

Grantee:	Bay Area Community Resources	Project Name:	CareerHub
Grant Period:	6/01/2014 – 9/30/2015	Grant Amount:	\$150,000
Target Population(s):	Long Term Unemployed, Low-Income Workers, Disconnected Youth	Industry Focus:	Computer Technology, Web Applications
Regional Planning Unit:	East Bay		

Project Overview

The CareerHub Project was funded to customize communication technology (text, voice and email application) not commonly used to provide workforce services in order to accelerate skill development, employment and re-employment for 140 Dislocated Workers, Long-term unemployed, and Low income workers and for 125 Disconnected Youth in Contra Costa County.

Traditional, in-person forms of training, case management, communication, job matching, and employment verification are labor intensive, costly and slow. Additionally, as the economy improves, workforce and social services budgets are being cut. This web-based solution will aid in lowering the cost of providing workforce services as well as reaching far more job seekers.

In its final phase of development, the web application CareerHub is a client communication tool designed to support workforce and social service providers to communicate directly with clients via text. This project will build out the voice and email capabilities of CareerHub and design and implement a more efficient and effective method for jobseeker services (youth v adults).

Project Goals

- Allow more job seekers to receive workforce services.
- Streamline and accelerate the service delivery pipeline with respect to case management, coaching, training, job matching/referral, retention, communication and employment verification.
- Reduce time to employment by 15% and increase attendance at events, workshops, meetings by 20%.

Challenges/Barriers

Project Achievements

- Created a highly replicable model, which eight agencies have expressed an interest in replicating, including: City and County of Los Angeles WIBs, the U.S. DOL offices serving the State of Alaska, and a workforce agency in southern Nevada.
- Virtual services increases engagement (96% were a lot more or a little more likely to show up) and help participants progress toward their goals (80%).
- Incentivizing participation works (74% of participants reported that they were a lot more or a little more likely to respond to requests for information).
- Participants indicated that the tool was easy to use and felt like all of the information they received was valuable and helped them in a variety of ways.

Grantee: Center for Media Change, Inc.	Project Name: Hack The Hood
Grant Period: 6/01/2014 – 4/30/2015	Grant Amount: \$150,000
Target Population(s): Disconnected Youth	Industry Focus: Computer Technology, Social Media Marketing, Web Design, and Sales & Marketing
Regional Planning Unit: East Bay	

Project Overview

Although many low-income youth of color are digital natives who intuitively understand social media, too many do not have access to quality instruction, technology, mentorship, or role models. Many also face significant barriers to the traditional approaches to both job training and employment and face pressing financial demands and family obligations.

The Hack The Hood project is both a youth development program and a small business/economic development program. The project includes a series of 6-week boot camp-style trainings for low-income youth of color ages 16-24 to learn new computer technologies and marketing skills via workshops, guest speakers, and real-world “earn-and-learn” consulting projects. The youth participants learn how to build mobile friendly websites using current technology and how to map directory listings for small businesses. Participants also receive mentorship from tech industry professionals.

Project Goals

- Address the underrepresentation of minorities in tech sector jobs by: 1) Providing flexible, scalable, and responsive training by leaders in the tech field and 2) accelerating job training to integrate entrepreneurial skills that lead to immediate well-paid employment that is not dependent on the interview process.
- Replicate a curriculum for use in local workforce investment boards, one-stops, non-profits, public schools, and community colleges to serve 5,000 job seekers (2,500 in summer 2015 and 2,500 in summer 2016).
- Integrate digital learning methods to produce 15 “flipped classroom” models similar to what the Khan Academy and NASA have been championing.

Project Achievements

- With Project Team partner, Winnow Research Studio, conducted extensive youth interviews to develop a set of design principles for youth engagement, including: 1) showcasing the diversity of jobs and how the tech industry can be accessible; 2) helping young people develop strength, independence, and softskills; and 3) producing a report (based on youth centered design) that described the youths' needs for learning and engagement and how to translate those strengths into innovative and effective video curriculum.
- Developed and integrated nine different video curriculums that inspired youth and created high-level engagement in the program. The curriculum also identified and developed youth instructors. The training videos were then integrated into the bootcamps as part of a blended training curriculum. The videos can be viewed at <http://newapproaches.weebly.com/videos.html>.
- Recruited 25 youth and 22 completed the program. The project is on track to enroll an additional 25 youth in fall of 2015.

Grantee: Chaffey College	Project Name: Shared Prosperity for Stakeholders
Grant Period: 6/01/2014 – 3/31/2016	Grant Amount: \$150,000
Target Population(s): Long Term Unemployed, Low-Income Workers, Ex-Offenders, Individuals with Disabilities	Industry Focus: Advanced Manufacturing
Regional Planning Unit: Inland Empire	

Project Overview

The Shared Prosperity for Stakeholders (SPS) project was funded to design a more streamlined service delivery process through the one-stop center, community colleges, community based organizations, and other local agencies to eliminate duplicative services for individuals with disabilities, long-term unemployed, re-entry/ex-offenders, and low income populations. The project will also benefit youth and veterans as well. The streamlined service delivery model will prevent multiple visits to the local one-stop center for those with financial hardships and will improve employer satisfaction and employee retention.

The SPS Project Team will evaluate the new service delivery process utilizing the local network of project stakeholders that target the advanced manufacturing Industry. This industry was designated as a “demand” industry by the San Bernardino County Workforce Investment Board and by regional community colleges. Advanced manufacturing has the ability to reach across the selected target populations to ensure the success and effectiveness of this model. Once this new service delivery process is tested and evaluated, it may be adopted county-wide and may be taken to scale throughout the state/nation. Colleges may also re-design their practices, using this model, to allow for direct recruitments for specific manufacturing employment needs.

Project Goals

- Establish a 95% program completion rate with a 75% employment attainment rate of program participants.
- Utilizing community colleges and county stakeholders, create a new system delivery model that is more streamlined, eliminates duplicative services, and meets employer needs.
- Eliminate multiple trips to the local one-stop office for clients with financial hardships.
- Replicate the new delivery model across all training disciplines regardless of industry.

Project Achievements

- Streamlined service delivery by eliminating the need for clients to go between two locations for enrollment and training information. This was accomplished by formalized agreements for project stakeholders to share practices, including client assessments and holding joint orientations and recruitments.
- The project achieved a 63% placement rate and enrolled 2 students in industrial electrical classes. The project also received 47 additional client referrals to screen for training, where the grantee typically received only 12 referrals for training prior to project implementation.
- Increased the number of employers using the grantee’s services, including the addition of several airport businesses (Aircraft Spruce, Advanced Avionics, and Threshold) and a manufacturing business (Wetmore Tool & Engineering).

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EXECUTIVE SUMMARY



Grantee: Foundation for Community Colleges

Grant Period: 6/01/2014 – 4/30/2015

Target Population(s): Disconnected Youth

Regional Planning Unit: Capitol Region

Project Name: LaunchPath

Grant Amount: \$150,000

Industry Focus: Health Care, Manufacturing, Public Service, Energy, Small Business

Project Overview

The LaunchPath Work-based Learning Employer Engagement Program (LaunchPath) was funded to connect employers, educators, and students in order to strengthen the workforce and close the skills gap in California. LaunchPath will expand work-based learning opportunities for high school and community college students, while preventing at-risk youth from becoming disconnected from either school or work. A key component of LaunchPath is a centralized work-based learning technology platform that matches prepared student interns with employers and awards badges to students for skill and competency acquisition. This project is poised to help close California's skill gaps and to take quality work-based learning to scale in the Sacramento region and beyond.

California faces a serious workforce "skills gap," and the need for advanced training and education continues to grow, especially in priority economic sectors such as health care, manufacturing, and environmental technology. Meanwhile, there are significant challenges to building a talent pipeline for disconnected youth. Postsecondary credentials are required for 59% of California jobs, and by 2018 this figure is expected to grow to 63%. In addition, 850,000 of California youth, ages 16 to 24, are neither in school nor working, and only half of community college students earn a degree or complete a certificate, even though completion would nearly double their earnings within three years. The LaunchPath project will utilize work-based learning that integrates rigorous academics with career-based learning in real-world settings as a possible solution to these problems.

Project Goals

- Facilitate 300 students/employer matches through the LaunchPath pilot by fall of 2014 and prepare for an additional 500 placements by summer 2015.
- Recruit a minimum of 30 employers to join a distinguished employer network committed to work-based learning as a solution and develop an employer toolkit with guidance on internship program design.
- Identify and implement program enhancements necessary to serve additional regions for internship placements by summer of 2015.
- Track and document successful internships for research, development, and promotional purposes.

Project Achievements

- Matched a total of 25 students with employers for placement in internships. This was measured by offers made to students through LaunchPath by employers. LaunchPath was presented to an additional 79 high school students and 95 college students.
- Registered 43 employers and received commitments from another 230 employers for student internships.
- Standardized the employer feedback process, so new system functions, glitches, and development goals could be discussed and prioritized. A total of nine system changes were implemented through the course of the grant.



Accelerator 1.0

EXECUTIVE SUMMARY



Grantee:	Fresno Regional WIB	Project Name:	503 Innovation Project
Grant Period:	6/01/2014 – 9/30/2015	Grant Amount:	\$150,000
Target Population(s):	Individuals with Disabilities	Industry Focus:	N/A
Regional Planning Unit:	San Joaquin Valley and Associated Counties		

Project Overview

The 503 Innovation Project was funded to bring together federal contractors to develop new strategies by collaborations with: job placement providers for workers with disabilities in the central valley and bay area, the California Committee on Employment of People with Disabilities, the Employment Development Department and the Department of Rehabilitation, and the Fresno Regional Workforce Investment Board and the Fresno-Madera-Tulare-Kings Central Labor Council.

The project will examine three innovative ideas: 1) development of an apprenticeship as a means to train and place workers with disabilities, 2) development of a workforce intermediary that can promote the use of paid internships, part-time, or contingent work opportunities as a means for workers with disabilities to “get in the door, and 3) development of extra-governmental job networks including parents and advocates to aide in job placement and retention.

On September 24, 2013, the U.S. Department of Labor, Office of Federal Contract Compliance published a Final Rule in the *Federal Register* that makes changes to the regulations implementing Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) at 41 CFR Part 60-741. Section 503 prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities (IWDs), and requires these employers to take affirmative action to recruit, hire, promote, and retain these individuals.

Project Goals

- Address employer reluctance to place workers with disabilities and design initiatives for workers with disabilities with the state Employment Training Panel.
- Conduct an assessment of hiring practices for workers with disabilities.
- Design three models to increase hiring: workforce intermediary, civil service hiring, and transitional public service employment.
- Develop an action plan for replicating the project in the central valley, bay area, and statewide.
- Implemented new models in the central valley and the bay area.

Project Achievements

- Leveraged the City and County of San Francisco, Rule 115 Program to enable IWDs to be hired without going through the lengthy civil service processes and work on a probationary period for one year. The Rule 115 Program allows IWDs to enter the workforce without going through the competitive civil service merit process.
- Designed the pilot transitional public service employment program supported by leveraged funding, which was championed by a San Francisco County Supervisor. The \$360,000 program is currently pending funding approval by the City and County of San Francisco.
- The new models achieved 26 job orders by the workforce intermediary and resulted in 9 job placements. The workforce intermediary model was also expanded through the Autism at Work Program.



Grantee: New Door Ventures

Grant Period: 6/01/2014 – 5/31/2015

Target Population(s): Disconnected Youth

Regional Planning Unit: Bay-Peninsula

Project Name: New Desk Pilot

Grant Amount: \$150,000

Industry Focus: N/A

Project Overview

The New Desk Pilot project was funded to create a career pathways for disconnected youth, age 16-24, to help them receive the education and skills-based training needed for employment in this dynamic economy.

Unemployment has decreased in San Francisco, job creation in the technology sector has grown, and many corporations have moved toward crowdsourcing or using an online workforce to scale their businesses. It is estimated that the next five years will be a tipping point for virtual work and small businesses predict the majority of their workforce (54%) will be online professionals. In San Francisco, there are 8,000 disconnected youth who are disconnected from employment and education and may be left out of this growing labor market, and more entry level jobs will move overseas, unless innovative strategies are developed to help them attain the skills needed to compete for jobs and connect them with the workforce.

In the United States there is a significant shortage of workers with the skills, training and education needed to be employable in the 21st century workforce, and businesses are not able to find the number of skilled employees necessary to scale. Disconnected youth will be left out of this growing labor market, and more entry level jobs will move overseas, unless innovative strategies are developed to help them attain the skills needed to compete for jobs and connect them with the workforce. Additionally, without intervention that connects them to a job and education, the White House Council for Community Solutions' report, *The Economic Value of Opportunity Youth*, calculates that each youth will create a lifetime social burden of \$755,900. In aggregate, this is a \$4.75 trillion challenge for our country.

Project Goals

- Prepare disconnected youth for gainful and rewarding employment in a competitive workforce by gaining hands-on work and leadership experience through meaningful community engagement projects.
- Identify and transform the local youth service system to make it more youth centered, integrated, and capable of driving and supporting change.
- Provide paid and unpaid internships to 40 youth who receive public assistance.
- Develop a youth peer mentoring process.

Project Achievements

- Placed 54 of 101 referrals in paid internships and 20% have completed their internships.
- Established new partnerships with several nonprofit, private, and governmental agencies for future innovative internship and mentorships opportunities. These new collaborations have led to the enhanced availability of resources and the augmentation of existing service strategies for disconnected youth. This was achieved through documented interviews with stakeholders and included agreed upon alliances to address service gaps.
- Designed the concept Monterey County Workforce Investment Board Accelerator Fund Program (MCWIB Accelerator Fund Program) to address systematic obstacles. The concept program is based on

observation of the YELD program and causal indicator research and is intended to serve as a basis for future ventures.



Grantee: New Door Ventures

Grant Period: 6/01/2014 – 5/31/2015

Target Population(s): Disconnected Youth

Regional Planning Unit: Bay-Peninsula

Project Name: New Desk Pilot

Grant Amount: \$150,000

Industry Focus: N/A

Project Overview

The New Desk Pilot project was funded to create a career pathways for disconnected youth, age 16-24, to help them receive the education and skills-based training needed for employment in this dynamic economy. The project is a scalable social enterprise to meet the growing demand for online workers and to create a career pathway for connecting disconnected youth with training, support, and paid jobs in the technology sector. The project will serve both youth clients and business customers by creating partnerships with existing online workforce platforms. The youth clients will receive paid jobs, training, and support for online research and for data curation and data management work, where few if any jobs would otherwise be available.

Unemployment has decreased in San Francisco and job creation in the technology sector has grown, and many corporations have moved toward crowdsourcing or using an online workforce to scale their businesses. It is estimated that the next five years will be a tipping point for virtual work and small businesses predict the majority of their workforce (54%) will be online professionals. In San Francisco, there are 8,000 disconnected youth who are disconnected from employment and education and may be left out of this growing labor market, and more entry level jobs will move overseas, unless innovative strategies are developed to help them attain the skills needed to compete for jobs and connect them with the workforce.

Project Goals

- Provide 15 youth with training, support, and a paid job in data mining and knowledge curation over the 10-12 month period. Find tech-sector employment or enrollment in additional education programs within 6 months of graduation.
- Develop rigorous selection processes and supports for participants through online certification to ensure that they are prepared to do the work required throughout the 10-12 month period.
- Create a model for replication in San Francisco and elsewhere.
- Provide paid and unpaid internships to 40 youth who receive public assistance.
- Develop a youth peer mentoring process.

Project Achievements

- Developed the training program, training material, and tested training models.
- Developed partnerships with oDesk and key tech-sector customers.
- Tested the fit of disconnected youth with freelance work.
- 23 youth participated in training, 5 youth completed certification, and 4 youth were placed on oDesk projects. The youth that were placed on projects work at least 20 hours per week.
- Of the 5 youth who completed certification, 2 have completed the remainder of the 12 month program, have been offered regular positions on the oDesk project (earning above minimum wage with potential for benefits), and have chosen to pursue post-secondary education.

Accelerator 1.0

EXECUTIVE SUMMARY



Grantee:	Northern Rural Training & Employment Consortium	Project Name:	Court Involved Youth Employment Services
Grant Period:	6/01/2014 – 4/30/2015	Grant Amount:	\$125,000
Target Population(s):	Disconnected Youth, Ex-Offenders	Industry Focus:	N/A
Regional Planning Unit:	North State		

Project Overview

The Court Involved Youth Employment Services project was funded to provide case management, workforce skills, and diversion and expungement services to local court involved youth, age 18-24. Participants will complete secondary education requirements, skill development in high demand occupations, and the diversion or expungement processes necessary for them to succeed in the local labor market.

Case management services will be provided through the local one-stop and participants will complete a thorough assessment of activities to develop an individual career plan. Participants will take the lead role in development of their plans and case managers will coordinate services through partnerships with key stakeholders to develop intervention strategies that utilize incentives for completing work readiness activities. Case managers will also coordinate housing, transportation, legal aid, skill development services. Case managers will carry an average of 30 youth on their caseloads. The project will directly serve 18 youth.

The Butte County Juvenile Probation caseloads currently reflect 53 youth on formal probation, with an additional 90 being served through the existing diversion program. These youth face significant obstacles in transitioning into employment once their court related activities are complete. Most lack both the essential soft skills and technical skills, which are necessary of employment. These barriers to employment often lead to youth re-offending and returning to the criminal justice system.

Project Goals

- Conduct assessments and develop individual educational and employment plans.
- Provide all participants with either on the job training or work experience assignments for 100–300 hours.
- Provide incentives for youth to attain a high school diploma or GED and to continue into post-secondary or industry recognized certificate programs.

Project Achievements

- All youth participated in the assessment process and developed an educational or employment plan, and all youth maintained daily contact with their case managers and participated in weekly activities, as identified in their plan.
- Placed 13 youth in an on the job training or work experience assignment and earned a least one or more certificates, including: OSHA training, CPR/First Aid, Hunter Irrigation Basic, Wildland Firefighter, and forklift certification.
- 6 youth attained a diploma or GED.



Grantee:	NOVA Workforce Board	Project Name:	MyPlan Website Expansion
Grant Period:	6/01/2014 – 4/30/2015	Grant Amount:	\$140,000
Target Population(s):	Long Term Unemployed	Industry Focus:	N/A
Regional Planning Unit:	Bay-Peninsula		

Project Overview

The MyPlan Website Expansion project was funded to expand the scope and value of online services by making the MyPlan website a rich and easy to use access point for learning and practicing workforce-development tools, especially for those who are long-term unemployed. The inclusion of multimedia content will increase the “stickiness” of information and allow the site to serve as a useful enhancement to traditional onsite services. Allowing customers to interact with the website at their convenience provides greater access to the workforce development pipeline by a greater number of individuals earlier in the job-search process. Customers will also be better prepared to move forward when they come in for onsite services, and ultimately be more effective and efficient in partnering with NOVA staff in pursuing reemployment. The project will develop between 9 to 13 video segments (30 seconds to 5 minutes each) that will increase the quality and scope of the existing content and will focus on such key elements as résumé writing, networking, interview preparation, negotiating a salary, utilizing social media in job search, and tips for new employee success. The site will serve as 24/7 access to NOVA services and as a complement to face-to-face interacting with workforce development staff.

Silicon Valley has a disproportionately high share of job seekers who are identified as “long-term unemployed” (LTUs) and 80 percent of NOVA’s dislocated workers are LTU. Expanding the scope of online services and increasing access to these virtual resources will serve LTUs by making these services available earlier in the job-search process without the practical limitations of on-site workshops. With an improving economy, the customers accessing services at NOVA are more often at a lower level of work readiness than those seen during the recent recession. As a result, the content delivered in workshops required “re-invention” that includes online services that complement those delivered onsite.

Project Goals

- Produce video and animation sequences that are informative, engaging, and compelling in order to achieve a high rate of complete views.
- Produce a scalable website with valuable job-search information accessible 24 hours a day, 7 days a week to job seekers everywhere.
- Conduct assessment of data and technology tools for employment of LTUs.
- Develop a “tech externship” model for LTU workers enrolled in the project.

Project Achievements

- Researched, analyzed, and categorized data on emerging internet job placement sites.
- Placed 10 LTUs into jobs, including: Hewlett Packard, Apple, and Cisco.
- The “tech externship” model, even though unpaid, received positive feedback from participants and companies, with participants finding value in skills gained and being back in a work setting. Participants were also able to fill employment gaps on their resumes.

Grantee:	Opportunity Junction	Project Name:	Job-Seeker Designed Pathway
Grant Period:	6/01/2014 – 4/30/2015	Grant Amount:	\$101,000
Target Population(s):	Long Term Unemployed, Low-Income Workers	Industry Focus:	N/A
Regional Planning Unit:	East Bay		

Project Overview

The Job-Seeker Designed Pathway project was funded to create the first completely job-seeker-designed community college pathway program to serve low-income and long-term unemployed job-seekers, including those raised in generational poverty. The project will convene one focus group with members of the Council and one focus group with the broader Opportunity Junction alumni community to test, check, and refine the project design. The project will also survey its current and past job-seeker customers to collect their feedback, with a focus on marketing and recruitment.

There is a gap between the availability of Community College, Career Technical Education (CTE) programs that lead to living wage careers and the enrollment and completion of those programs by low-income and long-term unemployed job-seekers. Barriers for these target population groups include: 1) lack of confidence to apply for college; 2) lack of support systems at home for career advancement and achievement; 3) lack of awareness of CTE programs; 4) difficulty understanding how to navigate a relatively complex system, especially for those who missed the high-school-to-community-college recruitment window; 5) assessing below college level and not completing developmental classes; 6) for those who have enrolled before, unpaid fees that prevent re-enrollment; and 7) lack of money for transportation or childcare.

Project Goals

- Increase enrollment and completion of low-income students in CTE programs.
- Recruit 32 participants to engage in a college pathways program that calls for their participation in its design, develop and document the program based on job-seeker inputs, and enroll 20 of these participants into the program.
- Document processes and create a toolkit to allow for project replication.
- Develop marketing materials based on focus group feedback and conducted outreach and recruitment of target populations.

Project Achievements

- Conducted focus groups to collect client input on outreach, marketing, and curriculum design.
- Developed a toolkit for replication by other community based organizations and community colleges that includes: 1) details of the final project design; 2) curriculum; 3) marketing materials; 4) focus group reports and key findings; and 5) analysis of success data.
- Engaged 34 customers in a planning process, including 20 job-seekers who attended an intensive program development process and 14 program alumni who participated in focus groups on barriers to college and marketing to job-seekers.
- Enrolled 20 job-seekers in 8 different CTE tracks at LMC, including Business, Business Accounting, Emergency Medical Services, Child Development, Welding Technology, Automotive Technology, Computer Science, and Graphic Design.

Accelerator 1.0

EXECUTIVE SUMMARY



Grantee:	Pacific Gateway Workforce Investment Network	Project Name:	Employer Engagement for Foster Youth
Grant Period:	6/01/2014 – 6/30/2015	Grant Amount:	\$73,000
Target Population(s):	Disconnected Youth	Industry Focus:	N/A
Regional Planning Unit:	Los Angeles Basin		

Project Overview

The Employer Engagement for Foster Youth project was funded to: 1) bring together child welfare and workforce practices to develop a new program model that improves job development for disconnected foster youth, 2) launch a pilot project of 25 employers and 40 youth, and 3) use the pilot to develop a toolkit that will be available through a new website. The project will also convene LWIBs and social service providers to share program outcomes, motivate replication and philanthropic investment.

The project will utilize best practices from the Kidsave Program, a local non-profit that succeeds at the difficult task of finding adoptive homes for teens in foster care by matching caring adults with older foster youth. The adult mentors are trained to identify an adoptive family for foster youth within their own family, a friend, or through professional networks. This program adopts foster youth at twice the rate. The project will utilize the following Kidsave Program best practices: 1) creative communication strategies that connect with employers at an emotional level, 2) allow employers to form connections with a cohort of youth in a low-pressure activity, such as a cooking class, to identify youth they would like to work with, 3) train employer's to communicate with social workers, explore career activities and to introduce other employers, and 4) offer subsidized work experience as part of the project.

Disadvantaged youth are often delayed entrance into the workforce. Those that do not work in their early adulthood are more likely to be chronically unemployed and lose the important career development needed to stop cyclical poverty. This is even more pronounced for disconnected foster youth who have even less access to mentors, employment connections, and a positively-modeled work life. In addition, employers are critical to changing this situation. The workforce system is in urgent need of employers who are personally invested in foster youth well-being, who have the tools to turn workplaces into environments for growth, and who can provide long-term professional mentorship.

Project Goals

- Engage and train employers in the mentoring model and match 40 foster youth with employer mentors.
- Develop a toolkit and replication model to motivate employers to serve as long-term career advocates to disconnected foster youth.
- Develop a toolkit for serving foster youth and disseminate the toolkit throughout the workforce system.

Project Achievements

- Developed foster youth ads that have been placed in newspaper/magazine spots and employers continue to attend one-day training to assist the foster youth in their community.
- Employers were provided with assistance for their business as they coach and mentor foster youth.
- 15 employers will be trained to serve as mentors and 35 foster youth will be provided with paid work experience.
- Developed a toolkit that is available for LWIBs and service providers.



Accelerator 1.0

EXECUTIVE SUMMARY



Grantee: Sacramento Employment and Training Agency	Project Name: Capitol Region Accelerator
Grant Period: 6/01/2014 – 6/30/2015	Grant Amount: \$150,000
Target Population(s): Long Term Unemployed, Returning Veterans, Low-Income Workers	Industry Focus: Tourism, Healthcare, Construction
Regional Planning Unit: Capitol Region	

Project Overview

The Capitol Region Accelerator project was funded to address long-term unemployment in the capitol region and to reduce the unemployment rate of long-term unemployed individuals. The project will create systems, tools, and capacity building opportunities to help return long-term unemployed workers to the workforce. The project will utilize the IDEO Human Centered Design approach. The project will also align funding sources and provide access to earn and learn opportunities to ensure re-entry into the labor market.

The Sacramento Works AJCC network has registered 9,460 unemployed individuals with only 25% of those customers engaged in using the centers and receiving services. The project will help fill these gaps by implementing several new customer-focused activities designed to connect, engage and support workers throughout their enrollment period. These activities include training in allied health for medically-trained returning veterans, career pathways in the hospitality sector, and pre-apprenticeship training for long-term unemployed and low-income residents for placement into construction apprenticeships.

Project Goals

- Develop a toolkit base on the IDEO Human Centered Design principles that will include: 1) asset-based assessments and a redesigned resume template, new competency-based bridge programs, 2) development of new methods of outreach, recruitment, and 3) identification of long-term unemployed, and employer forums to improve the image of the target populations.
- Design prototypes that will be piloted by the regional partners and evaluated by IDEO and Valley Vision and that will be shared through conferences hosted by associations and networks.
- Reduce the unemployment rate among long-term unemployed and low-income individuals, “re-brand” long-term unemployed and low income workers to reduce stigma, accelerate veteran completion of allied health certification programs, and improve engagement of long-term unemployed through new outreach and recruitment methods.

Project Achievements

- 15 workforce development professionals completed training in IDEO Human Centered Design and an 8-week course receiving a certificate of completion.
- Coordinated an industry-led training initiative in partnership with Unite Here Local 49 and California State University, Sacramento to develop a customer service focused hospitality training program.
- Developed the Veterans Bridge LVN to RN for recently separated medically trained veterans with at least one year of bedside medical experience. Successful participants will enroll in the LVN to RN Bridge Course in the Summer 2015 and enter the Registered Nursing Program in the Fall 2015.
- Created a career pathway for the construction sector utilizing first source hiring agreements and Priority Worker programs by linking pre-apprenticeship completion to indentured apprenticeship and job placement. Over 74 priority workers (representing low income, long-term unemployed individuals from disadvantaged areas in the City of Sacramento) were hired in construction jobs through this program.



Accelerator 1.0

EXECUTIVE SUMMARY



Grantee: Shirley Ware Education Center	Project Name: Partnership for Healthcare Apprenticeships
Grant Period: 6/01/2014 – 6/30/2015	Grant Amount: \$100,000
Target Population(s): Long Term Unemployed, Low-Income Workers	Industry Focus: Healthcare
Regional Planning Unit: East Bay	

Project Overview

The Partnership for Healthcare Apprenticeships project was funded to shift the way the healthcare industry hires workers. Currently, healthcare institutions hire healthcare workers (e.g., Medical Assistants and Certified Nursing Assistants) who have already completed training and received certification. However, before these new workers are fully deployed, employers must deliver additional training to develop the skills that meet their particular needs. This project will offer apprenticeships as an innovative and more efficient approach to hiring workers, which would allow employers to hire uncertified workers to complete an accelerated competency-based customized training that not only prepares them for certification but also meets the specific needs of the employer.

The project will address the following five key factors that will determine the success or failure of healthcare apprenticeships in California: 1) help employers embrace the model, which is a foreign concept in healthcare; 2) identify occupations that are most appropriate for apprenticeship programs; 3) train providers to create a scalable curricula that develops the skills and competencies that are demanded by healthcare occupations, including new roles that are emerging in response to both the implementation of the Affordable Care Act and the state's rollout of the Coordinated Care Initiative, which will transform the Medi-Cal care delivery system; 4) identify funding models that will bring the financial burden of training costs to an acceptable level for employers; and 5) integrate prior learning assessments to integrate into programs so that low-wage incumbent workers receive college credit for competencies achieved in other settings, e.g., Home Care Workers get credit toward CNA certification for any IHSS or HCW training they have already completed.

Project Goals

- Develop a messaging platform and printed promotional materials for employer recruitment.
- Identify and document the Career Pathways for the occupations targeted for apprenticeship.
- Develop standards for each apprenticeship, including delineation of on the job training curriculum, classroom curriculum, and recommend length of training.
- Develop a final report that captures the results of all research activities and the convening, including recommendation for target occupations and appropriate curricula to model, potential sources of funding to offset employer costs, indemnification of local education agencies and education sponsors for pilot programs, and recommendations prior learning assessments.

Project Achievements

- Developed the marketing tools for employer requirement: a 1-page flyer used for meeting with employers and a PowerPoint used in regional convening that provide an orientation to the apprenticeships.
- Facilitated employer convenings: in Los Angeles and in Sacramento. Employers included: LA County, Cedars-Sinai, Daughters of Charity, Huntington Memorial, Kaiser Permanente, and Dignity Health.
- Completed career pathways documentation for Community Healthcare Workers and Advanced Homecare Workers.
- Developed standards for Community Healthcare Workers and Advanced Homecare Workers.



Grantee:	Regents of the University of California	Project Name:	Transition to Work
Grant Period:	6/01/2014 – 6/30/2015	Grant Amount:	\$100,000
Target Population(s):	Disconnected Youth	Industry Focus:	N/A
Regional Planning Unit:	Los Angeles Basin		

Project Overview

The Transition to Work project was funded to address the needs of transgender youth who are more likely to be disconnected from family, education, and work experiences compared to other youth in the disconnected youth population. The project will address the issues transgender youth face when they prepare to enter the workforce and will identify youth needs and barriers to employment by listening to a cohort of transgender youth. The project will develop strategies to address these needs, monitor strategies to gauge their success, and develop a toolkit that can be used by other service providers working with this population. The project grew out of an ongoing partnership between the L.A. Gay and Lesbian Center's Children, Youth and Family Services and the University of California Los Angeles, Community Based Learning Program.

Unlike other youth, transgender youth also struggle with the most basic issues of identity, their gender. As youth adults, they focus their efforts on discovering who they are not and figuring out what work they want to do. Consequently, transgender youth usually face multiple challenges including homelessness and are more likely to be either unemployed or underemployed. Employers need information about how to build a culture of inclusion at their workplace, so all workers can thrive and transgender workers can be open about their identity. For transgender youth, openness about their identity and the acceptance of others are key elements to ensure their success as youth workers.

Project Goals

- Better understand what the barriers and characteristics of transgender youth who engage in and complete this program, what the best methods and strategies are for engaging transgender youth, what information and support employers need to ensure that transgender youth are hired and become successful workers.
- Place 20 transgender youth and help them complete work experience programs.
- Place 16 transgender youth in unsubsidized employment.
- Develop a toolkit for serving transgender youth and disseminate the toolkit throughout the workforce system.

Project Achievements

- Recruited and enrolled 14 homeless transgender youth participants in the project: 12 transgender youth were enrolled in subsidized work experience at minimum wage and 5 received employment after their work experience.
- 7 transgender youth participated in unsubsidized employment or higher education.
- Conducted focus groups and pre-program surveys with both case managers and employers and discovered an increased comfort level with both case managers and employers.

Grantee: Verdugo Workforce Investment Board	Project Name: Female Vets: Getting the Employment Help They Deserve
Grant Period: 6/01/2014 – 9/30/2015	Grant Amount: \$150,000
Target Population(s): Returning Veterans	Industry Focus: N/A
Regional Planning Unit: Los Angeles Basin	

Project Overview

The Female Vets: Getting the Employment Help They Deserve project was funded to help unite community organizations that service large volumes of veterans, such as the local community college veterans program, the City's Veterans Consortium of Service Organizations, and the regional Employment Development Department Veterans Program, with community organizations that focus primarily on serving the needs of women, such as the YWCA, to jointly concentrate their efforts on recruitment and outreach of female veterans. The project will also create awareness of the local workforce system among female veterans through a specialized outreach to that population.

In California, 9.5% of the veteran population is female vets or 167,000 women, and L.A./Ventura County has the largest concentration of female veterans in the state with approximately 36,000. In a 2012 California Research Bureau survey, female vets said their highest ranking need, by far (25.3%), was assistance finding employment. Ironically, the same survey ranked familiarity with accessing employment benefits or employment assistance (24%) as the category where female vets had the least information. Further complicating recruitment and servicing efforts by workforce agencies, many female vets are affected by military sexual trauma, with 20% reporting incidents and up to 48% likely affected, and 80% of female vets reported sexual harassment. Most female vets do not want services at the same site as male veterans, but no workforce agencies provide separate services, leaving most female vets without any employment service options. Female vets are truly the forgotten heroes of the war, particularly when it comes to employment and training assistance in California.

Project Goals

- Develop a local marketing campaign focused exclusively on female veterans and conduct local events to recruit female veterans for one-stop services.
- Integrate educational and support services with community organizations, LWIB, and community colleges.
- Provide case management services, job placement services, assessment services, career counseling services to develop an individualized employment and/or training plans for all participants.

Project Achievements

- Created an advisory committee that includes: Glendale YMCA, Glendale EDD veteran cluster, the Glendale Veterans Coalition, and Glendale Community College. The advisory committee successfully collaborated efforts to leverage expertise to pinpoint strategies and services.
- Increased enrollment and job placements, as follows: 25 WIA enrollments, 20 vocational training enrollments, on the job training, apprenticeships, and/or educational advancement, 6 job search enrollments, and 1 job placement.
- Conducted marketing and outreach: Placed an advertisement announcement for free skills training for female vets in Working World Magazine, created MeetUp Group that serves as a networking tool for female vets <http://www.meetup.com/Military-Women-Social-Meetup>, and created a resource website focused specifically for female veterans <http://www.vjcwomenveterans.org>.



Accelerator 1.0

EXECUTIVE SUMMARY



Grantee: Workforce Investment Board of Tulare County	Project Name: Readiness for Employment Through Sustainable Education & Training (RESET)
Grant Period: 6/01/2014 – 6/30/2015	Grant Amount: \$150,000
Target Population(s): Ex-Offenders	Industry Focus: Manufacturing, Warehousing & Logistics, Agribusiness, Renewable Energy
Regional Planning Unit: San Joaquin Valley and Associated Counties	

Project Overview

The Readiness for Employment Through Sustainable Education & Training (RESET) project was funded to address two significant issues for ex-offenders: 1) getting through a maze of services and 2) competing with experienced workers for jobs. Ex-offenders often fall through the cracks unnoticed within systems targeting the general public. This project will address service gaps to ex-offenders through alignment of funding streams that offers increased access to training, job placement, retention and intensive joint case management. Tulare County Probation Department is committed to make certain that ex-offenders receive career readiness training that leads to jobs through built-in collaboration with workforce development professionals, and project team members, including Tulare County Probation Department.

The Public Safety Realignment process in California has led to a sharp increase in local postrelease supervision caseloads in Tulare County. Without an intensive support system and accelerated process that targets essential life activities leading to jobs driven workforce services, ex-offenders are likely return to the lifestyle they are accustomed to and reoffend. This project will “move the needle” by breaking the cycle of reoffending by providing opportunities that lead to jobs not jail.

Project Goals

- Collect data from participants and employers through site visits, group discussions, and surveys
- Assess educational needs, job skills, soft skills, substance abuse problems, mental health needs, and housing needs while keeping in mind the need of the employers who will hire them.
- Provide on the job training by employers in regular full-time jobs and assess participants for vocational training, adult school, and community college courses.
- Track participant activities using Virtual One-Stop technology to provide feedback to probation officers and local one-stop staff to track participant activities and help breakdown silos between law enforcement and workforce development systems.

Project Achievements

- Leveraged Accelerator Project, Adult and Dislocated Formula, and AB 109 funding to create the project.
- 83 probationers participated and completed the RESET job readiness: 61 transitioned to the AJCC from the RESET project and 39 are currently working. However, 14 returned to custody or pending court proceedings.
- 6 participants have been hired by employers through the AJCC WIA OJT program. Wages range from \$10-\$16 per hour and 4 of 6 individuals are receiving benefits (health care and/or paid time off).
- Achieved dual care management by staying connected and being honest about the effectiveness or not so effectiveness of the project. We sit at the table and layout what working and what we need to change.
- Created the RESET portal to provide co-casemanagment, share information, and provide timely access to reports on participant activities and progress



Accelerator 1.0

EXECUTIVE SUMMARY



Grantee:	Workforce Investment Board of Ventura County	Project Name:	Specialized Training & Employment Project for Success (STEPS)
Grant Period:	6/01/2014 – 9/30/2015	Grant Amount:	\$150,000
Target Population(s):	Ex-Offenders	Industry Focus:	Manufacturing
Regional Planning Unit:	Ventura		

Project Overview

The Specialized Training & Employment Project for Success (STEPS) project was funded to conduct strategic planning necessary to expand the program and to leverage AB 109 funding. In 2012, the Ventura County Probation Agency and the Ventura County Community Services Department initiated the STEPS project, which was funded by AB 109 funds to serve a minimum of 45 ex-offenders a year. The project utilizes evidenced-based strategies and assessment tools, job search assistance, vocational assessment and training, work readiness instruction, direct job placement, and follow up services.

The STEPS project will utilize Accelerator Project funding to: 1) expand services and include vocational programs leading to industry-recognized credentials in demand occupations, 2) develop a standardized process and tools for outreach and orientation to community employers to expand the existing pool of employers willing to employ ex-offenders, 3) investigate different methods of program performance tracking, 4) issue quarterly status reports to document performance measures, and 5) convene monthly partnership team meetings.

The federally-driven policy to reduce prison overcrowding has resulted in the return of incarcerated offenders to the local jails of the communities where the offenders originally resided. As a result, inmates need to transition into the community in a manner that promotes public safety and mitigates recidivism.

Project Goals

- Expand the STEPS program further to provide the full scope of employment training and job placement services for the target population.
- Develop and implement specific short-term educational or vocational certificate programs for the ex-offender jobseekers that will facilitate their ability to obtain industry-recognized certificates and employment in demand sector occupations.
- Develop an outreach plan to educate and encourage local employers to consider ex-offenders as valuable and productive employees.

Project Achievements

- Developed a strategic plan document that addresses the way to expand the program to provide the full scope of employment training and job placement services for the target population.
- Designed and facilitated a focus group for cultivating partnerships with local employers and aligned agencies and institutions; participants reviewed the draft strategic plan and provided feedback which was integrated into the final plan.
- Developed short-term educational or vocational certificate programs for the ex-offender job seekers to facilitate their ability to obtain industry-recognized certificates and employment in demand sector occupations.
- Designed and implemented a survey of Ventura County targeted employers to gain information regarding their attitudes and willingness to hire ex-offenders.

