



**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE**



MEETING NOTICE

**Friday, November 8, 2019
10:00 a.m. to 12:00 p.m.**

Tim Rainey,
Executive Director

I. Angelov Farooq,
Chair

**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 Resource Center
1545 Wilshire Blvd., 5th Floor
Los Angeles, CA 90017

Workforce Connection
2125 Kern Street, Suite 208
Fresno, CA 93721

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

**Center for Labor Research and
Education**
2521 Channing Way
Berkeley, CA 94720

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

AGENDA

- 1. Welcome and Opening Remarks**
- 2. Public Comment**
- 3. Action Items**
 - a. Approve July 17, 2019 Meeting Summary
 - b. SELACO request for modification of Local Area

4. Updates and Discussion

- a. State Plan development
- b. New Future of Work Department
- c. Initiatives Updates:
 - i. AB 1111 – Removing Barriers to Employment Act: Breaking Barriers to Employment Initiative
 - ii. High Road Construction Careers: SB 1
 - iii. Regional Plan Implementation
 - iv. Prison to Employment

5. Other Business

- a. State Board Meeting Agenda

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 July 17, 2019 Meeting Summary
- b. SELACO request for modification of Local Area

Action:

Approve the Executive Committee meeting summary from July 17, 2019

**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE MEETING
JULY 17, 2019
MEETING SUMMARY**

a. Welcome and Opening Remarks

Tim Rainey welcomed everyone and let those present know that Angelov Farooq would be the new chair but that he cannot make a formal announcement until the July 31st meeting. Tim Rainey also announced that Mike Rossi had resigned from the Board. Angelov Farooq speaks about his excitement to be the chair and how the timing could not have been better. He mentions that there will be a lot change under Secretary Su and Governor Newsom. He mentions that he was born and raised in the Inland Empire and is elected as part of the School Board there. He wants to set up partnerships with the building trades and wants to know how the Board members can be more involved. Jamil says how great it is for Angelov to be the chair and how proud he is of Angelov. Others give him congratulations.

Member in Attendance:

John Brauer

Robert Redlo (Phone)

Jamil Dada (Phone)

Alma Salazar (Phone)

Diane Factor (Phone)

Abby Snay

Angelov Farooq

Amy Wilson for Sec. Julie Su

Patrick Henning Jr

Carl Zabin (Phone)

Stephen Levy (Phone)

b. Public Comment

No Public Comment

c. Action Items

a. Approve Meeting Summary of November 1, 2018.

A motion to approve the summary was moved by Patrick Henning Jr. and seconded by John Brauer. The board voted unanimously to approve the summary.

b. Add Approval of Subsequent Designation and Recertification of Local Boards to Full Board Meeting Agenda.

Patrick Henning Jr. proposed to amend the action item to add language that staff would “review” additional documentation before awarding full approval of conditionally approved Local Areas and Local Boards. A motion to approve the item with the added language was moved by John Brauer and seconded by Abby Snay. The board voted unanimously to approve this action item.

d. Discussion/Updates

- #### **a. New California Workforce Department:** Dan Rounds and Tim Rainey made the update that Julie Su, the new Labor Secretary, proposed to the Governor consolidating workforce related departments under Labor Agency. The California Workforce Development Board would be one of these departments in the consolidation along with the Employment Development Department’s (EDD) Workforce Services Branch (WSB), the Department of Industrial Relations’ (DIR) Division of Apprenticeship Standards (DAS), and the Employment Training Panel (ETP). These four departments would be combined as one new department called the Future of Work Department. Dan Rounds adds that the Executive Staff Members of the departments involved in the merge have been meeting regularly to work on designing this new department and how it will function. Carol Zabin expresses how this is a great idea. She asks if this represents a hollowing out of DIR by removing DAS and how DIR will remain strong. Dan Rounds responds that all councils and appointees will continue to have decision making authority. Amy Wilson stats that combining all these departments allows for more boldly and aggressively meeting workforce goals. Tim Rainey states that California has higher standards than the Federal Government for apprenticeships and the goal is to preserve those standards on the construction side. Amy Wilson states that there is a federal posting regarding apprenticeship standards. Abby Snay asks if she can see this posting. Alma Salazar asks for clarification to the assumption that the Governor’s Future of Work Commission will set the workforce vision for the state. Tim Rainey states that the new department will have a newly developed strategic plan that will be the guiding document and vision. Stephen Levy says that there are four to five million people retiring

by 2030, and he has not heard a word about how to prepare for that. Patrick Henning Jr. responds that the Governor has called a commission on aging and workforce, that Secretary Julie Su is on the commission and that the Governor sees urgency on this issue. Mr. Levy offers that he is available to help the Board in any way. Diane factor says we should make sure that apprentice standards focus both on high end technical jobs and labor intensive jobs and that one should not be more important than the other. John Brauer states that California is already picking up High Road Training Partnerships practices, and that this new structure gives Labor Agency a way to drive other state agencies into doing the same. Abby Snay asks if leadership has been identified yet for the new department. Tim Rainey responds not yet. Abby Snay says that this new department sounds like it will keep the existing Governor's bodies intact and that it seems like there are opportunities to cross silos and opportunities to cross committees in areas that start breaking down silos. She asks if there could be a way to focus on career pathways by sector. Tim Rainey responds that the CWDB will likely be the advisory body for the new department and therefore play a bigger role than it already does. Ms. Snay asks if the Labor Market Information Division would be consolidated. Dan Rounds says that they are working on that now.

- b. **Local and Regional Plan Modification:** Marissa Clark and Sandra Hamameh update that the Local and Regional Plans have to be modified every two years. The Regional Plan modifications were due on March 15th, 2019. The plans were scored by three groups of subject matter experts and have all been approved. The Local Plan modifications were due March 15th, 2019. There are 21 reviewers for these modifications, and they have only gone through half of the revisions. The Local Plan modifications focus on identifying new opportunities for partnerships and honing in on existing partnerships. Ala Salazar asks if there were any standouts. Robin Purdy states that there were 10 indicators that aligned with the State Plan and that next year, they want to focus on job quality. Alma Salazar and Diane factor request to see plan scores.
- c. **State Plan Revisions for 2020:** The State Plan revisions are due on March 15, 2020. The process will be to set up a subcommittee to oversee the process and vet the plan. Staff working groups will be built amongst core partners to review and make recommendations. The plan will be constructed around Governor Gavin Newsom's and Secretary Julie Su's vision. The State Plan revisions will focus on demand driven skills and upward mobility for those with barriers to employment. Apprenticeship and the new department will be in the plan along with housing and homelessness. Partnerships that currently exist will be reviewed and retooled. Marissa Clark states that she might be reaching out to Board Members for help. Alma Salazar asks about the State Perkins plan and if the State Plan will overlap with it. Dan Rounds says that they are required to have these plans align but that they are not where they need to be on

that because of limited capacity. Abby Snay states that she was invited to be in a workgroup on the State Perkins Plan and that she is happy to serve. Tim Rainey says that there are several people on committee and are closely aligned with education. Stephen Levy says that he is happy to help in any way. Dan Rounds says that Julie Su wants High Road Strategies to be central. Tim Rainey says that they will be marching towards High Road Strategies.

- d. **Legislative:** Skipped
- e. **AB 2915:** Marissa Clark and Sandra Hamameh update that the first workgroup convened in November on an accelerated timeline. The workgroup decided to use a two pronged approach. First, an Information Notice that provides information from partners on existing infrastructure and how to connect it with local emergency management. Second, they will be creating a policy with more technical assistance on how to share resources. John Brauer asks if rapid response members are being included. Marissa Clark says that when an event happens in an area, another area wants to send staff to help but they are not sure if they are allowed to. The document will provide specificity on how staff can be sent over to help and how the financial aspect will work.
- f. **Workforce Metrics Dashboard:** Dan Rounds gives an update about how he is working on the next dashboard report and drafting a narrative on how to interpret data. The report is large but granular. The outcome tables of the Community College Chancellor's Office discovered that the recipients enrolled in CTE have higher training completion rates than the general Community College. The CWDB really wants to build up this analytical capacity in the new department. CAALSkills is taking on new partners, which include Corrections. The CWDB is looking at labor market outcomes for post release and coordinating it with prerelease programming. The CWDB is reviewing program summaries and providing feedback. There are breakouts for programs on regional level, age, ethnicity, gender and veterans. This is woven in existing LMID data from current research papers. Carol Zabin asks if the CWDB has been interacting with the California Policy lab. Dan Rounds responds, saying that yes they are and that they are mining the data. He adds that he will provide recommendations on how to do a deep dive analysis of the data in the fall so we can explain net impact of various programs. The CWDB's ability to share the research is contingent upon our partners' approval. They have to elect to participate or not. However, everyone is mandated on sharing their outcomes, so if they don't participate, they have to figure out how to share their outcomes without the aid of the Board. Bob Redlo asks if the CWDB breakdown analysis is by industry sector. Dan Rounds responds with how they can't measure training because there is no data. The CWDB can identify the sectors, but not the occupations people go into. To do this, case managers would have to track that when they enroll.

Bob Redlo asks if the CWDB could do age and gender in occupations that we have. Dan responds with it depends on how the data is cut

- g. **AB 1111:** Joelle Hurst gives the update. In June the CWDB reached out to the field to see who was interested. There were 138 letters of intent sent in with a total of \$58 million being asked for but that the CWDB has only \$11 million to grant out. The official RFA went out the weekend before this meeting. The CWDB has application workshops on July 19th and July 24th. Applications are due August 26, 2019 and the awards should be given in October. These are state contracts so it takes a little longer to get money out in the field.
- h. **High Road Vision:** Tim Rainey gives the update on how the High Road Vision will be a main vision for the Board over the next four years. The CWDB has money for H RTP and HRCC with \$30 million a year for the next five years with authorization for the start of 2019. HRCC received \$10 million to expand work with the preconstruction training project. SB 1 will also receive \$5 million a year for five years. Internal capacity has delayed the process to put money out but it is being worked on.
- i. **Prison to Employment:** Curtis Notsinneh gives the update on how the CWDB is building on a corrections workforce partnership agreement. There is \$37 million in the general fund to fund integration services each year for the next three years. Of that \$37 million, \$27 million will be set aside for training grants and other projects. The CWDB received 14 applications, one from each region. The CWDB reviewed and scored the applications and granted award letters. Some of the funds are in the field while some contracts are still being executed. The only grant not in the contract process is with Southern Border. Recently the CWDB hosted a conference where all 14 regions showed their plans. They will all be following up in September for Meeting of the Minds.
- j. **Regional Plan Implementation:** Robin Purdy gives an update on RPI. The CWDB is developing an evaluation this year to review investments, how they align with the state vision, and where we need to provide technical assistance.
- k. **Workforce Accelerator Fund:** Joelle Hurst gives the update on how in May of 2019, the CWDB awarded 28 projects. The CWDB is building a searchable database on accelerator programs. We will be releasing the next round of accelerator in RFA in October. Meeting of the Minds in Monterey is the first week of September, and we are planning on having lots of CWDB content there. Sec. Julie Su is planning on doing a plenary session. If you want to go, let us know, and we'll work with you. Carol Zabin asks when H RTP funding will be going out. Joelle Hurst answers that the GGRF funds take a little more time because the CWDB has to work with other agencies such as Carb to get approval on the RFA. John

Brauer asks when the AB 398 report will be out. Tim Rainey responds that it is in final review with the Governor's Office.

e. Other Business

No closing comments

With no further business, Alma Salazar moved to adjourn and it was seconded by Abby Snay. Meeting adjourned.

Action:**SELACO request for modification of Local Area****Action Requested:**

That the Board approve local area modification application to transfer the City of Paramount from the Los Angeles County Workforce Development Board to the Southeast Los Angeles County (SELACO) Workforce Development Board

Background:

On September 13, 2019, the CWDB received an application from SELACO requesting a local area modification to transfer the City of Paramount from the jurisdiction of the Los Angeles County Local Workforce Development Area to the SELACO Local Workforce Development Area.

The driving force behind this application is the desire of the City of Paramount to affiliate with, and receive federally funded workforce development services from, SELACO WDB. The following information provides background on the request by Paramount representatives, and subsequent action by SELACO's governing body, WDB and member cities.

- On February 19, 2019, the Paramount City Council voted unanimously to enter into an agreement to join the SELACO JPA, with the desire of having the City's residents receive workforce services by the SELACO WDB. In taking this action, the Council cited its desire for local control regarding training and employment services. The Council instructed the City Manager and his team to reach out to the SELACO WDB, the elected officials from its member cities, leadership of the L.A. County workforce program, and the County Supervisor for the Fourth District to communicate Council action.
- On February 19, 2019, SELACO's Policy Board, which consists of an elected official from each Member City, voted to support the local area modification process. On May 23, 2019, the WDB authorized its Executive Director to submit a Modified Local Area application to the California WDB.
- In support of the action taken by the SELACO Policy Board, each of the JPA Cities secured a City Council resolution expressing support for Paramount's desire to join the JPA and become part of the Local Area served by the SELACO WDB.

- On March 21, 2019, in a letter to the Chief Deputy of the department that administers WIOA programs for the L.A. County Local Workforce Development Area, Fourth District Supervisor Janice Hahn, who currently serves as Chair of the Board of Supervisors, expressed her endorsement of Paramount's request to join the SELACO Local Area. Supervisor Hahn's letter acknowledges that, by joining SELACO, "Paramount would be able to coordinate with its neighboring cities on workforce and employment services for its residents."
- On November 5, 2019 the CWDB and EDD were notified by the Los Angeles County Workforce Development Board that they would not oppose this local area modification application, but requested a timeline for implementation that would allow them to get input from the LA County WDB.

The local area modification application was referred to the Employment Development Department (EDD) for review and analysis. EDD's recommendation is to approve the application. CWDB staff agrees with EDD's analysis and supports the recommendation.

The transfer of the City of Paramount to the SELACO WDB will result in greater local control over workforce programs and services for the City of Paramount, an increase in services to City of Paramount residents, greater access to career opportunities in targeted sectors, and increased outreach to businesses based in the City of Paramount.

Policy Criteria:

Section 106 of the Workforce Innovation and Opportunity Act provides the Governor the authority and responsibility to designate Local Workforce Development Areas (local area). These responsibilities are also codified in the California Unemployment Insurance Code. The SELACO WDB application is consistent with the CWDB's policy for requesting a local area modification as contained in Directive WIAD05-02.

Next Steps:

Upon recommendation by the full State Board and approval of the application by the Secretary of the Labor and Workforce Development Agency acting on behalf of the Governor, the local area modification will take effect on July 1, 2020. EDD will take the necessary administrative actions to affect the transition working with both SELACO WDB and Los Angeles County WDB. This will include such things as attaining input from the LA County WDB, revision of formula funding allocations, physical assets and other related administrative and programmatic functions.

Recommendation:

Approve local area modification application to transfer the City of Paramount from the Los Angeles County Local Workforce Development Area to the SELACO Local Workforce Development Area.

Attachment: Local Workforce Development Area Modification Application – SELACO

<https://www.selacowdb.com/wp-content/uploads/SELACO-WDB-Local-Workforce-Development-Area-Modification-Application-September-2019.pdf>

Item 4. Updates and Discussion

- a. State Plan Development
- b. New Future of Work Department
- c. Initiative Updates:
 - i. AB 1111 – Removing Barriers to Employment Act: Breaking Barriers to Employment Initiative
 - ii. High Road Construction Careers
 - iii. Regional Plan Implementation
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Item 5. Other Business

- a. State Board Meeting Agenda

Discussion:**State Plan Development**

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.

The CWDB WIOA State Plan Sub Committee met on October 9, 2019 to review and provide feedback on a high-level framework for the 2020-2023 State Plan. Following the October 9th meeting, CWDB staff began convening small workgroups with WIOA core programs, WIOA required partners, as well as strategic California partners. The workgroup discussions have been centered on identifying concrete goals and strategies that further the CWDB State Plan framework and policy objectives. To date, CWDB staff have convened 10 meetings. Additional meetings are scheduled throughout November and early December.

Based on conversations with DOL Region 6, the CWDB anticipates the next State Plan will be due to the federal government in early March 2020. In order to meet this deadline, CWDB staff anticipate that a draft of the State Plan will be available for a 30-day public comment period in January.

Unified Strategic Workforce Development Plan 2020-2023

Skills Attainment for Upward Mobility | Aligned Services for Shared Prosperity

VISION

Under the leadership of the Governor and Secretary of Labor and Workforce Development, California's vision for the future of workforce development is centered on the establishment and growth of a High Road workforce system. This High Road system will be focused on meaningful industry engagement and placing Californians in quality jobs that provide economic security.

California is committed to developing a workforce system that enables economic growth and shared prosperity for employers and employees, especially those with barriers to employment, by investing in industry partnerships, job quality, and meaningful skills attainment rather than low wages, contingent employment, and minimal benefits.

OBJECTIVES

To fulfill this vision, the California Unified Strategic Workforce Development Plan (State Plan) is being developed with three main policy objectives in mind. These objectives are in direct alignment with the framework laid out by the federal Workforce Innovation and Opportunity Act and will also ensure the workforce system is operating in a manner that supports and furthers key areas of Governor Newsom's agenda. The following objectives are intended to drive policy, procedures, and service delivery across programs at the state, regional, and local levels:

- **Fostering Demand-Driven Skills Attainment.**

Aligning workforce and education program content with state industry sectors so that California's employers and businesses are provided with the skilled workforce necessary to compete in the global economy.

- **Enabling Upward Mobility for All Californians.**

Ensuring that workforce and education programs are accessible for all Californians, including those with barriers to employment, by prioritizing investments in marketable skills that will lead to quality jobs that provide economic security.

- **Aligning, Coordinating, and Integrating Programs and Services.**

Economizing limited resources to achieve scale and impact by ensuring workforce and education programs that operate with common goals work in close collaboration towards a coherent and unified strategy.

STRATEGIES

The CWDB and its state partners will utilize (to the extent appropriate for each program), seven policy strategies that frame, align, and guide program coordination at the state, local, and regional levels. These policies include the following:

1. **Sector Strategies**

Aligning workforce and education programs with leading and emergent industry sectors' skills needs.

2. **Career Pathways**

Enabling of progressive skills development through education and training programs using multiple entry and exit points, so that each level of skills

development corresponds with labor market gains for those being trained or educated.

3. Regional Partnerships

Building partnerships between industry leaders, including organized labor, workforce professionals, education and training providers, and economic development leaders to develop workforce and education policies that support regional economic growth.

4. Earn and Learn

Using training and education best practices that combine applied learning opportunities with material compensation while facilitating skills development in the context of actual labor market participation.

5. Supportive Services

Providing ancillary services like childcare, transportation, and counseling to facilitate program completion by those enrolled in training and education courses.

6. Creating Cross-System Data Capacity

Using diagnostic labor market data to assess where to invest, and also, the use performance data to assess the value of those investments.

7. Integrated Service Delivery

Braiding resources and coordinating services at the local level to meet client needs.

IMPLEMENTATION

The partnership agreements established between the CWDB and its state partners will serve as the vehicle for implementing the vision, objectives, and strategies laid out above. Each agreement will be based off of the same foundational framework to ensure ongoing alignment of the various agencies. Each agreement will also include concrete goals associated with one or more of the seven strategies. These goals will be tracked and measured over the next four years to ensure progress is being made towards our shared vision.

Discussion:

New Future of Work Department

The Newsom administration is proposing the creation a Future of Work Department that seeks to consolidate organizations, strategy, operations and funding streams within the purview of the Labor and Workforce Development Agency into a single Department under common leadership, purpose and vision. For employers and jobs seekers, this will streamline currently disparate programs into a more consistent system of programs, services and supports that is more effectively accessed and efficiently administered. Those organizations and funding include the Employment Training Panel, the Workforce Services Branch of EDD, the Division of Apprenticeship Standards, and the California Workforce Development Board. The new Future of Work Department, when enacted, will have an external engagement arm that focuses on aligning workforce services with related education and human services programs, economic development, and local workforce boards.

The overriding vision of the proposed Future of Work Department is the development of a High Road workforce system, premised on making sure that investments support and build pathways to quality jobs for Californians, particularly those facing barriers to employment. The High Road strategy focuses on job quality, equity, and climate resilience as critical to workforce development. The model brings together workers, unions, and employers in industry-driven and sector-based partnerships so that programs and training, including earn and learn and apprenticeship, are relevant to regional economies.