



**Northern Rural Training and
Employment Consortium (NoRTEC)**

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**NoRTEC Regional Planning Unit
LOCAL PLAN MODIFICATION
2018-19**

.....

Prepared for:

NoRTEC Workforce Development Board

March 2019

Table of Contents

Introduction.....	1
CalFresh.....	1
Child Support Services	4
Competitive Integrated Employment	5
English Language Learners/Foreign Born/Refugees	6
Changes in Local Labor Market and Economic Conditions.....	8
Labor Market Changes	8
Demographic Changes	8
Economic Changes – 2018 Carr and Camp Fires	9
Public Comment Received.....	9
Attachments	10

Introduction

The Northern Rural Training and Employment Consortium (NoRTEC), also known as the Workforce Development Board (WDB), provides oversight, guidance and direction for the federal Workforce Investment and Opportunity Act (WIOA) in the 11-county region of Butte, Del Norte, Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Tehama and Trinity Counties. NoRTEC's mission is to develop strategic partnerships and solutions that meet the workforce needs of businesses and jobseekers, promoting the economic growth of the region. As part of that mission, one of NoRTEC's goals is to promote open communication among local and regional workforce partners to create a shared vision and regional strategy. Cultivating a network of partners and promoting aligned and collaborative efforts is critical for success, especially because of the large geographic area and diversity of the NoRTEC region.

This two-year local plan modification, as required under WIOA (29 US Code 3123), is organized in accordance with requirements outlined in the Employment Development Department's (EDD) Workforce Services Directive 18-01 and presents data on the required populations, status of collaborative efforts and economic and workforce trends.

To fulfill the requirements of the directive and to ensure robust community input, NoRTEC hosted multiple stakeholder discussion sessions for each of the required populations as well as a listening session outside of traditional business hours. Invitees included organizations listed in the State's Directory of Planning Partners as well as additional local organizations and contacts across the eleven counties. In addition to personalized email outreach and invitations, session announcements were submitted to the California Workforce Development Board, posted in the America's Job Centers of California (AJCCs), and posted on the NoRTEC website. Furthermore, community members and partners were invited to provide written input electronically if they were unable to attend a session. Please see the appendix for a complete list of invitees and other documentation related to community engagement.

Since the original local strategic plan was submitted in 2016, large portions of NoRTEC's region were impacted by the November 2018 Camp Fire in Butte County, the most damaging wildfire in California's history. Indeed, the Camp Fire occurred in the middle of the local and regional plan modification process. The Camp Fire impacted the ability of some partners to participate or complete their follow through in a timely manner, including the provision of client population data as well as partnership agreements. Please see the Attachments for data on the economic impact of the fire.

CalFresh

Required planning partners including Human Service Agency/CalFresh program staff as well as core partners for NoRTEC's eleven counties were invited to participate in the stakeholder sessions. Invitees were also welcomed to forward the meeting information on to any other

interested parties. A director, manager and supervisor from three counties participated in the session. Del Norte County has a state waiver and is not providing an Employment and Training program at this time.

The following tables reflect the number of CalFresh recipients and the percentage of population receiving CalFresh in each county.

Persons Receiving CalFresh Benefits						
County	2012	2013	2014	2015	2016	2017
Butte	29,132	30,042	30,891	31,978	32,065	30,941
Shasta	24,702	23,489	24,532	25,062	24,407	23,248
Tehama	9,694	9,909	10,781	10,421	9,931	9,219
Nevada	7,025	7,403	7,723	7,737	7,661	7,132
Siskiyou	6,124	6,538	6,947	7,053	6,773	6,419
Del Norte	5,380	5,130	5,196	5,194	5,318	5,253
Lassen	2,944	2,991	3,189	3,189	3,149	3,114
Plumas	1,637	1,679	1,895	2,050	2,132	2,064
Trinity	1,563	1,562	1,787	1,832	1,757	1,669
Modoc	1,006	947	1,005	1,000	1,085	1,173
Sierra	328	303	301	313	277	272
NoRTEC Region	89,535	89,993	94,247	95,829	94,555	90,504
Statewide	4,062,300	4,237,437	4,428,871	4,469,489	4,330,997	4,111,003
% of Cases in State	2.2%	2.1%	2.1%	2.1%	2.2%	2.2%

Percent of Population Receiving CalFresh						
County	2012	2013	2014	2015	2016	2017
Del Norte	19.1%	18.4%	19.1%	19.1%	19.4%	19.1%
Siskiyou	13.9%	15.0%	16.0%	16.3%	15.6%	14.6%
Tehama	15.3%	15.7%	17.2%	16.5%	15.7%	14.4%
Butte	13.2%	13.5%	13.8%	14.2%	14.2%	13.5%
Modoc	10.7%	10.3%	11.1%	11.0%	12.1%	13.2%

Trinity	11.6%	11.6%	13.6%	14.0%	13.7%	13.1%
Shasta	13.9%	13.2%	13.7%	14.0%	13.7%	12.9%
NoRTEC Region	12.6%	12.7%	13.3%	13.5%	13.3%	12.6%
Plumas	8.4%	8.9%	10.2%	11.1%	11.3%	11.0%
Statewide	10.7%	11.1%	11.4%	11.5%	11.0%	10.4%
Lassen	8.8%	9.3%	10.1%	10.2%	10.2%	10.0%
Sierra	10.7%	10.0%	10.1%	10.5%	9.3%	9.1%
Nevada	7.2%	7.6%	7.8%	7.8%	7.7%	7.1%

Please see the Attachments for race/ethnicity data of CalFresh recipients by county.

Partners agreed that substance use and mental health issues are among the biggest facing their clients. Transportation is also a significant barrier to employment because the area is so geographically large and spread out. In Nevada County, it is difficult for people to find full time jobs in their area while also taking care of children. Housing availability and affordability are also issues. Furthermore, rural counties never have sufficient resources to serve their client population. Staff are few and are required to perform many different roles, which makes it difficult to provide clients with the support that they need.

The Shasta County Health and Human Services Agency intends to conduct outreach to approximately 12,000 individuals who are under-employed – which is defined as individuals who are employed but still receiving CalFresh, or who have more than one job. Shasta (as well as other counties) already partners with its local AJCC to provide clients with workforce services. CalFresh partners expressed a desire for more subsidized employment opportunities for their clients, as well as more on-the-job training opportunities.

Human Service Agencies in the region are currently referring clients to the AJCCs for job search assistance, training and supportive services. In addition to the AJCCs, Shasta County is in the process of partnering with Shasta College, the Shasta County Probation Department for employment and training services at their day reporting center, and the Child Abuse Prevention Council. These organizations will be eligible for the 50% federal reimbursement. For the subset of CalFresh recipients who also receive General Assistance/Relief, county HSAs also have dedicated staff to work with those individuals on their employment goals.

Please see the Attachments for partnership letters from CalFresh partners.

Child Support Services

Required partners including core WIOA partners and the Local Child Support Agencies (LCSA) for NoRTEC's eleven counties were invited to participate in a stakeholder session in October 2018. Invitees were also welcomed to forward the meeting information on to any other interested parties. The stakeholder session was well attended by directors and manager from a majority of the Child Support Agencies, as well as by NoRTEC staff. Additional meetings were held with individual LCSA's in the region.

LCSAs reported that they are unable to provide demographic data on their client population without permission and assistance from their state agency. Despite repeated requests and advocacy by LCSA partners on behalf of NoRTEC, the efforts were ultimately unsuccessful in acquiring that data.

Many LCSAs are already working closely with the AJCC staff in their areas or in the process of establishing that relationship. For example, in Tehama County, child support clients are required to attend workshops at the AJCC in Red Bluff, and the instructor will sign to verify their attendance. Some child support case managers have received or will receive training on AJCC resources and programs, and some LCSAs are working with their AJCCs to ensure that a good referral process is in place for clients who need workforce services.

Partners identified criminal records and a lack of transportation as two of the major barriers to employment for child support clients. The LCSAs do not have the resources to provide motivational tools or supportive services directly, but the degree to which child support clients are referred to other community services or resources for support varies from LCSA to LCSA. Child support clients who utilize the AJCCs are able to access the full range of AJCC services, including career counseling, job search assistance, training, supportive services and referrals to other community services.

LCSA partners expressed interest in partnering in a number of ways, including having a single point of contact at the AJCC, more individualized attention for clients referred to the AJCC, and a request for AJCC staff to regularly attend the weekly court data for child support cases. Because of the variety of requests, the stakeholders group decided that each LCSA would email the NoRTEC assistant director so that she can address their needs individually.

Moving forward, several partners agreed to sign an agreement to describe their on-going and future collaboration. Furthermore, in order to enhance future communication and information sharing, NoRTEC will add the LCSAs to their newsletter distribution list. Please see the Attachments for signed partnership agreements.

Competitive Integrated Employment

The NoRTEC region falls under two Department of Rehabilitation (DOR) districts, the Redwood Empire District and the Northern Sierra District. For the purposes of the WIOA local plan modification, the District Administrator for Redwood Empire helped to co-facilitate a convening of Competitive Integrated Employment partners in October 2018. All of the partners required by the state were invited to attend as well as other local partners who could meaningfully participate. In addition to DOR staff, other participants included staff from the Far North and Alta California Regional Centers, County Offices of Education, Special Education Local Plan Area (SELPA) directors and the Smart Business Resource Center.

The group discussed the status of local planning efforts and ways that NoRTEC and its AJCCs may be helpful in serving individuals with intellectual and developmental disabilities. One critical piece is the referral process between AJCCs and regional centers and DOR and education partners, to ensure that consumers do not fall through the cracks. While education is the partner that most often encounters the majority of these consumers and could potentially connect other partner services via the IEP process, parents need to agree to allow any other organizations to be part of the process.

One example of an existing collaboration is the Summer Training and Employment Program for Students (STEPS), which provided various work opportunities for youth. STEPS provides funding through the Employment & Training Panel to workforce development boards to develop a summer employment program for youth with disabilities. The primary goal is to support the transition to employment of secondary school students with disabilities. Youth who are eligible for the program must be 16-21 years old and must be receiving special education or related services under Part B of the Individuals with Disabilities Education Act or an individual with a disability for the purposes of section 504 (Youth with IEPs and/or 504 accommodations). Activities for this project include job preparation training, job exploration, workplace readiness skills training, and work-based learning experiences. 230 hours of paid work experience and up to 40 hours of job exploration and/or workplace readiness skills training is offered to each student. Support and processes are included in the grant to facilitate co-enrollment in WIOA and Department of Rehabilitation services, when needed.

A draft Local Partnership Agreement (LPA) has already been developed and approved by DOR. The LPA is a work in progress and NoRTEC staff will participate in upcoming meetings with the goal of NoRTEC signing the LPA. Through future meetings, the group will refine the referral process to maximize the number of consumers with ID/DD who are able to utilize the AJCCs. Another way that NoRTEC will provide support to the CIE effort is through outreach to employers. As materials are developed to educate employers about the benefits of employing individuals with disabilities, business services staff will be able to help reach employers and provide them with information and referrals, including to DOR for paid work experience and job coaches.

DOR has not developed any specific trainings on serving consumers with ID/DD yet but they do provide Windmills training. DOR also intends to make training available on all the core partners' services including the IEP process. NoRTEC and individual AJCC's will coordinate with DOR for needed staff development. DOR does have two "WIOA Training Topics" trainings planned for February 2019 in Redding, CA – "ADA Basics" and "Serving Customers with Disabilities," which staff will attend as appropriate. The Redwood Empire District Administrator is serving as the point of contact for NoRTEC with regards to DOR.

English Language Learners/Foreign Born/Refugees

NoRTEC's eleven counties have far lower percentages of limited English speakers than the state figure of 18.6%. Butte County, the most populous county, has the highest percentage in the region of those who speak English "less than very well," at 5.4%. Data is not available for most counties because of their small populations. For those who speak a language other than English at home, Spanish is the most commonly spoken language.

County	Population	% speaking English less than "very well"	Foreign Born Population	Speak a language other than English at home	Spanish speaking
Butte	220,000	5.4%	17,501	29,994	62.2%
Del Norte	28,610	n/a	1,563	3,091	73.0%
Lassen	34,895	n/a	1,925	5,212	80.6%
Modoc	9,686	n/a	565	1,045	79.7%
Nevada	98,764	n/a	6,259	6,436	56.8%
Plumas	20,007	n/a	773	1,645	70.0%
Shasta	177,223	2.5%	8,614	14,522	53.9%
Sierra	3,240	n/a	127	283	83.7%
Siskiyou	44,900	n/a	2,160	3,418	73.3%
Tehama	63,463	n/a	5,243	11,263	90.1%
Trinity	13,786	n/a	642	1,275	74.0%
TOTAL	714,574		45,372	78,184	

Source: American Community Survey

NoRTEC hosted a meeting for organizations that serve English language learners, refugees and the foreign born, including all of those listed in the State's Directory of Planning Partners. Community based organizations, adult education and community college partners were invited to join the discussion. Additional conversations and meetings were held with these partners individually throughout October and November 2018.

Given the rural nature of NoRTEC's area as well as the small number of English Language Learners, available services are somewhat limited. Some classes are available via adult education and community colleges, but there are a limited number of certified ESL instructors in the area. Some community colleges and adult schools have limited career planning or vocational training offerings.

All adult schools struggle with providing classes in ways that are supportive of individuals with jobs and families. In Siskiyou County, once the adult education school started providing childcare, enrollment increased. Another challenge is that given the vast geographical spread of some of the counties, transportation is a major challenge for students to be able to access services.

Partner organizations are making sure to connect students will career pathways and living wage jobs by referring them to the AJCCs which are located in every county. California Human Development (CHD) is focusing its efforts on connecting students with apprenticeships because of the higher wages and benefits. Currently they are mainly helping students access the laborers apprenticeship, since it does not require a high school diploma.

With regards to gaps in services and outreach efforts, some partners report that it is currently difficult to gauge the true demand because of the political climate at the federal level. Potential students are reluctant to seek services or to connect with organizations which may inquire about personal information. Partners report from past experience that flyers or other written outreach materials are ineffective; word-of-mouth appears to be one of the primary ways that individuals find out about services.

Partners identified a lack of resources for a small number of students as major barriers. CHD is working on developing articulation agreements with community colleges so that students can receive credit for the training they receive through CHD. One challenge to developing these agreements is that the colleges require CHD's instructors to be at the same level as the college's instructors, which is often not the case as CHD draws from people who have industry experience (rather than academic). CHD also cannot afford to pay college level salaries.

The primary provider of services to migrant seasonal farm workers in the area is CHD which offers employment and living assistance services to low-income farmworkers, farmworker family members and others in NoRTEC's counties. CHD creates paths and opportunities for migrant/seasonal farm workers seeking greater self-sufficiency, independence and dignity through education, training, criminal justice alternatives, housing and other services. Working together with County Social Services, WIOA, EDD, DOR and other onsite partners, CHD provides

outreach, intake and orientation to employment services available at or through the AJCCs in each county.

Changes in Local Labor Market and Economic Conditions

The overall local labor market conditions of the region have not changed significantly over the last two years in terms of demographics, industries and occupations. Noted changes are as follows:

Labor Market Changes

- Growth in the NoRTEC region, in general, has been flat in the past 2 years growing by just 1.8% between 2016 and 2018. Sectors with the most numeric growth include Health Care and Social Assistance; Accommodation & Food Services; and Agriculture, Forestry, Fishing & Hunting. Conversely, Information; Finance & Insurance; and Government have each lost between 50 and 100 jobs.
- Healthcare & Social Assistance is the only industry that added employment in each of the 11 counties in the NoRTEC region. It is also notable that Manufacturing only lost employment in one of the eleven counties (Modoc) but grew in the remaining 10. On the other end of the spectrum, each of the following sectors contracted in six of the 11 counties: Government; Finance & Insurance; and Real Estate & Rental & Leasing.
- Counties within the NoRTEC Region that experienced the greatest growth rates include Tehama (5.9%); Butte (4.3%); and Nevada (3.3%). Conversely, Sierra and Modoc decreased in employment (-3.2%, and -3.5%, respectively). In terms of numeric job growth Butte, Shasta and Nevada led the way.
- Certain industries in certain counties are notable for exceeding national trends in job growth to an exceptional degree. These include Retail Trade in Butte County (+683 jobs); Government in Butte County (+559); Agriculture, Forestry, Fishing & Hunting in Tehama County (+284); Other Services in Nevada County (+321); and Health Care & Social Assistance in Butte County (+1,265).
- Management of Companies & Enterprises performed well in several areas including Butte and Shasta Counties, which is significant due to the exceptionally high average earnings in this industry (\$88k in Butte and \$111k in Shasta).

Demographic Changes

- The population of the NoRTEC region increased marginally over the past two years, increasing by 6,296 individuals (or 0.9%). Six of the region's 11 counties increased in population, led by Butte, Shasta and Nevada. Population decreased in five counties, most notably Lassen and Trinity.
- Age cohorts with the greatest growth in the NoRTEC region include 70 to 79 year olds and 35 to 39 year olds.
- Growth among young adults is an encouraging sign for the region. For the 25 to 29-year age cohort, 10 of 11 counties experienced some growth. For the 30 to 34-year-old age cohort, seven of 11 counties experienced some growth. And nine of 11 counties experienced some growth within the 35 to 39-year-old age cohort.

- In terms of race/ethnicity, White Hispanics increased by the greatest number over the past two years (3,732); followed by Two or More Races, Non-Hispanic; and Asian (Non-Hispanic). Though White, Non-Hispanic remains the region's largest race/ethnicity cohort, this group actually decreased in population between 2016 and 2018, by 1,001 individuals. With some variation, similar patterns are apparent within each of the region's 11 counties

[Detailed data on the demographic, labor market and economic changes.](#)

Economic Changes – 2018 Carr and Camp Fires

As stated in the introduction, anticipated changes that will affect the labor market and economic conditions of the region include the recent destructive wildfires of 2018. The Shasta/Trinity Carr Fire occurred in July and destroyed over 1,600 structures and burned 229,650 acres. The Butte County Camp Fire occurred in November and destroyed over 18,804 structures and burned 153,336 acres. These wildfires caused significant disruption to the lives of workers, employers and families and will undoubtedly lead to longer-term instability in local labor markets.

The Camp fire wrought incalculable damage upon the residents and families of the City of Paradise, of which the statistics only tell part of the story. In the short-term, the Camp Fire has produced a net positive effect on the Butte County economy, increasing employment by 0.6%, earnings by 1.8% and economic output by 0.7%. Industry sectors with a net gain in employment in the short term include Agriculture, Forestry Fishing & Hunting (+2,820); and Government (+325). Sectors with the greatest loss in employment include Health Care & Social Assistance (-439) and Educational Services (-381). Estimates across all sectors are included on the attached Fire Impact Report.

The long-term negative impacts from destruction of the entire town, including utilities/infrastructure, businesses and homes, on the surrounding communities is still being calculated. Many statistical agencies have yet to report full details on spending and employment at a level detailed enough to be modeled, hence making a full-fledged economic impact analysis difficult at this point in time. Instability in local labor markets to places such as Paradise, Chico and Redding are to be expected. Seasonal industries that are vital to the well-being of our rural communities, such as agriculture and tourism, may have a harder and longer recovery. In addition, permanent outmigration following the fires will result in the loss of human capital and tax revenue.

Please see the Attachments about preliminary impacts of the Butte County Camp Fire.

Public Comment Received

Upon completion of the public comment period, NoRTEC will include any public comments on the plan. The Local Board Record of Comments will be found in Attachment F.

Attachments

- A. CalFresh Race/Ethnicity Tables
- B. CalFresh Partnership Agreements
- C. Child Support Partnership Agreements
- D. Preliminary Impact Report on 2018 Camp Fire
- E. Documentation of Outreach Process
- F. Local Board Record of Public Comments Received (*to be inserted*)
- G. Local Board Assurances (*to be inserted*)

ATTACHMENT A
CALFRESH RACE/ETHNICITY TABLES

**CalFresh
Participants by Race/Ethnicity
Federal-Only Households
DFA 358F**

Tehama July 2018

Number of Federal-Only and Combined Households participating in CalFresh during July by race and assistance status.							
Race	A. Number of Household Contacts by Race			TOTAL	B. Number of Hispanic or Latino Household Contacts Reported in A. by Race		
	PAFS Households	NAFS Households	TOTAL		PAFS Households	NAFS Households	TOTAL
1. Household Contacts Who Marked Only One Race							
American Indian or Alaska Native	9	99	108		2	20	22
Asian Categories	3	50	53		0	4	4
Asian Indian	0	5	5		0	2	2
Cambodian	0	0	0		0	0	0
Chinese	0	3	3		0	0	0
Japanese	0	2	2		0	0	0
Filipino	1	7	8		0	1	1
Korean	0	0	0		0	0	0
Laotian	1	24	25		0	0	0
Vietnamese	1	1	2		0	0	0
Other Asian (not included above)	0	7	7		0	1	1
Reporting More Than One Asian Group	0	1	1		0	0	0
Black or African American	3	41	44		1	4	5
Native Hawaiian or Other Pacific Islander	2	4	6		1	0	1
Native Hawaiian	0	1	1		0	0	0
Guamanian	0	2	2		0	0	0
Samoan	1	0	1		1	0	1
Other Pacific Islander (not included above)	1	1	2		0	0	0
Reporting More Than One Native Hawaiian or Pacific Islander Group	0	0	0		0	0	0
White	277	2,730	3,007		24	122	146
2. Household Contacts Who Marked Two Races							
American Indian or Alaska Native and White	4	84	88		0	7	7
Asian and White	1	6	7		0	1	1
Black or African American and White	0	8	8		0	1	1

Black or African American	0	4	4	0	0	0	0
3. Other--Household Contacts Who Chose Racial Combinations Not Reporting Race(s) Not Included Above	67	413	480	67	397	464	
4. Nonreporting Household Contacts Where Worker Unable to Make Race	44	296	340	33	201	234	
Worker Unable to Determine Race	410	3,735	4,145	128	757	885	
5. Totals							

ATTACHMENT B
CALFRESH PARTNERSHIP AGREEMENTS



NEVADA COUNTY HEALTH & HUMAN SERVICES AGENCY

Michael Heggarty, MFT
Agency Director

Department of Social Services

Tex Ritter, JD
Department of Social Services
Director

950 Maidu Ave., PO Box 1210
10075 Levon Ave., Ste 202
988 McCourtney Road

Nevada City, CA 95959
Truckee, CA 96161
Grass Valley, CA 95949

Telephone (530) 265-1340 FAX (530) 265-9860
Telephone (530) 582-7803 FAX (530) 582-7729
Telephone (530) 265-1340 FAX (530) 274-1049

November 30, 2018

NoRTEC
Michael Cross, Executive Director
525 Wall Street
Chico, CA 95928

Dear Mr. Cross:

This letter is to express support for our partnership with NoRTEC in serving CalFresh customers, to provide them with support in finding employment, which leads to greater economic self-sufficiency. We have agreed to the following:

- Provide each other with opportunities for capacity building and staff development, to ensure partners feel confident in their knowledge and ability to navigate the workforce system or CalFRESH
- Share agency contact information to ensure that we can confidently direct and/or refer clients to the appropriate staff and locations for services
- Share aggregated program data, excluding individual client information except what is allowable under signed Releases of Information
- Meet as necessary to ensure consistent opportunities to share information, discuss issues, and discuss projects for collaboration
- Provide agency and program updates, specifically those that may affect the client referral and participation process

For your records, Sara Connor will serve as our department's primary point of contact. She can be reached at sara.connor@co.nevada.ca.us or (530) 265-7195.

We look forward to continued collaboration.

Sincerely,

Tex Ritter, Director
Nevada County Department of Social Services
(530) 265-7077
Tex.ritter@co.nevada.ca.us

Cc: Sara Connor

**CLIENT SERVICES AGREEMENT
BETWEEN
Northern Rural Training and Employment Consortium
AND
CalFRESH Partner Agencies**

INTRODUCTION

THIS PARTNERSHIP AGREEMENT (“Agreement”), dated December 1, 2018 is between the Northern Rural Training and Employment Consortium (NoRTEC) and core partners, Adult Education Block Grant consortia, community college consortia, community-based organizations, social enterprises, and/or public or private employers from in-demand sectors (“Partners”). The purpose of this Agreement is to establish a framework for collaboration, communication and capacity building to better serve recipients of CalFRESH.

PREAMBLES

WHEREAS, the partners are of Butte, Del Norte, Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Tehama and Trinity;

WHEREAS, the missions of the Partners are complementary;

WHEREAS, this Agreement has as its objective the establishment of a framework for collaboration, communication and capacity building; for this reason, this Agreement facilitates the establishment of ways to jointly work together;

THEREFORE, the Partners wish to continue working together and in accordance with the following clauses:

PARTNERSHIP PRACTICES

All Partners agree to the following practices:

- Provide each other with opportunities for capacity building and staff development, to ensure Partners feel confident in their knowledge and ability to navigate the workforce system or CalFRESH.
- Share agency contact information to ensure that Partners can confidently direct and/or refer clients to the correct staff and locations for services.
- Share aggregated program data, excluding individual client information except what is allowable under signed Releases of Information.
- Meet as necessary to ensure consistent opportunities to share information, discuss issues, and discuss projects for collaboration.
- Provide agency and program updates, specifically those that may affect the client referral and participation process.

AMENDMENTS

This Agreement may be modified, altered, or revised, as necessary, by mutual consent of all Partners, by the issuance of a written amendment, signed and dated by all Partners.

MEMBERSHIP

Any Partner may resign from this Agreement at any time and for any reason with a request of thirty (30) days prior written notice to the other Partners.

NO JOINT VENTURE

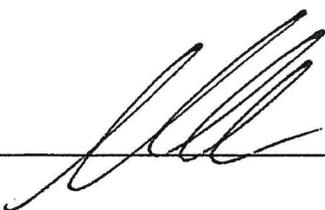
Notwithstanding the terms "Partners" and "Partnership", all Partners agree that they are not entering into a Legal Partnership, joint venture or other such business arrangement. Neither Partner will refer to or treat the arrangements under this Agreement as a Legal Partnership or take any action inconsistent with such intention.

ENTIRETY

This Agreement embodies the entire and complete understanding and agreement between all Partners.

**PARTNERSHIP AGREEMENT
NoRTEC
AND
CalFRESH Partner Agencies**

SIGNATURE PAGE

Signature:  Date: 12/6/2018

Michael Cross

Executive Director

NoRTEC

Signature:  Date: 11-30-18

Name: TEX RITTER

Title: Director of Social Services

Agency/Organization Name: Nevada County

**CLIENT SERVICES AGREEMENT
BETWEEN
Northern Rural Training and Employment Consortium
AND
CalFresh Partner Agencies**

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- Provide agency and program updates, specifically those that may affect the client referral and participation process.

AMENDMENTS

This Agreement may be modified, altered, or revised, as necessary, by mutual consent of all Partners, by the issuance of a written amendment, signed and dated by all Partners.

MEMBERSHIP

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NO JOINT VENTURE

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ENTIRETY

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**PARTNERSHIP AGREEMENT
NoRTEC
AND
CalFRESH Partner Agencies**

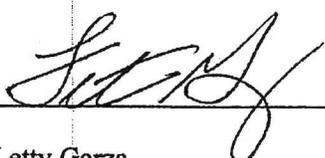
SIGNATURE PAGE

Signature:  Date: 1/23/2019

Michael Cross

Executive Director

NoRTEC

Signature:  Date: 12-19-18

Name: Letty Garza

Title: Director

Agency/Organization Name: Trinity County Health and Human Services

ATTACHMENT C
CHILD SUPPORT PARTNERSHIP
AGREEMENTS

**CLIENT SERVICES AGREEMENT
BETWEEN
Northern Rural Training and Employment Consortium
AND
Child Support Partner Agencies**

INTRODUCTION

THIS PARTNERSHIP AGREEMENT (“Agreement”), dated December 1, 2018 is between the Northern Rural Training and Employment Consortium (NoRTEC) and Adult Education Block Grant consortia, community college consortia, child support agencies, community-based organizations, social enterprises, and/or public or private employers from in-demand sectors (“Partners”). The purpose of this Agreement is to establish a framework for collaboration, communication and capacity building to better serve recipients of child support services.

PREAMBLES

WHEREAS, the partners are of Butte, Del Norte, Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Tehama and Trinity;

WHEREAS, the missions of the Partners are complementary;

WHEREAS, this Agreement has as its objective the establishment of a framework for collaboration, communication and capacity building; for this reason, this Agreement facilitates the establishment of ways to jointly work together;

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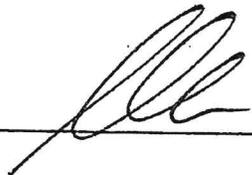
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PARTNERSHIP AGREEMENT
NoRTEC
AND
Child Support Partner Agencies

SIGNATURE PAGE

Signature:  Date: 1/23/2019

Michael Cross
Executive Director
NoRTEC

Signature:  Date: 13 DEC 18
Name: Aaron D Goodwin
Title: Director
Agency/Organization Name: Del Norte Dept. of
Child Support

Signature: _____ Date: _____
Name: David Kilgore
Title: State Director
Agency/Organization Name: _____

**CLIENT SERVICES AGREEMENT
BETWEEN
Northern Rural Training and Employment Consortium
AND
Child Support Partner Agencies**

INTRODUCTION

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- Provide agency and program updates, specifically those that may affect the client referral and participation process.

- Partners will keep each other informed of grant funded opportunities and initiatives, including the Prison to Employment (P2E) initiatives to ensure the Shasta County child support customers are aware of and able to access those resources.

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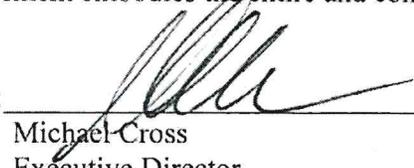
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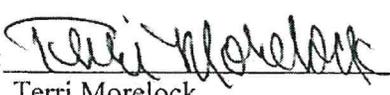
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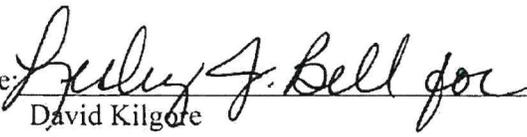
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ENTIRETY

This Agreement embodies the entire and complete understanding and agreement between all Partners.

Signature:  Date: 2/5/2019
Michael Cross
Executive Director
NoRTEC

Signature:  Date: 1-29-19
Terri Morelock
Director
Shasta County Department of Child Support Services

Signature:  Date: 2/22/19
David Kilgore
Director
California Department of Child Support Services

**CLIENT SERVICES AGREEMENT
BETWEEN
Northern Rural Training and Employment Consortium
AND
Child Support Partner Agencies**

INTRODUCTION

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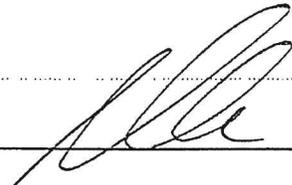
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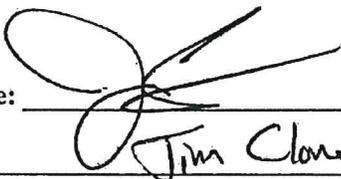
**PARTNERSHIP AGREEMENT
NoRTEC
AND
Child Support Partner Agencies**

SIGNATURE PAGE

Signature:  Date: 1/28/2019
Michael Cross

Executive Director

NoRTEC

Signature:  Date: 1/28/19
Name: Jim Cloney
Title: Chairperson
Agency/Organization Name: Shasta-Tehama-Trinity Adult Ed. Consortium

Signature: _____ Date: _____

Name: David Kilgore

Title: State Director

Agency/Organization Name: _____

CLIENT SERVICES AGREEMENT
BETWEEN
Northern Rural Training and Employment Consortium
AND
Child Support Partner Agencies

INTRODUCTION

THIS PARTNERSHIP AGREEMENT (“Agreement”), dated December 1, 2018 is between the Northern Rural Training and Employment Consortium (NoRTEC) and Adult Education Block Grant consortia, community college consortia, child support agencies, community-based organizations, social enterprises, and/or public or private employers from in-demand sectors (“Partners”). The purpose of this Agreement is to establish a framework for collaboration, communication and capacity building to better serve recipients of child support services.

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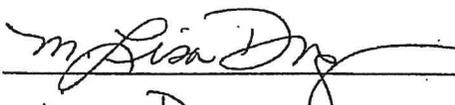
**PARTNERSHIP AGREEMENT
NoRTEC
AND
Child Support Partner Agencies**

SIGNATURE PAGE

Signature:  Date: 1/23/2019
Michael Cross

Executive Director

NoRTEC

Signature:  Date: 11-13-18
Name: M. Lisa Duqan
Title: Director
Agency/Organization Name: North Coast Regional DCSS (Trinity Co. DCSS)

**CLIENT SERVICES AGREEMENT
BETWEEN
Northern Rural Training and Employment Consortium
AND
Tehama County Department of Child Support Services**

INTRODUCTION

THIS PARTNERSHIP AGREEMENT (“Agreement”), dated December 18, 2018 is between the Northern Rural Training and Employment Consortium (NoRTEC) and the Tehama County Department of Child Support Services (“Partner”). The purpose of this Agreement is to establish a framework for collaboration, communication and capacity building to better serve unemployed parents.

PREAMBLES

WHEREAS, the missions of the Partners are complementary;

WHEREAS, this Agreement has as its objective the establishment of a framework for collaboration, communication and capacity building; for this reason, this Agreement facilitates the establishment of ways to jointly work together;

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- Meet as necessary to ensure consistent opportunities to share information, discuss issues, and discuss projects for collaboration.
- Provide agency and program updates, specifically those that may affect the client referral and participation process.
- Partners will keep each other informed of grant funded opportunities such as the Prison to Employment Initiative to ensure that Tehama child support clients are aware of and able to access those resources.

- Partners will collaborate on developing new marketing and outreach materials specifically targeting child support clients.
- Explore other ways of partnering with Job Training Center staff, including possible collaboration around Child Support Court.

AMENDMENTS

This Agreement may be modified, altered, or revised, as necessary, by mutual consent of NoRTEC and Partner, by the issuance of a written amendment, signed and dated by both.

MEMBERSHIP

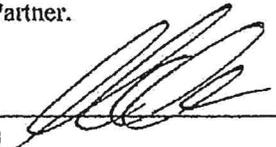
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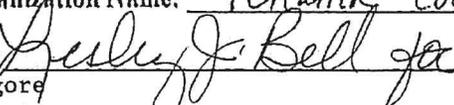
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ENTIRETY

This Agreement embodies the entire and complete understanding and agreement between NoRTEC and Partner.

Signature:  Date: 1-29-2019
 Michael Cross
 Executive Director
 NoRTEC

Signature: Tonya Moore Date: 1-24-19
 Name: Tonya Moore
 Title: Director

Agency/Organization Name: Tehama County Child Support Services
 Signature:  Date: 2/20/19
 David Kilgore
 State Director
 CA Department of Child Support Services

ATTACHMENT D
PRELIMINARY IMPACT REPORT ON THE
2018 CAMP FIRE

Economic Impact of Wildfires on Northern California

1/30/2019

Thomas P. Miller & Associates (TPMA) conducted an economic impact analysis of the northern California forest fires of 2018 for NoRTEC in January 2019. The results of this analysis were presented at the NoRTEC Board meeting on January 24th, 2019. This summary is a companion to that presentation, which contains further charts and graphics not included here.

General Trends

TPMA's analysis started with a literature review and an empirical observation of the economic effects of wildfires in the United States. The literature review provided general and specific trends on the topic. For the empirical review, TPMA focused on other highly destructive fires in the United States in terms of acreage, structures, or both. This research led to a handful of conclusions related to current and future economic impacts in the NoRTEC region:

- Long-term community borne costs are much more significant than short-term suppression costs. One study estimates that long-term costs equate to 65% of the full cost of fire suppression and recovery. Long-term costs include issues such as property loss, ecosystem restoration, energy and utilities repairs, etc.¹
- Both the Forest Service and Cal Fire spend a significant amount of money on fire suppression. These funds typically buoy regional economies while local businesses are shuttered. The degree of Forest Service contracts that go to local vendors varies greatly case-to-case, ranging from 0% to 39%, with an average of 9%. Statistically, counties with certain characteristics tend to capture more of this spending, including:
 - Presence of a large number of registered federal contractors;
 - Frequent locus of large wildfires;
 - Rural and recreation-based economies;
 - Government based economies (e.g.: state capitals, universities, military bases, etc.)²
- Seasonal industries that are dependent upon land and climate, such as agriculture and tourism, have a rocky recovery in subsequent years.
- Historically, outmigration tends to be low following forest fires and those who do out-migrate move to areas fairly near their original residences.
- After reviewing data for numerous large forest fires over the prior twenty-five years, TPMA was unable to determine any consistent pattern of economic change (either growth or decline) for the months following major forest fires.³

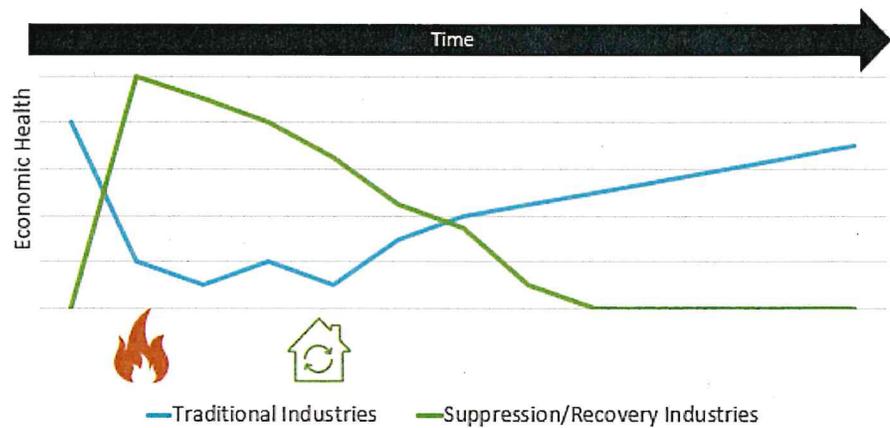
¹ Headwaters Economics, <https://headwaterseconomics.org/wp-content/uploads/full-wildfire-costs-report.pdf>

² Ecosystem Workforce Program, Institute for a Sustainable Environment, University of Oregon, <https://ewp.uoregon.edu/largefires/content>

³ Some of the fires included in this review included the Black Forest fire (Colorado, 2017); the McNally fire (California, 2002); the Bastrop County Complex fire (Texas, 2011); and the Happy Camp Complex fire (California, 2014). Data from the US Census Bureau and the Bureau of Labor Statistics experiences a lag of four to six quarters, and hence TPMA was unable to observe the effect on jobs for recent California fires including the Camp fire, the Carr fire and the Thomas fire.

- The “broken window effect” is a good analogy for describing both the harm and the opportunity proceeding from a forest fire. Some pundits overemphasize the positive economic impact that stems from forest fires, neglecting to count the cost of lost buildings, inventory, capital etc. On the other hand, when outdated materials are destroyed that had essentially depreciated to zero, communities have the opportunity to replace those materials with newer, better functioning assets (e.g.: installing sewer lines in the City of Paradise).

The chart to the right provides a general overview of the economic effects of forest fires. Traditional industries (i.e.: whatever industries the community relied on prior to the fire), take a hit for the first six to twenty-four months. Simultaneously, there is a large injection of spending due to fire



suppression activities (e.g.: Cal Fire, Forest Service, etc.), followed by a longer tail of spending on recovery (e.g.: FEMA, HUD, state appropriations, etc.). Ultimately, traditional industries do recover, while recovery spending tapers off. Counties effected by fires in 2018, most notably Butte and Shasta, are still in the rocky six to twenty-four-month recovery period.

Fire Suppression Spending

To determine the immediate effects of suppression spending on the NoRTEC region, TPMA examined Forest Service prime contracts with private sector companies, Cal FIRE spending, and records from the National Interagency Coordination Center (NICC).⁴ The following information was obtained based on these resources:

- Companies located in the eleven-county NoRTEC region received \$67.85 million in contracts from the Forest Service between October 2017 and December 2018.
 - Tehama lead all counties in the region, receiving \$21.0 million
 - Spending on Butte County based organizations was \$17.8 million
 - Spending on Shasta County based organizations was \$16.7 million
- The full cost of suppression for the Camp Fire as of November 30, 2018 is estimated to be \$102.8 million
- The full-cost of suppression for the Carr Fire as of August, 31, 2018 to be \$158 million

⁴ Federal spending data are available at USASpending.gov. Cal FIRE data, at the time of this publication, do not provide detailed estimate of suppression cost per incident or of location of spending; so numbers were estimated from given statistics.

Economic Impact of the Carr Fire on Butte County

Many statistical agencies have yet to report full details on spending and employment at a level detailed enough to be modeled, hence making a full-fledged economic impact analysis difficult at this point in time. Despite these challenges, in an effort to provide an early indicator for regional organizations, TPMA has ventured to create an economic impact analysis for Butte County. Not included in these estimates is the \$15.8 million National Dislocated Worker Grant (NDWG) recently awarded to NoRTEC. These funds are not modeled for two reasons. Firstly, they will be dispersed over an indeterminate period of time in the future. Secondly, there is no way to accurately predict which industries will receive these workers at this point. In general, as discussed in the General Trends section of this report, these funds will help balance the regional economy over the next twenty-four months.

It must be mentioned that this analysis just focuses on short-term effects, for a six to twelve-month period following the Camp Fire. Inputs for this analysis include the following:

- Businesses affected by the fire categorized by NAICS code⁵;
- Forest Service prime contract spending categorized by place of performance⁶;
- Cal FIRE spending estimates;

These data were categorized by NAICS code and inputted into an economic impact model hosted by Economic Modeling Specialists, Inc. (Emsi). The Emsi model analyzes how direct employment and spending changes result in larger changes within a regional economy based on industry specific multiplier effects. The ultimate result is an estimate of economic impact in terms of three metrics: output, jobs and earnings. For context, past analyses on the economic impact of forest fires have indicated a positive effect on both earnings and jobs in the quarter during which the fire occurred. On average, employment increases by 1.5% and wages by 0.9% in counties where large wildfires occur, in the quarter when it occurs.⁷

The results of TPMA’s analysis are displayed in the table below.

Metric	2018 Baseline	Net Change	Percent Change
Jobs	114,105	636	0.6%
Earnings (\$M)	\$5,192.88	\$93.48	1.8%
Output (\$M)	\$15,216.45	\$102.16	0.7%

The Camp fire wrought incalculable damage upon the residents and families of the City of Paradise. The statistics only begin to tell the story, including the 18,800 structures destroyed and 86 lives lost. Also, within the past twelve-months, as any resident of Chico can attest, the housing dislocations and economic turmoil of the Camp Fire has created an economic windfall for certain industries including hotels and restaurants, to name a few. In total, in the short-term, the Camp Fire has produced a net

⁵ These data were derived from a GIS map hosted by Chico State: https://gicwebsrv.csuchico.edu/webmaps/camp_fire/test/. It was assumed that employment is effected at the same ratio as degree of fire damage. For example, buildings destroyed greater than 50% resulted in an employment loss of 50%. Buildings sustaining minor damage (10% to 25%) resulted in employment loss of the mid-point of these estimates (17.5%).

⁶ UsaSpending.gov

⁷ Ecosystem Workforce Program, Institute for a Sustainable Environment, University of Oregon,

positive effect on the Butte County economy, increasing employment by 0.6%, earnings by 1.8% and economic output by 0.7%.

Industry sectors with a net gain in employment in the short term include Agriculture, Forestry Fishing & Hunting (+2,820); and Government (+325). Sectors with the greatest loss in employment include Health Care & Social Assistance (-439) and Educational Services (-381). Estimates across all sectors are displayed in the figure below.

NAICS	Industry	Change in Jobs
11	Agriculture, Forestry, Fishing and Hunting	2,820
21	Mining, Quarrying, and Oil and Gas Extraction	1
22	Utilities	0
23	Construction	-189
31	Manufacturing	-15
42	Wholesale Trade	-15
44	Retail Trade	-344
48	Transportation and Warehousing	-3
51	Information	-24
52	Finance and Insurance	-71
53	Real Estate and Rental and Leasing	-270
54	Professional, Scientific, and Technical Services	-179
55	Management of Companies and Enterprises	-1
56	Administrative and Support and Waste Management and Remediation Services	-292
61	Educational Services	-381
62	Health Care and Social Assistance	-439
71	Arts, Entertainment, and Recreation	-29
72	Accommodation and Food Services	-95
81	Other Services (except Public Administration)	-161
90	Government	325

Future Expectations & Community Response

With consideration of the current and pending social and economic impacts to places such as Paradise, Chico and Redding, TPMA also compiled a short list of recommendations on how the region can rally to respond to these challenges. Our recommendations are listed as follows:

- Agencies should work together to retain residents from permanent outmigration- the 2018 forest fires have created short-term challenges for the region (e.g.: increased traffic, homelessness, unpredictable tax revenue, etc.) However, it is imperative that government agencies, non-profits and rank and file citizens work together to help those in need. The alternative to these short-term challenges is the much longer-term challenge of outmigration, which would result in the loss of human capital, tax revenue and community identity.
- Utilize the 'broken window' opportunity to build new assets- whenever destruction of capital occurs, an opportunity is created to build new assets that function better than the original. Community members will know these areas of opportunity without much deep contemplation. Areas to consider include improving road systems, energy systems, recreational amenities and utilities systems.
- Accept that the community will look different in 2-5 years- some of the long-term businesses that community members are used to seeing will not return. Likewise, some residents will take the Camp and Carr fires as an opportunity to move elsewhere. Though a certain degree of mourning and nostalgia is to be expected, the community must also recognize that vacation of real estate and the exit of certain businesses also creates opportunity for new small businesses to open up shop.
- History is on your side in terms of economic recovery- in recent American history there is not a community in the United that has experienced a long-term negative effect on economic growth due to a forest fire. In some sense, we are treading new ground as the Camp fire exceeds all points of comparison in terms of human and property destruction. However, history has shown that responsiveness of federal and state support systems and the passion of community residents has resulted in remarkable economic resiliency.

ATTACHMENT E
DOCUMENTATION OF OUTREACH
PROCESS



LOCAL PLAN COMMUNITY ENGAGEMENT DOCUMENTATION

Partners were personally invited to input sessions through email and phone calls. Invitees included those required by EDD Directive as well as additional community partners with interests in workforce development. In addition to individual outreach; notices of the public meetings were posted on websites of service providers and partners; in newspapers; aired on the radio and posted in physical locations in each county. Local service providers each determined the best modes of communication and outreach for the preferences of each county and utilized multiple channels to ensure the highest participation.

Date	Meeting	Agenda Link	Invited Participants
October 17, 2018	Public Input Listening Session	Public Notice Agenda	Public Notice Posted <u>Meeting Attendees:</u> Cade Mattis, State Parole Donna Stevenson, Roplast Industries Travis Sanchez, BCOE Back to Work Traci Holt, AFWD Luis Moreno, AFWD Jeff Osels, Oroville Adult Education
October 18, 2018	Cal FRESH Planning Call	Agenda	Paige Broglio, Lassen College Heather Stafford, Siskiyou County Office of Education Cherish Padro, Shasta College Tessa Miley, Butte College Pamela Crespin, Feather River College Rick Hutler, Butte County Heather Snow, Del Norte County Modoc County Social Services Department of Social Services, Nevada County Elloitt Smart, Plumas County Donnell Ewert, Shasta County Lori McGee, Sierra County



			<p>Katherine O'Shea, Siskiyou County Amanda Sharp, Tehama County Jennifer Addison, Trinity County Suzanne Lawry-Hall, UC Cooperative Extension</p>
<p>October 18, 2018</p>	<p>Child Support Planning Call</p>	<p>Agenda</p>	<p>Aaron Goodwin, Del Norte County Gerry Sams, Siskiyou County Lisa Dugan, Humboldt County Terri Morelock, Shasta County Tonya Moore, Tehama County Sean Farrell, Butte County Mike Dent, Nevada County Michelle Blackford, Plumas County Kelley Cote, Lassen County Paige Broglio, Lassen College Heather Stafford, Siskiyou County Tessa Miley, Butte College Rachelle Modena, Shasta College Michelle Abramson, Plumas County of Education Cherish Padro, Shasta College Pamela Crespin, Feather River College E. Holloway, Humboldt County G. Richardson, Shasta County</p>



<p>October 22, 2018</p>	<p>Services for ELL; Foreign- Born and Refugees Planning Call</p>	<p>Agenda</p>	<p>California Immigrant Pico California Catholic Charities LA Peter Schey, Center for Human Rights National Immigration Law Center Annamarie Strassel, Unite Here Jamie Mauhay, The Cap Center California Rural Legal Assistance Foundation U.C. Hastings Center for Gender and Refugee Studies World Relief, Sacramento International Rescue Committee, Northern California D. Sanchez, Northern Valley Catholic Social Services Opening Doors, Inc. Kelly Siefkin, Sacramento Food Bank Karina Rocha, U.C. Davis Seng Yang, Hmong Cultural Center of Butte County Southeast Asian Christian Ministry Catholic Immigration Network Center For Human Rights Immigration Center for Women and Children Immigration Legal Resource Center Lawyers' Committee for Civil Rights Anita Maldonado, California Human Development Paige Broglio, Lassen College Heather Stafford, Siskiyou County Office of Education Cherish Padro, Shasta College Tessa Miley, Butte College Pamela Crespín, Feather River College</p>
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<p>October 22, 2018</p>	<p>Competitive Integrated Employment Planning Call</p>	<p>Agenda</p>	<p>Rock Blumberg, Redwood Coast Regional Center Laura Larson, Far Northern Regional Center Phil Bonnet, Alta Regional Center Harry Ellis, Department of Rehabilitation Debra Speer, Department of Rehabilitation Elizabeth Akinola, Office of Independent Living Evan LeVang, Disability Action Center Ana Acton, Freed Center for Independent Living Tracey Allen, Butte County Office of Education Jeff Harris, Del Norte Office of Education Patricia Gunderson, Lassen County Office of Education Scott Lay, Nevada County Office of Education Patti McCutcheon, Plumas County Office of Education Shasta County Office of Education Merrill Grant, Sierra County Office of Education Kermith Walters, Siskiyou County Office of Education Rich DuVarney, Tehama County Office of Education Sarah Supahan, Tehama County</p>
<p>November 30, 2018</p>	<p>Child Support Listening Session</p>	<p>Agenda</p>	<p>Aaron Goodwin, Del Norte County Gerry Sams, Siskiyou County Lisa Dugan, Humboldt County Terri Morelock, Shasta County Tonya Moore, Tehama County Sean Farrell, Butte County Mike Dent, Nevada County Michelle Blackford, Plumas County Kelley Cote, Lassen County Paige Broglio, Lassen College Heather Stafford, Siskiyou County Tessa Miley, Butte College Rachelle Modena, Shasta College</p>



<p>November 30, 2018</p>	<p>Cal FRESH Listening Session</p>	<p>Agenda</p>	<p>Michelle Abramson, Plumas County of Education Paige Broglio, Lassen College Heather Stafford, Siskiyou County Office of Education Cherish Padro, Shasta College Tessa Miley, Butte College Pamela Crespin, Feather River College Rick Hutler, Butte County Heather Snow, Del Norte County Modoc County Social Services Department of Social Services, Nevada County Elloitt Smart, Plumas County Donnell Ewert, Shasta County Lori McGee, Sierra County Katherine O'Shea, Siskiyou County Amanda Sharp, Tehama County Jennifer Addison, Trinity County Suzanne Lawry-Hall, UC Cooperative Extension</p>
<p>November 30, 2018</p>	<p>ELL; Refugee and Immigrant Services Listening Session</p>	<p>Agenda</p>	<p>California Immigrant Pico California Catholic Charities LA Peter Schey, Center for Human Rights National Immigration Law Center Annamarie Strassel, Unite Here Jamie Mauhay, The Cap Center California Rural Legal Assistance Foundation U.C. Hastings Center for Gender and Refugee Studies World Relief, Sacramento International Rescue Committee, Northern California D. Sanchez, Northern Valley Catholic Social Services Opening Doors, Inc. Kelly Siefkin, Sacramento Food Bank</p>



			<p>Karina Rocha, U.C. Davis Seng Yang, Hmong Cultural Center of Butte County Southeast Asian Christian Ministry Catholic Immigration Network Center For Human Rights Immigration Center for Women and Children Immigration Legal Resource Center Lawyers' Committee for Civil Rights Anita Maldonado, California Human Development Paige Broglio, Lassen College Heather Stafford, Siskiyou County Office of Education Cherish Padro, Shasta College Tessa Miley, Butte College Pamela Crespino, Feather River College</p>
<p>November 30, 2018</p>	<p>Competitive Integrated Employment Listening Session</p>	<p>Agenda</p>	<p>Rock Blumberg, Redwood Coast Regional Center Laura Larson, Far Northern Regional Center Phil Bonnet, Alta Regional Center Harry Ellis, Department of Rehabilitation Debra Speer, Department of Rehabilitation Elizabeth Akinola, Office of Independent Living Evan LeVang, Disability Action Center Ana Acton, Freed Center for Independent Living Tracey Allen, Butte County Office of Education Jeff Harris, Del Norte Office of Education Patricia Gunderson, Lassen County Office of Education M. Martin, Modoc County Office of Education Scott Lay, Nevada County Patti McCutcheon, Plumas County Office of Education Shasta County Office of Education Merrill Grant, Sierra Office of Education Kermith Walters, Siskiyou County Office of Education</p>



				Rich DuVarney, Tehama County Office of Education Sarah Supahan, Tehama County
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ATTACHMENT F
LOCAL BOARD RECORD OF PUBLIC
COMMENTS RECEIVED

ATTACHMENT G
LOCAL BOARD ASSURANCES

Local Board Assurances

Through Program Year 2017-20, the Local Workforce Development Board (Local Board) assures the following:

- A. The Local Board assures that it will comply with the uniform administrative requirements referred to in the *Workforce Innovation and Opportunity Act* (WIOA) Section 184(a)(3).
- B. The Local Board assures that no funds received under the WIOA will be used to assist, promote, or deter union organizing (WIOA Section 181[b][7]).
- C. The Local Board assures that the board will comply with the nondiscrimination provisions of WIOA Section 188.
- D. The Local Board assures that the board will collect and maintain data necessary to show compliance with the nondiscrimination provisions of WIOA Section 188.
- E. The Local Board assures that funds will be spent in accordance with the WIOA, written Department of Labor guidance, and other applicable federal and state laws and regulations.
- F. The Local Board assures it will comply with future State Board policies and guidelines, legislative mandates and/or other special provisions as may be required under Federal law or policy, including the WIOA or state legislation.
- G. The Local Board assures that when allocated adult funds for employment and training activities are limited, priority shall be given to veterans, recipients of public assistance and other low-income individuals for Individualized Career services and training services. (WIOA Section 134[c][3][E], and California Unemployment Insurance Code [CUIC] Section 14230[a][6])
- H. The Local Board certifies that its America's Job Center of CaliforniaSM (AJCC) location(s) will recognize and comply with applicable labor agreements affecting represented employees located in the AJCC(s). This shall include the right to access by state labor organization representatives pursuant to the *Ralph Dills Act* (Chapter 10.3 [commencing with Section 3512] of Division 4, of Title 1 of the Government Code, and CUIC Section 14233).

- I. The Local Board assures that state employees who are located at the AJCC(s) shall remain under the supervision of their employing department for the purposes of performance evaluations and other matters concerning civil service rights and responsibilities. State employees performing services at the AJCC(s) shall retain existing civil service and collective bargaining protections on matters relating to employment, including, but not limited to, hiring, promotion, discipline, and grievance procedures.
- J. The Local Board assures that when work-related issues arise at the AJCC(s) between state employees and operators or supervisors of other partners, the operator or other supervisor shall refer such issues to the State employee's civil service supervisor. The AJCC operators and partners shall cooperate in the investigation of the following matters: discrimination under the *California Fair Employment and Housing Act* (Part 2.8 [commencing with Section 12900] of Division 3, of Title 2 of the Government Code), threats and/or violence concerning state employees, and state employee misconduct.
- K. The Local Board assures that it will select the One-Stop Operator with the agreement of the Chief Elected Official (CEO), through a competitive process, or with approval from the local elected official and the Governor's Office. (WIOA Section 121[d][2][A]). The AJCC Operator is responsible for administering AJCC services in accordance with roles that have been defined by the Local Board.

SIGNATURE PAGE

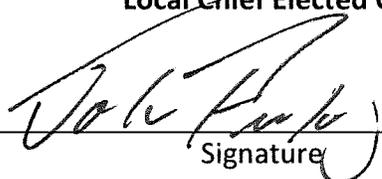
Instructions

The Local Board chairperson and local CEO must sign and date this form. Include the original signatures with the request.

By signing below, the local CEO and Local Board chair agree to abide by the Local Area assurances included in this document.

**Local Workforce Development Board
Chair**


Signature

Local Chief Elected Official


Signature

Wade Meith

Name

John Fenley

Name

Chair, Workforce Development Board

Title

Chair, Governing Board

Title

April 25, 2019

Date

April 25, 2019

Date