853	918	\$21,857
6241	Individual and Family Services	2,865	6,365	3,500	\$17,084

Source: Emsi Analyst

Step 4: Sub-Sectors that meet training requirements

After filtering the 4 digit industry sub-sectors we look at the occupations within the sub-sector itself. Using staffing patterns (a list of occupations that are employed by a particular industry or subsector) for the remaining industry sub-sectors we determine the number of jobs for occupations that meet the requirements for training within the industry sub-sector to determine the possible impact of each sector.

The occupational training requirements are:

- a) Does not require a college degree
- b) Any training needed is attainable in less than two years

The table below shows the final sub-sectors. Those that are not already in a countywide targeted industry sector are in gold text and job numbers for the region in the targeted time window are shown.

NAICS	Description	New Jobs
2361	Residential Building Construction	
2371	Utility System Construction	
2381	Foundation, Structure, and Building Exterior Contractors	
2382	Building Equipment Contractors	
3121	Beverage Manufacturing	
4411	Automobile Dealers	
4523	General Merchandise Stores, including Warehouse Clubs and Supercenters	
5613	Employment Services	192
6213	Offices of Other Health Practitioners	
6214	Outpatient Care Centers	
6221	General Medical and Surgical Hospitals	
6233	Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	
7211	Traveler Accommodation	292

Source: Emsi Analyst