



Unified Strategic Workforce Development Plan Modification

Title I Requirements

2026-2027

IN FULFILLMENT OF THE REQUIREMENTS OF THE
WORKFORCE INNOVATION AND OPPORTUNITY ACT

PUBLIC LAW 113-128

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Adult, Dislocated Worker, and Youth Activities

a. General Requirements

Regional and Local Workforce Development Areas

a.1.A. Identify the regions and the local workforce development areas designated in the State

Below is a list of California's 45 Local Workforce Development Areas / Local Workforce Development Boards and the 15 Regional Planning Units (RPU) they fall under.

Bay Peninsula RPU

- NOVAworks (San Mateo County and seven cities in Santa Clara County including Cupertino, Los Altos, Milpitas, Mountain View, Palo Alto, Santa Clara, and Sunnyvale)
- San Francisco Office of Economic and Workforce Development (City of County of San Francisco)
- Work2Future (Santa Clara County)

Capital RPU

- Golden Sierra Workforce Board (Counties of Alpine, El Dorado, and Placer)
- North Central Counties Consortium (Counties of Colusa, Glenn, Sutter, and Yuba)
- Sacramento Employment and Training Agency
- Yolo County Workforce Innovation Board

East Bay RPU

- Alameda County Workforce Development Board (excluding the City of Oakland)
- Oakland Workforce Development Board
- Contra Costa County Workforce Development Board
- Richmond Workforce Development Board

Inland Empire RPU

- Riverside County Workforce Development Board
- San Bernardino County Workforce Development Board

Los Angeles Basin RPU

- Foothill Workforce Development Board (Cities of Arcadia, Duarte, Monrovia, Pasadena, Sierra Madre, and South Pasadena)
- Pacific Gateway Workforce Innovation Network (Cities of Long Beach and Signal Hill)
- City of Los Angeles Workforce Development Board
- Southeast Los Angeles County Workforce Development Board (SELACO – Cities of Artesia, Bellflower, Cerritos, Downey, Lakewood, and Norwalk)
- South Bay Workforce Investment Board (Cities of Inglewood, Hawthorne, Lawndale, El Segundo, Manhattan Beach, Hermosa Beach, Redondo Beach, Torrance, Lomita, Carson, and Gardena)
- Verdugo Workforce Development Board (Cities of Burbank, Glendale, and La Cañada Flintridge)
- Los Angeles County Workforce Development Board

Middle Sierra RPU

- Mother Lode Workforce Development Board (Counties of Amador, Calaveras, Mariposa, and Tuolumne)

North Bay RPU

- Sonoma County Workforce Investment Board
- Workforce Alliance of the North Bay (Counties of Lake, Marin, Mendocino, and Napa)
- Workforce Development Board of Solano County

North Central Coast RPU

- Monterey County Workforce Development Board
- San Benito County Workforce Development Board
- Santa Cruz County Workforce Development Board

North Coast RPU

- Humboldt County Workforce Development Board

North State RPU

- Northern Rural Training and Employment Consortium Workforce Development Board (NoRTEC – Counties of Butte, Del Norte, Lassen, Modoc, Nevada, Plumas, Shasta, Sierra, Siskiyou, Tehama, and Trinity)

Orange RPU

- Anaheim Workforce Development Board

- Orange County Workforce Development Board
- Santa Ana Workforce Development Board

San Joaquin Valley and Associated Counties RPU

- Fresno Regional Workforce Development Board
- Kern/Inyo/Mono Workforce Development Board
- Kings County Workforce Development Area
- Workforce Development Board of Madera County
- Merced County Workforce Development Board
- San Joaquin County Worknet
- Stanislaus County Workforce Development Board
- Workforce Investment Board of Tulare County

South Central Coast RPU

- San Luis Obispo County Workforce Development Board
- Santa Barbara County Workforce Development Board

Southern Border RPU

- Imperial County Workforce Development Board
- San Diego Workforce Partnership

Ventura RPU

- Ventura County Workforce Development Board

a.1.B. Describe the process and policy used for designating local areas, including procedures for determining whether the local area met the criteria for “performed successfully” and “sustained fiscal integrity” in accordance with 106(b)(2) and (3) of WIOA. Describe the process used for identifying regions and planning regions under section 106(a) of WIOA. This must include a description of how the State consulted with the local boards and chief elected officials in identifying the regions.

As outlined in Workforce Services Directive [\(WSD\)24-10](#), *Local Area Subsequent Designation and Local Board Recertification for PY 25-27*, the Governor is required to approve a request for subsequent designation from a Local Workforce Development Area (Local Area) if the Local Area performed successfully, sustained fiscal integrity, and engaged in the regional planning process. The state provided definitions of the required criteria and established an application

process for Local Areas to obtain subsequent designation for Program Years (PY) 2025-26 and 2026-27.

Definitions

- **Membership:** The Local Workforce Development Board (Local Board) is in compliance with the membership requirements outlined under WIOA Section 107(b).
- **Performed Successfully:** The Local Area has an Individual Indicator Score of 50 percent or higher in PY 2022-23 or 2023-24 for the following primary indicators of performance:
 - Employment Rate 2nd Quarter After Exit
 - Employment Rate 4th Quarter After Exit
 - Median Earnings
 - Credential Attainment
- **Sustained Fiscal Integrity:** The Local Area has not been found in violation of one or more of the following during PY 2022-23 or PY 2023-24:
 - Final determination of significant finding(s) from audits, evaluations, or other reviews conducted by state or local governmental agencies or the Department of Labor identifying issues of fiscal integrity or misspent funds due to the willful disregard or failure to comply with any WIOA requirement.
 - Gross negligence – Defined as a conscious and voluntary disregard of the need to use reasonable care, which is likely to cause foreseeable grave injury or harm to persons, property, or both.
 - Failure to observe accepted standards of administration – Local Areas must have adhered to the applicable uniform administrative requirements set forth in Uniform Guidance.
- **Engaged in Regional Planning:** The Local Area has participated in and contributed to regional planning, regional plan implementation, and regional performance negotiations.

Application

In order for a Local Area to request subsequent designation, the local Chief Elected Official (CEO) and the Local Board Chair had to complete and sign a Local Area Subsequent Designation and Local Board Recertification Application for PY 2025-26 and 2026-27.

The completed application was submitted to the California Workforce Development Board (CWDB), which worked with the Employment Development Department (EDD) to verify the information provided and recommend approval or denial of the application to the Secretary of the Labor and Workforce Development Agency. The local CEO was notified in writing regarding the approval or denial of their application.

Process for Identifying Regional Planning Units (RPU)

While developing California's 2020-2023 Unified Strategic Workforce Development Plan (State Plan), the CWDB revisited the existing RPU framework to identify necessary adjustments based on economic or demographic changes in the period since the original 14 RPUs were first established. To assist in this process, the EDD Labor Market Information Division (LMID) conducted an updated analysis that incorporated the most recent commute pattern data from the US Census Bureau's American Community Survey and the most recent labor force and industry employment data from LMID. The results of this analysis were issued in a draft directive, and the workforce community was given 30 days to submit public comments on the proposed RPU boundaries. The final directive, [WSD20-01](#), *WIOA Regional Planning Units*, was published on August 28, 2020 and established the existing 15 RPUs.

Local Board placement within the RPUs was based primarily on the location of WIOA client populations and the way these populations fit into regional economies as defined by economic data, including commute patterns, industry composition, labor markets, geographic location, and transportation infrastructure. Boundaries of the RPUs were largely set by giving weight to the foregoing economic data and by starting with regional economic market boundaries drawn by LMID. These regional economic market boundaries were then modified to take into account the number of Local Areas in a region, the size of the area covered, and the boundaries and planning regions of existing regional workforce consortia. The methodology of the analysis is summarized below.

Methodology

The methodology for analysis consists of four parts:

- Part One – Divide California into economic markets and submarkets.
- Part Two – Group counties into preliminary RPUs based on commute pattern analysis.
- Part Three – Complete additional analysis to finalize placement of remaining undecided counties.
- Part Four – Cross reference data-driven results with Local Area jurisdictions

Part One -- Divide California into Economic Markets and Submarkets

In 2014, the LMID divided California into economic markets and submarkets. The intent of selecting economic markets and submarkets as starting units of analysis is to begin with a foundation that is data-driven and independent of the need to account for the operational and political jurisdictions of the California workforce system.

The economic markets and submarkets identified as a result of the empirical analysis performed in 2014 have been used as a basis to analyze present commute patterns and, where necessary, additional economic factors to validate or invalidate existing RPU designations on an empirical basis.

Part Two -- Group Counties into Preliminary RPUs Based on Commute Pattern Analysis

Since California has undergone economic and demographic changes in the years since the 14 RPUs were originally designated, county-to-county commute patterns within each RPU were re-analyzed using the US Census Bureau's most recent American Community Survey data.

The present analysis begins from the unit of the county and proceeds by first identifying the county that is the commute and economic "center of gravity" of its submarket, known as the Base County. Each Base County retains ("holds") and receives ("imports") the largest numbers of daily commuters in comparison with the hold-import numbers of all other counties in its economic submarket. With Base Counties thus identified, the remaining counties were classified through examination of their commuter export relationships with other counties in the larger economic market region.

The taxonomy of counties and the process used for their designation is as follows:

1. Base County – A county that holds and imports more commuters than any of the other counties in a selected economic submarket.
2. More Connected County – The top export destination for these counties is inside the same economic market. This is established when the number of commuters to a selected county's top export destination measures more than 10 percent of the total number of commuters living and working in the selected county.
3. Less Connected County – These counties are less connected to either a Base or More Connected County in the same selected economic market and are independent (i.e., self-sustaining) in nature. This is established when the number of commuters to a selected county's top export destination measures less than 10 percent of the total number of commuters living and working in the selected county.
4. Undecided County – The top export destination for these counties is outside the selected economic market. This creates a complex scenario that requires additional analysis of commute patterns as well as economic factors, such as labor market size and industry sector composition, to decide whether these counties should be moved from their current economic market and into another.

Part Three -- Complete Additional Analysis to Finalize Placement of Remaining Undecided Counties

Since the placement of an Undecided County could not be determined through commuter flow analysis alone, each Undecided County was subjected to additional analysis of industry composition (employment levels of major industries) and labor force size (which indicates the extent of industry and occupational diversity and/or complexity within the local economy) to determine the relative similarity of its local economy to the economies of its top commute destination counties. Additionally, with the awareness that jobs and services must be accessible

to county residents, geographic proximity was taken into consideration. The purpose of analyzing these factors was to generate additional data needed to accurately place an Undecided County into a preliminary RPU.

Part Four -- Cross Reference Data-Driven Results with Local Area Jurisdictions

The results of the analysis in Parts Two and Three yield an up-to-date empirical picture of California's regional economic markets and submarkets and the placement of counties within them. To develop an updated RPU framework, the CWDB and the EDD also took local administrative boundaries and planning relationships into account. In particular, the results of the foregoing analysis were cross-referenced with Local Area boundaries to ensure that each Local Area is placed into only one RPU and is not subdivided in accordance with WIOA Section 106.

Updates for RPUs

The findings of the LMID commute pattern were not intended to be directly prescriptive but instead to identify those regional arrangements that are data-supported and to differentiate them from those that are not. Because WIOA intends RPU creation to facilitate a Local Board's ability to plan and align services, the CWDB provided the workforce community with the opportunity to provide public comment. Proposals for alternative modifications required a compelling, data-based rationale in order to be considered.

Based upon the findings of the LMID analysis and data-driven arguments received in public comment, the number of RPUs changed from 14 to 15 RPUs as a result of the following two updates:

1. The former Coastal RPU was divided into its two constituent economic submarket regions, to be known as the North Central Coast and South Central Coast RPUs.
2. The San Benito Workforce Development Board relocated from its current RPU of Bay Peninsula to join the North Central Coast RPU.

These new boundaries outlined above and in [WSD20-01](#) went into effect on July 1, 2020.

a.1.C. Provide the appeals process and policy referred to in section 106(b)(5) of WIOA relating to the designation of local areas.

As outlined in Workforce Services Directive [WSD24-10](#), a unit of local government (or a combination of units) that has requested and been denied subsequent designation as a Local Workforce Development Area under the Workforce Innovation and Opportunity Act (WIOA)

may appeal the denial to the California Workforce Development Board (CWDB), pursuant to WIOA Section 106. An entity that has been denied subsequent designation may appeal the decision and request a hearing.

An appeal and request for a hearing must be emailed to the CWDB within 15 calendar days from the email date of the notice of denial of initial designation. The appeal must state, in writing, the following:

- Grounds for the appeal
- Reasons why the appellant should be designated

The CWDB will contact the appellant to schedule a hearing date within 15 calendar days of the receipt of the appeal. The CWDB will conduct the appeal hearing and provide a written decision to the appellant no later than 15 calendar days after the hearing. A unit or combination of units of local government whose appeal has not resulted in designation as a Local Area may also appeal the denial to the Department of Labor.

A.1.D. Provide the appeals process and policy referred to in section 121(h)(2)(E) of WIOA relating to determinations for infrastructure funding.

As outlined in Workforce Services Directive [WSD18-12](#), if a Local Workforce Development Area (Local Area) is unable to reach an agreement regarding joint infrastructure costs with any of their America's Job Centers of CaliforniaSM (AJCC) partners, they must notify the state by April 1 annually to trigger the State Funding Mechanism (SFM). Once the notification has been received, the California Workforce Development Board (CWDB) will initiate a process to determine each AJCC partner's contributions to infrastructure costs in the Local Area for that program year under the SFM. The process will include all appropriate state-level authorities to enact the SFM.

The eight steps of the SFM are as follows:

1. The Local Board notifies the state of impasse.
2. The Local Board submits all of the submission documents.
3. The CWDB provides extensive technical assistance to build on negotiations to attempt to successfully negotiate a local funding mechanism.
4. The CWDB determines the one-stop or network budget.
5. The CWDB determines the cost allocation methodology.

6. The CWDB determines the partners' proportionate shares.
7. The CWDB calculates the statewide partner caps.
8. The CWDB applies the caps and determines how it affects the Local Area partners and if adjustments are necessary.

All AJCC partner programs and/or the Local Board may appeal the SFM decision. Appeals must include justification by the program and/or Local Board and be based on believed noncompliance with Workforce Innovation and Opportunity Act Section 121(h)(3), which outlines the Governor's funding allocations. All appeals must be submitted to the state no later than 30 days after receiving the SFM decision. The state will respond to the appeal no later than June 30 of that year.

Statewide Activities

a.2.A. Provide State policies or guidance for the statewide workforce development system and for the use of State funds for workforce investment activities.

Federal Funds

High Performing Board Certification

As outlined in Workforce Services Draft Directive ([WSDD 269 High Performing Boards](#)), the California Workforce Development Board (CWDB) utilizes incentive funds as part of the High Performing Board certification process. The High Performing Board certification occurs every three years and creates an incentive for Local Workforce Development Boards (Local Boards) to strive to meet high-performance standards, develop strong local workforce initiatives, and establish a business service plan that creates a unified goal to provide quality services that connect workers to quality jobs.

California law directs the Governor, through the CWDB, to establish standards for Local Boards to be certified as high performing boards, and requires recertification to occur midway through the implementation of the local and regional plans. Additionally, the Governor and the Legislature, as part of the annual budget process and in consultation with the CWDB, may reserve a portion of the WIOA Governor's discretionary funds for the purpose of providing incentive funds to Local Boards who are certified as High Performing Boards.

Workforce Accelerator Fund (Accelerator) 11

As outlined in Workforce Services Information Notice ([WSIN\) 22-15 Workforce Accelerator Fund 11 – RFA](#), California made available \$3 million to design, develop, and implement *Innovation Impact* projects incorporating resilience principles as they replicate, scale and potentially connect to High Road Training Partnerships (H RTP). The goal of Accelerator 11 is to impact equitable access to quality jobs by creating pathways for workers from disadvantaged or low-income communities. Traditional workforce and education strategies have had an inadequate impact. Even promising strategies lack the speed, agility, or scale needed to accelerate employment for workers desperately in need of quality jobs. Awarded projects included:

- Workforce Development Board of Contra Costa County – Marine Trades Skills Training Program
- Worker Education and Resource Center – Employment Retention and Career Advancement Accelerator 11
- Hospitality Training and Education Fund – Hospitality Rapid Reemployment Project 2.0
- Institute for Local Government – IDEA: Improving Diversity, Equity and Access in Local Government Jobs
- Rising Sun Center for Opportunity – Advancing Job Quality and Equity in Residential Building Decarbonization
- West Oakland Job Resource Center – Regional TDL Equity System Expansion
- Center for Employment Opportunities, Inc. – CEO Solano: Access and Mobility Support for Justice-Impacted Solano Residents

Accelerator 12

As outlined in the [2024 WAF 12 Solicitation](#), California made available \$2.9 million for Accelerator 12 to support Local Board-led projects that incorporate resilience strategies and align with the state’s vision for job quality, equity, and climate resiliency. Accelerator 12 emphasized a two-phase program structure, beginning with partnership development and planning, followed by training implementation and service delivery. Grantees were required to leverage WIOA formula funds at a 1:1 ratio during the implementation phase. Projects were expected to target underserved populations and create pathways into quality jobs while strengthening regional partnerships and aligning workforce strategies with local economic and social needs. Awarded projects included:

- NoRTEC Workforce Development Board – Rural Access for English Learners in Manufacturing
- City of Oakland (Oakland Workforce Development Board) – BayTech Career Initiative
- South Bay Workforce Investment Board – Arts, Media, & Entertainment H RTP
- Stanislaus Workforce Development Board – Farm to Fluency English Language Learner Program

Accelerator 13

As outlined in [WSIN24-11](#), *Workforce Accelerator Fund 13 – RFA*, California made available up to \$2.7 million in WIOA Governor’s discretionary funds for Accelerator 13 to support new and expanded projects that design, develop, and implement innovative workforce service models. The goal of Accelerator 13 is to address systemic barriers and increase access to quality jobs for historically underserved populations, including veterans, Native Americans, and out-of-school youth. Projects were required to center equity, amplify worker voice, and align with the California’s Unified Strategic Workforce Development Plan, California Jobs First priorities, and a resilient vision. Grantees proposed a "Big Idea" to solve specific workforce system gaps and were selected based on their potential to drive regional alignment, build sustainable pathways, and create replicable models for workforce transformation. Awards will be announced in the winter of 2025.

High Road Training Program (H RTP) WIOA 3.0 Grant Program

In March of 2022, the CWDB announced \$10.5 million in awards for the [H RTP WIOA 3.0 grant program](#), funded by WIOA 15% discretionary funds. This program will supplement current H RTPs to build on strategies through industry-specific innovation leading to improvements in equity, job quality, and sustainability. Awarded projects include:

- Building Skill Partnership – A Just Recovery for Airport Workers: Expanding Aviation Industry Certification Opportunities towards Good Jobs
- California Mobility Center – Career Pathways Integrations, Women in Manufacturing
- Center for Caregiver Advancement – Caregiver Resilience Teams Enhancement
- Center for Race, Poverty, & the Environment – High Road to Regional Workforce Strategies: Kern County
- Equitable Food Initiative – Toward a Credentialing System for the Agricultural Workforce in California
- Hospitality Training Academy – Expanding the Hospitality Training Academy Culinary Apprenticeship Program into Spanish
- ICF Incorporated, LLC – Building Out the SmartGrid
- Inland Empire Labor Institute – High Road Logistics Training Partnership
- Jewish Vocational and Career Counseling Service – Inland Empire Water Career Pathways Project
- Rising Sun Center for Opportunity – The High Road to Residential Building Decarbonization in the San Francisco Bay Area
- San Luis Obispo County Office of Education – California Offshore Wind Energy
- Shirley Ware Worker Education Center – High Road to Healthcare Careers: Expansion of Distance Learning and Career Pathways

- Sierra Institute for Community and Environment – High Road to Tribal Forest Stewardship
- UFCW Western States Council – UFCW WorkForward: Statewide Meat Cutter Apprenticeship
- West Oakland Job Resource Center – Expanding and Deepening the Regional Transportation, Distribution, and Logistics Workforce Equity System
- Worker Education & Resource Center – Preparing Los Angeles for County Employment and Other Public Sector Careers
- Worker Education & Resource Center – City of Los Angeles Workforce Equity Demonstration Project Expansion
- Worker Education & Resource Center – Los Angeles County Green Careers Pre-Employment Pipeline

Allied Health Program

As outlined in [WSIN24-21](#), *Allied Health Program Grant – PY 24-25*, the Employment Development Department (EDD), in coordination with the Labor and Workforce Development Agency (LWDA), announced the availability of \$2 million in WIOA Title I discretionary funds to expand career education, pre-apprenticeships, and apprenticeships in allied health occupations. The funded projects are expected to collaborate with employer partners, community colleges, and labor representatives to meet program goals. Organizations that were awarded funds include:

- San Diego State University Research Foundation
- South Bay Workforce Investment Board, Inc.

Employment Social Enterprise Program (ESE)

As outlined in [WSIN24-27](#), *Employment Social Enterprise Grant – PY 24-25*, the EDD, in coordination with the LWDA, announced the availability of up to \$10 million in WIOA Title I discretionary funds to support the design, development, and implementation of programs aimed at promoting job training opportunities and transitional employment through social enterprise initiatives. These programs aim to serve California’s most vulnerable populations, helping them to achieve economic self-sufficiency and life stability. The ESE program focuses on the first step to transitioning participants into the workforce by placing individuals into supported

employment settings, where they can earn wages, gain work experience, improve jobs skills, and access supportive services. Projects awarded funds include:

- Catholic Charities of the Diocese of Fresno
- Inland Southern California 211+
- Pacific Asian Consortium in Employment
- Plan of Action
- Stanislaus Equity Partners
- The Economic Development Corporation Serving Fresno County

Farmworkers Advancement Program (FAP)

As outlined in [WSIN23-18](#), *Farmworkers Advancement Program Grant SFP – PY 23-24*, the EDD, in coordination with the LWDA, announced the availability of up to \$9 million in WIOA Title I discretionary funds to support regional projects that focus on farmworker needs. The goal is to offer essential skills and upskilling training to help farmworkers advance within the agricultural industry or transition to opportunities outside of the sector. The FAP aims to connect farmworkers with quality jobs that offer family-sustaining wages, benefits, predictable hours, opportunities for career advancement, and worker voice. Projects awarded funds include:

- Caravanserai Project
- Center of Employment Training
- Central Valley Opportunity Center
- Equitable Food Initiative
- Five Keys Schools and Programs
- Fresno Building Healthy Communities
- Kern/Inyo/Mono Consortium Workforce Development Area – Kern County Employer’s Training Resource
- Mixteco Indigena Community Organizing Project
- North Bay Jobs with Justice
- Sonoma County Fundación del la Voz de los Viñedos
- University of California Riverside
- West Hills Community College District
-

State Funds

H RTP Greenhouse Gas Reduction Fund

In Fiscal Year (FY) 19-20, the CWDB received its first Greenhouse Gas Reduction Fund investment of over \$19 million for H RTP projects that prioritize building climate and economic resilience through training partnerships to facilitate immediate or eventual greenhouse gas emission reductions in the state. This includes addressing critical skill issues emerging as industries face challenges of climate change and resilience, increasing the capacity of firms and workers to adapt and compete in a carbon-constrained economy, and helping California communities prosper by creating accessible local pathways into safer, healthier, and more highly skilled jobs.

In FY 23-24, CWDB awarded \$14,832,466.63 in Greenhouse Gas Reduction funds to four grantees for projects designed to reduce greenhouse gas emissions, strengthen the economy, and improve public health and the environment, particularly in disadvantaged communities. Awarded projects included:

- Equitable Food Initiative – High Road to Better Agricultural Jobs
- Jewish Vocational and Career counseling Service – Delivering Automotive Pre-Apprenticeship Training Programs in the Bay Area
- United Auto Workers – Center for Manufacturing a Green Economy
- Western States Council of Sheet Metal Workers – High Road to Sheet Metal: WSC-SMART

H RTP: Resilient Workforce Fund

In the spring and summer of 2022, the CWDB and the LWDA announced the award of over \$46.5 million to [H RTP: Resilient Workforce Program](#) projects to advance a field of practice that addresses urgent questions of income inequality, economic competitiveness, and climate change through regional workforce strategies. Awarded projects included:

- AlliedUP Cooperative Inc. – Advancing Entry-Level Healthcare Student Graduation and Job Placement Rates
- BlueGreen Alliance Foundation – Contra Costa Harnessing Change: Refinery Transition Partnership
- BRIC Foundation – Arts, Media, and Entertainment High Road Training Partnership
- Building Skills Partnership – Industry-Led Career Upskilling in Property Services
- California Legacy Well Services LLC – H RTPRWF-California Legacy

- California Municipal Utilities Association – California Water, Wastewater, and Energy Workforce Development Program
- Center for Land-Based Learning – Agricultural Worker Training and Advancement with High Road Employers
- Chef Ann Foundation – California Healthy School Food Pathways: Scratch Cooking for our Future
- Comite Civico del Valle – Imperial Valley Lithium Stakeholder Worker Group
- CWA District 9 Apprenticeship Training Trust Fund – CWDA District 9 Broadband Technician Training Program
- El Sol Neighborhood Educational Center – Community Health Worker Career Accelerator and Advancement Pathways Initiative
- Equity & Inclusion in Hospitality – Hospitality Initiative Moonshots
- Futuro Health – Growing the Economy: Medical Assistant and Sterile Technician Training
- Hospitality Industry Training and Education Fund – Ready, Set, cook: Launch your Culinary Career Program
- Kern Community College District – Connecting Under-Represented Workers to High Road Jobs
- Los Angeles Alliance for a New Economy – Equity and Job Quality in Building Decarbonization
- Sacramento City Unified School District – Sacramento County School Nurse Residency & Pathway Program
- San Bernardino Community College District – High Road to Prosperity: Inland Empire Regional Collaborative
- San Diego & Imperial Counties Labor Council – Lithium Valley High Road Partnership
- Teamster Local 853 – TEAM GILLIG: A High Road Partnership between Teamsters Local 853 and Gillig
- The Empowerment Center – Community Health Worker Project
- UFCW Western States Council – UFCW WorkForward Cannabis Apprenticeship and Equity
- UFCW Western States Council – UFCW WorkForward SoCal
- Workforce Development Board of Contra Costa County – EMT/Paramedic Apprenticeship Program
- Youth Action Project, Incorporated – Inland Empire Gateways to Opportunity Collaborative

In the fall of 2022, the CWDB and the LWDA announced the award of over \$45.7 million for RWF projects. Awarded projects included:

- San Francisco Office of Economic and Workforce Development – Pathways to Public Service through Tech Apprenticeship

- San Diego & Imperial Counties Labor Council – San Diego Hospitality Alternative Staffing Agency
- CET – Career Pathways in Agriculture
- Fresno Area Workforce Investment Corporation – Central CA Forestry Corps
- Humboldt State University – Humboldt High Road Wind
- Center for Caregiver Advancement – Upskilling IHSS Workers in San Bernardino County and Generating New Knowledge
- Shirley Ware Education Center – Comprehensive Approach to Meet Healthcare Critical Shortages
- Worker Education & Resource Center – Building a Behavioral Health Employment Pathways Industry Partnership
- Health Improvement Partnership of Santa Cruz County – Santa Cruz County Health Workforce Council
- UFCW Western States Council – UFCW Work Forward Healthcare Expansion
- San Bernardino Community College District – Inland Empire High Road to Health Care

In the winter of 2022/2023, the CWDB and the LWDA announced the award of over \$41.5 million for RWF projects. Awarded projects included:

- Alameda County Workforce Development Board – Marine Trades and Water Transportation Careers
- California Indian Manpower Consortium – Pathway to High Road Jobs for Native Americans
- Center for Empowered Politics Education Fund – Expanding HRTPs for the Nail Salon Industry in California
- Climb Hire – High Road to Tech Jobs
- Futuro Health – Futuro Health H RTP RWP
- Hollywood Cinema Production Resources – Hollywood CPR High Road Training Partnership
- Institute for Local Government – Local Government Apprenticeships: A High Road Strategy for Equity and Resilience
- Jewish Vocational and Career Counseling Service – Scaling Proven Allied Healthcare Adult Training Pathways Across California
- REDF – Employment Social Enterprise to High Road Career Pathways
- ReScape California – Planning: Regenerative Diverse Workforce Development Program
- Sacramento County Office of Education – School Based Mental health and Wellness Career Pipeline
- Sacramento Employment and Training Agency – Public Pathways
- San Diego Workforce Partnership – H RTP – Behavioral Health Expansion

- SEIU Local 1000 – High Road to Correctional Health Professions
- SEMI Foundation – High Road to Microelectronics
- UDW/AFSCME Local 3930 – Family Child Care Apprenticeship Training Program
- Western Governors University – Golden State Pathway to Teaching and Leading
- Workforce Development Board of Contra Costa County – East Bay Health Equity Initiative

In the spring of 2023, the CWDB and the LWDA announced the award of over \$33 million for RWF projects. Awarded projects included:

- California Labor Federation – Union Organizer Apprenticeship Pilot
- California Nevada Joint Apprenticeship Training Trust Fund – Line Clearance Tree Trimmer Education and Long-Term Success
- California Dental Association – Dental Assistant Training Program
- Early Care & Education Pathways to Success – Growth and Expansion of ECEPTS Registered Apprenticeship Programs
- Good for Others – Nonprofit Sector High Road Training Program
- Homebridge – Vocational English as a Second Language Home Care Immersion Training Program
- Miguel Contreras Foundation – Healthcare-Opportunity Youth
- Santa Clarita Community College – SCV H RTP Advanced Technologies/Manufacturing
- Sierra Institute for Community and Environment – High Road to Tribal Forest Restoration and Stewardship

In the summer of 2023, the CWDB and the LWDA announced the award of over \$33.5 million for RWF projects. Awarded projects included:

- California Legacy Well Services LLC – Orphan Well Remediation Pilot
- Equitable Food Initiative – High Road to Better Agricultural Jobs
- Get Focused, Stay Focused – High Road Healthcare Pathway to Careers: Closing the Skills Gap
- Jewish Vocational and Career Counseling Service – Delivering Automotive Pre-Apprenticeship Training Programs in the Bay Area
- Shirley Ware Education & Resource Center – SEIU-Community Clinics Partnership
- United Auto Workers – Center for Manufacturing a Green Economy
- Western States Council of Sheet Metal Workers – High Road to Sheet Metal: WSC-SMART

H RTP: Healthcare Grant Program

As outlined in [WSIN24-13](#), the CWDB announced the award of over \$24 million in October of 2024 for the H RTP 2024-25 Healthcare Grant Program. This program will build on the state’s previous investments in the healthcare sector by funding training partnerships that increase the number of workers in quality, high-demand healthcare occupations. Awarded projects included:

- California School Nurses Organization – School Nurse High Road Residency
- Center for Caregiver Advancement – Pathways to Professionalization for IHSS Workers
- El Sol Neighborhood Educational Center – Los Angeles Intercultural Workforce Initiative
- Imperial County Workforce & Economic Development – Nursing Careers for Community Impact Project
- Los Angeles Community College District – Healthcare Employment Access Ladder Los Angeles
- Multi-Ethnic Collaborative of Community Agencies – Planning and Development for Expanded Multi-Ethnic Behavioral Health Workforce
- Northern California Center for Wellbeing – Advancing Community Health Workforce to Serve Rural/Agricultural Community
- Shirley Ware Education Center – Registered Nurse Pathways Through Public Education Partnerships
- South Bay Workforce Investment Board Inc. – Health-Flex High Road Training Partnership 2025
- Transitions-Mental Health Association – High Road to Employment & Certification: A Peer Support Expansion Program

Breaking Barriers to Employment (Breaking Barriers) Initiative

As outlined in [WSIN22-08](#), the CWDB, in partnership with the Foundation for California Community Colleges, announced the availability of \$22.7 million for the Breaking Barriers initiative. This initiative aimed to provide individuals with barriers to employment the services they need to enter, participate in, and complete broader workforce preparation, training and education programs, to obtain and retain employment. Awarded projects included:

- Able Community Development Foundation – Contra Costa Asian American Pacific Islander Economic Justice Fellowship Program
- Community Cycles of California – Bicycle Mechanic and Retail Training Program
- Hospitality Industry Training and Education Fund – The POWER Partnership
- Lao Family Community Development, Inc. – Breaking Barriers to Employment in Greater Sacramento

- Love Never Fails – ITbiz Tech Academy: Breaking Employment Barriers for Vulnerable Communities
- PCS Family Services – Breaking Barriers to Employment in San Bernardino County
- Sonoma Family Meal – Sonoma Family Meal Culinary Training and Placement Program
- Teamsters 1932 – The Teamsters Inland Empire Training and Job Innovation Project
- The San Diego Workforce Partnership – Project 2.0
- Westside Community Improvement Association – Skyhorse Rising
- Women’s Economic Ventures – Emprendimiento (Entrepreneurs)

Regional Equity and Recovery Partnership (RERP)

In February of 2022, the CWDB and the LWDA announced the availability of over \$24 million in competitive grants to fund [RERPs](#) between Local Boards and Community College Regional Consortia. RERP will support and invest in partnerships attempting to add resilient approaches to existing sector strategies and career pathway programs. Regional Planning Units (RPU) that received awards were:

- Bay Peninsula
- Capital
- North Central Coast
- South Central Coast
- East Bay
- Inland Empire
- Los Angeles Basin
- Middle Sierra
- North Bay
- North Coast
- North State
- Orange
- San Joaquin Valley
- Southern Border
- Ventura

Prison to Employment 2.0 (P2E 2.0)

In the summer of 2022, the CWDB announced the availability of approximately \$19 million for [P2E 2.0](#). These funds were available to RPUs for the implementation of regional plans to serve

the formerly incarcerated and other justice-involved individuals in California. RPU that received awards were:

- Capital
- East Bay
- Inland Empire
- Los Angeles Basin
- Middle Sierra
- North Bay
- North Central Coast
- North State
- Orange
- San Joaquin Valley
- South Central Coast
- Southern Border
- Ventura

Both Federal and State Funds

High Road Construction Careers (HRCC)

The HRCC program prioritizes partnerships that link local building and construction trades councils to Local 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. These efforts build systems and policies that directly advance the goals of equitable access to quality jobs. These investments connect 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 infrastructure projects, including projects critical to safeguarding the environment and climate.

a.2.B. Describe how the State intends to use the Governor’s set-aside funding for mandatory and discretionary activities, including how the State will conduct evaluations of Title I Adult, Dislocated Worker, and Youth activities.

California reserves 25 percent of its Title I Dislocated Worker funding to carry out statewide Rapid Response activities. Of that 25 percent, California chooses to allocate 50 percent directly to Local Workforce Development Areas (Local Area) and hold the other 50 percent at the state level for future Additional Assistance requests.

As outlined in Workforce Services Directive [\(WSD\)16-04](#), *Rapid Response and Layoff Aversion Activities*, one-half of California’s 25 percent Rapid Response set-aside funds are allocated directly to Local Areas to support them in enabling affected workers to return to work as quickly as possible following a layoff or to prevent layoffs altogether. To accomplish this, the workforce development system must be coordinated, comprehensive, and proactive in communicating with businesses.

This includes providing labor market and workforce information, integrating industry requirements into training strategies and career pathways, brokering relationships and job connections, making services efficient and easy to access, and coordinating with regional partners to reduce duplication. Rapid Response also tracks labor market trends, increased Unemployment Insurance claims, and public announcements through the California Worker Adjustment and Retraining Notification Act notices and analyzes economic data to assess the health of businesses.

Rapid Response funds are allocated to Local Areas using a three-part formula:

1. *Baseline funding* - This funding is allocated equally among Local Areas to ensure, at a minimum, that some capacity exists in each Local Area for the coordination and conduct of Rapid Response activities. Allocations to Local Areas comprised of more than one county will include an additional allocation of \$50,000 for each additional county. Of the Rapid Response set-aside funds, 30 percent are reserved for this baseline funding.
2. *Layoff-based funding* - This funding is for Local Areas that serve regions where significant numbers of dislocation events occur. This allocation will be based on quantitative layoff data. Funds will be allocated to Local Areas in proportion to the number of affected workers offered Rapid Response services in response to layoffs reported to the state. This methodology ensures services are provided to assist groups of workers affected by mass layoffs, permanent business closures, and natural or other disasters. Of the Rapid Response set-aside funds, 45 percent are reserved for this layoff-based funding.
3. *Hold-Harmless funding* - This funding minimizes funding losses from year to year. A portion of the Rapid Response set-aside funds will be used to ensure that no Local Area receives less than 75 percent of their prior-year share of statewide funds distributed for baseline and layoff-based activities. This policy also limits any Local Area’s year-over funding increase to 100 percent of their prior-year allocation.

Layoff Aversion funds are also distributed to Local Areas based on the Local Area’s relative share of the Rapid Response formula allocations referenced above.

Additional Assistance

As outlined in [WSD16-15](#), *Dislocated Worker Additional Assistance Projects*, the other half of California’s Rapid Response set-aside funds are kept at the state level as Additional Assistance funds. These funds are made available to Local Areas that experience sudden and large increases in unemployment due to natural disasters, mass layoffs, or other events.

The purpose of the Additional Assistance is to supplement and expand local capability to respond effectively to worker dislocation events by funding direct services to dislocated workers when local resources are inadequate. Ideally, projects should be funded from multiple sources and involve multiple Workforce Innovation and Opportunity Act (WIOA)-mandated partners. Additional Assistance funds should be used to serve the additional dislocated workers as well as allow a higher quality of services and outcomes to be achieved. The funding request must demonstrate that existing local resources (WIOA or others) are inadequate to address the needs of the affected workers seeking services.

There are three different methods for requesting Additional Assistance funding:

1. Standard Application – This application petitions the state for additional funds to respond to unanticipated dislocated worker events that exceed the capacity of the existing Local Area’s formula funds to provide the needed resources.
2. Emergency Application – This application provides the applicant with initial bridge funding to begin the provision of services to dislocated workers from a mass layoff or natural disaster. To qualify for a natural disaster classification, the event(s) must be declared eligible for assistance by the Federal Emergency Management Agency or other responding federal agencies.
3. Project Modification Application – This application seeks to alter a current Additional Assistance project due to a substantial change in the scope of the originally funded work.

Evaluations

The California Workforce Development Board has contracted with the California Policy Lab for a 2.0 evaluation of eleven California workforce programs in the Cross-Systems Analytics and Assessment for Learning and Skills Attainment (CAAL-Skills) data system including the WIOA Core Programs. The California Policy Lab 2.0 evaluation will build upon the 1.0 evaluation completed in 2022.

The 1.0 evaluation used a non-experimental design where training recipients were “matched” with similar-at-entry individuals drawn, in most cases, from the recipients of minimal services

under the Title III Wagner-Peyser program. The evaluation found conclusive evidence for the effectiveness of the Title I Adult and Dislocated Worker programs on participant employment and earnings. However, the research design did not work for all programs. This included the Title I Youth program, where data challenges of constructing the comparison group meant that evaluators found only suggestive evidence for program impacts.

The 2.0 evaluation improves upon the research design of the original evaluation, which should facilitate successful evaluation of all programs. These improvements include:

- Improved comparison groups
- Expanded outcome measures

These refinements will allow evaluation of programs which could not be effectively evaluated in the 1.0 report because of their divergence from an assumed adult-unemployed-jobseeker model.

Programs included capture Core Partners and additional programs as follows: the WIOA Core Programs, CalWORKs (California's TANF program), the Trade Adjustment Assistance program, the Employment Training Panel's State-Funded Incumbent Worker Training program, Department of Industrial Relations – Division of Apprenticeship Standards-approved apprenticeship programs, and the California Community College system's Career Technical Education programs.

a.2.C. Describe how the State will utilize Rapid Response funds to respond to layoffs and plant closings and coordinate services to quickly aid companies and their affected workers. States should also describe any layoff aversion strategies they have implemented to address at-risk companies and workers.

A layoff aversion strategy helps employers retain a skilled workforce and/or provides workers rapid transition to new employment, minimizing periods of unemployment. Layoff aversion is a central component of a high-performing business engagement strategy, requiring a shared responsibility among numerous partners at the state, regional, and local levels. It is important to emphasize that Rapid Response does not stop layoffs.

The intent of layoff aversion as a business engagement strategy is to provide business solutions to companies that want to save jobs. To save jobs, a business engagement team must be able to identify an at-risk company well in advance of layoffs, get executive level commitment to work together, assess the needs of the company, and deliver solutions to address risk factors.

This requires a new culture of prevention and a strong infrastructure, including clarity of roles among regional partners. It requires data collection and analysis of regional labor market and industry sector trends, early warning mechanisms that can alert of problem areas and well-trained staff with capacity to build relationships among businesses, labor organizations and civic leaders.

Led by regionally coordinated Local Workforce Development Boards (Local Board), business engagement teams are advised to be built on regional partnerships among a range of organizations and intermediaries that can help identify and design appropriate business and employment solutions. Local Boards are advised to include a variety of partners including the Department of Commerce's Trade Adjustment Assistance for Firms, the Manufacturing Extension Partnership or other sector-based partnerships, public and private economic development entities, Chambers of Commerce, Small Business Development Centers, community-based organizations, community colleges, local labor councils, and others. Business engagement activities such as customized training, incumbent worker training, and work sharing strategies are among the many Workforce Innovation and Opportunity Act funded strategies that the workforce system can deploy to assist companies in averting layoffs.

a.2.D. Describe the State policies and procedures to provide Rapid Responses in cases of natural disasters, including coordination with FEMA and other entities.

In cases of natural disasters, the state's response efforts are coordinated by California's Governor's Office of Emergency Services (Cal OES). Cal OES coordinates the overall state response to disasters with local, state, federal, and voluntary/nonprofit partners to administer recovery operations in the event of a disaster.

Assistance is provided at Local Assistance Centers or Disaster Recovery Centers (DRC) established by the Cal OES or by federal agencies, including the Federal Emergency Management Agency (FEMA). These centers support disaster survivors in areas affected by wildfires, floods, and earthquakes. At the DRCs, the Employment Development Department (EDD) offers a variety of services to individuals and businesses affected by disasters throughout

California, including information on Unemployment Insurance and Disability Insurance, employment services, and other services tailored to community needs.

To further disaster response coordination within the workforce system, Assembly Bill 2915 (Chapter 722, Statutes of 2018) required the California Workforce Development Board, in conjunction with the EDD and local partners, to establish a policy regarding emergency cooperation agreements between Local Workforce Development Boards (Local Board). To implement the legislation, the CWDB convened a workgroup comprised of representatives from Cal OES, the California Workforce Association, and Local Boards. On June 22, 2010, Workforce Services Directive [\(WSD\)19-14](#) was published, which provides the guidance and establishes the procedures regarding the establishment of emergency cooperation agreements between Local Boards. The policy also provides technical assistance and information on the allowable Workforce Innovation and Opportunity Act (WIOA) funding sources Local Boards may use when responding to a disaster.

Additionally, if an event is declared a disaster by FEMA, California utilizes Rapid Response funding to conduct an initial situation assessment to obtain preliminary data to draft a National Dislocated Worker Grant (NDWG) application. Using the initial Rapid Response assessment data, the state works with the affected Local Board(s) to develop an immediate response, including providing “stop-gap” funding through 25 percent Additional Assistance for mitigation activities pending U.S. Department of Labor approval of NDWG.

a.2.E. Describe how the State provides early intervention (e.g., Rapid Response) and ensures the provision of appropriate career services to worker groups on whose behalf a Trade Adjustment Assistance (TAA) petition has been filed. (Section 134(a)(2)(A) and TAA Section 221(a)(2)(A). This description must include how the State disseminates benefit information to provide workers in the groups identified in the TAA petitions with an accurate understanding of the provision of TAA benefits and services in such a way that they are transparent to the dislocated worker applying for them (Trade Act Sec. 221(a)(2)(A) and Sec. 225; Governor-Secretary Agreement). Describe how the State will use funds that have been reserved for Rapid Response to provide services for every worker group that files a TAA petition and how the state will ensure the provision of appropriate career service to workers in the groups identified in the petition (TAA Sec. 221(a)(2)(A)).

NOTE: Until the TAA PROGRAM is reauthorized, the requirements to provide rapid response and appropriate career services to worker groups on whose behalf a petition has been filed are not applicable.

The Trade Adjustment Assistance (TAA) Program entered a phase-out period on July 1, 2022. As a result, the U.S. Department of Labor is no longer authorized to certify new TAA petitions to cover additional groups of workers. However, states are still required to administer the program and provide full access to all eligible benefits and services to workers who were part of a previously certified worker group and who were laid off, or threatened with layoff, on or before June 30, 2022.

The state's TAA Program staff collaborate with all Local Workforce Development Area staff and workforce partners to coordinate Rapid Response orientations for petitions filed prior to the phase-out period, and to educate dislocated workers about the services and benefits available to them through the America's Job Center of CaliforniaSM network, including the steps to apply for and receive individual TAA benefits in California.

Although petitions are no longer being investigated and determinations are not being rendered, state staff continue to adhere to guidance outlined in Workforce Services Directive [\(WSD\)14-15](#), *WIOA and TAA Co-Enrollment Policy and Procedures*. This policy defines the co-enrollment requirements between the TAA and Workforce Innovation and Opportunity (WIOA) Dislocated Worker programs. The co-enrollment policy and procedures ensure a seamless delivery of services, and a more efficient use of public workforce system resources by providing early intervention efforts, such as preliminary needs and skill assessments, and supportive services as needed. An impacted individual may receive benefits and services from the Dislocated Workers programs until reauthorization occurs, at which point the Employment Development Department staff will notify all workers identified on a worker list about their eligibility requirements to apply for individual TAA benefits and services in the state, a description of such benefits and services, and critical deadline dates.

Adult and Dislocated Workers Program Requirements

Work-Based Training Models

b.1. If the State is utilizing work-based training models (e.g. on-the-job training, incumbent worker training, transitional jobs, and customized training) as part of its training strategy and these strategies are not already discussed in other sections of the plan, describe the State’s strategies for how these models ensure high quality training for both the participant and the employer.

For Workforce Innovation and Opportunity Act (WIOA) Title I, a participant’s participation starts when an individual receives a Staff-Assisted Basic Career service, Individualized Career service, or Training service. In Individualized Career Services, an individual receives WIOA-funded services that are appropriate for them to obtain or retain employment (e.g., development of an individual employment plan, English as a second language services, work experience, etc.). As identified in Workforce Services Directive [\(WSD\)18-03, Pathways to Services, Referral, and Enrollment](#), Individualized Career Service activities include occupational career counseling, aptitude testing, mentoring, group counseling, work experiences, transitional jobs, internships, and pre-apprenticeship training.

Transitional Jobs is also a key piece of the state’s earn-and-learn policy strategy. Earn-and-learn policies are designed to facilitate skills attainment while also providing those participating in these programs with some form of compensated work experience, allowing them to “earn” income while they “learn” to do a job. Because many WIOA customers have barriers to employment and cannot afford to attend an education or training program full time because time spent in the classroom reduces time that can be spent earning income, earn-and-learn opportunities are an important strategy for success.

These programs include, but are not limited to, the following:

- Apprenticeships
- Pre-apprenticeships
- Incumbent worker training
- Transitional and subsidized employment
- Paid internships and externships
- Project-based compensated learning

The principles of earn and learn are broad enough to allow for flexible program design. As such, programs may be customized to serve clients on the basis of their given level of skills and their particular educational or training needs. Transitional and subsidized employment programs can be used to provide work experience to those who have none, facilitating the hiring of individuals that employers might not otherwise employ. Incumbent worker training serves the purpose of keeping the state’s workforce productive and its businesses competitive. Similarly, pre-apprenticeship and apprenticeship programs can provide access to formal skills training opportunities in a variety of occupational fields that typically provide good wages and a middleclass income.

As referenced in [WSD19-01](#), *Incumbent Worker Training* (IWT), IWT provides both workers and employers with the opportunity to build and maintain a quality workforce, and increase both WIOA participants' and employers' competitiveness. IWT is a type of work-based training and upskilling designed to ensure workers can acquire and develop the skills necessary to avert layoff or increase the skill levels of employees so they can be promoted within the company and create backfill opportunities for employers. The following characteristics define IWT:

- Designed to meet the special requirements of an employer (including a group of employers) to retain a skilled workforce, avert the need to lay-off employees by assisting the workers in obtaining the skills necessary to retain employment, and/or provide training that will result in progression on a career pathway and income mobility.
- Conducted with a commitment by the employer to retain employees, avert the layoff(s) of the incumbent worker(s) trained for a period of six months following completion of the training, or promote incumbent workers to higher paying positions.
- Increases the competitiveness of the employer or employee.
- Gives employees the opportunity to progress on their career pathway by providing opportunities to obtain certificates or credentials based on the employers need.

Lastly, on-the-job training allows employers to hire and train new employees while they work in their jobs. Employers can receive up to 50 percent reimbursement for the wages of new employees during training, and with the application of the approved WIOA waiver, employers can receive up to 90 percent reimbursement. Employers can access resources and training services at no cost through the America's Job Center of California, and these programs are designed to help employers reduce personnel costs and save valuable time. Participants engage in productive work in a job that provides knowledge or skills essential to the full and adequate performance of the job.

Registered Apprenticeship

b.2. Describe how the State will incorporate Registered Apprenticeship into its strategy for service design and delivery (e.g., outreach to sponsors and prospective sponsors, identifying potential participants, and connecting them to apprenticeship opportunities).

According to California law, when Local Workforce Development Boards (Local Board) provide apprenticeship or pre-apprenticeship-related services using Workforce Innovation and Opportunity Act (WIOA) funds, they must coordinate with the apprenticeship programs in their Local Workforce Development Area that have been formally accredited by the Department of Industrial Relations Division of Apprenticeship Standards (DIR DAS).

California Unemployment Insurance Code (CUIC) Section 14230 requires the California Workforce Development Board (CWDB) and each Local Board to ensure that programs and services funded by WIOA and directed toward apprenticeship occupations, including pre-apprenticeship training, are conducted in coordination with one or more apprenticeship programs approved by the DIR DAS for the occupation and geographic area. CUIC Section 14230 also requires the CWDB and each Local Board to develop a policy of fostering collaboration between community colleges and approved apprenticeship programs in their geographic area to provide pre-apprenticeship training, apprenticeship training, and continuing education in apprenticeship occupations through the approved apprenticeship programs.

Training Provider Eligibility Procedure

b.3. Provide the procedure, eligibility criteria, and information requirements for determining training provider initial and continued eligibility, including Registered Apprenticeship programs (WIOA Section 122).

Initial Eligibility Requirements

Initial eligibility requirements do not apply to training programs previously eligible for the California (CA) Eligible Training Provider List (ETPL) under the *Workforce Investment Act (WIA)* or the *Workforce Innovation and Opportunity Act (WIOA)*. These previously eligible training programs must instead meet continued eligibility requirements.

Training programs that were not previously eligible under WIA or WIOA must give verifiable program-specific information for initial eligibility as outlined in this section.

See the “Unique Requirements for Registered Apprenticeship Programs” section for eligibility requirements for Apprenticeship programs.

Provider Level

The training provider must meet the following:

- 1) Meet the definition of an Eligible Training Provider (ETP).
- 2) Adhere to the equal opportunity and nondiscrimination requirements contained in Section 188 of WIOA and outlined in *Nondiscrimination and Equal Opportunity Procedures (WSD17-01)*.

- 3) Agree to provide information annually for each approved program of training services as outlined in the “WIOA ETP Report” section.
- 4) Meet California operating requirements. The training provider must meet one of the following:
 - a. Accredited by the Western Association of Schools and Colleges (WASC).
 - i. If a WASC accredited training provider sub-contracts the program’s instruction and/or curriculum development to another entity or third-party vendor, the training provider directly receiving tuition and related instruction fees (e.g., ITA) must meet the requirements outlined in this directive and register in [CalJOBSSM](#) as its own provider.
 - b. A postsecondary educational institution established, operated, and governed by the federal government, State of California, or a California local government (e.g., city, county, etc.).
 - c. A private postsecondary education institution with a location in California that does not meet items a or b above must meet one of the following:
 - i. Have an Approval to Operate from the Bureau of Private Postsecondary Education (BPPE).
 - ii. A Verification of Exempt Status from the BPPE. Only providers that fall under exemption (c), (d)(2), (e), (i), (j), or (k) of California Education Code (EDC) Section 94874 are eligible for the ETPL.
 - d. A private postsecondary educational institution without a physical location in California that offers online training programs to California students for a fee must meet one of the following:
 - i. A nonprofit accredited by a U.S. Department of Education recognized agency that offers degrees.
 - ii. Registered with the BPPE as an out-of-state institution.

To take part in the CA ETPL, the training provider must provide the following:

- 1) Describe whether the provider is in partnership with a business.
- 2) Give the following information about their organization.
 - a. Federal Employer ID number (FEID or FEIN).
 - b. The legal or official “doing business as” (DBA) name.
 - c. Description of the training provider.
 - d. Address of the main location.
 - e. The type of entity the training provider is (e.g., public provider, private non-profit provider, etc.).
 - f. Performance reporting method. See “WIOA ETP Report” section for more information.
 - g. Other information needed to complete a [CalJOBS](#) profile, such as:
 - i. Uniform Resource Locator (URL) for the organization, if available.
 - ii. Contact number for the main location.

- iii. Billing address.
- iv. Mailing address.
- v. Financial Aid and/or Pell Grant availability.
- vi. Online registration availability.

Program Level

To be eligible for the CA ETPL, the training program must meet the following:

- 1) The program meets the definition of an Eligible Training Program.
- 2) For providers with BPPE Approval to Operate, the training program and its location are BPPE approved.
- 3) Adhere to the following data and performance requirements:
 - a. Total Program Exiters: Total number of students who exited (withdrew, transferred out, or completed) the program in the last four complete quarters.
 - b. Total Completers: Total number of students who completed the program successfully in the last four complete quarters.
 - i. Programs offered by a private postsecondary institution must have 50% of their exiters successfully complete the training program.
 - c. A new training program without performance data for initial eligibility can apply for the CA ETPL if the Local Board in the provider's area confirms the provider is reputable and the new program offers value to America's Job Centers of CaliforniaSM clients.

To take part in the CA ETPL, the training provider must provide the following about the training program:

- 1) Provide information that addresses the alignment of the training program with in-demand industry sectors and occupations.
- 2) Give the following information for each training program to be on the CA ETPL.
 - a. A description of the training program. The description can include other course prerequisites (e.g., driver's license or work experience), learning outcomes, competencies gained, program accreditation, full time/part time, required books/technology, and related careers.
 - b. URL of the program-specific webpage for individuals to find more information on the training program. If a program-specific page is not available, provide the URL of a list of all programs for the provider. This item is optional.
 - c. The potential outcome(s) of the training program (e.g., industry-recognized credential, associate's degree, etc.).
 - d. The specific name of the certificate, certification, license, or degree participants can receive (e.g., Certified Welding Inspector (CWI)).
 - e. The Classification of Instructional Programs (CIP).

- f. The program's total cost of tuition and fees for non-WIOA Title I, subtitle B participants (assuming normal time to completion). The total cost should include fees such as athletic center fees, technology fees, and lab fees.
- g. An estimate of the program's total cost of books and supplies for non-WIOA Title I, subtitle B participants (assuming normal time to completion).
- h. The length of the program in clock/contact hours per week. Clock hours are the total number of actual hours per week a student spends attending class or other instructional activities that count toward completing the training program. A clock/contact hour is a 60-minute span of time with between 50 and 60 minutes of actual class instruction, which may include class, recitation, lecture, lab, training, or internship. No more than 1.0 clock hour can be assigned to any discrete 60-minute period.
- i. The length of the program in weeks as completed by a full-time student.
- j. Any applicable prerequisites for the training program.
- k. The format(s) of the training program (e.g., in-person, online, etc.).
- l. The occupation code(s) for which this training program prepares students.
- m. Other information needed to complete a [CalJOBS](#) profile, such as:
 - i. Any resources or equipment needed.
 - ii. If the program earns credit, including the number of credits and credit duration (i.e., semester or quarter).
 - iii. Credentialing body.
 - iv. Program schedule.

Application Process

Providers can submit an initial eligibility application for the CA ETPL at any time during the year. Initial eligibility applications are reviewed and processed between July 1 and March 31. Applications received between April 1 and June 30 are processed beginning July 1. If the provider is already on the CA ETPL and is submitting an initial eligibility application for a new program, only the program needs to be reviewed for eligibility.

The assigned Local Board has 30 days to review the application and make an eligibility determination. If approved, the state (EDD) has 30 days to review and make a final eligibility determination.

If approved, the initial eligibility is valid until June 30. The program must meet the requirements for continued eligibility when its initial eligibility expires.

If denied, written notification of the reason for denial will be provided to the provider.

Providers can appeal eligibility determinations. See the y “Appeals” section of the *California Eligible Training Provider List* policy for more information.

Continued Eligibility Requirements

A program's initial eligibility expires within one year of approval. To avoid a lapse in approval, a program's first continued eligibility review must occur within one year. A program's continued eligibility is valid for up to two years.

See the "Unique Requirements for Registered Apprenticeship Programs" section for continued eligibility requirements for Apprenticeship programs registered under the National Apprenticeship Act.

Provider Level

The ETPs must review and update, if needed, all information previously provided and continue to meet all requirements outlined in the "Initial Eligibility, Provider Level".

Program Level

To be on the CA ETPL, the training program must meet the following:

- 1) Review and update, if needed, all other previously provided program information.
- 2) All required data for the most recent annual WIOA ETP Report was submitted by August 31. If applying to be added back to the ETPL (not currently on the ETPL), the training program must provide all data for each year from when it was initially approved for the CA ETPL or for the most recent complete four years (whichever is shorter).
 - i. For more information on the annual reporting requirements, see the attached WIOA ETP Report Guide and the WIOA ETP Reporting Cohort Tool – Dynamic spreadsheet located on Workforce GPS's [ETP Reporting Cohorts Chart](#) site.
 - ii. If the ETP did not have any WIOA Title I, subtitle B students in any of their CA ETPL-approved programs on the most recent annual WIOA ETP Report, the ETP must explain why. The explanation must include why the ETP did not serve any WIOA Title I, subtitle B students and include the number of Supplemental Job Displacement Benefit vouchers accepted during the same timeframe.
- 3) Programs offered by a private postsecondary institution must meet at least half of the following performance requirements as displayed on the most recent annual WIOA ETP Report:
 - i. 50% of all student program exiters successfully completed the training program (did not withdraw or transfer out of the program).
 - ii. Employment Rate 2nd Quarter after Exit for WIOA Title I, subtitle B students is at least 68%.

- iii. Employment Rate 4th Quarter after Exit for WIOA Title I, subtitle B students is at least 65%.
 - iv. Median Earnings 2nd Quarter after Exit for WIOA Title I, subtitle B students is at least \$8,000.
 - v. Credential Attainment Rate for WIOA Title I, subtitle B students is at least 70%.
- All performance data is verified using the WIOA ETP Report submitted by the state to the DOL annually. A program is exempt from meeting a performance accountability measure if there is less than one complete program year of data, or if there are less than ten students in the measure.

Application Process

To continue to be on the CA ETPL, the program must meet the requirements for continued eligibility when its initial or continued eligibility expires.

For a program actively on the CA ETPL, the ETP must submit the program application for continued eligibility by March 31 of the same year as the program is set to expire. The assigned Local Board has until May 15 to review the application and make an eligibility determination. If approved, the state (EDD) has until June 30 to review and make a final eligibility determination.

For a previously eligible program wanting to be added back to the CA ETPL (not actively on the list), providers can submit the program application for continued eligibility any time during the year. These applications are reviewed and processed between July 1 and March 31. Applications received between April 1 and June 30 are processed beginning July 1. If the provider is already on the CA ETPL and is submitting a continued eligibility application to relist a program, only the program needs to be reviewed for eligibility.

The assigned Local Board has 30 days to review the application and make an eligibility determination. If approved, the state (EDD) has 30 days to review and make a final eligibility determination.

If approved, the program's continued eligibility is valid for up to two years ending on June 30. If the provider has other programs on the CA ETPL, the program's continued eligibility will have the same expiration date as the other programs. There are some instances where the first continued eligibility period for a program is shorter than two years to align it with the expiration date(s) of the ETP's other programs.

If denied, written notification of the reason for denial will be provided to the ETP.

Providers can appeal eligibility determinations. See the y “Appeals” section of the *California Eligible Training Provider List* policy for more information.

Unique Requirements for Registered Apprenticeship Programs

Eligibility Requirements

All apprenticeship programs registered with the U.S. Department of Labor, Office of Apprenticeship under the National Apprenticeship Act or a recognized State apprenticeship agency are automatically eligible for the CA ETPL. The EDD informs new RAPs of their automatic eligibility for the CA ETPL. An apprenticeship program must consent to their inclusion on the list.

The state must review RAPs every two years. The review includes verifying the registration status of RAPs and removing any programs that are no longer eligible. See “Reasons for Delisting an Apprenticeship Program” for more information.

The RAP sponsor must give the following information about each RAP to be on the CA ETPL:

- Occupations included within the RAP.
- The name and address of the RAP sponsor.
- The name and address(es) of the Related Technical Instruction provider(s) and the location(s) of instruction if different from the program sponsor’s address.
- The method and length of instruction.
- The number of active apprentices.
- Other information needed to complete a profile in [CalJOBS](#), such as:
 - FEID or FEIN.
 - Description of the training provider and program.
 - The type of entity the training provider is (e.g., public provider, private non-profit provider, etc.).
 - URL for the organization, if available.
 - Contact number for the main location.
 - Billing address.
 - Mailing address.
 - Financial Aid and/or Pell Grant availability.
 - Online registration availability.
 - The potential outcome(s) of the training program (e.g., industry-recognized credential, associate’s degree, etc.).

- The specific name of the certificate, certification, license, or degree participants can receive (e.g., Certified Welding Inspector (CWI)).

RAPs may voluntarily report performance information; however, they are exempt from ETP performance reporting requirements, including any added data requirements in state or local policy. If a Local Board has a local ETPL, all RAPs on the CA ETPL must be on the local ETPL.

Application Process

RAP sponsors can submit an application for the CA ETPL at any time. Applications for new RAPs are reviewed and processed between July 1 and March 31. Applications received between April 1 and June 30 are processed beginning July 1.

If the RAP sponsor is already on the CA ETPL and is submitting an application for a new RAP, only the new program requires review for inclusion on the CA ETPL. The state (EDD) has 30 days to review the application.

If approved, eligibility is valid for up to two years ending June 30. If the RAP sponsor has other programs on the ETPL, the program's review date will be the same date as the other programs. In some cases, the first review period for a RAP may be shorter than two years to align it with the expiration date(s) of the ETP's other programs.

Providers can appeal eligibility determinations. See the y "Appeals" section of the *California Eligible Training Provider List* policy for more information.

Reasons for Delisting an Apprenticeship Program

Once on the CA ETPL, RAPs will remain on the list:

- Until the RAP is deregistered.
- Until the RAP notifies the EDD that it no longer wants to be included on the list.
- Until the RAP is determined to have intentionally supplied inaccurate information or to have substantially violated any provision of Title I of WIOA or the WIOA regulations, including 29 CFR part 38.
 - A RAP removed under this condition must be removed for not less than 2 years and is liable to repay all Title I, subtitle B Youth, Adult, and Dislocated Worker training funds it received during the period of noncompliance.

The EDD reviews RAPs every two years to verify registration status from April 1 – June 30.

WIOA ETP Report

States must collect and report performance information on all individuals served by each training program on the CA ETPL during the Program Year (July 1 – June 30). The EDD submits the annual WIOA ETP Report to the DOL using the ETA-9171, and makes the information publicly available on [CalJOBS](#). The EDD reports performance data provided by a RAP if it is available, but RAPs are not required to provide ETP performance information.

The EDD uses information from the initial and continued eligibility applications, as well as WIOA participant information, for the WIOA ETP Report submission. The following includes additional information required from ETPs:

- 1) The total number of students served.
- 2) The total number of students who exited from the program (includes students who completed, withdrew, or transferred out of the program).
- 3) The total number of students who completed the program.
- 4) The levels of performance achieved for all students (WIOA and non-WIOA) for the program:
 - a. The number of exiters in the 2nd quarter after exit.
 - b. The number of exiters employed in the 2nd quarter after exit.
 - c. The median earnings of exiters in the 2nd quarter after exit.
 - d. The average earnings of exiters in the 2nd quarter after exit.
 - e. The number of exiters in the 4th quarter after exit.
 - f. The number of exiters employed in the 4th quarter after exit.
 - g. The average earnings of exiters in the 4th quarter after exit.
 - h. The number of exiters who attained a credential during participation or within one year after exit.

To ensure the appropriate students are counted for each item above, please reference the attached WIOA ETP Report Guide and/or the ETP Reporting Cohorts Chart located on the WorkforceGPS [Eligible Training Provider Resource Page](#).

Between July 1 – August 31, ETPs must submit their performance data in [CalJOBS](#) for each training program on the ETPL at any time during the previous program year (July 1 – June 30).

To help with accurate data reporting, ETPs have two options for providing performance data to the EDD:

- 1) Provide totals for the most recent complete program year for each of the performance items mentioned above.
- 2) Provide a list of Social Security Numbers of applicable individuals to the EDD. The EDD will conduct a wage match for the individuals and calculate all totals as outlined above.
 - a. ETPs must ensure they adhere to the Family Educational Rights and Privacy Act, including the circumstances relating to prior written consent, if sending personally identifiable information from an education record.

The WIOA ETP Report includes aggregate totals for up to four years of data (the most recent program year and the three preceding years); however, only the most recent program year needs to be submitted. The EDD will aggregate all available data to meet the reporting requirement. ETPs are not required to give performance data from before the program was listed on the CA ETPL.

Adult Priority of Service

b.4. Describe how the State will implement and monitor for the Adult Priority of Service requirement in WIOA section 134 (c)(3)(E) that requires American Job Center staff, when using WIOA Adult program funds to provide individualized career services and training services, to give priority of service to recipients of public assistance, low-income individuals, and individuals who are basic skills deficient (including English language learners).

As outlined in Workforce Services Directive [\(WSD\)24-06](#), *Adult Program Priority of Service*, Local Workforce Development Boards (Local Board) must provide priority of service to recipients of public assistance, other low-income individuals, or individuals who are deficient in basic skills, when providing individualized career services and training services funded with Workforce Innovation and Opportunity Act (WIOA) Adult funds. Veterans and eligible spouses are also able to receive priority of service among all eligible individuals, however they must meet the WIOA Adult program eligibility criteria and meet the criteria under WIOA Section 134(c)(3)(E). Therefore, priority must be provided in the following order:

1. Veterans and eligible spouses who are also recipients of public assistance, other low-income individuals, or individuals who are basic skills deficient.
2. Individuals who are the recipient of public assistance, other low-income individuals, or individuals who are basic skills deficient.
3. Veterans and eligible spouses who are not included in WIOA's priority groups.

4. Priority populations established by the Governor and/or Local Boards.
5. Other individuals not included in WIOA's priority groups.

WSD24-06 contains definitions of public assistance recipient, low-income individuals, and basic skills deficient, as well as all individualized career and training services. It also contains a chart of source documents that Local Boards can use to verify a participant's eligibility for priority of service.

The Employment Development Department Labor Data and Compliance Branch is responsible for conducting annual sub-recipient monitoring to ensure compliance with WIOA eligibility requirements, including priority of service.

Local Area Transfer of Funds

b.5. Describe the State's criteria regarding local area transfer of funds between the adult and dislocated worker programs.

Each program year, the U.S. Department of Labor provides Adult and Dislocated Worker funds to the state in two separate allotments. The first allotment begins July 1, and the second allotment begins October 1.

As outlined in Workforce Services Directive [\(WSD\)22-09](#), *Transfer of Funds – WIOA Adult/Dislocated Workers Program*, and in accordance with federal law, the Employment Development Department (EDD) has the authority to approve transfer requests on behalf of the Governor. Local Workforce Development Boards (Local Board) may transfer up to 100 percent of their Adult and Dislocated Worker funds between the two funding streams. Local Boards may not transfer funds to or from the Youth program.

The Local Workforce Development Area (Local Area) must submit the transfer request in writing to their EDD Regional Advisor. All requests must contain the reason(s)/rationale for the

transfer. Local Areas consider all following criteria when providing a justification for the transfer:

1. Changes in planned services to eligible participants.
2. Unexpected layoffs requiring additional funds.
3. Changes in the goals for serving eligible participants.
4. Changes in labor market conditions.
5. Effect of transfer on jointly funded employment and training programs in the local America's Job Center of CaliforniaSM system.
6. Effect on existing agreements for the delivery and/or coordination of employment and training services.
7. Effect on current state and Local Area employment and training systems.
8. Effect on the employment and training needs of eligible participants in the Local Area.

All transfer requests are approved and signed off by the Local Board prior to submitting the transfer request to the EDD Regional Advisor.

To the extent that a Local Area requests to transfer its entire allocation of Dislocated Worker program funds to the Adult program, Local Areas maintain awareness of the following implications pertaining to that transfer:

- The state does not consider a Local Area's request for Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker 25 percent Additional Assistance to mitigate the loss of Dislocated Worker funds resulting from the transfer as stated in [WSD16-15](#), *Dislocated Worker Additional Assistance Projects*. However, if a Local Area transfers 100 percent of its Dislocated Worker funds and a dislocation event occurs in the Local Area (e.g., a specific employer layoff or a disaster that changes the local economic conditions), then the state will consider a Local Area's request for Additional Assistance funds on a case-by-case basis.
- All transfers of funds are subject to the priority of service requirements. WIOA Section 134(c)(3)(E) requires priority of service for recipients of public assistance, other low-income individuals, and individuals who are deficient in basic skills. Additionally, Local Areas that give such priority of services are required to do so regardless of the levels of funds.

WIOA and TAA Co-Enrollment

b.6. Describe the State’s policy on WIOA and TAA co-enrollment and whether and how often this policy is disseminated to the local workforce development boards and required one-stop partners. Trade Act Sec. 239(f), Sec. 235, 20 CFR 618.325, 20 CFR 618.824(a)(3)(i).

The state’s policy on Workforce Innovation and Opportunity Act (WIOA) and Trade Adjustment Assistance (TAA) co-enrollment requires that co-enrollment guidelines be jointly established and agreed upon by Local Workforce Development Area (Local Area) administrators and Employment Development Department managements overseeing the TAA Program within that area. These guidelines are documented in a Memorandum of Operations, outlining the roles and responsibilities of each stakeholder.

This policy is referenced in Workforce Services Directive [\(WSD\)14-15](#), *WIOA and TAA Co-Enrollment Policy and Procedures*, and has been in effect since 2015. Additionally, the state developed a Technical Assistance Guide (TAG) that can be utilized by both TAA and WIOA staff, as it outlines the purpose of WIOA and TAA co-enrollment, the roles and responsibilities, and step-by-step procedures on how to implement co-enrollment. The TAG also includes the provision of providing rapid response and appropriate career services to workers from who a petition has been filed.

The state’s policy is shared with Local Areas as needed to serve as a refresher on co-enrollment guidelines, particularly in cases of non-compliance.

b.7. Describe the State’s formal strategy to ensure that WIOA and TAA co-enrolled participants receive necessary funded benefits and services. Trade Act Sec. 239(f), Sec. 235, 20 CFR 618.816(c).

The state’s written policy and procedure ensures that stakeholders are aware of the co-enrollment requirements between the Workforce Innovation and Opportunity Act (WIOA) and Trade Adjustment Assistance (TAA) programs and that trade-affected workers receive the appropriate reemployment services defined in 20 Code of Federal Regulations 618.816(c). Workforce Services Directive [\(WSD\)14-15](#), *WIOA and TAA Co-Enrollment Policy and Procedures*, was developed to promote WIOA and TAA program coordination and maintain consistent program administration and delivery of services to TAA workers throughout the state.

Co-enrollment requires a high level of communication and coordination among WIOA and TAA partners for participants to receive the necessary benefits and services. The established guidance requires managers within the Local Workforce Development Areas (Local Area) and the Employment Development Department overseeing the TAA program to negotiate WIOA/TAA co-enrollment guidelines for their Local Area. Those guidelines cover areas of responsibilities for providing assessments, employment and case management services, training opportunities, client data entry, supportive services, post-training placement assistance, and follow-up services, as needed. Once agreed upon, these responsibilities are then documented in a Memorandum of Operation.

To support the effective implementation of a co-enrollment strategy, additional tools have been developed, including a PowerPoint presentation for WIOA and TAA staff that outlines the benefits and requirements of co-enrollment, and a referral form and technical assistance guide that documents each partner's roles and responsibilities.

b.8. Describe the State's process for familiarizing one-stop staff with the TAA program. 20 CFR 618.804(j), 20 CFR 618.305.

The Trade Adjustment Assistance (TAA) program is a required one-stop partner responsible for providing access to TAA benefits and services to adversely affected workers through the state's one-stop delivery system, implemented through America's Job Center of CaliforniaSM (AJCC) locations. AJCCs serve as the main point of contact for participant intake and delivery of TAA benefits and services.

TAA program staff are co-located within AJCCs alongside Workforce Innovation and Opportunity Act partners, providing direct technical assistance and guidance to partner staff on TAA program requirements, including co-enrollment policies and procedures. TAA-related materials are readily available at AJCCs to ensure staff have easy access to information and know the appropriate contacts for referring dislocated workers as needed.

Additionally, TAA program managers and Local Workforce Development Areas have established Memorandum of Operations outlining the requirements of the program, benefits of co-enrollment, and each stakeholder's responsibilities.

Youth Program Requirements

c.1. Identify the State-developed criteria to be used by local boards in awarding grants or contracts for youth workforce investment activities and describe how the local boards will take into consideration the ability of the providers to meet performance accountability measures based on primary indicators of performance for the youth program as described in section 116(b)(2)(A)(ii) of WIOA.¹¹ Further, include a description of how the State assists local areas in determining whether to contract for services or to provide some or all of the program elements directly.

As outlined in Workforce Services Directive [WSD17-07](#), California seeks to invest Workforce Innovation and Opportunity Act youth funds in programs that employ best practices and incorporate concepts of youth development in order to meet the diverse needs of youth and young adults through integrated wrap-around services, with a particular focus on employment and post-secondary outcomes. To accomplish this, Local Workforce Development Boards (Local Board) should select youth service providers that:

- Employ proven recruitment strategies of effective outreach, engagement, enrollment, and retention of out-of-school youth.
- Demonstrate meaningful partnerships with eligible training providers, institutions of higher education, and employers from in-demand industries.
- Offer a continuum of services that allow participants to obtain a GED/High School diploma, enroll in post-secondary education, and obtain employment within their chosen career path.
- Utilize career pathways and sector strategy models with a structured sequence of activities, as well as multiple entry and exit points that provide adequate supportive services.
- Use structured work-based learning, such as paid and unpaid work experiences and career exploration that leads to gainful employment.
- Provide intensive case management and support services to help youth overcome complex barriers, successfully complete the program, and retain employment.

Successful performance is a priority as it helps to measure the effectiveness of a local program. Local Board selection of youth providers requires an assessment of the provider's ability to

meet participant and performance requirements set forth by the local administrative entity and the state.

Local Boards are advised to assess the provider's:

- Experience managing contracts, performance records, and administrative structure, including records and retention, compliance and monitoring, internal audit procedures, and data management systems.
- Ability to meet reporting deadlines.
- Planned performance and ability to track outcomes.
- Frequency of training and technical assistance provided on the performance indicators to ensure compliance with federal and state requirements.

c.2. Explain how the State assists local workforce boards in achieving equitable results for out-of-school and in-school youth. Describe promising practices or partnership models that local areas are implementing and the state's role in supporting and scaling those models within the state for both in-school and out-of-school youth.

From a programmatic standpoint, California has prioritized investments in serving disconnected and Out-of-School youth at the local level by identifying them as a target population for many of the federal- and state-funded grant programs. Below are a few examples of youth projects that were awarded funds.

The following projects are supported by the Workforce Accelerator Fund (WAF) Grant Program:

- A project that enrolled Out-of-School Youth into commercial maritime maintenance and repair training and an apprenticeship program with a path to employment. The project expanded the scope of a prior WAF project and demonstrated that short-term focused training coupled with a strong industry network can lead to successful employment outcomes. The project exceeded its participant goals and plans to scale to other regions with a maritime industry.
- A project that is bridging the gap between entry-level Information Technology (IT) jobs and employer needs by offering training and on-the-job learning opportunities. The program focuses on preparing youth for IT careers in businesses such as Cisco, Microsoft, Google, AWS, Agile, Salesforce Administration, and Cybersecurity. The project incorporates work-based learning and enrolls youth participants into structured IT career pathways.

The following projects are supported by the Breaking Barriers to Employment Initiative:

- A project that provides a two-part, six-month internship for youth experiencing homelessness. The project will address the educational and professional opportunity gap for youth experiencing homelessness by providing youth with the tools and resources necessary for meeting their educational and professional goals.
- A project that assesses and enrolls disconnected youth, foster youth, and other target populations into programs that provide work experience. The participants without a GED or high school diploma will be enrolled in one of the Youth Build high schools.

Ongoing discussions with core and required program partners have shown that improving access and quality of services provided to Out-of-School youth facing significant barriers is a shared priority. The state is looking into ways to increase capacity for cross-agency collaboration and alignment of youth policy at the state level to improve youth service delivery at the local level.

c.3. Describe how the State assists local workforce boards in implementing innovative models for delivering youth workforce investment activities, including effective ways local workforce boards can make available the 14 program elements described in WIOA section 129(c)(2); and explain how local areas can ensure work experience, including quality pre-apprenticeship and registered apprenticeship, is prioritized as a key element within a broader career pathways strategy.

Local Workforce Development Boards (Local Board) must ensure that all 14 program elements are available in their Local Workforce Development Area (Local Area). Those 14 program elements are:

1. Tutoring, study skills training, instruction, and evidence-based dropout prevention and recovery strategies that lead to completion of the requirements for a secondary school diploma or its recognized equivalent or for a recognized postsecondary credential.
2. Alternative secondary school services, or dropout recovery services, as appropriate.
3. Paid and unpaid work experiences that have as a component academic and occupation education.
4. Occupational skill training, which shall include priority consideration for training programs that lead to recognized postsecondary credentials that are aligned with in-demand industry sectors or occupations in the Local Area involved, if the Local Board determines that the programs meet the quality criteria described in Workforce Innovation and Opportunity Act (WIOA) Section 123.

5. Education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster.
6. Leadership development opportunities, which may include community service and peer-centered activities encouraging responsibility and other positive social and civic behaviors, as appropriate.
7. Supportive services.
8. Adult mentoring for the period of participation and a subsequent period, for a total of not less than 12 months.
9. Follow up services for not less than 12 months after the completion of participation, as appropriate.
10. Comprehensive guidance and counseling, which may include drug and alcohol abuse counseling and referral, as appropriate.
11. Financial literacy education.
12. Entrepreneurial skills training.
13. Services that provide labor market and employment information about in-demand industry sectors or occupations available in the Local Area, such as career awareness, career counseling, and career exploration services.
14. Activities that help youth prepare for and transition to postsecondary education and training.

Local Boards are not required to provide the 14 required elements to each youth participant; they have the flexibility to determine what specific services a youth will receive based on the youth's assessment and service strategy.

Local Boards must competitively procure high-quality youth service providers that develop and implement effective youth programs by aligning career pathways, employment, training, education, and supportive services. Aligning strategic partnerships, communication, coordination, and collaboration among employers, educational partners, economic development entities, and service providers is the foundation of ensuring access to all program elements.

The WIOA youth work experience expenditure requirement aligns with California's ongoing support and utilization of "earn and learn" models such as work experience, pre-apprenticeship, registered apprenticeship, on-the-job training, and internships where participants can receive concurrent academic and occupational education, job readiness training, and employment skills. Work experience is an investment to build the foundation for

career exploration and guidance, support for educational attainment, and provide opportunities for skills training in in-demand industries that result in good jobs or enrollment in post-secondary education.

c.4. Provide the language contained in the State policy for “requiring additional assistance to enter or complete an educational program, or to secure and hold employment” criterion for out-of-school youth specified in WIOA section 129(a)(1)(B)(iii)(VIII) and for “requiring additional assistance to complete an education program, or to secure and hold employment” criterion for in-school youth specified in WIOA section 129(a)(1)(C)(iv)(VII). If the state does not have a policy, describe how the state will ensure that local areas will have a policy for these criteria.

Local Workforce Development Boards must establish a local definition and eligibility documentation requirements for the “requires additional assistance” criterion to determine eligibility for out-of-school (OS) youth and in-school (IS) youth. This definition must be included in the Local Workforce Development Plan.

The state provided the following possible definition/criteria:

- Have repeated at least one secondary grade level or are one year over age for a grade.
- Have a core grade point average of less than 1.5.
- For each year of secondary education, are at least two semester credits behind the rate required to graduate from high school.
- Are emancipated youth.
- Have aged out of foster care.
- Are previous dropouts or have been suspended five or more times or have been expelled.
- Have received court/agency referrals mandating school attendance.
- Are deemed at risk of dropping out of school by a school official.
- Have been referred to or are being treated by an agency for a substance abuse-related problem.
- Have experienced recent traumatic events, are victims of abuse, or reside in an abusive environment as documented by a school official or other qualified professional.
- Have serious emotional, medical, or psychological problems as documented by a qualified professional.
- Have never held a job (applies to older youth).

- Have been fired from a job within the twelve months prior to application (applies to OS youth).
- Have never held a full-time job for more than thirteen consecutive weeks (applies to OS youth).

California state law does not contain a definition for attending school or not attending school. Therefore, the state developed definitions using U.S. Department of Labor guidance and California Department of Education guidelines for data and tracking of both IS and OS youth in Workforce Services Directive [\(WSD\)17-07](#), *WIOA Youth Program Requirements*.

Attending School – An individual is considered to be attending school if the individual is enrolled in secondary or post-secondary school. If a youth is between high school graduation and post-secondary education, the youth is considered an IS youth if they are registered for post-secondary education, even if they have not yet begun post-secondary classes. However, if the youth registers for post-secondary education, but does not follow through with attending classes, the youth is considered an OS youth if the eligibility determination is made after the youth decided not to attend post-secondary education. Youth on summer break are considered IS youth if they are enrolled to continue school in the fall.

Not Attending School – An individual who is not attending a secondary or post-secondary school. In addition, individuals enrolled in the following programs would be considered OS youth for eligibility purposes:

- Workforce Innovation and Opportunity Act (WIOA) Title II Adult Education, Youth Build, Job Corps, high school equivalency program, or dropout re-engagement programs.
- A youth attending a high school equivalency program funded by the public K-12 school system who is classified by the school system as still enrolled in school is the exception; the youth would be considered an IS youth.
- Non-credit-bearing post-secondary classes only.
- A charter school program that provides instruction exclusively in partnership with WIOA, federal-funded Youth Build programs, federal Job Corps training or instruction, California Conservation Corps, or a state-certified local conservation.

As outlined in [WSD24-06](#), *Adult Program Priority of Service*, an individual is considered to be basic skills deficient if they are unable to compute or solve problems or read, write, or speak English at a level necessary to function on the job, in the individual’s family, or in society. The state identified the following ways to determine whether an individual meets those criteria:

- Lacks a high school diploma or high school equivalency and is not enrolled in secondary education.
- Enrolled in a Title II Adult Education/Literacy program.
- English, reading, writing, or computing skills at an 8.9 or below grade level.
- Determined to be Limited English Skills proficient through staff-documented observations.
- Other objective criteria were determined to be appropriate by the Local Workforce Development Area and documented in its required policy.

Single-area State Requirements

In States where there is only one local workforce investment area, the governor serves as both the State and local chief elected official. In such cases, the State must submit any information required in the local plan (WIOA section 106(d)(2)).

Not applicable.

A description of the roles and resource contributions of the one-stop partners.

Not applicable.

The competitive process used to award the subgrants and contracts for Title I activities.

Not applicable.

How training services outlined in Section 134 will be provided through individual training accounts and/or through contracts, and how such training approaches will be coordinated. Describe how the State will meet informed customer choice requirements regardless of training approach.

Not applicable.

How the State Board, in fulfilling Local Board functions, will coordinate Title I activities with those activities under Title II. Describe how the State Board will carry out the review of local applications submitted under Title II, consistent with WIOA sec. 107(d)(11)(A) and (B)(i) and WIOA sec. 232.

Not applicable.

Copies of executed cooperative agreements that define how all local service providers will carry out the requirements for integration of and access to the entire set of services available in the one-stop delivery system, including cooperative agreements with entities administering Rehabilitation Act programs and services.

Not applicable.

Waiver Requests (optional)

e.1-6. States wanting to request waivers as part of their Title I-B Operational Plan must include a waiver plan that includes the following information for each waiver requested:

1. Identifies the statutory or regulatory requirements for which a waiver is requested and the goals that the State or local area, as appropriate, intends to achieve as a result of the waiver, and how those goals relate to the Unified or Combined State Plan.
2. Describes the actions that the State or local area, as appropriate, has undertaken to remove State or local statutory or regulatory barriers.
3. Describes the goals of the waiver and the expected programmatic outcomes if the request is granted.
4. Describes how the waiver will align with the Department's policy priorities, such as:
 - a. Supporting employer engagement
 - b. Connecting education and training strategies
 - c. Supporting work-based learning

- d. Improving job and career results
 - e. Other guidance issued by the department
5. Describes the individuals affected by the waiver, including how the waiver will impact services for disadvantaged populations or individuals with multiple barriers to employment; and
6. Describes the processes used to:
 - a. Monitor the progress in implementing the waiver.
 - b. Provide notice to any local board affected by the waiver.
 - c. Provide any local board affected by the waiver an opportunity to comment on the request.
 - d. Ensure meaningful public comment, including comments by business and organized labor, on the waiver.
 - e. Collect and report information about waiver outcomes in the State's WIOA Annual Report.
7. The most recent data available regarding the results and outcomes observed through implementation of the existing waiver, in cases where the State seeks renewal of a previously approved waiver.

Background

California's workforce and economy continue to face significant disruptions as a result of the COVID-19 pandemic, subsequent economic instability, and recurring natural disasters. During the pandemic, unprecedented layoffs, business closures, and supply chain interruptions led to widespread job losses across nearly every industry sector. Although recovery efforts have made progress, key industries and communities, especially those most impacted by the pandemic, continue to face challenges. Furthermore, natural disasters such as the 2025 Southern California wildfires exacerbated economic instability.

The state is a diverse place geographically and economically; therefore, each Local Workforce Development Board (Local Board) faces different challenges. The waivers give Local Boards the flexibility to tailor Workforce Innovation and Opportunity Act (WIOA) services to their communities. This would ensure that rural or urban areas can innovate traditional approaches aimed at helping participants with barriers to employment gain work experience and a source of income during these trying times.

To address these conditions, the California Workforce Development Board and Employment Development Department are requesting approval from the U.S. Department of Labor (DOL) to extend one critical WIOA waiver for Program Years (PY) 2026-27 and 2027-28. This waiver has provided Local Boards with vital flexibility to meet local workforce needs, expand access to services for disadvantaged populations, and support small businesses and employers in rebuilding operations.

Out-of-School Youth (OSY) Waiver – WIOA Section 129(a)(4)(A)

1. Identifies the statutory or regulatory requirements for which a waiver is requested and the goals that the State or local area, as appropriate, intends to achieve as a result of the waiver and how those goals relate to the Unified or Combined State Plan.

California requests an extension of the OSY waiver, which allows Local Boards to reduce the OSY expenditure requirement from 75% to 50%.

- a. Goals
 - i. Increase flexibility for Local Boards to serve in-school youth (ISY), particularly foster youth, justice-involved youth, and homeless youth, so that they can be served through workforce development programs to support their continued engagement in education or training prior to disengagement.
 - ii. Address the unintended consequence of reduced ISY funding caused by the 75% OSY expenditure requirement.
-
- b. Alignment with the California Unified Strategic Workforce Development Plan (State Plan)
 - i. Fostering demand-driven skills attainment.
 - ii. Enabling upward mobility for all Californians.
 - iii. Aligning, coordinating, and integrating workforce programs and services.

2. Describes the actions that the State or local area, as appropriate has undertaken to remove State or local statutory or regulatory barriers.

There are no state or local statutory or regulatory barriers to implementing the OSY waiver.

3. Describes the goals of the waiver and expected programmatic outcomes, if the request is granted.

- a. Goals

- i. Expand access to ISY services, particularly for foster care, juvenile justice, and homeless youth.
 - ii. Strengthen pipelines for ISY before they disengage from education.
- b. Expected Outcomes
 - i. Anticipated 15% increase in ISY enrollment.
 - ii. Stronger employer and education partnerships for ISY engagement.

4. Describes how the waiver aligns with the Department’s policy priorities.

- a. Employer Engagement
 - i. Creates partnerships for internships and training.
- b. Work-Based Learning
 - i. Supports structured youth work experiences.
- c. Education & Training Strategies
 - i. Strengthens ISY transition into postsecondary pathways.
- d. Improved Career Results
 - i. Expands opportunities for disadvantaged youth populations.

5. Describes the individuals affected by the waiver, including how the waiver will impact services for disadvantaged populations or individuals with multiple barriers to employment.

- a. Youth Impact
 - i. An offender
 - ii. A homeless individual or runaway
 - iii. An individual in foster care or who has aged out of the foster care system
 - iv. An individual who has attained 16 years of age and left foster care for kinship guardianship or adoption
 - v. A child eligible for assistance under Section 477 of the Social Security Act
 - vi. An out-of-home placement
- b. Employer/Education Impact
 - i. Employers providing internships benefit from youth engagement.

6. Describes the processes used to monitor implementation and provide notice.

- a. Monitor
 - i. Local Boards must apply for approval from the state before using OSY waivers as outlined in Workforce Services Directive ([WSD\)24-14](#).

- ii. State approval ensures Local Boards meet criteria and funding allocations are tracked.
- iii. Year-end evaluations determine effectiveness and impact on enrollment.
- b. Notice
 - i. The Draft State Plan will be posted for public comment for 30 days to allow the workforce community an opportunity to provide input.

7. The most recent data available regarding the results and outcomes observed through implementation of the existing waiver, in cases where the State seeks renewal of a previously approved waiver.

The OSY waiver was designed to expand access and services to OSY across Local Boards. This waiver is consistently the highest in both reported and expected numbers, and is the most utilized across the most recent PYs.

- a. Usage Trends
 - i. PY 23–24: 17 boards applied for usage and were approved
 - ii. PY 24–25: 19 boards applied for usage and were approved
 - iii. PY 25–26: 19 boards applied for usage and were approved
- b. Comparative Context
 - i. OSY remains the most utilized waiver across the last three PYs.
- c. Performance Patterns
 - i. The Orange County Workforce Development Board (WDB) and the Riverside County WDB continuously reported higher usage numbers, with the Riverside WDB reporting strong usage compared to other Local Boards.
 - ii. The Ventura County WDB and the Stanislaus County WDB showed steady growth.
 - iii. The South East Los Angeles County WDB (SELACO), the Merced County WDB, and the Workforce Alliance of the North Bay reflected lower usage numbers.
 - iv. The San Joaquin County Worknet, Work2Future – Santa Clara County (fluctuating results) reported mixed results.
 - v. The Mother Lode WDB, the Santa Cruz County WDB, and the South Bay Workforce Investment Board reported steady/modest usage results.

The following are testimonials provided by Local Boards detailing their usage of the OSY waiver over the three previous PYs, and the impact it has had on the individuals they serve.

d. Local Board Testimonials

- i. Santa Cruz County WDB
 - Waiver expanded services to additional youth who were not otherwise eligible.
- ii. Santa Barbara County WDB
 - Flexibility ensured all eligible youth could be served.
- iii. Orange County WDB
 - Increased ISY services, with foster/justice-involved/homeless youth served increasing from 39 individuals to 59 individuals.
- iv. Stanislaus County WDB
 - PY 23–24: 75 ISY individuals were placed into short-term work experiences lasting about three to four months, and several youth transitioned to vocational training or employment.
 - PY 24–25: The WDB was prepared to reallocate resources should the OSY contractor fall short of enrollment or performance expectations. This ensured funds would be utilized effectively.
 - PY 25–26: The WDB is anticipating 75–90 ISY placements in their Summer Youth Program. For many participants this would be their first paid job experience and exposure to career pathways.

Key Trends Across Waivers (PY 23–24 through PY 25–26)

The following is an overview and analysis of Local Board participation in the three approved WIOA Waivers (OSY, On-the-Job Training, and Transitional Jobs) from PY 23-24 through 25-26. The analysis draws on reported waiver adoption and highlights key trends.

- a. Adoption Analysis
 - i. Comprehensive Users
 - 8 Local Boards per year adopted all three waivers (the Orange County WDB, SELACO, the Santa Barbara County WDB).
 - ii. Moderate Users
 - 5–6 Local Boards per year adopted two waivers (e.g., the Ventura County WDB, NOVAWorks Workforce Board, the South Bay Workforce Alliance).
 - iii. Minimal Users
 - 10+ Local Boards per year adopted only one waiver.
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- b. Observed Patterns
 - i. Consistency

- The Orange County WDB, the Santa Barbara County WDB, and SELACO utilize all three waivers year-over-year.
 - ii. Rotating Participation
 - Local Boards, such as the Stanislaus County WDB and Work2Future – Santa Clara County, participated the first PY but scaled back in subsequent PYs; the Workforce Alliance of the North Bay expanded to utilizing all three waivers by PY 25–26.
 - iii. Stability
 - Data demonstrates the stable distribution across years with a stable three waiver adopters every year, smaller group at two waivers, and the largest number being one waiver.
- c. Conclusion
 - i. OSY remains the most utilized waiver.
 - ii. OJT maintains broad engagement but declined slightly over the last three PYs.
 - iii. TJ remains the least adopted waiver but Local Boards that do use the waiver show growth in participation.

Title I-B Assurances

The State Plan must include assurances that:

The State Plan must include	Include
1. The State has implemented a policy to ensure Adult program funds provide a priority in the delivery of training services and individualized career services to individuals who are low income, public assistance recipients and basic skills deficient;	Yes
2. The State has implemented a policy to ensure local areas have a process in place for referring veterans with significant barriers to employment to career services provided by the JVSG program's Disabled Veterans' Outreach Program (DVOP) specialist;	Yes
3. The State established a written policy and procedure that set forth criteria to be used by chief elected officials for the appointment of local workforce investment board members;	Yes
4. The State established written policy and procedures to ensure local workforce investment boards are certified by the governor every two years in accordance with WIOA section 107(c)(2);	Yes
5. Where an alternative entity takes the place of a State Board, the State has written policy and procedures to ensure the alternative entity meets the definition under WIOA section 101(e) and the legal requirements for membership;	Yes
6. The State established a written policy and procedure for how the individuals and entities represented on the State Workforce Development Board help to determine the methods and factors of distribution, and how the State consults with chief elected officials in local areas throughout the State in determining the distributions;	Yes
7. The State will not use funds received under WIOA Title I to assist, promote, or deter union organizing in accordance with WIOA section 181(b)(7);	Yes
8. The State distributes adult and youth funds received under WIOA equitably throughout the State, and no local area suffers significant shifts in funding from year-to-year during the period covered by this plan;	Yes
9. If a State Workforce Development Board, department, or agency administers State laws for vocational rehabilitation of persons with disabilities, that board, department, or agency cooperates with the agency that administers Wagner-Peyser services, Adult and Dislocated Worker programs and Youth Programs under Title I;	Yes
10. The State agrees to report on the impact and outcomes of its approved waivers in its WIOA Annual Report.	Yes
11. The State has taken appropriate action to secure compliance with the Uniform Guidance at 2 CFR 200 and 2 CFR 2900, including that the State will annually monitor local areas to ensure compliance and otherwise take appropriate action to secure compliance with the Uniform Guidance under section WIOA 184(a)(3);	Yes

