

Option	Description	CCRP Recommendation	Stakeholder feedback - Options	Decision Points	Timeframe	Stakeholder feedback - Decision Points	Financial Impact	EcDev Staff	Existing Workforce Programs	Total	Vendor and FTE Outcomes	
1	Modify Humboldt County's Local Workforce Area to allow for a merger with another regional joint powers agency (JPA) or workforce consortium such as NoRTEC or WANB	Further exploration is recommended.	Mixed support									
				a	Full merger of WIOA programs and dissolution of WDB	12-18 months	Little support	Significant staff cost savings to County, Significant program cost Savings to County	\$302,512	\$122,124	\$424,636	County retains SMART as Service Provider, savings or reappointment of 2.6 FTE's
				b	Merger of WIOA programs, restructuring of WDB for non-WIOA programs.	9-12 months	Support if merger option is selected	Slight staff cost savings to County, Significant program cost savings to County	\$157,717	\$122,124	\$279,841	County retains SMART as Service Provider, savings or reappointment of 1.3 FTE's
2	County to remain a Local Workforce Area and regional planning unit and restructure/redesign efforts to improve efficiency and build additional capacity to implement a comprehensive workforce development strategy with multiple funding sources.	Further exploration is recommended.	Great support									
				a	Nest program with DHHS and/or add staff based on State partner recommendation	6-9 months	No consensus	Significant staff cost increase to County	(\$201,491)	\$0	(\$201,491)	SMART Terminates services with Humboldt County, new Service Provider will be necessary. Net gain of 2.6 FTE's.
				b	Retain program with EcDev and add staff based on WDB proposal	3-6 months	Support if merger option is not selected	Slight staff cost increase to County	(\$95,805)	\$0	(\$95,805)	SMART Terminates services with Humboldt County, new Service Provider will be necessary. Net gain of .4 FTE's, hiring of 3.0 FTE's will be required.
				c	No change to program (keep with EcDev at same level of staff)	3-6 months	Very little support	No cost savings or increase to County	\$0	\$0	\$0	SMART Terminates services with Humboldt County, new Service Provider will be necessary. No new FTE savings or gain but hiring of 2.6 FTE's will be required
3	Separating the WDB from the county to become an independent non-profit (501c3) entity.	This is not a viable option for Humboldt County at this time.	Very little to no support	501c3 or other non profit	9-12 months	Very little to no support	Staff cost decrease, program cost decrease to County, staff increase and program increase to new entity	Not explored	Not explored		SMART Terminates services with Humboldt County, new Service Provider will be necessary. Net gain of 3 FTE's to new workforce entity	

Information herein based on summarization of workforce analysis conducted by the California Center for Rural Policy.