

Workforce Innovation and Opportunity Act (WIOA)

- ▶ Federal legislation signed in 2014, replaced Workforce Investment Act (WIA)
- ▶ Move from “work first” to human capital development
- ▶ Emphasis on interagency partnerships
- ▶ Created regionally organized workforce planning units
- ▶ Revised performance system and accountability metrics
- ▶ Required development of state, regional and local plans

How the Workforce System Operates

- ▶ Workforce Innovation and Opportunity Act (WIOA) Title I
 - ▶ \$400M-\$500M for California (Title I)
 - ▶ Most funds spent at the local level
 - ▶ 45 Local Workforce Development Boards, 200+ job centers
- ▶ Other relevant programs
 - ▶ \$6-9 billion Total
 - ▶ K-12 CTE, Community Colleges, Apprenticeships, Employment Training Panel, Welfare-to-work, SNAP-E&T, Vocational Rehabilitation, EDD Job Services, Adult Basic Education

Workforce Innovation and Opportunity Act

- ▶ Title I Workforce Development Activities
 - ▶ job training and related services to unemployed or underemployed individuals
 - ▶ governance and performance accountability system
 - ▶ Adult, Dislocated Worker and Youth formula programs
- ▶ Title II Adult Education and Literacy
 - ▶ education services to assist adults with basic skills improvement, secondary education, and transitioning to postsecondary education
- ▶ Title III Wagner-Peyser Employment Services
 - ▶ amends the Wagner-Peyser Act to integrate the U.S. Employment Service (ES) into the One-Stop system
- ▶ Title IV Rehabilitation Act of 1973
 - ▶ employment-related vocational rehabilitation services to individuals with disabilities, integration of vocational rehabilitation into the One-Stop system

Snapshot of California's Workforce Development System



- ▶ Scale and Scope
 - ▶ 14 Regions (pictured on left)
 - ▶ 45 Local Workforce Boards
 - ▶ 200+ Job Centers (AJCCs)
- ▶ CWDB's Role
 - ▶ Policy guidance (State Plan)
 - ▶ Oversight of WIOA funding
 - ▶ Grant administration

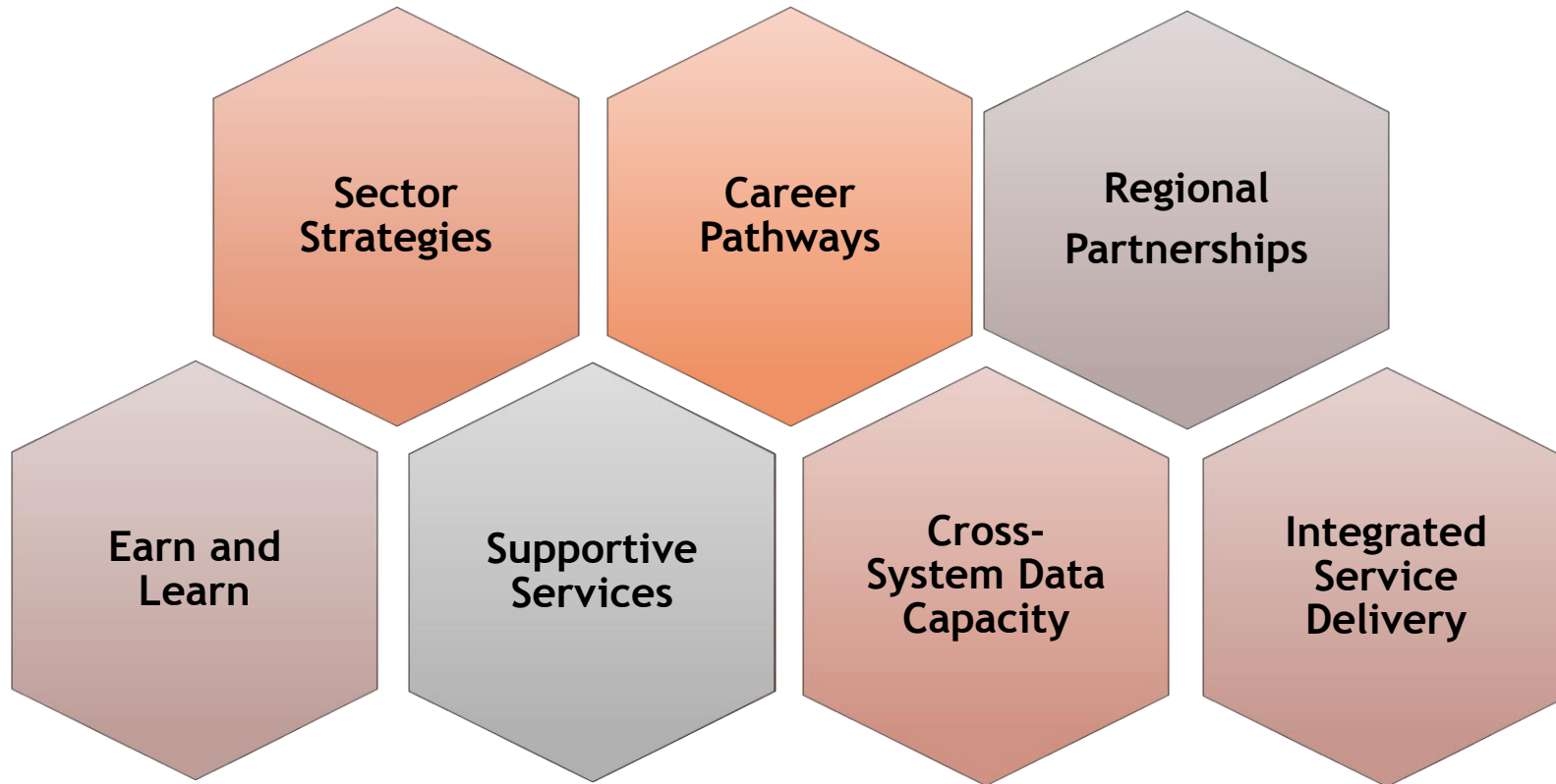
California Workforce Development Board

- Responsible for the development and oversight of the State Plan
- Program structure
 - Regional Planning Units (RPUs)
 - Local Workforce Development Boards (LWDBs)

California's Unified Strategic Workforce Development Plan 2016-2020

- ▶ Aligns state workforce policy with federal WIOA
- ▶ Goals by 2027:
 - ▶ One million middle-skill credentials
 - ▶ Double the number of registered apprenticeships
- ▶ Policy Objectives:
 - ▶ Demand-driven skill attainment (training for labor market demand)
 - ▶ Upward mobility for target populations
 - ▶ Aligning, coordinating, and integrating programs and services

State Plan Policy Strategies



WIOA LOCAL STRATEGY AND PLANNING

Purpose

To Facilitate Access to Workforce Services at the Local Level Ensuring

- ▶ Program Alignment, Integrated Services, Braided Resources
- ▶ Upskilling On-ramps
- ▶ A “Menu” of Customizable Services to Customers.

State Plan Strategy



Job Placement in Quality Jobs

- ▶ The State Plan explains:

The ultimate goal of the workforce system is to help people get a good job, and for those who don't have the requisite skills to immediately get a good job, the goal is to ensure access to the employment services, supportive services, training, and education programming that will help these individuals eventually get a good job.

Local Boards & America's Job Center of CaliforniaSM

- ▶ The AJCC is the state's One-Stop system for career services, where programs are coordinated and integrated to make an accessible menu of customizable services available to workforce clients on the basis of need
- ▶ Local Boards operate One-Stops as an access point for programs that provide for “demand-driven skills attainment”
- ▶ Local Boards coordinate service delivery and assessment activities among core programs and state plan partners
- ▶ Local Boards provide business services to engage employers
- ▶ Local Boards work with DOR staff to serve individuals with intellectual and developmental disabilities

State Level Partners

- ▶ WIOA Title I & II - EDD
- ▶ WIOA Title II - SBE, CDE, Local Educational Programs
- ▶ Adult Education Program - CDE, CCCCCO
- ▶ WIOA Title IV & CIE - DOR
- ▶ CalWORKS and CalFresh - CDSS
- ▶ Child Support - DCSS
- ▶ Workforce-Corrections Partnership - CDCR and CALPIA
- ▶ Additional State Partners: DIR-DAS, ETP, Go-Biz, HHS, Job Corps, WIOA Section 166 Indian/Native American Programs, Section 167 Farmworker Service Programs
- ▶ Stakeholders: California Workforce Association, County Welfare Directors Association

Strategic Co-enrollment

- ▶ CWDB, in coordination with state level *Workforce Innovation and Opportunity Act* (WIOA) Unified State Plan partners and representatives from Local Workforce Development Areas, is developing strategic co-enrollment guidance
- ▶ Co-enrollment is a recommended strategy under WIOA to align programs and services through collaboration to help meet the unique needs of those served by the workforce system
- ▶ The Workforce Development Community is expected to convene partners and initiate discussions on how strategic co-enrollment can be included as part of the WIOA Regional and Local Plan Modification process

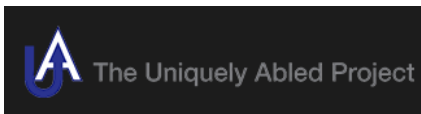
Goals of Strategic Co-enrollment

- ▶ Enhance partnerships
- ▶ Shared responsibility
 - ▶ Facilitating co-enrollment across all WIOA and non-WIOA funded partners, promoting shared responsibility, and promoting the attainment of shared performance goals. Shared responsibility among the partners is key for the successful outcome of each enrollee.
- ▶ Share case management
- ▶ Leverage resources
- ▶ Improve participant experiences and outcomes
- ▶ Facilitate services that enable upward economic mobility
- ▶ Enhance opportunities to develop a marketable set of skills
- ▶ Long-term economic self-sufficiency and security for individuals with barriers to employment

Co-enrollment Partnership model: The Uniquely Abled Academy

- ▶ Innovative job-training program for people with high functioning autism
- ▶ First-of-its-kind collaboration involving:
 - ▶ Machine technology educators (Glendale Community College)
 - ▶ Specialists in education for those with autism
 - ▶ Representatives from state and local social services agencies
 - ▶ Non-profit and for-profit organizations
- ▶ This program provides students with:
 - ▶ Specialized training
 - ▶ Job placement
 - ▶ Ongoing support

For more information, contact: info@uniquelyabledproject.org



CWDB/DOR Partnership in the WIOA State Plan

- ▶ State Plan Partners
 - ▶ California Department of Rehabilitation
 - ▶ California Workforce Development Board
- ▶ Policy priorities of the partnership
 - ▶ Services to youth
 - ▶ Employer engagement
 - ▶ Capacity building
 - ▶ Competitive Integrated Employment

California's Strategy: CIE Blueprint for Change

- ▶ “The Blueprint” was developed to increase opportunities for jobseekers with intellectual disabilities (ID) and developmental disabilities (DD)
- ▶ Focuses on the following types of services for achieving successful CIE outcomes:
 - ▶ Transition services
 - ▶ Adult pathways to employment
 - ▶ Post-secondary school activities
 - ▶ Supported employment services
 - ▶ Customized employment and other employment support options
 - ▶ Business partner engagement

Competitive Integrated Employment the WIOA State Plan

- ▶ In 2015, DOR and the State Board developed a partnership agreement that outlined collaborative activities to achieve the policy objectives of the State Plan
 - ▶ State Plan policy objectives:
 - ▶ Fostering demand-driven skills attainment
 - ▶ Enabling upward mobility for all Californians
 - ▶ Aligning, Coordinating, and Integrating Programs and Services
- ▶ In 2017, to provide information and resources to local workforce boards about California's CIE Initiative and CIE LPAs, the State Board developed a CIE policy brief (copies available upon request)
- ▶ In January 2018, the partnership agreement was updated to include new language about how workforce, DOR, and additional CIE partners would collaborate to create more CIE opportunities for Californian's with ID/DD.

Competitive Integrated Employment in Local Workforce Development Plans

- ▶ Explain how the area is engaged or plans to become engaged with local partners to increase CIE for jobseekers with intellectual disabilities (ID) and developmental disabilities (DD)
- ▶ List organizations the Local Board is partnering with to implement partnership plans
- ▶ Describe the ways AJCC staff have gained knowledge or training about serving individuals with ID/DD and the additional programs and resources available in the area
- ▶ Explain how the area will connect with the DOR point of contact who can provide linkages to service providers and supports services to VR consumers
- ▶ Describe how the DOR district partner is connecting with the area in the work to outreach to employers and partners to support attainment of CIE for individuals with ID/DD

Local Planning Timeline

- ▶ August – December 2018 | Community Outreach and Stakeholder Engagement to inform the local plans
- ▶ January – February 2019 | LWDBs finalize their updated plans
- ▶ March – August 2019 | LWDBs submit updated plans to CWDB
- ▶ September 2019 | Local Plans are approved

Community Engagement

- ▶ **Fresno Regional Workforce Development Board Local Plan Stakeholder Convenings**

October 18, 2018

Serving Persons with Disabilities Through Competitive Integrated Employment

- ▶ **Imperial County Workforce Development Board**

September 27, 2018

Improving Services To Individuals With Disabilities Through Competitive Integrated Employment

- ▶ **Kern, Inyo and Mono Workforce Development Board Local Plan Forums**

November 1, 2018

Individuals with Disabilities

- ▶ **Expanding the Vision for Workforce Development in L.A. County**

October 2, 2018 & October 23, 2018

Workforce Services for the Uniquely Abled

Community Engagement

- ▶ **Mother Lode Job Training Stakeholder Convening**

December 6, 2018

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

- ▶ **SELACO Workforce Development Board's Stakeholder and Community Forums**

September 12, 2018

Improving Services to Individuals with Disabilities through Competitive Integrated Employment

- ▶ **Tulare County Workforce Development Board Local and Regional Plan Forums**

November 14, 2018

Services for Individuals with Disabilities through Competitive Integrated Employment

- ▶ **Merced County Department of Workforce Investment Local Plan Convening**

October 24, 2018

Individuals with Disabilities

- ▶ **Verdugo Workforce Development Board**

October 18, 2018

Services to Individuals with Disabilities through Competitive Integrated Employment



2018 Regional and Local Plan modifications Community Engagement Meetings

- ▶ For updated information, visit the CWDB website and click on *Events* tab

The dates, times and locations of stakeholder planning meetings, listening sessions, or other public meetings related to the planning process can be found on the Community Engagement Meeting Notices page.

Directory of Local and Regional Planning Partners

- ▶ A comprehensive directory of workforce partners, listed by region, is located on the CWDB website under the Plans/Policies section at the top of the homepage, click on *Regional and Local Plan Modifications PY18-19*

The directory is intended to foster regional collaboration by providing workforce partners and other stakeholders with the contact information of regional and local workforce partners

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