



Workforce Development Board Meeting

**Location: Sequoia Conference Center
901 Myrtle Avenue, Eureka, CA 95501**

Public Attendance Options:

Address: Humboldt County Public Library (Eureka Main Branch) 1313 3rd St Eureka CA 95501

Email Public Comment: To submit public comment to the Full Workforce Development Board, please email sadair@co.humboldt.ca.us. Provide your name and the agenda item which you wish to comment. All public comment submitted after the agenda has been published will be included with the administrative record after the fact.

Zoom Public Comment: When it is time for public comment on the item you wish to speak on, the Workforce Development Board Chair will ask for public comment. You may virtually raise your hand using the raise hand function on Zoom and staff will unmute your phone. Staff will then ask you to state your name and begin your comment. You will have 3 minutes to comment.

Phone Public Comment: You may call into the meeting by dialing **1 346 248 7799** and entering using meeting Webinar ID **850 6685 7954** and Passcode **852481**. When it is time for public comment on the item you wish to speak on, the Workforce Development Board Chair will ask for public comment. Staff will unmute phone lines and you may introduce yourself and express your desire to speak. Staff will then ask you to state your name and begin your comment. You will have 3 minutes to comment.

You may access the live stream of the meeting by using the following link:

<https://us02web.zoom.us/j/85066857954?pwd=QVVrdnBIRmhyNVRDYTBBUjZadWlrQT09>

The County of Humboldt is committed to providing equal access to all county programs, services and activities through the provision of accommodations for individuals with disabilities as required under the Americans with Disabilities Act (ADA). With 72 hours prior notice, a request for reasonable accommodation or modification can be made. Please contact the CAO's Office of Economic Development at 707-445-7745, by email gohumco@co.humboldt.ca.us or the ADA Coordinator at 844-365-0352 or by email at ada@co.humboldt.ca.us.

The Humboldt County Workforce Development Board is an equal opportunity employer / WIOA program. Auxiliary aids and services are available upon request to individuals with disabilities. Please call 707-445-7745 at least 72 hours prior to the meeting.



AGENDA

Date: 9/14/22

Time: 8:30AM

1. **Opening**
 - a. Board Chair calls meeting to order
 - b. Roll Call of Board Members
 - c. Director and Staff Updates
 - d. Humboldt Workforce Coalition Updates
 - e. Board Announcements
 - f. Adjustments to the agenda
 - g. Public comment on non-agenda items
2. **Approval of 6/10/22 minutes (Attachment A)**
 - Discussion
 - Public Comment
 - Action
3. **Recommend approval of new member, David Wayte, to the Workforce Development Board (Attachment B)**
 - Discussion
 - Public Comment
 - Action
4. **Ratify 2022-23 Workforce Innovation Opportunities Act (WIOA) Master Subgrant Agreement (Attachment C)**
 - Discussion
 - Public Comment
 - Action
5. **Workforce Development Board to review and discuss quarterly report (Attachment D)**
 - Discussion

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6. **Presentation and discussion on Occupational Wage Analysis by Randy Weaver (Attachment E)**
 - Discussion
7. **Presentation and discussion on Offshore Wind Community Benefit by Humboldt Area Foundation**
 - Discussion
8. **Presentation and discussion on Offshore Wind by the Humboldt Bay Harbor Recreation and Conservation District (HBHRCD)**
 - Discussion
9. **Establish Offshore Wind Ad Hoc**
 - Discussion
 - Public Comment
 - Action
10. **Future Agenda items**
11. **Adjourn**



AGENDA DETAIL

3. Workforce Development Board Application

Recommend approval of new member, David Wayte, to the Workforce Development Board.

Recommended Action: Move to recommend application to the Board Of Supervisor for appointment.

4. 22-23 WIOA Master Subgrant Agreement

Ratify 2022-23 WIOA Master Subgrant Agreement with the Employment Development Department (EDD) for receipt of formula funds.

Recommended Action: Accept and approve 2022-2023 WIOA Master Subgrant Agreement

5. WDB Quarterly Report out

Staff will present quarterly report out on program metrics.

6. Occupational Wage Analysis

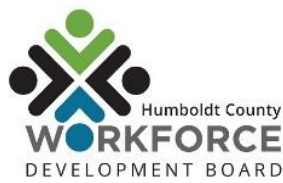
Randy Weaver from EDD to present the newest information from the occupational wage analysis.

7. Offshore Wind Community Benefits Presentation

Presentation from the Humboldt Area Foundation on the community benefits of offshore wind.

8. Offshore Wind HBHRCDC Presentation

Presentation from Rob Holmlund from HBHRCDC about the offshore wind project, their efforts to date and future plans.



9. Establish Offshore Wind Ad Hoc

Establish Ad Hoc committee of individuals to act as advisory for workforce development projects associated with offshore wind and ancillary industries until BOEM selects a developer for the project.

Recommended Action: Direct staff to meet with the ad hoc committee for further discussion and development of action plan

Full Workforce Development Board (WDB) Meeting Minutes

Date: 6.10.22

Time: 08:30am

Location: Zoom

MEMBERS ATTENDANCE:

- Shelley Nilsen Chair
- Lee Cunningham Vice-Chair- Absent
- Dan Dixon - Absent
- Dennis Leonardi
- Jeff Hunerlach
- Pru Ratliff
- Cedar Ruben
- Carl Hansen- Absent
- Rosemary Den Ouden
- Larry Siler
- Michelle Bushnell- Supervisor
- Mark Plubell
- Michael Hetticher- Absent
- Jennifer Budwig- Absent
- Kerry Venegas
- Madison Flynn
- Megan Bonham
- Patrick Owen
- Tanya Trump
- Treston Shull
- Robyn Stalcup- Absent

STAFF: Scott Adair, Peggy Murphy, Connie Stewart, Kate Shea, Andy Rix

OTHERS IN ATTENDANCE:

1. Opening:
 - a. Meeting called to order at 8:05am
 - b. Staff Updates
 - i. Scott briefly updated the board on the current standing of the single audit and fielded questions in more specificity. Connie Stewart (Humboldt workforce Coalition) shared an update on HWC and funding opportunities in the area. Andy briefly updated funding allocations for Fiscal Year 22-23.
 - c. Board Announcements
 - i. Member Ratliff shared an update on staffing changes coming to College of the Redwoods as well as the County Correctional Facility. She mentioned the medical assisting informational meeting in June as well.
 - ii. Member Siler shared more information about the demand sided employment flyer sent out to the board.
 - iii. Member Hunerlach shared an update on the pre-apprenticeship program out of College of the Redwoods.
 - d. Adjustments to the Agenda
 - i. n/a
 - e. Public Comment on non-agenda items:
 - i. n/a

Consent Agenda

2. Consent Agenda

- a. Approval of minutes from February 18 2022 and April 1 2022
- b. Action:
 - i. It was moved by Member Hunerlach seconded by Member Ruben to approve the minutes. Motion carried 15:0



- 3. Review Nomination Ad Hoc Committee Executive Committee nominations and open the floor to nominations from the full Workforce Development Board**
 - a. The nomination committee presented the slate of nominations for the executive committee seats as well as opened the floor for nominations for the full board.
 - b. Public comment:
 - i. n/a
 - c. Action
 - i. It was moved by Mark Plubell and seconded by Rosemary DenOuden to approve the nominations slated for the Executive committee WDB. Motion carried 15:0.

- 4. Approval of requests for reappointment and resignation**
 - i. Director Adair shared those slated for reappointment and resignation from the board
Public Comment: n/a
 - ii. It was moved by Jeff Hunerlach and seconded by Madison Flynn to approve the reappointments and resignations of the board including Mark Plubell. Motion carried unanimously.
 - iii. Member Leonardi recommends to direct staff to write letters of appreciation to those resigning.

- 5. Approval of new member, Leslie Castellano, to the Workforce Development Board**

Public Comment: n/a

It was moved by Member Hunerlach and seconded by Member Ruben to approve Leslie Castellano's board application. Motioned carried 15:0

- 6. Review and approve 2022-23 meeting schedule which includes hybrid meeting option, location TBD**

Peggy shared information with the board about the details around the length of the meetings and the details around their location. There was mention of having a retreat in the future as well.
Public Comment: n/a

It was moved by Member Hunerlach and seconded by Tanya Trump to adopt this schedule and have hybrid meetings. Motion carried 15:0

- 7. Review and approve 2022-25 America's Job Centers of California Memorandum of Understanding**

Staff presented the final AJCC MOU to the board to be fully wrapped up on time by June 30th 2022.
Public Comment: Melissa Furbee introduced herself as an AJCC Partner for DHHS.

It was moved by Member Ruben and seconded by Member Shull to approve the new AJCC MOU and present it before the BOS. Motion carried 14:1 with abstention from Larry Siler

- 8. Review and approve Humboldt State University Sponsored Programs Foundation (CalPoly) contract amendments for Humboldt Workforce Coalition (HWC)**



programming, pending any additional edits by County Counsel, and receive update on the RFP process for FY 22-23

Peggy murphy shared brief overview of the contracts and the extensions/amendments.

Public Comment:

It was moved by member Ruben and seconded by Member Owen to approve the amendments to the HSUSPF contracts for HWC. Motion carried 15:0

9. Approval of WIOA policies

- On-the job training
- Participant Wages
- Career Services
- Incumbent Worker
- Need Related Payments
- Transitional Jobs
- Incident Reporting
- Personally Identifiable Information

Director Adair shared a brief overview of the policies updated along side the AJCC MOU.

Public Comment:

It was moved by Member Plubell and seconded by Member Siler to approve the updated policies and enact them immediately. Motion carried 15:0

10. Formation of a policy ad hoc to work with staff on updates and revisions

Staff shared the need for updates and requested assistance in future updates on policies as they arise. Volunteers were requested and staff fielded questions regarding the time commitment and the number of policies.

Member Ruben, Member Leonardi, Member Trump, Member Venegas and Chair Nilsen volunteered to assist in the ad hoc committee.

Public Comment

It was moved by member Ruben and seconded by Member Owen to form the ad hoc committee to update policies. Motion Carried 15:0

11. Quarterly program update

Staff shared an update on WIOA programs as it pertains to the WDB.

12. Presentation on the childcare by the Kerry Venegas, Executive Director of Changing Tides

-Board extended the meeting by fifteen minutes to complete the presentation for childcare

13. Future Meeting Topics

- Brown Act training
- Offshore Wind presentations
- Humboldt Workforce Coalition Organizational Chart



Solicitation for board seats

Adjourn – Time: 10:43am

DRAFT



APPLICATION FOR APPOINTMENT

PART I – Personal Information			
Applicant Name (Last, First, and Middle Initial) Wayte, David A	Home Telephone [REDACTED]	E-Mail Address [REDACTED]	
Mailing Address [REDACTED]	City [REDACTED]	State [REDACTED]	Zip [REDACTED]
Residence Address (if different from mailing address) [REDACTED]	City [REDACTED]	State [REDACTED]	Zip [REDACTED]
Name of Business, Agency, or Tribe Department of Rehabilitation	Occupation/Title Regional Director		
Business Address [REDACTED]	City [REDACTED]	State [REDACTED]	Zip [REDACTED]
Business Phone [REDACTED]	Business Fax [REDACTED]		

Please provide three references (name, address, phone # and e-mail)

1. Mark Erlichman	[REDACTED]
2. Katie Greaves	[REDACTED]
3. Bruce Wilson,	[REDACTED]

Please indicate which industry you represent

PRIVATE INDUSTRY (please specify which sector you represent)

- | | |
|-------------------------------------------------------------|-----------------------------------------------------------------|
| <input type="checkbox"/> Diversified Health Care | <input type="checkbox"/> Specialty Food, Flowers, and Beverages |
| <input type="checkbox"/> Building and Systems Construction | <input type="checkbox"/> Investment Support Services |
| <input type="checkbox"/> Management and Innovation Services | <input type="checkbox"/> Niche Manufacturing |
| <input type="checkbox"/> Forest Products | <input type="checkbox"/> Tourism |
| <input type="checkbox"/> Other: | |

PUBLIC INDUSTRY (please specify which sector you represent)

- | | |
|-----------------------------------------------------------------|------------------------------------------------------------------------------------|
| <input type="checkbox"/> Wagner-Peyser Act | <input type="checkbox"/> Economic Development |
| <input type="checkbox"/> Board of Supervisors Representative | <input checked="" type="checkbox"/> Vocational Rehabilitation |
| <input type="checkbox"/> Assembly/State Representative | <input type="checkbox"/> Labor Organization |
| <input type="checkbox"/> Education (specify) | |
| <input type="checkbox"/> Adult | <input type="checkbox"/> College of the Redwoods |
| <input type="checkbox"/> K-12 | |
| <input type="checkbox"/> Community Based Organization (specify) | |
| <input type="checkbox"/> Native American Employment Development | <input type="checkbox"/> Child Care |
| <input type="checkbox"/> Employ People with Barriers | <input type="checkbox"/> Youth Employment, Training, or Education |
| <input type="checkbox"/> Train People with Barriers | <input type="checkbox"/> Federally Fund Programs/Services for Low-Income Residents |

PART II – Guidelines

The following guidelines have been developed to assist the Board of Supervisors in the process of recruiting and appointing new Workforce Development Board members.

To become a member of the Workforce Development Board, you must:

1. Represent the sector for which you are applying (be an owner of a business, a chief executive/operating officer of a business or agency, or other business executive or employer with optimum policy making or hiring authority).
2. **Private Sector** seats require a formal nomination by an open-membership business organization (i.e., a chamber of commerce or a professional or business organization such as Kiwanis or Rotary), a business trade association, or an agency board of directors. **Labor Union** seats require a formal nomination from a local labor federation. All other seats require no formal nomination. **Your nomination must be secured prior to submitting this application by completing Part III below.**
3. Forward the completed application to:

Workforce Development Board
 520 E Street
 Eureka, CA 95501
 Attn: Scott Adair, Economic Development Director
sadair@co.humboldt.ca.us

Applicants selected for appointment will be required to file Form 700, Statement of Economic Interest.

For questions or additional information, please call (707)445-7745
or visit our website: <http://gohumco.org/216/Humboldt-County-Workforce-Development-Bo>

PART III – Nomination

PLEASE NOTE: Private Sector and Labor Union applications must secure the nomination and signature as described in Part II - #2 above, prior to submitting the application to the Workforce Development Board.

Larry Siler

(Agency/Organization/Association Name)

hereby formally nominates

David Wayte

(Applicant's Name)

for appointment to the Workforce Development Board of Humboldt County

Lawrence D. Siler

7/15/2022

Signature of Chair/Director/Chief of Nominating Agency

Date

PART IV – Applicant Certification and Signature

I hereby certify all answers and statements are true and complete to the best of my knowledge. I understand the County may verify information and that untruthful or misleading answers are cause for rejection of this application.

David Wayte

7/15/2022

Signature of Applicant

Date

FOR OFFICE USE ONLY:

Date Rec'd: 6/15/2022

Staff: Peggy Murphy

Submittal Date: 8/19/2022

WIOA SUBGRANT AGREEMENT

Humboldt County

SUBGRANT NO: AA311007
 MODIFICATION NO: New
 SUBRECIPIENT CODE: HUM
 UNIQUE ENTITY NO:
 INDIRECT COST RATE:


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

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

GOVERNMENTAL Yes
 ENTITY:

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

- Funding Detail Chart
- General Provisions
- Youth Formula Rd 1

ALLOCATION(s) The Pass-through Entity agrees to reimburse the Subrecipient not to exceed the amount listed hereinafter 'TOTAL'	PRIOR AMOUNT INCREASE/DECREASE: TOTAL:	\$0.00 \$341,600.00 \$341,600.00
TERM OF AGREEMENT From: 4/1/2022 To: 6/30/2024	Terms of Exhibits are as designated on each exhibit	
PURPOSE: To initiate Program Year (PY) 2022-23 WIOA Subgrant and incorporate WIOA Youth formula funding under grant code 301. The term of these funds is from 04/01/2022 - 06/30/2024.		
APPROVED FOR PASS-THROUGH ENTITY(EDD) (By Signature)	APPROVED FOR SUBRECIPIENT (By Signature)	
Name and Title KIMBERLEE MEYER CHIEF CENTRAL OFFICE WORKFORCE SERVICES DIVISION	 Name and Title Scott Adair Economic Development Director	
I hereby certify that to my knowledge, the budgeted funds are available for the period and purpose of expenditures as stated herein	This agreement does not fall within the meaning of Section 10295 of Chapter 2 of Part 2 of Division 2 of the Public Contract Code of the State of California and pursuant to 58 OPS Cal. Atty. Gen 586, is exempt from review or approval of the Dept. of General Services and the Dept. of Finance	
Signature of EDD Accounting Officer		

Budget item: 7100 Fund: 0869 Budgetary Attachment: No
 Chapter: Statute: 2022 FY: 22/23

SUBGRANT AGREEMENT
FUNDING DETAIL SHEET

SUBGRANT NO:AA311007
MODIFICATION NO:New

Humboldt County

I. Allocation

Funding Source	Prior Amount	Increase	Decrease	Adjusted Allocation
WIA/WIOA Formula				
96103 301 Youth Formula Rd 1 04/01/2022 to 06/30/2024 Prog/Element 61/90 Ref 101 Fed Catlg 17.259	\$0.00	\$341,600.00	\$0.00	\$341,600.00
Total WIA/WIOA Formula	\$0.00	\$341,600.00	\$0.00	\$341,600.00
Grand Total:	\$0.00	\$341,600.00	\$0.00	\$341,600.00

NARRATIVE

SUBGRANT NO:AA311007
MODIFICATION NO: 0

SUBRECIPIENT:Humboldt County
FAIN NO: AA-38518-22-55-A-6
FEDERAL AWARD DATE: 6/8/2022
FUNDING SOURCE: Youth Formula Rd 1 - 301

TERM OF THESE FUNDS: 04/01/2022 - 06/30/2024

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

PROGRAM NARRATIVE

The purpose of this action is to initiate this Local Area's new Program Year (PY) 2022-23 Workforce Innovation and Opportunity Act (WIOA) Title I subgrant agreement and to incorporate WIOA Youth formula funding into Grant Code (GC) 301. The amount in GC 301 represents this Local Area's entire Youth formula allocation for PY 2022-23. The term date for these funds is April 1, 2022 through June 30, 2024. FAIN AA-38518-22-55-A-6. The Local Area will operate the WIOA program in accordance with the approved Workforce Innovation and Opportunity Plan on file in the Central Office Workforce Services Division of the Employment Development Department, P.O. Box 826880, MIC 50, Sacramento, CA 94280-0001. Note: By signing this subgrant you agree to all of the Term and Conditions issued by the Department of Labor for all WIOA funding for Program Year (PY) 2022. The Term and Conditions are included in the transmission of this Master Subgrant.

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

WIOA (2015)

WIOA SUBGRANT AGREEMENT

1. Compliance

In performance of this subgrant agreement, Subrecipient will fully comply with:

- a. The provisions of the Workforce Innovation and Opportunity Act (WIOA), (29 U.S.C. §§ 3101- 3361 (2014), WIOA Final Regulations, and all legislation, regulations, directives, policies, procedures and amendments issued pursuant thereto.
- b. All State legislation and regulations to the extent permitted by federal law and all policies, directives and/or procedures, which implement WIOA.
- c. Title 2, Code of Federal Regulations (C.F.R.) part 200 (Office of Management and Budget Guidance) [OMB Guidance].
- d. Title 2, C.F.R. Part 2900 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards) [Uniform Requirements].
- e. The provisions of the Jobs for Veterans Act (Pub. L. No. 107-288) as the law applies to Department of Labor (DOL) job training programs.
- f. Subrecipient will ensure diligence in managing programs under this subgrant agreement, including performing appropriate monitoring activities and taking prompt corrective action against known violations of WIOA.

2. Certifications, Assurances, Standards

Except as otherwise indicated, the Subrecipient agrees to comply with the certifications, assurances and standards set out in Exhibit A: Certifications and Assurances, Exhibit B: Intellectual Property Provisions and Exhibit C: Confidentiality Requirements. Failure to comply with all requirements of the certifications, assurances and standards may result in suspension of payment under this subgrant agreement or termination of this subgrant agreement or both, and the Subrecipient may be ineligible for award of future state subgrant agreements/contracts if the Pass-through Entity determines that any of the following has occurred:

- a. false information on the certifications, assurances and standards, or
- b. violation of the terms of the certifications, assurances and standards by failing to comply with the requirements noted in Exhibits A, B and C.

3. Funding

It is mutually understood between the parties that this subgrant agreement may have been written before ascertaining the availability of congressional and legislative appropriation of funds, for the mutual benefit of both parties, in order to avoid program and fiscal delays which would occur if the subgrant agreement was executed after that determination was made.

- a. This subgrant agreement is valid and enforceable only if
 - i. sufficient funds are made available by the State Budget Act of the appropriate state fiscal years covered by this subgrant agreement for the purposes of this program, and
 - ii. sufficient funds are made available to the state by the United States Government for the fiscal years covered by this subgrant agreement for the purposes of this program. In addition, this subgrant agreement is subject to any additional restrictions, limitations, or conditions enacted by the Congress and Legislature or any statute enacted by the Congress and Legislature which may affect the provisions, terms, or funding of this subgrant agreement in any manner.
- b. At the expiration of the terms of this subgrant agreement or upon termination prior to the expiration of this subgrant agreement, funds not obligated for the purpose of

this subgrant agreement will be immediately remitted to the Pass-through Entity, and no longer available to the Subrecipient.

- c. The Pass-through Entity retains the right to suspend financial assistance, in whole or in part, to protect the integrity of the funds or to ensure proper operation of the program, providing the Subrecipient is given prompt notice and the opportunity for an informal review of the Pass-through Entity's decision. The EDD Chief Deputy Director or his/her designee will perform this informal review and will issue the final administrative decision within 60 days of receiving the written request for review. Failure on the part of the Subrecipient or a Subcontractor of the Subrecipient to comply with the provisions of this subgrant agreement, or with WIOA or other applicable regulations, when such failure involves fraud or misappropriation of funds, may result in immediate withholding of funds.
- d. If applicable, the chief elected official (CEO) of a unit of general local government designated as a Local Workforce Development Area shall be liable to the Pass-through Entity for all funds not expended in accordance with WIOA, and shall return to the Pass-through Entity all of those funds. If there is more than one unit of general local government in a local area, the CEO(s) will be the individual(s) designated under an agreement executed by the CEO(s) of the local units of government. The CEO(s) designated under the agreement shall be liable to the Pass-through Entity for all funds not expended in accordance with WIOA, and shall return to the Pass-through Entity all of those funds.

4. Requirement to Provide Certain Information in Public Communications (Steven's Amendment)

Pursuant to Public Law 116-260, Division H, Title V, Section 505, when issuing statements, press releases, requests for proposals, bid solicitations and other documents describing projects or programs funded in whole or in part with Federal money, all non-Federal entities receiving Federal funds shall clearly state:

- a. The percentage of the total costs of the program or project which will be financed with Federal money;
- b. The dollar amount of Federal funds for the project or program; and
- c. The percentage and dollar amount of the total costs of the project or program that will be financed by non-governmental sources.

5. Insurance

- a. Except for city and county governmental entities, Subrecipients must provide the Pass-through Entity evidence of the coverage specified in paragraphs (i), (ii), (iii) and (iv) below. The evidence of coverage shall include the registration number of the subgrant agreement for identification purposes.
 - i. Subrecipient will obtain a fidelity bond in an amount of not less than _____, prior to the receipt of funds under this subgrant agreement. If the bond is canceled or reduced, Subrecipient will immediately notify the Pass-through Entity. In the event the bond is canceled or revised, the Pass-through Entity will make no further disbursements until it is assured that adequate coverage has been obtained.
 - ii. Subrecipient will provide general liability insurance with a combined limit of \$1,000,000, or public liability and property damage coverage with a combined limit of not less than \$1,000,000.
 - iii. Subrecipient will provide broad form automobile liability coverage with limits as set forth in (ii) above, which applies to both owned/leased and non-owned automobiles used by the Subrecipient or its agents in performance of this subgrant agreement. Or, in the event that the Subrecipient will not utilize owned/leased automobiles but intends to require employees, trainees or other agents to utilize their own automobiles in performance of this subgrant agreement, Subrecipient will secure and maintain on file from all such employees, trainees or agents a self-certification of automobile insurance coverage.
 - iv. Subrecipient will provide workers' compensation insurance, which complies with provisions of the California Labor Code, covering all employees of the Subrecipient and all participants enrolled in work experience programs. Medical

and Accident Insurance will be carried for those participants not qualifying as "employee" (§ 3350, et seq. of the California Labor Code) for workers' compensation.

- v. The Pass-through Entity will be named as "Certificate Holder" of policies secured in compliance with paragraphs (i), (ii), (iii) and (iv) above and will be provided certificates of insurance or insurance company "binders" prior to any disbursement of funds under this subgrant agreement, verifying the insurance requirements have been complied with. The coverage noted in paragraphs (iii) and (iv) above must contain the following clauses:
 1. Insurance coverage will not be canceled or changed unless 30 days prior to the effective date of cancellation or change written notice is sent by the Subrecipient to: Employment Development Department, Central Office Workforce Services Division Financial Management Unit, P.O. Box 826880, MIC 69, Sacramento, CA 94280-0001.
 2. State of California, its officers, agents, employees, and servants are included as additional insured, but only insofar as the operations under this subgrant agreement are concerned.
 3. State of California is not responsible for payment of premiums or assessments on this policy.
- vi. Subrecipient agrees that the liability insurance herein provided for shall be in effect at all times during the term of this subgrant agreement. In the event said insurance coverage expires at any time or times during the time of this contract, the Subrecipient agrees to provide, at least 30 days before said expiration date, a new certificate of insurance evidencing insurance coverage as provided for herein for not less than the remainder of the term of the subgrant agreement or for a period of not less than one year. New certificates of insurance are subject to the approval of the Pass-through Entity, and the Subrecipient agrees that no work or services shall be performed prior to such approval. The Pass-through Entity may, in addition to any other remedies it may have, terminate this subgrant agreement should Subrecipient fail to comply with these provisions.

6. Resolution

A county, city, district or other local public body must provide the state with a copy of a resolution, order, motion, or ordinance of the local governing body which by law has authority to enter into an agreement, authorizing execution of this subgrant agreement. Preferably resolutions should authorize a designated position rather than a named individual.

7. Procurement Standards

The Subrecipient must use the methods of procurement in accordance with 2 C.F.R. § 200.320.

8. Grievances and Complaint System

Subrecipient will establish and maintain a grievance and complaint procedure in compliance with the WIOA section 181, OMB Guidance, Uniform Requirements, federal regulations and state statutes, regulations and policy.

9. Remedies for Non-Compliance

If the Subrecipient fails to comply with Federal statutes, regulations or the terms and conditions of a Federal award, the Pass-through Entity may impose additional conditions, as described in 2 C.F.R. § 200.207, Specific conditions. If the Pass-through Entity determines that noncompliance cannot be remedied by imposing additional conditions, the Pass-through Entity may take one or more of the following actions listed in 2 C.F.R. § 200.338.

10. Disallowed Costs

Except to the extent that the state determines it will assume liability, the Subrecipient will be liable for and will repay to the Pass-through Entity, any amounts expended under this subgrant agreement found not to be in accordance with WIOA including, but not limited to, disallowed costs. Such repayment will be from funds (Non-Federal), other than those received under the WIOA.

11. Termination

This subgrant agreement may be terminated in whole or in part for either of the two following circumstances:

- a. Termination for Convenience - Either the Pass-through Entity or the Subrecipient may request a termination, in whole or in part, for convenience. The Subrecipient will give a ninety (90) calendar-day advance notice in writing to the Pass-through Entity. The Pass-through Entity will give a ninety (90) calendar-day advance notice in writing to the Subrecipient.
- b. Termination for Cause - The Pass-through Entity may terminate this subgrant agreement in whole or in part when it has determined that the Subrecipient has substantially violated a specific provision of the WIOA, regulations, the Uniform Guidance or implementing state legislation and corrective action has not been taken.

All notices of termination must be in writing and be delivered personally or by deposit in the U. S. Mail, postage prepaid, "Certified Mail-Return Receipt Requested", and will be deemed to have been given at the time of personal delivery or of the date of postmark by the U. S. Postal Service.

Notices to the Subrecipient will be addressed to:

Scott Adair
Director / Administrator
Humboldt County
825 5th Street, Suite 112
EUREKA, CA 95501

Notices to the Pass-through Entity will be addressed to:

Employment Development Department
Central Office Workforce Services Division
Financial Management Unit
P.O. Box 826880, MIC 69
Sacramento, CA 94280-0001

12. Audit Requirements

- a. The Subrecipient will maintain and make available to auditors, at all levels, accounting and program records including supporting source documentation and cooperate with all auditors. All governmental and non-profit organizations must follow the audit requirements (single audit or program-specific audit requirement) of OMB Guidance, and Uniform Requirements.
- b. The Subrecipient and/or auditors performing monitoring or audits of the Subrecipient or its sub-contracting service providers will immediately report to the Pass-through Entity any incidents of fraud, abuse or other criminal activity in relation to this subgrant agreement, the WIOA, or its regulations.

13. Entire Agreement

This subgrant agreement contains the entire agreement of the parties and supersedes all negotiations, verbal or otherwise and any other agreement between the parties hereto. This subgrant agreement is not intended to and will not be construed to create the relationship of agent, servant, employee, partnership, joint venture or association between the Pass-through Entity and the Subrecipient. Subrecipient represents and warrants it is free to enter into and fully perform this subgrant agreement.

14. Unenforceable Position

In the event that any provision of this subgrant agreement is unenforceable or held to be unenforceable, then the parties agree that all other provisions of this subgrant agreement have force and effect and shall not be affected hereby.

15. Accounting and Cash Management

- a. Subrecipient will comply with controls, record keeping and fund accounting procedure requirements of WIOA, federal and state regulations, and directives to ensure the proper disbursement of, and accounting for, program funds paid to the Subrecipient and disbursed by the Subrecipient, under this subgrant agreement.
- b. Subrecipient will submit requests for cash to coincide with immediate cash needs and assure that no excess cash is on deposit in their accounts or the accounts of any sub-contracting service provider in accordance with procedures established by the Pass-through Entity. Failure to adhere to these provisions may result in suspending cash draw down privileges and providing funds through a reimbursement process.
- c. The Pass-through Entity retains the authority to adjust specific amounts of cash requested if the Pass-through Entity's records and subsequent verification with the Subrecipient indicate that the Subrecipient has an excessive amount of cash in its account.
- d. Income (including interest income) generated as a result of the receipt of WIOA activities, will be utilized in accordance with policy and procedures established by the Pass-through Entity. Subrecipient will account for any such generated income separately.
- e. Subrecipient shall not be required to maintain a separate bank account but shall separately account for WIOA funds on deposit. All funding under this subgrant agreement, will be made by check or wire transfer payable to the Subrecipient for deposit in Subrecipient's bank account or city and county governmental bank accounts.

To provide for the necessary and proper internal controls, funds should be withdrawn and disbursed by no less than two representatives of the Subrecipient. The Pass-through Entity will have a lien upon any balance of WIOA funds in these accounts, which will take priority over all other liens or claims.

16. Amendments

This subgrant agreement may be unilaterally modified by the Pass-through Entity under the following circumstances:

- a. There is an increase or decrease in federal or state funding levels.
- b. A modification to the Subgrant is required in order to implement an adjustment to a Subrecipient's plan.
- c. Funds awarded to the Subrecipient have not been expended in accordance with the schedule included in the approved Subrecipient's plan. After consultation with the Subrecipient, the Pass-through Entity has determined that funds will not be spent in a timely manner, and such funds are for that reason to the extent permitted by and in a manner consistent with state and federal law, regulations and policies, reverting to the Pass-through Entity.
- d. There is a change in state and federal law or regulation requiring a change in the provisions of this subgrant agreement.
- e. An amendment is required to change the Subrecipient's name as listed on this subgrant agreement. Upon receipt of legal documentation of the name change, the state will process the amendment. Payment of invoices presented with a new name cannot be paid prior to approval of said amendment.

Except as provided above, this subgrant agreement may be amended only in writing by the mutual agreement of both parties.

17. Reporting

Subrecipient will compile and submit reports of activities, expenditures, status of

cash, and closeout information by the specified dates as prescribed by the Pass-through Entity. All expenditure reports must be submitted upon the accrual basis of accounting. Failure to adhere to the reporting requirements of this agreement will result in funds not being released.

18. Records

- a. If participants are served under this subgrant agreement, the Subrecipient will establish a participant data system as prescribed by the Pass-through Entity.
- b. Subrecipient will retain all records pertinent to this subgrant agreement for a period of three years from the date of final payment of this subgrant agreement. If, at the end of three years, there is litigation or an audit involving those records, the Subrecipient will retain the records until the resolution of such litigation or audit. Refer to OMB Guidance, Subpart D, Part 200.333-200.337.
- c. The Pass-through Entity and/or the DOL, or their designee (refer to OMB Guidance, section 200.336) will have access to and right to examine, monitor and audit all records, documents, conditions and activities related to programs funded by this subgrant agreement. For purposes of this section, "access to" means that the Subrecipient shall at all times maintain within the State of California a complete set of records and documents related to programs funded by this agreement. The Subrecipient shall comply with this requirement regardless of whether it ceases to operate or maintain a presence within the State of California before the expiration of the subgrant. Subrecipient's performance under the terms and conditions herein specified will be subject to an evaluation by the Pass-through Entity of the adequacy of the services performed, timeliness of response and a general impression of the competency of the firm and its staff.

19. Subcontracting

- a. Any of the work or services specified in this subgrant agreement which will be performed by other than by the Subrecipient will be evidenced by a written agreement specifying the terms and conditions of such performance.
- b. The Subrecipient will maintain and adhere to an appropriate system, consistent with federal, state and local law, for the award and monitoring of contracts which contain acceptable standards for ensuring accountability.
- c. The system for awarding contracts will contain safeguards to ensure that the Subrecipient does not contract with any entity whose officers have been convicted of fraud or misappropriation of funds within the last two years.

20. Consultants

Fees paid to a consultant, who provides services under a program, shall be limited to \$750 per day (representing an 8 hour work day). Any fees paid in excess of this amount cannot be paid without prior approval from the Grant Officer.

21. Conflicts

- a. Subrecipient will cooperate in the resolution of any conflict with the DOL that may occur from the activities funded under this agreement.
- b. In the event of a dispute between the Pass-through Entity and the Subrecipient over any part of this subgrant agreement, the dispute may be submitted to non-binding arbitration upon the consent of both the Pass-through Entity and the Subrecipient. An election for arbitration pursuant to this provision will not preclude either party from pursuing any remedy for relief otherwise available.

22. Indemnification

- a. The following provision applies only if the Subrecipient is a governmental entity:

Pursuant to California Government Code § 895.4, each party agrees to indemnify and hold the other party harmless from all liability for damage to persons or property arising out of or resulting from acts or omissions of the indemnifying party.

b. The following provision applies only if the Subrecipient is a non-governmental entity:

The Subrecipient agrees to the extent permitted by law, to indemnify, defend and hold harmless the Pass-through Entity, its officers, agents and employees from any and all claims and losses accruing or resulting to any and all contractors, subcontractors, materials persons, laborers and any other persons, firms or corporations, furnishing or supplying work, services, materials, or supplies in connection with the performance of this agreement, and from any and all claims and losses accruing or resulting to any persons, firms or corporations which may be injured or damaged by the Subrecipient in the performance of this subgrant agreement.

23. Signatures

This subgrant agreement is of no force and effect until signed by both of the parties hereto. Subrecipient will not commence performance prior to the beginning of this subgrant agreement.

Contact information for the awarding official of the Pass-through Entity:

Name: Kimberlee Meyer
Title: Chief
Address: P.O. Box 826880, MIC 50
Sacramento, CA 94280-0001

Exhibit A

Certifications and Assurances

- a. Corporate Registration: The Subrecipient, if it is a corporation, certifies it is registered with the Secretary of the State of California.
- b. Americans with Disabilities Act (ADA): Subrecipient assures that it complies with the ADA of 1990, which prohibits discrimination on the basis of disability, as well as all applicable regulations and guidelines issued pursuant to the ADA. (42 U.S.C. § 12101 et seq.)
- c. Sectarian Activities: The Subrecipient certifies that this subgrant agreement does not provide for the advancement or aid to any religious sect, church or creed, or sectarian purpose nor does it help to support or sustain any school, college, university, hospital or other institution controlled by any religious creed, church, or sectarian denomination whatsoever, as specified by Article XVI, Section 5, of the Constitution, regarding separation of church and state.
- d. National Labor Relations Board certification Subrecipient certifies that no more than one (1) final unappealable finding of contempt of court by a Federal court has been issued against Subrecipient within the immediately preceding two-year period because of Subrecipient's failure to comply with an order of a Federal court, which orders Subrecipient to comply with an order of the National Labor Relations Board. (Pub. Contract Code § 10296) (Not applicable to public entities.)
- e. Federal Funding Accountability and Transparency Act (FFATA): By signing this subgrant agreement, Subrecipient hereby assures and certifies to comply with the provisions of FFATA, which includes requirements on executive compensation, and requirements implementing FFATA at 2 C.F.R. part 25 and 2. C.F.R. part 170.
- f. Prior Findings: Subrecipient, by signing this subgrant agreement, certifies that it has not failed to satisfy any major condition in a current or previous subgrant agreement with the DOL or the State of California and has not failed to satisfy conditions relating to the resolution of a final finding and determination, including repayment of debts.
- g. Drug Free Workplace requirement: Subrecipient will comply with the requirements of the Drug-Free Workplace Act of 1990 and will provide a drug-free workplace by taking the following actions:
 1. Publish a statement notifying employees that unlawful manufacture, distribution, dispensation, possession or use of a controlled substance is prohibited and specifying actions to be taken against employees for violations.

2. Establish a Drug-Free Awareness Program to inform employees about:
 - i. the dangers of drug abuse in the workplace;
 - ii. the person's or organization's policy of maintaining a drug-free workplace;
 - iii. any available counseling, rehabilitation and employee assistance programs; and,
 - iv. penalties that may be imposed upon employees for drug abuse violations.
3. Every employee who works on the proposed subgrant agreement will:
 - i. receive a copy of the company's drug-free workplace policy statement; and,
 - ii. agree to abide by the terms of the company's statement as a condition of employment on the subgrant agreement.
4. Failure to comply with these requirements may result in suspension of payments under this subgrant agreement or termination of the subgrant agreement or both and Subrecipient may be ineligible for award of any future subgrant agreements if the Pass-through Entity determines that any of the following has occurred: the Subrecipient has made false certification; or violated the certification by failing to carry out the requirements as noted above. (Gov. Code § 8350 et seq.)
- h. Expatriate Corporations: Subrecipient hereby declares that it is not an expatriate corporation or subsidiary of an expatriate corporation within the meaning of Public Contract Code §§ 10286 and 10286.1, and is eligible to contract with the State of California.
- i. Priority Hiring considerations: If this subgrant agreement includes services in excess of \$200,000, the Subrecipient shall give priority consideration in filling vacancies in positions funded by the subgrant agreement to qualified recipients of aid under Welfare and Institutions Code § 11200 in accordance with Pub. Contract Code § 10353.
- j. Sweatfree Code of Conduct:
 1. All Subrecipients contracting for the procurement or laundering of apparel, garments or corresponding accessories, or the procurement of equipment, materials, or supplies, other than procurement related to a public works contract, declare under penalty of perjury that no apparel, garments or corresponding accessories, equipment, materials, or supplies furnished to the state pursuant to this subgrant agreement have been laundered or produced in whole or in part by sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor or exploitation of children in sweatshop labor, or with the benefit of sweatshop labor, forced labor, convict labor, indentured labor under penal sanction, abusive forms of child labor or exploitation of children in sweatshop labor. The Subrecipient further declares under penalty of perjury that they adhere to the Sweatfree Code of Conduct as set forth on the California Department of Industrial Relations website located at www.dir.ca.gov, and Public Contract Code § 6108.
 2. The Subrecipient agrees to cooperate fully in providing reasonable access to the Subrecipient's records, documents, agents or employees, or premises if reasonably required by authorized officials of the contracting agency, the Department of Industrial Relations, or the Department of Justice to determine the contractor's compliance with the requirements under paragraph (1).
- k. Child Support Compliance: For any Agreement in excess of \$100,000, the Subrecipient acknowledges in accordance with Public Contract Code § 7110, that:
 1. The Subrecipient recognizes the importance of child and family support obligations and shall fully comply with all applicable state and federal laws relating to child and family support enforcement, including, but not limited to, disclosure of information and compliance with earnings assignment orders, as provided in Chapter 8 (commencing with § 5200) of Part 5 of Division 9 of the Family Code; and
 2. The Subrecipient, to the best of its knowledge is fully complying with the

earnings assignment orders of all employees and is providing the names of all new employees to the New Hire Registry maintained by the Pass-through Entity.

l. Air/Water Pollution violation certification: Under the State laws, the Subrecipient shall not be:

1. in violation of any order or resolution not subject to review promulgated by the State Air Resources Board or an air pollution control district;
2. subject to cease and desist order not subject to review issued pursuant to § 13301 of the Water Code for violation of waste discharge requirements or discharge prohibitions; or
3. finally determined to be in violation of provisions of federal law relating to air or water pollution.

m. Clean Air Act: Subrecipient agrees to comply with all applicable standards, orders or regulations issued pursuant to the Clean Air Act (42 U.S.C. §§ 7401-7671q) and the Federal Water Pollution Control Act as amended (33 U.S.C. §§ 1251-1387).

n. Domestic Partners: For contracts over \$100,000 executed or amended after January 1, 2007, the Subrecipient certifies that it is in compliance with Public Contract Code § 10295.3.

o. Debarment and Suspension Certification: By signing this subgrant agreement, the Subrecipient hereby certifies under penalty of perjury under the laws of the State of California that the Subrecipient will comply with regulations implementing Executive Orders 12549 and 12689, Debarment and Suspension and OMB Guidance 2 CFR Part 180, that the prospective participant (i.e., Subrecipient), to the best of its knowledge and belief, that it and its principals:

1. Are not presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from covered transactions by any federal department or agency.
2. Have not within a three-year period preceding this subgrant agreement been convicted of or had a civil judgment rendered against them for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (federal, state or local) transaction or contract under a public transaction, violation of federal or state antitrust statutes, or commission of embezzlement, theft, forgery, bribery, falsification, or destruction of records, making false statements, or receiving stolen property.
3. Are not presently indicted for or otherwise criminally or civilly charged by a government entity (federal, state or local) with commission of any of the offenses enumerated in Section 2 of this certification.
4. Have not within a three-year period preceding this subgrant agreement had one or more public transactions (federal, state or local) terminated for cause of default.

Where the Subrecipient is unable to certify to any of the statements in this certification, such prospective participant shall attach an explanation to this agreement.

p. Lobbying Restrictions: By signing this subgrant agreement, the Subrecipient hereby assures and certifies to the lobbying restrictions in 2 C.F.R. §200.450, 29 CFR Part 93 and in the Byrd Anti-Lobbying Amendment (31 U.S.C. §1352).

1. No federal appropriated funds have been paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress, in connection with this federal contract, grant, loan, or cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any federal contract, grant, loan, or cooperative agreement.
2. If any funds other than federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, and officer or employee of Congress, or an employee of a Member of Congress, in connection with this subgrant agreement, the

undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying" in accordance with its instructions.

3. The undersigned shall require that the language of the lobbying restrictions be included in the award documents for subgrant agreement transactions over \$100,000 (per OMB) at all tiers (including subgrant agreements, contracts and subcontracts, under grants, loan, or cooperative agreements), and that all subrecipients shall certify and disclose accordingly.
4. This certification is a material representation of fact upon which reliance is placed when this transaction is executed. Submission of the Lobbying Certification is a prerequisite for making or entering into this transaction imposed by Section 1352, Title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each failure.

q. Nondiscrimination Clause:

1. As a condition to the award of financial assistance from the Department of Labor under Title I of WIOA, the Subrecipient assures that it has the ability to comply with the nondiscrimination and equal opportunity provisions of the following laws and will remain in compliance for the duration of the award of federal financial assistance:
 - i. Section 188 of the Workforce Innovation and Opportunity Act (WIOA), which prohibits discrimination against all individuals in the United States on the basis of race, color, religion, sex (including pregnancy, childbirth, and related medical conditions, transgender status and gender identity), national origin (limited English proficiency), age, disability, political affiliation or belief, and against beneficiaries on the basis of either citizenship status or participation in any WIOA Title I-financially assisted program or activity;
 - ii. Title VI of the Civil Rights Act of 1964, as amended, which prohibits discrimination on the bases of race, color and national origin;
 - iii. Section 504 of the Rehabilitation Act of 1973, as amended, which prohibits discrimination against qualified individuals with disabilities;
 - iv. The Age Discrimination Act of 1975, as amended, which prohibits discrimination on the basis of age; and
 - v. Title IX of the Education Amendments of 1972, as amended, which prohibits discrimination on the basis of sex in educational programs.

The Subrecipient also assures that, as a recipient of WIOA Title I financial assistance, it will comply with 29 CFR part 38 and all other regulations implementing the laws listed above. This assurance applies to the Subrecipient's operation of the WIOA Title I-financially assisted program or activity, and to all agreements the Subrecipient makes to carry out the WIOA Title I-financially assisted program or activity. The Subrecipient understands that the United States has the right to seek judicial enforcement of this assurance.

- r. Avoidance of Conflict of Economic Interest: An executive or employee of the Subrecipient, an elected official in the area or a member of the Local Board, will not solicit or accept money or any other consideration from a third person, for the performance of an act reimbursed in whole or part by the Subrecipient or Pass-through Entity. Supplies, materials, equipment or services purchased with subgrant agreement funds will be used solely for purposes allowed under this subgrant agreement. No member of the Local Board will cast a vote on the provision of services by that member (or any organization, which that member represents) or vote on any matter which would provide direct financial benefit to that member (or immediate family of the member) or any business or organization which the member directly represents.

Exhibit B

Intellectual Property Provisions

Federal Funding

Pursuant to 2 CFR 200.315, in any subgrant funded in whole or in part by the federal government, Pass-through Entity acquires the title to intangible property, as defined in 2 CFR 200.59 as including Intellectual Property, which results directly or indirectly from the subgrant. The federal government shall have a royalty-free, non-exclusive and irrevocable right to reproduce, publish, or otherwise use the Intellectual Property for Federal purposes, and to authorize others to do so. Additionally, pursuant to 2 CFR 2900.13, Intellectual Property developed under this subgrant will be licensed under a Creative Commons Attribution license, which allows subsequent users to copy, distribute, transmit and adapt the copyrighted work and requires such users to attribute the work in the manner specified by the Pass-through Entity.

Exhibit C

Confidentiality Requirements

The State of California and the Subrecipient will exchange various kinds of information pursuant to this subgrant agreement. That information will include data, applications, program files, and databases. These data and information are confidential when they define an individual or an employing unit or when the disclosure is restricted or prohibited by any provision of law. Confidential information requires special precautions to protect it from unauthorized use, access, disclosure, modification, and destruction. The sources of information may include, but are not limited to, the EDD, the California Department of Social Services, the California Department of Education, the California Department of Corrections and Rehabilitation, the County Welfare Department(s), the County IV-D Directors Office of Child Support, the Office of the District Attorney, the California Department of Mental Health, the California Office of Community Colleges and the Department of Alcohol and Drug Programs.

The Pass-through Entity and Subrecipient agree that:

- a. Each party shall keep all information that is exchanged between them in the strictest confidence and make such information available to their own employees only on a "need-to-know" basis.
- b. Each party shall provide security sufficient to ensure protection of confidential information from improper use and disclosures, including sufficient administrative, physical, and technical safeguards to protect this information from reasonable unanticipated threats to the security or confidentiality of the information.
- c. The Subrecipient agrees that information obtained under this subgrant agreement will not be reproduced, published, sold or released in original or in any other form for any purpose other than those specifically identified in this agreement.
 1. Aggregate Summaries: All reports and/or publications developed by the Subrecipient based on data obtained under this agreement shall contain confidential data in aggregated or statistical summary form only. "Aggregated" refers to a data output that does not allow identification of an individual or employer unit.
 2. Publication: Prior to publication, Subrecipient shall carefully analyze aggregated data outputs to ensure the identity of individuals and/or employer units cannot be inferred pursuant to California Unemployment Insurance Code Section 1094(c). Personal identifiers must be removed. Geographic identifiers should be specified only in large areas and as needed, and variables should be recorded in order to protect confidentiality.
 3. Minimum Data Cell Size: The minimum data cell size or derivation thereof shall be three participants for any data table released to outside parties or to the public.

- d. Each party agrees that no disaggregate data, identifying individuals or employers, shall be released to outside parties or the public.
- e. The Subrecipient shall notify Pass-through Entity's Information Security Office of any actual or attempted information security incidents, within 24 hours of initial detection, by telephone at (916) 654-6231. Information security incidents include, but are not limited to, any event (intentional or unintentional), that causes the loss, damage, or destruction, or unauthorized access, use, modification, or disclosure of information assets.

The Subrecipient shall cooperate with the Pass-through Entity in any investigation of security incidents. The system or device affected by an information security incident and containing confidential data obtained in the administration of this program shall be immediately removed from operation upon confidential data exposure or a known security breach. It shall remain removed from operation until correction and mitigation measures are applied. If the Subrecipient learns of a breach in the security of the system which contains confidential data obtained under this Subgrant, then the Subrecipient must provide notification to individuals pursuant to California Civil Code Section 1798.82.

The Subrecipient shall be responsible for all costs incurred by the Pass-through Entity due to a security incident resulting from the Subrecipient's failure to perform or negligent acts of its personnel, and resulting in an unauthorized disclosure, release, access, review, or destruction; or loss, theft or misuse of an information asset. If the Subrecipient experiences a loss or breach of data, the Subrecipient shall immediately report the loss or breach to the Pass-through Entity. If the Pass-through Entity determines that notice to the individuals whose data has been lost or breached is appropriate, the Subrecipient will bear any and all costs associated with the notice or any mitigation selected by the Pass-through Entity. These costs include, but are not limited to, staff time, material costs, postage, media announcements, and other identifiable costs associated with the breach or loss of data.

- f. The Subrecipient shall provide for the management and control of physical access to information assets (including personal computer systems, computer terminals, mobile computing devices, and various electronic storage media) used in performance of this Subgrant. This shall include, but is not limited to, security measures to physically protect data, systems, and workstations from unauthorized access and malicious activity; the prevention, detection, and suppression of fires; and the prevention, detection, and minimization of water damage.
- g. At no time will confidential data obtained pursuant to this agreement be placed on a mobile computing device, or on any form of removable electronic storage media of any kind unless the data are fully encrypted.
- h. Each party shall provide its employees with access to confidential information with written instructions fully disclosing and explaining the penalties for unauthorized use or disclosure of confidential information found in Section 1798.55 of the California Civil Code, Section 502 of the California Penal Code, Section 2111 of the California Unemployment Insurance Code, Section 10850 of the California Welfare and Institutions Code and other applicable local, state and federal laws.
- i. Each party shall (where it is appropriate) store and process information in electronic format, in such a way that unauthorized persons cannot reasonably retrieve the information by means of a computer.
- j. All Subrecipient staff and subcontractors that are provided access to any data systems of the Pass-through Entity, excluding CalJOBS, are required to complete and sign an Employee Confidentiality Statement (DE 7410).
- k. Each party shall promptly return to the other party confidential information when its use ends, or destroy the confidential information utilizing an approved method of destroying confidential information: shredding, burning, or certified or witnessed destruction. Magnetic media are to be degaussed or returned to the other party.
- l. If the Pass-through Entity or Subrecipient enters into an agreement with a third party to provide WIOA services, the Pass-through Entity or Subrecipient agrees to include these data and security and confidentiality requirements in the agreement with that third party. In no event shall said information be disclosed to any

individual outside of that third party's authorized staff, subcontractor(s), service providers, or employees.

m. The Subrecipient may, in its operation of the America's Job Center of California (AJCC), permit an AJCC Operator to enter into a subcontract to manage confidential information. This subcontract may allow an individual to register for resume distribution services at the same time the individual enrolls in CalJOBS. Subrecipient shall ensure that all such subcontracts comply with the intellectual property requirements of this subgrant agreement, the confidentiality requirements of this subgrant agreement and any other terms of this subgrant agreement that may be applicable. In addition, the following requirements must be included in the subcontracts:

1. All client information submitted over the internet to the subcontractor's databases must be protected, at a minimum, by 128-bit Secure Socket Layer (SSL) encryption. Clients' social security numbers must be stored in a separate database within the subcontractor's network of servers, and protected by a firewall and a secondary database server firewall or AES data encryption. If a subcontractor receives client social security numbers or other confidential information in the course of business, for example a resume-distribution service that provides enrollment in CalJOBS, social security numbers must be destroyed within two days after the client registers for CalJOBS. If a subcontractor obtains confidential information as an agent of the Subrecipient, the subcontract must specifically state the purpose for the data collection and the term of records retention must be stated, and directly related, to the purpose and use of the information. Social security numbers and other client specific information shall not be retained for more than three years after a client completes services.
2. Client information (personal information that identifies a client such as name and social security number) and/or demographic information of a client (such as wage history, address, and previous employment) shall not be used as a basis for commercial solicitation during the time the client or agency is using the subcontractor's services. Client information and/or demographic information shall not be used for any purposes other than those specific program purposes set forth in the subcontract.
3. An AJCC client must still be given the option to use the AJCC's services, including CalJOBS, even if he or she chooses not to use any services of the subcontractor. This option shall be prominently, clearly and immediately communicated to the client upon registration within the AJCC or for CalJOBS, the subcontractor's resume-distribution services, or any other services subcontractor offers to the client or the AJCC Operator.
4. The subcontractor must clearly disclose all of its potential and intended uses of the client's personal and/or demographic information for the services the client seeks and for any other services the subcontractor offers. The subcontractor shall not use a client's personal and/or demographic information without the client's prior permission. A link to the subcontractor's Privacy Policy shall appear prominently on the registration screens that list the potential and intended uses of the client's personal and/or demographic information.
5. When the Pass-through Entity modifies State automated systems such as the State CalJOBS System, it shall provide reasonable notice of such changes to the Subrecipient. The Subrecipient shall be responsible to communicate such changes to the AJCC Operator(s) in the local area.

n. Each party shall designate an employee who shall be responsible for overall security and confidentiality of its data and information systems and each party shall notify the other of any changes in that designation. As of this date, the following are those individuals:

FOR THE PASS-THROUGH ENTITY:

Name: Nicole Laktash
Title: Section Manager
Address: P.O. Box 826880, MIC 50
Sacramento, CA 94280-0001
Telephone: (916) 654-6804
Fax: (916) 654-9586

FOR THE SUBRECIPIENT:

Name: Peggy Murphy
Title: Economic Development Coordinator
Telephone: 707-476-4808
Fax: 707-445-7219



Humboldt County Workforce Development Board

Quarterly Report

Program Year 2021-2022

4th Quarter

Prepared By Humboldt County Economic Development Division

and Humboldt Workforce Coalition

August 15, 2022



WIOA GRANT STATUS

PERFORMANCE DASHBOARD

PROGRAM YEAR 2021 4TH QUARTER

As of AUGUST 12, 2022

APR 1, 2022 - JUN 30, 2022

PROGRAM/GRANT	TERM	PROVIDER	TOTAL AWARD	ACTUAL EXPENDITURES	PERCENTAGE EXPENDED
Dislocated Worker	10/1/20 - 6/30/22	HWC/SMART	\$239,159.00	\$ 159,062.00	67%
Dislocated Worker	7/1/21 - 6/30/23	HWC	\$255,859.00	\$ 66,795.00	26%
Rapid Response	7/1/20- 6/30/22	HWC/SMART	\$94,834.00	\$ 93,767.00	99%
Rapid Response	7/1/21 - 6/30/23	HWC	\$102,338.00	\$ 2,269.00	2%
Layoff/Aversion	7/1/20- 6/30/22	HWC/SMART	\$22,511.00	\$ 22,511.00	100%
Layoff/Aversion	7/1/21 6/30/23	HWC	\$30,581.00	\$ 3,107.00	10%
Adult	10/1/20 - 6/30/22	HWC/SMART	\$268,048.00	\$ 215,790.00	81%
Adult	7/1/21 - 6/30/23	HWC	\$261,222.00	\$ 29,262.00	11%
Youth	4/1/20 - 6/30/22	HWC/SMART	\$311,324.00	\$ 311,324.00	100%
Youth	10/1/21 - 6/30/23	HWC	\$305,680.00	\$ 5,848.23	2%
Slingshot 3.0 RPI	4/1/20 - 6/30/22	HCOE	\$259,834.00	\$ 259,834.00	100%
COVID-19 Temp Jobs	4/1/20 - 6/30/22	SMART	\$110,170.00	\$ 110,170.00	100%
Slingshot 4.0 RPI	4/1/21 - 9/30/22	HWC	\$342,235.00	\$ 100,915.00	29%

Progress towards exhausting grant

On track to exhaust grant
Some risk
At Risk



COMPLIANCE MONITORING

PERFORMANCE DASHBOARD

PROGRAM YEAR 2021 4TH QUARTER

APR 1, 2022 - JUN 30, 2022

PROGRAM/GRANT	PROVIDER	TERM	SUMMARY
Adult	SMART	10/1/20 - 6/30/21	Monitoring Complete - Satisfactory
Dislocated Worker	SMART	10/1/20 - 6/30/21	Monitoring Complete - Satisfactory
Slingshot 3.0 RPI	HCOE	4/1/20 - 3/31/22	Monitoring Complete - Needs Improvement
Adult	Cal Poly Humboldt	7/1/21 - 6/30/22	Monitoring Complete - Satisfactory
Dislocated Worker	Cal Poly Humboldt	7/1/21 - 6/30/22	Monitoring Complete - Satisfactory
Youth	MFRC	7/1/21 - 6/30/22	In progress
Youth	Dream Quest	7/1/21 - 6/30/22	In progress
Youth	Mattole	7/1/21 - 6/30/22	In progress

Satisfactory

Contract implementation is functioning in compliance with all elements of the contract, no High-Risk Findings.

Needs Improvement

Contract implementation is in general compliance with applicable requirements, but may have programmatic or financial deficiencies that need correction. There is a low level of risk of disallowed cost and/or potential for not achieving contracted performance outcomes should corrective action not be taken.

Unsatisfactory

Contract implementation is substantially out of compliance or has significant or High-Risk Findings. There is a high level of risk for potential of disallowed costs if corrective action is not taken.



WIOA CASES/ENROLLEES BY PROGRAM

PERFORMANCE DASHBOARD

PROGRAM YEAR 2021 4TH QUARTER

APR 1, 2022 - June 31, 2022

PROGRAM/GRANT	Provider	Cases	Enrollees
QUARTER 1 / JUL 1 - SEPT 30, 2021			
Adults	HWC	27	13
Dislocated Worker	HWC	4	3
NDWG	HWC	2	0
Youth	HWC	3	1
Youth	Dream Quest	16	2
Youth	MFRC	7	0
Youth	Mattole	1	1
Non-WIOA Special Grant	DHHS-ETD	1	0
TOTAL		61	20
QUARTER 2 / OCT 1 - DEC 31, 2021			
Adults	HWC	17	1
Dislocated Worker	HWC	3	1
NDWG	HWC	2	0
Youth	HWC	4	1
Youth	HCOE	0	1
Youth	Dream Quest	16	2
Youth	MFRC	4	0
Youth	Mattole	5	4
TOTAL		51	10
QUARTER 3 / JAN 1 - MAR 31, 2022			
Adults	HWC	23	11
Dislocated Worker	HWC	4	0
Youth	HWC	1	1
Youth	Dream Quest	16	1
Youth	MFRC	3	1
Youth	Mattole	6	1
TOTAL		53	15
QUARTER 4 / APR 1 - JUN 30, 2022			
Adults	HWC	23	8
Dislocated Worker	HWC	4	1
Youth	HWC	1	0
Youth	Dream Quest	18	2
Youth	MFRC	4	3
Youth	Mattole	5	0
TOTAL		55	14

Periods of Performance Reporting Cohorts

Each color (blue, orange, green and gold) represents the program year the different cohorts of individuals are reported, and each shade of those colors represents the quarter those cohorts are reported. All of the boxes with the same color/shade represent cohorts that are reported in the reporting period with the corresponding color/shade.

	PY 2017 WIOA Annual Report ETA-9169 Due October 2019				PY 2018 WIOA Annual Report ETA-9169 Due October 2020				PY 2019 WIOA Annual Report ETA-9169 Due October 2021				PY 2020 WIOA Annual Report ETA-9169 Due October 2022				Annual Report Periods
WIOA Performance Indicators	Jul - Sep 2018	Oct - Dec 2018	Jan - Mar 2019	Apr - Jun 2019	Jul - Sep 2019	Oct - Dec 2019	Jan - Mar 2020	Apr - Jun 2020	Jul - Sep 2020	Oct - Dec 2020	Jan - Mar 2021	Apr - Jun 2021	Jul - Sep 2021	Oct - Dec 2021	Jan - Mar 2022	Apr - Jun 2022	Quarterly Report Periods

Based on individuals served in the same Quarter/Program Year of the Report

Measurable Skill Gains																
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Based on individuals exiting in Quarters/PY prior to reporting period, lagged to account for data availability and outcome timeframes

Employment Rate 2nd Qtr after Exit													The outcomes for these exiters' reported in PY 22 reports			
Median Earnings 2nd Qtr after Exit																
Employment Rate 4th Qtr after Exit													The outcomes for these exiters' reported in PY 22 reports			
Credential Attainment Rate																
Effectiveness in Serving Employers																

WIOA Performance Indicators	Definition
Measurable Skill Gains	Percentage of participants who, during a program year, are in an education or training program that leads to a recognized
Employment Rate 2nd Quarter after Exit	Percentage of program participants who are in unsubsidized employment during the second quarter after exit from the program.
Median Earnings 2nd Quarter after Exit	Total quarterly earnings, for all participants employed in the second quarter after exit, are collected by either direct wage record
Employment Rate 4th Quarter after Exit	Percentage of program participants who are in unsubsidized employment during the fourth quarter after exit from the program.
Credential Attainment Rate	Percentage of those participants enrolled in an education or training program (excluding those in OJT and customized training) who
Effectiveness in Serving Employers	<u>Employer Retention</u> : Percentage of participants with wage records who exit and were employed by the same employer in the second



HUMBOLDT WDB PERFORMANCE OUTCOMES

ADULT

PERFORMANCE DASHBOARD

PROGRAM YEAR 2021 4TH QUARTER

APR 1, 2022 - JUN 30, 2022

Service	Total Participants Served Cohort Period: 04-01-22 - 06-30-2022		Total Participants Exited Cohort Period: 01-01-22 - 03-31-2022	
Career Services	23		8	
Training Services	13		4	
Percent training-related employment		Percent enrolled in more than one core program		
0.00%		52.17%		
	Employment Rate (Q2) Cohort Period: 04-01-2021 - 06-30-2021		Employment Rate (Q4) Cohort Period: 10-01-2020 - 12-31-2020	
	Num/ Den	Rate	Num/ Den	Rate
Negotiated Target		79.90%		64.00%
Actual	24	72.73%	8	61.54%
	33		13	
	Median Earnings Cohort Period: 04-01-2021 - 06-30-2021			
	Earnings			
Negotiated Target	\$6,500			
Actual	\$9,994.96			
	Credential Rate Cohort Period: 10-01-2020 - 12-31-2020		Measurable Skill Gains Cohort Period: 04-01-2022 - 06-30-2022	
	Num/ Den	Rate	Num/ Den	Rate
Negotiated Target	6	70%	6	75%
Actual	6	100.00%	11	54.55%



HUMBOLDT WDB PERFORMANCE OUTCOMES

DISLOCATED WORKER

PERFORMANCE DASHBOARD

PROGRAM YEAR 2021 4TH QUARTER

APR 1, 2022 - JUN 31, 2022

Service	Total Participants Served Cohort Period: 04-01-22 - 06-30-2022		Total Participants Exited Cohort Period: 01-01-22 - 03-31-2022	
Career Services	4		1	
Training Services	3		0	
Percent training-related employment		Percent enrolled in more than one core program		
0.00%		50.00%		
	Employment Rate (Q2) Cohort Period: 04-01-2021 - 06-30-2021		Employment Rate (Q4) Cohort Period: 10-01-2020 - 12-31-2020	
	Num/ Den	Rate	Num/ Den	Rate
Negotiated Target		89.10%		66.00%
Actual	13	86.67%	3	60.00%
	15		5	
	Median Earnings Cohort Period: 04-01-2021 - 06-30-2021			
	Earnings			
Negotiated Target	\$8,070.00			
Actual	\$10,174.50			
	Credential Rate Cohort Period: 10-01-2020 - 12-31-2020		Measurable Skill Gains Cohort Period: 04-01-2022 - 06-30-2022	
	Num/ Den	Rate	Num/ Den	Rate
Negotiated Target	3	60.00%	1	77.00%
Actual	3	100.00%	2	50.00%



HUMBOLDT WDB PERFORMANCE OUTCOMES

YOUTH

PERFORMANCE DASHBOARD

PY 2021 4TH QUARTER

APR 1, 2022 - JUN 30, 2022

Service	Total Participants Served Cohort Period: 04-01-22 - 06-30-2022		Total Participants Exited Cohort Period: 01-01-22 - 03-31-2022	
Career Services	28		3	
Training Services	3		1	
Percent training-related employment		Percent enrolled in more than one core program		
0.00%		3.57%		
	Employment Rate (Q2) Cohort Period: 04-01-2021 - 06-30-2021		Employment Rate (Q4) Cohort Period: 10-01-2020 - 12-31-2020	
	Num/ Den	Rate	Num/ Den	Rate
Negotiated Target		65.40%		65.00%
Actual	8	24.24%	1	33.33%
	33		3	
	Median Earnings Cohort Period: 04-01-2021 - 06-30-2021			
	Earnings			
Negotiated Target	\$3,400.00			
Actual	\$3,569.14			
	Credential Rate Cohort Period: 10-01-2020 - 12-31-2020		Measurable Skill Gains Cohort Period: 04-01-2022 - 06-30-2022	
	Num/ Den	Rate	Num/ Den	Rate
Negotiated Target	0	60.00%	4	50.00%
Actual	2	0.00%	15	26.67%



HUMBOLDT WDB PERFORMANCE OUTCOMES

NATIONAL DISLOCATED WORKER

PERFORMANCE DASHBOARD

PY 2021 4TH QUARTER

MAY 2022

APR1, 2022 - JUN 30, 2022

	Total Participants Served Cohort Period: 01-01-22 - 03-31-2022		Total Participants Exited Cohort Period: 10-01-21 - 12-31-2021	
Service				
Career Services	0		2	
Training Services	0		1	
Percent training-related employment		Percent enrolled in more than one core program		
0.00%		0.00%		
	Employment Rate (Q2) Cohort Period: 04-01-2021 - 06-30-2021		Employment Rate (Q4) Cohort Period: 10-01-2020 - 12-31-2020	
	Num/ Den	Rate	Num/ Den	Rate
Negotiated Target		0.00%		0.00%
Actual	20	74.07%	1	33.33%
	27		3	
	Median Earnings Cohort Period: 04-01-2021 - 06-30-2021			
	Earnings			
Negotiated Target	\$0.00			
Actual	\$7,798.06			
	Credential Rate Cohort Period: 10-01-2020 - 12-31-2020		Measurable Skill Gains Cohort Period: 04-01-2022 - 06-30-2022	
	Num/ Den	Rate	Num/ Den	Rate
Negotiated Target	3	0.00%	0	0.00%
Actual	3	100.00%	0	0.00%

**Occupational Wage Analysis and Annual Budget Estimate
North Coast Regional Planning Unit (Humboldt County)**

Prepared for
The Humboldt Workforce Coalition
June 2022

Overview

The first section of this report provides Occupational Employment and Wage Statistics (OEWS) data for the North Coast Regional Planning Unit (NCRPU). The NCRPU consists of Humboldt County, California as a stand-alone regional planning unit. The NCRPU's available first quarter 2019 OEWS data included 299 published occupations. The number of occupations available for publication in this region was strongly affected by the region's characteristics. According to the U.S. Census Bureau, the area's total population in 2020 was 136,463 persons, while the average annual total, all industries employment was 47,114 jobs in 2020. As a result of the small population and modest employment levels, the occupations presented in this report do not represent a comprehensive view of all occupations in the NCRPU. Because some occupations were present in the region in very small numbers or concentrated with a small number of employers, they were suppressed by confidentiality issues and not available for publication.

Nevertheless, the occupations available for this report represent the best information available within the confidentiality limitations imposed by the region's labor force characteristics at this geographic level.

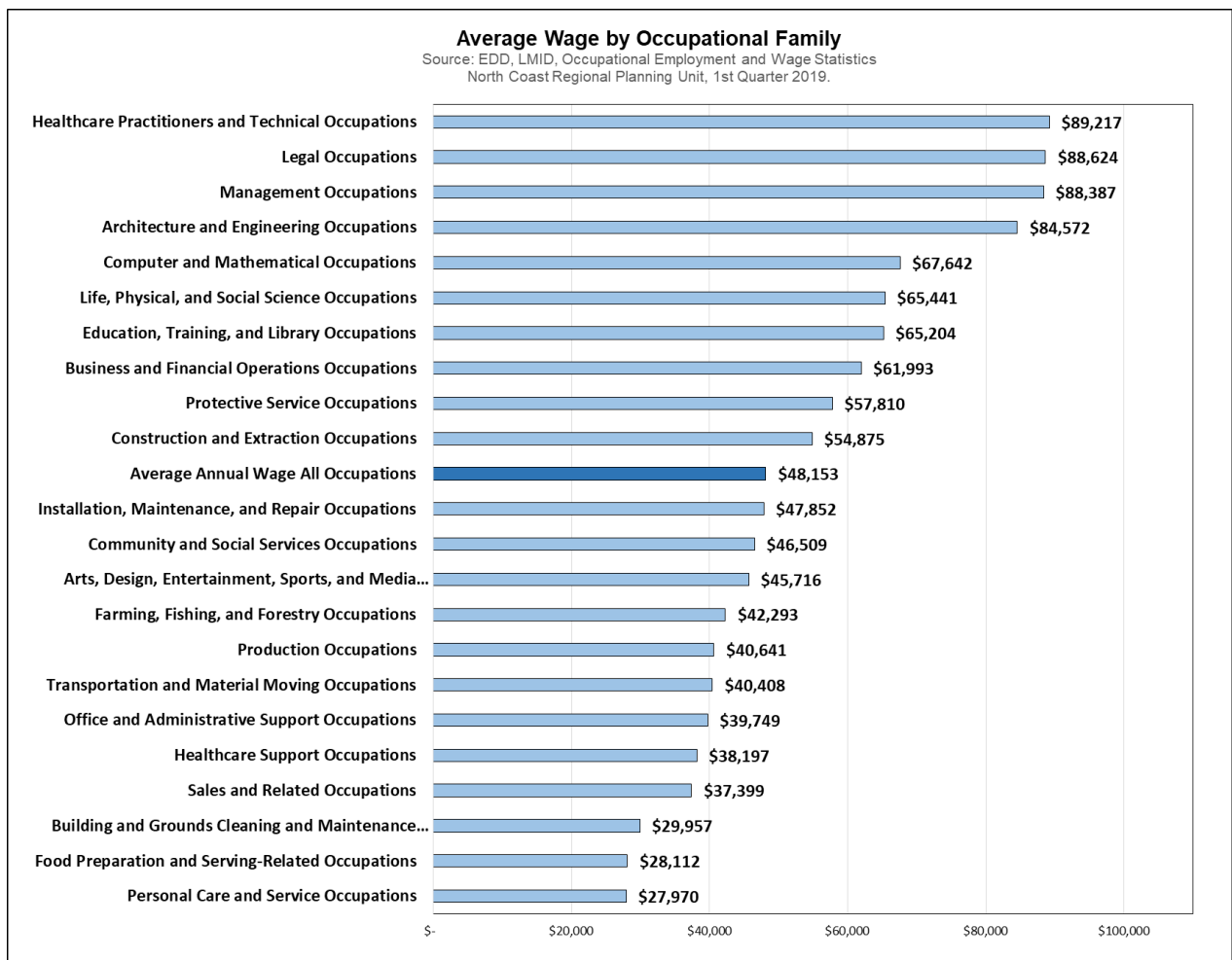
The second section of this report offers an estimate for the annual budget required for one person with no children to live in Humboldt County, California. This section also offers a comparison of Humboldt County's estimated annual budget with the estimated annual budgets for seven other California counties with similar economic and demographic characteristics. The source for the annual budget estimates was the Economic Policy Institute's Family Budget Calculator. The budget calculator assesses community-specific costs for up to 10 family types and provides an estimation of monthly and annual budgets.

The California Employment Development Department (EDD), Labor Market Information Division, does not produce annual budget estimates. The data in this section of the report was drawn from the Economic Policy Institute's Family Budget Calculator estimates as a courtesy in response to the customer request. The EDD cannot validate or guarantee the accuracy of the annual budget estimates presented herein. For further information, a link to the Economic Policy Institute's website and the Family Budget Calculator's full methodology can be found in the data notes at the end of this report.

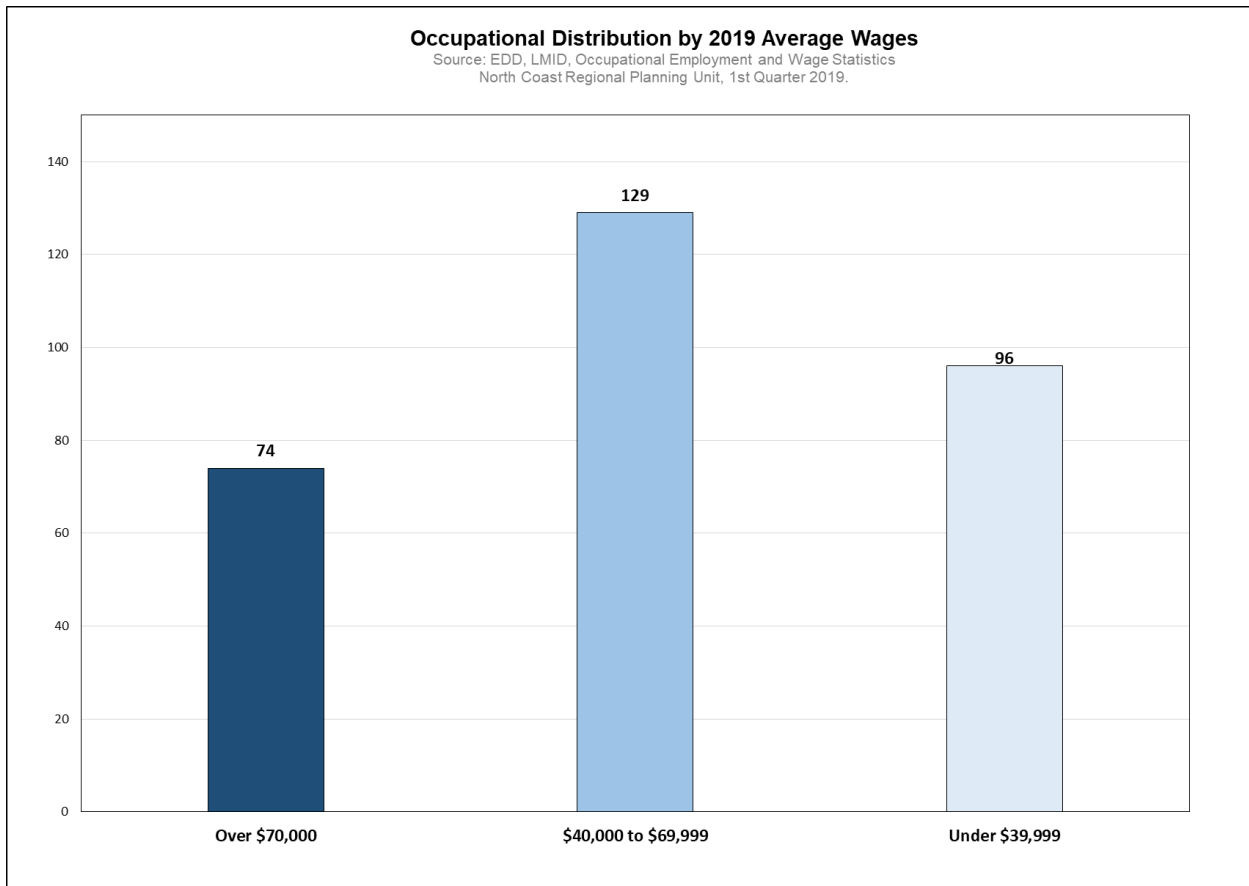
Occupational Wage Analysis

In 2019, the NCRPU's average annual wage for all occupations in the region combined was \$48,153. Out of the 22 occupational families found in the Standard Occupational Classification (SOC) coding system, in this region 45 percent of the occupational families provided an average annual wage that was above \$48,153. The remaining 55 percent of the occupational families' annual average wages fell below the

NCRPU’s average combined wage for all occupations. The occupational family with the highest average annual wage was Healthcare Practitioners and Technical Occupations at \$89,217, followed by Legal Occupations at \$88,624 annually. Management Occupations ranked third at \$88,387 and Architecture and Engineering Occupations were in fourth place at \$84,572. Conversely, three occupational families saw the lowest combined average annual wages and additionally were all significantly under the regional average annual wage. Personal Care and Services Occupations had the region’s lowest combined average annual wage at \$27,970 in 2019, which was 41.9 percent lower than the regional average annual wage. Food Preparation and Serving-Related Occupations had the second lowest combined average annual wage at \$28,112, which was 41.6 percent lower than the regional average annual wage. The occupational family with the third lowest combined average annual wage was Building and Grounds Cleaning and Maintenance Occupations with an average annual wage of \$29,957, which was 37.8 percent lower than the regional average annual wage.



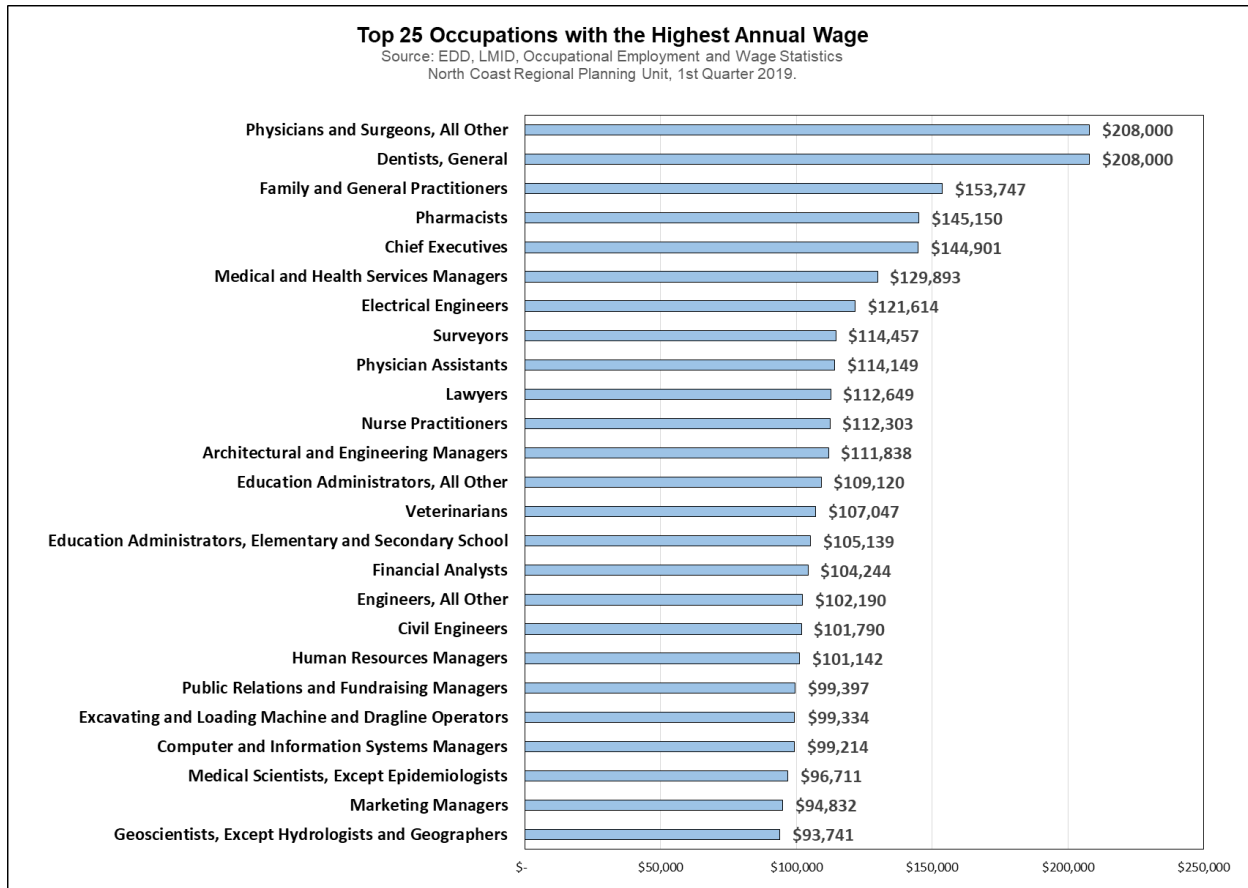
In order to understand the general occupational distribution of the region’s wage structure, the chart below shows a breakout according to three categories: occupations with average earnings greater than \$70,000 per year; occupations that earned between \$40,000 and \$69,999 per year; and occupations that earned an average of \$39,999 or less per year. In 2019 in the NCRPU, 74 occupations paid an average annual wage greater than \$70,000, accounting for 24.7 percent of the region’s published occupations. Next, 129 occupations paid an average annual wage between \$40,000 and \$69,999, making up 43.1 percent of the region’s 299 occupations. Last, 96 published occupations earning \$39,999 or less, making up 32.1 percent of the region’s occupations.



Top 25 Occupations with the Highest Average Annual Wage

Looking at the 25 occupations that earned the highest average annual wage in the NCRPU, several common characteristics emerge. First, the top earning occupations in the NCRPU belong to just four out of the 22 occupational families: Architecture and Engineering; Health Care Practitioners and Technical; Life, Physical, and Social Sciences; and Management. Many of these top 25 occupations, such as Financial Analysts, Human Resources Managers, and Computer and Information Systems Managers, are

in demand across diverse industries in the regional planning unit. Other occupations, such as Family and General Practitioners and Civil Engineers, were typically concentrated in specific industries such as Health Care and Social Assistance or Professional and Business Services. The top 25 highest paid occupations had an average annual wage ranging from Dentists, General and Physicians and Surgeons, All Other at over \$208,000, to Geoscientists, Except Hydrologists and Geographers, which earned an average annual wage of \$93,741.



Another common factor was that most of the top 25 highest paid occupations required a bachelor’s degree for entry into the occupation. The final common characteristic was that many of these occupations were in high demand at the local, regional, state, and national levels and were often found in the top tiers of earnings in the state’s other regional planning units.

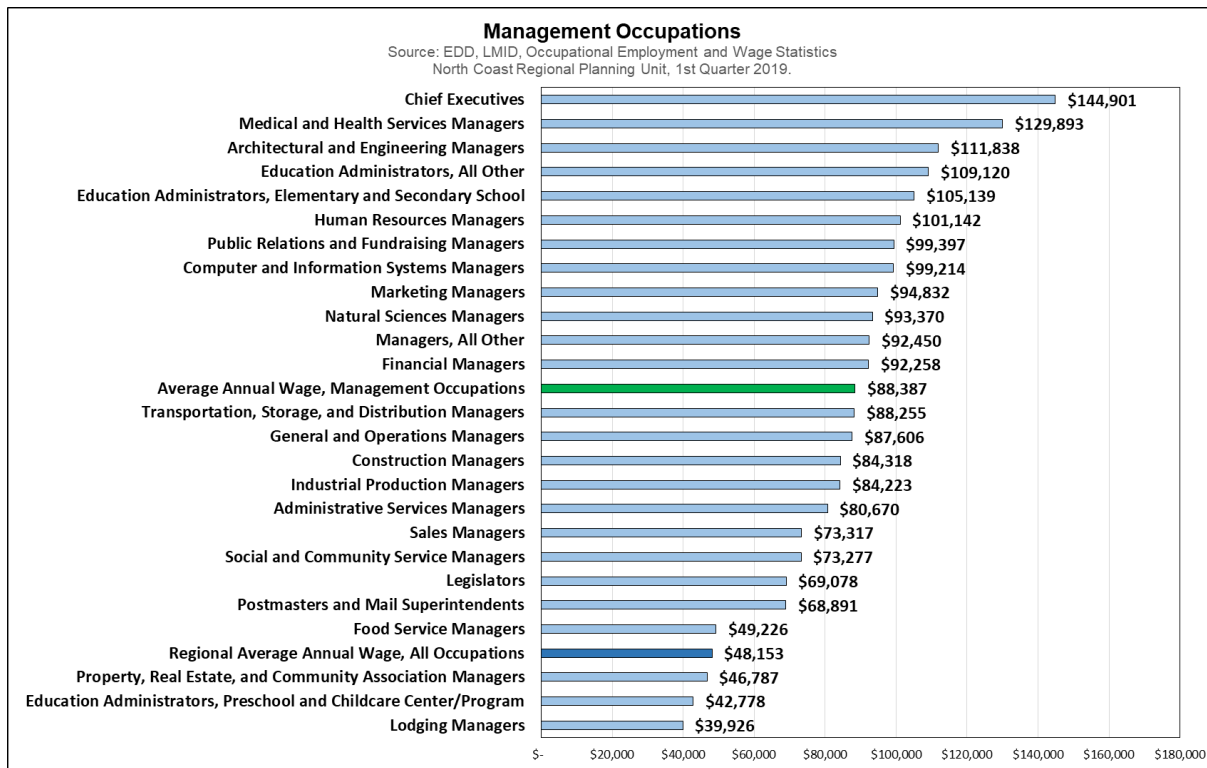
Average Annual Wage Analysis by Occupational Family

The following analysis provides a short overview of the highlights of each occupational family. Each series ranks the average annual wages in each occupational family from highest wage to lowest wage. All available occupations for each occupational family in the regional planning unit are present, but due

to the small employment levels in many occupations, each list is not a comprehensive accounting of all occupations in the occupational family. However, the average annual wage for each occupational family is listed. The annual average wage for each occupational family was calculated using all occupations present in the region, including unpublished occupations suppressed by confidentiality. The only occupational family not represented in the following series of charts is Legal Occupations. This is due to the fact that the only published occupation in the region was Lawyers, who earned an average annual wage of \$112,649.

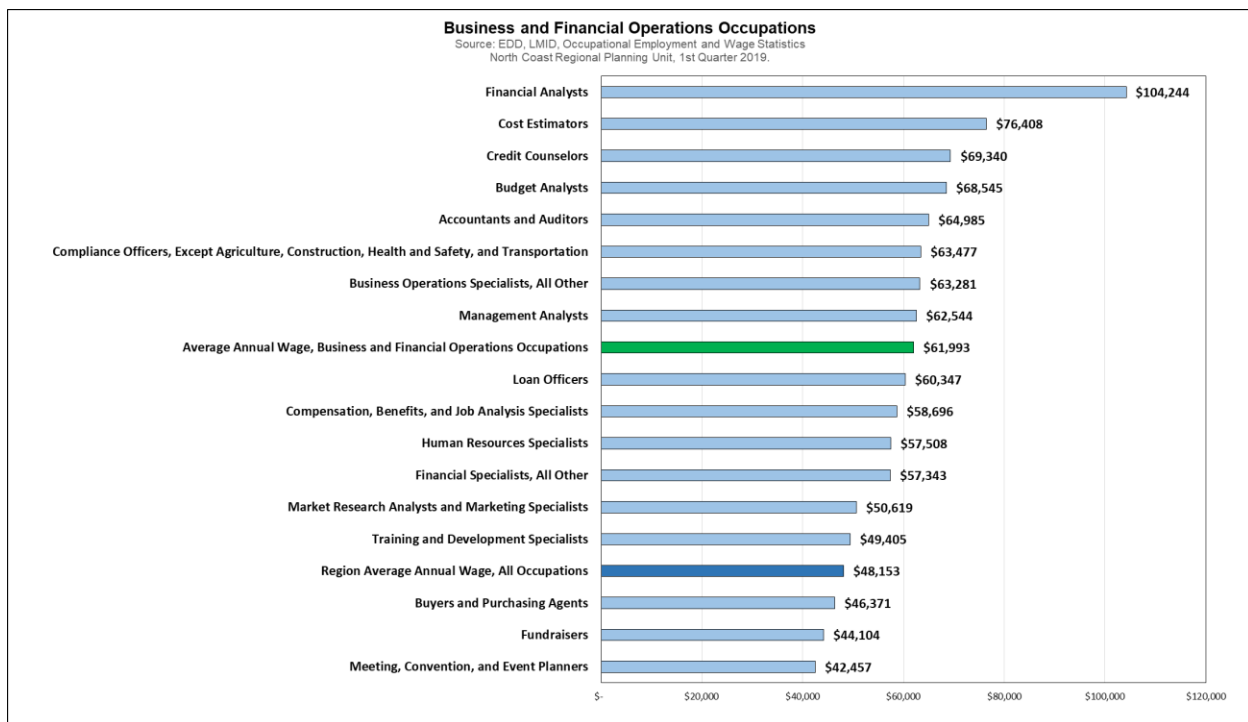
Management Occupations

Management Occupations were among some of the highest earning occupations in the region with an average annual wage of \$88,387. Out of the occupational family's 25 total published occupations, 88 percent paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Chief Executives at \$144,901, which was well above the regional average wage. The occupation with the lowest average annual wage was Lodging Managers at \$39,926, which was 17.1 percent lower than the regional average wage. However, the top 75th percentile of workers in this occupation earned an average annual wage of \$56,170, which was 16.6 percent higher than the regional annual average wage.



Business and Financial Operations Occupations

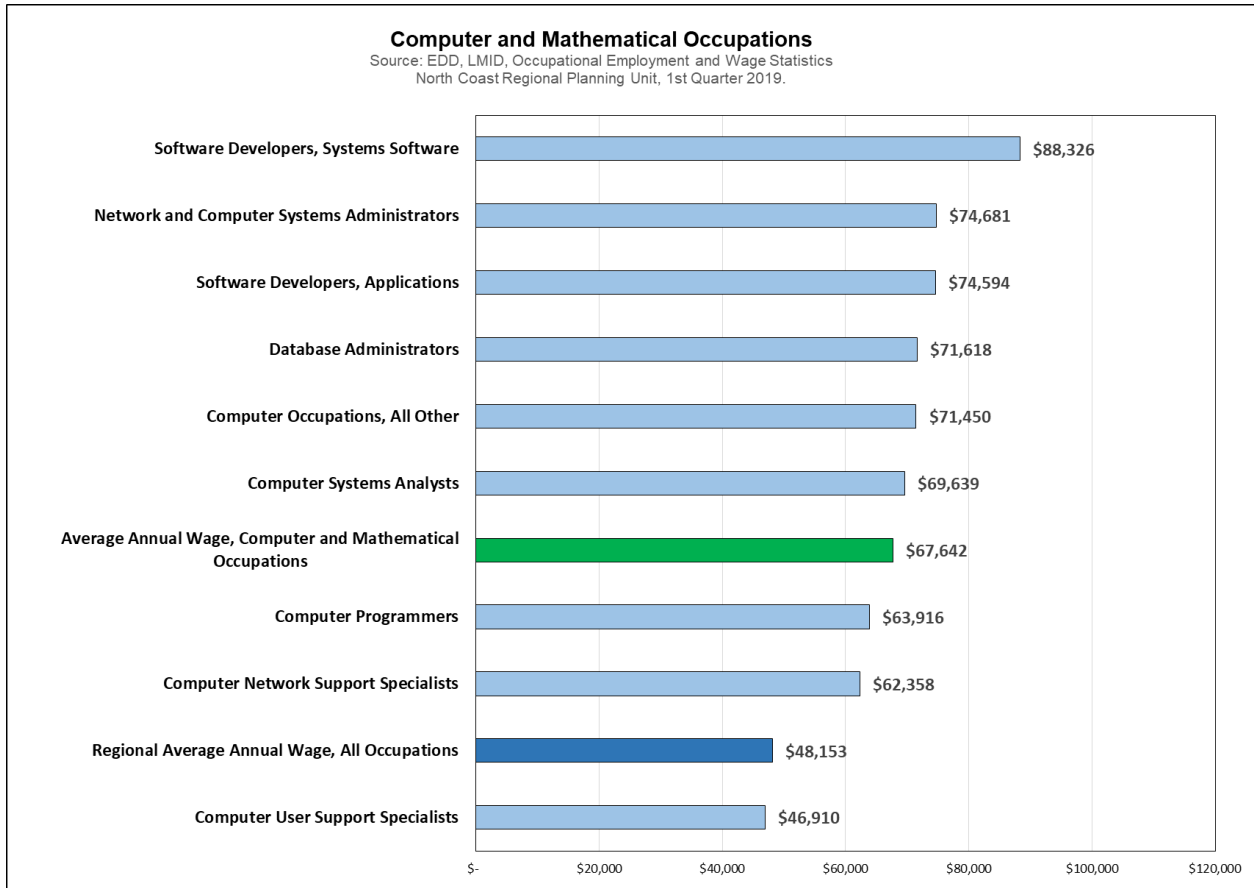
Business and Financial Operations Occupations contained a total of 17 published occupations in the region, with 14 occupations, or 82 percent, paying an average annual wage higher than the regional average annual wage. The average annual wage for all occupations combined for this occupational family was \$61,993. The highest paid occupation was Financial Analysts at \$104,244, which was 116.5 percent higher than the regional average annual wage of \$48,153. The occupation that earned the lowest average annual wage was Meeting, Convention, and Event Planners at \$42,457, which was 11.8 percent lower than the regional average annual wage. However, the top 75th percentile of workers in this occupation earned an average annual wage of \$49,153, which was two percent higher than the regional annual average wage.



Computer and Mathematical Occupations

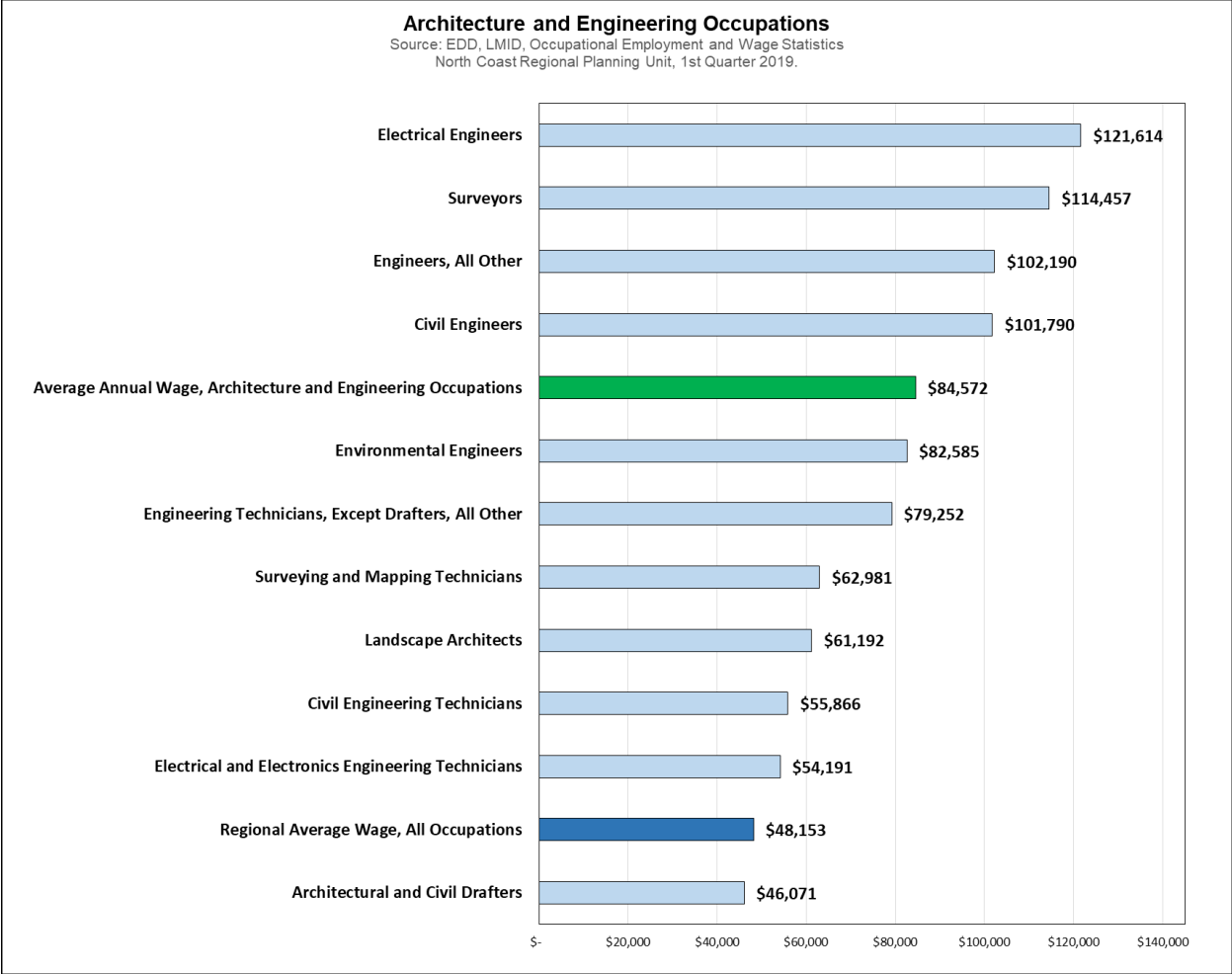
Computer and Mathematical Occupations family included nine published occupations and an average annual wage of \$67,642. Eight occupations, or 89 percent, paid an annual average wage that was higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Software Developers, Systems Software at \$88,326, which was well above the regional average wage. The occupation with the lowest average annual wage was Computer User Support Specialists at \$46,910, which was three percent lower than the regional average annual wage. However

the top 75th percentile of workers in this occupation earned an average annual wage of \$72,820, which was 51.2 percent higher than the regional annual average wage.



Architecture and Engineering Occupations

Architecture and Engineering Occupations had 11 published occupations and an average annual wage of \$84,572. Out of those 11 occupations, ten occupations paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Electrical Engineers at \$121,614 in 2019. The occupation with the lowest average annual wage was Architectural and Civil Drafters at \$46,071, which was 4.3 percent lower than the regional average wage. However, the top 75th percentile of workers in this occupation earned an average annual wage of \$57,493, which was 19.4 percent higher than the regional annual average wage.

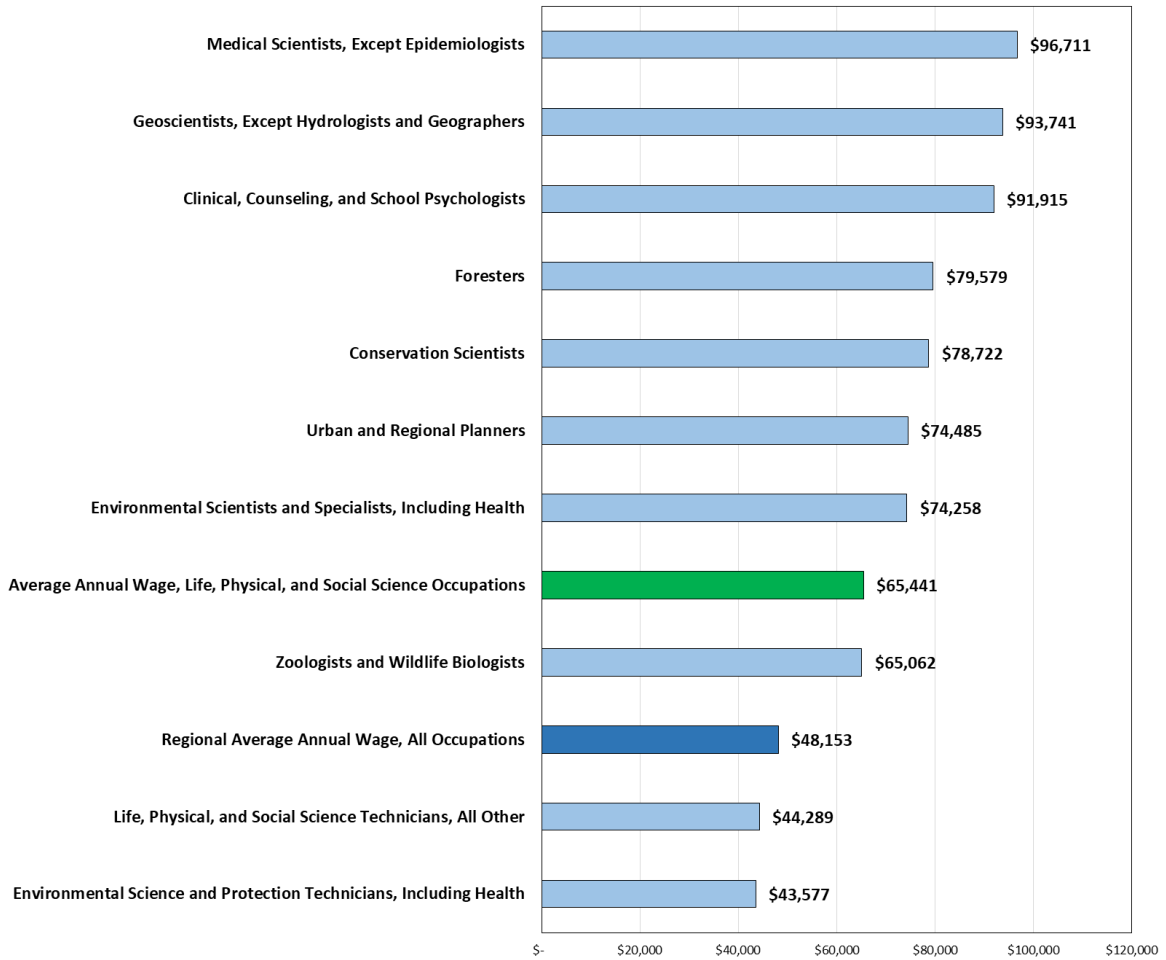


Life, Physical, and Social Science Occupations

Life, Physical, and Social Science Occupations had 10 published occupations in the region and an average annual wage of \$65,441. Out of those occupations, eight occupations, or 80 percent, paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Medical Scientists, Except Epidemiologists at \$96,711 in 2019. The occupation with the lowest average annual wage was Environmental Science and Protection Technicians, Including Health at \$43,577, which was 9.5 percent lower than the regional average wage. However, the top 75th percentile of workers in this occupation earned an average annual wage of \$89,655, which was 86.2 percent higher than the regional annual average wage.

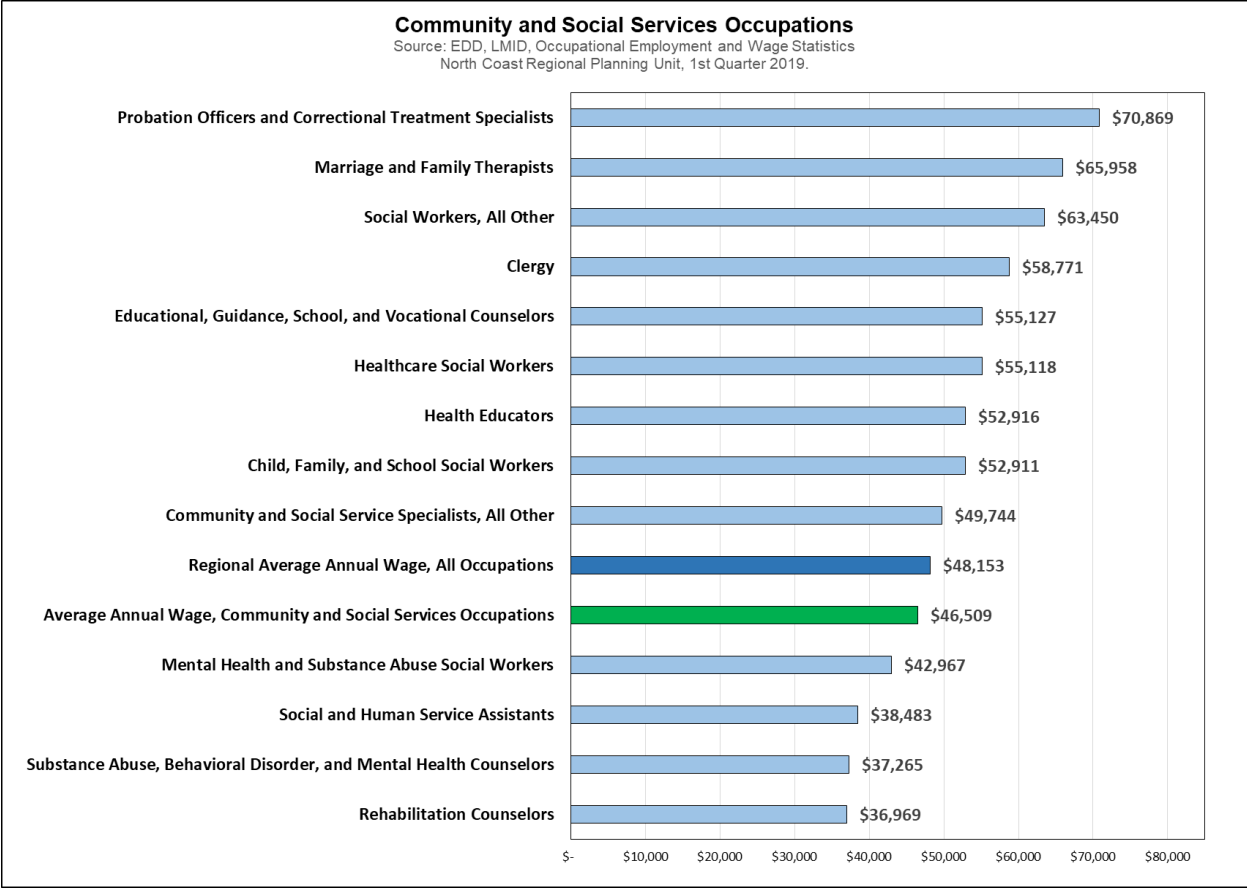
Life, Physical, and Social Science Occupations

Source: EDD, LMID, Occupational Employment and Wage Statistics
North Coast Regional Planning Unit, 1st Quarter 2019.



Community and Social Services Occupations

Community and Social Services Occupations had 13 published occupations in the region in 2019 and an average annual wage of \$46,509. Out of those, nine occupations, or 69 percent, paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Probation Officers and Correctional Treatment Specialists at \$70,869. The occupation with the lowest average annual wage was Rehabilitation Counselors at \$36,969, which was 23 percent lower than the regional average wage. However, only two occupations out of the 13 total occupations saw a lower average annual wage at the 75th percentile than the regional average annual wage.

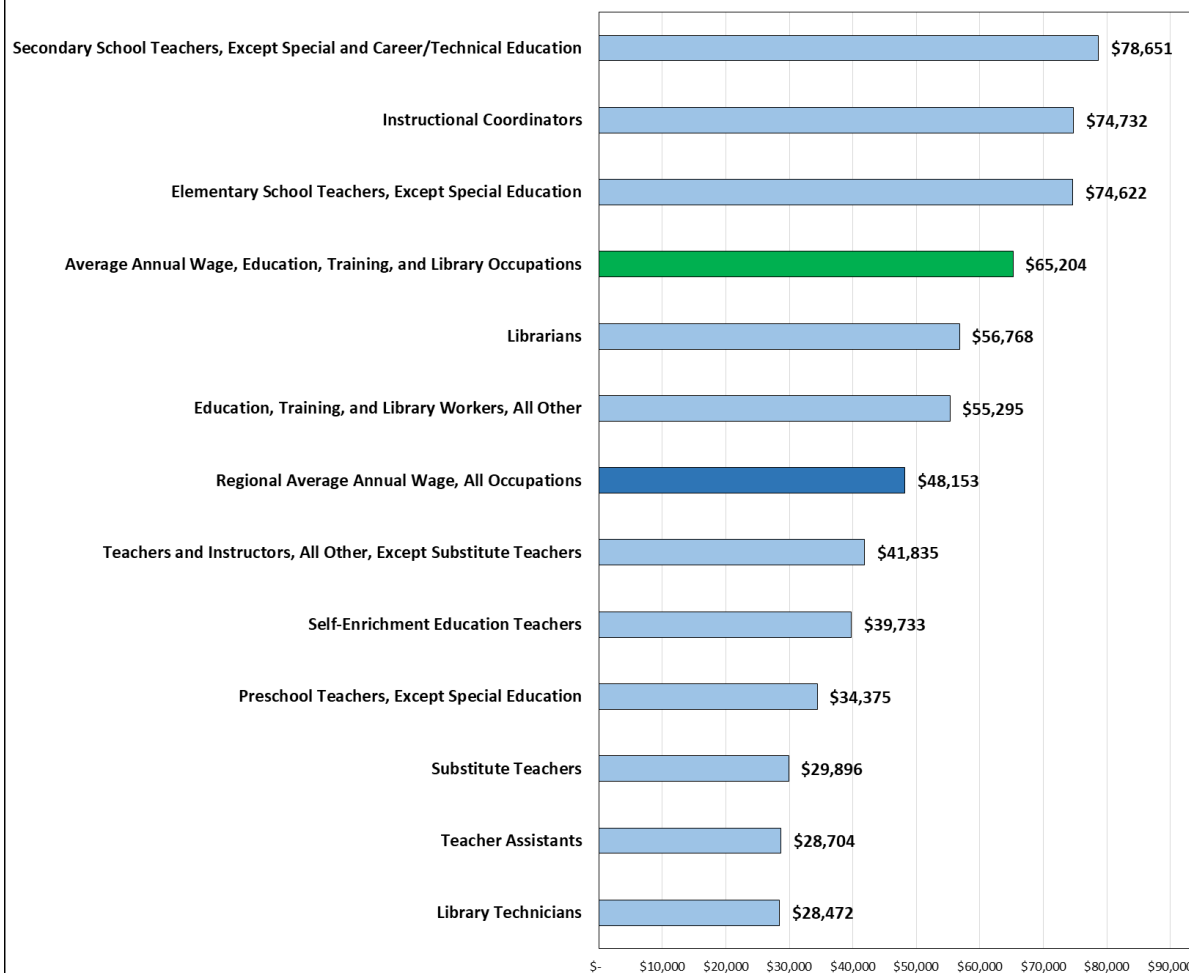


Education, Training, and Library Occupations

Education, Training, and Library Occupations had 11 published occupations in the region and an average annual wage of \$65,204. Out of those occupations, five occupations, or 45 percent, paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Secondary School Teachers, Except Special and Career/Technical Education at \$78,651. The occupation with the lowest average annual wage was Library Technicians at \$28,472, which was 41 percent lower than the regional average wage. Top earners in the 75th wage percentile of this occupation saw an average annual wage of \$33,892, which was 30 percent lower than the regional annual average wage for all occupations combined. Six occupations saw a 75 percentile average annual wage above the regional average annual wages, including Instructional Coordinators at \$102,330; Secondary School Teachers, Except Special and Career/Technical Education at \$96,009; Elementary School Teachers, Except Special Education at \$87,445; Education, Training, and Library Workers, All Other at \$84,878; Librarians at \$63,829; and Teachers and Instructors, All Other, Except Substitute Teachers at \$51,179.

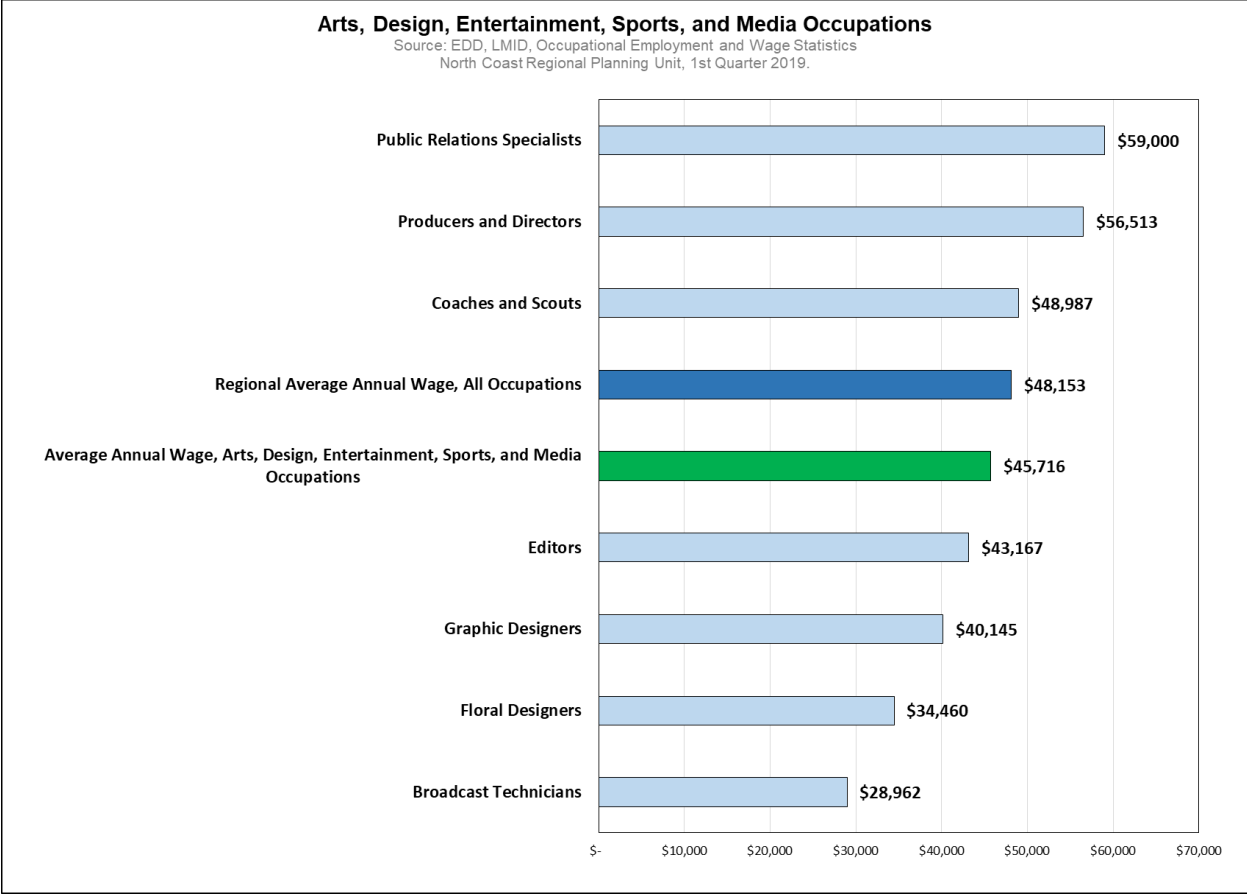
Education, Training, and Library Occupations

Source: EDD, LMID, Occupational Employment and Wage Statistics
North Coast Regional Planning Unit, 1st Quarter 2019.



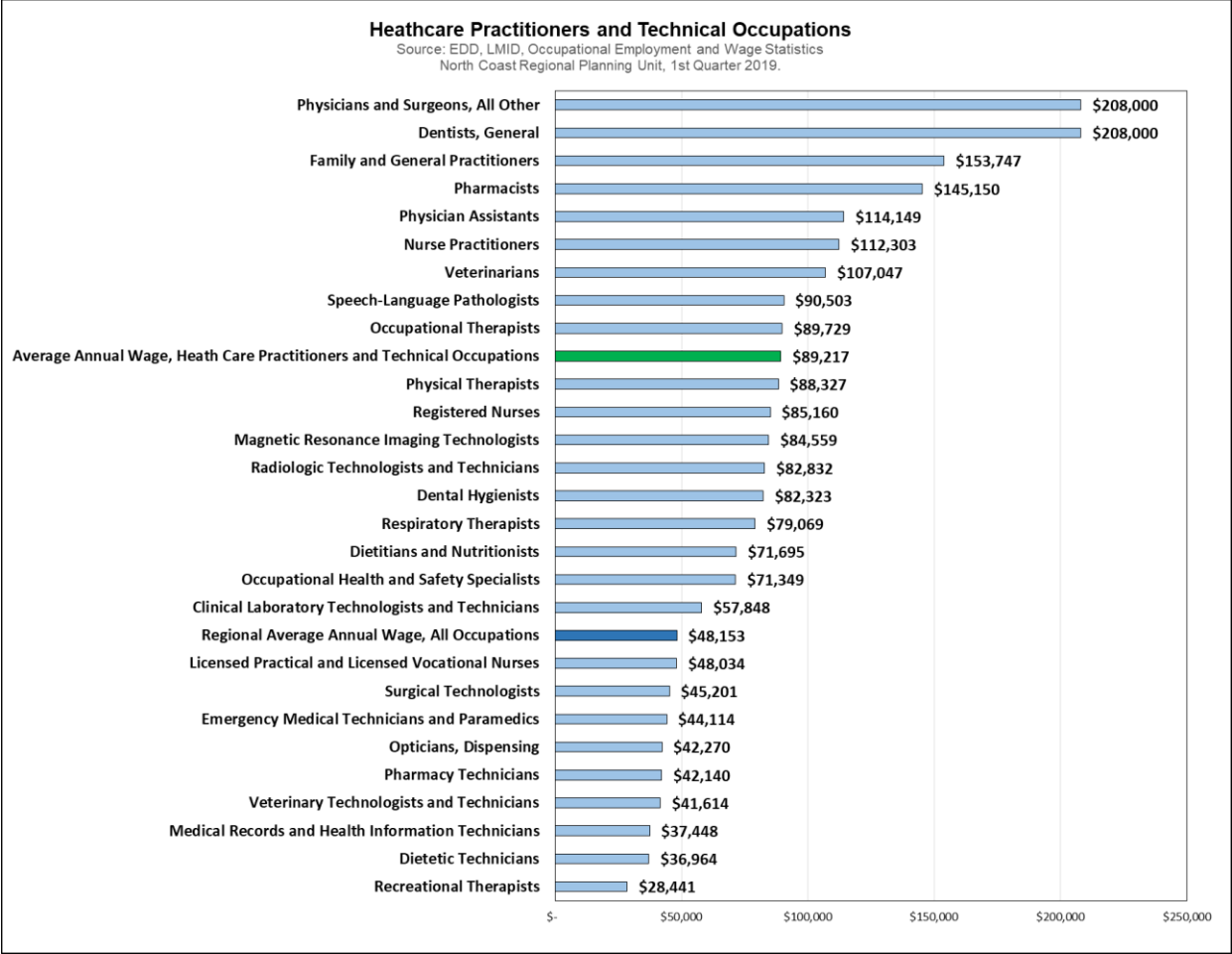
Arts, Design, Entertainment, Sports, and Media Occupations

Arts, Design, Entertainment, Sports, and Media Occupations had seven published occupations in the region in 2019 and an average annual wage of \$45,716. Out of those, three occupations, or 43 percent, paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Public Relations Specialists at \$59,000. The occupation with the lowest average annual wage was Broadcast Technicians at \$28,962, which was 40 percent lower than the regional average wage. However, several occupations had a 75th percentile average annual wage that was higher than the regional average annual wage, including Public Relations Specialists at \$68,987; Coaches and Scouts at \$64,342; Producers and Directors at \$58,757; Editors at \$51,631; and Graphic Designers at \$48,649.



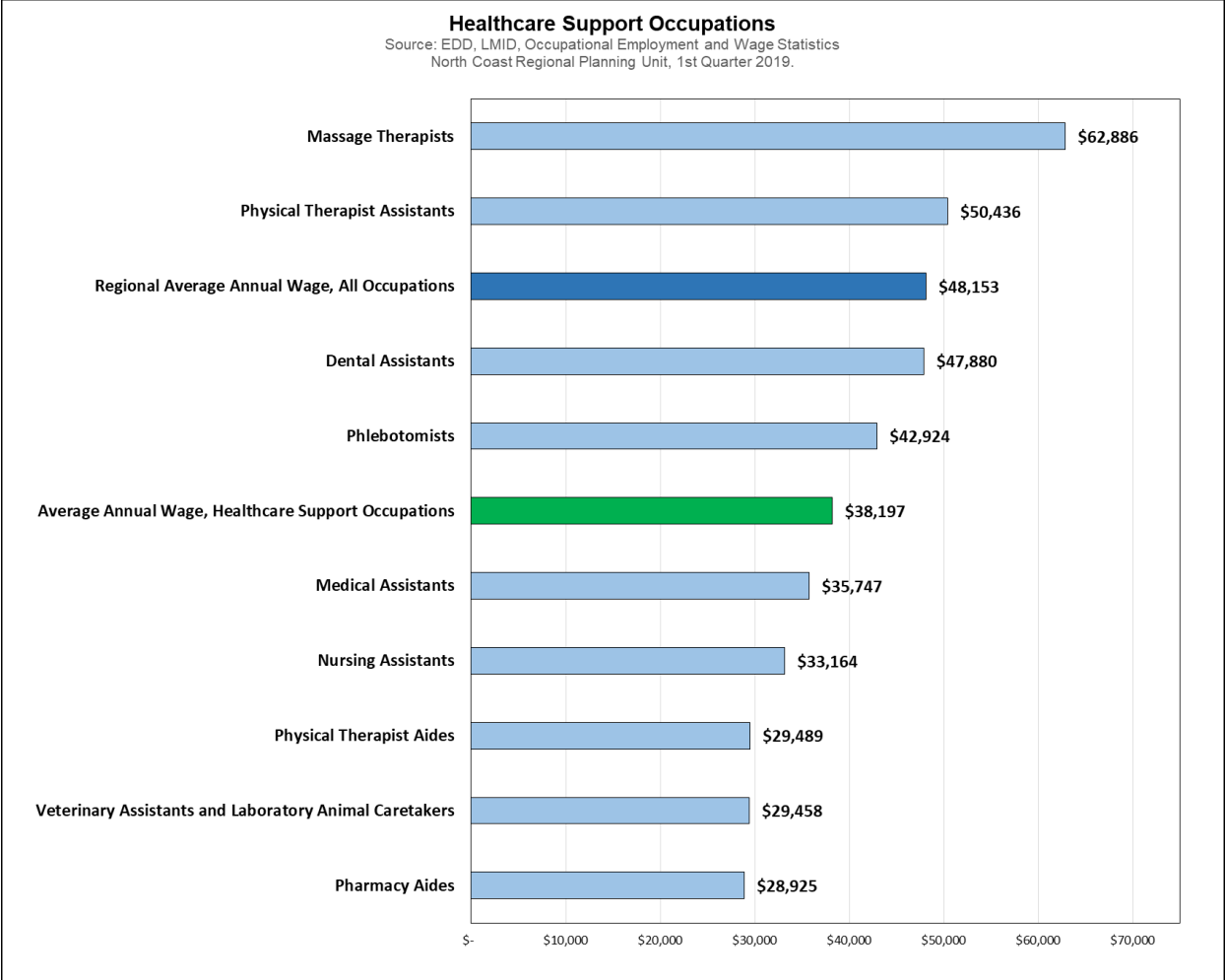
Healthcare Practitioners and Technical Occupations

With 27 published occupations, Healthcare Practitioners and Technical Occupations had the highest 2019 average annual wage out of any of the occupational families at an average wage of \$89,217. Out of those occupations, 18 occupations, or 67 percent paid higher than the regional annual average wage of \$48,153. Two occupations tied for the highest average annual wage of over \$208,000, which were Dentists, General and Physicians and Surgeons, All Other. The occupation with the lowest average annual wage was Recreational Therapists at \$28,441, which was 40.9 percent lower than the regional average wage. However, at the 75th percentile of earners in these occupations, only four occupations out of the 27 total occupations had an average annual wage lower than the regional average annual wage, which were Veterinary Technologists and Technicians at \$47,493; Dietetic Technicians at \$40,394; Medical Records and Health Information Technicians at \$39,790; and Recreational Therapists at \$30,179.



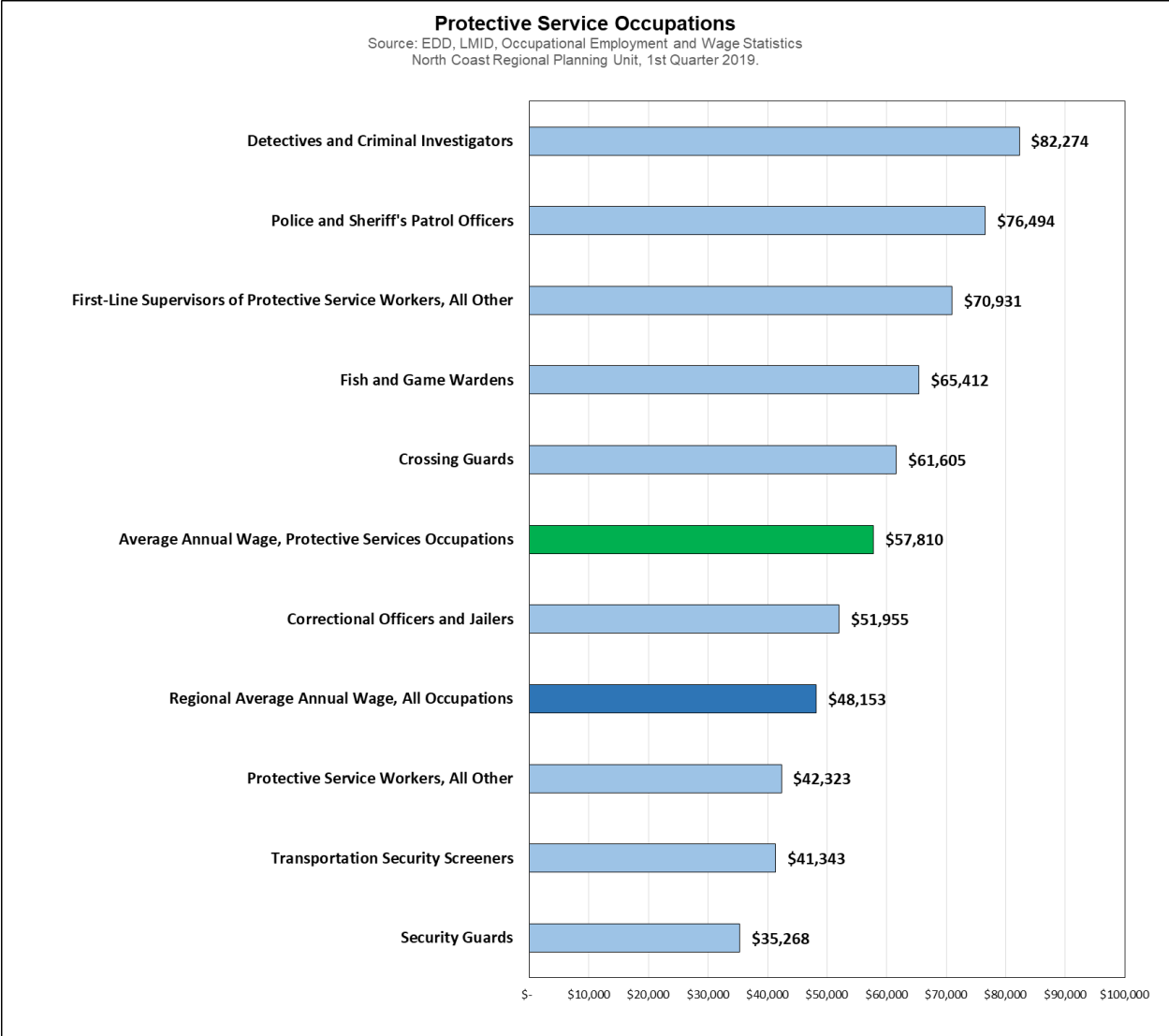
Healthcare Support Occupations

Healthcare Support Occupations had nine published occupations and a combined average annual wage of \$38,197. Only two occupations out of the nine total occupations paid higher than the regional annual average wage of \$48,153, which were Massage Therapists at \$62,886 and Physical Therapist Assistants at \$50,436. Massage Therapists was also the occupation with the highest average annual wage, while the occupation with the lowest average annual wage was Pharmacy Aides at \$28,925, which was 40 percent lower than the regional average wage. Several occupations also paid over the regional average annual wage at the 75th percentile of earners, including Massage Therapists at \$91,942; Physical Therapist Assistants at \$66,190; Dental Assistants at \$60,505; and Phlebotomists at \$50,293.



Protective Service Occupations

Protective Service Occupations had nine total published occupations in the region and an average annual wage of \$57,810. Out of those occupations, six occupations, or 66 percent, paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Detectives and Criminal Investigators at \$82,274. The occupation with the lowest average annual wage was Security Guards at \$35,268, which was 27 percent lower than the regional average wage. At the 75th percentile of earners, six occupations had an average annual wage which was greater than the regional average annual wage. The three occupations with a lower average annual wage at the 75th percentile were Protective Services Workers, All Other at \$42,690; Transportation Security Screeners at \$42,264; and Security Guards at \$35,852.

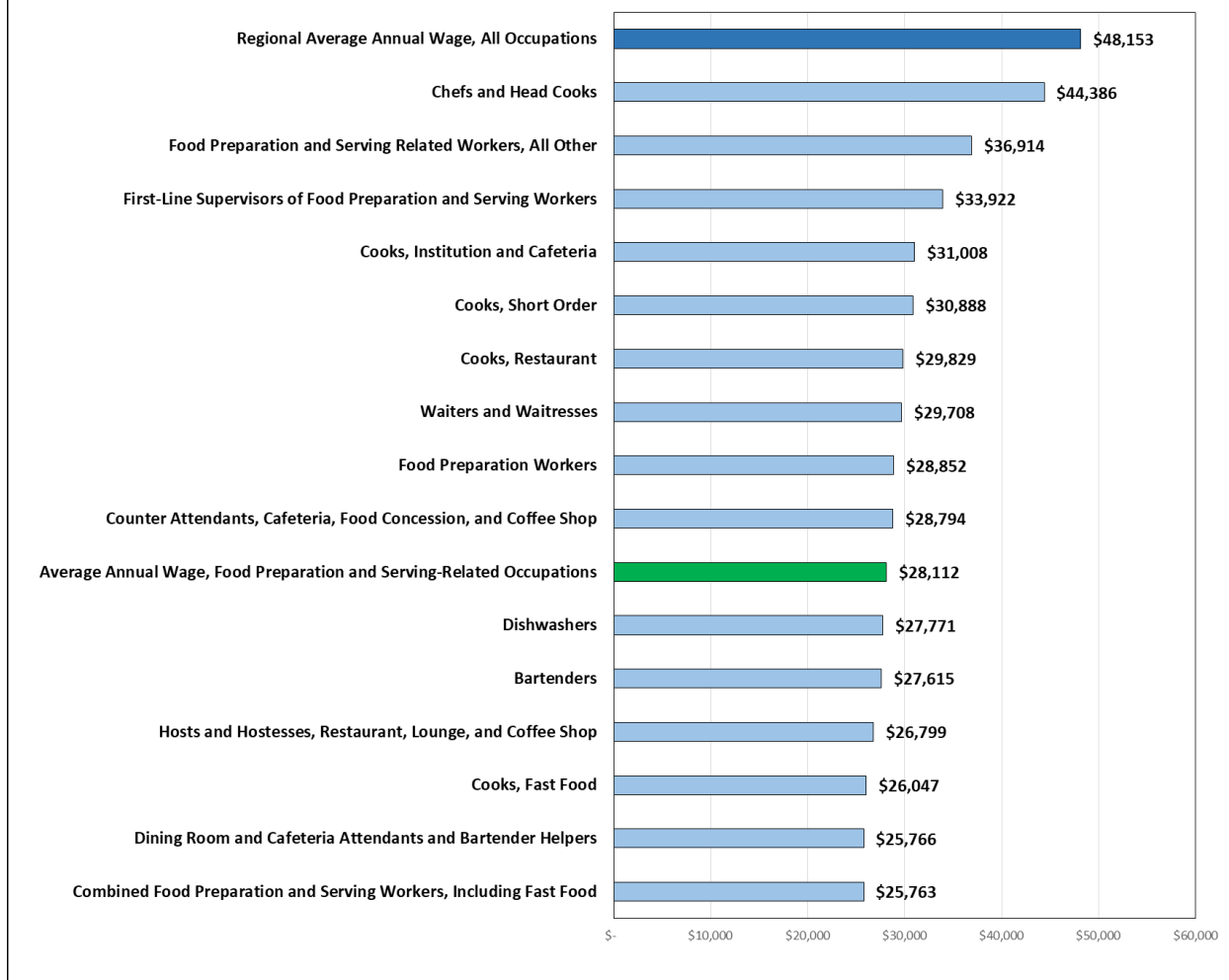


Food Preparation and Serving-Related Occupations

Food Preparation and Serving-Related Occupations had 15 published occupations in the region in 2019, and a combined average annual wage of \$28,112. None of the 15 occupations paid over the regional average annual wage of \$48,153. The occupation with the highest average annual wage was Chefs and Head Cooks at \$44,386. The occupation with the lowest average annual wage was Combined Food Preparation and Serving Workers, Including Fast Food at \$25,763, which was 47 percent lower than the regional average wage. Chefs and Head Cooks at \$49,963 annually, was the only one occupation in the 75th percentile of wages that exceeded the regional average annual wage.

Food Preparation and Serving-Related Occupations

Source: EDD, LMID, Occupational Employment and Wage Statistics
North Coast Regional Planning Unit, 1st Quarter 2019.

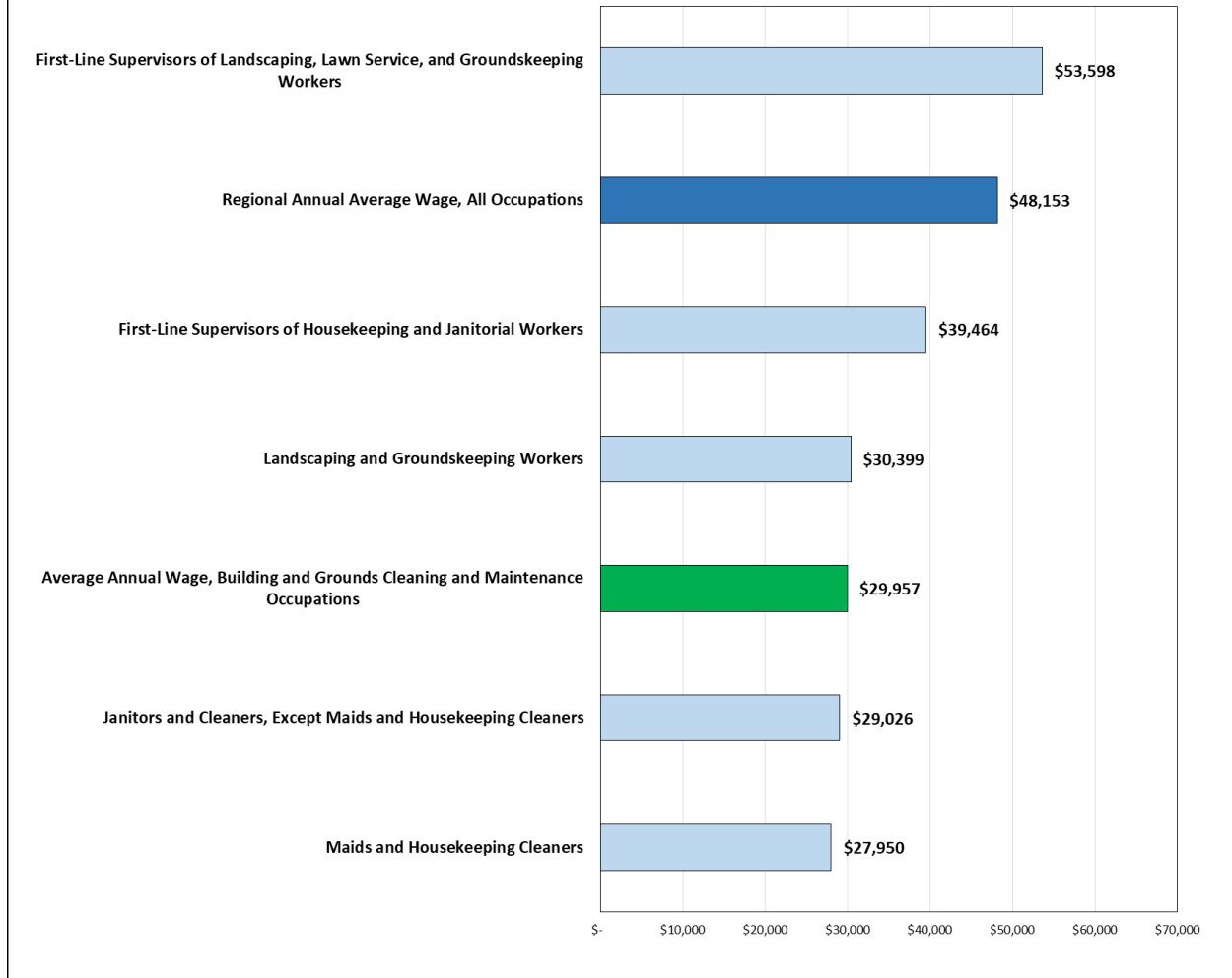


Building and Grounds Cleaning and Maintenance Occupations

Building and Grounds Cleaning and Maintenance Occupations had five published occupations and an average annual wage of \$29,957. Out of those occupations, only one paid higher than the regional annual average wage of \$48,153, which was First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers at \$53,598. This was also the occupation in this occupational family with the highest average annual wage. The occupation with the lowest average annual wage was Maids and Housekeeping Cleaners at \$27,950, which was 42 percent lower than the regional average wage. Only one occupation saw a 75th percentile average annual wage greater than the regional average annual wage, which was First-Line Supervisors of Landscaping, Lawn Service, and Groundskeeping Workers at \$63,693.

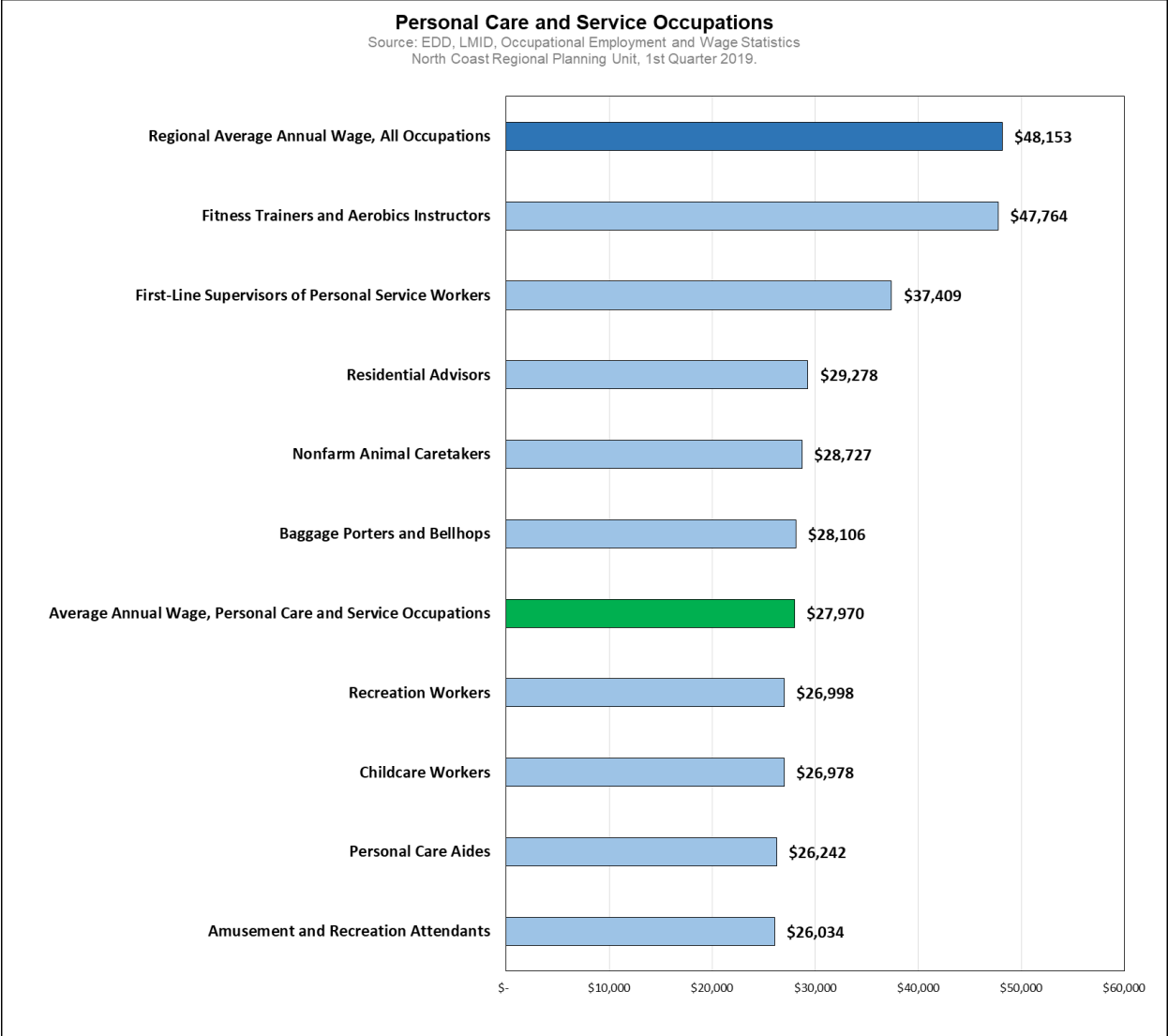
Building and Grounds Cleaning and Maintenance Occupations

Source: EDD, LMID, Occupational Employment and Wage Statistics
North Coast Regional Planning Unit, 1st Quarter 2019.



Personal Care and Service Occupations

Personal Care and Service Occupations had nine published occupations and had the lowest 2019 average annual wage out of any of the occupational families at \$27,970. None of the published occupations in this family recorded an average annual wage higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Fitness Trainers and Aerobics Instructors at \$47,764, which was less than one percent lower than the regional average wage. The occupation with the lowest average annual wage was Amusement and Recreation Attendants at \$26,034, which was 46 percent lower than the regional average wage. At the 75th percentile of wages, only Fitness Trainers and Aerobics Instructors, at \$56,694, exceeded the regional annual average wage.

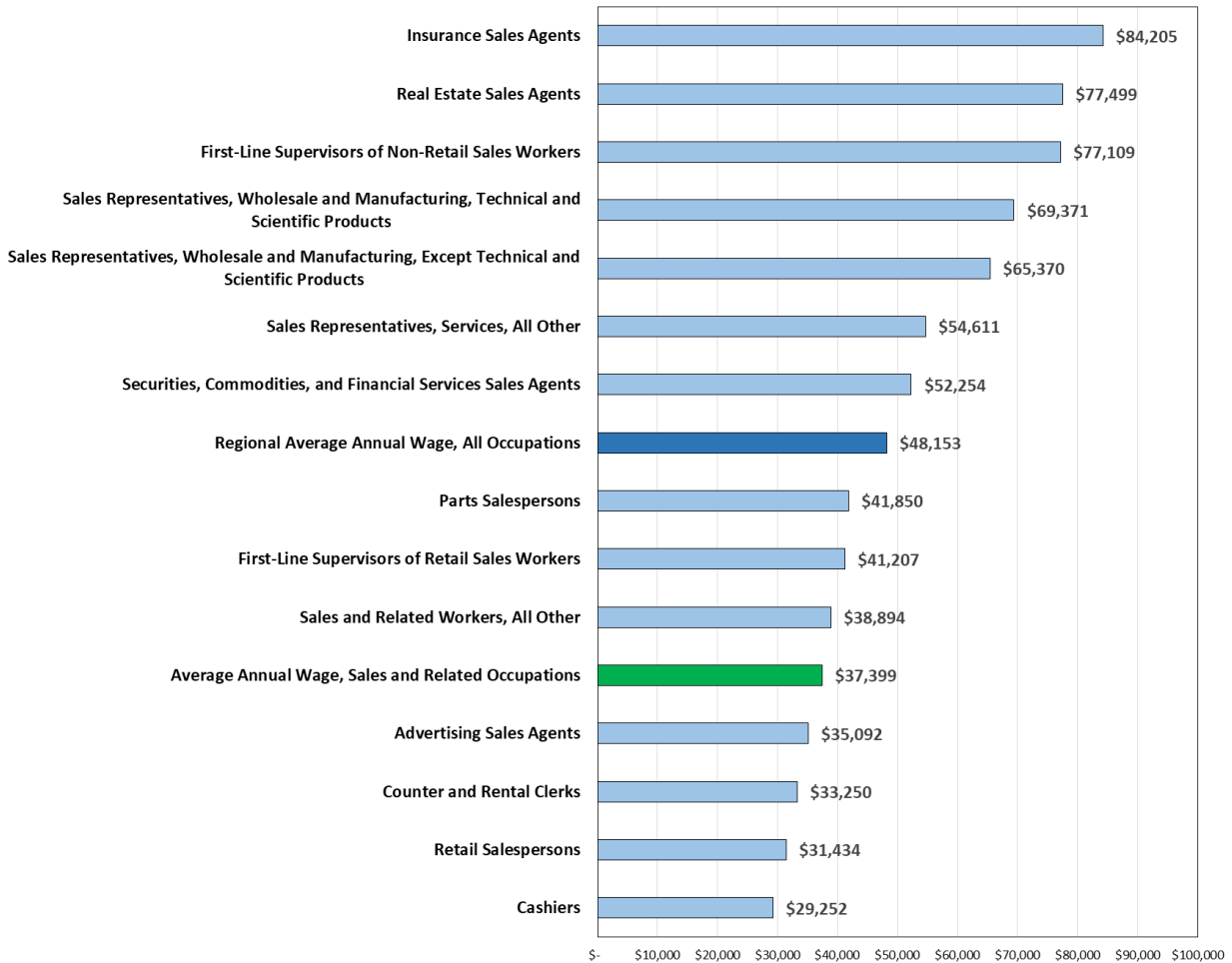


Sales and Related Occupations

Sales and Related Occupations had 14 published occupations in the region and an average annual wage of \$37,399. Out of those occupations, seven occupations, or 50 percent, paid higher than the regional average wage of \$48,153. The occupation with the highest average annual wage was Insurance Sales Agents at \$84,205. The occupation with the lowest average annual wage was Cashiers at \$29,252 which was 39 percent lower than the regional average wage. Six occupations had an average annual wage at the 75th percentile of wages that was greater than the regional average annual wage, which were First-Line Supervisors of Non-Retail Sales Workers at \$98,279; Insurance Sales Agents at \$95,492; Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products at \$94,928; Real Estate Sales Agents at \$83,673; Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products at \$75,437; and Sales Representatives, Services, All Other at \$70,045.

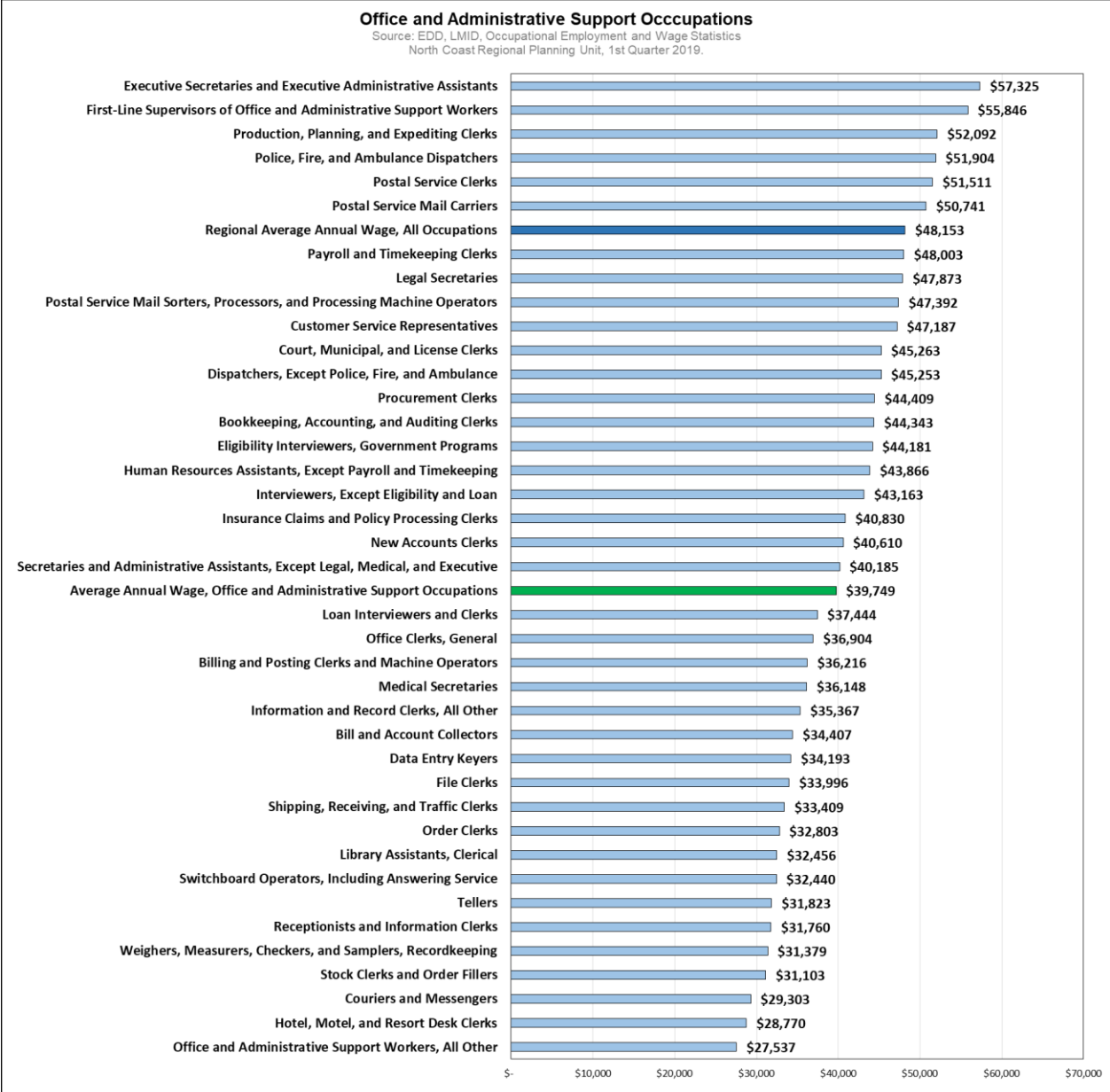
Sales and Related Occupations

Source: EDD, LMI, Occupational Employment and Wage Statistics
North Coast Regional Planning Unit, 1st Quarter 2019.



Office and Administrative Support Occupations

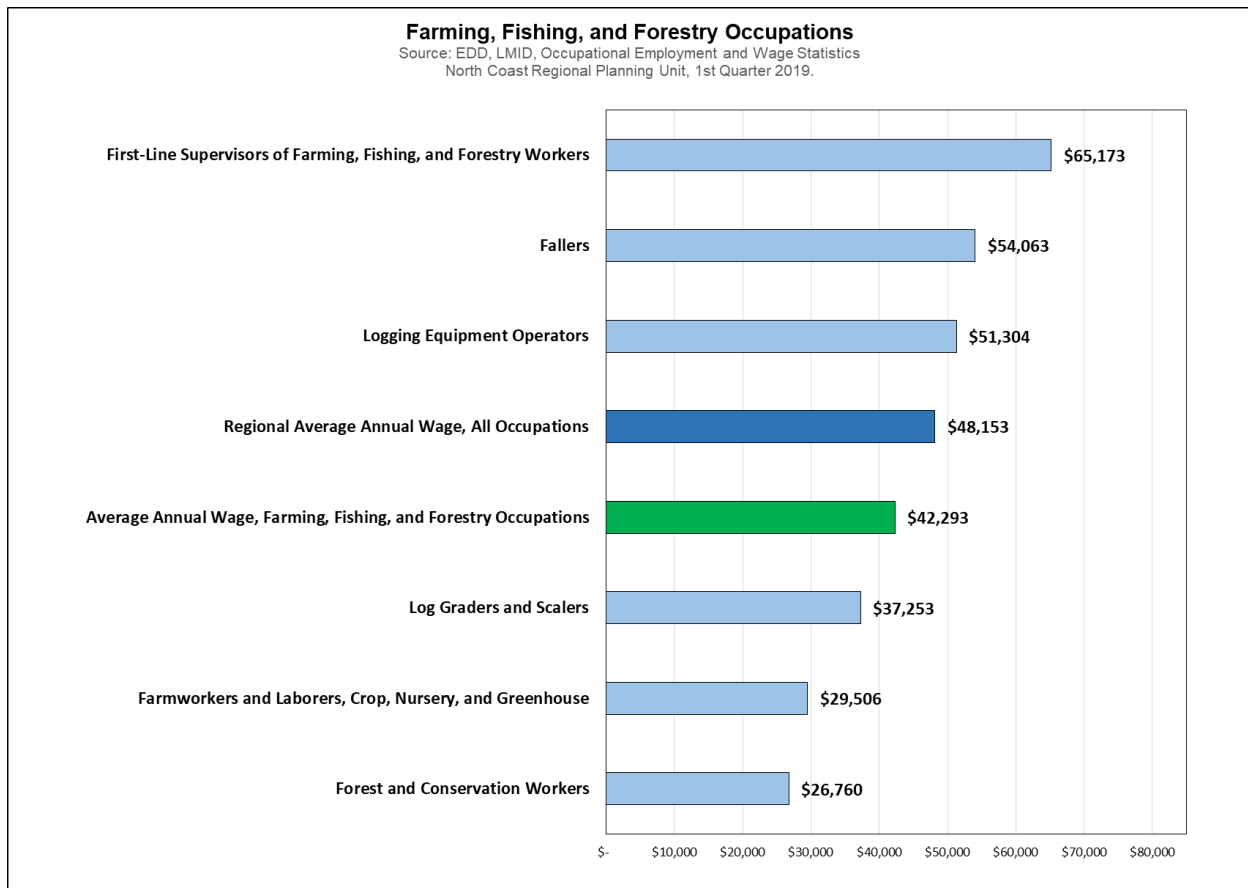
Office and Administrative Support Occupations had 39 published occupations in the region and an average annual wage of \$39,749. Out of those occupations, six occupations, or 15 percent, paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Executive Secretaries and Executive Administrative Assistants at \$57,325. The occupation with the lowest average annual wage was Office and Administrative Support Workers, All Other at \$27,537, which was 43 percent lower than the regional average annual wage. At the 75th percentile of wages, 18 out of the 39 total occupations had an average annual wage over the regional average annual wage.



Farming, Fishing, and Forestry Occupations

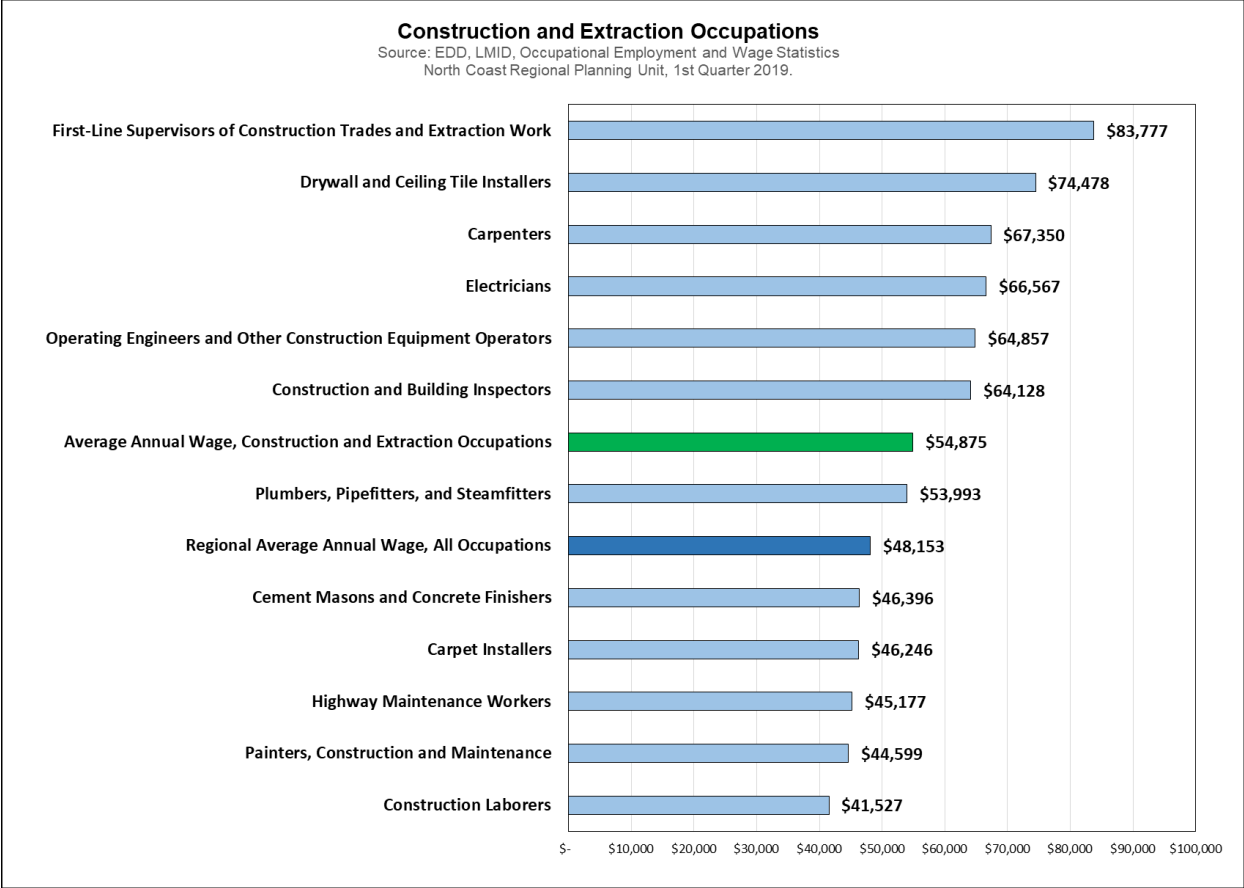
Farming, Fishing, and Forestry Occupations had six published occupations and an average annual wage of \$42,293. Out of the occupations, three occupations paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was First-Line Supervisors of Farming, Fishing, and Forestry Workers at \$65,173. The occupation with the lowest average annual wage was Forest and Conservation Workers at \$26,760. At the 75th percentile of wages, several occupations had an average annual wage higher than the regional average annual wage, including

Logging Equipment Operators at \$58,835 and First-Line Supervisors of Farming, Fishing, and Forestry Workers at \$73,702.



Construction and Extraction Occupations

Construction and Extraction Occupations had 12 published occupations and an average annual wage of \$54,875. Out of these occupations, seven occupations, or 58 percent, paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was First-Line Supervisors of Construction Trades and Extraction Work at \$83,777. The occupation with the lowest average annual wage was Construction Laborers at \$41,527, which was 14 percent lower than the regional average annual wage. At the 75th percentile wage level, 11 out of the 12 occupations had an average annual wage that was above the regional average annual wage. The only occupation under the regional average annual wage was Construction Laborers at \$45,178.

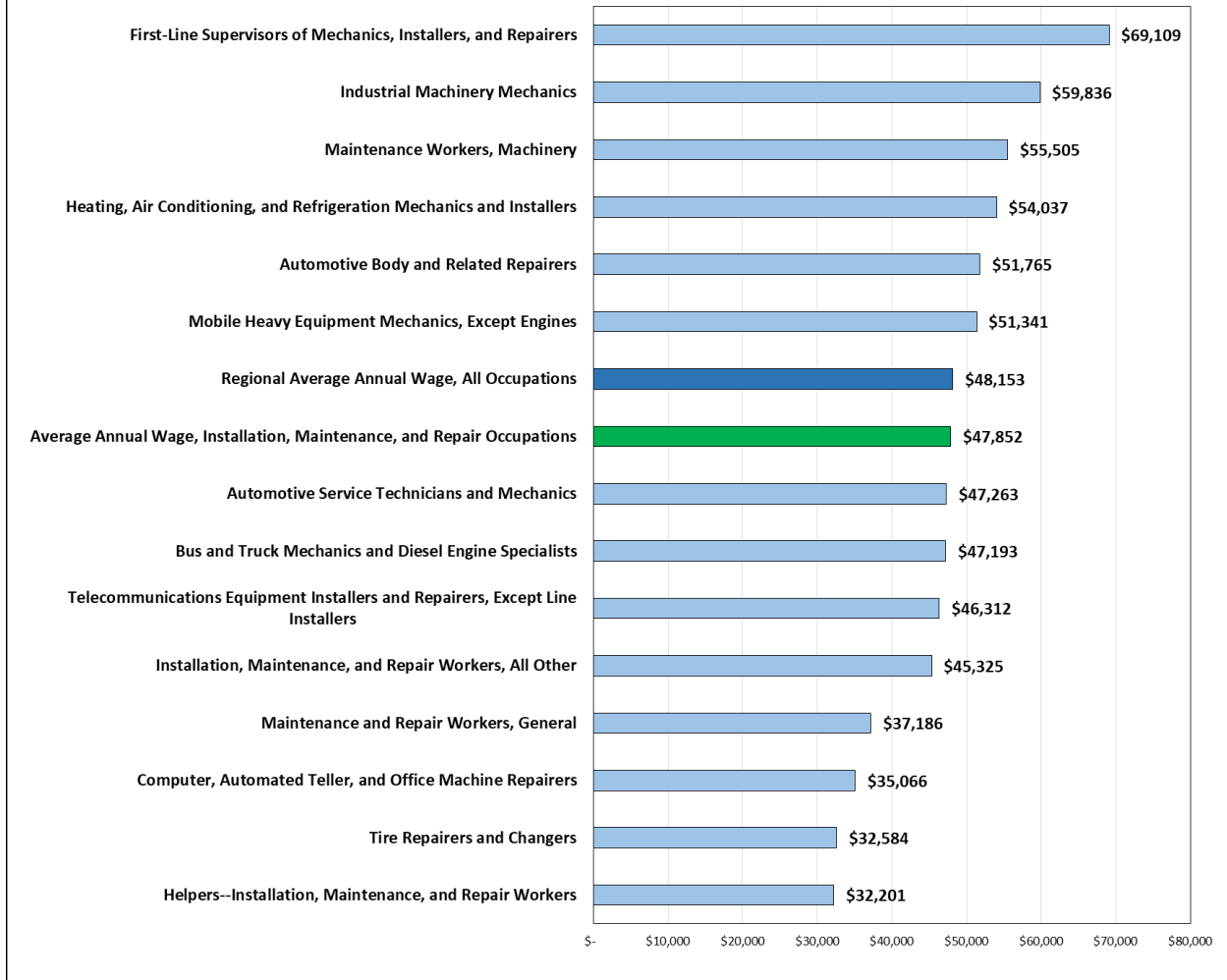


Installation, Maintenance, and Repair Occupations

Installation, Maintenance, and Repair Occupations had 14 published occupations and an average annual wage of \$47,852, slightly under the regional average annual wage. Out of those occupations, six occupations, or 43 percent, paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was First-Line Supervisors of Mechanics, Installers, and Repairers at \$69,109. The occupation with the lowest average annual wage was Helpers-- Installation, Maintenance, and Repair Workers at \$32,201, which was 33 percent lower than the regional average wage. At the 75th percentile wage level, 10 out of the 14 total occupations had an average annual wage that was higher than the regional average annual wage.

Installation, Maintenance, and Repair Occupations

Source: EDD, LMID, Occupational Employment and Wage Statistics
North Coast Regional Planning Unit, 1st Quarter 2019.

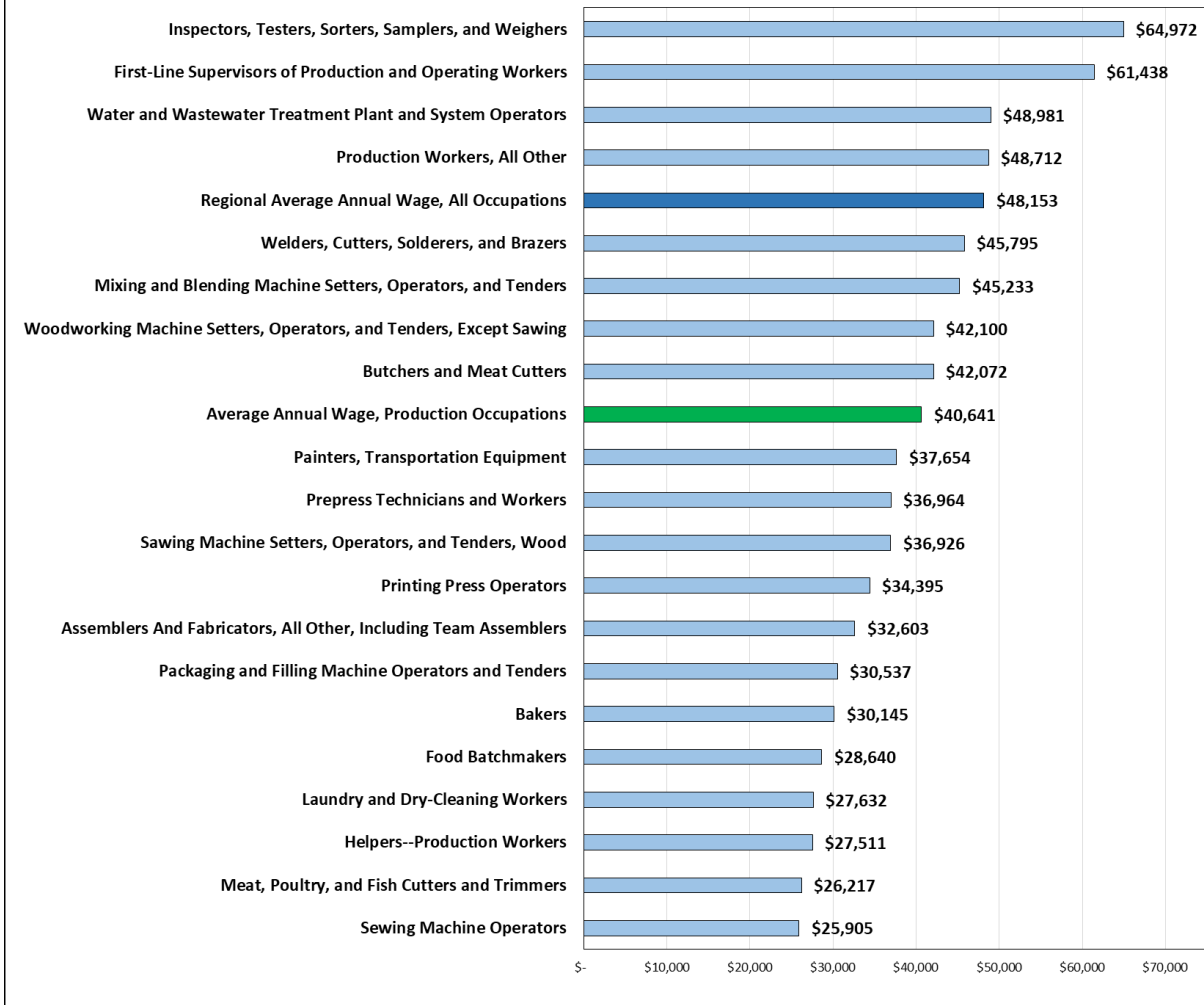


Production Occupations

Production Occupations had 20 published occupations and an average annual wage of \$40,641. Out of those occupations, four occupations, or 20 percent, paid higher than the regional annual average wage of \$48,153. The occupation with the highest average annual wage was Inspectors, Testers, Sorters, Samplers, and Weighers at \$64,972. The occupation with the lowest average annual wage was Sewing Machine Operators at \$25,905, which was 46 percent lower than the regional average wage. Nine out of the 20 total occupations had a 75th percentile wage that was higher than the regional average annual wage.

Production Occupations

Source: EDD, LMID, Occupational Employment and Wage Statistics
North Coast Regional Planning Unit, 1st Quarter 2019.

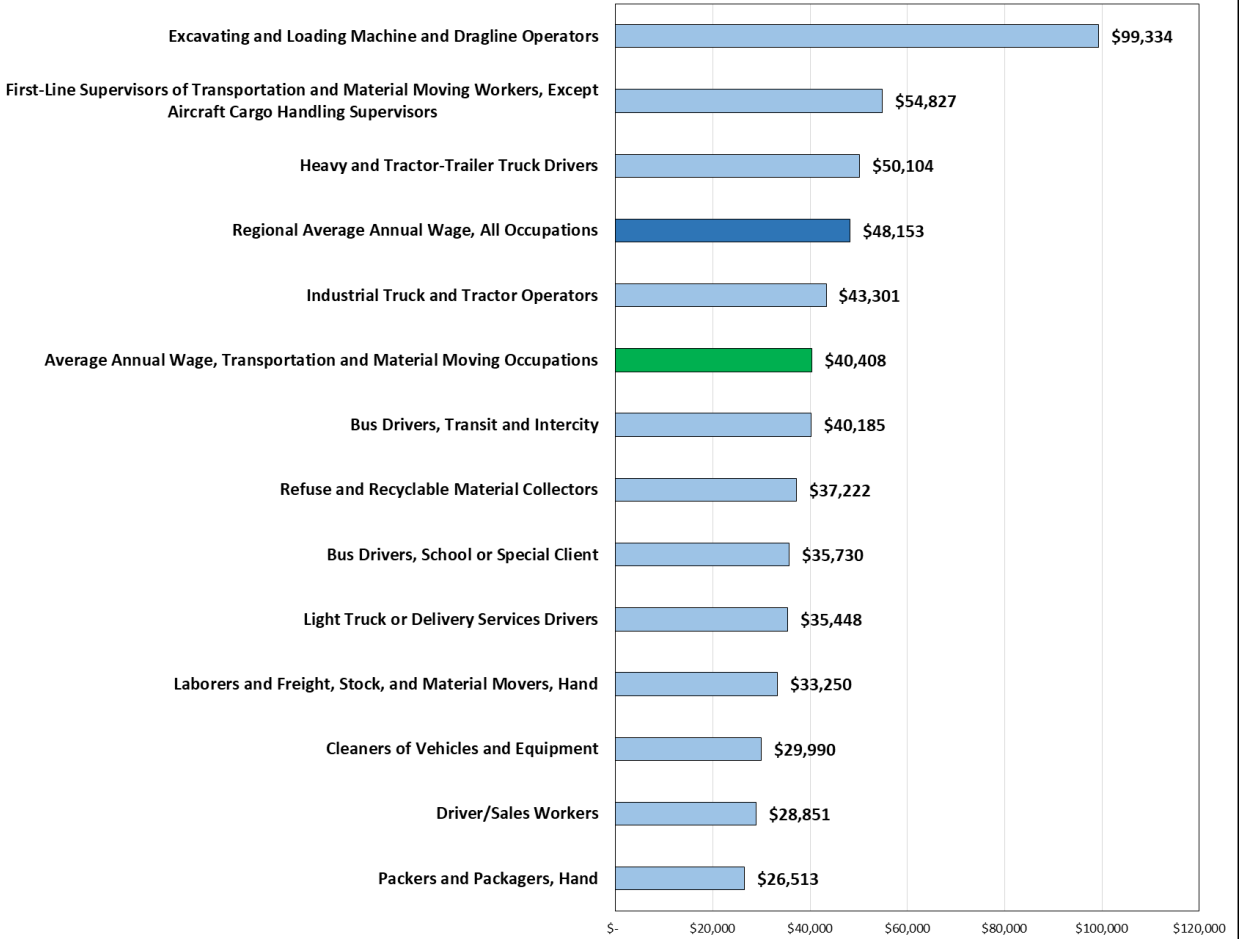


Transportation and Material Moving Occupations

Transportation and Material Moving Occupations had 12 published occupations in the region and an average annual wage of \$40,408, which was 16 percent lower than the regional average annual wage. Out of those occupations, three occupations, or 25 percent, paid higher than the regional average wage of \$48,153. The occupation with the highest average annual wage was Excavating and Loading Machine and Dragline Operators at \$99,334, which ranked this occupation as one of the region’s top 25 occupations with the highest average wage out of all occupations. The occupation with the lowest average annual wage was Packers and Packers, Hand at \$26,513, which was 45 percent lower than the regional average wage. Four occupations out the 12 total occupations had an average annual wage at the 75th percentile level that was higher than the regional average annual wage.

Transportation and Material Moving Occupations

Source: EDD, LMID, Occupational Employment and Wage Statistics
North Coast Regional Planning, 1st Quarter 2019.



Estimated Annual Budget Analysis for Humboldt County, California

The question of what wage level constitutes a living wage is a challenging topic to address because the answer is affected by diverse variables, many of them highly localized. Rather than attempting to estimate what wage level constitutes a living wage, this report instead looked at the average annual budget required for one person to live in Humboldt County. In addition to establishing an annual average budget for Humboldt County, seven other California counties were chosen for comparison to that estimate. Due to Humboldt County's unique characteristics, it is not feasible to find any one county which was completely comparable. As a result, the comparative counties were selected on the basis of meeting at least six out of the nine following selection factors:

1. Rural, low population county with total 2020 population under 250,000 residents, but greater than 50,000 residents (the 2020 California county average population was 681,694).
2. At least one incorporated jurisdiction with over 20,000 residents in 2020.
3. A 2020 median age over the 2020 California median age of 36.7 years old.
4. An annual county median household income equal to or less than the 2020 California annual median income of \$78,672.
5. The location of at least one public, post-secondary educational institution campus.
6. An educational attainment under California's 2020 educational attainment of 34.7 percent for residents over 25 years old with a bachelor's degree or higher.
7. Less than 10,000 average annual employer establishments and an average annual total, all industries employment greater than 20,000 jobs, but no larger than 100,000 jobs.
8. Similar industry sector concentrations at the two digit North American Industry Classification System (NAICS) level.
9. An increase of over 10 percent in new business formations in 2020.

Based on this criteria, the following counties were selected for comparison:

1. Butte County
2. El Dorado County
3. Madera County
4. Mendocino County
5. Napa County
6. Nevada County
7. Shasta County

According to the Economic Policy Institute (EPI) Family Budget Calculator, the total annual budget required for one person to meet basic needs in Humboldt County was \$40,505 per year. When matched to the annual budget for the seven comparative counties, Humboldt County had the lowest total annual budget. The nearest comparable counties were Shasta County, ranked second with an annual budget of \$41,860, and Butte County, ranked third with an annual budget of \$41,957 for one person. The annual budget for these counties was comparable, with less than four percent difference from Humboldt County’s annual budget. But when compared to Napa County’s annual budget of \$55,494 per person, the total annual budget per person for Humboldt County was 37 percent lower. Overall, Humboldt County also scored well in most of the individual sub-categories that made up the total annual budget. Humboldt County had the lowest annual budget per person for housing, other necessities, and taxes, as well as ranking second lowest in food and transportation budgets.

2020 Estimated Budget for Humboldt County, California

One Adult, No Children	2020 Estimated Annual Budget
Housing	\$8,892
Food	\$3,445
Transportation	\$11,268
Health Care	\$6,345
Other Necessities	\$4,470
Taxes	\$6,085
Annual Budget	\$40,505

At an annual budget of \$8,892 for one person, Humboldt County had the lowest annual housing budget when compared to the other seven counties. The annual housing budget for Humboldt County was 44 percent lower than Napa County, which at \$15,972 per year, the county with the highest annual housing budget. Humboldt County’s annual housing budget was also eight percent lower than Shasta County, which was \$9,648 per person, the second lowest annual housing budget out of the eight counties.

With an annual food budget of \$3,445, Humboldt County had the second lowest budget, with only Shasta County having a lower food budget at \$3,362 per year. The annual food budget for one person in Humboldt County was 31 percent lower than Nevada County, which at \$4,980 per year, was the county with the highest annual food budget.

Humboldt County also had the second lowest budget for annual transportation costs for one person at \$11,268 per year, with only Butte County experiencing a lower annual budget of \$11,022 per person.

The annual transportation budget for Humboldt County was 10 percent lower than Madera County, which at \$12,568 per year was the county with the highest annual transportation budget.

Humboldt County tied with Mendocino and Nevada Counties at \$6,345 for the highest annual health care budget for one person. The annual health care budget in all three counties was 45 percent higher than lowest ranked Madera County, which had an annual health care budget for one person of \$4,376.

Humboldt County had the lowest annual tax budget out of the eight counties at a budget of \$6,085 per year. This was five percent lower than both second ranked Shasta County at \$6,404 and third ranked Butte County at \$6,425. Humboldt County’s annual tax budget was 37.6 percent lower than Napa County’s annual tax budget of \$9,752 for one person.

The following tables show the comparative data for each county:

EPI Family Calculator Estimated Annual Budget for One Person by County

Budget Category	Butte County	El Dorado County	Humboldt County	Madera County	Mendocino County	Napa County	Nevada County	Shasta County
Housing	\$9,900	\$12,426	\$8,892	\$10,500	\$10,896	\$15,972	\$10,608	\$9,648
Food	\$3,496	\$4,638	\$3,445	\$4,119	\$3,662	\$4,544	\$4,980	\$3,362
Transportation	\$11,022	\$12,146	\$11,268	\$12,568	\$12,040	\$12,180	\$12,279	\$11,472
Health Care	\$6,260	\$5,480	\$6,345	\$4,376	\$6,345	\$5,612	\$6,345	\$6,260
Other Necessities	\$4,854	\$6,183	\$4,470	\$5,297	\$5,275	\$7,434	\$5,648	\$4,714
Taxes	\$6,425	\$7,836	\$6,085	\$6,774	\$7,132	\$9,752	\$7,567	\$6,404
Total Annual Budget	\$41,957	\$48,708	\$40,505	\$43,634	\$45,351	\$55,494	\$47,428	\$41,860
Percent Difference from Humboldt County Annual Budget	+3%	+17%	NA	+7%	+11%	+27%	+15%	+3%

2020 Population by County and Largest Incorporated Jurisdiction

County	2020 County Population	Largest Incorporated Jurisdiction (Population)
Butte County	211,632	Chico (101,475)
El Dorado County	191,185	South Lake Tahoe (21,330)
Humboldt County	136,463	Eureka (26,512)
Madera County	156,255	Madera (67,120)
Mendocino County	91,601	Ukiah (16,607)
Napa County	138,019	Napa (138,019)
Nevada County	102,241	Grass Valley (14,016)
Shasta County	182,155	Redding (93,611)

2020 Median Age by County

County	2020 Median Age
Butte County	36.9
El Dorado County	46.3
Humboldt County	38.9
Madera County	34.1
Mendocino County	43.4
Napa County	41.8
Nevada County	36.7
Shasta County	41.7

2020 Annual Median Household Income by County

County	2020 Annual Median Household Income
Butte County	\$54,972
El Dorado County	\$83,710
Humboldt County	\$49,235
Madera County	\$61,924
Mendocino County	\$52,915
Napa County	\$92,219
Nevada County	\$68,333
Shasta County	\$57,139

Public Post-Secondary Educational Institutions by County

County	Educational Institutions
Butte County	California State University - Chico, Butte College
El Dorado County	Lake Tahoe Community College, Folsom Lake College – El Dorado Center
Humboldt County	California Polytechnic University - Humboldt, College of the Redwoods
Madera County	Madera Community College
Mendocino County	Mendocino College
Napa County	Napa Valley College
Nevada County	Sierra College – Nevada City Campus
Shasta County	Shasta Community College

2019 Educational Attainment by County

County	Percent of Residents over 25 Years Old with a Bachelor’s Degree or Higher
Butte County	28.3%
El Dorado County	35.2%
Humboldt County	30.9%
Madera County	15.2%
Mendocino County	24.0%
Napa County	37.2%
Nevada County	37.6%
Shasta County	22.1%

2020 Average Annual Total Employer Establishments and Total, All Industries Employment by County

County	2020 Average Annual Employer Establishments	2020 Average Annual Total, All Industries Employment
Butte County	8,340	75,042
El Dorado County	5,733	53,107
Humboldt County	6,097	47,114
Madera County	4,624	49,679
Mendocino County	4,250	29,820
Napa County	5,903	70,474
Nevada County	3,845	29,913
Shasta County	7,541	64,469

2020 Average Annual Industry Concentration by County

Industry Title	Butte County	El Dorado County	Humboldt County	Madera County	Mendocino County	Napa County	Nevada County	Shasta County
Natural Resources & Mining	3.53	0.86	3.03	18.49	5.58	6.06	0.78	1.33
Construction	0.97	2.14	0.96	0.73	0.81	1.12	1.97	1.26
Manufacturing	0.69	0.57	0.57	0.74	0.91	2.21	0.49	0.49
Trade, Transportation, & Utilities	0.96	0.79	0.94	0.62	1.05	0.67	0.84	1.07
Information	0.40	0.51	ND*	0.26	0.30	0.20	0.36	0.40
Financial Activities	0.61	1.06	0.60	0.24	0.54	0.49	0.74	0.74
Professional and Business Services	0.47	0.79	0.45	0.41	0.39	0.58	0.57	0.59
Education and Health Services	1.42	0.89	1.13	1.09	1.10	0.78	1.02	1.39
Leisure & Hospitality	1.06	1.40	1.02	0.70	1.22	1.51	1.46	1.00
Other Services	1.35	0.98	1.36	0.59	0.78	0.85	2.04	1.07

*Not Disclosed.

Change in 2020 New Business Formations by County

County	Percent Change in New Business Formations
Butte County	10.6%
El Dorado County	12.0%
Humboldt County	12.4%
Madera County	28.1%
Mendocino County	9.9%
Napa County	11.7%
Nevada County	11.8%
Shasta County	6.3%

Appendix: Data Sources and Notes

1. **Occupational wage data:** Employment Development Department, Labor Market Information Division; 2019 Occupational Employment and Wage Statistics, North Coast Regional Planning Unit (Humboldt County).
<https://data.edd.ca.gov/>
2. **Annual budget data:** Economic Policy Institute, Family Budget Calculator; Butte, El Dorado, Humboldt, Madera, Mendocino, Napa, Nevada and Shasta Counties.
<https://www.epi.org/publication/family-budget-calculator-documentation/>
3. **Comparative county demographics:** U.S. Census, American Community Survey; Population, Select Economic Characteristics, Income in the last 12 months, Demographic and Housing, and Educational Attainment; 2020; Butte, El Dorado, Humboldt, Madera, Mendocino, Napa, Nevada and Shasta Counties.
<https://data.census.gov/cedsci/>
4. **2020 annual average employer establishments and total, all industries employment:** Employment Development Department, Labor Market Information Division; Quarterly Census of Employment and Wages, 2020 average annual employer establishments and total, all industries employment; Butte, El Dorado, Humboldt, Madera, Mendocino, Napa, Nevada and Shasta Counties.
<https://www.labormarketinfo.edd.ca.gov/data/wages.html#QCEW>
5. **Average annual industry concentrations:** U.S. Bureau of Labor Statistics, Quarterly Census of Employment and Wages; 2020 average annual location quotient by industry; Butte, El Dorado, Humboldt, Madera, Mendocino, Napa, Nevada and Shasta Counties.
<https://data.bls.gov/maps/cew/us>
6. **Business formation data:** U.S. Census Bureau, New Business Formation Statistics; Butte, El Dorado, Humboldt, Madera, Mendocino, Napa, Nevada and Shasta Counties.
https://www.census.gov/econ/bfs/about_the_data.html

**State of California
Labor and Workforce Development
Agency**

Employment Development Department

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