

**POLICY BOARD  
MEETING**

**February 18, 2025  
Tuesday**

**12:00 Noon**

# AGENDA

## A Meeting of the SELACO Workforce Development Policy Board

Los Angeles County Fire Museum  
Conference Room  
16400 Bellflower Blvd.  
Bellflower, CA

12:00 noon, Tuesday, February 18, 2025

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
  - Member Rene Trevino, Mayor Pro Tem, City of Artesia
  - Member Naresh Solanki, Mayor, City of Cerritos
  - Member Hector Sosa, Mayor, City of Downey
  - Member Dandy De Paula, Mayor, City of Hawaiian Gardens
  - Member Tony Ayala, Mayor, City of Norwalk
  - Member Brenda Olmos, Councilmember, City of Paramount
  - Vice Chairman Sonny Santa Ines, Mayor Pro Tem, City of Bellflower
  - Chairman Jeff Wood, Council Member, City of Lakewood
4. Self-Introduction of Guests
5. Public Comments
6. Consent Calendar
  - A. Approval of the Minutes of the Policy Board meeting of December 17, 2024 Page 1
  - B. WDB Attendance Roster 5
  - C. Program Report for 07/01/24-12/31/24 7
7. Business Session
  - A. Report from the WDB Executive Director
  - B. Appointments to the Workforce Development Board 32

# **SELACO Workforce Development Policy Board Agenda**

**February 18, 2025**

**Page 2 of 2**

- C. SELACO WDB Annual Audit Report for Fiscal Year 2023-2024 35
- D. Approval of Adult/Dislocated Worker Service Delivery Application 36
- E. Corrected Fifth Amendment to Employment Agreement Between Southeast Los Angeles County Workforce Development Board and Yolanda Castro 37
- 8. Information Items
  - A. WIOA Performance Outcomes PY 2023-2024 40
- 9. Interesting Correspondence
- 10. Items from Staff
- 11. Board Member Comments
- 12. Adjournment to Meeting to be Held on April 1, 2025, in the City of Artesia

IN COMPLIANCE WITH THE AMERICANS WITH DISABILITIES ACT, IF YOU NEED SPECIAL ASSISTANCE TO PARTICIPATE IN THIS MEETING, PLEASE CONTACT THE SELACO WDB AT (562) 402-9336. NOTIFICATION OF AT LEAST 48 HOURS PRIOR TO THE MEETING WILL ENABLE STAFF TO MAKE REASONABLE ARRANGEMENTS TO ENSURE ACCESSIBILITY TO THIS MEETING. ASSISTIVE LISTENING DEVICES ARE AVAILABLE FOR THIS MEETING. PLEASE ADVISE STAFF IF YOU DESIRE TO USE THIS DEVICE.

# MINUTES

## A MEETING OF THE WORKFORCE DEVELOPMENT POLICY BOARD OF SOUTHEAST LOS ANGELES COUNTY

December 17, 2024

12:00 noon

Executive Board Room  
Lakewood City Hall  
5000 Clark Avenue  
Lakewood, CA

### **CALL TO ORDER**

The Policy Board Meeting was called to order by Chairman Jeff Wood at 12:08 p.m.

### **PLEDGE OF ALLEGIANCE**

The Pledge of Allegiance was led by Chairman Wood.

### **ROLL CALL**

POLICY BOARD MEMBERS PRESENT: Jeff Wood, Lakewood, Chairman; Sonny Santa Ines, Bellflower, Vice Chairman; Rene Trevino, Artesia; Dandy De Paula, Hawaiian Gardens; Brenda Olmos, Paramount.

POLICY BOARD MEMBERS ABSENT: Naresh Solanki, Cerritos; Hector Sosa, Downey Tony Ayala, Norwalk.

OTHERS PRESENT: Jack Joseph, Policy Board Administrator/Policy Director; Yolanda Castro, SELACO WDB Executive Director; Kay Ford, SELACO WDB Deputy Director of Administrative/Business Services; Corina Coronel, SELACO WDB Deputy Director of Program Operations; Chau Diep, SELACO WDB Chief Financial Officer; Carol Reyes Davis, SELACO WDB Human Resources Manager.

### **PUBLIC COMMENTS**

There were no public comments.

### **CONSENT CALENDAR**

**A. Approval of the Minutes of the Policy Board Meeting of October 15, 2024**

**B. WDB Attendance Roster**

**C. Program Report for 07/01/24-09/30/24**

It was moved by Vice Chairman Santa Ines, seconded by Member Trevino, to approve the consent calendar. The motion was approved unanimously.

**BUSINESS SESSION**

**A. Report from the WDB Executive Director**

WDB Executive Director Yolanda Castro thanked the City of Lakewood for hosting the Policy Board's meeting. She said a Winter Wonderland Christmas Village would be held on Wednesday and that staff members would do presentations on each of the eight SELACO cities they have been assigned.

Ms. Castro said that the application to the State to continue the Adult/Dislocated Workers program is due in February. She said all mandatory partner MOUs have been negotiated.

Ms. Castro reported on the California Worker Adjustment and Retraining Notification (WARN) Act, which requires employers of more than 50 employees to give 60-days written notice when there is to be a mass layoff. She said a WARN notice had arrived today affecting 282 employees of the Hawaiian Gardens Casino. She said the layoffs are the result of high stakes games being restricted to Indian tribes' casinos.

Ms. Castro said the continuing budget resolution adopted by Congress includes WIOA funding but also has the requirement that 40% of funds be used for training. She said labor market information identified an increased need for government jobs. She said she is looking for support for a job fair to be held in April and is targeting government employers to participate.

**B. Annual Appointments to the Workforce Development Board**

The Policy Board Administrator reviewed the still pending reappointments or replacements needed for private sector representatives to the WDB.

It was moved by Member Olmos, seconded by Vice Chairman Santa Ines, to reappoint Shannon McGehee as a private sector representative from Paramount to a term ending June 30, 2026. The motion was approved unanimously.

### **C. Approval to Submit AJCC Certification Indicator**

The Executive Director reported that the WDB approved the AJCC Certification Indicator Assessment at its October 24<sup>th</sup> meeting and that SELACO had met the November 1, 2024, deadline for submission to the State.

It was the consensus of the Policy Board to receive and file the report.

### **D. Fifth Amendment to Employment Agreement between Southeast Los Angeles County Workforce Development Board and Yolanda Castro**

Joint Personnel Committee Chairman Trevino summarized the recent annual evaluation process of Executive Director Yolanda Castro. The Policy Board Administrator said that the recommendation of the Joint Personnel Committee was to amend her employment contract to grant a cost of living increase equal to the 4% that was approved for all other SELACO employees, as well as to approve a monthly stipend of \$350.77 in lieu of medical insurance, which is available to other employees who have other medical insurance coverage.

It was moved by Member Trevino, seconded by Member De Paula, to approve the amendment to the contract with the Executive Director. The motion was approved unanimously.

### **E. Policy Board Meeting Schedule for 2025**

The Policy Board Administrator reviewed the schedule of meeting dates and locations for 2025.

## **INFORMATION ITEMS**

There were no items presented.

## **INTERESTING CORRESPONDENCE**

There were no items presented.

## **ITEMS FROM STAFF**

There were no items from staff.

## **BOARD MEMBER COMMENTS**

Chairman Wood congratulated all the Policy Board members who have assumed new roles at their respective cities.

Member De Paula recalled meeting Vice Chairman Santa Ines, who was Bellflower Mayor at the time, at a fundraiser for Kingdom Causes, and how that encouraged him to get involved with his own city.

Member Trevino said that the sales tax measure in Artesia had been successful and that it should result in increased revenues of between \$2.5 and \$4 million for the city. He reported that Artesia Councilmember Tony Lima had retired after serving 17 years on the City Council. He said the North Artesia Community Holiday Party was scheduled for Friday, and he wished everyone a Merry Christmas and happy holiday season.

Member Olmos said the business tax measure had passed in Paramount. She said last week the Paramount holiday train had its annual event. She said a new Sprouts market and Panera Bread restaurant were coming to Paramount. She wished everyone a Merry Christmas and said the Paramount Blvd. Christmas lights were up.

Vice Chairman Santa Ines thanked the City of Lakewood for hosting the meeting. He said Bellflower would be home of the first “on the go” McDonalds in the United States. He said there would be a ballot measure to make Bellflower a charter city.

## **ADJOURNMENT**

It was the consensus of the Policy Board to adjourn to a meeting to be held in the City of Bellflower on February 18, 2025. The meeting was adjourned at 1:07 p.m.



**SELACO WDB Board of Directors  
Attendance Roster – PY 24/25**

<b>Board Member</b>	<b>7/25/24</b>	<b>9/26/24</b>	<b>10/24/24</b>	<b>1/23/25</b>	<b>3/27/25</b>	<b>5/22/25</b>
<b>1. Burrell, Ashley</b> Rehabilitation Organization	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>		
<b>2. Chan, Connie</b> Public Employment Service	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>		
<b>3. Cueva, Sergio</b> Business Representative City of Hawaiian Gardens	<b>AE</b>	<b>X</b>	<b>X</b>	<b>X</b>		
<b>4. Drake, Aaron</b> Business Representative City of Bellflower	<b>X</b>	<b>X</b>	<b>AE</b>	<b>AE</b>		
<b>5. Espitia, Ben</b> Secretary/Treasurer Labor Organization	<b>X</b>	<b>AE</b>	<b>X</b>	<b>X</b>		
<b>6. Gomez, Belle</b> Education Entity	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>		
<b>7. Kucera, Kevin</b> Labor Organization	<b>AE</b>	<b>AE</b>	<b>AE</b>	<b>AE</b>		
<b>8. LeGaspi, Richard</b> Chair Business Representative City of Norwalk	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>		
<b>9. Levine, Barbara</b> Economic Development	<b>AE</b>	<b>X</b>	<b>AE</b>	<b>X</b>		
<b>10. McGehee, Shannon</b> Business Representative City of Paramount	<b>A</b>	<b>A</b>	<b>A</b>	<b>A</b>		
<b>11. Nam, Leila</b> Business Representative City of Artesia	<b>X</b>	<b>X</b>	<b>X</b>	<b>X</b>		
<b>12. Parada, Erika</b> Business Representative City of Lakewood	<b>AE</b>	<b>X</b>	<b>A</b>	<b>A</b>		



<b>Board Member</b>	<b>7/27/23</b>	<b>9/28/23</b>	<b>10/26/23</b>	<b>1/25/24</b>	<b>3/28/24</b>	<b>5/23/24</b>
<b>13. Perez, Genoveva</b> Business Representative City of Paramount	X	X	X	X		
<b>14. Polley, Tracy</b> Business Representative City of Norwalk	X	X	X	X		
<b>15. Rochin, Blanca</b> Education Entity	AE	X	X	X		
<b>16. Ryder, Tim</b> Business Representative City of Hawaiian Gardens	AE	X	AE	X		
<b>17. Saucedo-Garcia, Cristina</b> Business Representative City of Downey	AE	AE	AE	AE		
<b>18. Segura, Michael</b> Business Representative City of Lakewood	X	X	X	AE		
<b>19. Shah, Jawahar</b> Business Representative City of Cerritos	A	A	X	A		
<b>20. Trivedi, Sanjay</b> Business Representative City of Cerritos	AE	AE	A	A		
<b>21. Uttecht, Greg</b> Business Representative City of Artesia	X	X	X	AE		
<b>22. Villareal, Rudy</b> Labor Organization	X	X	X	X		
<b>23. Wehage, Larry</b> Vice Chair Business Representative City of Bellflower	X	X	X	X		
<b>24. VACANT</b> Labor Organization						
<b>25. VACANT</b> Labor Organization						
<b>26. VACANT</b> Labor Organization						
<b>27. VACANT</b> Business Representative City of Cerritos						

X = PRESENT A = ABSENT AE = ABSENCE EXCUSED SP = SPECIAL MEETING ~ = NO MEETING

XV = PRESENT VIRTUAL



# Operations Report

6<sup>TH</sup> REPORT OF PY 2024 – PY 2025

JULY 1, 2024 – DECEMBER 31, 2024

## TABLE OF CONTENTS

Purpose.....	2
Spotlight.....	3
<b>In-the-Know with SELACO.....</b>	<b>4</b>
America’s Job Center of California (AJCC) Overview .....	5
Career Services .....	6
Events .....	6
Adult Job Seeker Programs.....	6
Events.....	6
WIOA Adult.....	7
WIOA Dislocated Worker (DW) .....	8
Transitional Subsidized Employment (TSE).....	9
WIOA Youth SELACO.....	10
WIOA Youth ABC.....	11
WIOA Youth Hawkeye .....	12
Youth@Work .....	13
Bridge to Work.....	14
Business Services.....	15
Business Needs Assessment .....	16
Employer Training Panel (ETP).....	17
Special and Regional Programs.....	18
Child Development Program Regional Supportive Services 3.0 .....	18
Council of Governments (COG) - Homeless employment program .....	19
Regional Equity and Recovery Partnership (RERP) .....	20
Prison 2 Employment (P2E) .....	21
Homeless Initiative (HOME) .....	22
Helping Justice Involved Employment (HIRE).....	23
Glossary of Terms .....	24

## PURPOSE

The Southeast Los Angeles County Workforce Development Board (SELACO WDB) respectfully submits the sixth Program Operations Report for the program year 2021-2022. This report reflects the various grants and services offered to our local job seekers and employers. This report includes information on America's Job Center of California Activity, Adult Programs, Youth Programs, Employer Services, Special and Regional Programs. The report will reflect performance and activity requirements of our funding entities.

### SELACO WDB: December Team-Building Showcase

In December 2024, SELACO WDB hosted a team-building event that brought staff together to celebrate the communities we serve. Staff were divided into eight teams, each representing one of the SELACO WDB cities. Using gingerbread kits and edible decorations, teams created vibrant representations of their assigned cities. Each team included at least two features unique to their city and presented a brief history, fostering deeper connections and a greater appreciation for the communities we support.

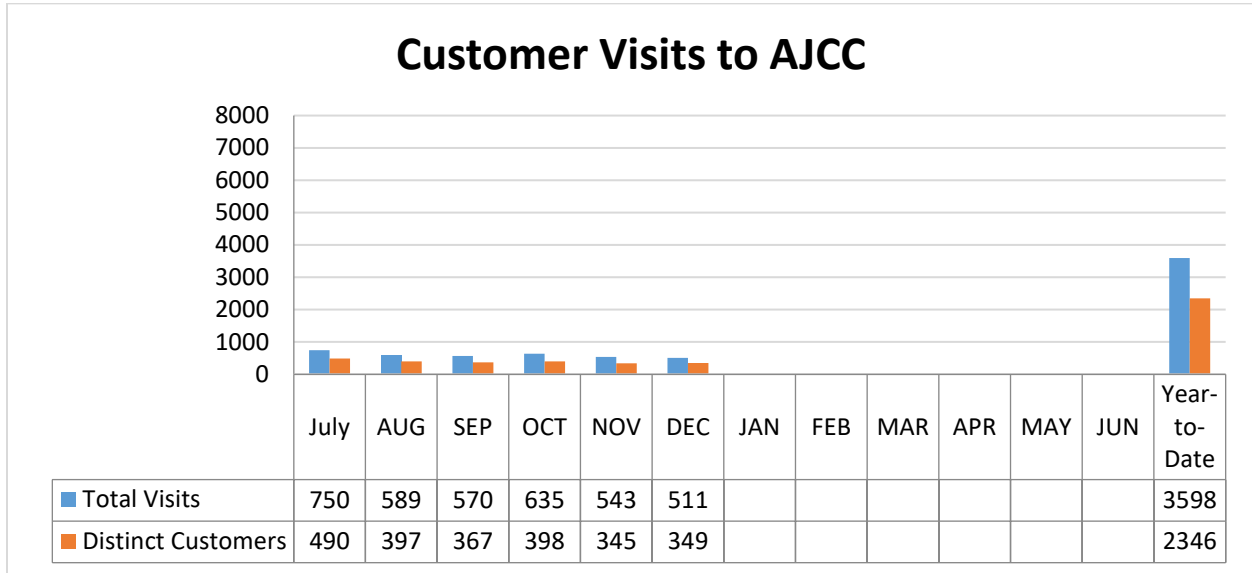
The event featured a friendly competition judged by a neutral party, with the team representing **Artesia**—Vanessa, Bianca, Irma, Yesenia, and Stefany—earning the top prize for their creativity and presentation. We were also honored to have Policy Board Chairs Jeff Wood and Sonny Santa Inez join us as special guests, providing an opportunity for them to meet the team and enjoy the city showcases. This event was a meaningful way to connect as a team while celebrating the uniqueness of each SELACO WDB city.



## IN-THE-KNOW WITH SELACO

“In-the-Know with SELACO” is the name of the SELACO WDB Constant Contact company newsletter. Our newsletter is published quarterly and features articles highlighting recent activities and events including board and community engagement, special programs and success stories. Constant Contact also allows SELACO to deliver mass emails to multiple groups all at the same time without affecting the company server. We use Constant Contact to promote job recruitments and announcements for events such as The Collaborative Community Network meetings and Disability Awareness Training as well as in-house to inform staff. The following link provides you access to our most recent publication of “In-the-Know with SELACO”: [In-The-Know](#)

**Program Year 2024 – 2025**

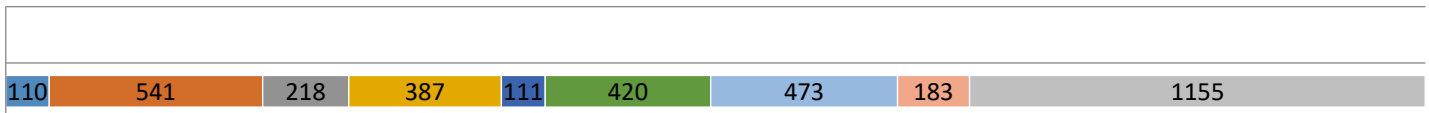


**Program Year 2023 – 2024**

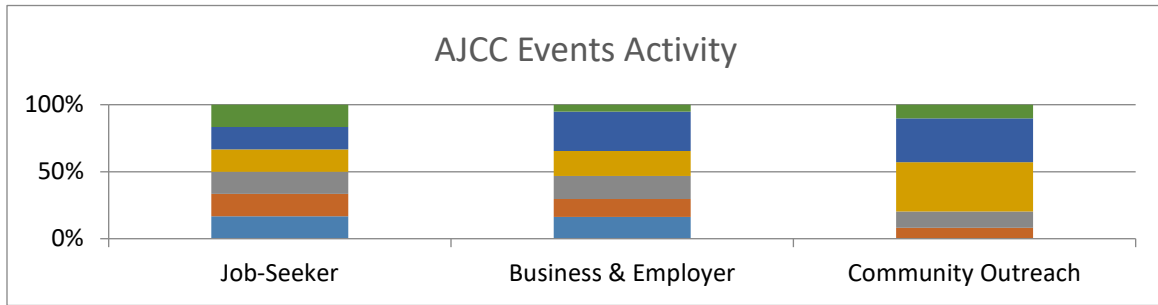
	July	AUG	SEP	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	Year-to-Date
Total Visits	561	640	636	709	629	506	653	625	638	635	754	769	7755
Distinct customers	374	381	391	422	392	374	659	397	409	403	488	498	5188

### Customer Visits by City

■ Artesia 
 ■ Bellflower 
 ■ Cerritos 
 ■ Downey 
 ■ Hawaiian Gardens 
 ■ Lakewood 
 ■ Norwalk 
 ■ Paramount 
 ■ Other



## EVENTS



## ADULT JOB SEEKER PROGRAMS

### EVENTS

JOB SEEKER EVENTS	DESCRIPTION
Virtual Job Club	Partnered with Microsoft to host a LinkedIn presentation
Virtual Youth Workshops	Virtual workshops for youth focused on job readiness, job preparation, interview skills, and resume building
Reemployment Services and Eligibility Assessment (RESEA)	EDD host a workshop to Review of job search activity and sharing of resource information.
Job Interview Preparation and Practice Workshop	It is the interview that lands the job offer, NOT the résumé. Ease those Job Interview jitters with preparation and practice.
Be a Super Star Employee Workshop	This workshop offers an opportunity to learn how to become the employee that you would be proud to be.
Career Academy for Targeted Sectors (CATS)	Virtual bootcamp for young adults, allowing them the opportunity to establish a career pathway.
BUSINESS & EMPLOYER EVENTS	DESCRIPTION
Goodwill SOLAC	formed a partnership with Colleen Khuon, Director of Special Projects & Community Engagement. Interested in hiring 4 TSE's. She was sent an TSE Worksite Agreement for a non-profit.
Paramount Chamber of Commerce	Annual Holiday Mixer sponsored by Southern CA Gas
JC Discount	Ribbon Cutting for Grand Opening
Norwalk Art & Sports Comple	GCCOG Collaboration Luncheon
Milagro Cinema	Meeting with Larry Porricelli RE: Worksite Agreement
Bellflower Christmas Chat and Cheer	Annual Chamber Mixer
Paramount Holiday Mixer	Annual Chamber Mixer
Downey Networking Breakfast	Chamber Breakfast
Advance Auto Parts	Advance Auto Parts
OUTREACH EVENTS	DESCRIPTION
Boots on ground – Norwalk	Logistics Meeting
Boots on ground – Norwalk	COG Collaborative Luncheon
Boots on ground – Artesia	Advanced Auto Parts Rapid Response
Boots on ground – Norwalk	Norwalk La Mirada Adult School



## WIOA ADULT

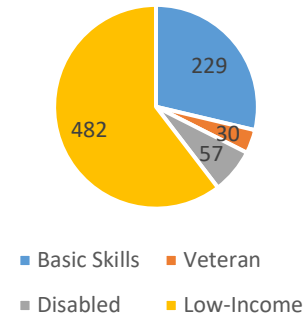
To prepare workers -- particularly individuals with barriers to employment -- for good jobs by providing job search assistance and training. The Adult Program provides an emphasis on serving public assistance recipients, other low-income individuals, and individuals who are low-skilled.

### WIOA PERFORMANCE INDICATORS PER QUARTER

Performance Measure	Negotiated PY 24/25	Q1 PY 24/25	Q2 PY 24/25	Q3 PY 24-25	Q4 PY 24-25
Employed 2 <sup>nd</sup> Quarter after Exit	67.5%	71.8%	67.2%		
Employed 4 <sup>th</sup> Quarter after Exit	65.5%	63.2%	66.3%		
Median Earnings	\$7,622	\$8,202.36	\$9,141.28		
Credential Rate	66.0%	85.7%	87.9%		
Measurable Skill Gain (MSG)	73.0%	53.8%	82.7%		

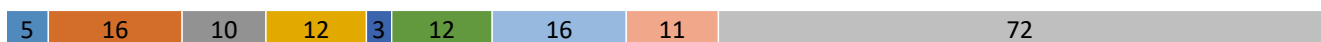
Activity Breakdown	
Carryover	191
Enrollments	157
Exits	73
Employed at Closure	27
<b>Program Services</b>	
Occupational Skills Training	35
On the Job Training	1
Transitional Jobs	5
Supportive Services	85
Follow-up Services	68

### Priority Population



## WIOA Adult Enrollment by City

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other



## WIOA DISLOCATED WORKER (DW)

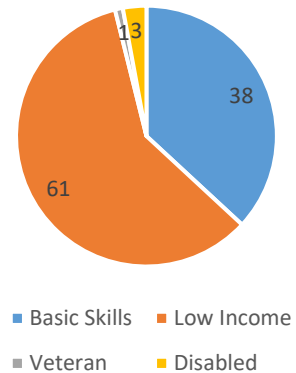
To prepare workers -- particularly individuals recently separated from employment -- for good jobs by providing job search assistance and training. The Dislocated Worker Program provides an emphasis on serving transitioning veterans, homemakers, recently unemployed, and struggling independent business owners.

### WIOA PERFORMANCE INDICATORS PER QUARTER

Performance Measure	Negotiated PY 23/24	Q1 PY 24/25	Q2 PY 24/25	Q3 PY 24/25	Q4 PY 24/25
Employed 2 <sup>nd</sup> Quarter after Exit	71.0%	100%	75.8%		
Employed 4 <sup>th</sup> Quarter after Exit	71.8%	71.4%	67.9%		
Median Earnings	\$9,800	\$11,478.98	\$11,264.90		
Credential Rate	75.4%	100%	87.5%		
Measurable Skill Gain	78.0%	84.6%	83.3%		

Activity Breakdown	
Carryover	28
Enrollments	20
Exits	3
Employed at Closure	3
<b>Program Services</b>	
Occupational Skills Training	6
On the Job Training	0
Supportive Services	15
Follow-up Services	9

Priority Population



## WIOA Dislocated Worker Enrollment by City

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other



## TRANSITIONAL SUBSIDIZED EMPLOYMENT (TSE)

The TSE program is a program in collaboration with the South Bay Workforce Development Board that provides individuals the opportunity to gain the skills and hands on experience needed to transition into their next job and/or career. The program also gives companies a chance to give back to the community and provide opportunities for individuals to gain access into the workforce. SELACO WDB's role in bridging the gap between both parties is to help meet employer's workforce needs by providing qualified, pre-screened applicants.

### TSE PERFORMANCE INDICATORS PER QUARTER

TSE Performance Measures PY 24/25	Allocations	Goal	Actual
Projected Enrollments	25	25	3
Exit and Follow-up 6 Months After Exit	25	25	39

Carryover
44

## TSE WEX PLACEMENT BY CITY

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other

3

## WIOA YOUTH SELACO

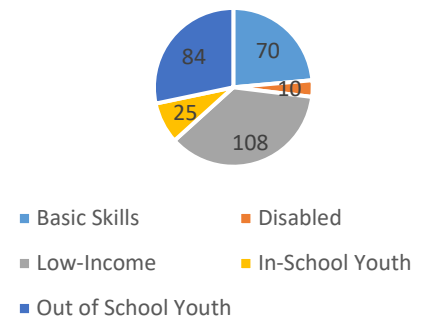
To prepare youth (ages 14-24) with barriers to employment – for good jobs by providing career exploration and training. The Youth Program provides an emphasis on serving public assistance recipients, other low-income individuals, basic skills deficient, pregnant or parenting young, foster youth, and youth with additional barriers to employment.

### WIOA PERFORMANCE INDICATORS PER QUARTER

Performance Measure	Negotiated PY 23/24	Q1 PY 24/25	Q2 PY 24/25	Q3 PY 24/25	Q4 PY 24/25
Employed or Placed in Education 2 <sup>nd</sup> QT after Exit	72.0%	75%	79.1%		
Employed or Placed in Education 4 <sup>th</sup> QT after Exit	69.6%	69.2%	68.4%		
Median Wage	\$4,500	\$5,933.31	\$6,933.19		
Credential Rate	61.0%	100%	100.0%		
Measurable Skills Gain	80.0%	2.9%	48.5%		

Out-of-School Activity Breakdown	Actual
Carryover	61
Enrollments	38
Exits	12
Employed/ Placed at Closure	
<b>Program Services</b>	
Occupational Skills Training	15
Enrolled in Secondary Education	2
Work Experience	13
Supportive Services	95
Follow-up Services	3

### Priority Population



## WIOA Youth Enrollment By City

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other



## WIOA YOUTH ABC

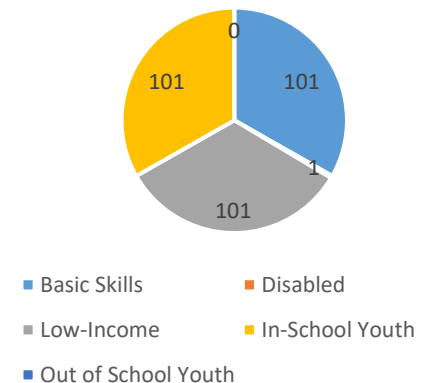
To prepare youth (ages 17-21) with barriers to employment – for good jobs by providing career exploration and training. The Youth Program provides an emphasis on serving public assistance recipients, other low-income individuals, basic skills deficient, pregnant or parenting young, foster youth, and youth with additional barriers to employment.

### WIOA PERFORMANCE INDICATORS PER QUARTER

Performance Measure	Negotiated PY 23/24	Q1 PY 24/25	Q2 PY 24/25	Q3 PY 24/25	Q4 PY 24/25
Employed or Placed in Education 2 <sup>nd</sup> QT after Exit	72.0%	75.5%	56.0%		
Employed or Placed in Education 4 <sup>th</sup> QT after Exit	69.6%	51.8%	53.5%		
Median Wage	\$4,500	\$3,464.43	\$3,149.74		
Credential Rate	61.0%	66.1%	73.0%		
Measurable Skills Gain	80.0%	100.0%	94.1%		

In-School Activity Breakdown	Actual
Carryover	45
Enrollments	6
Exits	0
Employed/ Placed at Closure	
<b>Program Services</b>	
Enrolled in Secondary Education	0
Work Experience	0
Supportive Services	0
Follow-up Services	0

### Priority Population



## WIOA Youth Enrollment By City

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other



## WIOA YOUTH HAWKEYE

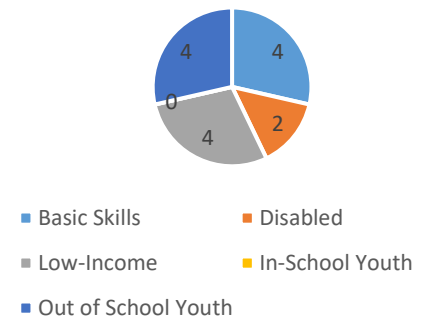
To prepare youth (ages 17-21) with barriers to employment – for good jobs by providing career exploration and training. The Youth Program provides an emphasis on serving public assistance recipients, other low-income individuals, basic skills deficient, pregnant or parenting young, foster youth, and youth with additional barriers to employment.

### WIOA PERFORMANCE INDICATORS PER QUARTER

Performance Measure	Negotiated PY 23/24	Q1 PY 24/25	Q2 PY 24/25	Q3 PY 24/25	Q4 PY 24/25
Employed or Placed in Education 2 <sup>nd</sup> QT after Exit	72.0%	N/A			
Employed or Placed in Education 4 <sup>th</sup> QT after Exit	69.6%	N/A			
Median Wage	\$4,500	\$0.00			
Credential Rate	61.0%	N/A			
Measurable Skills Gain	78.0%	50.0%			

In-School & Out of School Activity Breakdown	Actual
Carryover	0
Enrollments	6
Exits	0
Employed/ Placed at Closure	0
<b>Program Services</b>	
Enrolled in Secondary Education	0
Work Experience	0
Supportive Services	0
Follow-up Services	0

### Priority Population



## WIOA Youth Enrollment By City

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other



## YOUTH@WORK

The Youth@Work program designed to provide work-based learning to Los Angeles County's youth ages 14-21. The goal of the program is to introduce young people to the workplace, gain valuable employment skills and earn an income. Through this process, youth receive up to 20 hours of paid Personal Enrichment and Work Readiness Training (PET) to help them acquire some of the basic "soft skills" necessary to succeed in the workplace. Youth also work on average of 100 hours of work experience after the completion of the PET for a total of 120 hours of combined work preparation and work experience. Youth will also receive a monthly performance evaluation to better gage their individual strengths and weakness. Upon completion of the program, youth receive a certificate of Work Readiness.

### YOUTH@WORK ENROLLMENT GOALS

Agency	CalWORKs		Foster		JJCPA		Other Under Served Youth (OUSY)		System Involved Youth (SIY)		TOTAL	
	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual	Planned	Actual
City of Hawaiian Gardens	15	7	N/A	N/A	N/A	N/A	35	34	20	20	70	61
Artesia	N/A	N/A	N/A	N/A	N/A	N/A	20	15	N/A	N/A	20	15
ABCUSD	15	11	N/A	N/A	N/A	N/A	30	29	20	11	65	51
SELACO	10	1	15	12	N/A	N/A	5	1	5	4	25	18

Progress	CalWORKS	Foster	JJCPA	OUSY	SIY	Total
Enrollments	19	12	0	79	35	145
Exits	0	0	0	0	0	0

## Youth@Work Enrollment by City

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other



## BRIDGE TO WORK

The Bridge-to-Work-Foster program works with foster youth that are eligible to enroll in the Independent Living Program (ILP) and aims to get them started on a path to a high wage career.

### BRIDGE TO WORK PERFORMANCE INDICATORS PER QUARTER

---

B2W Projected Goals	Goal	Actual
Projected Enrollments	11	0
Exits	11	0

PY23-24 Carryover
4

### Bridge to Work Enrollment by City

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other



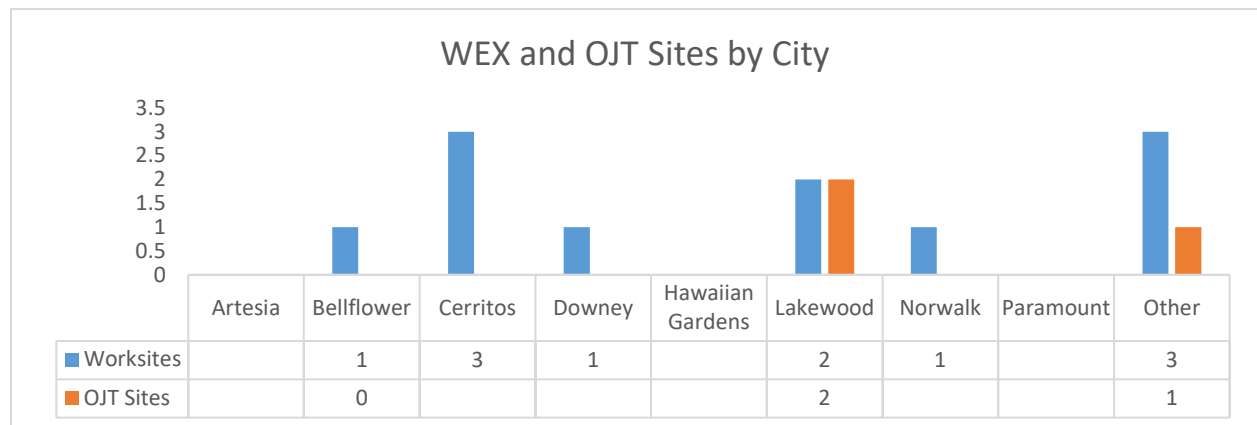


## BUSINESS SERVICES

Business services engage with a diverse range of employers to promote business representation on the local board and develop effective linkages with employers to support local workforce investment activities. Develop and deliver innovative workforce investment services and strategies for employers, which may include career pathways, skills upgrading, skill standard development and certification for recognized postsecondary credential or other employer use, apprenticeship, and other effective initiatives for meeting the workforce investment needs of area employers and workers.

Offer appropriate recruitment and other business services on behalf of employers, including small employers, which may include services such as providing information and referral to specialized business and services not traditionally offered through the one-stop delivery system. Provide assistance to employers in managing reductions in force in coordination with rapid response activities and strategies for the aversion of layoffs, which strategies may include early identification of firms at risk of layoffs, use of feasibility studies to assess the needs of and options for at-risk firms, and the delivery of employment and training activities to address risk factors.

Activity Breakdown	
Job Fairs/ Special Recruitments	22
Job Development	1
Resume Referral	2
Candidate Pre-screening	0
Employer Networking	95
Referral to Community Services	38
Tax Credit Program Awareness	40
Rapid Response	5
Lay-off Aversion	0
<b>Total</b>	<b>203</b>



## BUSINESS NEEDS ASSESSMENT

A business needs assessment is a systematic process of identifying, analyzing, and prioritizing the needs of a business. It involves gathering and evaluating information about the organization's current state, needs, future goals, and any gaps that exist between the two. The purpose of a needs assessment is to provide a clear understanding of what the business needs to improve performance, efficiency, and effectiveness. This information is then used to develop strategies and action plans to address these needs and achieve the organization's objectives.

Business Needs Assessment					
<b>Goal: 100</b>			<b>Actual: 107</b>		
<b>Completed: 107</b>			<b>Outcome: 120</b>		
Industry		Type of Need		Results	
Construction	9	Recruitment and hiring	73	Recruitment and hiring	2
Healthcare	15	Upskills training for current employees.	7	Upskills training for current employees.	2
Hospitality	35	Subsidized wages for new employees/ trainees	17	Subsidized wages for new employees/ trainees	10
Information Technology (IT)	1	Layoff prevention and aversion	2	Layoff prevention and aversion	0
Logistics	5	Tax Incentives	0	Tax Incentives	15
Manufacturing	3	Other:	8	Other:	91
Other:	39				

## Business Needs Assessment

■ Artesia 
 ■ Bellflower 
 ■ Cerritos 
 ■ Downey 
 ■ Hawaiian Gardens 
 ■ Lakewood 
 ■ Norwalk 
 ■ Paramount 
 ■ Other



## EMPLOYER TRAINING PANEL (ETP)

SELACO WDB is a prime contractor for the State’s Employment Training Panel (ETP) enterprise, a performance-based initiative supporting job creation and retention, through customized skills training. ETP is funded by a special California corporate tax and differs from other workforce development programs whose emphasis is on pre-employment training. SELACO WDB, with ETP funds, fulfills its mission by reimbursing the cost of employer-driven training for incumbent workers. Overall, the ETP program helps to ensure that California businesses will have the skilled workers they need to remain competitive. Employers must be able to effectively train workers in response to changing business and industry needs. While the need for workforce training is critical, businesses generally reserve capacity-building dollars for highly technical and professional occupations – Limiting investment in training for frontline workers who produce goods and deliver services. ETP helps to fill this gap by funding training that is targeted to the frontline workers.

Eligible Training Panel (ETP)		
ET-23-0162 (Contract Term: 2023-2025)		
	Planned	Actual
Enrollments	405	299
Completions	405	299
Retention	380	291

SPECIAL AND REGIONAL PROGRAMS

CHILD DEVELOPMENT PROGRAM REGIONAL SUPPORTIVE SERVICES 3.0

Facilities	Planned Enrollments	Actual Enrollments
<b>A. J. Padelford Child Development Center</b> 11922 169 <sup>th</sup> Street, Artesia, CA 90701 Center Director: Liz Quintanilla Phone Number: (562) 926-2427	18	22
<b>Artesia Child Development Center</b> 18730 Clarkdale Avenue, Artesia, CA 90701 Center Director: Malajat Raja Phone Number: (562) 653-0290	60	70
<b>Bellflower Child Development Center</b> 447 Flower Street, Bellflower, CA 90706 Center Director: Regina Mayo Phone Number: (562) 804-7990	20	32
<b>Bellflower II Child Development Center</b> 14523 Bellflower Blvd., Bellflower, CA 90706 Phone Number: (562) 867-8399	47	58
<b>Lakewood Child Development Center</b> 5225-A Hayter Avenue, Lakewood, CA 90712 Center Director: Maria Navarro Phone Number: (562) 531-9440	28	43
<b>Maywood Child Development Center</b> 4803 58 <sup>th</sup> Street, Maywood, CA 90270 Center Director: Silvia Guzman Phone Number: (323) 560-5656	33	43
<b>Norwalk Child Development Center</b> 14000 San Antonio Drive, Norwalk, CA 90650 Center Director: Silvia Guzman Phone Number: (562) 864-1958 ++0	28	35
<b>Total</b>	234	303

## COUNCIL OF GOVERNMENTS (COG) - HOMELESS EMPLOYMENT PROGRAM

In collaboration with Gateway Cities Council of Government, SELACO WDB, SHARE and HUB cities, the Homeless Employment Program is designed to provide immediate shelter for the homeless within the Gateway region, followed by employment and training services. The overall goal of the project is to support homeless candidates secure permanent housing, long term employment and self-sufficiency.

The role of each partner:

**Gateway Cities:** will serve as the project administrator and provide oversight/guidance to the selected providers.

**SHARE! Collaborative Housing:** will provide affordable permanent supportive housing in single-family houses throughout Los Angeles County and assist candidates in addressing issues that hinder their ability to secure full time employment. Once barriers to employment have been addressed, SHARE will refer candidates to the workforce partners for training and employment services.

**SELACO WDB and HUB Cities:** each agency will support 50 candidates. Services will include:

- Co-enrollment into WIOA
- Career planning
- Development of Individual Employment Plans that may include paid work experience, vocational training, On-the-Job training, and/or placement into full time employment
- Ongoing Case Management
- Follow-Up services for one year after exit

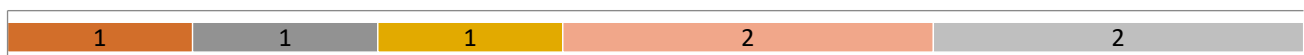
Referral Activity		
	Planned	Actual
Referrals to SHARE	N/A	2
Referrals from SHARE	N/A	4
Enrollments	50	7

PY23-24 Carryovers
8

Enrollment Activity		
	Planned	Actual
Attended a Job Search Workshop	20	0
Completed Individual Service Plan	50	1
Internships	8	0
Secured Part-time Employment	3	2
Secured Full-time Employment	28	5
Retained Employment (3-months)	23	5
Increased wages	40	0

## COG Home Enrollment by City

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other



## REGIONAL EQUITY AND RECOVERY PARTNERSHIP (RERP)

The overall goal of the Regional Equity and Recovery Partnership (RERP) is to improve job quality and job access for individuals from underserved and underrepresented populations, meet the skill and profitability needs of employers and meet the economic, social, and environmental needs of the community. SELACO will provide program coordination and management, data collection and reporting, and partner with Cerritos College to provide training in supply chain logistics

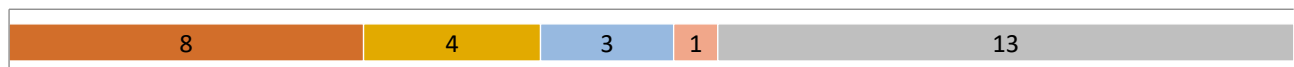
Contract Term April 18, 2023 – October 31, 2025

### RERP PERFORMANCE INDICATORS PER QUARTER

Performance Measure	Planned	Actual
New Enrollment	35	29
Individuals in Training	35	28
Individuals Completed Training	30	21
Attained Industry Recognized Certificate or Credential	30	21
Employment Obtained	30	10

## RERP Enrollment by City

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other



## PRISON TO EMPLOYMENT – P2E

The Workforce Development Boards (WDB) of the Los Angeles region (LARPU) submitted a plan to create a regional approach in serving reentry individuals and the justice system. The plan was awarded under Prison to Employment (P2E) through the California Workforce Development Board in January of 2023.

Contract Term April 4, 2023 – December 31, 2025

### P2E INITIATIVE PERFORMANCE INDICATORS PER QUARTER

Performance Measure	Planned	Actual
New Enrollment	26	28
Individuals in Training	9	11
Individuals Completed Training	8	10
Attained Industry Recognized Certificate or Credential	8	10
Placement in Postsecondary Education	1	0
Placement in State Approved Apprenticeship	3	1
Employment	16	13

### P2E Enrollment by City

■ Artesia ■ Bellflower ■ Cerritos ■ Downey ■ Hawaiian Gardens ■ Lakewood ■ Norwalk ■ Paramount ■ Other



## HOME INITIATIVE - HOME

The SELACO RISE project is designed to move individuals from homelessness to employment with a focus on individual assessment, job readiness, support services, skills training, earn and learn/on-the-job training, placement and retention in a job which pays a living wage. In order to end individual homelessness, job retention is crucial to the success of these individuals and will require the necessary supports to be provided by Mentored. Our overall objective is to meet the employment challenges facing homeless persons in their search for employment and to facilitate their assimilation into the workplace thereby enhancing the outcomes within the workforce.

### HOME INITIATIVE PERFORMANCE INDICATORS PER QUARTER

Performance Measure	Planned	Actual
New Enrollment	15	3
WIOA Co-enrollments	11	3
Placements	11	4
Exits	N/A	3

Program Services	Planned	Actual
Follow-up Services	11	0
On the job Training	7	0
Transitional Jobs	8	0
Supportive Services	N/A	3

PY23-24 Carryovers
8

## HOME Enrollment by City

■ Artesia 
 ■ Bellflower 
 ■ Cerritos 
 ■ Downey 
 ■ Hawaiian Gardens 
 ■ Lakewood 
 ■ Norwalk 
 ■ Paramount 
 ■ Other





## HELPING JUSTICE-INVOLVED EMPLOYMENT - HIRE

The **Helping Justice-Involved Reenter Employment (HIRE)** initiative, funded by the California Workforce Development Board (CWDB), helps justice-involved individuals achieve meaningful employment. At SELACO WDB, the HIRE grant addresses challenges faced by formerly incarcerated individuals by providing workforce development services and fostering employer partnerships.

Key focus areas include:

- **Target Population:** Supporting justice-involved individuals through skill-building and sustainable employment.
- **Customized Support:** Tailored career services, training, and resources to overcome employment barriers.
- **Employer Engagement:** Partnering with businesses for job placements and fair hiring practices.
- **Community Partnerships:** Collaborating with organizations specializing in reentry services.
- **Outcomes Measurement:** Tracking job placements, retention, and wage growth to ensure success.

By leveraging the HIRE grant, SELACO WDB empowers individuals to achieve economic stability and reduces recidivism through meaningful career pathways.

### HOME INITIATIVE PERFORMANCE INDICATORS PER QUARTER

Performance Measure	Planned	Actual
New Enrollment	60	8
Enrolled In Training	24	0
Completed Training	19	0
Attained Industry-Identified Certificate or Degree	19	0

Program Services	Planned	Actual
Placement in Postsecondary Education	8	0
Placement in State Approved Apprenticeship	6	0
Career Advancement	6	0
Employment	36	0

## HIRE Enrollment by City

■ Artesia 
 ■ Bellflower 
 ■ Cerritos 
 ■ Downey 
 ■ Hawaiian Gardens 
 ■ Lakewood 
 ■ Norwalk 
 ■ Paramount 
 ■ Other

8

## GLOSSARY OF TERMS

AJCC:	American Job Center of California
ASE:	Academic Skills Enhancement
CalJOBS:	California Job Services
CWDB	California Workforce Development Board
DEI:	Disability Employment Initiative
EDD:	Employment Development Department
ETP:	Employment Training Panel
GED:	General Education Development
LMI:	Labor Market Information
PJSA:	Personalized Job Search Assistance
SELACO WDB:	Southeast Los Angeles County Workforce Development Board
STEPS:	Steps to Economic and Personal Success Workshop
TSE:	Transitional Subsidized Employment
WDB:	Workforce Development Board
WIOA:	Workforce Innovation and Opportunity Act

**To: SELACO WDB Policy Board**  
**From: Jack Joseph, Policy Board Administrator**  
**Date: February 18, 2025**  
**Subject: Consideration of Appointments to the WDB**

**Nomination for a Representative from an Economic Development Organization**

Barbara Levine, who has been an economic development representative on the Workforce Development Board since 2008, has retired from the Los Angeles Economic Development Corporation (LAEDC) and has resigned from the WDB. To replace Ms. Levine on the Board, the LAEDC has nominated Linden Johnson. A nomination form and resume for Mr. Johnson are attached. If appointed, Mr. Johnson would fill the unexpired term to June 30, 2026.

**Annual Appointments**

The re-appointments of the following private sector members of the Workforce Development Board to new two-year terms have not been acted on by the Policy Board. When re-appointed or replaced, the new terms would expire on June 30, 2026.

Artesia Private Sector—Greg Uttecht (Fabrica Fine Carpets and Rugs)  
Cerritos Private Sector—Jay Shah (Arihant Management Consultants)  
Downey Private Sector—Currently vacant due to Vijay Patel resignation



**SELACO Workforce Development Board  
NOMINATION FORM**

1. Nominee: Linden Johnson

Business Affiliate: Los Angeles County Economic Development Corporation (LAEDC)

Title: Senior Director of Business Assistance

City of Residence: Carson

Business Address: LAEDC, 633 W. 5th St, Suite 3300, Los Angeles, CA 90071

Phone: 213-509-4319 Fax: \_\_\_\_\_ Email: linden.johnson@laedc.org

2. Area of Service:
- |  |  |
|--|--|
| <input type="checkbox"/> Representative of Labor         | <input type="checkbox"/> Public Employment Service EDD |
| <input checked="" type="checkbox"/> Economic Development | <input type="checkbox"/> Department of Rehabilitation  |
| <input type="checkbox"/> Educational Agency              | <input type="checkbox"/> Community Based Organization  |
| ___ Adult Education                                      |  |
| ___ Community College/University                         |  |
| <input type="checkbox"/> Business Representation         | <input type="checkbox"/> Other _____                   |
- Note Industry:
- \_\_\_ Manufacturing
- \_\_\_ Healthcare
- \_\_\_ Transportation/Hospitality
- \_\_\_ Logistics
- \_\_\_ Business & Professional Service
- \_\_\_ Other

3. What are the key attributes that would make this person valuable to the workforce board? If applicable, identify experience in workforce development and other board/advisory/community groups this person has served on or currently serves on. (Please use additional sheets if necessary)

Name of Person Making Nomination: Barbara Levine Phone: 310-880-2314

Name of Agency Making Nomination: LAEDC

**Submit Nomination Form to Carol Reyes-Davis**  
by fax at (562) 860-4457 or by email to [carol.reyes@selaco.com](mailto:carol.reyes@selaco.com)

## **SELACO Workforce Development Board – Nomination form – Linden Johnson, LAEDC**

Submitted by Barbara Levine, SELACO WDB Board member 2008 – 2025, February 3, 2025

Nominee: Linden Johnson, Sr. Director of Business Assistance, LAEDC

Supplemental sheet to nomination form.

3. What are the key attributes that would make this person valuable to the workforce board? If applicable, identify experience in workforce development and other board/advisory/community groups this person has served on or currently serves on.

Linden Johnson is a top-tier economic development professional with a wide-ranging background and high degree of ethics and professionalism. Linden has worked at the LAEDC for 14 years and started from the bottom and has worked his way up to Senior Director of Business Assistance managing a team of 14. He also manages multiple contracts including Layoff Aversion with the City of Los Angeles and Los Angeles County-Department of Economic Opportunity, plus DEO's Economic Mobility Initiative, and the LAEDC contract with the California Manufacturing Technology Consulting (CMTC). This growth has allowed him to know this business (as an economic development organization, nonprofit public private partnership) at all levels and has given him a wide-lens perspective including from a small business perspective. He has worked closely with the County of LA, many of the 88 cities as well as other non-profits, regional and statewide economic development organizations and community organizations. Linden has served the LAEDC in progressive positions including Business Assistance Team Manager, Regional Manager covering the City of Los Angeles, as well as the Antelope and Santa Clarita Valleys, San Gabriel Valley and Gateway Cities Regions and South Bay Cities.

I feel strongly that Linden will leverage his small, medium and large city experience along with best practices and processes from the LAEDC's award winning programs and strategies. He is entrepreneurial and also a small business owner. Linden would add objective economic development insights to the SELACO WDB board from a local, countywide and larger vantage point.

Memberships/Affiliations:


- California Association for Local Economic Development (CALED) - member for over 10 years
- San Gabriel Valley Economic Partnership
- LA South Chamber of Commerce



## MEMORANDUM

**DATE:** February 18, 2025

**TO:** SELACO Policy Board

**FROM:** Yolanda L Castro, Executive Director 

**RE:** SELACO WDB Annual Audit Report for Fiscal Year 2023-2024

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On January 23, 2025, the Southeast Los Angeles County Workforce Development Board (SELACO WDB) reviewed and approved the SELACO WDB Annual Audit Report for Fiscal Year 2023-2024.

This item comes to the Policy Board to accept the SELACO WDB Board's actions to review and approve the annual audit report and management letter for Fiscal Year (FY) 2023-2024. There were no findings or questioned costs identified in the audit. The management letter contained no comments. There are three things in the audit report we would like to point out:

1. That in the auditor's opinion the reports "present fairly" the financial position of the Southeast Los Angeles County Workforce Development Board (SELACO WDB). That attestation is on page 1 of the report.
2. That SELACO WDB has a positive "net assets" balance (\$442,000). That information is on page 4 of the report.
3. That there are no findings or questioned costs. That information is on pages 41-43 of the report.

The audit report also contained no items of material noncompliance.

### **Action Required:**


Support the SELACO WDB Board's approval to accept the audit report and direct the Executive Director to forward the audit report to the Policy Board for review and distribute copies to all necessary agencies.



## MEMORANDUM

**DATE:** February 18, 2025

**TO:** SELACO Policy Board

**FROM:** Yolanda L Castro, Executive Director 

**RE:** Request for Approval to Submit America's Job Center of California (AJCC) Adult and Dislocated Worker Career Services Provider Application

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On January 23, 2025, The Southeast Los Angeles County Workforce Development Board (SELACO WDB) authorized the Executive Director to submit the AJCC Adult and Dislocated Worker Career Services Provider Application to the State based on the following:

The Southeast Los Angeles County Workforce Development Board (SELACO WDB) staff is seeking Board approval to submit the America's Job Center of California (AJCC) Adult and Dislocated Worker Career Services Provider Application to the State. Approval of this application will allow SELACO WDB to continue operating its AJCC in Cerritos, ensuring the continued delivery of high-quality workforce services to our community. The AJCC Career Services Provider Application is required to be submitted every four years, with the current application due by March 1, 2025. This application will address four critical elements:

1. **Factors Informing the Decision to Apply:** This section will outline the key considerations that influenced SELACO WDB's decision to submit this application. It will highlight the benefits of local administration of services, including increased responsiveness to community needs, and the implementation of our "boots on the ground" initiative.
2. **Enhanced Participant Services:** We will describe how participants will benefit from local board management of the AJCC, emphasizing key partnerships and initiatives designed to expand the network of services available and foster stronger connections with community resources.
3. **Comprehensive Service Offerings:** This section will detail the range of basic and individualized services provided to meet the diverse needs of job seekers, including specialized business services and robust follow-up support to ensure sustainable outcomes.
4. **Performance Data and Success Stories:** Supporting data will demonstrate the effectiveness of SELACO WDB's management, including placement metrics, participant testimonials, and success stories. Additionally, we will showcase capacity-building efforts, and the strides made in staff development to sustain and enhance the quality of services provided.

The successful submission of this application will ensure that the SELACO WDB continues to serve as a key workforce development resource in Southeast Los Angeles, promoting economic growth and stability in our region.

### Action Required:

Support the SELACO WDB Board to Authorize the Executive Director to submit the AJCC Adult and Dislocated Worker Career Services Provider Application to the State by the due date of March 1, 2025.

**To: SELACO WDB Policy Board**

**From: Jack Joseph, Policy Board Administrator**

**Date: February 18, 2025**

**Subject: Corrected Fifth Amendment to Employment Agreement  
between Southeast Los Angeles County Workforce  
Development Board and Yolanda Castro**

**Background**

At the meeting of December 17,2024, the Policy Board approved the Fifth Amendment to the Employment Agreement between the WDB and Executive Director Yolanda Castro. One of the terms of the amendment incorporated the approval of a 4% cost of living adjustment to her monthly salary consistent with the COLA previously approved for other SELACO employees. However, the dollar amounts of the revised monthly and annual salary were incorrect.

Section I. of the Amendment approved by the Policy Board included a monthly salary of \$12,736.33 and an annual salary of \$152,835.90. The correct amounts should have been a monthly salary of \$12,582.96, and an annual salary of \$150,995.52. These corrected amounts were included in the document approved by the WDB at the meeting of January 23, 2025.

**Recommendation**

Approve the attached corrected version of the Fifth Amendment to the Employment Agreement between Southeast Los Angeles County Workforce Development Board and Yolanda Castro.



**Fifth Amendment to Employment Agreement  
Between  
Southeast Los Angeles County Workforce Development Board  
and  
Yolanda Castro**

This Fifth Amendment to the First Amended and Restated Employment Agreement (“Agreement”) is made and entered into this 23rd day of January 2025, by and between the Southeast Los Angeles County Workforce Development Board, a California non-profit corporation (SELACO WDB), hereinafter called “Employer,” and Yolanda L. Castro, an individual, hereinafter called “Employee.” Employer and Employee may be referred to in this Agreement collectively as “the Parties.”

WHEREAS, Employee has fulfilled the duties of the position of Executive Director of the SELACO WDB since March 1, 2013 to the satisfaction of Employer; and

WHEREAS, Employee’s original two-year Employment Agreement was renewed for an additional two years under the terms of the First Amended and Restated Employment Agreement, with an expiration date of October 31, 2017 and renewed again for an additional five years through a Second Amendment to Employment Agreement; and

WHEREAS, in January 2023, the Third Amendment to Employee’s Employment Agreement was approved, adjusting Employee’s annual salary and extending the term of Employee’s existing Employment Agreement for an additional five years, until December 31, 2027; and

WHEREAS, in March 2024, the Fourth Amendment to Employee’s Employment Agreement was approved, adjusting Employee’s annual salary; and

WHEREAS, Employee and Employer now desire to adjust Employee’s annual salary to provide for a 4% cost of living adjustment and update other terms as set forth herein; and

NOW, THEREFORE, in consideration of the mutual covenants herein contained, the Parties agree as follows:

**I. Section 5("Salary") of the Agreement is amended to read:**

Effective January 1, 2025, Employee’s annual salary is \$150,995.52 (one hundred, fifty thousand, nine hundred and ninety five dollars and fifty two cents). Employer agrees to pay Employee for her services rendered pursuant hereto, a monthly salary of \$12,582.96, payable at the same time as other employees of Employer are paid, less any legally authorized withholding, such as federal and state taxes.

**II. Section 9 (“Insurance Benefits”) of the Agreement is amended to read:**

Effective January 1, 2025, Employee waives medical insurance coverage, which shall entitle Employee to “in lieu” payments of \$350.77/month, which is taxable compensation. Employee

shall also receive an insurance waiver bonus of \$1,000 in the month of December for each calendar year that Employee has waived the insurance benefit. For example, to the extent that Employee continues to waive the Employer medical insurance benefit for the entire 12 month calendar year 2025, Employee shall receive a waiver bonus of \$1,000 for December 2025.

Employee shall continue to receive Employer provided dental, vision and life insurance coverage as provided to other management employees.

**III.** All other terms and conditions of the First Amended and Restated Employment Agreement shall remain the full force and effect, unless otherwise amended in writing.

IN WITNESS WHEREOF, Employer has caused this Agreement to be signed and duly executed on its behalf by its Chairman of the Board, in triplicate, on the 23rd day of January 2025.

Employee has accepted the terms and conditions set forth in this Agreement effective as of the date of her signature below.

SOUTHEAST LOS ANGELES COUNTY WORKFORCE  
DEVELOPMENT BOARD

By: \_\_\_\_\_  
Richard LeGaspi, Chair                      Date

ATTEST:

By: \_\_\_\_\_  
Ben Espitia , Secretary to the Board

EMPLOYEE:


By: \_\_\_\_\_  
Yolanda L. Castro                              Date



## MEMORANDUM

**DATE:** February 18, 2025

**TO:** SELACO Policy Board

**FROM:** Yolanda L Castro, Executive Director 

**RE:** WIOA Performance Outcomes PY 2023-2024

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The Southeast Los Angeles County Workforce Development Board's (SELACO WDB) Workforce Innovation and Opportunity Act (WIOA) performance goals for the Title I Adult, Dislocated Worker, and Youth programs for Program Year (PY) 2022-2023 and 2023-2024 were negotiated and established by the Employment Development Department (EDD) Compliance and Performance Unit on September 13, 2022.

On December 12, 2024, the EDD Compliance and Performance Unit published the actual performance outcomes for all local areas for PY 2023-2024, marking the second year of our two-year negotiated performance period. Adjustments based on the Statistical Adjustment Model (SAM) are still pending, with final outcomes incorporating SAM adjustments expected in March 2025. The SAM modifies a local area's negotiated performance, increasing or decreasing targets based on the actual enrollment of targeted populations, participant demographics, and employment barriers identified at the time of enrollment.

The SELACO WDB achieved outstanding success on actual performance, exceeding expectations in **87% of the performance categories, by not only meeting but exceeding in 13 of the 15 categories.** Congratulations are in order, as SELACO WDB ranked **1st overall** as the top WIOA program performer for the Los Angeles Basin (RPU 14). This region includes seven Workforce Development Boards: DEO (Los Angeles County WDB), Foothill Workforce Development Board (WDB), Pacific Gateway Workforce Innovation Network (PG WIN), South Bay Workforce Investment Board (SB WIB), Los Angeles City Workforce Development Board (LA WDB), Verdugo Workforce Development Board (Verdugo WDB), and SELACO WDB.

In addition to this remarkable achievement, SELACO WDB ranked **2nd in Youth performance, 2nd in Dislocated Worker performance, and 2nd in Adult performance,** with the average of these rankings securing SELACO WDB's position as the **#1 overall performer** in the Los Angeles Basin. This accomplishment is a testament to the SELACO WDB's dedication to delivering impactful and results-driven workforce development services.

Below are the charts with SELACO WDB’s target performance, and the actual performance achieved: Youth, Adult and Dislocated Worker.

**PY 2023-2024 SELACO WDB Performance Outcomes:**

**Adult**

	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Attainment	Measurable Skill Gain
<b>Negotiated Performance</b>	64.9%	61.8%	\$7,400	67.7%	70.0%
<b>Actual Performance</b>	71.1%	67.7%	119% (\$8,788)	83.1%	93.2%
<b>Performance after the SAM adjustment</b>	Pending	Pending	Pending	Pending	Pending

**Dislocated Worker**

	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Attainment	Measurable Skill Gain
<b>Negotiated Performance</b>	68.2%	67.0%	\$8,600	79.2%	70%
<b>Actual Performance</b>	72.7%	72.5%	124% (\$10,693)	72.7%	100%
<b>Performance after the SAM adjustment</b>	Pending	Pending	Pending	Pending	Pending

**Youth**

	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Attainment	Measurable Skill Gain
<b>Negotiated Performance</b>	68.7%	73.0%	\$4,150	69.0%	67%
<b>Actual Performance</b>	74.8%	58.8%	101% (\$4,208)	65.2%	90.4%
<b>Performance after the SAM adjustment</b>	Pending	Pending	Pending	Pending	Pending

Below are the charts with the final performance outcome for all WDBs in the LA Basin.

**PY 2023-2024 LA Basin Performance Outcomes:**

**OVERALL WIOA Performance WDB Ranking for the LA Basin**

Seat	WDB	Adult	DW	Youth	Average
1 <sup>st</sup>	SELACO	86.77%	88.44%	78.118%	84.44%
2 <sup>nd</sup>	Verdugo	87.16%	92.42%	72.16%	83.72%
3 <sup>rd</sup>	SB WIB	79.47%	81.51%	83.21%	81.39%
4 <sup>th</sup>	County	81.94%	80.71%	75.38%	79.34%
5 <sup>th</sup>	PG WIN	83.41%	80.49%	63.95%	75.95%
6 <sup>th</sup>	LA WDB	74.78%	73.21%	76.27%	74.75%
7 <sup>th</sup>	Foothill	69.86%	71.51%	81.82%	74.39%

**WIOA Youth Performance WDB Ranking for the LA Basin**

Seat	WDB	Employment Rate 2 <sup>nd</sup> Quarter After Exit	Employment Rate 4 <sup>th</sup> Quarter After Exit	Median Earnings	Credential Attainment	MSG	Average
1 <sup>st</sup>	SB WIB	70.7%	72.2%	121.87%	70.0%	81.3%	83.21%
2 <sup>nd</sup>	SELACO	74.8%	58.8%	101.39%	65.2%	90.4%	78.11%
3 <sup>rd</sup>	LA WDB	69.7%	74.0%	117.57%	54.9%	65.2%	76.27%
4 <sup>th</sup>	County	63.3%	64.9%	119.52%	57.8%	71.4%	75.38%
5 <sup>th</sup>	Verdugo	54.3%	76.8%	87.0%	56.8%	85.9%	72.16%
6 <sup>th</sup>	PG WIN	76.9%	69.0%	55.68%	47.4%	70.8%	63.95%
7 <sup>th</sup>	Foothill	50.0%	62.5%	147.91%	91.6%	57.1%	57.1%

**WIOA Dislocated Worker Performance WDB Ranking for the LA Basin**

Seat	WDB	Employment Rate 2 <sup>nd</sup> Quarter After Exit	Employment Rate 4 <sup>th</sup> Quarter After Exit	Median Earnings	Credential Attainment	MSG	Average
1 <sup>st</sup>	Verdugo	74.8%	78.5%	121.0%	92.2%	95.6%	92.42%
2 <sup>nd</sup>	SELACO WDB	72.7%	72.5%	124.33%	72.7%	100%	88.44%
3 <sup>rd</sup>	SB WIB	81.3%	81.1%	91.46%	75.7%	78.0%	81.51%
4 <sup>th</sup>	County	69.2%	72.7%	110.95%	78.6%	72.1%	80.70%
5 <sup>th</sup>	PG WIN	72.7%	68.3%	110.75%	69.6%	81.1%	80.49%
6 <sup>th</sup>	LA WDB	62.8%	65.4%	101.57%	71.1%	65.2%	73.21%
7 <sup>th</sup>	Foothill	69.7%	75.0%	87.47%	48.0%	77.4%	71.51%

## WIOA Adult Performance WDB Ranking for the LA Basin

Seat	WDB	Employment Rate 2 <sup>nd</sup> Quarter After Exit	Employment Rate 4 <sup>th</sup> Quarter After Exit	Median Earnings	Credential Attainment	MSG	Average
1 <sup>st</sup>	Verdugo	67.5%	69.6%	114.0%	91.1%	93.6%	87.16%
2 <sup>nd</sup>	SELACO	71.1%	67.7%	118.75%	83.1%	93.2%	86.77%
3 <sup>rd</sup>	PG WIN	69.3%	66.7%	122.58%	73.1%	85.4%	83.41%
4 <sup>th</sup>	County	70.4%	67.6%	117.52%	75.8%	78.4%	81.94%
5 <sup>th</sup>	SB WIB	78.2%	78.7%	114.85%	68.3%	57.3%	79.47%
6 <sup>th</sup>	LA WDB	64.5%	62.7%	112.01%	70.2%	64.5%	74.78%
7 <sup>th</sup>	Foothill	65.9%	71.9%	53.9%	91.4%	66.2%	69.86%