



American Job Center



Workforce Innovation and Opportunity Act



REGIONAL/LOCAL COMBINED WORKFORCE PLAN

July 1, 2020 – June 30, 2024

The American Job Center serving Allen, Beauregard, Calcasieu, Cameron, Jefferson Davis, and Vernon Parishes are sponsored by the Calcasieu Parish Police Jury in conjunction with the Workforce Development Board and the Louisiana Workforce Commission. An Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities and for persons with limited English proficiency.

Overview

Under the Workforce Innovation and Opportunity Act (WIOA), the Local Workforce Development Area 51 is submitting a Regional/Local Combined Plan to the Louisiana Workforce Commission outlining strategic and operational aspects of the workforce development area in a Four-Year Plan.

The Local Area will collaborate with organizations that provide a range of employment, education, training, and related services and supports to help all job-seekers secure good jobs while providing businesses with the skilled workers they need to compete in the global economy. The Local area understands that having an approved Combined Plan in place is essential to receive funding for core programs. WIOA reforms planning requirements, previously governed by the Workforce Investment Act of 1998 (WIA), to foster better alignment of Federal investments in job training, to integrate service delivery across programs and improve efficiency in service delivery, and to ensure that the workforce system is job-driven and matches employers with skilled individuals. One of WIOA's principal areas of reform is the need for planning across core programs and include this planning process in the combined plan. This reform promotes a shared understanding of the workforce needs within each Local area and fosters development of more comprehensive and integrated approaches, such as career pathways and sector strategies, for addressing the needs of businesses and workers. Successful implementation of many of these approaches called for within WIOA requires robust relationships across programs. WIOA requires local areas to enhance coordination and partnerships with local entities and supportive service agencies for strengthened service delivery.

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I. REQUIREMENTS FOR SUBMITTING A COMBINED PLAN

At a minimum, Regional/Local must submit a Combined Plan that meets the requirements described in this document and outlines a four-year strategy.

Local Workforce Development Area (LWDA) 51 which includes Allen, Beauregard, Calcasieu, Cameron, Jefferson Davis, and Vernon Parishes is submitting a Regional/Local Combined Plan. This area also happens to encompass the parishes that comprise Region V. The partners encompass the six (6) core programs (WIOA Adults, Dislocated Workers and Youth, Adult Education & Literacy, Wagner-Peyser and Vocational Rehabilitation) as well as the six (6) State-required programs including Temporary Assistance to Needy Families (TANF), Supplemental Nutritional Assistance Program, Work programs authorized under the Food and Nutrition Act, Jobs for Veterans State Grants, Trade Adjustment Assistance(TAA) and Community Services Block Grant (CSBG). In addition, some other mandated partners included are Motivational, Educational & Training, a program under the National Farmworker Jobs Program, SOWELA Technical Community College, a career and technical education program and Senior Community Service Employment Program (SCSEP), a program under the Title V Older Americans Act. All these programs are represented on the Workforce Development Board(WDB) except the SCSEP. LWDA 51 has additional non-mandated partners to help advance clients further into employment and training. Those partners are Catholic Charities, Goodwill, Community Foundation and Louisiana Department of Public Safety & Corrections (LA DPS&C) – Division of Probation & Parole: Lake Charles Region.

A Memorandum of Understanding and a Cost Allocation Plan have been developed between all these partners outlining the presence of each partner in the American Job Center(AJC) as well as determine what part each will play in the cost allocation plan.

II. STRATEGIC ELEMENTS

The Combined Plan must include a Strategic Planning Elements section that analyzes the Region's current economic environment and identifies the Regional/Local's overall vision for its workforce development system. The required elements in this section allow the Regional/Local area to develop data-driven goals for preparing an educated and skilled workforce and to identify successful strategies for aligning workforce development programs to support economic growth. Unless otherwise noted, all Strategic Planning Elements apply to Combined Regional/Local Plan partner programs included in the plan as well as to core programs.

(a) Economic, Workforce, and Workforce Development Activities Analysis.

The Combined Plan must include an analysis of the economic conditions, economic development strategies, and labor market in which the Regional/Local's workforce system and programs will operate.

(1) Economic and Workforce Analysis

(A) Economic Analysis. The Combined Plan must include an analysis of the regional economic conditions and trends. This must include-

(i) Existing Demand Industry Sectors and Occupations. Give an analysis of the industries and occupations for which there is existing demand.

The State of Louisiana provides the HiRE (Helping Individuals Reach Employment) program. Employment Opportunities are listed by industry or by occupation. The existing demand for the jobs listed (either statewide or by region) is showed by a number of stars (where 1 star is lowest, and 5 stars is highest). The Local Workforce Development Area uses the list as “**in demand**” occupations. Board members are selected from the top demand industries. Priority training is provided to the high demand industries. These are some of the top demand occupations all averaging an hourly wage of at least \$10.00 per hour or more. Those industries in Region 5 include the following industry sectors: Construction, Education, Healthcare, Hospitality (Accommodation & Food), and Petrochemical (Manufacturing).

Table 1: Louisiana Unemployment Insurance – Weekly Claims Data (Week Ending 01/21/2023)

	Current Selection	Prior Week	Prior Year
Week Ending Dates	1/21/2023	1/14/2023	1/22/2022
UI Program			
Initial Claims	1,778	2,313	1,922
Continued Claims	12,707	12,625	16,331
Insured Unemployment Rate	0.6	0.6	1.1
UCFE Program			
Initial Claims	1	2	2
Continued Claims	45	52	55
UCX Program			
Initial Claims	1	3	1
Continued Claims	12	13	18
Total Claims, All Programs			
Initial Claims	1,780	2,318	1,925
Continued Claims	12,764	12,690	16,404

Unemployment Insurance Claims Data (http://www.laworks.net/LaborMarketInfo/LMI_ReportOutput.asp)
Downloaded: 01/31/2022

- Definitions**
- UI** - Regular Unemployment Insurance applicable to unemployed workers in employment covered under the Louisiana employment security law.
 - UCFE** - Unemployment Compensation for Federal Civilian Employees.
 - UCX** - Unemployment Compensation for ex-service members.
 - Initial Claim** - A new claim filed to open a claim for unemployment compensation.
 - Continued Claim** - Each week claimed subsequent to the filing of the initial claim for a week of Unemployment Compensation.

Table 2: Long Term Projections for All Occupations to 2030

	Star Rating	Occ. Code	Occupational Title	Growth	Exits	Total Opening	Lowest Wage	Highest Wage
1	★★★★★	11-1021	General and Operations Managers	196	36	168	\$28.00	--
2	★★★★★	11-3031	Financial Managers	69	7	30	\$30.53	\$81.00
3	★★★★★	11-9041	Architectural and Engineering Managers	2	2	7	\$56.04	--
4	★★★★★	11-9111	Medical and Health Services Managers	76	9	34	\$23.78	\$93.48
5	★★★★★	13-1041	Compliance Officers	-18	8	24	\$18.38	\$51.62
6	★★★★★	13-1081	Logisticians	16	2	11	\$22.13	\$63.00
7	★★★★★	13-1111	Management Analysts	4	6	17	\$29.67	\$72.19
8	★★★★★	13-2011	Accountants and Auditors	38	15	51	\$20.52	\$52.03
9	★★★★★	15-1211	Computer Systems Analysts	22	3	12	\$19.95	\$58.19
10	★★★★★	17-1011	Architects, Except Landscape and Naval	16	4	12	\$26.26	\$63.22
11	★★★★★	17-2041	Chemical Engineers	-2	7	20	\$31.32	\$82.48
12	★★★★★	17-2051	Civil Engineers	41	5	22	\$28.46	\$65.79
13	★★★★★	17-2071	Electrical Engineers	11	2	6	\$30.78	\$69.15
14	★★★★★	17-2081	Environmental Engineers	-4	2	6	\$28.98	\$77.14
15	★★★★★	17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	4	1	3	\$37.97	\$76.50
16	★★★★★	17-2112	Industrial Engineers	-1	4	12	\$31.32	\$78.56
17	★★★★★	17-2141	Mechanical Engineers	2	2	7	\$25.70	\$56.20
18	★★★★★	17-3023	Electrical and Electronics Engineering Technicians	-4	2	5	\$22.32	\$49.10
19	★★★★★	23-1011	Lawyers	78	11	32	\$40.08	\$86.44
20	★★★★★	29-1122	Occupational Therapists	28	3	11	\$42.46	\$83.92
21	★★★★★	29-1123	Physical Therapists	44	6	16	\$28.84	\$49.72
22	★★★★★	29-1127	Speech-Language Pathologists	43	3	12	\$15.83	\$55.21
23	★★★★★	29-1171	Nurse Practitioners	108	7	28	\$18.56	\$40.21
24	★★★★★	41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	83	31	109	\$32.66	\$60.98

	Star Rating	Occ. Code	Occupational Title	Growth	Exits	Total Opening	Lowest Wage	Highest Wage
25	★★★★★	49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	30	20	63	\$20.47	\$53.08
26	★★★★★	49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	44	6	24	\$22.38	\$65.16
27	★★★★★	49-9041	Industrial Machinery Mechanics	71	17	54	\$18.82	\$51.77
28	★★★★★	49-9044	Millwrights	22	8	26	\$27.80	\$62.16
29	★★★★★	51-1011	First-Line Supervisors of Production and Operating Workers	-39	30	93	\$23.48	\$64.79
30	★★★★★	51-4121	Welders, Cutters, Solderers, and Brazers	113	18	84	\$15.12	\$39.42
31	★★★★★	51-8091	Chemical Plant and System Operators	-226	26	88	\$20.51	\$45.36
32	★★★★★	51-8092	Gas Plant Operators	7	1	7	\$27.16	\$51.20
33	★★★★★	51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	-3	33	141	\$26.40	\$59.12
34	★★★★★	53-1047	First Line Supervisors of Transportation & Material Moving Workers, Exec Aircraft Cargo Handling Supervisor	-1	15	43	\$16.71	\$41.08
35	★★★★★	53-5021	Captains, Mates, and Pilots of Water Vessels	7	2	7	\$14.00	\$46.42
36	★★★★★	11-1011	Chief Executives	-5	2	4	\$16.80	\$43.18
37	★★★★★	11-2011	Advertising and Promotions Managers	12	0	2	\$26.05	\$60.69
38	★★★★★	11-3010	Administrative Services and Facilities Managers	19	5	15	\$19.94	\$43.57
39	★★★★★	13-1020	Buyers and Purchasing Agents	-21	6	14	\$20.34	\$25.14
40	★★★★★	13-1031	Claims Adjusters, Examiners, and Investigators	-9	1	3	\$26.84	\$63.75
41	★★★★★	17-2011	Aerospace Engineers	2	0	0	\$22.35	\$57.66
42	★★★★★	17-3011	Architectural and Civil Drafters	4	1	3	\$25.44	\$60.15
43	★★★★	17-3022	Civil Engineering Technicians	3	1	3	\$50.80	--
44	★★★★	19-2031	Chemists	-5	2	11	\$19.58	\$46.72
45	★★★★	19-3031	Clinical, Counseling, and School Psychologists	0	0	0	\$15.69	\$38.56
46	★★★★	19-4031	Chemical Technicians	-4	9	53	\$16.43	\$34.57
47	★★★★	25-3011	Adult Basic and Secondary Education and Literacy Teachers and Instructors	-1	2	4	\$19.49	\$68.70
48	★★★★	27-1021	Commercial and Industrial Designers	7	2	6	\$28.82	\$47.95
49	★★★★	29-1011	Chiropractors	1	0	0	\$25.75	\$58.79
50	★★★★	43-3031	Bookkeeping, Accounting, and Auditing Clerks	10	80	151	\$9.44	\$35.08

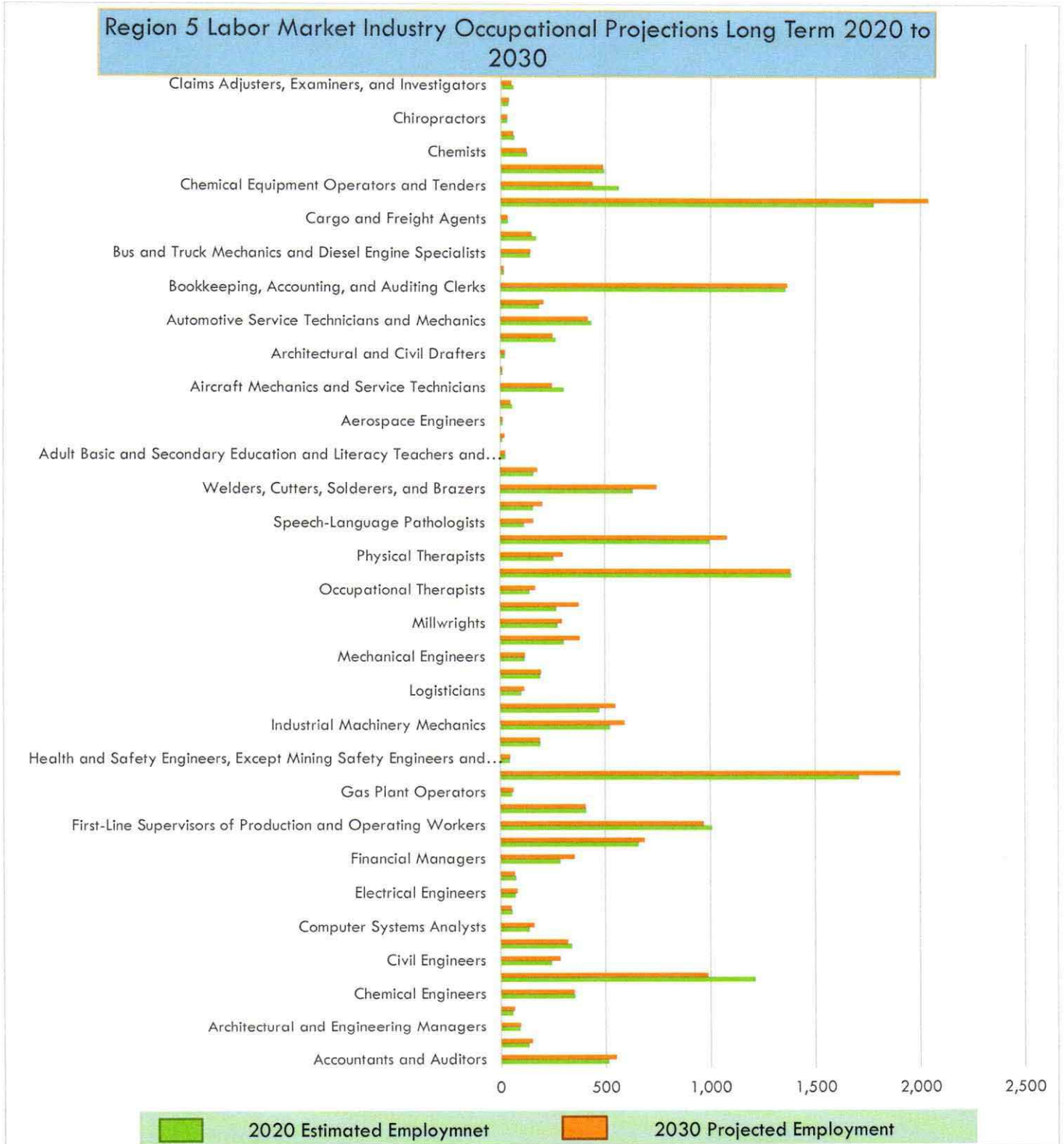
Source: Long-term Occupational Projections for All Occupations to 2030. (2023, 01 31). Retrieved from [www.laworks.net](http://www.laworks.net/LaborMarketInfo/LMI_OccAllProj.asp?years=202020230): http://www.laworks.net/LaborMarketInfo/LMI_OccAllProj.asp?years=202020230

(ii) Emerging Demand Industry Sectors and Occupations. Provide an analysis of the industries and occupations for which demand is emerging.

The five industry sectors shown in the chart below are appearing because of all the economic expansion in Southwest Louisiana. They are Construction, Educational Services, Healthcare, Manufacturing and Hospitality (Accommodation & Food Services). Construction is directly linked to the demand for the construction crafts to build the expansion facilities, Manufacturing is on the rise because of the increased output from the expanding industries. Education, Health Care and Accommodation & Food services are appearing due to the previous influx of individuals moving into the area with their families to fill the positions offered by the many expansion projects. Recovery continues in the aftermath of Covid19. Our Lake Charles and Deridder offices are fully functional. February 22, 2023, the Vernon Parish (Leesville) American

Job Center will offer limited hours Monday through Thursday – 9:00 a.m. to 3:30 p.m. We have seen foot traffic steadily increase. We continue to offer virtual services to those who cannot physically come into the offices.

Figure 1: Industry Projections (Long-term) for Multiple Industries in 5th Regional Labor Market Area, Lake Charles in 2020-2030



- (iii) **Employers' Employment Needs.** Regarding the industry sectors and occupations identified in (A)(i) and (ii), provide an assessment of the employment needs of employers, including a description of the knowledge, skills, and abilities required, including credentials and licenses.

Louisiana Labor Market Information shows the skills needed in the top 5 growth industry sectors in Region 5 are: Construction, Educational Services, Healthcare, Manufacturing and Hospitality (Accommodation & Food Services) within each section on pages 10-26 below.

Workforce Analysis. The Combined Plan must include an analysis of the current workforce, including individuals with barriers to employment, as defined in section 3 of WIOA. This population must include individuals with disabilities among other groups in the Regional/Local areas named by the State. This includes:

Individuals with Barriers to Employment are identified as follows:

(All individuals receive the basic core/career services of the American Job Center regardless of the indicators below)

- *Displaced homemakers.*
- *Low-income individuals.*
- *Indians, Alaska Natives, and Native Hawaiians, as such terms are defined in section 166.*
- *Individuals with disabilities, including youth who are individuals with disabilities.*
- *Older individuals.*
- *Ex-offenders.*
- *Homeless individuals (as defined in section 41403(6) of the Violence Against Women Act of 1994 (42 U.S.C. 14043e-2(6))), or homeless children and youths (as defined in section 725(2) of the McKinney-Vento Homeless Assistance Act (42 U.S.C. 11434a(2))).*
- *Youth who are in or have aged out of the foster care system.*
- *Individuals who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers.*
- *Eligible migrant and seasonal farm workers, as defined in section 167(i).*
- *Individuals within 2 years of exhausting lifetime eligibility under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.).*
- *Single parents (including single pregnant women).*
- *Long-term unemployed individuals.*

In general, **displaced homemakers** exhibit the following needs: Some may be separated or divorced, widowed, battered, ousted from their regular domicile. Often, they need counseling, encouragement, and hope. Some lack basic skills or a High School Diploma (or state-approved equivalency). The only occupational skills for some of them are those of a housewife. Displaced homemakers are referred to the computer classes that the Literacy Council provides at the AJC.

Many of the individuals served are **low-income**. Some of the common needs of this group may include lack of occupational skills, lack of high school diplomas (or state-approved equivalency), and those needing to be retrained.

A higher population of **older individuals** are being served through career services. Many of them have retired and find that their retirement benefits are lacking, and they need to find employment to supplement their benefits.

A high population of **ex-offenders** are served. They are provided the Judicial Core Opportunity Referral for Employment (J-CORE) classes which include resume

preparation, how to complete applications, mock interviews and they are provided with a list of employers who hire ex-offenders).

Homeless individuals need immediate assistance such as shelter, clothing, and food. Many referrals are made for housing, food stamps and clothing to enable them to seek employment. Staff use the United Way 211 who aid with these needs. A Partner referral sheet is also used which lists agencies that can assist them.

Youth who are in or aged out of foster care need occupational skill training because they have limited work ethics. These youths also need much counseling, and shelter is provided through organizations such as Harbor House.

The **English Language Learners** are referred to the Literacy Council for English as a Second Language (ESL) instruction.

Migrant Seasonal Farm Workers (MSFW) often come in to apply for unemployment until the seasonal work starts again.

Following the Louisiana Combined State Plan, the LWDA51 Board staff will prepare its own local process to mimic the Agricultural Outreach Plan as outlined in the LWC's State Plan. (AOP). (As of 2/2/2023 the Agricultural Outreach Plan is under revision). The Plan will address the following actions using the State's Plan as a pattern.

1. **Assessment of need** of the farmworkers in the area based on past and projected agricultural and farmworker activity in the Region to include, but not limited to employment, training, and housing. The agricultural activity in the Region will be assessed to show the top labor-intensive crops, the months of heavy activity, and the geographic area of prime activity. A summary of the employers needs in the region will be assessed. In addition, the area will consider whether the farmers are hiring predominantly local or foreign workers. Economic, natural, or other factors affecting agriculture in the Region will be identified. Finally, the unique needs of farmworkers will be assessed such as if they are from certain countries, what languages they speak, etc. in keeping with Section 167 of WIOA.
2. **Outreach Activities** will provide activities designed to meet the needs of MSFWs in the Region and to locate and contact MSFWs who are not being reached through normal intake activities. Such activities may include: employment service offices contacting farmworkers who are not being reached by the normal intake activities, providing technical assistance to outreach workers to include training, conferences, additional resources and increased collaboration with other organizations on topics such as one-stop center services, employment service complaint system, information on other organizations serving MSFWs in the area and a basic summary of farmworker rights, including their rights with respect to the terms and conditions of employment, increasing outreach worker training and awareness across core programs including Unemployment Insurance (UI) program and the training on identification of UI eligibility issues. Staff may use the four modules available at the State to provide training (Agricultural Outreach Training, Business Service Representatives, State Monitor Advocates (Roles & Responsibilities) and Front-Line Staff Training on the Job Service Complaint System). Providing staff outreach workers professional development activities to ensure they can provide high quality services to both jobseekers and employers, Coordinating outreach efforts with National Farmworker Jobs Program (NFJP) grantees as well as with public and private community service agencies and MSFW groups.

3. **Services provided to farmworkers and agricultural employers through the one-stop delivery system by:** Providing the full range of employment and training services to the agricultural community, both farmworkers and agricultural employers, through the one-stop delivery system to include how career and training services required under WIOA Title I will be provided to MSFWs through the one-stop centers and how the WDB serves agricultural employers and how it intends to improve such services. Marketing the employment service complaint system to farmworkers and other farmworker advocacy groups and Marketing the Agricultural Recruitment System to agricultural employers and how it intends to improve such publicity.
4. **Other Requirements including** collaboration, Review and Public Comment, Data Assessment, Assessment of progress, and Local Monitor Advocate to provide a statement that the local Agricultural Outreach Plan (AOP) has been reviewed and approved. The monitor will play an active role in developing the AOP, review the services provided to employers and MSFWs through the One-Stop System, and a review of the services provided to Agricultural Employers and MSFWs through the One-Stop Center.

Individuals who are nearing the conclusion of their **Temporary Assistance to Needy Families** often experience fear due to the loss of the funds. They are encouraged to enroll in training in a demand occupation prior to the end of their state assistance.

Single parents are encouraged to gain occupational skills in a high demand occupation leading to self-sufficiency, thus giving the needed income to sustain themselves.

Long-Term Unemployed are encouraged to seek occupational skills through classroom or on-the-job training(OJT). OJT provides income as well as occupational skills for the classic “earn while you learn” philosophy.

Service to this group of individuals begins with an identification of the various agencies who are currently serving them in the 6-parish area and development of a relationship with the Agency contacts. Some actions that are currently being taken to better serve this group include: targeted recruitment, development of informational flyers and brochures, placing posters in local offices & agencies regarding WIOA services, providing orientation to the target agencies, developing, and administering needs analysis surveys.

Agencies collaborated to provide services and referrals to Individuals with Barriers to Employment include the Department of Family & Children Services (DCFS). Currently we are in the process of implementing a partnership between LWC and DCFS to serve able bodied applicants. Calcasieu Parish Police Jury’s Human Services Department, local school boards in our six-parish region, as well as the Dowden Memorial Shelter and the June Jenkins Women’s Shelter. The Beauregard Christian Women’s Job Corp conducts informational meetings where the WIOA staff is invited to present center service information. In addition, the Louisiana Rehabilitation Services (LRS) representative visits the Beauregard center at least monthly and the Allen center on an as needed basis. The WIOA Staff takes part in career & resource fairs at the prisons in Allen parish, in addition to, working with Probation & Parole for any referrals they make.

- (iv) **Employment and Unemployment.** Provide an analysis of current

employment and unemployment data, including labor force participation rates, and trends in the Regional/Local area.

The Laworks.net website provides information on the Civilian Labor Force for December 2019 (the most recent data) as follows:

Table 3: Labor Force, Employment and Unemployment Trends

PARISH	December 2022		November 2022		December 2021	
	Employed	Unemployed	Employed	Unemployed	Employed	Unemployed
Allen	7,652 v	314 ^	7,844	275	7,787	290
Beauregard	13,929 v	468 ^	14,447	368	14,201	398
Calcasieu	95,549 ^	3,002 v	96,829	2,672	94,000	3,444
Cameron	3,571 ^	92 ^	3,615	77	3,513	80
Jefferson Davis	12,143 v	395 ^	12,254	342	12,354	374
Vernon	14,867 v	736 ^	15,344	487	15,229	528

(Labor Force, Employment and Unemployment, 2022)

**The v and ^ arrows indicate the direction of the change from 2021.*

The interesting thing about the table above is that in Allen, Beauregard, Calcasieu, Cameron and Vernon parishes, the number of unemployed went down, and the number of employed in Allen, Beauregard, Jefferson Davis, and Vernon also went down, but Calcasieu and Cameron increased employment. This occurred most likely because of the large amount of economic expansion occurring in the area. It is also possible to surmise that perhaps these individuals came to work in Calcasieu and Cameron Parishes.

- (v) **Labor Market Trends.** Provide an analysis of key labor market trends, including across existing industries and occupations.

LWDA51 has identified five industry sectors showing growth and expansion: Construction, Healthcare, Hospitality (Accommodation & Food), Petrochemical Manufacturing and Education. Each will be addressed separately.

1. Labor Market Trends in the Construction Industry:

The construction sector comprises establishments primarily engaged in the construction of buildings or engineering projects (e.g., highways and utility systems). Establishments primarily engaged in the preparation of sites for new construction and establishments primarily engaged in subdividing land for sale as building sites also are included in this sector. We estimate construction of buildings and heavy and civil engineering will account for over 800 new positions in our area. Construction work done may include new work, additions, alterations, or maintenance and repairs. Activities of these establishments generally are managed at a fixed place of business, but they usually perform construction activities at multiple project sites. Production responsibilities for establishments in this sector are usually specified in (1) contracts with the owners of construction projects (prime contracts) or (2) contracts with other construction establishments (subcontracts). Establishments primarily engaged in contracts that include responsibility for all aspects of individual construction projects are commonly known as general contractors, but also may be known as design-builders, construction managers, turnkey contractors, or (in cases where two or more establishments jointly secure a general contract) joint-venture contractors. Construction managers that provide oversight and scheduling only (i.e., agency) as well as construction managers that are responsible for the entire project (i.e. at risk) are included as general contractor type establishments. Establishments of the

"general contractor type" frequently arrange construction of separate parts of their projects through subcontracts with other construction establishments. Establishments primarily engaged in activities to produce a specific component (e.g., masonry, painting, and electrical work) are commonly known as specialty trade contractors. Activities of specialty trade contractors are usually subcontracted from other construction establishments but, especially in remodeling and repair construction

Source: North American Industry Classification System (NAICS)

The Labor Market information (LMI) division of the LWC's Research and Statistics helps provide information on various sectors in the regional economy. Reports and tables presented here can be accessed through our website at www.laworks.net/lmi. Data has been provided at the parish level where possible.

Average Establishments

The table below illustrates the number of firms that are in the Construction Sector in each of the five parishes. Share of the number of establishments in the Construction sector to all establishments in the parish provides information on the size of the sector.

Table 4: Average Establishments in Region 5 in the Construction Industry

Parish	Avg. Establishments Construction Industry	Percent Construction Related Establishments	Total Avg. Establishments All Industries
Region 5	956	11.49%	8,321
Allen	26	7.07%	368
Beauregard	83	11.51%	721
Calcasieu	651	11.79%	5,523
Cameron	37	25.52%	145
Jefferson Davis	75	10.73%	699
Vernon	84	9.71%	865

Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program
Downloaded: 02/06/2023

Table 5: Number Employed by Parish in the Construction Industry

Parish	Avg. Employment Construction Industry	Percent Construction Related Employment	Avg. Employment All Industries
Region 5	17,030	16.21%	105,071
Allen	57	1.59%	3,592
Beauregard	370	5.36%	6,907
Calcasieu	9,677	13.29%	72,841
Cameron	6,050	81.66%	7,409
Jefferson Davis	390	6.54%	5,964

Vernon	486	5.81%	8,358
<small>Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program Downloaded: 02/06/2023</small>			

Table 6: Total Wages by Parish in the Construction Industry

Parish	Total Wages Construction Industry	Total Wages All Industry	Percent Construction Related Wages	Avg. Weekly Wage
Region 5	\$1,383,338,314	\$5,716,554,897	24.20%	\$1,053
Allen	\$1,801,040	\$156,519,066	1.15%	\$838
Beauregard	\$18,042,755	\$319,956,303	5.64%	\$891
Calcasieu	\$758,019,117	\$4,276,044,800	17.73%	\$1,129
Cameron	\$587,751,765	\$725,871,405	80.97%	\$1,884
Jefferson Davis	\$17,723,637	\$238,163,323	7.44%	\$768
Vernon	\$20,911,401	\$350,123,585	5.97%	\$806
<small>Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program Downloaded 02/06/2023</small>				

Occupational Employment Distribution for Construction Workers

Here are the top ten occupations for the Sector 23 Construction Industry in the Regional Labor Market Area, Lake Charles based on a 2022 estimate.

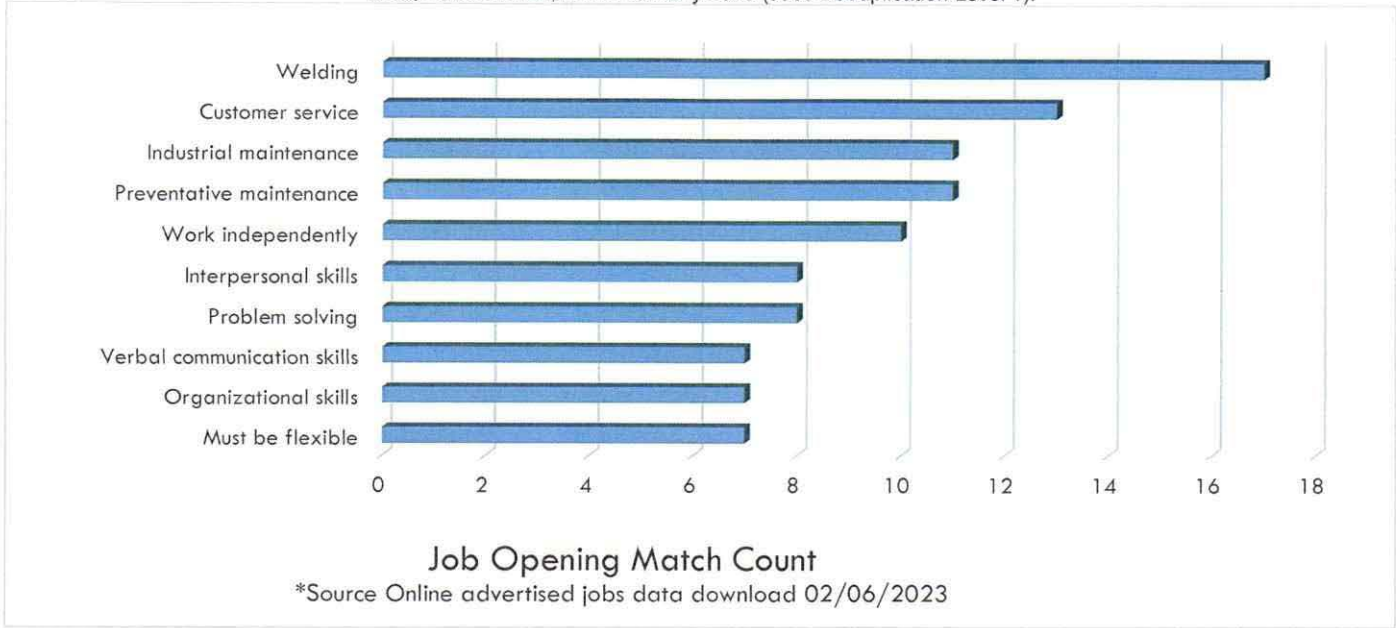
Table 7: Occupational Employment Distribution Table for Construction

Rank	Occupation Title	Estimated Employment
1	Construction Laborers	1,880
2	First-Line Supervisors of Construction Trades and Extraction Workers	1,350
3	Operating Engineers and Other Construction Equipment Operators	980
4	Carpenters	940
5	Electricians	910
6	Plumbers, Pipefitters, and Steamfitters	760
7	Painters, Construction and Maintenance	550
8	Miscellaneous Construction and Related Workers	310
9	Helpers, Construction Trades, All Other	260
10	Helpers--Electricians	250
<small>Source: Louisiana Workforce Commission, Occupational Projections Program Downloaded: 02/06/2023</small>		

Figure 2: Advertised Job Skills for the Construction Industry

Advertised Job Skills

The graph below shows the top advertised detailed job skills found in job openings advertised online for Construction in 5th Regional Labor Market Area, Lake Charles, LA in February 2023 (Jobs Deduplication Level 1).



2. Labor Market Trends in the Healthcare Industry:

The SWLA Alliance has created a healthcare industry task force. The purpose for this task force was to create a unified message concerning jobs in the healthcare industry among all area hospitals because they are drawing from the same worker pool. Healthy Image, a local media magazine, has been engaged to help build the message on all facilities, regardless of size and funding contributions. Medical billing, medical records and coding was a major issue that was brought up in Jefferson Davis Parish and will be brought back to the Healthcare Task Force.

The Health Care and Social Assistance sector comprises establishments providing health care and social assistance for individuals. The sector includes both health care and social assistance because it is sometimes difficult to distinguish between the boundaries of these two activities. The industries in this sector are arranged on a continuum starting with those establishments providing medical care exclusively, continuing with those providing health care and social assistance, and finally finishing with those providing only social assistance. The services provided by establishments in this sector are delivered by trained professionals. All industries in the sector share this commonality of process, namely, labor inputs of health practitioners or social workers with the requisite expertise. Many of the industries in the sector are defined based on the educational degree held by the practitioners included in the industry. Excluded from this sector are aerobic classes in Subsector 713, Amusement, Gambling and Recreation Industries and nonmedical diet and weight reducing centers in Subsector 812, and Personal and Laundry Services. Although these can be viewed as health services, health practitioners do not typically deliver these services.

Source: North American Industry Classification System (NAICS)

Table 8: Average Establishments in Region 5 in the Healthcare Industry

Parish	Avg. Establishments Healthcare Industry	Percent Healthcare Related Establishments	Total Avg. Establishments All Industries
Region 5	1,033	12.41%	8,321
Allen	56	15.22%	368
Beauregard	77	10.68%	721
Calcasieu	706	12.78%	5,523
Cameron	7	4.83%	145
Jefferson Davis	86	12.30%	699
Vernon	101	11.68%	865
<i>Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program Downloaded: 02/06/2023</i>			

Table 9: Number Employed by Parish in the Healthcare Industry

Parish	Avg. Employment Healthcare Industry	Percent Healthcare Related Employment	Avg. Employment All Industries
Region 5	16610	15.81%	105,071
Allen	885	24.64%	3,592
Beauregard	1,393	20.17%	6,907
Calcasieu	11,382	15.63%	72,841
Cameron	68	0.92%	7,409
Jefferson Davis	1,448	24.28%	5,964
Vernon	1,434	17.16%	8,358
<i>Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program Downloaded: 02/06/2023</i>			

Table 10: Total Wages by Parish in the Healthcare Industry

Parish	Total Wages Healthcare Industry	Total Wages All Industry	Percent Healthcare Related	Avg. Weekly Wage
Region 5	\$716,285,126	\$5,716,554,897	12.53%	\$906
Allen	\$32,524,814	\$156,519,066	20.78%	\$714
Beauregard	\$55,127,823	\$319,956,303	17.23%	\$761
Calcasieu	\$560,044,207	\$4,276,044,800	13.10%	\$946
Cameron	\$4,312,346	\$725,871,405	0.59%	\$1,229
Jefferson Davis	\$64,275,936	\$238,163,323	26.99%	\$854
Vernon	\$69,593,313	\$350,123,585	19.88%	\$933
<i>Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program Downloaded: 02/06/2023</i>				

Occupational Employment Distribution for Healthcare Workers

Here are the top ten occupations for the Sector (2 digit) Healthcare and Social Assistance industry in 5th Regional Labor Market Area, Lake Charles based on a 2016 estimate.

Table 11: Occupational Employment Distribution Table for Healthcare

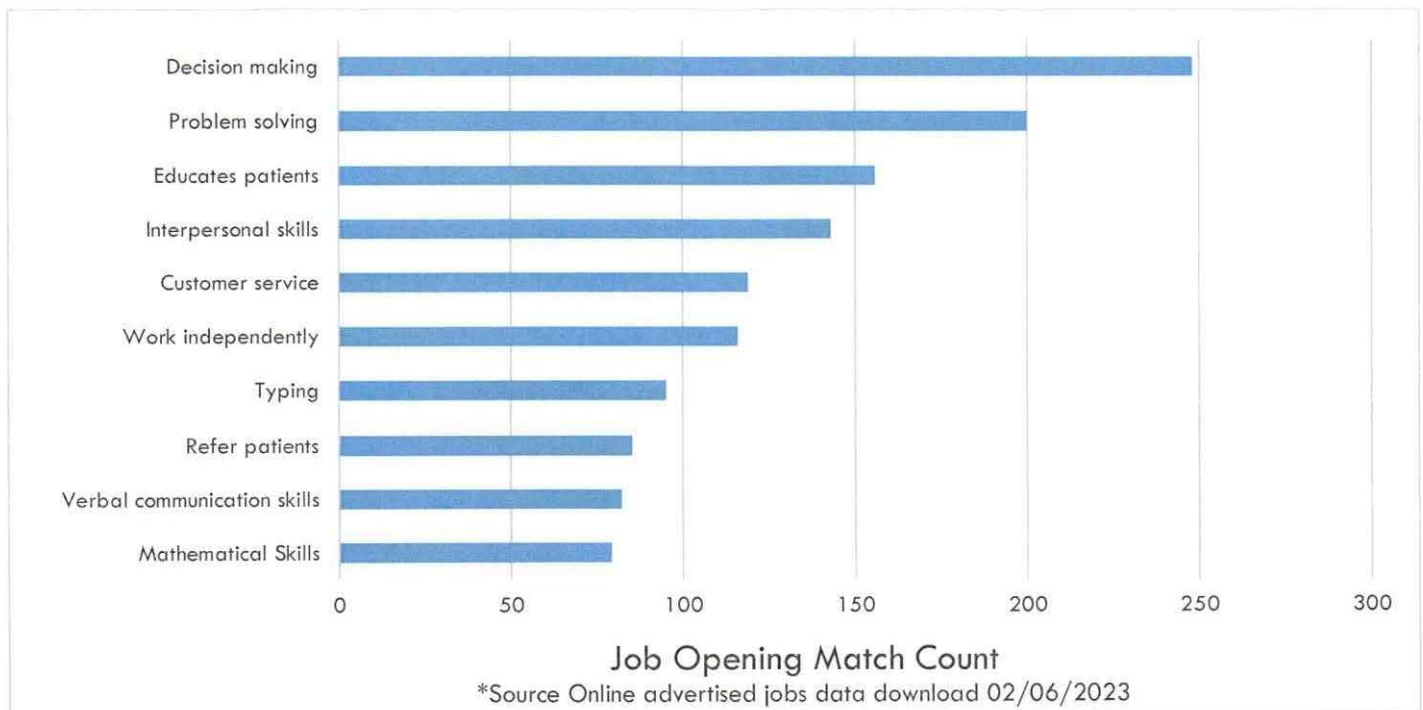
Rank	Occupation	Estimated Employment
1	Registered Nurses	2,270
2	Home Health and Personal Care Aides	1,790
3	Licensed Practical and Licensed Vocational Nurses	1,160
4	Nursing Assistants	1,010
5	Medical Assistants	810
6	Pharmacy Technicians	370
7	Health Technologists and Technicians, All Other	330
8	Dental Assistants	330
9	Clinical Laboratory Technologists and Technicians	300
10	Radiologic Technologists and Technicians	270

*Source: Louisiana Workforce Commission, Occupational Projections Program
Downloaded: 02/06/2023*

Figure 3: Advertised Job Skills for the Healthcare and Social Assistance Industry

Advertised Job Skills

The graph below shows the top advertised detailed job skills found in job openings advertised online for Health Care and Social Assistance in 5th Regional Labor Market Area, Lake Charles, LA in June 2020 (Jobs Deduplication Level 1).



3. Labor Market Trends in the Hospitality Industry:

The Accommodation and Food Services sector comprises establishments providing customers with lodging and/or preparing meals, snacks, and beverages for immediate consumption. The sector includes both accommodation and food services establishments because the two activities are often combined at the same establishment. Excluded from this sector are civic and social organizations; amusement and recreation parks; theaters; and other recreation or entertainment facilities providing food and beverage services.

Source: North American Industry Classification System (NAICS)

Table 12: Average Establishments in the Hospitality Industry

Parish	Avg. Establishments Accommodation & Food Services Industry	Percent Accommodation & Food Services Related Establishments	Total Avg. Establishments All Industries
Region 5	864	10.38%	8,321
Allen	41	11.14%	368
Beauregard	54	7.49%	721
Calcasieu	620	11.23%	5523
Cameron	10	6.90%	145
Jefferson Davis	59	8.44%	699
Vernon	80	9.25%	865
<small>Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program Downloaded: 02/06/2023</small>			

Table 13: Average Employment by Parish in the Hospitality Industry

Parish	Avg. Employment Accommodation & Food Services Industry	Percent Accommodation & Food Services Related Employment	Avg. Employment All Industries
Region 5	14648	13.94%	105,071
Allen	390	10.86%	3,592
Beauregard	842	12.19%	6,907
Calcasieu	11,545	15.85%	72,841
Cameron	58	0.78%	7,409
Jefferson Davis	738	12.37%	5,964
Vernon	1,075	12.86%	8,358
<small>Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program Downloaded: 02/06/2023</small>			

Table 14: Total Wages by Parish in the Hospitality Industry

Parish	Total Wages Accommodation & Food Services Industry	Total Wages All Industry	Percent Accommodation & Food Services Related Wages	Avg. Weekly Wage
Region 5	\$326,853,748	\$5,716,554,897	5.72%	\$359
Allen	\$6,150,498	\$156,519,066	3.93%	\$303
Beauregard	\$10,668,990	\$319,956,303	3.33%	\$244
Calcasieu	\$297,210,005	\$4,276,044,800	6.95%	\$495
Cameron	\$1,447,568	\$725,871,405	0.20%	\$482
Jefferson Davis	\$11,376,687	\$238,163,323	4.78%	\$296
Vernon	\$18,557,827	\$350,123,585	5.30%	\$332

*Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program
Downloaded: 02/06/2023*

Table 15: Advertised Job Skills for Accommodations (Hospitality)

The table below shows the top advertised detailed job skills found in job openings advertised online for Accommodation and Food Services in 5th Regional Labor Market Area, Lake Charles, LA in February 2023.

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Customer service	Customer Service Skills	1,676
2	Problem solving	Basic Skills	619
3	Decision making	Basic Skills	605
4	Interpersonal skills	Interpersonal Skills	583
5	Work independently	Basic Skills	353
6	Must be flexible	Basic Skills	350
7	Verbal communication skills	Interpersonal Skills	344
8	Positive attitude	Interpersonal Skills	325
9	Organizational skills	Basic Skills	309
10	Attention to detail	Basic Skills	250

*Source: Online advertised jobs data
Downloaded: 02/06/2023*

Figure 4: Advertised Job Skills for the Hospitality Industry

Advertised Job Skills

The graph below shows the top advertised detailed job skills found in job openings advertised online for Accommodations and Food Services in 5th Regional Labor Market Area, Lake Charles, LA in February 2023 (Jobs Deduplication Level 1).

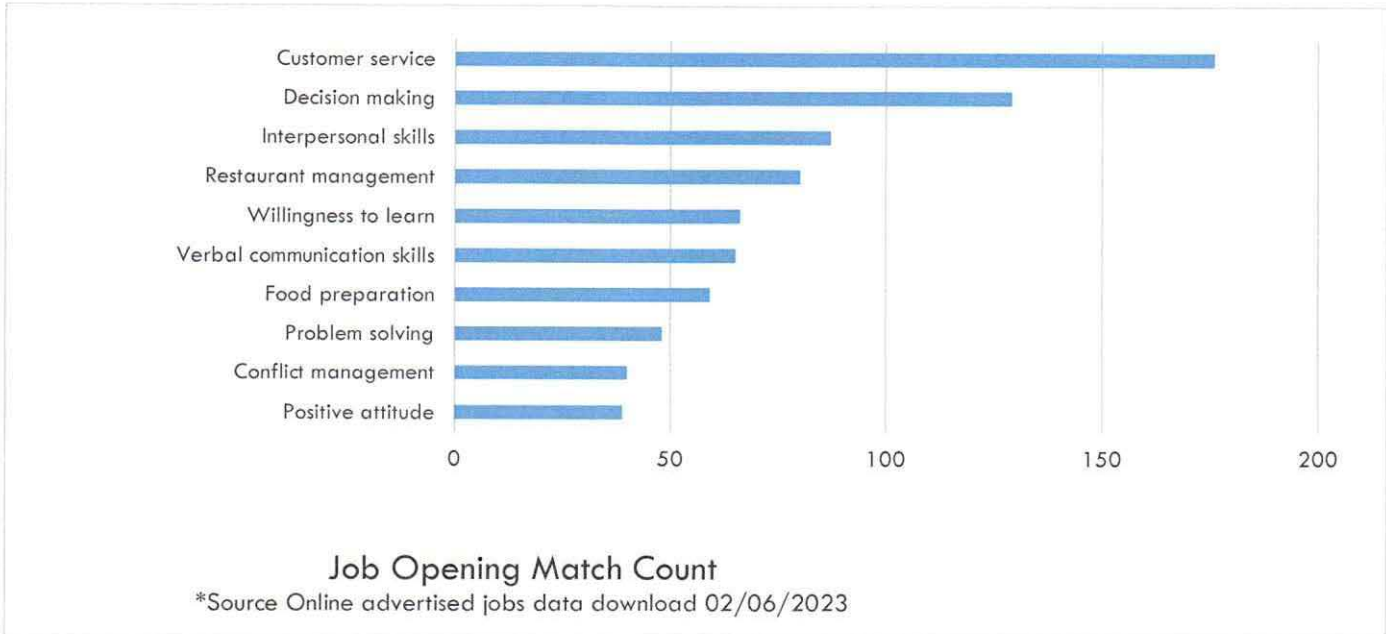


Table 16: Occupational Employment Distribution for Accommodation Industry (Hospitality)

The table below shows the top occupations with the highest estimated employment for the Leisure and Hospitality industry in 5th Regional Labor Market Area, Lake Charles, LA based on a 2023 estimate.

Rank	Occupation	Estimated Employment
1	Cashiers	1676
2	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	619
3	Food Preparation Workers	605
4	Waiters and Waitresses	583
5	Office Clerks, General	353
6	Customer Service Representatives	350
7	First-Line Supervisors of Office and Administrative Support Workers	344
8	First-Line Supervisors of Food Preparation and Serving Workers	325
9	Cooks, Restaurant	309
10	Gambling Dealers	250

*Source: Louisiana Workforce Commission, Occupational Projections Program
Downloaded: 02/06/2023*

4. Labor Market Trends in the Chemical Manufacturing Industry

The Chemical Manufacturing subsector is based on the transformation of organic and inorganic raw materials by a chemical process and the formulation of products. This subsector distinguishes the production of basic chemicals that comprise the first industry group from the production of intermediate and end products produced by further processing of basic chemicals that make up the remaining industry groups. This subsector does not include all industries transforming raw materials by a chemical process. It is common for some chemical processing to occur during mining operations. These beneficiating operations, such as copper concentrating, are classified in Sector 21, Mining. Furthermore, the refining of crude petroleum is included in Subsector 324, Petroleum and Coal Products Manufacturing. In addition, the manufacturing of aluminum oxide is included in Subsector 331, Primary Metal Manufacturing; and beverage distilleries are classified in Subsector 312, Beverage, and Tobacco Product Manufacturing. As in the case of these two activities, the grouping of industries into subsectors may take into account the association of the activities performed with other activities in the subsector.

Source: North American Industry Classification System (NAICS)

Table 17: Average Establishments in the Manufacturing Industry

Parish	Total Avg. Establishments Manufacturing Industry	Percent Manufacturing Related Establishments	Total Avg. Establishments All Industries
Region 5	275	3.30%	8,321
Allen	8	2.17%	368
Beauregard	22	3.05%	721
Calcasieu	194	3.51%	5,523
Cameron	8	5.52%	145
Jefferson Davis	28	4.01%	699
Vernon	15	1.73%	865

*Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program
Downloaded: 02/06/2023*

Table 18: Average Employment in the Manufacturing Industry

Parish	Total Avg. Employment Manufacturing Industry	Percent Manufacturing Related Employment	Total Avg. Employment All Industries
Region 5	12818	12.20%	105,071
Allen	765	21.30%	3,592
Beauregard	910	13.18%	6,907
Calcasieu	9,893	13.58%	72,841
Cameron	537	7.25%	7,409
Jefferson Davis	316	5.30%	5,964
Vernon	397	4.75%	8,358

*Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program
Downloaded: 02/06/2023*

Table 19: Total Wages in the Manufacturing Industry Region 5

Parish	Total Wages Manufacturing Industry	Total Wages All Industry	Percent Manufacturing Related Wages	Avg. Weekly Wage
Region 5	\$1,346,545,311	\$5,716,554,897	23.56%	\$1,645
Allen	\$51,244,343	\$156,519,066	32.74%	\$1,289
Beauregard	\$89,783,914	\$319,956,303	28.06%	\$1,897
Calcasieu	\$1,114,120,408	\$4,276,044,800	26.05%	\$2,166
Cameron	\$74,957,677	\$725,871,405	10.33%	\$2,686
Jefferson Davis	\$16,438,969	\$238,163,323	6.90%	\$1,002
Vernon	\$17,062,072	\$350,123,585	4.87%	\$827

*Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program
Downloaded: 02/06/2023*

Table 20: Advertised Job Skills for Chemical Manufacturing

The table below shows the top advertised detailed job skills found in job openings advertised online for Manufacturing in 5th Regional Labor Market Area, Lake Charles, LA in February 2023.

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Preventative maintenance	Maintenance Technician Skills	9
2	Welding	Welding Skills	6
3	Interpersonal skills	Interpersonal Skills	4
4	Routine maintenance work	Maintenance Technician Skills	4
5	Problem solving	Basic Skills	3
6	Work independently	Basic Skills	3
7	Dismantle machines	Millwright Skills	2
8	Employee development	Interpersonal Skills	2
9	Increase profitability	Financial Analyst Skills	2
10	Industrial machinery installation	Millwright Skills	2

*Source: Online advertised jobs data
Downloaded: 02/06/2023*

Figure 5: Advertised Job Skills for the Manufacturing Industry

The graph below shows the top advertised detailed job skills found in job openings advertised online for Manufacturing Industry in 5th Regional Labor Market Area, Lake Charles, LA in February 2023 (Jobs Deduplication Level 1).

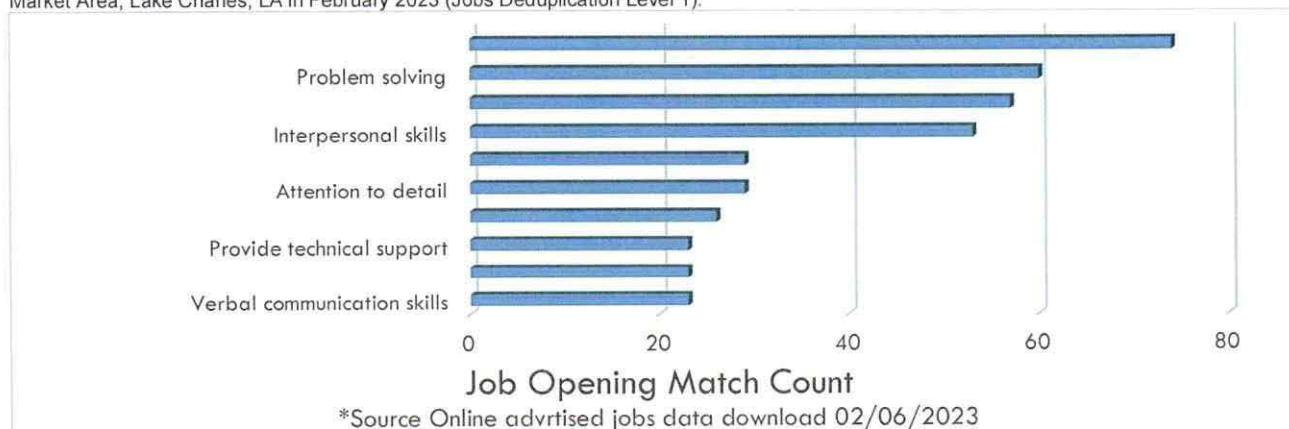


Table 21: Occupational Employment Distribution for Chemical Manufacturing

The table below shows the top occupations with the highest estimated employment for the Chemical Manufacturing industry in 5th Regional Labor Market Area, Lake Charles, LA based on a 2022 estimate.

Rank	Occupation	Estimated Employment
1	Chemical Technicians	210
2	Engineering Technologists and Technicians, Except Drafters, All Other	190
3	Chemical Engineers	160
4	Petroleum Engineers	160
5	Electrical and Electronic Engineering Technologists and Technicians	130
6	Mechanical Engineers	110
7	Occupational Health and Safety Technicians	100
8	Chemists	80
9	Civil Engineering Technologists and Technicians	60
10	Electronics Engineers, Except Computer	40
<i>Source: Louisiana Workforce Commission, Occupational Projections Program Downloaded: 02/06/2023</i>		

5. Labor Market Trends in the Education Industry:

The Educational Services sector comprises establishments that provide instruction and training in a wide variety of subjects. This instruction and training is provided by specialized establishments, such as schools, colleges, universities, and training centers. These establishments may be privately owned and operated for profit or not for profit, or they may be publicly owned and operated. They may also offer food and accommodation services to their students. Educational services are usually delivered by teachers or instructors that explain, tell, demonstrate, supervise, and direct learning. Instruction is imparted in diverse settings, such as educational institutions, the workplace, or the home through correspondence, television, or other means. It can be adapted to the particular needs of the students, for example sign language can replace verbal language for teaching students with hearing impairments. All industries in the sector share this commonality of process, namely, labor inputs of instructors with the requisite subject matter expertise and teaching ability.

Source: North American Industry Classification System (NAICS)

At this time, the area school superintendents have stated that there is a shortage of teachers for the upcoming school year. A new practice has been implemented that enables an individual with a bachelor’s degree to obtain minimal training in order to become certified to teach. This has helped address the teacher shortage in the short term. However, a long-term solution will be a concentrated focus on education as a career in the local schools and career fairs.

Table 22: Average Establishments in the Education Services Industry

Parish	Avg. Establishments Education Services Industry	Percent Education Services Related Establishments	Total Avg. Establishments All Industries
Region 5	75	0.90%	8,321
Allen	4	1.09%	368
Beauregard	N/A	N/A	721
Calcasieu	51	0.92%	5,523
Cameron	N/A	N/A	145
Jefferson Davis	N/A	N/A	699
Vernon	20	2.31%	865
<i>Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program Downloaded: 02/06/2023</i>			

Table 23: Average Employment in the Education Services Industry

Parish	Avg. Employment Education Services Industry	Percent Education Services Related Employment	Total Avg. Employment All Industries
Region 5	612	0.58%	105,071
Allen	40	1.11%	3,592
Beauregard	N/A	N/A	6,907
Calcasieu	417	0.57%	72,841
Cameron	N/A	N/A	7,409
Jefferson Davis	N/A	N/A	5,964
Vernon	155	1.85%	8,358
<i>Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program Downloaded: 02/06/2023</i>			

Table 24: Average Wages for Education Services Industry in Region 5

Parish	Total Wages Education Services Industry	Total Wages All Industry	Percent Education Services Related Wages	Avg. Weekly Wage
Region 5	\$15,852,769	\$5,716,554,897	2.52%	\$774
Allen	\$1,767,532	\$156,519,066	1.13%	\$844
Beauregard	N/A	\$319,956,303	N/A	N/A
Calcasieu	\$14,085,237	\$4,276,044,800	0.33%	\$649
Cameron	N/A	\$725,871,405	N/A	N/A
Jefferson Davis	N/A	\$238,163,323	N/A	N/A
Vernon	\$6,689,322	\$350,123,585	1.91%	\$829
<i>Source: Labor Market Statistics, Quarterly Census of Employment and Wages Program Downloaded: 02/06/2023</i>				

Table 25: Advertised Job Skills for the Education Industry

The table below shows the top advertised detailed job skills found in job openings advertised online for Educational Services in 5th Regional Labor Market Area, Lake Charles, LA in June, 2020.

Rank	Advertised Detailed Job Skill	Advertised Skill Group	Job Opening Match Count
1	Interpersonal skills	Interpersonal Skills	30
2	Effective listening skills	Interpersonal Skills	22
3	Time management	Basic Skills	21
4	Organizational skills	Basic Skills	18
5	Prioritization skills	Basic Skills	15
6	Communicate with parents	Instructor or Teacher Skills	12
7	Establish effective rapport	Interpersonal Skills	12
8	Customer service	Customer Service Skills	12
9	Student teaching	Instructor or Teacher Skills	10
10	Typing	Office Clerk Skills	7

*Source: Online advertised jobs data
Downloaded: 02/06/2023*

Advertised Job Skills

The graph below shows the top advertised detailed job skills found in job openings advertised online for Educational Services in 5th Regional Labor Market Area, Lake Charles, LA in February 2023 (Jobs Deduplication Level 1).

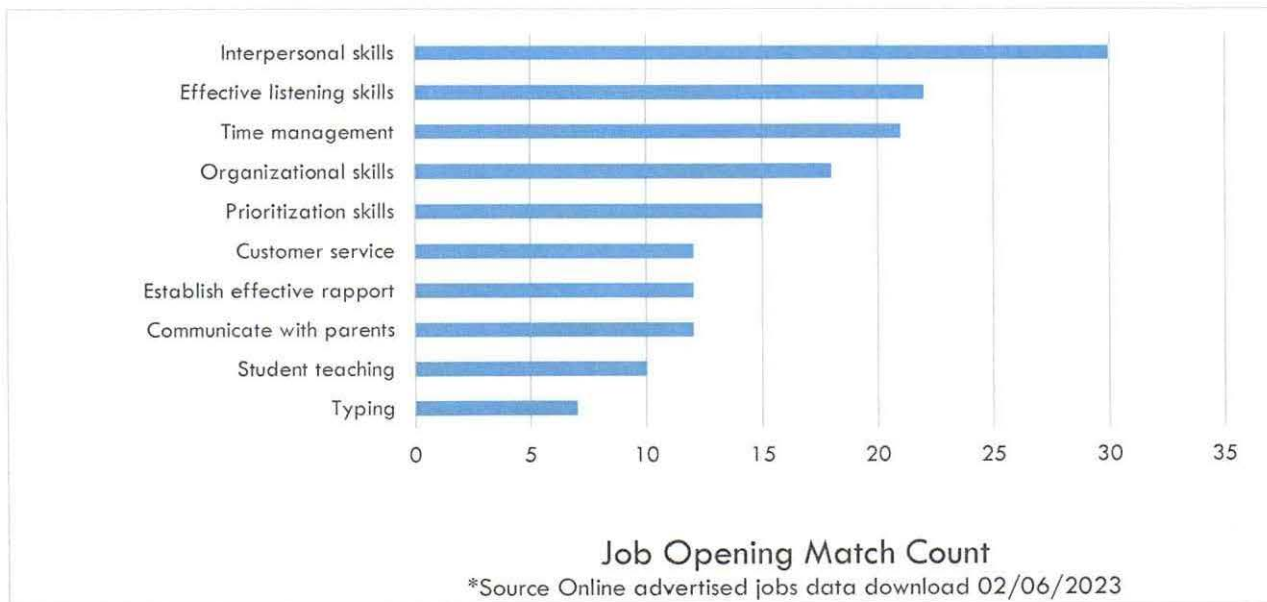


Table 26: Occupational Employment Distribution for the Education Industry

The table below shows the top occupations with the highest estimated employment for the Educational Services industry in 5th Regional Labor Market Area, Lake Charles, LA based on a 2022 estimate.

Rank	Occupation	Estimated Employment
1	Elementary School Teachers, Except Special Education	1,690
2	Educational Instruction and Library Workers, All Other	1,600
3	Secondary School Teachers, Except Special and Career/Technical Education	1,500
4	Teaching Assistants, Except Postsecondary	1,170
5	Middle School Teachers, Except Special and Career/Technical Education	590
6	Special Education Teachers, Kindergarten and Elementary School	470
7	Postsecondary Teachers, All Other	390
8	Career/Technical Education Teachers, Secondary School	280
9	Special Education Teachers, Secondary School	270
10	Instructional Coordinators	210

*Source: Louisiana Workforce Commission, Occupational Projections Program
Downloaded: 02/06/2023*

V. Education and Skill Levels of the Workforce. Provide an analysis of the educational and skill levels of the workforce.

The Labor Market data provided by the Research and Statistics also provides information on certification needed for the 5 top growth industry sectors as follows:

The tables below show the top advertised certification groups found in job openings advertised online in 5th Regional Labor Market.

Table 27: Advertised Job Certifications in Health Care & Social Assistance

The table below shows the top advertised certification groups found in job openings advertised online in 5th Regional Labor Market Area, Lake Charles for Sector (2 digit) Health Care and Social Assistance in February 2023

Rank	Advertised Certification Group	Job Opening Match Count
1	American Heart Association (AHA) CPR & First Aid Certifications	1,722
2	Nursing Credentials and Certifications	1,241
3	National Board for Respiratory Care (NBRC)	66
4	Competency & Credentialing Institute (CCI)	50
5	American Association of Medical Assistants (AAMA) Certifications	46
6	National Board of Surgical Technology and Surgical Assisting (NBSTSA)	36
7	American Health Information Management Association (AHIMA) Certifications	23
8	National Association of Healthcare Access Management (NAHAM)	20
9	American Association of Nurse Anesthetists (AANA) Certifications	18
10	Doctor of Dental Surgery (DDS)	18

Table 28: Advertised Job Certifications in the Education Industry

The table below shows the top advertised certification groups found in job openings advertised online in 5th Regional Labor Market Area, Lake Charles for Sector (2 digit) Education Services in February 2023.

Rank	Advertised Certification Group	Job Opening Match Count
1	State Licensed Counselors	18
2	Behavior Analyst Certification Board	9

Table 29: Advertised Job Certifications in the Construction Industry

The table below shows the top advertised certification groups found in job openings advertised online in 5th Regional Labor Market Area, Lake Charles for Construction in February 2023.

Rank	Advertised Certification Group	Job Opening Match Count
1	Commercial Driver's License (CDL)	271
2	American Concrete Institute (ACI) Certifications	6
3	American Welding Society (AWS) Certifications	3

Table 30: Advertised Job Certifications in Accommodations & Food (Hospitality)

The table below shows the top advertised certification groups found in job openings advertised online for Accommodation and Food Services in 5th Regional Labor Market Area, Lake Charles, LA in February 2023.

Rank	Advertised Certification Group	Job Opening Match Count
1	National Restaurant Association (ServSafe) Certifications	11
2	ServSuccess Certifications	5
<i>Source: Online advertised jobs data Downloaded: 02/06/2023</i>		

Table 31: Advertised Job Certifications in Chemical Manufacturing

The table below shows the top advertised certification groups found in job openings advertised online in 5th Regional Labor Market Area, Lake Charles for Subsector (3 digit) Chemical Manufacturing in February 2023.

Rank	Advertised Certification Group	Job Opening Match Count
1	American Concrete Institute (ACI) Certifications	6
2	Board of Certified Safety Professionals (BCSP)	4
3	National Society of Professional Engineers (NSPE) Credentials	3
4	American Welding Society (AWS) Certifications	3

*Source: Online advertised jobs data
Downloaded: 07/22/2020*

(vi) **Skill Gaps. Describe apparent 'skill gaps'**

Understanding the Skills gap

The skills gap is a complex issue, with lots of disagreement about causes and solutions. Here are some factors experts have identified:

Not enough of the right graduates. For in-demand jobs in health care, engineering, computer science, and advanced manufacturing, there aren't enough people being trained.

Poor yields from automated job match programs. Some employers fill job ads with a list of ideal requirements most applicants won't meet, resulting in low match rates and few potential candidates.

Reluctance to provide training. Many employers would prefer that job seekers and employees provide all their own training, but this is increasingly unrealistic.

Inadequate compensation. Some organizations cannot find candidates because the pay they offer, especially for in-demand jobs, is not competitive with other employers in their area.

The growing need for soft skills. Many new graduates, while tech-savvy, lack basic communication skills and other critical soft skills.

(Career One Stop Business Center "The Skills Gap")

www.careeronestop.org/businesscenter Copyright 2016. Date of access 6/15/16)

An issue regarding skills gaps involves basic education. The adult workforce in Louisiana catalogs around 600,000 adults who have no high school diploma or state-approved program equivalency. There needs to be a focus on literacy skills. The most basic skill needed to work in the 21st century workforce is a high school diploma for the individual who seeks a high skill, high demand career.

- (2) **Workforce Development, Education and Training Activities Analysis.** The Combined Plan includes an analysis of the workforce development activities, including education and training in the Region, to address the education and skill needs of the workforce, as identified in (a)(1)(B)(iii) above, and the employment needs of employers, as identified in (a)(1)(A)(iii) above. This must include an analysis of-

- (A) ***The Regional Workforce Development Activities.*** Provide an analysis of the regional workforce development activities, including education and training activities of the core programs, Combined Plan partner programs included in this plan, and required and optional one-stop delivery system partners.

Education and training activities of the core programs.

Training provided at local schools include Apprenticeship Programs for the Electricians and Plumbers/Pipefitters/Welders, In Classroom training at SOWELA-Main Campus in Lake Charles, Morgan Smith in Jennings, Oakdale Campus, SOWELA Campus Leesville and McNeese University. Other training options include On-the-Job Training (OJT), Work Experiences for youth. Historically, Region V has the lowest number of training facilities in the state. Participants are permitted to attend the school of their choice as long as it is listed on the State's Eligible Training Provider List and the occupations associated with the curricula are marked as "bright outlook." A training agreement is maintained with each school where LWDA51 has participants attending.

For those who need Literacy Training, the Literacy Council of Southwest Louisiana is a partner in the system and access to their services is convenient. SOWELA Campus Leesville also conducts HiSET classes for those needing to attain their high school equivalency diploma.

Combined Plan partner programs included in this plan

WIOA Core partners include the 6 programs:

WIOA Adults and Dislocated Workers services are provided through the American Job Center with locations throughout the Region. Youth services are provided

through an agreement with the Grant Recipient to run the program in-house at the American Job Center. The Calcasieu Parish Police Jury is the current Youth provider. Adult Education & Literacy is provided through the Literacy Council of Southwest Louisiana and at the CLTCC Lamar-Salter campus. The vocational rehabilitation program is provided through the Louisiana Workforce Commission, Louisiana Rehabilitation Services through the local office in Lake Charles. The Wagner-Peyser Act Program is provided through the Louisiana Workforce Commission with staff positioned in the Lake Charles American Job Center in Lake Charles and other offices in the Region.

LWC Required Partners include the following 3 programs and providers: The Community Services Block Grant (CSBG) program is provided through the Calcasieu Parish Police Jury, Department of Human Services, Both the Jobs for Veterans and the Trade Adjustment Assistance for Workers programs is provided through the Louisiana Workforce Commission by locating staff in the American Job Center in Lake Charles and other offices in the State.

DCFS Required Partners include the following 3 programs and providers: The Department of Children and Family Services provides services for the Temporary Assistance to Needy Families (TANF) Program, the Supplemental Nutrition Assistance Program (SNAP), and the Work programs authorized under the Food & Nutrition Act of 2008.

Optional one-stop delivery system partners

The Senior Community Service Employment program is provided through the National Association of Hispanic Elderly Program (ANNPM). The career and technical education programs authorized under the Carl D. Perkins Act are provided through SOWELA Technical Community College Campuses, and McNeese State University. SOWELA serves as the convener of the other Technical Colleges and Universities in the Region.

(B) *The Strengths and Weaknesses of Workforce Development Activities.*

Provide an analysis of the strengths and weaknesses of the workforce development activities identified in (A), directly above.

Workforce development activities, education & training of Partners:

WIOA Core Programs

Adult, Dislocated Worker & Youth Partner:

Strengths: Multitude of services available to assist with employment and educational needs.

Weaknesses: Not enough staff

Wagner-Peyser:

Strengths: Access to an array of employment related services to job seekers and employers, at no cost.

Weaknesses: Limited funding for staff in affiliate/satellite offices. Limited resources available for clients who do not have access to the internet.

Louisiana Rehabilitation Services:

Strengths: LRS staff is always available to assist when questions arise regarding LRS equipment. Assist consumers to maintain and secure employment. Services are to meet the consumer's needs to achieve independence in their community by working cooperatively with business and other community services. Under order of Selection which gives priority to those individuals with the most significant disabilities.

Weaknesses: Staff need to make themselves available to help in center when at the center.

Adult Education/Literacy:

Strengths: Basic computer classes offered at the American Job Center (AJC) for clients
Weaknesses: Not enough tutors

LWC Required Programs

Jobs for Veterans

Strengths: Priority of service provided to vets

Weaknesses: Lack of Vet staff in the center on a daily basis

Trade Adjustment Act

Strengths: Benefits workers who were laid off due to trade-affected closure. Workers can train for a new career.

Weaknesses: Excessive paperwork involved.

Community Services Block Grant (CSBG)

Strengths: Additional funds available when clients exhaust WIOA, Coordination of additional funding to pay for Safety Card and Transportation. Ability to support the cost of activities not allowed through WIOA. Transportation Worker Identification Card (TWIC).

Weaknesses: Funds only available for Calcasieu residents and not all 6 parishes. Limit funding

Workforce Development Board Optional Partners

Post-Secondary School (Sowela Main, Morgan Smith & Oakdale)

Strengths: Great instructors who care about the progress of the students, great communication between school staff and WIOA, Community partnership, Business and industry partnership, the flexibility and increased capacity to develop compressed training programs with Industry Based Credentials (IBC) to meet the needs of business and Industry, State of the art facilities, Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and Council on Occupational Education (COE) Accreditation, Easy access from I-210, Compassion for the Students, Offerings are high skill, high wage, high demand, Strong partnership with the One-Stop American Job Center.

Weaknesses: Tuition cost keeps rising, limited TOPS available for students

Older Worker Program:

Strengths: Adds to the pool of applicant's individuals who have excellent work ethics who are still wishing to be employed. Companies can seek them out for hiring.

Weaknesses: Limited hours for participants. Limited funding and high demand for these services.

In addition to these Strengths and Weaknesses, this Plan will undergo a SWOT Analysis throughout its timeframe targeting other strengths, weaknesses, opportunities, and threats.

- (C) **Regional Workforce Development Capacity.** Provide an analysis of the capacity of regional entities to provide the workforce development activities identified in (A), above.

Regarding ability to provide workforce development activities, there is enough capacity with new and expanding facilities to meet the need.

The focus on high demand occupations is a noble goal for both job seekers and employers. There is concern over the requirement of placing individuals who may not have the high skill levels into training for 3-to-5-star occupations. This seems to overlook the feeder occupations which may not be in that star range. Development of Career Ladders may change this.

(D) Regional Strategic Vision and Goals. The Combined Plan must include

The Regional strategic vision and goals for developing its workforce and meeting employer needs in order to support economic growth and economic self-sufficiency. This must include-

- (3) Vision.** Describe the Regional strategic vision for its workforce development system. The Vision for WIOA is “To achieve and maintain an integrated, job-driven workforce system that links our diverse, talented workforce to our nation’s businesses and improves the quality of life for our citizens.”

The Mission/Vision for the LWDA51 is “We are a partnership of local community organizations and employers providing a comprehensive range of useful career and employment services, job training, and up-to-date information which will empower our job seeker customer to become self-sufficient and improve their overall quality of life AND to provide our employer customer with the opportunity for workplace proficiency and to provide a pipeline to connect them to the applicant pool in a demand driven market AND to serve both customers in a quality manner through continuous improvement”

Because of the Vision for LWDA51, the following impact will be experienced:

Impact: As a result of our efforts:

1. Employees increase goals for future (increase self-esteem, pride & involvement)
2. More Partners will be involved
3. Greater awareness of Board/Activities
4. Train employees for entry-level employment with upward mobility
5. Create a desire for work, employ greater numbers & reduce dependence upon public assistance
6. Train for higher paying jobs & increase access to those jobs
7. Give individuals more responsibility for their life instead of providing programs to “just Exist”
8. Employers will have access to a larger pool of qualified workers

The Image that the One Stop center is hoping to present is:

Image:

1. We are a community coalition serving as a motivating factor.
2. We are more than a government agency; we are an organization that cares: a top-notch agency that gets results.
3. We are a pro-active, easy to work with, client-oriented, employer/provider focused resource who can help clients solve problems especially for the unemployed and the
4. under-employed

- (4) Goals.** Describe the goals for achieving this vision based on the analysis in (a) above of the Regional/Local's economic conditions, workforce, and workforce development activities. This must include-

- (A) Goals for preparing an educated and skilled workforce,** including preparing youth and individuals with barriers to employment and other populations. The goals of LWDA51 is to prepare an educated and skilled workforce; including adults, dislocated workers, and youth with barriers to employment as we offer a layered approach of individual services, group support and resource sharing via agency partnerships to connect diverse, qualified candidates to quality career and postsecondary opportunities. Assess and identify candidates interests and preferences is the beginning point of preparation followed by working with partners to obtain specific needs of candidate to assist in overcoming barriers. The development of soft skills including job-seeking skills and workplace basic skills is a must in every candidate’s program of services. Then candidate will be trained and educated in

his/her area of interest and skill.

(B) Goals for meeting the skilled workforce needs of employers.

Employers should have input into the training curriculum offered at the various schools to assure that the participants are learning what the companies need. This should include the development of career ladders. This is accomplished at SOWELA Technical Community College through the utilization of active program advisory committees which are comprised of industry representatives.

The Southwest Louisiana Craft Users has conducted a needs list for the various crafts for all the Economic Expansion projects in Region 5

2022 MANPOWER SURVEY

(TOTALS)

FUTURE HIRING PROJECTIONS

<u>MAINTENANCE</u>	2020 manpower level	2021	2022	2023
		total	total	total
MILLWRIGHT	97	3	0	0
MACHINIST	191	10	3	3
PIPEFITTER	112	0	1	1
WELDER	136	2	0	0
ELECTRICIAN	187	4	2	1
INSTRUMENT	336	7	5	5
<i>TOTALS</i>	<i>1,059</i>	<i>26</i>	<i>11</i>	<i>10</i>

<u>OPERATIONS</u>	2020 manpower level	2021	2022	2023
		total	total	total
PROCESS OPERATOR	2,778	67	52	52
LAB TECH	319	5	5	4
<i>TOTALS</i>	<i>3,097</i>	<i>72</i>	<i>57</i>	<i>56</i>

<u>PROFESSIONAL</u>	2020 manpower level	2021	2022	2023
		total	total	total
ENGINEERS	523	15	11	12
ACCOUNTING	84	3	3	1
SAFETY	153	7	3	5
ENVIRONMENTAL	64	2	3	1
<i>TOTALS</i>	<i>824</i>	<i>27</i>	<i>20</i>	<i>19</i>
Grand Totals	4,980	125	88	85

Lake Area Industry Alliance (LAIA) 2023 WORKFORCE PROJECTIONS

- (5) Performance Goals.** Using the table provided in Appendix 1, include the Local Workforce Development Area's expected levels of performance relating to the performance accountability measures based on primary indicators of performance described in section 116(b)(2)(A) of WIOA. (This Strategic Planning element only applies to Title I-B programs.) The table in Appendix 1 has been completed using the numbers from Louisiana's State Plan. These measures will be negotiated locally and are subject to change each year.

Appendix 1: Local Workforce Development Area Performance Goals 2022 & 2023

Include the local area's expected levels of performance relating to the performance accountability indicators of performance described in section of WIOA.

The following performance goals have been developed at the State level. These goals have been negotiated with our local workforce area :

Final PY 23 and PY 24	<u>Area 51</u>
ADULT	
Employment Rate 2nd Quarter After Exit	65.9%
Employment Rate 4th Quarter After Exit	58.8%
Median Earnings 2nd Quarter After Exit	\$5,800
Credential Attainment	78.0%
Measurable Skill Gains	60.9%
DISLOCATED WORKER	
Employment Rate 2nd Quarter After Exit	80.0%
Employment Rate 4th Quarter After Exit	72.0%
Median Earnings 2nd Quarter After Exit	\$8,500
Credential Attainment	85.5%
Measurable Skill Gains	64.9%
YOUTH	
Employment Rate 2nd Quarter After Exit	75.3%
Employment Rate 4th Quarter After Exit	78.0%
Median Earnings 2nd Quarter After Exit	\$6,500
Credential Attainment	77.4%
Measurable Skill Gains	50.0%

- (b) **Regional Strategy.** The Combined Plan must include the regional strategies to achieve its strategic vision and goals. These strategies must consider the Regional economic, workforce, and workforce development, education and training activities and analysis provided in Section (a) above. Include discussion of specific strategies to address the needs of populations provided in Section (a). One issue impacting regional strategy is that all the partners do not serve all 6 parishes in the region. WIOA is responsible for serving all 6 parishes.
- (1) **taking into account analyses described in subparagraphs (a)(1),** a strategy to work with the entities that carry out the core programs to align resources available to the local area, to achieve the strategic vision and goals described in subparagraph (b)(1)(2);

To work with the entities that carry out the core programs, partners have developed a Memorandum of Understanding that outlines services to be provided in the One Stop Center as well as the method of covering the infrastructure and direct costs of operating the Center. Partners will meet at least annually to review the MOU and be sure that all programs are aligned properly. The One Stop Operator will be responsible for assuring that the services specified are being carried out in the Center.

- (2) **a description of the workforce development system in the local area that identifies the programs that are included in that system and how the local board will work with the entities carrying out core programs and other workforce development programs to support alignment to provide services, including programs of study authorized under the Carl D. Perkins Career and Technical Education Act of 2006 (20 U.S.C.2301et seq.), that support the strategy identified in the State plan under section 102(b)(1)(E);**

The local Workforce Development Board will work with entities carrying out the Core programs by monitoring & negotiating performance measures for both employers and WIOA participants, receiving regular reports on workforce activities carried out in the American Job Center, monitoring the progress of participants attending training on the Eligible Training Provider List including completion rate, placement rate and average wage at placement.

- (3) **a description of how the local board, working with the entities carrying out core programs, will expand access to employment, training, education, and supportive services for eligible individuals, particularly eligible individuals with barriers to employment, including how the local board will facilitate the development of career pathways and co-enrollment, as appropriate, in core programs, and improve access to activities leading to a recognized postsecondary credential (including a credential that is an industry-recognized certificate or certification, portable, and stackable);**

The Local Board will work with entities to expand access to employment, training, education, and supportive services, especially individuals with barriers to employment by developing policies to improve the relationships with the partners.

Meetings will be held with employers to discuss barriers to employment and make them aware of services through the American Job Center. Services are free of charge and the Workforce Development Board can assist in these presentations. In addition, the Board will assist with Job Fairs and Career Fairs. The Board will also assist in the identification of career pathway opportunities.

The Local Board will aid in the development of career pathways and co-enrollment in core programs by providing the opportunity for employers to work with educators to develop career paths such as exist in the health care industry. Beginning with the board members themselves and working first, with these demand occupations as a result of these expansion projects appears to be a logical starting point for developing career ladders.

The Local Board will improve access to activities leading to a recognized postsecondary credential by working with employers and educators to establish the skills associated with recognized credentials and determining which board or industry can approve the credential such as the apprenticeship programs for the National Center for Construction Education & Research (NCCER). Such meetings will be convened to begin discussions on such matters.

The Local Board will increase apprenticeship opportunities by working more closely with LWC State Apprenticeship division, local High School with pre-apprenticeship programs, local registered apprenticeship programs (such as, JATC Electrical, Local 106 Plumbers and Pipefitters, etc.). Attachment 3 shows a snapshot of the United Way 211 site that LWDA51 will collaborate with to increase those opportunities.

Please see Attachment 3: United Way 211 site summary and Attachment 4: Supportive Services Policy.

4) **A description of the strategies and services that will be used in the local area in order to-**

- (i) **facilitate engagement of employers, including small employers and Employers in in-demand industry sectors and occupations**, in workforce development programs;

In order to facilitate the engagement of employers of in-demand occupations, the WDB has reestablished the Partnership with the Education & Workforce Development Committee of the Chamber. Board members may serve as emissaries to other employers to obtain their input. Contacts with pre-established boards and committees will be utilized to engage employers. Board members themselves represent in-demand occupations and they will be called upon to report on the status of work in their occupations.

The Construction and Petrochemical Industries have been engaged. Remarkable success has been experienced in the Petrochemical industry through working with top- quality employers in the Region. The Healthcare industry has been engaged through the Southwest Louisiana Economic Development Alliance. Through the Education and Workforce Development Committee, there are task forces that have been developed to work with the high growth industries including the Healthcare and Construction industries. WDB Staff also participate in the Industrial Relations Committee made up of the Human Resource professionals from the industries. Also, staff participate in, and have made presentations to the Imperial Calcasieu Human Resource Management Association (ICHRMA), a group of HR professionals that meet monthly and conduct an annual Seminar.

Please see Attachment 1: Employment Forecast Survey from the Director of H.C. Drew Center for Business and Economic Analysis to address the industries and occupations that have favorable location quotients.

- (ii) **support a local workforce development system that meets the needs of businesses in the local area;**

ASSESSMENT OF WORKFORCE NEEDS BY EMPLOYERS:

The Southwest Louisiana Economic Development Alliance administered a survey to employers, and the following needs were indicated by Chamber members. Members of the Education & Workforce Development Board with the Alliance SWLA said that these needs do not usually change, so the survey need not be repeated too often.

Responses to needs are as follows:

- (1) To the question “considering your current workers, how well do their skills meet your current needs,” 54% of the respondents said, “fairly well” and 43% said “very well.” Considering anticipated needs in 2 years, 58% of the respondents said, “fairly well” and 36% said “very well.”
- (2) To the question “What Basic Skills do your employees need?” 80% said “reading and writing” and 70.5% said “math and computations.”
- (3) To the question “What computer skills do your employees need?” 85.8% said “Basic Computer skills,” 31.7% said “Computer Operations” and 29.4% said “Applications Software.”
- (4) To the question “What need for Professional skills do you experience

- in your workplace.” 84.5% of the respondents said “Teamwork,” 80.9% said “Customer Service,” and 78.5% said “Communications.”
- (5) To the question “What need for soft skills/life skills do you experience in your workplace?” 87.7% of respondents said “Self-Motivation/Work with little or no supervision,” 81.7% said “Positive Attitude/Motivation/Energy/Passion,” 74.3% said “Getting Along with Others/Interpersonal,” and 74.3% said “Dependability/Reliability/Responsibility,” 73.1% said “Flexibility/Adaptability/Multitasking,” 71.9% said “Task Completion,” 70.7% said “Attendance,” and 70.7% said “Caring Attitude,” 69.6% said “Honesty/Integrity/Morality
 - (6) To the question “What need for Labor Market Information do you have?” 48.5% of respondents said, “Information on Local Economy,” 47.1% said “Creating Customer Loyalty,” and 44.2% said “Workforce Development.”
 - (7) To the question “have you ever administered a questionnaire to your employees to find out training needs?” 65.8% said “NO.”
 - (8) To the question “Do you utilize an Employee Personnel Manual when you orient new employees, so they can have a record of your company policies?” 77.6% said “Yes” and 21.1% said “No.”
 - (9) To the question “Does your company experience employee turnover?” 45.8% of the respondents said “Yes.”
 - (10) When asked “Are you willing to commit worktime at your facility for your employees to obtain the training you have identified?” 87.0% said “Yes.”

In conjunction with the SWLA Economic Development Alliance the following responses to the to the Employer Questionnaire are being addressed in the following manner:

- (1) To the question “What Basic Skills do your employees need?” 80% said “reading and writing” and 70.5% said “math and computations.”
- (2) To the question “What computer skills do your employees need?” 85.8% said “Basic Computer skills,” 31.7% said “Computer Operations” and 29.4% said “Applications Software.”
- (3) To the question “What need for Professional skills do you experience in your workplace.” 84.5% of the respondents said “Teamwork,” 80.9% said “Customer Service,” and 78.5% said “Communications.”
- (4) To the question “What need for soft skills/life skills do you experience in your workplace?” 87.7% of respondents said “Self-Motivation/Work with little or no supervision,” 81.7% said “Positive Attitude/Motivation/-Energy/Passion,” 74.3% said “Getting Along with Others/Interpersonal,” and 74.3% said “Dependability/Reliability/Responsibility,” 73.1% said “Flexibility/Adaptability/Multitasking,” 71.9% said “Task Completion,” 70.7% said “Attendance,” and 70.7% said “Caring Attitude,” 69.6% said Honesty/Integrity/Morality

Other needs identified by employers are being addressed by conducting seminars at the Chamber. These seminars may also be conducted at other locations or even on the job as employers express the need.

(iii) better coordinate workforce development Programs and economic development; and

In order to better coordinate workforce development programs and economic development, the Board keeps abreast of the many expansion projects underway in southwest Louisiana, with communication as it relates to SWLA Economic Development.

SWLA Projects Report 2022 Updated 03.15.2022

Compiled by the Southwest Louisiana Economic Development Alliance, this report reflects projects that are still active or not completed as of July 2021. Some projects may have been announced or started in prior years. All information in this report is either provided by the company themselves or from press releases provided through media. This is not an exhaustive list of all projects in SWLA as some companies are in phases where they are not ready to publicly share information about their projects.

PARISH	PROJECT			
Projects Under Construction				
Beauregard	Canfor			
Calcasieu	Belle Savanne			
	* Big Lake Fuels (G2X)			
	BioLab			
	Chennault Air Cargo Facility			
	Chennault Air Cargo Facility			
	* Juniper Specialty Products			
	Lake Charles Memorial Health System			
	Lake Charles Regional Airport			
	Lakes at Morganfield			
	McNeese state University - Contraband Bayou			
	PLC - Calcasieu Ship Channel			
	Port of Vinton			
	Port Wonder			
	West Calcasieu Port			
Cameron	Venture Global LNG- Calcasieu Pass			
Subtotal	\$7,099,627,881			
Announced Projects Pending Final Approval				
Allen	Allen Parish Community Healthcare Hospital			
Beauregard	Ingevity Upgrades			
Calcasieu	Driftwood LNG			
	Lake Charles LNG (Energy Transfer)			
	Lake Charles Methanol LLC			
	Lake Charles Regional Airport			
	Magnolia LNG (Global Energy Megatrend, Ltd.)			
	McNeese State University - LNG Center of Excellence			
Cameron	Commonwealth LNG (formerly Waller Point)			
	Delphin LNG			
	G2 Net-Zero LNG			
	Monkey Island LNG (formerly SCT&E LNG)			
	Port Louisiana LLC			
	Venture Global LNG - CP2			
Jeff Davis	Greenberry Industrial			
Subtotal	\$73,939,481,111			
Total	\$81,039,108,992			
ICBS	Projects Under Construction	Announced Projects Pending Final Approval	Completed Projects	
Temporary Construction Jobs	4,125	25,600	21,564	
Permanent Direct Jobs	1,061	5,565	4,388	
Permanent Indirect Jobs	929	3,838	5,914	
Permanent Induced Jobs	675	3,396	4,946	
TOTAL ESTIMATED JOBS	6,790	38,399	36,812	

Permanent Indirect Jobs

The indirect impact is the value of inputs purchased in subsequent rounds of spending by the supporting industries. So the indirect jobs result from the supporting industries related to each project.

Permanent Induced Jobs

The induced impact (this impact is often called the household-spending effect) is the value of goods and services purchased by all workers whose earnings are affected by the final-demand change. The induced jobs come from the increased spending of the workers that are in the directly impacted project and the supporting industries to that project.

The indirect jobs and the induced jobs are shown separately because there must be an assumption that the additional household spending is occurring in the area of the project.

* Project Delayed

Below is a report of projects completed as of March 15, 2022	
PARISH	PROJECT
Completed Projects 2012-2021	
Allen	Air Liquide
	Allen Parish Jail
	Seven Clans Hotel at Coushatta
Beauregard	Beauregard Courthouse
	Intefor
	Packaging Corporation of America (Boise)
Calcasieu	ART
	Chennault Hangar
	Citadel Completions LLC
	Crying Eagle Brewery
	Delta Downs Casino Hotel
	Dongsung
	Entergy Generation Project for Lake Charles Power Station
	Entergy Louisiana Transmission Project
	Erdace
	Farmers Rice Milling
	Golden Nugget
	Golden Nugget Rush Tower
	Gulf South Pipeline Company
	Heritage Square
	IFG Port Holdings
	Indorama Ventures
	Lake Charles City Court
	Lake Charles Memorial Health
	Lake Charles Memorial Health System
	Lake Charles Regional Airport
	L' Auberge
	Lotte Westlake Chemical Complex
	Matheson TriGas
McNeese State University	
Northrop Grumman	
P66 Isomerization Unit	
PLC - Rail Improvements	
Sasol - Ethane Cracker	
SEED Center	
Southside Machine Works	
Sowela Technical Community College	
SW Beverage	
VA Hospital	
West Calcasieu Event Center	
West Cal Port - Dredging	
Westlake Chemical	
Cameron	Cameron Access
	Cameron Courthouse
	Cameron Fisheries Facility
	Cameron LNG
	Cheniere LNG Phase 1 & 2
	Cheniere LNG Phase 3
Jeff Davis	Entergy Jennings Reliability Project
	Jeff Davis Jail
	LA Spirits
	Metalplate Galvanizing
	Porocel
	Sowela Jennings Campus Facility
	Zagis Expansion
Total	\$48,128,949,959

Source: LED RIMS II Projection Models

Compiled by the Business Development & Data Analyst of the Southwest Louisiana Economic Development Alliance

Updated 03.15.2022

Permanent Indirect Jobs

The indirect impact is the value of inputs purchased in subsequent rounds of spending by the supporting industries. So, the indirect jobs result from the supporting industries related to each project.

Permanent Induced Jobs

The induced impact (this impact is often called the household-spending effect) is the value of goods and services purchased by all workers whose earnings are affected by the final-demand change. The induced jobs come from the increased spending of the workers that are in the directly impacted project and the supporting industries to that project.

The indirect jobs and the induced jobs are shown separately because there must be an assumption that the additional household spending is occurring in the area of the project.

- (iv) **strengthen linkages between the one-stop delivery system and unemployment insurance programs; and**

In order to strengthen linkages between the One Stop delivery system and the unemployment insurance programs, the State LWC might provide a list of common problems for the call center. The most frequent complaint is that the callers cannot get anyone to talk to. Local Staff will be consistent with the new Re-Employment Services & Eligibility Assessment (RESEA) that the State has implemented to assist the unemployed to return to gainful employment. Local staff will provide case management to RESEA clients which should increase their chances of finding employment.

- (B) **that may include the implementation of initiatives such as incumbent worker training programs, on-the-job training programs, customized training programs, industry and sector strategies, career pathways initiatives, utilization of effective business intermediaries, and other business services and strategies, designed to meet the needs of employers in the corresponding region in support of the strategy described in paragraph (I)(F);**

Strategies that will be used in the local area to implement the initiatives include:

- Incumbent worker training programs providing information on the incumbent worker training programs to employers On-the-Job-Training (OJT) programs in LWDA51. LWDA51 will provide for the training costs for the participants. Due to COVID-19, LWDA51 has been awarded a National Dislocated Worker grant to assist with disaster relief employment and training.
- LWDA51 has partnered with Martco, LLC, doing business as, RoyOMartin. These two (2) businesses have collaborated with the OJT Program to help employ residence of Allen, Beauregard & Vernon parishes. RoyOMartin is a timber plant that produces OBS and Plywood.
- Industry and Sector Strategies include a study by Market Street's evaluation of southwest Louisiana several years ago. One of the first steps in the campaign is the increase Southwest Louisiana's competitiveness through the development of "SWLA on the Move! —Creating Prosperity Together" which outlined goals and programs designed to strengthen the region's business base and increase Southwest Louisiana's attractiveness to new and existing companies and potential residents and workers. Targeting certain clusters of economic activity has been implemented as is obvious in this Plan which targets the 5 high-demand, high-growth occupations. Identification of these sectors with the greatest potential to create new jobs, retain existing jobs, and create wealth in the region is the overall goal in southwest Louisiana. The strategy is to "stabilize, grow, maintain, and diversify the southwest Louisiana economy.
- Career pathways currently exist in the Healthcare industry beginning with

the Certified Nursing Assistant (CNA), the Licensed Practical Nurse (LPN), the Associate Degree Nurse (ADN) and the Bachelor of Science Nurse (BSN) and in Construction. The National Center for Construction Education and Research (NCCER) follows levels simply 1-5 OR the Apprenticeship programs which follow the Apprentice, Journeyman to Master with numerous certifications at the experienced tradesperson level.

- Utilizing effective business intermediaries may begin with the identification of such individuals who put buyers and sellers together without taking ownership of the product, service, or property. Serving as go-betweens, they possess the skill, knowledge, experience, and a network that the buyer or seller may not have.
- Vernon Parish is now a certified Work Ready Community. Allen & Beauregard parishes have begun the process to become Work Ready Communities. After recognizing the ACT National Career Readiness Certificate, employers can find the right employee with the right skill set. This initiative will help employers gain access to a qualified pool of workers.
- Transitional Jobs:

Transitional Jobs, a type of work-experience may be provided under WIOA as an individualized career service. Transitional jobs will be time-limited and wage-paid work experiences that are subsidized up to 100 percent. These wages must be at least the minimum wage or may be equal to the entry level wage of the position of the training being provided.

These jobs, in the public, private, or nonprofit sectors are only available for individuals with barriers to employment who are chronically unemployed or have an inconsistent work history, (to be determined by the Local WDB). Transitional jobs provide an individual with work experience that takes place within the context of an employee-employer relationship, in which the program provider generally acts as the employer, and with an opportunity to develop important workplace skills. The WIOA Final Rule governs the requirements for transitional jobs at 20 CFR 680.190 and .195.

These jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to unsubsidized employment. 20 CFR 680.190

The local area may use up to 10 percent of their combined total of adult and dislocated worker allocations for transitional jobs as described in §680.190. Transitional jobs must be combined with comprehensive career services (*see* §680.150) and supportive services (*see* §680.900). 20 CFR 690.195

Supportive services for adults and dislocated workers are defined at WIOA sec. 3(59) and secs. 134(d)(2) and (3). Local WDBs, in consultation with the one-stop partners and other community service providers, must develop a policy on supportive services that ensures resource and service coordination in the local area. The policy should address procedures for referral to such services, including how such services will be funded when they are not otherwise available from other sources. The provision of accurate information about the availability of supportive services in the local area, as well as referral to such activities, is one of the career services that must be available to adults and dislocated workers through the one-stop delivery system. (WIOA sec. 134(c)(2)(A)(ix) and §678.430 of this chapter). Local WDBs must ensure that needs-related payments are made in a manner consistent with §§680.930, 680.940, 680.950, 680.960, and 680.970. Supportive services are services that are necessary to enable an individual to

participate in activities authorized under WIOA sec. 134(c)(2) and (3). These services may include, but are not limited to, the following:

- (a) Linkages to community services;
- (b) Assistance with transportation;
- (c) Assistance with childcare and dependent care;
- (d) Assistance with housing;
- (e) Needs-related payments, as described at §§680.930, 680.940, 680.950, 680.960, and 680.970; **(this WDB does not provide needs related payments)**
- (f) Assistance with educational testing;
- (g) Reasonable accommodations for individuals with disabilities;
- (h) Legal aid services;
- (i) Referrals to health care;
- (j) Assistance with uniforms or other appropriate work attire and work-related tools, including such items as eyeglasses and protective eye gear;
- (k) Assistance with books, fees, school supplies, and other necessary items for students enrolled in postsecondary education classes; and
- (l) Payments and fees for employment and training-related applications, tests, and certifications. 20 CFR 680.900

This service will be combined with career and supportive services. These jobs will be designed to establish a work history for the individual, demonstrate success in the workplace, and develop the skills that lead to entry into and retention in unsubsidized employment. Unlike on-the-job training (OJT), there is no requirement that the employer retains the individual upon completion of the transitional job; however, retention, where appropriate, is preferred for the benefit of the worker and employer. Under section 134(d)(5) of WIOA and 20 CFR 680.195 of the Final Rule, Local WDB plan to use up to 10 percent of their combined total of adult and dislocated worker funds to provide transitional jobs to individuals.

The use of transitional jobs is appropriate for an individual, If the Local WDB adopts policies and identifies appropriate employers (public, private, or nonprofit). Additionally, these policies will include plans on the amount of reimbursements for the jobs (up to 100 percent of the wage), what supportive services must be included, and the limits on the duration of the transitional job. The Local WDB has of developed policies for defining and identifying individuals who are "chronically unemployed" or "have an inconsistent work history." Consistent with the TEGL, the local WDB will target individuals who are long-term unemployed, ex-offenders, and individuals who are currently receiving or have exhausted TANF benefits. Additionally, the WDB will utilize job readiness training in combination with transitional jobs if determined appropriate by the Local WDB.

Please see Attachment 2: List of Neutral Conveners whom the local WDB staff works closely with regarding employment and training services.

- (5) **a description of how the local board will coordinate workforce investment activities carried out in the local area with economic development.** The activities promote entrepreneurial skills training and microenterprise services;

The Local Board will promote entrepreneurial skills training and microenterprise services by utilizing the services of the Seed Center where both the Small Business Administration and the Business Incubator are located. Training is provided in Entrepreneurship at the Seed Center. The Local Board will keep interested candidates abreast regarding the services that are available regarding entrepreneurial skills training and microenterprise services. This information is posted on the website for the SWLA Alliance.

III. OPERATIONAL PLANNING ELEMENTS

The Combined Regional/Local Plan includes an Operational Planning Elements section that supports the Regional strategy and the system-wide vision described in Section II(c)- Regional Strategy cited above. Unless otherwise noted, all Operational Planning Elements apply to Combined Regional/Local Plan partner programs included in the plan as well as to core programs. This section must include-

(a) Regional/Local Strategy Implementation. The Combined Regional/Local Plan must include-

- (1) a description of the one-stop delivery system in the local area, including-
 - (A) a description of how the local board will ensure the continuous improvement of eligible providers of services through the system and ensure that such providers meet the employment needs of local employers, and workers and jobseekers;
The Local Board will ensure continuous improvement of eligible providers by administering surveys to users of the center – both job seekers and employers, developing a plan for reviewing and taking action on surveys, and conducting focus groups to gather information.

- (B) a description of how the local board will facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and through other means;
The Local Board will ensure access to One-Stop services including remote areas through the use of technology such as online registration, access of job openings, list of eligible training providers along with their curricula, and through Alison, one of the world's largest free online learning resources. There is also a section in HiRE where an individual can conduct a self-interest assessment to determine which career path should be taken.

The One Stop Operator will facilitate the development of relationships with public buildings or employer sites to establish areas where services are not easily accessible such as libraries, community action agencies, or other public buildings.

An office has been established in Vernon parish for one-stop services to the residents of that parish. This opportunity provides services locally and will keep clients from having to travel to another parish for services.

- (C) a description of how entities within the one-stop delivery system, including one-stop operators and the one-stop partners, will comply with section 188, if applicable, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101et seq.) regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities, including providing staff training and support for addressing the needs of individuals with disabilities; and

Section 188 of the ADA provides a checklist of actions that must be taken to be in compliance with the Act and Include: designation of Equal Opportunity Officer, Notice and Communication (posters are on display in the Center(s), Assurances, Universal Access (equipment has been provided to assure universal access),

Obligation not to discriminate on the basis of disability (equal opportunity and disability tag-line appear on all printed documents originating from the LWDA51), data and information collection and maintenance (information in the participants folders in maintained in a private office overseen by the MIS Specialist), monitor for compliance (the EO Officer monitors the programs at least once per year and submits reports to the WDB Director for any corrective action), Complaint Processing Procedures (which are in place in the form of a WDB Policy) and Corrective Actions/Sanctions.

The One Stop Centers will be required to meet the requirements of ADA.

(D) a description of the roles and resource contributions of the one-stop partners; A Memorandum of Understanding has been developed between the Calcasieu Parish Police Jury, the Workforce Development Board and each of the core, required and optional partners. A Cost Allocation Plan has been developed outlining both out-of-pocket and in-kind funding contributions to the operations of the Center based on the maximum funding the Governor could stipulate in the event consensus is not reached. It is the goal of the Partnership that no checks ever have to be written, but all costs can be leveraged with in-kind contributions from each of the partners. However, in the event no in-kind contributions are provided, the agencies will write a check which will not exceed the amount provided in WIOA.

(2) a description and assessment of the type and availability of adult and dislocated worker employment and training activities in the local area;

All public and private schools are invited to submit their information to the Louisiana Workforce Commission to determine if they qualify to be an eligible training provider. Once the State approves the school, each curriculum must meet specified performance standards (such as Completion rate, placement rate and average wage rate) in order to be considered a subsequent eligible training provider. Initial training providers (schools with no established performance criteria) may be approved. However, when the first-class graduates, students must be tracked to determine the performance. Currently, the following schools that are physically located in Region V, are on the eligible training provider list: SOWELA Technical Community College (Campuses in Lake Charles, Jennings, Oakdale, and Leesville), McNeese State University, Lake Charles Electrical JATC, Lake Charles Plumbers and Steamfitters Local #106 JAC, CDL Mentors, and Academy of Acadiana. The WDB does have Training agreements with these and other schools in the state to provide training.

(3) a description of how the local board will coordinate workforce investment activities carried out in the local area with statewide rapid response activities, as described in section 134(a)(2)(A); **From Sec 134(a)(2)(A) in the Law:** "Statewide rapid response activities, carried out in local areas by the State or by an entity designated by the State, working in conjunction with the local boards and the chief elected officials for the local areas; and provision of additional assistance to local areas that experience disasters, mass layoffs, or plant closing, or other events that precipitate substantial increases in the number of unemployed individuals, carried out in local areas by the State, working in conjunction with the local boards and the chief elected officials for the local areas."

Rapid Response activities to dislocated workers will be supported and coordinated with State Rapid Response as follows:

The State's Rapid Response team begins intervention efforts within forty-eight (48) hours of a layoff notification. To better meet local need, the State Rapid Response staff lead and manage activities and notify locals of the need for rapid response activities, and to provide customized responses to businesses and workers within their regions. The LWC makes initial contact with the employer and gathers information regarding the cause of the layoff, demographics of the affected workers, immediate needs of the workers, etc. If the layoff is suspected to be trade

affected, the LWC files the petition for investigation. Intervention services and aversion strategies are designed based on the immediate needs of the employer. To accommodate worker schedules and enable more employees to access services every effort is made to negotiate on-site services and paid time-off. When possible, Workers Transition Centers are established on-site. Statistics have proven that when services are on-site and during company time, it increases participation and morale, while maintaining productivity.

The State's Rapid Response team works with the Louisiana Human Resource Development Institution (LHRDI), to provide reemployment workshops through the Worker Transitional Centers. These workshops address the most immediate needs of dislocated workers. LHRDI has developed a standard set of reemployment and crisis intervention workshops. The worker group selects the workshop topics to ensure they meet the needs and that the process ensures customer-choice. Services include workshops tailored to the specific dislocation event, providing information regarding the use of the call centers and/or Internet to file UI claims, job search, career counseling, career assessment, career testing, job and training fairs, referrals to community and faith-based resources, and labor management information. Exit interviews/surveys are also completed to determine customer satisfaction.

To ensure seamless service delivery, the affected workers are transitioned to their local One-stop center as appropriate where they receive the full array of services.

- (4) a description and assessment of the type and availability of youth workforce investment activities in the local area, including activities for youth who are individuals with disabilities, which description and assessment shall include an identification of successful models of such youth workforce investment activities;

Youth programs follow the initiatives of the LWC regarding the service to youth by providing the right intervention at the right time to help youth. The LWDA51 follows the eight (8) guiding principles by requiring that each proposer address how they will provide each of the eight (8) guiding principles. During the procurement process, the proposer actually earns points for stipulating how they will deliver the eight (8) guiding principles.

1. A System Dedicated to the Success of Young People.
2. A System Designed by Young People.
3. A System that Includes an Emphasis on Out-of-School Young People.
4. A System that is Locally Driven.
5. A System of Committed Partners.
6. A System Responsive to Business Needs.
7. A System Built on Promising Practices.
8. A System Committed to Continuous Improvement.

The WIOA Regulations at 20 CFR Subpart C, Part 681.400 states: "The grant recipient/fiscal agent has the option to provide directly some or all of the youth workforce investment Activities." Title I Youth Program services and Title I Adult and Dislocated Worker Program services are operated by the American Job Center, with the workforce investment activities provided in accordance with provisions of 20 CFR 681.400, the Workforce Innovation and Opportunity Act (Public Law 113-128), and applicable public bid laws.

In keeping with the Regulations at §679.430 "How do entities performing multiple functions in a local area demonstrate Internal controls and prevent conflict of interest?" states as follows: Local organizations often function simultaneously in a variety of roles, including local fiscal agent, Local WDB staff, one-stop operator, and direct provider of services. Any organization that has been selected or otherwise designated to perform more than one of these functions must develop a written agreement with the Local WDB and CEO to clarify how the organization will carry out its responsibilities while demonstrating compliance with WIOA and

corresponding regulations, relevant Office of Management and Budget circulars, and the State's conflict of interest policy. This Partnership Agreement has been drafted and was approved by the Calcasieu Parish Police Jury. The WDB approved the Partnership Agreement as well. Information in the Agreement is from the Regulations as follows:

§679.370 "What are the functions of the Local Workforce Development Board?" WIOA Regulations 20 CFR 679.420 "What are the functions of the local fiscal agent?" Because the Partnership Agreement serves for both the One Stop Operator as well as the Youth Program, there are sections that specify responsibilities for both of those entities in the Agreement.

To further stipulate the Youth Program workforce investment activities, a draft Policy "Provision and Procurement of Youth Workforce Investment Activities Policy has been approved by the WDB outlining the provision and procurement of the Youth Workforce Investment Activities." A resolution was adopted to Amend the Combined Plan to add the following statement:

"The Workforce Development Board has adopted a resolution to follow the Calcasieu Parish Police Jury's Procurement Policy, as amended, which follows federal and state grant procurement guidelines."

Should the Workforce Development Board or the CEO determine that it would be better for the program to procure a Youth Provider through a competitive process, the Procurement Policy of the Calcasieu Parish Police Jury will be followed as stipulated in the WDB Policy. The WDB has also developed a Policy regarding additional Procurement Guidelines which will be followed as well as the Procurement Policy.

Procurement Process

1. Develop a list of potential providers. Send them a personal letter advising of the Request for Proposal.
2. Because the American Press has circulation in all 6 parishes, it serves as the Official Journal of the Region. A legal notice is placed in that publication at least one month before the proposal is due. Proposals not submitted by the date and time deadline will be returned to the proposer.
3. Conduct two bidder's conferences to go over the information requested in the proposal. Give the date due.
4. The WDB appoints a proposal review team from the WDB Members and the Youth Committee Members.
5. Evaluate the proposals: There are several phases of evaluation. The Review Committee conducts the technical evaluation worth 165 points each. They apply a numerical score to each of the points designated in the RFP. The points awarded by each evaluator are averaged for the technical evaluation score.
6. The planner conducts a cost analysis score. Using a mathematical tool called Sum of Lease Squares, the past actual costs and actual numbers served is calculated to determine the cost-per-participant. A standard deviation is applied to the average cost to ascertain the range of costs. This range is then divided into 5 equal segments (if the low end of the range is a negative number, the range starts at zero). When the RFP is submitted, the total funds requested are divided by the number of participants expected to serve. This yields a "cost per participant." This number is then located on the table in order to derive the number of points scored for that provider. A total of 20 points is possible and the provider can earn 100%, 80%, 60%, 40% 20% of the points which are calculated in the overall rating.
7. The Administrative Director and the Fiscal Director each have up to 15 points that they can award. Based on the operation of the programs and the submission of timely, accurate fiscal information, these two individuals can award the total points. However, if there have been issues with the provider, the issue must be stipulated, and the individual can deduct points. The final points are also calculated into the final rating score.

8. Traditional cut-off score. Over the years of procuring services, the traditional cut-off score is 70%. Thus, after the three evaluations are conducted, the final rating must reach 70% for the program to be considered for funding. Non-funded programs have the opportunity to appeal.
9. Programs are awarded by the WDB at the June meeting. Awards are contingent upon meeting performance and upon successful negotiations with WDB staff. New programs are negotiated prior to July 1, the start of the new program year. Renewed programs enter into an interim agreement between WDB Staff and the program staff which enables them to continue services uninterrupted until the new contract is in place. A cap is placed on their spending and the document must be signed and notarized and returned to the WDB office by June 30, the close of the program year. Program awards in June include only the WDB Allocations and it is not uncommon that the funds requested are not covered by the allocation. Therefore, when the amount of unobligated funds is known, the WDB takes action to allow the providers to request additional funds to complete the services outlined and negotiated in their contracts.

Individual Training Account/Scholarship for Youth

In accord with the requirements of the Plan at WIOA sec. 134(c)(3)(F)(iii), a description of the local ITA system and procedures for ensuring exceptions to the use of ITAs. The ITA for youth is capped at \$6,000 for tuition for a period of one semester. The duration of training is limited to four (4) years. Availability of funds will determine the funds available to pay for tuition and other related costs. A waiver review committee has been established to consider assistance in excess of the \$6,000 per semester (which includes tuition, books & supplies, & supportive services) or that may extend beyond the four (4) year period.

When WIOA pays for training through the ITA, the participant is required to attend a school that is on the eligible training provider list. The WDB has taken action to stipulate that if the training provider is on the State's list, and it has met the performance (unless there has been a waiver granted), then it is approved. Training agreements are entered into with the individual schools when participants desire to enter training at the school. The agreements are not for a specified sum of money, but for the training as stipulated on the Eligible Training Provider list. There is language in the agreement that makes this connection.

When WIOA does not pay for the tuition, and another entity such as Pell or a scholarship, WIOA does not require that the school be on the Eligible Training Provider list, however, the occupation must be classified as in-demand to be eligible for supportive service funding to be provided.

Coordination with Job Corps and other youth programs will occur.

1. Agencies make referral to Job Corps.
2. Job Corps provides services in the One Stop on a regular basis on the 2nd Tuesday of every month.

The LWDA will provide comprehensive services to youth in accordance with Title I of WIOA and with the vision, goals, and emphasis areas in line with Louisiana's Vision for Youth as well as ETA's vision for youth. The youth system in the Workforce area is closely aligned to the labor market and provides participants with a comprehensive set of service strategies. It is based on several key elements: integrated academic and vocational education; integrated work-based and classroom-based instruction; effective connections to intermediaries with strong links to the job market and employers; and intensive private-sector involvement. By working together, our local systems provide youth with skills that include a knowledge of the work world, academic skills linked to occupational learning, and both employability and attitudinal capabilities that will enable them to enter and advance in the job setting.

Region V is committed to a fully integrated system of education, training, skill development and employment opportunities for all youth. This commitment is based on its vision of creating a regional system that provides that right intervention at the right time, ensuring youth acquire the necessary skills for success in education and employment, and businesses gain a skilled workforce. Local boards utilize current labor market and occupational forecasting data on demand occupations.

Youth program design

In keeping with the Act, Section 129 (c) (from WIOA) programs will be delivered to eligible youth (See last bullet point for information on “needs additional assistance” as a WDB-defined barrier) as follows:

Funds allocated to the local area for eligible youth shall be used to carry out programs that:

- **provide an objective assessment** of the academic levels, skill levels, and service needs of each participant, which assessment shall include a review of basic skills, occupational skills, prior work experience, employability interests, aptitudes, (including interests and aptitudes for nontraditional jobs), supportive service needs, and developmental needs of such participant, for the purpose of identifying appropriate services and career pathways for participants. A new assessment of a participant is not required if the provider carrying out such a program determines it is appropriate to use a recent assessment of the participant conducted pursuant to another education or training program.
- **develop service strategies** for each participant that are directly linked to one (1) or more of the indicators of performance described, and that shall identify career pathways that include education and employment goals (including, in appropriate circumstances, nontraditional employment), appropriate achievement objectives, and appropriate services for the participant taking into account the assessment conducted except that a new service strategy for the participant is not required if the provider carrying out such a program determines it is appropriate to use a recent service strategy developed for the participant under another education or training program
- **provide activities leading to the attainment of a secondary school diploma or its recognized equivalent**, or a recognized postsecondary credential; preparation for postsecondary educational and training opportunities; strong linkages between academic instruction and occupational education that lead to the attainment of recognized postsecondary credentials; preparation for unsubsidized employment opportunities; and effective connections to employers, including small employers, in in-demand industry sectors and occupations of the local and regional labor markets.
- **Louisiana Combined State Plan** says, “As outlined in OWD policy 2-21.3 “Youth Program Operations” Local Boards are responsible for establishing local definitions and eligibility documentation requirements for “requires additional assistance” as it relates to both OS and IS youth. The local policy should be reasonable, quantifiable, and based on evidence that the specific characteristics of the youth identified in the policy objectively requires additional assistance.” The Workforce Development Board follows this policy and has established the following conditions for the “requires additional assistance” eligibility criteria and reviews the Policy annually.

The Louisiana Workforce Commission has determined that these “Require Additional Assistance” are “last resort” barriers. LWDA51 Workforce Development Board defines In School Youth who “require additional assistance to complete an educational program, or to secure and hold employment” and Out

of School Youth who “requires additional assistance to enter or complete an educational program or secure or hold employment” as youth who fall within at least one of the following categories:

- Failed any part of the LEAP Test
- Emancipated youth
- Youth who is underemployed
- Is or was a Ward of the State
- Has been referred to or treated by an agency for substance abuse/ psychological problems
- A victim of domestic abuse or violence
- Has a currently incarcerated parent(s)
- Has neither the work experience nor the credential required for an occupation in demand for which training is necessary and will be provided
- Has been fired from a job within the 6 months (or longer if last job) prior to application

Youth are to be provided the elements that youth are determined to need. The elements may be provided in-house or by referral to another agency. LWDA51 has partnered with many partners and other community stakeholders (Sororities and Fraternities) to provide the fourteen (14) elements to youth participants in this region.

The following information is obtained during the procurement process for the each of the 14 elements:

a. **Determination of Need:**

(1) How will you determine if an individual needs the element? (Such as testing, interviewing, proof of grade report, etc.)

b. **Infrastructure:** For each Element you determine that the participant needs, provide the following Information: specify

(1) HOW the element will be provided (methodology-such as one-on-one, computer aided, teacher instructed, etc.)

(2) WHEN is the element provided.(dates, days of the week and hours during the day)

(3) WHERE will the element be provided (physical location of the activity), and

(4) WHO will provide the element (staff or referral agency staff).

(5) What do you want youth to know or be able to do at the end of the provision of this element?

c. **Manner of Provision:**

(1) Will this element be provided “in house” directly by your agency or through a “referral” to another agency?

(2) If by referral, list the agency(ies) that you will coordinate with for this element.

(3) What documentation will you maintain to outline this coordination agreement (contract, MOU, letter, email, etc.)? *A copy of this documentation may be required in at the time it commences or is monitored.*

d. **Budgeted Costs:** What staff costs or other costs will be needed and budgeted to provide this element?

e. **Satisfactory Progress:** How will you determine the participant is progressing toward the Successful Completion of this program element (Testing, grades, observation)?

Case Notes are required to be submitted in HiRE at least every 90 days. The Case Notes should focus on the Satisfactory Progress of the Participant in addition to other pertinent information.

f. **Successful Completion:**

(1) How will you determine that the participant has successfully completed

the program element?

Requirements to Pass: Specify the minimum score(s) or the minimum requirement(s) to successfully complete the program element. (e.g. overall GPA, minimum of 70% on comprehensive final exam, demonstration of a minimum score of 3 on a rating scale of 1-5)

- g. **Credential:** What credential (diploma, degree, certificate of completion/attainment etc.) will be provided to the participant for successful completion in this program element? If no credential is provided, answer this part with "N/A."

- (5) a description of how the local board will coordinate education and workforce investment activities carried out in the local area with relevant secondary and postsecondary education programs and activities to coordinate strategies, enhance services, and avoid duplication of services;

The local board will coordinate education & workforce investment activities with secondary and postsecondary education programs by encouraging employers to coordinate and collaborate with education programs to assure that skills needed on the jobs are the skills being taught in the classroom, encouraging educators to keep abreast of newly developing careers and seek to provide the training locally. In addition, the educators will work with the employers to develop career ladders for the highest growing occupations in the Region, then the highest demand occupations in the Region. It is to these occupations that participants will be encouraged to consider enrollment into training. However, based on customer choice, other occupations in demand may be utilized as long as there is a bright outlook for that particular occupation.

As far as avoiding duplication of services, the training provided must be on the LWC's Eligible Training Provider List (ETPL). The participant has the choice of schools and selection may be determined by the ability to reside with a family member to attend classes out of area. The Region does not limit the number of schools on the ETPL. However, even though an education facility is approved on the ETPL, the Board can limit enrollment at a particular school based on cause. For the workforce area to expend funds to a training provider, they are required to be listed on the ETPL, a Training Agreement must be signed by both WIOA Staff and the school's legal signatory, and arrangements for payments is established between the school and WIOA accounting staff.

- (6) a description of how the local board will coordinate workforce investment activities carried out under this title in the local area with the provision of transportation, including public transportation, and other appropriate supportive services in the local area;

The Workforce Development Board has adopted a Policy on the provision of Support services which include Child Care, Transportation, Housing, Books & Supplies, Tuition, Tools, Uniforms, Work-appropriate clothing, license & testing, drug testing, relocation assistance, dental, & glasses. In addition, the Board has entered into an agreement with the public transit system through the Human Services Department of the Calcasieu Parish Police Jury. The policy stipulates maximum amounts and times the various items can be requested. For a person to be allowed to receive any supportive service, they must document, in writing the need for the service as well as attempts to locate the service through some other agency. A letter from the participant stating the need and the search is to be retained in the participant's file. The accounting clerk receives notice from the case manager regarding the approval of the receipt of the requested services and the service is paid accordingly. Some payments may be outright to the provider and others may be on a reimbursed basis to the participant (i.e. NCLEX license exam).

Please see Attachment 4: Supportive Services Policy.

- (7) a description of plans and strategies for, and assurances concerning, maximizing coordination of services provided by the State employment service under the Wagner-Peyser Act (29 U.S.C. 49 et seq.) and services provided in the local area through the one-stop delivery system, to improve service delivery and avoid duplication of services;

Maximizing coordination of services provided by the Employment Service under Wagner-Peyser through the one-stop delivery system to improve service delivery and avoid duplication of services is achieved through co-housing of programs in the One Stop Center. Information on each of the various programs including Wagner-Peyser, UI, RESEA, and Jobs for Vets is available at the Center. Co-enrollment, Common Intake, Assessments, Job Search Assistance, Resume preparation, Outreach & Recruitment, Job Fairs, hiring events and occupational skills training can all be accessed at the One-Stop Center.

- (8) a description of how the local board will coordinate workforce investment activities carried out under this title in the local area with the provision of adult education and literacy activities under title II in the local area, including a description of how the local board will carry out, consistent with subparagraphs (A) and (B)(i) of section 107(d)(11) and section 232, the review of local applications submitted under title II;

The Board will coordinate workforce investment activities with the provision of adult education and literacy services provided by the Literacy Council in the One-Stop Center. The Literacy Council conducts Basic Computer classes at the American Job Center. In addition, referrals are made for HiSET preparation. Work Ready U classes are conducted through the Literacy Council including adult basic education, English as a second language, co-enrollment and college and career readiness in Beauregard, Calcasieu, and Jefferson Davis. On-line services are offered in Cameron. Vernon, Beauregard and Allen provide adult education & Literacy.

Adult Education services are provided by the SOWELA campus in Vernon parish and the Sowela Oakdale campus in Allen parish. The SWLA Literacy Council housed at the First Street School provides adult education services for Beauregard parish. HiSET referrals are made and received through these agencies.

- (9) Describe the privacy safeguards incorporated in the one-stop delivery system, across partners, related to sharing and protecting personally identifiable information. This includes safeguards required by section 444 of the General Education Provisions Act (20 U.S.C. 1232g) and other applicable Federal laws.

Privacy safeguards incorporated in the one stop system related to protecting personally identifiable information include the requirement that any information or photo being published regarding a participant must be preceded by a signed release of information/photo from the participant. Staff is regularly advised that any document that bears any personal information be shredded rather than just thrown away. In addition, participants who enroll in the HiRE system utilize their own unique username and password that the participant him- or herself establishes.

The Board has developed a policy regarding the protection of personally identifiable information. Staff has signed a statement regarding the commitment to never release any personal information such as name, phone, address, email, photograph, disability unless the participant has signed a waiver for such information and a signed copy is on file.

- (10) Describe how the Local Area will implement and monitor the priority of service provision for veterans in accordance with the requirements of the Jobs for Veterans Act, codified at section 4215 of 38 U.S.C., which applies to all employment and training programs funded in whole

or in part by the Department of Labor. Local Areas should also describe the referral process for veterans determined to have a significant barrier to employment to receive services from the Jobs for Veterans State Grants (JVSG) program's Disabled Veterans' Outreach Program (DVOP) specialist.

The local area will implement and monitor the priority of service for veterans to ensure that services prescribed in the U.S.C. will be carried out. A veteran's search is conducted when individuals apply for jobs in order to quickly identify veterans. When Job Fairs are held, the veterans receive a pass to allow them to enter the job fair before all others for a period of at least 30 minutes. If there is only sufficient funding for one person for a service and an eligible WIOA veteran and an eligible WIOA non-veteran are both applying for paid WIOA services, then it goes to the eligible WIOA veteran. If there is a waiting line in the career services department, the veteran is called to the front and is served first. The Board has adopted a policy on Priority of Service to Veterans which identifies the individuals who are considered eligible for such services.

All staff have been trained to provide Priority of Service to Veterans. Training is conducted to ensure policy is followed. As customers enter the center, they will sign in and identify if they are a veteran by checking the appropriate box on the sign in sheet. All new customers will complete the triage form which asks veterans status questions and other questions to determine if they have a significant barrier to employment (SBE). If the customer is a Veteran, staff ensures that the individual will be served first, and the Veteran Priority of Service placard posted in the center is pointed out to them for their information. Staff refers the veteran should they have an SBE to the local Veterans Representative for more in-depth assistance. The Veterans Representative can provide more intensive services and case management assistance.

In the Beauregard American Job Center, staff references the Veterans Board in the center, so they can be apprised of current area information and events that are Veteran related. Various job listings are also posted and those listings where veterans are given preference are identified. Various training information is also posted.

- (11) Describe how the one-stop delivery system (including one-stop center operators and the one-stop delivery system partners) will ensure that each one-stop center is able to meet the needs of English language learners, such as through established procedures, staff training, resources, and other materials.

The One-Stop staff and partners will assure the needs are met of those individuals who need special services to access opportunities provided through the One Stop Center through identification of needs & identification of providers through the WDB Disability Committee or other staff. Currently, the One Stop Center has a contract with the Southwest Louisiana Independence Center (SLIC) to provide sign-language interpreters for the hearing impaired. For individuals needing language interpretation services, the One Stop Center will utilize Language Line. The center is equipped with assistive technology equipment (such as the ability to enlarge words), there are TDDY phones for the hearing impaired. Staff is trained on all of these services with the exception of the sign language provided by SLIC. Another provider that may be drawn into the system is LaFamilia, and organization that works with those who speak Spanish to translate brochures on services at the Center into Spanish.

For other disabilities, staff may refer participants to various partners. Signage may be provided. The individual may stipulate their needs and will be matched with cross-trained staff to address those needs. Signs will encourage participants to ask staff for help.

- (12) a description of the replicated cooperative agreements (as defined in section 107(d)(11)) between the local board or other local entities described in section 101(a)(11)(B) of the

Rehabilitation Act of 1973 (29 U.S.C. 721(a)(II)(B)) and the local office of a designated State agency or designated State unit administering programs carried out under title I of such Act (29 U.S.C. 720 et seq.) (other than section 112 or part C of that title (29 U.S.C. 732, 741) and subject to section 121(f)) in accordance with section 101(a)(11) of such Act (29 U.S.C. 721(a)(11)) with respect to efforts that will enhance the provision of services to individuals with disabilities and to other individuals, such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination;

The LWDA will comply with Section 107(d)(11) of WIOA which outlines the coordination with education providers. This coordination will include reviewing applications to provide adult education & literacy activities under title II for the local area; making recommendations to the eligible agency to promote alignment with plans and replicating cooperative agreements in accordance with section 101 (a)(11) of the Rehabilitation Act of 1973 and implementing cooperative agreements in accordance with that section with the local agencies administering plans under title I of that Act with respect to efforts that will enhance the provision of services to individuals with disabilities and other individuals such as cross training of staff, technical assistance, use and sharing of information, cooperative efforts with employers, and other efforts at cooperation, collaboration, and coordination.

The workforce area has implemented the State's common intake form and the common/integrated referral form sharing information. Louisiana Rehabilitation Services (LRS) provides services in the One-Stop Center on the 2nd and 4th Wednesday every month. WIOA and LRS staff will be cross trained in services. The WIOA and LRS staff will work to promote OJT and the Work Opportunity Tax Credit that is available to employers who hire certain individuals.

A LRS representative visits the Beauregard center on a monthly basis and the Allen center on an as needed basis.

- (13) an identification of the entity responsible for the disbursement of grant funds described in Section 107(d)(12)(B)(i)(III), as determined by the chief elected official or the Governor under section 107(d)(12)(B)(i);

The Region is comprised of 6 parishes. The CEOs from those parishes have entered into a Multi-Jurisdictional Agreement naming the Calcasieu Parish Police Jury as the Grant Recipient and Fiscal Agent. The grant recipient will disburse funds for workforce investment activities at the direction of the local board. The funds shall be disbursed on receiving such direction. Payments through the Calcasieu Parish Police Jury are approved on a bi-weekly basis. Invoices are submitted to the Local Workforce Development Board Staff for verification of appropriate back-up documentation as well as verification of all calculations. Once these are satisfied, the invoice is submitted to the Calcasieu Parish Police Jury for Payment.

- (14) a description of the competitive process to be used to award the sub-grants and contracts in the local area for activities carried out under this title;

The local workforce board staff utilizes the Calcasieu Parish Police Jury competitive bids process in order to award sub-grants and contracts in the local area. This process includes the following activities:

- Development of an updated request for proposal
- Development of a list of potential bidders.
- Development of a timeline approved by the Workforce Development Board indicating the timeframe from notice to award, to program operation.

1. Legal notice placed in the American Press to advertise the procurement. The American Press has circulation in all 6 parishes of the LWDA 51 Consortium, therefore it is not necessary to place the notice in the official journal in each parish.
 2. Send personal letter to potential bidders inviting them to consider applying.
 3. Conduct a Bidder's Conference to review the information requested with interested Bidders.
 4. Offer one-on-one workshops with any interested bidder.
 5. Receive and date-stamp Proposals received in appropriate date & time frame.
 6. Return proposals not received in timely manner. Submit to Evaluation Committee.
 7. Prepare Evaluation Forms which include Technical Evaluation (worth 165 points) conducted by the Evaluation Committee, Cost-per-participant (worth 20 points) conducted by WDB staff, and Contractor Responsibility for renewal programs (worth 30 points) conducted by the WDB Director and the WDB Fiscal Director OR Contractor responsibility for new programs to include a pre-award survey.
 8. Calculate overall rating of the possible 215 points (traditional cutoff point is 70%)
 9. Submit final ratings to Evaluation Committee who reports to the Workforce Development Board and recommends award at its regular meeting.
 10. Workforce Development Board takes action to award program and to allocate funds.
 11. Notify all respondents of final outcome
 12. Programs refunded enter into an interim agreement allowing continued program operations with limitation on spending based on the Board's award until a final contract can be negotiated, signed, and returned.
 13. Enter into negotiations with new providers prior to July 1 to establish Statement of Work, Enrollment, and Spending which cannot begin until new programs Contracts are negotiated, signed, and returned. No Interim agreement is provided for new agencies.
 14. July 1 (or other designated date) begin program operations.
- (15) a description of the local levels of performance negotiated with the Governor and chief elected official pursuant to section 116(c), to be used to measure the performance of the local area and to be used by the local board for measuring the performance of the local fiscal agent (where appropriate), eligible providers under subtitle B, and the one-stop delivery system, in the local area;

The performance measures for the outcomes of participants and businesses have been entered from the State's Performance Chart. These will be negotiated at the local level and are subject to change every year. Performance for the Eligible Training Providers will be established by the Workforce Investment Council for the Louisiana Workforce Commission and will be levied upon each workforce area. Currently, those measures are, Completion Rate: 30%; Placement Rate: 50%; and Average Wage at Placement: \$8.00 per hour.

- (16) a description of the actions the local board will take toward becoming or remaining a high performing board, consistent with the factors developed by the State board pursuant to section 101(d)(6);

Consistent with section 101(d)(6), the board will take the following steps toward becoming and remaining a high-performing board. Review and comply with policies developed at the State affecting the coordinated provision of services through the One-Stop Center including the development of

- objective criteria and procedures for use by local boards in assessing the effectiveness and continuous improvement of one-stop centers
- guidance for the allocation of one-stop center infrastructure funds under section 121(h) which stipulates the maximum percentage of administrative federal funds allocated to each partner agency and

- policies relating to the appropriate roles and contributions of entities carrying out one-stop partner programs within the one-stop delivery system, including approaches to facilitating equitable and efficient cost allocation in the system

- (17) a description of how training services under chapter 3 of subtitle B will be provided in accordance with section 134(c)(3)(G), including, if contracts for the training services will be used, how the use of such contracts will be coordinated with the use of individual training accounts under that chapter and how the local board will ensure informed customer choice in the selection of training programs regardless of how the training services are to be provided;

Training agreements will be utilized for the training providers. In order for an individual to attend training paid for by WIOA funds, the school/provider must be on the State Eligible Training Provider List. When an applicant identifies a school where they have been assessed to have the aptitude and interest to undertake a curriculum, the Workforce Board enters into a Training Agreement with the school. The Training Agreement contains a clause that ties the Agreement to the information provided through the HiRE system through the State's MIS Department. The applicant is provided with an Individual Training Account (ITA) Scholarship outlining the tuition or fees associated with the curricula. WIOA Staff maintain contact with appropriate staff regarding the submission of invoices for payment of tuition. Training must be in a demand occupation for any costs to be paid on behalf of the applicant regardless of the costs are for tuition or for supportive services. The school/provider may submit invoices at any time during training. Schools are required to follow their refund policy regarding any students who may drop out prior to completion of training.

- (18) a description of the process used by the local board, consistent with subsection (d), to provide an opportunity for public comment, including comment by representatives of businesses and comment by representatives of labor organizations, and input into the development of the local plan, prior to submission of the plan;

In order to provide the opportunity for public comment, the draft plan is submitted to the Board for approval. Following the approval, a notice is placed in the official journal of Calcasieu Parish which is the American Press. The WDB Staff place a notice on the Calcasieu Parish Police Jury's website regarding the development of the plan with a request for comment and input. The legal notice inviting public comment is placed in the American Press at least 30 days prior to the final date the plan is due. Letters are sent to appropriate individuals such as Small Business Administration (located in the SEED Center), Minority business representatives, unions, all partners, all school boards, etc. to give notice of the availability of the plan and a request for comment. Previously, a copy of the plan with a sign inviting comments has been placed in various Offices with request for comments. Any comments received whether by written notice, email, voice mail, etc. are collected and are submitted to the Louisiana Workforce Commission with the Plan.

- (19) a description of how one-stop centers are implementing and transitioning to an integrated, technology-enabled intake and case management information system for programs carried out under this Act and programs carried out by one-stop partners.

One-Stop Centers are transitioning to an integrated, technology-enabled intake & case management information system by utilizing the common intake form available in the LWC Website laworks.net at HiRE. HiRE is the centralized system that houses information. It provides easy access for entering and developing reports.

In addition, staff use social media to promote Job Fairs, etc. The Calcasieu Parish Police Jury has a website and information on both the Workforce Development Board and American Job Center is contained in the website. Access to the Board is at www.calcasieuparish.gov/wdb. Entry of this information in the menu-bar will bring an inquirer directly to the WDB

information where the agendas, minutes, Board Roster of members, the Plan etc. are available in pdf format for public view or downloads.

The Beauregard American Job Center has a Facebook page which is used to promote job fairs and other hiring events and provides a daily update of job openings for Allen, Beauregard, and Vernon parishes.

IV. COORDINATION WITH REGIONAL/LOCAL PLAN PROGRAMS

Describe the methods used for joint planning and coordination among the core programs, and with the required one-stop partner programs and other programs and activities included in the Combined Plan.

A Planning Committee including the Workforce Development Board staff, the WDB Executive Committee, Youth Committee and Disability Committee as well as any other partner program have been designated to develop the Regional/Local Combined Plan. The LWDA 51 plan will provide access to high-risk populations in locations that are represented by individuals who serve on the Workforce Development Board. American Job Centers exist at this time in Allen, Beauregard, Calcasieu, and Vernon Parishes. Cameron and Jefferson Davis have been added and scheduled as needed in order to provide services to those applicants who may not be able to travel to Lake Charles.

Planning & Partnering with the agencies who serve individuals with barriers to employment is underway. Actions that have been undertaken for joint planning include the following:

- Created a plan to reach high risk populations and locations.
- Refined the list of eligible training providers.
- Defined the flow of jobseekers from entry points in any of these agencies through:
 - A series of assessments (CASAS, HiRE and WorkKeys, including employment needs and eligibility for services in any agency
 - The provision of essential services to enroll them with training and/or employment
 - Placement in 3, 4, or 5-star jobs with good wages, existing openings, and solid career prospects
- Determined which agencies or programs should/must co-locate. How will the infrastructure and technology costs be spread among the collaborating agencies?

The Region/Local area will abide by the State's directive on these issues.

Local Leadership and Governance (Strategic)

- Develop strategies to continuously improve and strengthen the workforce development system through innovation in, and alignment, and improvement of, employment, training, and education programs to promote economic growth.
- Develop effective regional industry and sector partnerships that support employer utilization of the local workforce development system.
- Align workforce investment, education, and economic development systems (addressing career pathways, sector partnerships, and coordination between partners and local areas).
- Identify and promote best practices for meeting the needs and serving employers, workers, and jobseekers/priority populations.

Local Leadership and Governance (Operational)

- Increase access and opportunities (particularly for those identified as priority populations).
- Provide workers with skills and credentials to secure and advance in employment with family sustaining wages and to provide America's employers with skilled workers
- Improve the structure and delivery of services to better address the employment and skill needs and improve the prosperity of workers and employers
- Develop strategies for using technology to maximize the accessibility and effectiveness of the local workforce development system

Local Leadership and Governance (Compliance)

- Align Local Board membership with members that possess optimum policy making authority in the

organizations they represent and have the skills and practical knowledge to contribute fully to the strategic vision of the local area's workforce system.

- Establish by-laws, consistent with State policy, that help improve operations of the Local Board.

Performance and Data Management

- Develop effective on-going training and dissemination of information practices, across core programs, that promote quality and accuracy of data.
- Develop methods of reporting performance of the workforce system that promote transparency and accountability to all stakeholders

Service Delivery and Infrastructure

- Enhance and streamline operations through the integration of customer intake, case management, reporting, and fiscal and management accountability systems of one-stop partners.
- Increase access and opportunities to the workforce system, particularly for those with barriers to employment, both physical and virtual.
- Develop innovative workforce services and strategies for area employers, that include career pathways, skills upgrading, apprenticeship, and other effective initiatives for meeting the needs of area employers and workers.
- Ensure equitable funding of services and infrastructure costs of the one-stop delivery system.
- Strengthen professional development of providers and workforce professionals.

Other Collaborative Activities

The WDB may reinstitute the Lunch and Learn sessions to introduce the system and services to partners and to other interested entities. The C-Gov channel is available to provide WIOA information on Job Fairs, Hiring Events, Youth Events, and the Lunch & Learn Sessions (In-Person and Virtual Sessions). In addition to outside digital board events happening at the center, special documentaries can be provided targeting success stories on participants and businesses who have received services through the One-Stop Center.

V. COMMON ASSURANCES (FOR ALL CORE PROGRAMS)

Combined Plan must include assurances that: Required Policies for each local development area within a planning region must be included as part of the Combined Plan.

The Workforce Development Board has established policies for each of the following Assurances below:

1. The Local Area has established a policy identifying circumstances that may present a **conflict of interest** for a Local Board or the entity or class of officials that the member represents, and procedures to resolve such conflicts; *(LWDB #51 Policy - CAP 1)*
2. The Local Area has established a policy to provide to the public (including individuals with disabilities) **access to meetings of Local Boards and local boards**, and information regarding activities of Local Boards, such as data on board membership and minutes; *(LWDB #51 Policy - CAP 2)*
3. The Local Area has established a policy **on fiscal control and fund accounting** procedures that are necessary to ensure proper accounting for, funds allotted to the local area (this applies to Title I and other discretionary funds allotted to the local area); *(LWDB #51 Policy - CAP 3)*
4. The Local Area has established a policy which describes action to secure **compliance with uniform administrative requirements** of this Act, including that the Local Area will annually monitor; *(LWDB #51 Policy - CAP 4)*
5. The Local Area has a policy taking the appropriate action to be in compliance with WIOA section 188, **Nondiscrimination**, as applicable; *(LWDB #51 Policy - CAP 5)*
6. The Local Area has implemented a policy to **ensure adult-program funds provide a priority in the delivery of career and training services and individualized career services to individuals who are low income**, public assistance recipients or basic skills deficient; *(LWDB #51 Policy - CAP 6)*
7. The Federal funds received to carry out a core programs **will not be expended for any purpose other than for activities authorized** with respect to such funds under that core program. *(LWDB #51 Policy - CAP 7)*
8. The Local Area will not use funds received under WIOA Title I to assist, **promote or deter union organizing** in accordance with WIOA section 181(b)(7); *(LWDB #51 Policy - CAP 8)*
9. The Local Area has a one-stop certification policy that ensures the physical and programmatic accessibility of all one-stop centers with the Americans with Disabilities Act of 1990 (ADA); *(LWDB #51 Policy – OSO 014)*
10. Service providers have a referral process in place for directing Veterans with Significant Barriers to Employment (SBE) to DVOP services, when appropriate; and
11. Priority of service for veterans and eligible spouses is provided in accordance with 38 USC 4215 in all workforce preparation, development or delivery of programs or services funded directly, in whole or in part, by the Department of Labor. *(LWDB #51 Policy - ADLW 3)*