

**MODIFICATION TO THE CITY OF SAN BERNARDINO
LOCALWORKFORCE INVESTMENT PLAN**

The City of San Bernardino Workforce Investment Board (WIB) hereby offers, for public review and comment, this modification to the City of San Bernardino's Local Workforce Investment Plan for the period of April 1, 2011 through June 30, 2012. The City of San Bernardino Employment and Training Agency (SBETA) One-Stop Career Center, under the authority of its Local Workforce Investment Board (WIB), and in accordance with the Workforce Investment Act (WIA) of 1998, have prepared this Local Workforce Investment Plan Modification.

Publication of this Plan modification is the first step in the process of formal public review and comment requested for the submission of a Local Plan by the City of San Bernardino Local Workforce Area to the State of California.

The purpose of this Plan modification is to describe the local workforce investment system and services available to the residents, employers, and community of San Bernardino. It is envisioned that this system will provide a continually improving response to the needs of its many customers. Customers of the One-Stop System developed through this Plan modification include, but are not limited to;

- persons who are currently employed,
- those who are unemployed,
- dislocated workers,
- new entrants to the labor force,
- youth,
- the employer community,
- and the general public.

This Plan modification is available to the public for a thirty (30) day review and comment period at www.sbeta.com, the San Bernardino Employment and Training Agency (SBETA) Administrative Office and at the reference desks of City of San Bernardino Public Library locations listed below. The public review and comment period will close July 25, 2011 at 4:00 p.m.

SBETA Administrative Office	600 North Arrowhead Avenue
Feldheim Library (Main Branch)	553 West Sixth Street
Inghram Library	1505 West Highland Avenue
Rowe Library	108 East Marshall Boulevard
Villasenor Library	525 North Vernon Avenue

Comments may be received from interested parties and the general public until 4:00 p.m., July 25, 2011. Comments must be made in writing and addressed as follows:

**San Bernardino Employment and Training Agency
600 North Arrowhead Avenue, Suite 300
San Bernardino, CA 92401-1201
Attn.: Janice Stowers, Deputy Director**

**Workforce Investment Act
Local Plan Modification
Program Year 2011-12**

Local Workforce Investment Area (local area):

Name of Local Area: City of San Bernardino

Submitted on: June 30, 2011

Contact Person: Janice Stowers

Contact Person's Phone Number: (909) 888 - 7881
AREA CODE PHONE NUMBER

LOCAL PLAN MODIFICATION QUESTIONS

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

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

For over 30 years the City of San Bernardino Employment and Training Agency (SBETA) has been the key element for understanding and meeting the workforce needs for the business and industry in the area. It is the vision of the SBETA and the Local Workforce Board (LWIB) to develop a unified workforce system to increase employment, retention and earnings of its residents, and as a result improve the quality of the City of San Bernardino's workforce and enhance the productivity and competitiveness of the City, State and Nation.

The City in order to meet the workforce needs of business and industry is fully aware of its mission to prepare workers for the jobs of the 21st century. Because of the global economy, it is imperative that residents and the current workforce be trained and prepared to compete in this continuously changing economy. SBETA's workforce system must be able to perpetually prepare current and future workers for careers in industries and sectors that are most vital to the economic health and growth. In order to achieve this, SBETA will continue to: work closely with business and industry; targeted resources to areas with the most economic impact; collaborate and partner with the local educational system in order to equip lifelong learners and youth with the skills needed to be successful in the work place; and maximize the use of public and private resources invested in workforce development.

With an identified unemployment rate of 18.9%, the City of San Bernardino is experiencing a depression while surrounding areas are experiencing a recession. SBETA has seen a major increase in job seekers who want our assistance. There has been a marked increase in dislocated job seekers who have a higher level education and experience. At the same time, SBETA continues to see more than its share of unskilled individuals, Cal WORK's participants and parolees, all of whom are difficult to place. Because of the high unemployment rate and the abundance of experienced workers, individuals have had to take jobs a lower wages and or/fewer hours than in the past. Less skilled workers are taking longer to find employment, if they can find employment at all. In order to assist job seekers in being more

competitive in this business climate SBETA has been offering additional job seeking and keeping skills workshops, as well as training in higher skilled/higher wage jobs.

Employers find themselves in a retrenchment mode. In general, SBETA finds that many are not ready to hire additional staff until their business picks up or until they obtain enough working capital to grow their business. In order to better service our local employer community, SBETA has been providing more business services, such as layoff aversion and On-the-Job Training.

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

Currently, our current and projected employment opportunities are in two areas: health care, specifically Licensed Vocational Nursing and in Transportation and Logistics, including Warehousing and Trucking. The shortage of LVN's is continuing and was discussed at length during the national health care debated. However, the increased employment demand in our local area for transportation and logistics is due to San Bernardino's unique location as a transportation hub. The City of San Bernardino features both east/west and north/south interstate highway and railroad junctions. In addition, the San Bernardino International Airport location serves as headquarters for several regional and national companies, such as Stater Brother's grocery chain, Kohl's Department Store, and Mattel and Pep Boys. The Kohl's e-Fulfillment center that recently opened in San Bernardino is just one example of a business that uses San Bernardino's warehousing capacity and transportation infrastructure to its advantage.

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

The current economic downturn has cause SBETA to make some significant changes in the way services are delivered are being delivered. As discussed previously, SBETA is experiencing more dislocated workers who have greater credentials and experience than in the past. However, the credentials and experience may not translate in those individuals being ready to compete in the current job market. We are finding that employers are requiring even experienced workers to re-train in the latest technology. This has boosted the number of short-term On-the-Job Training opportunities, especially with our larger employers.

Another change is in the number of in-house workshops. Both the dislocated worker and adult population are offered more opportunities for job keeping and keeping skills workshops, such as resume writing and application preparation, dressing for success and researching labor market information. Due the competitiveness of the labor market, we want our applicants to stand out when they do their job search.

4. How is your local area serving Unemployment Insurance claimants? How is your local area supporting workers receiving benefits under the Trade Adjustment

Assistance program? [WIA Section 121(b)(1)(B)(xii)]

This local area provides core, intensive and training services to Unemployment Insurance Claimants. Many of these claimants are identified and assisted through the orientation process. Individuals are provided assistance in filing their initial claims in the resource center by telephone or through the use of the computer lab. Once the individual has been approved for classroom training using an Individual Training Account, their Career Manager submits a Training Enrollment Verification to the to the Employment Development Department so that the claimant can receive California Training Benefits.

At this time SBETA does not operate a program under the Trade Adjustment Assistance program.

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

The City of San Bernardino Employment and Training Agency (SBETA) One-Stop Career Center provides access to a full range of services regarding employment, training, education, employer assistance and guidance in obtaining other assistance. It serves employers and all job seekers including Adults (age 18 and older); Dislocated Workers (individuals who have been laid-off due to downsizing or permanent closure); mature job seekers (age 55 and older); WIA Youth (age 14-21).

The One-Stop Career Center provides its customers with three levels of services: Core Services; Intensive Services; and Training Services. Core Services are available to everyone and includes: outreach and orientation to services; job search and placement assistance; labor market information; initial assessment of skills and needs; information on filing for Unemployment Insurance; and information about other available service. Intensive Services are available to eligible unemployed individuals who have completed at least one core service, but have not been able to obtain employment, or employed individuals needing additional services to obtain or keep employment that will lead to personal self-sufficiency. They include: comprehensive assessment of skills and needs; development of an individual employment plan; group and individual counseling; case management; and short-term prevocational services. Training Services are available to eligible individuals who have met the requirements for intensive services and have not been able to obtain or keep employment. They include: occupational skills training; on-the-job training; training programs operated by the private sector; and entrepreneurial training.

The One-Stop Career Center contracts with local schools, businesses and community based organizations to provide training and employment services to City residents.

Employer Services are provided as a no fee for services and help employers meet their workforce needs. They consist of: recruitment services; pre-screening and

referring qualified applicants; on-the-job training (cost saving on new employees – up to 50% wage reimbursement for six months); customized training; labor market information including wage and salary data; and use of the CalJOBS website (www.CalJOBS.ca.gov) to post job openings and receive resumes on line.

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

Each of the required WIA partners is included in our One-Stop system.

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

In order to meet the workforce needs of business and industry locally, statewide, and nationally, the City and its LWIB are continuing to focus on attracting employers with high skill jobs and good wages. This would assist in expanding the number of workers becoming self-sufficient and assist with the reduction of the worker shortages in occupations that are critical to the city and state. SBETA will continue to seek training funds targeted to high-wage, high-growth jobs and industries/sectors experiencing shortage of workers. As in the past, SBETA will continue to collaborate with business, education, economic development agency and other appropriate partners to target resources that will produce the most positive economic benefit to assist residents who have significant barriers to employment and career advancement.

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

The following services are provided by the One-Stop partners in coordination with the City of San Bernardino One-Stop system.

Services provided by Employment Development Department (EDD) as partner in the One-Stop system are as follows:

- One-Stop Services

EDD staff participates in the One-Stop Orientation regarding EDD services; Veterans program, youth Employment Opportunity Program (YEOP), California Training Benefits (CTB), Trade and Globalization Adjustment Assistance of 2009 (TGAA), Trade Act Assistance (TAA) and CalJOBS.

- Rapid Response Activity

EDD staff participate in Rapid Response activities generated by WARN notices, providing information regarding EDD services; Veteran's programs, YEOP, CTB TGAA and CalJOBS.

- One-Stop Workshops

EDD staff provide workshops to One-Stop customers, including but not limited to: EDD Resume Workshop, Labor Market Information and Job Search Strategies.

The Department of Rehabilitation (DOR) maintains an office within the City of San Bernardino One-Stop, which is staffed one day per week. DR and SBETA make referrals of potentially eligible customers who may benefit from services. DR agrees to train and provide technical assistance to the staff of each participating One-Staff partner on topics that include eligibility for and scope of Vocational Rehabilitation (VR) services, auxiliary aides and services, and rehabilitation services for individuals with disabilities.

Upon determination of eligibility for VR services, individuals with disabilities may be provided with the full range of VR services, including but not limited to:

- Vocational rehabilitation counseling, guidance and referral services related to training
- Assessment for determining training needs
- Vocational and other training services, such as funding for personal and vocational adjustment training, on-the-job training, books (including alternate format books accessible by computer and taped books), tools, occupational licenses and other training materials
- Physical and mental restoration services necessary for participation in training (medical or medically-related rehabilitation services, e.g., hearing aids, eyeglasses, and visual services)
- Transportation services necessary to participate in training, including mobility evaluation, vehicle purchase, vehicle modification, vehicle maintenance and vehicle insurance
- Rehabilitation technology, including assistive technology/devices needed to complete training
- Maintenance services for expenditures resulting from participation in a training program that exceeds normal living expenses
- Personal assistance services needed to complete training (e.g., personal care services and the more traditional reader, note taker, tutor, interpreter, driver, and other personal services)
- Other vocational rehabilitation services related to training and determined to be necessary for the individual to achieve an employment outcome

Inland Empire Job Corps Center (IEJCC) services are as follows:

Access to One-Stop Partner Programs and Activities

1. No less than one day per week, IEJCC will provide a representative available to One-Stop clients
2. In an on-going process, IEJCC will supply the City's One-Stop center with print material and where appropriate, electronic support to help inform the community about admission requirement to the program
3. Upon request, IEJCC will provide the City and its agents with workshops that inform and educate about the National Job corps program as well as the opportunities that exist ant the local level

Reciprocal Benefits

The IEJCC expects to derive the following benefits for its participation in the City's One-Stop system:

1. Referrals of potential Job Corps candidates to the Inland Empire Center
2. Referrals of Job Corps program graduates to local job placements
3. Shared demographic and job development information which could impact vocational offerings and employer referrals

In addition, SBETA staff attends local Job Corp Open houses and makes site visits to access placement information regarding mutual customers.

Community Services Department of San Bernardino County, now known as Community Action Partnership services are as follows:

The One-Stop makes referrals of eligible participants for the following services, including but not limited to: Weatherization, utility assistance, relamping, referrals to medical providers, family development training, and information regarding other Community Service Department services.

As a One-Stop partner Rolling Start provides services to individuals with disabilities', as follows:

- Job seeking skills training
- Job listings
- Information and referral

- ADA Title 1 Training Skills
- Public Transit Training
- Self Esteem Classes

San Bernardino County Housing Authority refers potentially eligible residents to the One-Stop system for services. The City of San Bernardino One-Stop provides on-site orientations to residents as well as on-site workshops. Intensive services and training services will be provided to residents of the housing authority who are found suitable for such services.

Center for Employment Training (CET) provides training to One-Stop customers on an on-going basis. Where appropriate, CET will co-enroll participants into the National Farm Worker Jobs Program to maximize training funds.

San Bernardino County Superintendent of Schools Regional Occupational Program agrees to make available to the One-Stop a support staff person four hours per week to provide the following services:

- Outreach
- Intake
- Career Assessment
- Eligibility
- Orientation
- Job Search
- Career Counseling
- Resume Writing Workshops

Additionally, County Schools provides their personnel with office furniture, computers and ROP publicity material.

Services provided by San Bernardino Valley College (SBVC) include:

- Part-time Job Developer services
- Intake person, providing information regarding SBVC's CalWORK's programs
- Referral to college for appointments that include assessment and educational counseling
- Assistance with financial aid
- College Application forms
- Case management, when applicable
- Any additional information regarding college services

The Department of Aging and Adult Services maintains an office within the One-Stop and provides a part-time liaison to administer the Senior Employment

Program (SEP). This liaison provides access to programs for individuals 55 of age or older within the One-Stop system.

Inland Behavioral and Health Services provides application assistance to individuals children and youth who seek assistance under the Health Families/Medi-Cal programs.

The National Indian Council on Aging provides referrals of appropriate individuals for One-Stop services.

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

The Workforce Investment Board (WIB) of the City of San Bernardino, in conjunction with the Mayor (chief elected official), has selected the City of San Bernardino Employment and Training Agency (SBETA) as the One-Stop Operator.

The WIB and the Mayor receive State monitoring reports, fiscal and performance information, as well as internally conducted monitoring reports of vendors and service providers. The Mayor and the WIB use this information to conduct an evaluation of SBETA on an annual basis. In accordance with State Policy, the Mayor and the WIB may opt to designate another agency to become its One-Stop Operator.

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

This LWIB will focus on providing services and training for occupations in demand within the local and regional area. However, the LWIB may provide individuals with a program of services and training for occupations in demand outside of this Local Area upon receipt of documented labor market demand in the area in question and reasonable assurance of the job seeker's willingness to relocate, such as a verifiable job offer.

As a result of a continuous improvement review of our procedures regarding eligible providers of services, this LWIB revised its payment policy for ITA's. Previous policy called for five payment points to vocational schools, with the final payment made for six month retention in employment. This policy was found to be too cumbersome for LWIA staff to track and verify payment, as well as too onerous for the vocational schools. The LWIA has reduced the payment points to four, with the final payment made at job placement. For public schools, such as ROP's and community colleges, the LWIA's ITA payment is made at the beginning of each session. In this manner both the public and private schools can focus on

meeting the training and employment needs of local employers and participants instead of on providing additional follow-up and documentation needs of the LWIA.

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

Extended Waivers

A). Individual Training Accounts for Youth

The DOL on June 29, 2009 granted California an extension of the waiver of the prohibition of 20 CFR 664.510 on the use of Individual Training Accounts (ITAs) for older and out-of-school youth program participants. Implementation of this waiver helps to maximize the service capacity of the City of San Bernardino One-Stop Career Center by allowing the use of Youth funds to serve older youth, who are determine not to follow an academic track, but are instead focused on employment, to have the same advantage of ITAs as adults and dislocated workers.

The local board and the City of San Bernardino will track funds used for ITAs and will documented in the individual service strategies for these youth and where appropriated, counted toward the 30 percent out-of-school expenditure requirement. This wavier is granted through June 30, 2011 and applies to WIA funds. SBETA may use this waiver to provide ITA opportunities to older out-of-school youth.

B). Subsequent Eligibility of Training Providers

On June 29, 2009, the DOL granted California an extension of the waiver that suspends the subsequent eligibility certification requirements of WIA Section 122(c). Under this waiver, the State is allowed to postpone the determination of subsequent eligibility of training providers. These requirements are an impediment to the participation of the State's educational system on the Eligible Training Provider List (ETPL). The primary goal of extending this waiver is to continue to increase the availability of training and the accountability of training providers to enhance customer choice and the use of Individual Training Accounts (ITAs).

This waiver encourages broader participation on the ETPL and minimizes the management burden for the local workforce investment board and the City of San Bernardino. Discontinuation of this waiver will create an impediment to the workforce system's partnership with education and the business community and limits our efforts to train individuals in emerging occupations. This waiver is applicable through June 30, 2011 and applies to WIA funds.

C). DOL Common Measures

This waiver of WIA 136(b), implemented on December of 2007, authorized California to report the Department of Labor Common Measures instead of the 17 performance measures for the Workforce Investment Act (WIA) Title 1B programs. On June 29, 2009, this waiver was extended and the local areas no longer report on the following WIA performance measures: WIA adult and dislocated worker credential rates; participant and employer customer satisfaction; older youth measures; and younger youth measures. The streamlined common measures allow for increased program integration and improved evaluation of employment and training programs. This waiver has been extended to June 30, 2011.

Also, this waiver simplifies youth accountability and aligns the youth services system with education in an effort to improve basic skills and assure that young individuals leave our programs with a high school diploma or equivalent and occupational skills necessary to enter the workforce and retain employment. This waiver applies to WIA funds.

D). Use of Local Funds for Incumbent Worker Training

On November 9, 2009, the DOL granted California a waiver from the provisions of WIA Section 134(a) to permit local Workforce Investment Areas (LWIA) to use up to 10 percent of their adult funds and 10 percent of their dislocated worker funds for incumbent worker training (IWT) as part of the local area's lay-off aversion strategy. This waiver restricts the local areas to serving low-income adults with adult funds, and all training delivered is restricted to skill attainment activities. This waiver is granted through June 30, 2011 and applies to WIA and funds.

Implementation of this waiver will allow the local workforce investment board and the City of San Bernardino to be responsive to the needs of the business community and the local economic conditions. The local board and the City of San Bernardino must be flexible to assist employers during this economic downturn to retain employees and to provide incumbent workers the opportunity to gain necessary skills to maintain employment. This will assist in reducing the risk of layoffs of employees who need skill upgrades and would allow employers to create opportunities for new workers to take the place of workers who have moved up the career ladder.

SBETA has contracted with 2 consulting firms to conduct layoff aversion activities with local employers. During the course of this activity, workers that can benefit from incumbent worker training may be identified so that the LWIA can take advantage of this waiver. In accordance with Workforce Services Directive 10-10, SBETA will notify the Employment Development Department of our intent to use up to 10 percent of our adult/and or dislocated worker funds for IWT 30 days in advance of the start date of any anticipated project. Funds will be tracked and reported by appropriate funding stream.

E.) Customized Training Sliding Scale

Implemented in November 2006 and extended on November 9, 2009, this waiver strives to serve small businesses who find it difficult if not impossible to provide a full 50 percent match for customized training as required by WIA 101(8)(C). This waiver permits the use of the following sliding scale for the employer contribution based on the size of the business: (1) no less than a 10 percent match for employers with 50 or fewer employees; (2) no less than a 25 percent match for employers with 51-250 employees; (3) a 50 percent match for employers with more than 250 employees.

The waiver will make it easier and assist the local board and City of San Bernardino in marketing the customized training program to the private sector during this economic downturn. The sliding scale match provides flexibility for small businesses to participate in the program, resulting in an increase in participation as well as, an increase in skilled worker employment rates. SBETA may use this option should a qualifying business be identified.

F). Transferability of Adult and Dislocated Worker Formula Funds

WIA Formula Funds

The waiver of WIA Section 133(b)(4) was originally approved in October 2006, authorizing the transfer of up to 50 percent of funds between the Adult and the Dislocated Worker funding streams. That waiver was extended and expanded in 2007-2009 WIA Plan, allowing transfer of up to 100 percent of those funds between the funding streams.

On November 9, 2009, the Department of Labor (DOL) granted the State of California a waiver of the funds transfer limitation at WIA Section 133 (b)(4). Under this waiver, the local Workforce Investment Boards (LWIBs) may transfer up to 50 percent of the adult funds and up to 50 percent dislocated worker funds allocated to the local Workforce Investment Area (LWIA) between the adult and dislocated worker funding streams. This waiver is granted through June 30, 2011.

This waiver allows the local board and the City of San Bernardino the flexibility to respond to changes in the local labor market and helps ensure that WIA funds are used in a way that maximizes customer service and other demand-driven needs of the business community. Any such transfer request by SBETA will be made in writing to our Regional Advisor, in accordance with WSD 10-5, "Transfer of WIA Adult and dislocated Worker Funds".

New Waivers

A.) Increase in Employer Reimbursement for On-the-Job Training

The DOL granted California a waiver of WIA Section 101(31)(B) to permit an increase in employer reimbursement for on-the-job training (OJT) based on the size of the business. This waiver is granted through June 30, 2011. Under this waiver, the following reimbursement amounts are permitted: (1) up to 90% for employers with 50 or fewer employees, (2) up to 75% for employers with 51-250

employees, and (3) up to 50% for employers with more than 250 employees. Local area must use adult funds to serve adults and dislocated worker funds to serve dislocated workers. In the event that SBETA funds for adult employment and training activities become limited, priority for intensive and training funds funded with adult funds will be used for low-income adults, in accordance with WIA Section 134 (d)(4)(E).

This waiver will SBETA to encourage and expand the hiring of unemployed adult and dislocated workers who lack some of the skills to meet the employer's needs. SBETA may use this option in order to assist smaller businesses in training and retaining qualified employees.

B) Use of Rapid Response Funds to Conduct Incumbent Worker Training Activities

The DOL granted California a waiver of WIA Section 134 (a)(1)(A) to permit a portion of Rapid Response (RR) funds to be used for IWT activities. This waiver was granted through June 30, 2011. Under this waiver, local boards may use up to 20 percent of RR funds for IWT only as part of a layoff strategy. All training delivered under this waiver will be restricted to skill attainment activities. This waiver applies to WIA funds only.

In addition to the guidance provided in TEGL 26-09 "WIA Waiver Policy and Waiver Decisions for PY 2009 and 2010, section 7A and TEGL 30-09 "Layoff Aversion Definition and the Appropriate Use of WIA Funds for Incumbent Worker Training for Using a Waiver", SBETA may use some other general guidelines to document the appropriateness of IWT. These guidelines include but are not limited to: identification of employers with the potential for layoffs, identification of workers in need of training, and identification of incumbent worker training needs within an industry. Employers also may be identified through SBETA's Layoff Aversion Consulting Contractors.

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

The LWIB policy for the duration and amount of individual training accounts (ITA) is limited to \$8,000.00 over a period of one year to two years. However, the amount and length of an ITA may be increased depending on the individual educational plan, training needs and local demand. The criteria for exceptions to the current ITA duration/amount will be included into any such application for additional funds.

At this time, the LWIB is in the process of reauthorizing its contracts with vocational schools, community colleges, adult schools, and ROP's that are currently on our ITA vendor list. The purpose of this survey is to update the

contract template and points of contact, along with the pricing and prerequisites for their courses. As a result of the updated information, the LWIB will be able to consider changes to the current policy, including an increase to amount and duration of ITA's.

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

The City of San Bernardino and the Local Workforce Investment Board (LWIB) will continue to work closely with the business community, educational institutions (San Bernardino City Unified School District, San Bernardino County Superintendent of Schools, community colleges, etc.), organized labor, building and trades, health care providers and other stakeholders to address the skills needed of critical industries in this region.

The Local Workforce Investment Board has successfully implemented Sector Strategies in connection with two local industries: Healthcare(Licensed Vocational Nurses (LVN)) and Transportation and Logistics (including Warehousing and Trucking).

The area in and around The City of San Bernardino has numerous hospitals (Arrowhead Regional Medical Center, Community Hospital, St. Bernardine's Medical Center, Redlands Community Hospital, Kaiser Permanente Hospital-Fontana, and Loma Linda University Medical Center), medical clinics, nursing homes and assisted living facilities all of which require LVN's to serve their patients. Likewise, there are several training facilities in the area, already on the ETPL, which have experience training individuals in nursing skills enabling them to become certified by the State of California and thus providing a steady stream of applicants for the employers. The LVN programs also provide a way to achieve upward mobility for individuals working as Home Health Aides or Nursing Assistants.

The City of San Bernardino, being at the east/west and north/south junctions of both highway and railroads make it a desirable location for businesses engaged in transporting and warehousing goods. Companies such as Stater Brother's grocery chain, Kohi's Department Store, Mattel and Pep Boys have major installations in the City. Connections with these companies, and other similar employers have been mutually beneficial, providing needed jobs to local workers and employees to the businesses that depend on skilled workers to facilitate the storage and transportation of their goods. Local public and private schools

provide training in the areas of warehousing and truck driving preparing them to meet the needs of the local employers. Information gained from the local employers has been instrumental in developing workforce solutions for this area. As the local business community attempts to deal with the effects of this economy we will continue to partner with them and adapt to their changing needs.

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

As indicated in the response to item 13., the Career Center has successfully utilized sector strategies in connection with two local industries by partnering with local employers and training providers to address the workforce needs of the employers and the training needs of the potential employees. In addition to the information provided by the entities identified in the answer to the prior question, Career Center Staff, as part of job development, contact local businesses to determine their staffing needs. The board utilizes all of this information, the State's local labor market information and insight gained from the Career Center's experience in placing individuals to identify employer needs and guide training to meet those needs. This system supports innovation and promotes changes benefiting not only the employers and workers, but also our community.

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

In order to meet the needs of the State and local green economy and the increasing demand for a highly skilled and well-training green collar workforce, the City of San Bernardino and the Local Workforce Investment Board have implemented worker recovery program-pilot initiatives. These program-initiatives provide a new channel for public/private investment in supporting individuals in job and housing recovery with a return on investment in the local economy, property values, and increasing sales/tax revenues. The goals are to provide career pathways that raise family income, increase the regional wage multiplier and feed local economic recovery. The program invests in workers seeking preparation for jobs in high income sustainable industries.

This program has allowed the City of San Bernardino and the Local Workforce Investment Board to link green collar job opportunities with workforce development training opportunities and create public, private and nongovernmental partnerships to maximize investment and leverage resources to meet local and regional economic demands.

The City of San Bernardino LWIA recognizes opportunities to prepare workers for "green jobs" related to other sources of federal funding by maintaining linkages and MOU's with various agencies and institutions who are devoted to provide training and placement into "green jobs". The Green Career Institute, Community Action Partnership, local community colleges and California State University-San Bernardino all provide training for a host of green jobs, including weatherization, solar voltaic/solar panel construction and installation, water supply technology and water efficient landscaping.

16. What rapid response assistance is available to dislocated workers and employers? Who provides this assistance? [WIA Section 118(b)(4) and (5)]

When the career Center becomes aware of a local business closing, whether through direct observation or a WARN Notice, Career Center staff immediately make contact with the employer offering information on services available which may include, assessment of lay-off plans and schedules, the potential for averting the layoffs, the probable needs of the employees, reemployment prospects in the local community and available resources to meet the assistance needs of the affected workers. If the employer is amenable, a time is scheduled where Career Center Staff and an Employment Development Department Representative, if available, can meet with the employees to present information and materials on the One-Stop system services and employment and training activities as well as information on unemployment department services. Applications for the Career Center registration are provided and may be completed and submitted at the on-site meeting.

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

In addition to the services outlined in the answer to the previous question, the Career Center has contracted with RedFusion Business Consulting and California Manufacturing Technology Consulting to provide Business Consulting Services to small to medium businesses (5-100 employees) in the City of San Bernardino. These services include analysis of existing business practices, development of plans for improvement, organizational change, quality management systems, process improvement, implementing technology, developing strategies, financial planning, energy efficiency, product development, human resource development and/or other services designed to improve business operations with the goal of enhancing the business's viability and avoid lay-offs.

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

Describe your area's eligible youth population and needs in general

The City of San Bernardino's eligible youth population consist of the following: dropouts; youth lacking high school diploma; homeless and at-risk of gang involvement or in gangs. The dropout rate in San Bernardino City Unified School District was 28.2 percent for 2008-09. For this time period, the statewide dropout rate was 21.5 percent, and the rate for San Bernardino County was 21.5 percent. Because of the lack of high school diploma, our youth are in need of education alternatives, i.e., GED programs.

The San Bernardino City Unified School District has an estimated 2,519 homeless students. This number does not include drop-out youth. Our youth need assistance in securing shelter and jobs so they can become successful, contributing citizens of the community.

The city of San Bernardino has approximately 200,000 residents and 4 known gangs with an estimated 2,579 gang members. Gang intervention for at-risk youth is also needed.

29.9% of city residents live below the poverty level. Our youth need training and jobs to offer them positive alternatives to criminal activity.

Describe the partnerships and collaborations that provide services to the youth in your local area.

Regional Occupational Program (ROP) – ROP conducts on-site GED classes at SBETA. They also provide tutoring, Microsoft, and soft-skills training.

California Conservation Corps (CCC) – SBETA provides soft-skills and computer literacy workshops to the CCC youth participants. SBETA will refer youth to CCC for firefighting training. The CCC refers youth to SBETA for supportive services.

Job Corps – SBETA works in collaboration with the Job Corps to secure the necessary classroom training and work experience that local youth need.

City of San Bernardino Fire Cadet Program – This is a collaboration between the San Bernardino City Fire Department and SBETA to expose our local youth to

emergency responder vocations.

SBETA works with San Bernardino Valley College, the San Bernardino City Unified School District, San Bernardino County Schools, County Probation, local Group Homes, California State University San Bernardino, Young Visionaries, the Youth Action Project, Youth Build, and several faith-based organizations to provide job fairs, soft-skills workshops, motivational workshops, and youth grant collaborations to better serve the youth of San Bernardino Community.

What youth activities are available in your local area? Identify successful providers of such activities.

ASA Learning Center – GED, soft skills

California Conservation Corps – Firefighting/forestry training, GED program, soft-skills workshops, computer literacy training.

Catholic Charities – Food, shelter, counseling, immigration assistance, athletics for youth, public benefits application advocacy.

Center for Employment & Training (CET) – Vocational training for ages 18 and up.

Community Action Program – Food, shelter, job referrals and bus passes

Community Service Department – Emergency food assistance.

Delmann Heights Boys & Girls Club – Food assistance.

Family Service Agency of San Bernardino – Provides intervention treatment for at-risk youth, crisis hotline.

First 5 of San Bernardino – Resource center and parenting education.

Job Corps – GED and trades training.

Loma Linda School of Dentistry – Low cost Dental care.

PAL Center – GED and soft-skills training, work experience.

Regional Occupational Program – Career/technical training, GED, Microsoft, Soft-Skills training, and academic tutoring

San Bernardino Valley College – Vocational Certificate programs, GED program, tutoring

Travelers Aid of the Inland Empire – Emergency bus ticket home, must be 18 years or older.

Veronica's Home of Mercy – Provides shelter for women with children, GED and soft-skills training, job search assistance, and supportive services.

Young Visionaries – Provides youth with vocational training, drug intervention/prevention, work experience and job search assistance

19. Describe and assess your local area's delivery of services to people with disabilities. What partnerships and collaborations exist to provide services to this population? What training services and employment opportunities are available to this population?

in your local area? [WIA Section 112(b)(17)(A)(iv) and Section 409]

Individuals with disabilities are mainstreamed into the Career Center's core, intensive and training services. The Career Center partners with the California Department of Rehabilitation and the community based organization, Rolling Start. Customers are referred to them as appropriate for additional services. Individuals with disabilities can be provided with reasonable accommodations if necessary to provide accessibility to our programs and services.

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

The Public Safety and Offender Rehabilitation Services Act of 2007 was enacted to reform California's prison system and required the California Department of Corrections and Rehabilitation (CDCR) to develop a prison-to-employment plan. Thus, the California (CA) New Start Post-Prison Employment Placement Services Program was developed. It is a collaborative project that utilizes the resources and service delivery mechanisms of the CDCR, the Labor and Workforce Development Agency (LWAD), California Workforce Investment Board (CWIB), Employment Development Department (EDD), and the Local Workforce Investment Board (LWIB) to enhance the employability of parolees and their access to employment opportunities in their home communities.

The primary goals of the CA New Start Prison-to-Employment Program are to improve the employability skills of offenders following release into the community through rehabilitative services; increase the likelihood that they will secure and retain gainful employment upon reentry of their communities; and to establish a working relationship with the network of local One-Stop Career Centers (Career Centers) as the vehicle through which parolees are connected to local employment opportunities. This program will be vital in reducing prisoner recidivism, improving reintegration of parolees into communities by providing employment opportunities and ultimately, enhancing public safety.

The local workforce investment board and the City of San Bernardino Career Center provides core, intensive and employment training services (through current Individual Referral Providers for classroom training and the private sector for On-The-Job Training (OJT) to parolees as deemed appropriate. Services to parolees may include the following: job search seminars; individual employment plans; assistance in obtaining I-9 (Right-To-Work) documents, if necessary; employment referrals; referrals to other appropriate agencies, as necessary; job development workshops; supportive services referrals, as appropriate; and job-retention follow-up. Presently, a considerable number of parolees are accessing the Career

Center core, intensive and training services.

The Career Center staff currently attends weekly Parole and Community Team (PACT) meetings. They will continue to participate in PACT local meetings coordinated by the CDCR Division of Adult Parole Operations (DAPO). The One-Stop Career Center is participating in the Community Re-entry Education Services and Training (CREST) Center Program. This is a partnership between the City of San Bernardino, California State University, San Bernardino, Community Based Organizations (CBOs) and the State Department of Corrections to aid ex-prisoners. The Career Center also markets the employability of parolees to prospective employers through the use of flyers, brochures and other marketing tools to promote Career Center employment services. In addition, the Career Center will participate in CDCR employer forums as well as, create lists of employers who are willing to hire parolees. This list will be updated as needed.

A significant increase to level of services provided to parolees occurred in February 2011 when the Career Center became involved with the Day Reporting Center (DRC) that was established in the City of San Bernardino through the joint efforts of California Department of Corrections and Rehabilitation, California State University-San Bernardino, and the support of The City of San Bernardino, The San Bernardino Employment and Training Agency, Goodwill of Southern California, The San Bernardino County Superintendent of Schools, Mustard Seed Tutorial, Mary's Mercy Center, the Urban Conservation Corps, Springboard Nonprofit Consumer Credit Management, RocNSparks Ministries, St. Bernardine Medical Center, Arrowhead United Way and Second Chance Kids. The Career Center Staff at DRC provide not only assistance in resume preparation, interviewing skills, job seeking skills and help transitioning from prison life to the outside world, but have also been instrumental in acquiring donations of "business attire" and distributing these items to parolees when they are ready to start interviewing in the community.

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

The City of San Bernardino LWIA targets service to recipients of public assistance and other low income individuals, as determined by each current year's LLSIL and Poverty Table. Employed adults whose income fall above the 70%, making them considered not-low income, may also be considered for intensive and/or training services if their income falls below the level for self-sufficiency. Their income level may be up to 120% of the current year LLSIL/Poverty Table. Qualified Veterans and their eligible spouses are given priority of services over recipients of public assistance and low income individuals in the following manner:

Upon arrival to the Career Center, individual are asked to identify themselves. Qualified veteran or eligible spouses are immediately referred to a career manager. They also receive priority and expedited consideration regarding approval for core, intensive and training services.

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

The local Veterans Affairs office for the City of San Bernardino is located only a few blocks from the Career Center so there are no Veterans Representatives housed in the Career Center. Staff informs veteran applicants of the location so they may access their services.

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

The City of San Bernardino is an urban area rather than a rural area and does not have an agricultural community requiring services.

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

The Career Center met 100% of its performance goals and exceeded the goals in seven (7) of the nine (9) areas in P/Y 2009/2010. Performance is monitored throughout the year and adjustments are made as needed to enhance services and performance.

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

This question is not applicable as there have been no changes to the local board structure.

PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES

This Local Plan represents the City of San Bernardino Workforce Investment Board's efforts to maximize and coordinate resources available under Title I of the Workforce Investment Act (WIA) of 1998.

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

Local Workforce Investment Board Chair

Chief Elected Official

Signature

Signature

Faron Robers
Name

Honorable Patrick J. Morris
Name

Chair
Title

Mayor
Title

Date

Date

WIA Local Plan Modification PY 2011-12

Modification # _____

LWIA: City of San Bernardino

Date: 07/01/11

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)

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

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

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

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

FUNDING IDENTIFICATION		
1. Year of Appropriation	2010	2011
2. Formula Allocation	934,299	801,084
3. Allocation Adjustment- Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Line 2 plus 4)	934,299	801,084
TOTAL ALLOCATION/COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A through 6.E)	840,869	720,976
A. Core Self Services	126,130	108,146
B. Core Registration Services	84,087	72,098
C. Intensive Services	210,217	180,245
D. Training Services	420,435	360,488
E. Other		
7. Administration (Line 5 minus 6)	93,430	80,107
8. TOTAL (Lines 6 plus 7)	934,299	801,084
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2010 and July 1, 2011 respectively)		
9. September 2010	157,249	
10. December 2010	300,085	
11. March 2011	414,036	
12. June 2011	527,987	
13. September 2011	641,938	147,259
14. December 2011	755,889	289,555
15. March 2012	869,840	394,036
16. June 2012	934,299	467,987
17. September 2012		541,938
18. December 2012		615,889
19. March 2013		720,840
20. June 2013		801,084
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Janice Stowers, Division Chief

(909) 888-7881

5/24/2011

Contact Person, Title

Telephone Number

Date Prepared

Comments:

1 Refer to 20 CFR Part 667.160 and WIA Directive WIA01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2011-12	LWIA: City of San Bernardino
<input type="checkbox"/> Modification # _____	Date: 07/01/11

TITLE IB BUDGET PLAN SUMMARY (Adult or Dislocated Worker)
WIA 118; 20 CFR 661.350(a)(13)

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

- Grant Code 201/202/203/204 WIA IB-Adult
 Grant Code 501/502/503/504 WIA IB-Dislocated Worker

FUNDING IDENTIFICATION	K178684 Subgrant	K282497 Subgrant
1. Year of Appropriation	2010	2011
2. Formula Allocation	743,268	662,333
3. Allocation Adjustment- Plus or Minus		
4. Transfers - Plus or Minus		
5. TOTAL FUNDS AVAILABLE (Line 2 plus 4)	743,268	662,333
TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (sum of Lines 6.A through 6.E)	668,941	596,100
A. Core Self Services	100,341	89,415
B. Core Registration Services	66,894	59,610
C. Intensive Services	167,235	149,026
D. Training Services	334,471	298,050
E. Other		
7. Administration (Line 5 minus 6)	74,327	66,232
8. TOTAL (Lines 6 plus 7)	743,268	662,333
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from July 1, 2009 and July 1, 2010 respectively)		
9. September 2010	97,249	
10. December 2010	260,085	
11. March 2011	375,036	
12. June 2011	594,700	
13. September 2011	645,401	97,249
14. December 2011	684,021	160,085
15. March 2012	709,065	294,036
16. June 2012	743,268	429,966
17. September 2012		581,938
18. December 2012		600,889
19. March 2013		629,840
20. June 2013		662,333
COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10%	10%

Janice Stowers, Division Chief	(909) 888-7881	5/24/2011
Contact Person, Title	Telephone Number	Date Prepared

Comments:

¹ Refer to 20 CFR Part 667.160 and WIA Directive WIA01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

<input checked="" type="checkbox"/> WIA Local Plan Modification PY 2010-11	LWIA: City of San Bernardino
<input type="checkbox"/> Modification # _____	Date: 04/01/11

TITLE IB BUDGET PLAN SUMMARY (Youth)

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

PROGRAM TYPE for PY 2009, beginning 04/01/11 through 06/30/12

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

FUNDING IDENTIFICATION	K178684 Subgrant	K282497 Subgrant
1. Year of Appropriation	2010	2011
2. Formula Allocation	979,265	926,226
3. Allocation Adjustment - Plus or Minus		
4. TOTAL FUNDS AVAILABLE (Line 2 plus 3)	979,265	926,226
TOTAL ALLOCATION COST CATEGORY PLAN		
5. Program Services (sum of Lines 5A and 5B)	881,339	833,603
A. In School	431,856	408,466
B. Out-of-School (30%)	449,483	425,138
6. Administration (Line 4 minus 5)	97,927	92,623
7. TOTAL (Line 5 plus 6)	979,265	926,226
QUARTERLY TOTAL EXPENDITURE PLAN (cumulative from April 1, 2010 and April 1, 2011 respectively)		
8. June 2010	183,527	
9. September 2010	381,123	
10. December 2010	533,556	
11. March 2011	697,996	
12. June 2011	844,667	183,527
13. September 2011	979,265	381,123
14. December 2011		492,029
15. March 2012		633,126
16. June 2012		774,222
17. September 2012		855,319
18. December 2012		926,226
19. March 2013		
20. June 2013		
COST COMPLIANCE PLAN		
21. % for Administration Expenditures (Line 6/Line 4)	10%	10%

Janice Stowers, Division Chief	(909) 888-7881	5/24/2011
Contact Person, Title	Telephone Number	Date Prepared

Comments:

¹ Refer to 20 CFR Part 667.160 and WIA Directive WIA01-10 for guidance and information regarding local area obligation rates, and recapture and reallocation policies and procedures.

- WIA Local Plan Modification PY 2011-12
 Modification # _____

LWIA: City of San Bernardino
 Date: 07/01/11

TITLE IB PARTICIPANT PLAN SUMMARY

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

Plan the number of individuals that are in each category.

Totals for PY 2011 (07/01/11 through 06/30/12)	ADULT	DW	YOUTH
1. Registered Participants Carried in from PY 2010	54	23	92
2. New Registered Participants for PY 2011	115	94	156
3. Total Registered Participants for PY 2011 (Line 1 plus 2)	169	117	248
4. Exiters for PY 2011	135	100	156
5. Registered Participants Carried Out to PY 2012 (Line 3 minus 4)	34	18	92

PROGRAM SERVICES			
6. Core Self Services	*169	*117	
7. Core Registered Services	169	117	
8. Intensive Services	169	117	
9. Training Services	169	117	

YOUTH MEASURES			
10. Attainment of a Literacy and/or Numeracy Gain			61
11. Attainment of a High School Diploma, GED, or Certificate			61

EXIT STATUS			
12. Entered Employment	92	68	58
12A. Training-related	73	55	29
13. Remained with Layoff Employer		5	
14. Entered Military Service			4
15. Entered Advanced Training			5
16. Entered Postsecondary Education			9
17. Entered Apprenticeship Program			31
18. Returned to Secondary School			4
19. Exited for Other Reasons	42	28	45

Janice Stowers, Division Chief
 Contact Person, Title

(909) 888-7881
 Telephone Number

6/14/2011
 Date Prepared

Comments:

*More customers receive core self services than are reflected here. From July 1, 2010 through April 30, 2011 25,194 customers received core self directed services from the One-Stop Career Center.

WIA Local Plan Modification PY 2011-12 Local Area: City of San Bernardino

Modification # _____ Date: 07/01/2011

WORKFORCE INVESTMENT ACT TITLE IB

STATE NEGOTIATED LEVELS OF PERFORMANCE¹

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

LOCAL NEGOTIATED LEVELS OF PERFORMANCE¹

WIA Requirement at Section 136(c) ²	PY 2009-10	PY 2010-11	PY 2011-12
Adults			
Entered Employment Rate	72.5%	72.5%	TBD
Employment Retention Rate	77.5%	77.5	TBD
Average Earnings	\$9,000	\$9,000	TBD
Dislocated Workers			
Entered Employment Rate	79.5%	79.5%	TBD
Employment Retention Rate	85.0%	85.0%	TBD
Average Earnings	\$12,000	\$12,000	TBD
Youth (ages 14-21)			
Placement in Employment or Education	69%	65%	TBD
Attainment of a Degree or Certificate	65%	61%	TBD
Literacy and Numeracy Gains	40%	40%	TBD

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

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

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

City of San Bernardino

(Name of Local Workforce Investment Area)

ENTITY	ORGANIZATION	CONTACT (NAME/TITLE)	MAILING ADDRESS (STREET, CITY, ZIP)	TELEPHONE, FAX, E-MAIL
Grant Recipient (or Subrecipient if applicable)	City of San Bernardino	Ernest B. Dowdy Executive Director	600 N. Arrowhead Ave, Suite 300; San Bernardino 92401	(909) 888-7881 (909) 889-7833 ebdowdy@sbeta.com
Fiscal Agent	City of San Bernardino	Isela Apodaca Fiscal Manager	600 N. Arrowhead Ave, Suite 300; San Bernardino 92401	(909) 888-7881 (909) 889-7833 iapodaca@sbeta.com
Local Area Administrator	City of San Bernardino Employment & Training Agency	Ernest B. Dowdy Executive Director	600 N. Arrowhead Ave, Suite 300; San Bernardino 92401	(909) 888-7881 (909) 889-7833 ebdowdy@sbeta.com
Local Area Administrator Alternate				

Signature: _____

Chief Elected Official

Date

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