



Workforce Accelerator Fund

Innovating Workforce Development in California

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The California Strategic Plan

Priorities

- ➔ Encouraging regional coordination amongst key partners, sector-based employment strategies, skill attainment through earn and learn and other effective training models (including, but not limited to apprenticeship), and development of career pathways

Strategy

- ➔ **Collaboration** among partners in the development of service delivery strategies and alignment of resources
- ➔ **Innovation** that creates, adapts & accelerates promising practices in workforce development and skill attainment.
- ➔ **System change** by adoption of proven strategies and innovations.

WAF Goals and Objectives

Goals

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

Target Populations

- Long-Term Unemployed
- Returning Veterans
- Individuals with Disabilities
- Low-Income Workers
- Disconnected Youth
- Ex-Offenders

The WAF RFA

New Funds Delivery Model

- ➔ \$2.5 million in WIA funding to design, develop and implement projects to accelerate employment for California job seekers.
- ➔ Create and prototype innovative strategies that bridge education and workforce gaps for targeted populations & initial implementation of promising models and practices in workforce system service delivery infrastructure
- ➔ This is a “venture fund” approach to creating new strategies and tools for the workforce system.

Project Design

Design and Prototype

- Solutions to specific challenges and that improve accessing the workforce development pipeline – education, training, support services, placement, retention, etc.
- Demonstrate how projects will direct existing resources and efforts in new, more efficient and effective ways.
- Result in strategies that take a new or unique approach to addressing workforce pipeline gaps specific to the target populations, that can be applied, replicated or scaled to create broader impact and system improvement.

Project Team

- **Experts** –knowledge of the workforce system, insight into implementation opportunities and challenges. and expertise and experience working with institutions that the project is directly impacting, and that represent the “market” for replication, expansion, or integration of the project
- **Innovators** –bring new perspective and expertise to the project, who have created solutions to challenging problems, and who have cross disciplinary experience.
- **Customers** – access to groups of job seekers and/or employers through organizations representing them

The Big Idea

How will Your Project “move the needle?”

- Accelerating education, training or retraining of workers in the targeted populations
- Accelerating recognition of existing skills, such as prior learning assessments, and/or utilizing competency-based models that focus on learning rather than on duration of training
- Expanding or creating “earn and learn” models (i.e. quality paid internships, formal apprenticeship or other work-based learning opportunities)
- Improving work-based learning infrastructure that supports employers and/or that increases access and opportunities for working learners
- Creating more robust services by braiding multiple funding sources or utilizing new funding models to increase scale or funding diversity
- Increasing use of training and hiring incentives for targeted populations, including subsidized employment (leveraging CalWORKs, EDD’s UI Work Sharing, or other resources)
- Improving job matching and assessment strategies to accelerate employment/reemployment
- Improving employer recruitment and hiring strategies to benefit targeted groups
- Streamlining the use of virtual (e.g., via use of technology) with in-person strategies for job seekers and employers

Project Activities

Address Gaps and Increased Efficiencies

- The service delivery pipeline of the workforce system
- The alignment of funding for the targeted populations

How? “r & d”

- Tools, models or resources that are already developed but not used in the public workforce system, with the targeted populations, or are not at scale
- Strategies, resources, and lessons from other disciplines, applied to the workforce system and target population(s)
- Brand new ideas that have the opportunity to be “game changers” for the workforce system and target groups
- *Activities can include design, development, testing, piloting, and /or implementation*
- *Must articulate the process for development, documentation of process or product integration, and prospects for implementation at scale*

Performance and Evaluation

Performance

- Applicants propose project performance targets and goals, and metrics and deliverables that fit with identified target populations, and specific project strategies and outcomes will be determined with each grantee.
- Goals for projects should be clearly defined and measurable during the life of the project. These goals may include incremental measures or “traction points” that reflect process, output, or deliverable benchmarks.

Evaluation

- Workforce Accelerator Fund projects will independently evaluated for overall effectiveness and produce reports on program activities and outcomes.
- Grantees will be required to submit reports on project progress and document outcomes, which will be made available to the State Board, EDD, and other stakeholders.

Program Outcomes

Program	Goals	Long-term Outcomes
Bay Area Community Resources (BACR) CareerHub	Customizing workforce through distance service model through the use of technology (text, voice and email)	Focus on improved Workforce service delivery. Identification of other services related to workforce and training that would benefit from technology integration.
Center for Media Change Hack the Hood	Testing the use of an online curriculum to teach/train at-risk and disconnected youth in the tech industry.	Reaching a "hard-to-reach" demographic and giving students skills that are commutable in the furthering of their education and in obtaining employment. Also, tuning an online curriculum
Chaffey College Shared Prosperity for Stakeholders	Streamlining the Workforce service delivery model. This improved method will be tested on 15 customers for 3 months of the grant period	A system that eliminate duplication and encourages coordination amongst service entities. New assessment of intake, referrals, job placement, training and follow up services
Foothill WIB (Vets-to-Nurses Program)	Creating an effective pipeline for former military medics to challenge the state certification and use skills from military service skills that can be utilize in taking the test to become certified	Creating career pathways for ex-servicemen and women that utilizes the skills learned while serving.
Foundation for California Community Colleges LaunchPath Employer Engagement	Establishing an effective online platform to match employers and students prepared for internships.	Creating an intern to business matching platform that makes it easier for employers to employ a more diverse youth population.
Fresno Regional WIB 503 Innovation Project	Convening employers for input regarding strategies for outreach to workers with disabilities.	Establishing pipeline and apprenticeship models for workers with disabilities in an effort to place those with disabilities on a career track.
Monterey County WIB Ambassadors for Peace	Provide outreach to TANF youth through the Youth Employment and Leadership Development (YELD) program that offers alternatives to youth whose families receive public assistance.	Creating avenues for TANF youth to break out the cycle of system involvement and generational poverty. The project/program is intended to guide youth towards securing sustainable livelihoods, creating productive citizens, and strengthening ties between youth and the community.

Program Outcomes

Program	Goals	Long-term Outcomes
<p>New Door Ventures</p>	<p>Provide disconnected youth (16-24) with jobs and training in data management and online research. Tech door will provide 15 youth 6-8 weeks of training.</p>	<p>Certification in data management and online research that can be used universally as proof of successful completion. Ongoing support for youth within the program. Broaden skills for youth that may not have engaged the tech industry.</p>
<p>NoRTEC Alliance for Workforce Development, Inc. (Opportunity for Change)</p>	<p>Alliance for Workforce Development will assist 15 adjudicated youth in constructing their path to self-sufficiency. These 18-21 year olds will be referred and recommended by the Butte County Juvenile Probation Department as those who have proven themselves to be workforce ready by engaging in increasingly positive activities and highly responsible behaviors.</p>	<p>Participants will work toward employment opportunities by completing occupational skills training in a variety of industry sectors and by learning positive social practices and societal roles.</p>
<p>NOVA Workforce Board</p>	<p>Establishing partnerships between California's public workforce system and internet job placement technology. Placement of workers who have been unemployed over 26 weeks into tech field internships.</p>	<p>Three way connection between the workforce system, the tech industry and the long term unemployed and creating not only employment opportunities, but also skills attainment through externships and training.</p>
<p>Opportunity Junction (Job-Seeker Designed Pathway)</p>	<p>Creating a job seeker designed community college pathway to serve low-income and long-term unemployed.</p>	<p>Completely client centered and informed program for a more informed service delivery model.</p>
<p>Pacific Gateway Workforce Investment Network (Employer Engagement for Foster Youth)</p>	<p>Development of a toolkit and replication model to motivate employers to serve as long-term career advocates to disconnected foster youth</p>	<p>Provide training that will ultimately guide foster youth into education, career pathways and ultimately long-term employment.</p>
<p>Regents of the University of California (Transition to Work)</p>	<p>Development of an employment toolkit that will provide potential employers with strategies for working effectively with transgender youth</p>	<p>Equipping employers with the tools to successful employ and retain transgender youth.</p>

Program Outcomes

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Sacramento Employment & Training Agency (Capital Region Accelerator)	Utilization of the IDEO human Centered Design toolkit	Strengthened sector initiatives in healthcare, construction, and hospitality sectors.
Shirley Ware Education Center (Partnerships for Healthcare Apprenticeships)	Engaging labor and employers and equipping California's apprentice infrastructure to work effectively within the healthcare industry	Creating a new, more effective way to train California's healthcare workforce, focused on specialized training that is work and competency-based and customized to employer needs.
Verdugo WIB (Female Vets: Getting the Employment Help They Deserve)	Recruiting female veterans through a joint marketing campaign with local community groups in a safe and secure environment. The vets are provided employment and training services to help them integrate back into the workforce.	Providing necessary employment services to female veterans, a population that is currently underserved and underrepresented.
WIB of Tulare County (Readiness for Employment Through Sustainable Education and Training-RESET)	Successfully conduct a 4-week job readiness program, and transfers successful RESET graduates to the AJCC where they have a dedicated Business Resource Specialist to assist them through the maze of services. RESET graduates are placed with businesses through paid work experience or on-the job training to gain the skills necessary be employed in long-term jobs leading to successful completion of probation.	Creating a successful partnership between Tulare County Probation and the Workforce Investment Board of Tulare County. RESET is intended to reduce recidivism rates through "filling the gaps" by working in tandem to address workforce and social needs of ex-offenders.
WIB of Ventura County	Develop an enhanced service delivery menu through the creation of outreach and orientation tools for participants and employers	Creating tools to better connect employers and job seekers, particularly those from hard-to-reach populations.

WAF Outcomes

The **BIG** Picture

- Using Pilot Programs that attempt to “move the needle” on workforce innovation
- Creating an environment where new approaches to Workforce improvement are tested and vetted
- Taking lessons learned from Pilot projects to inform Workforce strategies