
Grantee:	Able-Disabled Advocacy, Inc.	Project Name:	VetWORKS
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$150,000
Target Population(s):	Returning Veterans	Industry Focus:	Information Technology (IT)
Regional Planning Unit:	Southern Boarder		

Project Overview

VetWORKS was funded to initiate an IT training program to accelerate training and credential attainment for San Diego’s returning veterans in order to fill the region’s labor demand for skilled IT workers. In particular, the project focuses on creating opportunities to secure living-wage employment for veterans with service-connected disabilities while expanding earn and learn models and utilizing a competency-based model that focuses on learning rather than duration of training.

The San Diego Workforce Partnership identified four IT occupations experiencing significant labor shortages in their 2013 “Study of the Occupational Outlook in San Diego” in the following occupations: Project Management, Systems Administration, Software Engineering, and Computer Support Specialization. According to the Department of Defense, 43% of returning veterans possess the requisite skills and work experiences that are required for many IT occupations. However, young veterans who enlisted in the military out of high school often lack previous work experience and/or knowledge of the labor market, employer protocols, and entry-level job requirements. Meanwhile, other returning veterans who received technical training in the military do not meet employer requirements for industry-recognized credentials.

VetWORKS is focused on accelerating credential attainment, filling labor gaps, as well as creating robust services through braiding multiple funding sources and strategies and streamlined accessibility through workforce system changes.

Project Goals

- Improve labor market and skills outcomes for the target group through the development of strategies that fill gaps, accelerate processes and customize services for greater access to workforce services and employment opportunities.
- Create a new model for service delivery and funding alignment that can be replicated and tailored across the state.
- Leverage the State’s investment with commitments from industry, labor, public and community partners.

Project Impact

The Project aims to “move the needle” on securing living-wage employment for San Diego’s “Wounded Warriors” returning from military service.

Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Alameda County Workforce Investment Board	Project Name:	Engineering Technologist Pathway for Low-Skilled Participants
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$100,000
Target Population(s):	Long-term Unemployed, Returning Veterans	Industry Focus:	Advanced Manufacturing
Regional Planning Unit:	East Bay		

Project Overview

The Engineering Technologist Pathway for Low-Skilled Participants was funded to assess the need among advanced manufacturing employers for technologist-level employees. In addition, the project will explore the feasibility of replicating the engineering technologist career pathway model developed and used by Las Positas College with the Lawrence Livermore National Laboratory for other manufacturing employers and sectors.

The project has identified several new advanced manufacturing sectors and employers for which to expand career pathways. These include Genentech (bio-technology), Siemens (heavy manufacturing), and NASA Ames and Jet Propulsion Laboratories (research and prototype manufacturing).

In the final stages, the project will develop an additional post-secondary program based on the model from Las Positas College, as well as propose a pilot partnership model adapted to the needs of employers and sectors. The project will disseminate a policy brief to employers statewide and nationally through the Aspen Institute network.

Project Goals

- Assess and develop advanced manufacturing employer base for high wage engineering technologist training (based on Las Positas College A.S. program).
- Expand at least one regional A.S. engineering technologist career pathway program for veterans, long-term unemployed, and low-skilled workers.
- Disseminate results of the employer needs assessment and training programs expansion for engineering technologist to the Workforce, K-12 and Post-Secondary systems through the Aspen Institute network.

Project Impact

The Project aims to “move the needle” on high-quality training for skills needed by employers in advanced manufacturing, including bio-tech, medical and machine-tool manufacturing and engineering, that is accessible for returning veterans, long-term unemployed individuals and low-skilled adults.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Bay Area Community Resources	Project Name:	CareerHub
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$100,000
Target Population(s):	Disconnected Youth	Industry Focus:	N/A
Regional Planning Unit:	North Bay		

Project Overview

The CareerHub Project was funded to scale the Virtual Services Model (VSM) originally funded and tested by Accelerator 1.0. The application provided virtual workforce services in order to accelerate skill development, employment and re-employment. The new project will expand to eight sites and provide services to 1,650 Disconnected Youth in the San Francisco Bay Area. CareerHub will provide structured training, technical assistance, coaching and peer learning opportunities to Community Based Organizations (CBOs) that will implement the VSM into their Doorway employment and training services.

As explained in their Accelerator 1.0 proposal, traditional, in-person forms of training, case management, communication, job matching, and employment verification are labor intensive, costly and slow. This web-based solution was proven to aid in lowering the cost of providing workforce services as well as reaching far more job seekers. The project has been successful in garnering interest from at least 15 other agencies in replicating aspects of their Virtual Services Model application. In addition, the project team verified that the tool was easy to use, provided valuable information to participants and increased participant engagement.

Since the implementation of the original pilot, the CareerHub team has evaluated their successes and lessons learned in order to improve project development, adoption, and data collection. They are also committed to replication and scaling through presentations and media which are shared on the various partners' websites.

Project Goals

- Increase participant engagement with the eight new CBOs implementing VSM.
- Increase the response rate to employment and training verification requests.
- Increase employment skills among workforce service recipients.
- Offer training, coaching, technical assistance, and peer learning to CBOs using VSM, and receiving reports about ease of use, satisfaction with support and value of VSM.

Project Impact

The Project aims to “move the needle” on engaged and successful employment service and training recipients through the delivery of virtual employment and workforce development services.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Bay Area Video Coalition	Project Name:	Bay Area Tech Training Referral Platform
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$95,000
Target Population(s):	Long Term Unemployed, Returning Veterans, Individuals with Disabilities, Low-Income Workers, CalWORKS Participants, Disconnected Youth, Ex-Offenders, Parents Involved in Family Reunification	Industry Focus:	Information Technology
Regional Planning Unit:	Bay-Peninsula		

Project Overview

The Bay Area Tech Training Referral Platform project was funded to develop a simple online directory for job-seekers to find the appropriate regional workforce development program for which they qualify. The repository will be a central location to find information about the various tech-focused training initiatives throughout the Bay Area.

After the completion of the mobile-first site, Bay Area Video Coalition will request partner site analytics and surveys of program participants to determine the efficacy of the site's design. If the design bears successful results, such as an increase in program inquiries due to participant use of the site, then the site code will be shared broadly for regional replication across the state of California.

Project Goals

- Create a web platform for relevant workforce development service referral.
- Programs providing tech-focused job training to clients in the Bay Area will see an increase in service requests.

Project Impact

The project aims to “move the needle” on rapidly moving under and unemployed workers to the training and services that are appropriate and relevant to meet their needs.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee: Center for Employment Opportunities	Project Name: Advanced Skills Training for the Formerly Incarcerated Seeking Employment
Grant Period: 6/01/2015 – 6/30/2016	Grant Amount: \$150,000
Target Population(s): Ex-Offenders	Industry Focus: Logistics and Manufacturing
Regional Planning Unit: Inland Empire	

Project Overview

Center for Employment Opportunities (CEO) was funded to extend a current pilot program located in Oakland to San Bernardino. The project will combine technology-based innovation, skills training and on-the-job learning to improve career opportunities for the formerly incarcerated.

First, the pilot will integrate a new digital assessment tool, called “Passport to Success” for CEO’s existing transitional work program. This new tool will improve participants’ comfort level with the use of technology, increase efficient communication and feedback as well as provide a new platform for the delivery of integrated learning modules. In addition to the scalable and replicable technology upgrade, CEO plans to support advanced skills training for participants seeking careers in logistics and manufacturing through “earn and learn” activities with employers.

This project will enable a partnership between the CEO, California’s Workforce Development Board, Employment Development Department, the San Bernardino Community College District, and the San Bernardino County Probation Department. By establishing a model that incorporates these key partners, the lessons learned will be replicable in most jurisdictions.

Project Goals

- Enroll and assess 50 participants under supervision for training and development needs.
- Complete basic soft skills training and transitional employment training with 40 participants.
- Extend online feedback and learning resources to all 40 participants in transitional work.
- Provide 35 participants with earn and learn hard skills training, leading to industry-recognized certificates, with at least 25 completions within 12 months.
- Place 20 people into permanent jobs, with at least 10 being linked to certificate/credential.
- Provide at least 10 employers hiring participants with on-the-job training wage subsidies.
- Assist at least 10 participants in retaining employment for at least 6 months.

Project Impact

The Project aims to “move the needle” on increasing economic opportunity for formerly incarcerated residents of San Bernardino County who face multiple barriers to employment, including the stigma of conviction.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Center for Media Change	Project Name:	Hack the Hood 2.0
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$100,000
Target Population(s):	Disconnected Youth	Industry Focus:	Computer Technology, Social Media Marketing, Web Design, and Sales & Marketing
Regional Planning Unit:	East Bay		

Project Overview

The Hack the Hood 2.0: Level Up project was funded to launch a career exploration and education application made by and for disconnected youth during a new Hack the Hood Bootcamp 2.0. The research Hack the Hood undertook in Accelerator 1.0 found that youth need career awareness, access to relatable mentors, culturally-relevant training content and to envision themselves as tech workers, among other needs.

During several cycles of boot camps, team members will iteratively develop a mobile application to help other youth access a supportive community with vetted educational content that is culturally relevant and on their mobile devices. Meanwhile, the participants creating the application will receive real world work experience in tech, work alongside seasoned professionals on a viable tool that many can use and that doesn't currently exist.

The features of the mobile application will be youth-driven and could include a video game-style skill tree that represents the career ladder towards entry-level careers in tech, an incentive system in which users "Level Up" as they complete educational, skill development, or employment milestones, and more.

Project Goals

- Develop an advanced skills boot camp for mobile application development.
- Develop Level Up Mobile Apps.
- Recruit partner organization for Minimum Viable Product testing.
- Create Level Up implementation curricula and media library for partners.

Project Impact

The Project aims to "move the needle" on low-income youth of color preparation and education for careers in technology.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Chaffey College	Project Name:	Shared Prosperity for Stakeholders 2.0
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$30,000
Target Population(s):	Long Term Unemployed Low-Income Workers, CalWORKS Participants, Disconnected Youth	Industry Focus:	Advanced Manufacturing
Regional Planning Unit:	Inland Empire		

Project Overview

The Shared Prosperity for Stakeholders (SPS) project was originally created under Accelerator 1.0 to create a streamlined process for the recruitment, referral, enrollment and assessment of WIA clients into cohort training programs and to reduce duplication of efforts between agencies. This new Accelerator 2.0 funding will allow the project team to scale and increase capacity of SPS by including additional partners who will utilize, refine, and adopt the newly streamlined process.

The original project evaluated processes to identify commonalities and eliminating duplicative steps in order to improve staff efficiency and client services. These evaluations and feedback loops from partners and agencies will continue in order to increase efficiencies and determine if one model could be adopted by multiple agencies.

The project will bring together Accelerator 1.0 partners with new partners to be involved in the process delivery changes from the beginning. Scaling of this project will add at least 4 new partners/agencies that would be coached on the streamlined process. The team will demonstrate an original mock intake and the new streamlined process so that new and existing stakeholders can experience what the client/student experiences. In the last 3-months of the grant period, at least 2 employer engagement opportunities will occur to discuss future plans related to an earn and learn model.

Project Goals

- Scale the streamlined service delivery model.
- Convene partners to plan the scaling and adoption processes.
- Receive feedback from training providers and clients for refinement.
- Outline best practices from the project to be shared among partners and others.

Project Impact

The Project aims to “move the needle” on a streamlined service delivery model.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee: Community Career Development, Inc.	Project Name: Transportation Works: Truck Driver/Bus Operator Accelerator Project
Grant Period: 6/01/2015 – 6/30/2016	Grant Amount: \$100,000
Target Population(s):	Industry Focus: Transportation
Regional Planning Unit: Los Angeles Basin	

Project Overview

The Transportation Works project was funded to produce a sustainable sector-based workforce development model for bus operators and truck drivers within a 12-month period.

The project team will rely upon their experiences and understanding of other training programs in their region to derive best practices which will be applied to their on-the-job training (OJT).

Project Goals

- Convene and engage employer and associations to assess hiring needs and deliver job descriptions and certifications.
- Develop OJT opportunities as a pilot program.
- Research, assess and share best practices with stakeholders.

Project Impact

The Project aims to “move the needle” on sustainable on-the-job training for bus operators and truck drivers.



Grantee:	East Bay Community Law Center	Project Name:	Fair Chance Licensure Employment Project
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$100,000
Target Population(s):	Ex-Offenders	Industry Focus:	Healthcare, Transportation and Logistics, Construction Trades
Regional Planning Unit:	East Bay		

Project Overview

The Fair Chance Licensure Employment Project was funded to remove legal barriers that keep low-income community college students from obtaining the licenses and jobs for which they are qualified and trained. The project will create a pathway from community colleges to reentry legal services to improve employment outcomes for people with criminal records. Changes to California laws, such as Proposition 47 and changes to the Labor Code have led to an opportune moment to connect community college students and graduates, and those who advise them, to legal services to assist them to achieve their professional goals and overcome barriers.

The project team chose to focus on Healthcare, Transportation and Logistics, and Construction Trades because within these sectors there is over-exclusion of job seekers with criminal records. Job applicants with a criminal record have a small chance to receive a callback interview (5% for Black applicants, 15% for White applicants) and even lower odds to receive a job offer. Currently, community colleges lack legal resources and information for students, prospective students, and graduates who face barriers to employment because of criminal records.

Participants will engage in education at community colleges and at other employment hubs in the community to provide legal advice and counseling, career path counseling, holistic wrap-around representation, and advocacy to improve policies and practices. In addition to serving individual clients, the team will create training and outreach materials to describe the specific background check requirements and the process of certification and licensing boards and agencies. The team will also help other reentry legal service providers throughout California to replicate this innovative model of service delivery.

Project Goals

- Scale direct client advocacy by identifying, investigating, and tracking licensing and related employment barriers subject to impact litigation and regulatory reforms.
- Replicate and scale legal service delivery model through development and sharing of guides, legal intake, and training materials.
- Train community college staff, counselors, and professors on helping students with records overcome barriers to employment.

Project Impact

The Project aims to “move the needle” on improving licensing and employment outcomes for low-income community college students with criminal records.

Accelerator 2.0

EXECUTIVE SUMMARY



Grantee: Foundation for California Community Colleges	Project Name: LaunchPath Employer Engagement
Grant Period: 6/01/2015 – 6/30/2016	Grant Amount: \$100,000
Target Population(s): Disconnected Youth	Industry Focus: Health Care, Manufacturing, Public Service, Energy, Small Business
Regional Planning Unit: Capitol Region	

Project Overview

The LaunchPath Employer Engagement project was funded to diversify employer engagement strategies, test tools and strategies in new regions, build on the lessons learned from year one (under Accelerator 1.0) regarding the use of LaunchPath as a tool for scaling work-based learning. The first year of the project was designed to address the gap in internship opportunities for students by increasing employer engagement in work-based learning by providing tools that reduce barriers to engagement.

The first phase of the project successfully designed, built, and launched the LaunchPath technology platform which includes matching and digital badging functionality, as well as an employer toolkit on effective development, management and evaluation of internships. In order to improve upon employer engagement in work-based learning and increase the number of matches made using the LaunchPath platform, this next project will implement a two-prong employer outreach strategy that supports statewide engagement and regional innovation.

The first prong will be to build and align with current efforts to develop a network of California-based champion employers that can serve as high profile early adopters and supporters of LaunchPath and of work-based learning to close the skills gap in the State. The second would be to increase employer engagement in work-based learning at regional levels through supporting innovative and effective practices.

Project Goals

- Design and test new employer engagement strategies.
- Understand regional size and structure as factors of employer engagement.
- Facilitate additional placements of youth into work based learning; 50 intern/employer matches through the LaunchPath platform and an additional 25 through the Career Pathway Internship Service.
- Engage employer champions at a state and regional level; recruiting 5-10 major employers.

Project Impact

The Project aims to “move the needle” on preparation for college and career readiness for Capitol Region youth.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	International Rescue Committee, San Diego	Project Name:	WorkReady
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$150,000
Target Population(s):	Low-Income Workers, CalWORKS Participants	Industry Focus:	Hospitality, Manufacturing, Telecommunications, Healthcare
Regional Planning Unit:	Southern Boarder		

Project Overview

The WorkReady project was funded to solve a persistent workforce challenge – helping more CalWORKS participants, especially those with the most barriers to employment success, transition into employment and lasting self-sufficiency. The project aims to braid together three distinct, existing funding streams to show that they can work better together to ensure that these adults rapidly acquire the skills they need to be placed in entry-level employment and then continue their skill development for lasting self-sufficiency.

The project will combine three unique workforce development programs including VESL Plus which has successfully served more than 1,000 refugees (nearly all of which were CalWORKS participants), the Expanded Work Experience (EWE) initiative which provides 6 months of paid work experience to CalWORKS participants, and work to connect CalWORKS participants to existing training funds through the American Job Centers of California (AJCC). The WorkReady project will have one full-time Employment Options Navigator who will be dedicated to helping identify, recruit, and screen VESL Plus graduates who are not placed in unsubsidized employment and prepare them for EWE. In addition, the project is proposing a part-time staff Bridge to Training Navigator that will spend one day each week in two AJCC locations with a large percentage of refugee CalWORKS cases in the neighborhoods.

The project team is prepared to meet monthly to assess implementation progress, identify successes and challenges, review progress towards outcome goals, and to plan from the beginning how to sustain the integration of these project activities into CalWORKS and AJCC services in the post-funding period. The lessons learned through this project will be shared in a final report which can be used for scaling and replication, especially because the three funding streams are existing federal initiatives.

Project Goals

- Streamline referrals between CalWORKS providers and proven VESL program.
- Ensure that San Diego's EWE program serves the hardest-to-serve.
- Ensure that employed CalWORKS participants can upgrade skills.

Project Impact

The Project aims to “move the needle” on employment placement rates of CalWORKS participants and job upgrades for employed CalWORKS participants so that they can earn a family-sustaining wage.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Jewish Vocational Service	Project Name:	SNAP E&T Integration and BankWork\$ Implementation
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$150,000
Target Population(s):	Long Term Unemployed, Returning Veterans, Individuals with Disabilities, Low-Income Workers, CalWORKS Participants, Disconnected Youth	Industry Focus:	Banking
Regional Planning Unit:	Bay-Peninsula		

Project Overview

The SNAP E&T Integration and BankWork\$ Implementation project was funded to address the widespread challenge of low basic skills and the limited availability of effective, targeted training opportunities leading directly to employment. BankWork\$ in the Bay Area is a short-term training designed to give low-income job-seekers the skills needed for careers in banking which will be integrated with SNAP E&T as source of sustainable funding.

Strategies for the project will include coordinating with key agencies and experts to identify and maximize points of contact to build strong referral networks between JVS and county agencies. The project will engage innovators from the business and tech community to support creative solutions to link complex systems. JVS will provide significant connections to the Bay Area banking industry to ensure deep employer engagement while connecting participants with employers and aligning curriculum with local hiring needs. The project team will recruit SNAP recipients for BankWork\$ before piloting integration of SNAP E&T funding and utilize lessons learned to integrate SNAP E&T funding into other JVS vocational training programs.

Project Goals

- Establish JVS as a third party trainer reimbursable through SNAP E&T.
- Create the communication systems necessary to support reimbursement.
- Provide an effective BankWork\$ program in the Bay Area.

Project Impact

The Project aims to “move the needle” on ensuring that there are more opportunities for low-income people with barriers to employment to receive relevant training leading to employment.



Grantee:	JVS Los Angeles	Project Name:	JVS LA BankWork\$
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$150,000
Target Population(s):	Long Term Unemployed, Returning Veterans, Individuals with Disabilities, Low-Income Workers, CalWORKS Participants, Disconnected Youth	Industry Focus:	Banking
Regional Planning Unit:	Los Angeles Basin		

Project Overview

The JVS LA BankWork\$ project was funded to develop an innovative approach to customer retention and ensure successful completion as well as employment upon graduation. To address this goal, the project will establish a Professional Intervention Team Approach (PITA).

JVS LA proposes to hire dedicated a professional with a Master's Degree in Social Work (MSW) that can provide intensive counseling and case management to address low self-esteem, or any other mental health issues that may impede the participants' ability to successfully complete the program. PITA will also include a Para-Educator (PE) to assist with classwork, homework and test preparation. PITA has additional staff support from the Program Director, Instructor, and America's Job Center of California (AJCC) Case Manager. PITA will provide intensive intervention services needed to increase program retention for BankWork\$ participants.

Accelerator funds will be used to provide other support services that address emerging barriers for participants, which are not available through WIOA or other matching funds. The MSW will also work with each class to develop a cohort model to build a support system and allowing peer-to-peer learning. The PE will attend classes daily to assess skill acquisition, identify learning challenges or disabilities, and bridge the gaps that can impact access to a rigorous competency-based curriculum. Metrics will be in place to evaluate the success of the PITA model and JVS LA will expand this project to its other training programs.

Project Goals

- Hire an MSW and PE to provide professional intervention.
- Hire an MSW to establish a participant cohort system.
- Implement improvements to meet customer needs.
- Place an increased number of graduates into jobs.

Project Impact

The Project aims to “move the needle” on increasing participant retention in rigorous training program leading to increased employment for target population.

Accelerator 2.0

EXECUTIVE SUMMARY



Grantee: Los Angeles Valley College Foundation
Grant Period: 6/01/2015 – 6/30/2016
Target Population(s): Long Term Unemployed
Regional Planning Unit: Los Angeles Basin

Project Name: Bridging the Gap
Grant Amount: \$148,000
Industry Focus: N/A

Project Overview

The Bridging the Gap project was funded to scale the LA Fellows model to community colleges and non-profits in order to serve more clients by sharing tools, pathways and curricula. With Accelerator funding, the project will expand an innovative service delivery system to 100 mostly mid-career job seekers within Los Angeles County and will share replicable strategies statewide.

The project will allow LA Fellows to expand the project's proven solutions to be adopted throughout the state in order to direct resources in more efficient and effective ways and to serve more long-term unemployed. The project will achieve this expansion by creating tools to expand market reach and develop the means and instructions to replicate the program. The Accelerator funds will also enable the development of a business plan to facilitate replication of the LA Fellows program by community colleges and non-profits throughout LA County and the State.

Project Goals

- Increase enrollment.
- Develop tools and instructions for replication.
- Develop strategic funding plan.

Project Impact

The Project aims to “move the needle” on accelerating re-employment and infusing system innovations into the workforce structure.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee: Merced County Department of Workforce Investment	Project Name: Medical Assistant & LVN Career Pathway
Grant Period: 6/01/2015 – 6/30/2016	Grant Amount: \$125,000
Target Population(s): Low-Income Workers, CalWORKS Participants	Industry Focus: Healthcare
Regional Planning Unit: San Joaquin Valley and Associated Counties	

Project Overview

The Medical Assistant (MA) and LVN Career Pathway project was funded to create a career path for MAs. Currently there is a gap in opportunity for MAs, as there is not an established traditional career ladder. The project will introduce an innovative collaboration that is designed to accelerate the application of new practices in health care.

The project will offer on-site training that will provide top-performing MAs with the opportunity to earn a promotion and commensurate pay increase by training to become a Health Coach. The training will address criteria required for health care organizations under the Affordable Care Act (ACA) in order for these employers to remain competitive and have workers implement the requirements of the ACA accordingly.

Skill evaluations and competency assessments are part of the training and will be documents. The opportunity and need for scaling this model is real as more primary-care providers increase, clinicians and educators look to medical assistants and nursing staff to play a larger role in engaging patients.

Project Goals

- Create a career path for Medical Assistants.
- Increase wages for Medical Assistants.
- Secure long-term employment (Retention).

Project Impact

The Project aims to “move the needle” on creating a career path for Medical Assistants and Licensed Vocational Nurses by retraining them to become Health Coaches.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Monterey County WIB	Project Name:	Youth Ambassadors for Peace Magnet Program
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$100,000
Target Population(s):	Disconnected Youth	Industry Focus:	N/A
Regional Planning Unit:	Coastal Region		

Project Overview

The Youth Ambassadors for Peace Magnet Program was funded through Accelerator 1.0 to engage disconnected youth in leadership opportunities with local businesses in order to break the generational cycle of public assistance support, decrease youth violence, and guide youth to become productive citizens. Funding from Accelerator 2.0 will allow the project team to integrate lessons learned and best practices to the Program and incorporate a work experience component.

The original project established the Youth Employment & Leadership Development (YELD) pilot program which, in conjunction with the Ambassadors for Peach Magnet Project, will be the prototype for a paradigm shift of service delivery in the new Program. The new Program will address the need for streamlined processes to expedite inter-agency service access by including formalized inter-agency service provision agreements. Based on lessons learned through the original project, career planning will occur through work based learning from mentor work-site supervisors and performance outcomes will be measured by pre and post-test labor market awareness and career pathway aptitude evaluations. In addition, the project team has procured an independent organization, Social Policy Research, to conduct an Evaluation and Implementation study of the program's design process and execution and will include an outcomes study and cost analysis.

Project Goals

- Encourage work based mentor relationships between business owners and disconnected youth.
- Develop internship opportunities to enhance career exploration activities for disconnected youth.
- Youth will provide mentorship in the classroom upon completion of their participative experience.
- Increase career awareness and retention in education as requisite for internship placement.
- Attainment of degree or certificate and furthering education.

Project Impact

The Project aims to “move the needle” on providing internship opportunities to enable participants to explore potential career pathway occupations under the guidance of mentor supervisors.



Grantee:	NoRTEC	Project Name:	Court Involved Youth Employment Services
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$100,000
Target Population(s):	Disconnected Youth	Industry Focus:	N/A
Regional Planning Unit:	North State		

Project Overview

The Court Involved Youth Employment Services project was funded under Accelerator 1.0 to strengthen an existing cooperative relationship with juvenile justice and continue the pilot project that focuses on giving incarcerated youth access to education and employment services. Under Accelerator 1.0, NoRTEC and its partners designed a pilot project to assist youth in the juvenile justice system to obtain their diploma or GED, occupational training that led to certification and the opportunity to participate in work-based learning activities such as paid work experience or on-the-job training (OJT).

The original pilot project timeframe was too short to adequately “work out all the kinks” but the partners developed formal relationships that the project team hopes to build upon during this new project. During the first pilot, the partners learned there are three distinct entities needed to develop a youth program, and that service for this specific population need to span over 18-24 months to address the participants’ obstacles. In addition, the youth participating in this project were transferred to one Probation Officer to efficiently coordinate program services and communications.

Under Accelerator 2.0, eligible youth will be assessed to enter an “OJT Bootcamp” which will require participants to complete a four day, 20 hour boot camp in order to be promoted to the “labor pool” and be eligible for placement at an OJT and payment. In accordance with the previous pilot, youth will be provided assistance with the record expungement process and for those interested in post-secondary education will receive guidance to complete the financial aid and enrollment processes. If this pilot project is evaluated as a success, there will be a formal agreement between Alliance for Workforce Development, Inc. (AFWD) and Butte County Juvenile Probation to continue this program beyond the grant period.

Project Goals

- Provide incarcerated youth with a “second chance” education and employment program.
- Coordination and provision of educational services that leads to diploma or GED.
- Assessment of youth and development of an education and employment plan.
- Placement in employment or education at program exit.
- Measure the recidivism rate of participants one year after exit.

Project Impact

The Project aims to “move the needle” on a WIOA/juvenile justice partnership program to reduce recidivism and prepare court involved youth for employment which will be sustained through annual allocated funding from both entities and other community partners.

Accelerator 2.0

EXECUTIVE SUMMARY



Grantee: North Central Counties Consortium	Project Name: NCCC Pre-Apprenticeship
Grant Period: 6/01/2015 – 6/30/2016	Grant Amount: \$150,000
Target Population(s): Low-Income Workers, Disconnected Youth	Industry Focus: Healthcare, Construction
Regional Planning Unit: Capitol Region	

Project Overview

The NCCC Pre-Apprenticeship project was funded to address the lack of pre-apprenticeship and apprenticeship programs within the four-county region which has left disconnected youth and low-income workers at a disadvantage to exploring careers and accessing guidance about training and employment opportunities.

The medical pre-apprenticeship program will provide exposure to various occupations in the medical field through a classroom and paid work experiences. The construction pre-apprenticeship program will expose participants to guest speaking from the industry including apprenticeship programs, unions, field trips to construction sites, and provide the Multi-Craft Core Curriculum. Work readiness skills will be included in the pre-apprenticeship program, as will supportive services. Further incentives and bonus payments will be provided to participants that receive their GED/high school diploma, complete the pre-apprenticeship programs and enter apprenticeship program/post-secondary education.

Project Goals

- Design Pre-Apprenticeship Programs in the Construction field.
- Design Pre-Apprenticeship Program in the Medical field.
- Replication and scaling of program through sharing of curriculum.
- Placement of participants in Apprenticeship Programs/Post-Secondary Education.

Project Impact

The Project aims to “move the needle” on accelerating education and training for disconnected youth and increasing the wages for low-income workers.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	NOVA Workforce Board	Project Name:	Scaling Tech Externship Model
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$100,000
Target Population(s):	Long Term Unemployed	Industry Focus:	Technology
Regional Planning Unit:	Bay-Peninsula		

Project Overview

The Scaling Tech Externship Model project was funded to expand and refine a tech externship model based on lessons learned from their Accelerator 1.0 project and scale the externship and develop an internet platform. The target population will be the long-term unemployed (LTU) with tech backgrounds with a goal of further stage in which the internet platform is expanded for WIB use with LTU throughout California.

The new project will have three main phases which include the expansion and improvement of the tech externship approach, presenting the externship approach to WIBs throughout California, and building an internet platform to scale the approach. The externships will include paid externships, a wider pool of employers and skills upgrades through individualized plans for each participant. The project will work with tech entrepreneurs on the conceptual development of an internet platform to scale the externship approach with the goal to enable tech start-ups/newer tech ventures to connect with LTU.

Project Goals

- Refine and expand the use of the experiential learning externship model.
- Create a tech externship model recognized by California WIBs.
- Develop an internet platform to scale use of the externship model.

Project Impact

The Project aims to “move the needle” on developing technology approaches to overcome barriers now faced by the long term unemployed in California.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Opportunity Junction	Project Name:	Job-Seeker Designed Pathway
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$100,000
Target Population(s):	Long Term Unemployed, Low-Income Workers	Industry Focus:	Career-Technical Education programs
Regional Planning Unit:	East Bay		

Project Overview

The Job-Seeker Designed Pathway was funded to scale and replicate the first completely job-seeker designed community college pathway program to serve low-income and long-term unemployed job-seekers which was first developed with Accelerator 1.0 funding. The original project engaged customers, including job-seekers and program alumni, in a program development process to better address barriers to college and marketing to job-seekers.

Through the original project, Opportunity Junction was able to identify lessons learned and best practices that they can address and utilize during replication of the project. In addition, the original project resulted in a toolkit with directions for replication for other project teams. This second Accelerator funding will allow a new cohort of job-seekers to be provided workforce development services, as well as complete a plan for funding scaling through mutually beneficial project partnerships.

Project Goals

- Continue implementation with the pilot cohort to determine effectiveness in helping low-income job-seekers complete the programs and enter employment.
- Test the model with a new cohort, including holding a second planning process.
- Engage partners in determining how to systematize and scale funding for this kind of personalized support in the community college and workforce systems.

Project Impact

The Project aims to “move the needle” on job-seeker designed community college pathway programs.

Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Rising Sun Energy Center	Project Name:	Women Build: Union Career Pathways for Women
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$150,000
Target Population(s):	Long Term Unemployed Low-Income Workers, CalWORKS Participants, Ex-Offenders, Parents Involved in Family Reunification	Industry Focus:	Building Trades
Regional Planning Unit:	East Bay		

Project Overview

The Women Build: Union Career Pathways for Women project was funded to develop a pilot for an innovative and replicable pre-apprenticeship program for low-income women to create opportunities for economic self-sufficiency while also increasing the representation of women in the building trades. The project is designed to accelerate access to “earn and learn” apprenticeship training program and living-wage construction careers by offering specialized support, hands-on job training that will lead to industry-recognized certification.

The project team chose the building trades as their industry focus because of the anticipated 34% job-growth over the next seven years. They will address the disproportionate rate of unemployment among Black and Hispanic women which is almost twice the rate for White women. In addition, despite the fact that women make up nearly half of the overall workforce, only a small percentage of women work in California’s construction workforce (3%) and are construction apprentices (2%).

Coordinated outreach and referral systems will ensure the target population will be educated about the career opportunities available in this industry. Training will use a cohort structure to create a supportive environment and a competency-based evaluation system to ensure adequate preparation for employment in this field. Training will incorporate eco-literacy so that participants can pursue green jobs within their chosen trades. A pipeline to local unions and apprenticeship programs will be established to create more equitable access to well-paid jobs and long-lasting partnerships between apprenticeship programs and low-income communities of color.

Project Goals

- Design a building trade pre-apprenticeship program geared towards women.
- Provide specialized preparation for women to enter and succeed in building trades careers.
- Increase the number of women enrolled in Bay Area building trades apprenticeship programs.
- Provide supports to ensure female placement and retention into apprenticeship programs.

Project Impact

The project aims to “move the needle” on improving access to living-wage career pathways to help low-income women achieve economic self-sufficiency while also increasing the representation of women in the building trades.

Accelerator 2.0

EXECUTIVE SUMMARY



Grantee: SEIU Education and Support Fund	Project Name: Early Childcare and Education Apprenticeships
Grant Period: 6/01/2015 – 6/30/2016	Grant Amount: \$100,000
Target Population(s): Low-Income Workers	Industry Focus: Early Childcare and Education
Regional Planning Unit: N/A	

Project Overview

The Early Childcare and Education Apprenticeship project was funded to transform childcare in California into an entry point to a fulfilling and sustainable career pathway. The project will address the education and training gap by prototyping an innovative multi-level apprenticeship program designed to support the success of working adults, with structured on-the-job learning, basic skills and English as a Second Language (ESL) instruction, and more workforce and education services.

Childcare workers were identified as the target population because these workers haven't experienced a significant gain in wages for 20 years, despite new federal regulations that have increased education and training requirements. Due to these changes there is a training gap and a disproportionate number of childcare workers relying on public support (nearly one-half, compared to 25% of the overall U.S. workforce).

The project strategies include revision to update the childcare apprenticeship framework in California into a Registered Apprenticeship (RA) program. The standards for apprenticeship will include all three types of childcare settings, and curricula and program content will be developed in partnership with the California Department of Education and employers. An evaluation plan will be designed to support both process improvement and systems change related to raising wages for demonstrable upgraded skills. Lastly, the project will identify and align with sustainable funding streams, design a replication toolkit and outreach and recruitment systems and tools.

Project Goals

- Develop a replicable multi-level Registered Apprenticeship program with the capacity to train up to 150 workers per year.
- Create a replication toolkit to with training curriculum.
- Strengthen the pipeline of qualified workers for the state's Early Childcare and Education system.
- Create a new career pathway to be available to socioeconomically disadvantaged individuals.

Project Impact

The Project aims to "move the needle" on childcare workers that are caught between low wages and increasing education requirements.

Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Sacramento Employment and Training Agency (SETA)	Project Name:	Capitol Region Accelerator 2.0
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$100,000
Target Population(s):	Long-term Unemployed, Low-Income Workers, CalWORKS Participants	Industry Focus:	Healthcare, Hospitality
Regional Planning Unit:	Capitol Region		

Project Overview

The Capitol Region Accelerator 2.0 was funded to expand on the activities developed in the Capital Region Accelerator 1.0 project by implementing programs and activities through alignment of funding sources and systems, creating regional support systems, and provide access to earn and learn opportunities to ensure re-entry of the long-term unemployed into the labor market.

SETA is charged with recruiting and identifying long-term unemployed individuals and providing services to address and overcome the barriers that job seekers face in obtaining employment if they have been unemployed for more than a year. While older workers and disadvantaged populations may face particular challenges, long term unemployment affects a diverse group of workers that spans all industries, education levels, age groups, and among blue- and white-collar workers. This project will provide new ways of attracting and engaging the long-term unemployed providing programs that will lead to sustainable employment, implement an accelerated Licensed Vocational Nursing (LVN) to Registered Nursing (RN) Bridge program for returning veterans and provide entry into the RN program after one semester of coursework, and provide unique program opportunities which combine classroom training with on-the-job training to those who lack the language, education and skill level needed by employers.

Project Goals

- Implement HCD solutions to engage the long-term unemployed.
- Enroll 10 Veterans' in the LVN-RN Bridge program through partnership with American River College.
- Implement hospitality customer service training program by enrolling 50 Priority Workers in pre-apprenticeship construction programs.
- Expand the Priority Worker Program by developing the Hospitality Customer Service Training Program.

Project Impact

The project aims to “move the needle” to reduce the unemployment rate among long-term unemployed and low-income individuals by 25%; implement new programs that will assist the long-term unemployed and low income workers to improve their employability through short-term training opportunities including on-the-job training, accelerate veterans’ completion of nursing school by providing credit for military training, and accelerate entry into ‘earn and learn’ activities for classroom training graduates.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	Shirley Ware Education Center	Project Name:	Piloting Healthcare Apprenticeships
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$100,000
Target Population(s):	Low-Income Workers	Industry Focus:	Healthcare
Regional Planning Unit:	East Bay		

Project Overview

The Pilot Healthcare Apprenticeship project was funded to shift the way the healthcare industry hires workers and to create a pipeline from low-wage, dead-end jobs to high demand, higher wage positions while creating an onramp into healthcare for low-income low-skills job seekers. Apprenticeship, incorporating on the job learning, mentorship, and other methods that support the success of working adult learners, remains one of the most effective means of training and placing low-income workers and job seekers onto sustainable career pathways. Yet apprenticeship is not yet well established in the healthcare sector.

The project proposes to build upon the work of the Partnership for Healthcare Apprenticeships 1.0 project to pilot an apprenticeship program within that infrastructure the previous project created. With employer partner Kaiser Permanente (KP), the project will implement a registered apprenticeship program for Medical Coders with 10 apprentices. With this pilot, the project will also develop a replication toolkit to enable the replication of this apprenticeship program by others. The benefits to multiple WIA target populations, including Low-Income Workers and Long Term Unemployed, are significant. Low-income incumbent workers can move into higher-wage employment, helping to bring their families into the middle class, and job seekers can backfill those jobs, gaining entry to a high-growth industry previously closed to them.

The project also has commitment from KP to bring 10 incumbent low-wage employees into a Registered Apprenticeship program for Medical Coders. The proposed project will develop tools and systems for this Registered Apprenticeship to support mentors and mentees, and complete a six-month pilot.

Project Goals

- Register finalized standards from Department of Industrial Relations, Division of Apprenticeship Standards (DAS) and obtain DAS approval.
- Create a toolkit for replication and gain approval from DAS.
- Review and approve reports from all project partners and create a final report for wide dissemination.
- Create a curricula for didactic and on the job training and seek KP approval.

Project Impact

The project aims to “move the needle” for low-wage workers to advance in and low-skills job seekers to enter healthcare by creating a pipeline from low-wage jobs into higher-wage positions & build on-ramp for job seekers.



Accelerator 2.0

EXECUTIVE SUMMARY



Grantee:	United Way of the Bay Area (UWBA)	Project Name:	SparkPoint Plus Initiative
Grant Period:	6/01/2015 – 6/30/2016	Grant Amount:	\$150,000
Target Population(s):	Individuals with Disabilities Low-Income Workers, CalWORKS, Disconnected Youth	Industry Focus:	Healthcare
Regional Planning Unit:	Bay-Peninsula		

Project Overview

The SparkPoint Plus Initiative (SPPI) project was funded to uniquely blend the power of contextualized learning with employer-driven applied training, cohort-based learning communities, and personalized links to employers, all while leveraging the power of the network, lessons learned, and supports represented by UWBA's existing SparkPoint partners. In particular, SparkPoint partners will work to recruit at least 50 individuals from identified target populations into at least 2 community college training programs in high growth, high-wage sectors that have been identified by employers, in partnership with UWBA. Once in the program, SparkPoint and college partners, working together, will connect all participants with remedial and wraparound supports as appropriate in order to remove barriers and mitigate challenges on the path to graduation. Along the way, they will work to cultivate peer communities of support and to provide hands on work experience in partnership with employers. After graduation and initial employment, SparkPoint coaching services will remain available to help an individual navigate the "after hire" financial and employment worlds.

The project strategies include: 1) addressing basic skills gaps, 2) ensuring that coursework is effectively contextualized for the workplace, 3) providing practical supports to increase the likelihood of individuals completing training, 4) offering work experience and authentic employer involvement, 5) identifying and addressing 21st century skills gaps that may impede clients' competitiveness for job openings, and 6) providing access to a coaching, mentorship, and peer support network.

Project Goals

- Recruit 5 employers to inform program design and outcomes and to provide hands-on experience and recruit 2 additional employers by the end of the project.
- Establish 5 partners in a regional cohort who will share regional job lead and income data and pilot a regional infrastructure and culture of learning, driven by regular training.
- Conduct outreach, recruit, and support 50 student project participants.

Project Impact

The project aims to move the needle on job retention/advancement and training program completion rates for low-income community college students. Approximately 50% of these students fail to complete their degrees, with average completion rates for African American and Hispanic students falling below 40%. By modeling an increase in the pool of diverse, qualified and ready employees, we hope ultimately to drive increased employer utilization of programs such as SPPI in targeted sectors.

