The Changing Workforce

Barriers and Opportunities for the Future

CALIFORNIA Workforce Development Board
The Workforce System in Numbers

- **21(+)** Strategic Plan Partners
- **14** Regional Planning Units
- **45** Local Workforce Boards
- **200(+)** Job Centers
- About **12** federal and state initiatives
- Approximately **19** million people in the labor force
The California Workforce Development Board

• Development

• Oversight

• Continuous improvement of California’s workforce investment system

• Alignment of the education and workforce investment systems
A Snapshot

State Board’s Role

• Policy guidance for federal program
• Grant administration
• Workforce system alignment

California’s 14 Regional Planning Units (RPUs)

Source: CWDB
How the Workforce System Operates

- Unified Strategic Workforce Development Plan (State Plan)
  - Aligns state workforce policy with federal WIOA

- Partnerships
  - Draft and implement State Plan strategies

- What do we all have in common?
  - Working to deliver a comprehensive workforce system
    - Addresses the needs of job seekers, employees and employers
Title I  Workforce Development Activities
• Job training and related services to unemployed or underemployed individuals
• Governance and performance accountability system
• Adult, Dislocated Worker and Youth formula programs

Title II  Adult Education and Literacy
• Education services to assist adults with basic skills improvement, secondary education, and transitioning to postsecondary education

Title III  Wagner-Peyser Employment Services
• Amends the Wagner-Peyser Act to integrate the U.S. Employment Service (ES) into the One-Stop system

Title IV  Rehabilitation Act of 1973
• Employment-related vocational rehabilitation services to individuals with disabilities, integration of vocational rehabilitation into the One-Stop system
CWDB Grants and Initiatives

• Cross-System Analytics & Assessment for Learning and Skills Attainment (CAAL-Skills)
• English Language Learner's Navigator Initiative
• Equity, Climate and Jobs: High Road Training Partnerships, High Road Construction Careers and Interagency Climate and Jobs Initiative
• Prison to Employment
• Removing Barriers to Employment: AB 1111
• Slingshot: Accelerating Income Mobility Through Regional Collaboration
• Strategic Co-enrollment Policy Workgroup
• Workforce Accelerator Fund
Cross-System Analytics & Assessment for Learning and Skills Attainment

• Fully Developed Program and Data System
  o Business and technical processes, procedures, practices, and methodologies
  o Participant-level information used to systematically link individuals across the workforce system and participating programs

• 21 million observations from 11 million unique participants

Expected to grow into CA’s system for longitudinal analysis of workforce development, training, & related education and employment participation.
Equity, Climate, and Jobs

Aims to develop, socialize, and advance equity. Our goal is to put California on the “high road” by supporting firms that compete on the basis of innovation and skill rather than sweated labor and externalized environmental costs.

- High Road Training Partnerships (HRTP)
- High Road Construction Careers (HRCC)
- Interagency Climate and Jobs Initiative
Prison to Employment Initiative

• Local and/or regional partnerships
  o Provide opportunities for formerly incarcerated and justice-involved individuals to acquire and retain jobs.

• State agencies and partners involved:
  o California Department of Corrections and Rehabilitation (CDCR)
  o California Workforce Development Board (CWDB)
  o California Prison Industry Authority (CalPIA)
  o California Workforce Association (CWA)

• $34 million grant funds
AB 1111

• To provide individuals with barriers to employment services needed to:
  
  o Enter, participate, and complete broader workforce preparation, training, and education programs
  
  o Aligned with regional labor market needs

• Up to $15,000,000 in grant funding

• Tentative Timeline:
  
  o Request for Application release: March 2019
  o Application Due Date: Late April 2019
  o Award Announcement: June 2019
  o Grant Period: July 2019-January 2021
English Language Learner Co-Enrollment Pilot

• **Funding to support projects that:**
  - Increase access for California’s English Language Learner (ELL) population
  - Align WIOA programs
  - Implement co-enrollment strategies
  - Leverage other program funding and
  - Provide supportive services

• **$1.2 million in grant funding**
  - An additional $500,000 is available for services to provide coordinated technical assistance and evaluation.

  - Applications due: April 1, 2019
  - Grant Period: June 1, 2019 – December 31, 2020
CWDB & DCSS Partnership

Overcoming Challenges and Strategies for Successful Implementation
Partnership Agreement

• Objective: To help unemployed, underemployed, and payment-delinquent noncustodial parents find and retain meaningful employment

  o Aligning and braiding resources for a customer-centered approach

  o Coordinated approach to identifying and reducing barriers to employment
Case Studies

Partnership Strengths, Overcoming Challenges, and Stories of Success
Overcoming Challenges

Limited Access to CBOs

- Affects small, rural counties more than large counties
- Not as many resources to leverage
- Must find other ways to fund key programs and incentives
- Successful Partnerships fill in the ‘gaps’
Transportation

• Affects almost all counties
  o However, rural counties face the biggest challenge

• Many NCPs do not have access to a car or have lost their license
  o Public transportation doesn’t always fill in this gap

• Partnership allows both entities to provide important pieces to the puzzle
  o LCSAs: can reinstate licensure
  o LWDBs: can provide bus tokens or transit passes
Jail & Prison Outreach

- One of the main barriers = incarceration or justice involved

- Programs should focus on reintegrating back into the community
  - Direct financial need

- Direct Case management within jails
  - Educate them about how they’re going to pay or receive child support or aid
  - Help them obtain necessary documents they need upon release for employment
Custodial Families, Child Care, and Searching for Work

• Child care is another prominent barrier

• Custodial parents looking for work don’t always have someone who can watch their children
  ○ Need to attend job training, submit applications, or go to interviews, etc.

• Partner with a child care facility to allow free drop-in child care for work-related activities
“Under the Table” Employment

• Afraid of obtaining “above board” employment

• Challenge is changing the mindset
  o Clients will benefit more in the long run
  o Slow and somewhat tedious process
  o Educate clients
    ▪ Establishing a work history
    ▪ Arrear services
Stories of Success

• Cross-County Partnerships & Networking

• Building Partnerships with Other Fields

• Finding Work: ID Cards vs. Prison ID Cards

• A Proactive Approach: Community Engagement Unit

• An Engagement Approach: Changing Language to Change Success
Successful partnerships start when both county directors are committed to making the partnership work.

It is important to establish ‘specialists’ on each side of the partnership who work well together, and construct a strong working relationship built on trust and commitment.

Knowledge is power; educate each other on your respective procedures, services, and programs, and provide supplemental materials which are housed at the respective agencies for reference and training.
Keep the communication lines open and frequent; while the specialists might need to meet more often, consider quarterly meetings between directors and specialists together.

Establish information sharing agreements that are signed by the noncustodial parent at the beginning of the referral process.

Create partnerships with outside counties and with the court to generate more successful referrals.
Key Takeaways

- High Level Engagement and Shared Vision
- Designation of Staff Specialists
- Co-Location whenever possible
- Fostering relationships built on trust
- Knowledge of each other’s practices and procedures
- Creating a referral system
- Leveraging CBOs and Non-Profits
- Data Sharing Agreements
- Judicial Involvement
- Cross-County Networking
Contact Information

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