



Unified Strategic Workforce Development Plan Modification

Strategic Planning Elements

2026-2027

IN FULFILLMENT OF THE REQUIREMENTS OF THE
WORKFORCE INNOVATION AND OPPORTUNITY ACT
PUBLIC LAW 113-128

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Economic, Workforce, and Workforce Development Activities Analysis

Economic and Workforce Analysis

Economic Analysis

II.a.1. The Unified or Combined State Plan must include an analysis of the economic conditions and trends in the State, including sub-State regions and any specific economic areas identified by the State. This must include—

Existing Demand Industry Sectors and Occupations – Provide an analysis of the industries and occupations for which there is existing demand.

Emerging Demand Industry Sectors and Occupations – Provide an analysis of the industries and occupations for which demand is emerging.

Employers’ Employment Needs – With regard to the industry sectors and occupations identified in (A)(i) and (ii), provide an assessment of the employment needs of employers, including a description of the knowledge, skills, and abilities required, including credentials and licenses.

Existing Demand Industry Sectors and Occupations Industry Projections

Information about future labor market trends is critical for developing programs that help meet employers’ needs and help residents secure a job, obtain a better job, or create an upward career pathway. The Department of Labor’s (DOL) Bureau of Labor Statistics (BLS) provides national industry and occupational employment projections. The Employment Development Department’s (EDD), Labor Market Information Division (LMID) translates the national employment projections into state and metropolitan area projections.

- Total employment in California is expected to reach 21,230,900 jobs by 2033, an increase of 8.8 percent during the 10-year projection period. Seventy percent of the projected growth of 1,719,400 jobs is concentrated in three industry sectors: education and health services; professional and business services; and leisure and hospitality.
- Education and health services are projected to have the largest job growth for the 2023-2033 projection period with 572,600 jobs, which account for 33.3 percent of the projected employment growth. Employment growth in this sector is expected to increase due to an aging population that will have higher demand for healthcare services. The following subsectors within the education and health services industry sector are projected to have the largest job gains:
 - Social assistance (312,400)
 - Ambulatory health care services (141,400)
 - Hospitals (Private) (39,300)

- The top 25 industry groups that are expected to generate the most employment are projected to gain 1,136,100 jobs during the 2023-2033 projection period.
 - Nine of the top 25 industry groups projected to generate the most employment are within the professional and business services sector. Computer systems design and related services are projected to be the largest growing industry in the professional and business sector. Technological advancements such as artificial intelligence will drive future demand in this industry.
 - The individual and family services industry is expected to gain the largest number of jobs with a projected employment growth of 296,700 jobs during the 10-year projection period.
 - During this 10-year period, the top 25 industry groups with the largest percentage growth are expected to range from 34.8 percent for individual and family services to 13.5 percent for web search portals, libraries, archives, and other information services.

Occupational Projections

Occupational employment projections estimate the changes in occupations over time resulting from industry growth, technological changes, and other factors. Industry growth exists when the demand for goods and services increases, resulting in a greater demand for workers to produce these goods and services. Technological changes can raise the demand for some jobs while eliminating the demand for others.

- The top twenty occupations that are expected to generate the most employment are projected to add 827,900 jobs over the projections period, which will account for nearly half of all employment growth in California.
- Home health and personal care aides are expected to gain the largest number of jobs with a projected increase of 296,700 jobs during the 10-year projection period.
- Nine out of the twenty occupations that are expected to grow the most will be paid above the median annual wage for all occupations (\$58,297).

Table 1
Occupations and Skills: Occupations Projected to Create the Most Jobs Between 2023 and 2033
Source: Bureau of Labor Statistics, EDD Occupational Employment Projects

Occupational Title	2023 Base Year Employment	2033 Projected Year Employment	Numeric Change	Median Hourly Wages	Median Annual Wages	BLS Primary Skill	BLS Secondary Skill	BLS Third Skill
Home Health and Personal Care Aides	878,400	1,175,100	296,700	\$17.11	\$35,584	Interpersonal	Adaptability	Detail oriented
Fast Food and Counter Workers	440,600	511,300	70,700	\$18.30	\$38,062	Customer service	Adaptability	Detail oriented
Software Developers	302,500	355,600	53,100	\$84.40	\$175,555	Computers and information technology	Critical and analytical thinking	Writing and reading
Cooks, Restaurant	159,400	204,700	45,300	\$21.91	\$45,549	Adaptability	Detail oriented	Leadership
Registered Nurses	321,400	355,200	33,800	\$69.30	\$144,144	Interpersonal	Adaptability	Detail oriented
Laborers and Freight, Stock, and Material Movers, Hand	387,800	418,900	31,100	\$21.01	\$43,697	Detail oriented	Physical strength and stamina	Adaptability
Stockers and Order Fillers	266,400	296,900	30,500	\$19.43	\$40,409	Detail oriented	Adaptability	Customer service
Waiters and Waitresses	241,400	268,200	26,800	\$17.45	\$36,293	Interpersonal	Customer service	Adaptability
General and Operations Managers	295,100	319,500	24,400	\$61.33	\$127,562	Problem solving and decision making	Adaptability	Leadership
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	253,800	277,600	23,800	\$19.11	\$39,739	Adaptability	Detail oriented	Leadership
Medical and Health Services Managers	71,000	94,200	23,200	\$66.84	\$139,031	Adaptability	Leadership	Critical and analytical thinking
Heavy and Tractor-Trailer Truck Drivers	231,300	253,600	22,300	\$29.52	\$61,407	Detail oriented	Adaptability	Fine motor
First-Line Supervisors of Food Preparation and Serving Workers	125,700	147,000	21,300	\$22.81	\$47,452	Customer service	Leadership	Problem solving and decision making
Management Analysts	161,300	182,100	20,800	\$50.00	\$104,003	Adaptability	Writing and reading	Problem solving and decision making
Medical Assistants	108,800	128,700	19,900	\$23.76	\$49,416	Adaptability	Interpersonal	Detail oriented
Computer and Information Systems Managers	102,900	121,200	18,300	\$103.48	\$215,259	Computers and information technology	Problem solving and decision making	Adaptability
Accountants and Auditors	183,000	200,800	17,800	\$47.19	\$98,147	Detail oriented	Adaptability	Problem solving and decision making
Financial Managers	101,100	118,400	17,300	\$85.66	\$178,163	Leadership	Adaptability	Problem solving and decision making
Landscaping and Groundskeeping Workers	131,700	147,500	15,800	\$21.93	\$45,601	Adaptability	Detail oriented	Interpersonal
Dining Room and Cafeteria Attendants and Bartender Helpers	77,600	92,600	15,000	\$17.70	\$36,808	Customer service	Adaptability	Interpersonal

Emerging Demand Industry Sectors and Occupations Industry Projections

The educational and health services industry sector is expected to be the fastest growing industry sector with a projected growth rate of 18.4 percent. Individual and family services comprise over half (51.8 percent) of that sector's projected growth. The projected top 25 fastest growing industry groups are estimated to increase at a rate of 13.5 percent or higher during the 2023-2033 projection period. Eight of the top 25 projected fastest growing industry groups are within the health care and social assistance sector.

Occupational Projections

The top 20 fastest growing occupations are expected to have growth rates of 20.9 percent or higher over the projections period. The overall growth rate for all occupations in California is projected to be 8.8 percent during the 10-year projections period. Due to the expected demand in the healthcare industry, nearly half of the fastest growing occupations are projected to be a healthcare related job. The fastest growing occupation is expected to be nurse practitioners, which is projected to increase by 48.6 percent of the projections period.

Table 2
Occupations and Skills: Occupations Projected to Grow the Fastest Between 2023 and 2033

Source: Bureau of Labor Statistics, EDD Occupational Employment Projections

Occupational Title	2023 Base Year Employment	2033 Projected Year Employment	Percentage Change	Median Hourly Wages	Median Annual Wages	BLS Primary Skill	BLS Secondary Skill	BLS Third Skill
Nurse Practitioners	20,800	30,900	48.6%	\$82.28	\$171,138	Adaptability	Interpersonal	Problem solving and decision making
Solar Photovoltaic Installers	9,200	13,400	45.7%	\$30.09	\$62,577	Detail oriented	Adaptability	Problem solving and decision making
Data Scientists	38,100	51,900	36.2%	\$67.56	\$140,518	Mathematics	Computers and information technology	Writing and reading
Taxi Drivers	34,700	46,900	35.2%	\$18.96	\$39,436	Detail oriented	Adaptability	Interpersonal
Home Health and Personal Care Aides	878,400	1,175,100	33.8%	\$17.11	\$35,584	Interpersonal	Adaptability	Detail oriented
Physical Therapist Assistants	8,100	10,800	33.3%	\$39.27	\$81,668	Interpersonal	Adaptability	Problem solving and decision making
Medical and Health Services Managers	71,000	94,200	32.7%	\$66.84	\$139,031	Adaptability	Leadership	Critical and analytical thinking
Information Security Analysts	16,200	21,400	32.1%	\$69.47	\$144,483	Computers and information technology	Adaptability	Writing and reading
Physician Assistants	13,600	17,700	30.1%	\$79.54	\$165,458	Adaptability	Interpersonal	Detail oriented
Cooks, Restaurant	159,400	204,700	28.4%	\$21.91	\$45,549	Adaptability	Detail oriented	Leadership
Computer and Information Research Scientists	8,800	11,000	25.0%	\$77.18	\$160,538	Computers and information technology	Critical and analytical thinking	Problem solving and decision making
Veterinary Technologists and Technicians	11,300	14,100	24.8%	\$27.20	\$56,577	Adaptability	Detail oriented	Interpersonal
Health Specialties Teachers, Postsecondary	10,500	13,000	23.8%	\$0.00	\$106,313	Adaptability	Writing and reading	Speaking and listening
Operations Research Analysts	11,400	14,100	23.7%	\$47.87	\$99,554	Mathematics	Critical and analytical thinking	Writing and reading
Veterinarians	9,400	11,600	23.4%	\$78.50	\$163,270	Adaptability	Problem solving and decision making	Detail oriented
Exercise Trainers and Group Fitness Instructors	46,000	56,600	23.0%	\$27.98	\$58,209	Interpersonal	Adaptability	Physical strength and stamina
Nursing Instructors and Teachers, Postsecondary	7,000	8,600	22.9%	\$0.00	\$101,701	Adaptability	Interpersonal	Writing and reading
Veterinary Assistants and Laboratory Animal Caretakers	15,100	18,500	22.5%	\$22.48	\$46,763	Detail oriented	Adaptability	Customer service
Speech-Language Pathologists	14,600	17,700	21.2%	\$57.29	\$119,153	Adaptability	Interpersonal	Writing and reading
Diagnostic Medical Sonographers	9,100	11,000	20.9%	\$59.67	\$124,124	Adaptability	Detail oriented	Interpersonal

Middle-Skill Occupations

Middle-skilled occupations are those that require more than a high school education but less than a four-year degree. The top 25 middle-skilled occupations are expected to generate 1,822,530 total job openings during the 2023-2033 period. These openings include approximately 711,420 due to those exiting the labor force, 989,010 transferring to a different occupation, and 122,100 due to job growth.

- Heavy and tractor-trailer truck drivers top the list with 268,890 total projected job openings during the 2023-2033 period.
- Eleven of the top 25 occupations are in a health care-related field and are expected to generate 615,790 total job openings during the ten-year period.
- Among the top 25 middle-skilled occupations, median annual wages range from \$35,995 for manicurists and pedicurists to \$124,371 for dental hygienists.
- Eleven out of the top 25 middle-skill occupations are at or above the median hourly and median annual wage for all occupations in California. The median hourly wage for all occupations in California was \$28.03 and the median annual wage for all occupations in California was \$58,297 for the first quarter of 2025.

Table 3
Occupations and Skills: Middle-Skill Occupations
Source: Bureau of Labor Statistics, EDD Occupational Employment Projections

Occupational Title	Exits	Transfers	Numeric Change	Total Projected Job Openings	Median Hourly Wages	Median Annual Wages	BLS Primary Skill	BLS Secondary Skill	BLS Third Skill
Heavy and Tractor-Trailer Truck Drivers	99,100	147,490	22,300	268,890	\$29.52	\$61,407	Detail oriented	Adaptability	Fine motor
Teaching Assistants, Except Postsecondary	84,140	104,850	5,700	194,690	\$0.00	\$46,695	Interpersonal	Adaptability	Writing and reading
Bookkeeping, Accounting, and Auditing Clerks	96,730	88,450	-3,800	181,380	\$28.23	\$58,708	Detail oriented	Mathematics	Computers and information technology
Medical Assistants	52,220	99,880	19,900	172,000	\$23.76	\$49,416	Adaptability	Interpersonal	Detail oriented
Nursing Assistants	62,870	84,940	8,500	156,310	\$22.95	\$47,740	Interpersonal	Adaptability	Detail oriented
Tutors	45,190	43,750	3,900	92,840	\$21.16	\$44,004	Interpersonal	Adaptability	Writing and reading
Dental Assistants	27,460	47,500	4,200	79,160	\$24.18	\$50,301	Adaptability	Customer service	Interpersonal
Preschool Teachers, Except Special Education	25,170	39,140	8,000	72,310	\$22.66	\$47,127	Interpersonal	Adaptability	Speaking and listening
Manicurists and Pedicurists	26,300	37,870	6,700	70,870	\$17.31	\$35,995	Adaptability	Interpersonal	Detail oriented
Licensed Practical and Licensed Vocational Nurses	31,330	32,540	6,500	70,370	\$38.11	\$79,267	Adaptability	Interpersonal	Detail oriented
Automotive Service Technicians and Mechanics	22,480	37,330	3,700	63,510	\$31.29	\$65,079	Detail oriented	Problem solving and decision making	Fine motor
Hairdressers, Hairstylists, and Cosmetologists	22,770	31,490	2,900	57,160	\$19.47	\$40,489	Adaptability	Interpersonal	Customer service
Computer User Support Specialists	18,160	29,840	4,200	52,200	\$37.96	\$78,959	Computers and information technology	Adaptability	Writing and reading
Paralegals and Legal Assistants	14,920	32,660	3,900	51,480	\$36.03	\$74,943	Adaptability	Computers and information technology	Detail oriented
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	11,330	22,300	5,800	39,430	\$32.24	\$67,050	Detail oriented	Problem solving and decision making	Adaptability
Massage Therapists	14,890	17,350	4,700	36,940	\$23.94	\$49,807	Interpersonal	Adaptability	Problem solving and decision making
Skincare Specialists	8,140	16,610	2,000	26,750	\$18.00	\$37,425	Adaptability	Interpersonal	Customer service
Firefighters	5,450	14,400	1,800	21,650	\$41.24	\$85,771	Adaptability	Detail oriented	Interpersonal
Phlebotomists	6,340	11,420	1,800	19,560	\$27.42	\$57,037	Detail oriented	Interpersonal	Adaptability
Dental Hygienists	9,650	5,710	1,900	17,260	\$59.79	\$124,371	Adaptability	Interpersonal	Detail oriented
Physical Therapist Assistants	4,540	9,390	2,700	16,630	\$39.27	\$81,668	Interpersonal	Adaptability	Problem solving and decision making
Emergency Medical Technicians	4,630	9,610	2,300	16,540	\$22.56	\$46,921	Detail oriented	Adaptability	Interpersonal
Medical Records Specialists	7,250	6,580	2,400	16,230	\$29.48	\$61,322	Writing and reading	Computers and information technology	Detail oriented
Veterinary Technologists and Technicians	3,970	8,020	2,800	14,790	\$27.20	\$56,577	Adaptability	Detail oriented	Interpersonal
Order Clerks	6,390	9,890	-2,700	13,580	\$22.89	\$47,624	Adaptability	Computers and information technology	Interpersonal

Table 3

Occupations and Skills: Middle-Skill Occupations

Source: Bureau of Labor Statistics, EDD Occupational Employment Projections

Total	711,420	989,010	122,100	1,822,530					
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Sub-State Total Employment Projections

Sub-state employment projections are important because employment growth will vary throughout California. Insights into local growth trends can help influence regional policy making, career guidance and economic development decisions. The EDD LMID's latest metropolitan area employment projections estimate the expected growth for the period of 2022-2032.

- The metropolitan area employment growth rate will range from 12% for San Francisco-Redwood City-South San Francisco MD to 4.6% for Salinas MSA.
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- Los Angeles-Long Beach-Glendale MD is the largest metropolitan area with 4,853,080 total employment in 2022. The area is expected to grow at a rate of 8.7% over the projections period.
- The sum of all metropolitan areas is expected to add nearly 1.7 million total jobs over the projections period.

Table 4
Employment Projections: California Metropolitan Statistical Areas and Divisions
Source: EDD Occupational Employment Projections

Area Name	2022 Base Year Employment Estimate	2032 Projected Year Employment Estimate	2022-2032 Numeric Change	2022-2032 Percentage Change
San Francisco-Redwood City-South San Francisco MD (San Francisco and San Mateo Counties)	1,307,880	1,464,960	157,080	12.0
Napa MSA (Napa County)	84,730	94,010	9,280	11.0
Riverside-San Bernardino-Ontario MSA (Riverside and San Bernardino Counties)	1,760,710	1,947,320	186,610	10.6
Oakland-Hayward-Berkeley MD (Alameda and Contra Costa Counties)	1,243,050	1,369,490	126,440	10.2
El Centro MSA (Imperial County)	69,880	76,930	7,050	10.1
Sacramento--Roseville--Arden-Arcade MSA (El Dorado, Placer, Sacramento, and Yolo Counties)	1,131,580	1,241,570	109,990	9.7
San Jose-Sunnyvale-Santa Clara MSA (San Benito and Santa Clara Counties)	1,225,360	1,341,260	115,900	9.5
Vallejo-Fairfield MSA (Solano County)	149,310	163,330	14,020	9.4
Eastern Sierra-Mother Lode Region (Alpine, Amador, Calaveras, Inyo, Mariposa, Mono, and Tuolumne Counties)	66,180	72,350	6,170	9.3
Hanford-Corcoran MSA (Kings County)	52,440	57,260	4,820	9.2
Anaheim-Santa Ana-Irvine MD (Orange County)	1,752,610	1,910,750	158,140	9.0
Stockton-Lodi MSA (San Joaquin County)	299,820	326,750	26,930	9.0
Los Angeles-Long Beach-Glendale MD (Los Angeles County)	4,853,080	5,277,200	424,120	8.7
Santa Rosa MSA (Sonoma County)	225,410	244,950	19,540	8.7
San Diego-Carlsbad MSA (San Diego County)	1,634,710	1,771,230	136,520	8.4
San Luis Obispo-Paso Robles-Arroyo Grande MSA (San Luis Obispo County)	131,230	142,250	11,020	8.4
San Rafael MD (Marin County)	118,980	128,860	9,880	8.3
Yuba City MSA (Sutter and Yuba Counties)	58,420	63,260	4,840	8.3
Santa Maria-Santa Barbara MSA (Santa Barbara County)	235,500	254,430	18,930	8.0
Visalia-Porterville MSA (Tulare County)	186,710	201,340	14,630	7.8
Chico MSA (Butte County)	86,550	92,940	6,390	7.4
Bakersfield MSA (Kern County)	366,680	392,370	25,690	7.0
Merced MSA (Merced County)	90,240	96,550	6,310	7.0
Modesto MSA (Stanislaus County)	212,690	227,470	14,780	6.9
Fresno MSA (Fresno County)	426,580	455,460	28,880	6.8
Madera MSA (Madera County)	58,340	61,980	3,640	6.2
North Coast Region (Del Norte, Humboldt, Lake, and Mendocino Counties)	115,840	122,710	6,870	5.9
North Valley-Northern Mountains Region (Colusa, Glenn, Lassen, Modoc, Nevada, Plumas, Sierra, Siskiyou, Tehama, and Trinity Counties)	119,100	125,570	6,470	5.4
Oxnard-Thousand Oaks-Ventura MSA (Ventura County)	356,940	375,910	18,970	5.3
Redding MSA (Shasta County)	73,310	77,230	3,920	5.3
Santa Cruz-Watsonville MSA (Santa Cruz County)	116,080	121,980	5,900	5.1
Salinas MSA (Monterey County)	217,150	227,110	9,960	4.6

Employer Employment Needs

One economic variable used by economists and workforce developers to gauge employers' workforce needs are online job advertisement data. The data trends in the following tables derive from the Lightcast online job advertisement data series. The online job postings are drawn from over 45,000 sources, including employers, public agencies, job boards, and/or online newspaper sites. Online job ad postings, when paired with key insights from traditional data sources like the BLS industry and occupational projections offer a robust view of employer need for workers.

- Online job advertisement trends for August 2025 suggest that among industries projected to create the largest number of job opportunities in California between 2023 and 2033, the largest demand for workers stemmed from the employment services; general medical and surgical hospitals; and restaurant and other eating places establishments.
- Also in August 2025, online job advertisement data suggests that among the industries projected to grow the fastest in California between 2023 and 2033, the most demand for workers was derived from the restaurants and other eating places; computer systems design and related services; and other ambulatory health care services industries.
- Among occupations projected to have the most job openings between 2023 and 2033, the largest number of job advertisements were focused on registered nurse; and home health and personal care aide jobs. Over the past year, between August 2024 and August 2025, both occupations registered a year-over increase in job advertisements in excess of 1,200 advertisements.
- Among the occupations projected to grow the fastest in California between 2023 and 2033, the home health and personal care aides; medical and health services managers; and data scientists topped the list for the month of August 2025.
- Among middle-skill occupations in California, the largest number of online job advertisements in August 2025 were tied to the teaching assistants, except postsecondary; and heavy and tractor-trailer truck drivers jobs. Both occupations had over 2,700 job advertisements generated by employers in August 2025.

Table 5
Online Job Advertisement Trends: Industries Projected to Have the Largest Net Growth
Source: Lightcast Online Job Advertisements and EDD Industry Employment Projections

Industry Title	Projected 2023-2033 Job Growth	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Employment Services	41,800	2,264	9,555	7,291	322.0%
General Medical and Surgical Hospitals	30,400	9,650	9,420	-230	-2.4%
Restaurants and Other Eating Places	198,900	6,680	7,913	1,233	18.5%
Computer Systems Design and Related Services	64,200	5,529	5,963	434	7.8%
Management, Scientific, and Technical Consulting Services	22,000	4,876	5,141	265	5.4%
Grocery and Convenience Retailers	22,800	4,362	4,008	-354	-8.1%
Offices of Physicians	22,300	3,823	3,609	-214	-5.6%
Architectural, Engineering, and Related Services	26,400	3,419	3,404	-15	-0.4%
Home Health Care Services	23,500	2,432	2,968	536	22.0%
Investigation and Security Services	18,800	2,705	2,798	93	3.4%
Outpatient Care Centers	49,100	2,784	2,514	-270	-9.7%
Offices of Other Health Practitioners	25,500	2,446	2,443	-3	-0.1%
Individual and Family Services	296,700	2,568	2,323	-245	-9.5%
Software Publishers	23,300	2,016	2,113	97	4.8%
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	25,100	1,704	1,941	237	13.9%
Accounting, Tax Preparation, Bookkeeping, and Payroll Services	19,500	1,780	1,729	-51	-2.9%
Building Equipment Contractors	35,700	1,837	1,682	-155	-8.4%

Industry Title	Projected 2023-2033 Job Growth	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Services to Buildings and Dwellings	32,300	1,458	1,668	210	14.4%
Other Amusement and Recreation Industries	25,500	1,852	1,632	-220	-11.9%
Scientific Research and Development Services	27,300	1,711	1,477	-234	-13.7%
Warehouse Clubs, Supercenters, and Other General Merchandise	20,700	1,742	1,434	-308	-17.7%
Management of Companies and Enterprises	22,100	694	756	62	8.9%
Warehousing and Storage	25,900	640	563	-77	-12.0%
Foundation, Structure, and Building Exterior Contractors	17,000	383	355	-28	-7.3%
Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	19,300	412	194	-218	-52.9%
Total	1,136,100	69,767	77,603	7,836	11.2%

Table 6
Online Job Advertisement Trends: Industries Projected to Grow the Fastest
Source: Lightcast Online Job Advertisements and EDD Industry Employment Projections

Industry Title	Projected 2023-2033 Job Growth	Projected 2023-2033 Job Growth (Percent)	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Restaurants and Other Eating Places	198,900	14.70%	6,680	7,913	1,233	18.5%
Computer Systems Design and Related Services	64,200	18.80%	5,529	5,963	434	7.8%
Other Ambulatory Health Care Services	5,600	16.10%	3,186	3,430	244	7.7%
Architectural, Engineering, and Related Services	26,400	13.80%	3,419	3,404	-15	-0.4%
Other Professional, Scientific, and Technical Services	16,400	19.70%	3,053	3,102	49	1.6%
Home Health Care Services	23,500	20.00%	2,432	2,968	536	22.0%
Outpatient Care Centers	49,100	19.20%	2,784	2,514	-270	-9.7%
Offices of Other Health Practitioners	25,500	19.50%	2,446	2,443	-3	-0.1%
Individual and Family Services	296,700	34.80%	2,568	2,323	-245	-9.5%
Software Publishers	23,300	20.50%	2,016	2,113	97	4.8%
Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	25,100	30.20%	1,704	1,941	237	13.9%
Continuing Care Retirement Communities and Assisted Living Facilities for the Elderly	14,900	15.00%	1,734	1,824	90	5.2%
Web Search Portals, Libraries, Archives, and Other Information Services	8,900	13.50%	1,268	1,794	526	41.5%
Other Amusement and Recreation Industries	25,500	16.60%	1,852	1,632	-220	-11.9%
Scientific Research and Development Services	27,300	14.20%	1,711	1,477	-234	-13.7%
Special Food Services	12,100	15.50%	1,013	1,145	132	13.0%

Industry Title	Projected 2023-2033 Job Growth	Projected 2023-2033 Job Growth (Percent)	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Community Food and Housing, and Emergency and Other Relief Services	6,000	20.20%	397	316	-81	-20.4%
Hardware, and Plumbing and Heating Equipment and Supplies Merchant Wholesalers	4,200	13.60%	294	256	-38	-12.9%
Specialized Design Services	4,400	16.60%	143	235	92	64.3%
Specialty (except Psychiatric and Substance Abuse) Hospitals	7,700	28.60%	122	196	74	60.7%
Media Streaming Distribution Services, Social Networks, and Other Media Networks and Content Providers	19,300	27.20%	412	194	-218	-52.9%
Museums, Historical Sites, and Similar Institutions	4,600	22.70%	182	185	3	1.6%
Amusement Parks and Arcades	8,600	16.80%	226	181	-45	-19.9%
Spectator Sports	2,300	13.50%	171	134	-37	-21.6%
Private Households	4,800	14.80%	15	15	0	0.0%
Total	905,300	-	45,357	47,698	2,341	5.2%

Table 7
Online Job Advertisement Trends: Occupations Projected to Have the Largest Net Growth
Source: Lightcast Online Job Advertisements and EDD Occupational Employment Projections

Occupational Title	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Registered Nurses	9,145	11,265	2,120	23.2%
Home Health and Personal Care Aides	3,178	4,451	1,273	40.1%
Software Developers	4,578	4,182	-396	-8.7%
Medical and Health Services Managers	3,908	3,594	-314	-8.0%
General and Operations Managers	2,964	3,193	229	7.7%
Heavy and Tractor-Trailer Truck Drivers	2,817	2,767	-50	-1.8%
Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1,909	2,548	639	33.5%
Fast Food and Counter Workers	2,850	2,469	-381	-13.4%
Laborers and Freight, Stock, and Material Movers, Hand	2,260	2,375	115	5.1%
Financial Managers	2,208	2,272	64	2.9%
Waiters and Waitresses	1,676	2,101	425	25.4%
Stockers and Order Fillers	1,887	1,842	-45	-2.4%
Medical Assistants	1,724	1,682	-42	-2.4%
Accountants and Auditors	1,765	1,425	-340	-19.3%
Dining Room and Cafeteria Attendants and Bartender Helpers	1,089	1,370	281	25.8%
First-Line Supervisors of Food Preparation and Serving Workers	1,617	1,287	-330	-20.4%
Cooks, Restaurant	877	1,255	378	43.1%
Management Analysts	927	782	-145	-15.6%
Landscaping and Groundskeeping Workers	489	747	258	52.8%
Computer and Information Systems Managers	160	172	12	7.5%

Table 8
Online Job Advertisement Trends: Occupations Projected to Grow the Fastest
Source: Lightcast Online Job Advertisements and EDD Occupational Employment Projections

Occupational Title	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Home Health and Personal Care Aides	3,178	4,451	1,273	40.1%
Medical and Health Services Managers	3,908	3,594	-314	-8.0%
Data Scientists	1,780	1,675	-105	-5.9%
Computer and Information Research Scientists	1,086	1,331	245	22.6%
Cooks, Restaurant	877	1,255	378	43.1%
Nurse Practitioners	938	1,113	175	18.7%
Exercise Trainers and Group Fitness Instructors	633	691	58	9.2%
Speech-Language Pathologists	493	604	111	22.5%
Physical Therapist Assistants	448	592	144	32.1%
Veterinary Assistants and Laboratory Animal Caretakers	345	346	1	0.3%
Physician Assistants	300	345	45	15.0%
Veterinary Technologists and Technicians	370	303	-67	-18.1%
Veterinarians	345	295	-50	-14.5%
Diagnostic Medical Sonographers	204	187	-17	-8.3%
Operations Research Analysts	191	184	-7	-3.7%
Solar Photovoltaic Installers	144	133	-11	-7.6%
Information Security Analysts	215	107	-108	-50.2%
Taxi Drivers	21	42	21	100.0%
Health Specialties Teachers, Postsecondary	N/A	N/A	N/A	N/A
Nursing Instructors and Teachers, Postsecondary	N/A	N/A	N/A	N/A

Table 9

Online Job Advertisement Trends: Middle-Skill Occupations

Source: Lightcast Online Job Advertisements and EDD Occupational Employment Projections

Occupational Title	August 2024 Online Job Ads	August 2025 Online Job Ads	Year-Over Net Change in Online Job Ads	Year-Over Percent Change in Online Job Ads
Teaching Assistants, Except Postsecondary	1,759	2,899	1,140	64.8%
Heavy and Tractor-Trailer Truck Drivers	2,817	2,767	-50	-1.8%
Medical Assistants	1,724	1,682	-42	-2.4%
Dental Assistants	1,490	1,623	133	8.9%
Bookkeeping, Accounting, and Auditing Clerks	1,440	1,341	-99	-6.9%
Automotive Service Technicians and Mechanics	1,353	1,333	-20	-1.5%
Nursing Assistants	1,049	1,160	111	10.6%
Preschool Teachers, Except Special Education	1,130	1,058	-72	-6.4%
Computer User Support Specialists	1,070	908	-162	-15.1%
Tutors	725	862	137	18.9%
Licensed Practical and Licensed Vocational Nurses	650	809	159	24.5%
Paralegals and Legal Assistants	799	749	-50	-6.3%
Physical Therapist Assistants	448	592	144	32.1%
Phlebotomists	438	583	145	33.1%
Heating, Air Conditioning, and Refrigeration Mechanics and Installers	426	404	-22	-5.2%
Medical Records Specialists	428	364	-64	-15.0%
Hairdressers, Hairstylists, and Cosmetologists	431	347	-84	-19.5%
Veterinary Technologists and Technicians	370	303	-67	-18.1%
Dental Hygienists	199	201	2	1.0%
Massage Therapists	127	184	57	44.9%
Order Clerks	152	167	15	9.9%
Skincare Specialists	97	114	17	17.5%
Manicurists and Pedicurists	59	65	6	10.2%
Emergency Medical Technicians	106	63	-43	-40.6%
Firefighters	33	32	-1	-3.0%

Workforce Analysis

II.a.1.B. The Unified or Combined State Plan must include an analysis of the current workforce in the State and within various state regions. Provide key analytical conclusions in aggregate as well as disaggregated among populations to identify potential disparities in employment and educational attainment and understand labor force conditions for items (i)-(iii) below. Populations analyzed must include individuals with barriers to employment described in the first paragraph of Section II. Analysis must include—

Employment and Unemployment – Provide an analysis of current employment and unemployment data, including labor force participation rates, and trends in the State.

Labor Market Trends – Provide an analysis of key labor market trends, including across existing industries and occupations.

Education and Skill Levels of the Workforce – Provide an analysis of the educational and skill levels of the workforce.

Employment and Unemployment

Overview

According to the BLS, California’s nonfarm jobs expansion has now lasted for over five years (64 months), and its unemployment rate has remained between 5.3 and 5.5 percent during January 2025 through August 2025.. Over the first eight months of 2025, California’s civilian labor force grew consistently with an average of 20,600 persons per month, and the number of employed Californians grew by an average of 18,200 persons per month. The state’s labor force participation rate has steadily risen over the past year and now stands at 62.4 percent.

Civilian Labor Force

California’s labor force totaled 19,857,900 persons in August 2025. Between January 2025 and August 2025, the state’s civilian labor force total experienced a net increase of 153,800 persons. The state has experienced eight consecutive months of month-over gains in its civilian labor force totals. Month-over labor force gains ranged from a low of 2,100 persons (February 2025) to a high of 52,200 persons (May 2025). Comparing the average monthly gains in the civilian labor force in the first eight months of 2024 (15,800) and 2025 (20,550), indicated that the pace of growth in the State’s civilian labor force has increased over the past year.

Figure 1
Labor Force: Three-Year Trend

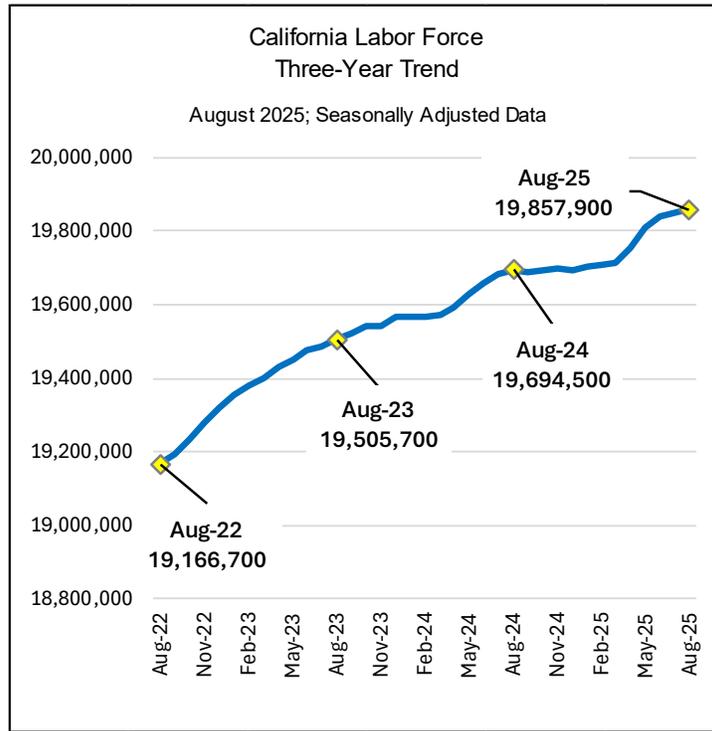
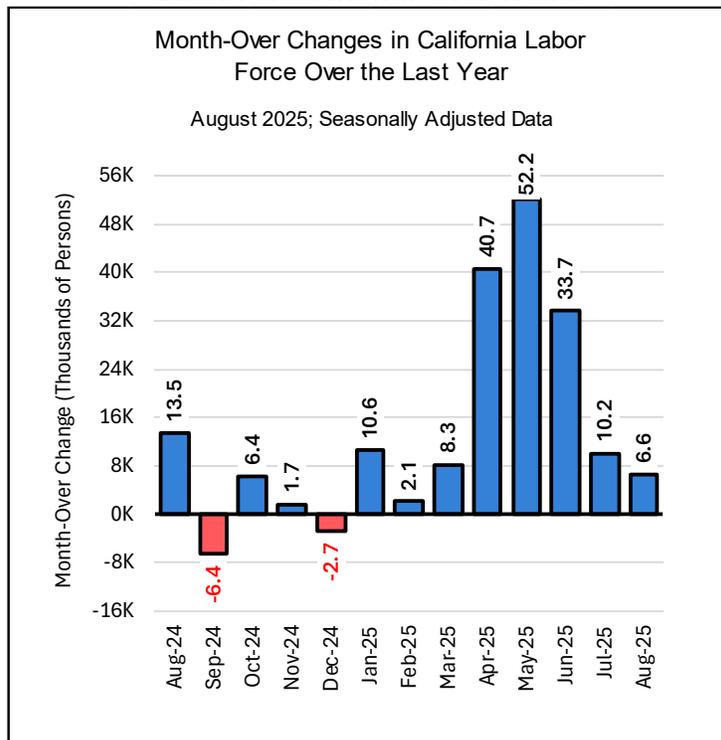


Figure 2
Labor Force: Month-Over Trends



Unemployment Rate

California's seasonally adjusted unemployment rate was 5.5 percent in August 2025; it was 1.2 percentage points higher than the U.S. average of 4.2 percent. The State's unemployment rate was 0.1 percentage point higher than its rate in August 2024 and had either decreased or remained unchanged in nine of the preceding 12 months. Through the first eight months of 2025, month-over net changes in the number of unemployed ranged from a decline of 8,000 persons in February 2025 to a gain of 18,600 persons in July 2025. During this period of time, California's unemployment rate varied within a narrow range of 5.3 percent (March 2025 through May 2025). When comparing the average monthly gains in the number of unemployed in the first eight months of 2024 (8,800) and 2025 (2,400), it indicates that the pace of increases in the number of unemployed persons has slowed thus far in 2025.

Figure 3
Unemployment Rate Trends

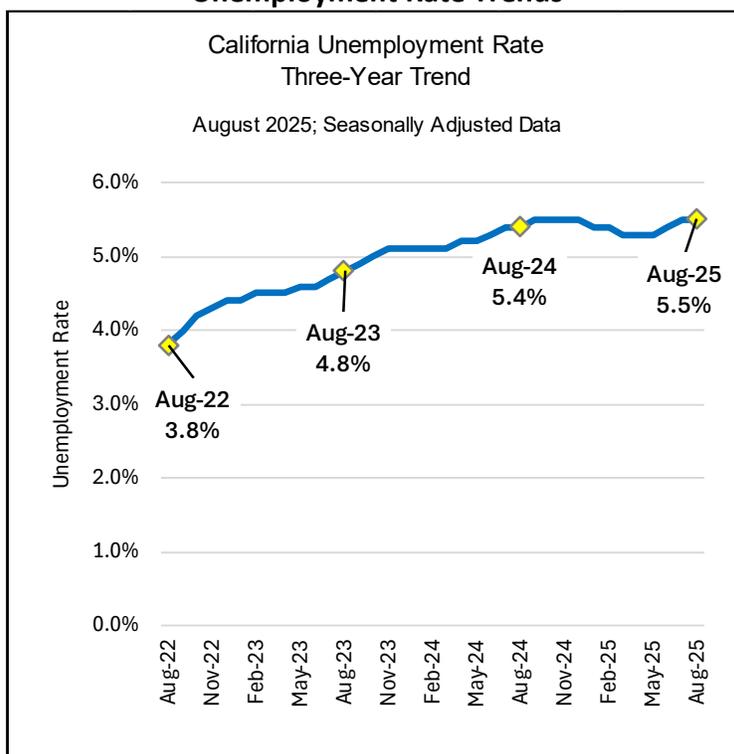
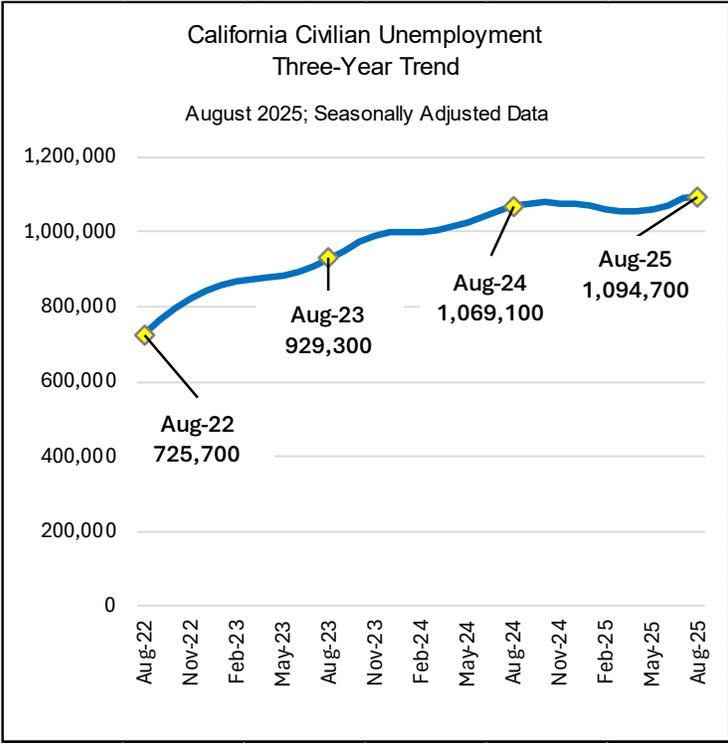


Figure 4
Unemployed Persons Trends



Unemployment Rate: Demographic Analysis

According to the U.S. Census Bureau’s Current Population Survey of Households, the unemployment rate varied in California across demographic groups over the year through August 2025.

Table 10
Unemployment Rate by Demographic Groups

Demographic Group	Unemployment Rate	Demographic Group	Unemployment Rate
Statewide Average	5.3%		
Gender		National Origin	
Men	5.4%	Native-Born	5.7%
Women	5.2%	Foreign-Born, Naturalized U.S. Citizen	3.4%
		Foreign-Born, Not a U.S. Citizen	5.8%
Age Group		Educational Attainment	
16-19 years old	21.3%	Did Not Complete High School	9.3%
20-24	9.9%	High School Diploma	6.9%
25-34	5.1%	Some College, No Degree	5.3%
35-44	4.1%	Associate's Degree	4.7%
45-54	3.5%	Bachelor's Degree	4.9%
55-64	4.7%	Master's Degree	3.1%
65 years and older	4.9%	Professional Degree	1.2%
		Doctorate Degree	2.1%
Race		Disability	
White	5.4%	Has a Disability	10.7%
African-American	8.4%	Doesn't Have a Disability	5.1%
American Indian, Native Alaskan,	6.8%		
Asian	3.4%	Veterans (18 years and older)	
Hawaiian, Pacific Islander	4.0%	Veteran	4.5%
		Non-Veteran	5.2%
Ethnicity			
Latino/Hispanic	6.1%		
Non-Hispanic	4.8%		

Source: U.S. Census Bureau, Current Population Survey of Households, August 2025, 12-month moving average

Employment

Between January 2025 and August 2025, month-over net changes in the number of employed persons ranged from a loss of -8,400 persons in July 2025 to a net gain of 49,400 persons in May 2025. Over the course of this eight-month period, the number of employed Californians rose from 18,634,800 to 18,763,300; a net gain of 128,500 persons. Average month-over gains in 2025 (18,200 persons) were more than double the gains in 2024 (7,100 persons). This data trend suggests that the pace of increases in the number of employed Californians has risen so far in 2025.

Figure 5
Employed Persons Trends

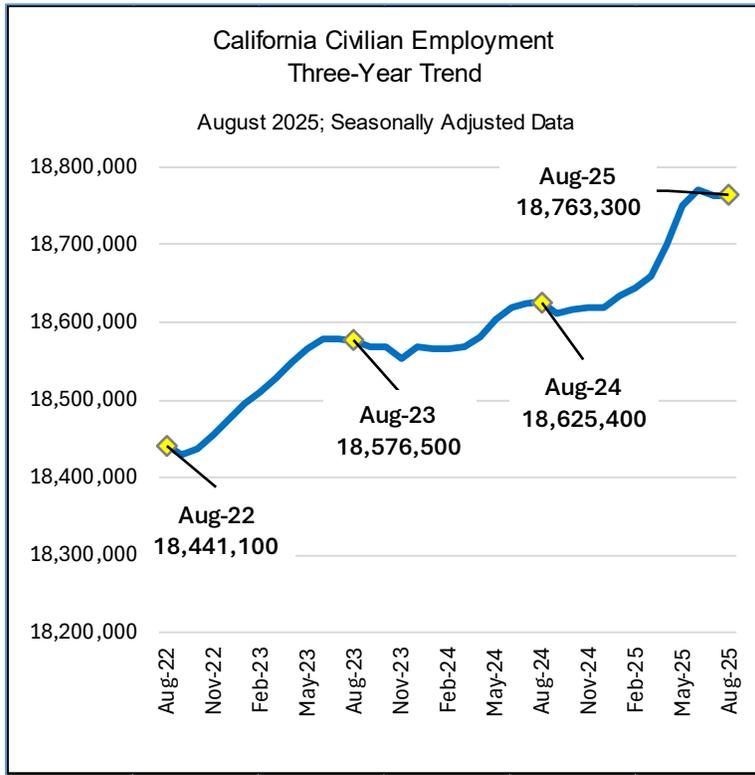
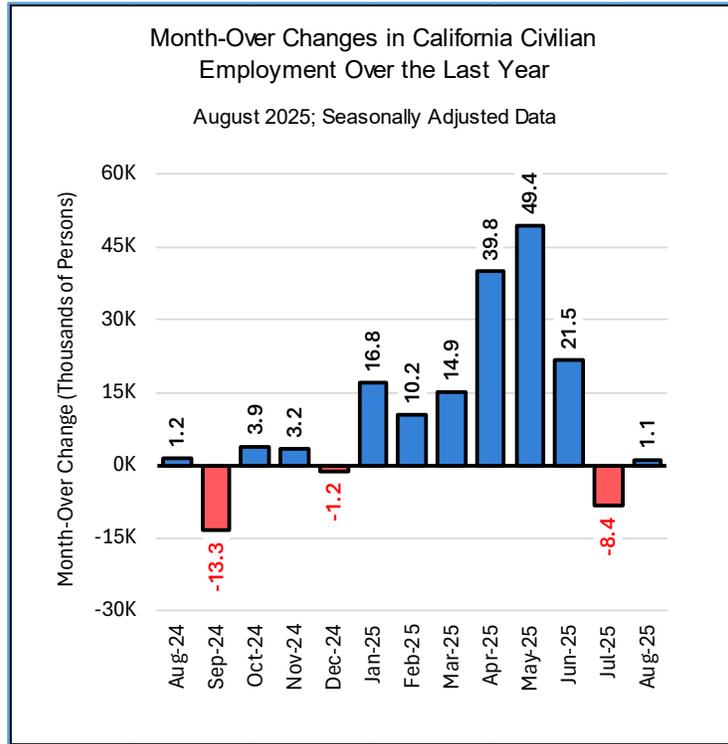


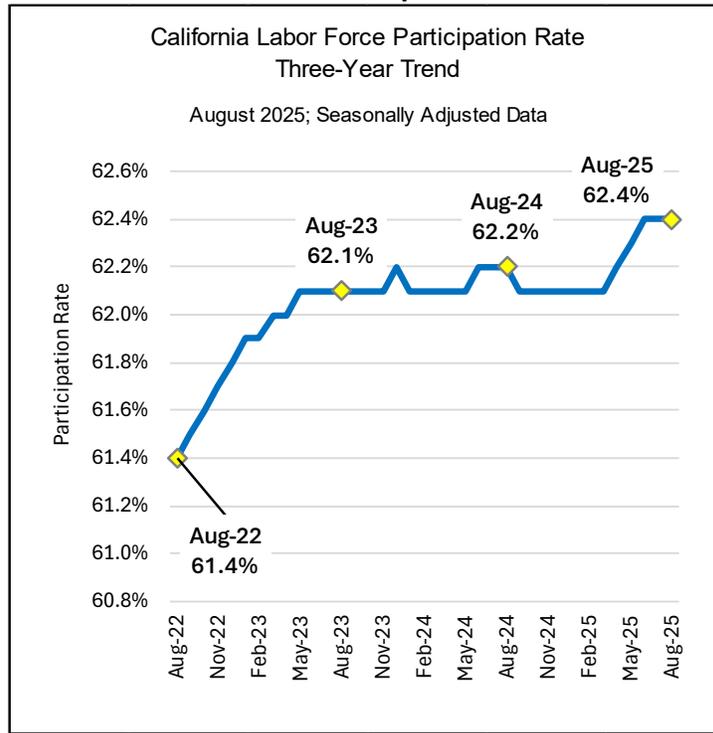
Figure 6
Employed Persons: Month-Over Trends



Labor Force Participation Rate

The state of California’s labor force participation rate remained unchanged for three consecutive months and currently stands at 62.4 percent in August 2025. The State’s LFPR was 0.1 percentage point higher than the nation’s (62.3 percent) in August 2025 as well. Since the start of calendar year 2025, the State’s LFPR has steadily risen from 62.1 percent in January to 62.4 percent beginning in June.

Figure 7
Labor Force Participation Trends



Labor Force Participation Rate: Demographic Analysis

According to the U.S. Census Bureau’s Current Population Survey of Households, the labor force participation rate varied in California across demographic groups over the year through August 2025.

Table 11
Labor Force Participation Rate: Demographic Analysis

Demographic Group	Labor Force Participation Rate	Demographic Group	Labor Force Participation Rate
Statewide Average	62.3%		
Gender		National Origin	
Men	68.0%	Native-Born	62.3%
Women	56.8%	Foreign-Born, Naturalized U.S. Citizen	59.3%
		Foreign-Born, Not a U.S. Citizen	66.1%
Age Group		Educational Attainment	
16-19 years old	25.7%	Did Not Complete High School	40.0%
20-24	69.8%	High School Diploma	60.2%
25-34	82.3%	Some College, No Degree	60.8%
35-44	83.3%	Associate's Degree	64.2%
45-54	81.3%	Bachelor's Degree	70.4%
55-64	65.5%	Master's Degree	74.1%
65 years and older	18.9%	Professional Degree	76.1%
		Doctorate Degree	75.1%
Race		Disability	
White	61.9%	Has a Disability	22.1%
African-American	61.7%	Doesn't Have a Disability	67.2%
American Indian, Native Alaskan,	62.4%		
Asian	63.3%	Veterans (18 years and older)	
Hawaiian, Pacific Islander	65.8%	Veteran	41.7%
		Non-Veteran	65.0%
Ethnicity			
Latino/Hispanic	65.5%		
Non-Hispanic	60.4%		

Source: U.S. Census Bureau, Current Population Survey of Households, August 2025, 12-month moving average

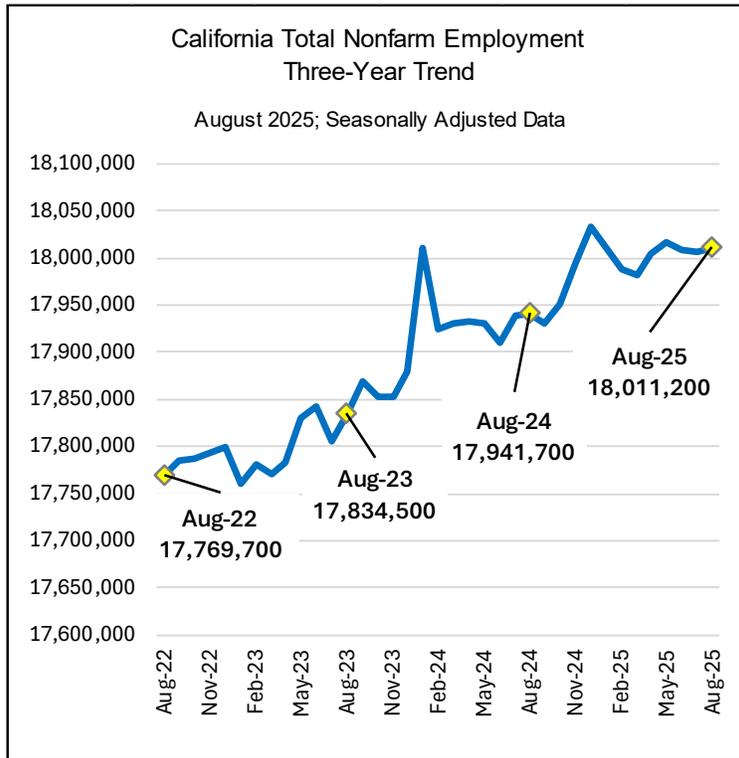
Labor Market Trends

Nonfarm Jobs

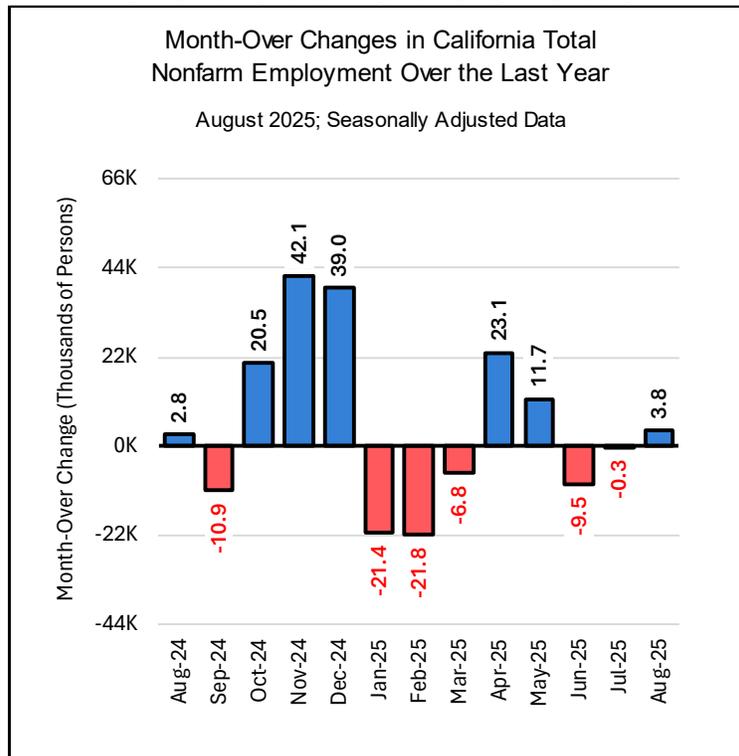
California's seasonally adjusted nonfarm jobs totaled 18,011,200 jobs following a 3,800-job gain in August 2025. The Golden State made up one out of every nine (11.3 percent) of the nation's 159,540,000 jobs. Year-over, California's total nonfarm jobs increased by 69,500 jobs in August 2025; an increase of 0.4 percent. This percent increase was less than the nation's year-over pace of job growth (1,466,000; 0.9 percent).

California's job market expansion was more than five years old in August 2025, having added 3.0 million jobs from April 2020 through August 2025, and averaging 48,300 month-over job gains. In June 2022, the state recovered the 2,744,100 nonfarm jobs it lost during the pandemic-induced recession which spanned from February 2020 through April 2020. The pandemic-induced recession had a significant impact on California's economy resulting in a 15.5 percent loss in nonfarm jobs. As of August 2025, California's economic expansion had moved total nonfarm employment 2.0 percent higher than its pre-pandemic level in February 2020.

**Figure 8
Nonfarm Job Trends**



**Figure 9
Nonfarm Jobs: Month-Over Trends**



Industry Sectors

Through the first eight months of 2025, the state has posted a net job loss of 21,200 nonfarm jobs. The industry sectors that have had the largest number of jobs losses over that period of time include professional and business services (-49,400); trade, transportation, and utilities (-43,000); manufacturing (-23,700); and financial activities (-15,000). Additional job losses during the eight-month period derived from the construction (-10,400); information (-7,500); and leisure and hospitality (-1,100) industries. The industry sectors that provided the largest number of jobs gains between January 2025 and August 2025 were the private education and health services (113,600); and government (13,300) industries. The State's other services (1,900); and mining and logging (100) sectors made modest gains over this period of time as well.

California Regional Analysis

The EDD subdivides California into 15 regions for the purposes of regional economic analysis. California's regions vary greatly in size. Los Angeles Basin, with nearly 4.6 million jobs in August 2025, was the State's largest region. In contrast, the State's two smallest regions (Middle Sierra and North Coast) each had less than 50,000 jobs.

Any analysis of regional unemployment and employment trends is complicated by the fact that the regional data are not seasonally adjusted. The only method to filter out regular and recurring seasonal patterns of employment and unemployment from not seasonally adjusted data is to compare like months of the calendar year. As such, this analysis of regional trends focuses on comparisons for the month of August.

- Eight of California's 15 regions experienced an unemployment rate increase over-the-year in August 2025. Four remained unchanged and three experienced a rate decrease, with Los Angeles Basin (-0.3 percentage point) experiencing the largest drop.
- Middle Sierra (0.6 percentage point) had the biggest year-over gain in unemployment rate among California's regions.
- Ten of California's 15 regions experienced job growth over the year in 2025, with six regions having stronger gains or less losses compared to August 2024.
- In percentage terms, year-over job changes ranged from a low of -0.7 percent in East Bay to a high of 1.0 percent in Middle Sierra.
- Six of California's 15 regions showed stronger year-over job growth or less loss compared to August 2024, led by the Bay Peninsula region which saw its pace of year-over job loss slow from -0.8 to -0.2 percent. The North Coast region saw the biggest decline in growth, decreasing from 1.8 to -0.4 percent.
- Los Angeles Basin, the state's largest region, had a year-over gain of 31,600 jobs in August 2025. The region still showed a 0.4 percent drop in job growth from August 2024.

Table 12
Unemployment Rate: Regional Analysis

Source: EDD, Local Area Unemployment Statistics not seasonally adjusted

Regional Planning Unit (RPU)	August 2023	August 2024	August 2025	Year-Over Change (Aug. 2024 - Aug. 2025)
California	5.1%	5.9%	5.8%	-0.1
Largest RPUs				
Los Angeles Basin	5.8%	6.7%	6.3%	-0.4
Bay Peninsula	3.7%	4.3%	4.4%	0.1
Inland Empire	5.3%	6.0%	6.1%	0.1
Orange	3.9%	4.5%	4.6%	0.1
Southern Border	5.0%	5.8%	5.7%	-0.1
San Joaquin Valley and Associated Counties	7.4%	8.0%	8.1%	0.1
East Bay	4.5%	5.3%	5.1%	-0.2
Capital	4.7%	5.4%	5.5%	0.1
Middle Sized RPUs				
North Bay	4.2%	4.9%	5.1%	0.2
Ventura	4.7%	5.2%	5.2%	0.0
South Central Coast	3.8%	4.5%	4.8%	0.3
North Central Coast	5.0%	5.7%	5.7%	0.0
North State	5.2%	5.7%	5.9%	0.2
Small Sized RPUs				
North Coast	5.0%	5.8%	5.8%	0.0
Middle Sierra	4.8%	5.3%	5.9%	0.6

Map 1
California Regional Planning Units: Unemployment Rate (August 2025)

Source: EDD-Labor Market Information Division, Local Area Unemployment Statistics, not seasonally adjusted

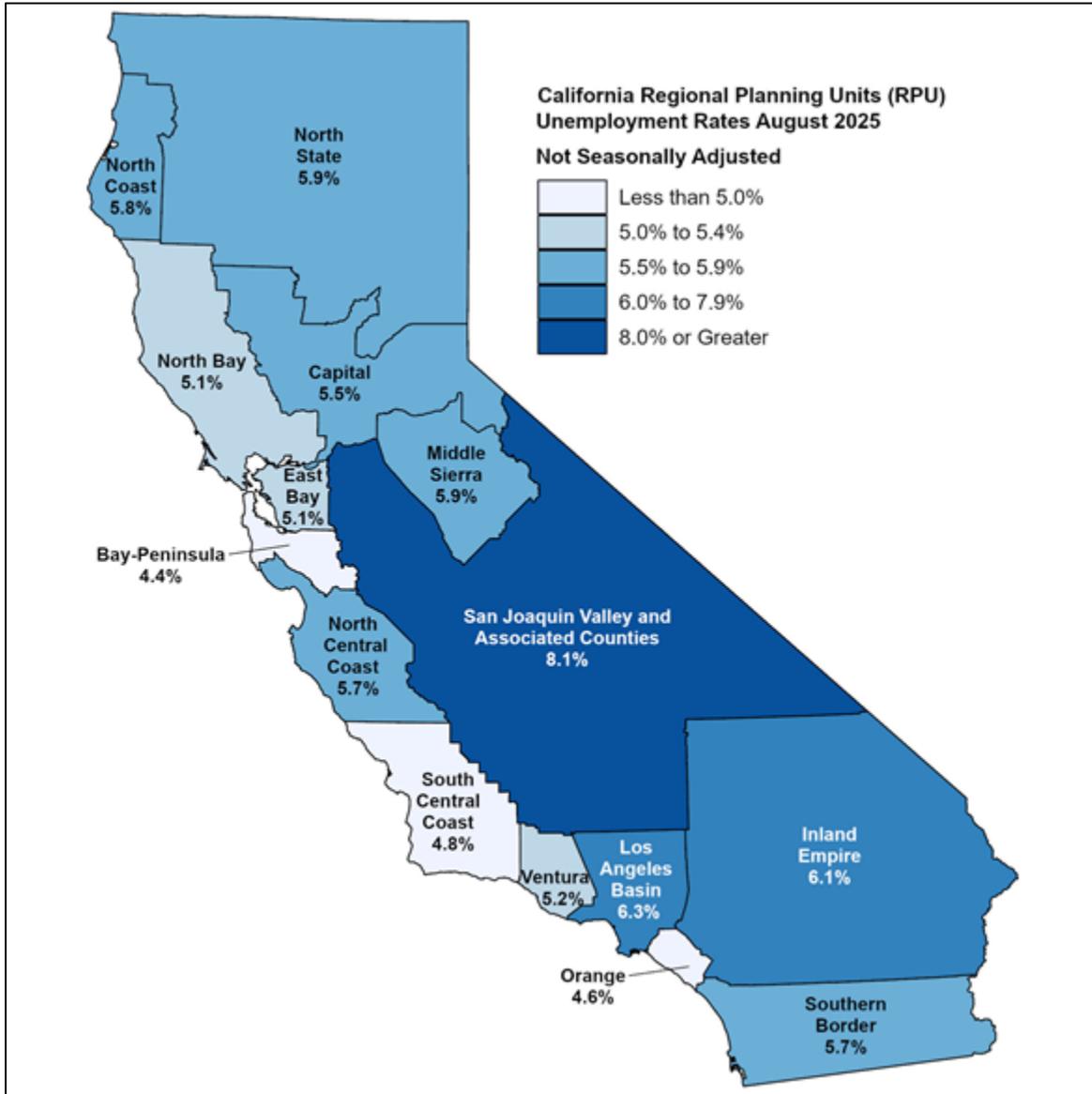


Table 13
Nonfarm Jobs: Regional Analysis

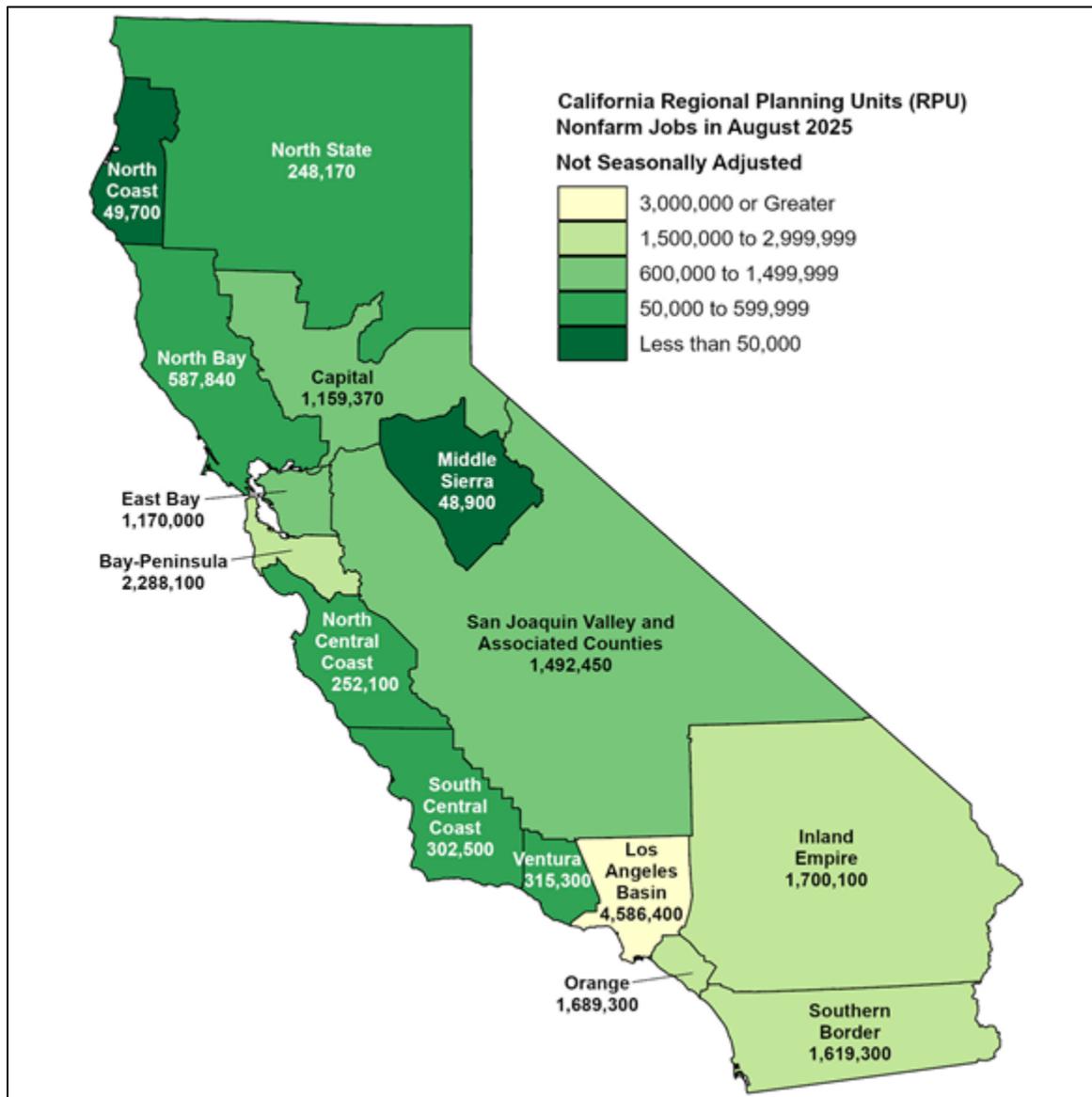
Source: EDD Current Employment Statistics, not seasonally adjusted

Regional Planning Unit (RPU)	August 2023	August 2024	August 2025	Year-Over Change (Aug. 2024 - Aug. 2025)
California	17,777,200	17,885,100	17,955,800	70,700
Largest RPUs				
Los Angeles Basin	4,506,300	4,554,800	4,586,400	31,600
Bay Peninsula	2,311,100	2,293,000	2,288,100	-4,900
Inland Empire	1,666,600	1,685,500	1,700,100	14,600
Orange	1,679,900	1,684,100	1,689,300	5,200
Southern Border	1,607,700	1,611,000	1,619,300	8,300
San Joaquin Valley and Associated Counties	1,463,100	1,482,880	1,492,450	9,570
East Bay	1,185,300	1,178,800	1,170,000	-8,800
Capital	1,141,890	1,158,260	1,159,370	1,110
Middle Sized RPUs				
North Bay	584,460	586,070	587,840	1,770
Ventura	313,200	315,800	315,300	-500
South Central Coast	304,000	302,500	302,500	0
North Central Coast	247,300	250,500	252,100	1,600
North State	245,600	246,670	248,170	1,500
Small Sized RPUs				
North Coast	49,000	49,900	49,700	-200
Middle Sierra	47,640	48,430	48,900	470

Map 2

California Regional Planning Units: Nonfarm Jobs Totals (August 2025)

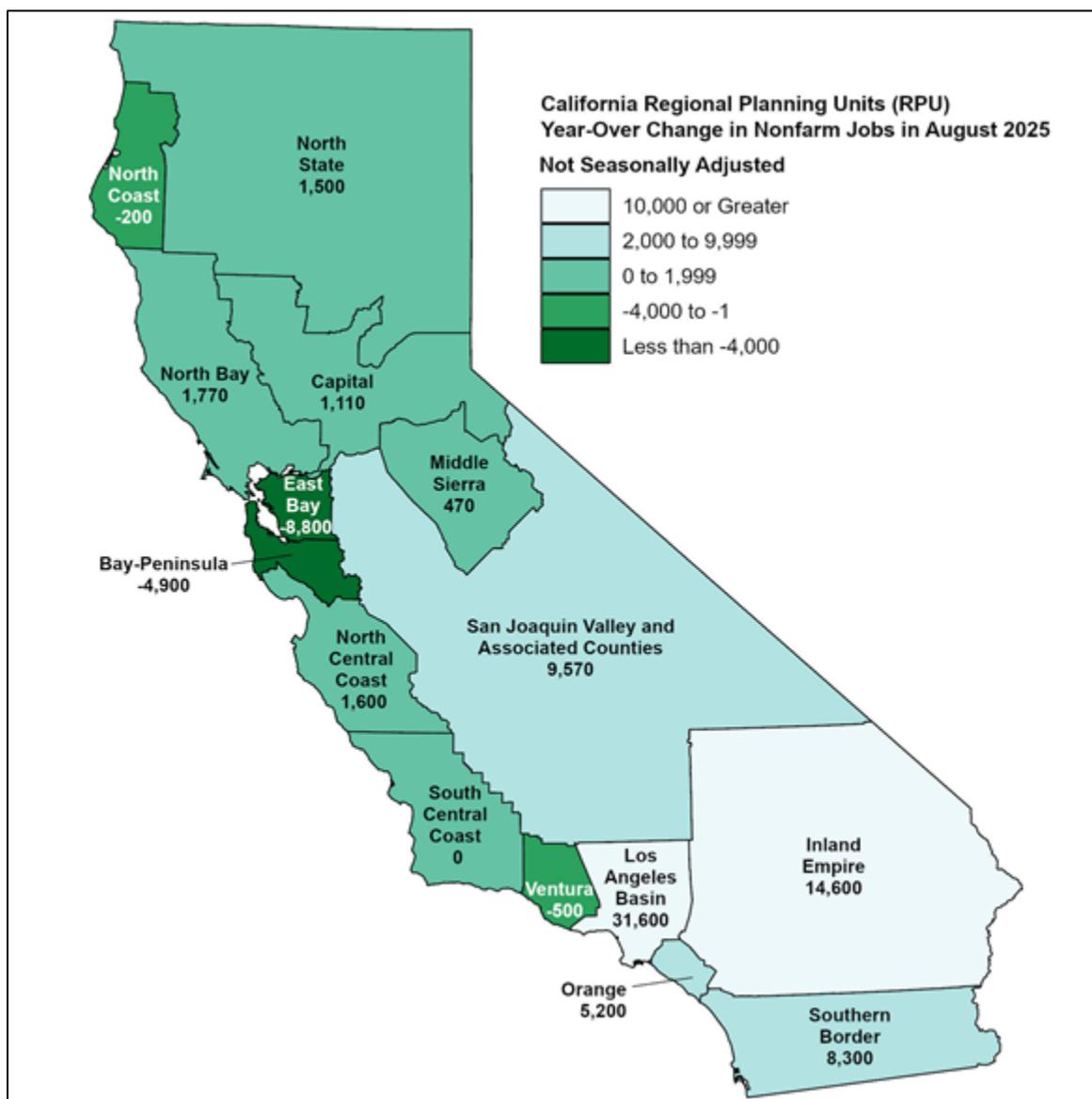
Source: EDD-Labor Market Information Division, Current Employment Statistics, not seasonally adjusted



Map 3

California Regional Planning Units: Year-Over Change in Nonfarm Jobs Totals (August 2025)

Source: EDD-Labor Market Information Division, Current Employment Statistics, not seasonally adjusted



Demographic Analyses: Industry, Occupations, and Educational Attainment

Industry Trend Highlights

- **Gender:** In ten out of the thirteen industry groups, men made up the largest number of workers. In August 2025, women made up the largest number of workers in the following industries: educational and health services; leisure and hospitality; and other services.
-
- **Age Group:** In August 2025, older workers, in the age groups of 55-64 and 65 years and older, accounted for over 4.1 million workers in California's economy and were concentrated heavily in the educational and health services; professional and business services; and wholesale and retail trade industries.
- **Race:** Hawaiian Pacific Islander workers made up the fewest number of workers across all of the thirteen industries examined. This group's largest number of workers were in the educational and health services; wholesale and retail trade industries; and professional and business services industries.
- **Ethnicity:** The number of Hispanic workers totaled just over 7.4 million workers in August 2025 and over one million of them were employed in the following industries: educational and health services; and professional and business services.
- **National Origin:** There were over six million foreign-born workers employed in California's economy in August 2025 and they were employed largely within the educational and health services; professional and business services; and manufacturing industries.
- **Disability:** There were nearly six hundred thousand (585,100) persons with disabilities employed in the State's economy in August 2025. The largest number of these workers were employed in the educational and health services industry, and the fewest number were employed in the mining industry.

- **Veterans:** Over 420,000 veterans were employed in California’s economy in August 2025, and the fewest number of employed veterans were in the other services and mining industries

Occupational Trend Highlights

- **Gender:** Over one million women in California were employed in the following occupational groups in August 2025: professional and related; service; management, business, and financial; and office and administrative support.
- **Age Group:** California’s youngest workers, between the ages of 16 and 19 years old, were most often employed in service and sales jobs in August 2025.
- **Race:** Asian American workers in California had their highest concentrations of employment within professional and related; and management, business, and financial jobs.
- **Ethnicity:** Employed Hispanic workers held the fewest number of jobs within the following occupational groups: installation, maintenance, and repair; and farming, fishing, and forestry.
- **National Origin:** Over one million professional and related; and service jobs were held by foreign-born workers in August 2025.
- **Disability:** Persons with disabilities in California held less than fifteen thousand jobs in production; and farming, fishing, and forestry occupations.
- **Veterans:** In California, veterans were most often employed in professional and related; management, business, and financial; and service jobs.

Educational Attainment Trend Highlights

- **Gender:** In August 2025, 2.7 million men and 2.6 million women in California’s workforce held a bachelor’s degree and 1.1 million men and 1.2 million women in the workforce held a master’s degree.
- **Age Group:** Over 1.0 million California workers in each of the following age groups held a bachelor’s degree in August 2025: 25-34 years old, 35-44 years old, and 45-54 years old.
- **Race:** In August 2025, White and Asian American workers held the largest number of master’s, professional, and doctorate degrees in California.

- **Ethnicity:** The highest level of educational attainment for the largest portions of Hispanic workers in California was a high school diploma; and some college, no degree.
- **National Origin:** Over one million foreign-born workers in California's economy held either a bachelor's degree, high school diploma, or did not complete high school in August 2025.
- **Disability:** In August 2025, among the largest portions of the State's persons with disabilities, the highest level held a bachelor's degree.
- **Veterans:** Among the largest portions of the State's veterans, the highest level held a bachelor's degree in August 2025.

**Table 14
Industry Analysis by Demographic Groups**

Source: U.S. Census Bureau, Current Population Survey of Households, 12-month moving average

California: Employed Workers by Industry Analysis (August 2025)														
	Total	Agriculture, forestry, fishing, and hunting	Mining	Construction	Manufacturing	Wholesale and retail trade	Transportation and utilities	Information	Financial activities	Professional and business services	Educational and health services	Leisure and hospitality	Other services	Public administration
Gender														
Men	10,287,200	201,100	5,800	1,153,100	1,022,000	1,229,900	886,700	302,100	550,000	1,863,200	1,249,600	880,600	412,600	530,400
Women	8,796,800	80,300	2,200	137,800	480,400	962,400	343,000	201,700	492,100	1,220,800	2,965,100	967,800	424,800	518,500
Age Group														
16-19 years old	435,800	<100	<100	6,900	<100	111,600	16,200	13,800	2,600	25,900	58,500	180,700	17,000	2,600
20-24	1,582,100	13,400	<100	96,000	57,500	261,300	69,600	30,900	34,900	191,800	337,700	406,800	53,900	28,400
25-34	4,519,600	34,600	<100	280,700	294,100	573,800	304,300	162,100	264,600	881,700	939,400	379,900	170,800	233,600
35-44	4,678,600	76,800	5,800	324,700	404,300	440,100	276,900	113,500	268,500	847,000	1,074,000	313,800	173,200	359,800
45-54	3,712,000	71,300	2,200	254,800	334,500	387,400	242,300	105,800	231,700	553,100	854,500	249,000	185,000	240,300
55-64	2,993,500	68,500	<100	245,300	303,900	299,200	250,900	45,100	148,700	420,900	674,100	245,000	153,400	138,600
65 years and older	1,162,400	16,700	<100	82,500	108,200	118,800	69,500	32,600	91,000	163,500	276,600	73,200	84,200	45,500
Race														
White	13,240,900	253,200	5,200	1,103,900	950,400	1,555,900	774,800	321,200	738,000	2,070,300	2,801,000	1,378,700	604,500	683,600
African-American	1,136,900	3,500	<100	45,800	45,800	96,500	140,000	32,300	39,900	151,700	342,300	78,300	34,100	126,700
American Indian, Native Alaskan,	288,200	14,600	<100	31,500	21,800	43,600	25,500	5,800	7,500	20,600	74,100	19,400	9,900	14,000
Asian	3,681,900	7,700	2,900	77,100	434,900	389,400	236,000	112,200	226,700	733,700	832,000	317,800	151,700	159,800
Hawaiian, Pacific Islander	186,600	<100	<100	15,100	18,600	30,900	17,900	<100	6,700	25,400	37,700	7,500	11,800	14,900
Two or More Races	568,700	2,400	<100	17,400	31,000	75,900	35,400	32,300	23,300	82,200	130,600	58,100	30,300	49,800
Ethnicity														
Hispanic	7,480,200	219,200	3,000	768,200	562,900	975,600	522,500	90,600	289,200	1,005,100	1,467,500	850,800	328,800	396,800
Non-Hispanic	11,622,900	62,100	5,100	522,700	939,500	1,216,700	707,100	413,200	752,900	2,078,900	2,750,300	1,009,000	513,400	652,100
National Origin														
Native-Born	12,803,300	93,400	5,200	759,000	804,000	1,530,300	783,000	377,200	763,100	1,928,800	3,061,000	1,297,700	545,000	855,700
Foreign-Born, Naturalized U.S. Citizen	3,262,600	52,700	2,900	176,000	398,900	321,700	227,500	58,300	198,300	474,500	797,400	254,900	152,600	147,000
Foreign-Born, Not a U.S. Citizen	3,037,200	135,300	<100	355,800	299,500	340,300	219,200	68,300	80,700	680,800	359,300	307,200	144,600	46,200
Disability														
Has a Disability	585,100	7,100	<100	41,500	36,000	63,100	18,400	19,600	31,100	98,700	146,700	50,100	34,100	38,700
Doesn't Have a Disability	18,518,000	274,200	8,000	1,249,400	1,466,400	2,129,200	1,211,200	484,300	1,011,000	2,985,300	4,071,000	1,809,700	808,100	1,010,200
Veterans														
Veteran	429,300	6,400	<100	33,100	31,800	40,800	51,100	9,700	24,400	47,900	92,700	20,200	3,800	67,400
Non-Veteran	18,044,300	267,800	8,000	1,216,300	1,434,600	2,086,300	1,160,100	474,600	986,500	2,937,400	3,969,800	1,763,400	796,500	942,800

Table 15
Occupational Analysis by Demographic Groups

Source: U.S. Census Bureau, Current Population Survey of Households, 12-month moving average

California: Employed Workers by Occupational Group Analysis (August 2025)											
	Total	Management, business, and financial	Professional and related	Service	Sales and related	Office and administrative support	Farming, fishing, and forestry	Construction and extraction	Installation, maintenance, and repair	Production	Transportation and material moving
Gender											
Men	10,287,200	1,982,900	2,455,500	1,543,300	814,700	589,900	127,400	908,900	442,900	505,900	915,900
Women	8,796,800	1,624,600	2,659,600	1,821,700	822,700	1,221,700	60,200	22,300	22,900	223,500	317,500
Age Group											
16-19 years old	435,800	10,500	52,600	151,600	106,300	50,500	<100	6,900	7,900	10,000	39,500
20-24	1,582,100	100,600	323,100	492,600	194,900	199,800	7,500	89,700	45,600	45,600	82,700
25-34	4,519,600	834,200	1,384,400	708,300	398,000	459,400	20,800	189,100	127,900	131,500	266,000
35-44	4,678,600	993,400	1,418,900	638,700	333,600	405,900	64,100	252,900	96,000	191,300	284,000
45-54	3,712,000	773,000	1,031,800	581,100	299,500	297,000	49,800	189,300	81,700	143,300	265,400
55-64	2,993,500	645,400	589,800	562,100	208,100	313,700	40,900	146,800	77,900	179,900	228,900
65 years and older	1,162,400	250,400	314,500	230,800	97,000	85,200	4,400	56,500	28,900	27,900	66,900
Race											
White	13,240,900	2,458,500	3,198,800	2,443,900	1,186,500	1,232,700	165,400	824,000	335,300	506,700	889,100
African-American	1,136,900	165,000	313,600	265,400	73,400	104,900	<100	29,300	36,500	38,100	110,600
American Indian, Native Alaskan,	288,200	35,800	36,700	58,800	25,600	36,300	14,600	15,100	23,600	21,300	20,400
Asian	3,681,900	834,000	1,361,200	475,100	267,700	346,000	2,800	38,300	60,800	143,500	152,400
Hawaiian, Pacific Islander	186,600	33,900	52,900	20,800	21,500	18,900	<100	10,600	<100	2,600	25,400
Two or More Races	568,700	80,300	157,400	114,600	62,600	72,800	4,800	13,900	9,600	17,100	35,500
Ethnicity											
Hispanic	7,480,200	863,700	1,155,700	1,797,600	646,200	824,300	166,400	661,800	244,100	426,400	694,000
Non-Hispanic	11,622,900	2,743,800	3,964,900	1,581,000	991,200	987,300	21,200	269,300	221,700	303,000	539,500
National Origin											
Native-Born	12,803,300	2,621,700	3,621,200	2,111,700	1,226,500	1,319,000	35,100	464,800	314,700	354,900	733,600
Foreign-Born, Naturalized U.S. Citizen	3,262,600	623,000	834,000	600,400	203,200	294,300	32,500	133,800	76,100	209,100	256,300
Foreign-Born, Not a U.S. Citizen	3,037,200	362,800	665,400	666,500	207,800	198,300	119,900	332,600	75,000	165,400	243,600
Disability											
Has a Disability	585,100	112,800	132,900	145,600	42,300	52,200	2,300	26,900	24,200	14,600	31,400
Doesn't Have a Disability	18,518,000	3,494,700	4,987,800	3,232,900	1,595,200	1,759,400	185,300	904,300	441,600	714,800	1,202,100
Veterans											
Veteran	429,300	87,800	148,300	62,300	21,500	23,200	<100	14,700	12,300	10,500	48,700
Non-Veteran	18,044,300	3,406,900	4,824,900	3,151,100	1,568,800	1,733,300	185,300	889,600	426,700	704,300	1,153,400

Table 16
Education and Skill Levels of the Workforce

Source: U.S. Census Bureau, Current Population Survey of Households, 12-month-moving average

California: Educational Attainment Analysis (August 2025)									
	Total	Did Not Complete High School	High School Diploma	Some College, No Degree	Associate's Degree	Bachelor's Degree	Master's Degree	Professional Degree	Doctorate Degree
Gender									
Men	10,909,300	1,167,700	2,718,300	1,771,500	871,800	2,763,900	1,122,800	180,300	313,200
Women	9,260,100	673,400	1,791,600	1,551,500	949,800	2,671,700	1,239,500	178,000	204,600
Age Group									
16-19 years old	548,700	168,100	179,100	194,200	4,900	<100	<100	2,400	<100
20-24	1,738,700	66,400	530,400	590,100	158,600	366,400	23,900	2,800	<100
25-34	4,747,400	181,000	1,046,100	717,500	440,000	1,574,400	630,900	58,900	98,400
35-44	4,901,600	345,200	1,011,100	589,300	460,100	1,512,500	699,800	108,500	175,200
45-54	3,844,600	467,400	824,800	499,000	311,900	1,010,800	537,700	70,900	122,300
55-64	3,145,100	469,700	718,200	494,200	325,000	666,500	345,000	62,000	64,600
65 years and older	1,224,400	123,900	200,300	238,700	121,100	305,000	125,200	52,700	57,200
Race									
White	14,022,800	1,534,000	3,398,700	2,452,600	1,275,200	3,491,500	1,307,800	254,900	308,100
African-American	1,216,600	46,300	256,200	254,600	134,700	360,500	119,400	13,800	31,100
American Indian, Native Alaskan,	311,300	41,300	116,000	79,000	20,400	45,100	9,600	<100	<100
Asian	3,796,100	164,300	546,400	362,500	304,300	1,360,400	813,000	79,700	165,500
Hawaiian, Pacific Islander	199,400	<100	54,300	46,500	18,700	51,000	28,900	<100	<100
Two or More Races	623,100	55,200	138,200	127,800	68,400	127,000	83,700	9,900	12,900
Ethnicity									
Hispanic	8,000,900	1,472,400	2,617,100	1,535,000	687,100	1,200,700	359,100	59,000	70,400
Non-Hispanic	12,168,500	368,500	1,892,800	1,788,000	1,134,500	4,234,900	2,003,300	299,300	447,300
National Origin									
Native-Born	13,576,500	555,800	2,954,100	2,700,800	1,379,100	3,947,500	1,470,100	257,300	311,900
Foreign-Born, Naturalized U.S. Citizen	3,365,500	395,700	721,000	399,900	288,900	917,000	440,900	77,600	124,300
Foreign-Born, Not a U.S. Citizen	3,227,300	889,500	834,700	222,300	153,600	571,100	451,300	23,500	81,500
Disability									
Has a Disability	644,800	74,600	139,300	111,500	89,300	148,300	61,300	9,000	11,500
Doesn't Have a Disability	19,524,600	1,766,400	4,370,600	3,211,500	1,732,300	5,287,200	2,301,000	349,300	506,200
Veterans									
Veteran	502,600	2,200	113,000	91,800	68,400	136,000	81,100	4,000	6,100
Non-Veteran	19,607,500	1,781,700	4,396,900	3,229,100	1,753,200	5,299,500	2,281,200	354,300	511,600

Persons with Barriers Workforce Analysis

One of the purposes of the Workforce Innovation and Opportunity Act (WIOA) is “to increase, for individuals in the United States, particularly those individuals with barriers to employment, access to and opportunities for the employment, education, training, and support services they need to succeed in the labor market.” The following analysis provides insights into the labor market trends for members of the workforce that WIOA has found to have barriers to employment.

Employment and Unemployment

Labor market information is a key component in analyzing the needs of persons with barriers to employment in the state of California. Up-to-date analyses of the employment, unemployment, unemployment rate, and labor force participation rates of persons with barriers provides a solid foundation for the development of workforce strategies that serve to assist these members of the State’s workforce.

Labor Market Trends (Industries and Occupations)

Analyses of the industries in which persons with barriers are employed provides insights on which industries draw the largest and least number of persons within this segment of the State’s workforce. Workforce data on the occupations held by persons with barriers allows for informed decision making tied to a number of workforce development programs ranging from reskilling and upskilling programs to talent pipeline initiatives.

Education and Skill Levels of the Workforce

Workforce data tied to educational attainment for persons with barriers provides a number of benefits to members of the workforce development community ranging from data-driven policy making to enhanced abilities to tackle disparities in the State’s workforce.

Table 17
Persons with Barriers: Workforce Analysis

California Persons with Barriers: Workforce Analysis (August 2025)				
Persons with Barriers	Number of Employed Persons	Number of Unemployed Persons	Unemployment Rate	Labor Force Participation Rate
Indians, Alaska Natives, and Native Hawaiians	276,800	20,300	6.8%	62.4%
Persons with Disabilities	672,000	80,500	10.7%	22.1%
Older Individuals (55 years and older)	4,083,400	205,600	5.0%	38.4%
Farmworkers	296,000	54,400	15.5%	n/a
Veterans	505,400	23,700	4.5%	41.7%
Youth (16-19 years old)	399,900	108,100	21.3%	25.7%

Table 18
Persons with Barriers: Industry Analysis
Source: U.S. Census Bureau, Current Population Survey of Households

California Persons With Barriers Analysis: Employed Workers by Industry Sector (August 2025)													
Persons with Barriers	Agriculture, forestry, fishing, and hunting	Mining	Construction	Manufacturing	Wholesale and retail trade	Transp. and utilities	Information	Fin. activities	Prof. and business services	Educ. and health services	Leisure and hosp.	Other services	Public Admin.
Indians, Alaska Natives, and Native Hawaiians	14,600	<100	31,500	21,800	43,600	25,500	5,800	7,500	20,600	74,100	19,400	9,900	14,000
Persons with Disabilities	7,100	<100	41,500	36,000	63,100	18,400	19,600	31,100	98,700	146,700	50,100	34,100	38,700
Older Individuals (55 years and older)	85,200	<100	327,800	412,100	418,000	320,400	77,700	239,700	584,400	950,700	318,200	237,600	184,100
Farmworkers	281,350	<100	<100	<100	<100	<100	<100	<100	<100	<100	<100	<100	<100
Veterans	6,400	<100	33,100	31,800	40,800	51,100	9,700	24,400	47,900	92,700	20,200	3,800	67,400
Youth (16-19 years old)	<100	<100	6,900	<100	111,600	16,200	13,800	2,600	25,900	58,500	180,700	17,000	2,600

Table 19**Persons with Barriers: Occupational Analysis** (Source: U.S. Census Bureau, Current Population Survey of Households)

California Persons with Barriers: Employed Workers by Occupational Group (August 2025)										
Persons with Barriers	Mgmt., business, and financial	Professional and related	Service	Sales and related	Office and admin. support	Farming, fishing, and forestry	Construction	Installation, maintenance, and repair	Production	Transp. and material moving
Indians, Alaska Natives, and Native Hawaiians	35,800	36,700	58,800	25,600	36,300	14,600	15,100	23,600	21,300	20,400
Persons with Disabilities	112,800	132,900	145,600	42,300	52,200	2,300	26,900	24,200	14,600	31,400
Older Individuals (55 years and older)	895,800	904,300	792,900	305,100	398,900	45,300	203,300	106,800	207,800	295,800
Farmworkers	39,600	16,800	9,000	2,200	9,700	258,200	3,900	10,900	2,000	10,100
Veterans	87,800	148,300	62,300	21,500	23,200	<100	14,700	12,300	10,500	48,700
Youth (16-19 years old)	10,500	52,600	151,600	106,300	50,500	<100	6,900	7,900	10,000	39,500

Table 20**Persons with Barriers: Educational Attainment Analysis**

Source: U.S. Census Bureau, Current Population Survey of Households

California Persons with Barriers: Educational Attainment (August 2025)								
Persons with Barriers	Did Not Complete High School	High School Diploma	Some College, No Degree	Associate's Degree	Bachelor's Degree	Master's Degree	Professional Degree	Doctorate Degree
Indians, Alaska Natives, and Native Hawaiians	41,300	116,000	79,000	20,400	45,100	9,600	<100	<100
Persons with Disabilities	74,600	139,300	111,500	89,300	148,300	61,300	9,000	11,500
Older Individuals (55 years and older)	593,600	918,500	732,900	446,100	971,500	470,200	114,700	121,800
Farmworkers	174,700	96,200	28,100	19,000	37,100	7,100	<100	<100
Veterans	2,200	113,000	91,800	68,400	136,000	81,100	4,000	6,100
Youth (16-19 years old)	168,100	179,100	194,200	4,900	<100	<100	2,400	<100

II.a.1.C. Comparison of Economic and Workforce Analytical Conclusion – Describe areas of opportunity for meeting hiring, education, and skills needs identified in the economy compared to the assets available in the labor force in the state.

Workforce developers have found that education completers data provides key insights into the workforce areas of opportunity for meeting hiring, education, and skills needs in the State's economy.

The EDD's LMID translates educational program completer data from the [Integrated Postsecondary Education Data System \(IPEDS\)](#) into occupational completer data at the statewide and regional levels. This completer data provides insight into how newly educated individuals may be entering the workforce from local educational institutions. IPEDS is a system of interrelated annual surveys that includes the number of awards granted to educational program completers organized by the type of educational program and institution. These educational programs are connected to related occupations using the Classification of Instructional Programs (CIP) to Standard Occupational Classification (SOC) codes crosswalk. Educational programs can be related to multiple occupations, and a program's completers will be included in the totals for each related occupation.

- There were 11,108,422 educational program awards granted during the 2024 academic year (July 1, 2023 – June 30, 2024).

Completers Related to California Occupational Employment Projections

The educational program completers in the 2024 academic year (July 1, 2023 – June 30, 2024) related to the top 20 occupations that are expected to generate the most employment based on 2023-2033 occupational employment projections. The table below outlines the occupational areas of opportunity for meeting hiring, education, and skills needs in the economy. Due to data limitations, some of the occupational completer data are not available.

Table 21
Education Completer Analysis: Occupations with the Most Growth
Source: Integrated Postsecondary Education Data System (IPEDS)

2024 Educational Completers for the Top 20 Occupations with the Most Growth (2023-2033) in California - Statewide		
SOC Code*	Occupation	Program Completers^[1]
31-1120	Home Health and Personal Care Aides ^[2]	No Data
35-3023	Fast Food and Counter Workers ^[3]	No Data
15-1252	Software Developers	26,564
35-2014	Cooks, Restaurant	1,743
29-1141	Registered Nurses	20,623
53-7062	Laborers and Freight, Stock, and Material Movers, Hand ^[3]	No Data
53-7065	Stockers and Order Fillers ^[2]	No Data
35-3031	Waiters and Waitresses ^[3]	No Data
11-1021	General and Operations Managers	68,275
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners ^[3]	No Data
11-9111	Medical and Health Services Managers	9,864
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,145
35-1012	First-Line Supervisors of Food Preparation and Serving Workers	2,037
13-1111	Management Analysts	67,576
31-9092	Medical Assistants	12,467
11-3021	Computer and Information Systems Managers	27,043
13-2011	Accountants and Auditors	1,824
11-3031	Financial Managers	1,001
37-3011	Landscaping and Groundskeeping Workers	506
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers ^[3]	No Data

The educational program completers in the 2024 academic year (July 1, 2023 – June 30, 2024) related to the top 20 occupations that are expected to grow the fastest based on 2023-2033 occupational employment projections. The table below outlines the occupational areas of opportunity for meeting hiring, education, and skills needs in the economy. Due to data limitations, some of the occupational completer data are not available.

Table 22
Education Completer Analysis: Fastest Growing Occupations
Source: Integrated Postsecondary Education Data System (IPEDS)

2024 Educational Completers for the Top 20 Fastest Growing Occupations (2023-2033) in California - Statewide		
SOC Code*	Occupation	Program Completers^[1]
29-1171	Nurse Practitioners	3,165
47-2231	Solar Photovoltaic Installers	0
15-2051	Data Scientists	40,906
53-3054	Taxi Drivers ^[2]	No Data
31-1120	Home Health and Personal Care Aides ^[2]	No Data
31-2021	Physical Therapist Assistants	720
11-9111	Medical and Health Services Managers	9,864
15-1212	Information Security Analysts	22,669
29-1071	Physician Assistants	626
35-2014	Cooks, Restaurant	1,743
15-1221	Computer and Information Research Scientists	24,450
29-2056	Veterinary Technologists and Technicians	1,441
25-1071	Health Specialties Teachers, Postsecondary	52,911
15-2031	Operations Research Analysts	5,841
29-1131	Veterinarians	580
39-9031	Exercise Trainers and Group Fitness Instructors	7,226
25-1072	Nursing Instructors and Teachers, Postsecondary	20,072
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	1,441
29-1127	Speech-Language Pathologists	2,272
29-2032	Diagnostic Medical Sonographers	1,670

Completers Related to California Middle-Skill Occupation Employment Projections

Middle-skilled occupations are those that require more than a high school education but less than a four-year degree. Educational program completers in the 2024 academic year (July 1, 2023 – June 30, 2024) related to the top 25 Middle-Skill occupations that are expected to generate the most employment based on 2023-2033 occupational employment projections. The table below outlines the occupational areas of opportunity for meeting hiring, education, and skills needs in the economy. Due to data limitations, some of the occupational completer data are not available.

Table 23
Education Completer Analysis: Middle-Skill Occupations
Source: Integrated Postsecondary Education Data System (IPEDS)

2024 Educational Completers for the Top 25 Middle-Skill Occupations with the Most Job Openings (2023-2033) in California - Statewide		
SOC Code*	Occupation	Program Completers^[1]
53-3032	Heavy and Tractor-Trailer Truck Drivers	1,145
25-9045	Teaching Assistants, Except Postsecondary ^[2]	No Data
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,410
31-9092	Medical Assistants	12,467
31-1131	Nursing Assistants	3,240
25-3041	Tutors ^[3]	No Data
31-9091	Dental Assistants	3,851
25-2011	Preschool Teachers, Except Special Education	6,383
39-5092	Manicurists and Pedicurists	8,865
29-2061	Licensed Practical and Licensed Vocational Nurses	8,629
49-3023	Automotive Service Technicians and Mechanics	6,786
39-5012	Hairdressers, Hairstylists, and Cosmetologists	6,911
15-1232	Computer User Support Specialists	399
23-2011	Paralegals and Legal Assistants	2,287
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	4,156
31-9011	Massage Therapists	1,519
39-5094	Skincare Specialists	11,955
33-2011	Firefighters	3,634
31-9097	Phlebotomists	997
29-1292	Dental Hygienists	905
31-2021	Physical Therapist Assistants	720
29-2042	Emergency Medical Technicians	3,364
29-2072	Medical Records Specialists	1,623
29-2056	Veterinary Technologists and Technicians	1,441
43-4151	Order Clerks	575

Notes:

*The Standard Occupational Classification (SOC) system is a federal statistical standard used by federal and state agencies to classify workers into occupational categories for the purpose of collecting, calculating, or disseminating data.

[1] Educational program completer data is from the Integrated Postsecondary Education Data System (IPEDS). IPEDS is a system of interrelated surveys conducted annually and includes the number of awards granted by type of educational program. These educational programs are then connected to corresponding occupations using the Classification of Instructional Programs (CIP) to Standard Occupational Classification (SOC) crosswalk. Educational programs can be related to multiple occupations, and a

program's completers will be included in the totals for each related occupation. Completers should not be summarized across multiple occupations to avoid duplication.

[2] This occupation is only available to students and does not have program completer data.

[3] This occupation does not have any specific subject requirements.

Workforce Development, Education, and Training Activities Analysis

II.a.2. The Unified or Combined State Plan must include an analysis of the workforce development activities, including education and training in the State, to address the education and skill needs of the workforce, as identified in (a)(1)(B)(iii) above, and the employment needs of employers, as identified in (a)(1)(A)(iii) above. This must include an analysis of—

The State's Workforce Development Activities – Provide an analysis of the State's workforce development activities, including education and training activities of the core programs, Combined State Plan partner programs included in this plan, and the required six (6) and optional one-stop delivery system partners.

The Strengths and Weaknesses of Workforce Development Activities – Provide an analysis of the strengths and weaknesses of the workforce development activities identified in (A), directly above.

State Workforce Development Capacity – Provide an analysis of the capacity of State entities to provide the workforce development activities identified in (A), above.

California Workforce Development Board (CWDB)

Clients/Service Population: The CWDB does not directly deliver services to a client population. The CWDB's primary responsibility is to set policy for the Workforce Innovation and Opportunity Act (WIOA) Title I programs and to work with WIOA core program and other state plan partners to align programs and services to build a comprehensive system.

Strengths: Over the last several years, the CWDB has improved policy coordination and program alignment with WIOA core programs and other state plan partners at the state and local level.

Opportunities: The CWDB can increase its internal capacity for engaging with state agencies in the climate resilience arena in order to ensure a just transition for workers in climate impacted industries.

Local Workforce Development Boards (Local Board)

The state workforce development system is comprised of 45 Local Workforce Development Areas (Local Area), each with its own business-led Local Boards. Local Boards focus on strategy

and, in partnership with the Governor and local chief elected officials, facilitate public-private partnerships that support sector strategies and career pathways. They work to advance opportunities for all workers, create access to available skilled labor for business, foster innovation, and ensure streamlined operations and service delivery excellence.

Critical to their charge is their oversight of the local America's Job Centers of CaliforniaSM (AJCC), which are the hub of the statewide service delivery vehicle for workforce, education, and business services. Workforce funds allocated to Local Boards support the job training, placement, and business services delivered through the AJCCs. These AJCCs, through partnerships with other local, state, federal agencies, education, and economic development organizations, provide services vital to the social and economic well-being of their communities.

Clients/Service Population: Local Boards provide services annually to millions of adult, dislocated worker, youth, and universal access clients through the AJCCs and California Job Openings Browse System (CalJOBSSM) labor exchange system. Local Boards assist an estimated 65,000 businesses annually in the hiring and retention of skilled workers.

Strengths: Local Boards have experience braiding resources and integrating service delivery through the AJCC system. Local Boards also have connections to their local communities, and have experience with administering state and local led regional initiatives, including sector and career pathway strategies.

Opportunities: Local Boards can increase client access to training and education programs that align with regional labor market dynamics, including apprenticeship programs and career pathway programs that grant "stackable" credentials.

Employment Development Department

The Employment Development Department (EDD) administers Title I and Title III (Wagner-Peyser) of WIOA, Labor Market Information, Disability Insurance (DI), Paid Family Leave (PFL), Unemployment Insurance (UI), Trade Adjustment Assistance (TAA) program, the Jobs for Veterans State Grant (JVSG), and Reemployment Services and Eligibility Assessment Grant (RESEA), among other workforce-related programs. The EDD serves as California's major tax collection agency, administering the audit and collection of payroll taxes and maintaining the employment records for more than 18.5 million California workers. One of the largest departments in state government, EDD handles over \$113.2 billion annually in personal income tax and other funds. The EDD has more than 7,800 employees, with 960 employees providing workforce services at numerous AJCC locations throughout the state.

Clients/Service Population: The EDD processes millions of initial unemployment insurance claims per year, more than one million DI and PFL claims, and provides employment services to nearly 500,000 people through Wagner-Peyser programs. The EDD administers programs that are targeted toward migrant and seasonal farmworkers, youth, people with disabilities,

veterans, and workers who lose their jobs due to the impact of foreign trade, including increased imports, or a shift in production to outside the United States.

Strengths: CalJOBS is the EDD’s online labor exchange system that is accessible to both employers and job seekers throughout the state. CalJOBS contains more than half a million job openings and is accessed by more than a million job seekers every year.

Opportunities: The EDD is continuing its ongoing efforts to further integrate Wagner-Peyser services into the AJCC system by bolstering its critical role as the entry point into the workforce development system. These efforts entail continuously improving its hybrid approach by ensuring in-person services for those who need it (e.g., customers with digital literacy barriers) and virtual services to broaden access points (e.g., rural residence).

Moreover, the EDD has begun the process of redesigning (RESEA) program to improve outcomes for customers that are likely to exhaust their UI benefits. In large part, the goal of the redesign is to optimize the RESEA program as a resource to ensure UI claimants that face barriers to economic mobility gain access to the services available through the AJCC network of programs and services. This entails access to regionally based partner programs, such as, post-secondary programs, CBO programs, and others, and an analysis of RESEA activities by the [Corporation for a Skilled Workforce](#) and technical assistance to improve the program’s performance.

Employment Training Panel

The Employment Training Panel (ETP) is a statewide business-labor incumbent worker training and economic development program. ETP supports economic development in California through strategic partnerships with business, labor, and government, and through the provision of financial assistance to California businesses to support customized worker training programs that attract and retain skilled workers and businesses; provide workers with secure jobs that pay good wages and have opportunities for advancement; assist employers to successfully compete in the global economy; and promote the benefits and ongoing investment in employee training among employers.

Clients/Service Population: ETP serves over 400 employers a year and 60,000 incumbent workers who receive training. To date, ETP has provided approximately \$1.6 billion for the successful training and employment retention of over 1.2 million workers employed by over 84,000 California businesses.

Strengths: The “pay-for-performance” nature of ETP contracts helps facilitate close to an 80 percent retention rate for trained employees, resulting in both layoff aversion and business expansion. ETP’s contracts follow a pay-for-performance model, where employers earn funds as they complete employee training and retention benchmarks. ETP’s program is strong in employer engagement, with businesses developing their own customized training programs, and with ETP’s extensive outreach to, and participation of, their stakeholder employers. ETP

also has strong relationships with the California Community Colleges (CCC), trade associations, and labor unions across the state. ETP is also currently developing a new computer system for both staff and customer use which will modernize their program.

Opportunities: ETP recognizes the need to focus more strategically on career pathways and industry sector engagement. ETP also has the goals of increasing their strategic partnerships with other state agencies including the CWDB, and with streamlining and modernizing their program requirements.

California Community Colleges

California Community Colleges' Chancellor's Office (CCCCO) is the state agency for providing administration and direction for the CCC postsecondary Career Technical Education (CTE) programs, including the apprenticeship and the adult education programs. The Workforce and Economic Development Division (WEDD), within the CCCCCO, is responsible for administration and program oversight of postsecondary CTE programs, including the apprenticeship, the adult education programs, and the Strengthening Career and Technical Education for the 21st Century Act (referred to as Perkins V). The Division's portfolio consists of the Strong Workforce Program, California Adult Education Program, California Apprenticeship Initiative, Nursing, and the Economic Workforce Development Program.

Clients/Service Population: California's 115 community colleges offer 350 different fields of study, 8000 certificate programs, and 4,500 associate degree programs. More than a quarter of the state's 2.1 million community college students enroll in a community college CTE course.

Strengths: Community colleges offer low-cost education programs that are accessible to the public, including populations with barriers to employment. Many community colleges have strong partnerships with Local Boards and locally administered California Work Opportunity and Responsibility to Kids (CalWORKs) programs. The CCCCCO investments are guided by the Vision for Success, a bold strategic plan with clear priorities and goals. The CCCCCO also has a regional model that is designed to address the diverse communities and their workforce needs across the state. The regional model and employer engagement focus allows the CCC to better align programs and curricula with regional labor markets, build stronger regional partnerships, and provide more robust supportive services. Community colleges also have a variety of programs designed to serve populations with barriers to employment including Disabled Student Programs and Services, CalWORKs, Extended Opportunity Programs and Services, Cooperative Agencies Resources for Education Program, Foster and Kinship Care, and Foster Youth Success Initiatives.

Opportunities: The CCCCCO's set of broad reforms underway has created an environment where campuses are carefully examining the student journey and changing how supports and services are designed and offered to increase retention, completion, transfer, and achieving employment goals. Strengthening employer engagement activities and conversations on competency-based education and credentials attainment, as well as the intention to better

align career pathways between K12 and CCC will further improve student outcomes and sustainability of CTE programs.

California State Board of Education and California Department of Education

The California State Board of Education (SBE) is the K-12 policy-making body for academic standards, curriculum, instructional materials, assessments, and accountability. The SBE adopts instructional materials for use in grades kindergarten through eight. The SBE also adopts regulations to implement a wide variety of programs created by the Legislature, such as charter schools, and special education. In addition, the SBE has the authority to grant local education agency requests for waivers of certain provisions of the state Education Code, and acts on petitions to unify or reorganize school district boundaries. Finally, the SBE is officially the designated “State Education Agency” that is charged with providing policy guidance to the state and local education agencies regarding federal education policies and programs such as the Elementary and Secondary Education Act, Perkins V, WIOA, and the Individuals with Disabilities Education Act.

The California Department of Education (CDE) oversees the state’s WIOA Title II diverse public school system, which is responsible for the education of nearly seven million children, young adults, and adults in more than 10,000 schools with over 300,000 teachers. CDE is charged with enforcement of education law and regulations and continuing to reform and improve public school programs. Among the work of the CDE is the administration of WIOA, Title II and the joint administration of the California Adult Education Program. Administration of the WIOA, Title II grant includes the development scoring of a competitive Request for Applications, providing Grant Award Notifications to subrecipients, monitoring and approving quarterly expenditures and required data elements, and monitoring for grant compliance.

Clients/Service Population: Transition services are provided to 137,000 Students with Disabilities statewide, including 94,000 served by WorkAbility 1 programs; 18,314 at-risk students are served through county run juvenile justice facilities and county community schools; over three-quarters of a million students are served under adult education including basic skills, English Language Acquisition, CTE, Adults with Disabilities, and family literacy programs. The CDE also oversees CTE programs serving 970,000 secondary students and 59,000 adult CTE students.

Strengths: In both adult education and CTE, there is a focus on regional collaboration including K–12 programs, adult education, community college non-credit and credit programs, and partnerships with higher education to develop and integrate standards-based academics with career relevant, industry-themed pathways and work-based learning opportunities that are aligned to high-need, high-growth, or emerging regional economic sectors. The CDE has also developed a strong community of practice related to secondary transitions and has integrated work-based learning approaches for students with disabilities; ensured WIOA Title II grantees have the flexibility to match curriculum with the goals and objectives of other WIOA funded

programs; and implemented an evaluation process for the Coordinated Student Support programs.

Opportunities: Access to supportive services for students such as counseling, childcare, and transportation services could be addressed by better coordination at the state, local, and regional level between programs overseen by the CDE, human service programs, and other workforce and education programs. The CDE also lacks common student identifiers across educational segments, which creates obstacles to data matching and tracking individuals into the labor market.

Governor's Office of Business and Economic Development

The Governor's Office of Business and Economic Development (GO-Biz) serves as California's leader for job growth and economic development efforts. GO-Biz offers a range of services to business owners, including attraction, retention, and expansion services, site selection, permit streamlining, clearing of regulatory hurdles, small business assistance, international trade development, assistance with state government, and much more.

Clients/Service Population: GO-Biz works directly with businesses to help organizations understand opportunities to start, maintain, and grow operations in California. This assistance includes, but is not limited to, site selection, permit assistance, international trade development, connectivity to strategic partnerships, information on incentive programs, and referrals to local and state business assistance resources. In addition to direct business assistance, GO-Biz also administers and supports programs led by regional business assistance and economic development organizations.

Strengths: Through its direct interactions with California businesses of all sizes and industry sectors, GO-Biz helps businesses communicate their workforce development needs to the ETP, Local Boards, educational institutions, and training providers. In conjunction with its local, regional, and state partners, GO-Biz connects businesses with workforce needs to applicable resources. In collaboration with the network of workforce programs and institutions, GO-Biz assists in elevating the demands for the needed talent pipeline for our current and future employers and in identifying the emerging needs of future industries. GO-Biz's business engagement allows early recognition of the emerging workforce needs for the future and advances those needs to the California Labor and Workforce Development Agency, local partner organizations, and educational systems to develop the necessary skills to create the workforce of the future.

Opportunities: GO-Biz has the opportunity to increase its reach to a wider audience of business, education, and training partners, and to coordinate business assistance activities with state, regional, and local partners.

Department of Rehabilitation

The Department of Rehabilitation (DOR) works in partnership with consumers and other stakeholders to provide services and advocacy resulting in employment, independent living, and equality for individuals with disabilities in California. The DOR administers the largest vocational rehabilitation (VR) program in the country and delivers VR services to persons with disabilities in offices throughout the state so that persons with disabilities may prepare for and engage in competitive integrated employment and achieve economic self-sufficiency. In addition, DOR has cooperative agreements with state and local agencies (secondary and postsecondary education, mental health, and welfare) to provide services to consumers. The DOR operates under a federal Order of Selection (OOS) process, which gives priority to persons with the most significant disabilities.

Persons with disabilities who are eligible for DOR's VR services may be provided a full range of services, including vocational assessment, assistive technology, vocational and educational training, job placement, supported employment, and independent living skills training to maximize their ability to live and work independently within their communities. The DOR provides career counseling and information and referral services to encourage individuals working in non-competitive, non-integrated settings to work toward and achieve competitive integrated employment.

Client/Service Population: In federal fiscal year 2019, DOR provided a range of VR services to approximately 111,000 individuals with disabilities, of which approximately 29,600 were students with disabilities. The disability types of those individuals determined eligible for VR services include 4,900 who were blind or visually impaired; 6,500 with cognitive disabilities; 15,100 with learning disabilities; 13,600 with intellectual or developmental disabilities; 5,600 deaf or hard of hearing individuals; 16,100 with physical disabilities; 25,700 with psychiatric disabilities; 1,100 with traumatic brain injury; and 1,900 individuals with other disabilities.

Strengths: DOR employs qualified VR professionals and paraprofessionals who work with individuals with disabilities to find a career track with upward mobility offering sustainable living wages. The VR professionals are trained in assessment, career planning, job placement, and assistive technology services to meet the employment needs of eligible individuals with disabilities. DOR utilizes a consumer-centered approach to service delivery by employing VR professionals and VR paraprofessionals to deliver effective and timely consumer services throughout the state, including students with disabilities. DOR also maintains a network of partnerships with community-based disability organizations and other public agencies, including high schools, community colleges, universities, and county mental health agencies to provide a greater range of employment services and opportunities to DOR consumers than would otherwise be available through any single agency.

Opportunities: Under federal law, VR programs must redirect 15 percent of funds from traditional VR services to pre-employment transition services for students with disabilities. There is an active risk that DOR will not have sufficient funds and human resources to provide VR services to all individuals with significant disabilities who apply for services. The DOR has

been operating under an OOS process since September 1995. Insufficient funding may mean further limiting the OOS and access to VR services.

CalWORKs

The CalWORKs program is California’s version of the federal Temporary Assistance to Needy Families (TANF) program. The program provides 60 months of cash grants and welfare-to-work (WTW) services to low-income families with children. Supportive services, including childcare, transportation, and personal counseling are available for families participating in WTW activities. Children remain eligible for assistance up to age 18. Unless exempt, adults participating in CalWORKs are required to participate in WTW activities as a condition of aid; requirements are 20, 30 or 35 per week, depending on the family configuration. CalWORKs offers a wide array of employment, training and barrier removal activities and supports to help families build resiliency and ultimately become self-sufficient.

The CalWORKs program is a welfare program administered by 58 county welfare departments under the supervision of the California Department of Social Services (CDSS). Although eligibility requirements and grant levels are uniform throughout the state, counties are given considerable latitude to design WTW programs that will work best for their diverse populations, size, and culture. The 2025 state budget included a package of reforms to the CalWORKs program, known as “CalWORKs Reimagine,” that adopts a more participant directed approach to the provision of WTW services—investing not just in employment requirements, but also in services that strengthen family stability and overall well-being. These reforms represent a dramatic shift in the caseworker-participant relationship that provides families more agency to design a WTW intervention that suits their needs and goals.

Clients/Service Population: CalWORKs is a public assistance program that provides cash aid and services to eligible families that have a child(ren) in the home. The program serves all 58 counties in the state and is operated locally by county welfare departments. If a family has little or no cash and needs housing, food, utilities, clothing, or medical care, they may be eligible to receive immediate short-term help. Families that apply and qualify for ongoing assistance receive money each month to help pay for housing, food, and other necessary expenses.

Generally, services are available to:

- Families that have a child(ren) in the home who has been deprived of parental support or care because of the absence, disability, or death of either parent.
- Families with a child(ren) when both parents are in the home, but the principal earner is unemployed.
- Needy caretaker relatives of a foster child(ren).

Strengths: CalWORKs has a robust subsidized employment program and has substantial flexibility in the types of services it can provide. CalWORKs has an existing relationship with community colleges to provide support for CalWORKs recipients enrolled in academic and

career pathway programs. While maintaining the work-first policies of TANF, recent changes in CalWORKs have increased the emphasis toward a work-focused, skills attainment, and barrier removal agenda to ensure that TANF recipients are positioned to achieve long-term successful outcomes and upward mobility.

Opportunities: CalWORKs serves a higher percentage of needy families than the rest of the nation. CalWORKs is designed primarily to combat child poverty by continuing to aid children even when the adults cannot (e.g., due to time limits or exemptions) or refuse to participate in the welfare-to-work program. CalWORKs serves many exempt adults with significant barriers to employment.

CalFresh Employment & Training (E&T)

CalFresh Employment & Training (E&T) operates through a central vision to increase the employment and earning capacity of CalFresh recipients. The mission to provide more CalFresh recipients with access to CalFresh E&T supportive services and skills and credentialing can be tracked through five strategic goals: increase job placement, retention, and wages; increase CalFresh E&T participation across a dynamic mix of people, communities, and cultures; increase employability by removing barriers to employment; increase skills attainment and credentialing; and lead an efficient and effective customer focused E&T program.

CalFresh E&T is state supervised and administered voluntarily by County Welfare Departments (CWDs). Participation in CalFresh E&T is voluntary and does not impact CalFresh household benefits.

Activities include case management, supervised job search, education, work experience (both subsidized and unsubsidized), and job retention. Supportive services are provided to participants when necessary and directly related to participation in the program. The program is supported by limited federal funds; however, providers are eligible to receive a fifty percent reimbursement on any non-federal funds used for program administration or provision of supportive services. Uniquely, tribal governments and organizations using non-federal funds are eligible for a 75 percent reimbursement of those funds. To be eligible to participate in CalFresh E&T, an individual must be at least 16 years of age (note: a person aged 16 or 17 who is not the head of household, or who is attending school, or enrolled in an employment and training program on at least a half-time basis cannot participate); in receipt of federally funded CalFresh food assistance benefits; and not subject to any work requirement under Title IV of the Social Security Act (including CalWORKs).

Client/Service Population:

CalFresh E&T enrollment and participation is voluntary for eligible CalFresh recipients. CalFresh recipients are not required to enroll in the CalFresh E&T program to keep their CalFresh benefits, and participants cannot have their CalFresh benefits sanctioned for failure to participate. Additionally, the program is voluntarily administered by CWDs who design local

programs to meet the needs of local populations. CalFresh E&T program eligibility is determined by the CWD at the time of CalFresh Certification. Generally, a participant is eligible for CalFresh E&T if they meet these requirements:

1. At least 16 years of age.
2. In receipt of federally funded CalFresh food assistance benefits.
3. Not subject to any work requirement under Title IV of the Social Security Act, such as through the TANF program, known in California as the CalWORKs program.

CWDs have the autonomy to design programs around CalFresh E&T components and activities, population characteristics, in-demand occupations, service providers, and available funding sources. Services may be provided directly by the CWD or through partner entities with which they have an agreement. Populations typically provided services include Able Bodied Adults Without Dependents (ABAWDS), some of which may be subject to work requirements and must engage in a work activity to maintain benefits, students, timed-out CalWORKs, English language learners, individuals experiencing homeless, justice involved, and formerly incarcerated.

Strengths: Program administrators have flexibility in the design of their respective CalFresh E&T program. Definitions and descriptions of program activities and services often align with WIOA language to facilitate program coordination. Non-federal funds spent on program administration or supportive services are eligible for a 50 percent reimbursement that can be reinvested into programs for further reimbursement.

Opportunities: Local WIOA programs can offer CDSS programs access to workforce development best practices, service provider networks, and partnership and service delivery models. Programs can differ widely between counties which can cause a lack of consistency in service quality and program reach. Through localized efforts and partner program integration, resources such as funding, infrastructure, and supportive services can be maximized and raise the standard of workforce development resources consistently across local areas.

Department of Industrial Relations - Division of Apprenticeship Standards

The Department of Industrial Relations (DIR) - Division of Apprenticeship Standards (DAS) administers California apprenticeship law and enforces apprenticeship standards for wages, hours, working conditions, and the specific skills required for state certification as a journey person in an apprenticeable occupation. DIR-DAS promotes apprenticeship training through creation of partnerships, consults with program sponsors, and monitors programs to ensure high standards for on-the-job training and supplemental classroom instruction. In addition, DAS administers a variety of apprenticeship funding sources across multiple initiatives including the CA Apprenticeship Council Training Funds, the Apprenticeship Innovation Funding, the Equal Representation in Construction Funding, and the CA Opportunity Youth Grant Program. Through these collective efforts, the retiring skilled workforce is replenished with new skilled workers to keep California's economic engine running strong.

Clients/Service Population: DIR-DAS serves industry, educational institutions, labor, non-profits, community-based organizations (CBOs), government, apprentices, and journey level workers. California continues to lead the nation in apprenticeships, with 93,955 apprentices registered in 1,168 DAS-approved programs represented by 473 sponsors.

Strengths: The apprenticeship model has a proven track record of placing workers in high-wage, middle-skills career pathways. The apprenticeship system of training is efficient and cost-effective and results in higher retention rates, lower turnover, and reduced costs for recruitment of new employees. The curriculum and on-the-job training are guided by industry and meet industry needs. Apprenticeship connects employers with public education facilities for related classroom instruction. Furthermore, nearly 70 percent of apprentices are people of color.

Opportunities: Of the 93,955 active apprentices in California right now, 77 percent are in the building and fire trades, while 23 percent are in all other sectors including healthcare, transportation, education, tech, public sector and advanced manufacturing. Women continue to be underrepresented in many apprenticeship programs, comprising only 3.9 percent of building trades apprenticeship and 32 percent of apprentices in all other sectors. DAS recently awarded an Equal Representation in Construction Apprenticeships (ERiCA) grant. The focus of this grant is to create career pathways for women, non-binary, and underserved populations into careers in the building and construction sectors. The funds from this grant will go toward supportive resources for childcare and outreach and community building for women, non-binary, and underserved populations. In addition, the Division of Apprenticeship Standards is investing into the expansion of apprenticeship across many sectors through the Apprenticeship Innovation Funding which offers formula funding to program sponsors at \$3,500 per apprentice per year plus a \$1000 completion bonus. In addition, DAS is in the process of developing a solicitation for Opportunity Youth in apprenticeship and will be investing upwards of \$35M into expanding youth apprenticeship.

Department of Child Support Services (DCSS)

DCSS oversees a network of local child support agencies (LCSA) that provide services to the general public at the county level. The LCSAs work with the person ordered to receive support (PRS) and parent ordered to pay support (PPS) to ensure children and families receive court-ordered financial and medical support. The DCSS mission is to promote parental responsibility to enhance the well-being of children by providing child support services to establish parentage and collect child support, with the vision that all parents are engaged in supporting their children.

Clients/Service Population:

Local Boards and LCSAs can work together to provide supportive services to PPS to support job retention by braiding resources and utilizing cross-sector services and funding. This partnership helps to ensure that a comprehensive provision of services is provided to PPS to facilitate

successful labor market outcomes and progression into livable wage jobs and careers. By using a more holistic approach, this partnership will help to address the barriers to employment for PPS, which in turn, positively affects the whole PRS family. This partnership provides the framework to assist unemployed and underemployed PPS gain and retain employment in order to provide children and families with court-ordered financial and medical support. Queries were developed to identify the participants who match these criteria and provided to each county. The queries can be found on the LCSA secure website.

Strengths: DCSS created Workforce Development Queries (Q-1490 and Q-1506) that are available on the LCSA secure website. These queries can be utilized by LCSAs to locate participants that will benefit from this partnership. These queries are updated annually.

- Q-1490: Contains information regarding unemployed and underemployed PPS.
- Q-1506: Contains an active PPS count, this query was requested to capture data for California's Unified Strategic Workforce Development Plan.

Opportunities: Currently, LCSAs have no access to data within CalJOBS (e.g., case notes, activity codes, etc.) for clients referred to AJCCs. This access will allow staff to assist individuals with child support obligations to obtain permanent employment. Two important steps toward this objective are making PPS aware of employment services and assisting with eliminating barriers to employment.

Senior Community Service Employment Program (SCSEP)

The California Department of Aging (CDA) administers programs that serve older adults, adults with disabilities, family caregivers, and residents in long-term care facilities throughout the State. CDA contracts with the network of 33 Area Agencies on Aging, who directly manage a wide array of federal and state-funded services. The SCSEP provides eligible individuals part-time, subsidized job training through community service assignments at non-profit organizations or governmental entities. SCSEP aims to foster individual economic self-sufficiency and increase the number of persons who may benefit from unsubsidized employment in both public and private sectors, as well as strengthen self-sufficiency and provide support to organizations that benefit from increased civic engagement. Funding for SCSEP is set to end on June 30, 2026 and is not currently up for renewal.

Client/Service Populations: Program-eligible older workers must be residents of California, 55 years of age or older, unemployed, and have total annual family income that does not exceed 125 percent of the federal poverty guidelines, currently \$16,100 for an individual. Service priority is given to individuals meeting one or more of the following criteria:

- Is a veteran or a spouse of a veteran.
- Is 55 years of age or older; Priority given to ages 65+
- Has a disability.
- Has limited English proficiency.

- Has low literacy skills.
- Resides in a rural area.
- Has low employment prospects.
- Has failed to find employment after utilizing services under WIOA Title I.
- Is homeless or at risk for homelessness.
- Justice impacted
- Total family income that doesn't exceed 125% of the Federal poverty guidelines

Strengths: California is the most populous state in the country and has the highest number of SCSEP-eligible older individuals. Demographic shifts in the population mean that the demand for SCSEP services will likely increase. As the only federally mandated job training program targeted toward serving low-income workers ages 55 years and older, SCSEP serves a dual purpose as a training program for low-income older workers and a source of subsidized staff trainees for community-based organizations. The Master Plan for Aging (MPA) outlines five bold goals and 23 strategies to build a California for All. One of the strategies is focused on preventing age discrimination and supporting the inclusion of older adults and people with disabilities in the workplace.

Opportunities: California's SCSEP has insufficient funding to support the program's allocated positions due to the disparity between the federal minimum wage of \$7.25 per hour and the California state minimum wage of \$16.50 per hour (at the time of drafting in 2025) or \$16.00 per hour (as 2024). The limited federal funding has the effect of reducing or modifying the number of CDA's allocated SCSEP positions by 51 percent, further destabilizing the program, reducing service capacity, and serving fewer older adults.

WIOA Section 166 - Indian/Native American Programs

The WIOA Section 166 Indian/Native American (INA) Program supports employment and training activities for Indian, Alaska Native, and Native Hawaiian people, helping more fully develop their academic, occupational, and literacy skills to help them compete more effectively in the job market and achieve personal and economic self-sufficiency. There are five WIOA Section 166 INA Employment and Training grantees in California that receive funding to provide services to Indian and other Native American populations in California.

Clients/Service Population: WIOA Section 166 INA Program serves Indians, Alaska Natives, and Native Hawaiians who are unemployed, underemployed, low-income individuals, or a recipient of a lay-off notice.

Strengths: The INA Program promotes the economic and social development of Indian communities. Services are provided in a culturally appropriate manner, consistent with the principles of Indian self-determination.

Opportunities: The Employment and Training Administration (ETA) issued guidance in May of 2025 to provide WIOA Section 166 grantees with Comprehensive Services Program and Supplemental Youth Services Program funding allotments for Program Year 2025.

WIOA Section 167 - Farmworker Service Programs

The National Farmworker Jobs Program is a nationally directed, locally administered program of employment, training, and housing services for migrant and seasonal farmworkers and their dependents. Created under the Economic Opportunity Act of 1964, and currently authorized under WIOA Section 167, the program seeks to counter the chronic unemployment and underemployment experienced by migrant seasonal farmworkers (MSFW) who depend primarily on seasonal jobs in California's agricultural sector.

There are seven WIOA Section 167 farmworker service programs, five of which are represented statewide by La Cooperativa Campesina de California, as well as SER (Service, Employment and Redevelopment) Jobs for Progress National, Inc. and West Hills Community College District. La Cooperativa is also the Housing grantee in California who works to meet the critical need for a safe and sanitary permanent and temporary housing to assist with better economic outcomes for farmworkers.

These programs provide services throughout California, but especially in rural areas where farmworkers live and work. Training services include English as a Second Language, General Education Development, adult and family literacy, basic education, vocational education, and employer-based training. Related services such as childcare, transportation, emergency services, housing, financial assistance, counseling, job placement, and follow-up services enhance these training efforts.

Clients/Service Population: WIOA Section 167 grantees serve eligible MSFW and their dependents. Eligible farmworkers are those individuals who primarily depend on employment in agricultural labor that is characterized by chronic unemployment and underemployment. The grantees help farmworkers acquire skills needed to obtain, retain, and advance in agricultural jobs or start new careers.

Strengths: WIOA Section 167 grantees have well-developed relationships with Local Boards and the AJCC system, provide occupational skills training, related supportive services, and housing assistance to the MSFW population. The WIOA Section 167 grantees also list programs on the State Eligible Training Provider List and receive referrals from Wagner-Peyser staff in the AJCCs.

Opportunities: The funding allocated to MSFW programs is insufficient to meet the needs of the population and many MSFWs have limited English language capacity and do not have access to supportive services, including transportation and childcare, which limits opportunities for them to attain skills, credentials, and degrees from the “mainstream” educational system. However, the state has made significant investments in workforce development programs tailored to the

farmworker population, including [funding](#) to create career pathways and wrap-around support services provided by organizations with experience serving the community.

Job Corps

Job Corps is the nation's largest and most comprehensive free residential education and career training program for eligible youth, ages 16 through 24. Through a nationwide network of over 120 campuses, Job Corps students can learn the skills and resources to be successful in a career, earn a high school diploma or equivalent, train in one of ten different industries, and engage with a supportive community to access graduate resources and connections.

Clients/Service Population: Job Corps low-income 16- through 24-year-olds who are U.S. citizens, legal U.S. residents of a U.S. territory, and/or individuals who are authorized to work in the U.S.

Strengths: Job Corps is a comprehensive program where students have access to room and board while they learn skills in specific training areas for up to three years. In addition to helping students complete their education, obtain career technical skills and gain employment, Job Corps also provide transitional support services, such as help finding employment, housing, childcare, and transportation.

Opportunities: Since Job Corps Centers are only located in some Local Areas, not all AJCCs can access and provide referrals to the services they provide.

Jobs for Veterans State Grant

The Jobs for Veterans State Grant (JVSG) provides federal funding to state workforce agencies to hire dedicated staff to provide individualized career and training-related services to veterans and eligible persons with significant barriers to employment and to assist employers to fill their workforce needs with job-seeking veterans. The Disabled Veterans' Outreach Program (DVOP) specialists focus is on providing individualized career services through case management whereas the Local Veterans' Employment Representatives (LVER) coordinate with local business service teams and members of the community to advocate on behalf of veterans and to develop job opportunities specifically for veterans. In rural areas, a Consolidated Veterans Representative (CVR) position is available to provide a combination of services normally performed by the DVOP and LVER without hindering the provisions of services to veterans and employers.

Services are provided to veterans and eligible persons according to their individual needs. Basic career services are universally accessible and are made available to all veterans seeking employment and training services in at least one comprehensive AJCCs in each Local Area. On a priority of service basis, an AJCC staff member determines the eligible person's purpose for registering. Once the veteran or other eligible person is identified, a Veteran Service Navigator conducts an initial assessment. If they are deemed a veteran with a significant barrier to

employment or other special criteria, they are referred to the DVOP specialist for further assessment and individualized career services. Individualized career services are the next level of services provided to participants and are tailored to best meet the individual participant's needs. These services must be provided to a participant after AJCC staff determine that services are required to retain or obtain employment. Generally, these services involve significant staff time and customization to each individual participant's needs.

In addition to providing outreach to the local employer community, employer associations, and business groups, LVERs and CVRs work closely with employers, unions, trade organizations, apprenticeship programs, and community-based organizations to promote the hiring, training and development, and career advancement of veterans. Services are also delivered through veteran-focused Job Fair events and Stand Downs. This collaboration between LVERs, CVRs, and the local employer community serves to attract veterans and employers in need of employment services.

Clients/Service Population: In addition to the universal access and priority of services provided to all veterans, the JVSG program is intended to target the following veterans with barriers to employment:

- Special disabled or disabled veterans.
- Veterans aged 18 to 24.
- Veterans experiencing homelessness.
- A recently separated service member, who at any point in the previous 12 months has been unemployed for 27 or more consecutive weeks.
- Any eligible veteran who is currently or was formerly justice involved.
- Vietnam-War Era veterans.
- Veterans lacking a high school diploma or equivalent certificate.
- Veterans that are low-income.
- Eligible transitioning service members, spouses, and caregivers.
- Any other population specified by the DOL Assistant Secretary for Veterans' Employment and Training.

Veterans with a significant barrier to employment or labeled in a specified category, will have access to all appropriate services available through the AJCC and are not limited to receiving services exclusively from DVOPs and CVRs.

Strengths: Since JVSG staff are required to be veterans, they have the opportunity to build rapport with their clients and assess not only their employment needs, but also additional community resources. This allows DVOPs and CVRs to provide veterans with comprehensive and specialized assessments of the skill levels and service needs of the individual veteran to obtain employment. LVERs and CVRs have first-hand knowledge of the attributes a veteran can bring to a company and provide employers assistance on understanding how the veterans' military experience matches their needs. LVERs and CVRs coordinate with local business service teams and members of the local employer community to advocate to employers, especially

federal contractors, on behalf of veterans and to develop job opportunities specifically for veterans.

Opportunities: JVSG is continuing to work on fully integrating the LVERs and CVRs services into the Business Services platform in the AJCCs to promote hiring veterans to the employer community. LVERs and CVRs can continue to advocate for all veterans served by the local AJCCs and collaborate with all AJCC partners, including WIOA case managers to create job opportunities for all veterans being case managed and trained through other WIOA AJCC partner programs.

In addition, DVOPs are continually working to integrate with all AJCC partners and community resources to better serve the veteran community to obtain meaningful and successful careers. This includes actively seeking to establish partnerships with other state and federal agencies, such as the U.S. Department of Veterans Affairs, County Veteran Service Officers, and community-based organizations, such as Homeless Veterans Reintegration Program grantees, to identify available community resources and support systems to better serve veterans and eligible persons.

Corrections Workforce Partnership

The CWDB's Corrections Workforce Partnership is comprised of the CWDB, the California Department of Corrections and Rehabilitation (CDCR), California Prison Industry Authority (CalPIA), the California Workforce Association (CWA) and other relevant agency partners. The partnership links the state corrections system and programming to the broader statewide workforce systems, including Local Boards, AJCCs and community based organizations. Services for formerly incarcerated and justice-involved individuals are meant to address and lower recidivism, through workforce training, such as career technical education, and supportive services, leading to improved labor market outcomes.

Clients/Service Population: Those with barriers to employment as a formerly incarcerated and/or justice-involved individual. "Justice-involved" refers to individuals who are on parole, probation, mandatory supervision, or post-release community supervision and are supervised by, or are under the jurisdiction of, a county or the CDCR.

Strengths: Braid and leverage state corrections and workforce resources and expertise to link education, job training, and work experience earned in prison into post-release jobs by fostering and creating a system of coordinated service delivery to a population that faces a variety of employment barriers.

Opportunities: Establish and sustain dedicated pre-release workforce services inside CDCR facilities prior to transitioning back into local California jurisdictions that align with regional labor market dynamics, including apprenticeship programs and career pathway programs.

State Strategic Vision and Goals

II.b. The Unified or Combined State Plan must include the State’s strategic vision and goals for developing its workforce and meeting employer needs in order to support economic growth and economic self-sufficiency. This must include—

Vision – Describe the State’s strategic vision for its workforce development system.

Goals – Describe the goals for achieving this vision based on the analysis in (a) above of the State’s economic conditions, workforce, and workforce development activities.

Performance Goals – Using the tables provided within each Core Program section, include the State's expected levels of performance relating to the performance accountability measures based on primary indicators of performance described in section 116(b)(2)(A) of WIOA. (This Strategic Planning element only applies to core programs.)

Assessment – Describe how the State will assess the overall effectiveness of the workforce development system in the State in relation to the strategic vision and goals stated above in sections (b)(1), (2), and (3) and how it will use the results of this assessment, which may include evaluation findings, and other feedback to make continuous or quality improvements.

Vision

California is a state guided by core values of equity, sustainability, and innovation, with a focus on building a model for continued economic growth and prosperity that benefits all Californians and helps the state navigate emerging job creation trends.

The sheer size of California’s economy is underpinned by its diversity and dynamism, driven by our leadership across a broad set of sectors: California is home to the global epicenter of technological innovation in Silicon Valley, the entertainment industry capital in Hollywood, and some of the world's most fertile and productive agricultural land throughout California.

California’s deep, historic widespread economic strengths have positioned the state to navigate and address challenges such as climate change, uneven distribution of economic opportunity and benefits, and new technologies that will impact society in ways not completely clear.

California is committed to developing a workforce system that enables economic growth and shared prosperity for employers and employees, especially those with barriers to employment, by investing in industry partnerships, job quality, and meaningful skills attainment leading to valuable career paths for all Californians.

Under the leadership of the Governor and Secretary of the Labor and Workforce Development Agency (LWDA), California’s vision for the future of workforce development is centered on the establishment and growth of a workforce system that promotes equity, job quality, and resilience for all Californians. California has created more opportunities, more jobs, and more

businesses than any other state, and is working to ensure that all Californians are moving forward together—and that every region across our state continues to play a critical role in the sustainable growth of the world’s fourth largest economy.

The California Workforce Development Board (CWDB) has been a critical contributor to two Gubernatorial initiatives in 2024 and 2025— the California Jobs First Initiative and California’s Master Plan for Career Education.

California Jobs First Blueprint

In March of 2024, the California Jobs First Council was launched, led by the Governor’s Office of Business and Economic Development (GO-Biz) and the LWDA, bringing together nine state agencies to develop a comprehensive approach to advancing California’s economy. Working across these departments, California authored a 10-year economic development strategy for the state that builds on the regional priorities of our 13 economic regions and leverages our state’s greatest strengths. A set of strategic sectors is identified, each represented in at least one regional plan that captures the breadth and diversity of California’s economy, assessing where there are opportunities for near-term job creation and where California has distinct, competitive advantages for job creation. The California Jobs First Council will advance these strategic sectors, supporting job creators not only during their early stages but through the full product lifecycle, with a specific emphasis on industries with elevated prospects for expansion and attraction with subsequent job creation. The California Jobs First Blueprint outlines how the state is “helping create, attract, and increase access to good-paying jobs”.

The California Jobs First Blueprint outlines the strategies for an even more active and aggressive role in shaping California’s economic trajectory in a way that is community-led and climate-forward.

Master Plan for Career Education

In August of 2023, Governor Gavin Newsom called for a new Master Plan for Career Education through the Freedom to Succeed Executive Order. He urged state agencies and institutions of higher education to increase access to good-paying jobs by creating and strengthening education and training pathways that are responsive to the emerging needs of the economy and specific to sectors, regions, and individuals’ skills and experience. These pathways will ensure that all Californians—whether young people just starting their first job searches or experienced workers seeking new careers—can find opportunities for high-paying and fulfilling career paths regardless of educational attainment. Using these career pathways, the state will power economic growth and create more resilient communities in strategic sectors such as education, health care, and climate.

The Master Plan for Career Education provides a framework for responding to the complex, multifaceted challenges confronting California’s labor market and educational landscape. This plan acknowledges the shifting demographics of college attendees and the changing nature of

work, including technological advancements such as automation and artificial intelligence reshaping job categories and skill requirements as well as provides flexibility to address new challenges that will emerge in the future. In addition to identifying priority areas for future action, it provides examples of work already underway that could be scaled and replicated to attain shared goals.

To support the development of the Master Plan for Career Education, representatives of state agencies and higher education provided initial strategies, regional partners convened community members to design solutions, and interest holders provided direct input on how to address persistent barriers to opportunity. Across all these forums, agencies and community members highlighted two central themes: Enhance coordination and address structural barriers that make it difficult for Californians to navigate education, workforce training, and public benefit systems.

The call to enhance coordination has focused on the need for spaces at the state level where state entities could collaborate around addressing shared challenges and streamline implementation in strategic areas across the state and regional levels where educators, workforce training providers, employers, and community members can collaboratively forge career pathways tailored to the evolving economic landscape and the state’s strategic sectors. Given California’s size and diverse local economies, a coordinated effort between the state and regions is crucial for capitalizing on programmatic funding opportunities and adapting to the demands of the statewide economy and local workforce increasingly shaped by artificial intelligence and climate imperatives. Through collective action, resources can be optimized, enabling a more effective delivery of services statewide while ensuring that education and training programs provide stronger hands-on learning that is aligned with employment opportunities.

Tying the California Jobs First Initiative and Master Plan for Career Education into the CWDB’s vision

Fortunately, the vision of both the California Jobs First Initiative and the Master Plan for Career Education align perfectly with the CWDB’s vision of a California economy defined by equity, quality jobs, and resiliency. The CWDB works in partnership with employers, workers, Local Workforce Development Boards (Local Boards), education partners, and other stakeholders to build resilient economy defined by equitable access to quality jobs, particularly for all Californians who face barriers to employment. The parallels within these initiatives and the CWDB’s work will allow for a smooth alignment, while also providing opportunities for organizational growth.

As a critical contributor to the California’s Jobs First Initiative and California’s Master Plan for Career Education, the CWDB has found it imperative that its goals align with both of these initiatives going forward.

Goals

Given the advancement of the recent gubernatorial initiatives (i.e., the California Jobs First Initiative and the Master Plan for Career Education) in the last year, the CWDB has worked diligently to consider how previous goals outlined in the four-year California Unified Strategic Workforce Development Plan published in 2024 would be updated to more fully align with those initiatives.

Below are CWDB's goals for achieving its vision. These goals align with the Workforce Innovation and Opportunity Act (WIOA) and those in the California Jobs First Initiative and the Master Plan for Career Education. Underneath each goal are action items that will be employed to work towards obtaining that specific goal. These goals will be ongoing, and significant progress is anticipated within the next two years.

Goal 1: Elevate CWDB's visibility and value

- Publish data dashboard on the CWDB website
- Illustrate the return on investment for public spending
- Illustrate value of CWDB programs for employers
- Plan a value-adding coordinated presence at conferences, summits, etc.
- Serve as adviser, intermediary, or partner to other state agencies regarding their workforce development investments
- Develop and implement a strategic external communication plan

Goal 2: Strengthen regional coordination

- Execute the "Regional Tour" across the state for all California Jobs First regions
- Increase staff and CWDB board member partnership to improve two-way communication with the Local Workforce Development Boards (Local Boards) and industry roundtables
- Empower CWDB board members to engage locally/regionally and with industries on behalf of the CWDB and California Jobs First
- Explore the alignment of WIOA Regional Planning Units with California Jobs First Regions, thereby increasing systems coordination and access

Goal 3: Support sustainable and equitable growth across regions and populations

- Increase state, federal, and philanthropic investment and resources to support community-vetted regional strategies
- Connect CWDB programs to other resources, such as workforce development investments in other state agencies and departments
- Promote replication and scale of best practices across regions

Goal 4: Invest in the workforce for the sectors of the future by supporting skills-based training leading to effective placement

- Design skills-based pathways into in-demand, “good-paying jobs”
- Increase industry engagement through industry roundtables, as well as CWDB board member and staff engagement
- Decrease barriers to accessing job opportunities in partnership with the Master Plan for Career Education
- Development of career pathways efforts through skills-based training and illustrations of stackable skills needed for specific occupations
- Streamline workforce programs across the state

Goal 5: Increase Access to Education and Workforce Training

- Explore alignment of WIOA Regional Planning Units with California Jobs First Regions, thereby increasing coordination across systems and greater access to education and workforce training

Goal 6: Increase communication and engagement with Local Boards and Service Providers

- Create a bottom-up communication strategy that prioritizes the collection of information, ideas, and feedback from the Local Boards and service providers and elevates it to the state level
- In partnership with the California Workforce Association and the Foundation for California Community Colleges, develop a community of practice for support and sharing amongst the Local Boards
- In conjunction with Goal 1, continue regional engagement through staff assigned to both CWDB board members and regions defined by California Jobs First to solidify two-way communication between workforce partners

Goal 7: Increase the production and distribution of “Best Practices” by the field, for the field

- Uplift successful strategies from Local Boards and service providers through the creation of Policy Briefs and “Best Practices”
- Communicate findings through publication on the CWDB website and presentations at practitioner-based conferences
- Use other external communication strategies to uplift best practices on multiple platforms
- Highlight regional successes at public CWDB Board of Directors Meetings

Goal 8: Support the harmonization of reporting requirements across workforce programs

- Streamline data reporting across programs
- Make progress towards the inclusion of workforce data into the Cradle to Career Data System, a statewide longitudinal tool that will help students reach their goals and deliver information on education and workforce

- Develop a set of metrics illustrating the return on invested capital in the workforce system
- Integrate performance metrics into the CWDB’s public-facing website

Performance Goals

Insert Tables Here

Assessment:

California has continued to work on the Cross-System Analytics and Assessment for Learning and Skills Attainment (CAAL-Skills) data system. The purpose of CAAL-Skills is to unite workforce system partners in a program that enables a holistic yet statistically rigorous assessment of California’s workforce system. CAAL-Skills enables the evaluation of workforce programs individually and collectively at the regional level through the assessment of outcomes (e.g., employment, wages, and education/training attainment). The California Policy Lab, comprised of research and data science experts from UC Los Angeles and UC Berkeley, has been engaged by the CWDB to evaluate the data provided by CAAL-Skills partners in fulfillment of the federal requirements outlined in WIOA Section 116 and is currently working on a follow-up to the 2022 impact evaluation, [*CAAL-Skills: Study of Workforce Training Programs in California*](#).

To establish the CAAL-Skills data system, CWDB established data sharing agreements, including an overarching CAAL-Skills memorandum of understanding, associated approved business use case, data specification documents, and data processing contracts, with a wide variety of workforce training partners. These partnerships extend well beyond those programs specifically mandated by California Unemployment Insurance Code Section 14013, which established CAAL-Skills, and ensure data sharing and matching of confidential participant and wage data. This allows for analysis and reporting of the impact of workforce programs on short-, medium-, and long-term employment and earnings.

In addition to the CWDB, current data sharing partners include:

- Community Colleges Chancellor’s Office
- Department of Corrections and Rehabilitation
- Department of Education
- Department of Industrial Relations – Division of Apprenticeship Standards
- Department of Rehabilitation
- Department of Social Services
- Employment Development Department
- Employment Training Panel

The CAAL-Skills data system includes participant-level information used to systematically link individuals across the workforce system, between participating programs, and to outcome data,

including employment, wage, and credential attainment information. This data system allows for analysis and reporting at various levels of aggregation, including program, year, participant characteristic, and region.

Currently, the CAAL-Skills team is primarily focused on leveraging the modernized, secure, and cloud-based data system to strengthen analysis and reporting through development of an interactive public dashboard.

Additionally, assessments conducted by the CWDB include: (1) a descriptive analysis of the efficacy of the implementation of the different grants and programs; and (2) an evaluation of the impacts that different grants and programs have on the workforce development system. Program assessments are either conducted by external third-party evaluators or CWDB Research Specialists. The research approach taken to answer the above questions is to undertake both quantitative and qualitative analyses, applying the most appropriate research design using a mixed-methods statistical approach that involves a combination of in-depth interviews, surveys, document analysis, and inferential statistics.

The CWDB Research team has had in-depth and ongoing conversations with the LWDA regarding the common evaluation framework for all the CWDB grant program evaluations. The coordination between CWDB and LWDA has produced promising results, clarifying and streamlining a shared effort towards new and improved data reporting systems. Also, the CWDB Research team has been working diligently to improve internal policies surrounding data collection and reporting procedures for all CWDB grant programs.

The following is a list of all third-party evaluations:

Third Party Evaluations		
Program	Report Date	Contractor
Breaking Barriers to Employment	May 2022, July 2025, October 2025, and April 2026	Social Policy Research Associates and Corporation for a Skilled Workforce
CAAL-Skills	May 2022	California Policy Lab
America’s Job Center of California SM (AJCC) System	2022	Corporation for a Skilled Workforce and University of Teas-Austin Ray Marshall Center
Prison to Employment	Dec 2024	UC Riverside Presley Center of Crime & Justice Studies
Helping Justice-Involved Reenter Employment (HIRE)	January 2026 and June 2028	RAND Corporation

Third Party Evaluations		
High Road Training Partnerships (H RTP) and High Road Construction Careers (HRCC)	December 2025	UC Los Angeles Labor Center
Regional Equity and Recovery Partnerships (RERP)	June 2026	Corporation for a Skilled Workforce

While each evaluation has its own focus, the CWDB has asked third-party evaluators, at a minimum, to indicate up front in their submitted research design the following:

First, to clearly identify in the proposal the type of evaluation (process, output and outcome, and impact) they would be undertaking, realizing that all three can be potentially possible given a sufficient timeframe. Second, clearly indicate which data elements from the standardized list would be included in the evaluation and indicate those that are over and above what is typically collected in the CWDB warehouse. Third, a description of the methodological approach (qualitative, quantitative, mixed methods) that the third-party evaluator would undertake. And lastly, included in the research design, a discussion of lessons learned for future workforce development policy, as well as suggestions for improving future evaluations.

Areas of opportunity for persons with disabilities in the California economy

The Landscape of Californians with Disabilities

In September of 2023, persons with disabilities made up 3.5 percent of the state’s civilian labor force, which was comprised of 19.2 million persons. The civilian labor force for persons with disabilities was made up of 608,300 employed and 70,500 unemployed persons during that period of time. The unemployment rate and labor force participation rate for this segment of the California labor force were 10.4 percent and 21.6 percent, respectively.

For persons with disabilities, the largest number of employed persons worked within the health care and social assistance (89,700) industry. Over 50,000 persons with disabilities were employed in each of these industries in September 2023: educational services (66,700), retail trade (65,700), and construction (52,500). In addition, over 30,000 persons with disabilities held jobs in each of the following industries: public administration (39,600), durable goods manufacturing (38,600), accommodation and food services (37,100), and transportation and warehousing (30,700) industries.

In terms of occupations, the jobs held most often by employed persons with disabilities in 2023 were in office and administrative support (84,700); management (81,000); transportation and material moving (45,400); and sales and related (45,300). Also, employed persons with disabilities held over 20,000 jobs within each of the following industries: healthcare support

(28,400); building and grounds cleaning and maintenance (26,200); food preparation and serving related (25,100); healthcare practitioner and technical (23,500); and production (20,200) fields.

In 2023, 31.0 percent of employed persons with a disability had attained a bachelor's degree or higher. A breakout of this collective level of educational attainment of employed persons with a disability is as follows: bachelor's degree (113,800), master's degree (52,100), doctorate degree (14,600), and professional degree (9,600). One out of every five persons with a disability (22.6 percent) held a high school diploma or general education diploma. In addition, 56,100 employed persons with a disability had not completed high school.

The 10.4 percent unemployment rate among Californians with disabilities was more than double the 4.3 percent unemployment rate of Californians without a disability. Approximately one out of every five (21.6 percent) Californians with a disability participated in the civilian labor force. In addition, their labor force participation rate remained at least 45.3 percentage points lower than that of persons who did not have a disability. The older age profile of Californians with a disability in comparison to those without a disability affects these results.

Rates of labor force participation (21.6%, at least 45.3 percentage points lower than that of persons who did not have a disability) remained lower, and rates of unemployment higher (10.4% compared with 4.3% in the population as a whole) for Californians with disabilities. The state's disability population is a target of numerous CWDB grant initiatives, including HRTPs and in particular, [Breaking Barriers to Employment](#), which focuses on providing individuals with barriers to employment the services they need to enter, participate in, and complete boarder workforce preparation, training, and education programs aligned with regional labor market need.

Based on Public Policy Institute of California:

Since 2021, Californians with disabilities have seen significant employment gains for the first time in over a decade. Flexibilities introduced during the pandemic, like remote work, are one way labor market access has improved for persons with disabilities. At the same time, concerns are growing that these gains may erode as employers change their remote work policies, which could leave many Californians with disabilities facing economic hardship.

More than 1.8 million California adults aged 25 to 64 have a least one disability that impacts their daily life, including serious difficulties seeing or hearing, bathing or dressing, walking or climbing stairs, remembering or concentrating, and living independently. Just over half participated in the labor force in 2022 compared to about 83 percent of adults with no disabilities.

However, California workers with disabilities were employed full-time, full year – at least 35 hours a week – at about half the rate of workers with no disabilities (30 percent vs. 62 percent).

Part-time employment rates were similar for both groups (16 percent vs. 18 percent) and include those who work part-time for the full year and part-time for part of the year.

Working has provided a buffer against poverty for many Californians with disabilities. Poverty rates for nonworking adults with disabilities are more than 2.5 times higher than those who are working, even after accounting for safety net benefits. About 31 percent of nonworking adults with disabilities do not have enough resources to make ends meet, according to the California Poverty Measure, a joint effort between the Public Policy Institute of California and the Stanford Center on Poverty that adjusts for housing costs and safety net benefits.

Title I and III Participants with Disabilities Served

The Employment Development Department (EDD) is required to submit accurate participant reports and validated individual participant data to the U.S. Department of Labor, which utilizes the data to assess the effectiveness of the state in achieving positive outcomes for individuals served under the core and non-core programs. In Program Year 2023, a total of 13,765 of participants with disabilities were served in California, with a total of 10,081 exiting.

The following table provides additional data for participants with disabilities served in Program Year 2023:

Participants	Employment Rate Quarter 2	Employment Rate Quarter 4	Median Earnings	Credential Rate	Measurable Skills Gains
Title I Adult	55.3%	52.7%	\$7,580	55.5%	59.0%
Title I Dislocated Worker	64.8%	66.2%	\$8,911	71.6%	58.4%
Title I Youth	64.4%	65.7%	\$4,532	54.6%	62.0%
Title III Wagner-Peyser	53.8%	52.0%	\$8,886	N/A	N/A

The CWDB’s Partnership Work

The CWDB and the Department of Rehabilitation (DOR) have a thriving partnership and continue to look for opportunities to expand their partnership work. The CWDB serves on several DOR committees, including Assistive Technology Advisory Committee, California Youth Leadership Forum, and the California Committee on the Employment of People with Disabilities (CCEPD).

The CCEPD releases an [Annual Report](#) on employment of persons with disabilities. Throughout 2023, the CCEPD held a series of listening sessions with local workforce areas statewide to collect information on their highlights and challenges when serving persons with disabilities.

From these listening sessions, the CCEPD compiled a best practices toolkit to help promote and replicate service delivery practices and policy recommendations that support employment outcomes for persons with disabilities.

In May of 2023, the CCEPD approved a [Workforce Best Practice Toolkit](#), and it was submitted to the DOR and the EDD. While primarily developed for Local Boards and AJCCs, this toolkit has useful information that will benefit any workforce partner. The toolkit recommendations are intended to encourage workforce partners to replicate best practices, as needed in their organizations, and to highlight models that can often be used within organizations.

This toolkit is organized into the following topics:

- Accessibility and Accommodations
- Benefits Planning
- Co-Enrollment and Cross-Training
- Customer Centered Design
- Employer Engagement
- Funding
- Workforce Readiness Skills Development

In August of 2023, the CCEPD approved the workforce best practices policy recommendations and submitted them to the DOR and the EDD for informal feedback. The CCEPD held a webinar on November 8, 2023 to present an overview of the toolkit designed to encourage workforce areas to adopt best practices in serving persons with disabilities, and more organizations to develop partnerships with workforce and disability-focused organizations.

Opportunities

In 2024, the CWDB identified in the California Unified Strategic Workforce Development Plan that there were several opportunities that were beginning to develop. The following work began, with progress being made on each:

- Work with the CCEPD to highlight and expand best practices for service delivery for persons with disabilities
- Identify specific strategies for competitive integrated employment (CIE) for job seekers with disabilities

While both deliverables are still ongoing, the CWDB's work with the CCEPD and the CIE is continuing and progressing, with bi-monthly and quarterly committee meetings and discussions on both topics.

However, the CWDB's partnership work with the CCEPD has yielded several recommendations that the CWDB is exploring:

- Additional emphasis should be made for system alignment of the various entities serving persons with disabilities – Job seekers with disabilities are often served by numerous systems for workforce and support needs. This can be confusing for not only the job seekers, but also the service providers. DOR serves two populations, persons with developmental or intellectual disabilities and people with mental health or behavioral health disabilities, both served by separate systems and programs. Individual outcomes could be improved if alignment between these systems were aligned.
- Facilitate increases in local partnership agreements – While coordination with local partnership agreement partners for CIE is a requirement in the Local and Regional Planning Guidance, additional information and context could be provided, since many areas do not have local partnership agreements in place. By expanding this guidance to provide information on the partnerships (i.e. service providers that serve persons with intellectual or developmental disabilities, the DOR, and Regional Centers) specifically serving this population, the CWDB could help drive necessary partnerships at the local level.

State Strategy

II.c. The Unified or Combined State Plan must include the State's strategies to achieve its strategic vision and goals. These strategies must take into account the State's economic, workforce, and workforce development, education and training activities and analysis provided in Section (a) above. Include discussion of specific strategies to address the needs of populations provided in Section (a).

Describe the strategies the State will implement, including industry or sector partnerships related to in-demand industry sectors and occupations and career pathways, as required by WIOA section 101(d)(3)(B), (D). "Career pathway" is defined at WIOA section 3(7) and includes registered apprenticeship. "In-demand industry sector or occupation" is defined in WIOA section 3(23).

Describe the strategies the State will use to align the core programs, any Combined State Plan partner programs included in this Plan, required and optional one-stop partner programs, and any other resources available to the State to achieve fully integrated customer services consistent with the strategic vision and goals described above. Also, describe strategies to strengthen workforce development activities in regard to weaknesses identified in section II(a)(2)

Policy Objectives

California will build on its resilience workforce development programs to advance progress on three main policy objectives. These objectives impact both state-level policy and administrative practices across programs, as well as local policy and service delivery.

Fostering demand-driven skills attainment: Workforce and education programs need to align program content with the state’s industry sector needs to provide California’s employers and businesses with the skilled workforce necessary to compete in the global economy.

Enabling upward mobility for all Californians: Workforce and education programs need to be accessible for all Californians, especially populations with barriers to employment, and ensure that everyone has access to a marketable set of skills, and is able to access the level of education necessary to get a good job that ensures both long-term economic self-sufficiency and economic security.

Aligning, coordinating, and integrating programs and services: Workforce and education programs must economize limited resources to achieve scale and impact, while also providing the right services to clients, based on each client’s particular and potentially unique needs, including any needs for skills-development.

Fostering Demand-Driven Skills Attainment

California recognizes the critical importance of improving the workforce and education system’s ability to meet the skill demands of employers in industry sectors that are driving regional employment. This includes identifying opportunities to move workers up a career ladder using targeted incumbent worker training while also moving new hires into jobs using strong employer engagement practices, relevant training investments, and supportive services.

Apprenticeships are a key strategy for meeting California’s workforce development needs. Governor Newsom has set an aspirational goal of 500,000 earn and learn apprenticeships in California by 2029. To reach the goal, the state must re-examine how state-approved apprenticeships are developed, approved, and executed, and must ensure that employers, apprenticeship training providers, and the workforce system are aligned. Integral to meeting this goal, the state will need to continue focusing on addressing gender imbalance in the building trades, as well as increase its focus on opportunity youth (especially youth who are or have been in the foster care or juvenile justice systems, or are homeless or housing insecure) and creating greater access to apprenticeship and preapprenticeship programs for these populations.

It is important to note that an apprenticeship is a job; therefore, to create an apprenticeship, an employer must be willing to hire *and train* a worker in a structured program, while also paying livable wages. While federal and state funds can cover some of the expenses for establishing new earn-and-learn opportunities, the costs of on-the-job training (in non-construction apprenticeship training) are primarily borne by the employer in the form of wages paid. Therefore, any effective strategy for scaling apprenticeships must put industry at the center.

In 2025, California invested \$92 million in funding to train Californians for jobs in growing industries. The new investments continue California's commitment to build a skilled workforce that can compete in the global economy and fill jobs envisioned in the Jobs First Economic Blueprint. The new funding marks another significant milestone in meeting the Governor's goal of 500,000 new training slots by 2029. Since 2019, California has served 200,938 registered apprentices, solidifying its position as the nation's leader in apprenticeship programs. More than 400,000 additional workers have or will be served through existing contracts for earn-and-learn programs, which provide income or stipends while training people for new jobs or to advance in their current fields. These investments are delineated into three categories: \$52 million for new apprenticeships; \$16 million for pre-apprenticeship and apprenticeship funding for young people ages 16-24; and \$24.1 million in High Road Training Partnership funds to train people for jobs in healthcare.

California will continue to invest in existing successful programs that have achieved a co-equal and successful labor-management approach in order to scale them up, while also creating new programs that involve meaningful partnerships between employers, workers, and the workforce system that treat each partner fairly.

Enabling Upward Mobility for All Californians

California believes that diversity is a strength, and advancing equitable access to quality jobs is an economic and moral imperative. Creating a workforce and education system that provides upward mobility for all Californians benefits the economy and fulfills the state's promise to recognize the ability of everyone who lives in California to participate and thrive in the workforce. To ensure that everyone has access to a marketable set of skills and the level of training necessary to get a quality job that provides long-term economic security and self-sufficiency, the services provided must be centered on each individual's unique needs.

For some individuals served by the workforce system, especially dislocated workers with an in-demand skillset, finding a good job may require only access to information about which employers are hiring in their Local Area or region. However, the state recognizes that individuals with significant barriers to employment may need multiple interventions and access to a variety of services provided over an extended period of time in order to find and enter a good job.

In alignment with the Governor's priorities, California will continue to support the provision of wraparound services for individuals with barriers to employment, with an increased emphasis on the following populations:

- Immigrants – Immigrants contribute significantly to California's robust and growing economy. Immigrants comprise over one-third of California's workforce and undocumented immigrants represent one in ten of California's workers. However, immigrants are particularly vulnerable to experiencing increased barriers to economic opportunity, such as language access, childcare and transportation services, work

authorization requirements, and the cultural competency of staff. Consequently, the state workforce and education system must acknowledge, value, and invest in the full potential of the immigrant community by expanding investments in education, workforce, and supportive services that are open to everyone.

- Justice-Involved – California releases approximately 40,000 people from the state prison system each year, a portion of whom have received in-prison job-training rehabilitative services. Individuals involved with the justice system face significant barriers obtaining economic mobility and can benefit from increased collaboration between the education, training, workforce development, and community-based systems to enhance reentry employment opportunities. As detailed in California’s [Corrections-Workforce Partnership Agreement](#), more coordination is needed between the corrections and workforce system, including a formal and sustained relationship is needed to better integrate services operating in isolation, and to fill gaps and provide holistic and long-term outcomes to reduce recidivism.
- Homeless or Housing-Insecure – California is facing a homelessness epidemic across the state; in fact, homelessness in California impacts every region and county of the state, regardless of its characteristics (i.e., rural, suburban, urban). It is also crucial that the state acknowledges that housing insecurity and homelessness intersect with all other barriers, and even exasperate disparities amongst highly-barriered populations. For instance, youth that identify as Black and Indigenous People of Color (BIPOC) and those who identify as lesbian, gay, bisexual, transgender, or questioning (LGBTQIA+) experience some of the highest rates of homelessness. Additionally, the 2022 Homeless Point-in-Time Count report, which is published annually by the federal department of Housing and Urban Development, stated a particularly large increase in the share of Californians experiencing homelessness who are Latinx. Racial disparities reflect both past and present policies that have created educational, housing, economic, and health barriers for people of color, all of which directly impacts an individual’s ability to obtain and sustain stable, affordable housing

In July of 2023, the California Budget and Policy Center released a report which indicated that evidence-based interventions include affordable housing, supportive services, rental assistance, and eviction prevention. While additional state resources have been allocated to stem the increase in homelessness, opportunities to deliver a comprehensive cross-system response remain. For people experiencing or at risk of homelessness, creating a continuity of services between workforce and Continuum of Care (CoC) programs could provide the critical link necessary for long-term stability and success.

- Youth – The California unemployment rate in 2024 among youth ages 16 to 19 was 20.9 percent, and 8.8 percent amongst youth ages 20 to 24. In 2025, the unemployment rate among youth ages 16 to 19 is roughly 21.5 percent, and 10.2 percent amongst youth

ages 20 to 24. For youth with multiple barriers to employment, this puts them at even greater risk of poverty and widening income inequality.

The Workforce Innovation and Opportunity Act (WIOA) expresses an important intention to focus on the most disconnected youth and young adults. Unfortunately, the construction of the law and resulting interpretations create distinctions (i.e., in-school youth vs. out-of-school youth) not reflected in the lived experiences of young people. These distinctions force youth and young adults most likely to leave high school before earning a diploma, or otherwise become disconnected, to leave the one place we want them to be, school, before they are eligible for these services.

In 2020, 11 percent of California's youth ages 16 to 24 (roughly 535,000 youth) were disconnected from school. Youth of color become disconnected (i.e., they are not attending school or working) at higher rates than white youth due to disparities in school and neighborhood poverty rates, which are the primary contributors to disconnection. Students of color are more likely to attend high-poverty schools and live in areas with concentrated poverty because of historical racial segregation and discriminatory housing, banking, and hiring practices.

Because of this, the state is continuing to work on updating and creating policies which are less reactive, and prioritizing proactive solutions for youth at the highest risk of imminent education and workforce disconnection, including those involved with the foster care and justice systems and those experiencing homelessness, despite the tight correlation between system-involvement and early school departure, adult justice system engagement, and homelessness.

Culturally competent interventions, trauma-informed care, and a whole-person or family approach to system alignment across all safety-net programs presents a clear opportunity for effectively reducing disparities among youth. Additionally, systems of care must be responsive to the diverse emotional, psychosocial, and behavioral needs of youth, especially those who have interacted with multiple systems (e.g., foster care, juvenile justice) to increase the likelihood of positive employment outcomes and to effectively begin to tackle generational poverty.

Aligning, Coordinating, and Integrating Programs and Services

California has dedicated a significant amount of time and resources toward strengthening the alignment in its workforce and education programs through creation and implementation of interagency partnerships between the large numbers of different state agencies that oversee WIOA programs. The main purpose of establishing these collaborative partnerships at the state level is to help support and encourage further alignment of the workforce and education systems at the regional and local level. California believes that creating alignment at the state level through interagency partnerships is an integral part of achieving scale and impact on the ground. The purpose of having routine discussions is to identify and address any unintended

barriers that may exist between the various systems and ensure equitable access to services for all Californians.

These partnerships mobilize existing resources and expertise within respective agencies to advance regional collaboration efforts and service delivery efficiency and alignment. The partnerships address multi-faceted challenges and streamline the workforce development and education system to increase coordination and collaboration of policy development and implementation between state agencies. The interagency partnerships bridge connections for respective regional and local entities to initiate conversations, synchronize service provisions and delivery, and leverage available resources to its full potential.

The CWDB will achieve collaboration and coordination in service delivery through partnership agreements established with the following WIOA core, required, and strategic plan partner agencies:

- Title II - Department of Education
- Title IV - Department of Rehabilitation
- Senior Community Service Employment Program - Department of Aging
- Carl D. Perkins V Program - State Board of Education, Department of Education, and California Community Colleges Chancellor's Office
- Temporary Assistance for Needy Families and Supplemental Nutrition Assistance Programs - Department of Social Services
- Child Support - Department of Child Support Services
- Corrections Workforce Programs - Department of Correction and Rehabilitation and California Prison Industry Authority
- Competitive Integrated Employment - Department of Education, Department of Rehabilitation, and Department of Developmental Services
- Jobs for Veterans State Grants

California Department of Education (CDE)

The CDE oversees the state's diverse public school system, which is responsible for the education of nearly seven million children, young adults, and adults in more than 10,000 schools with over 300,000 teachers. The CDE is charged with enforcement of education law and regulations and continuing to reform and improve public school programs.

Shared goals between the CDE and the CWDB include using co-enrollment as a strategy to enable individuals and families to benefit fully from workforce and basic skills training. The Adult Education and Family Literacy Act activities position adult learners to better utilize other available WIOA-funded programs. An exploration of best practices to increase collaboration may include highlighting examples of colocation, proposing limited system access, and encouragement of co-case management. Additionally, the CDE and the CWDB will provide technical assistance to Local Areas to utilize co-enrollment as a strategy to assist underserved individuals in obtaining authorization to work documents.

Another goal between the CDE and the CWDB is to share information about their respective programs at conferences, meetings, and other informational opportunities to educate practitioners and policy makers of services available to shared populations. The CDE and the CWDB will host quarterly meetings to share conference schedules and discuss collaboration and presentation opportunities. The partners plan to also share information with local partners about available resources for school and program alternatives that provide students with the environment, curriculum, and support systems needed to ensure that they achieve their full academic potential.

Lastly, the CDE and the CWDB agree to meet, and when appropriate, develop a sub-workgroup to address special projects, challenges, or policy that may disproportionately impact underserved populations.

Department of Rehabilitation (DOR)

The DOR administers the largest vocational rehabilitation and independent living programs in the country. Vocational rehabilitation services are designed to help job seekers with disabilities obtain competitive employment in integrated work settings. Independent living services may include peer support, skill development, systems advocacy, referrals, assistive technology services, transition services including youth transitions, housing assistance, and personal assistance services. The DOR is committed to ensuring individuals with disabilities maximize employability, independence, and integration into the workplace and community.

The DOR and the CWDB recognize that not all WIOA program strategies are appropriate for all DOR consumers and that DOR services are individualized and geared to the needs of the consumer. The partners also recognize that the ability to implement WIOA program strategies and DOR priority policies are contingent on resources, and the development and continued support of ongoing partnerships at the state, regional, and local levels.

Goals established between the DOR and the CWDB include the following:

- Aligning workforce and education programs with leading and emergent industry sectors' skills needs – The DOR and the CWDB will work jointly with the AJCCs to increase the number of DOR consumers that are co-enrolled in both DOR services and the services provided by the AJCC.
- Enabling of progressive skills development through education and training programs – The DOR will partner with AJCCs and the CDE to support program access for all persons with disabilities, including those with behavioral health disabilities, students with disabilities, transition-age foster youth with disabilities, persons with intellectual and developmental disabilities, and justice-involved persons with disabilities.
- Building on partnerships between industry leaders to develop workforce and education policies that support regional economic growth – The DOR has established a single point of contact in each of the DOR districts for AJCC business services staff and employers requesting assistance to find and develop qualified talent, and will continue to work

with all parties to provide assistance with Section 503 federal contracting hiring compliance.

- Using training and education best practices that combine applied learning opportunities with material compensation while facilitating skills development – The DOR will work with the California Division of Apprenticeship Standards to provide presentations to DOR districts on the benefits on apprenticeships. The DOR and the CWDB will also work together to promote the inclusion of persons with disabilities in High Road Training Partnerships.
- Providing ancillary services like childcare, transportation, and counseling to facilities program completion – The DOR will partner with Independent Living Centers, Traumatic Brain Injury Sites, and AJCCs to increase co-enrollment and identify the scope of need for these services for co-enrolled persons with disabilities.
- Braiding resources and coordinating services at the local level to meet client needs – The DOR will establish and sustain effective collaborations with the California Department of Corrections and Rehabilitation, the Corrections Workforce Partnership, and the California Prison Industry Authority to support the successful transition from prison to employment for persons with disabilities.

Senior Community Service Employment Program (SCSEP)

The California Department of Aging (CDA) administers programs that serve older adults, adults with disabilities, family caregivers, and residents in long-term care facilities throughout the state. The CDA contracts with the network of Area Agencies on Aging, and local partners, who directly manage a wide array of federal- and state-funded services that provide meals, help find employment, provide supportive services, promote healthy aging and community involvement, and support family members in their vital caregiving role.

The CDA and the CWDB will continue to increase awareness of the Title V/SCSEP programs among state partners, including those who oversee education, workforce, and social services programs. The CDA and the CWDB will also identify and encourage the adoption of best practices for serving shared target populations, as well as provide technical assistance about program access and services to better align resources to advance strategic co-enrollment.

Lastly, the CDA and the CWDB will continue to alternately host bi-monthly partnership meetings to identify needs, share information, and discuss collaboration.

Carl D. Perkins V Program

The California Master Plan for Career Education, part of the Perkins V initiative, aims to create a more inclusive workforce by acknowledging that while traditional four-year degrees remain valuable, they are not the sole pathway to well-paying, fulfilling careers. The vision of the California Master Plan for Career Education perfectly aligns with the CWDB's vision of a California economy defined by equity, quality jobs, and climate resiliency. The CWDB will work with all associated parties to strengthen regional coordination, increase communication and engagement with Local Boards and service providers, and increase the production and

distribution of “Best Practices” by the field, for the field, to support the goals outlined in the California Master Plan for Career Education.

Temporary Assistance for Needy Families (TANF) and Supplemental Nutrition Assistance Programs (SNAP)

Through the partnership between the California Department of Social Services (CDSS) and the CWDB, collaboration has strengthened to implement strategies to expand access to the California Work Opportunity and Responsibility to Kids (CalWORKs) program, California’s version of the TANF program, as well as CalFresh Employment and Training. Similarly, joint efforts are being made to improve the quality and diversity of employment and training services offered to participants of Human Services Agency programs. To this end, local county partners that implement programs have committed to supporting state and local efforts within each respective program to achieve quality outcomes for shared customers.

The CDSS and the CWDB will facilitate ongoing discussions around high-priority industry sectors, including potential education, apprenticeship and preapprenticeship, training, and recruitment for opportunity within the growing care economy, including healthcare, childcare, and in-home support services sectors. The CDSS and the CWDB will also alternate hosting quarterly meetings to provide a forum for ongoing discussion, information sharing, and collaboration, as well as jointly develop and provide additional guidance and resources to establish a baseline for actionable, collaborative partnership activities that are human-centered and outcome-oriented.

Additionally, the CDSS will provide training, education, and technical assistance around the availability of supportive services, which may include programs and systems updates that can assist with eligibility verification, data sharing, and/or co-enrollment. Lastly, the CDSS and the CWDB agree to meet and develop a joint action plan to address changes to federal and/or state policy that may disproportionately impact underserved populations.

Department of Child Support Services (DCSS)

The DCSS oversees a network of local child support agencies (LCSA) that provide services to the general public at the county level. The DCSS and the CWDB plan to create a best practices guide for the field and create a partnership contact list matching representatives from Local Boards to their counterparts at the LCSAs to work together to provide supportive services to parents order to provide support. This partnership will help ensure that a comprehensive provision of services is provided to parents ordered to provide support to facilitate successful labor market outcomes and progressions into livable wage jobs and careers.

Corrections Workforce Programs

The Corrections Workforce Partnerships is comprised of the CWDB, the California Department of Corrections and Rehabilitation (CDCR), the California Prison Industry Authority, the California Workforce Association, and other relevant agency partners. The partnership links the state corrections system and programming to the broader statewide workforce systems, including Local Boards, AJCCs, and community-based organizations. Partners will continue to braid and

leverage state corrections and workforce resources and expertise to link education, job training, and work experience earned in prison to post-release jobs by fostering and creating a system of coordinated service delivery to a population that faces a variety of employment barriers. Future collaboration includes establishing and sustaining dedicated pre-release workforce services inside CDCR facilities prior to transitioning back into local California jurisdictions that align with regional labor market dynamics, including apprenticeship programs and career pathway programs.

Jobs for Veterans State Grant (JVSG)

The CWDB is committed to formalizing a partnership with JVSG. The CWDB and the JVSG have met in a preliminary conversation and will continue to meet to formalize the partnership and establish common goals. The CWDB will prioritize creating a partnership deliverable with JVSG and provide this update within the Modification. The CWDB will utilize its current partnership with DOR and their workgroup, the California Committee on Employment on People with Disabilities (CCEPD), which the CWDB serves on.

Assessment

The CWDB's approach to evaluation includes both in-house assessment of grant programs and contracted evaluation work.

The broad questions that all CWDB assessments and evaluations seek to answer are:

1. Are the workforce development trainings provided through the different CWDB grants and programs effective overall and for various sub-populations?
2. Do participants in workforce development trainings provided through the different CWDB grants and programs have their outcomes improved when it comes to employment and wages?

Whether the assessment is conducted by third-party evaluators or by CWDB Research Specialists, the general approach taken to answer the above questions is to undertake both quantitative and qualitative analyses, applying the most appropriate research design using a mixed-methods statistical approach that involves a combination of in-depth interviews, surveys, document analysis, and inferential statistics.

Also, the CWDB Research team has been extensively involved in the data collection and reporting processes and procedures including within all CWDB grant work.

State Strategy: Seven Strategies to Realize Resilience Interventions

To ensure ongoing alignment between the various government agencies that are responsible for administration of the state's workforce and education system, the CWDB and its state partners will utilize the following seven strategies to frame, align, and guide program coordination at the state, regional, and local levels.

The policy strategies are as follows:

1. Sector Strategies
2. Career Pathways
3. Regional Partnerships
4. Earn and Learn
5. Supportive Services
6. Creating Cross-System Data Capacity
7. Fostering Workforce Standards

These seven policy strategies are evidence-based and have been shown to ensure effective delivery of services and increase the likelihood that those who receive services obtain gainful employment. The information below provides the overarching policy rationale for each of the strategies. Concrete examples of how the strategies will be implemented throughout the state will vary from partner to partner. For that reason, California chose to establish bilateral partnership agreements among WIOA core and required program partners, such as vocational rehabilitation and adult education, which detail concrete goals associated with each of the strategies. Those objectives are outlined under the operational elements portion of the plan.

California will use vehicles such as the partnership agreements, joint taskforces, joint listening sessions, joint policy development, and ongoing conversations to ensure that the strategies identified are implemented in a way that provides integrated access to our shared customers—people with disabilities, formerly incarcerated, veterans, immigrants, refugees, foster care youth, etc.

Strategy 1 - Sector Strategies

Sector strategies are policy initiatives designed to promote the economic growth and development of a state's competitive industries using strategic workforce investments to boost labor productivity. The strategic focus is on prioritizing investments where overall economic returns are likely to be highest, specifically in those sectors that will generate significant gains in terms of jobs and income.

Sector strategies seek to align interests of workers and industry, starting from "the assumption that there are efficiencies to be gained from collectively addressing the common skills needs of similar employers within an industry sector."

This alignment restores policy connection between economic development (e.g., regional job creation) and workforce development (regional skill development pathways) in a manner that addresses both the needs of workers for training for quality jobs, and employers for a skilled workforce. This is particularly necessary in the contemporary context of a "fissured" labor market no longer characterized by vertically integrated firms (e.g., one firm manufacturing all components of a final product), but rather multiple firms producing component parts; sector

strategies “increase coordination efficiencies to ensure that employers have access to skilled labor, and bring in worker input in a centralized manner.”

Targeting the right sectors is essential and requires that policy makers use economic and labor market data to determine which industry sectors are best positioned to make gains if investments in workforce development are made. Investment decisions are typically also contingent on the degree to which a sector faces critical workforce supply problems, for example, whether the industry faces or will face a shortage of skilled workers in a particular occupation, whether these shortages are a consequence of either growth or retirements. This focus is reflected in the work of four resilience strategies described above, in relation to industry need.

A key element of sector strategies is the emphasis on industry and sector partnerships. These partnerships bring together multiple employers within a sector to find shared solutions to their common workforce problems. When done successfully, sector strategies can lead to mutually beneficial outcomes for business, labor, and the state by increasing competitiveness and growth, improving worker employability and income, and reducing the need for social services while also bolstering government revenues generated by both business and workers.

Work by the University of California, Los Angeles Labor Center comparing traditional sector strategies with High Road Training Partnerships finds important ways in which the latter are unique: first, resilience sector strategies also focus explicitly on partnering with proven “high-performance” employers, who are distinguished by their positive employment practices.

Additionally, High Road Training Partnerships are distinguished by “regional cross-cutting partnerships with open-ended planning agendas that bring employers, workers, labor-market intermediaries, educational institutions and other community organizations to build collective capacity for sustainable, long-term regional social change across multiple policy domains.”

Crucially, resilience sector strategies also involve workers in a governance and design role in workforce development (training, etc.) to ensure both presence of worker voice, and that projects benefit from accumulated worker wisdom.

Strategy 2 - Career Pathways

Career pathways are designed to facilitate incremental and progressive skills attainment over time, in clearly segmented blocks, such that those who move through the pathway obtain education or training services built on the foundation of prior learning efforts. The objective is to provide a packaged skill set which has demonstrable labor market value at each stage of the learning process. Key elements of successful pathway programs include the following:

- Varied and flexible means of entry, exit, and participation through multiple “on and off ramps” and innovative scheduling practices.

- Entry and exit points are based on student, worker, or client needs as well as educational or skill levels, allowing those with different skill levels to participate where appropriate.
- Flexible exit allows those who cannot complete a longer-term program the ability to build longer term skills through short term serial training efforts.
- Pathways programs are characterized by a high degree of program alignment and service coordination among relevant agencies, which can typically include adult education and basic skills programs, community colleges CTE programs, high school CTE programs, workforce development board programs, as well as social services agencies.
- The receipt of industry-valued credentials at each stage of training.
- Employer engagement to ensure that training and education are relevant to the labor market.

The existence of a career pathway also impacts the quality of a job: Low pay at entry level may be acceptable if a viable pathway allows an entrant to progress to a better-paying occupation in a defined amount of time. For example:

Some innovative strategies seek to address issues of blocked access and mobility by convening employers and educational institutions to create pathway programs into nonclinical and clinical positions. For instance, the [Shirley Ware Education Center](#), which is an affiliate of the Service Employees International Union (SEIU)-United Healthcare Workers (UHW) and Joint Employer Ed Fund, has created a pre-apprenticeship program for incumbent environmental services (EVS) and food service workers and provide access for underrepresented populations to enter the healthcare industry. The training program, which has received funding under the California Workforce Development Board’s High Road Training Partnerships project, will eventually lead to a registered apprenticeship for nonclinical incumbent workers to transition into clinical positions.

Meanwhile, the [Center for Caregivers Advancement](#) (CCA), in partnership with a set of Skilled Nursing Facility employers, as well as the Healthcare Career Advancement Program (HCAP) National Committee on Healthcare Apprentices (NCHA), is pioneering two apprenticeship programs to address both job quality and mobility issues experienced by workers in Skilled Nursing Facilities, including an apprenticeship program for Certified Nursing Assistants as well as a second program to enable incumbent CNAs to transition into higher-paying Licensed Vocational Nurse positions, via provision of on-the-job training and wraparound services while participants study to attain the licensure.

Career pathways programs are particularly useful in serving populations with barriers to employment because they can be packaged in a way that responds to population needs. Combining career pathway programs with sector strategies has the potential to help move populations with barriers to employment into the labor force while also meeting employer’s workforce needs, by providing disadvantaged individuals with a tangible and marketable skillset that is in-demand. For example, apprenticeships can provide industry-driven, high-quality career pathways where employers can develop and prepare their future workforce, and

individuals can obtain paid work experience, classroom instruction, and a portable, nationally recognized credential.

Strategy 3 - Regional Partnerships

Labor markets and industry are both organized regionally. Organizing workforce and education programs regionally increases the likelihood that workforce and education programs can be aligned to serve the needs of labor markets. Regional organizing efforts should aim for the development of value-added partnerships that not only help achieve the policy goals of the partnership but also help partners achieve their organizational goals.

Regional partnerships can be mutually beneficial when they are set up to leverage each partner program's core competencies and subject matter expertise. When shaped in this manner, regionally organized programs economize the use of scarce resources, while also allowing program operators to take programs to scale, reduce administrative costs, and package and coordinate services on the basis of specialization.

The objective of regional organizing efforts is not to create monolithic one-size-fits-all uniform workforce and education programs, but rather to coordinate service delivery on the basis of program strengths while also aligning partner programs with each region's particular labor market needs. The exact manner in which these partnerships come together will vary from region to region based on the unique set of circumstances that shape each region's workforce needs.

A good example of regional partnerships can be found in the High Road Construction Careers (HRCC) project. HRCC supports 13 regional partnerships covering every county in the state. Each regional HRCC includes community-based organizations, colleges, workforce boards, joint apprenticeship programs, and local building trades councils. These partnerships provide apprenticeship readiness training and supportive services that connect underserved communities with state-certified apprenticeship programs in the building and construction trades.

Strategy 4 - Earn and Learn

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 middle-class income.

Strategy 5 - Supportive Services

Evidence suggests that skill-training programs accrue substantial and long-term benefits to jobseekers, particularly to women, low-skilled workers, workers with an outdated skill set and workers with other barriers to employment. However, many of the clients served by the state’s workforce and education programs face barriers to employment that also undermine their ability to complete a training or educational program which could help them upskill or reskill in a manner that increases their labor market prospects. Individuals often need access to a broad array of ancillary services in order to complete training or education programs and successfully enter the labor market.

Supportive services provided through the state’s workforce and education programs include everything from academic and career counseling, to subsidized childcare and dependent care, to transportation vouchers, to payment for books, uniforms, and course equipment, to substance abuse treatment, as well as benefits planning and assistive technology for people with disabilities. Supportive services may also include licensing fees, legal assistance, housing assistance, emergency assistance, and other needs-related payments that are necessary to enable an individual to participate in career and training services.

The combination of supportive services provided should depend on each individual’s needs, background, capabilities, and limitations, as well as the eligibility criteria for various programs. The exact menu of services offered to program participants will vary from region to region and locality to locality, and must be centered on what is best for the individual.

Strategy 6 - Cross-System Data Capacity

Part of implementing the vision outlined above is a revisiting of data systems and measures. Inherited systems and measures in CalJOBS are focused on the individual-level intervention

model introduced by the Workforce investment Act (1998). Such measures assume (1) the unemployed individual as the object of intervention and (2) job placement as the outcome goal.

Measuring efficacy of the interventions described above requires developing new measures and sources of data. For instance, many workers in projects focused on professionalizing service work incumbent. Also in these sectors, employer compliance with labor standards (health and safety, scheduling, and rest periods) may be as salient in measuring the quality of work as pay alone.

Strategy 7 – Fostering Workforce Standards

Workforce standards are demand-side mechanisms or “levers” that can be broken down into pay, skill, and access or inclusion standards. An example of a pay standard is the prevailing wage, a requirement in California attached to hiring for public works projects. Published pay levels ensure that contractors on these projects pay workers at a defined level.

Workforce standards also include skill certifications, educational credentials, licenses, and other skill standards for specific occupations or tasks that comprise a second type of labor standard. Many industries require skill certifications to obtain a license to legally practice an occupation, from highly educated professionals like architects and engineers to technical occupations requiring more limited postsecondary education, such as dental assistants and transit drivers.

Even when not legally required, “industry-recognized” skill certifications demonstrate a worker’s competence and value to their employer and usually command higher wages. When skill certifications are required or expected as a prerequisite for certain occupations or significant tasks, they signal to the training and education community what skills are needed and valued in the labor market. In addition to signifying competence in the tasks required for performance, skill standards include proficiency in consumer and occupational safety protocols.

Finally, workforce standards extend to levers that intervene in the equitable access of quality jobs. These are primarily Community Workforce Agreements and Community Benefits Agreements. Community Workforce Agreements (CWAs) are a variant of Project Labor Agreements (PLAs) and include collective pre-hire bargaining agreements with one or more labor unions setting the terms and protocols of project execution and worksite conditions. CWAs often set hiring targets for underrepresented groups. These “targeted” or “local” hire provisions typically include requirements to hire a certain minimum percentage of workers from zip codes that are near the project (known as “local hire”) and/or from economically disadvantaged communities.

Many CWAs also set hiring goals for underrepresented populations, veterans, and/or women, often by giving preference to graduates of pre-apprenticeship programs that target historically excluded groups and prohibiting work stoppages due to labor disputes. Examples of CWDB work include fostering CWAs for pre-apprentices enrolled in the HRCC program to drive demand for workers of color and women. Community Benefits Agreements are agreements

between community stakeholders and a business bidding for a public contract that provides a variety of local employment and community benefits in exchange for community support for the project. Many Community Benefits Agreements are negotiated with a developer by broad-based local coalitions that include community, environmental, and religious organizations and labor unions. Though legally binding, Community Benefits Agreements are not traditional collective bargaining agreements.