

Solano County
Local Workforce Plan PY 2017-21 – Two Year Modifications

Partnership Agreement with CalFresh and Human Service Agencies

Braiding Resources and Coordinating Service Delivery

The Solano County Department of Health and Social Services (HSS) contracts with Goodwill Industries of the Greater East Bay (Goodwill) and the Solano County Department of Probation (Probation) to provide services for CalFresh recipients utilizing the 50% federal reimbursement from CalFresh Employment and Training (E&T). The WDB will work with these two contractors to coordinate service delivery where available.

HHS has had difficulty in identifying community-based organizations and other partners to engage in contractual relationships for CalFresh E&T funding in Solano County. According to a report completed by Applied Survey Research (ASR) in 2016, the county's community-based organizations are heavily reliant on government funding. Solano County is the most under-resourced of the nine Bay area counties, with less than 1% (equating to \$3 per capita) of all grant funds in the Bay area going to Solano County. As such, local organizations and agencies largely do not have non-federal match to support CalFresh E&T services, which limits the CalFresh E&T services available in the county.

Individuals receiving public assistance are a priority population under the Workforce Innovation and Opportunity Act (ACT). Of the 433 individuals served by the Workforce Development Board (WDB) of Solano County through WIOA Title I programs (Adult, Dislocated Worker, and Youth) in FY2018, 107 individuals (or 25% of participants) received CalFresh assistance. This provides a considerable opportunity to braid resources and coordinate service delivery. Where available, the WDB will include CalFresh recipients in sector pathway programs offered in the region. This population will have access to supportive services as necessary to increase their success and retention in programs.

Partnering for CalFresh Subjects

The WDB works with Probation where appropriate to leverage services and partner on individuals served through their Centers for Positive Change to align services. Centers for Positive Change provide similar services to the WIOA Title I services. The WDB will conduct outreach to the Centers for Positive Change for any sector pathway programs or special initiatives implemented through WIOA funding.

Workforce Services Available

HHS began contracting with Probation in 2016, leveraging Probation's Centers for Positive Change that provide job readiness, education, and supportive services. Probation leverages AB109 funds to meet the non-federal match required for E&T reimbursement. Probation's services are provided through a contract with Leaders in Community Alternatives (LCA), a community-based organization based in Oakland. For individuals engaged in Centers for Positive Change and receiving CalFresh assistance, HHS subsidizes the training and workforce services. HHS added an Outstation Worker on site who screens and enrolls probationers that may benefit from CalFresh assistance. The limitation in this contract is that only individuals engaged with Probation are eligible for these services – HHS cannot refer CalFresh recipients to these services directly.

HHS engaged a new CalFresh E&T contract in 2018 with Goodwill to serve public assistance recipients who are receiving both CalFresh and General Assistance. Goodwill provided the non-federal cash match

through their charitable giving funds. Goodwill provides transitional job assistance to individuals referred from HHS, in addition to job coaching.

These two contracts provide needed workforce services to eligible CalFresh participants. The WDB and HHS through the local planning process will augment the quantity of workforce services provided to this population by addressing the gaps in populations served. Currently, if a CalFresh recipient is neither a General Assistance recipient nor serving probation, there are no workforce services available to them. The WDB will build HHS CalFresh staff's knowledge of America's Job Centers of California (AJCC) and WDB services available to their population to aid in referrals. The WDB will also utilize its Road to Employment initiative to bring basic job search and workforce assistance to the general CalFresh population. Road to Employment is an initiative that brings AJCC services into the community in order to increase the accessibility of WIOA services. The WDB will partner with HHS to bring Road to Employment to the HHS location in Vallejo during times of CalFresh orientations to maximize service delivery. Through Road to Employment, CalFresh recipients can receive support filling out applications, receive job leads, gain information on other workforce and supportive services, and gain general guidance that can support their employment success.

Integration in Sector Pathway Programs

Per funding availability, the WDB will work with partners to create sector pathway programs that are inclusive of targeted populations, including CalFresh recipients. The WDB will include HHS in program development and identify appropriate pathway programs based on industry need and job seekers interest and aptitude. For any sector pathway program that the WDB creates, staff will ensure outreach efforts include promotion and dissemination among CalFresh recipients and HHS CalFresh E&T contractors. For any individual participating in sector pathway programs, the WDB will offer supportive services based on the needs of the individual.

Supportive Services

An important element of providing workforce services for low-income individuals, including CalFresh recipients, is inclusion of wrap-around and supportive services to aid in program completion and success. At the stakeholder engagement session, partners discussed the need for a holistic approach to working with CalFresh recipients and other low-income individuals. The WDB will work with the partners to develop effective ways to include elements such as essential skills training, motivation, resilience, and job coaching aspects into programming. The WDB will utilize the best practices employed by WDB's CalWORKS program to support program completion for CalFresh recipients.

Retention and Progressing into Livable Wage Careers

In order to effectively serve individuals receiving CalFresh, the WDB and its partners must take into consideration the "Cliff Effect," which is the financial struggle created once an individual loses their public assistance benefits. The WDB and HHS believe that addressing the Cliff Effect is a required component to supporting CalFresh recipients progress into livable wage careers and retain employment. Addressing the Cliff Effect requires strong retention services to help CalFresh recipients make the mentality shift from poverty and to provide a transition safety net for individuals. In the next two years, HHS and the WDB will partner to research the Cliff Effect in Solano County and develop strategies for addressing the negative effects of moving off of public assistance.

HHS, the WDB, and stakeholders also identified a need to support individuals beyond entry-level employment and to provide retention services for CalFresh recipients once employed. The WDB will continue WIOA retention services currently utilized and will explore with partners additional ways to

provide retention services post placement. New strategies could include promoting and augment supportive service delivery post-placement and adding new retention service options.

Partnership Agreement with the California Department of Child Support Services

Existing Workforce and Education Program Partnerships

The Solano County Department of Child Support Services (DCSS) and the WDB have been partnering organically since the fall of 2017. The existing partnership has focused on providing AJCC comprehensive service delivery for noncustodial parents (hitherto referred to as “parents ordered to pay child support”) to facilitate successful labor market outcomes. Any parent ordered to pay child support that is interested and eligible in WIOA Title I Career or Training Services may receive supportive services as part of service delivery to support job retention.

To provide a more comprehensive provision of services to parents ordered to pay child support, the WDB must focus efforts on services once enrolled in the WIOA Title I program. The WDB has begun this process by tracking parents ordered to pay child support from AJCC services through Title I services. To date, eligibility criteria for Title I services has created no negative impact on the WDB’s ability to provide workforce services. Given the data on Solano’s DCSS population, neither the WDB nor DCSS foresees any challenges in the population’s ability to meet WIOA Title I criteria. Of Solano’s parents ordered to pay child support, 43% are unemployed or underemployed. In addition, child support payments may be considered in determining low-income status for WIOA Title I eligibility. As such, the WDB anticipates the large majority of individuals referred will meet the low-income status for the WIOA Adult program.

While there have not been current obstacles to providing services to parents ordered to pay child support, services have to date primarily been given through AJCC services only. The WDB has not focused targeted outreach efforts to recruiting and enrolling DCSS clientele in WIOA Title I services. Part of the challenge has merely been identifying the section of the population that could best use WDB services, and then determining effective ways to outreach to the population. As the WDB and DCSS take steps to further the partnership, both agencies anticipate engaging and recruiting the targeted population will be difficult, as it is a population that does not tend to be engaged in services.

There have been no obstacles to date to meaningfully engage with DCSS in serving the population, but there are currently no community organizations that support parents ordered to pay child support in Solano County. Therefore, the biggest obstacle to engaging local partnerships is a lack of population-serving organizations. The WDB and DCSS will work with local government agencies and general community organizations to focus attention on this population.

Through stakeholder engagement sessions and partnership discussions as part of the planning process, the WDB and DCSS have identified a number of ways to increase and improve workforce service delivery to Solano’s parents ordered to pay child support. The WDB and DCSS have brainstormed additional tools that can be explored to motivate and support participation in services, including compromise of arrears, waiving of interest on child support payments, and joint outreach efforts to DCSS cases living in Solano County. Legal restraints to compromise of arrears initiatives include limitations on compromises – compromises would only be available for parents paying government-owed child support; it would also require DCSS to receive permission from the state to enact. Currently, DCSS is waiving interest of child support payments for some non-welfare parents as “step up” orders; this is currently only done through DCSS staff negotiating with the custodial parent on waiving of interest.

Plans for Building Successful Partnerships or Scaling up Existing Successful Partnerships

The WDB and DCSS with other stakeholders have plans in the next two years to augment the current partnership between the two agencies. The WDB will build upon its current AJCC partnership and work closer with the Child Support/Family Courts to enhance the “seek work” order, where the courts require parents ordered to pay child support who are unemployed to visit the WDB. The WDB will also expand the partnership with DCSS to focus more on enrolled WIOA Title I clients, providing more intensive career and training services to parents.

The WDB is supporting new partnerships between DCSS and justice-involved stakeholders in the county (such as the Sheriff’s Office, community-based organization Leaders in Community Alternatives, and the Solano County Probation Department) to coordinate workforce service delivery and mitigate barriers to employment associated with child support payments. The WDB will explore a closer partnership with disability partners, such as community-based organization Dreamcatchers, to coordinate workforce service delivery for parents ordered to pay child support who also have a disability. The WDB and DCSS will also explore how best to identify and serve underemployed parents who are ordered to pay child support.

It is important to bring awareness and education to parents ordered to pay child support on options to modify their child support payments and the resources available to help set them up for success, in order to reduce the buildup of arrears and improve retention in programs. As part of this awareness and education, the WDB will work with DCSS to provide information sessions and/or information sharing for those who may need information on the child support process. The WDB will provide information in the AJCCs, add information on child support to their website, add a segment to the orientations, and ensure applicable enrolled Title I clients receive information pertaining to child support payment options. In order to facilitate this, the WDB is adding a question on the WIOA application regarding child support payments to better track and support parents ordered to pay child support.

The WDB will also work with disability stakeholders to provide benefits counseling for disabled parents ordered to pay child support. This will help the individual better understand their income needs and how their income will affect both their disability and child support payments. The WDB will also work with disability stakeholders as needed to help advocate for the individual on child support payments.

Local partners; including DCSS, HHS, education providers, community-based organizations, and other stakeholders; will work to improve coordination of services for parents ordered to pay child support. The first step is merely to increase communication among stakeholders. Helping each stakeholder understand the complicated child support process is key to braiding resources and coordinating services. The WDB will also leverage its internet-based referral system, Community Pro, to create linkages in service delivery around the individual. This will support an effective referral process, support participant document sharing, and track outcomes.

To the knowledge of both the WDB and DCSS, there are no community-based organizations currently focused on parents ordered to pay child support. However, the WDB will leverage its partnerships with general community-based organizations and training providers in the area to identify any parents ordered to pay child support within their clientele base and will explore opportunities to more closely connect services for participants.

The WDB and DCSS have created a referral process and forms to track this population within the AJCC. DCSS clients are referred either directly from DCSS or from the Solano County Superior Court through a “seek work” order. Parents complete the Authorization to Release Confidential Information form to

ensure appropriate information sharing. For parents referred from Superior Court, staff utilize a customized job search checklist to track their job search activities. Staff date and initial each activity once completed, which the parent can take back to Superior Court for compliance purposes. Every month, WDB staff share activity status of parents ordered to pay child support with DCSS.

Incentives to Increase the Success of Parental Participation in Local Workforce Programs

The WDB and DCSS have discussed numerous tools and incentives that DCSS can provide to parents ordered to pay child support to promote and sustain their participation in workforce development education training programs. The partners will build upon their current successful referral program and explore use of Community Pro to electronically refer individuals to each other.

DCSS has already implemented a number of tools to encourage sustained program participation. DCSS reduces the fee for reinstating a driver's license for parents engaged with the WDB. The "seek work" order encourages participants to maintain engagement with the WDB as well.

Both the WDB and DCSS are committed to creating a new milestone-based arrears program in the next two years. There are current models of compromise of arrears programs throughout the country. The partners will identify the milestones in WIOA Title I that will trigger a compromise of arrears, as well as identify the percentage of arrears to be compromised.

Partnership Agreement Pertaining to Competitive Integrated Employment

Needs of Individuals with ID/DD

In FY2018, 612 individuals with disabilities (equating to 6% of individuals) accessed the AJCC system in Solano County. Of the 433 individuals receiving WIOA Title I services through Adult, Dislocated Worker, or Youth programs, 18 individuals had a disability (equating to 4%), none of whom had an Intellectual Disability or Developmental Disability (ID/DD). In order to expand services to individuals with ID/DD, staff need a strong understanding of the needs of job seekers with ID/DD and to be knowledgeable about the programs and resources that can aid in the success of the individual.

The WDB has begun the process of building staff capacity to work with individuals with disabilities through California Workforce Association's (CWA)/Department of Rehabilitation (DOR) professional development opportunities. Staff participated in Windmill Training and will be attending additional CWA-sponsored trainings in the coming year. In addition, through the WDB's Disability Employment Accelerator (DEA) grant from the California Employment Development Department (EDD), staff is receiving training on topics relevant to serving individuals with disabilities. As part of this training, the WDB will partner with DOR and the North Bay Regional Center (NBRC) to identify and develop trainings specific to ID/DD needs. Finally, through the DEA partner meetings and its Integrated Resource Team (IRT), staff will receive technical assistance from the Disability Resource Coordinator and partners working with ID/DD to develop strategies and resources available for employment services. This expansion of joint information sharing will enhance the service delivery system for individuals with disabilities, particularly those with ID/DD.

Supportive Services and Earn and Learn Strategies to Increase Opportunities for CIE

Supportive service connections and earn and learn strategies are key to increasing opportunities for Competitive Integrated Employment (CIE). The WDB has connected with the DOR field staff in Solano, as well as the NBRC and community-based organizations serving individuals with disabilities to develop strategies for supportive services and earn and learn strategies. These organizations are also partners on

the WDB's DEA grant, designed to create systemic changes to how the WDB and Solano stakeholders provide employment services to individuals with disabilities.

Significant supportive services beyond WDB staff capacity are needed to aid in the success of individuals with disabilities, particularly those with ID/DD. The WDB will leverage services such as disability advocacy, job coaching, transportation assistance, and other supportive services provided by DOR and community-based organizations in the area. To create linkages for supportive services, the WDB created an IRT of disability partners to effectively leverage capabilities across organizations. Aligning individual employment plans across partners is a key element to successfully linking services for individuals with disabilities. Partners will co-enroll participants in programs across organizations as appropriate to best leverage resources.

Individuals with disabilities, especially those with ID/DD often lack basic employment/job search skills and have little to no employment experience. In addition, many individuals with disabilities need guidance on how to effectively advocate for their accommodation needs and other self-advocacy skills, and are not often aware of the resources available and how to access them. Once connected to work, additional lack of awareness of asset and benefit resources, such as Social Security Administration (SSA) benefits counseling and work incentives, can further impede individuals with disabilities. As such, resource awareness building and connection to supportive services will be a focus of the WDB and its partners, as well as customized supports on work sites to combat workplace barriers.

The WDB's DEA grant is also focused on developing and enhancing earn and learn strategies for individuals with disabilities. Employers often look for experience and essential skills, and often rely heavily on the interview process to select employees. Individuals with disabilities, especially those with ID/DD can be at a disadvantage; earn and learn strategies can help candidates build that experience. Work and learn opportunities also help individuals with disabilities connect directly to employers, often bypassing the interview process that can stigmatize disabilities and downplay the technical and essential skills they bring to the workplace.

The WDB and partners will provide opportunities for work experience. Earn and learn provides great entrance into high-demand industries with career pathways, as well as builds practical hands-on experience. Partners will expand opportunities for individuals with disabilities, including those with ID/DD by building upon existing earn and learn structures and developing new methods to customize options. Partners currently provide a range of earn and learn strategies, but utilize different methodology and approaches. The WDB offers paid work experiences for youth and On-the-Job Training (OJT). The Solano County Office of Education (SCOE) and DOR have significant experience customizing work experience placements with individuals with disabilities and businesses. NBRC offers the Paid Internship Program (PIP) through contractors for ID/DD individuals. The WDB will help expand the reach of these programs, while disability partners will help strengthen customization strategies for individuals with disabilities engaged in earn and learn strategies.

Employers will also be educated on the multiple work and learn opportunities offered through project partners. These agency-supported paid work programs will allow for individuals with disabilities to demonstrate their abilities without risk to an employer/business. Employers will be provided ongoing education on accommodations, modifications, the Americans with Disabilities Act (ADA), and tax incentive programs. The WDB and partners will follow up with the business on an ongoing basis to ensure challenges are being addressed early on during the training and to integrate and provide accommodations for individuals with disabilities, especially those with ID/DD as needed.

Employer Engagement Strategies to Increase CIE Opportunities

In FY2018, the WDB engaged over 400 businesses in Solano County and surrounding areas. During the stakeholder engagement session, it was determined that the WDB can provide significant support to the county's disability partners in the area of employer engagement. Identification of CIE opportunities has been a focal point for the WDB's Business Service Representatives. Connecting a new candidate pool to CIE opportunities will provide value to area businesses, particularly in a time of low unemployment.

During the stakeholder engagement session, one area of opportunity was expanding employer interest and connection to individuals with disabilities that the partners are working with. The WDB understands CIE and employer engagement, while the disability partners understand the employment needs of individuals with disabilities, particularly those with ID/DD. Together, the partners will develop a strategy and process for connecting businesses with individuals with disabilities.

The WDB will work with disability partners, including DOR, NBRC, and community-based organizations to develop a Business Taskforce to increase employer engagement in hiring and retaining individuals with disabilities. Many of the disability partners have staff that engage employers for work and learn and employment opportunities. The Business Taskforce will provide a forum for business-facing staff to share leads, best practices, and challenges in engaging businesses. Through this forum, the WDB will connect employment opportunities available through their business contacts with participants supported by the disability partners.

In particular, the WDB will work with the Field Manager for DOR in Fairfield. The Solano Field Manager serves as the Business Liaison for the DOR Greater East Bay District. Together, DOR and the WDB will connect on outreach to employers and share information on CIE opportunities for individuals with ID/DD to achieve CIE. The WDB and DOR will build upon the WDB's relationships with businesses, and DOR's experience educating businesses on hiring and retaining individuals with disabilities, particularly those with ID/DD.

Solano County employers are interested in expanding their candidate pool, but have concerns about hiring and retaining individuals with disabilities, especially individuals with ID/DD. Stereotypes and stigma of workplace capabilities for individuals with disabilities, particularly those with ID/DD, in addition to unintended obstacles in the recruitment process can be additional barriers to employment. Many businesses simply lack the knowledge and experience in working with individuals with disabilities. Large employers are more likely than smaller employers to proactively recruit individuals with disabilities and are more likely to have disability management programs. Smaller employers typically do not have the bandwidth or knowledge to effectively support hiring and retaining individuals with disabilities, particularly those with ID/DD. This is a common gap in Solano County, where 79% of our businesses have less than 10 employees. The WDB and its disability partners will facilitate training for employers to better understand the benefits of hiring individuals with disabilities, particularly those with ID/DD, as well as educating them on their rights and of those of the individual.

The WDB and partners will leverage their work on the DEA grant and focus efforts on business education and awareness building relating to hiring and retaining individuals with disabilities. As such, an education and awareness campaign for the business community will be a key function of our business service staff. In addition, the WDB will leverage its Employer Advisory Council through the DEA grant. The Advisory Council is made up of businesses either working with, or open to working with, individuals with disabilities. This Advisory Council partnership will help business service representatives better

promote individuals with disabilities and identify ways to support smaller businesses in hiring and retaining individuals with disabilities.

Provision of Services to English Language Learners, the Foreign Born, and Refugees

Solano County has less than 15% or more of the population considered as Limited English Proficient (LEP), and therefore, is not required to have a Local Plan provision on English Language Learners (ELL), the Foreign Born, and Refugees. However, the WDB recognizes a growing LEP population in the County and considers it important to address the needs of its English Language Learners and Foreign Born.

Braiding Resources and Coordinating Service Delivery

The Solano County Adult Education Consortium has formed an ELL stakeholders group, which consists of local non-profits, faith based organizations, local libraries, SCOE, Solano Community College, the WDB, and other ELL service providers. Through the ELL stakeholder group, the WDB will be working with the other service providers to enhance service delivery models, leverage bilingual staff resources, and further expand and align ELL programs.

During the stakeholder engagement sessions, it became clear that one foundational step to effectively braiding resources and coordinating service delivery is to have a universal definition of what constitutes an English language learner. The WDB will work with its partners over the next two years to develop a working definition, in order to better leverage services for ELL individuals. Another foundational step determined during stakeholder discussions will be to work with partners to ascertain where the largest concentrations of ELL residents are located geographically. Partners had anecdotal understandings of geographic concentrations; yet, having clear, data-informed knowledge of our county's ELL geographic concentrations will better inform service delivery and how best to braid resources. Over the next two years, the WDB and partners will research and inform stakeholders of areas in the county with the highest concentrations of ELL populations.

The WDB is committed to better serving the ELL population that comes to the AJCCs. Although the WDB has no ELL-specific services, over 600 individuals who had a preferred language other than English utilized the AJCC in Solano County in FY2018. Of those, 503 individuals preferred Spanish and 70 preferred Tagalog. WDB staff will work with the One-Stop Operator, currently California Human Development (CHD), and the One-Stop Partners to identify and implement ways to better serve the ELL population coming to the AJCC. The WDB will work with CHD to identify ways to better support the Migrant and Seasonal Farmworker population located around Dixon as part of this implementation.

In addition, 59 out of 433 individuals (14%) who self-identified as ELL were active in Adult, Dislocated Worker, or Youth programs in FY2018. The WDB will work with the local Adult Schools with ELL programs in Benicia, Fairfield, Vacaville, and Vallejo to leverage resources to increase the English skills of individuals enrolled in Solano's WIOA Title I programs.

The Solano Adult Schools served 1,052 ELL students in FY2018, with the predominant age group being those between the ages of 25 and 44. The WDB began conducting outreach and holding office hours at the Vallejo and Fairfield-Suisun Adult Schools in FY2019. This new partnership will allow the WDB to better connect with ELL students and enhance employment services for this population.

The WDB will also work closely with the Solano County Adult Education Consortium and Solano Community College to develop integrated education and training programs that will afford participants the benefits of enhanced support services and inter-agency referral systems. The Adult School system and the WDB will braid funding to implement ELL and technical skill cohorts in in-demand industries, thereby increasing access for the ELL population to sector pathway programs. As part of this cohort, the WDB will provide supportive and retention services for participants.

Progression into Livable Wage Careers

The WDB and other ELL service providers will employ an enhanced supportive service delivery model coupled with a community support network to ensure participants avoid gaps in services or barriers to employment. In developing an integrated education and training program, the WDB and Adult Schools will build in communication methods and peer-based learning mechanisms to build retention into the program.

Solano Workforce and Employment Service Plans

Solano County does not meet the LEP threshold to require an Employment Services Plan by HHS. Nor does Solano County meet the threshold to require a Refugee Employment Service Plan. The WDB and Solano Adult School Consortium will be connecting the concepts in their plans to ensure alignment of service strategies. As part of the stakeholder engagement session, however, representatives from HHS were present and provided an understanding of the demographics, employment trends, and other relevant information pertaining to the LEP and foreign-born populations.

Additional Local Plan Revisions

Revised Definitions

Definition of “unlikely to return to previous industry or occupation:” A dislocated worker who was laid off from a position and is unlikely to return to their previous industry or occupation meets at least one (1) of the requirements below:

- Number of opportunities in previous industry/occupation is declining based on labor market information;
- Supply of candidates in previous industry/occupation exceeds the number of opportunities in the county;
- Projected annual employment increase for industry or occupation is less than 100 jobs;
- The individual has engaged in an unsuccessful job search in their previous industry/occupation for over 3 months;
- Individual can no longer meet the minimum requirements for positions available in their occupation;
- Lacks skills or certification needed to compete in the open job market for that same occupation or industry
- Wage variable for positions no longer matches with individual’s level of skills and experience; and/or
- Individual is unable to perform the duties of the previous industry/occupation due to age, ability, illness/injury, disability, or other barriers.

Definition of “requires additional assistance to complete an educational program or to secure or hold employment:” A youth who requires additional assistance to complete an educational program or to secure or hold employment meets one or more of the following criteria:

- Have repeated at least one secondary grade level or are one year over age for grade;
- Have a core grade point average of less than 1.5 as shown by school transcripts;
- For each year of secondary education, are at least two semester credits behind the rate required to graduate from high school as shown by school transcripts;
- Are emancipated youth as shown in court documentation;
- Are enrolled in a continuation or similar school;
- Are deemed at risk of dropping out of school by a school official as documented in a letter on school letterhead;
- Have been referred to or are being treated by an agency for a substance abuse related problem;
- Have experience recent traumatic events, are victims of abuse, or reside in an abusive environment as documented by a school official or other qualified professional;
- Has a poor work history (been fired from 1 or more jobs within the last twelve months, is unemployed and has actively been seeking employment for at least 2 months, has never held a job, or has never held a full-time job for more than 13 consecutive weeks).

Labor Market Revisions

Due to changing economic indicators, the WDB is revising its targeted in-demand industries to reflect the following:

- Healthcare
- Transportation and Logistics
- Advanced Materials
- Food and Beverage Chain
- Construction and Trades

Negotiated Performance Measures

Performance Indicators	PY2018-19	PY2019-20
<i>Adult</i>		
Employment 2 nd Quarter Post-Exit	68.0%	70.0%
Employment 4 th Quarter Post-Exit	64.0%	68.0%
Median Earnings (quarter earnings)	\$5,500	\$5,900
Credential Attainment Rate	60.0%	61.0%
Measurable Skill Gain	50.0%	53.0%
<i>Adult</i>		
Employment 2 nd Quarter Post-Exit	70.0%	71.0%
Employment 4 th Quarter Post-Exit	67.0%	68.0%
Median Earnings (quarter earnings)	\$7,300	\$7,500
Credential Attainment Rate	60.0%	61.0%
Measurable Skill Gain	45.0%	48.0%
<i>Youth</i>		
In Education, Training, or Employment 2 nd Quarter Post-Exit	66.0%	68.0%
In Education, Training, or Employment 4 th Quarter Post-Exit	63.0%	65.0%
Median Earnings (quarter earnings)	<i>baseline</i>	<i>baseline</i>
Credential Attainment Rate	55.0%	56.0%
Measurable Skill Gain	20.0%	23.0%