



Agenda Packet

*Governor
Edmund G. Brown Jr.*

*Acting Executive Director
Douglas Sale*

**Tuesday, August 16, 2011
10:00 a.m. - 4:00 p.m.**

**Courtyard Sacramento Cal Expo
1782 Tribute Road
Sacramento, CA 95815
(916) 929-7900**



**CALIFORNIA WORKFORCE INVESTMENT BOARD
MEETING NOTICE**



**Tuesday, August 16, 2011
10:00 a.m. to 4:00 p.m.**

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AGENDA

- 1. Welcome and Opening Remarks**
- 2. Welcome and Swearing in of New Members**
- 3. Update: Labor and Workforce Development Agency Report**
- 4. Action:**
 - a. Approval of May 17, 2011 State Board Meeting Summary
 - b. Review and Approval of Draft Text – U.S. Department of Labor Annual Report Program Year 2010/2011
 - c. Approval of Workforce System Outreach Strategy Name, Logo, Next Steps
- 5. Presentation/Information:**
 - a. Integrated Services Delivery Evaluation – Final Report
Richard Moore, PhD., University of California at Northridge
 - b. California Multi-Sector Partnership Grant
Mr. Robert T. Mejia, South Bay Workforce Investment Board
 - c. Regional Industry Clusters of Opportunity Grant Summary
Mr. Javier Romero, staff to the California Workforce Investment Board
 - d. Listing of Registered Apprenticeship Programs on the
Eligible Training Provider List
Renée Bacchini, Area Administrator, Department of Industrial Relations' Division
of Apprenticeship Standards
- 6. Executive Director Report**
- 7. Employment Development Department Report**
- 8. Update: State Board Committee and Industry Council Reports**
 - a. Green Collar Jobs Council – Mr. Barry Sedlik, Chair
 - b. Issues and Policy Committee – Mr. Jamil Dada, Chair
 - c. Health Workforce Development Council – Ms. Audrey Taylor, Chair
- 9. Public Comment**
- 10. Other Business**



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Meeting conclusion time is an estimate; meeting may end earlier subject to completion of agenda items and/or approved motion to adjourn. In order for the State Board to provide an opportunity for interested parties to speak at the public meetings, public comment may be limited. Written comments provided to the Committee must be made available to the public, in compliance with the Bagley-Keene Open Meeting Act, §11125.1, with copies available in sufficient supply. Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the California Workforce Investment Board staff at (916) 324-3425 at least ten days prior to the meeting. TTY line: (916) 324-6523. Please visit the California Workforce Investment Board website at <http://www.cwib.ca.gov> or contact Daniel Patterson for additional information. Meeting materials for the public will be available at the meeting location.

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**CALIFORNIA WORKFORCE INVESTMENT BOARD
May 17, 2011 Meeting Summary**

The State Board held its quarterly meeting in Sacramento. The following members were present.

PRESENT

Mr. Jeremy Smith for Balgenorth
Mr. Daniel Enz for Assembly Member Carter
Mr. Jamil Dada
Mr. Lou Franchimon
Ms. Pam Harris
Mr. Jose Milan for Chancellor Scott
Ms. Audrey Taylor
Mr. Doug Hoffner for Secretary Morgenstern
Mr. Doug Sale (Acting Executive Officer)
Mr. Barry Sedlik
Mr. Peter Barth for Secretary Dooley
Mr. Willie Washington
Ms. Gay Plair Cobb for Swanson
D. Jones for Superintendent Torlakson

MEMBERS ABSENT

Mr. Kenneth Burt
Senator Mark Desaulnier
Mr. Victor Franco
Ms. Faye Huang
Ms. Kathleen Milnes
Mr. Elvin Moon
Mayor Miguel Pulido
Mr. Arturo Rodriguez

UPDATES

Labor and Workforce Development Agency (LWDA) Report

Mr. Hoffner reported on applicable portions of the May Budget Revision that affect the Agency. It includes LWDA moving its office to state owned space, elimination of the Economic Strategy Panel, moving the Governor's Committee on People with Disabilities from the Employment Development Department (EDD) to the Department of Rehabilitation and eliminates the Unemployment Insurance Appeals Board. He also announced that Mr. Ralph Lightstone is the new Agency Legislative Director.

California Workforce Investment Board (State Board) Report

Mr. Sale provided an update on State Board activities. The principal items included: the Joint Legislative Audit Committee requested an audit of the workforce system; a summary of pending state legislation affecting the State Board or the workforce system; and the U.S. Department of Labor's extension of the Workforce Investment Act (WIA) State Plan and waivers.

National Report

Mr. Dada provided an update on the federal funding for the workforce system, including the need to educate new Congressional members of the work and value of our system. Draft WIA reauthorization bills have been introduced in both Houses, expecting some activity later in the fall of this year. NBC is hosting the "Education Nation Summit" in Los Angeles. It is a three day education summit to include top civic and education leaders, which Mr. Dada will attend.

Employment Development Department (EDD) Report

Mr. Evashenk gave the report. He provided an information packet to members on the American Recover and Reinvestment (ARRA) spending levels: as of March 31st, 2011, 94 percent of the funds were expended. The new federal WIA allotments have been received and distributed to the local areas. The allotments have been reduced by 10 percent and the Governor's 15% account has been reduced to 5 percent. The member's files provided these numbers and specific details. He also provided an update on the new Workforce Services Network implementation. The project is going as planned with full implementation scheduled for July 2012.

Presentation:

Governor's Committee on the Employment of People with Disabilities Committee

Dr. Paul Miller, the Chair of this Committee gave the report. In 2003 the Committee was established by statute. The Committee is chartered to develop sustainable strategies in assisting disabled persons. These strategies are developed through stakeholder input with the [Comprehensive Strategy](#) being approved in 2006. Dr. Miller discussed the Committee's vision and organizational structure. He also mentioned the realignment of the Committee from EDD to the Department of Rehabilitation. His slide presentation is available on the State Board's website at www.cwib.ca.gov

Action Items

Approval of February 15, 2011 Meeting Summary

One correction was noted. Mr. Sedlik moved to approve. Doug Hoffner seconded. Meeting summary was approved unanimously.

Napa County Request for Local Area Modification

Mr. Sale provided an overview of the application and the process that had been completed prior to bringing the request to the full Board staff.

Mr. Bruce Wilson spoke for the Napa County Workforce Investment Board. He provided a status update of the Joint Powers Agreement (JPA) between Napa and Lake Counties and recommends approval of the application.

Mr. Brad Wagenknecht, a member of the Napa County Board of Supervisors and Napa Workforce Investment Board. He said both of these Napa Boards are very supportive of the application and its implementation.

Supervisor Denise Rushing of Lake County Board of Supervisors spoke. She stated that the Lake County Board of Supervisors convened its meeting to show its full support and approval. Their Board has already withdrawn from the JPA with the North Central Counties Consortium (NCCC) and is ready to move forward. It also has support from other state official and members of Congress. She provided data that showed Lake County being more economically aligned with Napa County. She also read from a letter from the Lake County Administrator.

Supervisor Brown and Supervisor Farrington of Lake County spoke in support stating they want to chart their own course.

Mr. Larry Munger, Chair of NCCC, stated that the Consortium still wanted to work with Lake County. He addressed some historical issues that lead to the application being filed and, stated if the State Board approves this action, it opens up a "Pandora's Box" for other counties to request similar changes.

Ms. Nancy Crooks, Executive Director of NCCC also spoke in opposition. NCCC is asking the State Board to delay the decision and provided reasons supporting this request including EDD's original position of non-support. She referenced numerous letters of non-support sent to the State Board (included in board agenda packet), and reiterated they strongly oppose this modification. She also was very concerned about the transition because of numerous unanswered questions. NCCC currently has over 500 clients enrolled in Lake County and that Napa does not have capacity to take on these clients.

Mr. Rob Campbell, a consultant to NCCC, addressed the State Board. He said there has been no discussion about the impact on the quality of services provided to Lake County residents. He discussed factors for establishing local areas (e.g. what is the relationship with local community colleges, what is the governance model). This sets a precedent of setting boundaries not on service needs.

Mr. Dada asked Jose Luis Marquez of EDD if there would be a reduction in services should the modification be approved. Mr. Marquez responded that EDD would work with whoever the new group was to ensure service was not reduced. There would be a number of transition issues EDD would work on such as continuation of services to current participants and getting the funds moved since it is so close to July 1, 2011 and the start of a new program year.

Mr. Sedlik asked if given the public comment that has been taken would Mr. Marquez reconsider the EDD recommendation? Mr. Marquez replied that if EDD were to redo it all now based on the most recent information, it would probably adopt a neutral position. If the application is approved, governance will be a focus. A State Board member asked about transferring the financial records and the funding in relation to the short time frame. Mr. Marquez replied that the allotments are just being published and are working with both scenarios, with the objective being to ensure there was no interruption of funding. A State Board member asked if there was any additional information necessary for a decision or if it was more about implementation. Mr. Marquez replied that in his opinion it was more about implementation.

Supervisor Rushing addressed the letters of non-support from Lake County. Their Board of Supervisors did not solicit letters and that letters of non-support are based upon incorrect information; writers were told they would not receive services they were now getting. The application is not merely about changing administration, it is about strategic planning. The Board of Supervisors has been working at this for two years, with a number of Counties were also considered. The governance model is ready and does not believe this application establishes any precedent.

Supervisor Brown of Lake County stated that they have the best interest of residents in mind.

Mr. Dada stated that when he visits Congress, he always advocates maintaining local control. The Lake County Supervisors were elected by residents of Lake County and the duly elected officials should be allowed to do what they think is in the best interest of their residents. The concern should be to ensure there is not a reduction in services and that he does not see approval of this application as a problem.

Ms. Taylor agrees Lake County has closer economic ties to Napa County. Most issues have been addressed. Mr. Sedlik stated elected officials have been working on the plan effort for over two years and is a good example of joint economic cooperation.

A State Board member appreciated the point of local control. Has this happened before? What does board do in oversight? Mr. Dada replied that every 2 years

each board has to be recertified by the State Board. We will continue to receive updates on the transition to be able to keep abreast of any issues.

Mr. Washington asked how residents would be impacted and how modification will impact those seeking jobs. Mr. Dada replied that the One-Stop would stay open and that EDD will provide assistance during the transition.

A State Board member expressed concern regarding the make-up of the new board. It was noted that the draft Joint Powers Agreement (JPA) would require the composition of the Napa Workforce Investment Board be a 60/40 split with Lake County Representatives.

Mr. Millan stated he hoped that the JPA takes into account all community college districts. Mr. Wilson stated that these relationships are not currently in JPA, but will make adjustments. Mr. Millan stated that his staff is available to work with Napa on this issue.

Mr. Sedlik moved to accept staff's recommendation to approve the modification. Ms Cobb provided the second. Motion was approved with Ms. Harris abstaining.

Outreach Strategy Scope of Work

Mr. Dada introduced the item. Mr. Patterson provided a historical background of past efforts. The purpose is not to develop a statewide standard for outreach, not to eliminate local identity. We are seeking the approval to hire a consultant to fully develop an outreach program. A Scope of Work is provided in the members' packet.

Ms. Taylor agreed we need to do something to bring all local areas together. The Scope of work seems to imply a long period of time to accomplish its purpose. She asked if there is a faster way to get our story out and asked if we could use same contractor as Los Angeles. Mr. Dada stated there is a contract process. Mr. Patterson stated that scope of work requires consultant to look at other brands and test them for resonance. Mr. Sedlik asked if sole source was possible. Mr. Patterson stated that there are already a number of potential consultants ready to bid.

A Board member asked that, considering the funding situation, is it wise to spend the funds on this initiative at this time. Mr. Patterson was confident that we would receive several competitive proposals and that current year funding exists. Mr. Dada warned that the workforce investment system is "low hanging fruit" to Congress and that we should not be afraid to spend the amount of funds requested to help make the case for preserving the workforce system. Mr. Sedlik agreed that outreach is mission critical. Ms. Halsey stated there is a tension between local boards and their brands. She also stated the need for a broader approach to informing job seekers and businesses. Mr. Hoffner is still uncomfortable with expending the funds. He agreed with the need for outreach

and to better explain where WIA funding is going. The Board recommended a workgroup be reconvened to continue this effort.

Quarterly Update of Local Board Composition

Mr. Sale stated this is a standing item and that the agenda material is showing some trends with a few local areas. Staff continues to work with the local boards and organizations to support local board membership.

Committee Reports

Mr. Sedlik reported on the Green Collar Jobs Council. The workforce master plan has been finalized and business services catalog prepared. Both are available on the State Board website at www.cwib.ca.gov

Ms. Taylor referred to lead staff member Javier Romero. He provided updates on the Sub-Committee efforts on the planning grant, regional focus groups, and the Council's Committee on career pathways. Next phase for the Council is to apply for the implementation grant.

Mr. Dada reported on the Issues and Policy Committee, stating many of the items the State Board have come through the work of the Committee.

There was no other business or public comment.

The meeting was adjourned.

**Annual Report
DRAFT**

**California Workforce Investment Board
DRAFT ANNUAL REPORT**

Results Achieved Under the
Workforce Investment Act (WIA) for
Program Year 2010-2011

The following is a text-only DRAFT for the narrative portion of the Annual Report. Data tables for the Appendices are being provided by EDD and will be attached to the FINAL report submitted to DOL on October 1, 2011.

TEXT DRAFT

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Chapter 1: Year in Review

Program Year (PY), 2010-11 as with the rest of the United States, has been especially challenging for California's workforce. In comparison to the national unemployment rate of 9.2% for June 2011, California's was 11.8%. This is especially troublesome because the largest group of unemployed people includes those who had been unemployed 52 weeks or more (728,000 persons or 33.4% of all unemployed). The number of persons unemployed 52 weeks or more increased by 149,000 (25.8 %) since June 2010.

California Employment Development Department's (EDD) year-over-year change survey (June 2010 to June 2011) shows an increase of 156,800 jobs (up 1.1%). Recently however, the University of California, Los Angeles (UCLA) Anderson Forecast acknowledges a steadily growing Gross Domestic Product, but says that the current level of growth falls short of the levels necessary for a true recovery in the national economy. The California forecast also calls for slow growth through the end of 2011 as the state attempts to make-up for 1.3 million jobs lost in the recession (December 2007 to January 2010) while also employing new entrants to the workforce. The UCLA Anderson Forecast shares the widely held belief that the jobs lost during this recession have permanently displaced millions of workers due to technological advances, low-wage foreign workforces, and oppressing demand, which will make the return of construction and retail jobs unlikely.

California is fully aware of these challenges. During PY 2010-11, California has focused its workforce development efforts to bolstering its linkage to economic development; focusing on key industry sectors (health care and "green core" industries), and utilizing the American Recovery and Reinvestment Act (ARRA) funds to expand its capacity to serve more Californians. During this time period, California also elected Governor Edmund G. Brown, Jr. who has been immensely focused on California's sizeable budget deficit. As California moves forward, the California Workforce Investment Board (State Board) will continue to utilize its industry sector strategy model to build a workforce development system that is locally driven by a regional industry cluster focus. This focus is essential to supporting regional economic growth, which will be dependent upon regional industry clusters that are supported by strong multi-sector collaborations. Multi-sector collaborations are being modeled across our state. This is especially true of the Regional Industry Clusters of Opportunity (RICO) initiatives that were launched by grants overseen by the State Board's Green Collar Jobs Council (Council).

California's workforce system will continue to serving businesses and workers as they navigate the changing economy and labor market. This solution to these challenges, in part, will be set in motion through Governor Brown's vision and direction that will begin roll-out during PY 2011-12. New legislation is currently being considered in the state legislature and is pending Workforce Investment Act (WIA) reauthorization in the federal legislature. Additionally, the Governor is preparing to appoint several new members to the State Board. California's workforce system is looking forward with anticipation to this renewed focus on its overall workforce development strategies, which can be contemplated in a context of dwindling

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resources, a changing labor market, and an economy that will be growing slowly for the foreseeable future. This is a reaffirmation of California's commitment to workforce development that is as innovative as its industries and that navigate the changing labor market with the workers it serves. Our ability to fulfill this charge will require the State Board, Local Workforce Investment Boards (Local Boards), One-Stop Career Centers (One-Stops), and the partnerships they represent, to embrace a renewed focus that is based upon lessons learned and effective practices that have emerged during the past year and beyond.

California's Workforce Investment System

The statewide workforce investment system is comprised of 49 Local Workforce Investment Areas (Local Areas) each with its own business-led Local Board. California's PY 2010 federal allotments for WIA Title I Adult, Dislocated Worker and Youth funds totaled \$460,965,538. The allotments to California and the amounts available for formula allocation are as follows:

Program Year 2010-11	Total Allotment	Amount Available for Formula Allocation
Adult Program Title I	\$131,676,574	\$111,925,088
Youth Program Title I	\$136,875,948	\$116,344,556
Dislocated Worker Program Title I	\$192,413,016	\$115,447,810

These 49 Local Areas work in concert with their local chief elected official to oversee the delivery of workforce services relevant to their local residents and businesses. Critical to their charge is their oversight of the local One-Stops which are the hub of the system's statewide service delivery for workforce, education, and business services. These centers, through partnerships with other local, state, and federal agencies, education and economic development organizations, provide access to jobs, skill development, and business services vital to the social and economic well-being of their communities.

The workforce system is governed by a federal/state/local partnership. The U.S. Department of Labor (DOL), in coordination with other federal agencies, oversees, and administers the workforce investment system nationwide. California's workforce investment and One-Stop systems are overseen by the Governor through California's Labor and Workforce Development Agency (Labor Agency), which operates under the leadership of the Secretary. The Labor Agency Secretary represents the Governor and his administration on the State Board. The EDD, also under the direction of the Labor Agency Secretary, is designated by the Governor as the administrator of federal workforce-related funds. The business-led State Board, which also reports to the Labor Agency Secretary, assists in developing statewide policy to impact workforce preparation and supply, and advises the Governor and Secretary on strategies to meet the needs of a diverse population and constantly changing economy.

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Chapter 2: Transforming the Workforce System

With the mandate given to the State Board through the passage of the California Workforce Training Act, Senate Bill 293 (SB 293, *Ducheny, Chapter 630, Statutes of 2006*), and the adoption of sector strategies as the framework to address the workforce needs of California's businesses with the California Green Collar Jobs Act, Assembly Bill 3018 (AB 3018, *Nuñez, Chapter 312, Statutes of 2008*), the State Board continues to expand its collaboration with state and local partners. Sector strategies provide a transformational framework that requires regional collaboration, data driven planning, and strong public/private partnerships; all of which are tenets that are consistent with the priorities of the State Board. This shift in strategy is being reflected in the State Plan updates submitted to DOL as required by WIA. The development of public policy, fiscal investment, and operation of all state labor exchange, workforce education, and training programs is guided by this framework. California's vision for a well coordinated and effective workforce development system will continue to be advanced through data-driven strategic planning and the development of workforce solutions that are responsive to the demands of industry.

What are Sector Strategies?

In accordance with AB 3018, the State Board is required to apply a sector strategy approach in responding to industry sector workforce and economic development needs. Sector strategies provide an effective method to organizing a comprehensive workforce development system that is capable of responding to market forces and demographic factors affecting businesses. Sector strategies incorporate the following key elements:

- Target a specific industry cluster, develop a data driven, finely tuned knowledge of the interdependence between business competitiveness and the workforce needs of the targeted industries;
- Build regionally based partnerships of employers, training providers, community organizations, and other key stakeholders around specific industries;
- Address the workforce needs of employers and the training, employment, and career advancement needs of workers;
- Bolster regional economic competitiveness by aligning education, economic, and workforce development planning and leveraging of resources; and
- Promote systematic change that supports innovation and achieves ongoing benefits for industries, workers, and communities.

Examples of the elements listed above can be found throughout California's existing workforce development system. As cited above, the State Board is legislatively mandated to adopt a sector strategy approach in responding to industry sector workforce and economic development needs. This is the approach being utilized by the Council as well as the Health Workforce Development Council (Health Council).

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California continues to align its workforce development resources to address the challenges of today's economy by identifying opportunities in the emerging green economy, workforce shortages in healthcare, and targeting the needs of its diverse population. The following chapters of this annual report reflect how our current practices address the key elements of sector strategies.

Regional Industry Clusters of Opportunity Grants

In response to the adoption of sector strategies, the State Board placed additional emphasis on data driven analysis as the foundation for implementing effective workforce initiatives that were industry focused and regionally based. To support this effort, the State Board collaborated with the Labor Agency, the California Energy Commission (Energy Commission), and the Economic Strategy Panel to develop the Regional Industry Clusters of Opportunity Grants. This grant opportunity leveraged state and federal funding from ARRA, WIA, and the Energy Commission's Alternative and Renewable Fuel and Vehicle Technology Program (ARFVTP) which was established by Assembly Bill 118 (AB 118), netting a total of \$2.5 million to develop RICO grant strategies. The State Board announced the availability of the RICO grant in October 2009 through the Council as part of California's Green Workforce Initiative (CGWI).

Ultimately, the goal of this funding opportunity was to promote the economic competitiveness of regions throughout the state by bolstering regional capacity to identify growing industries, supporting collaborative strategic planning, and encouraging the alignment of public/private resources available in a region—all for the purpose of enhancing each area's economic competitiveness by building upon existing regional industry strengths.

Technical assistance has been provided through hands-on Action Clinics that resulted in action rather than strictly informational meetings. In total, ten Regional Teams, whose members represent workforce and economic development, education, and employer community developed projects that cover 48 counties and 32 Local Boards, with 23 cluster plans that engaged over 450 employers across the state. The Regional Teams participated in four Action Clinics with their fellow grantees, held employer engagement sessions, and worked through all four phases of their projects. Some have taken their projects even further by leveraging RICO Grant funding to secure additional funding for other regional projects.

The four Action Clinics provided an opportunity to educate the regional teams on the fundamentals of sector strategies, to share information as it becomes available on the green/clean job projections by region, to deliver issue specific technical assistance, to allow for trouble-shooting while projects are underway, and to serve as the platform for a community of learning to advance the knowledge and implementation of the state's energy sector strategy. Additionally, the Action Clinic process ensured continuous engagement with the state level partners, the State Board, and the Council members. This engagement provided them with the opportunity to engage in regional collaboration activities and identify strategic goals and funding opportunities.

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The Regional Teams developed a clear understanding of the dynamics of their region's economy, established shared responsibility for meeting the needs of their economy across critical institutions, and have begun considering broader organizational policy changes that would sustain and expand regional cluster of opportunity strategies and provide a lasting mechanism to support ongoing collaboration among their regional partners.

The Executive Summary as well as the final Action Plans for each Regional Team can be found on the State Board website. These outcomes will be used to develop a "best practices" collection that will inform the close-out exercise for this grant, as well as give guidance to future grants of this nature.

Local Board Spotlight: Northern Rural Training and Employment Consortium (NoRTEC)

In the hope of spreading successful practices and acknowledging the good work of California's Local Boards, the State Board has begun to document the good work of California's outstanding regional collaborations.

The first Local Board Spotlight focuses on the Northern Rural Training and Employment Consortium.

NoRTEC's Mission

The 11 county consortium has shown outstanding vision in the development of their regional network of workforce, education, economic development, communities, and businesses. This network of partners has committed to putting people back to work by growing the opportunities of business and the green economy, delivering new services which result in new product and business development, accelerating new technologies, accelerating deployment of renewable energy, creating new career pathway models that lead low wage workers to high paying careers, and leveraging limited resources for positive change in their region.

New Partnerships

NoRTEC has taken a regional leadership role by forming new partnerships with several stakeholders such as industry advisory boards, the region's community colleges, California State University Chico, the region's public utilities, Golden Capital Network, Wavepoint Venture Capital, and SolarTech Association. Through these partnerships NoRTEC has developed a sector initiative that meets the needs of local workers and businesses.

Leveraged Funding

Through these diverse partnerships, NoRTEC has done an exceptional job of leveraging funding and maximizing outcomes. Beginning with \$2 million in funding from the Clean Energy Workforce Training Partnership (CEWTP) and \$250,000 from the RICO Grants, NoRTEC has gone on to receive nearly \$10 million in additional funding to support the work of their regional collaborative. This includes \$4 million in federal DOL Pathways Out of Poverty funding that will help disadvantaged populations find ways out of poverty and into economic self-sufficiency through employment in energy efficiency and renewable energy industries. Additionally, under the Green Innovation Challenge Grant, NoRTEC received \$3.5 million to work with their

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business-led partnership to develop and implement new workforce training strategies that will prepare workers for jobs in a broad range of clean technologies.

Early Outcomes

Although this partnership is still fairly new, there have been a number of promising outcomes. To date, under the CEWTP, 301 people have been enrolled, with 213 receiving training, with preliminary results showing a placement rate of 81%. With an additional \$1 million in funding under the State Energy Sector Partnership (SESP) grant. NoRTEC will further add to their training opportunities by focusing on Smart Meter and Smart Grid Transmission line training. The State Board would like to congratulate the NoRTEC and its One-Stops on their outstanding work.

State Level Collaboration with California Community Colleges Chancellor's Office

To obtain services that support the State Board's industry sector framework, the State Board, EDD, and the Labor Agency entered into an agreement with the California Community Colleges Chancellor's Office (Chancellor's Office). Realizing that the community college system in California is the venue through which most residents access educational services, the State Board charged the Chancellor's Office with delivering services to support regional planning related activities; policy implementation to increase training and job placement services capacity; and professional development for career counseling providers. Services provided will support the workforce development and economic recovery goals under the Governor's workforce development strategy, the State Board's sector strategy framework, and the work of the Council and Health Council.

This agreement and collaboration resulted in the following:

- The development and submission of applications to the DOL, Employment and Training Administration's Trade Adjustment Assistance (TAA) Community College and Career Training Grants Program. These grants provide community colleges and other eligible institutions of higher education with funds to expand and improve their ability to deliver education and career training programs that can be completed in two years or less, are suited for workers who are eligible for training under the TAA for Workers program, and prepare program participants for employment in high-wage, high-skill occupations. The applicants are still waiting for the award notification.
- The Center of Excellence, in collaboration with Sacramento Works, the Golden Sierra Workforce Investment Board, and the Los Rios Community College District, released the "Information & Communications Technologies (ICT): Advancing Digital Literacy in the Greater Sacramento Region 2011 Report." This report provides an analysis of the size and scope of the ICT sector in the Sacramento Region and profiles ICT digital literacy competencies required across all sectors. The full report is available at the Center of Excellence website. (*hyperlink*)
http://www.coecc.net/logdownloads.asp?url=ict_scan_gsac_11.pdf

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- The Chancellor’s Office Career Development Advisory Committee (Chancellor’s Advisory Committee) has developed a “Big Ideas” newsletter (*hyperlink*) (<http://www.ccareers.org/newsletter.aspx>) which provides information about Big Ideas; inspiration and advice for counselors and those working in career centers. For this year, they released information focusing on Veterans, Extended Opportunity Programs and Services, and other career opportunities. This on-line communication tool sent directly to counselors is a first step in developing career counselor support and curriculum modules that will inform counselors of regional industry information and aid them as they provide career path guidance to Californians.
- From March through May 2011, the Chancellor’s Advisory Committee hosted ten regional conferences focusing on CA Career Café website training (*Hyperlink*) (<http://www.cacareercafe.com/>). The CA Career Café has career information including career assessments to identify the user’s unique strengths, talents, and styles. It will be utilized by sharing this website with all Local Boards and One-Stops via webinars. The webinars will commence in fall of 2011.
- The California Nurse Education Initiative is a five year project with the goal of maintaining the expansion in the number of nursing students through leveraging resources and increasing enrollments. In its second year, The Chancellor’s Office, received approximately \$3 million of WIA funding with a required additional enrollments over the years. (*See Appendix*)

The Allied Health Initiative is a three year (and potentially beyond) project aiming to increase enrollment for short term certificates. The initiative funded 19 colleges with approximately \$ 6 million of ARRA funds from 2009-11. There were a total of 1,007 new enrollments in spite of the high cost of medical training programs. This project ended June 30, 2011. (*See Appendix*)

Powerful Collaboration – Verdugo Workforce Investment Board

For many years, Glendale Water & Power (GWP) was experiencing labor shortages of utility workers, particularly linemen, due to an aging workforce and competitive hiring. For two years, the utility company attempted to resolve the problem with few tangible results. The average age of a utility worker in the U.S. is 48. Other larger utility companies were also experiencing labor shortages and simply raised wage rates high enough to recruit workers from smaller utility companies.

By using stimulus funding from the Verdugo Workforce Investment Board (WIB), Glendale Water and Power teamed with Glendale Community College (GCC) to develop a 600-hour training program for utility workers. This curriculum is one of the few WIB-sponsored and community college-developed utility training programs in the country. The WIB recruited unemployed workers; GCC provided the training together with GWP; and the WIB provided job placement.

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Eighty-two-percent of the first two classes of 40 people have landed jobs. A third class of 20 just graduated. The WIB and GCC recently received a state-wide award from the community college vocational education as the top partnership in the state. The project was mentioned in the U.S. Congressional Record by local Congressman Adam Schiff. This success helped GCC win a related \$750,000 Dept. of Energy training grant for smart grid. In addition, the WIB secured a \$250,000 Dept. of Labor Pathway Out of Poverty grant based on this successful collaboration with its local educational institution.

Issues and Policies Special Committee

The Issues and Policies Special Committee (Committee) was established on September 2009 through the direction of the Chair of the State Board and the consent of its membership. The Committee's Mission Statement is "to provide advice, counsel and recommendations to the full State Board that improve Local Boards' ability to provide world-class services to constituents; and to provide overall strategic recommendations to the State Board in identifying the most critical priorities."

Waivers

Through the Committee, the State Board is pursuing administrative efficiencies and innovations in partnership with DOL Employment and Training Agency through its waiver process. This partnership is essential to developing a system with a sector strategy approach.

The following waivers were approved for California through June 30, 2012:

Waiver to increase the allowable transfer amount between Adult and Dislocated Worker funding streams allocated to a local area

The state was granted a waiver to permit an increase in the amount the state is allowed to transfer between the Adult and Dislocated Worker funding. Transfer authority is limited to 50%.

This waiver provides needed flexibility to Local Boards to respond to changes in their local labor markets and will help ensure that WIA funds are used in a way that maximizes customer service and other demand-driven needs of the business community. The need for this waiver is critical given the current economic shifts occurring in our state.

Waiver to permit the state to use the common measures

The state was granted a waiver to use the common measures in lieu of the 17 WIA specified performance measures. There are only nine common measures, which will allow for administrative efficiencies while focusing on key performance measures.

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Waiver of the required 50% employer contribution for customized training

The state was granted a waiver of the required 50% employer contribution for customized training to permit the use of a sliding scale for the employer contribution based on the size of the business. The following sliding scale is permitted: 1) no less than 10% match for employers with 50 or fewer employees, and 2) no less than 25% match for employers with 51 – 250 employees. For employers with more than 250 employees, the current 50% match is required.

This waiver continues to provide a valuable tool to local boards in their support of California's small businesses and their employees. The sliding scale for employer match provides the necessary flexibility for small businesses to participate in the WIA customized training program, thereby increasing participation and employment rates for skilled job seekers. Employers benefit from the waiver by having a labor pool with the marketable skills they require.

Waiver of the time limit on the period of initial eligibility for training providers

The state was granted a waiver to postpone the determination of subsequent eligibility of training providers and is also allowed to provide an opportunity for training providers to re-enroll and be considered enrolled as initially eligible providers.

Waiver to permit a portion of the funds reserved for rapid response activities to be used for incumbent worker training

The state was granted a waiver permitting the use of up to 20% of rapid response funds for incumbent worker training, only as part of a layoff aversion strategy. All training delivered under this waiver is restricted to skill attainment activities.

This waiver positively affects businesses by reducing the risk of layoff or closure because workers have not kept current with new skills and technologies. It also has the potential, as businesses expand due to the enhanced skills of their current workers, to stimulate new, lower-skill positions and to create openings in positions vacated by incumbent workers who receive skills upgrade training. The training provided to individuals will make them more valuable to current and future employers. This waiver plan increases the role of Local Boards as workforce intermediaries and the role of business in the workforce development system.

Waiver to increase the employer reimbursement for on-the-job training

The state was granted a waiver to permit an increase in employer reimbursement for on-the-job training through a sliding scale based upon the size of the business. The following reimbursement amounts will be permitted: 1) up to 90% for employers with 50 or fewer employees, and 2) up to 75% for employers with 51 to 250 employees. For employers with more than 250 employees, 50% reimbursement will continue to apply.

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The waiver allows the state to encourage and expand the hiring of unemployed adult and dislocated workers who lack some of the skills needed to meet an employer's needs. It will provide them with opportunities to add new skill sets and learn new technologies while they return to the workplace and earn wages to support themselves and their families.

Waiver to permit Local Areas to use a portion of local funds for incumbent worker training

The state was granted a waiver to allow Local Areas to use up to 10% of local Dislocated Worker funds and up to 10% of local Adult funds for incumbent worker training only as part of a layoff aversion strategy. Use of Adult funds must be restricted to serving lower income adults. All training delivered under this waiver is restricted to skill attainment activities.

The Local Boards may use up to 10% of local Dislocated Worker funds and up to 10% of Adult funds for incumbent worker training only as part of a lay-off aversion strategy, allowing them to better respond to local economic changes and serving employers and their employees who require training. As the national economic downturn continues, the Local Boards need this flexibility to assist employers retain employees and to provide incumbent workers the opportunity to gain necessary skills to maintain employment. This waiver also allows the Local Boards to effectively market incumbent worker training to the private sector, thus expanding partnerships with employers in growth and demand industries. This will reduce the risk of layoffs of employees who need skill upgrades and allow employers to create opportunities for new workers to take the place of existing workers who have moved up the career ladder.

Waiver on the use of Individual Training Accounts for older and out-of-school youth

The state was granted a waiver permitting the use of Individual Training Accounts (ITAs) for older youth and out-of-school youth program participants. The state must continue to make the ten youth program elements available and must ensure that funds used for ITAs are tracked and that they are reflected in the individual service strategies for these youth participants.

This waiver helps to maximize the service capacity of the One-Stops by allowing the use of Youth funds to serve older youth, who are focused on employment, to have the same advantage of ITAs as adult and dislocated workers. Without this waiver, the workforce system would be forced to co-enroll older youth in the adult and dislocated worker programs to provide training opportunities through the use of ITAs. This waiver streamlines customer service and avoids the need for an unnecessarily bureaucratic process.

The following waivers are approved through September 30, 2011:

Waiver of performance measures for youth participants in summer youth employment activities and co-enrolled in Temporary Assistance for Needy Families (TANF) and WIA programs

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The state was granted a waiver permitting the use of the work readiness indicator only for youth co-enrolled in the WIA Youth and TANF programs and participating in subsidized summer youth employment activities.

Waiver to provide program design flexibility in serving youth participants in summer youth employment activities and co-enrolled in TANF and WIA programs

The state was granted a waiver to provide program design flexibility in serving youth who participate in subsidized summer youth employment activities that use TANF funds and are co-enrolled in WIA funded youth programs. Specifically, the requirement to provide a minimum of 12 months of follow-up services is waived. Also waived is the requirement to provide an objective assessment and individual service strategy.

Home Meridian International

Home Meridian International (HMI) wanted to relocate its distribution center from Phoenix, AZ to California so that it could realize greater efficiency and cost savings with a closer proximity to the Port of Los Angeles. After identifying a location in Redlands, CA, HMI needed assistance with staffing the new location and training the new employees so that the new center would be up and running quickly.

Through the San Bernardino Workforce Investment Board, HMI learned of available human resources services and On-The-Job training incentives. By using the WIB's Employment Resource Center, HMI could realize considerable savings on recruiting costs and on the costs of getting brand new employees up to speed on their business processes.

"Experts at the Employment Resource Center in San Bernardino handled the hiring process for us, including finding and screening candidates, scheduling interviews and setting us up in a private conference room," said Ted Danciant, who oversaw the opening of the distribution center.

Ten San Bernardino residents were hired through On-The-Job training contracts, and Home Meridian International is currently considering hiring more personnel through the Employment Resource Center. "We are very pleased with all of the individuals we hired using this process," said Danicart

"This program creates an opportunity for businesses in our County to realize substantial cost savings using federal training funds for their employees, while creating job opportunities for our local residents who have struggled with long-term unemployment," said Sandy Harmsen, Executive Director of the Workforce Investment Board and Director of the Workforce Development Department in San Bernardino County.

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State Evaluations

Integrated Service Delivery Evaluation Report

The One-Stop Integrated Services Delivery (ISD) Initiative, supported by the State Board and EDD in partnership with the California Workforce Association (CWA), attempts to learn how services provided by WIA Title I and WIA (Wagner Peyser Act) Title III employment services could be best integrated at the local One-Stop level by co-enrolling all participants in both programs and redesigning service delivery. The State Board contracted with California State University, Northridge (CSU Northridge) in January 2010 to conduct a two-phased formative and summative evaluation of the ISD model. The first phase formative evaluation report was presented for discussion at CWA and State Board meetings in November 2010. The second phase summative evaluation was conducted from July 2010 through June 2011. The summative evaluation measured the effect of the learning lab initiative by measuring its impact on the volume and type of services delivered, customer satisfaction, cost of services and federal performance measures and contrasting those measures with sites not using the learning lab service integration model. The State Board, EDD, CWA, and Local Board staff will consider evaluation findings during various events in August and September 2011.

Cost Study of the One-Stop Career System

In an effort to better understand the real costs of producing a product or service in One-Stops, the State Board contracted with CSU Northridge to develop an Activity Based Cost (ABC) accounting methodology and an internet based benchmarking tool for One-Stops. The Cost Study was the first to look at "in-kind" and financial resources supporting One-Stop operations and service delivery using an ABC accounting model to better understand the real costs of producing a product or service and the output those costs produce. Throughout the coming year, training and support will be offered to One-Stops using the database and to additional Local Area and One-Stop staff interested in learning about and using the ABC web tool. As additional Local Areas find use for the tool, the State Board will consider funding subsequent work to support continued development of One-Stop ABC database and management reports.

Local Area Modification

In accordance to their policy provided in EDD Directive WIAD05-2, the State Board approved Napa County's request to modify its Local Area to include Lake County on May 17, 2011.

In December 2009, the State Board received notification that Lake County would be withdrawing as a member of the Joint Powers Agreement that forms the Northern Central Counties Consortium (NCCC). One year later, the State Board received an application for a local area modification from the Napa County Workforce Investment Board (Napa WIB) requesting that Lake County be moved from NCCC and incorporated as part of the Napa County local area.

The Napa County local area is defined by its county boundaries. Lake County, as a member of NCCC, was part of a consortium of five counties: Colusa, Glenn, Lake, Sutter and Yuba. The State Board's Committee heard initial testimony from local elected officials, NCCC, Napa WIB

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and members of the public. This testimony added to the existing public record and complimented the state's analysis.

Upon approval of the application by the State Board, EDD's Regional Advisors worked closely with all the parties involved in the modification. As a result, local area formula allocations, equipment and affected participants were all transferred to the new Napa and Lake County Workforce Investment Area within a month after the State Board's approval. All parties continue to work together to ensure that all participants continue to receive quality access to WIA services.

Future Objectives

Through its Committee, the State Board anticipates implementing the following objectives in the future:

- *Adoption of a Statewide Outreach Strategy:* A statewide outreach strategy will create a common statewide identity through the use of a brand name, logo, etc., linking the 49 Local Boards and their service delivery points into a single, recognizable, statewide workforce system. This effort will also include the launching of a new website that will serve as a clearinghouse of information for all who are in need of employment and training services and a resource for those interested in promoting and investing in California's workforce.
- *Revisions to the One-Stop Certification Policy:* As part of the longer term implementation of the outreach strategy, the State Board will promulgate a policy for local use in local boards to certify their local One-Stops.
- *Modification of the State Eligible Training Provider List:* The Committee, in partnership with the DOL, will be developing a policy statement and accompanying guidance to leverage the public funded post-secondary educational institutions and California's apprenticeship programs approved by the DOL and the state's Division of Apprenticeship Standards. This modification will provide additional access to low cost training that leads to high-wage, high-growth careers.
- *Performance Dashboard:* The Committee will implement the use of a performance dashboard to extract and aggregate data sets currently reported by Local Boards and present this information in a meaningful report card to the State Board and other stakeholders and champions of the workforce system.

From Laid-Off to In-Demand – San Mateo County Workforce Investment Board

In February 2010, a 50+ year old female worker with over 15 years of project management experience was laid off from the company where she had worked for many years as the IT Director/Project Manager. During the first few months she actively looked for a new job, but was not able to even get an interview. In her search she noted that although she had many years of experience and met most skill requirements, the positions available also required

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specialized certifications such as PMP (Project Management Professional) or Scrum (an agile development methodology), which she did not have.

She heard about WIA and the training and services offered through San Mateo PeninsulaWorks One-Stops. She realized that if she could get the training and certification she needed she would have a better chance to get a job. After attending the orientation, she met with a case worker and learned that she qualified for the WIA funding. Working together, they identified a training program that would prepare her for certification.

The client started her Project Management training in May, and passed both PMP and Scrum Certifications in July. Within three weeks of receiving the certifications, she was offered full-time employment as a Senior Project Manager, making \$120K annually plus benefits. Even after she accepted the position, she was contacted by three other companies for interviews. The use of WIA funds made this candidate more marketable and put her back to work quickly.

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Chapter 3: The Emerging Green Economy

The Governor Brown set a goal in his Clean Energy Jobs Plan for California to produce 20,000 new megawatts of renewable energy by 2020. Of that, 12,000 megawatts are to come from small, localized sources that can be built quickly, without new transmission lines or any environmental impact. The objective will spur economic growth in our state. Green economic growth is currently being driven by three factors: state and federal policy, technological advancements, and market demand. California's expanding green economy is attracting business investment, creating jobs and producing a more sustainable and energy independent future for the Golden State. Driving this new wave of innovation are the most ambitious environmental policies in the nation, business decisions that recognize sustainability as a way to improve the bottom line and generate return on investment, and the strong desire voiced by Californians that their state lead the way in reducing greenhouse gas emissions.

As a global leader in these three areas, California is uniquely poised to capitalize on green innovation. It has a portfolio of cutting edge policies (e.g., regulations and incentives), a long tradition of innovation in the private sector, and growing market demand from its citizens and businesses for products and services that are designed to reduce greenhouse gas emissions and provide energy independence. Perhaps most significantly the green economy is distributed throughout the state. The State Board, through its Council and the partnerships it represents, will ensure California has a workforce ready to support business and industry as new technologies combine with innovative public policy and strategic investment and stimulates the growth of new markets for environmentally sound products and services. These efforts are reinvigorating slowing markets through the widening application of new technologies across the entire economy, which are crucial to our state and nation's economic recovery.

"It makes sense to power California with renewable wind and solar energy that protects clean air and water and promotes energy independence. Renewable energy projects also stimulate business investment in California and create thousands of new jobs."

Governor Edmund G. Brown, Jr.

Green Collar Jobs Council

AB 3018 required that the State Board establish a Green Collar Jobs Council to address the needs of California's growing green economy. The Council has adopted a sector strategies approach to the development of a green/clean energy workforce that is capable of meeting the needs of green businesses and workers. Through this approach the Council has:

- Developed data driven, finely tuned expertise of the interdependence between business competitiveness and the workforce needs of green industries;
- Established regionally based partnerships of employers, training providers, community organizations, organized labor, and other key stakeholders around specific industries;

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- Addressed the workforce needs of employers and the training and employment needs to move workers into high-road career paths;
- Bolstered regional economic competitiveness by aligning education, economic, and workforce development planning and leveraging of resources;
- Promoted systematic change that supports innovation and achieves ongoing benefits for industries, workers, and communities; and
- Launched California's Green Workforce Initiative.

California's Green Workforce Initiative

The CGWI is a multi-faceted project that implements a sector strategy approach, creates and fosters regional partnerships, leverages the resources of government agencies through collaboration, supports the development of regionally relevant training programs, supports regional capacity development, and seeks to ensure sustainability of effective regional sector initiatives. Through its three component programs CEWTP, SESP, and RICO, the Council's membership agencies are in the midst of training thousands of workers for careers in Energy and Water Efficiency, Renewable Energy Generation, Alternative Fuel Vehicles, and more.

The Council continued to guide the investments of the CGWI that were initiated in PY 2009-10. The CGWI combines funding from the public and private sectors to create what is believed to be the nation's largest green job workforce development program. Federal funding came in the form of the ARRA State Energy Program (ARRA SEP) funds while state funding was provided by the Energy Commission's AB 118 and the WIA Governor's 15% Discretionary funding.

Clean Energy Workforce Training Program

The Clean Energy Workforce Training Program aligns strategies and resources of the Energy Commission, the EDD, and the State Board creating the largest state-sponsored "green" workforce development program in the nation. Approximately \$25 million was awarded in October 2009 and 28 grantees began to develop their projects. (*See Appendix*)

EDD has administered the grants, provided technical assistance to grantees and provided progress reports to the Energy Commission. The Energy Commission and the EDD hosted monthly webinars or face to face meetings where grantees share information and best practices. This has been very effective in keeping the momentum of the projects going and focused on the primary goals of the program.

In Collaboration with the California Labor Federation, an additional \$3 million was awarded to five agencies to expand the CEWTP and strengthen apprenticeship opportunities to spur economic growth in California. The program is a partnership between the EDD, the Energy Commission and the State Board.

E3 NorCal – SETA-Sacramento Works

E3 NorCal is quickly becoming one of the premier service providers of Energy Audits, HERS Verifications and Building Performance Testing in California and is actively looking to expand its

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business. The challenge has been to find quality employees who possess crucial training in the Energy Auditing field.

Sacramento Works, through ARRA and WIA funding was awarded over \$2.7 million in Clean Energy Workforce Training grants through the California Energy Commission. Through a partnership with the Los Rios Community College District, a Green Building training program was launched at Cosumnes Community College in Sacramento, California. Sacramento Works referred candidates who had completed the Weatherization and Energy Audit program to Mr. Tommy Young of E3 NorCal.

Mr. Young was very impressed with the quality of the program, which provides future workers with 18 weeks of coursework in Building Science, as the current standard is as little as 2-4 days of lecture and an open book test. Mr. Young commended the agency and the college district for having the foresight to develop a strong, science-based curriculum that produces fundamentally sound Energy Auditors and trainees. In April, 2010, E3 NorCal hired three students from the program and looks to hire more as business expands.

VMI Architecture and Karen Quinto – Marin Employment Connection/Marin WIB

VMI Architecture learned of CEWTP Project GREEN retraining program in Marin through the collaborative efforts of Marin Building Energy Retrofit and Solar Transformation. The firm had gone through layoffs and reduction of hours for the remaining staff who found themselves underemployed as a result of the decline in the construction industry.

Karen Quinto, an underemployed Production Associate at VMI Architecture, took advantage of the opportunity to advance her credentials through Marin Employment Connection's Project GREEN grant. Karen already held a LEED Accredited Professional Certification and was eager to learn more about energy efficiency and green building.

Karen completed Title 24 certification and became a Certified Green Building Professional. She continues to do green building consulting in her expanding role with VMI. VMI employees have now returned to full-time schedules and look forward to additional projects that will utilize their green building knowledge and principles in the future.

Alternative and Renewable Fuel and Vehicle Technology Program Phase II

On October 19, 2010, the EDD and the Energy Commission announced the availability of up to \$2 million in funds for the ARFVTP, Phase II. Funds for this program became available through AB 118. The intent of the ARFVTP is to enhance already existing programs under AB 118 and/or to develop and deploy alternative and renewable fuels and vehicle technologies in the marketplace to transform California's fuel and vehicle types, and to help attain the State's climate change policy goals.

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New United Motors Manufacturing Incorporated Facility Update - Tesla Motors

In April 2010, California's last remaining auto manufacturing facility – New United Motors Manufacturing Incorporated (NUMMI) closed its doors causing a direct loss of 5,000 jobs and a ripple effect on NUMMI suppliers that was estimated to cause the loss of 20,000 to 50,000 jobs. Since then, the Chief Executive Officer of Toyota Motor Corporation Akio Toyoda and Co-Founder and Chief Executive Officer of Tesla Motors Elon Musk announced an historic new partnership between the automotive companies that will benefit California's economy and environment. Toyota announced it will invest \$50 million in Tesla Motors and will partner with Tesla to manufacture electric vehicles. As part of this announcement, Tesla announced that it will acquire the NUMMI plant in Fremont and begin production of its Model S EV, which could restore more than 1,000 jobs. While the re-purposing of the original NUMMI Plant will not produce the first vehicle until 2012, the Alameda Workforce Investment Board is in the process of promoting workforce service planning options to Tesla.

The NUMMI Regional Plant Closure Project

The NUMMI Regional Plant Closure Project is being funded with two primary federal grant sources, WIA and Trade Adjustment Act funding. TAA resources are non-WIA resources, but play an important role in enhancing NUMMI, Supplier, and Vendor training opportunities. The WIA funds are part of a National Emergency Grant (NEG) provided to California by the DOL for the NUMMI Regional Plant Closure Project. The grants provide for a full range of wrap-around services and include funds for skills upgrade training, basic skills courses, stress counseling, other support services. In addition provides resources for a myriad of services that connect the region's employers to the displaced workers.

Current Enrollments, Skills Upgrade Training, and Jobs

Of the 4,700 laid off from the NUMMI plant in Fremont, 2,225 were residents of Alameda County. There were 22 other businesses in our Local Area that were also impacted by the closure, including Injex Industries, Inc., Plastikon, Dakota Supply, Vuteq, Toyota Logistics, and others. An untold number of additional workers were laid off from direct and indirect suppliers of NUMMI statewide. Alameda WIB opened two specialized service centers to address the needs of workers in our jurisdiction.

As of August 1, 2011, there are 2,748 customers enrolled at the NUMMI Reemployment Center (NRC), and 416 at Chabot College for a total of 3,164 NUMMI and Suppliers receiving WIA services in Alameda County.

Of the 3,164 clients enrolled at NRC and Chabot, there are 1,771 that are upgrading their jobs skills through education or certificated training programs.

Training Services

The Alameda WIB has developed customized training programs to address the training needs for this diverse population, which has been extremely challenging due to their unique barriers. Among their challenges the following are the greatest:

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- Lack of English speaking, writing and reading skills. This is primarily true with the supplier group from Injex and Vuteq;
- Lack of basic computer skills. This is reflective of the majority of the clients, regardless of English level speaking skills; and
- The numbers of years since clients have been in any formal educational or “training” environment.

Job Placements

While there are job clubs set up at all of the career centers helping clients search for jobs, only ten percent (10%) of the enrolled participants have moved on to new jobs. This is a reflection of a sluggish economy and the high local unemployment rate (10.9%) that persists in our region. The centers’ business services units continue to bring in employers including staffing agencies to speak to clients and assist in reviewing individual resumes and providing feedback.

Employer Forums

In order to better prepare clients in this regional project, Alameda WIB’s Business Services Unit developed four (4) employer forums around the County. Employers representing healthcare, bio-medical, transportation, distribution and logistics participated discussing job skills required for current and future employment opportunities.

Additionally, NUMMI clients are receiving the following services through innovative means:

- Health Care Support
- Stress Counseling Report
- Peer Counselors

NUMMI Blue Team

The Blue Team last met at the NRC on June 15. This is a group of workforce staff, support services agencies, labor organizations, community-based organizations, training/education providers involved in the Regional Plant Closure Project. This group of over 50 representatives across many counties meets quarterly to discuss regional activities, the Project’s progress and performance, funding, and service issues. The Blue Team and its committees are coordinated by Alameda WIB and the principals of five other Local WIBs, the State EDD Workforce Services leaders, and the Regional Dept of Labor office.

Please visit the NUMMI website at: www.nummi.info

State Energy Sector Partnership

In January of 2010 the State Board was awarded the maximum amount of \$6 million in funding from DOL’s Employment and Training Administration under the three year State Energy Sector Partnership (SESP) and Training Grant. The State Board and the Council have since utilized this funding to support six regional teams in the development of training programs in emerging energy efficiency and renewable energy industries. In addition, the SESP grant was designed to

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compliment the existing work of the CEWTP and the RICO grants by supporting action clinics, information exchange, worker training, curriculum publication, and the further refinement of regional sector initiatives designed to meet the talent needs emerging in clean technology and green industries. The program is overseen by the Council, acting as the SESP.

The following are summaries of some of the work being done by the six regional teams under the SESP grant.

Alameda County Workforce Investment Board

The Alameda program is focused on providing skills and background knowledge in green building retrofit, as well as math remediation that will be necessary to equip participants to succeed. The program includes classroom and hands-on training that provides green building principles, building science fundamentals, and state energy code licensure laws for either the residential or commercial construction sector.

The training is being provided by five organizations: 1) Build it Green; 2) California Building Performance Contractors Association; 3) Green Plumbers USA; 4) Chabot Community College; and 5) Carpenter's Training Committee Northern California. To date there have been 55 enrollees in this program.

Los Angeles City Workforce Investment Board

The training component of this program will be led by Los Angeles Harbor College and will offer career focused programs that will integrate industry awareness and skill attainment, academic remediation and basic skills remediation, and supportive wrap around services. Trainings will consist of classroom, hands-on training in a lab/shop environment, and intensive experiential learning in the field leading to industry recognized certificates after completion of training.

Training modules include:

- Process Plant Technology- This course introduces students to the workings and community impact of a process plant.
- Introduction to Wastewater Treatment Plant- This course introduces basic principles and processes on how a water and wastewater treatment plant is operated.
- Supply Water Technology- This course covers the fundamentals of water production, quality control and distribution.

To date there have been 50 enrollees in this program.

Northern Rural Training and Employment Consortium

NoRTEC has chosen to expand on its existing partnerships and focus on the areas of renewable energy, including Solar Photovoltaic (PV), Solar Thermal, Concentrated PV, Energy Efficiency, and Power Delivery Systems (transmission, distribution, smart meter and smart grid). Given the decline in traditional agriculture and timber-based sectors in Northern California, the region identified the renewable energy sector as the next opportunity for economic transformation.

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The region began working on a renewable energy strategy in 2008-09, conducting studies and research on the potential for generation and opportunities for new business formation and job creation. Current renewable energy generation is 5.7 million Mega Watt hours (MWhs). However, in terms of future potential, energy efficiency and solar resources will yield the most significant capacity, energy increases (2,700 MWhs), and economic impact - \$511.9 million in spending, \$285.8 million in income and 4,008 jobs.

NoRTEC's project is built upon a regional career pathway model that includes articulated technical preparation classes at the secondary level that provide course and program sequences to the community college certification courses in this project. To date 50 participants have been enrolled under the NoRTEC SESP program.

Sacramento Employment and Training Agency

This initiative has targeted the energy efficiency sector. The Los Rios Community College Centers of Excellence, in collaboration with research and industry partners studied the energy efficiency sector in the greater Sacramento region and across the state. The study found that industry demand for training in clean energy technologies is being driven by the relocation of new companies to the region. Clean energy companies are projected to create over 10,000 new jobs and \$5 billion per year in direct economic activity for the region in the next ten years, given the current level of state and regional investment in the sector (Sacramento Area Regional Technology Alliance, 2007).

Cosumnes River College will train one cohort of 25 students in Home Energy Auditing and Weatherization and one cohort of 25 students for Home Energy Rating System and Building Performance Institute certification through this training initiative. These courses will prepare students for employment as Weatherization Technicians and Home Energy Auditors in the residential Green Building industry.

American River College will train one cohort of 25 students in Solar Technology (installer), Solar System Design, Estimation, and Sales. This course will prepare students for employment as Solar Installers, Solar Technicians, and Solar Sales. The Training Source will lead the process of developing a new solar technology manufacturing training program curriculum in close collaboration with Solar Power, Inc.

The Sacramento Area Electrical Training Center (NECA-IBEW Local 340) Pre-Apprenticeship Construction Training (PACT) program is a quick, intensive pre-apprenticeship program that will provide the opportunity for those currently employed to start exploring careers in construction along with identifying the qualifications and skills needed for the construction trades. The PACT program will focus on emerging work in clean energy such as PV, Solar Energy, Geo-Thermal Energy, Wind Power, and Sustainability. A total of 30 students will be trained through this program.

To date 155 participants have been enrolled in these programs.

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San Diego Workforce Partnership

The San Diego Green Building Apprenticeship Readiness Partnership will prepare individuals for jobs in the green building and energy efficiency industry sector. The “Introduction to the Green Building & Retrofits” curriculum will be a five-week program that includes a total of 120 classroom hours and 40 hours of hands-on work experience. The class and work experience will be scheduled for approximately 20 hours per week, to allow participants to pursue internships or additional paid work experience as their time and skill levels allow, as well as to be employed outside of the field in order to cover their living expenses during the program. Courses will begin in the summer of 2011.

Stanislaus Valley Alliance

Under the SESP grant the Stanislaus Valley Alliance will continue to develop a green sector plan that addresses the needs of the greater San Joaquin Valley.

As the primary provider of technical assistance, Collaborative Economics, Inc. developed an Industry Sector Diagnostic that provides a detailed description of the growing industries and occupations in the San Joaquin Valley. This is the first of four phases that the Stanislaus Valley Alliance will undergo in its RICO planning process.

Once complete, the Stanislaus Valley Alliance will then develop and implement a training program that addresses the needs of employers in the greater San Joaquin Valley. Training courses are estimated to begin in the summer of 2011.

California’s Green Workforce Master Plan

In the fall of 2010 the Council sought to develop a guiding document for the coming year. What resulted was the Green Workforce Master Plan which sets forth recommendations for Governor Jerry Brown’s new administration on how the Council should move forward. These recommendations have been influenced by the deliberations that have occurred at Council meetings over the preceding two years, analysis of data associated with the green economy, lessons learned through the CEWTP projects, RICO action plans, SESP grant, and the continuous analysis of California’s climate policies and their economic and workforce implications.

The report concludes that the Council will leverage and build upon regional planning efforts through future incentives and technical assistance. In the coming year, the Council will continue to serve as a neutral broker, and will partner with the public and private sectors to develop meaningful, high-impact workforce initiatives in line with the state’s environmental policies, responsive to the demands of the private sector and delivered through the well organized regional partnerships that comprise the state’s workforce development system.

California’s Business Services Resource Catalog

The Council’s business plan states that it will “*Catalog the resources available to business to create and compete in the green economy*”. In addition, the Council set out to better package its resources to demonstrate that California is the place to invest. This is especially true because of California’s stable policy and its commitment to growing our economy in an

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environmentally sustainable manner. In response, the State Board staff in collaboration with the Labor Agency, the Air Resources Board (ARB), the Energy Commission, and the Governor's Office of Economic Development (GOED) began a cross agency data collecting process to catalog state level business services and economic development resources. What resulted from this collaborative effort was California's *Business Services Resource Catalog (Catalog)*.

The Catalog is a list of resources that can be utilized by businesses, workforce development professionals, economic development partners, stakeholders, practitioners, and policy makers as they engage businesses. The Catalog documents tax breaks, incentives, rebates, and financing resources that can assist California's businesses to remain competitive in today's global market. The Catalog will also serve as a tool for Regional Teams that were established under CGWI as they engage businesses at the local level and for policy makers as they identify resource gaps for businesses throughout the state.

This comprehensive catalog is updated in phases; currently in its fourth phase, the catalog holds over 100 entries from over 20 state departments. To view the *Business Services Resource Catalog Issue 4*, please visit the State Board website. (*Hyperlink*)
<http://www.cwib.ca.gov/res/docs/news/BSC%20jh%20040411web.pdf>

The State Board, in collaboration with ARB, will begin developing a relational database/web-based platform for the Catalog. This web-based tool will optimize its use for all end-users by providing an easy way to search, sort, or browse for specific resources. The users will be able to query the Catalog for targeted results.

Green Jobs Corps

Shasta College received over \$650,000 to establish three Core Green Job educational programs for the participants of the California Green Job Corps. The program has served participants in the Northern Sacramento Region, including Trinity and Lake Counties. Leveraging existing grants and federal funding, the partnership provided educational and occupational experiences to the regional CA Green Job Corps. Shasta College partnered with local employers like, Power House Solar, and all Pro Network with the goal of providing employability skills and job opportunities to local youth. These participants have had to overcome many barriers such as returning to school to obtain basic skills after dropping out of high school, fighting the pressures of joining gangs and using drugs and difficulties within their living conditions. The California Green Job Corps participants had the opportunity to be trained in one of three career pathways including, Green Construction, winterization of homes and energy efficiency auditing; Photovoltaic Technician training and Conservation/Environmental projects. Many of these occupations have wages ranging from \$15 to \$23 per hour. To date, 23 students have entered employment while many are still enrolled in the training program.

Meet George

At 23 years old, George has overcome barriers in his life that have held him back in obtaining a permanent job. In 2009, George encountered some legal problems and was sentenced to 9 months in jail. While on probation he discovered how difficult it was to find a stable job because

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of his criminal record. After several months of being rejected by employers, George enrolled in Taller San Jose's Tech Construction Academy. Here, George acquired the essential hands on training in the building trades. He also learned basic employment principles in which he would be able to take with him to future jobs. During his training at Taller San Jose, George showed great interest in the Orange County Green Jobs program. George attended the orientation and enthusiastically enrolled into the program after successfully completing his training at Taller San Jose. He was co-enrolled into the Summer Youth Program to work for the City of Brea and he began to attend the Vital Link trainings for Green Jobs for the City of Brea. The worksite supervisor from Brea where George is doing his community service is very thankful to have him at his worksite and says that, "George is one of the hardest workers I have and he works harder than some of the permanent employees here!"

George is thankful to be a part of the Green Jobs Corps Program and is looking forward to completing his training to begin his quest for a job in the green industry. After he completes his training through the Green Job Corp Program, he would like to find a career where he will utilize the skills he has obtained through the program. George will be placed at Coast Keepers where he will take his previous experience and gain "green" experience in landscaping and irrigation. With the help of the Green Job Corp program, he will finally be able to find a stable job and looks forward to having a successful life for himself and his family.

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Chapter 4: Healthcare Workforce Development

The existing demand for health workers has stretched the capacity of California's workforce and educational systems for many years. The passage of the federal Patient Protection and Affordable Care Act (ACA, HR 3590, Rangel, Public Law 111-148 of 2009) places an even greater demand for these entities to increase the supply of a trained workforce for primary care services.

The implementation of the ACA will bring a substantial proportion of California's 8.2 million uninsured persons into the state's healthcare delivery system beginning in 2014. In addition to current workforce shortages, serving the previously uninsured will require the providers of healthcare goods and services to hire additional personnel.

In order to meet the burgeoning workforce demands, a broad system of public workforce and educational programs, working in partnership with the private and public health industry needs to be organized, resourced and provided with timely and accurate projections of demands across multiple segments of the health care delivery system.

Health Workforce Development Council

In August 2010, the State Board established the Health Workforce Development. The Health Council is tasked with understanding the current and future workforce needs of the health industry and with developing a comprehensive strategy to prepare California's workforce to meet those needs. The role of the Health Council is to:

- Bring together the appropriate mix of public and private partners to develop a plan that guides future health workforce development policy;
- Examine proven strategies and policies to increase health workforce supply that can be replicated and deployed through sector strategy and other models;
- Guide the development and maturation of Regional Health Workforce Partnerships to address regional healthcare and delivery system needs;
- Use regional partnerships to identify and inform regional and statewide health workforce development priorities for policy, planning, and programs that need to be developed, implemented, or expanded; and
- Seek expertise from multi-sector representatives to enhance the understanding of the issues and policies needed to ensure that California has the necessary workforce to provide access to quality and culturally and linguistically appropriate healthcare.

The mission of the Health Council is to "Expand California's health workforce to provide access to quality health care for all Californians".

During FY 2010-11, the activities related to the *Affordable Care Act State Health Care Workforce Development Planning Grant* (Planning Grant) have been the primary focus of the Health Council.

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Federal Health Care Workforce Development Grant

In July 2011, the State Board in partnership with the California Office of Statewide Health Planning and Development (OSHPD) successfully applied for a \$150,000 Planning Grant. The purpose of the Planning Grant is to assist states in planning and implementing activities that lead to health care workforce development strategies at the state and local levels and increase the number of primary care health professional by 10 to 25 % over a 10-year period. To address Planning Grant requirements, the Health Council activities have centered on its Regional Focus Groups and Career Pathways Sub-Committee.

The work of the Planning Grant will lay the foundation for the statewide framework necessary to ensure the production and retention of a health workforce that will address the unique and diverse demographics challenges of providing quality care to all Californians.

Regional Focus Groups

To better understand healthcare delivery systems, workforce development needs, and how California will be affected by the implementation of the ACA both statewide and regionally, the State Board and the OSHPD contracted with California State University, Sacramento, College of Continuing Education, and Applied Research Services to facilitate eleven regional meetings during February and March 2011 throughout California and evaluate the outcomes of the regional discussions. Regional meetings were held in: El Centro, Fresno, Los Angeles, Monterey, Oakland, Ontario, Orange, Oxnard, Redding, Sacramento, and Ukiah.

Each meeting brought together regional leaders and stakeholders in order to provide the opportunity to consider how the ACA will affect their health delivery systems; to discuss new models of care that would be beneficial to the region, the region's health workforce needs, the availability of education and training capacity for health workers; and to explore partnerships and priorities that are critical for ensuring access to quality healthcare for the region's healthcare service population. Additionally, a goal was to establish a foundation for, or enhancement of, existing regional partnerships aimed at improving alignment of existing health workforce development activities and identifying new activities needed, particularly in response to the ACA.

The regional meetings had a combined total of 388 participants representing 41 counties across California. Hospital organizations were most highly represented across the meetings (21.6% of all participants), followed closely by representatives from educational institutions (20.5%, which includes 4-year public, community college, K-12, and private institutions). Participants classifying themselves as Other (12.6%) represented such organizations as the California Area Health Education Center Program, Taft Hartley Trust Fund, labor management, consortiums, non-profit organizations, and residency programs.

Comparisons of the results across the focus group responses and the follow-up survey indicated there were eight common themes which emerged from the responses generated during the focus group discussions and in the online follow-up survey. The common themes were Career

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Pipelines, Collaboration, Cultural Capacity, Education, Funding, Partnerships, Recruitment/Retention, and Reimbursement. A report was developed for each of the regional focus groups as well as a comprehensive report that reflected the findings from all of the meetings.

Career Pathway Sub-Committee

In May 2011, the Health Council created the Career Pathway Sub-Committee (Sub-Committee) to address specific requirements of the Planning Grant. The Sub-Committee was charged with developing statewide planning recommendations that addressed the elements of the Planning Grant requirements.

During a series of four meetings, the Sub-Committee selected priority professions for pathway development. Those professions included:

- Clinical Lab Scientists,
- Primary Care Physicians,
- Primary Care Nursing,
- Community Health Workers/Promotoras,
- Social Work, and
- Medical Assistants.

For each profession, facilitators worked with experts to develop system level pathways, to identify key barriers to a high quality, sufficient and diverse workforce, and to develop recommendations for each pathway. In addition, cross cutting recommendations were identified through the facilitated discussion of various pathways. The cross cutting recommendations focused on the areas of: Awareness and Support, Academic Preparation and Training Program Capacity and Alignment, Academic Entry and Logistical Feasibility, Financial Support and Incentives, Diversity and Service, Roles and Scope of Practice and Infrastructure.

The Sub-Committee was comprised of a cross-section of educational system representatives, employers, workforce development professionals, advocacy and professional associations, and researchers.

Meet Teresa - Santa Cruz Workforce Investment Board

In order to ensure California has the workforce necessary to address the needs of the health industry as our state implements health care reform, our workforce development system must effectively help health students succeed and maximize their abilities. To illustrate this point, we would like to introduce you to Teresa and Randy.

When Teresa came to the WorkForce Santa Cruz office, she was already enrolled at Boston Reed College and was in the process of obtaining her Medical Assistant certificate. Her goal was to obtain employment in the medical field and become self-sufficient. As a young mother, she

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needed a stable job in order to provide for her child. She was struggling to pay the remaining balance of her tuition so that she could complete her training.

At the WorkForce Center, Teresa qualified for tuition assistance and after finishing her studies, graduated from Boston Reed as a Medical Assistant. Teresa then continued with her education and obtained her Phlebotomy certificate. She also obtained state licensing as a Certified Medical Assistant. Teresa began to look for work, taking advantage of job search workshops offered by the center and being persistent in finding and pursuing opportunities. As a bilingual Spanish speaker, she wanted to use this skill as a selling point in her job search.

After several interviews, Teresa found employment with the County of Santa Cruz Health Clinic. Her hard work paid off and she is working at the Emeline Clinic as a Certified Medical Assistant. She loves her job and really is enjoying what she is learning. Obtaining her certification as a Medical Assistant and her Phlebotomy certificate helped her find a job she likes in the fields for which she trained. Congratulations, Teresa!

Meet Randy – Workforce Investment Board of Ventura County

Randy Owens was previously employed as a senior IT manager but his job was outsourced overseas. It was his fourth layoff in 10 years. At age 55, Randy decided it was time for to go back to school and receive training in a new career field that had always interested him: medicine. The day Randy was laid off from his job he drove to the Simi Valley Adult Education Center and enrolled in its one-year Surgical Technologist Training program. He didn't get discouraged when he learned he was the oldest student in the program. He completed his training, graduating first in his class, in September 2010. Training included a four-month, hands-on internship at Simi Valley Hospital. Randy had also enrolled in WIA program services, so he was able to collect unemployment while attending class because the program is approved by the California Training Benefits program. The program helps unemployed individuals get training for jobs in high-demand fields.

After completing training, Randy was immediately hired as a Surgical Technician by Simi Orthopedics & Sports Medicine in Simi Valley. His training enables him to help doctors in a surgical setting. Randy isn't finished with his education or his dreams. He is taking prerequisite courses at Moorpark College that will prepare him for his next career in medicine, as a physician's assistant. He has already submitted his application to several schools for enrollment in their two-year training program.

Tulare County Workforce Investment Board – Community Health Workers

In order for California to provide its diverse population the quality health care services it will need, it has to have a various and culturally competent health care workforce. In part, this can be achieved by utilizing existing health service delivery models in the community, while developing career pathways by implementing programs that can help these workers becoming certified according to industry standards.

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In order to achieve this diversity, in January 2011, the Tulare County Workforce Investment Board (Tulare WIB) received a \$547,500 DOL High Growth, Emerging Industries Grant to create a certificate program for Community Health Workers. The Tulare WIB is working in partnership with California State University Fresno (CSU Fresno), Tulare County Department of Public Health, College of the Sequoias and the Fresno Workforce Investment Board to train a total of 40 participants in the newly created certificate program. The grant will also provide customized training to incumbent Community Health Workers in Tulare County, also known as Promotores in the community, to raise their skill level.

CSU Fresno and the College of the Sequoias will also work with employers to identify training standards for this occupation that could be adopted in training programs statewide. In addition, the Tulare WIB will work with a variety of employers including many health care employers on their Health Care Sector Committee.

The input of community health worker employers will be vital in creating an effective training program. The Tulare WIB created an Employer Task Force of health care employers throughout Tulare and Fresno Counties. To assist the educators with curriculum development, the Tulare WIB surveyed and met with these employers regarding the characteristics needed to be a Community Health Worker. The Employer Task Force has also agreed to provide assistance with recruitment of the trainees and work experience opportunities.

A report will be completed as part of the grant and will contain research on existing training programs/curriculum, documentation on the newly created curriculum, and a more concise definition of Community Health Worker occupation. The grant period is January 1, 2011 through June 30, 2012.

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Chapter 5: Youth

The State Board's California State Youth Vision Team (SYVT) bridges public, private, for profit and nonprofit resources to connect youth most in need, ages 14 – 24, with youth-serving agencies and high-growth employment opportunities. The SYVT coordinates resources with member agencies and organizations, exchanges information, and develops shared goals to empower members to better serve disconnected foster youth, youth with disabilities, juvenile justice youth, youth of incarcerated parents, Native American and American Indian youth, migrant seasonal farm worker youth, out of school and/or basic skills deficient youth, high school dropouts, runaway, and homeless youth.

During this past year the SYVT assisted the State Interagency Team (SIT) on various workgroups. The SIT consists of the State Departments of Social Services, Drug and Alcohol Programs, Mental Health, Healthcare Services, Education, EDD, Developmental Services, Office of the Courts, the State Board and other non-profit social service entities. The SYVT helped develop a foster youth re-entry process to assist foster youth exiting the state juvenile justice detention to get access to important supportive and workforce services; disseminated information to social services agencies statewide on how to navigate and use the One-Stop System; disseminated information to the statewide workforce community on how to access statewide domestic violence services; supported work on eliminating disparities in outcomes of foster youth overrepresented in the child welfare system; provided advice and worked to improve coordination of WIA funded youth services with California Conservation Corps (CCC) member services, including participation on the CCC Vista Advisory Council.

California Gang Reduction Intervention and Prevention Initiative

The EDD, in conjunction with the Governor's Office of Gang and Youth Violence Policy, awarded ten grants on March 23, 2011 totaling nearly \$5 million to expand education, job training and placement programs for 900 at-risk youth in eight counties as part of the California Gang Reduction, Intervention and Prevention Initiative (CalGRIP).

The CalGRIP initiative is an effort to confront the dramatic increase in gangs across the state and their proliferation in suburban and rural areas. CalGRIP combines funding from different programs and directs it toward local anti-gang efforts focused on intervention, suppression and prevention.

Since CalGRIP started in 2007, grants totaling more than \$20 million have been awarded to provide job training and education programs targeting youth who are seeking to leave gangs or are at risk of joining them.

This year's CalGRIP grants funded programs in ten selected agencies to lower gang-related crime and boost economic opportunities for at-risk youth. Participants will engage in career pathways that will provide them the opportunity to earn a good wage while redirecting their

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lives to a positive outcome. Pathways include construction, transportation, infrastructure, and clean energy/green jobs. For a complete list of awards, (See Appendix).

“Addressing gang violence in the long term requires an investment in education and job training. The Career Pathway model represents a very strong and coordinated investment on the part of community-based organizations, community colleges and California state universities, and it has proven effective in keeping at-risk youth in school and on track for meaningful employment.”

*Colleen Curtin, Chief Deputy Director
Governor’s Office of Gang and Youth Violence Policy*

Dlovan Banavi, age 24, is a young man whose family had a history of gang ties in the community. Although he had completed high school, he had no real family support and no serious career direction. After completing a six week Career & Apprenticeship Preparation Program, he was hired for a six month apprenticeship with the MAAC Project as a Weatherization Specialist, performing energy efficient renovations to low-income homeowners in San Diego. During this time, he acquired four state certifications related to the industry and gained valuable hands-on training in the building & construction trades. After completing his time at MAAC, he searched for employment for three more months before finding a permanent home at Excel Stone & Tile Care, as a Tile Restoration Technician.

Youth Career Technical Education

A \$3 million grant from EDD will move young adults into Career Technical Education (CTE), a program that links education in the classroom with skills training in the workplace to create a more marketable worker. Developed by the State Board and the Labor Agency, CTE has been successful in helping young adults prepare for entry into the workplace, as well as ongoing education and long-term careers. For complete list of awards, (See Appendix)

California’s struggling economy has been hard on California’s younger workers. The unemployment rate for young adults ages 16 to 19 is 34.7%, while for workers ages 20 to 24 it is 19.2%. In CTE, students will complete a training program and receive an industry-recognized certificate, diploma or degree that is part of a pathway toward certification to be completed at the postsecondary level to give them a leg-up in today’s challenging labor market.

Roadtrip Nation

Teenagers and young adults often have a difficult time finding or choosing the right career path; however, it is a task that we may all have to do at least once in our lifetime. Additionally, it is an important decision as it concerns what we may be doing for the rest of our lives. The Riverside County Workforce Investment Board (Riverside WIB), as part of its Summer Youth Program,

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wanted to provide a way for area young people to explore careers in an interactive way that would stimulate thinking about their own futures.

Through a partnership with the Riverside WIB, and as part of the Youth Opportunity Centers' Summer Work Experience Program (SWEPE), a "Roadtrip Nation" program was chosen to get young people thinking about careers they might want to pursue by using a mock media interview format to ask questions of others and, in the process, of themselves. Six teams of young people were trained on how to use video equipment, set up interviews, and do labor market research. Traveling in green RVs throughout the local community, participants interviewed employees from a variety of industries who described the skills needed to do their current job and the education or training that would be helpful to anyone seeking to follow that career path.

In 2010, 389 youth between the ages of 14 and 21 participated in the program and over 200 interviews have been uploaded to the county's website to share with other youth interested in viewing them. Members of "Team Fire" said the City of Hemet's Fire Chief gave them some great advice. In essence, he said, the key to becoming a firefighter is to go to school, get in shape, stay out of trouble, and get involved in your community. Interviews can be viewed by visiting the Roadtrip Nation website. (Hyperlink) www.roadtripnation.org/countyhub/riverside.php



Youth@Work – Tulare Workforce Investment Board (Tulare WIB)

There were traditionally very few summer employment opportunities for young people in Tulare County, and the recession that impacted 2009 and 2010 only compounded those problems. One short-term impact of this lack of opportunity is that young people, particularly at-risk youth, become prone to becoming involved in non-productive, and often illegal, activities. On a more long-term basis, these youth receive no exposure to potential careers that offer livable wages and career mobility.

Building on its long-established network of public sector and non-profit agencies, the Tulare WIB was able to implement a summer youth program in 2009 called Youth@Work. Using funding from the ARRA, the Tulare WIB Youth Council quickly developed and deployed a program that included work readiness preparation: resume development, interview practice and coaching, and work ethics training.

Between both of the programs implemented in 2009 and 2010, more than 2,500 county youth were placed in summer jobs in more than 200 separate worksites. Though much of the funding was used in 2009, the program was able to continue into 2010 due to the powerful collaboration of Tulare WIB partners. The Tulare WIB contributed a portion of its formula funding and remaining ARRA funds, and the Tulare County Health and Human Services Agency contributed Emergency Contingency Funds, proving the County's commitment to the success of its future workforce.

Meet Unesha – Hub Cities WorkSource Center

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Unesha enrolled in the WIA Youth Program at Hub Cities WorkSource Center to achieve gainful employment that would pay for her tuition and living expenses. As an emancipated foster youth she was living in transitional housing and the deadline for departure was approaching. Working two part-time jobs, both at minimum wage, were not providing the necessary income to pay for both housing and tuition.

Hub Cities assisted Unesha with her job search, and a very determined Unesha obtained a position with PL\$ Check Cashers as a Vehicle Registration Clerk. She also obtained new living arrangements with a family member and was able to focus on continuing her education. Despite all the adversities in her life, Unesha enrolled at Cerritos College where she will obtain an AA in Liberal Arts (Mental Health) by December, 2010. She plans to transfer to Cal State Fullerton to pursue a B.A. in Human Services with a minor in Mental Health. Unesha is planning on helping those she feels are less privileged than her.

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Chapter 6: Targeted Workforce Development Investments and Activities

With California's high unemployment as a challenge, California's workforce investment system successfully implemented several effective initiatives to aide displaced construction workers, at-risk youth, parolees, veterans, emerging green businesses, low income residents and the unemployed.

California New Start Prison to Employment Program

Holding a job is one of the best predictors of parole success. Numerous statistical studies demonstrate that a parolee who finds and maintains a steady job is more likely to avoid subsequent offenses and complete his or her term on parole. Among its provisions, the Public Safety and Offender Rehabilitation Services Act of 2007, Assembly Bill 900, (AB 900, *Solorio, Chapter 7, Statutes of 2007*) required the California Department of Corrections and Rehabilitation (CDCR) to develop an Inmate Treatment and Prison-to-Employment Plan. This effort would focus on the needs of offenders both in prison and as they transition back to the community to bolster their chance of success and reduce crime.

A multiagency approach, the California New Start – Prison-to-Employment Program (CA New Start), has been initiated to address the issues and meet the requirements of the law. Through an Interagency Agreement, the CDCR is partnering with the Labor Agency, the EDD, and the State Board to set a high priority on linking offenders released from prison to jobs in their community and reduce their chance of returning to a life of crime. In order to prepare inmates for this successful transition, the CA New Start improves the employability skills of offenders while in custody and following release to the community through rehabilitative services to increase the likelihood that they will secure and retain gainful employment upon reentry to their communities. It also establishes relationships with the network of local One-Stops as the vehicle through which parolees are connected to local employment opportunities. For additional information, visit the CDCR website. (*Hyperlink*)

http://www.cdcr.ca.gov/Adult_Programs/docs/CA%20New%20Start%20Brochure.pdf

The CA New Start is federally funded through the WIA 15% Discretionary Funds under the authority of Labor Agency. For the FY 2010-11, the CDCR has allocated \$2.5 million WIA 15% Discretionary funds to 19 Local Areas throughout the state to provide core employment service for CDCR parolees. Funding for these 19 Local Areas was based on high program performance in the two previous fiscal years, a large parolee population (based on the CDCR's parolee release data), and included Local Areas contracted to provide services for the CA New Start – Transition Program. The Transition Program is implemented at the CDCR institutions to provide inmates with job readiness skills, and documentation necessary for increased employability and successful entry. Currently, it is contracted to four sites and there are plans to consider expansion provided effectiveness of the program is determined.

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Barry

Drug and gun convictions led Barry to prison when he was 25. While serving his sentence he was released twice, but quickly fell back into the world of addiction and crime. I got out each time with the intention of doing well, but I got frustrated fast,” said Barry. He found out about the program shortly after his release in January 2010 at meeting where parolees learn about community-based work and educational opportunities. Because he never finished high school, he immediately signed up for and passed a GED preparation course. That determination impressed his parole officer, Daniel Fitz. “He was taking care of business and wanted to better his life. He had a plan,” explained Fitz, who said he only refers highly motivated parolees to the program. “His attitude is he wants to do the right things—be successful and take care of his family and his kids. I felt he had the right qualities.”

Now 34, Barry is finally ready to leave his criminal past behind. He’s been out of prison for one year, his longest stretch since 2002. In October, he began working as a truck driver in Sunnyvale and is determined to stay on a positive path and make a better life for himself. “Before, it didn’t matter to me one way or the other,” he said. “Now, I have a life.”

Tes

After being released from Valley State Prison for Women in Chowchilla in 2009, Tes planned to be back on her feet and independent within a few months. Instead, she met roadblock after roadblock in her attempts to obtain a job. Agent Dinael Martinez called Tes “a diamond in the rough” because of her persistence in applying for jobs—even when things looked pretty grim. Martinez thought she was a natural for the California New Start Program. Tes said that New Start’s staff helped her regain her self-confidence, and got her to see that she “didn’t have to feel embarrassed” about having a criminal record. She completed Microsoft Certified Systems Engineer training in less than a year, and landed a full time, permanent job in August 2010 with a software company in Santa Clara. New Start, she said, has “made me feel more self-sufficient. I feel like I’m part of the community again.”

Veteran’s Employment Related Assistance Program

In coordination with the State Board, EDD awarded a total of \$5,985,676 to 13 organizations for services to veterans, with an emphasis on those who recently returned to civilian life. Funding for this grant is drawn from the WIA 15% Governor’s Discretionary funds under the administrative authority of the Labor Agency and EDD. The new state grants will provide individualized services to help 1,200 veterans move quickly from military life into high-wage jobs and civilian careers with a future.

Agencies from San Diego to Sonoma will use the funds to offer services targeted to meet the veterans’ unique needs and occupational goals. The programs will prepare them for careers in a variety of fields, including computer and software services, business services, green energy, healthcare, information technology, agriculture, physical education, transportation, communications, and manufacturing.

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For a complete list of awards, (see *Appendix*)

“With these new programs we are showing our appreciation in a tangible and effective way – offering veterans training and employment services that recognize the skills and experiences of their military service and smooth the way to successful civilian careers.”

*Pam Harris, Acting Executive Director
Employment Development Department*

Meet Shane – Orange County One-Stop, Westminster

Shane Evans was a recently separated veteran from the Marine Corps when came into the Westminster One-Stop Center. He was ready to find a new job as a civilian, but needed help with the transition. He was referred to our center via the Welcome Home Veteran program. At the Center, Shane met with a veterans' representative and was enrolled to receive job search and placement assistance.

Shane received assistance with updating his resume and learning interviewing skills, which he practiced his skills through a mock interview. Through the business services team Shane identified two opportunities. He interviewed and was offered these positions, and decided to take the one that was closer to his home. To prepare to begin work, Shane needed assistance with business casual clothing, and WIA Supportive Services was used to assist Shane with money to purchase appropriate attire. Shane began his position at C&D Zodiac Inc. as an IT Technician for private jets in November, 2010. Congratulations, Shane!

Campeño de California Program

For the period of October 1, 2010 through June 30, 2011 La Cooperativa Campesina de California, the statewide association of farm worker service providers, continued ongoing and successful project, provide statewide outreach to Migrant and Seasonal Farm Worker's, distribute a monthly printed publication of 40,000 copies of *La Voz del Campo* to over 400 community sites and an e-publication of *La Voz* that will be distributed to front line staff and agencies that work directly with farmworkers. La Cooperativa will also use bilingual radio to discuss key labor market information as well as other pertinent information for farmworkers. These services will assist migrant and seasonal farmworkers with labor market and social service information. The volatility and uncertainty of the agricultural labor market make this an important project to the farmworker community.

Interdependent Working Group for Small Business Success

The State Board is a member of the “Interdepartmental Working Group for Small Business Success” (Working Group). The Working Group is being administered by the GOED. The purpose of this Working Group is to improve the state's ability to support small business owners in California by establishing and maintaining a positive working relationship among a broad and diverse group of state agencies and departments who have programs, projects, resources, funding, and/or responsibility to assist small businesses in California. Members are

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working together to improve their individual programs and a more synchronized statewide web of support and assistance to strengthen and grow small businesses in the state.

To give one example wherein the members provided support, coordination, input, and information on the processes and procedures to ensure the best possible approach in serving businesses, is the California Business Services Resource Catalog initiative. The State Board presented the Catalog's concept and phased approach procedure to the working group in one of the meetings. The members were very responsive, gave feedback, and volunteered to contribute and provide their department's resources for the first publication of the Catalog last October 2010.

Patton Sales Corporation

In 2009, Jon Novack and Paula Zeidman, co-owners of Patton Sales Corporation in Ontario, CA, were considering opening a new division that would require employing eight more people. The expansion would also require a large capital investment in equipment and they were hesitant to move forward.

The San Bernardino Workforce Investment Board's On-the-Job Training (OJT) program compensates businesses who provide OJT to dislocated workers. Implemented by the County's Workforce Development Department, this program reimburses participating employers 50 to 90 percent of the wages paid for an agreed-upon period during the time an employee is training for a new job.

Jon Novack was convinced that this program would support his business's goals and provide them a way to employ dislocated workers. He engaged with the San Bernardino County WIB to qualify for OJT funding and move forward with his plans.

Four months after opening the new division and working with eight OJT participants, Novack reported profitability. After the trainees completed their skills training, they were all hired on a full-time basis.

"They all exceeded our expectations," Novack recalls. "This is a great example of government and private industry working together to put people to work, expand businesses and support our local economy. This is the way things should work."

State Rehabilitation Council

The Federal Rehabilitation Act of 1973, as amended in 1998, requires the existence of a State Rehabilitation Council (SRC). The SRC consists of a diverse membership, appointed by the Governor, who are interested in and representative of Californians with disabilities. The SRC works in partnership with the California Department of Rehabilitation (DOR) to review, evaluate, and advise the DOR regarding its specific and overall performance and effectiveness. In September of 2010, one of the State Board's staff managers was appointed to California's SRC.

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The mission of the SRC, in partnership with the DOR, is to assure that all Californian's with disabilities are represented, informed and empowered; receive necessary, sufficient and timely individualized services; and that these services are excellent and lead to meaningful employment.

The addition of a State Board management level staff brings a new look to the SRC that provides a view of the many issues of employment of people with disabilities that may not have been as previously focused. For example at recent hearings jointly conducted by the DOR and the SRC regarding the DOR Annual Plan, the State Board SRC member was able to recruit the Executive Director of CWA to participate in the hearings in the northern part of the state and recruit testimony from a Local Board director in the southern area hearings. Meaningful connections such as these will help continue and improve the workforce focus for the SRC and ensure the State Board is a valued partner in assisting people with disabilities to become viable members of the state's workforce.

Governor's Committee on Employment of People with Disabilities

The California Governor's Committee on Employment of People with Disabilities (Governor's Committee), as mandated in the California's Workforce Inclusion Act, Assembly Bill 925, shall consult with and advise the Labor Agency and the California Health and Human Services Agency on all issues related to full inclusion in the workforce of persons with disabilities, including the development of a comprehensive strategy. The Governor's Committee provided a forum through which state departments, boards, councils, local service providers, business leaders and the disability community collaborated to develop a comprehensive strategy. Achievement of the goals and actions identified in the comprehensive strategy will result in an increased rate of employment for people with disabilities.

The Governor's Committee consists of appointed and mandated public and private members and receives staff support from EDD. It is mandated to meet quarterly, in conjunction with the California Health Incentives Improvement Project (CHIIP). The work of the Governor's Committee is conducted through its three subcommittees listed below.

- Communications and Outreach Subcommittee
- Education and Employment Subcommittee
- Policy and Planning Subcommittee

State Board representation on the Governor's Committee is required by statute and has been accomplished by both State Board members and for the past year, by a State Board staff manager. Having this representation is crucial to helping policy meet practice in assisting people with disabilities become employed. For example, this year in our local plan modification requests, we asked Local Boards to describe and assess their local area's delivery of services to people with disabilities. Further, we asked them to describe their partnerships and collaborations that exist to provide services to people with disabilities.

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Additionally we have provided valuable information to the Governor's Committee on how funding for special projects is achieved and for the first time in recent history, we had the Executive Director of the Governor's Committee do a presentation at a State Board meeting. This has laid the groundwork for future discussions on policy development, funding and operational issues, including increasing and ensuring access to services in California's One-Stop System. To this end, the State Board member of the Governor's Committee is sitting on a premises workgroup with EDD staff and representatives of the Local Areas.

Recently legislation has directed the administrative control of the Governor's Committee to move from EDD to DOR. It also mandates that the State Board representative to the Governor's Committee be selected by members of the State Board itself. As we move forward, we will continue to improve our participation and add value to our membership on the Governor's Committee on behalf of people with disabilities, as they seek more and better employment opportunities.

Moving Forward –Alliance Worknet

Azirius came into Alliance Worknet after turning 18. Due to a learning disability, he'd been eligible for Social Security Disability income in the past, but he was no longer qualified since he was not in school. He was unsure about the future: he wanted to try college, and he wanted a job, but needed help finding the right program and opportunity.

Azirius enrolled in the CareerQuest Program and received guidance and support in achieving his goals. He attended the Alliance Worknet workshops, which helped him understand how to prepare for job searching, and he completed the Employment Preparation and Retention training program provided by Goodwill, which helped him understand what employers expected. In October, 2010, he was referred to the weekly McDonald's hiring recruitment on Oakdale and Floyd Ave in Modesto. Azirius was also assisted with registering for disability services at Modesto Jr. College.

Azirius was hired by McDonald's Corporation after attending the job fair. In addition, he has registered at Modesto Jr. College and is looking forward to enrolling this summer. Azirius never thought he would be able to attain employment and further his education. The services he received from CareerQuest/Alliance Worknet helped him see that it was possible to attain his goals.

Elevate America

Driven to Success – Mother Lode Job Training

"R" was only 15 in the spring of 2010 when he came into Job Connection Amador to wait while his mother, a client, completed some paperwork. While there, a job counselor engaged him in conversation and learned that he was "teaching" IT at his High School. Obviously, he was a bright young man, and the counselor wondered if he might be interested in youth employment or other programs.

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Elevate America was a voucher program administered through One-Stops nationwide in partnership with Microsoft Corporation. The program provided e-learning vouchers to obtain IT certifications through online learning. This young man was extremely interested and motivated: he was able to use 19 vouchers over the summer! He contacted Job Connection Amador again when he learned that if he completed the CompTIA+ certification (an IT industry standard certification for computer support technicians) by December 31, the certification would be valid for his lifetime. (After that date new certifications would have to be renewed every 3 years.) After further qualification, R was enrolled in the youth program, where he received assistance to pay for the testing and practice exams for CompTIA+ certification. Again showing his motivation, he worked very hard, studying for the exam in a limited amount of time. In December, he took the exam in Sacramento and passed with flying colors: his lowest score was 93!

He is now 16 years old and now has an industry-recognized certification that will qualify him for IT jobs as he goes to college. He plans to attend classes at Sacramento City College while he finishes high school so that he will receive an associates degree at the same time he graduates from high school.

R's counselor shared, "I feel privileged to have had this young fellow be my first experience with the youth program. His success is a GREAT conclusion for my year 2010."

Labor Market Advisory Group

State Board staff works closely with EDD's Labor Market Information Division (LMID) on its Labor Market Information Advisory Group to learn about and leverage various education, economic development, business, labor, healthcare, workforce, and research entities' studies and data including advising and assisting in development of labor market information relevant to multiple users and stakeholders. LMID supports the State Board with many of its information needs regarding strategic planning and sector strategy initiatives, such as Green and Healthcare.

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Chapter 7: The State Board: Program Year 2011/2012

In PY 2010-11, California's state and local workforce investment system encountered many challenges and successes that are based upon a history of service to their community and new challenges. It undertook a series of initiatives aimed at attempting to support an economic recovery that struggling to overcome the effects of "The Great Recession" that was brought about a financial crisis, which provides unique conditions that is hampering a recovery (oppressed demand).

California Multi-Sector Workforce Partnership National Emergency Grant (NEG)

With the support of the State Board, the EDD, and the CWA, 21 Local Boards (see participating local boards below) were authorized for a full amount of \$45,080,077 but allocated only 40% (\$18,030,129) as the first funding increment of the NEG from the DOL, Employment and Training Administration. Funding will be awarded in increments based on performance and demonstrated need for additional financial assistance. This grant will fund the "California Multi-Sector Workforce Partnership (Multi-Sector Partnership)" consisting of 21 geographically contiguous jurisdictions encompassing 56% of the state's population (20,759,931), 53% of its labor force (9,632,240), and 43% of its land mass (67,268 square miles). This Multi-Sector Partnership will address 123 individual mass dislocations affecting 32,527 workers in a wide range of occupations in 19 industries with 5,887 dislocated California workers expected to participate.

The 21 Local Boards will provide a collaborative response to the retraining and career transition needs of economically dislocated workers and the talent location and development needs of employers in economically vital sectors.

Project Strategies:

- Common project policies
- Collaborative project planning, oversight, and implementation
- Performance accountability using the federal Common Measures
- Early Rapid Response interventions
- Demand-driven training and employment services
- Demand-driven job placement

List of Participating Local Boards:

Anaheim City	Contra Costa County
Foothill Consortium	Kern/Inyo/Mono Consortium
Kings County	Los Angeles City
Los Angeles County	Merced County
Monterey County	North Central Counties Consortium
Orange County	Pacific Gateway WIN (Long Beach)
Richmond City	Sacramento City/County

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San Benito County
San Joaquin County
Santa Ana City
South Bay Consortium

San Bernardino County
San Luis Obispo County
Stanislaus County

Looking Ahead

During PY 2011-12, Governor Brown's direction will begin to be rolled out and new policies currently being considered by the state's legislature may become law. However, the State Board strongly believes the following axioms will remain for California's workforce investment system to continue to build upon its current efforts to support California's economy and trains workers for good paying jobs:

- During an era government wide budget cutting broad program alignment and coordination is required;
- Workforce development, economic development, policy alignment are essential to economic growth and job creation; and
- Policy implementation and investments strategies must view multi-sector collaborations that are focused regional industry clusters as a key component to their delivery mechanism.

The bullets listed above must result in systems change that is based upon data driven analysis, shared priority setting, and leveraged investment strategies

The State Board will utilize all of its resources towards these ends and will also undertaking an effort to bolster the linkages between state approved apprenticeship training programs and the workforce investment system to ensure more Californians are provided career paths in high paying jobs.

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Chapter 8: WIA Title I Performance Highlights (Pending EDD)

Appendices

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Issues and Policy Committee Outreach Strategy Workgroup

Action Requested

The California Workforce Investment Board approve and adopt the name, logo and next steps of the Outreach Strategy Workgroup.

Name/Logo:



Next Steps:

- Develop an implementation plan and timelines for logo/identify roll-out, to include:
 - Tools, policies, and usage standards to support system identification and branch management.
 - A public outreach strategy for promoting the statewide system.
 - Development of a stand alone website that will be a single point of entry to the system and information source.
 - Outreach to other state agencies and local partners.

Letterhead - Mock Up Sample



California Workforce Investment Board

Business Card - Mock Up Sample



Logo displayed at 1 inch width



WIA Policy and Administration Group > 777 12th Street, Suite 200 Sacramento, CA 95814 > Phone: 916-324-2853 Fax: 916-324-3068
www.CAcareerbusinessnet.ca.gov



#9 Envelope - Mock Up Sample

Background

The California Local Workforce Investment Boards and comprehensive One-Stop Career Centers are not recognized or promoted as a network or system of partners with a shared common goal. This commonly held perception has been validated through numerous research and surveys conducted by EDD with various audience groups – job seekers and businesses. To address this issue, the State Board directed a workgroup be formed and charged with bringing back a recommendation for an overarching brand and an outreach strategy to build recognition for this extensive workforce development system throughout California including partner agencies.

The workgroup membership includes members of the State Board, local workforce board directors, and the Employment Development Department.

Mr. Jamil Dada	State Board Chair
Ms. Audrey Taylor	State Board Member
Ms. Pam Harris	State Board Member
Mr. Jeremy Smith	State Board Member
Ms. Felicia Flournoy	Riverside County
Ms. Cheryl Moore	Ventura County
Mr. Art O'Neal	Employment Development Department
Ms. Barbara Halsey	California Workforce Association
Ms. Loree Levy	Employment Development Department

Discussion

The workgroup has developed a common identifier or brand and logo that links agencies and partners as part of a statewide workforce system and helps provide easy identification to job seeker and employer customers. The workgroup has developed both of these identifiers for the full Board's review and adoption. This is the first step.

With the State Board's approval of the name and logo, the workgroup will continue to develop a full work plan and necessary policies and guidelines for implementation within the workforce investment system and expansion to a broader partnership with other state agencies and public and private system stakeholders.

The workgroup also feels it's important to launch the new name and logo with a public outreach strategy to greater connect customers with available services, and build greater recognition of the valuable work the system is producing at a time when federal funding is under review.

5. Presentation/Information:

- a. Integrated Services Delivery Evaluation – Final Report
Richard Moore, PhD., University of California at Northridge**

- b. California Multi-Sector Partnership Grant
Mr. Robert T. Mejia, South Bay Workforce Investment Board**

- c. Regional Industry Clusters of Opportunity Grant Summary
Mr. Javier Romero, staff to the California Workforce Investment Board**

- d. Listing of Registered Apprenticeship Programs on the
Eligible Training Provider List
Renée Bacchini, Area Administrator
Department of Industrial Relations'
Division of Apprenticeship Standards**

- 6. Executive Director Report**
- 7. Employment Development Department Report**
- 8. Update: State Board Committee and Industry Council Reports**
 - a. Green Collar Jobs Council – Mr. Barry Sedlik, Chair**
 - b. Issues and Policy Committee – Mr. Jamil Dada, Chair**
 - c. Health Workforce Development Council – Ms. Audrey Taylor, Chair**

	Local Workforce Investment Board Membership Representation					
	Local Business*			Labor Organizations		
WIA Section:	117(b)(2)(A)(i)			117(b)(2)(A)(iii)		
SB 293 (UI):	14202(a)			14202(c)**		
	Q1	Q2	Q3	Q1	Q2	Q3
Alameda	51%	51%	51%	15%	15%	15%
Anaheim	56%	54%	52%	12%	13%	13%
Contra Costa	50%	52%	49%	13%	12%	14%
Foothill	53%	53%	53%	16%	16%	16%
Fresno	52%	52%	52%	13%	13%	13%
Golden Sierra	50%	50%	46%	8%	8%	13%
Humboldt	58%	58%	58%	15%	13%	13%
Imperial	46%	46%		13%	13%	
Kern/Inyo/Mono	51%	49%	52%	15%	16%	15%
Kings	52%	52%	52%	13%	14%	13%
Long Beach (Pacific Gateway)	50%	48%	48%	13%	15%	15%
Los Angeles City	57%	58%	56%	16%	17%	15%
Los Angeles County	52%	53%	53%	12%	12%	12%
Madera	40%	42%	32%	8%	8%	12%
Marin	51%	51%	51%	14%	14%	15%
Mendocino	52%	54%	54%	12%	4%	4%
Merced	48%	46%	46%	17%	14%	15%
Monterey	47%	48%	48%	16%	15%	15%
Motherlode	48%	50%	50%	20%	21%	21%
Napa	52%	14%		14%		
NCCC	54%	54%	48%	15%	15%	17%
NoRTEC	54%	54%	54%	13%	13%	13%
Nova	61%	61%	64%	10%	10%	12%
Oakland						
Orange	57%	55%	57%	11%	13%	14%
Richmond	51%	51%	51%	13%	13%	13%
Riverside	52%	40%	40%	15%	15%	21%
Sacramento	51%	51%	51%	15%	15%	15%
San Benito	46%	44%		12%	12%	
San Bernardino City	51%	51%		12%	15%	
San Bernardino County	52%	52%	51%	16%	16%	14%
San Diego	37%	35%	35%	10%	10%	10%
San Francisco	55%	56%	56%	6%	4%	4%
San Joaquin	44%	44%	44%	13%	10%	13%
San Jose/Silicon Valley	63%	65%	65%	14%	14%	14%
San Luis Obispo	53%	53%		15%	15%	
San Mateo	58%	53%	53%	13%	10%	10%
Santa Ana	51%	50%	50%	14%	16%	11%
Santa Barbara	44%		36%	11%		13%
Santa Cruz	50%	51%	50%	15%	15%	14%
SELACO	63%	60%	60%	13%	12%	12%
Solano	51%	51%	51%	15%	15%	15%
Sonoma	35%	36%	42%	7%	7%	6%
South Bay	58%	58%	58%	10%	10%	10%
Stanislaus	55%	54%	54%	16%	15%	15%
Tulare	64%	54%	52%	16%	14%	16%
Ventura	45%	47%	51%	16%	16%	14%
Verdugo	59%	59%	55%	17%	17%	17%
Yolo	43%	39%	42%	12%	10%	10%

Item 9: Public Comment

Item 10: Other Business