

Patrick Ellis
WDB Chairperson
Carrie Harmon
WDB Executive Director



Jamil Dada
WDB Vice Chairperson
Stephanie Adams
WDB Deputy Director

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

Riverside County Workforce Development

Full Board Meeting Agenda

Wednesday, February 8, 2023
11:30 a.m. – 1:00 p.m.

1. WELCOME

Patrick Ellis

1.1 Call to Order and Self Introductions

2. CONSENT CALENDAR

2.1 Approve the Minutes from December 7, 2022

Patrick Ellis

3. ACTION ITEMS

3.1 Approve the WIOA Riverside County Workforce Development Local Plan and Inland Empire Regional Development Plan Modifications for Program Years 2021-2024

Tammy Mathis/
Stephanie Adams

4. DISCUSSION ITEMS

4.1 Review Riverside County Workforce Development Mid-Year Budget
4.2 Google Career Certificate Scholarship Program

Esmeralda Oviedo
Carolina Garcia

5. REPORTS

5.1 Chairperson's Report
5.2 Federal/State Report
5.3 Executive Director's Report
5.4 Deputy Director's Report

Patrick Ellis
Jamil Dada
Carrie Harmon
Stephanie Adams

6. PUBLIC COMMENT

Participants should be advised that by engaging in this meeting they acknowledge that their input may be recorded, such recording is subject to inspection pursuant to the California Public Records Act.

CONFLICT OF INTEREST ADVISEMENT Board members please be advised: If an Agenda item relates to the provision of services by you, your immediate family, the entity you represent, or any person who has made \$250.00 in campaign contributions to you during the last twelve months, or if approval or disapproval of an Agenda item would have a foreseeable material effect on an economic interest of you, your immediate family, or the entity you represent, then please follow these procedures: *“When the Agenda item is first introduced, please immediately announce that you are recusing yourself from participating in the agenda item and then refrain from discussing, voting on, or otherwise influencing the Board’s consideration of the Agenda item.”*

ACCESSIBILITY The Workforce Innovation Opportunity Act (WIOA) Title I financially assisted program or activity is an equal opportunity employer and program. Auxiliary aids and services are available upon request to individuals with disabilities. There are two ways of requesting reasonable accommodations. 1. For ADA Coordinator, please call (951) 955-3100, (951) 955-3744 TTY, CA Relay 711, or e-mail ADACoordinator@rivco.org. 2. For the Board Coordinator, please call (951) 955-6941 or e-mail cmahayni@rivco.org.

PUBLIC NOTICE While Board Meetings are open to the public, time constraints limit the Board’s ability to permit open discussions with members of the audience. Persons requesting to address the Board on matters not on the agenda but within the jurisdiction of the Board should do so under the agenda item Public Comments. Persons requesting to address the Board on an agenda item should register with staff prior to the meeting via e-mail to cmahayni@rivco.org or phone (951) 955-6941. The Chair will impose a 3-minute time limit on all speakers addressing the Board.

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.rivcoworkforce.com.

POSTED MATERIALS In accordance with the Ralph M. Brown Act, this meeting agenda is posted at least 72 hours prior to the regularly scheduled meeting on the Riverside County Workforce Development Board website (www.rivcoworkforce.com/WDB). The agenda, supporting documents, and all writing received by the Board are public records and can be viewed online, but may not include all available or the most current documentation. All documentation along with the most updated versions can be requested via e-mail to RivCoWDB@rivco.org, by calling (951) 955-9068 or (951) 955-3100.

Patrick Ellis
WDB Chairperson

Carrie Harmon
WDB Executive Director



Jamil Dada
WDB Vice Chairperson

Stephanie Adams
WDB Deputy Director

Infinite Opportunity, Lasting Prosperity

Workforce Development Board Meeting Minutes Wednesday, December 7, 2022

Members in Attendance

Crutcher, Cherie	Christopher, Fernandez (proxy for Alfonso Jimenez)	Hernandez, Francisca	Naggar, Joshua	Reyna, Carolyn
Dada, Jamil	Gautsche, Grant	Holland, Suzanne	Orr, Ken	Spiegel, Bobby
Ellis, Patrick	Goldware, Rebecca (proxy for Dr. Isaac)	Howison, Barbara	Petersen, Lea	Strand, Diane
Farooq, Dr Angelo	Gautsche, Grant	Myers, Morris	Ramirez, Mary Jo	Wetton, Darlene

Guests

Aguirre, Erica	Holcomb, Altie	Nunez, Sonia	Simmons, Janice	Spiegel, Karen
An, Lena	Holzer, Joyce	Orellana, Irving	Singh, Emma	Shumaker, Jeremey
Arellano, Esteban	Hui, Cindy	Painter, Ron	Smalley, Amber	Rublaitus, Thoibi
Badesha, Palbinder	Lanter, Bob	Ramirez, Jeri	Suka, Maxine	Fontaine, Bob
Benton, Christina	Lines, Tommie	Rand, Sean	Torno, Tanya	Lanter, Bob
Decker, Michelle	Lontajo, Brianna	Rose, Debbie	Trainor, Leslie	Painter, Ron
Flournoy, Felicia	Lopez Del Rio, Karla	Rowe, Jon	Tudor, Hannah	Mrkonjic, Janice
Graham, Jennifer	Marquez, Melina	Sanchez, Olga	Wilson, Twanisha	Henkel, Charles
Hendrickson, Melody	Melendez, Jackie	Santana, Monica		

Staff

Escobedo, Adriana	Trigg, Stephany	Ng, Natalis	Carter, Kayla	Mathis, Tammy
Garcia, Carolina	Allen, Lisa	Mendoza, Lyanne	Garavito, Ricardo	Tang, Jason
Berkebile, Meta	Mahayni, Cheryl	Lopez, Valeria	Cline, David	Maris, Michael
Graham, Jennifer	Malveaux, Sharell	Harmon, Carrie	Adams, Stephanie	Marshall, Heidi
Munoz, Connie				

1.1 Call Order and Self Introductions

Patrick Ellis	Chairperson Patrick Ellis called the meeting to order at 11:30 a.m., welcomed all board members and guests in attendance and had WDD staff start roll call.
----------------------	---

Consent Item 2.1 Approve the 2023 Workforce Development Board Meeting Calendar

Patrick Ellis	- The motion of the 2023 Workforce Development Board Meeting Calendar was moved; seconded; and approved by all board members present.
----------------------	---

Action Item 3.1 Workforce Development Board Chair and Vice Chair Elections

Stephanie Adams & Carolina R. Garcia	<ul style="list-style-type: none">- Carolina facilitated the elections.- Nominations for Chairperson is Patrick Ellis, Dr Angelo Farooq, Jamil Dada- Dr. Angelo Farooq was absent, and Jamil Dada declined Chairman- At 11:45 a.m., Chairperson Election was conducted using Poll Everywhere electronic voting system.- Elected Chairperson is Patrick Ellis - At 11:50 a.m., Vice Chairperson elections were conducted.- Nominations: Dr. Angelo Farooq, Diane Strand, Jamil Dada- Elected Vice Chairperson is Jamil Dada
---	---

Action Item 3.2 Approve the updated Self-Sufficiency Wage Policy

ALL	<ul style="list-style-type: none">- The motion of the Self-Sufficiency Wage Policy was moved; seconded; and approved by all board members present.
------------	--

Presentations: 4.1 Year End Review Testimonials

Carrie Harmon	<ul style="list-style-type: none">- Carrie spoke about Workforce having over three (3) audits and there were NO findings- Carrie gave Leslie Trainor a shoutout as former Deputy Director and introduced our new Deputy Director, Stephanie Adams- Introduction of the Impact (Testimonial) Video and Year End Power Point
----------------------	--

Presentations: 4.2 Keynote Speaker: Ron Painter, President & CEO, National Association of Workforce Boards

Keynote Speaker: Ron Painter	<ul style="list-style-type: none">- Ron Painter introduced his topic of: After Election Washington DC, updates.- Ron spoke on terms of labor. What's important? Ron thinks we need to double our efforts in working with small businesses. Workforce needs to step forward and be more proactive with our issues. He feels that with current issues arising, such as the drop in literacy scores with our younger generations, we should be concerned. He mentioned WIOVA can fund change.
---	---

Presentations: 4.3 Guest Speaker: Bob Lanter, Executive Director, California Work Force Association

Guest Speaker: Bob Lanter	<ul style="list-style-type: none">- Bob started off by giving his thanks to Riverside County. He spoke in awe, amazed that over 37,00 people has been served.- He asked the audience, "How does Workforce Stay Relevant?" he proceeded to say, he thinks we are "the best kept secret". Bob said we should NOT be secret, by being a secret we risk becoming relevant. Workforce needs to listen to our community and figure out what the community needs.
--	---

Presentations: 4.4 Workforce Excellence Awards

Facilitated by: Carrie Harmon & Stephanie Adams	<ul style="list-style-type: none">- Carrie Harmon and Stephanie Adams facilitated the Workforce Excellence Awards. Awards include:- Employer of the Year – Decker's Brands. Accepting on their behalf of Esteban Arellano, Sr. HR Manager- Partner of the Year – California State Dept of Rehabilitation Accepting on their behalf id Christopher Fernandez, From their Riverside Office- Workforce Superstars of the Year<ol style="list-style-type: none">a) Cheryl Mahayni, Executive Assistant IIb) Connie Munoz, Office Assistant II
--	---

Public Comments & Closing Announcements

ALL	<ul style="list-style-type: none">- There were no public comments and no announcements.- Meeting was adjourned at 1:18 p.m.
------------	--

RIVERSIDE COUNTY WORKFORCE DEVELOPMENT BOARD



ACTION ITEM # 3.1

DATE: February 8, 2023

SUBJECT: Workforce Innovation and Opportunity Act (WIOA) Riverside County Workforce Development Local Plan and Inland Empire Regional Development Plan Modifications for Program Years 2021-2024

RECOMMENDATION: That the Riverside County Workforce Development Board (WDB):

1. Approve and authorize the submission of the WIOA Program Year 2021-2024 Riverside County Workforce Development Local Plan Modifications to the California Workforce Development Board (CWDB).
2. Approve and authorize the submission of the WIOA Program Year 2021-2024 Inland Empire Regional Workforce Development Plan Modifications to the CWDB.

BACKGROUND:

WIOA requires local workforce development boards to submit multi-year local plans for services in workforce development areas (local area) and regional plans for regional planning unit(s) to define strategies for workforce development that are responsive to the employment needs of businesses, job seekers, and employees. The Riverside County Workforce Development Board's (WDB) program years 2021-2024 local and regional plan modifications are due March 31, 2023.

WIOA required regional plans and partnerships function under the California Workforce Development Board's (CWDB) State Plan as the primary mechanism for aligning educational and training provider services with regional industry sector needs in California's WIOA RPUs. The Inland Empire Regional Planning Unit (IERPU) includes the WDB and the San Bernardino Workforce Development Board (SBWDB). California State law requires coordination between the k-12, community college, and WIOA systems and requires the use of sector strategies as the operational framework for the workforce system. In leading the development of the regional plan, the IERPU included key stakeholders and customers across the region to participate in the assessment of current workforce activities, including those funded through WIOA and those funded through other sources.

IERPU boards will continue to oversee the implementation of the Regional Plan while the WDB will continue to oversee the Local Plan implementation. Together with partners, they will work to ensure services are effectively meeting the needs of employers while transitioning residents to gainful employment, breaking the cycles of poverty, and increasing economic equity for long lasting prosperity.

Consistent with State of California Employment Development Department (EDD) requirements, the Local and Regional Plan Modifications were made available for public review and comment for a 30-day period beginning January 5, 2023. A public notice on how to access the plans for review and comments was posted on the WDB's website and sent to stakeholders across the region announcing the availability of the plans. Public comments received within the comment period that express disagreement with the plans will be submitted to the governor along with the plan(s).

Upon review of the Regional and Local Plan Modifications, the CWDB will send each local board a letter advising them of the approval status. If the CWDB has any revision requests for either plan, they will send them at this time.

RIVERSIDE COUNTY WORKFORCE DEVELOPMENT BOARD	BOARD OF SUPERVISORS CONCURRENCE
Date: Approval: Yes / No	Required: Yes / No



Riverside County

Workforce Development Board

2021 – 2024

Local Workforce Development Plan
Two-Year Modification

Primary Contact:

Tammy Mathis
Supervising Development Specialist
County of Riverside Workforce Development Division
(951) 955-3434
TAmathis@rivco.org

Table of Contents

I.	Introduction and Overview.....	3
	Background on the San Bernardino County Workforce Development Board 2021-2024 Local Workforce Development Plan	3
	Planning Process.....	4
II.	Local Context.....	5
	The Riverside County Workforce Development Board and Local AJCC System	5
	Local Workforce Goals.....	5
III.	WIOA Core and Required Partner Coordination	11
	Riverside County (RC) AJCC Mission and System Value Propositions	11
	Coordination of WIOA Core and Required Partners	11
IV.	State Strategic Partner Coordination.....	16
	Strategic Coordination	16
V.	WIOA Title I Coordination	20
	Staff Training	20
	Adult Training Services	21
	Employer Services.....	23
	Youth Services.....	23
	Appendix A: Stakeholder and Community Engagement Summary	26
	Appendix B: RCWDB Modified Local Workforce Goals.....	29
	Appendix C: Public Comments Received that Disagree with the Local Plan	33
	Appendix D: Plan Signatures	34
	Appendix E: AJCC Partner MOU.....	35

I. Introduction and Overview

Moving into the last two years of the local workforce development plan, a changing economic landscape is emerging. The aftermath of the COVID-19 pandemic has completely changed the job market and the makeup of the local workforce. As with other areas of the state and country, Riverside County is also facing inflation and indications of a possible recession. Inland Empire employers are continuing to struggle with recruiting to fill open positions and report being concerned with the increasing wage demands of applicants. The situation brings both challenges and opportunities. On the one hand, employers are more willing to discuss job quality and consider hiring from underrepresented populations. However, regional colleges have seen declines in enrollment over the past two years, which makes it difficult to find candidates with the skills and qualifications employers need.

The Riverside County Workforce Development Board (RCWDB) and its partners took all of this into account as this two-year modification to its local plan was developed. The original goals and tactics were revisited to ensure the local workforce system providers job seekers with the services they need to connect with high-quality jobs in an equitable way.

Background on the San Bernardino County Workforce Development Board 2021-2024 Local Workforce Development Plan

In 2021, the Riverside County Workforce Development Board (RCWDB) completed a thorough process to develop the [RCWDB 2021-2024 Local Workforce Development Plan](#), which was approved by the California Workforce Development Board (CWDB) in August 2021. This plan operationalizes the [Inland Empire Regional Planning Unit's \(IERPU\) Regional Workforce Development Plan](#), aligned with the California Unified Strategic Workforce Development Plan. It contains the details for how the RCWDB coordinates WIOA core and required partners, state agency partners and the operations of its local America's Job Centers of California (AJCC) system.

This two-year plan modification was written to update the RCWDB's strategies for July 1, 2023 – June 30, 2025 (Program Years 2023 and 2024). It aligns with the Inland Empire Regional Planning Unit (IERPU)'s 2021-2024 Regional Workforce Development Plan Two-Year Modification. The IERPU's two-year modification includes new definitions for job quality and equity, along with strategies aligned with all four Regional Indicators. This local two-year modification will address the operationalization of those adjusted strategies where applicable. It also contains details about new partnerships, programs and progress made since the original plan. Some strategies remain the same as the original plan and are noted as such throughout.

Planning Process

The RCWDB engaged its board members, Riverside County Workforce Development Division (WDD) staff and held stakeholder feedback sessions to assist in the planning process. Please see Appendix B for a summary of the stakeholder feedback sessions.

The final version of this two-year modification to the original local workforce development plan was approved on February 8th, 2023 by the Riverside County Workforce Development Board and on February 8th, 2023 by the Riverside County Board of Supervisors.

II. Local Context

The Riverside County Workforce Development Board and Local AJCC System

The RCWDB currently consists of 26 members and oversees all local workforce development area activities, the operation of the County’s AJCC system – known locally as Workforce Development Centers (WDCs), along with the Riverside County AJCC MOU Partners. The RCWDB plays the roles of Convener, Workforce Analyst, Broker, Community Voice and Capacity Builder.

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

More details on both the RCWDB, WDCs and YOCs [can be found here](#).

Local Workforce Goals

As described above, RCWDB conducted a stakeholder and community engagement process, and developed a set of goals to meet the needs of RC:

1. **Sector-Based Career Pathways:** Continue to develop and measure job seeker success in career pathways for both youth and adults, with a focus on the following sectors:
 - Construction
 - Transportation and Warehousing
 - Healthcare and Social Assistance
 - Manufacturing
 - Retail Trade
 - Administrative Support and Waste Remediation Services
 - **Public Administration**
 - **Public Safety**
 - **Information Technology**

New Sectors

After the analysis of the labor market information, it was decided that Public Administration, Public Safety and Information Technology should be added, removing the Other Services sector. Public Administration is also a new regional target sector for both local workforce areas in the IERPU. Riverside and San Bernardino Counties have begun developing career pathway programs for public sector jobs within county employment. In Riverside County, these opportunities focus on occupations in the Finance, Social Services, and Information Technology departments. It is a sector that is growing in the region at an annual rate of 1.3%, offering a variety of jobs in federal, state,

county and city agencies. Please see the Analytical Overview of Region section in the IERPU Regional Plan Modification for associated data.

Public Safety sector is also a target sector for the region because of the good jobs available – Police and Sheriff’s Patrol Officers have an average salary of \$97,450, Firefighters make an average of \$67,960, and Public Safety Telecommunicators average \$62,590 in the region.¹ RCWDB entered into an agreement with Moreno Valley College to provide funding for training in these occupations and others as part of their School of Public Safety.

Finally, Information Technology (IT) has been added due to the high growth in the region of the broader Information sector (2.9%). RCWDB works with regional partners such as LAUNCH on apprenticeships in IT.

RCWDB recognizes the emerging “clean and green” occupations across industries as well. RCWDB plans to track these opportunities and ascertain the skill requirements for new programs along with training providers and business partners.

Progress in Sector-Based Career Pathways

There has been progress in a number of sector-based career pathway programs. In Construction, the RCWDB has partnered with Bridging Outstanding Opportunities with Tradeswomen Skills (BOOTS) to support training for women entering the Carpentry trade. The RCWDB has also met with other unions in the constructions trades to develop a pipeline of referrals of their trainees to career counseling and supportive services.

In Healthcare, RCWDB is supporting training for EMTs and Paramedics at Moreno Valley College in the School of Public Safety as noted above. In addition, RCWDB is working regionally to develop pathways for EMTs into Paramedic jobs as a next step in their careers. In the program, currently employed EMTs will be trained in emergency surgical procedures, medical triage, basic anatomy, pathology, and toxicology, earning a National Registry for Emergency Medical Technician (NREMT) certification.

Modified Tactics and Alignment with Regional Goals

A key modification to the RCWDB’s tactics for this goal is to identify “clean and green” occupations in each of these sectors to focus on. These are occupations that either directly or indirectly support reducing the impacts of climate change through reducing the carbon footprint of an organization or supporting the development of renewable energy and related technologies. In the Construction sector, this could be solar panel installation or building energy-efficient buildings. In Manufacturing, this could include working with manufacturers with strong environmental sustainability practices or

¹ U.S. Bureau of Labor Statistics, May 2021 Metropolitan Area Occupational Employment and Wage Estimates https://www.bls.gov/oes/current/oes_40140.htm

who produce renewable energy technology such as lithium-ion car batteries used in electric cars. This goal and its related tactics align with goals #1-3 and 11-12 in the IERPU Regional Plan Two-Year Modification.

2. **High Road Workforce System:** Utilize outcomes of the annual Joint AJCC Partnership meeting to facilitate the necessary partnerships and organizational development among the workforce development boards, WDCs, YOCs, and other key partners to support high road employment

Progress in High Road Workforce System

The RCWDB worked closely with the SBCWDB and regional stakeholders to develop the IERPU Job Quality Definition below. RCWDB implemented a policy to reimburse up to 90% of salaries for new hires in small businesses of less than 50 employees as part of the small business engagement strategy.

In addition, the Human Resources hotline was added in Riverside County to help businesses with properly implementing paid sick leave, wage and hour regulations, developing employee handbook policies and more. Finally, RCWDB worked with local and regional partners to secure funding from the state through the Division of Apprenticeship Standards to launch the Inland Empire Designing Equitable Apprenticeships (IEDEA) program. IEDEA is focused on providing apprenticeship opportunities to underserved populations in IT and Cybersecurity, Healthcare, Manufacturing, Transportation and Logistics, and the Public Sector.

IERPU Job Quality Definition

A measurable, high-quality job...

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

Modified Tactics and Alignment with Regional Goals

The RCWDB intends to leverage the IERPU Job Quality definition to develop high-road employment opportunities with local employers. In addition, it plans localized the small business engagement strategy in the modified regional plan (Goal #5). Employers in the County have been more open to discussing job quality and RCWDB will take advantage of this opportunity to discuss the definition and the jobs that they have available. A high-quality job may be different for a small

business compared to a mid-size one and discussions with local employers will identify these nuances. This goal and its related tactics align with goals #4-6 in the IERPU Regional Plan Two-Year Modification.

3. **Access and Inclusion for All:** Work with Core Partners and WDCs/YOCs to improve access to technology, build digital literacy skills, develop population-specific programs and support organizational development that drives equity and high road principles

Progress in Access and Inclusion for All

Locally, RCWDB and its AJCC system have made significant progress in increasing access and inclusion for all. First, the IEPRU collaboratively developed a definition for equity, as shown below. The County of Riverside has hired an Equity and Inclusion Officer, which will work with the RCWDB on operationalizing the Equity Definition locally. In order to improve access to AJCC services, workforce staff are collocating at libraries and community centers throughout the county. Another major success in access and inclusion for RCWDB is the regional Prison to Employment initiative, which served over 900 justice-involved participants regionally and nearly half of them obtained competitive or transitional employment.

IERPU Equity Definition

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

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

Modified Tactics and Alignment with Regional Goals

In order to improve referrals across agencies, the RCWDB is exploring options for a new platform for making cross-agency referrals. In addition, the local area intends to train at least 90% of staff in job quality, digital fluency, distance learning and cultural competency. Having a solid grounding in these subjects will ensure staff can improve access and inclusion to virtual services, better understand the needs of a diverse participant population, and be better prepared to have discussions with employers about job quality. This goal and its related tactics align with goals #7-10 IERPU Regional Plan Two-Year Modification.

4. **Future of Work:** Review training programs for possible changes or updates in response to automation and feedback shared by local employers

Progress in Future of Work

There is a continuous effort to make staff aware of new developments in the labor market as they occur. For instance, RCWDB and AJCC staff have been tracking the increase in Industrial Maintenance Technicians in the Transportation and Logistics sector as automation in warehouses becomes more common. Digital literacy training for youth has been implemented by RCWDB's youth services provider (please see Youth Services below for more details).

Modified Tactics and Alignment with Regional Goals

The RCWDB plans to advocate with employers for high-quality jobs, particularly in the “clean and green” occupational area as noted above. An opportunity to support the development of new environmentally sustainable jobs is working with the OASIS program at University of California, Riverside. Opportunities to Advance Sustainability, Innovation and Social Inclusion (OASIS) includes a business incubator for entrepreneurs, which will lead to new businesses with clean and green jobs. Another opportunity is partnership with the new California Air Resources Board (CARB) Southern California headquarters, which opened in late 2021. CARB signed an agreement with the Riverside Community College District (RCCD) in 2019 to support training of future environmental leaders. This goal and its related tactics align with goals #11-12 in the IERPU Regional Plan Two-Year Modification.

5. **Response to COVID-19:** Respond to long-term impacts of COVID on the local economy as part of a county culture of adaptiveness, flexibility and acceptance of change

Progress in Response to COVID-19

In Business Services, the RCWDB has been working to expand services for Rapid Response given possible increases in layoffs. A resume-writing services was hired to assist with resumes for this also. The AJCC system now provides virtual services in addition to in-person, which was both for safety during the pandemic but has also provided better access for job seekers in general. Staff are now also collocated at libraries and community centers for additional access points that require less travel for participants. In addition, a hotline for job seekers was implemented that continues to support job seekers in accessing services they need in a convenient manner. Finally, new OSHA workplace safety guidelines were integrated into training.

Modified Tactics and Alignment with Regional Goals

To monitor the ongoing impacts of COVID on the economy, and to build a county culture of adaptiveness, regular engagement with partners, job seekers and employers will be necessary. The RCWDB will also leverage collocated staff to continue virtual services, improving upon them.

Finally, the RCWDB intends to continue developing Rapid Response services to be able to respond to future economic shocks such as COVID.

Each of these goals have a number of tactics and indicators associated with them, which are detailed in Appendix B.

III. WIOA Core and Required Partner Coordination

The RCWDB and its One Stop Operator (OSO) coordinate WIOA Core and Required Partners in a few key ways. Together, the Programs in Attachment E1-E3 of Appendix E (to be added) make up the Riverside County (RC) AJCC MOU Partners and are at the forefront of service delivery to job seekers in Riverside County. Throughout this document, this group is also referred to as the “AJCC System” or “AJCC Partners”. AJCCs are also locally referred to as Workforce Development Centers or WDCs. Below are the vision, mission, values and goals of the AJCC System.

Riverside County (RC) AJCC Mission and System Value Propositions

The mission of the RC AJCC One-Stop Delivery System is to collaborate to create infinite opportunities and lasting prosperity for individuals and employers of Riverside County through an all-inclusive access point to:

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

The AJCC Partners’ system value proposition rests on providing personalized service in meeting job seeker and employer needs by:

- Thoroughly analyzing and anticipating those needs
- Saving business customers time and money by providing human capital that is assessed and screened thus creating a flow of ready and prepared potential workers
- Providing job seeking customers resources designed to get to work or back to work quickly
- Providing services that are accessible, skilled, and knowledgeable in comfortable and professional environments

Coordination of WIOA Core and Required Partners

RCWDB coordinates its WIOA core and required partners (AJCC MOU Partners) primarily through the OSO that was selected through a competitive process as outlined below in Section IV. The OSO reports to the RCWDB to ensure the implementation of partner responsibilities and contributions agreed upon in the AJCC MOU (Appendix E, to be added).

The OSO’s main function is to coordinate the services provided by the AJCC partners among the WDC partners throughout Riverside County. The OSO ensures efficient delivery of services offered to job seekers such as job-readiness, career development, employment, and vocational training services.

Monthly, Quarterly and Annual Partner Meetings

The OSO facilitates monthly AJCC MOU Partner Meetings with each of the WDCs and their corresponding partners, which include Indio + Blythe, Hemet, Riverside, and Moreno Valley. At these meetings, key updates are shared, emerging system coordination needs are addressed and working groups report back. In the past two years, resources on COVID-19 were shared, individual programs made presentations to the group for referrals, and labor market information was shared with the group. The monthly meetings are also an opportunity for the Employer Services Teams (ESTs) of each WDC to collaborate.

Individual MOU Partner Review Meetings

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

An assessment tool for Continuous Quality Improvement (CQI) is utilized during these meetings, which includes evaluation of the activities in Table A. The individual AJCC MOU Partners and the services they each offer are described in detail in Attachments E1-E3 and F-H of Appendix E (to be added).

Table A: CQI Activities for AJCC MOU Partners

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

Participating in capacity building and staff development activities in order to ensure that all partners and staff are adequately cross trained

Maintaining a license to use all of the space of the WDCs for the sole purpose of conducting acceptable WDC services as outline in the MOU

Maintaining confidentiality per the MOU agreement

Providing Priority of Service to veterans and individuals with barriers to employment such as those receiving public assistance, low-income individuals, and job seekers who are basic skills deficient when providing career services

Co-Enrollment and Common Case Management

Co-enrolling job seekers and common management are the most effective methods of integrating services and braiding recourses across partners, regardless of whether they are collocated or not. Partners have a referral process in place and the form for referrals between agencies is included in the partner MOU (Appendix E, Attachment I – to be added). Co-enrollment requires coordination and agreement on how partner resources will be used to provide maximum services to customers. Typically, one partner funds career training and another may fund work readiness workshops or on the job training (OJT). Similar to the original plan, co-enrollments are conducted through the Connect IE system and tracked through CalJOBS.

The OSO has committed to ensure that referrals are tracked through Connect IE for both co-located and non-co-located partners and that all partners have access to the system. Connect IE is a free one-stop interactive website for partners and the public to connect job seekers with resources in their community. Partner organizations can register on Connect IE to facilitate referrals and co-enrollments. It tracks referrals made between agencies and can generate reports on these referrals and connections made between agencies.

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

The RCWDB, its WDCs, Youth Opportunity Centers (YOCs) and other AJCC Partners have taken steps over the last several years to facilitate access to services provided by the AJCC system, including in remote areas, through the use of technology and other means. Article IX of the AJCC MOU (Appendix E, to be added) specifically addresses access for individuals with barriers to employment and partners have agreed to multiple strategies for facilitating access, including providing customers (job seekers) with a “system map” which has all WDCs, YOCs, and Access Points identified.

Community Career Services Team

The Community Career Service Team provides mobile workforce development services to adults seeking assistance with job search and training. Their objective is to ensure services are available to all individuals throughout the county. The team currently provides assistance in seven locations

throughout the county, outside of the four WDCs, including Beaumont, Lakeland, Winchester, Mead Valley, Temecula, and two sites in Menifee.

The Mobile One Stop (M-1) described in the original four-year plan is also still active, bringing computers and access to services to remote locations in the County.

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

The coordination of workforce and education activities, as well as support services, are managed by the OSO as noted above. To ensure job seekers are receiving the appropriate services, the AJCC MOU (Appendix E, to be added) identifies the specific referral system for partners in Article VIII:

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

RCWDB continues to manage the Family-Centered Employment Initiative, as noted in the original plan. The RCWDB has established and continues to cultivate business, non-profit, and educational partnerships that will reinforce several of the key components of the family-centered employment approach. An example of this initiative in practice is RCWDB's partnership with the DPSS, described below under State Strategic Partner Coordination.

Financial empowerment is also a key support for developing career pathways. To address this, the Hemet WDC has been operating since 2020 as an EnVision Center, a Housing and Urban Development (HUD) initiative. The EnVision Centers initiative addresses poverty through intentional and collective efforts across a diverse set of organizations needed to assist households in becoming self-sufficient. In the past two years, participants have had access to trainings related to managing credit, becoming a first-time homebuyer, etc.

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

The RCWDB and AJCC MOU Partners ensure that the policies and procedures as well as the programs and services provided at the WDC/YOC are in compliance with all applicable laws. AJCC MOU Partners have agreed to this in the AJCC System MOU (Appendix E, to be added).

Article XV of the MOU states:

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

The results of the AJCC Certification assessments conducted in April 2021 found that all Riverside County AJCCs to be ADA-compliant and able to offer accommodations to access services, as needed. In addition, RCWDB leverages the County's ADA Coordinator to ensure compliance with the ADA and to work on quality improvement with the AJCCs. The County's Equal Opportunity Officer who continues to ensure the RCWDB and its partners are meeting accessibility standards. Staff of the State Department of Rehabilitation are also co-located at the Hemet WDC.

IV. State Strategic Partner Coordination

Strategic Coordination

At a strategic level, RCWDB integrates its services with other County programs and departments administering local, state, and federal programs including the Department of Public Social Services (DPSS), the Department of Child Support Services (DCSS), Probation Department (PD), the Office on Aging (OA), and the Housing Authority (HA). State MOU Partners such as the California Department of Rehabilitation (DOR) are also closely coordinated with. RCWDB facilitates co-enrollment and shared case management with MOU Partner agencies as noted above, which includes services to CalFresh E&T recipients, non-custodial parents, Individuals with Developmental and Intellectual Disabilities (ID/DD), English Language Learners (ELL), foreign born individuals and refugees.

As noted in Article IX of the AJCC System MOU (Appendix E, to be added), all MOU Partners are required to give priority of service to recipients of public assistance, veterans, and other low-income individuals or individuals who are basic skills deficient. This includes the specific populations discussed below who receive services from various state agencies. As noted in Table A above, the OSO meets with AJCC Partners to ensure coordination of services for these individuals are happening at the service level. The operational detail for coordinating each state strategic partner and their associated population at the County level is provided below.

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

On an operational level, RCWDB works closely with DPSS to serve CalFresh applicants and recipients, who can access services through many points of entry. Applicants can also use the state's self-service online tool, www.benefitscal.com, to apply and recertify for CalWORKs, CalFresh, and Medi-Cal benefits.

Residents can apply by visiting or calling one of the fourteen DPSS district offices in Riverside County. DPSS administers the CalFresh Employment and Training (E&T) program, which provides a multitude of job search training, education, job retention, and supportive services. Some examples of these services include employment counseling, obtaining job leads, resume building, mock interviews, internet access, online tutorials, Occupational Information Network (O*Net) tools, and Comprehensive Adult Assessment System (CASAS) testing.

The County coordinates service delivery for CalFresh recipients with RCWDB and AJCC MOU Partners by cross-training staff at partner organizations about the services available under both county departments in the region. They share CalFresh E&T fact sheets for front line staff and work together organizing Job and Resource Fairs that benefit job seekers of all programs in the

community, including CalFresh recipients. Partner agencies and DPSS program staff share the use of Connect IE to help connect individuals to workforce services and supportive services as needed.

Through their work with the WDCs and MOU Partners, CalFresh E&T job seekers will also be connected to sector pathways programs in the local area and the region. The RCWDB's strategy to serve job seekers who access CalFresh E&T blends and braids resources to provide the job seekers with streamlined, integrated service delivery. RCWDB is in the process of entering into an agreement with DPSS to formalize provision of services to CalFresh E&T recipients.

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

The RCWDB collaborates with the Riverside County Department of Child Support Services (DCSS) to assist individuals with child support obligations with employment and training services. The county agencies work together to ensure that non-custodial parents (NCPs) with a child support obligation are aware of employment services and that barriers to employment are eliminated. Job seekers receive supportive services to remove barriers to compliance such as dispute resolution, parenting time, domestic violence education, and employment services.

The DCSS Child Support Resource Team is connected to numerous RC stakeholders in connection with RCWDB and AJCC MOU Partners, which facilitates service coordination. They have provided trainings and/or presented at jails, prisons, DPSS offices, the County Probation office, the Salvation Army, city and county resource fairs, employment fairs, and community events—such as the 27th Valley Wide Employment Expo in September 2022. As part of their “Serving Our Community” events, they host open appointments at local community centers and public libraries across the county, sending staff with laptops so that services can be provided on the spot.

DCSS has an agreement with the Riverside County Probation whereby DCSS case managers are stationed on-site to provide services to customers visiting their Probation Officers. DCSS staff also participate in job and resource fairs for the re-entry population.

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

As in the original four-year local plan, RCWDB partners with the Inland Empire Local Partner Collaborative (IELPC) for Competitive Integrated Employment (CIE), which has a mission to enhance collaborative partnerships leading to improvements in the level and quality of services which ultimately promotes the preparation and achievement of CIE for youth and adults with intellectual and developmental disabilities (ID/DD).

RCWDB is part of a Local Partnership Agreement (LPA) for the Inland Empire region developed and implemented by the California Department of Rehabilitation (DOR) Inland Empire District Office. This LPA is consistent with the AJCC System MOU and includes the SBCWDB, RCWDB, the DOR, and their respective partners. This Regional LPA has a primary focus on the promotion of

collaboration, and engagement efforts leading to employment outcomes for individuals with ID/DD. In line with these efforts, the WDBs serve as a resource in effectively engaging and collaborating with current AJCC MOU partners and local businesses. Another key responsibility of the WDBs in this partnership is to provide workforce trends in the local communities to the IELPC core partners.

RCWDB engages with local partners to promote CIE by assigning staff to continue to attend LPA meetings, cross training and identifying resources and partners for business engagement for the paid work experience program. Staff of the Riverside County Office of DOR are co-located at the Hemet WDC and are available weekly at the Indio WDC. The DOR office in Riverside is in close proximity to the Riverside WDC as well. WDCs help to better serve the ID/DD population by linking them to available workforce resources. Key partners include the Inland Regional Center (IRC), Local Educational Agency (LEA), Special Education Local Plan Area (SELPA) offices and Workability programs at school districts within RC associated with DOR.

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

RCWDB is currently working with two local employers who are mission-driven to create onramps to employment for PWD. This includes developing transitional employment opportunities, acting as an intermediary between CBOs, school districts and the DOR. RCWDB intends to use these partnerships as a model demonstrating the return on investment for training and hiring PWD.

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

Individuals who are English Language Learners (ELLs), individuals who have low levels of literacy, and individuals facing substantial cultural barriers, including those who are foreign born and refugees, are a target population for the RC AJCC System Partners. Adult education schools are often the entry point for immigrants seeking employment services and training. As part of the MOU between RCWDB and the mandatory WIOA partners, and additional partners (Appendix E – to be added), RCWDB coordinates with Adult Education providers (listed in Attachment G of Appendix E).

Career coaches are currently co-located at partner organizations throughout the community. They target populations that do not have readily available access to services.

RCWDB has delivered trainings about workforce services available to partner organizations who serve ELL. They included information about eligibility, how to refer customers to WIOA services, opportunities for collaboration among partners, and protocols for co-enrollment or dual enrollment. At the request of Adult Education partners in the last local workforce plan modification process,

RCWDB has also been sharing more information about how partners can qualify as Eligible Training Providers, primarily pre-pandemic and expected to resume as soon as possible.

RCWDB will continue partnership discussions with ELL, refugee and foreign-born service provider partners to continue ensuring services are coordinated with these populations.

V. WIOA Title I Coordination

All WIOA Title I programs are coordinated by the RCWDB and its OSO, delivered through the AJCC MOU Partners. Services provided to adults, dislocated workers and youth (ages 16-24) include, but are not limited to, orientation, WIOA eligibility and intake, individualized assessment, counseling, supportive services, internships, work experience, vocational training, and on-the-job training. Employer services include, but are not limited to, recruitments, job fairs, on the job training, lay-off aversion, and Rapid Response. Please see Tables B, C, and D below for more details on services provided.

Staff Training

Digital Fluency and Distance Learning

As noted in Appendix B, Goal #3 articulates a tactic of the RCWDB to provide training on digital fluency and distance learning to staff providing youth services in the County. The indicator of success here is 90% of County workforce staff trained in this area. RCWDB works with its IERPU partner, SBCWDB on regional staff training in this area. Since the original four-year plan, dozens of staff completed “Shaking Hands Through the Phone and the Screen! How to Overcome the Technology Communication Gap With Innovative Remote Employment Counseling Techniques!” presented by Robbin and Associates.

Cultural Competency and Trauma-Exposed Populations

RCWDB and its partners will provide training on cultural competency to its staff on an ongoing basis that help them to understand the needs of and provide better services to its job seekers. This will include training to support trauma-exposed populations, as noted in Goal #3. There is currently continued training for frontline workforce staff for cultural awareness of multiple populations, such as:

- “Adult Development Theory/Diversity, Equity, and Inclusion” (Ariel Moodie)
- “Trauma! The Most Powerful Hidden Barrier to Employment! Your Role in Helping People Recover to make Employment Progress” (Robbin and Associates)

Upcoming trainings currently scheduled includes “From the Streets to the Workplace! How to Help People Who are Homeless Get Jobs” by Robbin and Associates and “Empowered Equity and Diversity in the Workplace” by Natasha Palumbo. RCWDB staff will continue to identify and schedule trainings for cultural competency and understanding the needs of trauma-exposed populations.

Coordination of Workforce Development Activities with Statewide Rapid Response

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

The RCWDB also leverages its Employer Services Team (EST) to reach out to new employers and conduct business needs assessments of organizational sustainability. Whether the organization shows signs of distress or growth, the EST can provide resources to meet their needs. The goal is to identify any early warning signs of distress and provide the resources to retain the business and jobs. The EST also coordinates with partners including Economic Development Organizations (City and/or County) and the local Small Business Development Centers (SBDCs). Finally, the EST maintains regular office hours at local chambers of commerce for businesses to engage with staff about their talent needs.

Adult Training Services

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

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

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

Table B: RC AJCC System Adult and Dislocated Worker Services

Basic Career Services	
<ul style="list-style-type: none">• Referrals to community resources• Career guidance• Labor exchange services	<ul style="list-style-type: none">• Orientation• CalJOBS• Career resource center for self-service

<ul style="list-style-type: none"> • Labor market information (LMI) • Eligibility for all AJCC/WDC programs • Information on program cost • Unemployment Insurance (UI) Information 	<ul style="list-style-type: none"> • Initial assessment of skills, aptitudes, abilities, supportive services • Information on Supportive Services
Individualized Career Services	
<ul style="list-style-type: none"> • Career assessments • Skill-level assessments • Career planning • IEP development • Case management • Work experience (WEX) • Career exploration • Networking basics • RivCo network • Personal accountability 	<ul style="list-style-type: none"> • Resume writing • Soft skills development • Supportive services • Stress solutions • Effective study skills • Essentials of credibility, composure, confidence • Computer literacy • Interview skills • Financial literacy
Talent Development	
<ul style="list-style-type: none"> • Combine workplace training with instruction (cooperative education) • Adult education literacy, numeracy, ESL activities (contextual) • On-the-Job Training (OJT) • Career and Technical Education • Customized training • Apprenticeships • Equivalency Exam (HSEE) prep 	<ul style="list-style-type: none"> • Incumbent worker training • Individual Training Accounts (ITA) • Skill upgrading and retraining • Transitional jobs • Entrepreneurial training • Career pathways training • Training programs operated by private sector • Customized training • Diploma/High School
Individualized Career Services: Talent Marketing	
<ul style="list-style-type: none"> • Job development • Pre-screening candidates • Hiring events • Industry specific job fairs • Job matching • Networking opportunities 	<ul style="list-style-type: none"> • Experience Unlimited • Career fairs • Job search services • Pre-hire testing • Job club • Job coaching
Supportive Services	
<ul style="list-style-type: none"> • Transportation • Fees for training certificates: CPR, food handler, driver's license • Referrals to food pantries, housing • Tattoo removal 	<ul style="list-style-type: none"> • Uniforms • Childcare • Training and work tools • Interviewing clothes • Books, supplies

Employer Services

RCWDB also offers key services to its business customers, as outlined in Table C.

Table C: RCWDB Employer Services

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

Youth Services

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

Young people will be preparing for a changing economic landscape as technology becomes increasingly prevalent in jobs across industries. A key to ensuring youth are prepared for this future is enhancing their employability skills, particularly in digital literacy and fluency. RCWDB's youth services provider, the California Family Life Center (CFLC), has focused on this by helping youth learn to navigate through resources to find the information they need. CFLC also helps young people learn how to use cutting-edge applications and how to effectively communicate with others using technology.

Specific digital literacy skills taught include:

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

CFLC also offers classes through Mt. San Jacinto College for Microsoft Suite as a component of digital literacy. Youth have access to technology at the Youth Opportunity Center (YOC) in the computer lab. Access to technology includes providing tablets and computers to low-income youth at no cost.

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

Table D: YOC Youth Services

Work Preparation	
<ul style="list-style-type: none"> • Initial Assessment • Eligibility for all AJCC/WDC Programs • Orientation • Career Assessment • Career Exploration • CalJOBS Registration • Information/ referrals for Diploma/HSEE • Individual Services Strategy (ISS) development • Mentorship • Work Experience (WEX) 	<ul style="list-style-type: none"> • Internships • College tours • Case Management • Counseling • Work readiness skills • Financial literacy • Tutoring • Labor Market Information • Follow-up Services • College Information & Financial Assistance • English as a Second Language
Skills Development	
<ul style="list-style-type: none"> • Leadership Development • Career Pathways • Postsecondary Transition • Career & Vocational Training 	<ul style="list-style-type: none"> • On-the-Job Training • Entrepreneurial training • Diploma/Equivalency Prep • Pre-apprenticeship and Apprenticeship
Job Placement Assistance	
<ul style="list-style-type: none"> • Job Development • Customized Recruitments 	<ul style="list-style-type: none"> • Job/Career Fairs • Job Coaching
Supportive Services	
<ul style="list-style-type: none"> • Fees for training certificates: CPR, Food Handling, CADL • Uniforms • Books and Supplies 	<ul style="list-style-type: none"> • Transportation • Childcare • Training and Work Tools • Interview Clothing

AJCC Assessments

RCWDB conducted its AJCC Certification Assessment of all WDCs in April of 2021 to ensure that both Adult and Youth Services demonstrated the indicators for high quality AJCCs. All WDCs were found to be meeting or exceeding the indicators.

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

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

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

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

The County of Riverside Purchasing and Fleet Services Department (RCPFSD) released Request for Proposal (RFP) number WDARC-013 in February 2020 to procure an AJCC One Stop Operator (OSO). After the competitive selection process, Arbor E&T, LLC was selected as the OSO and entered into a contract with the County from July 1, 2020 through June 30, 2021, with subsequent renewals through June 30, 2023. The RCWDB was most recently approved to be the Career Services Provider in Riverside County in 2021, through June 30, 2025.

Appendix A: Stakeholder and Community Engagement Summary

As part of the two-year plan modification process, the IERPU held a series of interactive input sessions to engage its stakeholders and gain valuable insight for community needs and resources to develop proposed goals.

Sessions and Attendance

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
In-person meeting	San Bernardino County Workforce Development Board	15 board members	9/15/22 - Discussion held during SBCWDB retreat
Virtual meeting	Riverside County Workforce Development Board	6 board members	10/18/22 – breakout session for RCWDB A.M. stakeholder meeting
Virtual meeting	Stakeholders – employers, colleges, school districts, CBOs, workforce development agencies	Approximately 80	10/18/22 – A.M. session
Virtual meeting	Stakeholders – employers, colleges, school districts, CBOs, workforce development agencies	Approximately 50	10/18/22 – P.M. session
Virtual meeting	IERPU Steering Committee Meeting	4 steering committee members from both boards	10/24/22 – reviewed draft IERPU job quality and equity definitions

Feedback, Analysis and Inclusion in the Two-Year Modification

The in-person retreat with SBCWDB was an in-person discussion to develop the draft IERPU Job Quality and Equity definitions. On October 18, 2022, two stakeholder feedback sessions were held via Zoom, one in the morning and one in the afternoon. The RCWDB had a dedicated breakout session during the morning session of the stakeholder feedback sessions for their input. The draft definitions and input on workforce plan goals was reviewed by IERPU staff and adjustments were made to the draft regional and local plans accordingly. Finally, after the stakeholder input sessions, the IERPU Steering Committee reviewed the draft job quality and equity definitions for additional feedback to arrive at the final versions presented in the two-year local and regional modifications.

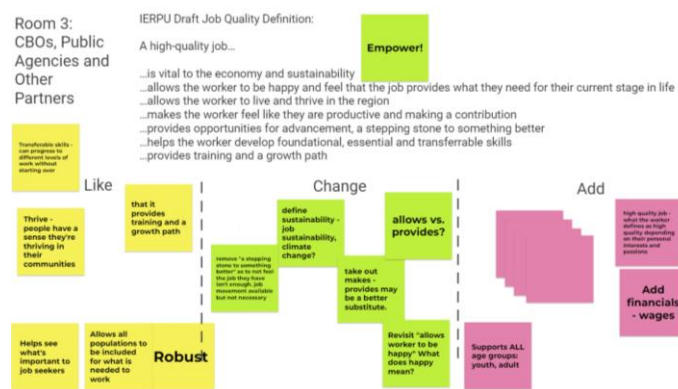
Stakeholder Feedback Sessions Format

The October 18 stakeholder feedback sessions were held on Zoom and Google Jamboard with the following agenda:

- I. State Workforce Plans and the Modification Process
 - a. An overview of the local and regional workforce plan two-year modification process
- II. Defining Job Quality and Equity
 - a. Presented draft definitions from SBCWDB retreat
 - b. Breakout groups were facilitated based on organization type (employers, colleges, CBOs/public agencies/other). Each breakout group discussed what they liked, what they would change and what they would add to each definition. Sticky notes on Google Jamboard were captured by the facilitator in each room (see below for sample Jamboard slides from the event)
- III. Regional Goal Progress and Updates
 - a. Progress on the original four-year plan regional plan goals was shared by IERPU staff
 - b. Breakout groups (same as above) reviewed each category of goals, sent out in advance, and discussed any additional progress to be noted and how they could be updated for the plan modification (see below for sample Jamboard slides from the event)
- IV. What Did We Miss?
 - a. Additional feedback was requested from the group
- V. Closing and Next Steps

The feedback provided by stakeholders was discussed during a debrief session of IERPU the next day and updates to both the job quality and equity definitions were made. In addition, the suggestions for goal progress and updates were incorporated into the regional and local goal review.

Sample Jamboard Slide for Draft Job Quality Review



Sample Jamboard Slide for Regional Goal Review



Appendix B: RCWDB Modified Local Workforce Goals

The local workforce plans goals have been modified from the original four-year workforce plan and aligned with the IERPU Regional Plan Two-Year Modification goals. Additions and changes to the goals and tactics below are noted with bolded text.

Goal	Tactics	Alignment with Regional Goals
<p>1. Sector-Based Career Pathways:</p> <p>Continue to develop and measure job seeker success in career pathways for both youth and adults with a focus on these sectors:</p> <ul style="list-style-type: none"> • Construction • Transportation and Warehousing • Healthcare and Social Assistance • Manufacturing • Retail Trade • Administrative Support and Waste Remediation Services • Public Administration • Public Safety • Information Technology <p><i>Note: RCWDB will routinely update these sector-based career pathways to reflect current</i></p>	<ul style="list-style-type: none"> • Coordinate with regional partners on Transportation/Logistics, Manufacturing, Healthcare, and Public Administration • Leveraging work-based learning and earn and learn strategies such as apprenticeships and OJT • Identify clean and green occupations in each sector • Implement regional sector-based programs as part of the IERPU • Increase in the # of job seekers in existing apprenticeship programs • Develop at least one new apprenticeship or earn-and-learn program in target sectors 	<ul style="list-style-type: none"> • Goals #1-3, 11-12

economic conditions as well as emerging sectors and occupations

2. High Road Workforce System:

Utilize outcome of annual Joint AJCC Partnership meeting to facilitate the necessary partnerships and organizational development among the workforce development boards, WDCs, and other key partners to support high road employment

- **Leverage IERPU Job Quality Definition to develop high-road employment opportunities with local employers**
- **Localize small business engagement strategy from IERPU Regional Plan (Regional Goal #5)**
- Empower Employer Services staff at County and WDCs to use IERPU Job Quality definition to identify and engage high-road employers
- Develop new and/or enhanced services and practices that support job quality
- Continue coordination of services between workforce, education and employers to increase job quality
- Gather feedback from employers to ensure system is meeting their talent needs

- Goals #4-6

3. Access and Inclusion for All:

Work with Core Partners and WDCs to improve access to technology, build digital literacy skills and support organizational development that drives equity **and job quality**

- **Explore regional shared technology solution for information and referral**
- **Train 90% of staff in job quality, digital fluency, distance learning and cultural competency**
- Build upon WDCs, YOCs and partner organizations for increased access to services

- Goals #7-10

	<ul style="list-style-type: none"> • Maintain diversity of partner organizations to serve remote areas and special populations • Incorporate digital literacy into training and service offerings through WDC/YOC workshops and programs or through partner collaboration • Continue to develop programs for IWD through the CIE local partnership and increase # of IWD obtaining employment • Continue partnership with P2E program for justice system-involved individuals and increase # of justice-involved individuals who obtain employment 	
<p>4. Future of Work (FOW):</p> <p>Review training programs for possible changes or updates in response to automation and feedback shared by local employers</p>	<ul style="list-style-type: none"> • Advocate with employers for development of new jobs that align with job quality definition, exploring opportunities for “clean and green” jobs • Determine/address impacts by population - older workers, youth, IWD, system-involved, etc. • Alignment of WDC/YOC services and training with FOW skills and qualifications • Continue to work with employers to better understand skills and qualifications for future jobs, compile list of skills 	<ul style="list-style-type: none"> • Goals #11-12

	<ul style="list-style-type: none"> • Train the future workforce for high road employment, including developing employability skills • Provide information and training opportunities to employers to support job quality in a changing economy • Offer at least one new professional development opportunity to staff related to automation and new technologies • Increase access to digital literacy training through WDC/YOC workshops and programs or through partner collaboration 	
<p>5. Response to COVID-19:</p> <p>Respond to long-term impacts of COVID on the local economy as part of a county culture of adaptiveness, flexibility and acceptance of change</p>	<ul style="list-style-type: none"> • Conduct regular engagement with partners, job seekers and employers to understand the changing economic environment and how to respond • Leverage collocated staff in partner agencies to continue virtual services and improve upon them • Expand Rapid Response services to respond to larger layoffs • Support surge occupation recruitment efforts with Employer Services staff 	<ul style="list-style-type: none"> • Goals #8-9, 11

Appendix C: Public Comments Received that Disagree with the Local Plan

No public comments that disagree with the local plan were received.

Appendix D: Plan Signatures

PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

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

The WIOA 4 Year Riverside County Local Workforce Development Plan Two-Year Modification is submitted for the period of July 1, 2021 through June 30, 2025 in accordance with the provisions of WIOA.

Riverside County Workforce Development Board

Local Workforce Development Board Chair

Chief Elected Official

Signature

Signature

Patrick Ellis

Kevin Jeffries

Name

Name

Chairperson

Chairperson of Board of Supervisors

Title

Title

Date

Date

Appendix E: AJCC Partner MOU



Inland Empire

2021-2024

Regional Workforce Development Plan

Two-Year Modification

Inland Empire Regional Planning Unit

San Bernardino County Workforce Development Board
Riverside County Workforce Development Board

Primary Contacts

Mariann Johnson
Deputy Director
Special Projects and Youth Programs
San Bernardino County
Workforce Development Department
(909) 387-9841
Mariann.Johnson@wdd.sbcounty.gov

Tammy Mathis
Senior Development Specialist
County of Riverside
Workforce Development Agency
(951) 955-3434
TAmathis@rivco.org

Table of Contents

- I. Introduction and Overview..... 3
 - The Inland Empire Region 3
 - Two-Year Workforce Plan Modification Process..... 4
- II. Analytical Overview of the Region..... 5
 - Workforce and Economic Analysis..... 5
- III. Regional Indicators 15
 - Objective Metrics for Regional Indicators 17
- IV. Fostering Demand-Driven Skills Attainment 19
 - Regional Sector Pathways 19
 - Equity and Economic Justice 23
- VI. Aligning, Coordinating, and Integrating Programs and Services 25
 - System Alignment..... 25
- Appendix A: Stakeholder and Community Engagement Summary 26
- Appendix B: Modified Regional Goals 29
- Appendix C: Public Comments Received that Disagree with the Local Plan..... 37
- Appendix D: Plan Signatures..... 38

I. Introduction and Overview

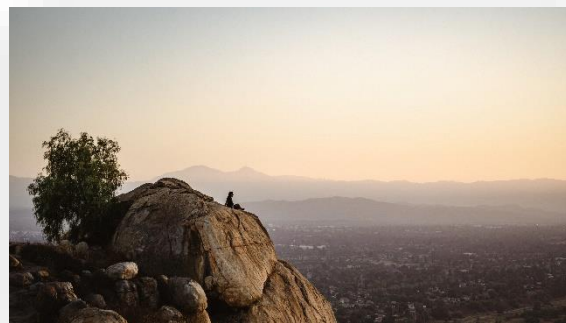
Emerging from the COVID-19 pandemic, the Inland Empire region has seen changes to its economy and labor market. Many workers changed jobs during the pandemic, moved in and out of the region, and reevaluated their career choices. It has been called the “Great Resignation” in the media and also “The Great Reshuffling” as workers moved from one job to another, or took a break from the workforce as they planned the next moves for employment. Employers found it increasingly difficult to find the talent they need to fill open positions, which has led to upward pressure on wages as they compete for talent. Businesses have also added signing bonuses and other incentives to attract talent. It became a job seeker’s market and led to new opportunities for workforce development, however, it also brought new challenges.

There was a decrease in the number of job seekers seeking services within the regional workforce system. Even with employers more interested in talent from the workforce system, there were less participants to refer and less students accessing training through the system. As the region reviewed its workforce development plan and developed a revised approach, this new economic reality was a primary consideration.

The Inland Empire Regional Planning Unit (IERPU) conducted a thorough process to review the labor market information, gather feedback from its stakeholders, and develop this two-year regional workforce plan modification. The IERPU used job quality and equity to focus new strategies that address the economic situation, creating new definitions for both as a guide. Because of the high demand for talent, employers in the region are very willing to look at job quality and equity in the workplace. The region is capitalizing on this opportunity to transform sector-based career pathways and create new opportunities for the community.

The Inland Empire Region

The Inland Empire is a region of Southern California covering over 27,000 square miles, bordering the Los Angeles Basin, Orange and San Joaquin regions to the west and stretching east to the Arizona and Nevada borders. The population across both San Bernardino and Riverside Counties is 4.65 million. Its diverse population is 8% Black or African American, 2% Native American, 8% Asian or Pacific Islander, nearly 4% Two or More Races, 77% White and over 54% are Hispanic or Latino.¹



The region is known as a major transportation and logistics hub with four million square feet of warehouse space. Located only 40 miles from the ports in Long Beach and Los Angeles, the Inland Empire is home to three major airports, three major interstate highways and two major railways. The vast majority of goods for Southern California flow through the region and to most states in the

¹ U.S. Census QuickFacts, population estimates as of July 1, 2021
<https://www.census.gov/quickfacts/fact/table/riversidecountycalifornia,sanbernardinocountycalifornia,US/PST045221>



U.S., many of which are created right here by the region's 3,700 manufacturers. One can go nearly anywhere in the world and find products built in, produced in, or moved through the Inland Empire.

Two-Year Workforce Plan Modification Process

The IERPU staff worked closely with the board members of the San Bernardino County Workforce Development Board (SBCWDB) and the Riverside County Workforce Development Board (RCWDB) to develop this two-year modification. The process began with a thorough discussion on sectors, job quality and equity at the SBCWDB's annual retreat in September 2022, followed by two Stakeholder Input sessions in early October. The RCWDB held its own discussion during these sessions also. Finally, the IERPU Steering Committee reviewed the definitions for job quality and equity in late October in order to approve the final versions for the plan. The staff of both local workforce boards processed all of the input in order to revise the region's goals. Please see Appendix A for the Stakeholder and Community Engagement Summary and Appendix B for the Modified Regional Goals.

II. Analytical Overview of the Region

The IERPU analyzed labor market and workforce data in order to conduct the two-year plan modification. The events of the last two years, such as COVID-19 and inflation, have changed some aspects of the economic landscape while other aspects remained relatively consistent. In the following section, current data and trends will be presented. The Workforce and Economic Analysis below includes details about the current skills and education of the current working population, labor market demand and an analysis of gaps between the two.

Data was gathered from a 3rd party report produced by Lightcast and an internal labor market information (LMI) analysis.

Workforce and Economic Analysis

Inland Empire's regional population was 4,653,105 as of July 2021.² The labor force in the region has grown by over 100,000 workers from 2,082,512 in Sept 2020 when the original plan was written to 2,186,900 in Sept 2022.³ This is around 47% of the population.

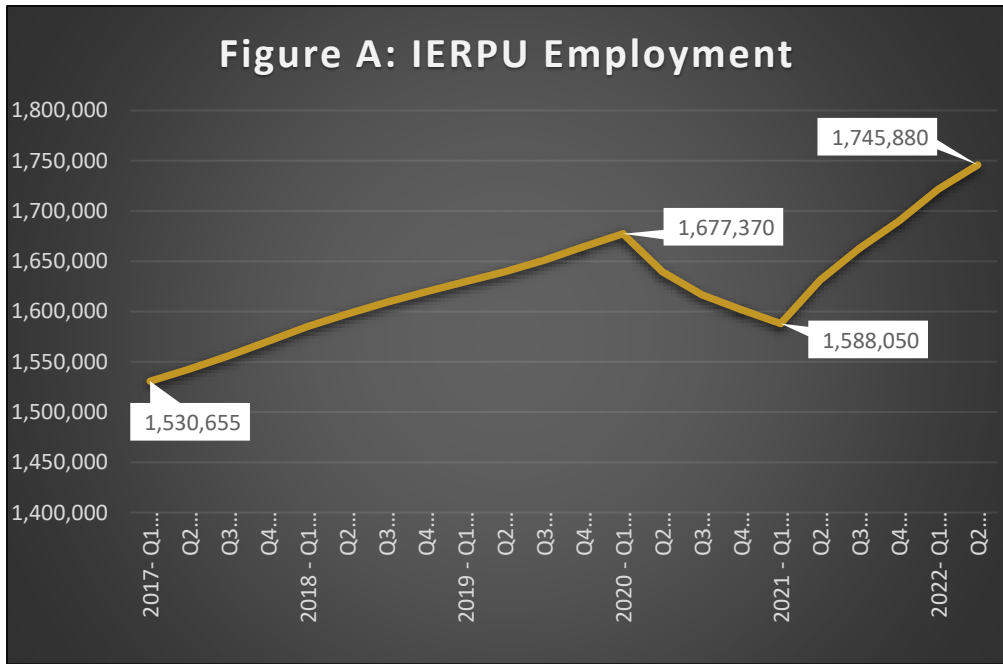
Employment and Unemployment

As shown in Figure A, employment in the region reached a high of nearly 1.7 million in the first quarter of 2020 before the COVID-19 pandemic. During 2020, employment fell to a low of about 1.6 million by Q1 of 2021. The number of individuals employed then began a steady rise toward a high of over 1.7 million in Q2 of 2022. Given that the original four-year plan was written while employment was still falling, this plan has taken into account the continued rise of employment the region is experiencing, making for a different economy than in late 2020.

² U.S. Census Quick Facts

<https://www.census.gov/quickfacts/fact/table/riversidecountycalifornia,sanbernardinocountycalifornia/AFN120217>

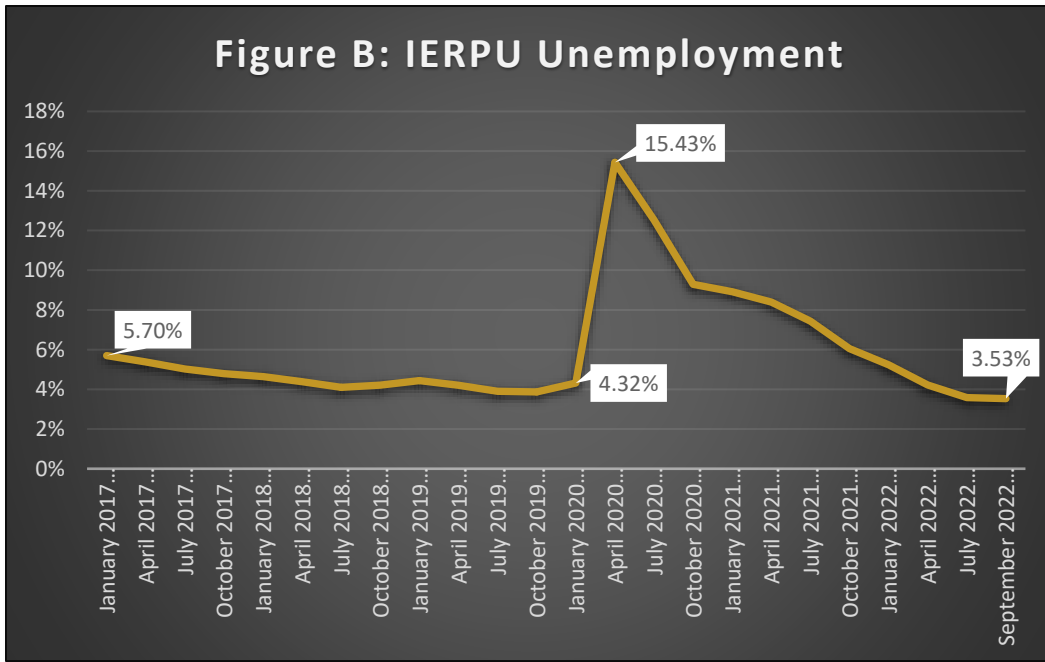
³ U.S. Bureau of Labor Statistics <https://data.bls.gov/timeseries/LAUMT064014000000006>



Source: JobsEQ, Data as of Q2 2022

Similarly, the region’s unemployment rate rose rapidly from a low of 4.32% in January 2020 to a high of 15.43% in April 2020 due to the onset of the pandemic. See Figure B below. It began to sharply drop again until approximately October of the same year and has been steadily decreasing since. It was at its lowest point in September 2022 at 3.53%.

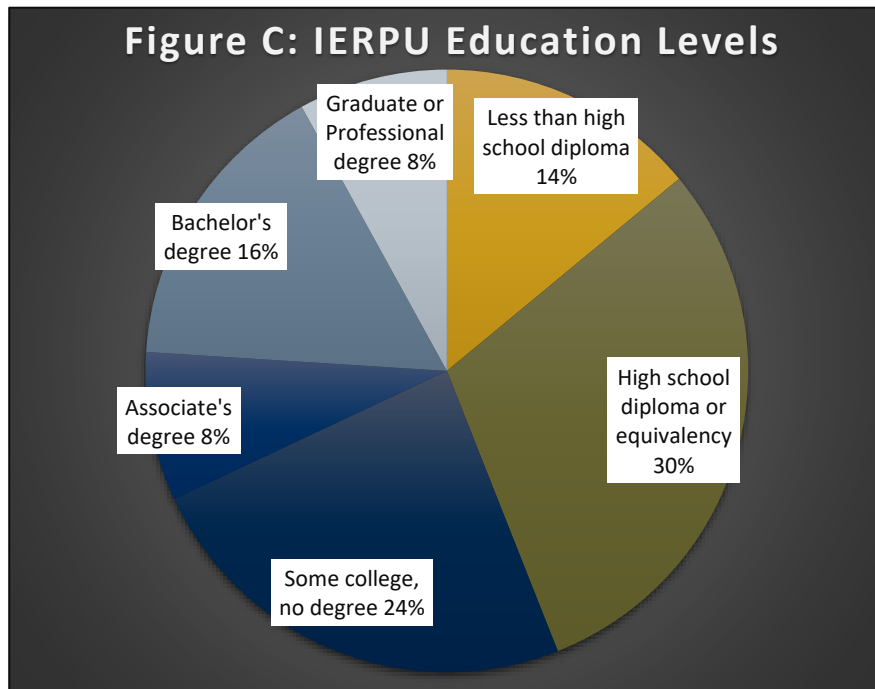
The steadily declining unemployment rate and steadily rising employment rate has created a job seeker market for labor, with employers having to compete for talent. Starting in 2021, employers were finding it more and more difficult to recruit new talent while many workers were still leaving their jobs and creating an even greater demand for labor, deemed by some as “The Great Resignation”. Rising inflation and possible future layoffs across the state may trigger a recession and reverse this situation, but in the meantime, the region is responding to the opportunity for new and deepened partnerships with employers given the current conditions of low unemployment and high demand for labor. This has also provided the added benefit of making more opportunities available for the special populations both WDBs work with, especially those with disabilities and individuals that are justice-involved. The IERPU is also working to be able to better respond to dynamic changes in the economy as they happen.



Source: JobsEQ, Data as of Sept 2022

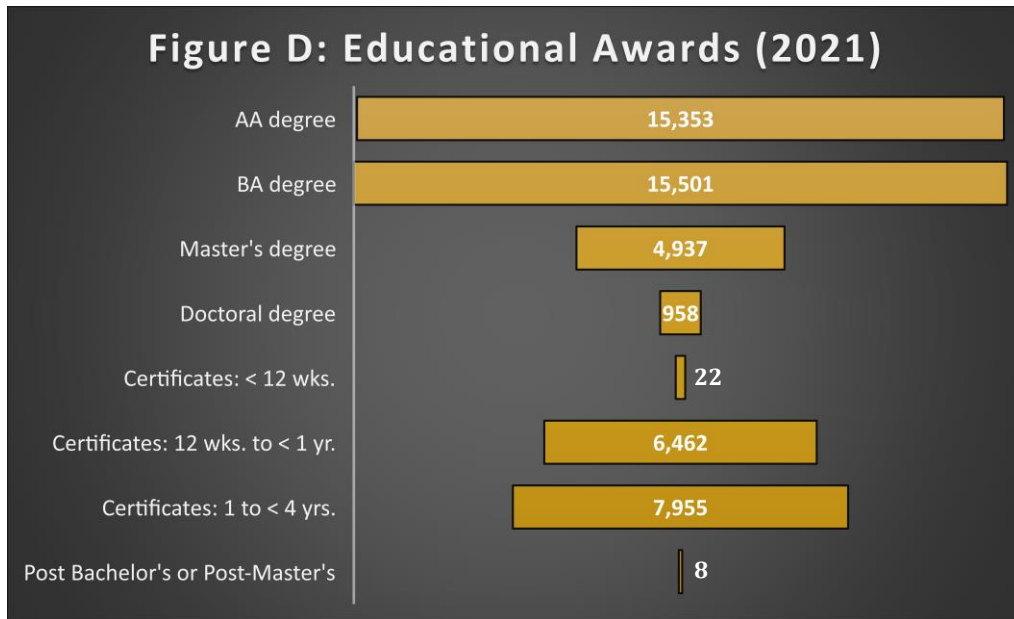
Educational and Skill Levels of the Regional Workforce

As noted in Figure C below, 56% of the region’s labor force has at least some college through Associates, Bachelors and graduate-level degrees (percentages were rounded to the nearest whole number). On the other hand, 44% have a High School Diploma or less and likely have more difficulty qualifying for jobs without additional training and support.



Source: U.S. Census, American Community Survey

The Inland Empire is regularly supplying workers with education from short-term certificates through advanced degrees. As noted in Figure D, the region's colleges awarded 15,501 Bachelor's (BA) and 15,353 Associate's (AA) degrees in 2021 alone. While not all of these individuals are part of the region's current labor force due to enrollments from outside of the area, it is an indicator of the region's capacity to meet employer's educational experience requirements. In addition, the region's community colleges awarded 14,639 short- and long-term certificates ranging from less than 12 weeks to less than four years.



Source: National Center for Education Statistics, Integrated Postsecondary Data System (IPEDS)

Below in Table A, the top 20 skills in demand are listed in order of the largest gap to the smallest (see column labeled "Skill Gap"). The number of workers in the region that possess that skill is noted in the "# With Skill" column. Then, analysis by the region identified the sectors each skill is most likely identified with, noted with a shaded box in the table.

Skills such as Spanish, Keyboarding/Typing, Manufacturing, and Microsoft Outlook are both highly prevalent among the workforce and have the largest gaps with employer demand. Several of the skills identified here are potentially applicable across all four sectors, such as Spanish, Mandarin, and People Skills, while others like SAP (accounting software) are only applicable to one of the target sectors (Public Administration). Integrating language courses, particularly Spanish, and more soft skill training could help close these skill gaps across industries. Specialized skills that are in demand by employers such as ESRI ArcGIS, a geographic information system, and drill presses, can be integrated into training programs for those particular sectors.

Table A: Top 20 Skill Gaps Aligned with Industry Sector

<i>Skill</i>	# With Skill	Skill Gap	Healthcare	Trans. + Log.	Manufact.	Pub. Admin.
<i>Spanish</i>	6,519	-1,952				
<i>Keyboarding</i>	1,930	-915				
<i>Manufacturing</i>	3,458	-678				
<i>Caregiving</i>	1,152	-633				
<i>People Skills</i>	1,221	-611				
<i>ESRI ArcGIS</i>	142	-573				
<i>Microsoft Outlook</i>	6,943	-495				
<i>Home Health Care</i>	2,240	-477				
<i>SAP</i>	1,532	-350				
<i>Mandarin</i>	92	-215				
<i>Warehouse Management Systems</i>	1,536	-129				
<i>Lathes</i>	393	-123				
<i>Community Outreach</i>	182	-114				
<i>Order Fulfillment</i>	365	-102				
<i>Supply Chain Management</i>	157	-85				
<i>Warehousing</i>	312	-83				
<i>Critical Care</i>	255	-78				
<i>Drill Presses</i>	130	-68				
<i>Inventory Management Systems</i>	87	-61				
<i>Ladder Logic</i>	19	-55				

Source: JobsEQ for supply and skill gap data, industry alignment assessed by IERPU

Current Needs of Employers in the Region

In addition to reviewing the labor market information provided above, the IERPU gathered information directly from regional employers. This information was gathered via Employer Roundtables, a Hiring Climate Survey and an analysis of regional job postings, in partnership with Lightcast, a labor market analytics firm. The sections below each describe these activities in more detail, summarizing the findings from Lightcast’s 2022 report.

Employer Roundtables

Employer roundtable discussions were held with 12 regional employers, covering their hiring challenges, how they are addressing them, and their assessment of the current local workforce. Employers expressed concerns such as applicants having difficulty with transportation and childcare in order to work, difficulty finding a sufficient number of applicants with appropriate skills and their ability to compete for entry level workers with wages offered by fast food chains.

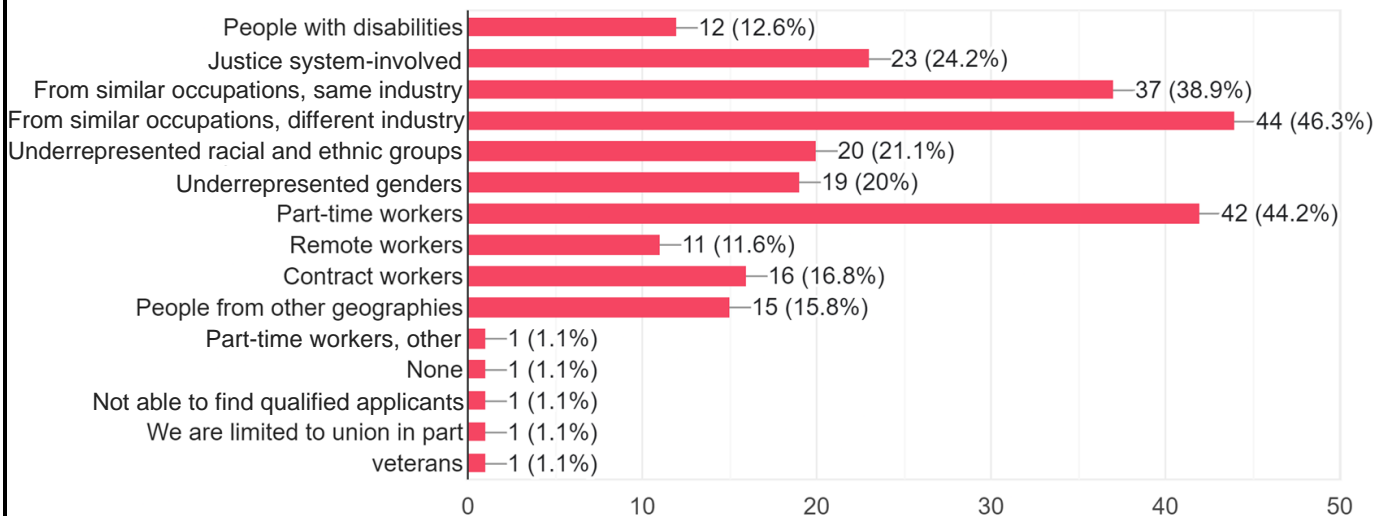
Regional employers reported experimenting with new approaches to recruitment such as posting their annual wage instead of hourly to differentiate themselves from fast food and retail, and cross training workers from a different industry (e.g., training construction workers for manufacturing for those who are looking for a new type of job). Employers also reported retaining workers by increasing wages, offering different work schedules, and adding production bonuses. The employers were asked for other ideas they would pursue with more money and time; ideas included increasing awareness of childcare provided by the county, investing in additional training equipment, and adding hiring bonuses.

Hiring Climate Survey

A hiring climate survey was conducted and 123 responses were received from regional employers. The average size of these employers ranged from 2-21,000 with a median of 39 employees. Manufacturing, healthcare, transportation, insurance, and nonprofits were the most represented industries in the survey.

The survey revealed that employers have been tapping into a more diverse talent pool, with almost 98% responding that they have accessed at least one new candidate pool as noted in Figure E. The most common new candidate pool was from similar occupations, either in the same or a different industry than the one they are in. Populations such as people with disabilities, justice-involved and underrepresented racial and ethnic groups were also very prevalent in the survey. The employers' responses here point to success the region has had in helping employers see the value of candidates from these groups and an opportunity to do more given the interest shown here. Of particular note is the number of employers in the survey who reported tapping into the region's shared target population of justice-involved individuals (23, 24.2% of respondents).

Figure E: New Job Candidate Pools

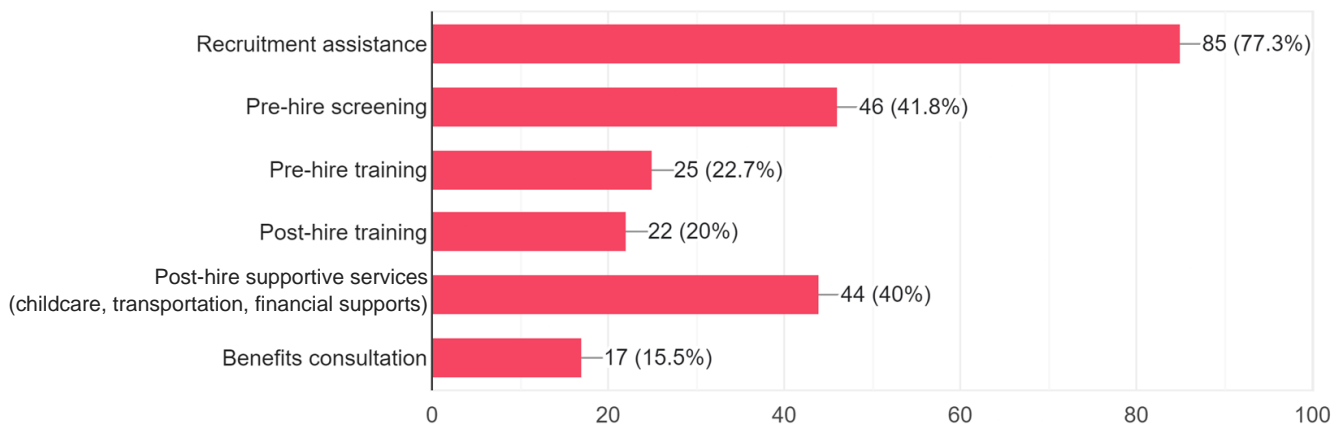


Source: Lightcast Hiring Climate Survey

The Hiring Climate Survey also revealed areas in which the IERPU could consider enhancing services. Employers were most interested in recruitment assistance, which is already offered in the region. Many employers also asked for assistance with pre-hire screening and post-hire supportive

services such as childcare, transportation and financial supports. This feedback is captured in Figure F below and was integrated into updating goals for the region.

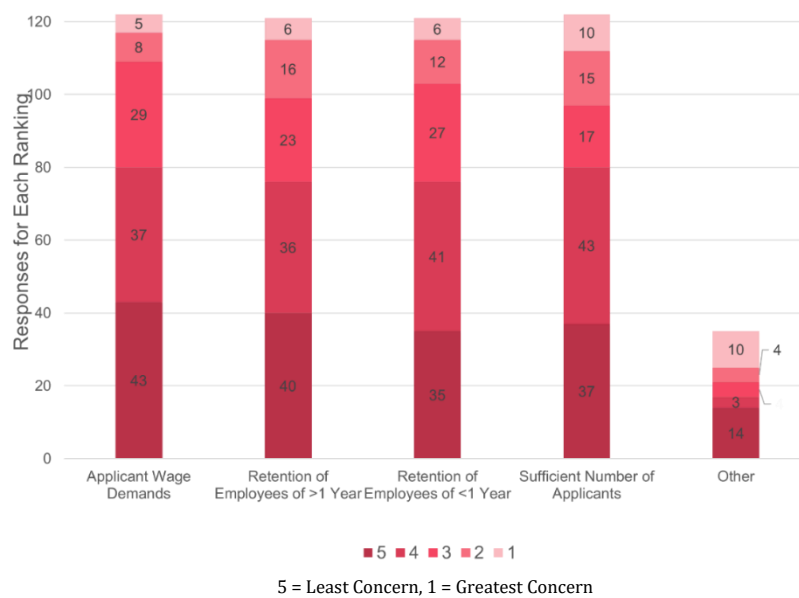
Figure F: Employer Assistance Needed



Source: Lightcast Hiring Climate Survey

Looking to the future, Figure G shows what employers reported to be their top concerns over the next two to three years. The wage requirements of applicants rose to the top of the list of greatest concerns, followed closely by retention of their employees (both newer and tenured staff), and having a sufficient number of applicants. Given that employers' top request for assistance was recruitment, this data aligns with their reported need for more applicants. Employers are also conveying a consistent message that they would like to better support the employees they have in order to ensure retention of their workforce.

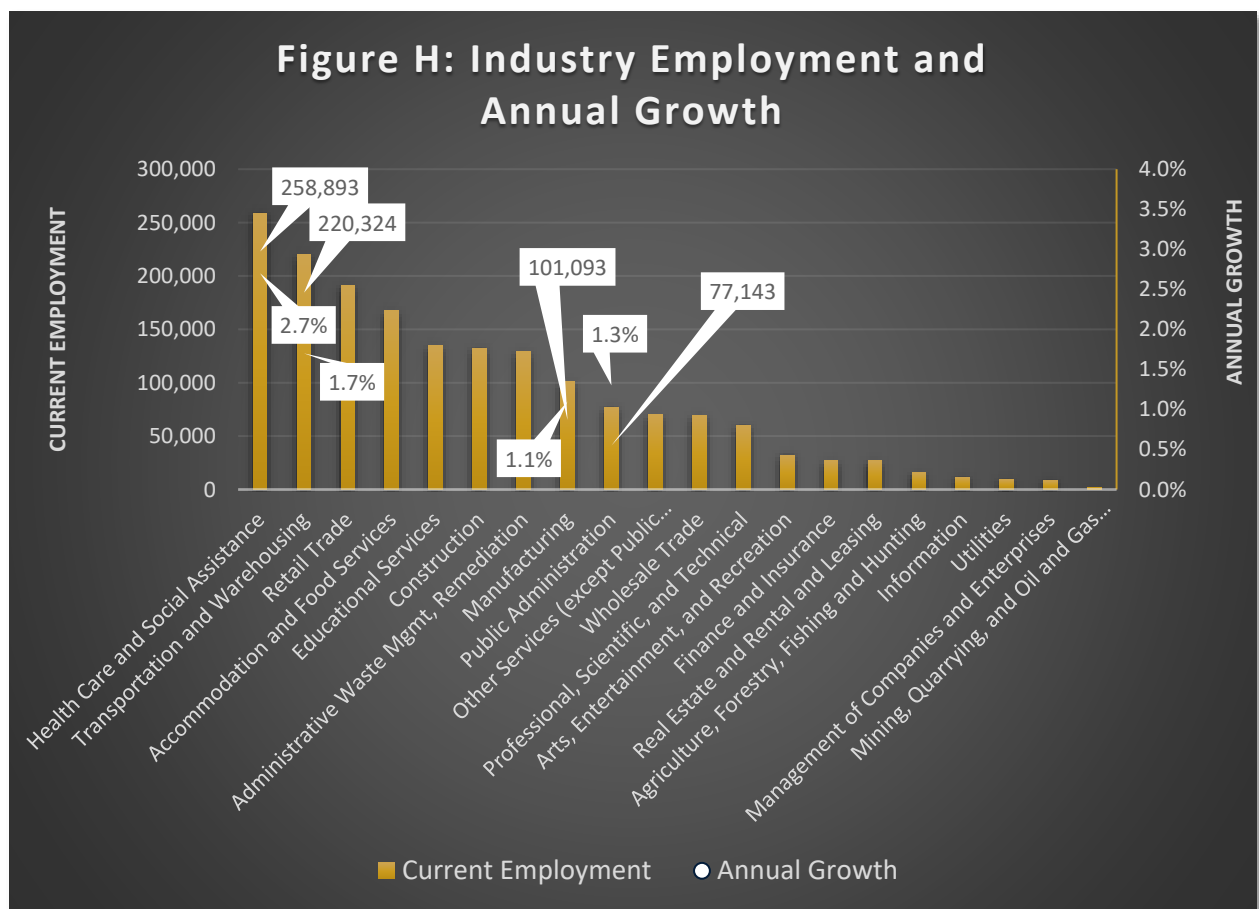
Figure G: Employer Future Concerns



Industries and Occupations with Emerging Demand

The IERPU has chosen four industry sectors to focus on, three of which are the same as the four-year plan: Healthcare, Manufacturing, and Transportation and Logistics (represented by Transportation and Warehousing in the LMI data). Public Administration is the fourth industry sector that was added to this two-year plan modification. In the region’s analysis of industry sectors, it was noted that this sector has a relatively large share of employment for the region (77,143) and availability of high-quality jobs.

There is positive annual growth for all four target industries as noted in Figure H: Healthcare – 2.7%, Manufacturing – 1.1%, Transportation and Warehousing – 1.7%, Public Administration – 1.3%. All four industries are among the largest nine by the number employed.



Source: JobsEQ, Data as of Sept 2022

In Table B, specific occupations within each industry were chosen for analysis based on their alignment with programs in the region and relative job quality. The vast majority require no more education than a Postsecondary non-degree award, aligning well with the region’s education levels (Figure D). In addition, all of the selected occupations except Nursing Assistants pay, on average, a

living wage for a single adult with no children.⁴ Several of these occupations pay well above this, such as Heavy and Tractor-Trailer Truck Drivers and Industrial Machinery Mechanics.

Nearly all of these occupations have an annual supply gap, noted by a negative number in the “Annual Supply Gap” column. The annual supply gap is calculated by the average annual demand for the occupation (anticipated vacancies + new openings) subtracted by the anticipated supply available each year. Occupations in the table without an anticipated supply gap, such as Light Truck Drivers and Bookkeeping, Accounting and Auditing Clerks, still have a high annual demand (2,724 and 2,053, respectively). Meeting this demand will require continued training and preparation for workers in both occupations.

**Table B: Occupational Demand and Estimated Annual Supply Gap
(2022-2032)**

Industry	Occupation	Annual Demand	Annual Supply Gap	Typical Educational Requirement	Average Annual Wage
Transportation and Logistics	Heavy and Tractor-Trailer Truck Drivers	5,404	-207	Postsecondary nondegree award	\$51,500
	Light Truck Drivers	2,724	0	Postsecondary nondegree award	\$44,900
	First-Line Supervisors of Transportation and Material Moving Workers	1,421	-52	High School / Some College	\$58,100
Healthcare	Registered Nurses	2,414	-343	Associates Degree	\$111,700
	Nursing Assistants	1,452	-31	Postsecondary nondegree award	\$36,200
	Medical Assistants	1,405	-64	Postsecondary nondegree award	\$39,100
	Community Health Workers	89	0	Associates Degree	\$51,700
	Pharmacy Technicians	384	-24	Postsecondary nondegree award	\$46,000
	Emergency Medical Technician	180	-20	Postsecondary nondegree award	\$38,200
Manufacturing	Machinists	365	-17	High School	\$45,199
	Industrial Machinery Mechanics	346	-46	High School	\$59,800
	CNC Operators	168	0	High School	\$43,600
Public Administration	Bookkeeping, Accounting and Auditing Clerks	2,053	57	High School	\$46,500

⁴ \$18.10 per hour, or \$37,440 per year according to the MIT Living Wage Calculator <https://livingwage.mit.edu/metros/40140>

	Eligibility Interviewers, Government Programs	291	-7	High School	\$49,000
	Teaching Assistants, Except Postsecondary	1,694	18	Postsecondary nondegree award	\$38,700

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

Analysis of Skill and Supply/Demand Gaps

In Table A above, there are notable gaps in the skills needed for employment in the target industry sectors. The demand for employees who are bilingual in Spanish, for example, is high with a gap of nearly 2,000 workers even with over 6,500 in the region who possess the skill. This could be due, in part, to a mismatch between the workforce's skills and the unique combination of skills required by particular jobs. For instance, a Community Health Worker job that requires candidates to be fluent in Spanish may reject a candidate without an Associate's Degree who speaks Spanish. It may then be reported as an unfilled opening that required Spanish as a skill. In other words, there may not actually be a skill gap for that skill alone but rather a gap for the combination of skills needed. Another factor is that the data is extracted from posted resumes and LinkedIn profiles, where job seekers may not include skills they possess, such as being bilingual.

There is also a high demand and a reported skills gap for People Skills, which are generally needed across sectors. This speaks to the need for training and education providers to continue enhancing soft skill development as part of their programming. Finally, in industry-specific skills such as Lathes (Manufacturing) or Home Health Care, increasing capacity in training programs that offer development of these skills may be necessary.

Overall, there is a need to increase the supply for all target industry sectors as shown in Table B. Across the selected occupations closely related to workforce development programs in the region, Transportation and Logistics has a supply gap of -259; Healthcare has -482; Manufacturing has -63; and Public Administration has -7. Bookkeeping, Accounting and Auditing Clerks has the largest annual surplus (57), but it should be noted that this is an occupation that appears across sectors, so there may be a smaller surplus or even a gap for this occupation specifically in the Public Administration sector. This occupation also has an annual demand of 2,053 between new openings and vacated positions, so there will still be a need to produce talent for these roles. Teaching Assistants also has a surplus overall, but the Head Start programs in the region have been reporting difficulty in recruiting for this occupation.

III. Regional Indicators

The IERPU has made progress on integrating all four regional indicators into its planning and service delivery as outlined below. Since the writing of the original four-year plan, the IERPU team worked with both workforce boards to address each of the regional indicators, with a particular focus on defining equity and job quality. The outcomes for the IERPU's shared target population of emphasis, justice-involved individuals, and other populations with barriers to employment, were used as a basis for determining the baseline of success and setting goals moving forward.

Regional Indicator 1 (RI #1): The region has a process to communicate industry workforce needs to supply-side partners.

The region regularly gathers feedback from employers on their workforce needs and shares it with their supply-side partners, such as members of both the SBCWDB and the RCWDB who provide training, and AJCC MOU Partners. The most recent example is the report produced by Lightcast, reporting the regional workforce needs of employers using employer roundtables, a hiring climate survey and a job posting analysis.

Another part of the process is for the Business Services Teams to share trends and feedback they receive from employer surveys. Employer partners are asked about a number of topics, such as the overall health of their business, their hiring trends, particular skills and qualifications they are seeking and their assessment of the local workforce. This information is shared at workforce board meetings and AJCC partner meetings, among other events. An example of how industry workforce needs are shared is the [Business Services Dashboard](#), which shows the latest data on OJT employers in San Bernardino County.

Regional Indicator (RI #2): The region has policies supporting equity and strives to improve job quality.

The IERPU worked closely with members of both the SBCWDB, the RCWDB, regional partners and the community to construct definitions for both job quality and equity. Each are outlined below with additional details.

IERPU Job Quality Definition

A measurable, high-quality job...

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

The IERPU developed this definition of job quality in order to account for the context of each participant and what a high-quality job is for them. For instance, an entry-level retail job may not be a high-quality job for an adult with advanced skills, but it could be a good job for a young person

still developing their skills. From this perspective, it will be important to get feedback from participants on whether or not a particular job meets their needs or not.

For those who are developing new skills or already possess certain skills and qualifications, this definition also captures the need to look at commensurate wages, benefits and a clear career pathway. The IERPU is committed to developing opportunities for participants that put them on a path toward advancement and self-sufficiency, allowing them to be part of a thriving regional economy.

IERPU Equity Definition

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

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

The IERPU conducted in-depth discussions on equity with members of both workforce development boards to develop this definition. It was agreed that equity meant being intentional in how resources were utilized to ensure those who face systemic barriers are prioritized. It was also important to connect the definition of equity to the job quality definition – that achieving equity means ensuring the underrepresented and underserved members of the community can obtain a high-quality job.

During the Stakeholder Feedback Sessions, it was noted that the region’s employers should also be considering equity in the workplace. This led to the addition of the second half of the definition above, which includes an intention by the IERPU to support employers to improve equity in the workplace.

Regional Indicator 3 (RI #3): The region has shared target populations of emphasis.

The IERPU officially adopted the justice-involved population as a shared population of emphasis at the 8/31/21 IERPU Steering Committee meeting. The region has been serving this population jointly since the beginning of its regional Prison to Employment (P2E) program in 2019. P2E has a track record of successful outcomes, including over 400 individuals placed into competitive or transitional employment.

The IERPU has established key partnerships in order to meet the needs of justice-involved individuals. This includes partnership agreements with the California Department of Adult Parole Operations Southern Region; formation of a partnership with San Bernardino County Public Defender’s office to assist individuals referred to their office for expungements; MOUs with both San Bernardino and Riverside County Sheriff’s Departments; and the creation of partnerships with San Bernardino and Riverside County Probation Departments. The primary goal of P2E is to assist and connect individuals under supervision with employment services, educational opportunities and transitional employment.

Regional Indicator 4 (RI #4): The region deploys shared/pooled resources to provide services, training, and education to meet the target population's needs.

Riverside and San Bernardino Counties have been working together as the IERPU since 2016 and an MOU between the counties has been in place since 2018. In November 2022, the IERPU added a fourth amendment to its MOU that allows the counties to enter into service agreements and allocate grant funding for workforce development activities from any funding source across the two counties without the need for approval from their respective boards of supervisors. This key change will make deploying shared/pooled resources to serve the target population's needs more efficient.

A specific example of how the region deploys shared resources is the Local Apprenticeships Uniting a Network of Colleges and High Schools (LAUNCH) partnership. LAUNCH was established in 2018 and has been successful in coordinating the growth of apprenticeships across the region to include over 15 apprenticeship programs, along with building supportive programs such as pre-apprenticeship. The IERPU and LAUNCH are currently collaborating on the Inland Empire Developing Equitable Apprenticeships (IEDEA) and initiative. The goal of IEDEA is to ensure that underserved and underrepresented populations such as women, veterans, BIPOC, people with disabilities, disconnected youth and justice-involved individuals have equitable access to and a successful experience in apprenticeships.

Finally, the IERPU coordinates with the Inland Empire Fair Chance Coalition (IEFCC) for its shared target population of emphasis, justice-involved individuals. IEFCC is a coalition of re-entry service providers, advocates and people directly impacted by the criminal justice system who work collectively to expand commitments to fair hiring practices for justice-involved individuals in San Bernardino and Riverside Counties. The IEFCC shares best practices, deploys shared resources, collaborates on recruitment, and expands new opportunities with housing providers, legal representatives, and social service providers.

Objective Metrics for Regional Indicators

The IERPU has set objective metrics for both RI #2 and RI #3. In order to objectively measure its efforts to implement the IERPU Equity Definition, the region will track the size of the gap between the average employment rate for all participants and the average employment rate of populations with barriers to employment (WIOA Performance Metric). The regional baseline employment rates for these populations are listed below in Table C.

Going forward, the IERPU will track progress on closing the gap of the regional employment rates of populations with barriers to employment and the regional employment rate for all participants. The region can then prioritize necessary programs and services to decrease the gap for these populations.

Table C: Baseline Regional Employment Rates for Populations

Population (WIOA Adult)	Employed, Regional Percentage PY 21-22, Q4	Gap from Regional Percentage for All Participants PY 21-22, Q4 (60%)
ESL, Low Levels of Literacy, Cultural Barriers	57%	-3%
Ex-Offenders (Justice-Involved)	54%	-6%
Homeless Individuals	48%	-12%
Long Term Unemployed >27 weeks	50%	-10%
Low Income Individuals	57%	-3%
Individuals with Disabilities	47%	-13%
Older Individuals	47%	-13%

In addition, the IERPU has set additional outcomes for its shared target population of emphasis, justice-involved individuals. As part of its P2E initiative, the region intends to serve 685 justice-involved participants total, enroll 240 into training, have 120 complete training, of which 58 are planned to attain an industry-valued certificate, credential or degree. The IERPU will place at least 96 of these participants into transitional or other types of temporary/subsidized employment and 223 into unsubsidized, competitive employment. These targets are based on the approval of the requested amount of funding, which may need to be decreased if a smaller amount is awarded.

Anticipated Impacts of Tracking and Evaluating Metrics

There are multiple anticipated impacts of tracking and evaluating the metrics described above on the region’s local workforce delivery system. First and foremost, it is anticipated that participant outcomes will improve as the region identifies the needs for populations with employment barriers and addresses them. The metrics will help identify where inequities appear and their relative size compared to the outcomes for all participants.

Secondly, these new metrics can guide the development of partner engagement. The IERPU has many service providers who specialize in particular populations with employment barriers that can be leveraged to improve outcomes and reduce inequities. For instance, P2E initiative partners such as Goodwill of Southern California, Inland SoCal United Way, Operation New Hope, San Bernardino Community College District, Center for Employment Opportunities, the Reintegration Academy, and Starting Over Inc. can help support the regional goal to continue increasing employment opportunities for the justice-involved participants.

Employer engagement will also likely evolve due to the tracking of these metrics. The business service teams of both counties are already working to improve services for employers by offering DocuSign for OJT contracts and expanding the Human Resources Hotline to the entire region. In turn, employers should have more capacity to discuss job quality and career pathways for job seekers. New ways to track the job market and employer needs are also being explored, such as analyzing real-time job posting data from LinkedIn. This fresh perspective can be used to look for new job opportunities and employers that align with the skills and qualifications of job seekers with employment barriers.

IV. Fostering Demand-Driven Skills Attainment

Regional Sector Pathways

The Inland Empire has a robust set of regional sector pathways, which have made considerable progress since the writing of the original four-year plan. There are also adjustments to the region's strategies and goals that will be described in this two-year plan modification. In the sections below, progress in each area is noted along with any changes to regional goals.

In-Demand Industry Sectors and Occupations

The in-demand industry sectors include three from the original four-year plan: Healthcare, Manufacturing, and Transportation and Logistics. A fourth industry sector, Public Administration, has been added due to the regional demand for talent in the associated occupations.

As demonstrated in Figure H, the Health Care and Social Assistance industry currently employs 258,893 and has an annual growth of 2.7%. Manufacturing currently employs 101,093 with an expected growth of 1.1%. Transportation and Logistics (Transportation and Warehousing) has 220,324 currently employed in the region and is expected to grow by 1.7%. Public Administration has 77,143 workers, with an annual growth of 1.3%. These predicted growth rates are estimated to occur annually over the next ten years. Together, these industries represent 11,847 new jobs each year and over 37% of the total employment growth across all industries.

In terms of occupations, Table B above lays out the in-demand occupations that are a focus for the region. Most of the occupations listed align with one or more of the region's sector-based programs and have a high annual demand. There is also anticipated supply gap for nearly all of the positions, indicating a scarcity that may drive additional interest in candidates from the region's workforce system. Please refer to Goals #1-3 (Sector-Based Career Pathways) and #11-12 (Future of Work) in Appendix B.

In the Future of Work category of goals in Appendix B, the region decided that a culture of adaptiveness (Goal 11) and responding to the impacts of automation (Goal 12) were still relevant. However, Goal 13 has been removed from the region's goals because remote and gig work had not been observed to be significant factors in the target sectors. Likewise, Goal 14 was also removed because new on-the-job health and safety considerations have been minimal (e.g., most workplaces are no longer requiring masking and social distancing).

Current and Planned Sector Initiatives

Healthcare

There are several current sector initiatives that have continued to develop in the last two years in the Healthcare sector. One example is the Community Health Worker (CHW) sector initiative, a partnership of Victor Valley College, LAUNCH and Reach Out. The program focuses on helping job seekers address health disparities and social determinants of health, which collectively influence the health outcomes of the region's population. The region also has been in the process of developing a CNA pipeline program to provide talent to healthcare employers in the region such as Dignity Health.

The IERPU identified a need for a career pathway for EMTs who finished an EMT program and were working in the field. In order to provide opportunities for advancement beyond EMT, the EMT/Paramedic program will be developed to help EMTs qualify for Paramedic positions as a next step in their careers. In the program, currently employed EMTs will be trained in emergency surgical procedures, medical triage, basic anatomy, pathology, and toxicology, earning a National Registry for Emergency Medical Technician (NREMT) certification. Partners for this program include Victor Valley College, Crafton Hills College, Mt. Jacinto College and Moreno Valley College.

Manufacturing

In the Manufacturing sector, current programs include the Builders Makers Movers (BMM) initiative. BMM is the sector partnership for the Manufacturing, Transportation, and Logistics cluster partnership. BMM is co-chaired by industry leaders A-19 Lighting (manufacturing) and Dollar Tree (transportation and logistics) and currently includes 17 employers from the cluster. BMM brings together two existing sector partnerships using the Next Gen Sector Partnership model, which centers on strong industry leadership and developing a “shared table” for multiple public programs to work together to respond to industry needs and build strong career pathways for the community.

A project under development with local college partners will prepare job seekers to become Industrial Maintenance Electricians (IME) and Industrial Mechanic and Mechatronics Technicians (IMT). San Bernardino Valley College, Norco College, Barstow College, Chaffey College and Mt. Jacinto College are working with IERPU to provide apprenticeship programs for the IME and IMT occupations. Training includes learning about industrial electrical, mechanical, and automated system maintenance on large machinery. The region is hoping to leverage funding from the Regional Equity and Recovery Partnership grant program to cover tuition costs, OJT, participant incentives and signing bonuses for employment with smaller local businesses.

Transportation and Logistics

In the past two years, the region has invested in highlighting the variety of high-quality jobs in the Transportation and Logistics sector in order to attract more participants to careers in the field. Working with employer partners from the industry, the IERPU developed three informative videos that highlight careers in the industry. The videos are linked below and have been shared with supply-side partners and posted on SBCWDB’s website. The third video listed below, “Logistics Re-Entry Opportunities” is targeted for the justice-involved job seekers, the region’s shared target population of emphasis.



The region has been providing access to Truck Driver training for several years but after a program evaluation, it was discovered that a better connection between training and employment opportunities was needed. To address this need, IERPU partnering with Victor Valley College to offer a Truck Driver training course. As noted in Table B, Heavy Truck Drivers have an average regional wage of \$51,500 and Light Truck Drivers earn \$44,900; the IERPU wants to ensure that more job seekers are able to take advantage of these opportunities.

Finally, as already noted above, the BMM initiative covers both Manufacturing and Transportation and Logistics. Due to automation and advanced technology increasingly utilized in shipping and warehouse operations, the IME and IMT occupations that the region is training for are becoming more prevalent in this industry as well.

Public Administration

As part of this two-year plan modification, the IERPU has added a new target industry sector, Public Administration. Both SBCWDB and RCWDB have been working with their respective county human resources departments to develop apprenticeship programs for county jobs. Occupations in Public Administration that are targeted for apprenticeship include Office Assistants, Human Resources Assistants, Bookkeeping, Accounting, and Auditing Clerks, Eligibility Workers, IT Communications Analysts, and Database Administrators. A key partner in this is LAUNCH and the associated colleges and school districts.

The apprenticeship programs under development aim to not only introduce new job seekers into the industry, but to upgrade the skills of entry-level county employees. For instance, an Eligibility Worker could enter one of the region’s IT apprenticeship programs and advance their skills in order to specialize as a Health Services Assistant. Participating departments in the two counties include IT, Finance, Human Resources, Animal Control, and the Sherriff, among others.

Communicating Effectively and Cohesively with Regional Employers

The IERPU continues to effectively communicate and collaborate with the region's employers in all sector-based programs. Each county's Business Services Team meets regularly with employers to learn about their ongoing talent needs, along with conducting surveys for additional feedback. Feedback is gathered on a range of subjects such as the overall stability of the business, growth or reduction of the business, their assessment of the local workforce, specific skills they are recruiting for and their current recruitment trends.

During meetings, the Business Services Teams share details with employers about services that are available to them such as regional training and sector-based initiatives in their industry, customized recruitment services, and Rapid Response services. Recently, the free Human Resources hotline was expanded to the entire region and can help businesses with properly implementing paid sick leave, wage and hour regulations, developing employee handbook policies and more.

V. Enabling Upward Mobility for All Californians

High Road Workforce System

The region and its partners are continuing to develop a high road workforce system, which now includes a job quality definition. In this two-year plan modification, the region has adjusted its goals in order to apply this new definition to its employer engagement and sector-based programs. Please refer to Goals #4-6 in Appendix B.

IERPU Job Quality Definition and Working with Employers who Provide Quality Jobs

The IERPU Job Quality definition is defined above under Section III. This framework will be utilized by IERPU leadership and its Business Services Teams to communicate the standards it seeks to set for jobs in the region. It was written to allow for flexibility in the context of individual employers and jobs, with a focus on developing career pathways that offer advancement. Employers in the IERPU want to help develop their local economy, which requires providing jobs that empower workers and allow them to thrive and stay in the region.

Business Services Teams and other IERPU staff from both counties will use the IERPU Job Quality Definition during meetings with employers. It provides an opportunity to discuss how job quality may impact the talent they are able to attract, develop and retain. These discussions will also provide a feedback loop from businesses in the industry on how to further develop the definition.

Developing Targeted Service Strategies for the Region's Unserved and Underserved Communities

In developing this two-year plan modification, the IERPU identified populations with barriers to employment who are obtaining employment at lower rates than other IERPU participants (See Table C under Regional Indicators above). This is the first time the IERPU has reviewed this data as a region to establish a baseline. Now that the data can be tracked regionally, the IERPU intends to develop more targeted service strategies to address the gaps. In addition to this quantitative data, collecting more qualitative data on the individual circumstances of the participants happens during meetings with population-specific partnerships will allow for new targeted service strategies to be developed.

An example of this is the P2E initiative and the IEFCC, who regularly work together to develop service strategies for the justice-involved population. Regular meetings of the IEFCC allow the partners to collectively identify opportunities to advocate for this population with regional employers. IEFCC identified an opportunity to develop a construction pre-apprenticeship program for the justice-involved population called Brother's Keeper in partnership with the Southwest Carpenter's Training Fund. Other P2E partners have opted for service strategies that focus on developing individual employer relationships to develop opportunities, which has led to a growing group of local "Second Chance" employers like U.S. Rubber and States Logistics.

Equity and Economic Justice

Equity and Economic Justice have been addressed by the region under its "Access and Inclusion for All" section in Appendix B (Goals #7-10). The IERPU has continued to hone its approach to equity and economic justice through codeveloping a new definition, analyzing participant outcomes to

identify inequities and working toward equal access for all programs and services. The modifications to its goals reflect a changing economic environment and emerging needs of the community.

IERPU Definition of Equity and Ensuring Equal Access to Regional Sector Pathways, Earn-and-Learn Opportunities, Supportive and Other Services

During the Stakeholder Input Sessions (Appendix A), addressing equity from the employer perspective was discussed, adding to the draft definition presented, which addressed the participant perspective. The IERPU Equity Definition (see above under Section III) provides a framework to approach the region's programs and services and reinforces the need to target additional support to those who experience systemic barriers to employment.

There are multiple ways that the IERPU ensures equal access to its services. As described above, services and resources are targeted where they are needed most. In the latest funding round for WIOA youth services, SBCWDB correlated the funding amounts with the number of disconnected youth in the area. In Riverside County, additional funding was allocated to develop the Community Career Services program, which has career counselors travel to remote and unincorporated parts of the county to provide services to participants who cannot reasonably travel to an AJCC and/or don't have reliable internet access for virtual services. In both counties, libraries and other public offices are also utilized to provide career services to remote areas.

The region is also incorporating new digital solutions for expanding access to its services. Workforce Compass is a platform that allows for participants to enroll for services from anywhere. Unite Us is also being implemented, which has a robust referral tracking and follow-up system for partners to ensure participants receive the services they need on a timely basis. The platform is being rolled out in San Bernardino with potential expansion to Riverside in the next two years.

Finally, the region is collaborating statewide to share its learning and to identify new promising practices. IERPU staff participate in the California Workforce Association's Race and Equity Workgroup. The Workgroup developed an action plan in October 2022 that includes providing peer-to-peer learning support through an on-demand information hub with effective policies and procedures for local workforce development boards.

VI. Aligning, Coordinating, and Integrating Programs and Services

System Alignment

The IERPU continues to ensure alignment of the two workforce boards, their AJCC MOU partners, businesses and other partners as part of a cohesive regional workforce system. There have been multiple new developments that have strengthened system alignment, as outlined below. Goals #15-17 of the original four-year plan are largely unchanged and appear in Appendix B.

Regional Service Strategies, IERPU MOU and Administrative Cost Arrangements

The region maintains an MOU between RCWDB and SBCWDB to coordinate ongoing regional planning and implementation, staff and workforce board training and to jointly carry out tasks that are outlined in grant funding from the CWDB. The original MOU covers the administrative cost arrangements for the region and the use of regional funds, allowing for sharing of funds between the two counties, regardless of the designated fiscal/administrative lead.

As noted earlier, the IERPU added a fourth amendment to its MOU that allows the counties to enter into service agreements and allocate grant funding for workforce development activities across the two counties without the need for approval from their respective boards of supervisors, regardless of funding source. This amendment will make the regional coordination process more efficient, particularly for applying for and managing regional grant funding. The current MOU and related amendments can be found in Appendix E.

Staff from both RCWDB and SBWDB meet at least twice monthly to review regional service delivery priorities and progress on specific programs and initiatives. Each month, IERPU staff also represent the regional workforce system in a number of committees and working groups for special populations, sector-based programs and other services offered to participants in the region.

IERPU Steering Committee

As noted in the original four-year plan, a key regional service strategy is the coordination of the IERPU Steering Committee, which continues to meet twice annually. The Committee consists of members from both RCWDB and SBCWDB, who help set regional strategy and policy. The Committee was responsible for adopting the shared target population of emphasis as well as reviewing the IERPU Job Quality and Equity Definitions.

Joint Annual AJCC MOU Partners Meeting

The original four-year plan called for annual meetings of AJCC MOU partners from both local areas, which has not yet happened. The IERPU will make a joint meeting a priority for the remaining two years of its four-year plan. At these meetings, implementation of the Job Quality and Equity Definitions within both local AJCC systems will be discussed.

Appendix A: Stakeholder and Community Engagement Summary

As part of the two-year plan modification process, the IERPU held a series of interactive input sessions to engage its stakeholders and gain valuable insight for community needs and resources to develop proposed goals.

Sessions and Attendance

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
In-person meeting	San Bernardino County Workforce Development Board	15 board members	9/15/22 - Discussion held during SBCWDB retreat
Virtual meeting	Riverside County Workforce Development Board	6 board members	10/18/22 – breakout session for RCWDB A.M. stakeholder meeting
Virtual meeting	Stakeholders – employers, colleges, school districts, CBOs, workforce development agencies	Approximately 80	10/18/22 – A.M. session
Virtual meeting	Stakeholders – employers, colleges, school districts, CBOs, workforce development agencies	Approximately 50	10/18/22 – P.M. session
Virtual meeting	IERPU Steering Committee Meeting	4 steering committee members from both boards	10/24/22 – reviewed draft IERPU job quality and equity definitions

Feedback, Analysis and Inclusion in the Two-Year Modification

The in-person retreat with SBCWDB was an in-person discussion to develop the draft IERPU Job Quality and Equity definitions. On October 18, 2022, two stakeholder feedback sessions were held via Zoom, one in the morning and one in the afternoon. The RCWDB had a dedicated breakout session during the morning session of the stakeholder feedback sessions for their input. The draft definitions and input on workforce plan goals was reviewed by IERPU staff and adjustments were made to the draft regional and local plans accordingly. Finally, after the stakeholder input sessions, the IERPU Steering Committee reviewed the draft job quality and equity definitions for additional feedback to arrive at the final versions presented in the two-year local and regional modifications.

Stakeholder Feedback Sessions Format

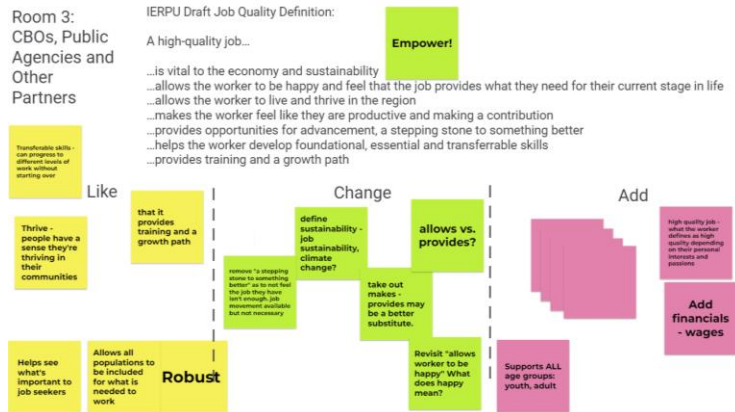
The October 18 stakeholder feedback sessions were held on Zoom and Google Jamboard with the following agenda:

- I. State Workforce Plans and the Modification Process
 - a. An overview of the local and regional workforce plan two-year modification process
- II. Defining Job Quality and Equity

- a. Presented draft definitions from SBCWDB retreat
 - b. Breakout groups were facilitated based on organization type (employers, colleges, CBOs/public agencies/other). Each breakout group discussed what they liked, what they would change and what they would add to each definition. Sticky notes on Google Jamboard were captured by the facilitator in each room (see below for sample Jamboard slides from the event)
- III. Regional Goal Progress and Updates
- a. Progress on the original four-year plan regional plan goals was shared by IERPU staff
 - b. Breakout groups (same as above) reviewed each category of goals, sent out in advance, and discussed any additional progress to be noted and how they could be updated for the plan modification (see below for sample Jamboard slides from the event)
- IV. What Did We Miss?
- a. Additional feedback was requested from the group
- V. Closing and Next Steps

The feedback provided by stakeholders was discussed during a debrief session of IERPU the next day and updates to both the job quality and equity definitions were made. In addition, the suggestions for goal progress and updates were incorporated into the regional and local goal review.

Sample Jamboard Slide for Draft Job Quality Review



Sample Jamboard Slide for Regional Goal Review

Room 2: Employers	Progress		To-Do	
Sector Career Pathways	Co. Fire has been focusing on retention. Progress through entry level positions to advance through the ranks.	High schools are starting to increase knowledge and knowledge of sectors.	IBEW are apprenticeship prep for direct entry of students.	Retention Plan - Wages and benefits and Promotion of diversity and inclusion. Improve the work environment around these.
High Road Workforce	The development of pre and regular apprenticeship programs.	Development of the quality of youth services for jobs, apprenticeships.	Helping small business owners understand the benefits of training, apprenticeship, OJT. These are often overlooked.	
Access and Inclusion	In Co. Fire marketing to wider array of populations in our communities to show there are local jobs.	Marketing occupations to populations that do not ordinarily see themselves in the role.		
Future of Work	Working from home for those that are able		Work-life balance. COVID caused a shortage of applicants causing burnout in the incumbent workforce. Increase focus in industries is required now to meet hiring demand.	Lack of writing skills by the younger generation. The need for foundational skills.
Other Notes and Feedback				Flexibility in the construction industry is not there for customers.

Appendix B: Modified Regional Goals

The region's workforce plans goals have been modified from the original four-year workforce plan and aligned with the four Regional Indicators. Please note that Goals #13 and #14 from the original plan have been removed after review during the modification process. Additions and changes to the remaining goals and tactics are noted with bolded text.

Sector-Based Career Pathways		
Goal	Tactics	Alignment with Regional Indicators
<p>1. Continue to develop and measure participant success in regional sector-based career pathways for both youth and adults, with a focus on the following sectors:</p> <ul style="list-style-type: none"> • Healthcare • Manufacturing • Transportation and Logistics • Public Administration <p><i>Note: the region will also continue to pursue other emerging sectors and occupations as they are identified.</i></p>	<ul style="list-style-type: none"> • Focus on shared target population of emphasis: justice-involved participants • Utilize labor market information, workforce board guidance and feedback from employers to ensure strategies are relevant and effective • Leverage a business-to-business (B2B) approach and deepen partnerships with employers in the region • Ensure credentials are portable and stackable through coordination among regional partners • Promote lifelong learning as part of career pathway development 	<ul style="list-style-type: none"> • Regional Indicators 1, 2, 4
<p>2. Ensure all pathways are accessible and lead to a high-quality job</p>	<ul style="list-style-type: none"> • Implement the IERPU Job Quality definition in partnership with regional employers • Leverage the CWDB High Road Framework along with the IERPU definition of job quality as a baseline • Partner on the development of truck driving training programs with regional community colleges 	<ul style="list-style-type: none"> • Regional Indicator 2

	<ul style="list-style-type: none"> • Continue to improve the referral process by utilizing technology, integrating virtual and in-person services • Continue to respond to the impacts from COVID and support participants who were displaced • Improve efficiency through breaking down silos and reducing competition between agencies 	
<p>3. Continue development of pre-apprenticeship and apprenticeship programs in both traditional (e.g., building trades) and non-traditional sectors (e.g., healthcare)</p>	<ul style="list-style-type: none"> • Increase in the # and the persistence rate of participants in apprenticeship programs (e.g., LAUNCH apprenticeships) • Increase persistence rate in training programs and # of job placements • Improve tracking of apprenticeships in CalJOBS • Leverage existing apprenticeship programs at the region's community colleges • Improve program alignment and expand pre-apprenticeship and apprenticeship opportunities in the region • Incorporate work-based learning opportunities to gain hands-on experience where possible • Development of new pre-apprenticeship and registered apprenticeship programs in target sectors 	<ul style="list-style-type: none"> • Regional Indicators 1, 2, 4

High Road Workforce System

Goal	Tactics	Alignment with Regional Indicators
<p>4. Facilitate the necessary partnerships and organizational development among the workforce development boards, America’s Job Centers of California, and other key partners to support high road employment</p>	<ul style="list-style-type: none"> • New and/or enhanced services, practices and partnerships that support high-road employment • Continuing to assess how COVID-19 has impacted the regional economy, employers and participants • Assess critical infrastructure; management and facilitation of organizational change where needed • Provide staff professional development and organizational capacity building 	<ul style="list-style-type: none"> • Regional Indicators 1-4
<p>5. Continue implementing a small business strategy to support high road entrepreneurship, including the creation and support of high-road jobs</p>	<ul style="list-style-type: none"> • Introduce signing bonuses for participants taking jobs with small businesses • Increasing total # of small businesses accessing OJTs and engaging with regional Business Services staff • Providing access to high-quality entrepreneurship training for small business owners and youth • Listening to the needs of small businesses • Offer more options for entrepreneurship training • Training targeted to small business employees to meet higher performance standards 	<ul style="list-style-type: none"> • Regional Indicators 1, 2, 4

<p>6. Work with employers to identify career pathways to high-road employment</p>	<ul style="list-style-type: none"> • Implement IERPU Job Quality Definition to build sector-based career pathways • Leverage industry champions to work with employers to identify high-road employment opportunities and necessary skills and qualifications • Empower business engagement staff at County and AJCCs to identify and engage high-road employers • Identify required skills and qualifications for high-road employment in target industries 	<ul style="list-style-type: none"> • Regional Indicators 1, 2
Access and Inclusion for All		
Goal	Tactics	Alignment with Regional Indicators
<p>7. Facilitate community involvement to identify and address issues of race, equity and high road principles for the purpose of promoting improved service delivery, income mobility for individuals with barriers for employment, and growth in the regional economy</p>	<ul style="list-style-type: none"> • Implement IERPU Equity Definition • Use benchmarked gaps (Table C) to conduct an organizational assessment to improve/streamline service delivery efforts for the region’s populations with barriers to employment • Leverage regular community conversations, engagement, and/or training to surface issues and potential solutions, such as AJCC MOU Partners Meetings • Deployment of shared/pooled resources to provide services, training, and education to ensure equity, access and inclusion 	<ul style="list-style-type: none"> • Regional Indicators 2, 3
<p>8. Monitoring the long-term impacts of COVID on the regional economy</p>	<ul style="list-style-type: none"> • Regular engagement with partners, participants and employers to 	<ul style="list-style-type: none"> • Regional Indicators 2, 3

<p>(e.g., increases in remote work, inflation, rapid expansion of wages)</p>	<p>understand the long-term economic impacts of the pandemic</p> <ul style="list-style-type: none"> • Coordinated regional, sub- and multi-regional strategies to address layoffs through Rapid Response and other services, as needed • Continued delivery of accessible and safe services through co-location of staff in partner agencies, virtual meetings with staff and mobile services for remote areas of the region • Training staff in partner agencies to provide workforce services • Development of new strategies to address issues, both short- and long-term 	
<p>9. Improve access to technology and build the digital literacy skills of participants in the region</p>	<ul style="list-style-type: none"> • Disseminate information about technology access for participants in all regional AJCCs and/or through partner collaboration • Building digital literacy modules into existing training and services • Increased access to digital literacy training through AJCC workshops and programs or through partner collaboration 	<ul style="list-style-type: none"> • Regional Indicators 2, 3
<p>10. Improve information and referral system to ensure participants receive the services they need</p>	<ul style="list-style-type: none"> • Continue use of Unite Us and/or Connect IE platforms for referrals between agencies that improve the uptake of new services by participants • Explore functionality of post-referral follow-up, enrollments in services in both platforms 	<ul style="list-style-type: none"> • Regional Indicators 2, 3

	<ul style="list-style-type: none"> • Finalize standard procedures for referrals between agencies 	
Future of Work		
Goal	Tactics	Alignment with Regional Indicators
<p>11. Continue a culture of adaptiveness, flexibility and acceptance of change when faced with FOW challenges or major disruptions such as COVID-19</p>	<ul style="list-style-type: none"> • Continue surveying employers about changing economic conditions • Increased access to digital literacy training for participants through AJCC workshops and programs or through partner collaboration • Create alignment and trust among employers, training providers, education and public agencies in responding to a changing environment • Improve communication and alignment among regional partners (see Regional Coordination and Alignment) • Support for surge occupation recruitment efforts from Business Services staff • Develop metrics for measuring and determining effectiveness of communication and culture change 	<ul style="list-style-type: none"> • Regional Indicators 1, 4
<p>12. Respond to the impacts of automation on jobs and career pathways</p>	<ul style="list-style-type: none"> • Monitor self-driving vehicle technology and its impacts on Transportation and Logistics • Monitor growth and prepare talent for occupations related to automation such as Industrial Maintenance Mechanic 	<ul style="list-style-type: none"> • Regional Indicators 1, 4

	<ul style="list-style-type: none"> • Review programs and services to participants for potential impacts due to automation and update as necessary • Provide professional development to organizational staff to better understand automation and specific technologies relevant to target sectors • Gather feedback from employers on how technology is changing in the workplace and what skills and qualifications are needed • Offering at least one new professional development opportunity to staff related to automation and new technologies 	
13. Goal Removed – see Section IV		
14. Goal Removed – see Section IV		
Regional Coordination and Alignment		
Goal	Tactics	Alignment with Regional Indicators
15. Conduct an organizational analysis/assessment to improve and streamline service delivery efforts	<ul style="list-style-type: none"> • Implement continuous improvement opportunities from AJCC Certification Assessments • Document clarification of roles between WDBs, AJCCs MOU Partners, County workforce staff and other partners 	<ul style="list-style-type: none"> • Regional Indicator 4
16. Increase efficiencies and reduce duplication through regional cooperation	<ul style="list-style-type: none"> • Convene a Joint AJCC Partnership meeting with Riverside, San Bernardino County and AJCC partners to share best practices, review labor market data and regional plan activities, and determine the four regional indicators 	<ul style="list-style-type: none"> • Regional Indicator 4

	<ul style="list-style-type: none"> • Coordinate with regional coalitions, business organizations, AJCC System partners, community colleges, etc. • Identify and share related and relevant state and federal grant projects that should be aligned/coordinated with the regional effort • Work with Regional Training Coordinators, regional coalitions, professional development partners, and the CWDB to build capacity of LWDB staff and partners. • Receive and review regional initiative quarterly reports, ensure report(s) are shared with LWDB directors and project leads • Conduct IERPU Steering Committee meetings twice annually 	
<p>17. Professional development, training and capacity building of workforce staff and partners</p>	<ul style="list-style-type: none"> • IERPU will promote quality services by collaborating on professional development and staff training leveraging regional training coordination funds and other regional funding • Participation in a minimum of two statewide meetings per year by IERPU staff • Participation in meetings with LWDBs and partners to keep them informed about current regional initiatives 	<ul style="list-style-type: none"> • Regional Indicator 4

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

No public comments that disagree with the regional plan were received.

Appendix D: Plan Signatures

PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

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

The WIOA 4 Year Inland Empire Regional Planning Unit Workforce Development Plan Two-Year Modification is submitted for the period of July 1, 2021 through June 30, 2025 in accordance with the provisions of WIOA.

Riverside County Workforce Development Board

Local Workforce Development Board Chair

Chief Elected Official

Signature

Signature

Patrick Ellis

Kevin Jeffries

Name

Name

Chairperson

Chairperson of Board of Supervisors

Title

Title

Date

Date

San Bernardino County Workforce Development Board

Local Workforce Development Board Chair

Chief Elected Official

Signature

Signature

William Sterling

Name

Name

Chairperson

Title

Chairperson of Board of Supervisors

Title

Date

Date

Discussion Item 4.1

Review Riverside County Workforce Development Mid-Year Budget

Item 4.1



Riverside County
Workforce Development Board
Summary of Available Funding
Fiscal Year 2022/2023
As of December 31, 2022

	Adult	Dislocated Worker	Youth	Rapid Response	Other Funds	All Funds Grand Total
Revenue (7/1/2022-6/30/2023)						
Allocation	\$ 10,521,626	\$ 9,709,683	\$ 12,434,960	\$ 647,683	\$ 2,034,722	\$ 35,348,674
Total Funding Available	\$ 10,521,626	\$ 9,709,683	\$ 12,434,960	\$ 647,683	\$ 2,034,722	\$ 35,348,674

Year-To-Date Expenditures (7/1/2022-12/31/2022)						
Administrative Costs	\$ 1,655,814	\$ 1,176,228	\$ 288,073	\$ 414,332	\$ 85,965	\$ 3,620,412
Operating Expenses	\$ 884,719	\$ 884,738	\$ 494,961	\$ 128,915	\$ 48,445	\$ 2,441,778
Direct Program Costs (ITA, OJT, Youth Contracts)	\$ 2,110,936	\$ 249,136	\$ 2,177,551		\$ 479,127	\$ 5,016,750
Total YTD Expenditures (7/1/2022-12/31/2022)	\$ 4,651,469	\$ 2,310,102	\$ 2,960,585	\$ 543,247	\$ 613,537	\$ 11,078,940

Projected Expenditures/Obligations (1/1/2023-6/30/2023)						
Administrative Costs	\$ 913,845	\$ 455,078	\$ 529,147	\$ 32,260	\$ 87,181	\$ 2,017,511
Operating Expenses	\$ 2,987,584	\$ 1,747,972	\$ 269,461	\$ 72,176	\$ 303,415	\$ 5,380,608
Direct Program Costs (ITA, OJT, Youth Contracts)	\$ 227,064	\$ 1,719,864	\$ 2,692,993	\$ -	\$ 1,030,589	\$ 5,670,510
Total Projected Expenditures (1/1/2023-6/30/2023)	\$ 4,128,493	\$ 3,922,914	\$ 3,491,601	\$ 104,436	\$ 1,421,185	\$ 13,068,629

Projected Expenditures for full year (7/1/2022-6/30/2023) (Actual + Projection)							% of Funds Grand Total
Administrative Costs	\$ 2,569,659	\$ 1,631,306	\$ 817,220	\$ 446,592	\$ 173,146	\$ 5,637,923	16%
Operating Expenses	\$ 3,872,303	\$ 2,632,710	\$ 764,422	\$ 201,091	\$ 351,860	\$ 7,822,386	22%
Direct Program Costs (ITA, OJT, Youth Contracts)	\$ 2,338,000	\$ 1,969,000	\$ 4,870,544	\$ -	\$ 1,509,716	\$ 10,687,260	30%
Grand Total (YTD Expenditures Plus Projected Expenditures)	\$ 8,779,962	\$ 6,233,016	\$ 6,452,186	\$ 647,683	\$ 2,034,722	\$ 24,147,569	68%
Projected Carry-Forward into FY23-24	\$ 1,741,664	\$ 3,476,667	\$ 5,982,774	\$ -	\$ -	\$ 11,201,105	32%

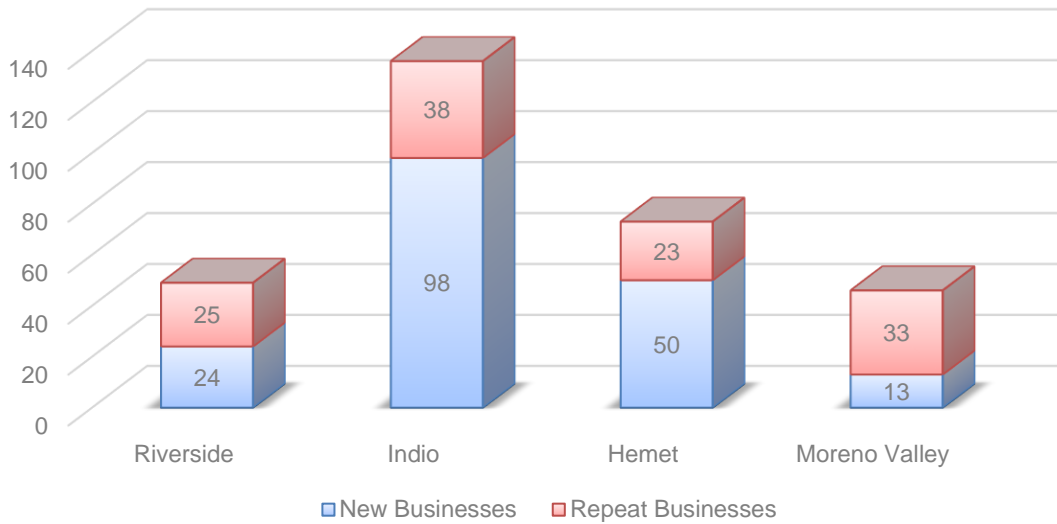
EMPLOYER SERVICES REPORT

July 1, 2022 – December 31, 2022

The Employer Services team provides free services, programs, and business consultation to local employers. Services include applicant recruitment assistance, resume screening, job fair development, international trade support, tax credit information, on-the-job training reimbursement, small business development referrals, strategic partnerships, and assistance to improve business development processes.

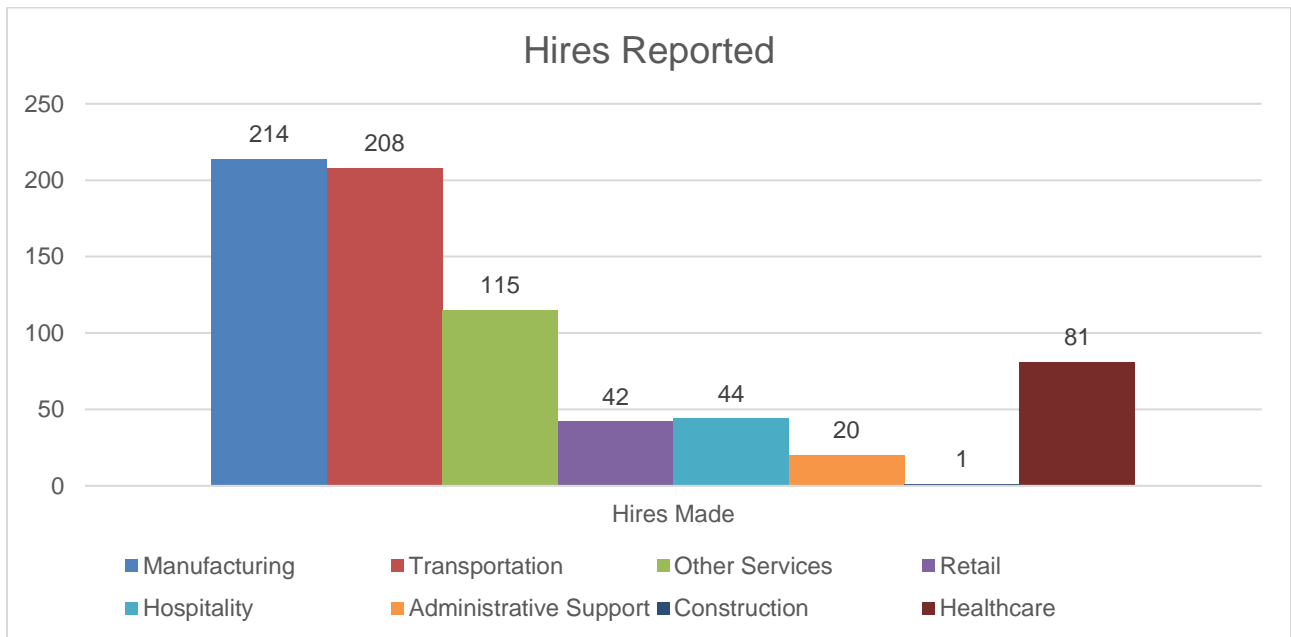
Business Engagement & Outreach

Anytime a business consultant has an in-depth conversation, one on one, with an employer where the discussion is based around the needs of the business and a thorough description of services Workforce Development can provide. For the period July 1, 2022 – December 31, 2022, we connected with 305 businesses, 186 of them new, 119 of them repeat.



Employer Reported Hires

Employer survey responses for how many hires were made during the reporting period (725)



Job Fairs

Job Fairs the WDD hosted or participated in



23 Job Fairs



385 Businesses Participating

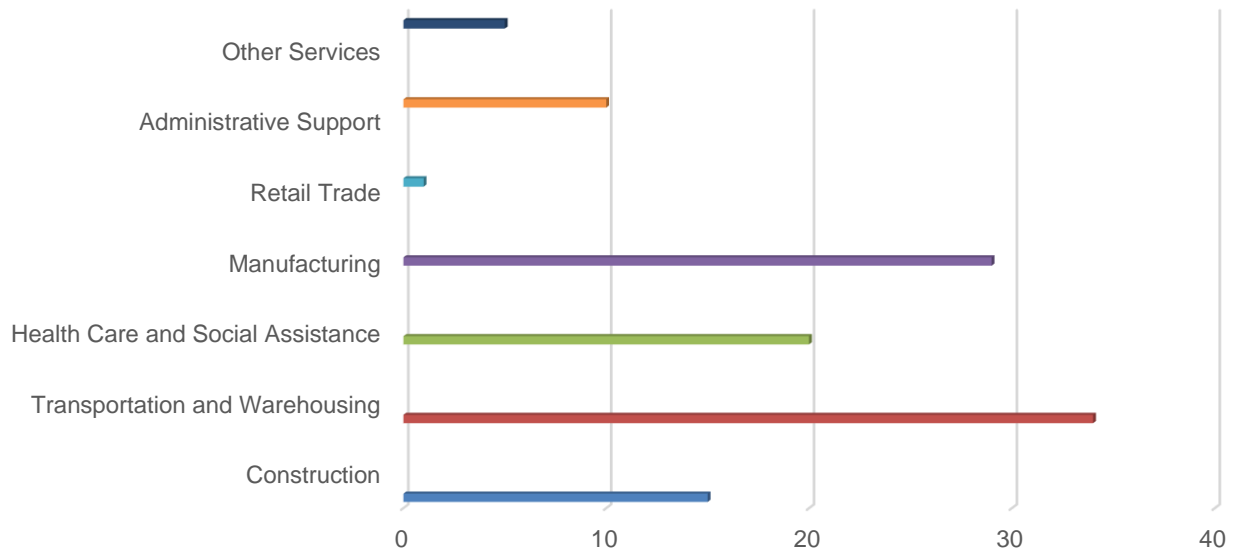


5441 Job Seekers Attending

On-The-Job Training (OJT)

Federally funded hiring incentive program where the County will pay up to 50% of an eligible employee's wages for up to the first 480 hours of training.

Of OJT Participants by Key Industry Sector



Average Training Wage: \$21.14 from 114 OJT Participants

CAREER SERVICES REPORT

**Stephanie Adams
Deputy Director
(951) 955-3075
sjadams@rivco.org**

WORKFORCE DEVELOPMENT CENTER CAREER SERVICES REPORT December 2022

Riverside County Workforce Development Centers/America’s Job Centers of California (WDC/AJCC) provide the community with jobseeker and workforce development services. Free services include assistance with job search, changing careers, developing new skills, or looking for appropriate educational and career paths. Vocational training assistance, information, resources, career counseling, referrals to partners, and community-based organizations are also available from Career Counselors.

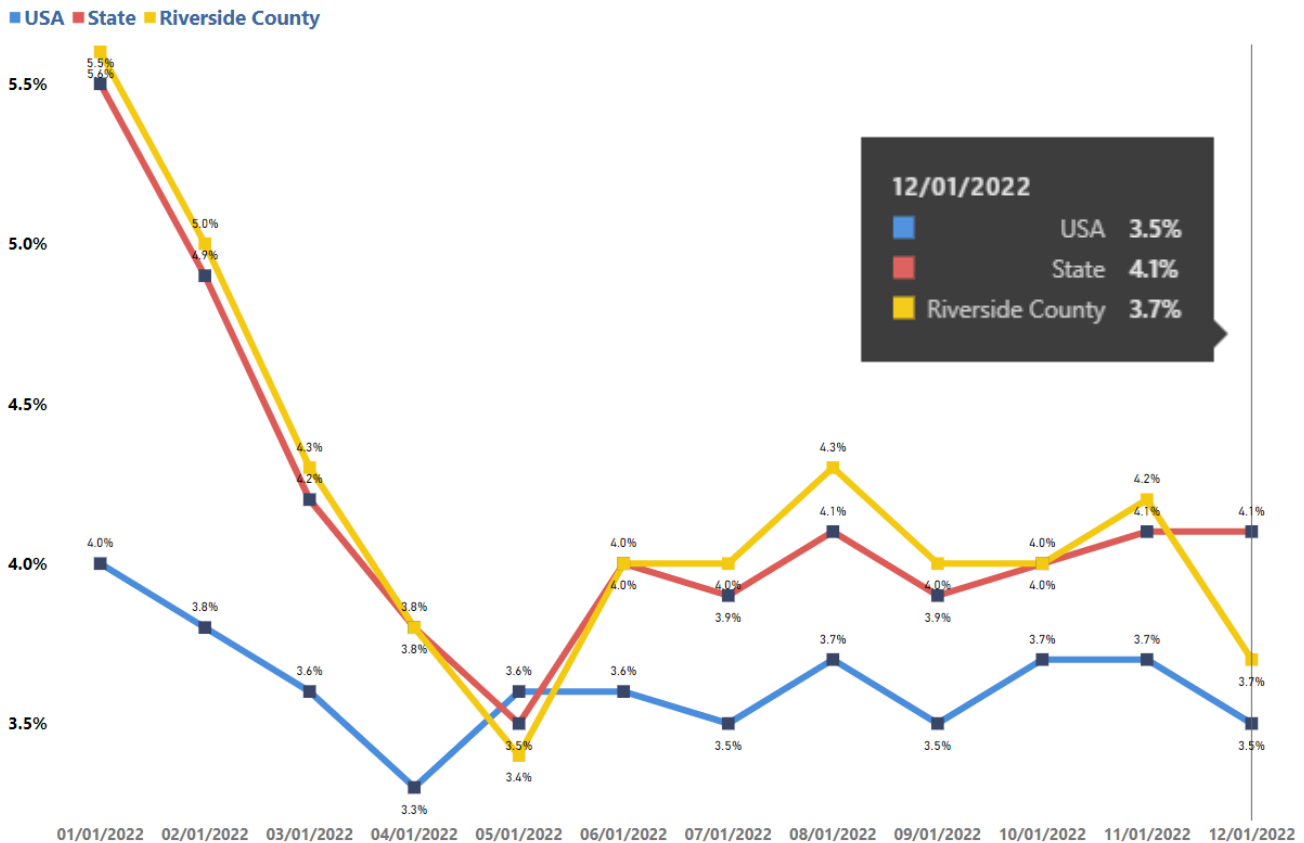
Website: www.rivcoworkforce.com

E-mail: workforcehelp@rivco.org

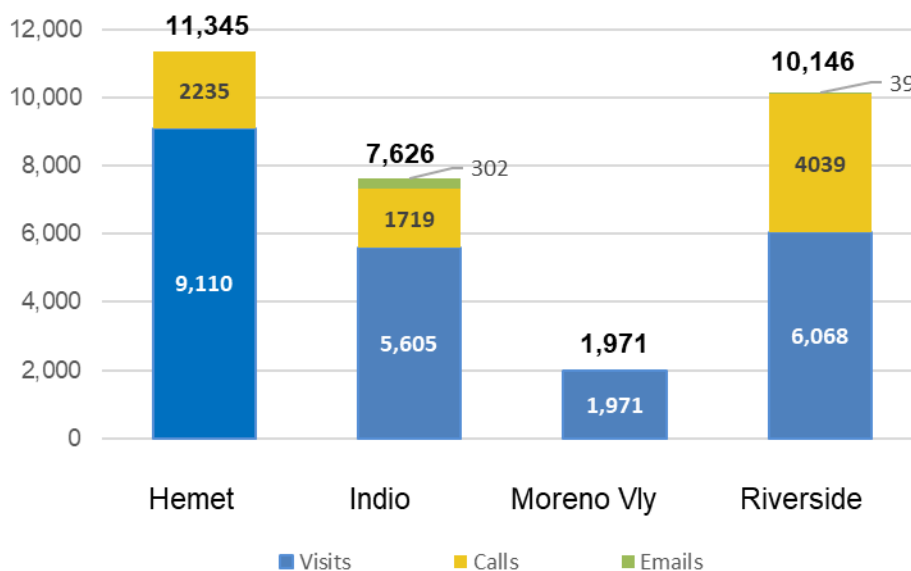
Coronavirus (COVID-19) Pandemic Response

- The Career Resources Areas of the WDCs/AJCCs continues to be open to the public.
- Customer can also access services via phone and e-mail
- WDC/AJCC staff continues to collaborate with EDD to provide appropriate referrals to file for Unemployment Insurance benefits.

Unemployment Rates (previous 12 months)

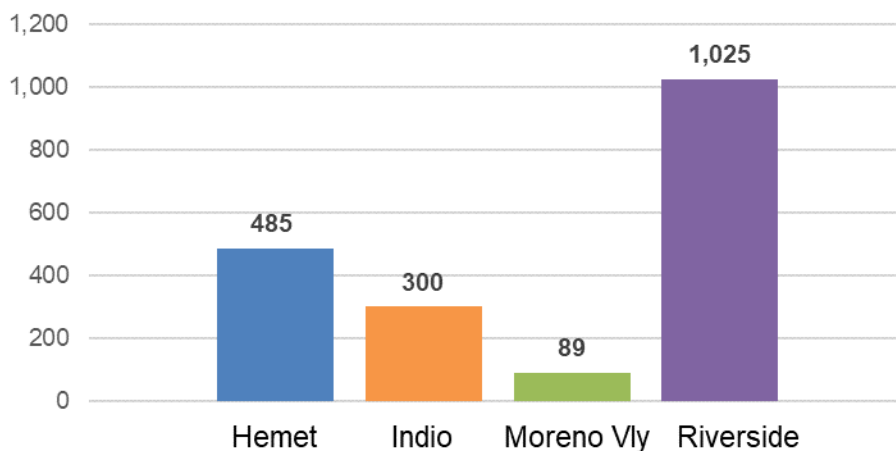


In-Person Visits, Calls & Emails - July 1, 2022 through December 31, 2022



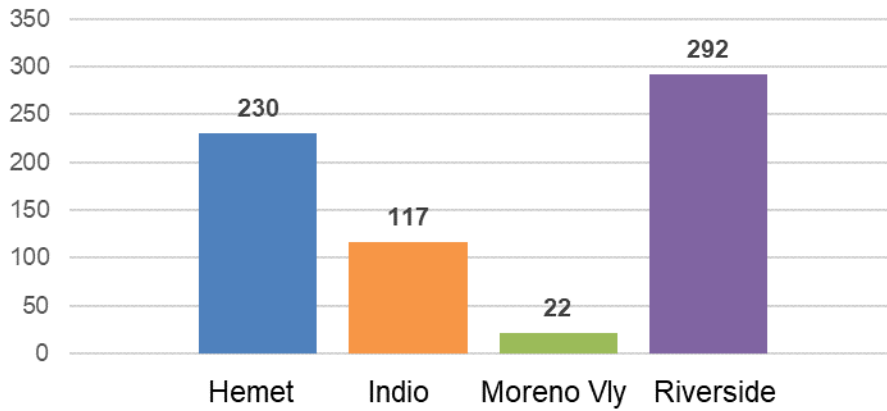
* Total Visits include the number of job seekers that have received services via telephone, in person or by other virtual means.

Participants Receiving Career Services - July 1, 2022 through December 31, 2022

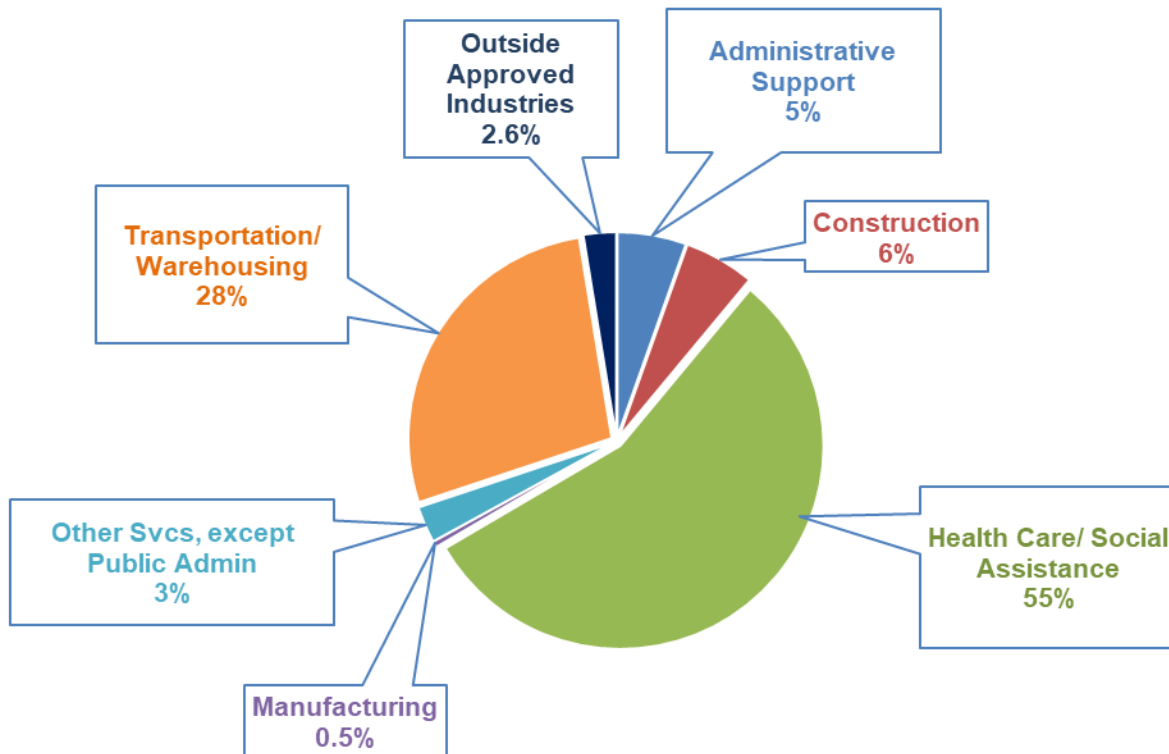


* Career Services include assessments, individual employment plan, career counseling, and workforce preparation activities (e.g. resume writing, mock interviewing, and basic workplace skills). Services shown are across all funding sources.

Participants Receiving Vocational Training - July 1, 2022 through December 31, 2022



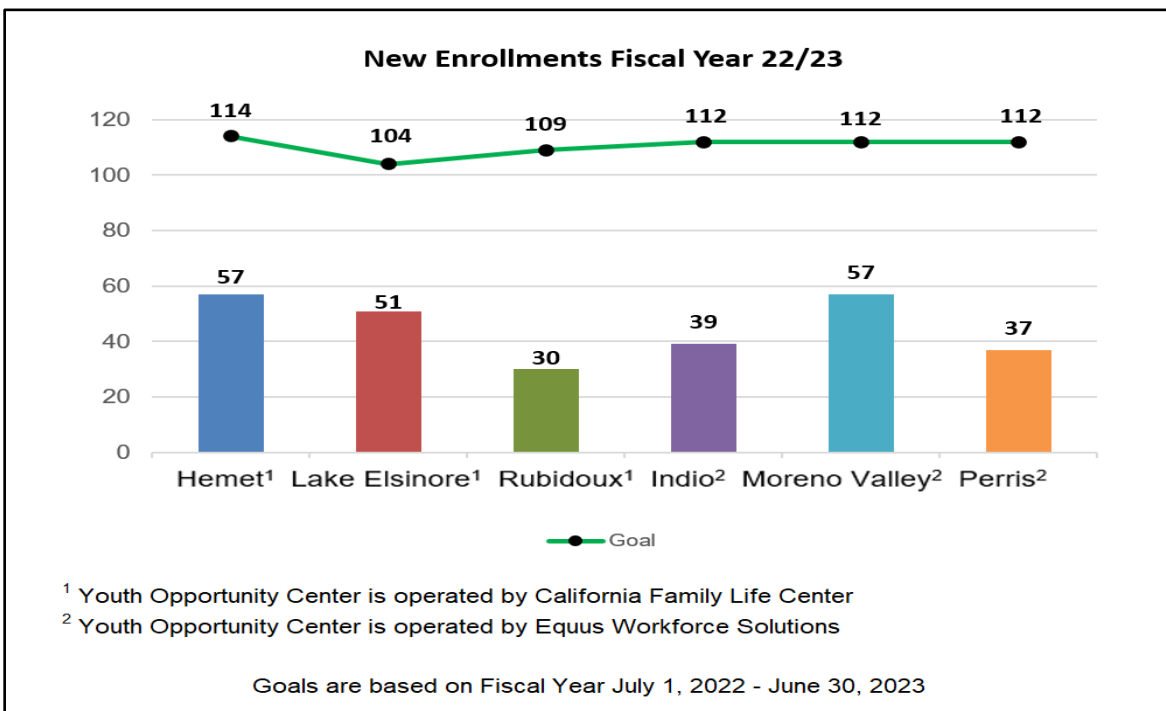
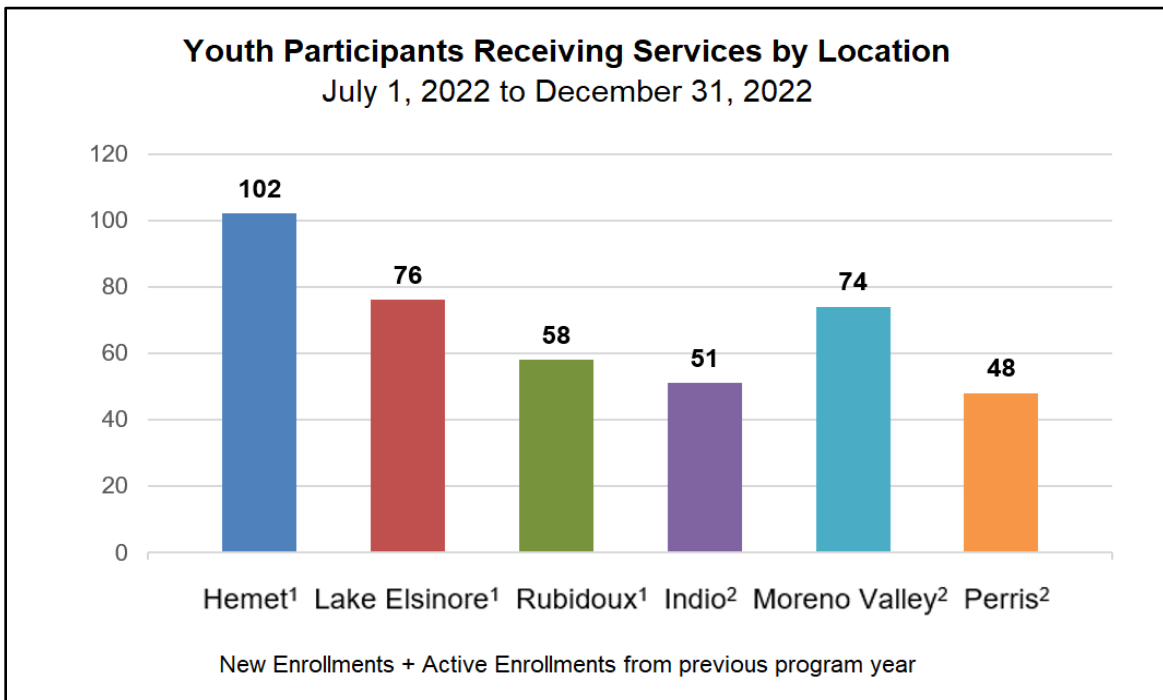
Vocational Trainings by Industry - July 1, 2022 through December 31, 2022



* Vocational Training: Eligible customers select a vocational training program from the Eligible Training Provider List, which can be paid for with WIOA funds (up to \$8,000 per customer).

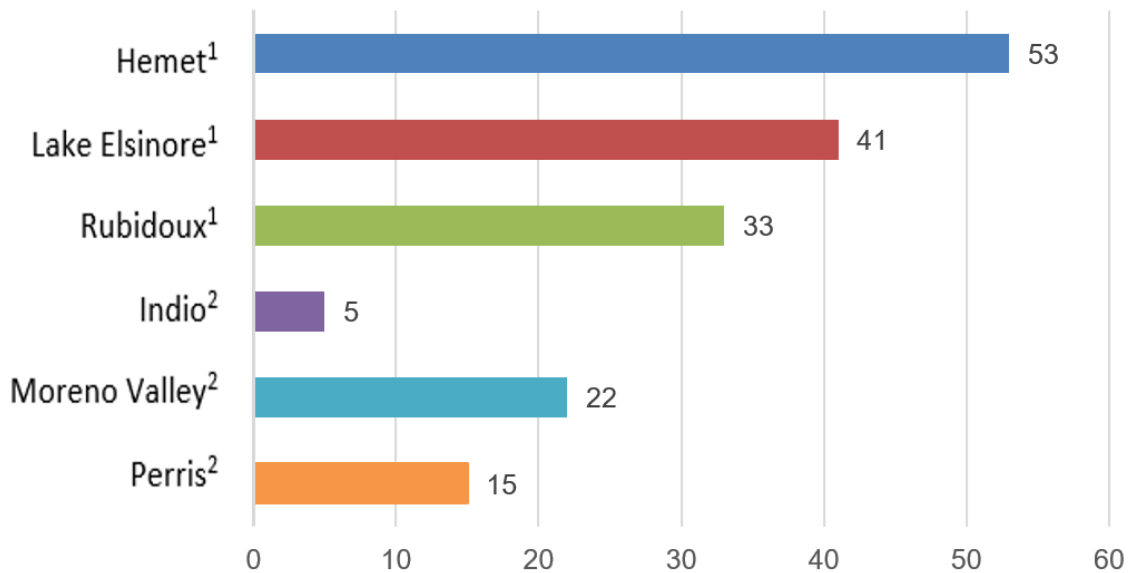
YOUTH OPPORTUNITY CENTER ACTIVITIES December 2022

The Workforce Development Center offers specialized services to youth ages 16 through 24 at six Youth Opportunity Centers (YOCs) of Riverside County. YOCs are in Hemet, Indio, Lake Elsinore, Moreno Valley, Perris, and Rubidoux, Equus and California Family Life Center are currently the contract YOC operators. Services begin with career exploration and guidance, ensure support for educational attainment and skills training, culminating with employment and/or enrollment in post-secondary education.



Youth Participating in Paid Work Experience

July 1, 2022 to December 31, 2022



1 Youth Opportunity Center is operated by California Family Life Center

2 Youth Opportunity Center is operated by Equus Workforce Solutions

DEFINITIONS

In-School Youth	An individual who is attending school; age 16 through 21 (unless an individual with a disability is attending school under State Law); with low-income; <u>and</u> one or more barriers identified by the Workforce Innovation Opportunity Act (WIOA).
Out-of-School Youth	An individual who is not attending any school; between age 16 through 24; <u>and</u> has one or more WIOA approved barriers.
Youth Barriers	The most prevalent barriers to employment experienced by youth include: Basic Literacy Skills Deficiency, Disability, English Language Learning, Foster Care, Legal Involvement, Homelessness, and Pregnancy or Parenting.

SUMMER TRAINING AND EMPLOYMENT PROGRAM (STEPS)

Workforce Development Division with the support of its youth service providers served over 100 STEPS participants in Fiscal Year 2021/2022. They will continue to provide the STEPS in Fiscal Year 2022/2023 with an additional fund allocation of \$250,000 to serve 50 youth. The program will continue to provide work readiness and work experience activities.

STEPS

Summer Training and Employment Program

Are you interested in paid work experience?

STEPS Offers:

- Work Readiness Training - up to 40 hours of job exploration and/or work readiness training.
- Work Experience - up to 160 hours of paid work experience.

Eligibility Requirements:

- 16 through 21 years of age
- Enrolled in a recognized education program (including home school and alternative high school programs)
- Have an Individual Education Plan (IEP), a 504 Plan, or a disability

For more information contact your nearest Youth Opportunity Center:

Hemet YOC

930 N. State St.

Hemet, CA 92543

Ph: 951-765-0917 / TTY: 951-652-0216

Lake Elsinore YOC

400 W. Graham Ave.

Lake Elsinore, CA 92530

Ph: 951-471-8415 / TTY: 951-471-8475

Moreno Valley YOC

23080 Alessandro Blvd. Ste. 232

Moreno Valley, CA 92553

Ph: 951-653-1211 / TTY: 951-653-8740

Rubidoux YOC

5656 Mission Blvd.

Riverside, CA 92509

Ph: 951-683-9622 / TTY: 951-683-9631

Indio YOC

45691 Monroe St. Ste. 6

Indio, CA 92201

Ph: 760-775-2887 / TTY: 760-775-7135

Perris YOC

11 South D St. Suite 9

Perris, CA 92570

Ph: 951-657-7105 / TTY: 951-422-2183



This WIOA financially assisted program or activity is an equal opportunity employer/program. Equal Opportunity Notice. 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@rivco.org 5 to 7 days in advance.

LEGISLATIVE INTERN PROGRAM ACTIVITIES

<http://www.rivcoyac.org/>

CDBG – Self Certification Documentation

The Riverside County Youth Commission distributed and collected the CDBG Self Certification Forms for the new Fiscal Year 2022-2023. Students were required to submit these forms as well as their household income verification. We will continue to collect these documents from our YAC participants until we have received one from each council member for this Fiscal Year.

24th Annual Youth in Government Day Event Evaluation Results

The Annual Youth In Government Day took place on Wednesday, October 26, 2022. This event included YAC and YOC youth who were able to job shadow a county mentor for the day based on their career interests and skill sets. After the event concluded, the participants both mentees and mentors completed an event survey which was reviewed early this month following the end of October event. The event had about 80 mentees and 50 mentors who registered. The team managed the publications, purchases, registration, and constant communication with participants well and learned a lot from the planning process. Mentees had a presentation from the HR team who reviewed their career assessment results with them prior to their day of job shadowing. Based on the event evaluations, over 90% of students rated their overall experience an 8, 9 or 10. This includes 57% of students rating their experience a 10 which is of highest satisfaction. The mentor feedback was very similar, and all mentors surveyed rated their overall experience an 8, 9 or 10 with only 2 mentors rating it an 8 and the rest rating their experience in the highest of satisfaction. The Youth Commission staff are pleased with the feedback received from the participants and are proud of the teamwork and overall success of the event.

RUHS Public Health – Injury Prevention Services Collaboration (SOAR Program)

The Youth Commission has been participating with the RUHS PH IPS department in their newly expanded SOAR Program which features 3 trainings on relevant topics that youth in the county are dealing with today. These topics include: Suicide Awareness and Prevention, Overdose Awareness, Resiliency. Each Youth Advisory Council has been hosting trainings for each of these workshops where students receive certificates. Each Council will plan and execute two campaigns during the remainder of the school year to help spread this information and bring awareness to their communities in creative ways.

Continuum of Care (CoC): Youth Advisory Committee and Youth Action Board

Youth Point In Time Count

The Youth Commission Program Coordinator continues to participate in the Continuum of Care's YAC/YAB meetings to learn and share resources with other youth serving programs throughout the county. Plans for the Annual Point In Time Count and Youth PIT Count are already under way and the

Youth Commission will be included in these plans to see how we can assist and support the CoC staff with this vital county-wide count. Our participation in past years has included assisting with the evening youth count, donating and assembling incentive bags and volunteering at last year's Come and be Connected events. The Youth Commission is looking forward to supporting this imperative count again.

Legislative Internship Recruitment

The Youth Commission Program Coordinator has been in the recruitment process for the 3rd District Legislative Intern over the past couple of months. The recruitment process typically takes a couple of months to get a candidate onboarded completely. The Coordinator, District 3 staff and HR are working diligently to fill this position as soon as possible. Since the District 3 office is located in French Valley, the District 3 Board of Supervisors staff are looking for a candidate who resides in or near the Third Supervisorial District.

Youth Commission Meeting

Each Commissioner and Co-Commissioner is required to attend the Youth Commission Meetings which are held Bi-monthly in the Board Chambers at the County Administration Center. The November Youth Commission meeting needed to be rescheduled for December because many of our commissioners were sick and we were not going to be meeting quorum. Therefore, the YC meeting was rescheduled for December 20, 2022. The Chambers was very booked in early December, so there were not a lot of available days to host the meeting. In December, the Youth Commissioners will bring forth ideas for Youth Summit Topics and vote on a final selection in order to move forward with Youth Summit plans. We will also have a presentation from the CoC YAC/YAB Coordinator regarding the Youth Point in Time Count to get our commissioners information to bring back to their individual councils.

**INLAND EMPIRE
REGIONAL
PLANNING UNIT
(IERPU)
REPORT**

**Tammy Mathis
Supervising Development Specialist
(951) 955-3434
TAmathis@rivco.org**

Inland Empire Regional Planning Unit & Special Initiatives
December 1, 2022 – February 1, 2023

**State Apprenticeship Expansion,
Equity, and Innovation Grant**

Developing New and Expanding
Existing Apprenticeships

Award Amount
\$1,824,000

-
- **Program Title:** Inland Empire Designing Equitable Apprenticeships (IEDEA)
 - **Target Population:** Women, veterans, justice-involved, youth, people with disabilities, communities of color and unemployed individuals who were impacted by COVID-19
 - **Activity:** Develop new and expand on existing apprenticeships in non-traditional occupations including IT & Cybersecurity, Health Care, Manufacturing, Public Sector, Transportation & Logistics
 - **Update:** We have received our award letter and are awaiting the executed contract from the Division of Apprenticeship Standards.
 - **Term:** January 2023 to June 2025.

**Slingshot 5.0
Regional Plan Implementation**

Coordination for Key Regional Sectors

Award Amount
\$125,000

-
- **Target Population:** IE Manufacturing, Logistics and Healthcare Industries
 - **Activity:** Support participant job placement/training in these key industries as well as support for ongoing education and training for Regional Organizer and their teams.
 - **Update:** Funds recently awarded, waiting for contract from the State.
 - **Term:** January 2023 to June 2024

Prison to Employment 2.0

Job Prep & Placement for
Justice Involved Individuals

Award Amount
\$2,875,495.91

-
- **Target Population:** Formerly incarcerated and other justice-involved individuals
 - **Activity:** Participants receive work preparation services, job placement assistance, educational opportunities and direct employment placement to decrease recidivism.
 - **Update:** Application has been submitted w/possible revisions to application pending contract.
 - **Application Due Date:** August 1, 2022
 - **Award Announcement:** Grant amount recently changed, so formal announcement still pending.
 - **Participant Goal:** 720 justice involved individuals to be served.
 - **Term:** January 2023 to December 2025

Regional Equity and Recovery Partnership

Innovative Approach to Sector Strategies and Employment

**Award Amount
\$1,200,000**

-
- **Target Population:** Women and people from underserved and underrepresented populations, and those with barriers to employment
 - **Activity:** Work with Community colleges to find trainings for Truck Driving, Machine/Equipment Maintenance, EMT/Paramedic, Construction, and Credit for Prior Learning.
 - **Update:** We have received the award letter and are awaiting the contract to begin.
 - **Grant Award:** \$1,200,000
 - **Term:** January 1, 2023 through September 30, 2025.

High Road Training Partnership

Urban and Rural Agriculture

**Asking Amount
\$4,000,000**

-
- **Target Population:** Agriculture Industries within Riverside County
 - **Activity:** Support participant job placement/training in urban and rural farming communities
 - **Grant Application:** Submitted 1-31-2023
 - **Update:** This is a grant entitled "*Blueprint for Climate Resilient Agriculture*" proposes to leverage the dual nature of the County's agricultural activities as an opportunity to develop a high tech, climate resilient agriculture workforce initiative which can be replicated throughout the state.
 - **Leveraged Match:** \$10,028,750
 - **Term:** June 2023 to December 2025

High Road Training Partnership

Regional Support for Key Sectors

**Asking Amount
\$9,500,000**

-
- **Target Population:** IE Manufacturing, Logistics, and Healthcare Industries
 - **Activity:** The same application for the Good Jobs Grant was used for HRTP, with the "Builders, Makers, Movers, and Healers" model.
 - **Grant Application:** Submitted 1-30-2023
 - **Update:** Builders, Makers, Movers and Healers to serve 7,500 individuals in the Inland Empire.
 - **Term:** TBD, but asked for 3-year grant term.

Local Plan 2022-2024

Future Direction of Riverside County Workforce

- **Target Population:** Residents of Riverside County
- **Activity:** Strategic Plan for Riverside County Workforce Development
- **Update:** This plan looks at current workforce processes, MOU partners, LMI data, employment needs and future opportunities to plan a roadmap for the future.
- **Term:** September 2022 to June 2024

Regional Plan 2022-2024

Future Direction of the Inland Empire Region

- **Target Population:** Residents of Riverside and San Bernardino
- **Activity:** Strategic Plan for the Inland Empire Region
- **Update:** This plan looks at current collaborative methods, joint processes, partners and LMI data to select the best route forward for Workforce Development in our region.
- **Term:** September 2022 to June 2024.

AJCC Operator Activity – Board Report

January 2023

The primary role of America’s Job Center of California (AJCC) Operator is to bring continuity among the AJCC partners to provide services to customers that utilize the AJCC resources throughout Riverside County. The AJCC Operator ensures the coordination of services between partnering agencies and customers. The goal is to ensure services offered are being provided to customers whether it be via job-readiness, career development, employment, and vocational training services.

Promotion of AJCC/Outreach

The AJCC Operator continues to produce and distribute the AJCC Weekly Update to Partners during this current pandemic and to those who have expressed an interest in receiving information. The Weekly Update includes upcoming recruitments and hiring events, job postings and employer/business resource seminars.

I’ve also provided partners with various reports citing information on how customers/students can file for unemployment and shared what services are currently being provided by the AJCC’s.

Below is sample of some of the hiring events in the **January 2023** Weekly Updates:

- **Riverside County IHSS Informational Session – Riverside AJCC -January 10, 2023**
- **First Steps Children’s Network, Inc. – January 17, 2023**
- **Riverside County IHSS Informational Session -Indio AJCC – January 24, 2023**
- **Riverside Chamber of Commerce Job Fair – January 31, 2023**

Job Fairs/Partner Promotion

Traditional job fairs are slowing returning with certain precautions in place. Virtual or now drive thru are still in existence, but ultimately, virtual job fairs and drive thru job fairs are still being attended as they keep potential job seekers abreast with current job opportunities.

Information of these events are shared with partners, customers, and of course add in the weekly updates.

Attended a few of these business/partner outreach events listed below. Some were in person while the majority were via webinar:

- **OSO COP Meeting – January 10, 2023**
- **OSO Structural Update – January 20, 2023**
- **Virtual OSO Coffee Chat – January 20, 2023**
- **Southern California Leadership Call – January 23, 2023**
- **Southern California Leadership Call – January 30, 2023**
- **Top 5 Leadership Update- January 30, 2023**

Career Resource Areas- Remain open for computer use and customers must schedule an appointment with a Career Counselor for one-on-one services.

There are still many companies that are looking to hire during this time and an updated list of available jobs that I assist in compiling is included in the weekly update as well as posted on the www.rivcoworkforce.com website.

* Electronic Updates listing local Job Leads, Education, and Hiring Events are generated weekly. Please e-mail Janice Simmons at: jsimmons@rivco.org to be added to the distribution list.

Partner Meetings

Partners are agencies that signed a Memorandum of Understanding (MOU) agreeing to collaborate to provide services.

- **Riverside Partner/BET Meeting – January 23, 2023**
- **Hemet Partner/BET Meeting – January 24, 2023**
- **Moreno Valley Partner/BET Meeting – January 30, 2023**
- **Indio Partner/BET Meeting – January 31, 2023**

Updated MOU partners with most recent LMI reports and data:

- Partners are provided the most recent EDD Labor Market Information Monthly Report for Riverside/San Bernardino County. Stats for December 2022 was shared at a few of the partner meetings.

Special Projects

- Continue to invite employers to speak at partner meetings this year as well as partners to provide success stories of individuals/customers served. Will also work on getting updated contact information for each mandated partnering agency.

LABOR MARKET INFORMATION REPORT

**Melanie Bautista
Labor Market Consultant
(916) 907-4506
Melanie.Bautista@edd.ca.gov**

EMPLOYMENT DEVELOPMENT DEPARTMENT
 Labor Market Information Division
 500 Inland Center Drive, Ste. 508
 San Bernardino, CA 92408

Contact: Melanie Bautista
 (916) 907-4506

**RIVERSIDE-SAN BERNARDINO-ONTARIO METROPOLITAN STATISTICAL AREA (MSA)
 (RIVERSIDE AND SAN BERNARDINO COUNTIES)**

Nonfarm employment up 3,100 over the month and 75,100 over the year

The unemployment rate in the Riverside-San Bernardino-Ontario MSA was 3.6 percent in December 2022, down from a revised 4.2 percent in November 2022, and below the year-ago estimate of 5.0 percent. This compares with an unadjusted unemployment rate of 3.7 percent for California and 3.3 percent for the nation during the same period. The unemployment rate was 3.7 percent in Riverside County, and 3.6 percent in San Bernardino County.

Between November 2022 and December 2022, total nonfarm employment increased from 1,704,500 to 1,707,600, an increase of 3,100 jobs. Agricultural employment decreased by 100 jobs.

- Trade, transportation, and utilities gained the most over the month adding 2,200 jobs. Within the sector transportation, warehousing, and utilities (up 2,300) registered the greatest gains, with all of the job additions within transportation and warehousing (up 2,300). Retail trade increased by 1,100 jobs. The overall job expansion was offset by declines in wholesale trade (down 1,200).
- Five other sectors increased over the month including professional and business services (up 1,400), government (up 900), education and health services (up 700), other services (up 300), and construction (up 100).
- Leisure and Hospitality lost the most jobs over the month declining by 1,900 jobs. All of the loss was in accommodation and food services (down 2,500), more specifically in food services and drinking places (down 2,500). Arts, entertainment, and recreation offset the decline with a gain of 600 jobs.
- Two other sectors declined; manufacturing (down 500) and financial activities (down 100). Mining and logging and information remained unchanged over the month.

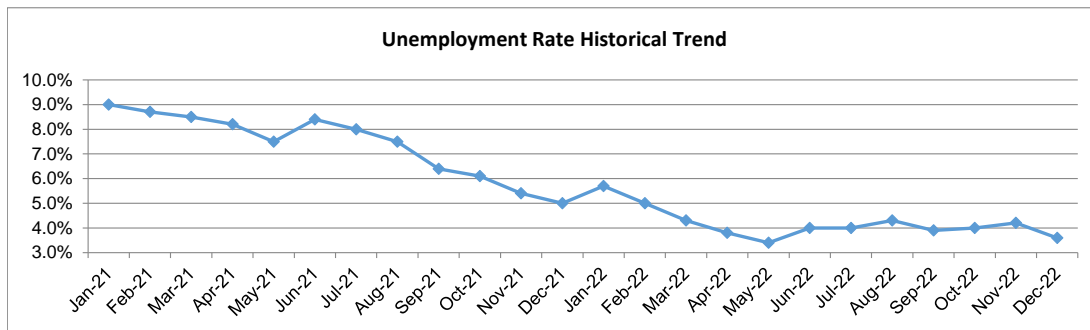
Between December 2021 and December 2022, total nonfarm employment increased by 75,100 a 4.6 percent change. Agricultural employment decreased by 100 jobs or 0.7 percent.

- Almost all sectors increased over the year except for mining and logging which remained unchanged. Trade, transportation, and utilities registered the largest gain over the year adding 17,900 jobs. Seventy-eight percent of the job gains were in transportation, warehousing, and utilities (up 14,000). Wholesale trade gained 2,500 jobs and retail trade completed the sectoral gain adding 1,400 jobs. Within retail trade, a loss of 1,600 jobs was registered in general merchandise stores year-over.
- Education and health services added 17,600 jobs. The largest increase in the sector was in health care and social assistance (up 16,800), followed by an 800 job increase in educational services.
- Professional business services increased by 13,700 jobs. Most of the gains registered in administrative and support and waste management and remediation services (up 7,300), followed by job additions in both professional, scientific, and technical services (up 6,100), and management of companies and enterprises (up 300).

#####

IMMEDIATE RELEASE
 RIVERSIDE-SAN BERNARDINO-ONTARIO METROPOLITAN STATISTICAL AREA (MSA)
 (Riverside and San Bernardino Counties)

The unemployment rate in the Riverside-San Bernardino-Ontario MSA was 3.6 percent in December 2022, down from a revised 4.2 percent in November 2022, and below the year-ago estimate of 5.0 percent. This compares with an unadjusted unemployment rate of 3.7 percent for California and 3.3 percent for the nation during the same period. The unemployment rate was 3.7 percent in Riverside County, and 3.6 percent in San Bernardino County.



Industry	Nov-2022	Dec-2022	Change		Dec-2021	Dec-2022	Change
	Revised	Prelim			Prelim		
Total, All Industries	1,719,400	1,722,400	3,000		1,647,400	1,722,400	75,000
Total Farm	14,900	14,800	(100)		14,900	14,800	(100)
Total Nonfarm	1,704,500	1,707,600	3,100		1,632,500	1,707,600	75,100
Mining, Logging, and Construction	112,100	112,200	100		106,900	112,200	5,300
Mining and Logging	1,300	1,300	0		1,300	1,300	0
Construction	110,800	110,900	100		105,600	110,900	5,300
Manufacturing	98,000	97,500	(500)		96,200	97,500	1,300
Trade, Transportation & Utilities	493,600	495,800	2,200		477,900	495,800	17,900
Information	10,000	10,000	0		9,900	10,000	100
Financial Activities	47,300	47,200	(100)		45,900	47,200	1,300
Professional & Business Services	183,200	184,600	1,400		170,900	184,600	13,700
Educational & Health Services	271,200	271,900	700		254,300	271,900	17,600
Leisure & Hospitality	184,800	182,900	(1,900)		172,900	182,900	10,000
Other Services	46,200	46,500	300		43,900	46,500	2,600
Government	258,100	259,000	900		253,700	259,000	5,300

Notes: Data not adjusted for seasonality. Data may not add due to rounding
 Labor force data are revised month to month
 Additional data are available on line at www.labormarket.ca.gov

Data Not Seasonally Adjusted

	Dec 21	Oct 22	Nov 22 Revised	Dec 22 Prelim	Percent Change	
					Month	Year
Civilian Labor Force (1)	2,155,000	2,192,700	2,194,200	2,200,200	0.3%	2.1%
Civilian Employment	2,048,300	2,105,800	2,102,100	2,120,600	0.9%	3.5%
Civilian Unemployment	106,700	86,900	92,100	79,600	-13.6%	-25.4%
Civilian Unemployment Rate (CA Unemployment Rate)	5.0%	4.0%	4.2%	3.6%		
(U.S. Unemployment Rate)	4.8%	3.8%	4.0%	3.7%		
	3.7%	3.4%	3.4%	3.3%		
Total, All Industries (2)	1,647,400	1,705,700	1,719,400	1,722,400	0.2%	4.6%
Total Farm	14,900	14,400	14,900	14,800	-0.7%	-0.7%
Total Nonfarm	1,632,500	1,691,300	1,704,500	1,707,600	0.2%	4.6%
Total Private	1,378,800	1,433,700	1,446,400	1,448,600	0.2%	5.1%
Goods Producing	203,100	215,300	210,100	209,700	-0.2%	3.2%
Mining, Logging, and Construction	106,900	115,800	112,100	112,200	0.1%	5.0%
Mining and Logging	1,300	1,300	1,300	1,300	0.0%	0.0%
Construction	105,600	114,500	110,800	110,900	0.1%	5.0%
Construction of Buildings	17,300	17,300	16,700	16,700	0.0%	-3.5%
Heavy & Civil Engineering Construction	12,700	12,900	12,500	12,600	0.8%	-0.8%
Specialty Trade Contractors	75,600	84,300	81,600	81,600	0.0%	7.9%
Building Foundation & Exterior Contractors	22,600	25,200	24,400	24,100	-1.2%	6.6%
Building Equipment Contractors	28,400	30,500	29,700	30,100	1.3%	6.0%
Building Finishing Contractors	16,400	18,400	17,900	17,700	-1.1%	7.9%
Manufacturing	96,200	99,500	98,000	97,500	-0.5%	1.4%
Durable Goods	59,600	62,000	60,500	59,900	-1.0%	0.5%
Fabricated Metal Product Manufacturing	13,700	14,000	13,800	13,800	0.0%	0.7%
Nondurable Goods	36,600	37,500	37,500	37,600	0.3%	2.7%
Service Providing	1,429,400	1,476,000	1,494,400	1,497,900	0.2%	4.8%
Private Service Providing	1,175,700	1,218,400	1,236,300	1,238,900	0.2%	5.4%
Trade, Transportation & Utilities	477,900	482,200	493,600	495,800	0.4%	3.7%
Wholesale Trade	67,600	71,000	71,300	70,100	-1.7%	3.7%
Merchant Wholesalers, Durable Goods	39,300	42,200	42,300	41,500	-1.9%	5.6%
Merchant Wholesalers, Nondurable Goods	24,300	24,900	25,100	24,900	-0.8%	2.5%
Retail Trade	187,800	183,600	188,100	189,200	0.6%	0.7%
Motor Vehicle & Parts Dealer	24,800	25,700	25,700	25,700	0.0%	3.6%
Automotive Parts, Accessories & Tire Stores	7,500	7,800	7,800	7,800	0.0%	4.0%
Building Material & Garden Equipment Stores	15,300	15,500	15,500	15,800	1.9%	3.3%
Food & Beverage Stores	36,900	37,000	37,500	37,600	0.3%	1.9%
Health & Personal Care Stores	12,600	12,800	12,800	12,700	-0.8%	0.8%
Clothing & Clothing Accessories Stores	17,200	15,500	16,900	17,300	2.4%	0.6%
Clothing Stores	13,100	11,700	12,900	13,200	2.3%	0.8%
General Merchandise Stores	44,300	40,300	42,500	42,700	0.5%	-3.6%
Transportation, Warehousing & Utilities	222,500	227,600	234,200	236,500	1.0%	6.3%
Utilities	5,000	5,100	5,100	5,100	0.0%	2.0%
Transportation & Warehousing	217,500	222,500	229,100	231,400	1.0%	6.4%
Truck Transportation	32,200	34,100	33,900	33,600	-0.9%	4.3%
General Freight Trucking	24,300	26,000	25,800	25,800	0.0%	6.2%
Couriers & Messengers	26,900	22,800	25,200	28,100	11.5%	4.5%
Warehousing & Storage	139,500	145,400	150,200	150,000	-0.1%	7.5%
Information	9,900	10,000	10,000	10,000	0.0%	1.0%
Publishing Industries (except Internet)	1,800	1,700	1,700	1,700	0.0%	-5.6%
Telecommunications	4,400	4,400	4,400	4,300	-2.3%	-2.3%
Financial Activities	45,900	47,000	47,300	47,200	-0.2%	2.8%
Finance & Insurance	24,500	24,000	24,000	23,800	-0.8%	-2.9%
Credit Intermediation & Related Activities	12,300	12,000	12,100	12,000	-0.8%	-2.4%
Depository Credit Intermediation	7,700	7,500	7,600	7,700	1.3%	0.0%
Nondepository Credit Intermediation	2,500	2,400	2,400	2,400	0.0%	-4.0%
Insurance Carriers & Related	9,800	9,600	9,600	9,500	-1.0%	-3.1%
Insurance Carriers	2,700	2,600	2,600	2,600	0.0%	-3.7%
Real Estate & Rental & Leasing	21,400	23,000	23,300	23,400	0.4%	9.3%

Data Not Seasonally Adjusted

	Dec 21	Oct 22	Nov 22	Dec 22	Percent Change	
			Revised	Prelim	Month	Year
Real Estate	15,600	16,400	16,600	16,700	0.6%	7.1%
Professional & Business Services	170,900	180,500	183,200	184,600	0.8%	8.0%
Professional, Scientific & Technical Services	45,800	50,800	51,400	51,900	1.0%	13.3%
Management of Companies & Enterprises	8,500	8,600	8,600	8,800	2.3%	3.5%
Administrative & Support & Waste Services	116,600	121,100	123,200	123,900	0.6%	6.3%
Administrative & Support Services	112,400	116,200	118,200	119,000	0.7%	5.9%
Employment Services	57,800	57,500	58,300	58,700	0.7%	1.6%
Investigation & Security Services	16,400	17,500	17,600	17,800	1.1%	8.5%
Services to Buildings & Dwellings	21,400	23,400	23,400	23,400	0.0%	9.3%
Educational & Health Services	254,300	269,400	271,200	271,900	0.3%	6.9%
Educational Services	19,300	20,500	20,600	20,100	-2.4%	4.1%
Colleges, Universities & Professional Schools	6,500	7,100	7,200	7,100	-1.4%	9.2%
Health Care & Social Assistance	235,000	248,900	250,600	251,800	0.5%	7.1%
Ambulatory Health Care Services	81,800	85,400	84,500	84,500	0.0%	3.3%
Offices of Physicians	24,000	25,000	25,100	25,200	0.4%	5.0%
Hospitals	41,700	43,700	44,000	44,000	0.0%	5.5%
Nursing & Residential Care Facilities	25,200	26,600	26,800	26,900	0.4%	6.7%
Leisure & Hospitality	172,900	183,400	184,800	182,900	-1.0%	5.8%
Arts, Entertainment & Recreation	19,800	18,300	19,800	20,400	3.0%	3.0%
Accommodation & Food Services	153,100	165,100	165,000	162,500	-1.5%	6.1%
Accommodation	14,400	15,900	15,900	15,900	0.0%	10.4%
Food Services & Drinking Places	138,700	149,200	149,100	146,600	-1.7%	5.7%
Restaurants	135,000	145,600	145,600	143,100	-1.7%	6.0%
Full-Service Restaurants	50,700	54,700	55,000	53,500	-2.7%	5.5%
Limited-Service Eating Places	84,300	90,900	90,600	89,600	-1.1%	6.3%
Other Services	43,900	45,900	46,200	46,500	0.6%	5.9%
Repair & Maintenance	18,100	19,100	19,200	19,300	0.5%	6.6%
Personal & Laundry Services	14,100	15,100	15,100	15,200	0.7%	7.8%
Government	253,700	257,600	258,100	259,000	0.3%	2.1%
Federal Government	21,100	21,000	20,900	21,100	1.0%	0.0%
Department of Defense	5,900	6,000	6,000	6,000	0.0%	1.7%
Federal Government excluding Department of	15,200	15,000	14,900	15,100	1.3%	-0.7%
State & Local Government	232,600	236,600	237,200	237,900	0.3%	2.3%
State Government	33,000	32,500	33,100	32,900	-0.6%	-0.3%
State Government Education	14,400	14,000	14,600	14,700	0.7%	2.1%
State Government Excluding Education	18,600	18,500	18,500	18,200	-1.6%	-2.2%
Local Government	199,600	204,100	204,100	205,000	0.4%	2.7%
Local Government Education	121,100	124,900	125,600	125,600	0.0%	3.7%
Local Government Excluding Education	78,500	79,200	78,500	79,400	1.1%	1.1%
County	33,100	31,900	31,500	31,500	0.0%	-4.8%
City	14,500	15,500	14,900	15,700	5.4%	8.3%
Special Districts plus Indian Tribes	30,900	31,800	32,100	32,200	0.3%	4.2%

Notes:

(1) Civilian labor force data are by place of residence; include self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding. The unemployment rate is calculated using unrounded data.

(2) Industry employment is by place of work; excludes self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding.

These data are produced by the Labor Market Information Division of the California Employment Development Department (EDD). Questions should be directed to: Melanie Bautista 916-907-4506 or Joseph Allen 916-432-9979

January 20, 2023
Employment Development Department
Labor Market Information Division
(916) 262-2162

Riverside San Bernardino Ontario MSA
(Riverside and San Bernardino Counties)
Industry Employment & Labor Force
March 2021 Benchmark

Data Not Seasonally Adjusted

	Dec 21	Oct 22	Nov 22 Revised	Dec 22 Prelim	Percent Change Month Year
--	--------	--------	-------------------	------------------	-----------------------------------

These data, as well as other labor market data, are available via the Internet
at <http://www.labormarketinfo.edd.ca.gov>. If you need assistance, please call (916) 262-2162.

#####

REPORT 400 C
Monthly Labor Force Data for Counties
December 2022 - Preliminary
 Data Not Seasonally Adjusted

COUNTY	RANK BY RATE	LABOR FORCE	EMPLOYMENT	UNEMPLOYMENT	RATE
STATE TOTAL	---	19,221,000	18,504,700	716,200	3.7%
ALAMEDA	9	831,100	808,400	22,700	2.7%
ALPINE	33	580	550	20	4.2%
AMADOR	30	14,170	13,580	580	4.1%
BUTTE	28	92,600	88,900	3,700	4.0%
CALAVERAS	17	21,900	21,210	690	3.2%
COLUSA	57	10,720	9,410	1,310	12.2%
CONTRA COSTA	12	554,700	538,400	16,200	2.9%
DEL NORTE	39	9,240	8,810	440	4.7%
EL DORADO	10	92,500	89,900	2,600	2.8%
FRESNO	49	450,400	422,300	28,100	6.2%
GLENN	42	12,710	12,060	660	5.2%
HUMBOLDT	20	60,500	58,500	2,000	3.4%
IMPERIAL	58	70,900	60,400	10,500	14.8%
INYO	15	8,240	7,980	260	3.1%
KERN	50	388,900	363,000	25,900	6.7%
KINGS	51	56,500	52,700	3,800	6.8%
LAKE	41	28,130	26,700	1,430	5.1%
LASSEN	30	8,890	8,530	360	4.1%
LOS ANGELES	34	4,927,700	4,712,200	215,500	4.4%
MADERA	48	63,600	59,800	3,800	6.0%
MARIN	4	128,800	126,000	2,800	2.2%
MARIPOSA	35	6,660	6,360	300	4.5%
MENDOCINO	26	37,510	36,090	1,420	3.8%
MERCED	55	115,400	106,900	8,600	7.4%
MODOC	45	3,120	2,950	170	5.4%
MONO	17	8,880	8,590	290	3.2%
MONTEREY	53	200,300	186,500	13,900	6.9%
NAPA	14	67,400	65,400	2,000	3.0%
NEVADA	10	48,640	47,270	1,370	2.8%
ORANGE	6	1,604,900	1,564,200	40,700	2.5%
PLACER	6	192,200	187,400	4,800	2.5%
PLUMAS	53	7,090	6,600	490	6.9%
RIVERSIDE	25	1,173,400	1,130,500	42,900	3.7%
SACRAMENTO	21	722,400	697,100	25,300	3.5%
SAN BENITO	37	33,000	31,400	1,500	4.6%
SAN BERNARDINO	22	1,026,800	990,100	36,700	3.6%
SAN DIEGO	12	1,589,000	1,543,400	45,600	2.9%
SAN FRANCISCO	2	578,400	566,700	11,700	2.0%
SAN JOAQUIN	42	337,700	320,200	17,500	5.2%
SAN LUIS OBISPO	5	136,100	132,800	3,300	2.4%
SAN MATEO	1	457,600	449,000	8,600	1.9%
SANTA BARBARA	15	222,300	215,500	6,800	3.1%
SANTA CLARA	2	1,060,500	1,038,800	21,700	2.0%
SANTA CRUZ	35	133,500	127,400	6,000	4.5%
SHASTA	30	73,400	70,400	3,000	4.1%
SIERRA	22	1,330	1,290	50	3.6%
SISKIYOU	47	15,690	14,800	900	5.7%
SOLANO	26	200,700	193,100	7,700	3.8%
SONOMA	6	248,400	242,100	6,300	2.5%
STANISLAUS	44	236,200	223,700	12,500	5.3%
SUTTER	51	44,700	41,700	3,000	6.8%
TEHAMA	37	25,300	24,150	1,160	4.6%
TRINITY	39	4,310	4,110	200	4.7%
TULARE	56	203,900	187,200	16,700	8.2%
TUOLUMNE	28	19,640	18,860	780	4.0%
VENTURA	17	412,700	399,300	13,400	3.2%
YOLO	22	108,400	104,500	3,900	3.6%
YUBA	46	30,800	29,100	1,700	5.6%

Notes

- 1) Data may not add due to rounding. The unemployment rate is calculated using unrounded data.
- 2) Labor force data for all geographic areas now reflect the March 2021 benchmark and Census Vintage 2021 population controls at the state level.