



**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE**



MEETING NOTICE

**Wednesday, July 17, 2019
10:00 a.m. to 12:00 p.m.**

Tim Rainey,
Executive Director

**California Workforce Development Board
Conference Room 1
800 Capitol Mall, Suite 1022
Sacramento, CA 95814
(916) 657-1440**

Gavin Newsom,
Governor

Alternate Meeting Locations

Worker Education and Resource Center
1545 Wilshire Blvd., 5th Floor
Los Angeles, CA 90017

JVS – Work Transforms Lives
225 Bush St., Suite 400 – West Lobby
San Francisco, CA 94104

Riverside County Workforce Development Board
1325 Spruce Street
Riverside, CA 92507

Los Angeles Area Chamber of Commerce, UNITE-LA
350 S. Bixel St.
Los Angeles, CA 90017

AGENDA

1. Welcome and Opening Remarks

2. Public Comment

3. Action Items

- a. Approve November 1, 2018 Meeting Summary
- b. Approve addition of Subsequent Designation and Recertification of Local Boards to agenda
- c. Approval of Subsequent Designation and Recertification of Local Boards (pending approval)

4. Updates and Discussion

- a. New California Workforce Department
- b. Local and Regional Plan Modifications
- c. State Plan Revisions in 2020
- d. Legislative Update
- e. AB 2915 Update
- f. Workforce Metrics Dashboard

g. Initiatives Update:

- i. AB 1111 – Removing Barriers to Employment Act: Breaking Barriers to Employment Initiative
- ii. CWDB High Road Vision - Equity, Climate, and Jobs
- iii. Prison to Employment
- iv. Regional Plan Implementation
- v. Workforce Accelerator Fund

5. Other Business

Meeting conclusion time is an estimate; meeting may end earlier subject to completion of agenda items and/or approved motion to adjourn. In order for the CWDB to provide an opportunity for interested parties to speak at the public meetings, public comment may be limited. Written comments provided to the Committee must be made available to the public, in compliance with the Bagley-Keene Open Meeting Act, §11125.1, with copies available in sufficient supply. Individuals who require accommodations for their disabilities (including interpreters and alternate formats) are requested to contact the California Workforce Development Board staff at (916) 657-1440 at least ten days prior to the meeting. Please visit the California Workforce Development Board website at <http://www.cwdb.ca.gov> for additional information. Meeting materials for the public will be available at the meeting location.

Item 1. Welcome and Opening Remarks

Item 2. Public Comment

Item 3. Action Items

- a. Approve November 1, 2018 Meeting Summary
- b. Approve addition of Subsequent Designation and Recertification of Local Boards to agenda
- c. Approval of Subsequent Designation and Recertification of Local Boards (pending approval, item 4.b.)

Action:

Approve the Executive Committee meeting summary from November 1, 2018

**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING
THURSDAY NOVEMBER 1, 2018
MEETING SUMMARY**

1. Welcome and Opening Remarks

A quorum being present, Executive Director Tim Rainey welcomed the members and reviewed the agenda items at 10:05 am.

Members Present:

Mike Rossi
Abby Snay
Jeremy Smith
Diane Factor
Joseph Williams
John Brauer
Jamil Dada

Alma Salazar
Amy Wilson for Secretary David Lanier
Javier Romero for the Chancellor for CA
Community College
Patrick Henning Jr.
Bob Redlo

Members Absent:

Bill Camp
Michael Gallo

Stephen Levy
Carol Zabin

2. Public Comment

There was no public comment.

3. Action Items

a. Approve Meeting Summary of August 2, 2018

A motion to approve the meeting summary was offered by Committee Chair Mike Rossi and seconded by Committee Member John Brauer. Item unanimously approved.

4. Discussion/Updates

a. Prison to Employment Update

E.D. Rainey described the summary in the agenda packet. The Prison to Employment 2018/19 budget is \$15.7 million dollars this year and will be \$20 million next year. The Board put out \$1.75 million in planning grants. Applications are in, and are currently in

the contracts process with the Employment Development Department. We are trying to get the money out as quickly as possible because competitive grants will go out based on the planning grants. Regional Planning Units have already started doing work because the regional plans required updating due to a requirement to work with formerly incarcerated individuals.

E.D. Rainey fielded several questions:

Q: Did you release the names of the areas that received funding?

A: All areas were funded to all 14 region. The bulk of the funds will be released next year. The planning process will frame how the funds will be sent. A direct services grant RFA will be released in the next couple of weeks

Q: Do you see any sector work being considered other than building trades?

A: They will be using funds based on the regional plans, the targeted populations and sectors in their areas.

Q: Will applications for the RFA only be available to RPU's?

A: Yes, but the RPU's must work with other groups in the region to receive the money - CBO's etc.

b. AB 1111 Update

E.D. Rainey described the summary in the agenda packet. AB 1111 provides \$15 million to remove barriers to employment. The Board did a lot of work on the language of the bill and to get funding attached. The target population is those with barriers to employment, with a focus on getting local areas and CBOs to add some focus to those populations. The current plan is to release the RFA in the fall and release funds in February. CBO's can be the lead on these funds.

c. Workforce Accelerator Fund Update

E.D. Rainey described the summary in the agenda packet. Accelerator is currently funding 92 grantees. This program holds Communities of Practice on a regular basis, with the next one this coming Friday in Oakland. This initiative represents \$6 million allocated in WIOA. The RFA was released on Oct. 3 and includes new projects and new ideas, including Innovation Impact projects, which replicate existing projects for new areas. It is our administrative policy to invest in scaling up successful projects. There will be an additional \$2 million to be released in February regarding co-enrollments for ELL population.

E.D. Rainey fielded several questions:

Q: How does \$6 million compare with past years?

A: Last year was \$5.2 million and the prior year was slightly higher; the year before that was much less. It has grown overall. Accelerator is an effective program that does a lot of alignment work in the field. It has been very successful. We encourage people to take risk and expect that not all projects will work, but we learn from failures and build

successes from them. Funding has generally gone up, but buckets of funding have been adjusted. We are giving larger grants for scaling up purposes. We want to reward the work and encourage the proof of concept success.

The Slingshot 2.0 RFA awarded \$2 million and was allocated to 14 regional planning units to continue regional planning work. Organizers and trainers will be doing cross-system training among partners. \$4 million is available for a competitive application to continue efforts in calibrating efforts for local demand. Formalized governance needs to be tightened up in 14 regions. Applications due to us Nov 19th. Each RPU is required to do a self-assessment so they can benchmark and track regional coordination and governance.

Q: We've been doing a lot of work to regionalize in the East Bay and focus on multi-sector work. It seems like multi-sector work is out on its own more. Will SlingShot funds support multi-sector work as well? Does it need to go through Workforce Boards?

A: Yes, it needs to focus on multi-sector work. This is a part of building demand side. Yes it has to go through Workforce Boards.

d. High Road Construction Careers Update

E.D. Rainey described the summary in the agenda packet. Governor Brown signed SB1, which includes \$50 billion over 10 years. The CWDB has developed guidelines for local agencies to invest in pre-apprenticeship programs. The CWDB also needs to develop a grant program modeled after prop 39. These guidelines will be published soon and will be followed by a statewide roadshow. An RFA for a competitive grant program will be released in January. The focus of this work is on partnership among boards, colleges, community organizations, and buildings trades and having these organization work together.

e. High Road Training Partnership Updates

E.D. Rainey described the summary in the agenda packet. The H RTP supports eight demonstration projects, in industries including mass transit, hospitality, warehousing, and the Port of Los Angeles. The goal is to establish model industry sector partnerships with an intent to build strong models with materials to support. The most recent Community of Practice was in Sacramento in mid-October. It is very inspiring to hear what the work is and how they are making it work.

E.D. Rainey fielded several questions:

Q: What are the plans to keep this work going?

A: We have extended the grants, with more funding coming out this year. Next year with new leadership, we will have to figure it out.

5. Other Business

Sec. Lanier discussed the change in administration. He stated that he will do his best to be at the last meeting, but was not sure if his schedule would accommodate his attendance. He thanked the executive leadership and the staff for their hard work and dedication. He stated that it is hard to turn a supertanker and that we had a rough start with the economy and the

budget, and noted the amount of work that has been done over the last few years. He stated that the incoming administration seems to be in alignment with the path that we are on and to not slow down or lose focus. He said that we are solving the right problems and anticipating the right risks. Keep going, the work speaks for itself. He said he thought the incoming administration will be pleased that this work has been going on. If we want to take it to the next level the foundation is there.

Mike Rossi thanked Sec. Lanier for being so supportive; he has never worked with a more interesting group of hardworking people. He said that we are the most successful workforce board in the history of reducing unemployment.

E.D. Rainey made a few brief announcements:

There will be a new board member on Nov 15th; Jason Haider was appointed by Governor Brown. He comes from Zenco and has lot of experience and is very motivated.

David Lanier made a motion to adjourn, Patrick Henning seconded. Meeting adjourned.

Action:

Approve addition of Subsequent Designation and Recertification of Local Boards to agenda.

Action:

Recommend approval to the Labor Secretary and Governor of the Subsequent Designation of Local Workforce Development Areas and Recertification of Local Workforce Development Boards. Authorize the Executive Director, on behalf of the board, to recommend to the Secretary full approval of the conditionally approved Local Areas and Local Boards, upon submission required documentation.

Background:

Section 106 of the Workforce Innovation and Opportunity Act (WIOA) requires the Governor to designate Local Areas within the state, and Section 107 requires the Governor to certify one Local Board for each Local Area in the state.

Policy Criteria:

The California Workforce Development Board (CWDB) and the Employment Development Department (EDD) published Workforce Services Directive 18-14, dated May 16, 2019 which contained policies, procedures, and the application to request subsequent designation of Local Areas and recertification of Local Boards.

WIOA Section 106 calls for a subsequent designation process and requires an approval request from local Chief Elected Officials for subsequent designation for a Local Area if the Local Area performed successfully, sustained fiscal integrity, and engaged in the regional planning process as described in WIOA Section 106 (c)(1).

In accordance with WIOA Section 107(c)(2), the CWDB recommends recertification of a Local Board if they have met WIOA membership requirements, performed successfully, and achieved sustained fiscal integrity.

Subsequent designation of the Local Area and Local Board recertification approvals will be effective through June 30, 2021.

Recommendation:

Applications were submitted to the CWDB on June 14, 2019. The CWDB and the EDD reviewed the applications for subsequent designation and recertification, Local Board Membership, regionally negotiated local performance measures, regional planning processes, and fiscal findings and recommend the following actions to the Executive Committee of the CWDB:

Recommend Full Approval - Subsequent Designation of Local Area and Recertification of Local Board. 30 of 45 Local Boards and Areas.

Anaheim	Richmond
Contra Costa County	San Diego County
Foothill	San Francisco City/ County
Golden Sierra Job Training Agency	San Joaquin County
Humboldt County	San Luis Obispo County
Imperial County	Santa Ana
Kings County	Santa Barbara County
LA City	Santa Cruz County
Long Beach/Gateway	SETA
Madera County	Solano County
Merced County	Sonoma County
Mother Lode Job Training Agency	South Bay
NoRTEC	Stanislaus County
North Central Counties Consortium	Ventura County
NOVA	Verdugo

Recommend Full Approval of Subsequent Designation of Local Area and Conditional Approval of Local Board Recertification, pending submission of Board Roster, compliant with WIOA membership requirements. 13 of 45 Local Boards and Areas.

Alameda County	San Bernardino County
Fresno County	San Jose/Silicon Valley
Kern, Inyo, Mono Consortium	SELACO
Los Angeles County	Tulare County
Monterey County	Workforce Alliance of North Bay
Riverside County	Yolo County
San Benito County	

Recommend Conditional Approval of Subsequent Designation of Local Area and Local Board Recertification until receipt of additional information on sustained fiscal integrity and Board Roster compliant with WIOA membership requirement. 2 of 45 Local Boards and Areas.

Oakland	Orange County
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Next Steps

Recommendations from the CWDB will be forwarded to the Secretary of the Labor and Workforce Development Agency, to act on behalf of the Governor on the subsequent designation of Local Areas and the recertification of Local Boards, as required by the WIOA. The Executive Director of the CWDB, on behalf of the Board, is authorized to recommend to the Secretary full approval of the conditionally approved Local Areas and Local Boards, upon submission of a WIOA compliant roster of Workforce Development Board Members and/or documentation of submission of a single audit and resolution of audit findings. Local Areas and Local Boards that do not meet the submission deadline will be denied designation and/or recertification.

Item 4. Updates and Discussion

- a. New California Workforce Department
- b. Local and Regional Plan Modifications
- c. State Plan Revisions in 2020
- d. Legislative Update
- e. AB 2915 Update
- f. Workforce Metrics Dashboard
- g. Initiatives Update:
 - i. AB 1111 – Removing Barriers to Employment Act: Breaking Barriers to Employment Initiative (page 18)
 - ii. CWDB High Road Vision - Equity, Climate, and Jobs (page 20)
 - iii. Prison to Employment (page 23)
 - iv. Regional Plan Implementation (page 26)
 - v. Workforce Accelerator Fund (page 34)

Item 5. Other Business

Discussion:

Local and Regional Plan Modifications

In accordance Workforce Services Directive WSD18-01, Local and Regional Plan Modifications were submitted on March 15th, 2019.

The Regional Plan Modifications submitted on behalf of the 14 Regional Planning Units were reviewed and evaluated by 3 groups of subject matters experts for compliance with the regional planning guidance provided in the directive. **All Regional Plan Modifications have been approved.**

The Local Plan Modifications submitted on behalf of the 45 Local Workforce Development Boards were reviewed and evaluated for compliance with the local planning guidance provided in the directive. Since the Local Plan Modifications were based on the development of new partnerships at the local level, CWDB staff reached out to state partners and requested volunteers with subject matter expertise to participate in reviewing and scoring their respective partnership component.

A total of 20 volunteer reviewers participated from the following state agencies: Department of Social Services, Department of Child Support Services, Department of Rehabilitation, Department of Developmental Disabilities, California Community Colleges, California Department of Education, the Employment Training Panel, and Labor and Workforce Development Agency. Review teams consisted of two to four reviewers per partnership component of each plan.

Each review team met at least once as a group to: discuss their individual scores, share information, reconcile scoring discrepancies, and determine a cumulative group score. CWDB staff compiled each review team's final scores and tabulated scores across all partnership areas. Letters were sent out to the Local Areas indicating the areas in which reviewers felt their plans had exceeded expectations as well as any areas where the reviewers felt that more information was needed.

As of July 1, 2019, approximately half of the Local Plans have been approved and the remaining have been conditionally approved pending the receipt of supplementary information or clarification. Request revisions or supplementary information is due on August 1st.

Discussion:

State Plan Revisions in 2020

As required under the federal Workforce Innovation and Opportunity Act (WIOA), the California Workforce Development Board (CWDB), in coordination with WIOA core programs operated by the California Department of Education, the Employment Development Department, and the Department of Rehabilitation, is tasked with developing and submitting a unified state plan to the United States Department of Labor (DOL) and the United States Education Department every 4 years on behalf of the Governor.

The current California Unified Strategic Workforce Development Plan (State Plan) runs through July 2020. It provides the policy framework and direction for day-to-day operations of WIOA-funded programs, while also laying out a vision for collaboration with non-WIOA programs that provide relevant programs and services.

Based on conversations with DOL Region 6, the CWDB anticipates the next State Plan will be due to the federal government in March 2020. This fall, CWDB staff will meet with state level partners and begin drafting the new State Plan. While much of the strategy and vision laid out in the first State Plan will remain the same, updates will need to be made to key areas such as policy implementation, labor market information, new state partnerships, state initiatives, and more. The CWDB plans to work closely with the new administration to ensure the policy framework laid out in the State Plan is in close alignment with the direction California intends to move over the next 4 years.

Discussion:

Legislative Update

2019-2020 State Budget

The California Workforce Development Board (CWDB) submitted three Budget Change Proposals, all of which were included in the Governor’s recently signed budget.

- The CWDB is receiving \$62,000 of General Funds in State Fiscal Year (SFY) 2019-20 and SFY 2020-21 to convene a workgroup and develop a policy regarding resource sharing agreements between Local Workforce Development Boards to enable them to effectively respond to disasters as required by Assembly Bill 2915 (Chapter 722, Statutes 2018)
- The CWDB is receiving \$914,000 of General Funds in SFY 2019-20 and \$1,191,000 in SFY 2020-21 and SFY 2021-22 to develop, administer, and oversee the education and work readiness grants funded under the Removing Barriers to Employment Act: Breaking Barriers to Employment Initiative established by Assembly Bill 1111 (Chapter 824, Statutes 2018).
- The CWDB is receiving \$35 million of Green House Gas Reduction Funds in SFY 2019-20, and \$32.5 million in SFY 2020-21, SFY 2021-22, SFY 2022-23 and SFY 2023-24 to develop, administer and fund a suite of policy and program investments that increase access to good jobs for disadvantaged populations and help workers, companies, and communities build partnerships, skills training, and, in some cases, restructure work related to reducing greenhouse gas emissions.

Legislative Session

The first half of the 2019-2020 legislative season has been a busy one, with Legislature introducing nearly 3,000 new bills. The legislative season is not quite finished, and the legislature will be on summer recess from July 12 - August 12. Upon reconvening, the legislature must pass all bills by September 13 and send them to the Governor’s desk who then has until October 13th to sign or veto them.

Currently, there are 15 active bills related to workforce development and training on which the Governor’s Office has requested the CWDB provide a formal analysis.

Discussion:

AB 2915 Update

Assembly Bill (AB) 2915 (Chapter 722, Statutes of 2018) requires the California Workforce Development Board (CWDB) to develop, in conjunction with the Employment Development Department (EDD) and with input from Local Workforce Development Boards (Local Boards), a policy regarding mutual aid agreements between Local Boards to enable them to effectively respond to disasters by July 1, 2020.

About 20 participants identified by the California Workforce Association, EDD, and California Office of Emergency Services (CalOES) were invited to attend the first workgroup meeting convened by CWDB on November 28, 2018. Including the first meeting, the CWDB has convened five workgroup meetings. Each meeting has been attended by state and local stakeholders. However, because of varied schedules, it has been a challenge to maintain consistent participation from the same group of stakeholders.

As part of an accelerated timeline, workgroup participants agreed to develop a policy framework by June 2019. Based on this information, at the most recent meeting on June 18, 2019, the workgroup agreed to move forward with a policy framework utilizing a two-pronged approach:

1. Publish an Information Notice to share information provided by CalOES on strategies for enhanced coordination with Local Emergency Management Contacts to expedite mobilization and deployment based on local needs.
2. Publish a Directive with information on how to determine what cost allowability rules apply to the various funding streams that are utilized by Local Boards when responding to a natural disaster. The Directive will also include a sample resource sharing template that can be used as a technical assistance tool.

All draft documents will be shared with the workgroup for input before they are finalized. The next workgroup meeting date has not yet been scheduled.

Discussion:

Workforce Metrics Dashboard

Data tables and the draft narrative for the FY 19/20 Workforce Metrics Dashboard are going through an internal review process. The draft review and revision process is scheduled for completion by late summer.

It is anticipated that data for the FY 20/21 Workforce Metrics Dashboard will be received from legacy partners by July 2019 and new partners by late summer.

This summary is specific to the Dashboard. The following includes additional information on CAAL-Skills:

The California Policy Lab (UC Berkeley and UCLA) has been engaged to initiate a statistically rigorous evaluation and assessment (as required by federal law) of California's Workforce System through the use of data within CAAL-Skills.

CWDB anticipates:

- The California Department of Corrections and Rehabilitation will become a CAAL-Skills Data Sharing Partner with approval of 'enabling legislation' and contract documents – anticipates in the July / August timeframe.
- Three pilot counties will become CAAL-Skills Data Sharing partners in the July / August timeframe.

CWDB is seeking federal grant funding to enable public access to approved CAAL-Skills data.

Discussion:**AB 1111 – Removing Barriers to Employment Act: Breaking Barriers to Employment Initiative**

Signed in 2017, AB 1111 intends to address the issue of poverty and limited income mobility among low income families and individuals facing barriers to quality employment. The purpose of the initiative is to create a grant program to provide individuals with barriers to employment the services they need to enter, participate in, and complete broader workforce preparation, training, and education programs aligned with regional labor market needs. It also specifies that people completing these programs should have the skills and competencies to successfully enter the labor market, retain employment, and earn wages that lead to self-sufficiency and economic security. The bill outlines the criteria for the selection of grant recipients, as well as the criteria by which grants are required to be evaluated, the populations that are eligible to be served by grants, and the activities eligible for grant funding.

\$15M was appropriated to this bill in FY 18/19.

At least one lead local workforce development board and one lead mission-driven, community based organization with experience providing services consistent with the initiative and population to be served, are required for each application.

Populations eligible to be served by grants include:

- Youths who are disconnected from the education system or employment.
- Women seeking training or education to move into nontraditional fields of employment.
- Displaced workers and long-term unemployed.
- Unskilled or underskilled, low-wage workers.
- Persons for whom English is not their primary language.
- Economically disadvantaged persons.
- CalWORKs participants.
- Persons who are incarcerated and soon to be released or formerly incarcerated.
- Armed services veterans.
- Native Americans.
- Migrants or seasonal farmworkers.
- Persons with developmental or other disabilities.
- Any other population with barriers to employment identified in subdivision (j) of Section 14005.
- Immigrants.
- Persons over 50 years of age who need retraining for in-demand skills.

The CWDB, in partnership with the California Workforce Association, organized and facilitated a series of stakeholder engagement meetings throughout California from February 2019 to March 2019. The purpose of the engagement was to inform key stakeholders of the *Breaking Barriers to Employment's* requirements and funding opportunities, and to solicit feedback for the development of the Request for Applications and implementation of the grant program.

Link to the Presentation: <https://cwdb.ca.gov/wp-content/uploads/sites/43/2019/01/AB-1111-Roadshow-Final.pdf>

Link to the Q&A from Stakeholder meetings: <https://cwdb.ca.gov/wp-content/uploads/sites/43/2019/03/QA-AB-1111-Roadshow-031119JH.pdf>

In the month of June 2019, a Letter of Intent to apply was released in order to engage the field and get a scan of the interested applicants, populations to be served, geographic areas to be served, and the funding requests. Entities are not required to submit a letter of intent to apply in order to submit full applications when the RFA is released. 138 letters were received with an ask of nearly \$59 million.

With the final budget action by the Legislature for the Budget Change Proposal to implement the initiative, the Request for Applications is expected to be released in July 2019.

Event	Date
RFA Release	July 12, 2019
Application Workshops	July 24, 2019 and July 26, 2019
Q&A	Accepted and posted weekly to the CWDB website during the application period. All questions must be submitted prior to the final posting date.
All Applications Due	August 26, 2019
Award Announcement	October 2019
Grant Period	January 2020 – June 2021

Discussion:**CWDB High Road Vision – Equity Climate and Jobs (ECJ)**

The ECJ initiative aims to develop, socialize, and advance the CWDB equity agenda. This agenda is defined, broadly, as promoting income mobility and shared prosperity through an inclusive human capital strategy that a) prioritizes job quality; b) supports economic and climate resilience; and c) links worker-centered, regionally-based sector work to a statewide skills agenda. The goal is to put California on the “high road” by supporting firms that compete on the basis of innovation and skill rather than sweated labor and externalized environmental costs. This work is premised on the idea that we can’t deliver equity without paying attention to job quality, and that, to effectively calibrate supply and demand in the labor market, we must always start, in principle, with the jobs. ECJ manages an integrated set of field investments, advances principles for policy and practice, convenes partners, and offers actionable guidance in three main areas:

High Road Construction Careers (HRCC)

The Board oversees a suite of investments and policy initiatives to advance construction careers as a reliable pathway to the middle class for disadvantaged Californians. Starting with Prop 39 (Clean Energy Job Creation Act), the Board began investing in pre-apprenticeship partnerships across the state. These partnerships link local building trades councils to workforce boards, community colleges, and community-based organizations, creating structured pathways — with a standard core curriculum and critical supportive services — to state-certified apprenticeships in a variety of crafts. The CWDB is working to connect such programs directly to regional labor market demand through a campaign to expand the use of Community Workforce Agreements, which wrap targeted local hire provisions into public climate and infrastructure projects. Beyond expanding registered apprenticeship, these efforts build systems and policies that directly advance the State Plan goals of equity (access to skills and economic opportunity) and job quality (connections to careers with decent wages and benefits).

Going forward, SB1 will expand the HRCC work, with \$25 million over 5 years, by scaling up the existing projects and transferring the model partnership statewide. The CWDB has received the first two years of SB 1 appropriations, and is authorized to begin developing the funding program in 2019 per the statute.

Model High Road Training Partnerships (H RTP)

Sector strategies are essential to the State Workforce Plan. The CWDB's H RTP initiative started as a \$10M demonstration project designed to model high road industry sector work for the state. Ranging from transportation to health care to hospitality, the H RTP embodies the sector approach championed by the CWDB — industry partnerships that deliver equity, sustainability, and job quality. Along with these program investments, the CWDB is producing a body of policy and principle to guide related undertakings across the workforce system. The initiative was designed as a campaign to advance a field of practice that simultaneously addresses urgent questions of income inequality, economic competitiveness, and climate change through regional skills strategies designed to support economically and environmentally resilient communities. The industry-based, worker-focused training partnerships build skills for California's "high road" employers — firms that compete based on quality of product and service achieved through innovation and investment in human capital, and can thus generate family-supporting jobs where workers have agency and voice.

InterAgency Climate and Jobs Initiative

The CWDB works to reduce inequality and promote shared prosperity by addressing the Governor's climate goals and partnering with broader statewide initiatives to build economic and climate resiliency. Most of the state's high profile, large dollar climate and infrastructure programs promote "co-benefits" in jobs and economic development. National experience over the past decade suggests that it is not enough to promise job creation; states must use public investment to intentionally build quality jobs and accessible pathways into them. The CWDB offers expertise on how to do so.

Partnering with leadership across the state's climate, environment, and energy agencies, the CWDB consults on jobs and training concerns across billions of dollars of investments that fall outside the purview of the workforce system. CWDB staff helped designed the workforce elements of the Sustainable Freight Action Plan, helped to build the Strategic Growth Council's Transformative Climate Communities program, manage the implementation plan for SB350's jobs and training recommendations, and are developing a jobs and training roadmap for AB398.

Green House Gas Reduction Funds

With the Green House Gas Reduction Funds (GGRF) allocated by the 2019-2020 state budget, the CWDB will continue to grow its ECJ agenda. The CWDB is receiving \$35 million in SFY 2019-20, and \$32.5 million in SFY 2020-21, SFY 2021-22, SFY 2022-23 and SFY 2023-24.

HRCC will significantly expand its capacity among 14 regional multi-craft partnerships, with approximately \$10 million annually for five years. The work will support at least 3,000 disadvantaged workers, who will be prepared for state-approved apprenticeship.

With approximately \$20 million annually for five years, the H RTP will expand to 20 projects, with a focus on industry sectors identified in the CA Air Resources Board Climate Scoping Plan. At least 2,000 disadvantaged workers will be served and twenty partnerships will be sustained long term. Additionally, the CWDB will pilot two H RTP worker transition projects in at least two sectors and regions that are facing an imminent threat of mass worker dislocation. This pilot will utilize the H RTP sector-based partnership model to engage labor, business, and the community in a multi-phase process over 5 years.

Discussion:**Prison to Employment Initiative**

The Governor’s 2018 Budget proposal included \$37 million over three budget years to fund the integration of workforce and reentry services in the state’s 14 regions, known as the “Prison to Employment Initiative.”

Funding for the Prison to Employment Initiative was approved by the Legislature and signed by the Governor and is intended to support regional planning efforts, fund regional plan implementation, and provide resources for direct services to the formerly incarcerated and other justice-involved individuals. It also sets aside specific resources for both supportive services and earn and learn activities which were identified as a major gap by current grantees and local service providers.

	2018-19	2019-20	2020-21
Regional Planning Grants	\$1.75m		
Implementation and Direct Service Grants	\$6m	\$8m	
Needs-Based Supportive Services	\$8m	\$12m	
Program Evaluation and Assessment			\$1m
Total Funds	\$16m	\$20m	\$1m

The Corrections Workforce Partnership Agreement is intended to strengthen linkages between the workforce and corrections systems in order to improve the process by which the formerly incarcerated and justice-involved individuals reenter society and the labor force. Partners include the California Workforce Development Board, California Department of Corrections and Rehabilitation, California Prison Industry Authority, and the California Workforce Association. The Prison to Employment Initiative is included in the Governor’s 2018 Budget proposal and includes \$37 million over three budget years to operationalize integration of workforce and reentry services in the state’s 14 labor regions.

The goal of the Partnership Agreement and Prison to Employment Initiative Grant Program is to improve labor market outcomes by creating a systemic and ongoing partnership between rehabilitative programs within California Department of Corrections and Rehabilitation (CDCR) and the state workforce system by bringing CDCR under the policy umbrella of the State Workforce Plan.

The CWDB released a Request for Applications (RFA) for the Regional Implementation and Direct Services (DS) grants and the Regional Supportive Services and Earn and Learn (SS) grants on November 29, 2018, with applications due February 15, 2019.

In total, fourteen project applications were received with \$57,037,460.17 requested, including \$27,774,483.99 in requests for DS and \$29,262,976.18 in requests for SS. Each application received a score based on the requirements outlined in the RFA. Then, application scores were input into a formula that factored in the application’s score, each Regional Planning Unit’s (RPU) share of the statewide justice-involved and formerly-incarcerated population as determined by published data, and each RPU’s recidivism rate.

As of June 2019, the CWDB released five official P2E awards for: Capital, East Bay, Middle Sierra, North Coast, and North State, totaling \$7,232,943. Labor Agency is reviewing the second disbursement of P2E awards for: Bay Peninsula, Coastal, Inland Empire, Los Angeles Basin, North Bay, Orange, San Joaquin Valley, and Ventura. CWDB is working with Southern Border to ensure all application requirements are met, and the final award is pending these discussions.

The Corrections Workforce Partnership team held its first Community of Practice event, the P2E Summit, on May 14, 2019 in Anaheim. The team will hold another Community of Practice event in Northern California in early 2020. Also, the team will publish a monthly P2E Newsletter and hold bi-monthly webinars to spotlight innovative programs and best practices for the target population.

Planning Grants *October 1, 2018 – March 31, 2020*

Implementation and Direct Services.Supportive Services and Earn & Learn Grants

October 1, 2019 – March 30, 2022

Regional Planning Unit	Planning	DS/SS Grants
Bay Peninsula	\$142,500	\$1,797,319
Capital	\$142,500	\$1,188,402
Central Coast	\$95,000	\$1,126,975
East Bay	\$95,000	\$2,307,284
Inland Empire	\$190,000	\$3,210,891
LA Basin	\$190,000	\$8,273,614
Middle Sierra	\$47,500	\$1,302,423

North Bay	\$95,000	\$862,157
North Coast	\$47,500	\$584,569
North State	\$95,000	\$1,850,265
Orange	\$142,500	\$3,816,967
San Joaquin Valley	\$190,000	\$3,021,570
Southern Border	\$142,500	TBD
Ventura	\$47,500	\$710,197

For more information about the Corrections Workforce Partnership Agreement and the Prison to Employment Initiative Grant Program, see the initiative webpage here:

<https://cwdb.ca.gov/workforce-corrections-partnership/>

Discussion:**Regional Plan Implementation**

Implementation of California’s Strategic Workforce Plan 2016-2020 is accomplished through a regional planning process conducted by fourteen (14) Regional Planning Units (RPU) designated by the Governor. The purpose of the regional plan implementation funding is to support RPU to organize regional industry leaders and workforce, education and economic development partners to achieve scale and impact in implementing the objectives of the State Plan:

- Fostering “demand-driven skills attainment.” Workforce and education programs need to align program content with the state’s industry sector needs so as to provide California’s employers and businesses with the skilled workforce necessary to compete in the global economy.
- Enabling upward mobility for all Californians, including populations with barriers to employment. Workforce and education programs need to be accessible for all Californians and ensure that everyone has access to a marketable set of skills, and is able to access the level of education necessary to get a good job that ensures both long-term economic self-sufficiency and economic security.
- Aligning, coordinating, and integrating programs and services to economize limited resources to achieve scale and impact, while also providing the right services to clients, based on each client’s particular and potentially unique needs, including any needs for skills-development.

Region	Planning Grants FY 15/16	Regional Plan Implementation FY 17/18	Regional Plan Implementation FY 18/19	Regional Organizer FY 16/17	Regional Training Coordinator FY 15/16 & 16/17	RO/RTC FY 18/19
Bay Peninsula	\$166,659	\$670,000	\$250,000	\$85,714	\$243,385	\$163,900
Capital	\$161,274	\$650,000	\$250,000	\$85,714	\$243,385	\$163,190
Coastal	\$123,355	\$300,000	\$200,000	\$85,714	\$243,385	\$163,900
East Bay	\$151,131	\$775,000	\$300,000	\$85,714	\$243,385	\$163,900
Inland Empire	\$251,539	\$705,843	\$300,000	\$85,714	\$243,385	\$159,400
Los Angeles Basin	\$443,385	\$945,000	\$300,000	\$85,714	\$243,385	\$170,500
Middle Sierra	\$68,756	\$300,000	\$150,000	\$85,714	\$243,385	\$157,300
North State	\$82,656	\$450,000	\$225,000	\$85,714	\$243,385	\$157,300
North Bay	\$100,619	\$415,000	\$150,000	\$85,714	\$243,385	\$161,600
North Coast	\$70,188	\$450,000	\$150,000	\$85,714	\$243,385	\$157,300

Orange	\$151,184	\$400,000	Did not apply	\$85,714	\$243,385	\$161,600
San Joaquin Valley	\$202,021	\$500,000	\$300,000	\$85,714	\$243,385	\$172,700
Southern Border	\$74,385	\$600,000	\$200,000	\$85,714	\$243,385	\$159,400
Ventura	\$82,927	\$350,000	\$180,000	\$85,714	\$243,385	\$157,300

Technical Assistance (FY 17/18):	
California Workforce Association	\$423,000
Technical Assistance (FY 18/19):	
California Workforce Association with California Labor Federation, Social Policy Research Associates, David Schindler and John Chamberlin	\$350,000
Evaluation (FY 18/19):	
Corporation for a Skilled Workforce	\$250,000

Regional Organizer, Regional Training Coordinator and Training Grant

In each RPU, the Regional Organizer (RO) is additional capacity to support ongoing efforts that enhance regional workforce leadership collaboration and implement the Regional Plans.. Regional Training Coordinators (RTC) and training funds support continued professional development and capacity building efforts for staff and partners in the region.

Technical Assistance and Support

The California Workforce Association along with partners California Labor Federation, Social Policy Research Associates with two expert consultants will continue to deploy a wide range of approaches, strategies, and techniques to ensure RPUs have access to information and resources that will support the achievement of strategic goals and objectives. The TA team provide expert advice, consultation and technical assistance; support for regional priorities, plan implementation and policies; professional development; stakeholder engagement guidance; and provide a communication loop to state leaders.

Evaluation

Corporation for a Skilled Workforce has been hired to review outcomes of the RPI effort to date and evaluate these efforts against the CWDB’s vision of regionalism and economic growth equity with the following questions:

- How close are the regions to the vision?
- How do we align vision with where the regions currently are?
- What can the CWDB better address to support the regions in achieving the vision?
- What is the role of the Local Board in regionalism?
- How does that co-exist with what is “hard wired” to be local?

Background of Regional Planning

Regional Plan Implementation builds on lessons learned from SlingShot: In 2014, prior to the passage of WIOA, The CWDB embarked on the SlingShot challenge, an effort to accelerate income mobility through regional collaboration. Local Workforce Boards were encouraged to collaborate and develop SlingShot regions to work with industry, education, workforce and economic development leaders to identify and solve regional employment challenges. This effort led the way for a new type of regional thinking and laid the groundwork for the development of the Regional Workforce Plans.

WIOA required regional planning: The passing of the federal Workforce Innovation and Opportunity Act (WIOA) gave statutory relevance to the SlingShot initiative by directing states to develop policies that supported regional partnerships, requiring states to designate regional planning units (RPUs) aligned with regional labor markets, and requiring both local and regional workforce plans to facilitate the implementation of sector strategies, the coordination of service delivery, the pooling of administrative costs, and the collective development of shared strategies among regionally organized Local Boards to ensure accountability and overall program performance.

California published the Regional Planning Unit boundaries in February, 2016 and released Regional Planning Guidance in September, 2016. The Regional Plans were submitted to the CWDB in March, 2017 and were evaluated, revised, and approved by the CWDB in September 2017.

Implementing the Regional Plans: While the Local Workforce Boards have traditionally written and implemented local plans, the concept of regional planning and convening regional industry, education, workforce and economic development partners to align resources, identify priority industries, revise educational curriculum to meet the needs of business, and align programs and services to better meet the needs of individuals with barriers to employment were new, innovative, and important, but all consuming efforts. To assist with the implementation of the regional plans, the CWDB requested that the Governor allocate WIOA 15% funds to assist the regions to implement their regional plans. The assistance was provided in three ways:

1. **Regional Organizers** hired by the local Workforce Development Boards in each region support ongoing efforts to enhance collaboration of regional workforce leaders and implement the Regional Plans. They are responsible for assisting the local Workforce Board Directors to develop regional communication and governance structures, support industry sector partnerships and coordinate with other initiatives to assist with accomplishing regional goals

2. **Regional Training Coordinators** are charged with ensuring that the staff and partners involved in the regional workforce system receive the training and professional development necessary to ensure that the goals in the regional plans can be accomplished. Regional Training Coordinators are hired by local workforce boards in each region to develop regional training plans and provide professional development opportunities for staff and partners in the regional workforce system.
3. **Regional Plan Implementation Grants:** Grants were awarded to RPU through a competitive process to implement the goals and objectives of their regional plan. Each regional plan is focused on strategies that implement the three objectives of the State Plan: Fostering demand-driven skill attainment; enabling upward mobility for all Californians; and aligning, coordinating, and integrating programs and services. While the strategies, partners, priority industries and target populations vary according to regional needs, the outcomes associated with the regional plan implementation subgrants will be one or more of the following:

Demand-Side Outcomes:

- Industry Champions: recruitment, engagement and leadership by industry leaders in demand sectors
- Sector Strategies: Establishing, strengthening and/or expanding sector strategy in one or more demand industry
- Credentials: Development, and implementation of industry recognized credentials and specialty curriculum in targeted sectors
- Piloting the measurement of employer engagement in demand sectors using one or more of the WIOA employer performance measures.
- Promotion of job quality: Services and strategies developed and implemented to promote job quality

Supply-Side Outcomes:

- Partnerships: recruiting and engaging leadership of education (Community Colleges & Adult Ed Block Grant), workforce development, economic development, labor, Corrections and Parole systems, CBOs, Division of Apprenticeship Standards, and other supply side partners and identifying roles and responsibilities for organizing the effort to build a ready-to-work force
- Expanding and scaling existing Workforce Accelerator projects across a region
- Products: including asset maps, regional MOUs; regional administrative efficiencies (ex. Regional ETPL, regional procurement)
- Services and strategies implemented to remove barriers to employment

- Unified approach to business services and employer outreach and engagement

Regional Plan Implementation Early Wins By Region	
Bay Peninsula	<ul style="list-style-type: none"> • <i>Business A-Teams: Business Service staff from local boards have met, shared the menu of business services for each local board. Next meeting in October: will create menu of regional business services, create referral process, and discuss regional employer performance measures</i> • <i>Healthcare Industry Sector Committee: Each local boards has surveyed local Healthcare Champions and will create regional sector committee. Learning from SlingShot lessons with the Tech Industry</i>
Capital	<ul style="list-style-type: none"> • <i>Conducted 4 Regional Technology Forums on The Future of Work, published a research brief on how the digital economy will affect employers and workers, planning Regional Workforce Summit</i> • <i>Completed Industry Advisory group mapping and are working to align/integrate advisory groups</i> • <i>Identified Sacramento Valley Manufacturing Association as sector committee for advanced manufacturing</i> • <i>Provided Regional Business services training for staff and created a regional training website to publicize, register, and track staff training</i> • <i>Expanded LaunchPad, developed with SlingShot, to provide a web database for resources for business start-ups</i>
Coastal	<ul style="list-style-type: none"> • <i>Continuing SlingShot focus on Healthcare Sector by developing a curriculum for industry recognized certificate for Community Healthcare worker, developing a Healthcare career campaign, and contracting with CAEL to develop industry career pathways</i> • <i>MOU drafted and is under review by Local Board Directors</i> • <i>Completed RFP for a vendor to develop a Regional Business Website and is reviewing proposals</i>
East Bay	<ul style="list-style-type: none"> • <i>Developed East Bay regional Strategic Advisory Body made up of workforce development, economic development, community college, adult education, labor, four sector leads and regional organizer and hired a Regional Sector Partner Coordinator to focus on the supply-side partners</i> • <i>Four Sector Leads hired who come from industry for Advance Manufacturing, Healthcare, ICT, and Transportation/Logistics. Sector leads focus on industry</i> • <i>Manufacturers for the Bay Area, the Sector Council, has become a membership supported sector council led by industry and is supporting an early career ambassador program for high schools which will be expanded to vets and re-entry</i> • <i>East Bay Transportation Logistics partnership has started a dues paying association which will acts as the Sector Council and created a certificate program and social enterprise/internships for warehousing, driving, logistics</i> • <i>Healthcare Sector Council is working to plan for new medical record regulations and a data system that will be used by all hospitals/clinics in the East Bay</i>
Inland Empire	<ul style="list-style-type: none"> • <i>Two Sector Workgroups (Healthcare and Manufacturing) are operational and sector leads have been hired</i> • <i>One (1) Sector Partnership (Transportation/Logistics/Trade) is in beginning stages with the Distribution Management Association identifying business members</i> • <i>Partnering with colleges to publicize the education and training programs and career pathways offered by the Community Colleges in the region</i> • <i>MOU executed between Workforce Boards in region resulting in administrative efficiencies and reducing time spent on procurement and contracting</i>
Los Angeles Basin	<ul style="list-style-type: none"> • <i>Expanding Performance Pilot Partnership (P3) to all parts of the region to reengage disconnected probation, foster, and homeless youth and reintegrate them into the education system, training programs and employment</i>

<ul style="list-style-type: none"> • <i>System-wide approach to business engagement-reviewing strategies by WDBs and other partners (economic development, education and others) as well as best practices across nation</i> • <i>Development of protocol for regional scaling and replication of locally developed career pathways</i> • <i>Curriculum completed for specialty training for RNs-expanded career pathway focused on Perioperative and Critical care. Recruitment of incumbent workers underway</i> • <i>Expansion of Aero-Flex Pre-apprenticeship program to scale regionally- recruitment and training underway</i> • <i>Scaling LA Metro training opportunities for drivers and engineers across the region</i> • <i>Contract executed to develop strategies to share information and strengthen engagement of local WDB members in regional coordination</i> • <i>Building on a model developed by State Attorney General's Office creating a regional referral system , Back on track – hard hand-off from prison to AJCC</i> • <i>Enhancing/upgrading regional training directory for use by stakeholders in the region</i>
<p>Middle Sierra</p> <ul style="list-style-type: none"> • <i>Selected to become administrator of the Sierra Economic Development District (CSEDD), received funding and are facilitating and convening Economic Development Departments in the region</i> • <i>Awarded a Rural Business Development Center grant to create businesses to expand biomass removal from the forest. \$178,000</i> • <i>Planned and presented Central Sierra Economic Development Summit on July 26, 2018</i> • <i>Co-locating AJCC in Calaveras County with the Calaveras Business Resource Center</i> • <i>Creating the Amador Economic Prosperity Center with Chamber of Commerce, community college, and AJCC. MOU's are currently being signed</i>
<p>North State</p> <ul style="list-style-type: none"> • <i>Expanding Industry Sector Partnerships:</i> <ul style="list-style-type: none"> ○ <i>Grow Manufacturing Initiative - Sector committee with high school partnerships resulted in train the trainers, tours of facilities and a Manufacturing Expo targeted to students</i> ○ <i>Shasta Grow Manufacturing Initiative is an offshoot of the larger Grow Initiative</i> ○ <i>Grow Tech Chico – City of Chico provided office space to support development of tech jobs in Chico</i> ○ <i>Nevada County Tech Connection - working to expand opportunities in Digital Media sector</i> ○ <i>Tehama County Ag Partnership- recruiting industry champions to work on leading this effort, which will include Farm Labor Sequencing – series of jobs that are linked into full Time year round jobs</i> ○ <i>Rural Health Care Partnerships have established a Non-profit Staffing Agency to attract workers to the area and assist in placing workers in clinics rather than hospitals. Staffing Agency was developed and run by an AJCC One-Stop Operator – business service staff aligned with sectors</i> • <i>Hiring a Sector Coach to provide sector partnership convening training to the region.</i>
<p>North Bay</p> <ul style="list-style-type: none"> • <i>Modified Priority Sectors to include Construction, due to change in economy and hiring due to fire destruction in the region</i> • <i>Created an RFA for Industry Innovation - applicants are businesses or business associations that represent priority sectors that identify gaps or challenges</i> • <i>Developed MOU which describes the regional cooperation agreements and decision making process developed and signed by all local Board Directors</i>
<p>North Coast</p> <ul style="list-style-type: none"> • <i>The Healthcare Leadership Advisory group created a Health Career Exploration Project, a summer program for high school students in healthcare</i> • <i>In partnership with CSU, Humboldt and College of the Redwoods, region is funding RN to BSN Nursing Bridge program with Strong Workforce funding</i> • <i>Work-based learning opportunities: Facilitating employers in planning for work-based learning</i>

<ul style="list-style-type: none"> • <i>Regional Trades Program - Implemented MC3 program with Humboldt Del Norte Building Trades Council and College of the Redwoods. Implemented Construction program in high schools building houses to train high school students in construction trades</i>
<p>Orange</p> <ul style="list-style-type: none"> • <i>Completed adoption of NextGen Sector partnerships by Workforce Boards in the region</i> • <i>Created Regional sector staff team and identified target business leaders in adv. mfg., health care, hospitality, Information Technology</i> • <i>Launching a sector partnership in Adv. Mfg. in September 2018</i> • <i>Assessed existing policies in terms of support for regional collaboration for sector partnerships focused on 7 areas: Priority of service, RR, support services, training services, work experience, incentives and stipends</i> • <i>Created broad based capacity building strategy focused on the Next Gen approach including boot camps for partners in Workforce development, education and economic development</i> • <i>Developed a Leadership Council – WDBs, Community colleges, K-12, economic development) that will be the support structure for partnerships</i>
<p>San Joaquin Valley</p> <ul style="list-style-type: none"> • <i>Developed MOU CCWC Central California Workforce Collaborative and created sub-regional efforts to contract with one One-Stop Operator and conduct AJCC Certification</i> • <i>Planning regional conferences: Innovators by Design, San Joaquin Valley Manufactures Alliance and Southern Valley Industrial Summit</i> • <i>Developing ETPL Council</i> • <i>Standardizing forms, fiscal process, and planning to centralize contracting and MOU development</i> • <i>Developed regional training plan</i>
<p>Southern Border</p> <ul style="list-style-type: none"> • <i>Connectory, a regional list of supply chain businesses for the Advanced Manufacturing sector was developed and updated</i> • <i>Healthcare Sector Council integration with Community College advisory council completed and employer leadership recruited and area of focus determined to be Income Sharing Agreements and Job Quality experiments</i> • <i>Co-funding model priority determined to be Income Sharing Agreements, with repayment plans based on future earnings</i> • <i>Region is implementing on-demand English Language instruction through cell phone learning providers</i> • <i>Region is piloting LinkedIn Learning for AJCC customers and staff for specific occupations skills competency as an on-line learning tool</i> • <i>Region is piloting the National Career Readiness Certificate with employers</i> • <i>Region is researching 2-3Generation service designs, parent/youth work</i>
<p>Ventura</p> <ul style="list-style-type: none"> • <i>Four functioning Industry Sector Committees: Business Services, Clean/Green, Healthcare and Manufacturing. All meet regularly, are business led and have current actions plans. A joint sector meeting is planned for August 2018</i> • <i>Focus on work-based learning through incumbent worker training, OJT, internships, and apprenticeship. Work based learning web-page developed and operational</i> • <i>Work-Based Learning kick-off event had 63 participants</i> • <i>Regional outreach through radio show, e-blast, and media plan to target business owners, executives and influencers</i> • <i>Hospital Association of Southern CA will, in collaboration with Ventura, San Luis Obispo and Santa Barbara Workforce Boards host a panel discussion in August on SoCal's Health Care Workforce Challenges, Approaches and Solutions</i>

Discussion:**Workforce Accelerator Fund**

Projects funded through the Workforce Accelerator test innovative solutions to specific challenges that inhibit career opportunity and employment success for target populations and improve access to the workforce development pipeline – education, training, support services, placement, retention, etc. These efforts do not create or reinforce service delivery or funding silos, but rather aim to result in strategies that take a new or unique approach to addressing workforce pipeline gaps specific to these populations, which can be applied, replicated or scaled to create broader impact and system improvement

Target populations include:

- Long term unemployed
- Returning veterans
- Individuals with disabilities
- Low income workers
- CalWORKS participants
- Disconnected youth
- Ex-offenders
- Immigrant job seekers

At A Glance - <https://cwdb.ca.gov/wp-content/uploads/sites/43/2017/03/WAF-at-a-GlanceV1.26.17.pdf>

	FY	Funded	Leveraged	Projects
1.0	13/14	\$2,139,000	\$3,140,343	16
2.0	14/15	\$2,948,000	\$3,895,362	26
3.0	15/16	\$5,712,866	\$6,097,102	27 +2 TA
4.0	16/17	\$2,748,088	\$4,248,182	17 + 3 TA
5.0	16/17	\$1,800,000	\$3,600,670	8
6.0	17/18	\$5,900,000	\$9,337,753	28 + 1 TA
7.0	18/19	\$4,847,965	\$5,209,860	28 + 2 TA

What makes Accelerator unique from the status quo for governmental grants is its flexibility. With an initiative-wide support network, Accelerator provides an opportunity for the workforce system to create services in unique ways, tailored to the needs of customers. This is an opportunity to try something new. If it is successful, we work to find ways to scale and replicate. If it is not successful, what can we learn? Applicants set their own metrics for what

success looks like for their project, and Accelerator has the flexibility to pivot and make adjustments throughout the grant period.

Applicants propose a problem to solve and a “Big Idea.” Critical to the Accelerator framework is the requirement that each project propose a team of individuals that will test, apply, and learn from the Big Idea. Each project must include an individual to represent each of the following categories:

- **Experts** bring 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** are team members who have access to groups of job seekers and/or employers through organizations representing them

The first cohort of sixteen relatively small, flexible grants tested the idea of public “angel capital” to try new ideas and learn which innovations are effective and scalable to the broader workforce system. The second round continued to fund new ideas and offered the original projects an opportunity to apply for additional funding to make course corrections, explore a new direction, or build on early successes.

While continuing to fund new ideas, Accelerator 3.0 and 4.0 also took on the challenge of scale and replication with additional project categories. Which early projects have been successful? What elements can be replicated in another industry, with a different population, or in a different region with different partners? Innovation Impact projects are 1:1 replication. A new applicant replicates a previous project with an advisor from the original project on their proposed team. Innovation Networks test new ideas or replicate and scale in multiple project sites with the applicant serving as the Hub.

Early lessons from these projects can be found in the *Practical Lessons from Accelerator 1.0 - 4.0* paper - <https://cwdb.ca.gov/wp-content/uploads/sites/43/2017/06/Practical-Lessons-from-WAF-Innovation-Solutions.pdf>

Communities of Practice

Communities of Practice were established with the Accelerator program and replicated across all program initiatives as a way to bring peers together to share and learn with each other and with the CWDB staff. Grantees are required to attend one to two in-person Communities of

Practice during their grant period. Through this initiative, we also offer topic-specific webinars and learning circles, Innovation Toolkit presentation webinars, and informal networking meet-ups.

System Change and Innovative Space

In order to keep the Accelerator initiative evolving and relevant based on what we learn, we tested two new funding categories with 5.0 and 6.0. Accelerator² projects model flexibility, innovation, design thinking, creating networks of stakeholders/partners, with collaboration regionally, statewide, and/or based on target population(s). The New Business as Usual category projects scale fundamental aspects and/or elements of successful projects by addressing the regulatory, programmatic and/or administrative barriers to expansion of the models, strategies or tools.

Accelerator 8.0 RFA will be released in November 2019.