A Template for Collaboration:

Strengthening partnerships between WIOA, CalFresh E&T, and Human Service Agencies

December 19, 2018
10:00 to 11:30 a.m. (PST)
Webinar Housekeeping

Conference line: 1-888-808-6929
Participant code: 3243425

- Use the chat box to ask questions or make comments on the discussion.
- To ask a question, type on bottom line then press “Enter.”
- All questions will be answered at the end of the webinar.
The California Workforce System in Numbers

- **21(+) Strategic Plan Partners**
- **14 Regional Planning Units**
- **45 Local Workforce Boards**
- **200(+) Job Centers**
- **About 12 federal and state initiatives**
- **Approximately 18 million people in the labor force**
A Snapshot

Our Role

- Policy guidance for federal program
- Grant administration
- Workforce system alignment

California’s 14 Regional Planning Units
Source: CWDB
How the Workforce System Operates

- **Unified Strategic Workforce Development Plan (State Plan)**
  - Aligns state workforce policy with federal WIOA

- **Partnerships**
  - Draft and implement State Plan strategies

- **What do we all have in common?**
  - Working to deliver a comprehensive workforce system that addresses the needs of job seekers, employees and employers throughout the state
Background

Policy Objective:

To improve labor market outcomes for low-income individuals through local partnerships.

In January 2018, The CalFresh Employment and Training (E&T) Working Group Partnership Agreement was included in the Unified State Plan.
CalFresh Workforce Partnership

Actively working to expand access to CalFresh E&T, and to improve the quality and diversity of CalFresh E&T services offered.

Committed to building state and local partnerships to support program expansion and achieve quality outcomes.

State agencies and partners involved:

- California Department of Social Services (CDSS)
- California Welfare Directors Association (CWDA)
- California Workforce Association (CWA)
- California Workforce Development Board (CWDB)
- The Labor and Workforce Development Agency (LWDA)
- Any other State Plan Partners who wish to participate
Purpose of the Agreement

- **Coordinating** between Local Workforce Development Boards and County Human Service Agencies to ensure strategic implementation of the Workforce Investment Opportunities Act (WIOA) State Plan

- Better **aligning** employment outcome measures of CalFresh, CalWORKs, and Immigration and Refugee Programs with WIOA

- **Improving** employment rates and wage gains for all people who receive public benefits, a priority population for both Workforce Development Boards and Human Service Agencies
What do we mean by partnership?

Convening relevant stakeholders

- Local Boards must engage and work with the County Human Service Agencies and other CalFresh E&T partners to serve their local CalFresh population

  - *This is required of Local Boards in partnership with their local County Human Service Agency*
Who are relevant stakeholders?

They include:

- Human Service program leads/providers
- Existing workforce partners
  - Core program partners
  - Adult Education Block Grant (AEBG) Consortia
  - Regional Community College Consortia
  - Other education partners
- Community based organizations and social enterprises
- Organizations providing services to the re-entry population
- Organizations providing services to English learners, other immigration services providers, and refugee resettlement agencies
- Disability organizations
- Public and private employers
Outreach and Engagement Criteria

- Summary of community outreach efforts and stakeholder engagement
- Documented efforts to engage required partners
- Provided information on planning meetings, listening sessions, or other public meetings related to the planning process
Criteria for Effective Partnership

The Local Plans must:

- Specify how Local Boards will partner with community based organizations, service providers, community colleges and representatives from County Human Service agencies for individuals in their local area.
- Provide an overview of the size and characteristics of both the total CalFresh recipient populations in the local area/region and the CalFresh E&T participant populations.
- Assess the types of workforce services needed to help people receiving CalFresh succeed in the regional and local labor market, including those services that are eligible for 50% federal reimbursement from CalFresh E&T.
- Describe the employment barriers experienced by people receiving CalFresh in the local area/region.
- Explain current and prospective local partnerships and describe the quality and level of intensity of services provided by these partners.
- Describe the ways in which program partners will facilitate information sharing to evaluate need.
Criteria for Effective Partnership (continued)

How will partners:

- Braid resources and coordinate service delivery
- Work together to provide supportive services and facilitate program completion
- Retain this population in regional sector pathway programs as they progress into livable wage jobs and careers
- Provide services to integrate people receiving CalFresh into sector pathway programs
  - This includes participation in program development outreach, and the provision of specialized supportive services
  - What is the process to retain this population in regional sector pathway programs as they progress into livable wage jobs and careers
Criteria for Effective Partnership (continued)

Identify:

- Local/regional organizations that serve specific types of CalFresh populations
  - Strategies for leveraging existing resources in the community
- Workforce services needed to help people receiving CalFresh succeed in the regional and local labor market, including those services that are eligible for 50% federal reimbursement from CalFresh E&T
Criteria for Effective Partnership (continued)

**Identify:**

- Employment barriers facing people who are receiving CalFresh
- Resources to assist with overcoming these barriers
  - Including those eligible for 50% federal reimbursement from CalFresh E&T
- Current and prospective local partnerships
  - The quality and level of intensity of services provided by these partners
Available Services:

• Workforce services for people receiving CalFresh that are and can be funded by local partners
  • What are the baseline level of services
  • How will the local plan modify the types and quantity of workforce services provided to this population
Local Plan Format

Local Plans should be organized as follows:

1. Cover Page
2. Local plan updates
3. Public comments received that disagree with the local plan
References

• Regional and Local Plans PY 17-21 – Two Year Modifications | WSD18-01

• Local Plan Scoring Matrix

• CalFresh Employment and Training Working Group Partnership Agreement
Additional Resources

- A Directory of planning partners (www.cwdb.ca.gov)

- California Nonprofits and the Public Workforce System: How CBOs Can Make Their Voices Heard in the WIOA Planning Process (www.edd.ca.gov)
CalWORKs

- County Welfare Departments coordinate services with AJCCs and Local Boards, including subsidized employment, job readiness, and soft skills training
- Participants in Career Pathways deemed to meet hours
- CalWORKs Outcomes and Accountability Review (Cal-OAR) Project
- Cal-OAR Outcomes aligned with WIOA Performance Measures
CalWORKs Subsidized Employment

The Expanded Subsidized Employment program ($134.1 Million annually) fully or partially subsidizes the wages of CalWORKs recipients.

- Placements six months to a year.
- Wage, Non-Wage, and Operational Costs.
- Supportive Services (Transportation, Ancillary, etc.)

County Welfare Departments (CWDs) partner with employers, nonprofits, and local public agencies to match recipients with jobs.

Third Sector Technical Assistance

ACIN I-24-18
“ESE Toolkit”
Focused on Outcomes Contracting and Data, including collaboration with WIOA-AJCCs, CalFresh E&T, Community-Based Organizations, etc.
Connecting to Immigrant/Refugee Workforces

- Immigrants/refugees are an untapped workforce
- While large numbers are already in our state workforce, often overlooked and underemployed
- Create a new skilled workforce by guiding access to support services and education opportunities
- Tap into existing funding opportunities to serve these populations through English language and employment & training programs
Connecting to Immigrant/Refugee Workforce (continued)

• CDSS works closely with CBOs and Refugee Resettlement Agencies (RFAs)

• Understand the communities in your geographic area and partner with existing providers

• Learn more about our immigration legal services contractors in your area at: www.cdss.ca.gov/Benefits-Services

• Learn more about refugee serving organizations at: www.cdss.ca.gov/inforesources
Contact information

Bethany Renfree
Policy, Research, Legislative Manager
California Workforce Development Board
Bethany.Renfree@cwdb.ca.gov | 916.657.1446 (office)

Sandra Hamameh
Specialist, State Plan and Policy Development Team
California Workforce Development Board
Sandra.hamameh@cwdb.ca.gov | 916.657.1451 (office)