



Humboldt 2nd Chance Program

The Humboldt 2nd Chance Program was initiated in August 2016 in response to a \$400,000 State grant award received by the Local Workforce Development Board as fiscal agent in partnership with:

- DHHS's Employment Training Division – Lead Program Operator
- County Probation
- Sherriff's Office
- College of the Redwoods Adult & Community Education
- CCP which provided a \$200,000 match for the grant

Humboldt 2nd Chance Program

The H2CP provided participates with the following services:

1. Complete vocational assessment and career guidance
2. 3 Weeks of Work Readiness and Job Search Training
 - 15 hours per week provided in cohorts of 7-10 individuals
 - Master applications and resumes developed
3. 12 Weeks of Vocational Training
 - 5-6 hours p/week vocational training via CR contracted courses
 - 20-24 hours of hands-on work experience training
4. Job Search and Placement Assistance Post-Training
 - 12 hours per week of job search activities with stipend
 - Assisted job search and placement support

Humboldt 2nd Chance Program

The H2CP included support for participating local businesses through:

1. Dave's Killer Bread Foundation
 - a) At a special event held 1/17/17, DKBF provided information about their own company model of employing 30% ex-incarcerated individuals.
 - 15 Employers were recruited at this event to participate in the H2CP
 - b) DKBF staff made themselves available by phone throughout grant to support local employers as needed.
2. Employment Training Division
 - a) ETD provided wage subsidies to local businesses hiring or acting as training sites for H2CP participants.
 - b) ETD staff provided support to employers with routine site visits to ensure participants and businesses both had a successful training experience or placement.

Humboldt 2nd Chance Program

Timeline of Grant Funded H2CP: August 2016 through May 2018

1. August – November 2016: Program development and partner coordination and referral processes completed
2. October 2016 – March 2018: Program was open 18 months for referrals from Probation to ETD
3. December 2016 – March 2018: 7 Work-readiness cohorts conducted
4. January 2017 – May 2018: 6 Vocational Training courses held concurrent with hands-on work experience job placements
 - 3 Construction
 - 1 Truck Driving
 - 1 Office Specialist
 - 1 Auto Body Repair
 - Miscellaneous individual trainings – including GED Preparation and Computer skills and software training

Humboldt 2nd Chance Program - Outcomes

- **122 individuals initially referred from Probation to ETD**
 - There was a significant drop off at this initial point for two predominate reasons: one, many referrals did not show or respond to calls; and two, several folks opted out due to length and required commitment of program
- **85 individuals enrolled into the program**
 - 85 received vocation assessments and career planning assistance
 - 64 Participants received 3-weeks of work-readiness/soft skills training
 - 41 Completed 12 weeks of vocational training
- **52 Participants obtained jobs – a 61% placement rate**
- **40 Participants retained their jobs 6 months later – 77% retention rate**
- **1 Participant went on to post-secondary education**

Humboldt 2nd Chance Program

The previously incarcerated population is a very complex group with many barriers to overcome on a path to work. Documented issues for loss of employment or failure to complete training included:

- 1 person died
- 1 could not obtain RTW documents
- 1 person lost their job due to a business closure
- 4 participants moved out of area
- 4 re-entered AOD rehabilitation
- 7 quit due to medical reasons
- 11 re-offended and were re-incarcerated
- 17 were no shows/no response at some point along the way-reasons unknown

Humboldt 2nd Chance Program – Lessons Learned

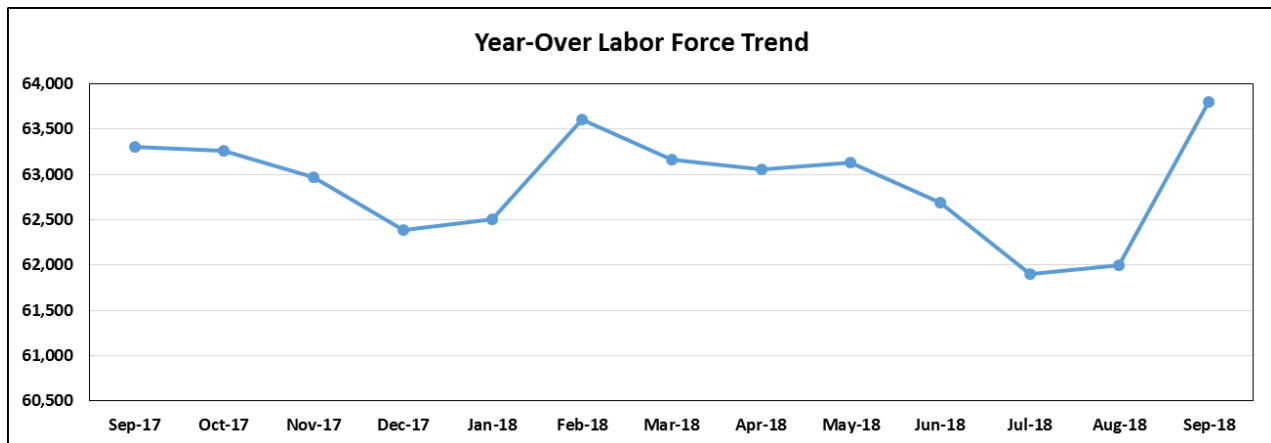
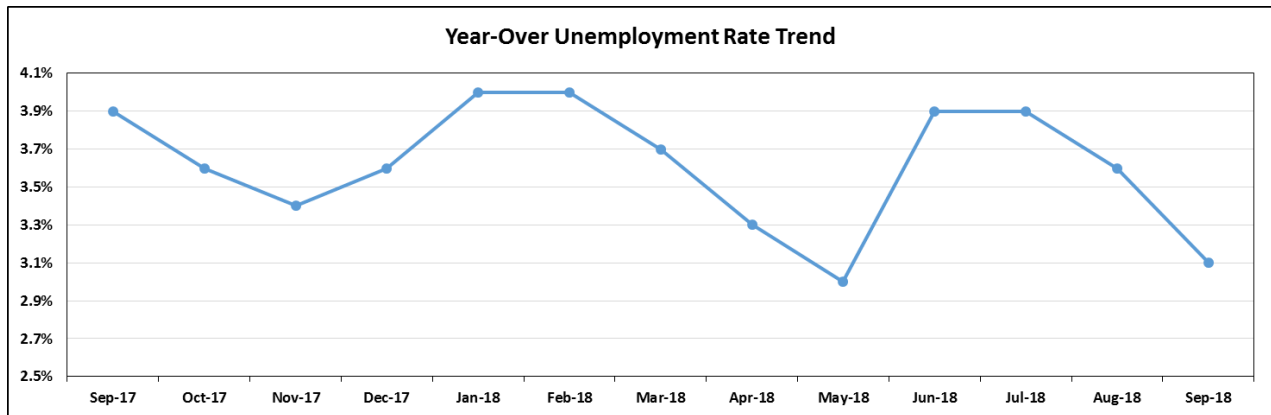
What worked for Participants:

1. Learn and earn model essential – Ex-incarcerated individuals are in immediate need of income upon release from prison or jail; they can not partake in workforce programs without the opportunity to earn while they train.
2. No gaps in service – even minor ones can introduce a possible point of failure; Services must flow from one step to the next without gaps to keep clients engaged and earning.
3. Progressive involvement – Increasing the participants' time-commitments and responsibility through the program awarded participants with multiple small wins, built confidence and allowed them time to re-orient their lives to workplace expectations and hours.
4. Positive behavior modification and room to fail – ETD staff used behavior modification techniques and allowed clients room for small failures along the way as they continued to reinforce appropriate workplace attitudes and conduct through positive coaching.
5. Referrals best when probationers able to fully commit – The most successful referrals were ones where the individual had few to no other commitments – scheduling around other court or probation-ordered activities conflicted with H2CP participation and presented too much of a barrier for many clients.

Humboldt County Labor Market Report – September 2018

Employment and Labor Force

Humboldt County’s preliminary September unemployment rate is 3.1 percent, down 0.5 percentage points from the revised August rate of 3.6 percent. The year-over rate is down 0.5 percentage points from the September 2017 rate of 3.6 percent. With the rate fall in September, Humboldt County rose from 17th rank to 12th rank (from the top) among the 58 counties statewide.



Surrounding County, State, and National Unemployment Rates

County	Rate	Statewide Rank
Del Norte	4.8%	41
Mendocino	3.4%	18
Siskiyou	4.9%	43
Trinity	4.0%	32
San Mateo	2.1%	1
Imperial	19.3%	58
California	3.9%	n/a
United States	3.6%	n/a

Industry Employment

Total Humboldt County industry employment grew by 1,200 jobs from August to September. The county’s industry employment also grew by 900 jobs for the year-over, with seven industry sectors gaining, five remaining unchanged, and none contracting.

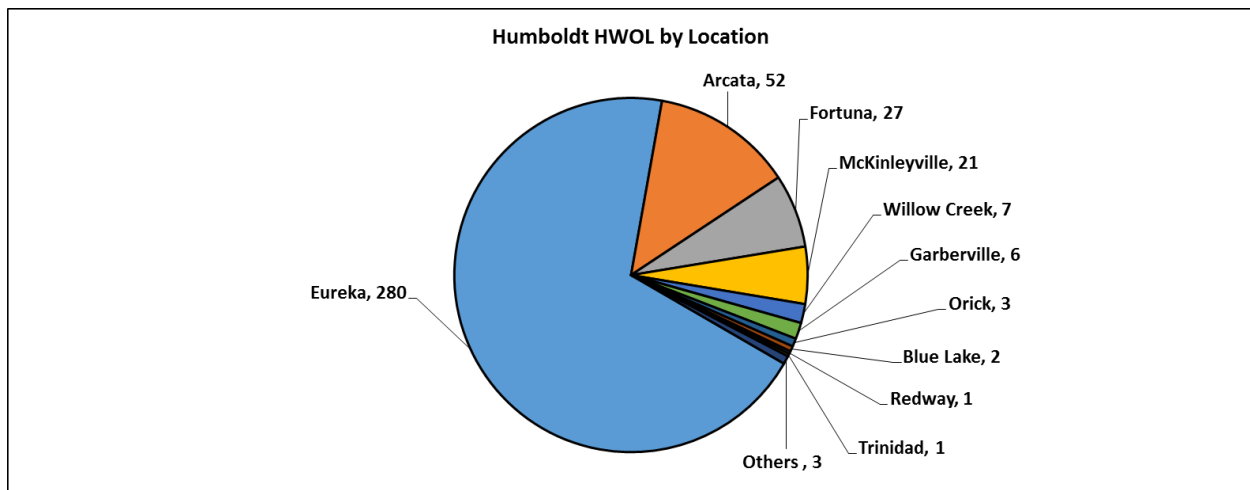
Industry Sectors with Employment Growth over the Year

Industry	Change
Education and Health Services	200
Government	200
Farm	100
Manufacturing	100
Construction	100
Leisure and Hospitality	100
Trade, Transportation and Utilities	100

Industry Sectors with No Employment Change over the Year

Industry
Mining and Logging
Information
Financial Activities
Professional and Business Services
Other Services

Help Wanted Online (HWOL)*



<u>Top 10 Employers with the Most Ads</u>
St. Joseph Health 49
Target Corporation 35
Heritage Healthcare 34
Humboldt County Entities 22
U.S. Forest Service 16
County of Humboldt 14
Sears Holdings Corporation 12
Humboldt State University 11
California State University System 9
The Nailco Group 8

<u>Top 10 Occupations with the Most Ads</u>
Registered Nurses 27
First-Line Supervisors of Retail Sales Workers 18
Retail Salespersons 17
Medical and Health Services Managers 14
Customer Service Representatives 13
Medical Assistants 12
First-Line Supervisors of Office and Administrative Support Workers 12
Forest and Conservation Technicians 12
Physicians and Surgeons 11
Merchandise Displayers and Window Trimmers 9

Year-over Change in Number of HWOL Ads by Top 10 Occupations

Occupation	Percent Change
Registered Nurses	-79.4%
First-Line Supervisors of Retail Sales Workers	-41.9%
Retail Salespersons	-29.2%
Medical and Health Services Managers	-22.2%
Customer Service Representatives	+8.3%
Medical Assistants	-53.8%
First-Line Supervisors of Office and Administrative Support Workers	-14.3%
Forest and Conservation Technicians	N/A
Physicians and Surgeons	+175.0%
Merchandise Displayers and Window Trimmers	-30.8%

*Source: Help Wanted Online from the Conference Board and WANTED Technologies

The attached preliminary September data, as well as other employment statistics will be available later today at: www.labormarketinfo.edd.ca.gov . If you need assistance obtaining data, feel free to contact me at (707) 441-5706 or, if I am not available, you may contact Luis Alejo at (530) 749-4885. If Luis is not available, you may also contact the Labor Market Information Division's Central Office at (916) 262-2162.



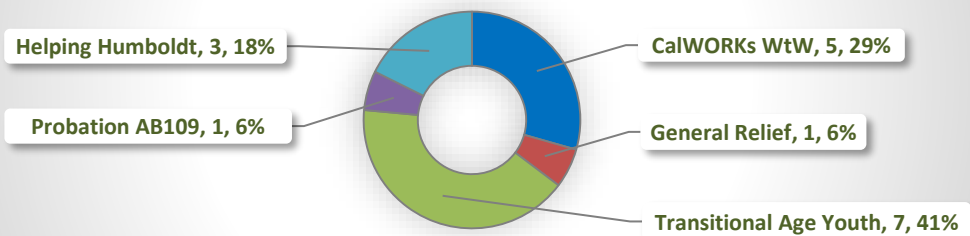
Employment Training Division Monthly Report

Empowering People to Believe In and Achieve Their Career Goals

The Employment Training Division (ETD) provides work readiness, job coaching, job search supports, basic education and computer training, subsidized wage programs, job site development and client placement assistance to several County programs as detailed in the following tables.

September 2018: Summary Outcomes through ETD Workforce Supports			
Program	Entered Employment	WEX or OJT Placements	GED or Other Certification
CalWORKs WtW	5	6	0
General Relief	1	0	0
Helping Humboldt	3	0	0
Probation AB109	1	2	0
Transitional Age Youth	7	0	0
September Totals	17	8	0
18/19 Year-to-Date	53	29	3

Entered Employment



Helping Humboldt	September	18/19 Aug – To Date
Total Unique Clients Served	16	30
Total Day-Worker Hours of Participation	128.50	293.25
Total Hours of Job-Readiness Training	starts in October	n/a
Total Hours in Job Search	74.50	275.75
Outcomes		
# of County Cars Washed	58	85
Assisted with County Office Moves	0	6
Total Pounds of Trash Picked-Up	315	477
Hypodermic needles disposed	12	23
Pounds of green landscaping waste disposed	211	270
Graffiti removed – number of sites	0	0

HH clients to entered employment	3	4
ETD Employment Resource Center Lab and Workshops	September	18/19 To Date
Total <u>Clients</u> to Drop into ERC Open Lab	9	41
- WtW clients	4	19
- GR clients	5	22
Total <u>Hours</u> of Participation in ERC Open Lab	22	161.75
- WtW clients	6.0	17.75
- GR clients	16.0	144
Total Attendees to ERC Job Search Workshops	7	41
Total Attendees to ERC Computer Training (starts in Oct)	N/A	5
Total Clients Working on Basic Education or GED	4	11

CalWORKs:

ETD provides Welfare-to-Work clients with activities to help them gain employment and to meet their work participation requirements.

Job Search/ Assessments	Referrals	No Shows	Show Rate	Completed	VC 1-on-1 Appointments	EDPs Written	Enter Employ*	Enter Employ %
September	40	10	75%	29	78	24	3	27%
18/19 To-Date	148	42	72%	89	278	60	17	23%
Total 17/18	343	102	70%	102	Not Available	91	41	40%

*Reports jobs gained through ETD services; does not report all WtW client employment for month.

Job Development - September	Referrals	CS	WEX	OJT	Unsubsidized Job	September Totals	18/19 To-Date	17/18 Totals
CalWORKs WtW	22					22	63	181
Client Incompletes	2					2	14	63
Completion Rate						91%	78%	65%
Job Placements		2	4	0	2	8	31	95
Monitoring Visits						20	76	205
Probation AB109*	2					2	4	11
Client Incompletes	0					0	1	3
Completion Rate						100%	75%	73%
Job Placements			1	1	0	2	2	33
Monitoring Visits						8	13	115
Total VC/Client Appts.						67	119	n/a
New Job Sites Opened						4	13	52

General Relief	September	18/19 To-Date	Totals 17/18
Total number of clients referred	6	15	215
Number that attended 1 or more services	4	9	159
Show rate	67%	60%	74%
Total VC/Client Appointments	62	151	n/a
GR/CFET clients to enter employment	1	6	20

Probation AB109 (Program Aug 18 – July 19)	September	18/19 To Date	Total 17/18
Clients Receiving Services	10	20	277
Total Job Readiness / Search Services Provided	38	69	424
Total WEX or OJT Placements	2	3	36
AB109 clients to entered employment	1	1	66

Transitional Age Youth	September	18/19 To-Date	Total 17/18
New Clients	5	25	132
Total Clients Served	48	154	413
Total # of Services Rendered	114	469	999
Entered Employment	7	22	40
HSD/GED	0	1	4
Enrolled in Higher Education / Military	0	2	5

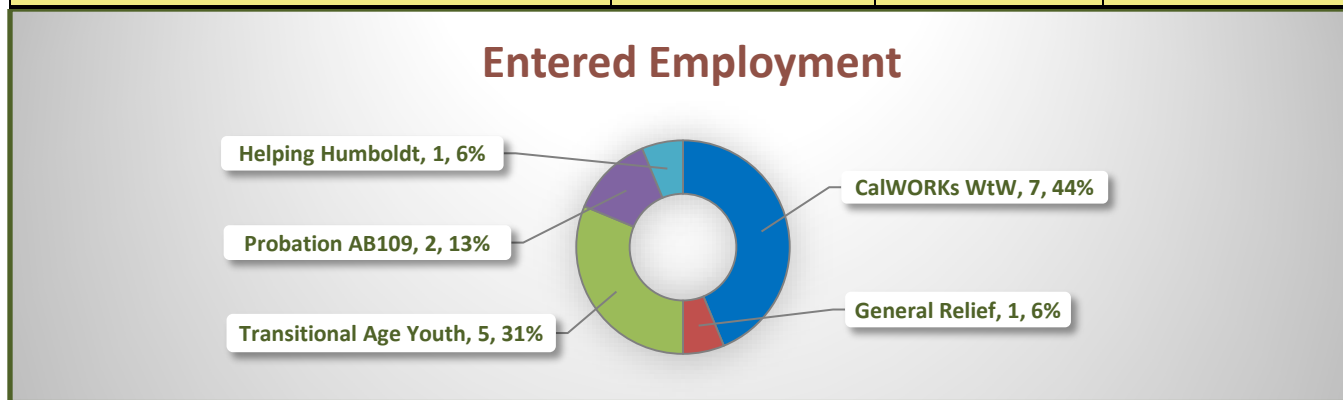


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October 2018: Summary Outcomes through ETD Workforce Supports			
Program	Entered Employment	WEX or OJT Placements	GED/Higher Ed /Certification
CalWORKs WtW	7	11	
General Relief	1	0	
Helping Humboldt	1	0	
Probation AB109	2	2	
Transitional Age Youth	5	0	1
October Totals	16	13	1
18/19 Year-to-Date	69	42	5



Helping Humboldt	October	18/19 Aug – To Date
Total Unique Clients Served	18	48
Total Day-Worker Hours of Participation	55.5	348.75
Total Hours of Job-Readiness Training	n/a	n/a
Total Hours in Job Search	48.25	324.00
Outcomes		
# of County Cars Washed	16	101
Assisted with County Office Moves	0	6
Total Pounds of Trash Picked-Up	100	577
Hypodermic needles disposed	1	24
Pounds of green landscaping waste disposed	90	360
Graffiti removed – number of sites	0	0
HH clients to entered employment	1	5

ETD Employment Resource Center Lab and Workshops	October	18/19 To Date
Total <u>Clients</u> to Drop into ERC Open Lab	19	60
- WtW clients	6	25
- GR clients	13	35
Total <u>Hours</u> of Participation in ERC Open Lab	74.5	236.25
- WtW clients	17.25	35.00
- GR clients	57.25	201.25
Total Attendees to ERC Job Search Workshops	14	55
Total Attendees to ERC Computer Training (started in Oct)	22	22
Total Clients Working on Basic Education or GED	3	14

CalWORKs:

ETD provides Welfare-to-Work clients with activities to help them gain employment and to meet their work participation requirements.

Job Search/ Assessments	Referrals	No Shows	Show Rate	Completed	VC 1-on-1 Appointments	EDPs Written	Enter Employ*	Enter Employ %
October	49	11	78%	30	128	21	6	20%
18/19 To-Date	197	53	73%	119	406	81	23	23%
Total 17/18	343	102	70%	102	Not Available	91	41	40%

*Reports jobs gained through ETD services; does not report all WtW client employment for month.

Job Development - October	Referrals	CS	WEX	OJT	Unsubsidized Job	October Totals	18/19 To-Date	17/18 Totals
CalWORKs WtW	24					24	87	181
Client Incompletes	10					10	24	63
Completion Rate						58%	72%	65%
Job Placements		1	9	2	1	13	44	95
Monitoring Visits						40	116	205
Probation AB109*	3					3	7	11
Client Incompletes	0					0	1	3
Completion Rate						100%	86%	73%
Job Placements			2	0	0	2	4	33
Monitoring Visits						4	17	115
Total VC/Client Appts.						78	197	n/a
New Job Sites Opened						6	19	52

General Relief	October	18/19 To-Date	Totals 17/18
Total number of clients referred	10	25	215
Number that attended 1 or more services	6	15	159
Show rate	60%	60%	74%
Total VC/Client Appointments	89	240	n/a
GR/CFET clients to enter employment	1	7	20

Probation AB109 (Program Aug 18 – July 19)	October	18/19 To Date	Total 17/18
Clients Receiving Services	10	30	277
Total Job Readiness / Search Services Provided	74	143	424
Total WEX or OJT Placements	2	5	36
AB109 clients to entered employment	2	3	66

Transitional Age Youth	October	18/19 To-Date	Total 17/18
New Clients	7	32	132
Total Clients Served	55	209	413
Total # of Services Rendered	181	650	999
Entered Employment	5	27	40
HSD/GED	0	1	4
Enrolled in Higher Education / Military	1	3	5



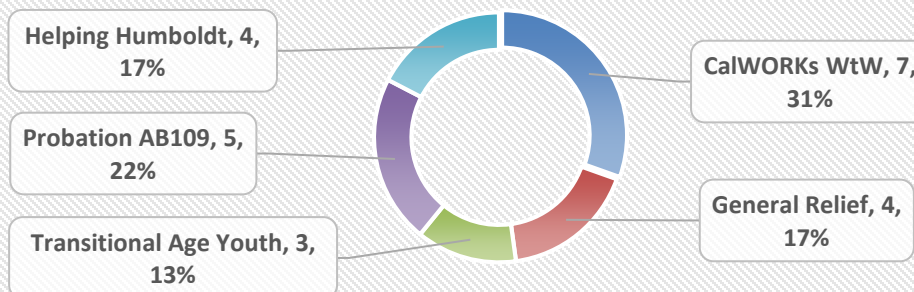
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November 2018: Summary Outcomes through ETD Workforce Supports			
Program	Entered Employment	WEX or OJT Placements	GED/Higher Ed /Certification
CalWORKs WtW	7	6	0
General Relief	4	n/a	
Helping Humboldt	4	n/a	
Probation AB109	5	1	
Transitional Age Youth	3	n/a	
November Totals	21	7	0
18/19 Year-to-Date	91	56	5

Entered Employment



Helping Humboldt	November	18/19 Aug – To Date
Total Unique Clients Served	20	68
Total Day-Worker Hours of Participation	152.75	501.50
Total Hours of Job-Readiness Training – starts in Feb	0	n/a
Total Hours in Job Search	363.5	687.50
Outcomes		
# of County Cars Washed	38	101
Assisted with CBO Events/Programs	3	2
Total Pounds of Trash Picked-Up	77.50	654.50
Hypodermic needles disposed	5	29
Pounds of green landscaping waste disposed	615	975
County Clerical/Organizational Supports	1	1
HH clients to entered employment	4	5

ETD Employment Resource Center Lab and Workshops	November	18/19 To Date
Total <u>Clients</u> to Drop into ERC Open Lab	34	94
- WtW clients	9	34
- GR clients	25	60
Total <u>Hours</u> of Participation in ERC Open Lab	313	549
- WtW clients	53	88
- GR clients	260	549
Total Attendees to ERC Job Search Workshops	52	107
Total Attendees to ERC Computer Training (started in Oct)	22	44
Total Clients Working on Basic Education or GED	1	15

CalWORKs:

ETD provides Welfare-to-Work clients with activities to help them gain employment and to meet their work participation requirements.

Job Search/ Assessments	Referrals	No Shows	Show Rate	Completed	VC 1-on-1 Appointments	EDPs Written	Enter Employ*	Enter Employ %
November	26	6	77%	8	89	6	4	50%
18/19 To-Date	223	59	74%	127	495	87	27	21%
Total 17/18	343	102	70%	102	Not Available	91	41	40%

*Reports jobs gained through ETD services; does not report all WtW client employment for month.

Job Development - November	Referrals	CS	WEX	OJT	Unsubsidized Job	November Totals	18/19 To-Date	17/18 Totals
CalWORKs WtW	21					21	108	181
Client Incompletes	6					6	30	63
Completion Rate						71%	72%	65%
Job Placements		0	6	0	3	9	53	95
Monitoring Visits						21	137	205
Probation AB109*	0					0	7	11
Client Incompletes	0					0	1	3
Completion Rate						0	86%	73%
Job Placements			0	1	0	1	5	33
Monitoring Visits						5	23	115
Total VC/Client Appts.						3	200	n/a
New Job Sites Opened						6	25	52

General Relief	November	18/19 To-Date	Totals 17/18
Total number of clients referred	10	25	215
Number that attended 1 or more services	5	15	159
Show rate	50%	60%	74%
Total VC/Client Appointments	70	240	n/a
GR/CFET clients to enter employment	4	7	20

Probation AB109 (Program Aug 18 – July 19)	November	18/19 To Date	Total 17/18
Clients Receiving Services	11	41	277
Total Job Readiness / Search Services Provided	120	143	424
Total WEX or OJT Placements	1	6	36
AB109 clients to entered employment	5	8	66

Transitional Age Youth	November	18/19 To-Date	Total 17/18
New Clients	9	41	132
Total Clients Served	58	267	413
Total # of Services Rendered	160	810	999
Entered Employment	3	30	40
HSD/GED	0	1	4
Enrolled in Higher Education / Military	0	3	5

Employment Training Division

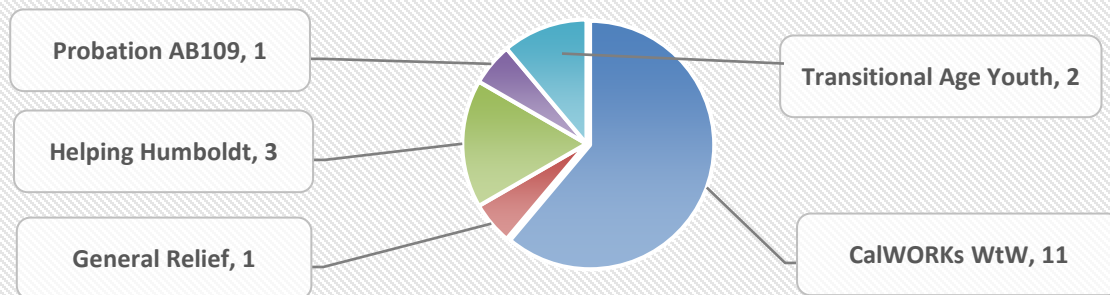
Empowering People to Believe In and Achieve Their Career Goals

Monthly Report: December 2018

The Employment Training Division (ETD) provides work readiness, job coaching, job search supports, basic education and computer training, subsidized wage programs, job site development and client placement assistance to several County programs as detailed in the following tables.

December 2018: Summary Outcomes through ETD Workforce Supports			
Program	Entered Employment	WEX or OJT Placements	GED/Higher Ed /Certification
CalWORKs WtW	11	8	0
General Relief	1	0	0
Helping Humboldt	3	0	1
Probation AB109	1	0	0
Transitional Age Youth	2	0	0
December Totals	18	8	1
18/19 Year-to-Date	109	64	6

Entered Employment - 18



Helping Humboldt – Monthly Statistics	December	18/19 Aug – To Date
Total Unique Clients Served	26	94
Total Day-Worker Hours of Participation	242.5	744
Total Hours of Job-Readiness Training – starts in Feb	n/a	n/a
Total Hours in Job Search	335	1,022.5
Outcomes		
# of County Cars Washed	34	135
CBO Special Events – Preparation & Clean-up Assistance	2	4
Total Pounds of Trash Picked-Up	98.25	752.75
Hypodermic Needles Disposed	11	40
Pounds of Green Landscaping Waste Disposed	1,275	2,250
CBO/County Clerical Supports Provided	0	1
HH clients to entered employment	3	8

ETD Employment Resource Center Lab and Workshops	December	18/19 To Date
Total <u>Clients</u> to Drop into ERC Open Lab	36	130
- WtW clients	9	43
- GR clients	27	87
Total <u>Hours</u> of Participation in ERC Open Lab	292	841
- WtW client hours	45	133
- GR/CFET client hours	247	796
Total Attendees to ERC Job Search Workshops	17	124
Total Attendees to ERC Computer Training (started in Oct)	17	61
Total Clients Working on Basic Education or GED	1	16

CalWORKs:

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Job Search/ Assessments	Referrals	No Shows	Show Rate	VC 1-on-1 Appointments	EDPs Written	Enter Employ*	Enter Employ %
December	40	14	65%	87	8	6	23%
18/19 To-Date	263	73	72%	582	95	33	17%
Total 17/18	343	102	70%	N/A	91	41	40%

*Reports jobs gained only during ETD services, not post services nor all WtW client employment for month.

Job Development - December	Referrals	CS	WEX	OJT	Unsubsidized Job	December Totals	18/19 To-Date	17/18 Totals
CalWORKs WtW	14					14	122	181
Client Incompletes	8					8	38	63
Completion Rate						43%	69%	65%
Job Placements		0	8	0	5	13	53	95
Monitoring Visits						24	137	205
Probation AB109*	0					0	7	11
Client Incompletes	N/A					N/A	1	3
Completion Rate						N/A	86%	73%
Job Placements			0	0	1	1	6	33
Monitoring Visits						2	23	115
Total VC/Client Appts.						65	200	n/a
New Job Sites Opened						1	25	52

General Relief	December	18/19 To-Date	Totals 17/18
Total number of clients referred	6	25	215
Number that attended 1 or more services	5	15	159
Show rate	83%	60%	74%
Total VC/Client Appointments	43	240	n/a
GR/CFET clients to enter employment	4	7	20

Probation AB109 (Program Aug 18 – July 19)	December	18/19 To Date	Total 17/18
New Clients	9	50	277
Total Job Readiness / Search Services Provided	102	245	424
Total WEX or OJT Placements	0	6	36
AB109 clients to entered employment	3	11	66

Transitional Age Youth	December	18/19 To-Date	Total 17/18
New Clients	8	49	132
Total Clients Served	42	309	413
Total # of Services Rendered	152	962	999
Entered Employment	2	32	40
HSD/GED	0	1	4
Enrolled in Higher Education / Military	0	3	5

Success Stories:

ETD is effective in getting folks who struggle with employment back to work. These are just a couple of the successes our client's had this month. Names are changed for confidentiality:

- 1) Having absolutely no resources and homeless, Bob, who was just released from 5 years in prison, applied and was granted General Relief and CalFresh benefits. He was enrolled in DHHS/ETD's Helping Humboldt (HH) program to pay off his cash debt, gain skills and to find work. Bob's parole included numerous obligations outside of HH so he entered skeptical of his ability to succeed. With caring vocational counseling and flexibility to help him meet his obligations, Bob quickly became extremely positive about his HH experience and determined. He stated, "*I want to become employed to prove to my family that I can and that I'm self-motivated*". And that he was. He even motivated other clients with his enthusiasm and work ethic. Within two months, he acquired a part-time holiday position with UPS. The process to secure that job involved significant online work which was difficult for him, as well as a great deal of follow-up. Staff worked closely with him, coaching and guiding him through the hiring process to success. Securing this first job was a tremendous confidence booster. Bob is still with UPS, but also has taken a job with Caito Fisheries starting the last week of January.
- 2) A General Relief (GR) client, Paul, was referred to the ETD Employment Resource Center (ERC) to work off his cash aid debt through job searching. He needed significant support with computer skills, goal setting, and with how to apply and interview effectively for work. Paul used the ERC computer lab and staff assistance steadily for approximately 44 hours per month over 5 months. His perseverance was commendable as he looked for work. Staff saw his confidence, computer skills and job search ability improve greatly over this period. He is now employed at Target in Eureka as a Retail Team Member; and he is also set to begin a second job at Wing Inflatables in Arcata as a Factory Production Assembler. Paul wishes to work both jobs for a while so that he can get out of debt and save some money.



Employment Training Division

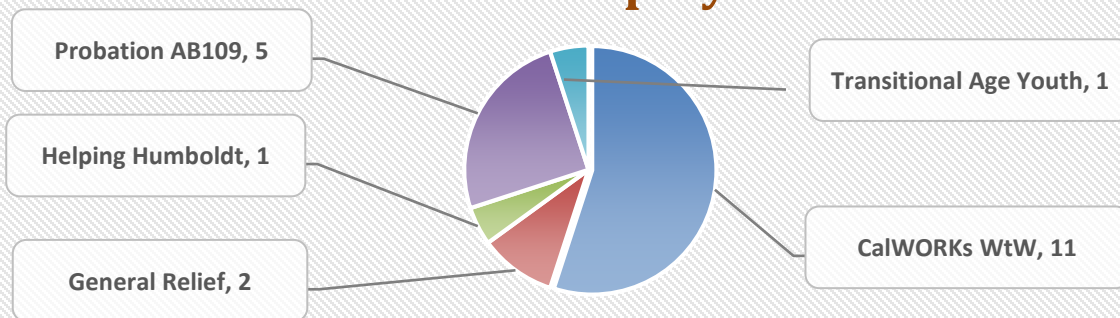
Empowering People to Believe In and Achieve Their Career Goals

Monthly Report: January 2019

The Employment Training Division (ETD) provides work readiness, job coaching, job search supports, basic education and computer training, subsidized wage programs, job site development and client placement assistance to several County programs as detailed in the following tables.

January 2019: Summary Outcomes through ETD Workforce Supports			
Program	Entered Employment	WEX or OJT Placements	GED/Higher Ed /Certification
CalWORKs WtW	11	9	1
General Relief	2	n/a	n/a
Helping Humboldt	3	n/a	n/a
Probation AB109	5	1	0
Transitional Age Youth	1	0	0
January Totals	22	10	1
18/19 Year-to-Date	130	74	7

Entered Employment - 22



Helping Humboldt – Monthly Statistics	January	18/19 Aug – To Date
Total Unique Clients Served	40	134
Total Day-Worker Hours of Participation	227	971
Total Hours of Job-Readiness Training – starts in Feb	n/a	n/a
Total Hours in Job Search	470	1,492.5
Outcomes		
# of County Cars Washed	25	160
CBO Special Events – Preparation & Clean-up Assistance	0	4
Total Pounds of Trash Picked-Up	135	887.75
Hypodermic Needles Disposed	21	61
Pounds of Green Landscaping Waste Disposed	1,895	4,145
CBO/County Clerical Supports Provided - # of Events	0	1
Graffiti Removal - # of Sites	2	2
HH clients to entered employment	3	11

ETD Employment Resource Center Lab and Workshops	January	18/19 To Date
Total <u>Clients</u> to Drop into ERC Open Lab	57	187
- WtW clients	14	57
- GR clients	43	130
Total <u>Hours</u> of Participation in ERC Open Lab	479	1,320
- WtW client hours	43	176
- GR/CFET client hours	436	1,232
Total Attendees to ERC Job Search Workshops	24	148
Total Attendees to ERC Computer Training (started in Oct)	29	90
Total Clients Working on Basic Education or GED	0	16

ETD provides CalWORKs Welfare-to-Work clients with activities to help them prepare for, to gain employment and to meet their work participation requirements.

WtW Job Search/ Assessments	Referrals	No Shows	Show Rate	VC 1-on-1 Appointments	EDPs Written	Enter Employ*	Enter Employ %
January	25	7	72%	58	4	7	39%
18/19 To-Date	288	80	72%	640	99	40	28%
Total 17/18	343	102	70%	N/A	91	41	40%

*Reports jobs gained only during ETD services, not post services nor all WtW client employment for month.

Job Development - January	Referrals	CS	WEX	OJT	Unsubsidized Job	January Totals	18/19 To-Date	17/18 Totals
CalWORKs WtW	20					20	142	181
Client Incompletes	4					4	42	63
Completion Rate						80%	74.5%	65%
Job Placements		3	9	0	4	16	69	95
Monitoring Visits						31	168	205
Probation AB109*	2					2	9	11
Client Incompletes	0					0	1	3
Completion Rate						100%	93%	73%
Job Placements			1	0	0	1	7	33
Monitoring Visits						2	25	115
Total VC/Client Appts.						76	276	n/a
New Job Sites Opened						1	26	52
Employer Panel Client Attendance	Employers: Danco, Timber Ridge, Census Bureau, Humboldt Botanical Gardens					12	12	n/a

General Relief	January	18/19 To-Date	Totals 17/18
Total number of clients referred	1	26	215
Number that attended 1 or more services	1	16	159
Show rate	100%	80%	74%
Total VC/Client Appointments	16	256	n/a
GR/CFET clients to enter employment	2	9	20

Probation AB109 (Program Aug 18 – July 19)	January	18/19 To Date	Total 17/18
New Clients	6	56	277
Total Job Readiness / Search Services Provided	113	358	424
Total WEX or OJT Placements	1	7	36
AB109 clients to entered employment	5	16	66

Transitional Age Youth	January	18/19 To-Date	Total 17/18
New Clients	7	56	132
Total Clients Served	50	359	413
Total # of Services Rendered	140	1,102	999
Entered Employment	1	33	40
HSD/GED	0	1	4
Enrolled in Higher Education / Military	0	3	5

Success Stories:

ETD is effective in getting folks who struggle with employment back to work. These are just a couple of the successes our client's had this month. Names are changed for confidentiality:

1. This story provides an example of how ETD builds relationships and often may help an individual as they continue to progress through their work goals. Daniele recently returned to ETD coming on Fridays, her day off. Daniele was initially supported by ETD over 3 years ago through GR. She obtained a GED through ETD and then was supported to find work. She was in recovery and had recently been living in the homeless encampment behind the Bayshore Mall. We helped her get a job at Walmart, where she worked for a while before being laid off. She applied for unemployment and received it, and then with our help secured a job with Dollar Tree, where she has been since. Daniel has returned to try and get a better paying job at the new grocery store being built in Hoopa, where she has family. With a steady work history and reference now, her odds are good.
2. A CalWORKs client assigned to complete vocational assessments and an employment plan, arrived on time but had only 1 hour before she had to pick up her child. During our meeting, she disclosed that she had a job interview the next day for a Medical Receptionist position at a local dermatology office. After presenting me with her resume, I determined that it needed work and our time would be better spent on revising it – she was excited to have the help. We worked together to revise and update her skills and work history. We were able to accomplish our goal of a much improved resume in under one hour, then rescheduled her assessment for the following week.

She called me the next day to let me know the interview went well and that they had interest in hiring her for a Medical Assistant position at a higher pay, rather than a medical receptionist. She didn't think she would have been considered for the higher paying position, if it wasn't for my help with her resume. When she came in to see me for her assessment, she was beaming and extremely grateful that I had changed the goal of our original appointment to meet her immediate need.

Employment and Training Division Report: Annual Report 2015-16

The Employment Training Division (ETD) provides employment readiness, vocational training and employment search and placement supports to several County programs as listed below.

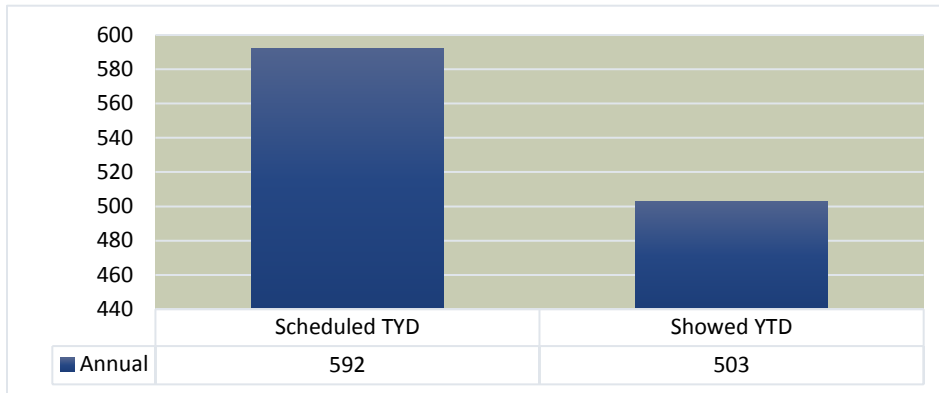
Workforce Innovation and Opportunity Act (WIOA):

As a program provider for WIOA, ETD offers career services at the Job Market including vocational counseling and workshops for career planning and job search assistance, labor market information and job fairs. Under WIOA, ETD also funds and case manages qualifying low-income and dislocated workers through vocational retraining programs.

INDIVIDUAL AND TOTAL SERVICES AT TJM	
Total Number of Individuals Receiving a Staff Assisted Service	4,754
Total Number of Self-Serve in Lobby or individual Services at Front Desk	12,861
Total Individuals Served	17,615
Total Number of Staff Assisted Services Provided to Individuals	23,178
Average Staff Assisted Services per Client	4.9
LABOR EXCHANGE SERVICES AT TJM	
Total number of Resumes Added	1,959
Total number of Internal Job Orders Created	2,734
Total number of Services Provided Employers	1,455
EDD/WP	
Total Number of Completed WP Applications	4,044
CR/LEARNING LAB AT TJM	
Total Number of Individuals Using the Lab	1,371
ETD/WIOA TRAINING PROGRAMS	
Adults Enrolled	3,439
Total Receiving Training	81
Entered Employment	66.7%
Retained Employment	83.4%
Dislocated Worker Enrolled	87
Total Receiving Training	30
Entered Employment	73.3%
Retained Employment	87.4%
Youth Enrolled	142
Diploma or Equivalent	90.9%
Attained Degree	67.2%
Entered Employment	33.0%

DEMOGRAPHICS		
Female	52.03%	
Male	47.97%	
14-18	10.15%	
19-21	9.29%	
22-14	5.50%	
25-34	20.42%	
35-44	17.11%	
45-54	19.80%	
55-64	15.53%	
65	2.20%	Est Pop
Hispanic or Latino	11.67%	11.1%
American Indian	9.80%	6.2%
Asian	2.88%	3.0%
African American	3.17%	1.1%
Hawaiian Native/Other Pacific Islander	1.01%	0.0%
White	71.47%	83.0%
Other	0	
RAPID RESPONSE EVENT		
Green Diamond-Korbel:	Day of Event 12/18/15 Total Affected Workers: 7	
Sierra Pacific: At time of event final numbers of actual dislocated workers was unclear. Sierra Pacific is offering to relocate as many workers as possible to Washington and Oregon.	Day of Event 3/15/16 Total Affected Workers: 125	

Counselor of the Day:



Program Year 15-16

Scheduled 592
 Showed 503
 Completed 85%



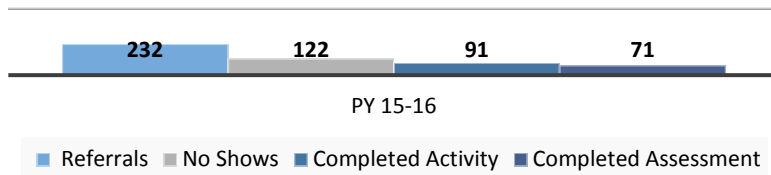
Workshops	Sign Up	Attended	Percentage
Job Market Orientation	480	373	78%
Transferable Skills	69	50	72%
Resume Workshop	73	52	71%
Interviewing Boot Camp	399	24	62%
Succeeding at Works	1487	649	44%
Youth Work Readiness	41	24	59%

PY 2015-16 *Data from Jan - June	Needs			
	Excellent	Good	Improvement	Not applicable
Goals / Purpose Clearly Stated	434	141	2	0
Practical to My Needs and Interests	411	159	3	2
Well Organized	437	138	2	2
Presented at the Right Level	419	153	7	1
Effective Activities	395	160	14	6
Useful Visual Aides and Handouts	426	152	2	0
Staff Was Knowledgeable on Subject	445	125	1	0
Staff Covered Material Clearly	463	108	1	0
Staff Responded Well to Questions	464	108	2	0
Instructional Style	442	134	2	0
	Excellent	Good	Fair	Poor
Overall How Would You Rate This Workshop	430	141	9	0

CalWORKs:

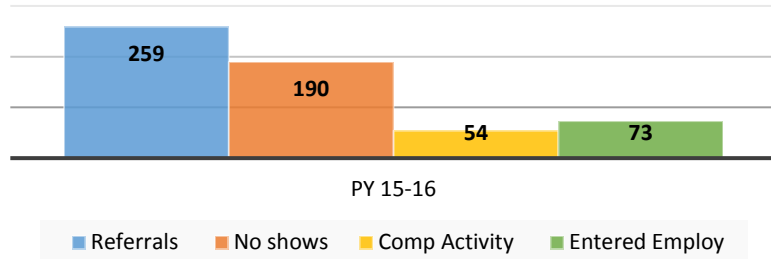
ETD provides CalWORKs client activities including workshops, job search and job development for community service, work experience and on-the-job-training placements.

Career Workshop: vocational assessments, career exploration, and job search readiness



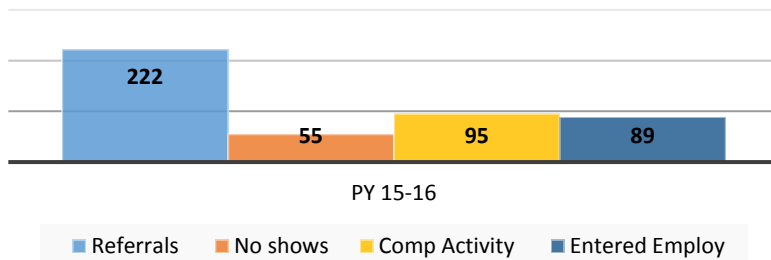
Total Referrals	232
No Shows	122
Show Rate	47%
Completed	91
Completion Rate	83%
EDP's Written	71

2 Week Job Search



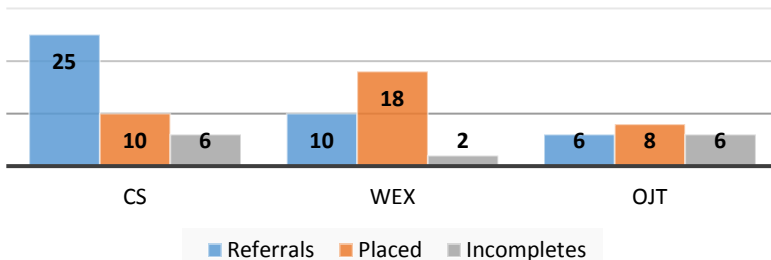
Total Referrals	259
No Shows	190
Show Rate	27%
Completed Activity	54
Completion Rate	78%
Entered Employment	73
Employment Rate	135%

3 Week Job Search



Total Referrals	222
No Shows	55
Show Rate	75%
Completed Activity	95
Completion Rate	57%
EDP's Written	53
Entered Employment	89
Employment Rate	94%

Job Development: Community Service, Work Experience, and OTJ Training



Total Referrals	41
CS	25
WEX	10
OJT	6
Total Placed	30
CS	10
WEX	18
OJT	2
Total Client Incompletes	14
CS	6
WEX	3
OJT	6
Total Current OJT	6
Average Earnings WEX	\$10.00
Average Earnings OJT	\$11.50

General Relief:

Vocational assessments, job readiness and job search supports to GR clients under the CalFresh Employment & Training Plan

* data not yet available or only partial for the year (Jan-June)	Year to Date
Initial Engagement - Referred	*36
Initial Engagement - Attended	*15
On-going Job Search – Referred	*38
On-going Job Search - Attended	*14
Job Search in Lieu of Work Crew - Referred	*27
Job Search in Lieu of Work Crew - Attended	*19
Number of clients to enter Workfare - Career Expo	9
Number to complete this month	3
Completion Rate Year to Date only	38%
Number of clients to enter Workfare Job Search	43
Number to complete this month	33
Completion Rate	74%
Total number of GR/FSET clients referred	218
Number that attended	87
Show rate	38%
GR/FSET clients to enter employment	14

AB 109 / Probation / Parole:

ETD provides vocational counseling and assessments, instructional supports, and subsidized wage placements for AB109 clients.

Employment Training Division AB109	PY 15/16	PY 14/15
Clients Informed by ETD of Available Services	88	97
Clients Receiving an Initial Service of VC appointment	79	88
Total Client Visits	238	156
Total Services Delivered by ETD	509	325
Provided Vocational Assessments	28	23
Enrolled in Vocational Training	0	0
WEX and/or OJT Placements	31	22
Entered Employment	85	58

Transitional Age Youth Division (TAY):

ETD TAY supports include: Drop-In Activities at the TAY Center to assist with job applications, résumé preparation, on-line job search and interview preparation. TAY clients also receive vocational assessments, basic skills development, GED preparation as needed at ETD's Instructional Lab.

Employment Training Division TAY	PY 15/16	PY 14/15
New Clients	131	222
Continuing Clients	212	246
No Shows	43	47
Total Clients Served	341	458
Job Readiness	192	203
Job Search Supports	174	282
Vocational Skills	153	162
Other	145	337
Total Services Rendered	664	992
Employed	10	18
HSD/GED	2	7

1. Planned versus Actual Outcomes from final report for the 2016-18 State EDD Forward Focus AB2060 Grant to serve Ex-Incarcerated Individuals under Probation Supervision:

AB2060 Humboldt 2nd Chance Program Participant Data	Cumulative Actual	Cumulative Planned
Participants to be Served	122	132
Enrollment in Training:	85	73
Completion of Training	57	55
Attained Industry-Valued Certificate, Credential, Degree	25	33
Placement in Post-Secondary Education	1	2
Placement in Employment	49	30
Retention in Employment	40	25

**8-YEARS HUMBOLDT COUNTY EMPLOYMENT TRAINING DIVISION WORKFORCE INVESTMENT ACT OUTCOMES
PERFORMANCE COMPARISON TO STATE AVERAGE**

ADULTS	2004- 2005		2005- 2006		2006- 2007		2007- 2008		2008- 2009		2009 2010		2010 2011		2011 2012	
	HC	STATE	HC	STATE	HC	STATE	HC	STATE	HC	STATE	HC	STATE	HC	STATE	HC	STATE
Enter Employment Rate	77.8%	72.1%	73.7%	72.3%	82.6%	73.0%	91.5%	74.0%	87.1%	63.6%	74.4%	48.3%	58.1%	49.6%	63.9%	55.9%
Retention Rate	89.5%	82.7%	97.4%	83.7%	94.6%	79.0%	90.0%	80.0%	87.8%	78.8%	87.9%	76.5%	94.2%	77.7%	76.7%	79.3%
Earnings Change	\$2,585	\$3,179	\$2,115	\$4,235	\$9,469	\$3,500	\$13,137	\$11,800	\$13,433	\$8,792	\$19,715	\$13,349	\$19,465	\$12,546	\$15,108	\$12,938
DISLOCATED WORKERS																
Enter Employment Rate	89.5%	80.1%	100.0%	80.2%	90.0%	81.0%	73.1%	82.0%	70.0%	71.0%	75.8%	54.0%	78.8%	55.8%	66.0%	62.6%
Retention Rate	93.6%	88.3%	96.0%	89.3%	100.0%	85.0%	100.0%	86.0%	95.7%	84.7%	82.6%	80.1%	86.8%	81.1%	88.7%	83.4%
Earnings Change	NA	NA	NA	NA	\$2,756	\$3,000	\$15,595	\$15,400	\$19,145	\$13,071	\$15,647	\$17,010	\$17,452	\$12,800	\$20,037	\$17,146