

Appendix H: Coordination Agreements Between State Plan Partners

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**California Department of Rehabilitation, California Workforce Development Board,
Working Group Partnership Agreement**

1. Partners California Department of Rehabilitation (CDOR), California Workforce Development Board (CWDB), agree that the CWDB and DOR will partner to achieve the policy objectives of the state plan:
 - Fostering demand-driven skills attainment. Workforce and education programs need to align program content with the state's industry sector needs so as to provide California's employers and businesses with the skilled workforce it needs to compete in the global economy.
 - Enabling upward mobility for all Californians, including populations with barriers to employment. Workforce and education programs need to be accessible for all Californians and ensure that everyone has access to a marketable set of skills and able to access the level of education necessary to ensure economic self-sufficiency and security.
 - Aligning, Coordinating, and Integrating Programs and Services to economize limited resources while also providing the right services to clients, based on each client's particular and potentially unique needs so as to facilitate skills-attainment.
2. Partners CWDB and DOR agree that identified DOR priorities (the matrix) will inform areas of the State plan to be drafted by the CWDB.
3. DOR will draft a Title IV appendix to the State plan in areas not required in Title I, but required of the State's Vocational Rehabilitation program.
4. DOR will vet its compliance appendix with relevant stakeholders in addition to the public comment process envisioned for the State plan. The appendix developed by DOR will be available to the CWDB before October 23, 2015 to release for public comment with the draft State Plan on October 23, 2015. The Unified State plan and DOR compliance appendix will inform the content of each other.
5. CWDB and DOR will work together to implement both WIOA program strategies and the DOR program priorities for the state plan, through a value-added partnership in which each partner contributes on the basis of its programmatic expertise.
6. The State Board and DOR recognize that not all WIOA program strategies are appropriate for all DOR consumers and that DOR services are individualized and geared to the needs of the consumer.

7. DOR and CWDB recognize that the ability to implement WIOA program strategies and DOR priority policies are contingent on resources, and the development and continued support of ongoing partnerships at the state, local, and regional levels,
8. CWDB and DOR will communicate both jointly, and individually with their local counterparts (local workforce development boards and DOR district offices) on the need to partner to collectively implement WIOA program strategies and DOR program priorities. This communication will occur using joint letters, and when appropriate, relevant policy directives.
9. The nature of regional and local partnerships, partner responsibilities, and the specific manner in which partners will braid resources and coordinate service delivery to implement the WIOA Program Strategies and DOR Program Priorities, will vary according to the types of agreements worked out between Local Workforce Development Boards and DOR Districts.
10. Working with DOR, CWDB will issue “tiered” policy guidance that identifies, and alternatively, requires, recommend, or encourages the adoption of best practices and model partnerships at the local and regional level to facilitate the implementation of WIOA program strategies and DOR priority policies.
11. Partners CWDB and DOR agree that an memorandum of understanding (MOU) will be updated between each DOR district and the corresponding LWDB concerning the operation of the one-stop delivery system in the local area including: services to be provided, funding sources and mechanisms, methods of referral between one stop operator and one stop partners, methods to ensure needs of individuals with disabilities are addressed and duration of the MOU.
12. CWDB will draft local and regional guidance and DOR will provide technical assistance, through staff or referrals to local resources, to the LWDBs that will ensure a level of one stop accessibility for individuals with disabilities that is consistent with state and federal requirements pertaining to accessibility. DOR and CWDB will provide a consistent message to both LWDBs and DOR district offices concerning State policy on these matters.
13. DOR and CWDB staff will work jointly to assess the level of partnership in one stops and current compliance with known future regulatory requirements regarding access to services for individuals with disabilities. These requirements include providing services to job seekers through co-location, cross –training, or direct access through real-time technology. This information gathered from the assessment will be used to insure that all districts and LWDBs are on a path to compliance with all State and federal laws. DOR

will be consulted by LWDBs regarding Corrective Action Plans for hard to resolve concerns.

14. CWDB and DOR agree that areas in the State plan concerning students with disabilities will be discussed in a Youth workgroup consisting of partners serving in and out of school youth to take place prior to September 15, 2015.
15. The CWDB and DOR will provide support, technical assistance/professional development, through staff or referrals to local resources, and linkages to community based organizations/regional centers providing services to individuals with disabilities to local, and where appropriate, regional partnerships implementing the WIOA Program Strategies and DOR Program Priorities. DOR and CWDB will provide information to locals on best practices and model partnerships using both policy research and information from the field. Pending available resources, DOR may provide directly or refer to other available resources disability expertise and technical assistance to inform service provision.
16. The DOR will provide access to the Talent Acquisition Portal (DOR consumers only), Schedule A, and the LEAP program to qualified job seekers with disabilities. The local WDB's will provide access to CalJOBS labor exchange website and other services.
17. DOR will provide access to Vocational Rehabilitation services including training, self-advocacy training, assessments, career counseling/exploration; OJT/work experience; benefits planning; job placement services and assistive technology for eligible individuals with disabilities.
18. DOR will provide a single point of contact for AJCC business services staff and employers requesting assistance with section 503 federal contracting hiring compliance. Additionally, DOR will provide training to AJCC business services staff on Section 503 federal contracting hiring compliance.
19. CWDB and DOR and other partners will work together to identify methods to share data and develop a common outcomes reporting system.

DOR Policy Priorities and WIOA Program Strategies

Services to Youth:

DOR Priority -- Physical, programmatic and electronic access for youth with disabilities including the following:

- Access to one stop career services and WIOA Title 1 Youth program (WIOA Strategies: Integrated Service Delivery and Braided Resources, Providing Supportive Services) (Planning Guidance Tier: Required)
 - Vehicle: One Stop MOU and Certification requirements, Local Planning Guidance
- Access to training and education programs, including career pathways, internships, apprenticeships (WIOA Strategies: Career Pathways, Earn and Learn)(Planning Guidance Tier: Required)
 - Vehicle: DOR staff working locally and regionally with LWDB staff and training and education providers to increase co-enrollment opportunities of DOR consumers with local training and education providers based on alignment of needs, desires, capacities
- DOR outreach to youth with disabilities through AJCCs and cross training of DOR staff on other services to be provided through AJCCs (Planning Guidance Tier: Required)
 - Vehicle: One Stop MOU and Certification requirements, Local Planning Guidance; additionally DOR and CWDB will ensure cross-training of frontline staff in the AJCCs; finally, the DOR will provide the LWDBs linkages to DOR's youth programs.

Employer Engagement:

DOR Priority -- Collaborative employer outreach and engagement and marketing of employer incentives and strategies for the hiring of individuals with disabilities, including section 503 hiring requirements

- Participation in Employer Engagement efforts at the local level through AJCCs and through LWDB business services strategies required under WIOA local plan requirements (WIOA Strategies: Integrated Service Delivery and Braided Resources; Sector Strategies) (Planning Guidance Tier: Required)

- Vehicle: Local Planning Guidance
- Participation in Employer Engagement efforts at the regional level (WIOA Strategies: Integrated Service Delivery and Braided Resources; Sector Strategies, Organizing Regionally) (Planning Guidance Tier: Recommended)
 - Vehicle: Regional Planning Guidance. WIOA regional plans requirements do not require core program participation at the regional level. Local plans require the adoption of business services strategies. CWDB recommends that regional employer engagement efforts by LWDBs at the regional level include a DOR representative to help make employers aware of incentives and strategies for the hiring of individuals with disabilities.
- Participation in Employer Engagement efforts at the State level (WIOA Strategy Sector Strategies).
 - Vehicle: facilitated access to employers engaged in statewide sector strategies initiatives
- Information on Sector Strategies, Career Pathways, Labor Market Information (WIOA Strategy Sector Strategies, Career Pathways)
 - Vehicle: CWDB will ensure that DOR has access to and participation in the regional WIOA plans and programs which detail targeted sectors, prioritized career pathways, and regional labor market analyses. This will include consideration for individuals and youth with disabilities.

Capacity Building:

DOR Priority: Capacity building and professional development for the purpose of ensuring program, physical, and electronic access, including disability awareness training to increase employment opportunities for individuals with disabilities

- WIOA Program Strategies: Integrating service delivery and braiding resources
 - Vehicle: One Stop Design and Certification requirements, Local Planning Guidance; additionally DOR and CWDB will ensure resources for cross-training of frontline staff in the AJCCs (Planning Guidance Tier: Required)

Competitive Integrated Employment:

DOR Priority: Development of integrated employment opportunities, skill attainment strategies and supportive services to assist individuals with Developmental Disabilities or Intellectual Disabilities (DD/ID).

- (WIOA Program Strategy: Providing supportive services, and Utilizing "earn-and-learn strategies")
- DOR district staff will designate a point of contact for the LWDBs to provide linkages to service providers of consumers with ID/DD (Planning Guidance Tier: Required).
 - Vehicle: DOR district staff will partner with the LWDBs to outreach employers and partners to develop strategies to achieve Competitive Integrated Employment opportunities for consumers with ID/DD (Planning Guidance Tier: Required).
- DOR will provide disability expertise and CIE technical assistance to the LWDBs, partners, and employers (Planning Guidance Tier: Recommended).
 - Vehicle: DOR and CWDB state executive staff will work collaboratively to ensure resources for cross-training of frontline staff in the AJCCs (Planning Guidance Tier: Required)
 - Vehicle: DOR district staff will provide supportive services (i.e., job coaching) to consumers with ID/DD (Planning Guidance Tier: Required).
 - CWDB recommends that LWDBs at the local level support the efforts of DOR representative to recruit and refer individuals with disabilities and engage employers. (Planning Guidance Tier: Recommended)
 - DOR will provide, as a resource, the CIE blueprint available in 2016.

Temporary Assistance for Needy Families (TANF)-Working Group Agreement on Career Pathways and Subsidized Employment Partnerships, CDSS, CWDA, CWDB, CCCCCO

Participants

CWDB Staff: Dan Rounds, Robin Purdy, Angel Garcia

CDSS Staff: Damien Ladd, Angela Vellos, David Van Gee, Larry Lewis, William Belon,

CWDA Staff: Erin Horgan

CWD Staff: Nancy O’Hara (Yolo), Deborah Burch (Sacramento), Judy Needham (Yolo), Mark Marquez (Yolo), Sherry Alderman (Sonoma), Tracy Bryan (Yuba), Sherry Alderman (Sonoma), Deborah Mills (L.A.)

CCCCO Staff: Jason Orta (Student Services)

CCC CalWORKs Staff: Lily Hunnemedter-Bergfelt (Santa Rosa Junior College), Ramona Cobian (Sacramento City College)

1. Partners County Welfare Directors Association (CWDA), California Workforce Development Board (CWDB), and the California Department of Social Services (CDSS) agreed that the CWDB, CDSS, and CWDA will promote the building of career pathways programs and partnerships geared toward supporting TANF recipients including, but not limited to the California Community College CalWORKs programs at the local, and, where appropriate, the regional level, and will communicate both jointly, and individually with their local counterparts on the benefits of these programs, using joint letters, and when appropriate, relevant policy directives.
2. The nature of career pathways partnerships, partner responsibilities, and the specific manner in which partners will braid resources and coordinate service delivery, will be determined locally, and possibly regionally, depending on agreements between human services, local workforce development boards (LWDBs), community colleges, and any adult education providers who are involved with local agreements pertaining to career pathways.
3. Partnership agreements, in those jurisdictions where career pathway programs are coordinated with partners, should specify in the Memorandum of Understanding for One-Stop Services which services are provided by which entities, which partner funds those services, and how service provision is coordinated so as to facilitate seamless entry, exit, and movement along the career pathway. For example, partners will need to specify how they will coordinate assessment, the provision of supportive services (such as ancillary, childcare, transportation services), barrier removal services, the payment of

tuition/and or training costs, job readiness training, subsidized employment, and job placement.

4. The role of CWDB, CDSS, and the CWDA is to provide support for and technical assistance to local, and where appropriate, regional partnerships entered into to facilitate the development of sector based career pathways programs specifically geared toward TANF recipients. State agencies will help facilitate the initiation and implementation of career pathways programs by providing information to locals on best practices and model partnerships using both policy research and information from the field. The Local Workforce Development Board (LWDB) will provide information pertaining to prioritized sectors and prioritized career pathways under regional Workforce Innovation and Opportunity Act (WIOA) workforce planning. County Welfare Departments (CWDs) that have successful subsidized employment partnerships with LWDBs and community colleges will serve as templates for other CWDs to develop and/or expand subsidized employment programs. CWDs that have successful subsidized employment partnerships with local community college CalWORKs programs may also be used as templates for other county welfare departments to develop and/or expand subsidized employment programs as community college CalWORKs programs can utilize work study funds, job placement, and job development resources to aid in these efforts. Additionally, the expertise of practitioners at the local level will inform the technical assistance provided by the state.
5. For the purposes of developing the local and regional plans, the CWDB will work at the State level to apply for grants to fund local promising practices and issue local and regional planning guidance that recommends that LWDBs work with all core and required partners to develop the WIOA local and regional plans and the design of the local one-stop system. CWDA and CDSS will reinforce directives where appropriate.

TANF-Working Group Agreement on One Stop Partnerships, CDSS, CWDB, CWDA, CCCCCO

Participants

CWDB Staff: Dan Rounds, Robin Purdy, Angel Garcia

CDSS Staff: Damien Ladd, Angela Vellos, David Van Gee, Larry Lewis, William Belon,

CWDA Staff: Erin Horgan

CWD Staff: Nancy O'Hara (Yolo), Deborah Burch (Sacramento), Judy Needham (Yolo), Mark Marquez (Yolo), Sherry Alderman (Sonoma), Tracy Bryan (Yuba), Sherry Alderman (Sonoma), Deborah Mills (L.A.)

CCCCO Staff: Jason Orta (Student Services)

CCC CalWORKs Staff: Lily Hunnemeder-Bergfelt (Santa Rosa Junior College), Ramona Cobian (Sacramento City College)

1. Partners CWDA, CWDB, and CDSS agreed that baseline federal rules for mandatory partnership at one stops would be communicated to county welfare departments and local workforce development boards through policy directives distributed by the State oversight departments: CWDB-EDD will distribute for Title 1; CDSS will distribute for TANF. A joint letter to locals reflecting this same information will also be issued from CWDB, CWDA, and CDSS.
2. CWDA, CWDB, and CDSS staff will work jointly to assess the level of partnership and current compliance with known future regulatory requirements. This information will be used to insure that all counties and LWDBs are on a path to compliance.
3. CWDA, CWDB, and CDSS staff will work jointly to identify models of TANF one stop partnership that go beyond baseline federal expectations, as well as the purpose of these partnerships, and the manner in which these partnerships elevate service delivery so as to improve client outcomes. The information gleaned from this analysis will be used to inform local and regional planning guidance and will be combined with baseline compliance rules to provide locals information on how to not only comply with baseline federal requirements, but also to develop programs that serve client needs.
4. Local and regional planning guidance, supported by policy directives issued by CDSS and CWDB-EDD, will communicate both baseline one stop partnership rules as well as recommended best practices that go beyond minimum standards and will encourage the adoption of these practices.
5. Partners CWDA, CWDB, and CDSS, with the support of the California Community Colleges Chancellor's Office, encourage one stops to collaborate with community college CalWORKs Programs at the local community colleges. Community college CalWORKs programs, which are funded by Proposition 98 and TANF funds, have many years of experience administering education and training programs and specialized

support services for CalWORKs students. These many years of experience include collaborations with local county human services departments and local workforce investment boards. California Education Code 79204 refers to the coordination and partnership between community college CalWORKs program and CWDs and local workforce development boards. Though not a mandatory partner in the one stops, partners CWDA, CWDB, and CDSS, believe that one stops could leverage best practices developed between colleges and CWDs including co-location at colleges along with collaborations in the areas of subsidized employment and the provision of wrap-around services.

Title II and CWDB Working Memorandum of Understanding Regarding One-Stop Partnerships

CWDB Staff: Dan Rounds, Robin Purdy, Carlos Bravo

CDE Staff: Christian Nelson, Carolyn Zachry

CCCCO Staff: Debra Jones

1. Partners California Department of Education (CDOR), California Workforce Development Board (CWDB), and California Community College Chancellor's Office (CCCCO) agree to partner to achieve the policy objectives of the state plan:
 - Fostering demand-driven skills attainment. Workforce and education programs need to align program content with the state's industry sector needs so as to provide California's employers and businesses with the skilled workforce it needs to compete in the global economy.
 - Enabling upward mobility for all Californians, including populations with barriers to employment. Workforce and education programs need to be accessible for all Californians and ensure that everyone has access to a marketable set of skills and able to access the level of education necessary to ensure economic self-sufficiency and security.
 - Aligning, Coordinating, and Integrating Programs and Services to economize limited resources while also providing the right services to clients, based on each client's particular and potentially unique needs so as to facilitate skills-attainment.
2. CDE will draft a Title II Appendix to the State plan which meets the "program specific plan requirements" delineated in Section 102(b)(2)(D) of WIOA.
3. CWDB, CDE, CCCCCO will work together, as appropriate, to implement WIOA program strategies through a value-added partnership in which program partners contribute on the basis of their programmatic expertise. The WIOA strategies are as follows: sector strategies, career pathways, organizing regionally, providing supportive services, "earn and learn", integrating service delivery and braiding resources, and creating cross-system data capacity.
4. Partners CDE, CCCCCO, and CWDB agree that baseline federal rules for Title 2 mandatory partnership at One-Stops will be communicated to local and regional partners, including both Title 2 providers, and local workforce development boards through policy

directives distributed by CDE, CWDB, and CCCO. A joint letter to local service providers reflecting this same information will also be issued from CWDB, CDE, and CCCO. At a minimum partnerships must provide for access to Title 2 programs through the AJCCs by means of co-location, cross-training, or direct access through real-time technology.

5. CDE, CCCO, and CWDB staff will work jointly to assess the level of partnership and current compliance with regulatory requirements pertaining to mandatory one stop partnership. This information will be used to ensure that Title 2 providers and LWDBs are on a path to compliance with federal rules requiring mandatory participation in one stops by all core programs.
6. WIOA requires program alignment of core programs. CDE, CCCO, and CWDB staff will work jointly to identify and recommend best practices and model partnerships that encourage program alignment and coordination beyond the minimum federally required standards pertaining to one stops.
7. CWDB will issue local and regional planning guidance, supported, when appropriate, by policy directives issued by CDE, CCCO, and CWDB, that identifies and recommends best practices and model partnerships that encourage program alignment and coordination beyond minimum federally required standards. Communication to local and regional providers will encourage the adoption of these best practices and the forming of model partnerships, not only by Title 2 providers, but also other Adult Education Block Grant Consortia members.
8. The nature of regional and local partnerships, partner responsibilities, and the specific manner in which partners will braid resources and coordinate service delivery to implement the WIOA Program Strategies, best practices, and model partnerships will vary according to the types of agreements worked out between Local Workforce Development Boards, Adult Education Providers, Community Colleges, Local Educational Agencies, and relevant Community Based Organizations.
9. Adult Education Block Grant consortia will be required to participate in WIOA regional planning efforts and help those with basic skills deficiencies achieve sufficient skills to participate in the regional career pathway programs that are emphasized in the WIOA Unified State Plan.

Title II Planning Workgroup Agreement (Career Pathways)

Participants

CWDB Staff: Dan Rounds, Robin Purdy, Carlos Bravo

CDE Staff: Christian Nelson, Carolyn Zachry

CCCCO Staff: Debra Jones

Unified State Plan and EL-Civics - Partners California Department of Education (CDE), California Workforce Development Board (CWDB), and California Community College Chancellor's Office (CCCCO) agree to partner to achieve the career pathways strategy of the State Plan:

- Section 102 of WIOA requires the Governor of a state to submit a four-year unified state plan that incorporates all the requirements under the law. Although the actual term career pathway does not appear in the text of this state plan section, the law requires states to describe how they will implement Title II sections 223 and 231. As described above, both of these AEFLA sections have required career pathway components, see 223 – State Leadership Activities and 231 – Grants to Adult Education Providers. Therefore, descriptions of a state's plan for implementing career pathway programming are a required component of the unified state plan. Also, the unified state plan requires a description of the state's EL-Civics program, which as described below, has changed significantly and has strong implications for career pathway programming.
- Section 243 of Title II continues the EL-Civics grant program, and for the first time, specifies work and employment related goals for the program. Specifically, section 243 says:
 - *(c) Goal.--Each program that receives funding under this section shall be designed to—*
 - *(1) prepare adults who are English language learners for, and place such adults in, unsubsidized employment in in-demand industries and occupations that lead to economic self-sufficiency; and*
 - *(2) integrate with the local workforce development system and its functions to carry out the activities of the program.*
- This new mandated work-related content is a significant change from current practice and has direct implications for the development and implementation of career pathway programming for English language learners.

Purpose - One of the four purposes mandated for Title II includes the attainment of a secondary school diploma and the transition to postsecondary school “through career pathways”.

- o SEC. 202. PURPOSE.

It is the purpose of this title to create a partnership among the Federal Government, States, and localities to provide, on a voluntary basis, adult education and literacy activities, in order to—

- o (3) assist adults in attaining a secondary school diploma and in the transition to postsecondary education and training, including through career pathways;
- o CDE will agree to provide policy guidance that seeks to coordinate the Adult Basic Education Consortium and Carl D. Perkins grants, with WIOA Services funded under Title I and provided through the America’s Job Center of California system to prepare job seekers for career pathways by providing adult education and literacy activities and supportive services. The nature of partnerships, partner responsibilities, and the specific manner in which partners will braid resources and coordinate service delivery to implement the WIOA Program Strategies will be determined locally between Workforce Development Boards, adult education consortiums and school districts and be required elements in the local/regional planning guidance.
 - o WIOA Program Strategies: Building of career pathways programs, Providing supportive services, Integrating service delivery and braiding resources
 - o Vehicle: Regional Planning Guidance
- o CDE and CCCC will agree to provide policy guidance that seeks to coordinate the Carl Perkins Vocational Education Act grants which provide career technical education and career pathways in demand occupations and provides services and support to special populations and individuals with barriers to employment in k-14 system, with the local and regional Workforce Development Boards and the America’s Job Centers of California.
 - o WIOA Program Strategies: Building of career pathways programs, Providing supportive services, Integrating service delivery and braiding resources

Vehicle: Regional Planning Guidance

- o CDE will agree to provide policy guidance that seeks to coordinate and leverage high school to college and career programs integrating academic and occupational skill attainment and combining classroom instruction with work-based learning, with WIOA Services funded under Title I to prepare high school students for career pathways in in-demand sectors. The nature of partnerships, partner responsibilities, and the specific manner in which partners will braid resources and coordinate service delivery to implement the WIOA Program Strategies will be determined locally between Workforce Development Boards, adult education consortiums and school districts and be required elements in the local/regional planning guidance.
 - o WIOA Program Strategies: Building of career pathways programs, Providing supportive services, Integrating service delivery and braiding resources

Vehicle: Regional Planning Guidance

State Leadership - Career pathways is mentioned as both a required activity (Sec. 223 (a)(1)(A)) and a permissive activity for state adult education agencies to address as they provide services using WIOA state leadership funds to WIOA grantees. As a required activity, states must use their leadership funds (15% of their total state award) for a number of activities including the development of career pathways. As a permissible activity, states may use leadership funds to develop specific content and models for career pathways (Sec. 223 (a)(2)(D)).

- The CWDB and CDE will provide support, technical assistance/professional development to regional partnerships implementing the WIOA Program Strategies. CDE and CWDB will provide information to locals on best practices and model partnerships using both policy research and information from the field and provide assistance in developing curriculum and work-based learning opportunities to promote career pathways.
 - WIOA Program Strategies: Building of career pathways programs, Integrating service delivery and braiding resources
- Corrections Education - Similar to previous law, adult education funds shall be used to provide educational programs for incarcerated individuals and other institutionalized individuals. Funds under this section of WIOA (Sec. 225 (b)(5)) must be used for five purposes including the development and implementation of career pathways as well as integrated training.

- o CWDB, CDE and CCCCCO agree to provide policy guidance that seeks to coordinate funding for corrections education, including WIOA Title I and II, CDCR, AB2060, AB109, Juvenile Court Schools, Community Schools and Adult Re-entry programs designed to provide basic education, life skills, and job readiness skills for incarcerated youth and adults, youth engaged in court schools and adults re-entering the community from state prison or county correctional facilities. The nature of partnerships, partner responsibilities, and the specific manner in which partners will braid resources and coordinate service delivery to implement the WIOA Program Strategies will be determined locally.
 - o WIOA Program Strategies: Building of career pathways programs, Providing supportive services, Integrating service delivery and braiding resources

Grants to Adult Education Providers - The ability for a grantee (local provider) to provide career pathway programming is one of the 'considerations' that the state adult education agency must make when reviewing and approving grantees (Sec. 231 (e)(10)).

National Leadership Activities - The USDOE Office of Career, Technical, and Adult Education (OCTAE) receives funding under the WIOA law to provide leadership focused activities to adult education state agencies and other adult education entities. Under this section of the law (Sec. 242(c)(2)(C)(iv)), developing and promoting career pathways is a permissible leadership activity.

Youth Partnership Agreement, CWDB, DOR, CDSS, CDE, CCCCCO

WIOA provides opportunities to develop partnerships among a broad network of education, workforce, social service, and adult/youth justice programs serving youth populations. State level partnerships between California Workforce Development Board (CWDB), California Department of Rehabilitation (DOR), California Department of Social Services (CDSS), California Department of Education (CDE), and California Community Colleges Chancellor's Office (CCCCO) as well as local youth service providers will be leveraged to achieve the youth policy objectives of the State plan:

- Fostering demand-driven skills attainment. Workforce and education programs need to align program content with the state's industry sector needs so as to provide California's employers and businesses with the skilled workforce it needs to compete in the global economy.
 - Enabling upward mobility for all Californians, including populations with barriers to employment. Workforce and education programs need to be accessible for all Californians and ensure that everyone has access to a marketable set of skills and able to access the level of education necessary to ensure economic self-sufficiency and security.
 - Aligning, Coordinating, and Integrating Programs and Services to economize limited resources while also providing the right services to clients, based on each client's particular and potentially unique needs so as to facilitate skills-attainment.
1. Partners identified agree that youth priorities as specified in WIOA will inform areas of the State plan to be drafted by the CWDB.
 2. Additionally, partner DOR will draft a Title IV appendix to the State plan in areas not required in Title I, but required of the State's Vocational Rehabilitation program in regards to in school youth (ISY) with disabilities including but not limited to:
 - Assurance that state will report on number of students with disability who are receiving pre-employment transition services
 - Strategies for coordination with employers on transition services for youth and students with disabilities
 - Results of the comprehensive statewide needs assessment, which shall include the transition needs of both youth with disabilities and students with disabilities

- A separate assessment of the needs of individuals with disabilities for transition and pre-employment transition services
 - Identify strategies for methods used to improve/expand VR services for students with disabilities
 - Section entitled "Services for Students with Disabilities" which describes the strategies to address the results of the needs assessment and providing pre-employment transition services
 - Construction clause stating that nothing in this part shall be construed to reduce the obligation under Individuals with Disabilities Education Act (IDEA) for local educational agencies to provide/pay for transition services that are required to ensure a FAPE (Free Appropriate Public Education.)
3. DOR will vet its compliance appendix youth section with relevant stakeholders in addition to the public comment process envisioned for the State plan. The appendix developed by DOR will be available to the CWDB before October 23, 2015 to release for public comment with the draft State Plan on October 23, 2015. The Unified State plan and DOR compliance appendix will inform the content of each other.
 4. CWDB and partners will work together to implement both WIOA program strategies and youth program priorities for the State plan, through a value-added partnership in which each partner contributes on the basis of its programmatic expertise.
 5. The nature of regional and local partnerships, partner responsibilities, and the specific manner in which partners will braid resources and coordinate service delivery to implement the WIOA Program Strategies and youth program priorities, will vary determined by local youth service provider programs and grant requirements.

OUT OF SCHOOL YOUTH (OSY)

1. Partners will provide individual and joint guidance from their respective agencies to encourage local recruitment and service delivery collaboration efforts between American Job Centers of California (AJCCs), County Welfare Departments (CWDs), Local Education Agencies (LEAs), foster care and justice systems for youth entering or exiting partner programs to help enable Local Workforce Development Boards (LWDBs) to increase access for OSY with barriers to high quality workforce services.
 - a. To reach Vehicle: One Stop memorandum of understanding (MOU) and certification requirements, Local Planning Guidance; additionally CWDB will ensure cross training of frontline staff in the AJCCs.

IN SCHOOL YOUTH (ISY)

1. Partners CDE, CCCCCO and CWDB will provide guidance and technical assistance to regional LWDBs and relevant Career Pathway grants, when appropriate to establish regional collaborative relationships and partnerships with business entities, community organizations, and local institutions of postsecondary education and develop and integrate standards-based academics with career-relevant industry-themed pathways and work-based learning opportunities that are aligned to high-need, high-growth, or emerging regional economic sectors
2. The CDE Special Education Division and DOR will make local guidance available to encourage LEAs and DOR district offices to work in collaboration with AJCCs staff to develop work opportunities for ISY with disabilities, when applicable.
 - a. To reach Vehicle: One Stop MOU and certification requirements, local planning guidance; additionally CWDB will ensure cross training of frontline staff in the AJCCs.

TECHNICAL ASSISTANCE AND PROFESSIONAL DEVELOPMENT

1. CWDB will draft local and regional guidance regarding WIOA youth programs to LWDBs and in collaboration with partner programs provide technical assistance, through staff or referrals to local resources to the LWDBs to ensure physical, programmatic, and electronic accessibility for all youth.
2. The CWDB and partners will provide support, technical assistance/professional development, and linkages to community based organizations (CBOs) providing services to youth according to each partner's technical expertise.
3. Partners agree to collaborate to develop a menu of best practices and model partnerships for youth programs utilizing both policy research and information from the field that will be available to locals.
4. CWDB and partners will communicate both jointly and individually with their local counterparts LWDBs, CWDs, LEAs, community colleges, justice systems, and DOR district offices on the necessity to partner locally to collectively implement WIOA youth policy objectives and program strategies. This communication will occur using individual written guidance, joint letters, and/or when appropriate, relevant policy directives.

5. With input from partners, CWDB will issue “tiered” policy guidance to the LWDBs that identifies, and alternatively, requires, recommend, or encourages the adoption of best practices and model partnerships at the local and regional level to facilitate the implementation of WIOA program strategies and youth policy priorities.

EMPLOYER ENGAGEMENT

1. Partners will engage in collaborative employer outreach and engagement and marketing of employer incentives and strategies for the hiring of youth.
 - Participation in Employer Engagement efforts at the local level through AJCCs and through LWDB business services strategies required under WIOA local plan requirements (WIOA Strategies: Integrated Service Delivery and Braided Resources; Sector Strategies) (Planning Guidance Tier: Required)
 - Participation in Employer Engagement efforts at the regional level (WIOA Strategies: Integrated Service Delivery and Braided Resources; Sector Strategies, Organizing Regionally) (Planning Guidance Tier: Recommended)
 - Participation in Employer Engagement efforts at the State level (WIOA Strategy Sector Strategies).

WORK BASED LEARNING ACTIVITIES

1. Partners agree to support the integration of work-based learning activities in all youth programs that involve interactions with industry professionals that include career awareness, career exploration, career preparation and career training activities such as “earn and learn” programs.
 - Career Awareness: Youth build awareness of the variety of careers available and begin identifying areas of interest.
 - Career Exploration Youth explore career options to provide motivation and inform career decision-making.
 - Career Preparation Youth apply learning through practical experience and interaction with professionals from industry and the community in order to extend and deepen classroom work and support the development of college- and career-readiness knowledge and skills (higher-order thinking, academic skills, technical skills, and applied workplace skills).

- Career Training: Youth train for employment in a specific field and range of occupations.

CAREER PATHWAYS

1. Partners agree through leveraging local resources to align education, employment, training, and supportive services to provide opportunities for career exploration and guidance, continued support for educational attainment, opportunities for skills training in in-demand industries and occupations, to prepare for youth to enter a career pathway or enrollment in post-secondary education.
2. The CWDB agrees to collect research and invest in demonstrations projects relating to meeting the education and employment needs of youth to add to the a menu of state and national best practices for career pathways that align with the skill needs of industries in the economy of the State or region.
3. Partners will promote the building of career pathways programs and partnerships geared toward supporting programs that serve youth including, but not limited to community college, foster youth, adult and juvenile justice, social service, and educational programs at the local, and, where appropriate, the regional level. Partners will communicate both jointly, and individually with their local counterparts on the benefits of these programs, using individual written guidance, joint letters, and/or when appropriate, relevant policy directives.
4. The nature of career pathways partnerships, partner responsibilities, and the specific manner in which partners will braid resources and coordinate service delivery, will be determined locally or regionally, depending on agreements between human services, LWDBs, community colleges, juvenile/adult justice programs, and any youth service providers who are involved with local agreements pertaining to career pathways.
5. For the purposes of developing the local and regional plans, the CWDB will issue local and regional planning guidance that recommends that LWDBs work with relevant agencies to develop local partnerships. The CWDB will ensure through local and regional planning guidance that partners are consulted in the development of local and regional WIOA plans which detail targeted sectors, prioritized career pathways, and regional labor market analyses.

ONE STOP ACCESS

1. Partners agree to work collaboratively at the state, regional, and local level to build capacity and increase professional development for one stops staff for the purpose of

ensuring programmatic, physical, and electronic access, and increase employment opportunities for youth. Additionally, partners will support Local Boards to promote best practices in physical and programmatic accessibility, including: facilities, programs, services, technology and materials

2. Partners will work jointly to identify models of one stop partnerships that support youth programs, as well as the purpose of these partnerships, and the manner in which these partnerships elevate service delivery so as to improve client outcomes. To ensure the WIOA youth vision of supporting an integrated service delivery system and framework, partners and local areas will leverage other Federal, State, Local, and philanthropic resources to support in-school and out-of-school youth.