

WIOA SUBGRANT AGREEMENT

Humboldt County

SUBGRANT NO: AA611007
 MODIFICATION NO: 2
 SUBRECIPIENT CODE: HUM
 UNIQUE ENTITY NO:
 INDIRECT COST RATE: CAP

PASS-THROUGH ENTITY:
 State of California
 Employment Development Dept.
 Central Office Workforce
 Services Division
 P.O.Box 826880, MIC 69
 Sacramento, CA 94280-0001

SUBRECIPIENT: Humboldt County
 825 5th Street, Suite 112
 EUREKA, CA 95501

GOVERNMENTAL
 ENTITY: Yes

This Subgrant Agreement is entered into by and between the State of California, Employment Development Department, hereinafter the Pass-through Entity, and the **Humboldt County**, hereinafter the Subrecipient. The Subrecipient agrees to operate a program in accordance with the provisions of this Subgrant and to have an approved Workforce Innovation and Opportunity Act (WIOA) Local Plan for the above named Pass-through Entity filed with the Pass-through Entity pursuant to the WIOA. This modification consists of this sheet and those of the following exhibits, which are attached hereto and by this reference made a part hereof:

Funding Detail Chart	
Regional Coordination Project PY 25-26	
1335 Project Narrative	Exhibit A, 15 pages
1335 Budget Summary Plan	Exhibit F, 2 pages
1335 Other Exhibit	Exhibit F2, 6 pages
1335 Other Exhibit	Exhibit H, 4 pages
1335 Partner Roles and Responsibilities	Exhibit J, 3 pages
1335 Performance Goals/Benchmark Plan	Exhibit K, 2 pages
1335 Other Exhibit	Exhibit L, 2 pages
1335 Other Exhibit	Exhibit M, 1 pages

ALLOCATION(s) The Pass-through Entity agrees to reimburse the Subrecipient not to exceed the amount listed hereinafter 'TOTAL'	PRIOR AMOUNT INCREASE/DECREASE: TOTAL:	\$1,661,962.00 \$750,000.00 \$2,411,962.00
TERM OF AGREEMENT From:4/1/2025 To: 3/31/2028	Terms of Exhibits are as designated on each exhibit	
PURPOSE: The purpose of this modification is to incorporate WIOA 15% Governor's Discretionary funding for the Regional Coordination Project (RCP) PY 2025-26 project into grant code 1335. The term of these funds is June 10, 2026, through March 31, 2028.		
APPROVED FOR PASS-THROUGH ENTITY(EDD) (By Signature)	APPROVED FOR SUBRECIPIENT (By Signature) Unilateral modification. Subrecipient Signature not required	
Name and Title Maria McNamara Financial Management Unit Manager Central Office Workforce Services Division	Name and Title	

I hereby certify that to my knowledge, the budgeted funds are available for the period and purpose of expenditures as stated herein	This agreement does not fall within the meaning of Section 10295 of Chapter 2 of Part 2 of Division 2 of the Public Contract Code of the State of California and pursuant to 58 OPS Cal. Atty. Gen 586, is exempt from review or approval of the Dept. of General Services and the Dept. of Finance
Signature of EDD Accounting Officer	

Budget item: 7100

Fund: 0869

Budgetary Attachment: Yes

Chapter: 004

Statute: 2025

FY: 25/26

SUBGRANT AGREEMENT
FUNDING DETAIL SHEET

SUBGRANT NO:AA611007
MODIFICATION NO:2

Humboldt County

I. Allocation

Funding Source	Prior Amount	Increase	Decrease	Adjusted Allocation
WIA/WIOA 15% - Governor's Discretionary				
80416 1335 Regional Coordination Project PY 25-26 06/10/2026 to 03/31/2028 Prog/Element 61/40 Ref 001 Fed Catlg 17.258	\$0.00	\$750,000.00	\$0.00	\$750,000.00
Total WIA/WIOA 15% - Governor's Discretionary	\$0.00	\$750,000.00	\$0.00	\$750,000.00
WIA/WIOA 25% - Dislocated Worker Rapid Response				
86216 292 Rapid Response Layoff Aversion 07/01/2025 to 06/30/2027 Prog/Element 61/70 Ref 001 Fed Catlg 17.278	\$13,892.00	\$0.00	\$0.00	\$13,892.00
88426 293 Rapid Response Layoff Aversion 10/01/2025 to 06/30/2027 Prog/Element 61/70 Ref 001 Fed Catlg 17.278	\$51,193.00	\$0.00	\$0.00	\$51,193.00
86216 540 Rapid Response by Formula 07/01/2025 to 06/30/2027 Prog/Element 61/70 Ref 001 Fed Catlg 17.278	\$36,754.00	\$0.00	\$0.00	\$36,754.00
88426 541 Rapid Response by Formula 10/01/2025 to 06/30/2027 Prog/Element 61/70 Ref 001 Fed Catlg 17.278	\$135,436.00	\$0.00	\$0.00	\$135,436.00
Total WIA/WIOA 25% - Dislocated Worker Rapid Response	\$237,275.00	\$0.00	\$0.00	\$237,275.00
WIA/WIOA Formula				
86156 201 Adult Formula RD 1 07/01/2025 to 06/30/2027 Prog/Element 61/90 Ref 101 Fed Catlg 17.258	\$96,092.00	\$0.00	\$0.00	\$96,092.00
88286 202 Adult Formula Rd 2 10/01/2025 to 06/30/2027 Prog/Element 61/90 Ref 101 Fed Catlg 17.258	\$397,661.00	\$0.00	\$0.00	\$397,661.00
86106 301 Youth Formula Rd 1 07/01/2025 to 06/30/2027 Prog/Element 61/90 Ref 101 Fed Catlg 17.259	\$568,184.00	\$0.00	\$0.00	\$568,184.00
86206 501 Dislocated Worker Rd 1 07/01/2025 to 06/30/2027 Prog/Element 61/90 Ref 101 Fed Catlg 17.278	\$77,429.00	\$0.00	\$0.00	\$77,429.00
88216 502 Dislocated Worker Rd 2 10/01/2025 to 06/30/2027 Prog/Element 61/90 Ref 101 Fed Catlg 17.278	\$285,321.00	\$0.00	\$0.00	\$285,321.00
Total WIA/WIOA Formula	\$1,424,687.00	\$0.00	\$0.00	\$1,424,687.00
Grand Total:	\$1,661,962.00	\$750,000.00	\$0.00	\$2,411,962.00

NARRATIVE

SUBGRANT NO:AA611007
MODIFICATION NO: 2

SUBRECIPIENT:Humboldt County
FAIN NO: 25A55AT000150
FEDERAL AWARD DATE:
FUNDING SOURCE: Regional Coordination Project PY 25-26 - 1335

TERM OF THESE FUNDS: 06/10/2026 - 03/31/2028

Use of funds added by this modification is limited to this period and additionally limited by the recapture provisions applicable to this funding source. The state may at its discretion recapture funds obligated under this exhibit, if expenditure plans are not being met.

PROGRAM NARRATIVE

The purpose of this modification is to incorporate \$750,000.00 of WIOA 15% Governor's Discretionary funding for the Regional Coordination Project (RCP) PY 2025-26 project into grant code 1335. The term of these funds is June 10, 2026, through March 31, 2028.

This exhibit adds to and does not replace the terms and conditions of any other exhibit included in this agreement which terms and conditions remain in full force and effect.

WIOA (2015)



**Regional Coordination Project
Program Year 2025-26
Project Narrative**

The Regional Coordination Project Program Year 2025-26 (RCP PY 25-26) focuses on addressing the challenges faced by the special populations listed below. The applicant should demonstrate in the Project Narrative how the applicant's approach to the focus will lead to the success of the target population(s).

Organization Name: Humboldt County Workforce Development Board

Project Name: North Coast Regional Collaboration

Select the population(s) you will serve below

Refer to the Solicitation for Proposals for population definitions and eligibility information. Check all that apply.

☒ Adult ☐ Youth ☐ Other (Describe)

IMPORTANT – For maximum points, the narrative must be organized by the headings indicated in bold and address all the bulleted prompts provided to guide the narrative. **Do not remove the section and subsection titles or change their order.**

Please note: The text, bullets, and boxes under each section and subsection may be deleted to make more space for the narrative. Follow the Proposal Instructions and Checklist when completing each section of this form. The Project Narrative is limited to 15 pages, single-sided, with Aptos 12-point font, and on standard 8.5 x 11-inch pages.

Section 1: Statement of Need

1. 1. Target Region

The Humboldt County Workforce Development Board (HCWDB) proposes to implement the Regional Coordination Project (RCP) within Humboldt County, a rural region home to approximately 136,463 residents, with 78 percent of the population age 20 or older according to 2023 American Community Survey five-year estimates. The county spans more than 4,052 square miles, creating a large geographic area characterized by dispersed population centers, limited transportation infrastructure, and significant barriers to accessing education, workforce training, and employment opportunities.

Although Humboldt County's unemployment rate of 5.8 percent in August 2025 closely mirrors the statewide unemployment rate of 5.5 percent, economic hardship remains widespread throughout the region. Humboldt County's poverty rate is 18.4 percent, significantly higher than the statewide average of 11.8 percent (2024 American Community Survey). This disparity reflects a regional labor market where many residents are employed but remain in low-wage positions that do not provide sufficient income to meet the cost of living. According to the Massachusetts Institute of Technology

Living Wage Calculator, households in Humboldt County require wages ranging from \$16.49 per hour for two working adults with no children to \$43.87 per hour for a single adult with one child. The Living Wage Calculator is a valuable tool to get a grasp on which wages we should aim for in job placement, but it only represents basic survival needs (housing, food, child care, housing, etc.). These wages do not indicate true factors of economic mobility such as education and investments such as owning a house. Many existing jobs within the region fall below these thresholds, creating a persistent cycle of working poverty.

The unmet workforce development needs within Humboldt County stem from a combination of structural economic challenges and social factors. Research conducted by UC Berkeley economist Danny Yagan found that youth growing up in Humboldt County experience significantly lower rates of college completion and economic mobility compared to their peers across California ([Donnelly, Green, & Yagan, n.d.](#)). In addition, Humboldt and Mendocino County has the highest prevalence of Adverse Childhood Experiences (ACEs) in California ([Public Health Institute, 2014](#)). ACEs are strongly associated with reduced educational attainment, increased likelihood of unemployment, and long-term economic instability ([Metzler, Merrick, Klevens, Ports, & Ford, 2023](#)). These conditions contribute to workforce disengagement and create additional barriers to participation in education and training programs.

The unmet needs of Humboldt's workforce populations were identified through a combination of labor market analysis, regional economic studies, workforce program performance data, and collaborative planning efforts including the Redwood Region RISE Jobs First initiative, Humboldt County Comprehensive Economic Development Strategy, and the North Coast Regional Plan. These analyses consistently highlight gaps in workforce training access, misalignment between training programs and industry demand, and the need for stronger regional coordination among workforce development boards, education providers, and employers.

The proposed Regional Coordination Project will address these unmet needs by strengthening regional workforce system alignment, expanding training pathways linked to in-demand industries, and improving coordination among workforce partners across Humboldt County and neighboring regions. An initiative started long before that still requires much more work. This funding will allow a continuity of work to serve the economic and job needs of our community.

1. 2. Target Group Description

The target population for this project consists primarily of disadvantaged adults, which are described in the North Coast Regional Plan as veterans, those unsheltered, and or within the poverty threshold residing in Humboldt County who face significant barriers to employment, training, and career advancement. Many individuals within this population experience persistent structural barriers that prevent them from accessing workforce training programs and stable employment opportunities.

Common barriers include limited access to reliable transportation, lack of affordable childcare, limited academic preparation, and financial constraints that prevent individuals from pursuing occupational training. Participants frequently require immediate income to meet basic household

needs, which limits their ability to enroll in training programs that require significant time commitments. In addition, many individuals experience mental health challenges, trauma related to adverse childhood experiences, and limited access to healthcare services.

Further, individuals lack foundational skills such as digital literacy, professional communication, and technical competencies required in today's workforce. This is compounded by community members often lacking exposure to career pathways that could provide opportunities for economic mobility.

These barriers also contribute to challenges related to employment retention. Individuals who secure employment in entry-level positions often struggle to maintain long-term employment due to transportation challenges, lack of workplace readiness skills, or limited support systems. Without targeted workforce development services and wrap-around support, these individuals remain vulnerable to cycles of unemployment and underemployment.

This regional coordination project addresses these challenges through a comprehensive workforce development model that combines career navigation, occupational training, supportive services, and work-based learning opportunities. Participants will receive individualized vocational counseling through the Humboldt Workforce Coalition, HCWDB's Title I service provider. Vocational Counselors will guide participants through career assessments, individualized employment plans, job readiness training, training referrals, résumé development, and interview preparation. Additionally, the work to convene regional employers, trade associations, and workforce partners strengthen the overall model to fill gaps both in service provision but also among major industries. For example, work between education and employers convened through this work will lead to cutting-edge job-relevant training that ensures all graduates are competitive when entering the workforce.

Community-based partners will provide specialized services addressing mental health, housing stability, transportation, and other social determinants of employment success that is not the technical expertise of Humboldt Workforce Coalition. Through these integrated services, the project will close existing gaps in workforce development services and ensure that disadvantaged adults can successfully complete training programs and transition into living-wage employment.

1. 3. Targeted Sector

The project will prioritize workforce training and employment placement within several key industry sectors identified as critical to Humboldt County's economic and workforce development. These sectors were identified through labor market analysis conducted by Thomas P. Miller and Associates (TPMA), research conducted by the California Center for Rural Policy, and data from the California Employment Development Department.

The TPMA analysis identified nine major industry clusters within Humboldt County: Education and Training, Healthcare, Financial Services, Agriculture, Arts and Hospitality, Construction, Renewable Energy, Forestry and Logging, and Aquaculture and Fisheries. Several of these

industries demonstrate significantly higher regional concentration compared to national averages. Agriculture is 118% more concentrated in Humboldt County than nationally, forestry and logging is 750% more concentrated, aquaculture and fisheries is 166% more concentrated, and construction is 26% more concentrated.

As the HCWDB works to support Humboldt's priority sectors, there is also a focus on aligning work being done through the California Jobs First Redwood Region RISE strategy, which includes Humboldt, Del Norte, Mendocino and Lake County, Redwood Region RISE identified four priority industry clusters as regional economic drivers, these four clusters significantly overlap with Humboldt's priority industries. Those regional clusters are Arts, Culture and Tourism; Health and Caregiving; Renewable and Resilient Energy; and Working Lands and Blue Economy industries.

Employment projections from the California Employment Development Department indicate significant growth across several sectors between 2022 and 2032. Health Care and Social Assistance is projected to grow by 21.2%, Education and Health Services by 20.7%, Arts and Recreation by 15.6%, Educational Services by 11.7% Administrative and Support Services by 11.5%, and Construction by 9.4%.

The project will prioritize middle-skill and high-skill occupations aligned with these sectors with high employment densities locally, such as heavy tractor-trailer truck drivers, medical assistants, nursing assistants, dental assistants, licensed vocational nurses, construction trades workers, environmental technicians, and forestry technicians. Many of these occupations provide median wages between \$50,000 and \$70,000 annually, while advanced occupations such as registered nurses and construction managers exceed \$100,000 annually.

These occupations meet the definition of good-quality jobs as defined in the solicitation, offering family-sustaining wages, stable employment opportunities, and clear career advancement pathways. Aligning training programs with these occupations ensures that participants can access employment opportunities that meet or exceed the MIT living wage standard and provide long-term economic stability, as exemplified in 1.1 of this narrative. Further, by supporting these target industries, we strengthen Humboldt's economic future, aligned to our Regional Workforce Plan and Comprehensive Economic Development Strategy, while also addressing and aligning to the larger four-county Redwood Region RISE goals.

Section 2: Regional, Equity, and Access Strategies

2.1. Regional Project Plan

This proposal will strengthen collaboration among workforce development boards, community colleges, employers, and economic development partners across the Redwood Region. Humboldt County represents a unique workforce governance structure as it functions as a single-county Regional Planning Unit (RPU), while the Jobs First Regionalization cluster includes NorTEC and Workforce Alliance of the North Bay (WANB), with both NorTEC and WANB hosting counties not included in the four-county Redwood Region RISE Jobs First region.

The project will fund cross-county meetings to break down geographical barriers and silos through strategic partnerships. These conversations will be a vital component of this project as industry-analyses conducted outline reciprocal job-sheds for each of the four counties, which also implicates the intertwined nature of the counties' economies. Through continued conversations

and engagements, we will grow closer pathways to support workforce outside of the parameters of the Regional Planning Unit and Jobs First Initiative.

Culturally relevant outreach strategies will be used to recruit participants from disadvantaged communities throughout Humboldt County. Outreach will include partnerships with community-based organizations, tribal governments, social service agencies, and educational institutions. These organizations have longstanding relationships within underserved communities and provide trusted access points for outreach and recruitment.

HCWDB has previously implemented similar outreach strategies through WIOA Title I programs and philanthropic funding which has demonstrated strong success in recruiting and engaging disadvantaged populations. Lessons learned from these programs, including the importance of trusted community partnerships and culturally responsive engagement, will inform the outreach strategies used in this project. Such work includes collaborating with Department of Rehabilitation and local WIOA Section 166 subrecipient, the Northern California Indian Development Council, to streamline service provision and intake processes, cross-organizational training, cultural competency training, and staff certification in bilingual case management. This shows our commitment and foundations in system alignment, braiding, and efficiency building.

2.2. Planned Service Approach

The project will implement a coordinated service delivery model that integrates workforce training, supportive services, and employer engagement through co-enrollment with relevant partners. Participants will receive individualized assessments and career planning services to identify career pathways aligned with their interests, regional labor market demand, and training referrals. Gaps in their career, education, and well-being will be addressed through co-enrollment with community agencies to ensure comprehensive and braided support.

Credential programs will be delivered in partnership with College of the Redwoods and other eligible training providers. These programs will align with industry demand and provide participants with industry-recognized credentials.

Work Experience learning opportunities including transitional employment and on-the-job training will provide participants with hands-on experience and connections to local employers. These experiences will strengthen participants' technical and professional skills while facilitating direct pathways to employment.

The project will also strengthen system-level coordination among workforce partners through shared intake processes, improved referral systems, and co-enrollment strategies with American Job Center of California partners. Further, the staff time utilized to develop regional collaboration between the four counties will end in further career pathways and training opportunities for participants that are replicable and scalable for the larger region at hand. We intend to use a well-tested model, as outlined prior, used in previous funding opportunities which included placing 84 licensed vocational and registered nurses with training and career placement. This model was critically successful with above-board performance that is also being successfully replicated currently in other industries.

2.3. Job Readiness and Transitional Employment Training

Job readiness and occupational training programs supported through this project will be aligned with industry standards and employer-recognized certifications, so participants build skills that match real job requirements. Training curricula will be shaped through ongoing engagement with employers, industry associations, labor partners, and regional workforce stakeholders to identify current and emerging skill needs in priority sectors such as healthcare, construction, transportation, and other in-demand fields identified through labor market data. Programs offered, and in development, through College of the Redwoods, Humboldt's primary Eligible Training Provider, will lead to certifications that are recognized and endorsed by industry. This ensures participants gain skills that meet established occupational standards and can move directly into employment within the regional labor market.

This strategy is designed to connect participants to career pathways that offer advancement over time and wages that meet or exceed local living standards. Participants begin with job readiness training focused on workplace expectations, communication, digital skills, and financial capability, building a foundation for success in both training and employment. From there, they transition into occupational training that leads to industry-recognized credentials tied to middle- and high-skill jobs. These pathways are developed with input from employers and labor partners to ensure they lead to quality jobs with opportunities for advancement, including entry into apprenticeship and other structured career pathways.

Work-based learning is a core component of the training model. Participants will have access to paid work experience, transitional jobs, pre-apprenticeships, and, where available, registered apprenticeships. Humboldt County has long functioned as an apprenticeship desert, with limited local access to these programs. This project will directly address that gap by working to expand connections to existing apprenticeships while also working with labor, employers, and education partners to develop new ones locally. Increasing local understanding and demand for apprenticeships is a key part of creating more opportunities over time.

Paid work-based learning opportunities will be developed with regional employers, giving participants the chance to apply skills in real work settings. These experiences help participants build work history, gain references, and demonstrate their readiness for employment. This is especially important for individuals who have faced barriers to employment and may not have recent or consistent work experience.

The approach to job readiness, certified training, and work-based learning is designed to reflect both participant needs and employer demand. Participants receive individualized career navigation and case management through the Humboldt Workforce Coalition so that training plans align with their goals and circumstances. At the same time, employers and labor partners remain actively involved by helping define skill needs and offering work-based learning and apprenticeship opportunities. This keeps training grounded in real hiring conditions while expanding access to quality jobs.

Beyond the grant period, this project is intended to strengthen the systems that support training and work-based learning in the region. The Humboldt County Workforce Development Board will continue working with partners to expand apprenticeship and pre-apprenticeship opportunities, improve coordination between training providers and employers, and strengthen pathways into employment. These efforts will increase the region's ability to deliver job readiness services, certified training, and work-based learning opportunities on an ongoing basis.

2.4. Supportive Services and Wrap-Around Support

The project will implement a comprehensive wrap-around support strategy designed to address the barriers that prevent participants from completing training and maintaining employment.

Participants will receive trauma-informed case management services provided by vocational counselors through the Humboldt Workforce Coalition. Leaning into training received through partnerships with Northern California Indian Development Council and Department of Rehabilitation as well as Human Centered Design training, de-escalation training, trauma-informed vocational counseling, and regular professional development trainings provided throughout the course of the year to our Vocational Counselors. Counselors provide career coaching, barrier assessment, and coordination of supportive services tailored to each participant's needs.

Occupational skills training focused on soft skill development, leadership, and financial literacy will establish a sound foundation for participant career development that will be strengthened by credential training leading to career ladders.

Supportive services may include transportation assistance, childcare support, training materials, occupational licensing fees, financial literacy training, and referrals to healthcare and behavioral health services. These supports ensure that participants can fully engage in training opportunities and transition successfully into employment. These needs are foundational, and when not properly addressed, lead to poor living and career outcomes. However, it is quite common that when one foundational need is not met, then it is quite easy to snowball into not meeting other needs. These supportive services aim to address needs unmet, and continued vocational counseling through trauma-informed care will allow time-sensitive responses to participants needs being unmet.

The project will also leverage partnerships with community-based organizations and public agencies to provide holistic services addressing housing stability, mental health, and other social determinants of employment success.

Section 3: Performance Goals

The project anticipates strong employment and job quality outcomes for participants by aligning training and work-based learning opportunities with industries that demonstrate strong regional demand and career mobility. Participants will be prepared for employment in priority sectors identified through regional labor market analysis, including healthcare, construction, transportation, and other middle-skill occupations that offer pathways to stable employment and wage growth. These sectors were selected based on projected job growth, employer demand, and their ability to provide wages that meet or exceed the local living wage thresholds identified by the MIT Living Wage Calculator. As a result of the project's integrated approach to training, work-based learning, and employer engagement, participants are expected to obtain employment that provides stable hours, opportunities for advancement, and access to industry-recognized career pathways. By prioritizing occupations such as nursing assistants, licensed vocational nurses, truck drivers, construction trades workers, and other technical positions, the project supports employment outcomes that lead to long-term career mobility and improved economic stability for participants.

Project goals will be measured through a combination of performance metrics aligned with Workforce Innovation and Opportunity Act (WIOA) performance indicators and project-specific outcome measures. These include the number of participants served, enrollment in certified training and work-based learning opportunities, credential attainment, employment placement, and employment retention at the second and fourth quarters after program exit. Participant progress will be tracked through established workforce data systems and case management documentation, allowing staff to monitor training completion, credential attainment, and employment outcomes. Regular follow-up with participants and employers will ensure accurate tracking of employment status, wages, and job retention. This data-driven approach will allow the Humboldt County Workforce Development Board to evaluate the effectiveness of training strategies, adjust program services when necessary, and ensure that project goals remain aligned with regional workforce development priorities.

A baseline for measuring the project's impact is established through existing labor market conditions and the barriers faced by the target population. Humboldt County experiences a poverty rate significantly higher than the state average, and many residents experience employment instability or work in jobs that do not provide wages sufficient to exit poverty. Additionally, barriers such as limited access to training opportunities, transportation challenges, and the long-term impacts of trauma and adverse childhood experiences contribute to lower educational attainment and employment outcomes for many residents. The project's performance goals demonstrate measurable improvements over these baseline conditions by connecting participants to structured training pathways and supportive services that increase the likelihood of long-term employment. The outcomes achieved through this project will also strengthen regional partnerships and contribute to systemic workforce development improvements that extend beyond the life of the grant. By bringing together workforce agencies, education providers, employers, and regional workforce boards, the project will establish coordinated strategies for training, employer engagement, and career pathway development across the Redwood Region. Employer partners will play a key role in shaping training priorities, identifying workforce needs, and providing work-based

learning opportunities that connect participants to employment. Education and training partners will align program offerings with industry demand, while workforce agencies will coordinate case management and supportive services that enable participants to complete training and sustain employment. Through continued regional convenings, shared workforce planning, and strengthened referral networks, these partnerships will create a more integrated workforce system capable of supporting long-term employment outcomes for disadvantaged populations. Over time, this collaborative infrastructure will help ensure that workforce development investments consistently lead to living-wage employment opportunities and sustainable career pathways for residents across the region, creating lasting systemic change in how workforce services are delivered.

3.1. Performance Goals Matrix

The Humboldt County Workforce Development Board has established performance goals that reflect the needs of the target population while aligning with regional labor market demand and Workforce Innovation and Opportunity Act (WIOA) performance standards. Through this project, a total of 50 participants will be served and enrolled in workforce services designed to support training completion and successful employment outcomes. All participants, representing 100% of those served, will be enrolled in certified occupational training and or work-based learning opportunities that align with regional industry needs. Of these participants, 33 individuals, or 66%, are scheduled to complete industry-recognized credentials that prepare them for employment in priority sectors such as healthcare, construction, transportation, and other middle-skill occupations identified through labor market analysis.

The project anticipates that all 50 participants will exit the program after completing services, with strong employment outcomes expected following program participation. An estimated 34 participants, or 68%, are projected to be employed in the second quarter after exit, demonstrating successful transition into the workforce. Sustained employment is also a key objective of the program, with an anticipated 33 participants, or 66%, remaining employed in the fourth quarter after exit. Credential attainment is also projected at 66%, with 33 participants earning industry-recognized credentials that support long-term career mobility and advancement.

These performance goals are informed by analysis of regional labor market information and the projected demand for skilled workers across the North Coast region, as well as the state's negotiated performance rates. Occupations targeted through this project, including healthcare positions, construction trades, transportation occupations, and other middle-skill careers, offer stable employment opportunities and wages that meet or exceed local living wage thresholds. Based on these occupational wage levels, the project projects a median earning level of approximately \$7,800 in the second quarter after exit, reflecting earnings that align with entry-level wages in these in-demand sectors. Progress toward these performance goals will be measured through participant tracking, credential verification, employment verification, and follow-up services conducted at regular intervals following program completion. Through this structured performance framework, the project will ensure that training investments translate into measurable employment outcomes and sustainable career pathways for participants.

3.2. Performance Goal Effectiveness

The project anticipates strong employment and job quality outcomes for participants by aligning training and work-based learning opportunities with industries that demonstrate strong regional demand and career mobility. Participants will be prepared for employment in priority sectors identified through regional labor market analysis, including healthcare, construction, transportation, and other middle-skill occupations that offer pathways to stable employment and wage growth.

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The outcomes achieved through this project will also strengthen regional partnerships and contribute to systemic workforce development improvements that extend beyond the life of the grant. By bringing together workforce agencies, education providers, employers, and regional workforce boards, the project will establish coordinated strategies for training, employer engagement, and career pathway development across the Redwood Region. Employer partners will play a key role in shaping training priorities, identifying workforce needs, and providing work-based learning opportunities that connect participants to employment. Education and training partners will align program offerings with industry demand, while workforce agencies will coordinate case management and supportive services that enable participants to complete training and sustain

employment. Through continued regional convenings, shared workforce planning, and strengthened referral networks, these partnerships will create a more integrated workforce system capable of supporting long-term employment outcomes for disadvantaged populations. Over time, this collaborative infrastructure will help ensure that workforce development investments consistently lead to living-wage employment opportunities and sustainable career pathways for residents across the region, creating lasting systemic change in how workforce services are delivered.

Section 4: Partnerships and Governance

4. 1. Partnerships and Responsibilities

The Humboldt County Workforce Development Board (HCWDB) will continue to convene a coordinated regional partnership that brings together workforce agencies, education providers, employers, and community organizations to ensure participants access training and employment opportunities that lead to good-quality jobs.

Partnerships have been established through longstanding collaboration within the regional workforce system, but will be further developed to include outreach to Del Norte County, supported by NorTec, and Mendocino and Lake Counties, supported by the Workforce Alliance of the North Bay to strengthen alignment across Regional Planning Units, within our shared Jobs First region, and through engagement with education providers such as College of the Redwoods and local training partners that deliver industry-recognized training programs. Employer and industry partners will provide ongoing feedback regarding workforce needs, emerging skill requirements, and hiring trends while helping connect the workforce system with employers willing to participate in work-based learning and hiring initiatives. Community-based and workforce partners will support outreach, referrals, and supportive services that address barriers to employment, while the Humboldt Workforce Coalition will provide case management, career navigation, and participant support services to ensure successful training completion and job placement.

These partnerships will coordinate service delivery through shared planning meetings, regional convenings, and referral pathways that connect participants to training, work-based learning, and employment opportunities aligned with regional industry demand. Each partner contributes specific expertise and resources that strengthen the regional workforce system and support participant success. In the event that a partner becomes unable to fulfill its role during the grant period, HCWDB will activate contingency partnerships with other workforce, education, or employer organizations within the region to ensure continuity of services and maintain progress toward project goals, ensuring that participants continue to receive coordinated support and pathways to sustainable employment.

4.2. Required Partner Outreach and Inclusion

The Humboldt County Workforce Development Board (HWDB) employs a multifaceted approach to employer outreach, recruitment, and engagement to ensure alignment between workforce development initiatives and local industry needs. This approach integrates workforce

development, education, employer, and labor partners into both the development of the regional strategy and the implementation of each project component.

HCWDB engages College of the Redwoods, Cal Poly Humboldt, and regional Adult Schools as core education partners in the development and execution of the RPU's regional strategy. These partners are identified through existing long-standing collaborations with HCWDB and participation in regional workforce and education planning efforts. Educational partners will be actively involved in project design, ensuring that curriculum development, training models, and program delivery align with identified industry needs and career pathways.

These institutions will leverage existing and emerging programs to improve participant training and outcomes, including credit and non-credit career technical education (CTE), short-term certificate programs, adult education, and bridge programs contextualized for priority sectors such as healthcare, construction, and green jobs. Additionally, partnerships with Cal Poly Humboldt will support pre-apprenticeship training through the Multi-Craft Core Curriculum (MC3), providing participants with industry-recognized credentials and direct pathways into registered apprenticeships. Adult Schools will play a key role in foundational skill development, including basic skills, high school equivalency, and contextualized workforce readiness training, ensuring participants are prepared to enter and succeed in occupational training.

To support employer and industry partnerships, HCWDB will utilize targeted business engagement strategies to identify and recruit employer and industry-associated partners, leveraging its position within the County's Office of Economic Development and its extensive network of local businesses. Employers will be incorporated into both the regional strategy and project design through direct engagement and collaborative industry conversations. These employers will provide critical input on workforce needs, skills gaps, and hiring practices, ensuring that training programs are demand-driven and aligned with real job opportunities.

Strategic partnerships with employers will improve program outcomes by expanding outreach, increasing access to work-based learning opportunities such as transitional jobs and on-the-job training (OJT). Employers will be engaged early and continuously to ensure participants are connected to employment opportunities upon program completion.

HCWDB will prioritize employers who demonstrate a willingness and capacity to work with individuals facing barriers to employment, including those with limited work history, justice involvement, or other challenges. Through established relationships and vetting processes, HCWDB will identify employers committed to equitable hiring practices and supportive workplace environments. Participating employers will be expected to provide structured supervision, mentorship, and clear pathways for advancement.

A key strength of HCWDB's approach is the active and ongoing involvement of labor partners. HCWDB's board includes five labor representatives, including the President of the Building and Construction Trades Council of Humboldt and Del Norte Counties, representing 15 regional labor

unions. Labor partners are integral to both strategy development and project implementation, particularly within the construction and skilled trades sectors.

Labor partners contribute to outreach and recruitment by leveraging union networks to connect participants with apprenticeship and career opportunities. They play a critical role in sourcing additional partnerships, particularly within union-affiliated employers and training programs, and provide industry expertise to ensure alignment with current standards and workforce needs. Labor partners are also deeply engaged in training pathway development, including collaboration on the MC3 pre-apprenticeship program with Cal Poly Humboldt.

Through this comprehensive and collaborative model, HCWDB ensures that education, employer, and labor partners are fully integrated into both planning and implementation. This alignment results in industry-informed training, expanded outreach and placement capacity, and improved participant outcomes, including entry into unsubsidized employment, increased retention, and long-term career mobility in Humboldt County's priority sectors.

Section 5: Statement of Capabilities

5. 1. Capability and Knowledge

The Humboldt County Workforce Development Board (HCWDB) possesses extensive capability and knowledge in conducting and administering programs much like what is being proposed. With a deep understanding of the regional economic landscape, the HCWDB has developed targeted strategies that leverage the County's largest industries, including logistics, construction, and healthcare, to provide pathways to sustainable employment and livable wages.

HCWDB has a proven capacity to collect and report financial and participant performance data as required by state and federal grants, demonstrated by its administration of multiple National Dislocated Worker Grants, California Workforce Development Board grants, non-profit grant, and WIOA formula funding concurrently. Over the past five years, HCWDB has successfully managed multiple projects, growing its workforce team from two to eleven individuals with specialized training in workforce development, case management, and human-centered program delivery. This expertise ensures that participants receive quality individualized vocational counseling, wraparound supportive services, and work-based learning. HCWDB's past projects have demonstrated measurable outcomes in preparing participants for quality jobs.

Truck driving training programs, for instance, provide rapid employment opportunities with wages averaging \$28.31 per hour, which, while slightly below the state average, serve as critical entry points for career progression in logistics (O*Net). Construction programs targeting carpenters, cement masons, electricians, operating engineers, and millwrights provide wages above the MIT-defined living wage thresholds for Humboldt County, with projected growth in these occupations ranging from 7.4% to 15.6% over ten years (EDD LMI ten-year projections). Healthcare training

programs for LVNs and RNs similarly offer livable wages and strong employment growth, ensuring participants are prepared for high-demand positions.

This grant will build on HCWDB's established successes by providing continuity for existing programs and coordination efforts. Equally important, this grant will provide funding to collaborate on the identification and development training and employment pathways within our priority industries that we have not yet explored but are areas that have the potential to support higher wage positions. This will allow for expanding the dual enrollment and vocational counseling framework for the targeted populations, ensuring participants are rapidly placed into transitional jobs while receiving ongoing soft skills and occupational training.

HCWDB's history of partnerships with higher-capacity agencies such as College of the Redwoods and North Coast Care Connect ensures that even populations with significant barriers to employment receive comprehensive support. Through these efforts, HCWDB demonstrates both the capability to expand workforce development services and a proven track record of preparing participants for good-quality jobs with measurable outcomes.

5. 2. Staffing and Organizational Capacity

The Humboldt County Workforce Development Board (HCWDB) has demonstrated proven capacity to manage complex grants and comply with rigorous financial and performance reporting requirements through the concurrent administration of multiple Workforce Innovation and Opportunity Act programs, including but not limited to, Adult, Dislocated Worker, Youth, Special Populations, Additional Assistance, and National Dislocated Worker Grants. The HCWDB further supports programming through braiding additional federal, state and local funding as well as philanthropic funding, when available.

Over the past five years, the organization has expanded its workforce team from two to eleven specialized professionals trained in workforce development, case management, business services, and human-centered service delivery. This expansion has strengthened HCWDB's ability to provide high-quality individualized vocational counseling, comprehensive supportive services, and structured work-based learning opportunities.

Past projects have produced measurable outcomes in preparing participants for quality jobs. Truck driving training programs have resulted in rapid employment with strong entry-level wages and career mobility. Construction training programs in skilled trades have consistently led to placements in occupations that exceed local living-wage thresholds and demonstrate sustained growth. Healthcare training pathways have prepared participants for in-demand licensed vocational and registered nursing positions with strong wage potential and long-term employment stability. The proposed project will build on HCWDB's established track record by expanding its dual enrollment and vocational counseling framework, accelerating transitional job placement, and strengthening occupational skill development.

Section 6: Budget and Sustainability Plan

6.1. Budget Plan and Effectiveness

See attached.

6.2. Budget Sustainability

See attached.



Regional Coordination Project
Program Year 2025-26
Budget Summary

Applicant: Humboldt County Workforce Development Board

Project Name: North Coast Regional Coordination

Refer to the Solicitation for Proposals for eligibility and funding information.

BUDGET SUMMARY					
Line Item	Expense Item	Administrative Cost	Program Cost	Amount Leveraged****	Total Project Budget with Leveraged Resources
A.	Staff Salaries	\$25,200	\$259,800	\$26,180	\$285,980
B.	Number of full-time equivalents (1.5)				
C.	Staff Benefit Cost	\$7,560	\$77,940	\$7,820	\$85,760
D.	Staff Benefit Rate (percent) (30%)				
E.	Staff Travel	\$	\$35,000	\$	\$35,000
F.	Operating Expenses	\$	\$65,000	\$50,000	\$115,000
G.	Required or Targeted Activities				
	1. Participant Stipends	\$	\$	\$	\$
	2. Participant Incentives	\$	\$	\$	\$
	3. Training/Tuition	\$	\$95,000	\$66,000	\$161,000
	4. Work-Based Learning	\$	\$60,000	\$	\$60,000
	5. Supportive Services	\$	\$77,000	\$	\$77,000
H.	Furniture, Supplies, and Equipment				
1.	Small Purchase (unit cost of under \$10,000)	\$	\$	\$	\$
2.	Large Purchase (unit cost of over \$10,000)	\$	\$	\$	\$
3.	Equipment Lease	\$	\$	\$	\$
I.	Contractual Services <i>(if applicable, complete Exhibit G and add cost below)</i>				

Line Item	Expense Item	Administrative Cost	Program Cost	Amount Leveraged****	Total Project Budget with Leveraged Resources
	1. Subrecipients	\$	\$	\$	\$
	2. Contractors	\$	\$	\$	\$
J.	Indirect Costs* (complete items 1 and 2 below)	\$42,240	\$5,259	\$	\$47,499
K.	Other	\$	\$	\$	\$
	TOTAL PROJECT FUNDING**	\$75,000	\$675,000	\$150,000	\$900,000
	TOTAL REQUEST***	\$750,000			

*Indirect Cost Rate must be negotiated and approved by Cognizant Agency, per Appendices III or IV to Uniform Guidance, 2CFR200.

1. Indicate how indirect costs are determined (Indirect Cost Rate Agreement (ICRA), Cost Allocation Plan (CAP), or De Minimis): Cost Allocation Plan
2. Name of Cognizant Agency (if ICRA): N/A

*** A maximum of 10 percent of the total grant amount requested may be used for administrative costs. If the amount awarded differs from the amount requested, administrative costs must be adjusted during the agreement development process, so they do not exceed 10 percent of the awarded amount.*

Administrative costs are limited to no more than 10 percent of the amount allocated under this grant agreement.

***All costs must be rounded to the nearest dollar.

****Leverage amount includes all cash and non-cash resources that will be used to support project activities and outcomes.



**Regional Coordination Project
Program Year 2025-26
Budget Narrative**

Organization Name: Humboldt County Workforce Development Board

Project Name: North Coast Regional Coordination

Refer to the solicitation for proposals for eligibility and funding information.

- Complete the attached Budget Narrative (Exhibit F2) in detail about the specific line-item costs of the Budget Summary Plan (Exhibit F)
- Provide a detailed justification for each line-item cost contained in the Budget Narrative (Exhibit F2). For example, staff salaries should include a narrative of the staff activities and the percentage of salary charged to the project.
- Demonstrate that key personnel have adequate time and resources devoted to achieving the project goals and outcomes.
- If applicable, provide a detailed narrative justification for purchases and/or contracted items from Supplemental Budget (Exhibit G).

A. (A-D) Staff Salaries: Total Salaries Paid + Benefits = \$370,

Administrative / Program Cost	Position	FTE x Monthly Salary x Time	Benefits	Total (FTE X Salary X Time) + Benefits
Administrative Cost	Administrative Analyst	\$25,200	\$7,560	\$32,759
Program Cost	Vocation Counselor x5	\$137,603	\$41,281	\$178,884
Program Cost	Workforce Development Program Coordinator	\$14,175	\$6,075	\$20,250
Program Cost	Economic Development Coordinator	\$42,089	\$2,327	\$44,415
Program Cost	Program Manager	\$10,775	\$4,618	\$15,393

Administrative / Program Cost	Position	FTE x Monthly Salary x Time	Benefits	Total (FTE X Salary X Time) + Benefits
Program Cost	Director	\$55,158	\$23,639	\$78,797

The total estimated amount was factored in two ways, modeling off scalable projects in the past, funding remaining from other budget items below, and evaluating our FTE feasibility in office among key employees necessary for this project. Nine employees across five occupation titles were identified for this work. First, the vocational counselors who will perform one-on-one career services and assistance to participants. The total cost constitutes 5 vocational counselors, which is about .20 FTE per counselor for their annualized burden of \$92,109 over two years as the grant's period of performance. Second, the Workforce Program Coordinator is necessary for the oversight of vocational counselors and operations of the AJCC. Given that oversight is combined with other programming, only .10 FTE was attributed of their annualized burden of \$104,960 across two years. Similarly, the Economic Development Coordinator oversees the Workforce Program Coordinator and soon-to-be-mentioned Administrative Analyst. The Economic Development Coordinator will submit reports, attend communities of practices, and is the liaison with the granting agency on behalf of the organization. As this role coordinates all workforce activity in the office, .14 FTE of their annualized \$150,000 over two years was expensed for the position. The Administrative Analyst will collect data, report expenditures, perform MIS duties, and also attend communities of practice. For their work, which is solely administrative, an estimated .16 FTE was budgeted for their annualized burden of \$98,112 over two years. The program manager provides holistic program oversight ensuring goals are being met, bottlenecks are being unclogged, and processes are following due process. For this, .05 FTE was attributed of their burden \$153,933 across two years. Finally, the Economic Development Director, which oversees all workforce programming, makes all final

decisions, and is main liaison between intercommunity agencies, is attributed .20 FTE across their annualized burden of \$196,993.

E. Staff Travel \$35,000

The requested \$35,000 in staff travel supports the regional coordination activities described in Exhibit A, including meetings in each of the four participating counties: Humboldt, Del Norte, Mendocino, and Lake. Due to the large geographic size of the Redwood Region and significant travel distances between counties, funds are needed to support transportation costs such as mileage reimbursement, fuel, and occasional vehicle rental, as well as lodging when overnight travel is required. The budget also includes modest per diem and meal costs for staff participating in full-day or multi-day meetings, and expenses associated with hosting meetings in each county, such as facility space when necessary. These travel funds also support employer engagement and coordination with training providers and workforce partners across the region to strengthen collaboration, align workforce development strategies with regional industry needs, and ensure consistent participation in regional planning efforts throughout the grant period.

F. Operating Expenses \$65,000

If Applicable or not included as part of Indirect Cost.

Expense Item	Cost	Administrative/Program Cost
Rent	\$31,200	Program Cost
Insurance	\$19,175	Program Cost
Accounting (payroll services) and Audits	\$14,083	Program Cost
Consumable office supplies	\$0	Program Cost
Printing	\$542	Program Cost
Communications (phones, web services, etc.)	\$0	Program Cost
Mailing and Delivery	\$0	Program Cost
Dues and Memberships	\$0	Program Cost

- **Administrative cost:** \$0
- **Program Cost:** \$65,000

Operating expense total was estimated using a prior grant of the same award size, cost allocation procedure for operating expenses, and dedicated FTEs to this project proposal. Expenses such as rent, insurance, and printing are expanded out across the division based on FTE of work completed for the quarter the cost is incurred for each funding stream. Given the cost of the line items above for the office in the prior fiscal year, and the proposed FTE

breakdown, we estimated \$31,200 for rent, \$19,175 for insurance, and \$542 for printing costs. The accounting and audits line item was estimated for our third-party accountant fees for processing payroll for our participants with the term of the proposed project.

G. Required or Targeted Activities \$

Expense	Cost	Administrative/Program Cost
Participant Stipends	\$0	Choose an item.
Training/Tuition	\$95,000	Program Cost
Work-Based Learning	\$60,000	Program Cost
Supportive Services	\$77,000	Program Cost

- **Administrative cost:** \$0
- **Program Cost:** \$232,000

The total cost allocated for required or targeted activities was estimated using WIOA expenditure requirements for training, 30%. Training, work-based learning, and supportive services under directive WSD18-10 are constituted as training costs, therefore just over 30% was allocated of the total award towards these services and balanced between line items. Supportive services will include transportation costs, textbooks, testing registration, school supplies, and training equipment.

H. Furniture and Equipment* \$0

Describe the calculation.

Pooled items less than \$10,000 per unit, lease or purchase, include a cost allocation - List name of item, cost, and quantity.

1. Amount of Small Equipment and Furniture Total \$0

Small Equipment and Furniture	Cost	Administrative/Program Cost
	\$	Choose an item.
	\$	Choose an item.

- **Administrative cost:** \$0
- **Program Cost:** \$0

The proposed project does not have any additional equipment needs therefore no monies was allocated in its budget.

2. Amount of Large Equipment and Furniture Total \$0

Greater than \$10,000: List name of item, cost, and quantity to be purchased - prior approval required and added to Exhibit G, Supplemental Budget

Large Equipment and Furniture	Cost	Administrative/Program Cost
	\$0	Choose an item.
	\$0	Choose an item.

- **Administrative cost:** \$0
- **Program Cost:** \$0

The proposed project does not have any additional equipment needs therefore no monies was allocated in its budget.

3. Equipment Leased Total \$0

Equipment Leased	Cost	Administrative/Program Cost
	\$0	Choose an item.
	\$0	Choose an item.

**Refer to EDD Directives WSD16-16 - WSD16-10 – WSD17-08 – WSIN25-17 for Procurement Guidelines*

- **Administrative cost:** \$0
- **Program Cost:** \$0

The proposed project does not have any additional equipment needs therefore no monies was allocated in its budget.

I. Contractual Services \$0

The proposed project does not have any contractual services allocated for its programming.

J. Indirect Costs \$47,500

Clearly explain these costs, including identification of your indirect cost rate and base, and indirect cost rate type (Negotiated Indirect Cost Rate Agreement (NICRA, Cost Allocation Plan (CAP), or De Minimis.

- **Administrative cost:** \$42,241
- **Program Cost:** \$5,259

The proposed plan does have indirect costs estimated at \$47,500, \$42,241 allocated for administrative costs and \$5,259 allocated for program costs. This cost item is for internal service charges that are cost allocated within the organization necessary to function the program. Such costs may include charges to the County for legal services, purchasing and procurement, ADA work, and information technology services. The cost of \$47,500 was estimated on our current cost allocation procedure to expense according to FTE of time worked during the year of performance. Costs were split evenly between administration and program as indirect expenses don't always have a direct participant impact such as some legal services.

K. Other \$0

Clearly explain these costs, which do not fit into the specific categories above.

- **Administrative cost:** \$0
- **Program Cost:** \$0

The project as proposed does not have any other expenses budgeted.

Note: *A maximum of 10 percent of the total requested grant amount may be used for administrative costs. If the amount awarded differs from the amount requested, administrative costs must be adjusted during the agreement development process, so they do not exceed 10 percent of the awarded amount.*

Administrative costs are limited to no more than 10 percent of the amount allocated under this grant agreement.



Regional Coordination Project
Program Year 2025-26
Logic Model

Organization Name: Humboldt County Workforce Development Board				
Project Name: North Coast Regional Coordination				
Refer to the Solicitation for Proposals for population definition and eligibility information.				
Please note: There is a three-page limit for this document.				
*PROBLEM/Statement of Need(s)	INPUTS	ACTIVITIES	*OUTPUTS	*OUTCOME
These geographic conditions create significant barriers to accessing education, workforce training, and employment opportunities. Although unemployment rates are similar to statewide levels, Humboldt County's poverty rate of 18.4 percent is significantly higher than the statewide rate of 11.8 percent, indicating that many residents remain employed in low-wage positions that do not provide economic mobility. Rural isolation, transportation limitations, and limited access to training providers make it difficult for disadvantaged adults to participate in workforce	Humboldt County Workforce Development Board administrative leadership and grant oversight; Humboldt Workforce Coalition vocational counselors; American Job Center of California partners; workforce development funding; supportive service resources including transportation assistance; community-based organizations assisting with	Provide vocational counseling and career navigation services through the Humboldt Workforce Coalition; coordinate outreach to rural communities through AJCC partners and community-based organizations; develop centralized intake and referral systems among workforce partners; provide transportation assistance and supportive services to reduce geographic barriers to workforce participation.	Increased outreach to rural communities; increased number of disadvantaged adults accessing workforce services; improved coordination among workforce partners through centralized intake and referral processes; increased supportive services delivered including transportation assistance.	Increased workforce participation among rural residents; improved access to workforce training and employment services across Humboldt County; reduced geographic barriers to employment and training opportunities; increased employment outcomes for disadvantaged adults.

development programs and secure employment in high-demand industries.	outreach; labor market data from the California Employment Development Department and California Center for Rural Policy.			
Disadvantaged adults in Humboldt County face multiple barriers that prevent them from accessing training and sustaining employment. These barriers include long employment gaps, limited transportation, lack of childcare, insufficient academic preparation, and mental health challenges associated with high rates of Adverse Childhood Experiences. Many individuals require immediate income, which limits their ability to participate in training programs. Without structured case management and supportive services, many individuals are unable to complete training programs or maintain stable employment.	Humboldt Workforce Coalition vocational counselors and case management staff; partnerships with community-based organizations providing supportive services; workforce funding for supportive services including childcare, transportation, training materials, and occupational licensing fees; referral partnerships with health and behavioral health providers.	Provide individualized vocational counseling and career planning; deliver job readiness training including resume development, interview preparation, and workplace readiness; coordinate supportive services including childcare assistance, transportation assistance, and training materials; connect participants with community-based resources addressing housing stability, mental health, and financial literacy	Participants receiving case management and career counseling services; supportive services delivered to address employment barriers; participants completing job readiness training; increased referrals to supportive service providers and community partners.	Participants successfully complete training programs and obtain employment; increased employment retention and career advancement; improved earnings and economic stability among disadvantaged adults; reduced poverty among workforce program participants.
Regional economic analysis identified key industry sectors	Regional labor market data from the	Expand training programs on the	Expanded number of training programs	Participants gain industry-recognized credentials

critical to Humboldt County's economic growth including healthcare, construction, renewable energy, working lands industries, aquaculture and fisheries, and arts and tourism. However, workforce training opportunities must be aligned with these industry demands to ensure that participants gain the skills required for employment in high-growth occupations. Without coordinated training investments aligned with labor market demand, workforce programs may not effectively prepare participants for good-quality jobs.	California Employment Development Department; industry cluster analysis conducted by Thomas P. Miller and Associates; Redwood Region Jobs First economic development strategy; partnerships with College of the Redwoods and other Eligible Training Providers; employer partnerships across priority industry sectors.	Eligible Training Provider List aligned with high-demand occupations; collaborate with College of the Redwoods to develop training pathways in priority industries; engage employers through industry forums and advisory groups to identify workforce skill needs; align workforce development strategies with regional economic development priorities.	aligned with priority sectors; increased employer engagement in workforce program planning; increased participant enrollment in occupational training programs aligned with labor market demand.	aligned with high-demand sectors; improved employment outcomes in middle-skill and high-skill occupations; stronger regional talent pipelines supporting healthcare, construction, renewable energy, and working lands industries.
The Redwood Region includes multiple workforce boards serving interconnected labor markets across Humboldt, Del Norte, Mendocino, and Lake counties. However, workforce development systems historically operate independently across jurisdictions, limiting	Humboldt County Workforce Development Board leadership regional meeting capacity; partnerships with Redwood Region Jobs First initiative partners; College of the Redwoods;	Host meetings and conversations across the four counties; facilitate collaboration between workforce boards, education providers, and employers; share labor market data and workforce strategies	Increased collaboration among workforce economic development partners; improved information sharing across regional partners; development of coordinated workforce priorities across the Redwood Region.	Stronger regional workforce systems; improved alignment between workforce development and economic development strategies; sustainable regional talent pipelines supporting priority industries across the Redwood Region.

opportunities for coordinated workforce strategies and regional talent pipeline development. Stronger collaboration among workforce boards, education providers, employers, and economic development organizations is needed to support regional economic growth.	regional economic development organizations.	across regional partners.		
Many workforce participants require a coordinated service delivery approach that integrates career counseling, occupational training, supportive services, and work-based learning opportunities. Without structured pathways connecting training programs to employers, participants may struggle to transition from training to employment.	Humboldt Workforce Coalition service delivery staff; employer partnerships across priority industries; College of the Redwoods training programs; supportive services funding; workforce development program resources; partnerships with community-based organizations.	Provide career assessments and individualized employment plans; deliver job readiness training and career navigation services; facilitate transitional employment placements, work experience opportunities, and on-the-job training; coordinate supportive services including transportation, childcare, and training materials; engage employers to provide mentorship and work-based learning opportunities.	Participants enrolled in workforce training programs; participants completing job readiness training; participants placed in work-based learning opportunities; increased employer participation in workforce development programs; increased training completion and credential attainment.	Participants secure employment in middle-skill and high-skill occupations aligned with regional industry demand; participants earn wages meeting or exceeding living wage thresholds identified by the MIT Living Wage Calculator; improved employment retention and career mobility among participants; long-term economic mobility for disadvantaged adults in Humboldt County.

*Must include the statement of needs, the appropriate outputs/deliverables, and the outcome(s) from Exhibit A: Project Narrative



**Regional Coordination Project
Program Year 2025-26
Partner Roles and Responsibilities**

Organization Name: Humboldt County Workforce Development Board
Project Name: North Coast Regional Coordination
Refer to the Solicitation for Proposals for population definition and eligibility information.

Partner Organization	Roles and Responsibilities	Leveraged Resource Amount	Leveraged Source*	Partnership Agreement Letter**
Employer and Industry Associations				
Providence St Joseph Healthcare Northern California	As one of the region's largest employer in the health care sector, Providence will be a major employer for program development, end-employer connections, and potential work-based learning opportunities.	\$0	NA	☒ Yes
North Coast Grower's Association	As the primary agricultural trade association in the region, the North Coast Grower's Association will connect the Humboldt County Workforce Development Board with employers in their representing sector for program development, end-employer connections, and potential work-based learning opportunities.	\$0	NA	☒ Yes
Community College and Adult Schools				
College of the Redwoods	College of the Redwoods will serve as the primary Eligible Training Provider and will collaborate closely with HCWDB to align workforce training programs with regional labor market demand. The college will provide	\$34,000	State. Federal, Non-profit.	☒ Yes

Partner Organization	Roles and Responsibilities	Leveraged Resource Amount	Leveraged Source*	Partnership Agreement Letter**
	occupational training programs that prepare participants for employment in priority industries such as healthcare, construction, renewable energy, and working lands industries. College of the Redwoods will also collaborate with employers and workforce partners to develop career pathways and credential programs that respond to regional workforce needs. In addition, the college will support workforce system alignment by working with HCWDB to expand programs on the Eligible Training Provider List and improve connections between workforce training and employer demand.			
Workforce Partners				
California Center for Rural Policy		\$0	NA	☒ Yes
Humboldt Workforce Coalition	The Humboldt Workforce Coalition, the Title I service provider for the Humboldt County Workforce Development Board, will provide direct participant services including vocational counseling, case management, career navigation, and job readiness training. Counselors will support participants through individualized career planning, resume development, interview preparation, and referrals to training programs and employment opportunities. The Coalition will also coordinate supportive services including transportation assistance, childcare support, occupational	\$116,000	Federal, state, philanthropic.	☒ Yes

Partner Organization	Roles and Responsibilities	Leveraged Resource Amount	Leveraged Source*	Partnership Agreement Letter**
	licensing fees, and other resources necessary to ensure successful training completion and employment retention.			
	Total Leveraged Resource Amount	\$150,000		

* Type of Funds: WIOA, General/State, other (please describe) as allowed by the Solicitation for Proposal (SFP).

**As required by SFP. See Appendix A: Proposal Package Instructions of the SFP for more information.



**Regional Coordination Project
Program Year 2025-26
Performance Goals Matrix**

Organization Name: Humboldt County Workforce Development Board

Project Name: North Coast Regional Coordination

Performance Goals Description	Total Participants	Performance Goal Rate (%)*
1. Total Participants to be served	50	
2. Number to be enrolled in certified training and work-based learning (WBL)**	50	100%
3. Number enrolled scheduled for completion of credentials	33	66%
4. Total Participants Exited	50	
5. Employment Rate 2nd Quarter After Exit	34	68%
6. Employment Rate 4th Quarter After Exit	33	66%
7. Credential Attainment	33	66%
8. Median Earnings 2nd Quarter After Exit***		\$7,800

Refer to Appendix A, *State Negotiated Performance Goals PY 24 and 25* ([WSIN23-54](#)), and *Local Area Negotiated Performance Goals PY 24 and 25* ([WSIN24-17](#)) (October 13, 2022) for more information about performance goals.

PY 24-25 Negotiated Performance Goals	Adults
Employment Rate 2nd Quarter After Exit	67.5%
Employment Rate 4th Quarter After Exit	65.5%
Median Earnings 2nd Quarter After Exit	\$7,800
Credential Attainment	66.0%
Measurable Skill Gains	60.0%

In addition to the WIOA performance measures, the state requires subrecipients to track total participants enrolled in education, training, and training-related employment.

*In order to populate the Performance Goal Rate %, see Appendix A: Proposal Package Instructions of the SFP.

** The following are considered WBL programs under the *Workforce Innovation and Opportunity Act*: pre-apprenticeship programs, registered apprenticeships, customized training, work experiences and internships, transitional jobs, on-the-job training, and incumbent worker training.

***Enter the dollar amount of anticipated median earnings per quarter.



**Regional Coordinator Project
Program Year 2025-26
Conflict of Interest**

CONFLICT OF INTEREST DISCLOSURE REQUIREMENTS

Grantees must have written standards of conduct that meet the requirements of Title 2, Code of Federal Regulations (CFR), Chapter II, Part 200, Subpart D, § 200.318(c)(1):

The recipient or subrecipient must maintain written standards of conduct covering conflicts of interest and governing the actions of its employees engaged in the selection, award, and administration of contracts. No employee, officer, agent, or board member with a real or apparent conflict of interest may participate in the selection, award, or administration of a contract supported by the Federal award. A conflict of interest includes when the employee, officer, agent, or board member, any member of their immediate family, their partner, or an organization that employs or is about to employ any of the parties indicated herein, has a financial or other interest in or a tangible personal benefit from an entity considered for a contract.

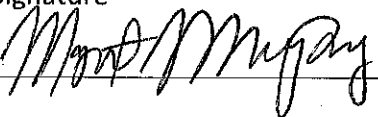
In addition, per Title 2, CFR, Chapter II, Part 200, Subpart B, § 200.112, all recipients and subrecipients of funds must disclose in writing any potential conflict of interest to the Employment Development Department (EDD).

The EDD requires that grantees engaged in the administration, oversight, and operation of a federal WIOA grant program minimize organizational conflicts of interest through segregation of duties, disclosure, and recusal in order to foster public and partner confidence.

Avoidance of Conflict of Interest

- A. Grantee agrees that all reasonable effort will be made to ensure that no conflict of interest exists between its officers, agents, employees, consultants or members of its governing body.
- B. The grantee shall prevent its officers, agents, employees, consultants or members of its governing body from using their positions for purposes that are, or give the appearance of being, motivated by a desire for private gain for themselves or other such as those with whom they have family, business or other ties.
- C. A determination by EDD that a conflict of interest situation exists is grounds for termination.
 - I. Grantees are required to report any potential conflict of interest to the Employment Development Department in writing within 10 days after the organization becomes aware of the conflict.
- D. Failure to disclose any potential conflict of interest is grounds for termination.

Organization Name		Humboldt County Workforce Development Board	
Authorized Signatory		Peggy Murphy	
Title	Economic Development Director	Email	pmurphy@co.humboldt.ca.us
Office Phone #	(707) 476-4806	Primary Contact #	(707) 476-4803
Type of Organization	☐ Private Non-Profit Organization	☒ Local Workforce Development Area/Board	☐ Adult/Education and training provider

(Check all that apply)	☐ Community-Based Organization	☐ Faith-based Organization	☐ Tribal Organization
	☒ Public agency (local government)	☐ Community College	☐ Labor Organization
<i>I certify that I have reviewed and understand the requirements regarding the disclosure and reporting of any potential or actual conflicts of interest. I further affirm that, to the best of my knowledge, our organization does not have any conflicts of interest to report.</i> Authorized Signatory (Must include E signature)			
Name: Peggy Murphy	Signature 		Date 6-2-2026



**Regional Coordination Project
Program Year 2025-26
Conditions of Award**

Applicant: Golden Sierra Job Training Agency
Project Name: Better Together: A Coordination Project for the Capital Region

Conditions of Award

The application to request Regional Coordination Project, Program Year 25-26, funding is conditionally approved for \$1,000,000.00. As a condition of this grant award, the recipient must submit an amendment to their EDD Project Manager within 30 business days of this agreement that fully addresses any necessary revisions to the scope of work and removes any disallowed activities and/or disallowed costs.

Your organization is responsible for the Compliance in performance of this subgrant agreement, including but not limited to ensuring that costs are allowable, and comply with: a. The provisions of the Workforce Innovation and Opportunity Act (WIOA), (29.S.C. 3101-3361 (2014)), WIOA Final Regulations, and all legislation, regulations, directives, policies, procedures and amendments.