



RESULTS ACHIEVED UNDER THE WORKFORCE
INNOVATION AND OPPORTUNITY ACT (WIOA)

PROGRAM YEAR 2024

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Implementation of California's Unified Strategic Workforce Development Plan

In Program Year (PY) 2024, the California Workforce Development Board (CWDB) continued working with core, required, and state strategic partners under the Workforce Innovation and Opportunity Act (WIOA) to achieve the vision and goals outlined in [California's 2024-2027 Unified Strategic Workforce Development Plan](#) (State Plan). As state and local economies and communities continue their recovery efforts, the CWDB continues to connect with its WIOA partners to ensure California progresses toward the vision and goals outlined in the State Plan.

During PY 2024-25, the CWDB led the development of the State Plan Modification, which was approved by the Department of Labor (DOL) in June 2024. The CWDB facilitated close to twenty (20) separate coordination meetings with WIOA core, required, and strategic state partners during the Modification process. The meetings served as working forums to discuss realistic, achievable, and concrete ways to jointly implement the State Plan's vision, objectives, and strategies, as well as to adjust the Modification goals and timelines.

In the coordination meetings, existing partnership agreements were updated to provide a roadmap for establishing and expanding partnerships at the state, regional, and local levels. Each partnership agreement is based on the same foundational framework and includes goals associated with one or more of the State Plan's seven strategies, ensuring ongoing alignment with the various agencies. The agreements are living documents, and the goals will continue to be fleshed out and refined over the next two years to ensure continued progress toward our shared vision.

State Plan Vision

California's vision for the future of workforce development prioritizes the establishment and growth of a High Road workforce system, which focuses on meaningful industry engagement and placing Californians in economically secure jobs. Guided by the High Road vision outlined in the State Plan, the Governor and Legislature made the following state investments during PY 2024:

Helping Justice-Involved Reenter Employment (HIRE): \$50 million one-time General Fund awarded to Community-Based Organizations and other non-profit organizations to provide employment services to justice-involved individuals.

State Plan Goals

The State Plan outlines three main goals to achieve California's High Road. vision, which is intended to drive policy, procedures, and service delivery across state, regional, and local programs. They are:

Fostering Demand-Driven Skills Attainment: Aligning workforce and education program content with state industry sectors so that California's employers and businesses have the skilled workforce necessary to compete in the global economy.

Enabling Upward Mobility for all Californians: Ensuring that workforce and education programs are accessible for all Californians, including those with barriers to

employment, by prioritizing investments in marketable skills that will lead to quality jobs that provide economic security.

Aligning, Coordinating, and Integrating Programs and Services: Economizing limited resources to achieve scale and impact by ensuring workforce and education programs that operate with common goals work in close collaboration toward a coherent and unified strategy.

Workforce System Challenges

During this period, California’s labor market appears to be strong on the surface, but structural issues continue to be reviewed. While employment levels have returned to or surpassed pre-pandemic highs, the state continues to experience declining workforce participation and underutilization of workers. Research shows that workforce participation has not recovered uniformly across demographic groups, leaving untapped pools of potential workers (Public Policy Institute). Simultaneously, supply and demand gaps are evident: a recent workforce report notes that 31% of public-sector occupations in California have fewer than one local candidate available for each open job (Calbright College). These mismatches between employer demand and worker readiness—combined with persistent under-employment indicate that the workforce is facing new challenges.

Workforce development systems challenges include equipping workers with the right skills, improving workforce engagement (especially among underrepresented groups), and aligning regional training/education pipelines with employer demand. Even as the state invests in career-technical pathways, the mismatch remains acute and the pipeline fragile. Additionally, broader contextual issues—such as housing affordability, cost of living, and regional economic disparities—continue to constrain worker mobility and retention, particularly in high-cost regions. Addressing these issues will require targeted interventions, including skills-based hiring, enhanced regional coordination, support services that reduce non-wage barriers (e.g., childcare, transportation), and mechanisms that improve regional talent retention and training-employer alignment.

Waivers

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

The state is diverse, geographically and economically, and each Local Board faces different challenges. Waivers provide Local Boards with the flexibility to tailor WIOA services to their specific communities. This ensures that particular areas, whether rural or urban, can implement traditional approaches that will assist participants with barriers to employment to gain work experience and a source of income during these difficult times.

To address these conditions, the CWDB and EDD are requesting approval from the U.S. Department of Labor (DOL) to extend three critical WIOA waivers for the upcoming program year. These waivers have provided Local Boards with vital flexibility to meet local workforce needs, expand access to services for disadvantaged populations, and support small businesses and employers in rebuilding operations.

Process and Approval of Local and Regional Plans

The California Unified Strategic Workforce Development Plan (State Plan) provides a conceptual outline for Regional Planning Units (RPU), Local Boards, and their partners to jointly develop their Regional and Local Plans. The State Plan policy objectives, developed in collaboration with WIOA partners and Local Boards, work toward the shared vision of creating a comprehensive system that addresses poverty, promotes income mobility, and embeds equity as a cornerstone of service delivery.

As outlined in [WIOA Section 106](#), Regional Plans provide a roadmap for aligning resources and investments to meet specific outcomes within the 15 RPUs. Regional Plans outline how RPUs will foster intentionality in industry sector engagement, drive workforce development outcomes across multiple jurisdictions, and expand on-ramps to career pathways for individuals who face barriers to employment. As outlined in [WIOA Section 108](#), Local Plans provide an action plan to operationalize the Regional Plan roadmap by delineating how individuals can access services through their local America's Job Center of CaliforniaSM (AJCC) system. Based on the WIOA Memorandum of Understanding for each LWDB, Local Plans articulate how Local Boards will coordinate with local partners to ensure person-centered service delivery.

Statewide Fund Activities

Activities Provided by State Discretionary Funds

Allied Health Program

The Allied Health Program aims to expand and develop career education, pre-apprenticeships, and apprenticeships that recruit, train, and employ individuals for jobs in allied health occupations, including pharmacy technicians. It prioritizes the inclusion of adults from disadvantaged or underrepresented backgrounds. The program aims to establish an accessible healthcare pipeline for individuals interested in pursuing advanced healthcare-related training programs in California, with the goal of achieving sustained employment and career advancement within the allied health sector. The organizations leading the selected projects are expected to work in collaboration with employer partners, community colleges, and labor representatives to achieve program outcomes.

Target Populations

Grantees serve underrepresented workers facing significant challenges to career exploration and advancement within the healthcare sector, including:

- Holding a care or service sector job
- English Language Learner/Limited English Speaker
- Persistent unemployment
- Work-limiting health conditions or having a disability
- Justice-Involved

- Lack of a high school diploma or high school equivalency diploma (GED)

Note: This list is not exhaustive. Priority will be given to programs that have a clear plan to serve participants over the age of 40 currently employed in the allied health sector.

Total Award Amount: \$2,000,000

Awards: 2

Grant Period: June 1, 2025 – March 31, 2027

[Award List and Project Summaries](#)

Target Population Fund Program

The Equity Target Population Fund Program aims to increase equity, build individual and family self-sufficiency, and improve employment outcomes for underserved populations. These funds support projects focusing on industry sectors that provide good-quality jobs that pay a living wage and career pathways with upward mobility. Projects are expected to foster meaningful and sustainable industry investment and partnerships with California employers and the workforce community, encourage system innovation, and develop initiatives with the best potential to place participants into high-quality jobs and career pathways.

By tailoring services to the specific needs of special populations, California aims to increase enrollment in WIOA programs and help improve employment and training outcomes. The training programs funded will equip individuals with the specific workplace skills necessary to participate in California's workforce. Furthermore, successful training completion is expected to allow greater opportunities for employee retention and increased earnings potential, directly supporting the Department of Labor and the State of California's goals.

Target Populations

Grantees serve one or more of the following populations, based on need, within their service area.

- Individuals with disabilities
- Veterans
- Disconnected Young Adults
- Justice-Involved Individuals

Total Award Amount: \$8,236,606

Awards: 10

Grant Period: April 1, 2023 – March 31, 2025

[Award List and Project Summaries](#)

[Technical Assistance Award List and Project Summary](#)

Employment Social Enterprise Program

The Employment Social Enterprise (ESE) program builds upon existing ESE programs and/or collaborates with the existing successful ESE programs. The ESE program focuses on transitioning participants into the workforce by placing them into employment, typically in a supported employment setting, which helps them earn wages while building work experience and improving job skills. The program also provides supportive services and wrap-around support, which may include help with housing, childcare, and mental health services. By tailoring services

specific to the needs of special populations, California aims to increase enrollment in WIOA programs and improve employment and training outcomes.

In addition, the ESE programs coordinate with multiple state agencies and departments to increase access and retention in transitional employment through social enterprises, providing support for recruitment, wrap-around services, case management, and job placement for participants in the ESE program. The ESE program offers employment and skill-building opportunities to help employees navigate employment challenges. Successful participation is expected to enhance employee retention and increase earnings potential, aligning with the goals of the Department of Labor and the State of California.

Target Populations

Grantees serve one or more of the following populations, based on need, within their service area.

- Disconnected Young Adults
- Long-term unemployed individuals
- Older workers
- Individuals with disabilities
- Veterans
- English Language Learners
- Justice-Involved individuals

Round 1:

Total Award Amount: \$11,327,163.73

Awards: 8

Grant Period: June 1, 2023 – March 31, 2025

[Award List and Project Summaries](#)

[Technical Assistance Award List and Project Summaries](#)

Round 2:

Total Award Amount: \$10,977,935.24

Awards: 7

Grant Period: June 1, 2025 – March 31, 2027

[Award List and Project Summaries](#)

[Technical Assistance Award List and Project Summaries](#)

Farmworker Advancement Program

The Farmworker Advancement Program (FAP) aims to research, design, and implement projects that focus exclusively on the needs of farm workers at a regional level. The program offers essential skills and upskilling training to help farm workers advance within the agricultural industry or transition to opportunities outside the sector. The FAP aims to connect farm workers with good-quality jobs that offer family-sustaining wages, benefits, predictable hours, opportunities for career advancement, and worker voice. Additionally, projects include wrap-around support services to build skills that support job retention and lay the foundation for upward mobility, including assistance with referrals to health, housing, educational resources, and career and financial coaching.

The FAP is intended to increase access to WIOA-funded services for California's farmworker population. By tailoring services to meet the unique needs of farm workers, the program aims to increase enrollment in WIOA programs and improve employment and training outcomes within this population.

Target Populations

Agricultural workers, including:

- Seasonal Farmworkers
- Migrant Farmworkers
- Migrant and Seasonal Farmworkers (MSFW)
- MSFWs Youth Aged 14 –24

Round 1:

Total Award Amount: \$9,059,119.12

Awards: 12

Grant Period: February 1, 2024 – March 31, 2026

[Award List and Project Summaries](#)

[Technical Assistance Award List and Project Summaries](#)

Round 2:

Total Award Amount: \$10,999,054.89

Awards: 13

Grant Period: April 1, 2025 – March 31, 2027

[Award List and Project Summaries](#)

[Technical Assistance Award List and Project Summary](#)

Opportunity Young Adult Career Pathway Program

The Opportunity Young Adult Career Pathway Program is designed to create pathways to success for Opportunity Young Adults (OYA) aged 18-28. The program tests and demonstrates strategies that improve employment outcomes while reducing persistent economic inequities. The program will enable the state to implement projects that use innovative, OYA-centered outreach and program strategies to connect OYAs with living-wage jobs and develop culturally competent services tailored to their needs.

The program aims to help OYAs secure quality jobs that offer family-sustaining wages, benefits, predictable hours, opportunities for career advancement, and worker voice. By tailoring services specific to the needs of OYAs, California aims to increase enrollment in WIOA programs and improve employment and training outcomes. Projects also include wrap-around support services to increase the likelihood of program completion, successful employment outcomes, and career advancement. These services include comprehensive case management with a trauma-informed approach.

Target Populations

Grantees serve one or more of the following populations based on need in the service area, including:

- Holding a service sector job

- Persistent unemployment
- Teen parent
- Work-limiting health conditions or having a disability
- Justice-Involved individuals
- Low parental earnings and wealth
- No high school diploma or GED

Round 1:

Total Award Amount: \$17,698,313.88

Awards: 10

Grant Period: June 1, 2024 – March 31, 2026

Award Announcement: [Award List and Project Summaries](#)

Round 2:

Total Award Amount: \$29,599,292.40

Awards: 16

Grant Period: April 1, 2025 – March 31, 2027

[Award List and Project Summaries](#)

[Technical Assistance Award List and Project Summaries](#)

Activities Provided by State General Funds

Displaced Oil and Gas Worker Fund

The Displaced Oil and Gas Worker Fund aims to pioneer initiatives that guide displaced oil and gas workers into new jobs and career trajectories, with a commitment to securing stable, well-compensated, and gratifying roles for these workers across diverse industries. This initiative aims to support these workers in transitioning into sectors that match their skills and expertise and offer comparable wages. The primary focus of this initiative is to enhance the prospects of these individuals by offering targeted education, training, and re-employment opportunities.

Target Populations

The program supports two groups: Core Workers, who are directly engaged in oil or gas extraction and refinement; and Core Adjacent Workers, who are in occupations that exist within the oil and gas industry but also have potential in other industries.

Total Award Amount: \$27,766,575.30

Awards: 5

Grant Period: August 1, 2024 – March 31, 2027

[Award List and Project Summaries](#)

[Technical Assistance Award List and Project Summaries](#)

English Language Learner Integrated Education and Training Fund

The English Language Learner (ELL) Integrated Education and Training (IET) Fund aims to support new or existing projects that incorporate an IET program model to prepare ELLs for in-demand, high-quality jobs with sustainable wages. The IET instructional strategy offers ELLs integrated instruction for career-related training and contextualized language-building skills to expedite entrance into and advancement in the workforce. It is an education program that incorporates adult education services with occupational skills training to increase participant advancement in education and career.

The IET program model requires a sector-based approach to education and training, as well as robust employer partnerships in the local or regional labor market. Expansion of the IET model will increase access to career pathways and bridge educational gaps, helping ELLs with significant barriers to high-quality employment enter or advance in the workforce. Through this program, ELLs will acquire occupational skills for living-wage jobs within in-demand industries in the project service area.

Target Population

English Language Learners

Total Award Amount: \$18,977,989.90

Awards: 9

Grant Period: October 1, 2023 – December 31, 2026

[Award List and Project Summaries](#)

[Technical Assistance Award List and Project Summaries](#)

Regional Investment Initiative – California Jobs First

The Regional Investment Initiative (RII) bridges the gap between planning regional economic development strategies and implementing projects that achieve outcomes aligned with those strategies. RII funds support each region's California Jobs First Collaborative to invest in pre-development activities, enabling regions to develop projects and maximize investment opportunities. These funds reserve Implementation Phase resources for ready-to-go projects.

Allocating funds for a Regional Investment Initiative accomplishes two core goals. First, it strengthens the California Jobs First Collaboratives' social infrastructure, allowing for continued regional, inclusive planning. Additionally, it enables regions to build a pipeline of viable, ready-to-go Regional Investment Initiative-aligned projects. This approach maximizes funding opportunities by capitalizing on federal, state, and private investments, and enables aligned projects to compete for funding beyond the lifetime of the program.

Pre-development funds build upon the work of the Regional Investment Initiative Planning Phase and catalyze projects in disinvested communities across the state, while providing regions with the flexibility to design projects that meet their specific needs. These funds enable communities across California to develop projects that align with the vision of the California Jobs First Collaborative, positioning them to access additional federal, state, and private funding.

Target Populations

Disinvested communities face many challenges resulting from inequitable land use and zoning policies, exclusionary economic development processes, underinvestment, and a lack of meaningful engagement with community residents in planning and policy decisions.

The Regional Investment Initiative defines 'disinvested communities' as any of the following:

- Census tracts identified as 'disadvantaged' by the California Environmental Protection Agency.
- Census tracts with median household incomes at or below 80 percent of the statewide median income or with the median household incomes at or below the threshold designated as low income by the Department of Housing and Community Development's list of state income limits adopted pursuant to Section 50093 of the California Health and Safety Code.
- 'High poverty area' and 'high unemployment area' as designated by the California Governor's Office of Business and Economic Development California Competes Tax Credit Program.
- California Native American Tribes as defined by the Native American Heritage Commission Tribal Consultation Policy.

Total Award Amount: \$182,000,000

Awards: 13

Grant Period: May 1, 2024 – September 30, 2026

[Governor's Press Release](#)

Tribal Regional Investment Initiative – California Jobs First

The Tribal Investment Phase aims to direct support to Tribal communities for economic recovery, infrastructure development, and climate action under the California Jobs First initiative. The program provides financial support to Tribes by designing economic recovery and transition strategies that help diversify Tribal economies and develop or expand environmentally sustainable industries, creating high-quality, broadly accessible jobs for Californians in Tribal communities. These grants are intended to allow a range of activities related to economic growth,

job training and access, business development, climate action, infrastructure development, and research and development.

The Tribal Investment Phase supports Tribal-led economic development by providing funding for planning, pre-development, and implementation of projects that foster a resilient economy. The core goals of this funding include:

- **Job quality and access:** Investments must prioritize jobs that provide a family-sustaining wage, health benefits, retirement benefits, worker advancement opportunities, a safety net, and allow for collective worker voice. These jobs should be stable, with predictable schedules and safe working conditions. Quality jobs must be accessible to communities throughout the region, with specific emphasis on ensuring equitable access for members of Tribal communities and other groups facing barriers in the labor market.
- **Equity:** Investments must prioritize the needs and interests of historically excluded communities across the region. Prioritizing equity requires identifying how the benefits and burdens of economic development, regional planning, and other relevant processes are distributed in and across communities.
- **Climate:** Investments must advance economic development that is self-sustaining and aims at a carbon-neutral, climate-resilient economy addressing the needs of the region's communities.

Target Populations

California Native American Tribes (“Tribes”)

Total Award Amount: \$15,000,000

Awards: 14

Grant Period: October 1, 2025 – April 30, 2028

[Governor's Press Release](#)

Emergency Medical Services Program

The Emergency Medical Services (EMS) Program assists in the development, implementation, and facilitation of EMS program pilot sites, culminating in the replication and expansion of up to 11 Targeted EMS Corps program sites throughout the State of California. The developed program structure for pilot sites is designed to increase the number of Emergency Medical Technicians in local communities, with a particular focus on including young adult participants who come from a disadvantaged or underrepresented background.

The goal of the EMS Corps program is to recruit, train, hire, and advance an ethnically and culturally inclusive health and human services workforce, with improved diversity and higher wages. This workforce will be equipped to provide basic life support care to the communities they live in and help strengthen the local healthcare system.

Target Populations

Disconnected young adults who come from a disinvested or traditionally underserved community and are interested in careers in healthcare and public service.

EMS Intermediary:**Total Award Amount:** \$7,934,375**Awards:** 1**Grant Period:** September 7, 2024 – June 30, 2027**Award Announcement:** [Award List and Project Summaries](#)**EMS Corps Round 1:****Total Award Amount:** \$5,077,040**Awards:** 4**Grant Period:** March 1, 2025 – April 30, 2027**EMS Corps Round 2:****Total Award Amount:** \$6,346,300**Awards:** 5**Grant Period:** May 1, 2025 – April 30, 2027***Firefighter Joint Apprenticeship Program***

The Firefighter Joint Apprenticeship Program aims to expand and/or develop apprenticeships and pre-apprenticeships that incorporate data-proven strategies to recruit, train, and employ firefighters and paramedics. The grant supports preliminary research and planning, as well as the development and implementation of training programs, which are developed in coordination with and approved by the California Firefighter Joint Apprenticeship Committee (Cal-JAC).

Apprenticeships and pre-apprenticeships must be a registered program sponsored by the California Apprenticeship Council (CAC), defined in California Labor Code Section 3070, and registered with the California Division of Apprenticeship Standards (DAS). The program aims to increase the number of EMS Corp program graduates and local residents who enter a firefighter apprenticeship or pre-apprenticeship training program. It prioritizes young adults from disadvantaged or underrepresented backgrounds.

Consistent with the objective of the EMS Intermediary PY 22-23 Solicitation for Proposals, the goal is to recruit, train, hire, and advance an ethnically and culturally inclusive health and human services workforce, with improved diversity and higher wages, that can serve their local community with basic life support care, thereby strengthening the healthcare system.

Target Populations:

Disconnected young adults who come from a disinvested or traditionally underserved community and are interested in careers in healthcare and public service.

Total Award Amount: \$4,000,000**Awards:** 1**Grant Period:** March 8, 2024 – June 30, 2027**Award Announcement:** [Award List and Project Summaries](#)

Implementation of Sector Strategies and Career Pathways

Workforce Accelerator Fund Accelerator 12

The Workforce Accelerator Fund (Accelerator) 12 grant program supports local workforce development boards that implement Innovation Impact projects incorporating High Road Training Partnership strategies, as defined in [California Unemployment Insurance Code §14005\(r\)](#). The programs focus on improving job quality and access, with an emphasis on individuals from underserved and underrepresented populations, including women, single parents, and communities of color. They meet both the skill and profitability needs of employers and the economic, social, and environmental needs of the community.

Unlike previous Accelerator initiatives, this program has two distinct phases:

- i. Project development, planning, and partnership development.
- ii. Training implementation and service delivery.

Successful proposals will outline a project plan that integrates the above strategies with a focus on building strong partnership networks to align with one or more elements of the State Plan's High Road vision for workforce development:

- **Design Quality Jobs** - Wages are at or above local or regional living wages, provide health and retirement benefits, create safe working conditions, establish fair and predictable scheduling practices, including worker voice and agency, and ensure equitable and transparent career advancement opportunities.
- **Ensure Access for all Workers** - Gender, race, ethnicity, or other demographic characteristics do not affect access to and advancement in quality jobs.
- **Amplify Worker Voice** - Allows workers to participate in decisions that affect their livelihoods. These include, but are not limited to, labor unions, worker centers, labor-management partnerships, or other entities with a demonstrated history of providing a consistent and independent worker voice that informs employer decision-making.

Funding Allocation: \$3,000,000.00

Applications Received: 13 Local Workforce Development Boards submitted Letters of Intent (LOIs), 6 of which were selected to interview. The top 4 scoring interviews were then invited to submit applications.

Total Ask: \$7,488,750.00

Total Leverage on Ask: \$5,092,500.00

Awards: 4 Innovation Impact Projects

Total: \$2,900,000.00

Grant Period: June 24, 2024 – March 31, 2026

[Award Announcement](#)

Oil and Gas Well Capping Pilot Initiative

The California Workforce Development Board (CWDB) with the California Labor and Workforce Development Agency (LWDA), and in partnership with the California Geologic Energy Management Division of the Department of Conservation (CalGEM), will fund a previous or

existing High Road Training Partnership (H RTP) to provide on-the-job training for oil well capping in Kern and Los Angeles Counties.

The Oil and Gas Well Capping Pilot Initiative supports apprenticeship programs developing curricula for training apprentices and upskilling journeypersons for well-capping projects in Kern and Los Angeles Counties. The CWDB solicited and awarded these funds through its High Road Training Partnership (H RTP) program, incorporating the principles of High Road and California Jobs First, with the specific purpose of training apprentices and upskilling journeypersons on well-capping projects.

High Road Training Partnership (H RTP) supports an expansion program jointly sponsored by CalGEM, which provides additional on-the-job training as part of remediating idle or orphaned wells. This enables participants to acquire the experience needed to qualify as “skilled and trained,” as defined in the California Labor Code. Key outputs will be the remediation of roughly 50 idle or orphaned wells in an oil-based, environmentally stressed community.

Funding Allocation: \$19,000,000

Applications Received: 2

Total Projects Awarded: 1

Total Award: \$7,555,327.00)

Total Leverage on Ask: \$0

Grant Term: 01/01/2025 – 3/31/2027

Award Announcement: Winter 2024

Funding Sources: AB 178 FY 2022

CalGEM:

- FY 23/24 Oil Well Capping Fund

H RTP HealthCare

High Road Training Partnerships 2024-25 Healthcare Grant Program is a California Jobs First initiative. The program focuses strictly on the healthcare sector.

This H RTP program cycle continues the agency’s commitment to advancing job quality, economic equity, and climate resilience for all Californians, with an existing portfolio that includes High Road investments. These funds are intended to support high road partnerships that prepare workers for quality jobs with a specific focus on allied health occupations. Projects must create pathways into higher-skilled and paid healthcare positions for entry-level incumbent workers.

Funding Allocation: \$28,500,000.00

Applications Received: 58

Total Projects Awarded: 10

Total Award: \$24,172,709.47

Total Leverage on Ask: \$29,759,796.94

Grant Term: 07/01/2025 - 06/30/2027

Award Announcement: [Fall 2025](#)

Funding Sources:
FY 24-25 H RTP Healthcare

High Road Construction Careers

The California Workforce Development Board oversees a suite of investments and policy initiatives to advance construction careers as a reliable pathway to the middle class for disadvantaged Californians. The High Road Construction Careers (HRCC) program prioritizes partnerships that link local building and construction trades councils to workforce boards, community colleges, and community-based organizations, creating structured pathways with a standard core curriculum and critical supportive services to state-certified apprenticeships in a variety of crafts. These efforts develop systems and policies that directly advance the State Plan's goals of equity (access to skills and economic opportunity) and job quality (connections to careers with decent wages and benefits).

Through various state funding sources (including the Greenhouse Gas Reduction Fund, Road Repair & Accountability Act/SB 1, and CA Clean Energy Jobs Act/Prop 39), the CWDB has invested in pre-apprenticeship partnerships across California. These investments connect programs directly to regional labor market demand through a campaign to expand the use of Community Workforce Agreements, which wrap targeted local hire provisions into public infrastructure projects, including projects critical to safeguarding the environment and climate.

High Road Construction Careers Resilient Workforce Fund (HRCC: RWF)

The HRCC: RWF program aims to support and expand the work of past and present HRCC programs, with its goals aligning and overlapping with those of the HRCC: SB1 Program and the HRCC: CCI Program. These goals include:

- Developing a skilled construction workforce that ensures delivery of high-quality infrastructure projects.
- Increasing access to state-approved apprenticeships in the building and construction trades.
- Serving underrepresented and disadvantaged workers and increasing gender and racial diversity in the trades in the process.
- Establishing models of worker, management, and government collaboration that jointly anticipate, plan for, and address the future of work.
- Promoting Community Workforce Agreements (CWAs), local hire ordinances, and other relevant policies to ensure robust demand for apprentices and greater access to apprenticeships for disadvantaged communities and priority populations.

Total Applications Submitted: 14

Total Projects Awarded: 14

Total Award: \$45,000,000

Grant Term: 09/01/2022-03/31/2026

CWDB Approach to Assessment and Evaluation

As described in the [State Plan](#), the CWDB is engaged in an extensive assessment of the different state and federal programs it oversees. The assessment will provide:

1. A descriptive analysis of the efficacy of the implementation of the different grants and programs, and
2. An evaluation of the impacts the different grants and programs have on the workforce development system.

External third-party evaluators and/or CWDB research specialists typically conduct the program assessment. For each program assessment conducted by a third-party evaluator, a CWDB research specialist acts as a conduit for data collection, research design, and outcome specifications between the third-party evaluator, CWDB leadership, and relevant program staff.

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

1. Is the workforce development training provided through the different CWDB grants and programs effective overall and for various subpopulations?
2. Do participants in workforce development training provided through the different CWDB grants and programs have improved outcomes regarding employment and wages?

The CWDB research team has had in-depth and ongoing conversations with the Labor and Workforce Development Agency (LWDA) regarding the common evaluation framework. The coordination between CWDB and LWDA has produced promising results, clarifying and streamlining our shared effort toward new and improved data reporting systems.

The lessons learned from the completed and ongoing assessments have led the CWDB to reexamine its data collection processes, research designs, and specifications for education and employment outcomes. The CWDB plans to summarize the program-specific evaluations and develop a common evaluation framework to measure the overall impact of all workforce development programs in California.

Coordination Efforts with Core Programs, State Agencies, and Local Boards

Most of the assessments discussed in this document involve gathering quantitative and qualitative data from core programs, state agencies, RPUs, Local Boards, and CBOs. The CWDB and its third-party program evaluators collaborate with the California Workforce Association to gather qualitative data from a select group of Local Boards and quantitative data from all 45 Local Boards.

For the Cross-Systems Analytics and Assessment for Learning and Skills Attainment (CAAL-Skills), the data collection, research design, and outcome specifications involve several WIOA-required partners and other agencies including WIOA Title I Adult; WIOA Title I Dislocated Worker; WIOA Title I Youth; WIOA Title II; WIOA Title III Wagner-Peyser; WIOA Title IV; CalWORKs (California's version of the federal Temporary Assistance for Needy Families Program); CalFresh E&T (California's version of the Supplemental Nutrition Assistance Program, Employment, and Training Program); Trade Adjustment Assistance (TAA) program; Incumbent Worker Training

accessed through California's Employment Training Panel program; State Certified Apprenticeship; Career Technical Education programs at the California Community Colleges; and rehabilitative programs at the California Department of Corrections and Rehabilitation and the Prison Industry Authority.

CAAL-Skills Workforce Metrics Dashboard Report 2025

The 2025 Workforce Metrics Dashboard Report will summarize and visually display credential attainment, employment, and wage data for WIOA Core Programs, CalWORKs (California's TANF program), CalFresh (California's SNAP E&T program), the Trade Adjustment Assistance program, the Employment Training Panel's State-Funded Incumbent Worker Training program, State Certified Apprenticeships, the California Community College system's Career Technical Education programs and rehabilitative programs operated by the California Department of Corrections and Rehabilitation (CDCR) and the Prison Industry Authority (PIA).

The 2025 Workforce Metrics Dashboard Report will be the second Workforce Metrics Dashboard Report to use CAAL-Skills data. Once complete, the dashboard report will provide descriptive statistics on aggregate outcomes for individuals who exited participating programs in State Fiscal Years 2016-17, 2017-18, 2018-19, 2019-20, 2020-21, 2021-22, and 2022-23 (which run from July 1 to June 30 each year). CAAL-Skills will publish subsequent Workforce Metrics Dashboard Reports on an annual basis.

For most programs, the data will be presented using a standard set of tables and graphs that organize information on credential attainment and labor market outcome data, as well as race, ethnicity, sex/gender, age group, veteran status, training completion status, and type of credential received. Standard tables and graphs will also present information on the post-exit industry sector of employment and greater detail on the dispersion of wages for people exiting the program.

Draft tables and accompanying narratives for the 2025 Workforce Metrics Dashboard Report have not yet been developed because the CAAL-Skills technical team is currently focused on system modernization efforts and has not yet requested, received, merged, cleansed, and prepared the relevant source data of participating programs. Once completed, these modernization efforts will facilitate the creation and publication of the subsequent annual Workforce Metrics Dashboard Report.

Continuous Improvement Strategies Utilizing Results from Studies and Evidence-Based Practices

Based on completed and ongoing assessments, the CWDB Research and Evaluation Team continues to

- Prepare separate white papers on job quality, equity, and climate resiliency, which are the core principles of the CWDB's flagship High Road Program. Additionally, the CWDB Research and Evaluation Team is developing resources, materials, and guidebooks to accompany the white papers.

- Serve as the CWDB point of contact on ongoing and current evaluations, with its research specialists, who are graduate-trained social scientists, well-versed in the techniques and tools needed to conduct full-scale evaluations, and familiar with the different data systems within LWDA.
- Use an intermediate secure portal designed to house all current and upcoming grants. Grantees will use a pre-determined data list with simple specifications and enter them into a Salesforce platform broken up into five categories: (a) participant information, (b) career services, (c) supportive services, (d) training services, and (e) outputs and outcomes.

Under the CAAL-Skills program, the EDD received funding from the DOL as part of the Workforce Data Quality Initiative (WDQI) and is collaborating with the CWDB to move the CAAL-Skills Databases to the Cloud. Efforts in this regard include:

- Supporting the *Cloud Computing Policy* ([TL 14-04](#)) for all new reportable and non-reportable IT projects.
- Developing a publicly accessible Workforce Metrics Dashboard portal.
- Providing partners with a secure system to share workforce metrics data.
- Public access to the Workforce Metrics Dashboard Reports (WMDRs).
- Program performance results.
- An interactive dashboard that allows users to query information by workforce program, population characteristics, program year, and participant region.

The CWDB is mandated to initiate a joint application design and data sharing process between community colleges for H RTPs and HRCCs. This involves collecting data from community colleges, importing the data to the internal data store, processing the data according to predefined business rules, and generating dynamic, static, and interactive business reports. This project is currently in the design stages. It still needs to be developed in a cloud environment for all CAAL-Skills technical and business, for staff to access and generate timely reports.

Legislation passed in 2019 called for the establishment of a statewide, longitudinal data system for California. Over the course of 2020 and the first half of 2021, more than 200 people from 15 state agencies, numerous educational institutions, research and policy organizations, and community groups worked together to design a blueprint for the California Cradle-to-Career Data System.

The [extensive planning process](#) included multiple subcommittees that considered various aspects of data system development, including technology and security, legal frameworks, data definitions, and community engagement. A work group composed of entities that will provide information and state agencies with expertise in data considered the findings of these subcommittees and advice from two advisory groups made up of community members. Governor Newsom and the Legislature approved funding for the California Cradle-to-Career Data System in its 2021-22 budget. The data system is housed within and is implemented by the Government Operations Agency.

The data system will equip policymakers, educators, and the public to address disparities in opportunities and improve outcomes for students throughout the state. The program will help

agencies plan for and enhance educational, workforce, and social services programs, and support research on improving policies from birth through career.

CAAL-Skills migration into the cloud environment was completed at the end of 2023. It will enable an interface with the Cradle-to-Career project, allowing CWDB to access and combine education and workforce data and generate timely reports.

The state will continue to focus and emphasize demand-driven skills attainment to facilitate upward mobility for populations with barriers to employment. Building the regional skills infrastructure and connecting program participants to good jobs in growth sectors requires partnerships that align programs and coordinate services across programs and funding streams, including supportive services. The CWDB will continue to prioritize activities designed to help achieve the State Plan's three main policy objectives:

1. demand-driven skills attainment
2. upward mobility for populations with barriers to employment
3. program alignment

To summarize, the development of the web portal enables the CWDB to serve as a repository, making it easier to display analyses of labor market outcome data for workforce, education, and related human service program participants in current and future CWDB workforce development projects. Besides receiving federal WIOA funding, CWDB has received a significant level of state funding, all of which requires some form of assessment and evaluation. Moreover, the lessons learned from the completed and ongoing assessments have led the CWDB to reexamine its data collection processes, research designs, and specifications for education and employment outcomes. The CWDB plans to conduct the program-specific evaluations summarized above in-house and develop a common evaluation framework to assess the collective impact of all workforce development programs in California.

State Efforts to Provide Data, Survey Responses, and Timely Site Visits for Federal Evaluations

California collaborated with the DOL to conduct two Enhanced Desk Monitoring Reviews (EDMR) in August 2020 for the 2018 Megafires Disaster National Dislocated Worker Grant (NDWG) and the 2018 Opioid National Health Emergency (NHE) NDWG. The EDMRs involved collecting documentation and holding interviews with Project Operator staff, participants, and employer partners. The review of Project Operators for the 2018 Megafires NDWG included the Northern Rural Training and Employment Consortium (NoRTEC), Northern California Indian Development Council (NCIDC), and La Cooperativa Campesina de California. The review of Project Operators for the 2018 Opioid NHE NDWG included the Merced County Workforce Development Board and the Humboldt County Workforce Development Board.

Additionally, California worked with the DOL Office of Inspector General (OIG) contractor, The Lopez Group, in December 2020 to assist with their audit of the DOL Employment and Training Administration's oversight of the 2020 COVID-19 Disaster Recovery and Employment Recovery NDWGs by coordinating and fulfilling document requests made to both the EDD and the 41 total Project Operators.

Rapid Response Activities

California employs various strategies to connect Rapid Response with America's Job Center of CaliforniaSM (AJCC) locations, the Trade Adjustment Assistance (TAA) program, and dislocated worker (DW) services at the local, regional, and state levels. California maintains an effective statewide Rapid Response system to ensure the regular exchange of information among the Local Workforce Development Boards (Local Boards), the California Workforce Development Board (CWDB), contractors, and other government entities related to the federal *Worker Adjustment and Retraining Notification Act* (WARN). During PY 24, 1,506 WARNs were filed, and 93,273 employees were affected by layoffs in California.

Each Local Board has a Rapid Response team that coordinates with the EDD on reemployment services. The TAA Program began a phased termination on July 1, 2022, which prevented the DOL from investigating or issuing petition determinations for group eligibility on or after July 1, 2022. However, the Local Board must continue to collaborate with the EDD on providing TAA benefits and services for eligible workers who were separated or at risk of separation from trade-affected employment on or before June 30, 2022, and who are already certified as part of a worker group. These tasks include conducting Rapid Response activities, co-enrolling trade-eligible workers into the DW Program, and offering career, training, and supportive services as needed. California contracts with Dun & Bradstreet to provide EconoVue™ and Market Insight to Local Boards. These business engagement tools provide labor market data and business risk assessments to boost interventions in layoff aversion with businesses that have already filed a WARN or may soon be at risk of laying off employees.

In partnership, the state Rapid Response Coordinator and local Rapid Response teams engage in an ongoing information-gathering process, establishing contacts that can provide information to DWs. Unique to California are the five Regional Rapid Response Roundtables, which are quarterly virtual meetings within each of the five Rapid Response Regions (NorCal, Central Coast, Central Valley, Greater Bay Area, and SoCal). These meetings enable the local Rapid Response teams to communicate and develop regional business engagement strategies through area-to-area sharing of experiences and successful practices, relevant staff training, and coordination of career pathway efforts. In addition, Rapid Response teams collect data and track outcomes, including layoffs averted and jobs retained, to ensure the program's effectiveness.

Local Rapid Response teams provide a range of Rapid Response services, including, but not limited to layoff aversion strategy meetings, employer planning meetings, orientations, job fairs, and job search and resume writing workshops.

Performance Accountability System

State Specific Performance Measures and Goals

California does not set additional state-specific performance measures or goals. Performance is evaluated against the federal WIOA primary indicators of performance, which function as the uniform accountability framework.

Performance Deficiencies

The following tables provide the state's negotiated and actual performance results for the WIOA Title I and III programs.

Title I Adult

Performance Category	Employment Rate 2 nd Quarter	Employment Rate 4 th Quarter	Median Earnings 2 nd Quarter	Credential Attainment	Measurable Skill Gains
Negotiated Goals	67.5%	65.5%	\$7,800	66.0%	60.0%
Actual Results	67.7%	66.5%	\$8,771	72.8%	72.8%

Title I Dislocated Worker

Performance Category	Employment Rate 2 nd Quarter	Employment Rate 4 th Quarter	Median Earnings 2 nd Quarter	Credential Attainment	Measurable Skill Gains
Negotiated Goals	71.0%	71.0%	\$9,500	71.5%	60.0%
Actual Results	70.6%	70.0%	\$10,850	78.0%	73.4%

Title I Youth

Performance Category	Employment Rate 2 nd Quarter*	Employment Rate 4 th Quarter*	Median Earnings 2 nd Quarter	Credential Attainment	Measurable Skill Gains
Negotiated Goals	72.0%	71.0%	\$4,500	60.5%	61.0%
Actual Results	69.4%	68.0%	\$5,380	61.6%	70.1%

Title III Wagner-Peyser

Performance Category	Employment Rate 2 nd Quarter	Employment Rate 4 th Quarter	Median Earnings 2 nd Quarter	Credential Attainment	Measurable Skill Gains
Negotiated Goals	61.0%	60.0%	\$7,800	N/A	N/A
Actual Results	58.2%	61.2%	\$9,767	N/A	N/A

*Includes unsubsidized employment and/or placement in education for Youth participants.

California surpassed the negotiated goals for Credential Attainment and Measurable Skill Gains in Title I core programs, as well as the Median Earnings measure for Title I and Title III core programs. The state also surpassed the negotiated goals for both the Employment Rate measures for Title I

Adult, and the Employment Rate 4th Quarter after Exit for Title III. The following table and narrative provide information regarding deficiencies for the other programs' measures:

Employment Rate 2nd Quarter after Exit

Program	Negotiated	PY Total	Difference
Dislocated Worker	71.0%	70.6%	0.4%
Youth	72.0%	69.4%	2.6%
Wagner-Peyser	61.0%	58.2%	2.8%

Employment Rate 4th Quarter after Exit

Program	Negotiated	PY Total	Difference
Dislocated Worker	71.0%	70.0%	1.0%
Youth	71.0%	68.0%	3.0%

For PY 24, the Employment Rate 2nd Quarter after Exit examined program participants who exited between July 1, 2022 – June 30, 2023, and were employed in the 2nd quarter after Exit (January 1, 2023 – December 31, 2023), and the Employment Rate 4th Quarter after Exit examined program participants who exited between January 1, 2022 – December 31, 2022, and were employed in the 4th quarter after Exit (January 1, 2023 - December 31, 2023).

California's unemployment rate increased from an average of 4.3% in 2022 to an average of 4.7% in 2023. Despite the increase in unemployment, the Title I Dislocated Worker program remained within 1 percentage point or less for both employment measures, and the Title I Youth and Title III Wagner-Peyser programs missed their negotiated goals by less than 3 percentage points. California will review PY 2024 performance once the DOL issues the updated Statistical Adjustment Model with California's adjusted levels of performance. The adjusted levels are necessary to calculate performance scores and determine whether performance is successful or unsuccessful. Meanwhile, California will continue to monitor its entered employment rates in the context of the populations served and the state's unemployment rate to determine if adjustments to service delivery or other programs are needed.

Common Exit

The state's common exit policy includes the following programs funded by the US Department of Labor (DOL) Employment and Training Administration (ETA): Title I Adult, Dislocated Worker, and Youth; Title III Wagner-Peyser; National Dislocated Worker Grants (NDWG); Jobs for Veterans State Grant (JVSG); Trade Adjustment Assistance (TAA); and Section 167 National Farmworker Jobs Program (NFJP) grantees who use CaJOBSSM (California Human Development).

The state's case management system, CaJOBS, automatically applies a common program exit when the participant has not received a qualifying service for 90 consecutive calendar days from any programs to which the common exit policy applies, and no future services are planned. When a common exit is applied, the system retroactively sets the program exit date to the date of the

last qualifying service provided to the program participant. CaUOBS does not include self-service, information-only activities, or follow-up services when determining the common exit date.

For more information about California’s common exit policy, refer to [Workforce Services Directive \(WSD24-07\)](#), [Performance Guidance](#).

Negotiated Performance Levels

In September 2024, the Local Workforce Development Areas (Local Areas) negotiated and agreed with the Governor on local performance levels for PY 24 and PY 25. The goal of the negotiation is to establish local performance targets that align with current economic indicators and reflect local service strategies and achievements. This effort supports the overall system goal of continuous improvement for customers, maximizes the return on workforce investments, and facilitates the regional planning implementation of WIOA through an industry-relevant skills attainment framework for individuals with barriers to employment.

As the state’s primary contact for performance negotiations, the EDD negotiated performance goals for all 45 Local Areas through their designated Regional Planning Units (RPUs). State-level goals are used as a baseline for these negotiations, along with various analytical tools and resources that help establish representative performance levels.

A key resource is the Statistical Adjustment Model (SAM) provided by DOL ETA, which includes data input from the Local Areas. Local Areas reached agreements within their RPUs on a method for collectively negotiating. If an RPU is a single Local Area, that Local Area is solely responsible for regional negotiations. The Local Area negotiated goals can be found in [Workforce Services Information Notice \(WSIN24-17\)](#), [Local Area Negotiated Performance Goals PY 24 and PY 25](#).

Data Validation

The following highlights the significant portions of the state’s data validation and data integrity policy:

- Outlines the timing and scheduling of data validation, which is conducted on an annual basis prior to certification of annual data reports.
- Uses the CaUOBS Participant Individual Record Layout (PIRL) Data Sampling tool to randomly select participant records for data element validation.
- Calculates the sample size using a 95% confidence level and a confidence interval of 15 based on each program's population size.
- Assigns the EDD’s Program and Data Reporting Group the responsibility of maintaining records of data validation results and activities in accordance with federal regulations.
- Defines two types of error rates: Total Program Error Rate and Single Data Element Error Rate. Technical assistance is triggered for any program if the error rate exceeds 10.0% for the entire program or a single data element.
- Provides training on data validation, including source documentation, to all program staff annually. The training is reviewed and updated annually, as needed.
- Outlines various activities conducted during ongoing and quarterly reviews, such as utilizing the Quarterly Report Analysis, to improve data integrity.

- Requires the policy to be reviewed annually and updated, as needed.

For more comprehensive information on the state’s data validation and integrity activities, refer to [WSD22-15, WIOA Data Validation Source Documentation](#) and [WSD24-16, WIOA Data Validation](#).

The EDD conducted PY 24 data element validation for all programs through a combination of virtual and onsite reviews for the following Local Areas: Alameda County Workforce Development Board, City of Oakland Workforce Development Board, County of San Benito, Community Services and Workforce, Golden Sierra Job Training Agency, Humboldt County Workforce Development Board, North Central Counties Consortium, Northern Rural Training & Employment Consortium (NORTEC), NOVA Workforce Development Board, Office of Economic and Workforce Development San Francisco, Richmond Workforce Development Board, Sacramento Employment and Training Agency, Silicon Valley Workforce Development Board, Sonoma County Workforce Investment Board, Workforce Alliance of North Bay, Workforce Development Board of Contra Costa County, Workforce Investment Board of Solano County, and Yolo County Workforce Innovation Board.

In total, PY 24 data validation involved 3,094 participant files and more than 82,000 individual data elements. Data element validation was completed, and data corrections were made for all programs before submitting the WIOA Annual Performance Report.

Local Areas received and will continue to receive individualized technical assistance, as needed, to address issues identified during their review.

Additionally, during PY 24, the EDD continued to conduct quarterly and ongoing data integrity activities including, but not limited to: correcting data errors identified by the DOL Workforce Integrated Performance System; reviewing and correcting data associated with the DOL Quarterly Report Analysis reports; reviewing and correcting data associated with the DOL Trade Adjustment Assistance Data Integrity Self-Check Tool; and conducting data drills to identify potentially inaccurate data, such as long periods of program participation, contradictory values, incomplete program applications, and appropriate services based on program policy.

Activities under the Wagner-Peyser Act Employment Service

Reemployment Services and Eligibility Assessment

The Reemployment Services and Eligibility Assessment (RESEA) is a federally funded Unemployment Insurance (UI) program that provides reemployment services to UI claimants identified as most likely to exhaust UI and are selected to attend a mandatory RESEA appointment. RESEA helps UI claimants find jobs by connecting them with career resources.

The program aims to:

- Reduce UI duration through improved employment outcomes.
- Strengthen UI program integrity.
- Promote alignment with the vision of WIOA.
- Establish RESEA as an entry point to other workforce system partners.

During the RESEA appointment, staff conducted a one-on-one interview with the claimant, identifying goals, objectives, and services to meet their employment and training needs. Claimants received customized employment services to aid their job search activities. The RESEA appointment acts as an entry point to the greater WIOA workforce system through referrals and co-enrollments into additional WIOA programs.

The following services are included in the RESEA appointment:

- Conduct a UI eligibility assessment, including review of work search activities, and referral to adjudication, as needed.
- Provide information and access to AJCC services and training to support the claimants' return to work.
- Provide labor market and career information that addresses claimants' specific needs.
- Enroll claimants in Wagner-Peyser Act-funded services.
- Review or assist customers in developing a resume.
- Develop Individual Employment Plans with the claimants, using the information acquired during the assessment.
- Provide referrals to mandatory career services such as workshops and one-on-one career advising.
- Assist or teach claimants how to complete a successful job search; refer them to suitable job openings that match their resume.
- Evaluate claimants' needs and refer them to partner services and/or supportive services, as appropriate.

After the RESEA appointment, claimants are required to participate in one additional employment activity such as a workshop or one-on-one appointment. Claimants are encouraged to utilize the services of the AJCC and reach out to the workforce services team for additional assistance, if needed, in meeting their career goals.

Campesino de California Outreach

The Campesino de California Outreach program aims to implement a statewide outreach program for Migrant and Seasonal Farmworkers (MSFW), including the H-2A agricultural workers. The initiative's goals include developing and implementing 24 semi-monthly, 30-minute hosted radio talk shows in Spanish, which will be video recorded to reach domestic and foreign MSFWs and their families and provide information regarding various programs, benefits, and services offered through EDD and their workforce partners.

Total Award Amount: \$100,000

Award: 1

Grant Period: July 1, 2024-June 30, 2025

Award Announcement: [Award List and Project Summaries](#)

Deaf and Hard of Hearing Services

Deaf and Hard of Hearing Services are offered by organizations that support deaf and hard-of-hearing individuals through enhanced services and training in selecting AJCC locations statewide. The program provides effective communication and increased service opportunities for deaf and

hard-of-hearing individuals through specialized counseling, interpretive services, job placement, follow-up services, advocacy, and specialized training to assist them in becoming job-ready. The program assists job-ready deaf and hard-of-hearing individuals in obtaining and retaining unsubsidized employment. Interpretive services will enable these individuals to also receive other EDD-related services.

Total Award Amount: \$2,699,960.75

Awards: 5

Grant Period: July 1, 2024 – June 30, 2025

Award Announcement: [Award List and Project Summaries](#)

National Dislocated Worker Grants

2021 Summer Wildfires Disaster Recovery NDWG

Between July 2021 and October 2021, numerous wildfires across six counties burned more than 1.4 million acres. The Dixie Fire was the largest single fire in California's history, with more than 960,000 acres burned, nearly triple the size of the record-setting Creek Fire from 2020. The wildfires destroyed thousands of structures, including 75% of the Greenville community. It burned huge swaths of Lassen National Forest, Lassen National Park, Plumas National Forest, and Trinity National Forest, including public and private structures and public campgrounds and trails, and devastated the lumber industry across northern California, exacerbating ongoing national lumber shortages and making it harder to rebuild after the destruction wrought by the enormous fires fueled by drought and climate change. Additionally, brief but intense storms caused more damage in burned areas, causing rockslides and other related damage to major state highways and providing limited access to destroyed areas.

Total Up to Award Amount: \$8,905,050

Total Current Funding Received: \$5,936,700 (2 of 3 increments)

Local/Regional Projects: 1

Grant Period: February 1, 2022 – March 31, 2025

2023 Quality Jobs, Strategy, and Training (QUEST) Disaster Recovery NDWG

The 2023 QUEST NDWG promotes long-term economic recovery by supporting employment equity and strengthening the resilience of individuals, communities, and industries after the COVID-19 pandemic. The EDD received an award to provide workforce development services to eligible participants, with a focus on impacted farm workers.

Total Award Amount: \$3,325,000

Local/Regional Projects: 3

Grant Period: October 1, 2023 – September 30, 2026

2023 Severe Winter Storms Disaster Recovery NDWG

A series of severe storms and atmospheric rivers affected California from December 27, 2022, through January 31, 2023, followed by a second set of storms and atmospheric rivers from February 10, 2023, through July 10, 2023. These storms caused widespread flooding, mudslides, sinkholes, collapsed roadways, and other related damage. The EDD received an award to fund

temporary jobs related to cleaning and repairing sites damaged by the storms, with a focus on community parks and flood control systems.

Total Up to Award Amount: \$22,408,356

Total Current Funding Received: \$14,938,904 (2 of 3 increments)

Local/Regional Projects: 10

Grant Period: April 12, 2023 – June 30, 2025

2024 Severe Winter Storms Disaster Recovery NDWG

Multiple storms and atmospheric rivers struck California between January 31 and February 9, 2024. The storms caused localized and regional flooding, knocked down trees, triggered mudslides and sinkhole formation, and caused other damage to various public and private lands. The EDD received an award to fund temporary jobs related to cleaning and repairing storm-damaged sites.

Total Award Amount: \$5,726,841

Total Current Funding: \$2,863,421 (1st of 2 increments)

Local/Regional Projects: 5

Grant Period: August 23, 2024 – August 22, 2026

2025 Los Angeles Wildfires Disaster Recovery NDWG

A series of hurricane-force straight-line wind events and 10 named wildfires impacted Los Angeles County from January 7 through January 31, 2025. The winds toppled trees and structures throughout the county, and the wildfire burned over 16,000 structures and 50,000 acres, devastating several communities in the Los Angeles area. The EDD received funding to create temporary disaster-relief employment for debris cleanup/damage repair, and to supply humanitarian assistance at local food banks and shelters supporting individuals affected or displaced by the storms.

Total Award Amount: \$10,000,000

Total Current Funding: \$5,000,000 (2 of 3 increments)

Local/Regional Projects: 2

Grant Period: January 15, 2025 – March 31, 2028

NDWG Co-Enrollment and Coordination of Services

Many Rapid Response orientation attendees receive information and referrals to NDWGs for temporary employment opportunities assisting with disaster cleanup and recovery and humanitarian aid. For NDWGs with a workforce development component, career services may also be provided to enhance dislocated workers' employability and increase their wages. NDWG participants are often co-enrolled in WIOA adult, dislocated worker, or youth formula funds, along with other discretionary grant programs appropriate to maximize benefits for the participants. In addition, the EDD provides assistance grants to disaster-impacted areas and offers immediate funding to support recovery while awaiting NDWG funding. Strategies and services are

coordinated across all relevant EDD programs in disaster-affected areas to ensure a comprehensive approach to disaster recovery.

Customer Satisfaction

The EDD Workforce Services Branch (WSB) conducted an Enterprise Customer Satisfaction Survey, focusing on Wagner-Peyser customers, in the fourth quarter of 2024. The survey targeted Wagner-Peyser customers aged 18 or older who received services between July 15 and October 15, 2024. To ensure representation and reduce sampling errors for staff-assisted services, EDD drew a random sample of 5,000 customers (3,000 staff-assisted and 2,000 self-service only based on CaJOBS data). The survey, administered online via Alchemer from October 31 to December 10, 2024, included 15 closed-ended and five open-ended questions, with bilingual options and phone assistance available. Invitations and reminders were sent by mail and email, and confidentiality was guaranteed.

Researchers analyzed responses using IBM SPSS Statistics software, applied weights to correct oversampling, and calculated a 24.3% response rate (1190 completed and 27 partially completed surveys) with an overall $\pm 4\%$ sampling error at a 95% confidence level. Non-response checks revealed no practical differences in key satisfaction measures, supporting the generalizability of the findings to the surveyed population. Efforts to improve response rates included sending multiple postal and email reminders, providing bilingual (English and Spanish) survey materials, and offering phone assistance for respondents without online access. Invitations were personalized and included confidentiality assurances to encourage participation.

The survey found that most respondents were satisfied with EDD services and found them easy to access. About two-thirds (66%) reported being completely or mostly satisfied with services received to help them return to work, while 85% said access was very or somewhat easy. CaJOBS was the most frequently used service (69%), followed by resume assistance (22%), benefit-related help (20%), and job referrals (19%). Workshops were attended by 13% of respondents, with orientation and resume/application workshops being the most common.

Satisfaction was highest for resume help, one-on-one guidance, workshops, and benefit assistance (78–82% completely or mostly satisfied), while CaJOBS and job referrals scored slightly lower (61% and 67%). Most respondents accessed services online or by phone and preferred these methods for future use, though 29% wanted both online and in-person options. Hispanic respondents and those with less education reported higher satisfaction with CaJOBS and a stronger preference for in-person services compared to other groups.

The EDD Workforce Services Branch (WSB) has since used the survey feedback to improve customer satisfaction, service delivery, and program performance. Based on the survey results and requirements under 20 CFR §658.601, WSB has implemented a structured Wagner-Peyser Self-Appraisal System (SAS). This system includes Quality Assurance Reviews (QARs) to assess service quality and Quantitative Reviews (QRs) to measure

actual WP performance against State Plan targets. Guidance, policy, and procedures for QAR implementation were issued through an Internal Administrative Notice (IAN 24-009). Corrective actions will be taken as needed to address gaps and ensure continuous improvement.