



**CALIFORNIA WORKFORCE DEVELOPMENT BOARD
QUARTERLY
MEETING NOTICE**



Tim Rainey,
Executive Director

**Wednesday, July 22, 2020
10:00 a.m. to 1:00 p.m.**

Gavin Newsom,
Governor

Angelov Farooq,
Chair

Board Packet Available
<https://cwdb.ca.gov/meetings/>

Meeting Livestreamed on CWDB YouTube
<https://www.youtube.com/channel/UC8j2IMLyol-6ifdLHGTXLiQ>

Public Comment Accepted via Email
BoardPublicComment@cwdb.ca.gov

AGENDA

1. Welcome and Opening Remarks

2. Action Item

- a. Approve November 21, 2019 Meeting Summary
 - i. Board Member Questions or Discussion
 - ii. Public Comment
 - iii. Motion

3. Updates and Discussion

- a. Submission of [2020-2023 Unified Strategic Workforce Development Plan](#)
- b. COVID-19 Workforce Responses
- c. 2020-2021 State Budget
 - i. Department of Better Jobs and Higher Wages
 - ii. SEED Initiative
 - iii. Prison to Employment Evaluation
 - iv. Greenhouse Gas Reduction Fund, Part 2 of 5
- d. AB 398 Report
- e. [Final Jobs and Training Report to Prop. 39 Citizens Oversight Board](#)
- f. Initiatives Updates:
 - i. [High Road Construction Careers](#)
 - ii. [High Road Training Partnerships](#)
 - iii. [Regional Plan Implementation](#)

- iv. CAAL-Skills
- v. [AB 1111 – Removing Barriers to Employment Act: Breaking Barriers to Employment Initiative](#)
- vi. [Workforce Accelerator Fund](#)
- vii. [Prison to Employment Grant Program](#)

4. Other Business

- a. Dates for Next Executive Committee and Board Meeting

5. Public Comment

6. Adjourn

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 provide input at the public meetings, consistent with Executive Order N-29-20, CWDB will be permitting public comment electronically via email. The emails will be read aloud during the public comment periods provided above. Written comments provided to the Committee will be available to the public, in compliance with the Bagley-Keene Open Meeting Act, Gov. Code §11125.1.

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 on the CWDB website.

Item 1. Welcome and Opening Remarks

Item 2. Action Item

- a. Approve November 21, 2019 Meeting Summary
 - i. Board Member Questions or Discussion
 - ii. Public Comment
 - iii. Motion

Item 3. Updates and Discussion

Action:

Approve the Full Board meeting summary from November 21, 2019

**CALIFORNIA WORKFORCE INVESTMENT BOARD
FULL BOARD MEETING SUMMARY
November 21, 2019**

1. WELCOME AND INTRODUCTIONS:

Director Tim Rainey welcomes everyone and directs the meeting to Chairman Angelov Farooq to verify if there is a quorum present. Angelov thanks Tim and indicates that quorum was not met. Angelov starts by introducing a new staff member and board member that the Governor recently appointed. He introduces Aida Cardenas. She is the new Deputy Director for Equity, Climate and Jobs. Angelov also shares that Governor Newsom has appointed Mark Arrebo, he is the San Diego President and CEO of Refined Management. The next person is Kamyar Amiri-Davani of Laguna Beach. He is Vice President of Outclick Media.

Members Present:

John Brauer	Connie Leyva	Alma Salazar
Jamil Dada	Laura Long	Fabrizio Sasso
Diane Factor	Rebecca Miller	Abby Snay
Angelov Farooq	Stephen Monteros	Joseph Williams
Lawrence Frank	Bob Redlo	Joe Xavier
Michael Gallo	Nicole Rice	Gloria Young
Jason Haider	Charles Rojas	Carol Zabin
Patrick Henning	Rudy Salas	
Hilary Lentini		

2. PUBLIC COMMENT

Two public comments:

- 1) Jeff Wood, Vice Mayor of the City of Lakewood: present to speak about Southeast Los Angeles County (SELACO) Workforce Development Boards. Jeff Woods introduces himself and states he is here to support SELACO and Los Angeles County Workforce. He states he is here today to speak about adding the city of Paramore to SELACO. Individually,

collectively, surrounding cities have welcomed the City of Paramore. We are eager and excited to collaborate with our neighboring cities to offer employment and job opportunities to residents of South East Los Angeles.

- 2) John Moreno, City Manager for Paramount: desire of city council to affiliate to receive federally funded workforce services from WPB. The City of Paramount officials are firm in our belief that Paramount are a part of the same service provider family. Adding workforce services to our list of leveraged and shared resources, I believe, are economically beneficial for our region. So with your approval, the City of Paramount is willing to contribute our expertise to the continued success of SELACO in the needs of employers and job seekers in our region.

3. ACTION ITEMS

Approve July 31 2019 meeting summary: Motion-Stephen Monteros; Second-Nicole Rice; All in favor, no opposed. Motion carries. Meeting Summary notes are approved.

SELACO- Modification of Local Area on March 21st - government makes final decisions after board vote- Our recommendation goes to the governor for final decision- All in favor. Motion carries.

4. DISCUSSION

State Plan Development Update- Marissa Clark introduces herself and explains that after the last board meeting we convened a sub-committee meeting with labor, CEOs, private industry, and state partners, and we went over the framework that was very similar to the last state plan with very few tweaks. We asked what worked over the last 4 years and what didn't work. What are new barriers or issues we need to take into account? What are some really good things we need to highlight and celebrate? Following that, we started 10 or so mini work groups with our state partners to develop partnership agreements. The way we are going to approach these partnership agreements is to focus on taking into account the larger policy objectives, try to identify concrete goals that we can work on together to further that vision. We are starting the conversations with where our agency's priorities are. We have had about 15 or so meetings so far at this point and have about 5-8 more to go. In December we will be gathering all the information and getting a draft ready to go out in January for public comment. As of now, the due date is March 2020, so we need to get it ready to go out to public comment for 30 days. Once it goes out for public comment, we will be sure to let everyone know so they can provide feedback. Joseph Williams

states that the 30 days is a tight time for people to respond to this, have they been involved with the development? Marissa Clark responds, you're right, 30 days isn't a ton, but unfortunately given the deadline, that is what we have. However, the good news is, this is a very working document in that in two years we are going to have to revisit it again and update it. If there are certain groups that you think we should make a blast out to, when it does get posted for public comment, we will be more than happy to get a lot of input. Nicole Rice asks, do we have any wiggle room with that March 2020 day because what happens if you put it out for comment period and then you get a lot of feedback? Is the staff going to be able to incorporate or rewrite and get it out to the Feds within 28 days? Marissa Clark answers, I think we never want to sacrifice quality for expediency. However, we want to have that deadline that we are driving towards but when it goes out and there is a robust amount and we need to seek a little bit of extra time, we are open to doing that because I don't want to cram something but also want to be able to get it out in time that it can actually be implemented before the 2 year modification comes up. It does depend on the level of feedback we get. Abby Snay comments, there are certain efforts to get more connections through community based organizations for the system and just wondering if there is a way we can solicit that. Marissa responds, this is a great idea and we are looking at tagging our internal distribution list because the board does work in so many areas to try to push it out far and wide so it is not just posted and no one knows about it, we really want to get it out there. Joseph Williams asks is it appropriate to ask the Local Boards to help facilitate conversations around the draft plan? Marissa responds that they will be sending out an information notice that does go to the Local Board.

New Future of Work Department- Director Tim Rainey states last board meeting in July, Secretary Su, I and Dan Rounds did a pretty deep dive on the new department. Dennis Petrie who was head of the Workforce Services Branch in EDD, spoke about what a great idea it is building more efficiency in state-government by merging different departments into a single department under common leadership, under common vision to really streamline and build better government. Dan Rounds gives timeline of moving this proposal to the legislature next year in the fall of 2020. Nicole Rice comments that there have been conversations about this new department's mission work being connected to Future of Work (FOW) Commission, so is one contingent on the other? Tim answers, it is not clear yet because the FOW Commission is only into its third meeting. The expectation is that there is a connection, but we do not know what the recommendations are from the FOW commission yet, so we don't know what might be handed to the new department. Nicole asks, will there be any change felt by those in service to the governor and discretionary money use to build out

some of the programs, is any of that going to be impacted? Dan responds that the idea is to bring departments together. In terms of the roles and responsibilities, there is no affect. Larry Frank asks in regards to the 1,700 employees, are they existing employees or are they going to be new employees? Dan responds, all of the departments have vacancies so there will be new staff hired. Joseph Williams asks, the WIOA portion, if they recommend us to do something, do we have to do it? Or how does that work because they are not really responsible for the WIOA dollars. Dan responds, No, they don't trump you. The State Board will retain all of its authority. Angelov Farooq's comment/question to Dan is if the governor chartered the FOW Commission, the governor believes in some of the recommendations that would pertain to us, we're all serving at the discretion of the governor and can shape the way we do things. Dan says the simple answer is the State Board is the policy-making body for the new program. Federal law makes the State Board policy, the State Board serves the governor, and so if the governor wants to do something, with the WIOA funds, then that is his prerogative as long as what he wants to do is permissible. Nicole asks, part of the funding that we use to create Slingshot and Accelerator - that is the discretionary component of some of those federal dollars. Could there be a vision scenario that money will somehow get tied into the overall purpose of this department and then we lose the ability to directly control those dollars and it becomes the department's budget? Dan answers, it will be part of the department budget. The WIOA discretionary funds are a part of the regular budget process. The Labor Agency submits expenditures for the discretionary fund and that is voted on through the legislative process. Angelov points out that the Trump administration has appointed Jeff Stone, who is a State Senator, to be the Region 6 of Labor Department. He covers the 8 western states.

High Road presentation- Tim Rainey introduces Pastor Kevin Brown who is the Director for Apprenticeship at Sacramento Building Trades Council. He runs PWT with his wife Cynthia. William Walker is Workforce Development manager at the Sacramento Employment Training Agency. Jason Kenny is the Deputy Director for Real Estate Services department for real-estate; Jackie Roberts is the Secretary of the Department of Transportation. Jackie Roberts says Department of General Services put together a plan needing to renovate older buildings, with approval wanting to move as quickly as possible; learning new pathways, get a sense of highway initiatives and figure out what to do with them. What are our options? Talk to partners and got a lot of good context from them. Golden 1 Center had just completed and that spiked employment discussions. Right now in Sacramento there are 3 different projects- contractors have a lot of positive feedback; coming out with new projects; projects can be successful as

long as we all work together. 3 projects growing-very exciting! Jason- This is HUGE! He goes on to state that the number of state employees grew. The need for more space for state employees is tremendous. The infrastructure is old. We are building several new buildings in Sacramento; new Natural Resources building and Richards Boulevard complex. Another project is the Swing Space building, which is looking to be completed in 2021. There is a tremendous amount of work that needs to be done. Child care facility to be built for state employees. 1,150 employees in new O street building. Kevin Brown with Sacramento Building Trades says that one of the most important things is a comingling vision, creating a pathway for everyone. When we start talking about the Golden 1 arena, we established a project labor agreement (PLA) that created community work, trade agreement. One of the roles I am privileged to play, Director of the Apprenticeship, the community based groups do have agreements to facilitate our programs. William Walker states that Golden 1 Center didn't happen in a vacuum, it did take discussion. As Kevin was saying, partnerships and relationships take up a lot of energy and time and communication. We did develop a great relationship with partner trades and we also developed a great partnership with the actual general contractors and sub-contractors so to be honest, without the general contractors, we probably would not be as successful as we are. The stats are telling us that we are being successful getting people out to these projects. There are about 90 people working on these projects. Tim Rainey thanks them all for the work they do here in Sacramento and comments on how impactful it is. Tim also comments that when you build in California, it builds employment. Stephen Monteros asks, what were some of the challenges in the startup of this integrating everyone to the workforce and how did you overcome some of those? William states that he builds confidence in people and figure out how they see themselves in these roles. First you have to build the culture of work. Kevin states that one of the things that we've learned is building capacity. The other thing that is important is the sourcing, sourcing in the sense of everyone who comes through our agency and classes can make applications. Kim adds that we had to look at it in a way that we have project labor agreement, how are we making sure they are sending target work so that the partnership that we have is really important. We have hit our goal because they are on the same page as we are. Hilary Lentini has a request for a follow up meeting to hear a counterpart on what's been happening in Sacramento, here in our greater Los Angeles region so I would love to hear about that. Larry Frank comments he is happy to follow up, he knows the Los Angeles region very well. We have about 120 buildings under project labor agreements. What I have found in the different apprenticeship programs is you absolutely need a training provider and employers that are completely invested. You absolutely need the trades that truly

want to work with you, but you also need the non-profit programs. Larry Frank asks, have you had any conversations with folks that are getting into the apprenticeship rank and working their way through in terms of getting into the middle class? William Walker answers, when we actually did the Golden 1 project, in many cases, a lot of individuals started moving to Elk Grove, Citrus Heights, in places like that. So, you can't lock a person in where they live. People move around. We've experienced people staying put. There is no location of living requirement for the projects but we do have similar agreement with the city of Sacramento where every project implements PLAs. We have had a lot of move around but not to the extent where they are moving a lot. Larry Frank comments that in LA one federal dollar federalizes project and metro has some federal dollars in all horizontal construction and we had to figure out a way to target a higher strategy. We had to develop a nationwide zip code map that allowed us to use it based on average median income. It is the first federal project that got the approval. Carol Zabin asks Larry if the issue is of people moving out and not being eligible anymore. Larry answers, it is interesting and one of the ways to think about it is to target individual characteristics, to not be part of the local hirer. I do not have percentages. Tim Rainey shares that he and Sydney Armendariz went to visit Chowchilla Women's facility and were talking to inmates who are in multi-craft training release so we can connect with people when they are released to these partnerships within the state. When we spoke to folks inside, there was a lot of excitement in what we are doing and the training inside is actually quite good. Kevin Brown states that we can connect our apprenticeship to projects. These projects are vital because we can move this training population into the workforce. Tim Rainey states with the re-entry population, you need to have different kinds of interventions for people because you are being released with a lot on your mind. You might even have some trauma. We need to make sure we have the supports that help people not to just get people into an apprenticeship, but a lot support them while they're in the program.

Future of Work Commission: Angelov Farooq introduces Lande Ajose, Senior Policy Advisor for Higher Education. Anmol Chaddha, who is a research director for Equitable Futures Lab Institute for the Future. Lande starts out at a high level with the FOW Commission and how it got started and where they are now. The goal is really for us to think about, as work is changing in the State of California, how should we be thinking about what the social compact work looks like. Work is different now. For a long time, we have seen work arrangements. We have seen an increase in work contracting. We have seen a number of changes as we think about the workforce. We have not seen government really think about our role in supporting Californians and supporting workers as these shifts take place

in the economy due to changes in technology, changes in AI, and increase in robotics. What is the social compact? How we need to react. What do we need to do to prepare Californians? We are the 5th largest economy in the world. We also have the highest poverty rates. We have huge disparities regionally, in terms of those folks who live in inland California and those who live on the coast. One of our assumptions we have is there is nothing predetermined or predestined about where we need to be. We have also said that robots are not coming to eat our jobs. The nature of work is changing so as far as those tasks within jobs that can be automated, are being automated. We need to make sure that workers are prepared for different skills. We also need to make sure that employers are treating workers well. We need to not only make sure that people have the skills, but we need to make sure that people have the jobs for those skilled workers to go into are fair jobs, are jobs that provide living wages, jobs that provide benefits. We are organizing ourselves around 8 meetings, we have 3 to date. Those meetings are moving across the state so last week we were in Riverside and had a great meeting focused on education skills and job quality. It is believed that having a college degree has no benefits to certain points. This is how we are approaching our work. We have our next meeting in Los Angeles on December 12th on low wage work. Lande then hands the meeting over to Anmol Chaddha. He goes over the cities where they are holding these meetings, Sacramento being the last meeting in April 2020. A lot of conversations we have been having over the last 5-6 years have been about change and anxiety around jobs and technology changes. Those are definitely important but there are other things that are impacting the future of work as well. It is important that this commission not be entirely consumed with questions about automation. Automation is just one technological change. The collection of data on how employees like their job and work place is important. California is a very large and strong economy, wealthy economy. Overall a very successful economy. At the same time, it is not working for everyone. One struggle are jobs that are paying \$15 or less. A lot of workers are having issues paying housing, their regular life expenses, so when you put those together, 80% are not benefitting from the economy. Carol Zabin asks, are there videos of the previous meetings? Anmol answers yes, they are live streamed now and are available on the website. The Twitter account is Go-Biz and they are good about posting the live streams. Mike Gallo asks, have you incorporated education, K-12, into any of the considerations? Lande responds that we have been talking about education, focusing on apprenticeships. The governor has approved 500,000 apprenticeships. Those apprenticeships will be in a range of occupations and of industries; could be throughout the education sector. Mike also asks if there is an interface with the Department of Education (CDE) so they can participate on the commission. Lande says, I don't think we

have anyone from CDE on the commission per say. One thing I would note is that in addition to the FOW Commission, the governor set up a couple of other commissions, and one is post-secondary education. Gloria Young asks, I wanted to find out about some of the highlights on your first meeting in LA. I am interested to know if there was anything interesting that came out of that. Lande replies that the first meeting was actually here in Sacramento. It was meaningful to the commissioners to not be afraid with big, bold, audacious ideas on what needed to be done. It is encouraging for us to come up with big ideas. And I think it was empowering for the commissioners and gave them free range. At the Silicon Valley meeting, we had a number of technology members who came to present. Some of that was pretty interesting because we were able to get in deep and understand the role of technology in the trucking industry. This meeting was more about education and training and thinking out the jobs. We have had multiple different themes, going from one theme to another, around wealth. 20% of low wage workers have bachelor's degrees. People assume that education is the answer. Diane Factor comments that she is based in Los Angeles and if you can send, again, meetings in Los Angeles and I would like to help get the right people in the room. I hear that we could work better at aligning some of your goals with the high road model. I would like to be helpful in that area. If someone will follow up with me, I really can't do it through a Twitter account. Angelov Farooq comments that we will have staff follow up with you all and the board commission and thank you for your suggestion to provide engagement. Abby Snay says I have had the pleasure of attending previous meetings and connecting to our last presentation, the State itself as an employer, as an investor, as a procurer, is the impact that the State can have. I am sorry you missed the discussion on how the general services agency hears what the Sacramento set up is in creating apprenticeship with labor agreements. Lande thanks Abby for her comment and states the commissioners have wanted to schedule conversations. We have monthly, bi-monthly meetings at the Capitol with all of the agencies so that is the kind of thing that not only can we push it out in terms of having our commissioners do it, but opportunities for us to do it. Angelov Farooq thanks Lande and Anmol for their work and what they're doing is phenomenal. He also notes that it is not only important for our state but our country and the world is going to be looking to direction and policies. Thank you for coming out to share this with us today. Angelov goes on to say that one thing he does want to say is important as this is the last meeting of the year, our board and this is directly from Secretary Su, Tim Rainey and myself, we are not going to stand idle about waiting for recommendations coming out from the FOW Commission, but we know intuitively things we need to be doing better so our board will be being proactive and taking policy recommendations. February is

going to be our next meeting right from the onset of that time frame. Including things that have been discussed at the FOW Commission so stay tuned for that and thank you so much for your support.

5. OTHER BUSINESS

Initiative Updates: Curtis Notsinneh

- AB1111- Breaking Barriers to Employment- \$15 million dollars intended for organizations to start building capacity to Local Boards. That RFA (Request for Applications) has been closed. We are happy to report that Secretary Su, yesterday, approved the Secretary Action Request on our recommendation awards for that. The AB1111 awards will be going out later this month.
- RPI 3.0- Regional Plan Implementation- RFA that is currently open. Closes on November 25th. John Chamberlain and Robin Purdy have hosted several administrative efficiency events, one in Fresno and one in LA.
- SB-1 for High Road Construction Careers - this RFA is out also. State Board held an application workshop on November 13th. Applications are due July 2020. Any questions you may have on this RFA, we have an inbox which is hrcc@cwdb.ca.gov.
- Accelerator 8.0 which is discretionary funds- the focus is on homelessness and housing insecurity. This RFA went out on November 12th. We have the application workshop on November 19th. If you have any questions, please email them to the CWDB at CWDBInfo@cwdb.ca.gov
- Prison to Employment - There are 28 contracts. There were 2 contracts for each labor region. 9 of those contracts are fully executed. All of 4 have gone up for signatures. We are wrapping up a pilot program with CDCR at SELACO and SETA.
- We just finished up a webinar on the LGBT community with CEO creating clearer visions. E-blast will go out in December. The Community of Practice is scheduled for February of 2020.
- GGRF- Green House Reduction Funds- supporting HRCC is from last year's budget, its \$165 million that come from cap and trade funds. There are \$100 million for high road partners - \$20 million each year for 5 years. \$15 million for high road construction careers. Those funds go through the Air Resources Board because they are cap and trade funds so they don't come directly to us.

Angelov Farooq asks if there are any questions for Curtis. There are no questions. Angelov asks if there are any other business to discuss before he closes out. There is nothing else to discuss. Our next meeting will be in February. We will be working with Secretary Su on scheduling those dates. Angelov thanks everyone for being here, we will be in touch and Happy Holidays. Meeting Adjourned.

California's 2020-2023 Unified Strategic Workforce Development Plan

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 California Unified Strategic Workforce Development Plan (State Plan) 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 convened nearly 20 small workgroup meetings with WIOA core programs, WIOA required partners, as well as strategic California partners.

Using the Governor's vision for California, subject matter expertise of our CWDB members, and extensive collaboration with our state partner agencies the Draft State Plan was assembled and posted to the CWDB website for a 30 day public comment period that closed on February 3rd.

The CWDB's WIOA State Plan Sub Committee on February 6th provided final review and feedback on the draft Plan. The Executive Committee, on behalf of the full Board, approved the draft at its March 4th meeting. Due to time constraints for plan submittal, the Executive acted on behalf of the Board per Bylaws Article VI, Sec 2. The Plan was also approved by the State Board of Education on March 11.

The State Plan was initially submitted to the Department of Labor by the March 31, 2020 deadline. DOL requested several additional updates in June. CWDB worked with partners to address the updates, and resubmit the plan. The Plan was approved on June 26th

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 approved 2020-2023 California Unified Strategic Workforce Development Plan (State Plan) was 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.

COVID-19 Update

Since the outbreak of the COVID-19 pandemic, many aspects of life and how we conduct business has changed. In March 2020, all of the CWDB projects were assured that we understood the potential impacts to their projects and that we would contact them individually in the coming months to assess the need for contract or subgrant modifications with as much flexibility as the funding sources allow. Program staff quickly developed a pre-modification intake form so that as they are approved, projects could immediately pivot to address changes they needed to make to complete their objectives. As of June 2020, all projects have been contacted and the appropriate contract and subgrant modifications are in process.

We continue to be mindful of the new challenges our grantees face and have been offering webinars and lunch and learns with experts provided by some of our technical assistance providers. Some of the topics covered include stepping up to the challenges of using virtual platforms to deliver training and services with equity and a series covering leading through crisis.

HRCC – High Road Construction Careers

- **SB1** – The purpose of the HRCC: SB 1 Program is the development and support of a system of regionally based pre-apprenticeship training partnerships. Dedicated funding for regional HRCC pre-apprenticeship partnerships serves many purposes that benefit California’s transportation systems and other infrastructure investments. The California Workforce Development Board (CWDB) received \$25 million (\$5 million annually for five years) to establish a pre-apprenticeship training program, beginning in 2019. An RFA was released in November 2019 covering the first three years of funding. Awards announced in June 2020 in the total amount of \$13,071,282.40. Eleven projects awarded covering all 12 HRCC regions. All currently in the contracting process.
- **Prop 39** Final Report to Citizen’s Oversight Committee was delivered in February 2020 and can be found on the CWDB website.
- **GGRF HRCC** - In Fiscal Year (FY) 2019-20, the Legislature appropriated \$30M from the Greenhouse Gas Reduction Fund (GGRF) to the CWDB for its two primary high road workforce development programs: \$10M for High Road Construction Careers (HRCC) and \$20M for High Road Training Partnerships (HRTTP). While the CWDB was approved for continuous program funding from the GGRF at the same level through FY 2023-24 – totaling \$165M, including \$150M for HRCC and HRTTP and \$15M for state operations – it is subject to the Legislature’s annual appropriations process and to availability of revenue in the GGRF. Due to Cap and Trade auction revenues in the fourth quarter coming short of projections, the GGRF HRCC for Year 1 have been reduced.

The CWDB anticipates the RFA for the GGRF HRCC to be released this fall.

HRTP – High Road Training Partnerships

- [High Road Training Partnerships: A Path to Reimagine & Rebuild Our Economy](#)
- **18/19 WIOA Funded Projects (8)** - The current round of HRTP projects are focused on expanding, enhancing, and/or building upon accomplishments and momentum through industry-specific innovation leading to improvements in equity, job quality, and environmental sustainability. The Grant term ends December 30, 2020.
- **GGRF HRTP**
 - Field Work – Aida Cardenas, Deputy Director of the CWDB High Road Field Branch has been prepping HTRPs in the field and has 20+ set to apply for GGRF HRTP grants.
 - RFAs – There will be two RFAs released for HRTP. The first is a closed competition for current projects and those new projects most ready to compete. It is anticipated that the RFA will be released mid-summer 2020. It will be closely followed by an open RFA for any other potential HTRPs to apply.
- **20/21 WIOA Funded Projects** – There is approximately \$4.3M in the Discretionary Budget dedicated to HRTP. The RFA will be released in the fall of 2020.

RPI – Regional Plan Implementation 3.0

To support the implementation of the regional plans, the CWDB funded Regional Organizers in each region to support ongoing efforts to enhance collaboration of regional workforce leaders and implement the Regional Plans, Regional Training Coordinators to ensure that the staff and partners involved in the regional workforce system receive training and professional development, Training Funds for professional development, and Regional Plan Implementation Grants to invest in the efforts of the RPUs to implement the goals and objectives of their regional plan.

- **2.0 Projects** – grant term ends September 30, 2020
- **3.0 Projects** – The 19/20 WIOA \$5,350,000 (\$365,238.04 matching) Regional Plan Implementation 3.0 funds were distributed to the 14 RPUs. Of this amount \$310,000 awarded to outside agencies for Technical Assistance and Evaluation. Grant term is April 1, 2020-September 30, 2021.
- **20/21 WIOA Funding/RFA** – Approximately \$5.4M in the Discretionary Budget is dedicated to regional work. The RFA will be released winter 20/21.

Background:

Regional Plan Implementation (RPI) is the continuation of the 2014 SlingShot Initiative to align economic, workforce development and education strategies and engage diverse partners to come up with solutions to workforce and economic challenges. SlingShot developed an integrated approach to achieving industry engagement through “regional compacts” among coalition partners. Regional Plan Implementation furthers this work by assisting regional coalitions that are flexible, innovative, and capable of risk-taking and experimentation, in developing and implementing regional workforce plans.

The goal of regionalism is to:

- Bring key workforce leaders together to enhance partnerships,
- Create collaboration among multiple workforce systems,
- Improve resources, and;
- Develop effective and innovative approaches that result in better services to jobs seekers and employers by implementing the objectives of the California’s Unified Strategic Workforce Development Plan.

In January of 2020, the RPU’s reported on their progress on developing partnerships to promote demand driven skill attainment and develop a regional skills infrastructure. The summary of the efforts to develop or expand

apprenticeship programs and partnerships with community colleges to advance skills certification in priority industry sectors is available on request.

Changes Resulting from COVID 19:

In February and March, the world changed. The pandemic and its impact resulted in a public health crisis and economic downturn exacerbated by stay at home orders, business shutdowns and record high unemployment. The last few months of 2020 have tested the flexibility, risk-taking, and innovation of the workforce system and given new importance to the State Plan objectives of equity, income mobility, skill attainment, job quality and system alignment. The pandemic has changed our approach to regionalism to focus on preparing the workforce system to meet needs of employers and job seekers in a socially distanced, more virtual world.

Below is a summary of the pivots that have been made in the Regional Plan Implementation efforts:

1. Regional Planning Units – Modifications and Pivots to RPI subgrants
 - a. Funding grants to small business to deal with COVID19 guidelines for reopening
 - b. Funding on-line resources and tools to assist employers and job seekers
 - c. Funding on-line certifications for priority industry sectors
 - d. Expanding Technology Apprenticeship programs
 - e. Training staff on use of on-line training resources
 - f. Virtual tools to support manufacturing careers and virtual work-based learning
 - g. Virtual regional peer review process for monitoring of AJCC participant files
 - h. Identifying “surge occupations” and methods to recruit, screen and refer candidates
 - i. Funding the development of future regional plans

2. State Level Coordination and Technical Assistance - Pivots to meet the needs of employers and job seekers facing layoffs and unemployment
 - a. CWDB, EDD, Department of Rehabilitation (DOR), and California Workforce Association (CWA) are coordinating efforts through the Statewide Training Team to enhance and deliver training to workforce staff and partners on platforms and tools for holding virtual meetings and conferences, providing virtual services to jobseekers and

- employers; and conducting virtual case management.
- b. EDD and CWDB developed a State-level Rapid Response team, developed goals and an action plan to provide state level resources, support, and technical assistance to Rapid Response Regional Roundtables and State's subcontracted rapid response grantees.
 - c. Additional State-level workgroup is being developed to identify and standardize foundational resources/tools necessary to assist regions to meet the needs of job seekers and employers while enhancing engagement and aligning efforts with the Regional Organizers and Regional Training Coordinators.
 - d. Regional Support staff participated and provided resources in AJCC Re-Opening Workgroup facilitated by California Workforce Association
 - e. Peer to Peer Training Webinars – local boards inform the regions:
 - Layoff Aversion Fund (LOAF) - grants to small business to prevent layoffs or closure during COVID 19 pandemic- Solano WDB
 - Virtual Job Fairs – Fresno WDB provided information on virtual job fairs focusing on employers in the supply chain, service sector, and public sector

3. RPI Evaluation – Pivots for Future Regional Planning

- a. In June 2019, Corporation for a Skilled Workforce, on behalf of the State Board, began an evaluation of the Regional Plan Implementation investments. The evaluation was designed to be developmental and formative, enabling learnings to be used to modify policies or shift approaches.
- b. The evaluation team has reviewed the self-assessment of the Regional Indicators submitted as part of the Two-Year Plan Update process, met with the Local Workforce Development Board Directors in each Regional Planning Unit, and attended in-person Technical Assistance meetings of regional staff.
- c. The team recently provided the State Board with observations that are relevant to the 4-Year Plan process including:
 - Re-articulating the overarching vision (better jobs/higher wages) and how regionalism is a key strategy for getting there.
 - Using 4-year planning cycle to redefine the relationship with the RPUs so that it is more of a dialogue and a collaboration, leading to a unique partnership with each region.
 - Shifting from a focus on multiple process measures to a focus on a small number of critical outcome measures related to that

overarching goal, soliciting input from the field.

- d. CWDB staff and the Evaluation team have met with Local Workforce Development Board Directors and Regional Organizing staff to begin redefining the relationship and receive input on the “end game/goals” of the regional work and how to measure success in future regional plan implementation efforts.
- e. The Evaluation team has worked with the CWDB Policy staff to provide input on the Planning Guidance for the 4-Year Regional Plans.
- f. The evaluation runs through December 31st.

CAAL-Skills

CAAL-Skills is the CWDB's multi-departmental interagency data sharing initiative designed to facilitate the display and analysis of labor market outcome data for workforce, education, and related human service program participants. Participating Departments include CDE, DSS, CCCCCO, ETP, EDD, CDCR / PIA, DOR, and DIR-DAS. CAAL-Skills is also working with DSS and the CWDA to include granular service level CalFRESH SNAP E/T and CalWORKS W2W TANF participant data pertaining to programs operated by three counties (Monterey, Napa, and Stanislaus), serving as pilots for inclusion in CAAL Skills.

CAAL-Skills continues its efforts to develop actionable data for program evaluation, policy analysis, and decision-making. Present efforts include the following:

- Continued Development of the 2020 Workforce Metrics Dashboard and Legislative Report
 - Title I (Adult - EDD) - Complete
 - Title I (Dislocated Worker - EDD) – Complete
 - Title I (Youth - EDD) – Anticipated completion – July 2020
 - Title II (Adult Basic Education – CA Dept. of Education) - Complete
 - Incumbent Worker Training (ETP) - Complete
 - Career Technical Education (CCCCO) - Complete
 - Title IV (Vocational Rehabilitation – CA Dept. of Rehabilitation) - Complete
 - Title III (Wagner-Peyser - EDD) – Anticipated completion: July 2020
 - Trade Adjustment Assistance (EDD) – Not started.
 - CalWorks (DSS) – Revision Ongoing.
 - Statewide Apprenticeship (DIR-DAS) – Revision Ongoing.
- Initiation of the 2022 Workforce Metrics Dashboard (adds CDCR/PIA)
- Development of Searchable Public-Facing Workforce Metrics Dashboard for Web (DOL- WDQI Grant)
 - Proto-type will be established for partner review and approval in 2021
- Schematic Design for Link to Cradle to Career System
 - With approval of data partners, provides capability for CAAL-Skills to share workforce system data with education system partners (e.g., Cradle to Career Initiative)
- Ongoing work with UC Regents California Policy Lab to develop analytically rigorous analysis of services on labor market outcomes for program participants in CAAL-Skills Programs
- Ongoing work to establish searchable data warehouse with tools enabling custom program outcome analysis consistent with data-sharing agreements for CWDB research staff – planned completion – December 2020

AB1111

The Breaking Barriers to Employment Initiative (AB 1111: Removing Barriers to Employment Act, Chapter 824, Statutes of 2017) is intended to supplement existing workforce and education programs by providing services to ensure the success of individuals with barriers to employment, either preparing to enter or already enrolled in workforce and education programs.

- **Projects** - 26 projects were awarded totaling \$10,254,009.77 (\$11,580,938 match). All contracts have been executed and work is beginning. Grant term ends September 30, 2021.
- **TA** - California Workforce Association was awarded \$400,000 to provide one-on-one project coaching and technical assistance to grantees, organize and coordinate two Community of Practice events, help identify best practices and lessons learned from the field, and deliver topic based briefs.
- **Evaluation** - Corporation for a Skilled Workforce was awarded \$299,990.23 to evaluate the implementation and outcomes of the AB1111 program, focusing on grantee programs to quantitatively and qualitatively analyze effectiveness and lessons learned through the use of data collection, interviews, focus groups, surveys, etc. Evaluation team will also work closely with CWDB to draft the mandated interim and final reports.

Accelerator

- **18/19 WIOA 7.0 Projects** - The Workforce Accelerator 7.0 Grant Program was designed to build upon previous Accelerator project successes and to solicit new strategies for Californians with barriers to employment. Our goal was to fund “ground up” solutions to some of the most vexing challenges that are keeping Californians with barriers to employment, from achieving success in jobs and careers. The solutions achieved through Accelerator can be used by regions grappling with similar challenges. These solutions are measurable, scalable and create lasting change and improvements in the workforce system. 28 Projects were funded a total of \$4,833,100.00 (\$5,478,972.19 matching funds) with a grant term ending October 31, 2020.
- **19/20 WIOA 8.0 Projects** - The Workforce Accelerator 8.0 Grant Program funded projects that test innovative solutions to specific challenges that inhibit career opportunity and employment success for the homeless or precariously housed population of California 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 the housing crisis alongside workforce pipeline gaps specific to these populations, which can be applied, replicated or scaled to create broader impact and system improvement. 18 projects were funded totaling \$2,981,820.18 (\$3,860,555.63 match) with grant term ending September 30, 2021.
- **20/21 WIOA 9.0** – Approximately \$3.1M in the Discretionary Budget is dedicated to Accelerator with a focus on homelessness, immigrant job seekers, and COVID-19. The RFA will be released winter 20/21.

P2E - Prison to Employment

Prison to Employment is a \$37 million initiative intended to strengthen linkages between the state 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. Funds are distributed to the 14 Regional Planning Units (RPUs) in California to support Local Workforce Development Boards, Community Based Organizations, California Department of Corrections and Rehabilitation contracted reentry service providers, and representatives of State Parole and County Probation Departments to provide seamless, integrated services to the formerly incarcerated and other justice-involved individuals. The coordinated program delivery is supporting individuals in gaining access to supportive services, education, training and employment.

- **Planning Grants** – All 14 RPUs were funded totaling \$1,662,500.00. Grant term ended March 30, 2020.
- **Direct and Supportive Services Grants** – All 14 RPUs were funded totaling \$32,299,999. Grant term ends March 31, 2022.

All P2E Direct and Supportive Services contracts have been executed. Statewide partnership activities are currently on hold due to COVID-19 as our CDCR partners are focused on addressing the impact of the pandemic on CDCR facilities. We are having ongoing conversations with CDCR and CALPIA to plan partnership activities moving forward, with the understanding that correctional facility tours and in-person meetings are on hold.

P2E Program Participants enrollments to date number over seven hundred. A breakdown of participant demographics is given below.

Prison to Employment - Program Year 2019

	Total Served	Percent of Total Served
Prison to Employment	705	100.0%
Female	140	19.9%
Male	560	79.4%
American Indian/Alaska Native	30	4.3%
Asian	21	3.0%
Black/African American	135	19.1%
Native Hawaiian/Pacific Islander	11	1.6%
White	306	43.4%
More Than One Race	24	3.4%
Hispanic/Latino	272	38.6%