

CALIFORNIA WORKFORCE DEVELOPMENT BOARD PROGRAMS OVERVIEW REPORT

Submitted to the California Legislature pursuant
to Assembly Bill 138, Statutes of 2021

October 1, 2026



The California Workforce Development Board (CWDB) is the Governor's agent for the development, oversight, and continuous improvement of California's workforce development system. California Unemployment Insurance Code §14010 – §14121 and the Workforce Innovation and Opportunity Act (WIOA) grant authority to CWDB to carry out tasks associated with supporting a high-quality workforce system.

The CWDB assists the Governor in setting and guiding workforce development policy and developing innovative initiatives through statewide programs. The workforce development system is comprised of 45 Local Workforce Development Areas, each with its own business-led Local Workforce Development Board. Our Local Boards work together with the state and their local Chief Elected Officials to oversee the delivery of workforce services relevant for their residents and businesses.

This report was authored by the CWDB Research and Evaluation Team:

Travis Baker, Research Manager

Phyllis Jeffrey, Research Specialist

Prakat Khati, Research Specialist

Matthew Krupoff, Research Specialist

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Executive Summary

Assembly Bill 138 (Statutes of 2021), codified in California Unemployment Insurance Code §14014, requires the CWDB to submit a report to the Legislature on the grant programs it administers by October 1st of even-numbered years. The report is required to focus on participant-serving grants and includes information on the number of grants awarded and average amounts, geographic distribution of awards, types of industries targeted, demographics of participants served, the nature of services provided, and the labor market outcomes achieved by participants.¹ The CWDB submits this report as required by statute.

The overarching goal of [California's Strategic Workforce Development Plan](#) is the reorientation and realignment of California's workforce programs and institutions to support a dynamic and globally successful state economy that offers all residents – particularly the most vulnerable—an opportunity for a higher quality of life. In grantmaking, CWDB pursues this goal through careful grant awarding, tailored technical assistance, detailed data collection, rigorous evaluation, and dedication to continuous improvement.

This report covers grants awarded between July 1, 2019, and June 30, 2026. The CWDB administered seven different grant programs over this timeframe. [Breaking Barriers to Employment \(BB\)](#) ran from April 2020 to July 2025 and funded local workforce boards and community-based organizations (CBOs) to provide training and supportive services that help people overcome barriers to employment and successfully enter the workforce. [Helping Justice-Involved Reenter Employment \(HIRE\)](#) began serving participants in January 2024 and supports CBOs and nonprofits in delivering employment services tailored to Justice-Involved individuals. [High Road Construction Careers \(HRCC\)](#) began serving participants in September 2020 and invests in projects that advance construction training and create reliable career pathways in the building and construction trades. [High Road Training Partnerships \(H RTP\)](#) began serving participants in April 2021 and forges industry partnerships around regional job demand to improve equity, climate resilience, and job quality in specific industries or occupations. [Prison to Employment \(P2E\)](#) began serving participants in October 2019 and provides funding to local workforce boards to help Justice-Involved Californians find good jobs and build stable careers. [Regional Equity and Recovery Partnerships \(RERP\)](#) began serving participants in January 2023 and provides funding to local workforce boards to strengthen partnerships with community colleges and help community college students enter good-paying careers. The California Community Colleges Chancellor's Office ran a parallel program, the results of which are not included in this report. Finally, [Workforce](#)

¹ Some CWDB grants focus more on planning and partnership-building activities and do not directly serve participants—these grants are not included in this report.

[Accelerator Fund \(WAF\)](#) began serving participants in 2014 and supports model projects that accelerate workforce solutions and connect Californians within specific regions to quality jobs.

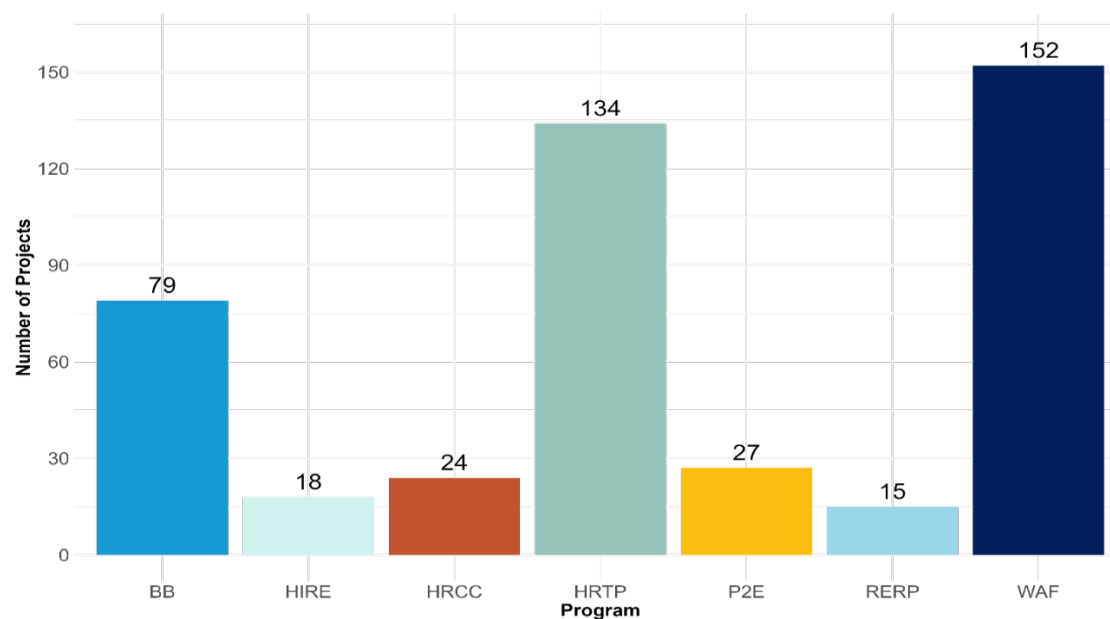
Altogether, the CWDB awarded 449 grants totaling over \$596 million to local governments, community-based organizations, and other workforce services providers across California. Those grant projects enrolled over 80,000 Californians, most of whom come from historically marginalized populations. Through individually tailored case management plans, CWDB grantees placed thousands of the most vulnerable Californians into good-paying careers.

Chapter 1. Number of Projects and Award Amounts by Program

Figure 1 shows the number of projects awarded by program between July 2019 and June 2026. WAF awarded the highest cumulative number of grants, followed by H RTP and BB. HIRE and RERP awarded fewer grants, as this was their first round of funding.

WAF is CWDB's longest-running grant program. In combination with lessons learned from BB, this led to the development of CWDB's flagship H RTP program. WAF is currently in its 14th round of funding.²

Figure 1 – Number of Projects by Program



² Microsoft Copilot was used to improve the R code used to construct the data visualizations in this report.

Figure 2 shows the total dollar amount awarded to grantees by program between July 2019 and June 2026. H RTP accounts for about half of the total cumulative CWDB grant dollars awarded, followed by HRCC, P2E, and HIRE.

Figure 2 - Amount Allocated by Program

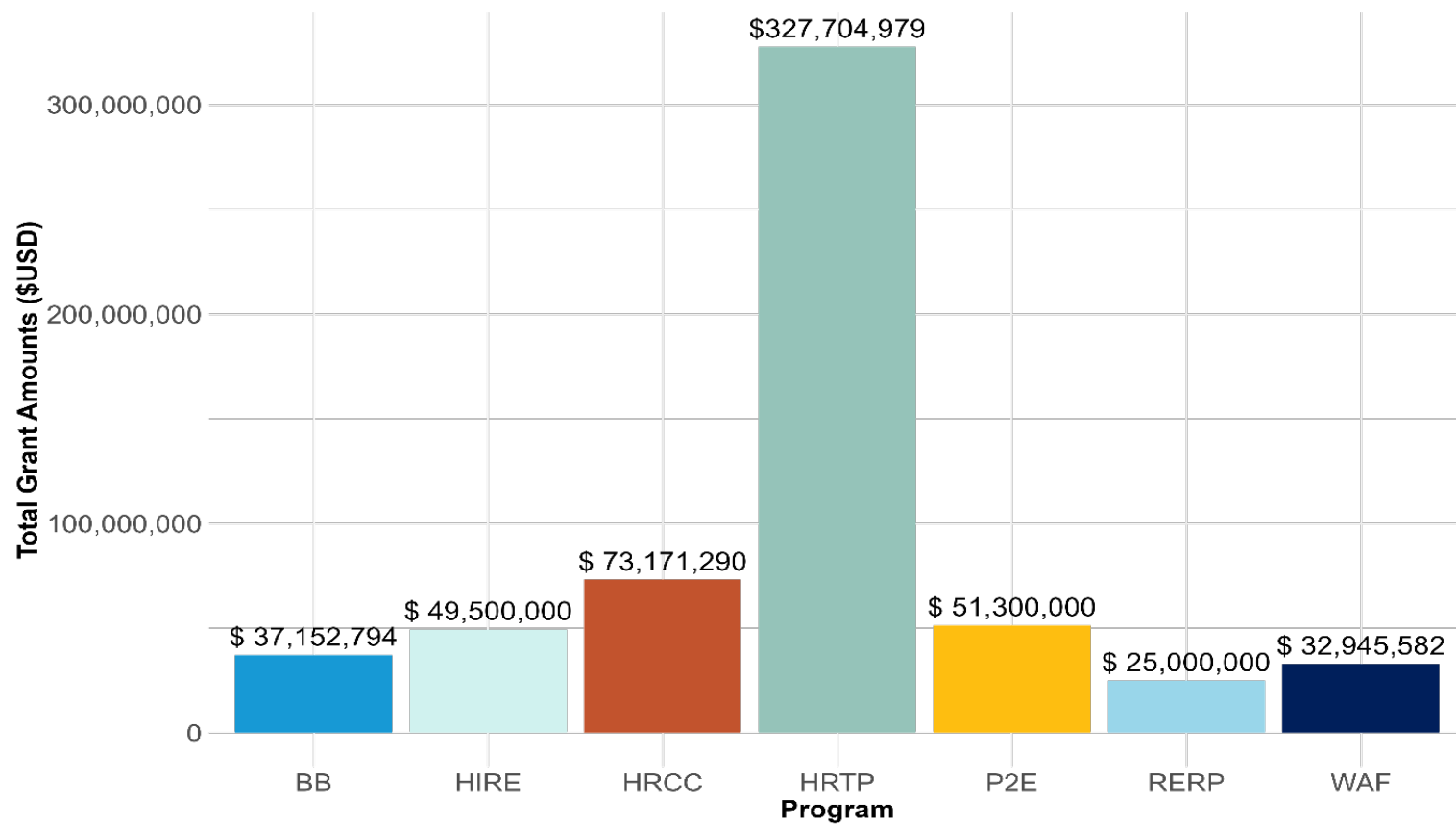
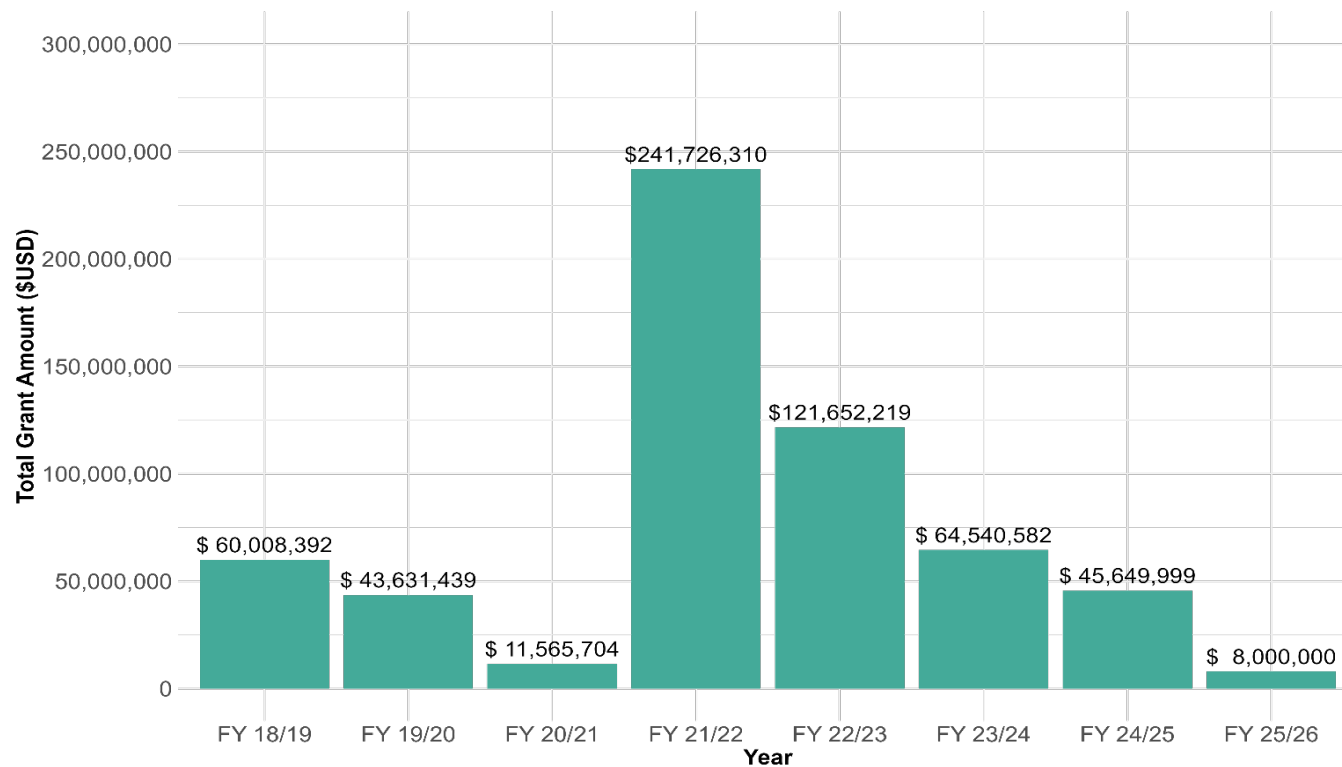


Figure 3 shows the programmatic grant funding allocated to CWDB over recent fiscal years (FY). The surge in funding in FY 21/22 was in response to the COVID-19 pandemic, which significantly impacted employment rates and workforce development efforts across California.³ Since then, annual funding has decreased for CWDB programs.

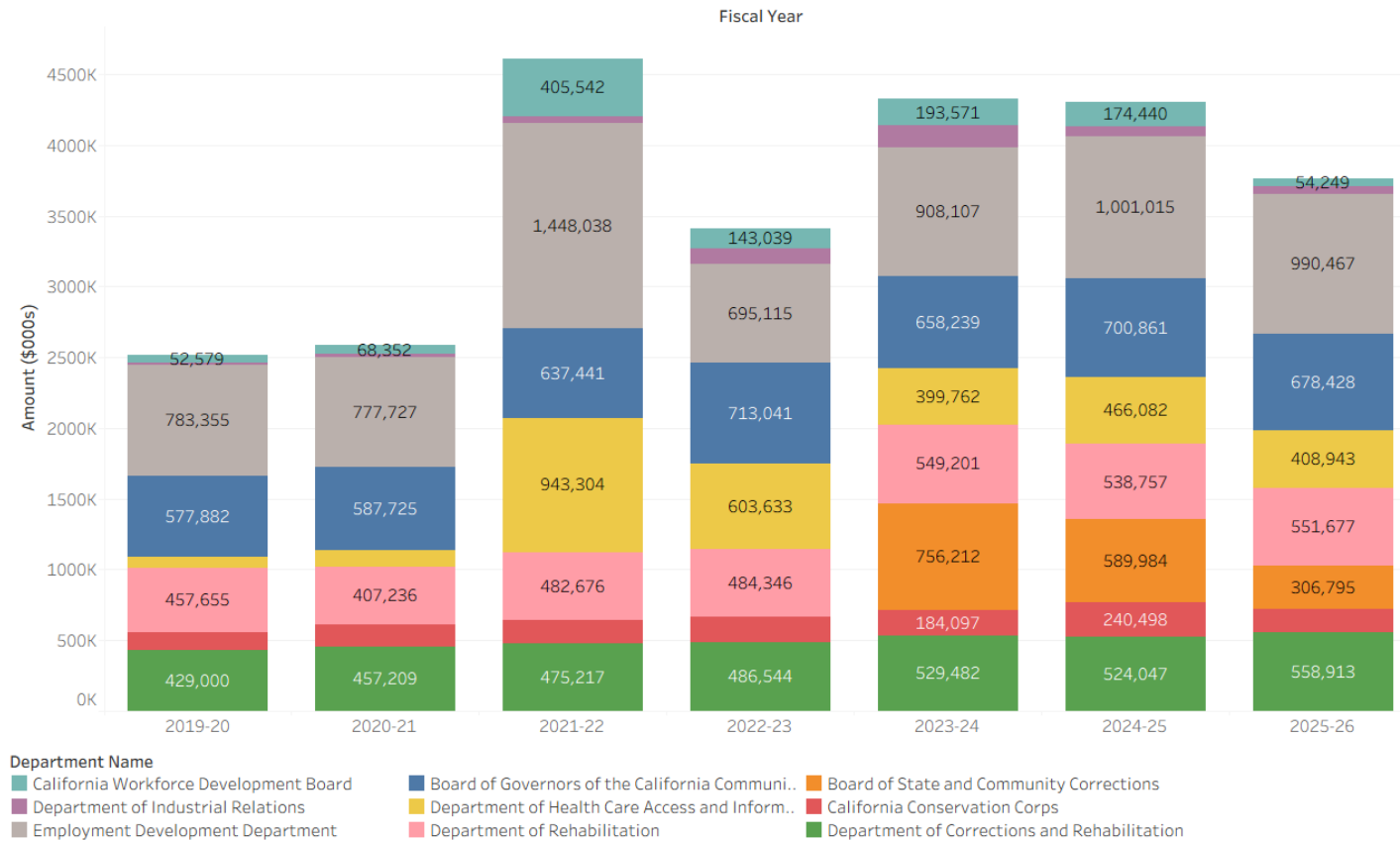
Figure 3 - Grant Amount Allocated by Fiscal Year



³ For a discussion of the Pandemic's impact on the California labor market, see the [Legislative Analyst's Office report dated December 8, 2020](#).

Figure 4 shows the allocations dedicated to workforce programming in the California Budget between 2019 and 2025, inclusive of both state operations and local assistance. Despite CWDB's reduced funding in recent years, overall workforce development budget allocations have increased.⁴

Figure 4 - Department Workforce Funding Over Time (2019-2025)



⁴ Poppy was used to conduct the initial sweep of workforce budget line items. Each line item was then verified by the authors.

Figure 5 shows the average award amount per grantee from each CWDB grant program between July 2019 and June 2026. WAF and BB had lower average amounts due to the targeted projects. These programs targeted specific barriers and required innovative solutions in their approach to test theories and develop best practices.

Figure 5 - Average Grant Amount

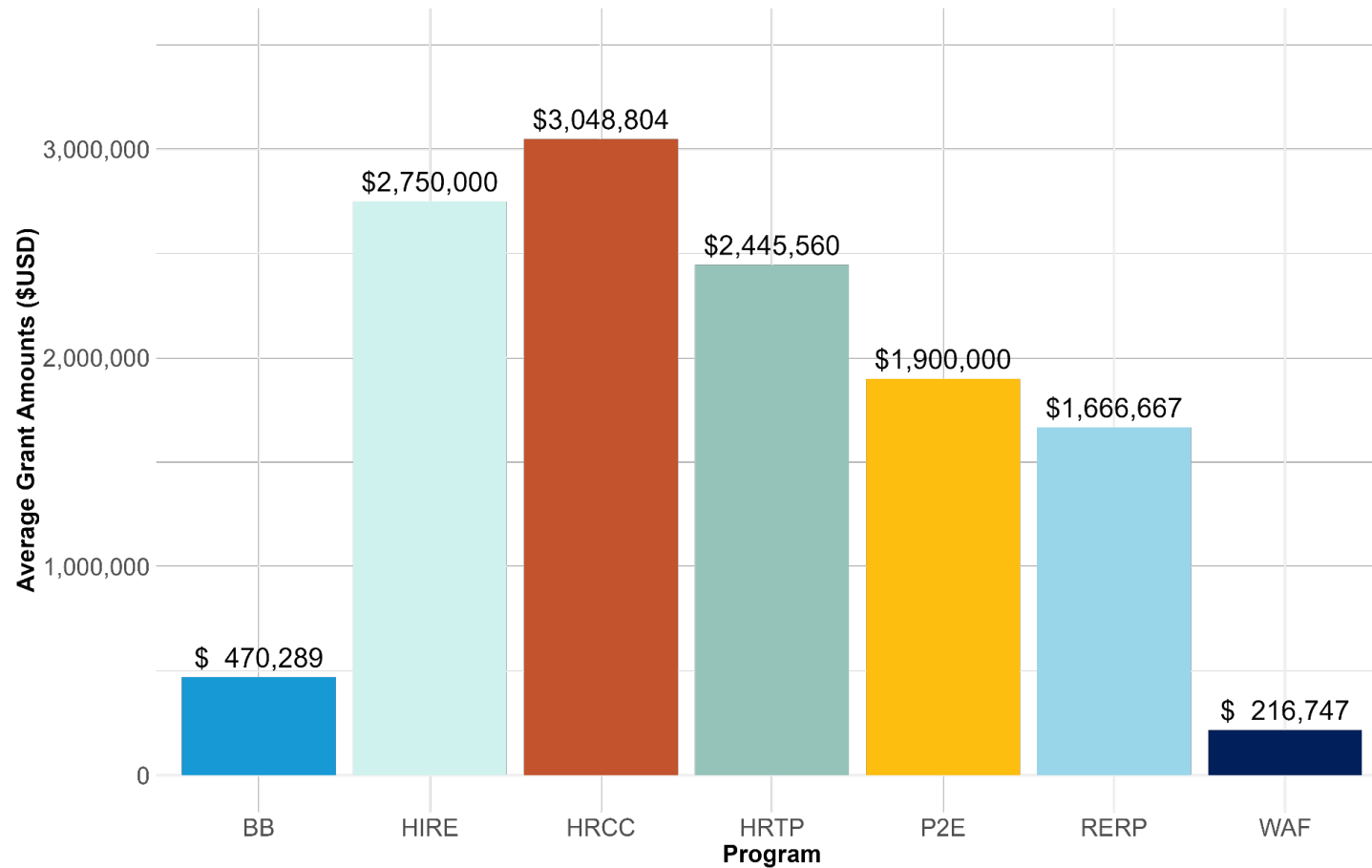


Table 1 shows all CWDB grants that served participants between 7/1/2019 and 6/30/2026. Some grants have combined funding sources, so award announcements include multiple grants, including some non-participant-serving grants. The award announcement webpages hyperlinked in the table show the geographic distribution of awarded funds. The grant names begin with their funding source: General Fund (GF), WIOA, California Climate Investments (CCI), Senate Bill 1 (SB1), and a federal Department of Education grant (Ed Grant), which was split between HRCC and H RTP. The award amounts in the table below do not include technical assistance, evaluation, or CWDB administrative costs. For effective program evaluations, an additional 6 quarters (i.e., 18 months) of participant wage data are required after the grant period has closed.

Table 1- CWDB Grant Solicitations Summary

Funding Fiscal Year	Grant Name	Amount Allocated	Round Name	Grant Start Date	Grant End Date	Evaluation Data Arrives	Award Announcement
18/19	WIOA WAF 7	\$ 4,383,100	WAF 7	5/1/2019	3/31/2021	10/1/2022	WAF 7.0 Awards
18/19	GF Prison to Employment	\$ 32,300,000	P2E 1.0	9/1/2019	3/31/2022	10/1/2023	No Longer Online*
18/19	GF Breaking Barriers	\$ 10,254,010	AB 1111	4/1/2020	3/31/2022	10/1/2023	AB 1111: Breaking Barriers Awards
19/20	WIOA WAF 8	\$ 2,531,820	WAF 8	4/1/2020	3/31/2022	10/1/2023	WAF 8.0 Awards
18/19	SB1 HRCC	\$ 13,071,282	SB1	9/1/2020	2/28/2023	10/1/2024	HRCC SB1 Awards
19/20	Ed Grant HRCC	\$ 2,010,608	Ed Grant	4/1/2021	3/31/2023	10/1/2024	No Longer Online*
19/20	CCI H RTP	\$ 19,012,546	CCI	4/1/2021	3/31/2023	10/1/2024	No Longer Online*

Funding Fiscal Year	Grant Name	Amount Allocated	Round Name	Grant Start Date	Grant End Date	Evaluation Data Arrives	Award Announcement
19/20	Ed Grant H RTP	\$ 14,482,065	Ed Grant	4/1/2021	3/31/2023	10/1/2024	No Longer Online*
19/20	CCI HRCC	\$ 5,594,400	CCI	6/1/2021	3/31/2023	10/1/2024	HRCC CCI Awards
20/21	WIOA WAF 9	\$ 6,816,704	WAF 9	6/1/2021	12/31/2022	6/1/2024	WAF 9.0 Awards
21/22	WIOA H RTP 3.0	\$ 10,015,696	WIOA 3.0	4/1/2022	3/31/2024	10/1/2025	H RTP WIOA 3.0 Awards
21/22	WIOA WAF 10	\$ 10,456,412	WAF 10	6/1/2022	3/31/2024	10/1/2025	WAF 10.0 Awards
21/22	GF H RTP CNA	\$ 14,500,000	RWF	9/15/2022	12/31/2026	6/1/2028	No Longer Online*
21/22	GF H RTP	\$ 49,819,985	RWF	9/15/2022	12/31/2026	6/1/2028	H RTP RWF Awards Spring/Summer 2022
22/23	GF HIRE	\$ 49,500,000	HIRE	9/15/2022	3/31/2027	10/1/2028	HIRE Awards
23/24	GF H RTP - Healthcare	\$ 4,475,145	RWF	9/15/2022	12/31/2026	6/1/2028	H RTP RWF Awards Fall 2022
21/22	GF Breaking Barriers	\$ 23,008,202	AB 628 1.0	1/1/2023	3/31/2025	10/1/2026	AB 628: Breaking Barriers Awards

Funding Fiscal Year	Grant Name	Amount Allocated	Round Name	Grant Start Date	Grant End Date	Evaluation Data Arrives	Award Announcement
21/22	GF Prison to Employment	\$ 19,000,000	P2E 2.0	1/1/2023	12/31/2026	6/1/2028	P2E 2.0 Awards
21/22	GF RERP	\$ 25,000,000	RERP	1/1/2023	12/31/2026	6/1/2028	RERP Awards
22/23	WIOA WAF 11	\$ 2,957,546	WAF 11	1/1/2023	3/31/2025	10/1/2026	WAF 11.0 Awards
21/22	GF H RTP CCCCO	\$ 11,493,267	RWF	4/1/2023	12/31/2026	6/1/2028	H RTP RWF Awards Spring/Summer 2022
22/23	GF H RTP Healthcare	\$ 42,750,000	RWF	4/1/2023	12/31/2026	6/1/2028	H RTP RWF Awards Fall 2022
21/22	GF HRCC CCCCO	\$ 10,000,000	RWF	5/1/2023	3/31/2026	10/1/2027	No Longer Online*
21/22	GF HRCC	\$ 15,000,000	RWF	5/1/2023	3/31/2026	10/1/2027	No Longer Online*
21/22	GF HRCC Housing	\$ 10,000,000	RWF	5/1/2023	3/31/2026	10/1/2027	No Longer Online*
21/22	SB1 3290 Local Assistance H RTP	\$ 4,746,000	RWF	5/1/2023	12/31/2026	6/1/2028	No Longer Online*

Funding Fiscal Year	Grant Name	Amount Allocated	Round Name	Grant Start Date	Grant End Date	Evaluation Data Arrives	Award Announcement
20/21	SB1 3290 Local Assistance H RTP	\$ 4,749,000	RWF	6/1/2023	12/31/2026	6/1/2028	No Longer Online*
22/23	GF Low Carbon H RTP	\$ 3,450,000	RWF	6/1/2023	12/31/2026	6/1/2028	H RTP RWF Awards Spring/Summer 2022
22/23	GF Oil Well Capping H RTP	\$ 6,444,673	RWF	6/1/2023	12/31/2026	6/1/2028	H RTP RWF Awards Spring/Summer 2022
21/22	GF H RTP CCCCCO	\$ 3,506,733	RWP	4/1/2024	6/30/2027	1/1/2029	H RTP RWP Awards Winter 2023
21/22	GF H RTP	\$ 35,180,015	RWP	4/1/2024	6/30/2027	1/1/2029	H RTP RWP Awards Spring 2023
22/23	GF Low Carbon H RTP	\$ 11,550,000	RWP	4/1/2024	6/30/2027	1/1/2029	H RTP RWP Awards Spring 2023
23/24	GF H RTP - Healthcare	\$ 38,274,855	RWP	4/1/2024	6/30/2027	1/1/2029	H RTP RWP Awards Spring 2023
23/24	CCI Low Carbon Economy H RTP	\$ 15,000,000	RWP	4/1/2024	6/30/2027	1/1/2029	H RTP RWP Awards Winter 2023

Funding Fiscal Year	Grant Name	Amount Allocated	Round Name	Grant Start Date	Grant End Date	Evaluation Data Arrives	Award Announcement
23/24	GF Breaking Barriers	\$ 3,890,582	AB 628 2.0	5/1/2024	7/31/2025	1/1/2027	Breaking Barriers 2.0 Awards
23/24	WIOA WAF 12	\$ 2,900,000	WAF 12	6/1/2024	3/31/2026	10/1/2027	WAF 12.0 Awards
22/23	GF Oil Well Capping	\$ 5,000,000	RWP	7/1/2024	3/31/2027	10/1/2028	H RTP RWP Awards Summer 2023
24/25	WIOA WAF 13	\$ 2,900,000	WAF 13	5/1/2025	3/31/2027	10/1/2028	WAF 13.0 Awards
24/25	GF H RTP Healthcare 2024	\$ 24,172,709	HC	10/14/2025	6/30/2027	1/1/2029	H RTP HC Awards
24/25	GF H RTP 2025	\$ 18,577,290	2025	1/1/2026	12/31/2027	6/1/2029	H RTP 2025 Awards
25/26	GF H RCC 2026 Round One	\$ 8,000,000	2026 Round One	6/10/2026	12/31/2027	6/1/2029	H RCC 2026 Round One Awards
Total		\$ 596,774,646					

* This award announcement has been archived and is no longer available on the CWDB website as of October 1, 2026. For a copy of the award announcement, please email solicitations@cwdb.ca.gov.

Figure 6 shows the number of CWDB projects in each [California Jobs First Region](#) between July 2019 and June 2026. CWDB programs operate across California with an average of 42 projects per California Jobs First Region. The regions with the most projects are those with high population densities, such as the Bay Area (129) and Los Angeles (115). Some projects operate in multiple regions and are counted in each region on the map. Projects that operate statewide with no specific regional focus are not shown.

Figure 6 - Geographic Distribution of CWDB Projects by California Jobs First Region

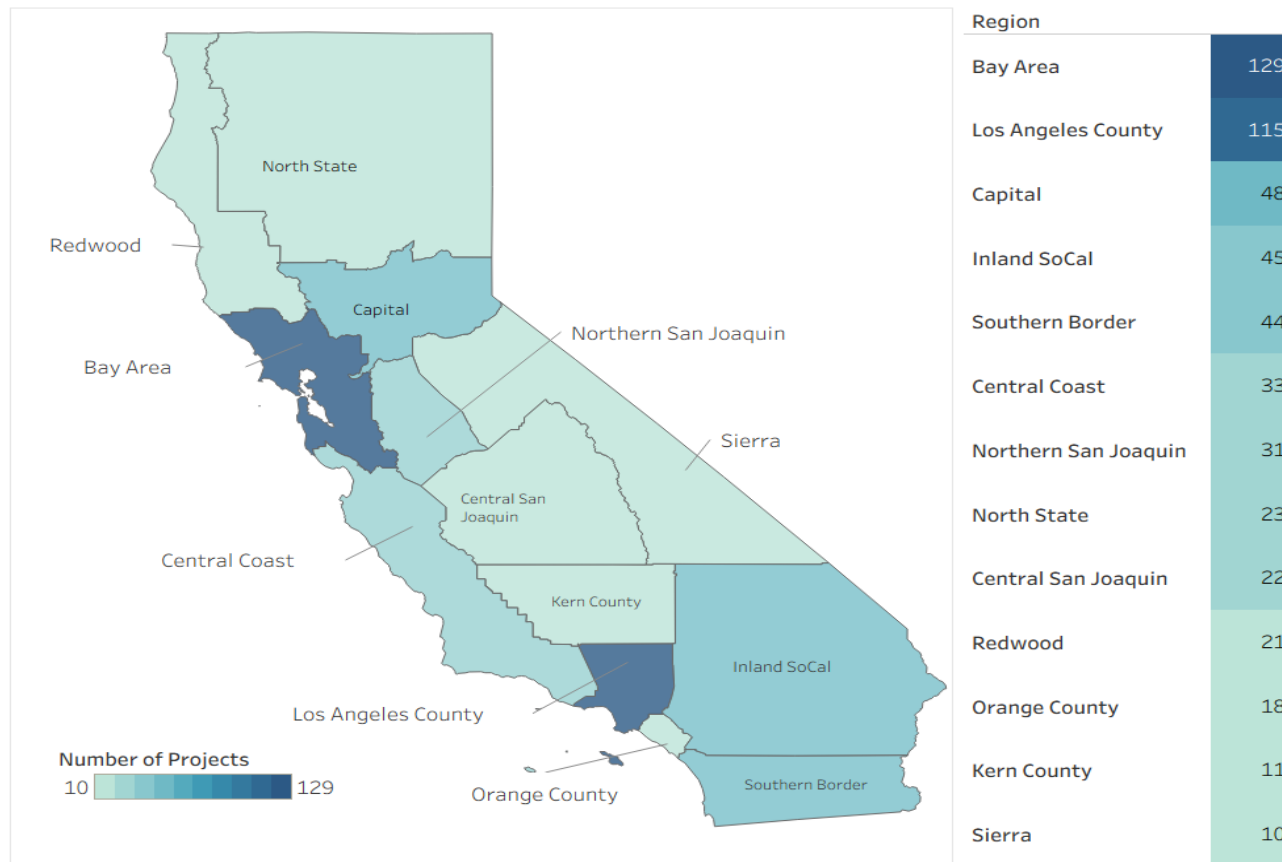


Figure 7 shows the total funding amount awarded across CWDB programs by California Jobs First Region between July 2019 and June 2026. Regions with the highest amount awarded include Los Angeles County, Bay Area, Inland SoCal, Southern Border, and Capital. Projects that operate statewide with no specific regional focus are not shown.

Figure 7 - Total CWDB Grant Amount by California Jobs First Region

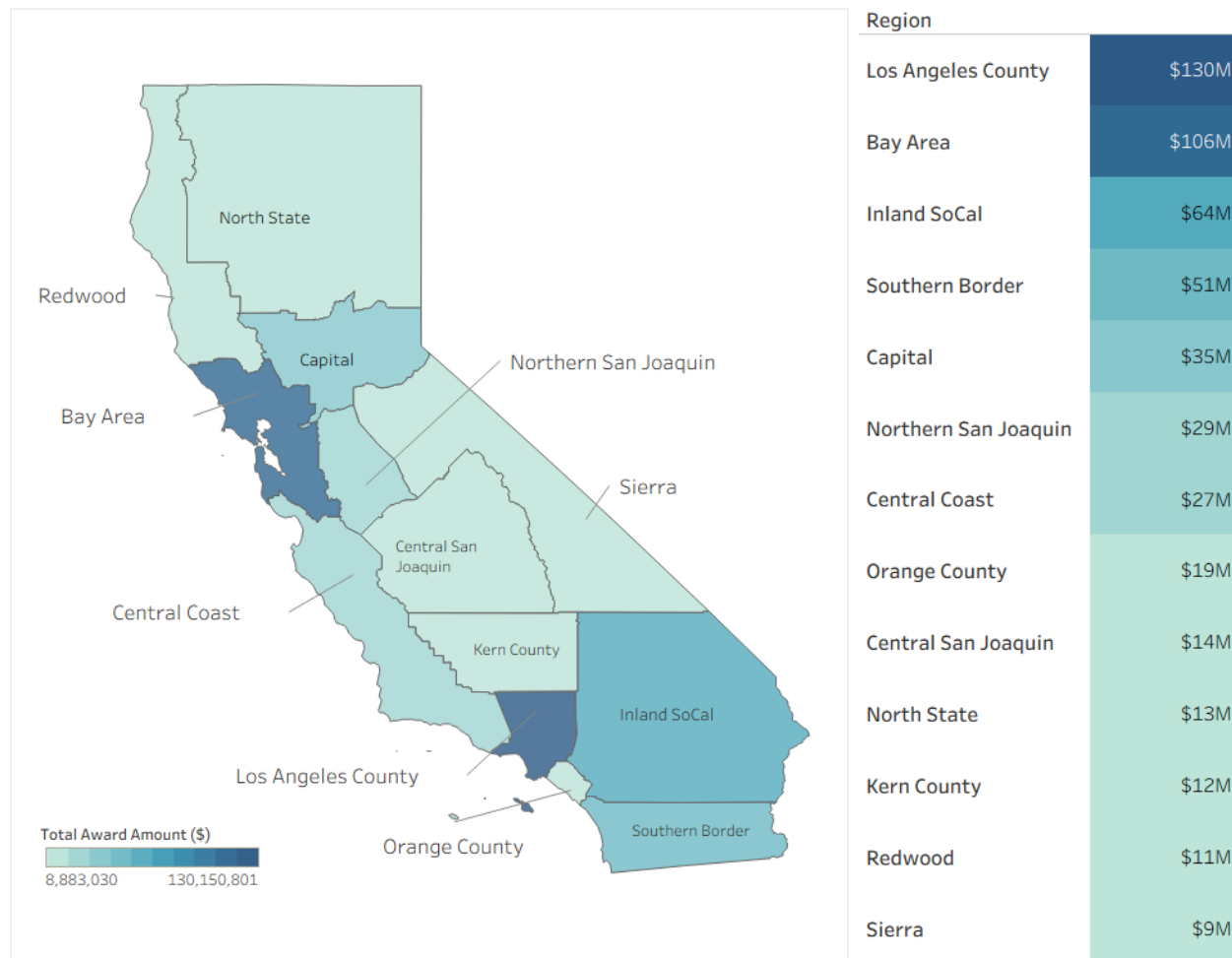
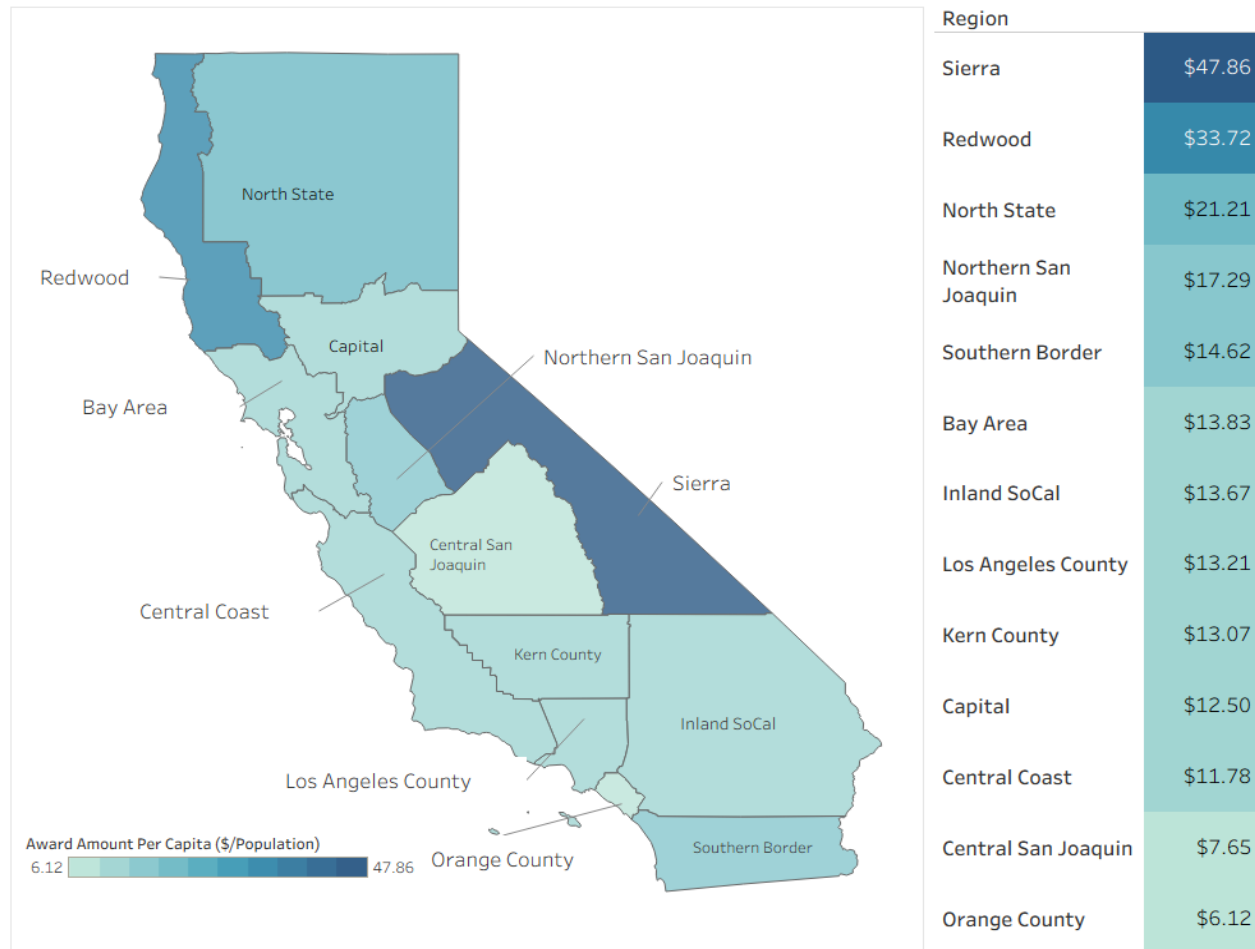


Figure 8 shows the total funding amount per capita awarded across CWDB programs by California Jobs First Region between July 2019 and June 2026. Regions with the highest amount awarded per capita include Sierra, Redwood, North State, Northern San Joaquin, Southern Border, and Bay Area.

Figure 8 - CWDB Grant Amount Per Capita by California Jobs First Region



Chapter 2. Sector Focus and Intervention Type by Program

Most CWDB programs prioritize sector strategies. *Figure 9* shows that 65% of CWDB projects have a sector focus. The remaining projects are general and do not target a specific sector. Among the 290 sector-focused projects, Health Care & Social Assistance is the most frequently awarded sector due to specific Healthcare HRTF funding allocations in 2022, 2023, and 2024. Specific funding for construction careers through HRCC made the sector the second largest investment area. Several CWDB projects serve multiple sectors and are included across multiple sector totals. Projects in sectors outside the top nine were labeled as “Other.”

Figure 9 - Sector Focus of CWDB Program

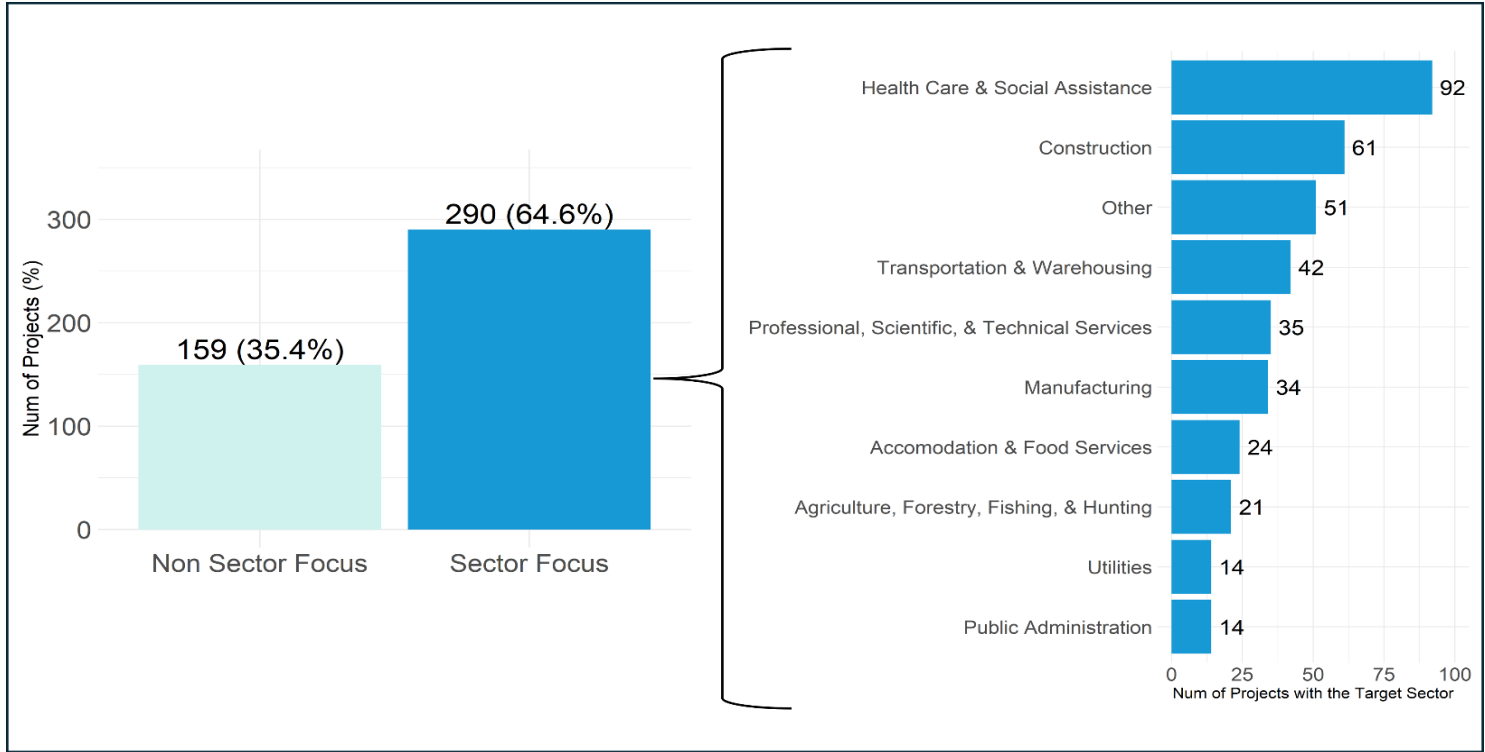
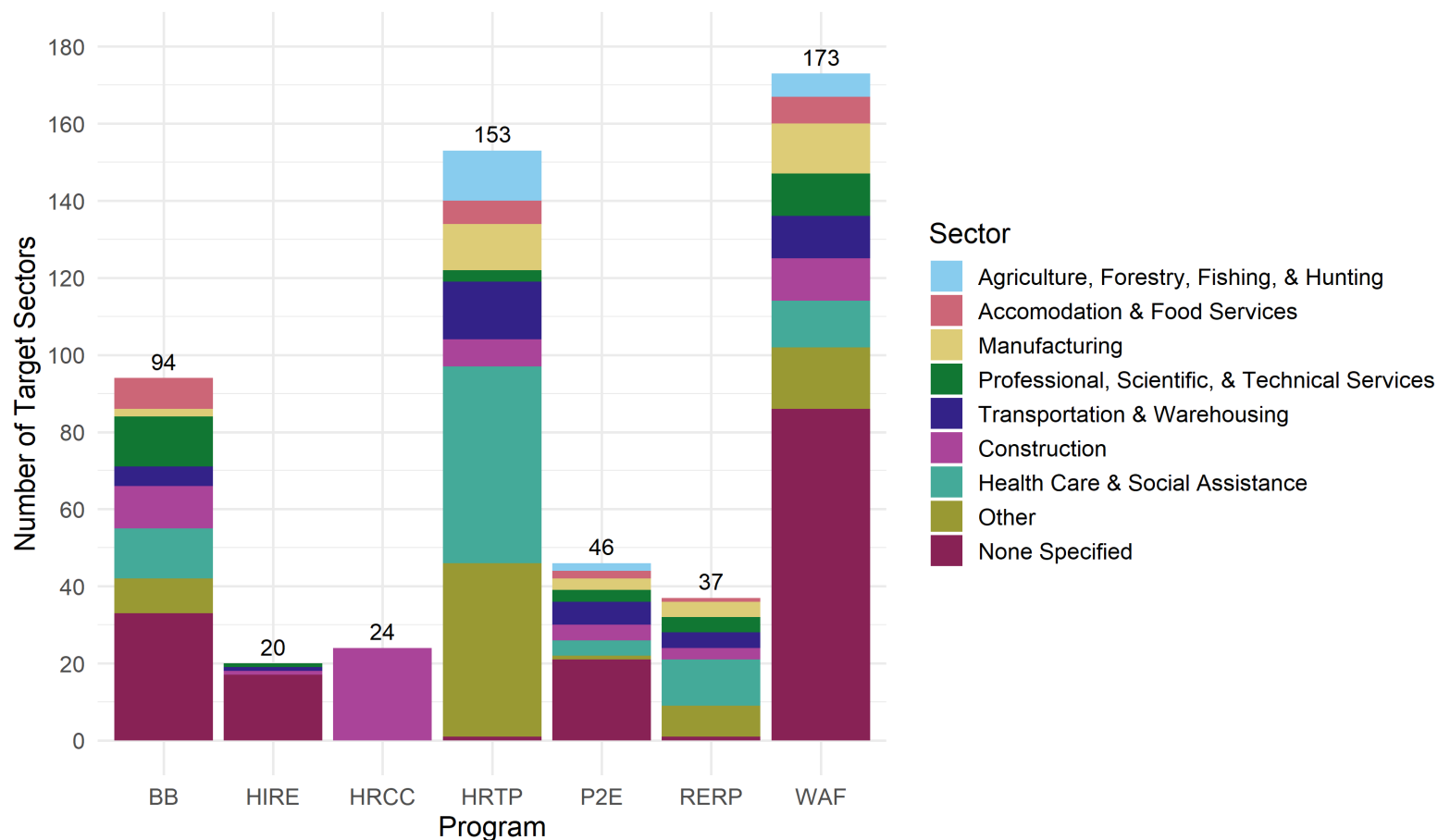


Figure 10 illustrates the composition of industry sectors targeted by CWDB programs. BB, HIRE, P2E, and WAF are geared towards barriers to employment and generally not required to address industry sector needs. HRCC, HRTP, and RERP are crafted around employer and/or union partnerships and will be more specific in relation to industry sectors. For a more granular view of CWDB projects' target industries within the target sector, see the Appendix. Projects in sectors outside the top seven were labeled as "Other." Projects with multiple target sectors were counted for every sector they target.

Figure 10 - Sector Composition of CWDB Programs



CWDB's sector-focused programming serves both new and incumbent workers. Incumbent worker projects fall into four intervention categories. The first type of incumbent worker projects serve workers for whom training serves as a bridge into a higher-paying job in their current field of employment (**Pathway**); the second type upskills workers in place through trainings and certifications that increase the value of their labor in the same occupation (**Upskill-in-Place**); the third type provides workers training to prevent job loss (**Layoff Aversion**); and the last type serves workers at risk of displacement due to industry changes, such as a reduction in fossil fuel production (**Retraining**). *Table 2* illustrates the four types of incumbent-training interventions implemented for CWDB programming and provides project examples, the frequency of each type, and the total number of participants served.

The H RTP program comprises the bulk of the incumbent worker projects. Most (31 of 50) are categorized as Pathway interventions, which combined serve a total of 11,859 participants. The Upskill-in-Place intervention is the second largest, with 16 projects, serving a total of 7,595 participants. The last two types of incumbent projects—Layoff Aversion and Retraining—consist of 1 and 2 projects, respectively.

Table 2 - Incumbent-Training Interventions

Type of Intervention	Description	Program	Number of Projects	Number of Participants	Examples
Pathway	Workers receive training to transition to higher-paying and/or higher-skill occupations.	H RTP (30), WAF (1)	31	11,859	EMTs in training to become paramedics; LVN-to-RN or CNA-to-LVN bridge programs.

Type of Intervention	Description	Program	Number of Projects	Number of Participants	Examples
Upskill-in-Place	Trainees are upskilled with the same employer and remain in the same occupation, gaining additional certifications that increase the market value of their labor or broaden their skillset.	H RTP (15), WAF (1)	16*	7,595	Janitors receiving certifications in infectious disease cleaning protocols.
Layoff Aversion	Trainees receive training to prevent job obsolescence in the face of changing requirements such as new skills or certification requirements.	H RTP	1	2,270	Current tree trimming workers receiving training to meet new skill and safety standards for line clearance work near power lines.
Retraining	Trainees receive training to transition laterally from an occupation or field that is becoming obsolete.	H RTP	2	220	Oil workers retrained for well-capping work.

*One project, focused on workers in Federally Qualified Health Centers, performs both Upskill-in-place and Pathway interventions. This project currently has over 3,000 participants. These individuals were counted in both categories.

Chapter 12 discusses approaches to measuring return on investment for incumbent-serving projects and spotlights Pathway projects in Health Care and Social Assistance that aim to reduce inefficiencies for individuals transitioning to higher positions within the same field.

Chapter 3. Participant Enrollments Over Time

Figure 11 shows the cumulative participant enrollment in CWDB programs over time. CWDB programs cumulatively enrolled 80,509 participants between 7/1/2019 and 6/30/2026. Time periods of accelerated participant enrollment coincide with funding rollout. Since the last version of this report in June 2024, CWDB has nearly tripled the number of participants served. This figure also shows how the share of participants served by different CWDB programs has evolved over time. Most of the participant growth since 2024 was driven by HRTP.

Figure 11 - Cumulative Participant Enrollment Across Programs

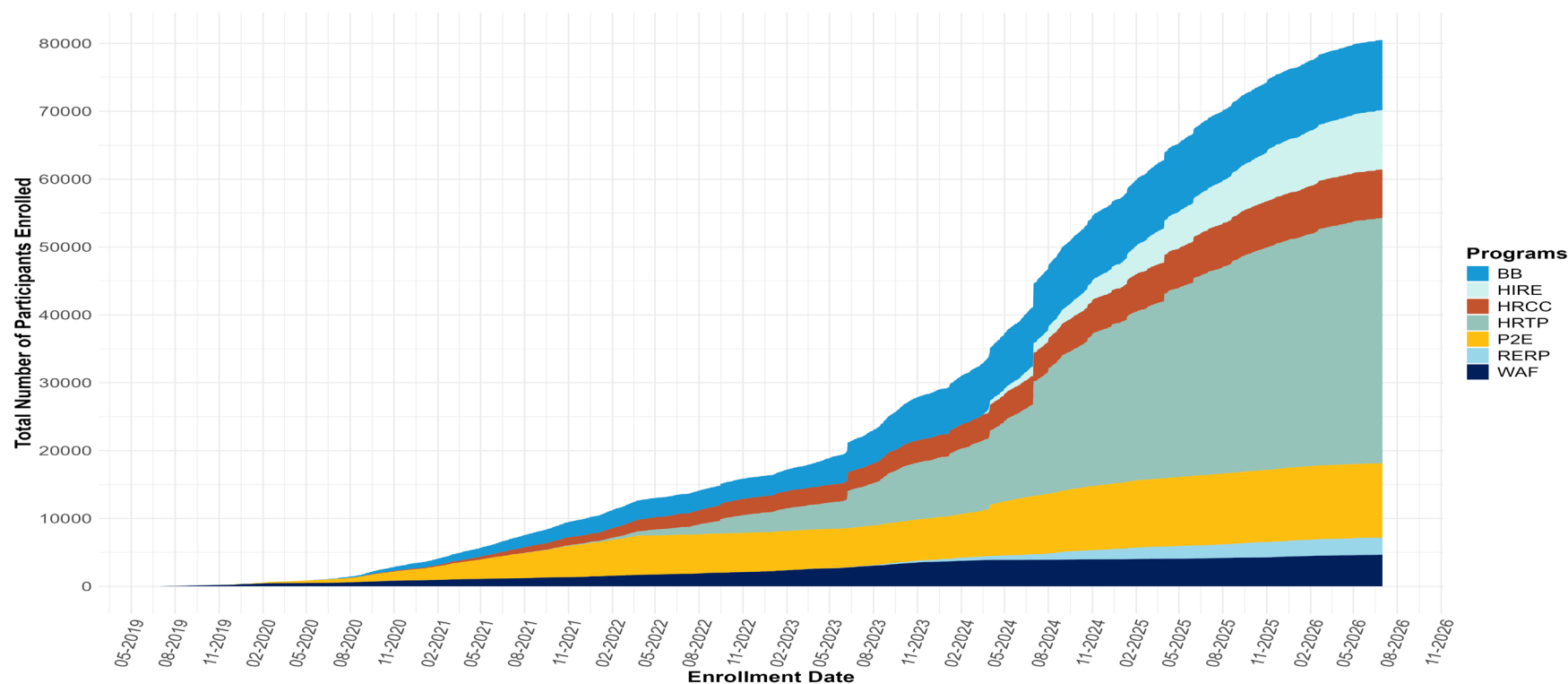


Figure 12 shows the cumulative enrollment over time in Breaking Barriers. BB cumulatively enrolled 10,348 participants between the start of programming in 4/2020 and the end of programming in 7/2025. Lessons learned from AB 1111 enabled the BB 2.0 grant program to ramp up participant enrollments more rapidly.

Figure 12 - Cumulative Participant Enrollment with Key Program Dates for Breaking Barriers

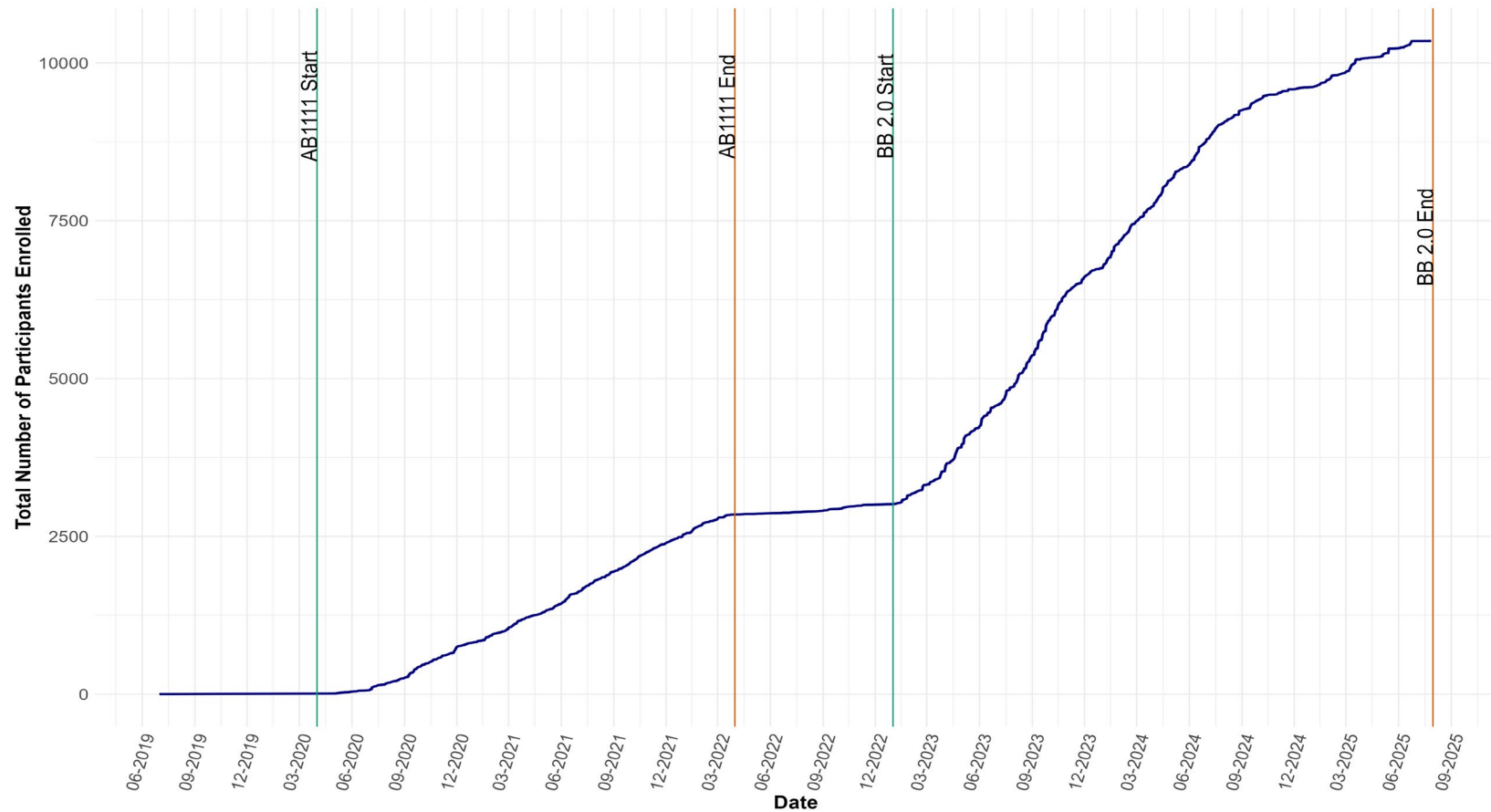


Figure 13 shows Helping Justice-Involved Reenter Employment’s cumulative enrollment over time. HIRE grantees cumulatively enrolled 8,740 participants between the program start on 1/1/2024 and 6/30/2026. Participant enrollment and data collection for HIRE are ongoing.

Figure 13 - Cumulative Participant Enrollment with Key Program Dates for HIRE

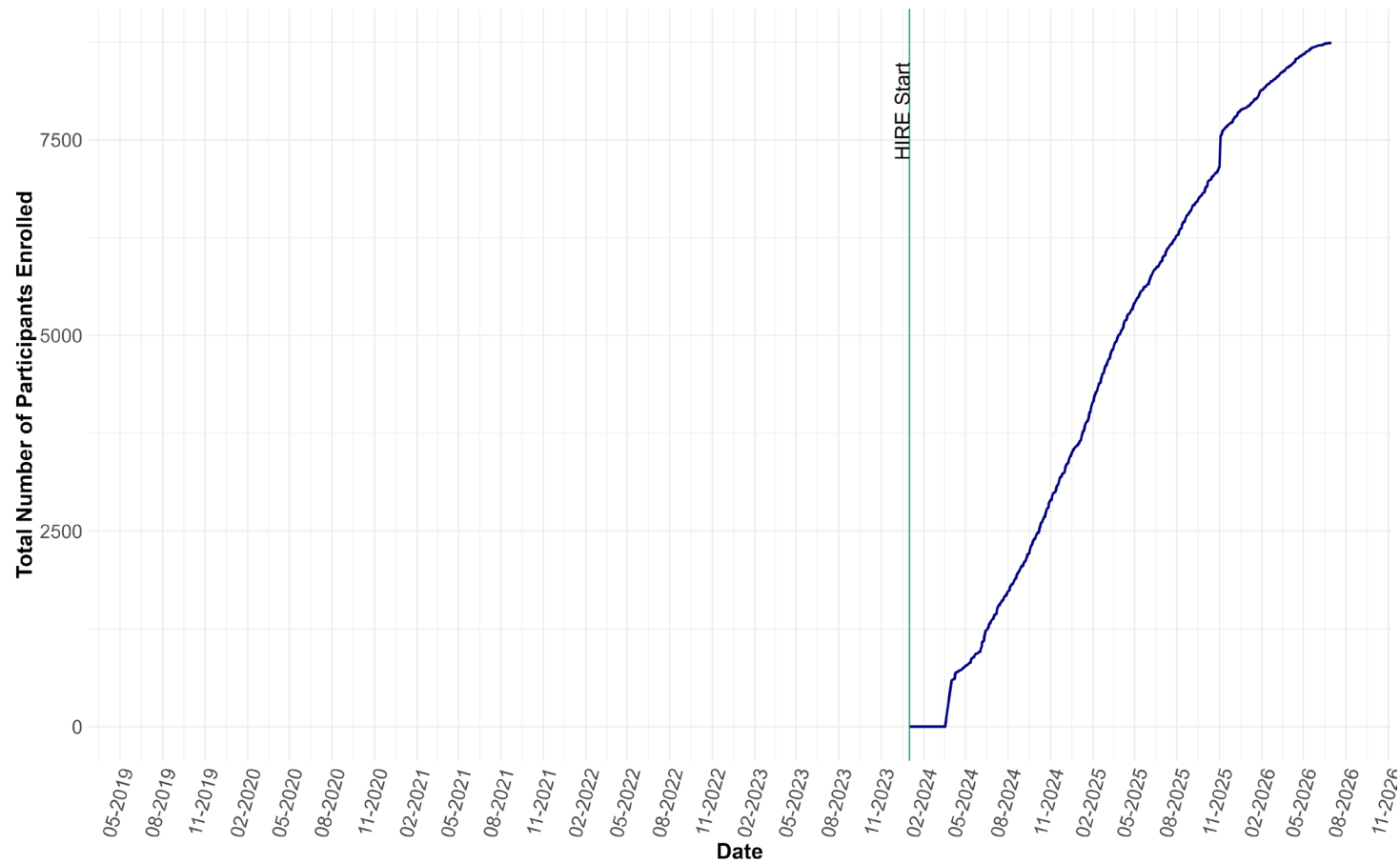


Figure 14 shows the cumulative enrollment over time in High Road Construction Careers. HRCC enrolled 7,140 participants between the start of programming in 9/2020 and 6/30/2026 and has maintained a consistent rate of participant enrollment throughout the program.

Figure 14 - Cumulative Participant Enrollment with Key Program Dates for HRCC

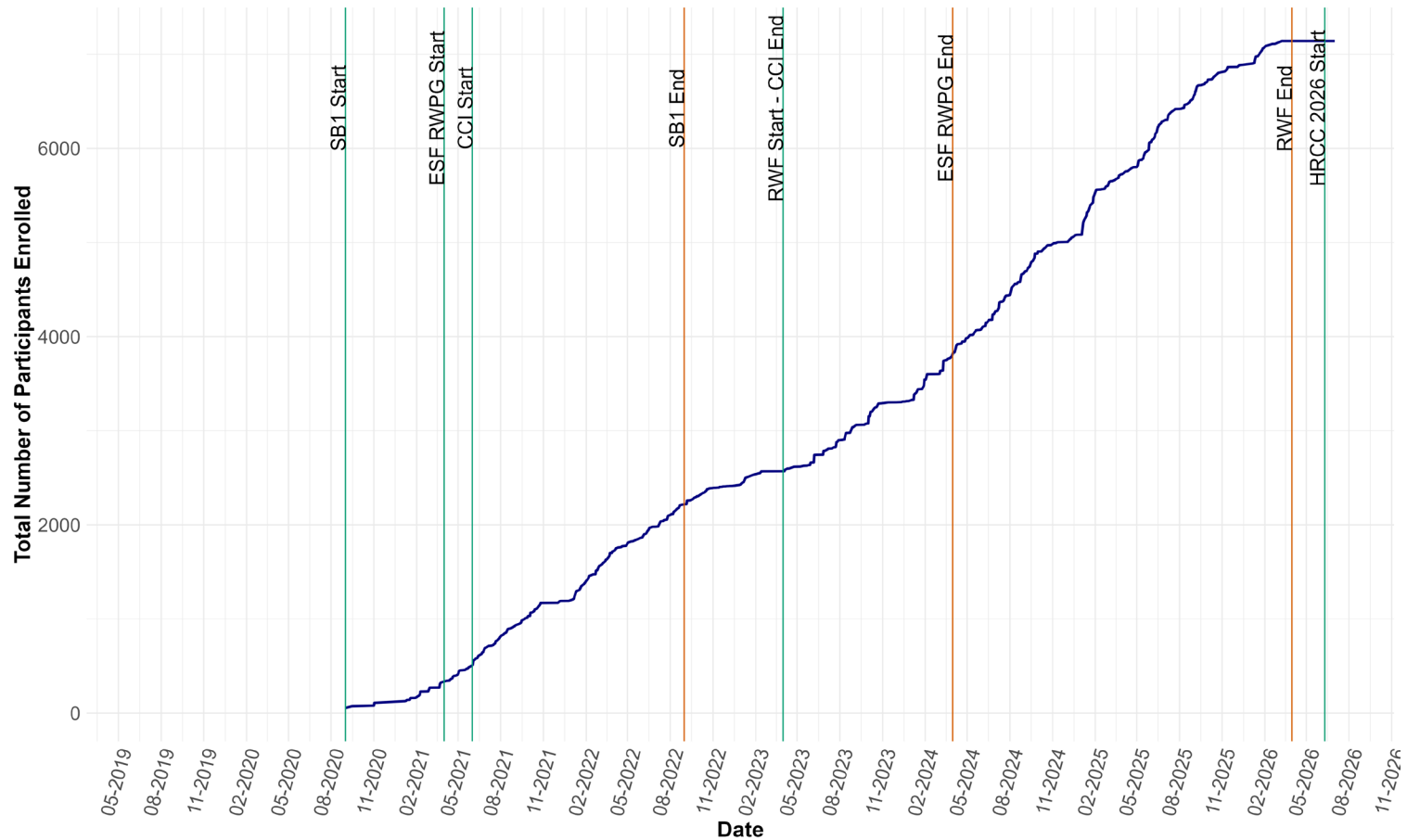


Figure 15 shows the cumulative enrollment over time in High Road Training Partnerships (HRTTP). HRTTP cumulatively enrolled 36,149 participants between the start of programming in 4/2021 and 6/30/2026. Compared with previous HRTTP rounds, enrollment in the last reported round increased by 112%, highlighting improvements in program design and delivery.

Figure 15 - Cumulative Participant Enrollment with Key Program Dates for HRTTP

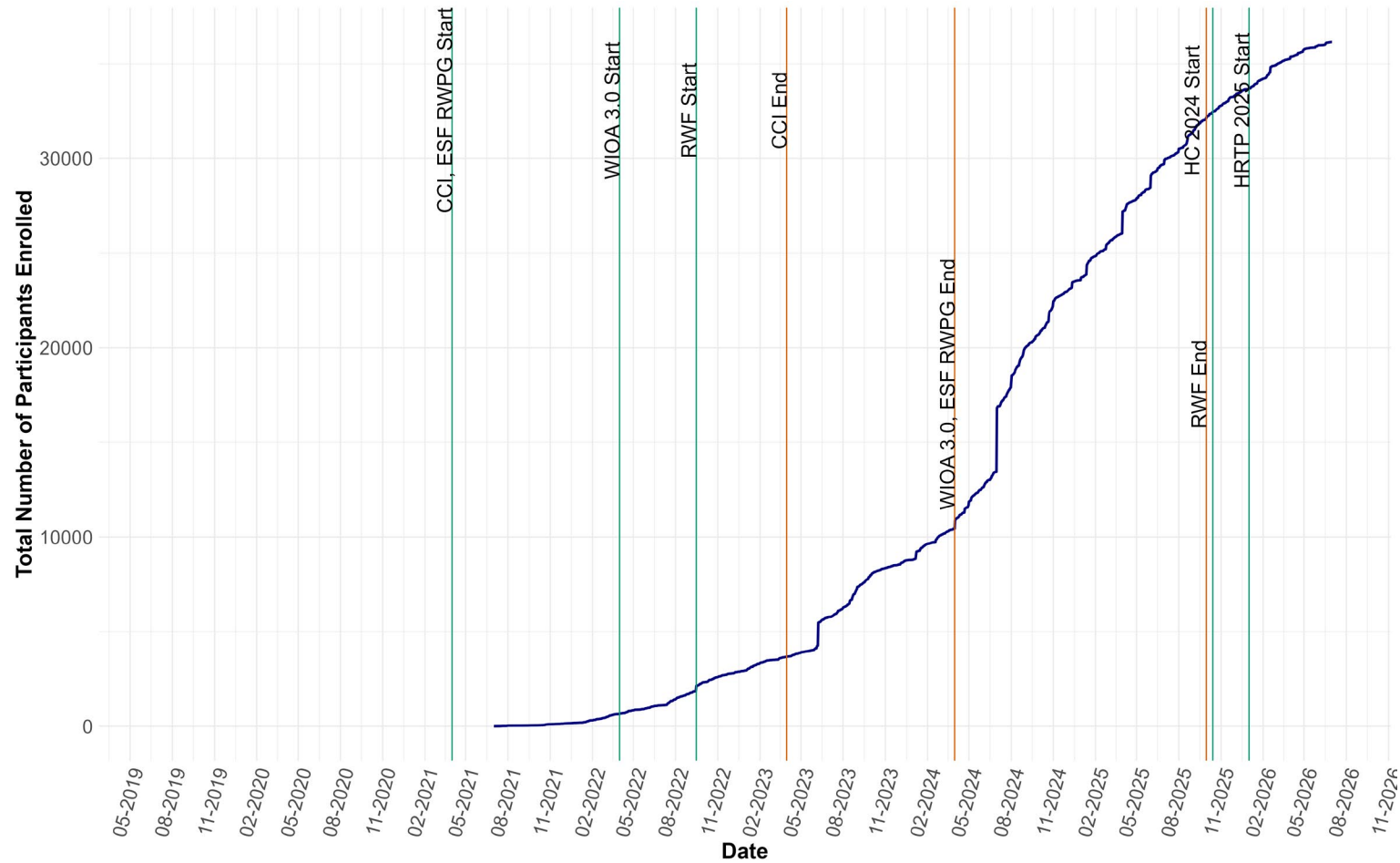


Figure 16 shows the cumulative enrollment over time in Prison to Employment. P2E enrolled 10,949 participants between the start of programming in 10/2019 and 6/30/2026. Delays in contracting led to delays in P2E 2.0 enrollments, which is illustrated by the slower ramp-up from the P2E 2.0 start line.

Figure 16 - Cumulative Participant Enrollment with Key Program Dates for P2E

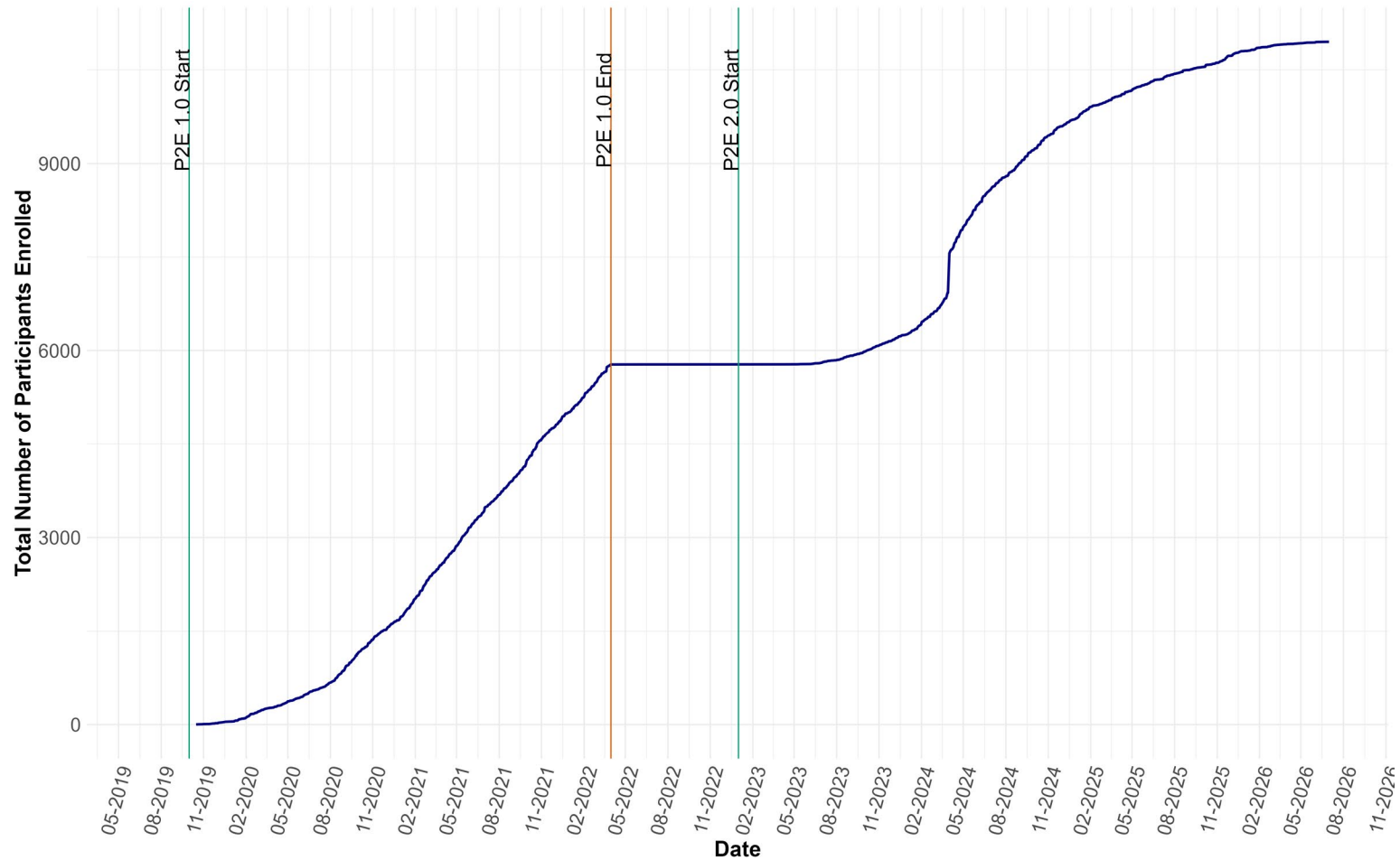


Figure 17 shows the cumulative enrollment over time in Regional Equity and Recovery Partnerships (RERP). RERP cumulatively enrolled 2,526 participants between the start of programming in 1/2023 and 6/30/2026. The California Community Colleges Chancellor's Office also received funds to serve participants under RERP, but those participants are not included in this figure.

Figure 17 - Cumulative Participant Enrollment with Key Program Dates for RERP

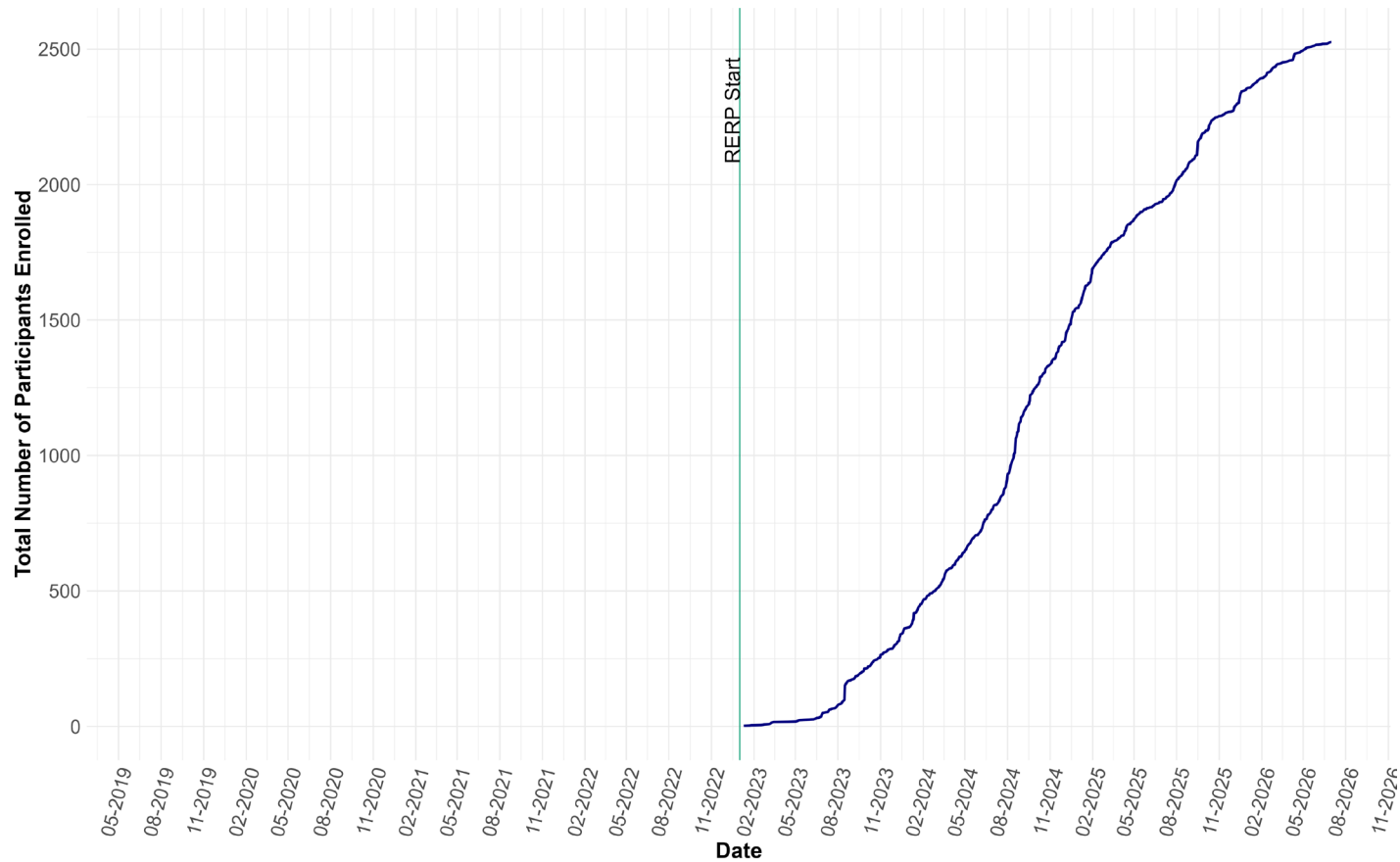
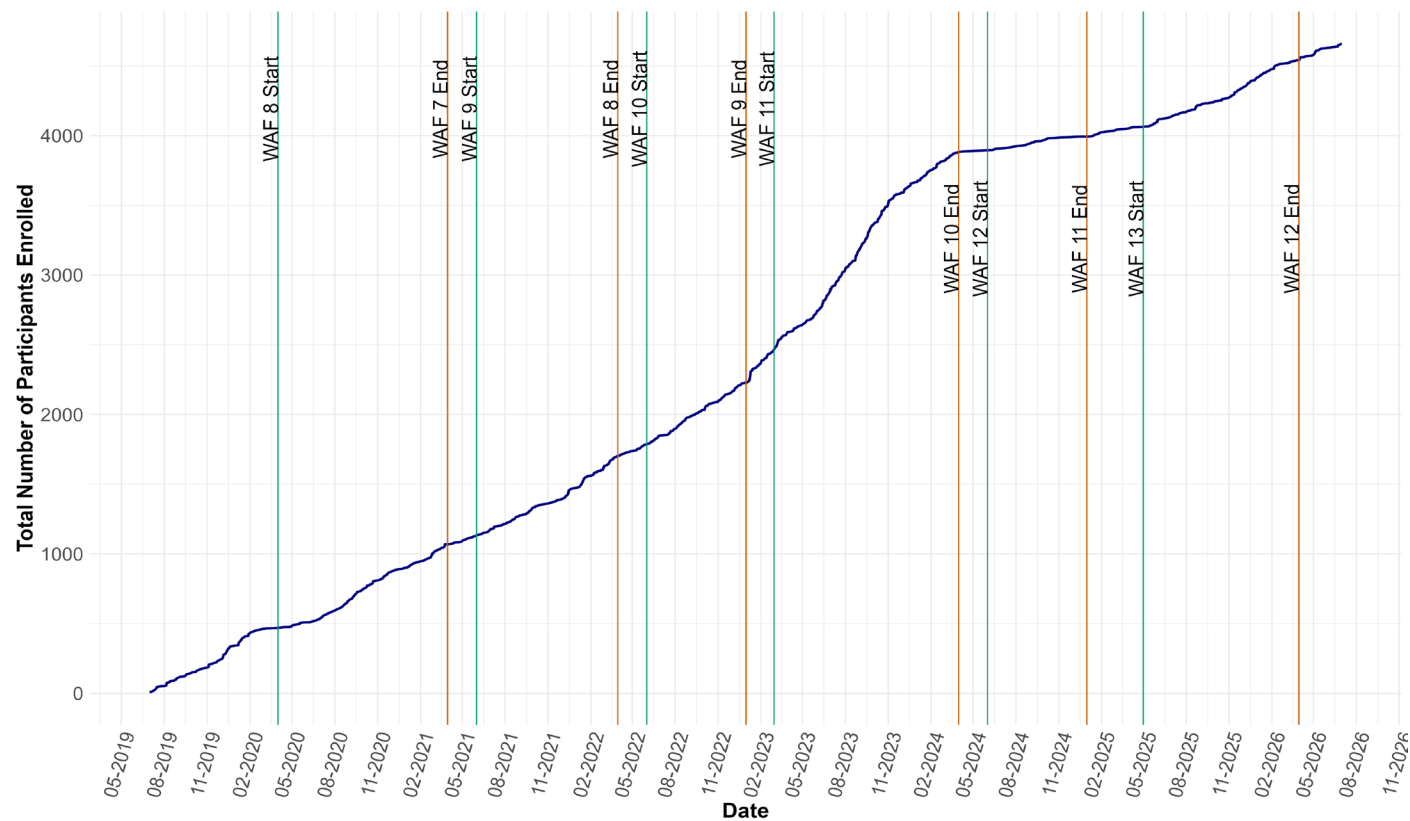


Figure 18 shows the cumulative enrollment over time in Workforce Accelerator Fund (WAF). WAF cumulatively enrolled 4,657 participants between 7/1/2019 and 6/30/2026. The first round of WAF began in 2014. This graph shows enrollments beginning midway through Round 6 to the current Round 13. WAF is intentionally designed with specific goals such as improving services for veterans and indigenous peoples, and new industries and career pathways, such as the most recent program related to quantum computing and fusion technologies. Results from previous programming, such as Breaking Barriers, helped inform the HRTF program.

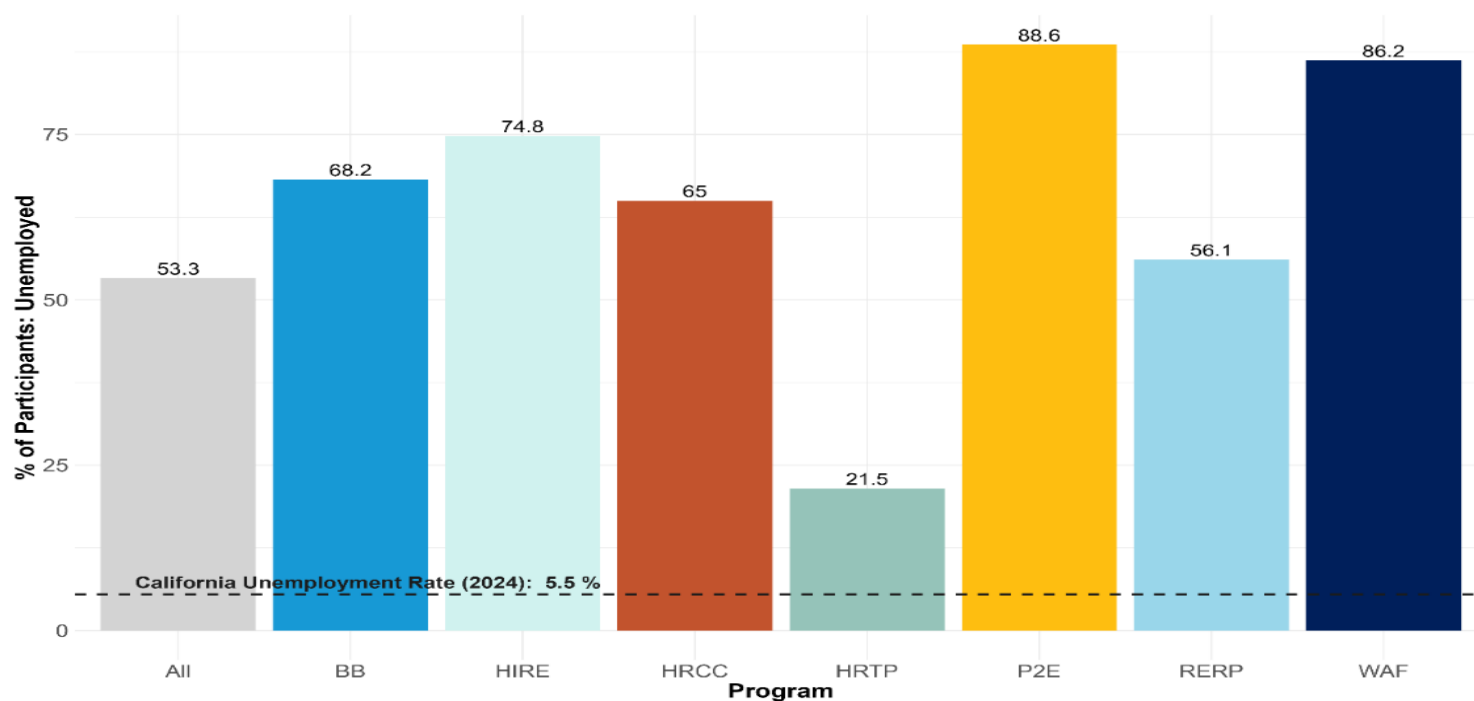
Figure 18 - Cumulative Participant Enrollment with Key Program Dates for WAF



Chapter 4. Employment Status at Entry by Program

Figure 19 shows participants' unemployment status at entry across CWDB programs. About half of the participants served by CWDB programs are unemployed at the time of program entry. About three-quarters of participants entering P2E, WAF, and HIRE are unemployed at the time of program entry. H RTP participants are predominantly incumbent workers on pathways to good-paying jobs, while RERP primarily serves college students, as illustrated by the lower unemployment numbers compared to other programs.⁵

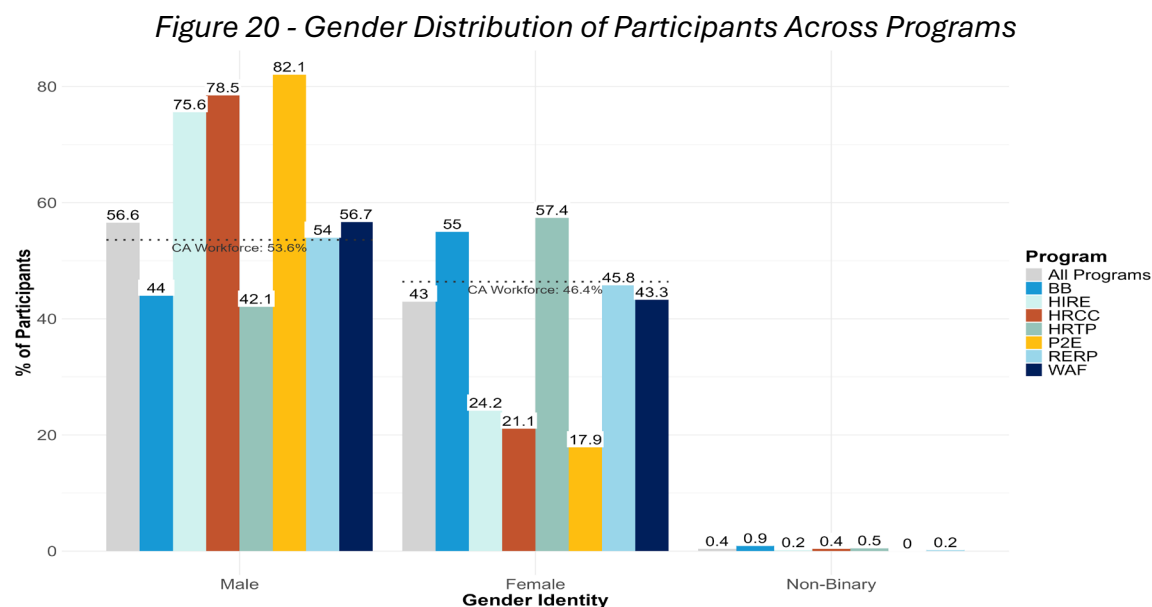
Figure 19 - Percent of Participants Unemployed at Program Entry Across Programs



⁵ Reference figures from <https://www.bls.gov/lau/>.

Chapter 5. Gender and Race/Ethnicity by Program

Figure 20 shows gender breakdown across CWDB programs: 42,401 (53%) participants were male, and 32,264 (40%) were female. Programs like P2E (80% male) and HIRE (75% male) serve justice-involved populations, which are heavily male-dominated. However, the percentage of women in these two programs (17% and 24%) is significantly higher than the 4% of all incarcerated women in California.⁶ Similarly, HRCC has a much higher female participation rate (21%) than the current industry share (10.8%).⁷ Women participants in H RTP (51%) and BB (55%) are also higher than in the overall California labor force (46%), indicating stronger engagement of women in these programs.

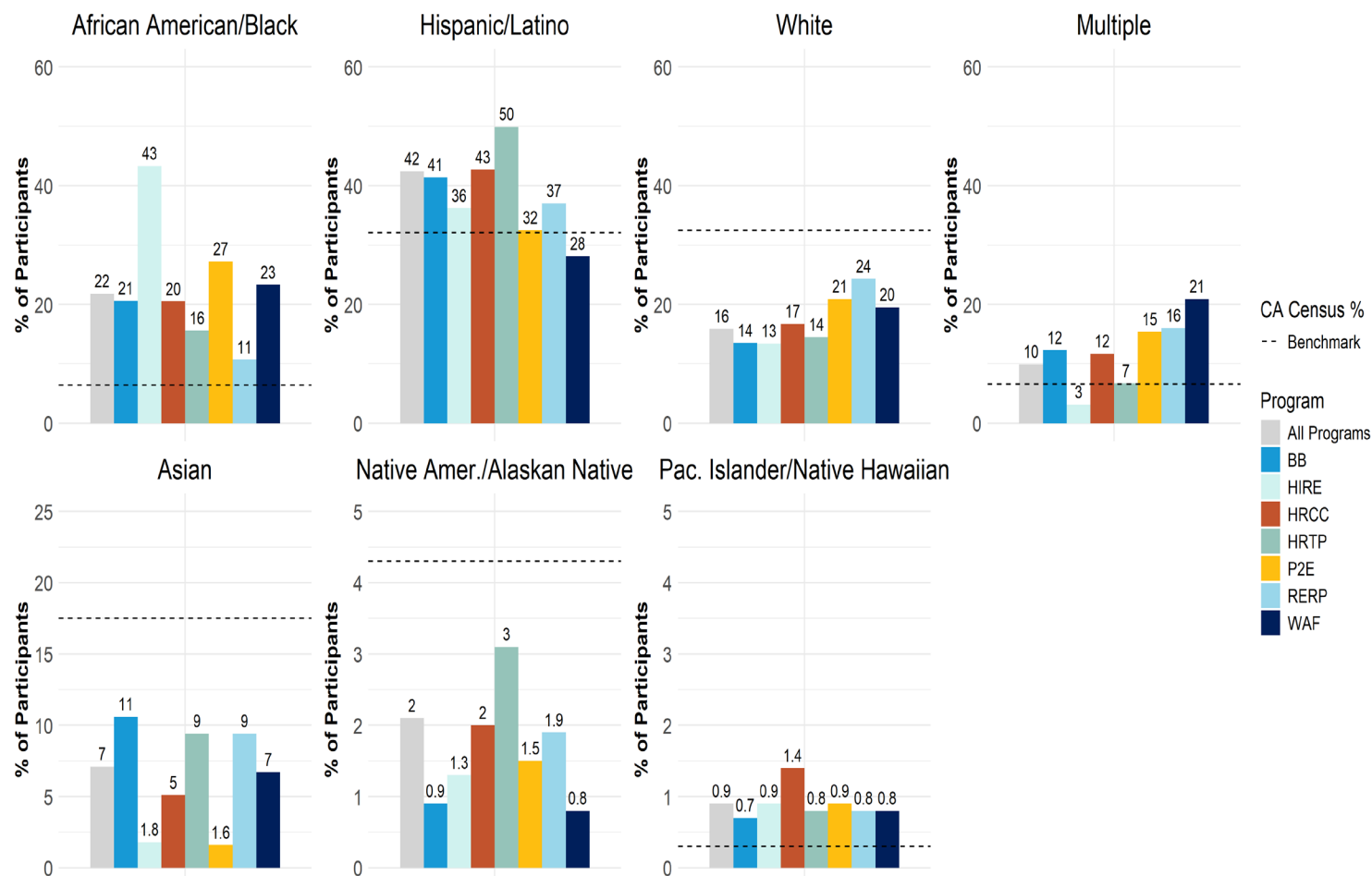


⁶ https://lao.ca.gov/PolicyAreas/CJ/7_cj_demographics.

⁷ <https://www.nccer.org/media/2024/01/NCCER-Fact-Sheet-Gender-Composition-of-the-Construction-Industry.pdf>.

Figure 21 shows the racial and ethnic makeup of CWDB participants compared with the California labor force. Across CWDB programs, African American/Black (22%) and Hispanic/Latino (42%) participants are substantially overrepresented, with Hispanic/Latino more than 10% higher and African American/Black more than twice the statewide percentages.

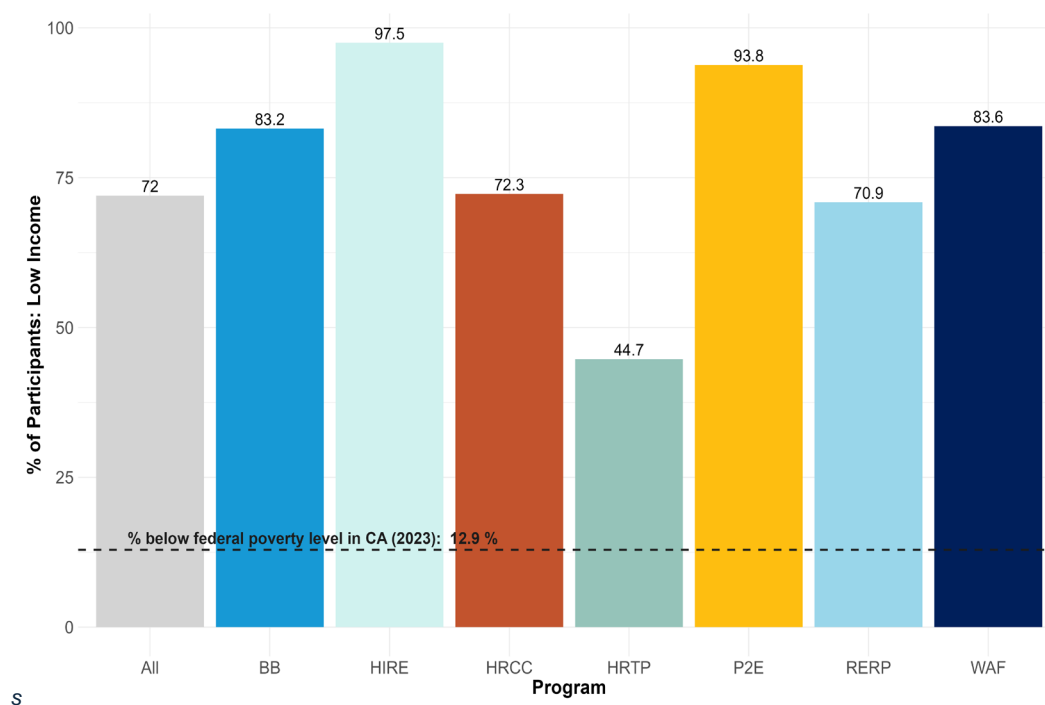
Figure 21 - Race/Ethnicity Distribution of Participants Across Programs



Chapter 6. Participant Barriers to Employment by Program

Figure 22 shows the low-income status of CWDB program participants. 37,455 individuals served by CWDB programs are from low-income households. Low income is defined in WIOA Section 3(36) and generally means that a participant's income is low enough to qualify for public assistance within the six previous months or is homeless.⁸ Programs that serve Justice-Involved populations, such as HIRE (98%) and P2E (94%), consist almost entirely of low-income individuals. The share of low-income participants was also high in BB (83%) and WAF (84%). BB served, and WAF continues to serve populations with other employment barriers.

Figure 22 - Low Income Status of Participants Across Program



⁸ Benchmark figures from <https://data.census.gov>.

Figure 23 shows the proportion of low-income individuals served by each CWDB program. Of all the low-income individuals served by CWDB programs, most (65%) were served by P2E, HRTP, and HIRE.

Figure 23 - Share of Programs in Serving Low-Income Individuals

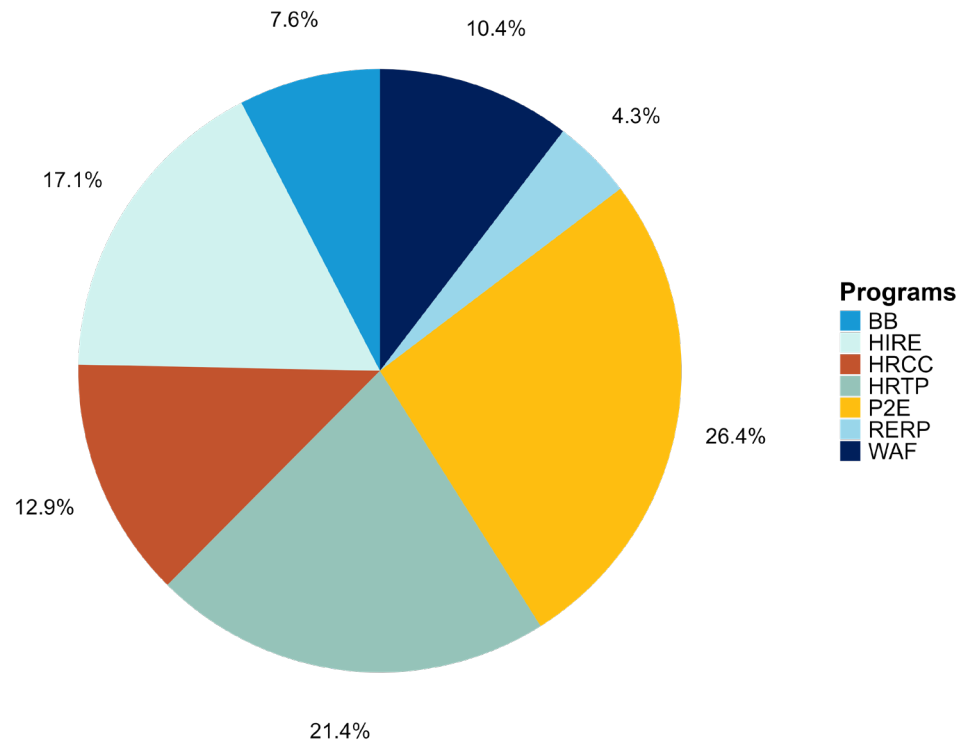
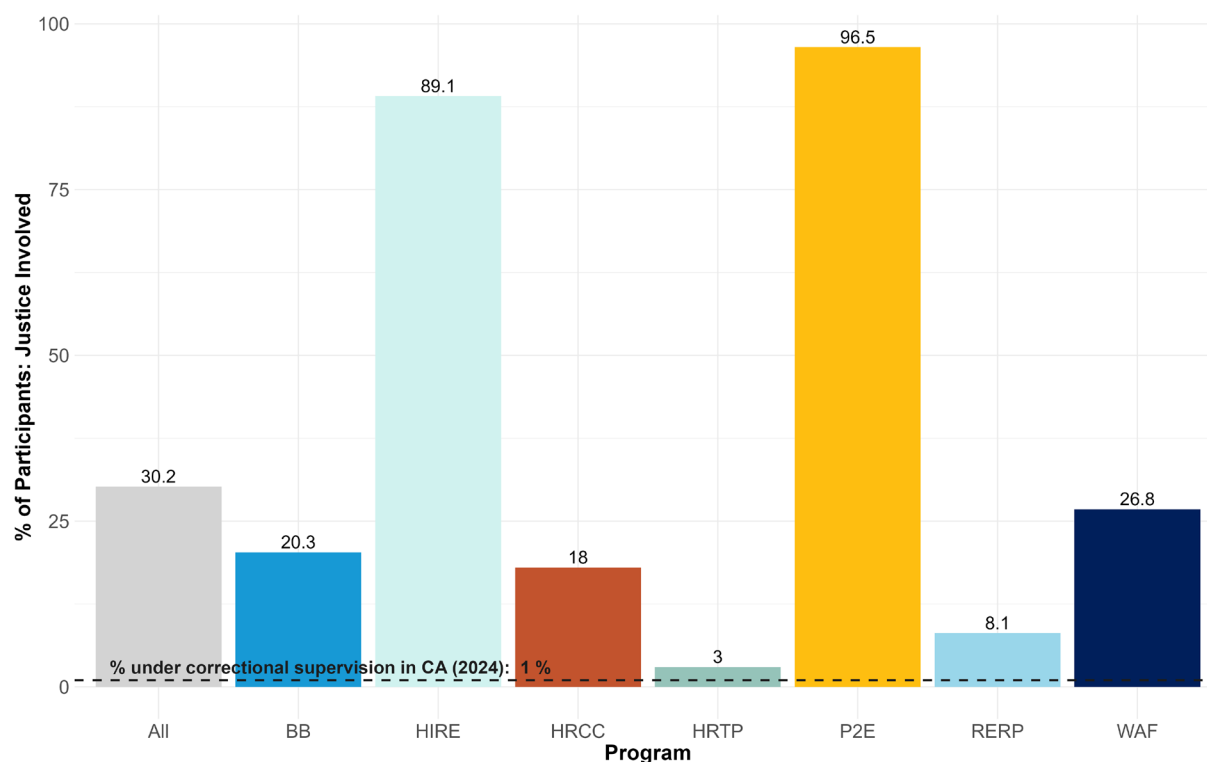


Figure 24 shows the percentage of justice-involved/formerly incarcerated individuals served across CWDB programs. 24,277 (30.2%) of individuals served by the CWDB are justice-involved. This number is mostly driven by programs that focus on justice-involved/formerly incarcerated individuals as a target population, such as P2E (97%) and HIRE (89%).⁹ Justice-involved individuals also account for 27% of WAF, 20% of BB, and 18% of HRCC participants, even without exclusive targeting.

Figure 24 - Justice-Involved/Formerly Incarcerated Status of Participants Across Programs



⁹ Benchmark figure from https://www.lao.ca.gov/PolicyAreas/CJ/5_cj_inmates.

Figure 25 shows the proportion of justice-involved/formerly incarcerated individuals served by each CWDB program. Of all the justice-involved/formerly incarcerated individuals served by CWDB programs, most (76%) were served by P2E and HIRE.

Figure 25 - Share of Programs in Serving Justice-Involved/Formerly Incarcerated Participants

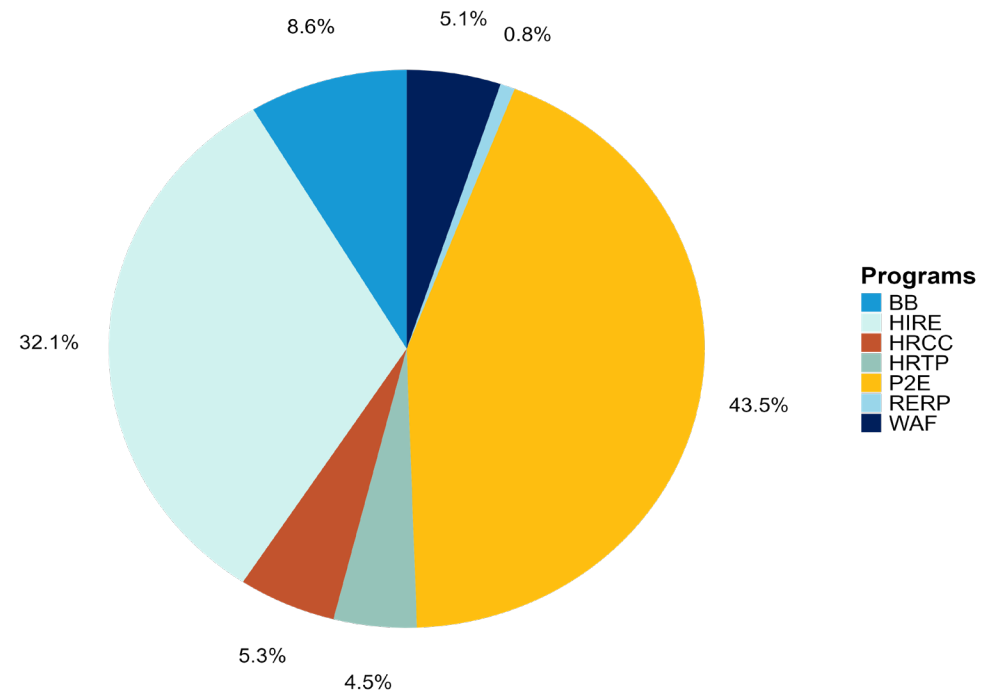
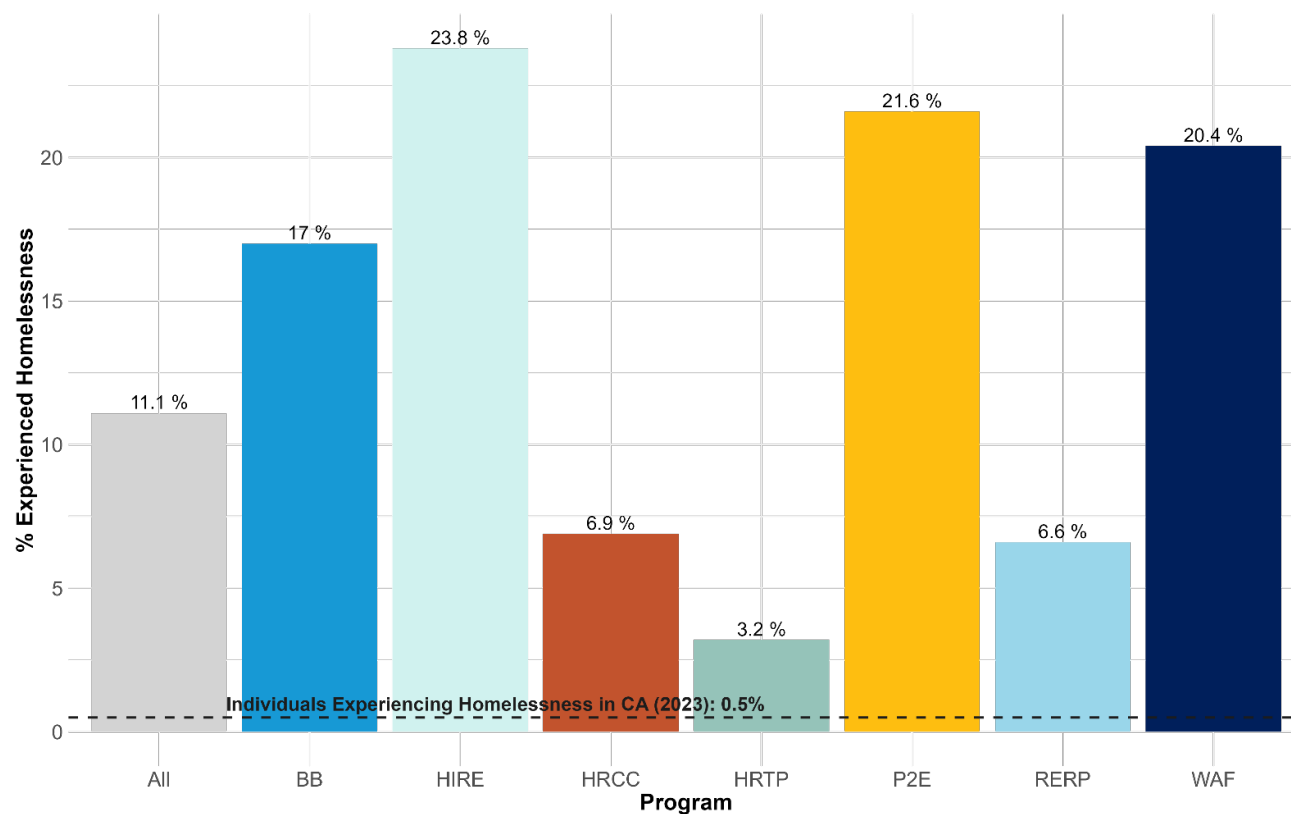


Figure 26 shows the percentage of participants served by CWDB programs who experienced homelessness.¹⁰ 8,967 (11.1%) of individuals served experienced homelessness. Programs serving participants with barriers to employment, such as P2E (21%), HIRE (24%), WAF (20%), and BB (17%), had disproportionately high rates of participants who experienced homelessness, reflecting these programs' focus on addressing key barriers to employment.

Figure 26 - Homelessness Status of Participants Across Programs



¹⁰ Benchmark figure derived from <https://shou.senate.ca.gov/system/files/2025-01/homelessness-in-ca-january-2025.pdf> and https://dof.ca.gov/media/docs/forecasting/Demographics/estimates/PressRelease_July2025.pdf.

Figure 27 shows a breakdown of CWDB programs and the corresponding percentage of participants who experienced homelessness in each program. 69% of participants were served by P2E, HIRE, and BB.

Figure 27 - Share of Programs in Serving Participants Who Experienced Homelessness

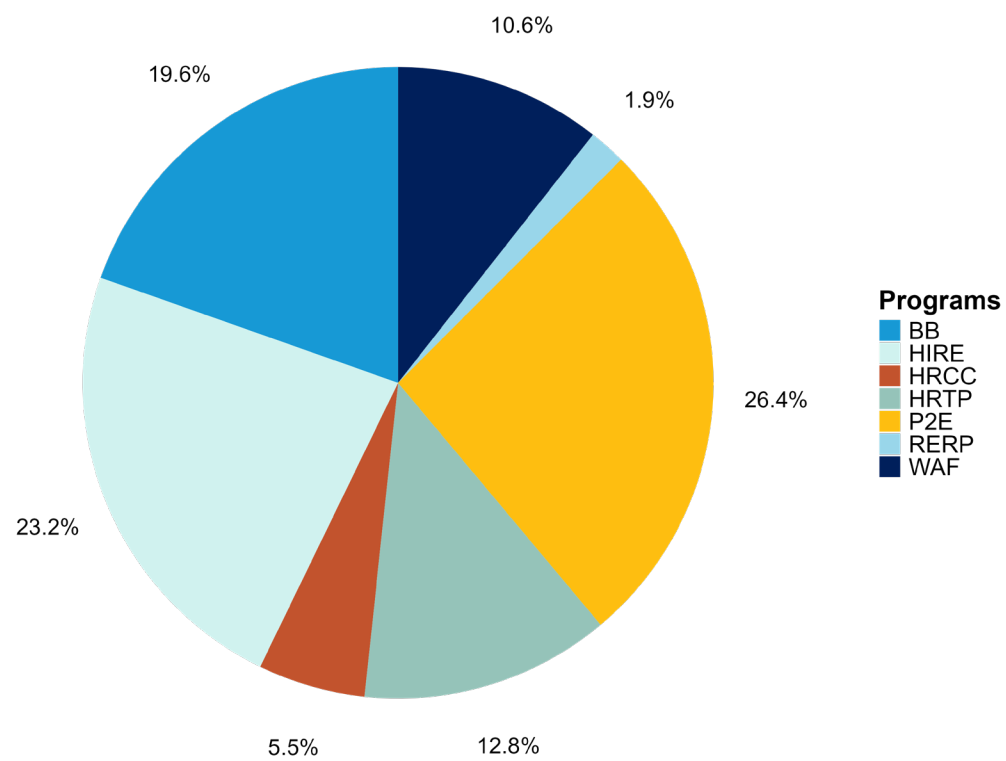
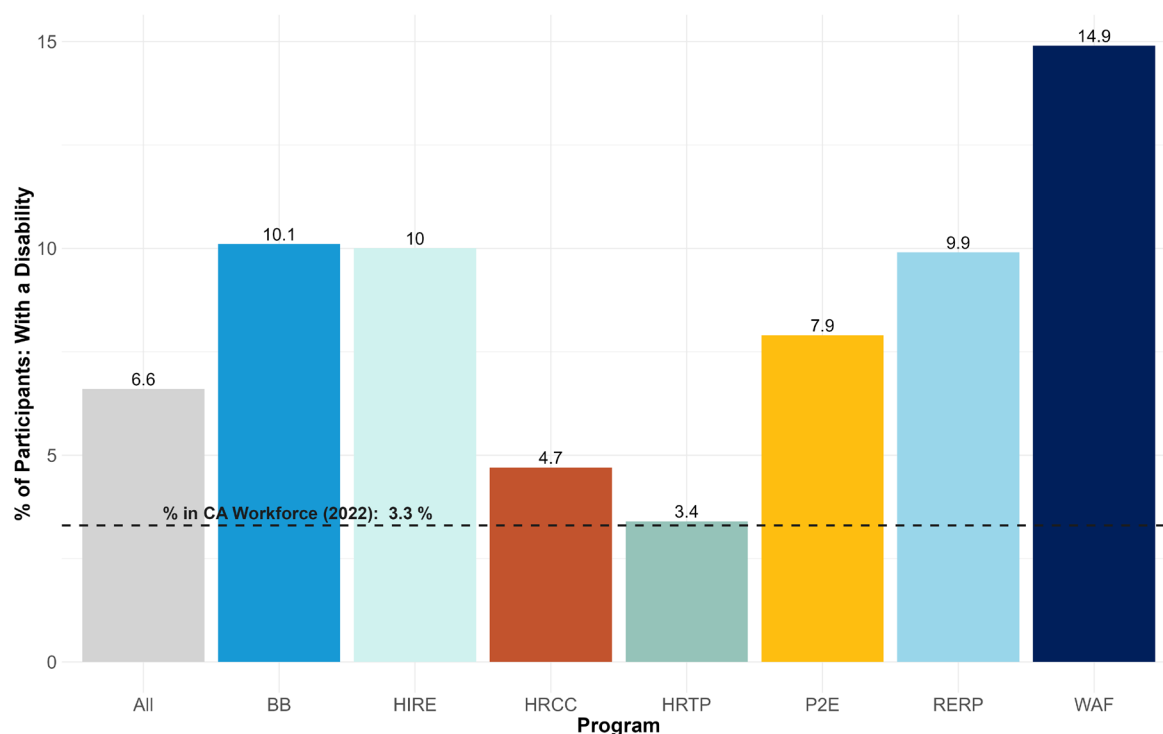


Figure 28 shows the percentage of individuals with disabilities that participated in CWDB programs. 5,283 (6.6%) of the individuals served by CWDB have at least one temporary or permanent disability. Overall, CWDB serves the disabled population at roughly twice their representation in the CA workforce.¹¹ Programs such as BB (10%), HIRE (10%), and RERP (10%) serve about three times the statewide level, and WAF serves nearly five times that level.

Figure 28 - Disability Status of Participants Across Programs



¹¹ Benchmark figure from <https://www.pplic.org/publication/labor-force-participation-in-california/>, p. 20-23.

Figure 29 shows the proportion of individuals with disabilities served by each CWDB program. Of the individuals with disabilities served, most (59%) were served by H RTP, BB, and P2E.

Figure 29 - Share of Programs in Serving Persons with Disabilities

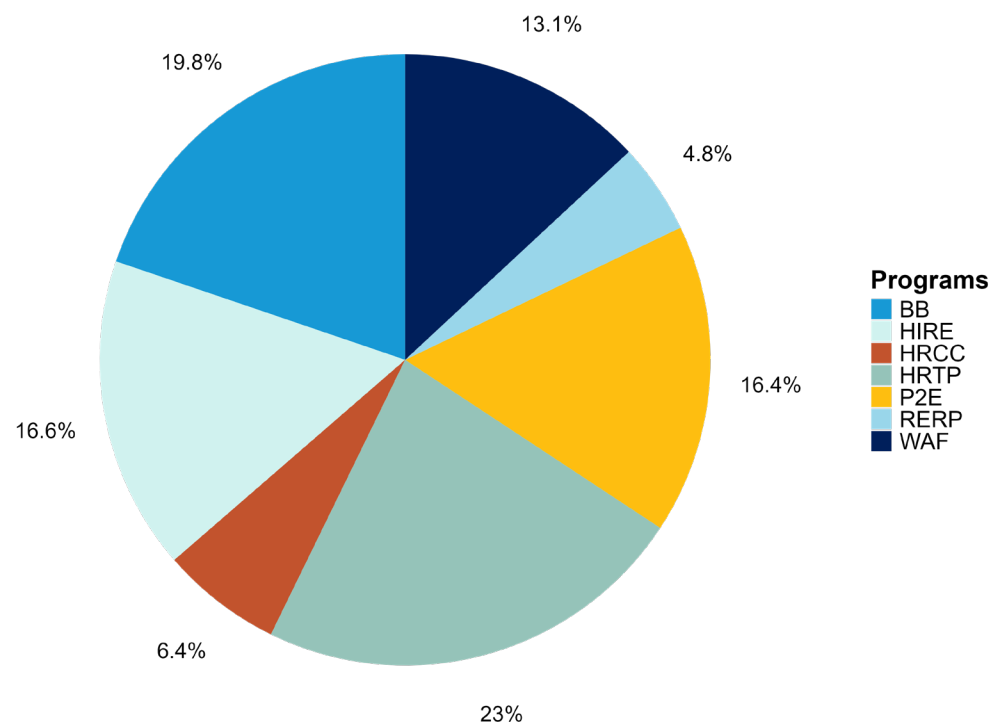
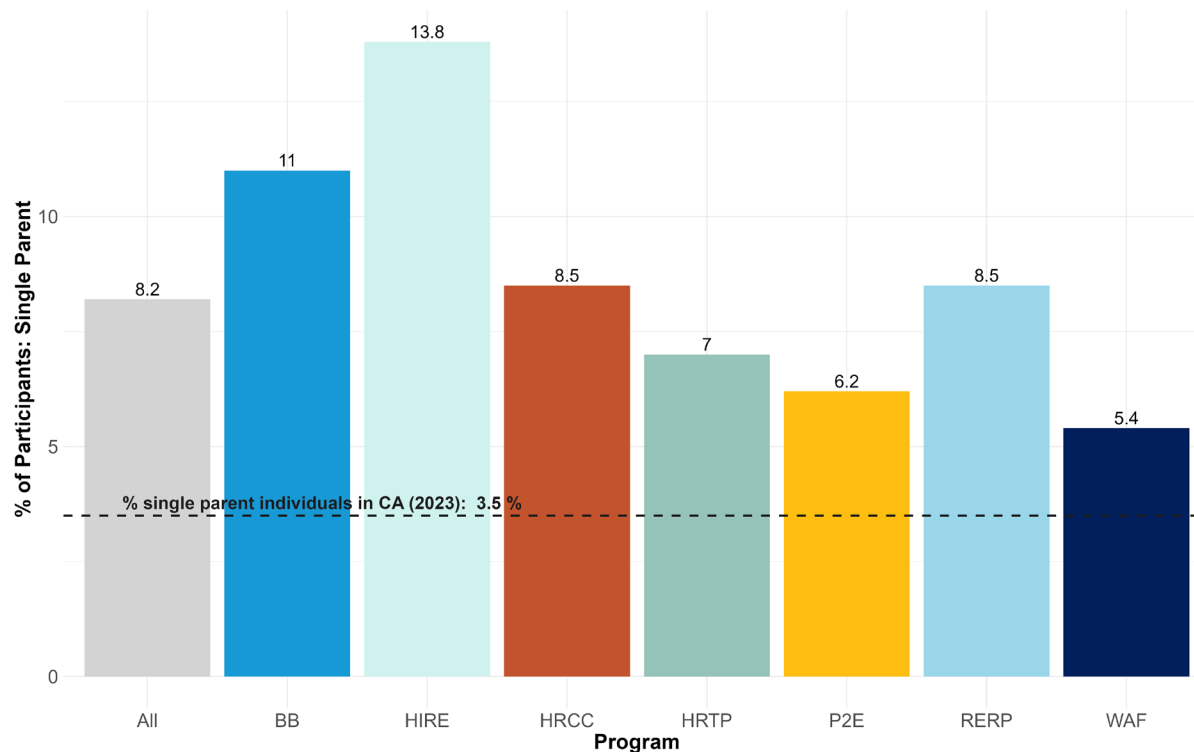


Figure 30 shows the percentage of single parents served across CWDB programs. Overall, 6,632 (8%) of the participants are single parents, which is more than double the state share of the population. BB (11%) and HIRE (13.8%) had the highest proportions of single parents served across all CWDB programs.¹²

Figure 30 - Single Parent Status of Participants Across Programs



¹² Benchmark figures from <https://dof.ca.gov/reports/demographic-reports/>.

Figure 31 shows the proportion of single parents served by each CWDB program. Of all the single parents served, most (74%) were served by H RTP, HIRE, and BB.

Figure 31 - Share of Programs Serving Single Parents

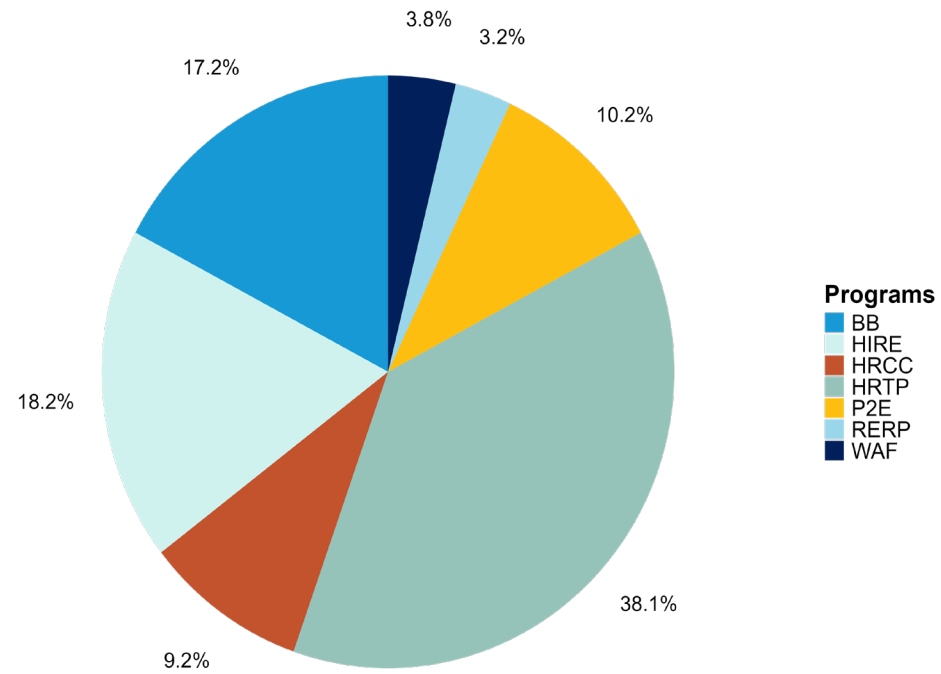
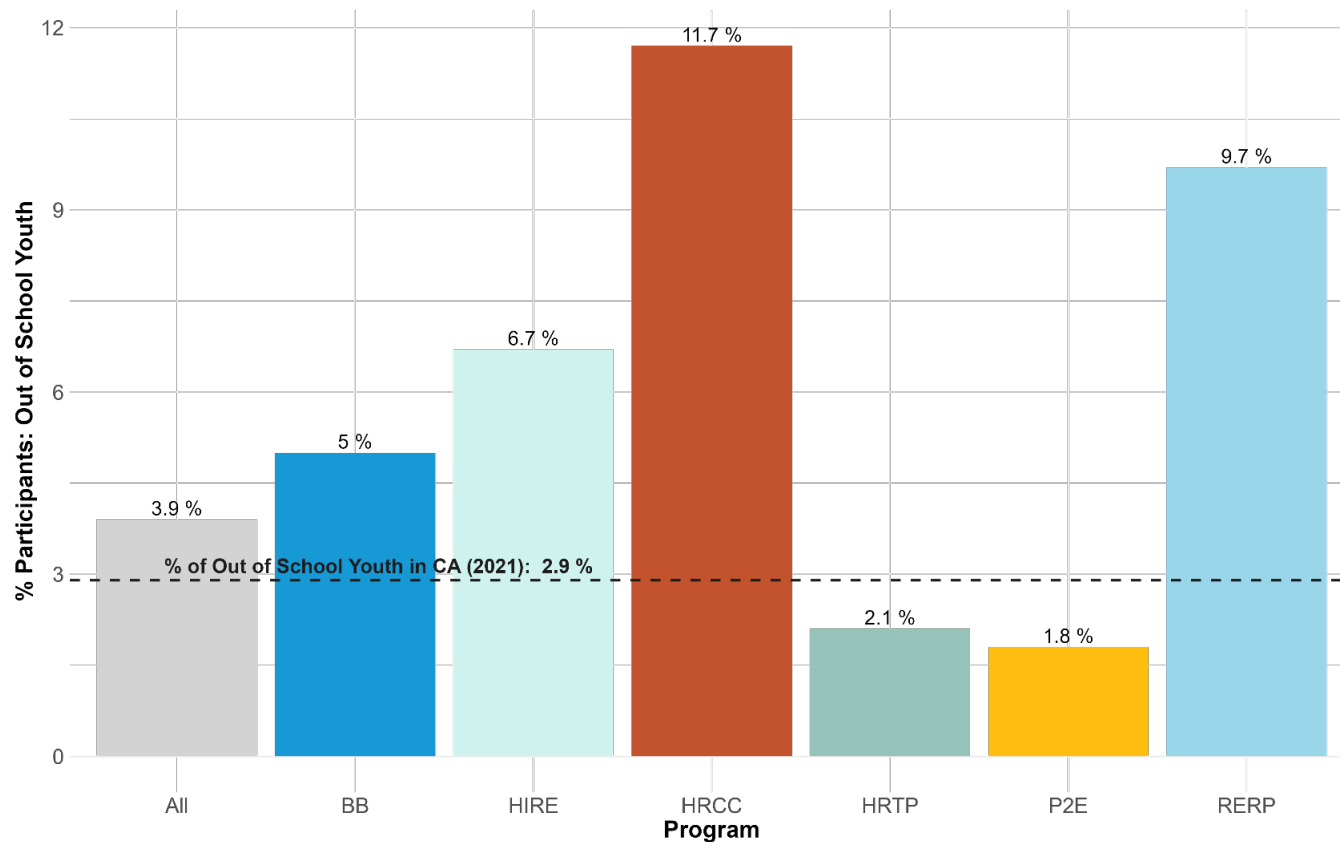


Figure 32 shows the percentage of Out-of-School Youth (OSY) served across CWDB programs. Overall, CWDB served 3,149 OSY (3.9%), which was greater than their proportion of the California workforce.¹³ This is driven largely by HRCC and RERP, where about 10% of participants are OSY.

Figure 32 - Out-of-School Youth Status of Participants Across Programs



¹³ Benchmark figure from <https://cwdb.ca.gov/wp-content/uploads/sites/43/2025/12/2026-State-Plan-Mod-Title-IV.pdf>.

Figure 33 shows the proportion of OSY served by each CWDB program. Of all the OSY served, most (51%) were served by HRCC and H RTP.

Figure 33 - Share of Programs in Serving Out-of-School Youth

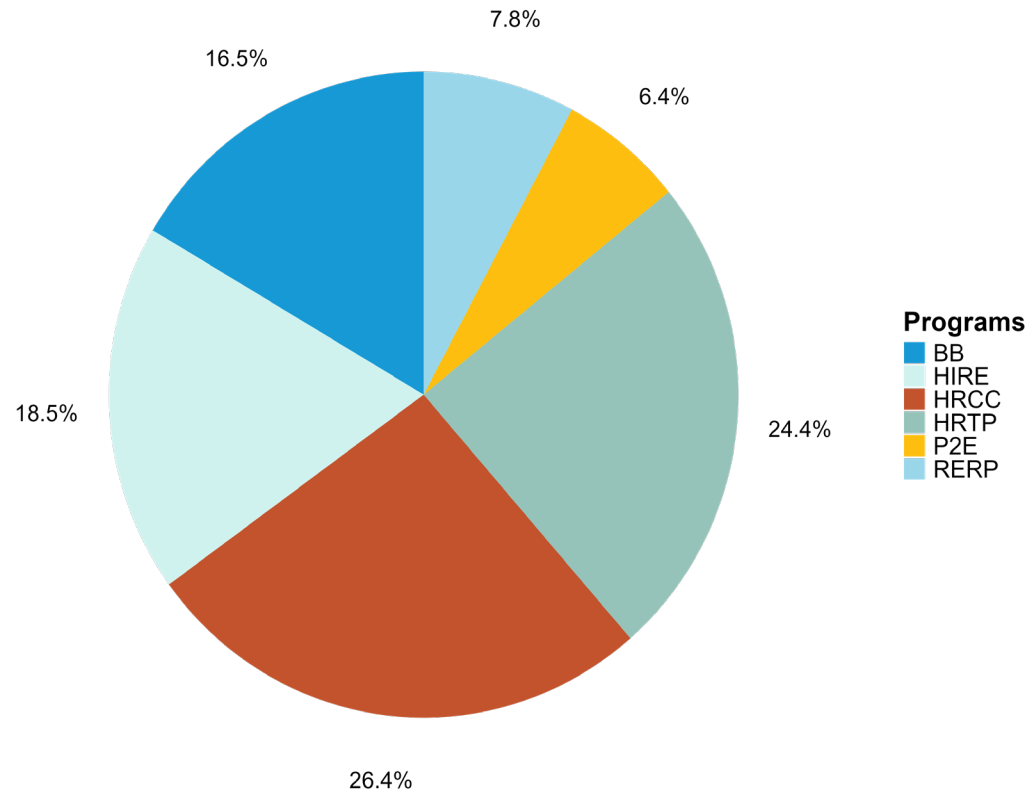
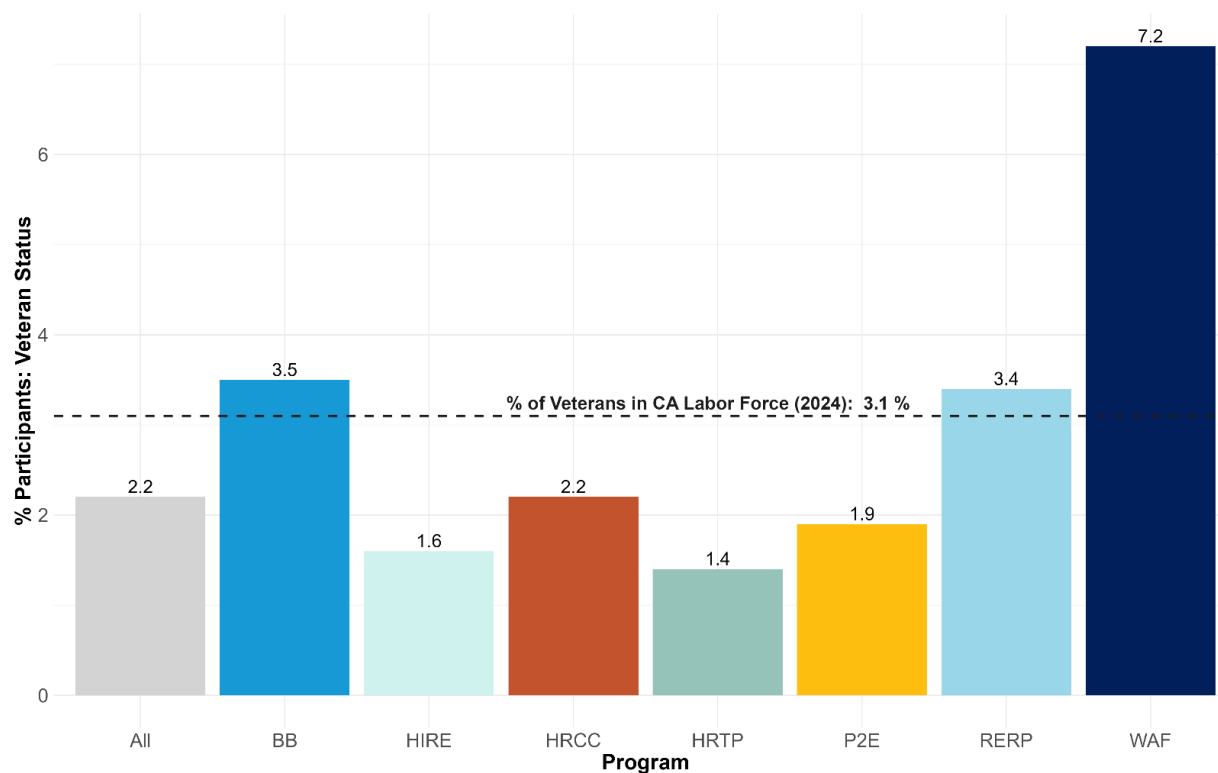


Figure 34 shows the percentage of armed forces veterans served across CWDB programs.¹⁴ CWDB has served a total of 1,807 veterans to date. Overall, veterans make up 2.2% of participants, which is about 1% below the statewide rate. However, representation varies across programs: WAF has the highest percentage at 6%, roughly twice the state average, while BB and RERP serve veterans at about the same rate as California overall. CWDB has increased the number of veterans served per year from less than 10 in 2019 to more than 500 in 2024.

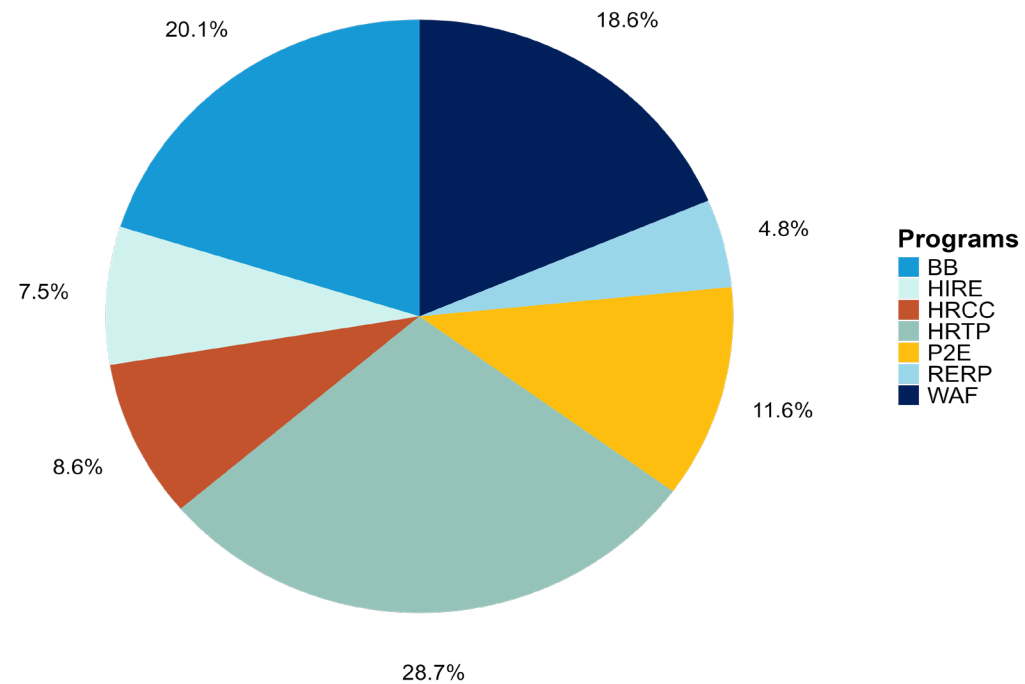
Figure 34 - Veteran Status of Participants Across Programs



¹⁴ Benchmark figures from <https://data.census.gov/table?q=veterans> and <https://www.bls.gov/eag/eag.ca.htm>.

Figure 35 shows the proportion of veterans served by each CWDB program. Of all the veterans served, almost 67% were served by H RTP, BB, and WAF.

Figure 35 - Share of Programs in Serving Veterans



Chapter 7. Nature of Services Provided by Program

Figure 36 shows the composition of services provided to participants in CWDB programs. **Training Services (T)** may include career & technical education, registered apprenticeships, health & safety certification training, incumbent worker training, occupational skill training, on-the-job training (**OJT**), and/or pre-apprenticeship with occupational skill training. **Career Services (C)** may include career guidance/planning, digital literacy skills education, English for non-native speakers, internship/work experience, job search activities, legal and workplace rights training, life skills education, literacy education, math/numeracy education, and/or employment referrals. **Supportive Services (S)** may include basic needs, dependent care, education and work supplies, housing assistance, medical care, stipends, and/or transportation support.

Figure 36 - Composition of Services Provided to CWDB Participants

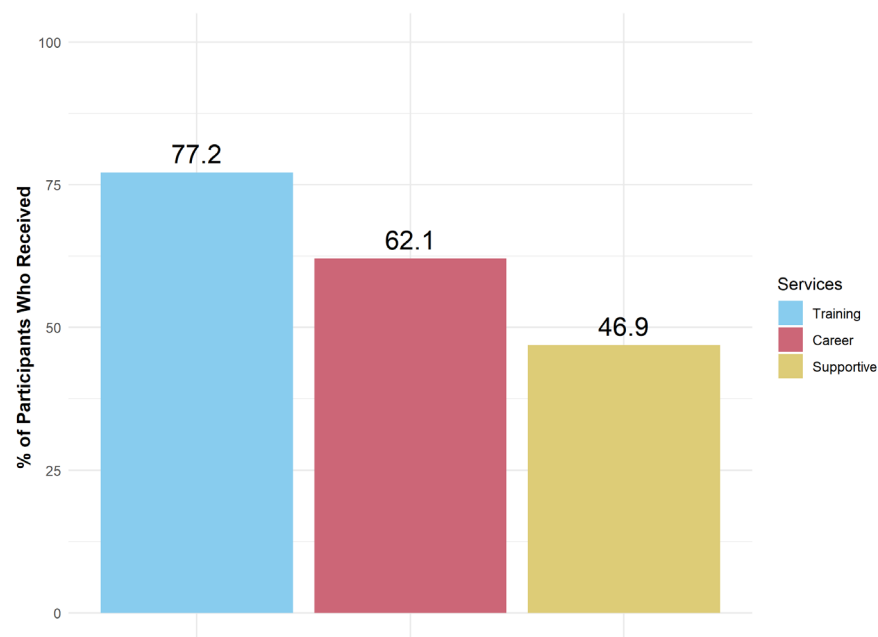


Figure 37 shows the different combinations of training, career, and supportive services that CWDB participants received. Bars represent the percentage of CWDB participants who received a service type or service bundle. Most participants (60%) received bundled services that combined training with career and/or supportive services, rather than training alone-- reflecting CWDB's emphasis on holistic, wraparound supports and earn-and-learn pathways.

Figure 37 - Service Composition of Individuals by Program

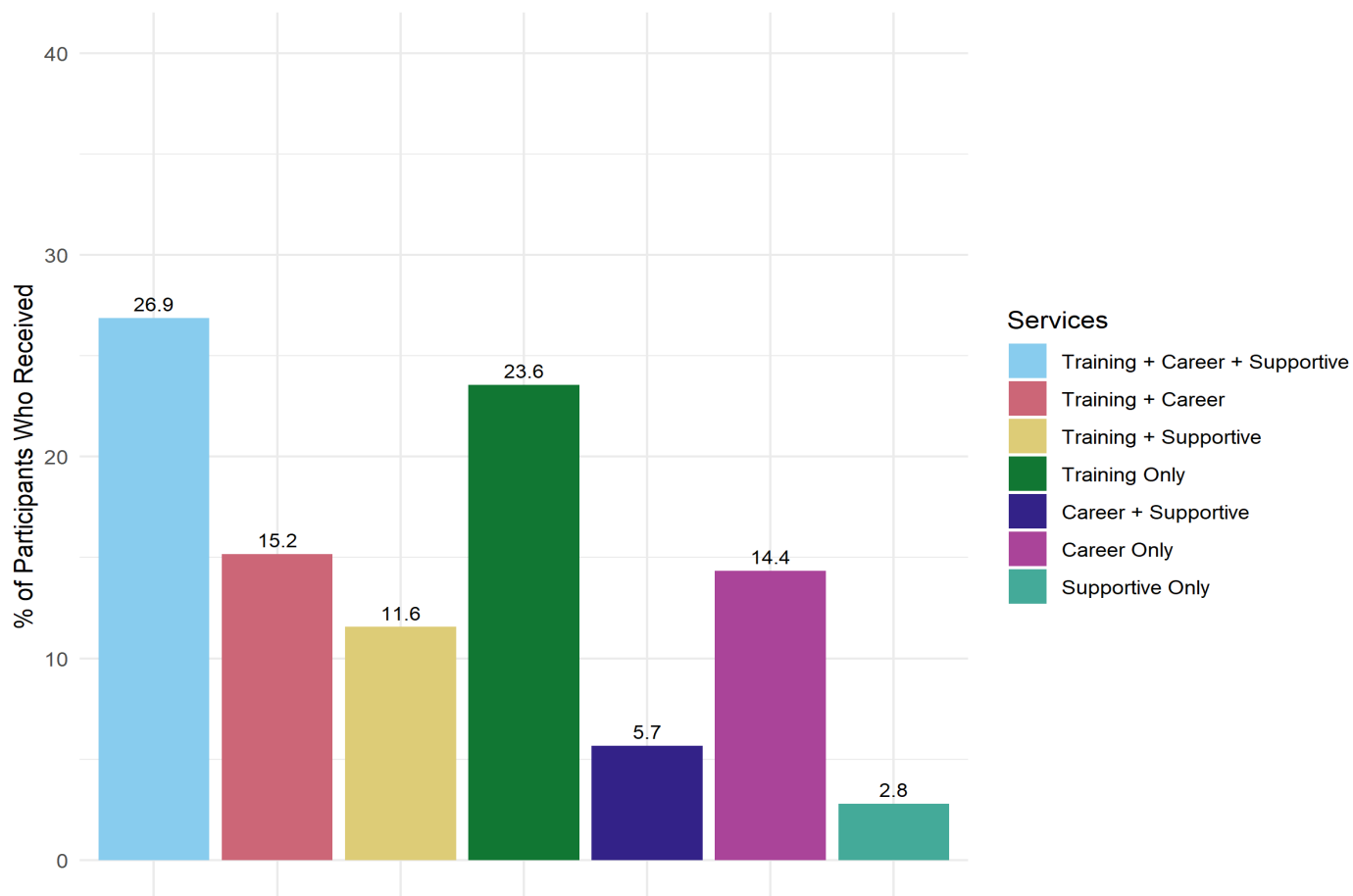
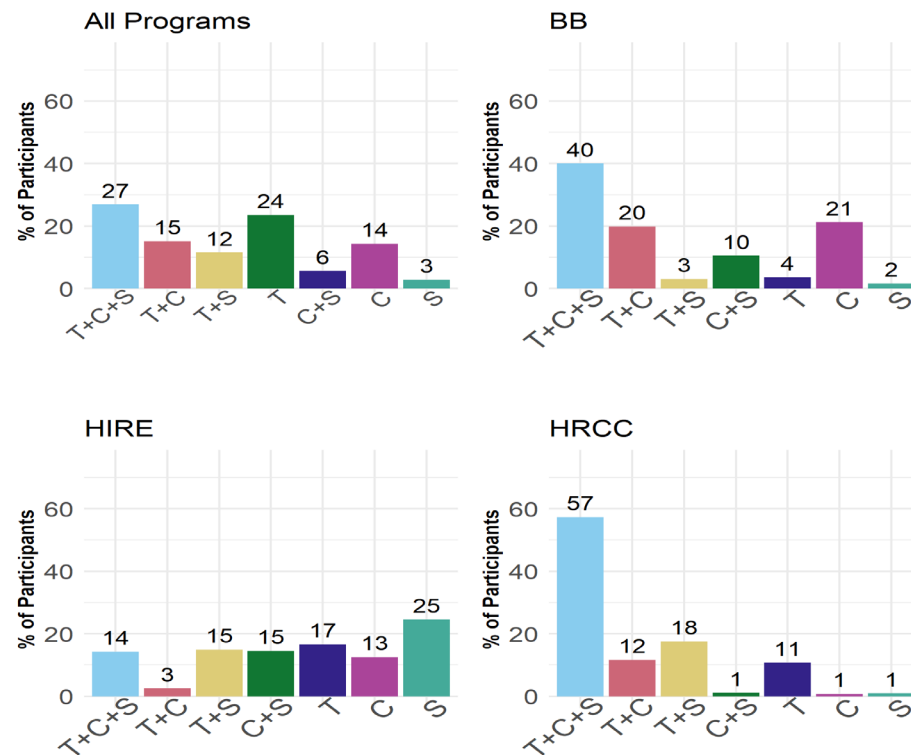


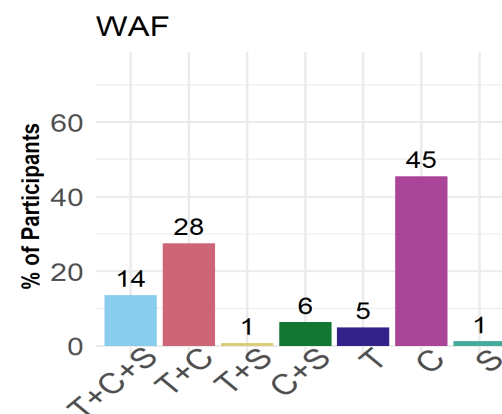
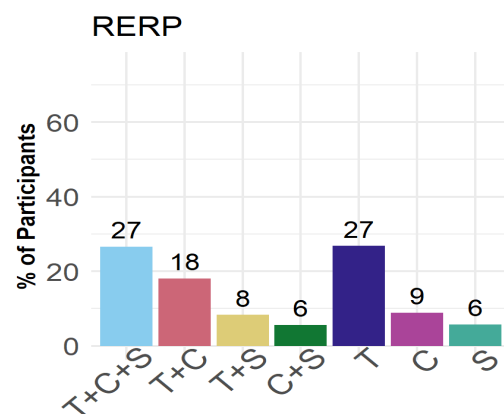
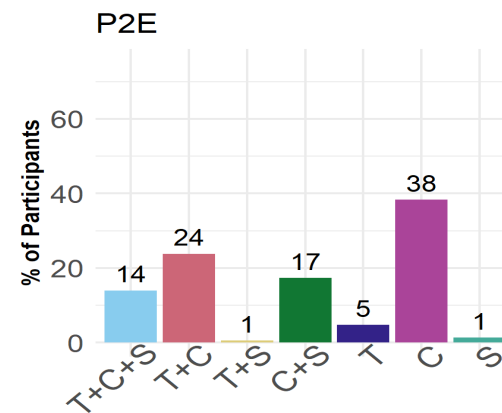
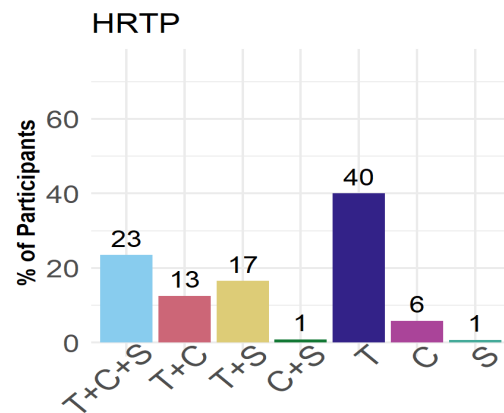
Figure 38 shows the service composition of individual CWDB programs. Programs such as HRCC and BB have a high percentage of participants receiving intensive, bundled services that combine training with career and/or supportive services, while other programs, like HRT, provide fewer bundled supports. This variation reflects differences in participant needs and program design, including whether participants are incumbent or new workers, the barriers being addressed (e.g. homelessness, justice involvement), braided funding from federal or philanthropic sources, and partnerships with other social service providers.

Figure 38 - Services Composition of CWDB Programs

T = Training Services, C = Career Services, S = Supportive Services.



T = Training Services, C = Career Services, S = Supportive Services.



Chapter 8. Credentials Awarded by Program

Figure 39 shows the number of participants who earned credentials across CWDB programs. H RTP's and HRCC's focus on training and building apprenticeship pathways reflects the high number of credentials awarded. Roughly one-third of participants in all programs receive a credential or certification.

Figure 39 - Credentials Awarded by Program

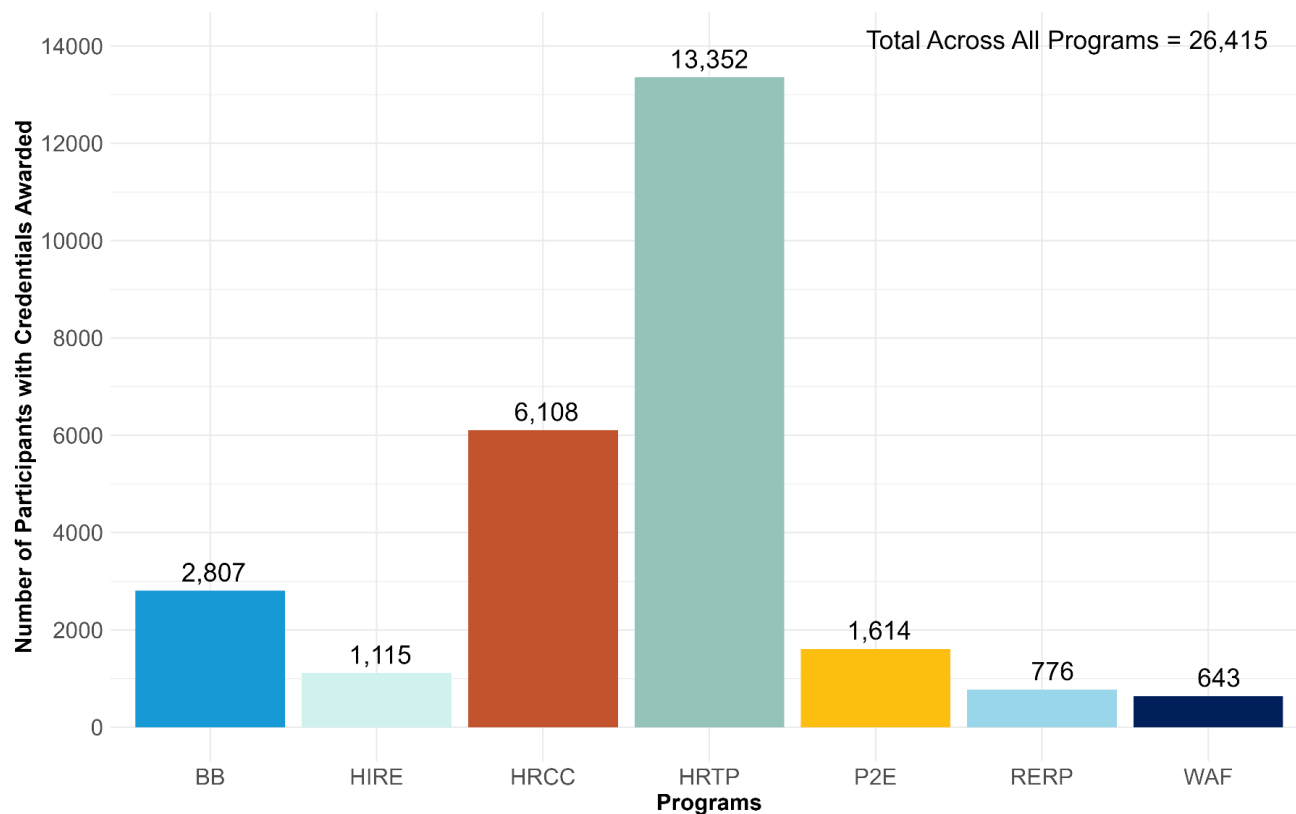
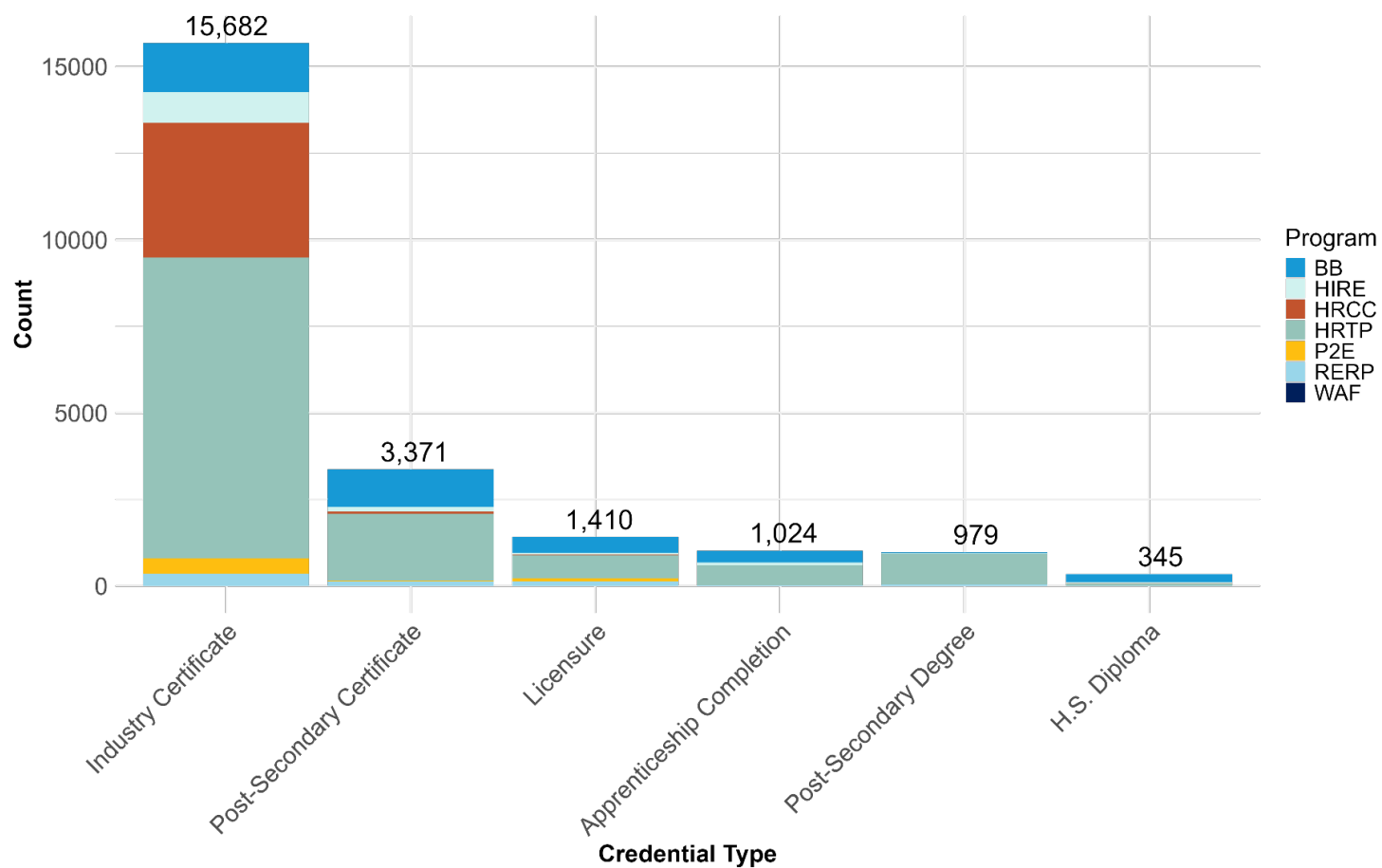


Figure 40 shows the types of credentials CWDB participants earned. These data are recorded in CWDB's Cal E-Grants system, which was launched in 2024. The Industry Certificate is the most common credential earned, reflecting CWDB's commitment to specialized training based on industry hiring demand. Examples include skill-training certifications and certifications that attest to workers' overall preparedness.

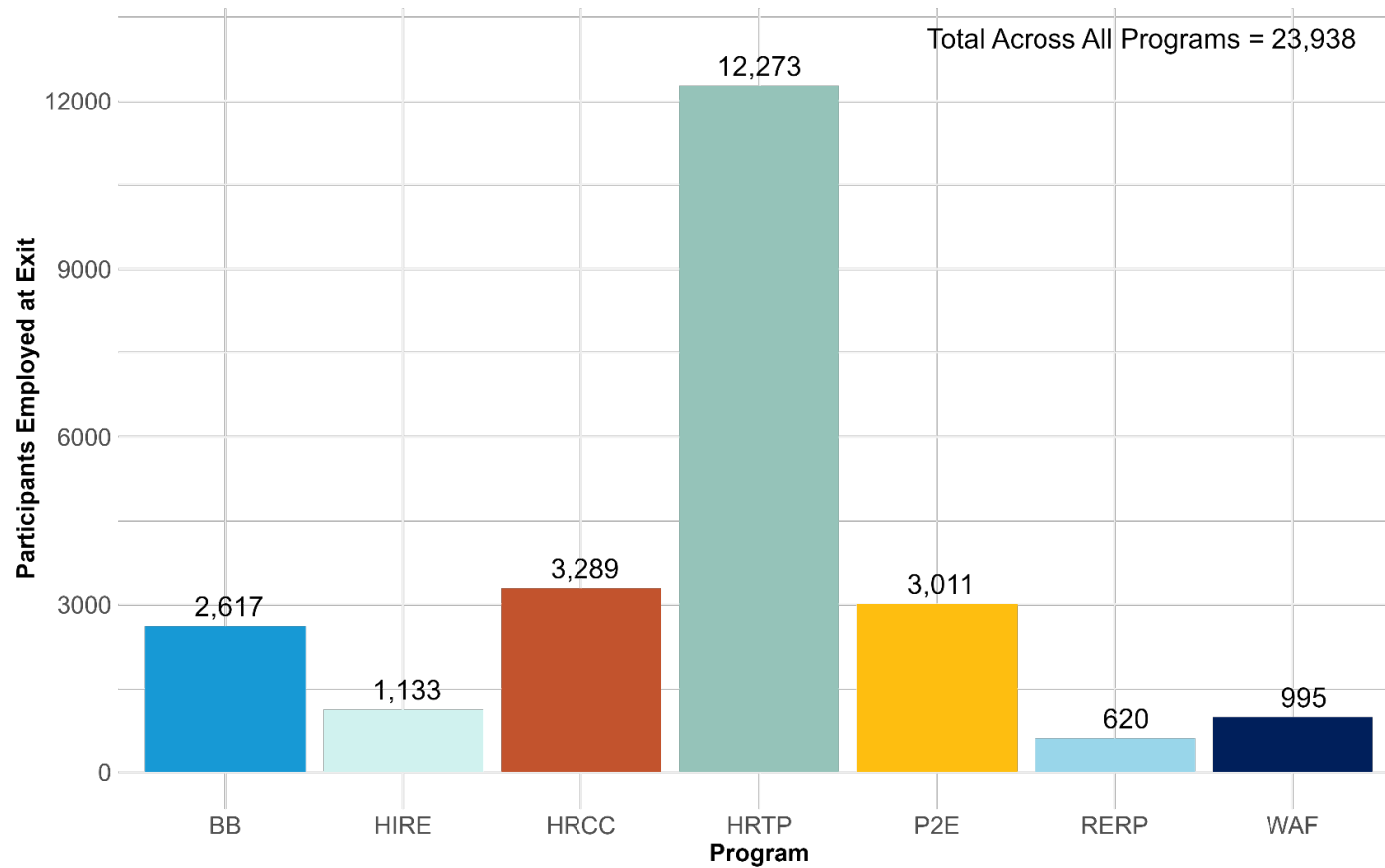
Figure 40 - Credentials Awarded by Type



Chapter 9. Employment Status at Exit by Program

Figure 41 shows the number of participants employed at exit across CWDB programs. H RTP has the most participants employed at exit (partially due to the high number of incumbent workers served), followed by HRCC, P2E, and BB.

Figure 41 - Employment Status at Exit by Program



Chapter 10. Employment Rates, Median Wages, and Employment Retention by Program

Figure 42 shows participant employment rates two quarters and four quarters after exit across CWDB programs. HIRE and RERP do not yet have Quarter 2 and Quarter 4 post-exit outcomes and are therefore not included in this chapter of the report.

Figure 42 - Post-Exit Employment Rates in Quarter 2 (Q2) and Quarter 4 (Q4)

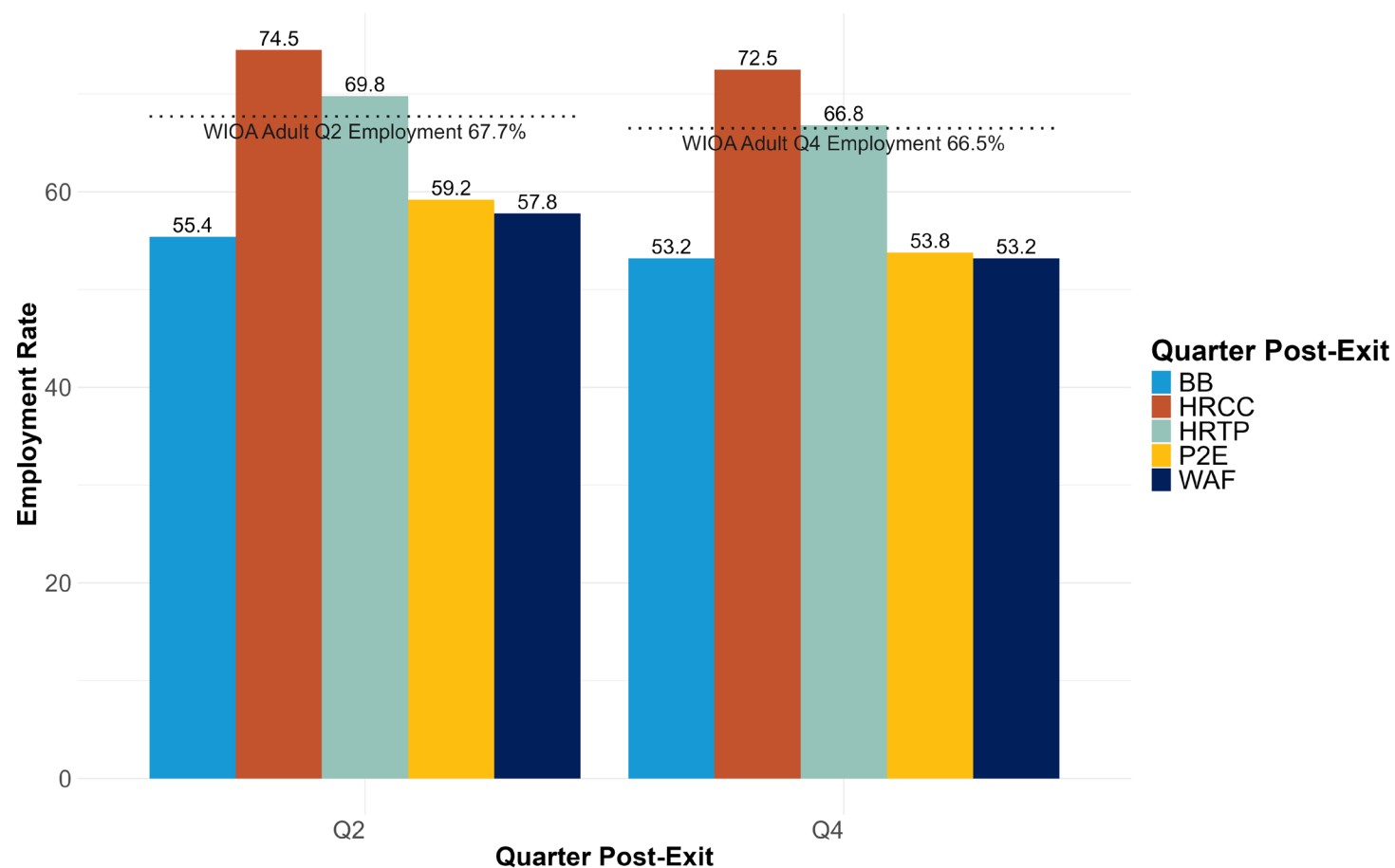


Figure 43 shows employment retention across CWDB programs—the percentage of participants employed two quarters after exit who retained employment four quarters after exit.

Figure 43 - Employment Retention from Q2 to Q4

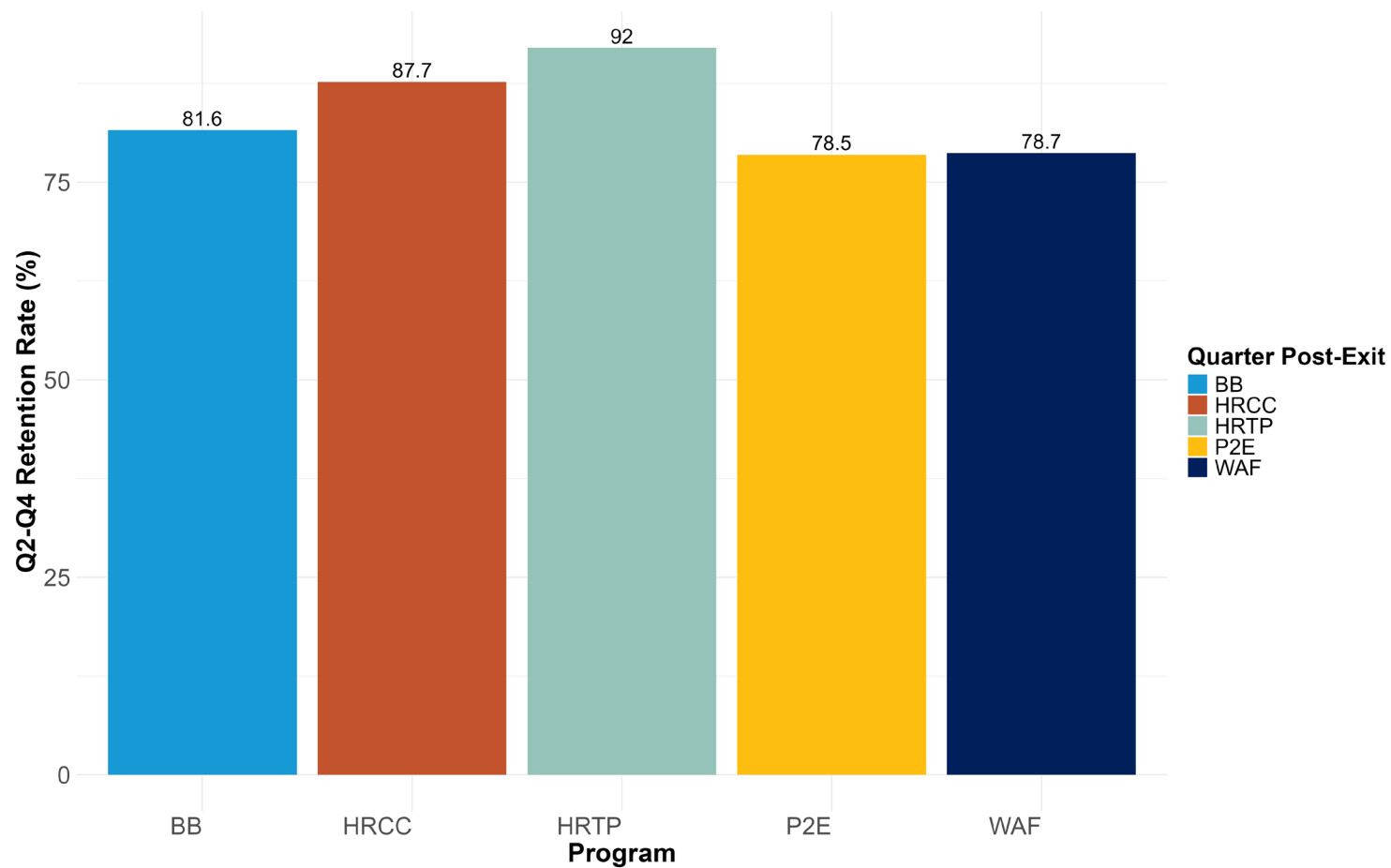
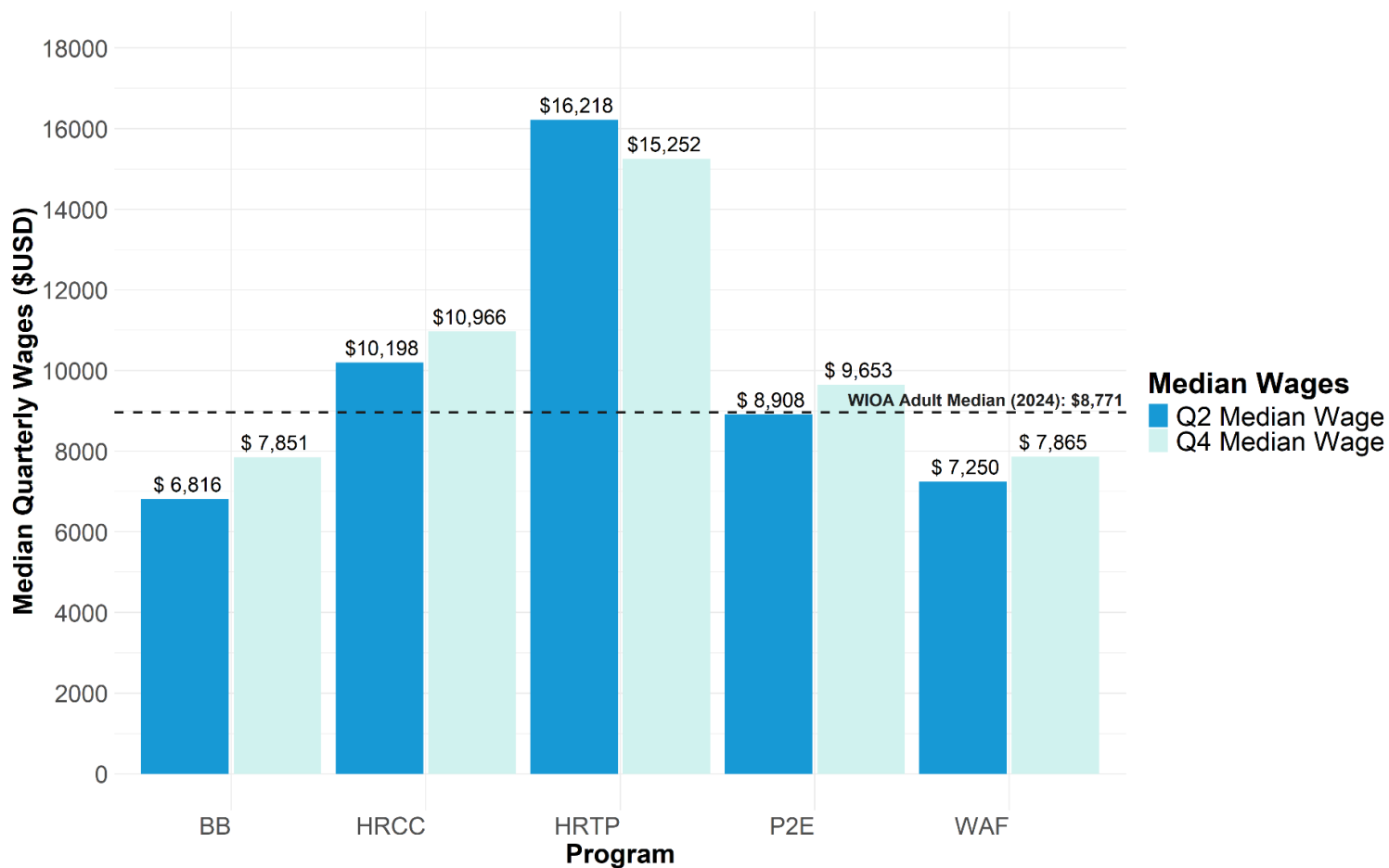


Figure 44 shows the median quarterly wages of CWDB program participants two and four quarters after exit (multiply the wages by four to estimate annual salary). This figure shows all wage data available at the time of publication.

Figure 44 - Median Wages by Program



Chapter 11. Return on Investment: Participant Wage Gain

The most direct way to measure the Return on Investment (ROI) for CWDB programs is to compare participant wage gains against program expenditures. *Figure 45* presents the ROI for the AB 1111 round of Breaking Barriers. Using a rigorous causal identification strategy, DeFever et al. (2025) found that the program increased participant wages by an average of \$1,662 per quarter. Over six quarters (i.e., 18 months), that translates to an average wage gain of \$9,972. With program costs of about \$4,082 per participant, the 18-month ROI is 140 percent. This means that every dollar invested generated roughly \$2.40 in additional participant earnings.¹⁵

Figure 45 - Return on Investment for AB 1111 Breaking Barriers Program (adapted from DeFever et al. 2025)

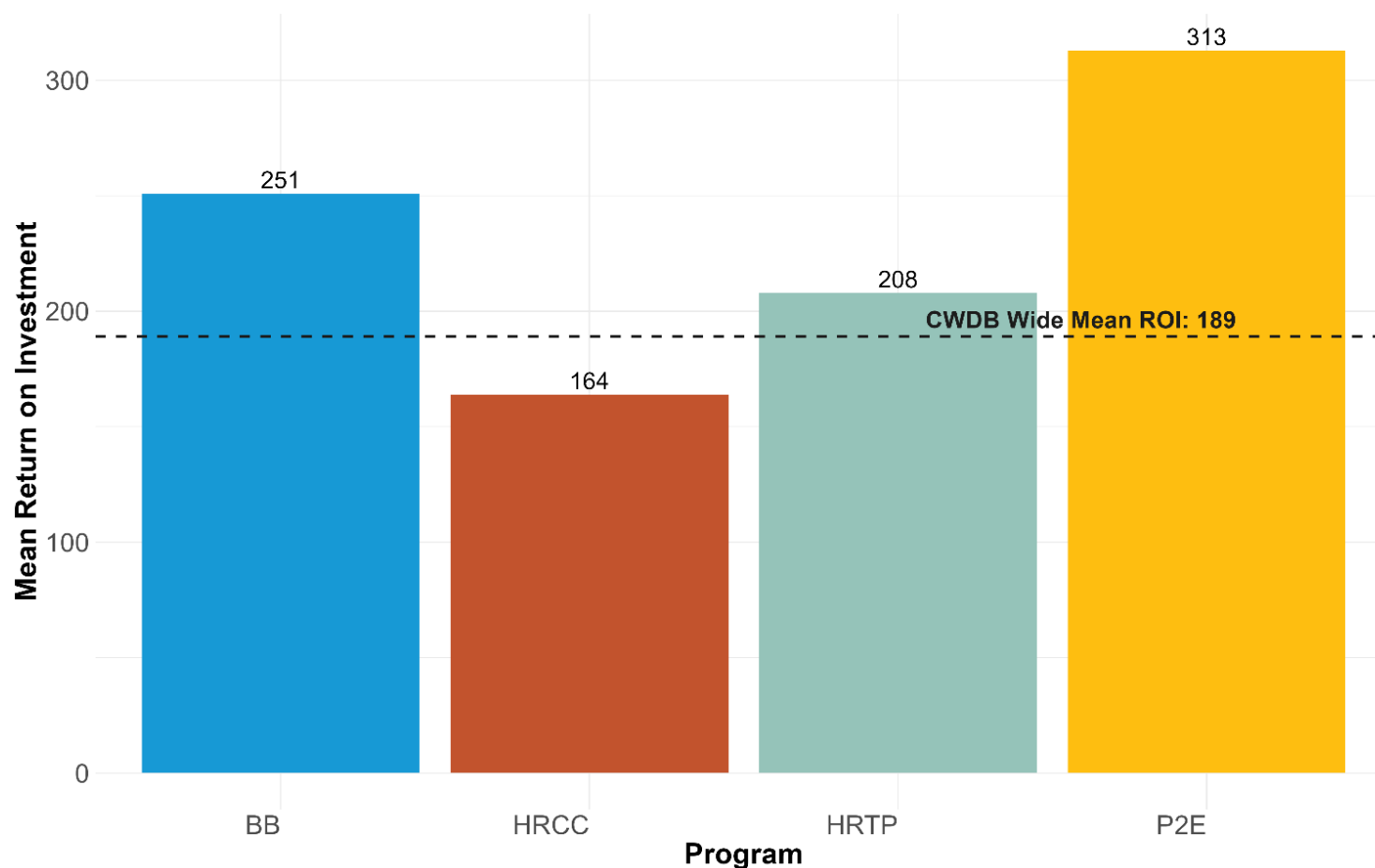
		Pre-Program Participation	Post- Program Participation	Diff.	Impact (DiD)	p-value
Earnings Second Qtr. After Exit	Program	\$3,266	\$5,963	\$2,697	\$1,662	0.000***
	Comparison	\$3,422	\$4,456	\$1,035		
Earnings Fourth Qtr. After Exit	Program	\$3,227	\$6,308	\$3,081	\$1,628	0.000***
	Comparison	\$3,306	\$4,760	\$1,453		

AB 1111 ROI: 140%
\$1 spent → \$2.40 wage gain

¹⁵ The full methodology is available at: <https://cwdb.ca.gov/wp-content/uploads/sites/43/2026/01/Breaking-Barriers-to-Employment-ROI-methodology.pdf>.

A similar ROI calculation can be applied to other CWDB programs, though comparable causal estimates are not yet possible due to data limitations. As a result, these estimates are less definitive. *Figure 46* shows the ROI calculation based on a before-and-after comparison of participant wages before entry and six quarters after exit for the non-incumbent-serving early rounds of BB, HRCC, H RTP, and P2E. Across all CWDB programs, each dollar spent was associated with \$2.89 in higher participant earnings, or a 189% ROI. The highest ROI was observed in P2E and BB, which served participants with significant barriers to employment.

Figure 46 - ROI for Early Rounds of BB, HRCC, H RTP, and P2E



Chapter 12. Return on Investment: Social and Economic Impact

Drawing on existing research, returns from workforce services can be grouped into three categories: benefits to individual participants, benefits to employers, and benefits to the public.¹⁶ In this chapter, we present ROI calculations and discuss how additional returns could be measured.

Returns to Individuals

Incumbent Programs Place Participants in Pathways to Good-Paying Jobs

While wage gains provide straightforward, immediate returns for programs serving new workers, most of CWDB's incumbent-worker projects (see Table 2) focus on longer-term gains by helping participants advance along their career paths. Participants in these programs are often already employed, which may result in smaller immediate wage gains but greater potential for longer-term career advancement and earnings growth. Due to current data limitations, particularly our limited ability to track longer-term wage growth and broader public benefits and employer benefits, we do not present ROI estimates for these programs. These impacts remain priorities for future evaluation. The next section discusses broader ROI and opportunities for future research.

Pathway projects create opportunities for entry-level workers to advance. In the Health Care & Social Assistance sector, where the largest share of CWDB projects is concentrated (See Figure 8), Pathway projects help participants fulfill clinical hours requirements, obtain effective skills training, and pass required licensure exams associated with healthcare roles. Effective pathways are of particular importance in this sector, where demand is high.

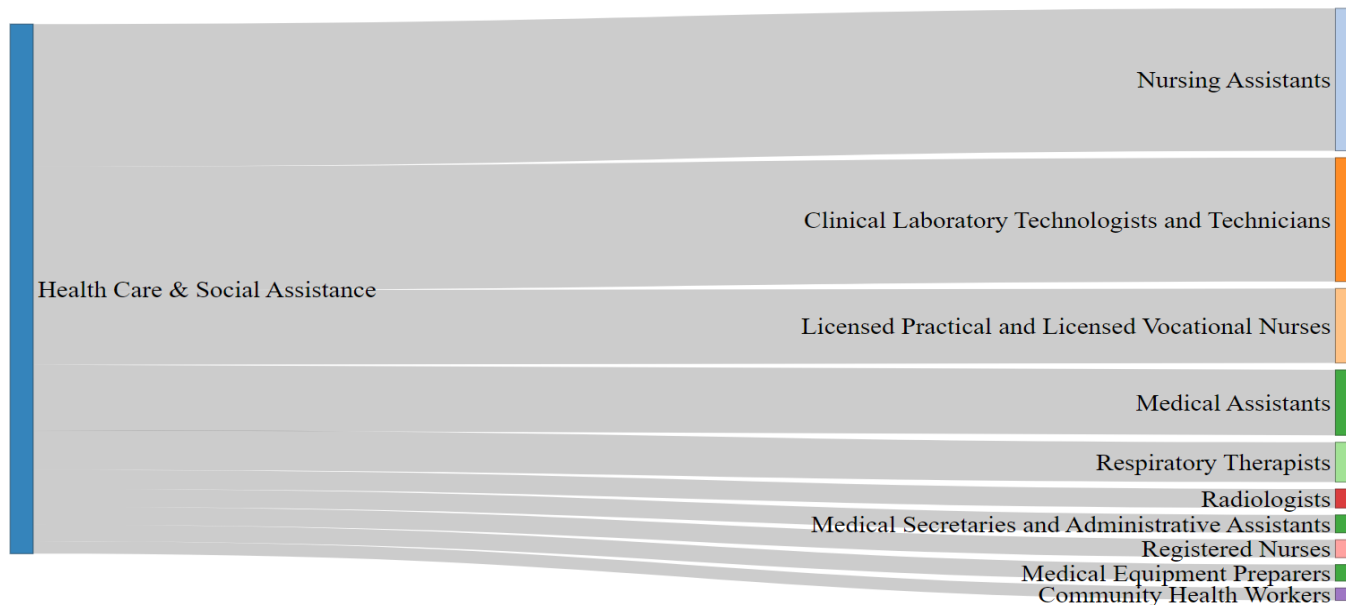
One example from the San Francisco Bay Area is a project that trains current, interested emergency medical technicians (EMTs) to become paramedics. The project works with its employers to enable trainees to work part of the week as EMTs and attend classes the remainder of the week while receiving full-time pay. Once qualified as paramedics, trainees are eligible for continued employment in the new role. Other examples include projects that assist current home health aides in qualifying as certified nursing assistants (CNAs) and bridge programs for licensed vocational nurses (LVNs) or licensed practical nurses (LPNs) into the higher-paying and in-

¹⁶ King, C., Tang, Y., T. Smith, T. and Schroeder, D. (2010) "Texas Workforce Investments: Returns for Participants, Taxpayers, and Society," *Texas Business Review*. https://www.researchgate.net/publication/277745454_Texas_Workforce_Investments_Returns_for_Participants_Taxpayers_and_Society; *The 2021 Net Impact and Cost-Benefit Evaluation of Washington State's Workforce Development Programs*. There also exists a growing literature on SROI, or "social return on investment," a concept used in the Washington evaluation. For a review of work employing the concept, see: [The Tentative Promise of Social Return on Investment - Kim M. Siegal, 2022](#).

demand registered nurse (RN) roles. Additional projects assist non-clinical workers in hospital settings to enter clinical pathways, training as medical assistants or technicians.

Pathways in healthcare are typically modular, meaning that placement into a lower “rung” (such as a home health aide or CNA) enables the worker to seek additional training in order to further advance through another pathway program (for instance, a CWDB-funded project with 400 enrollees that trains CNAs to qualify as LVNs). *Figure 47* illustrates the most frequent occupation at exit from Pathway projects in Health Care & Social Assistance. Occupations are organized in descending order, starting with those into which the largest number of Pathway project trainees were trained.

Figure 47 - Occupations at Exit for Healthcare Pathway Projects



Returns to the Public

Job Training for Barriered Populations Saves Taxpayers on Incarceration, Homelessness Costs

All CWDB programs, whether sector-focused or not, generate additional returns for taxpayers by reducing strain on safety net programs and other types of public spending, such as incarceration, by providing the assistance or rehabilitation needed to help individuals successfully transition into employment.

Existing evaluations of the ROI of public workforce training have included reductions in safety-net spending as a measurable benefit in their calculation of ROI. For instance, King et al. (2010) utilized UI records, TANF, and CalFresh records in their calculation of public benefit. Researchers found positive returns to participants, taxpayers, and society.¹⁷ As similar data becomes available for California job training participants, CWDB also intends to include safety-net benefits savings in the calculation of ROI for our programs.

CWDB's programs serve thousands of individuals reintegrating into California communities following release from incarceration, making reduced recidivism an important factor in measuring our ROI. According to the California Department of Corrections and Rehabilitation, approximately 30,000 individuals are released from incarceration every year, and about 20% return to prison within three years.¹⁸ With the Legislative Analyst's Office estimating the current annual cost of incarcerating one person at \$127,788,¹⁹ which, with recidivism, translates into an annual cost to taxpayers of approximately \$785 million.

Stable employment is associated with reduced chances of reoffending and being returned to prison.²⁰ Yet, finding employment is often challenging for this population due to stigma, employment-related barriers (interrupted employment history; lack of marketable skills or skill obsolescence), and practical barriers (lack of a driver's license, lack of permanent address, etc.). CWDB's reentry programs seek to alleviate such barriers through a combination of training and supportive services.

¹⁷ King, C., Tang, Y., T. Smith, T. and Schroeder, D. (2010). Texas Workforce Investments: Returns for Participants, Taxpayers, and Society. *Texas Business Review*. https://www.researchgate.net/publication/277745454_Texas_Workforce_Investments_Returns_for_Participants_Taxpayers_and_Society

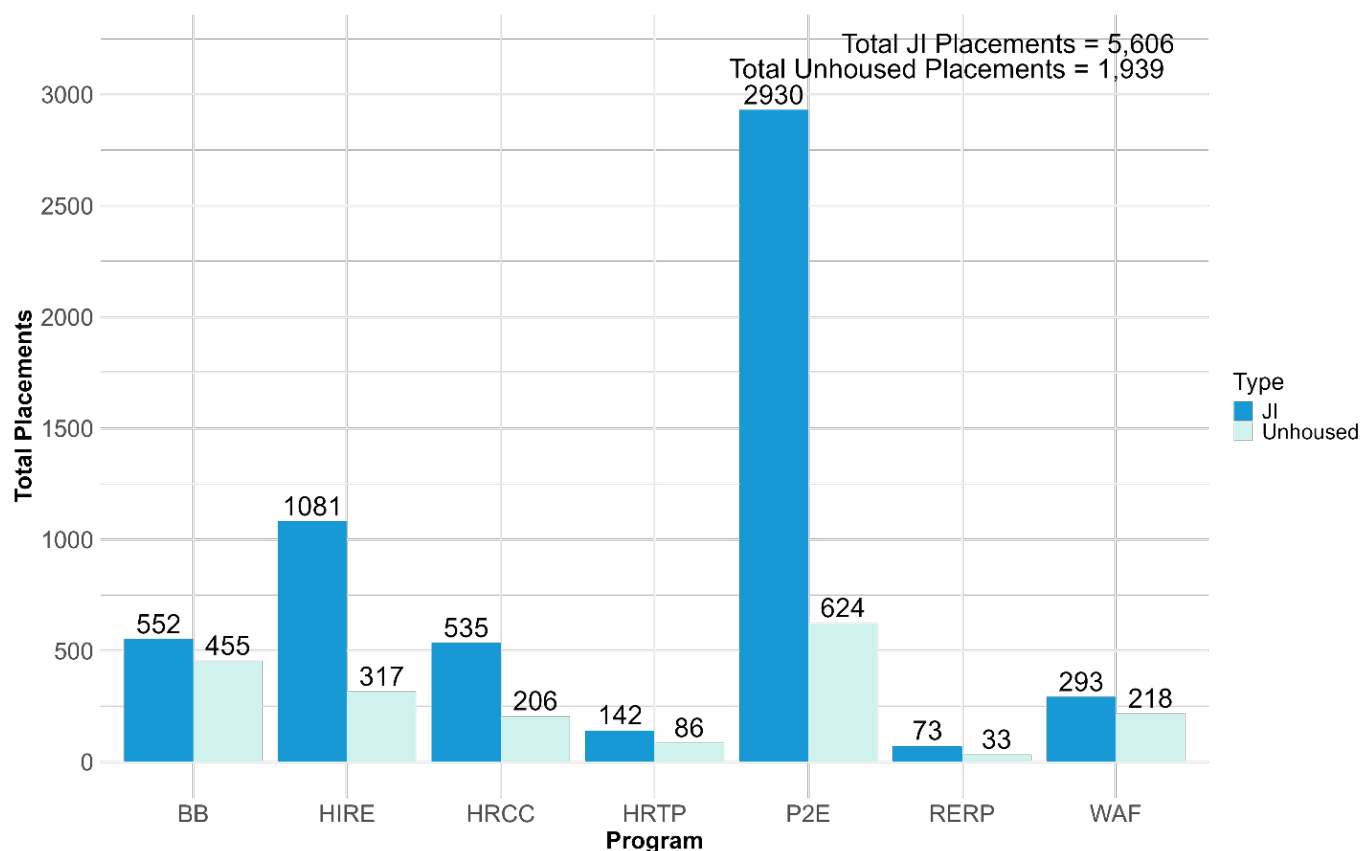
¹⁸ *Recidivism Report for Individuals Released from CDCR in Fiscal Year 2020-21*, p.3.

¹⁹ *Legislative Analyst's Office*

²⁰ Kolbeck, S., Lopez, S., & Bellair, P. (2023). Does stable employment after prison reduce recidivism irrespective of prior employment and offending? *Justice Quarterly*. <https://doi.org/10.1080/07418825.2023.2201330>

Figure 48 shows employment placements among justice-involved participants and participants experiencing homelessness in CWDB programs. The largest numbers of placements for justice-involved participants were in the P2E program, followed by HIRE and Breaking Barriers. P2E and HIRE exclusively serve the justice-involved population. BB targets individuals with substantial barriers to employment. The largest number of placements for participants experiencing homelessness were from P2E (illustrating that many justice-involved participants also experience homelessness).

Figure 48 - Employment Placements for Justice-Involved (JI) and Unhoused Participants by Program



CWDB's programs also serve Californians experiencing homelessness. The Legislative Analyst's Office estimates that since 2019-20, California has spent \$37 billion on housing- and homelessness-related programs.²¹ The ability to successfully serve this population translates to both individual benefits and taxpayer savings. Workforce services, combined with wraparound supportive services, have been shown to meaningfully reduce homelessness and thus the need for public dollars to address the issue.²²

CWDB Programs Address Underemployment

California's labor underutilization rate is 10%, compared with 8% nationally. This statistic includes Californians who are unemployed, underemployed, or in the process of abandoning the search for work altogether.²³ Fully employing these individuals would represent a gain to state tax revenues.

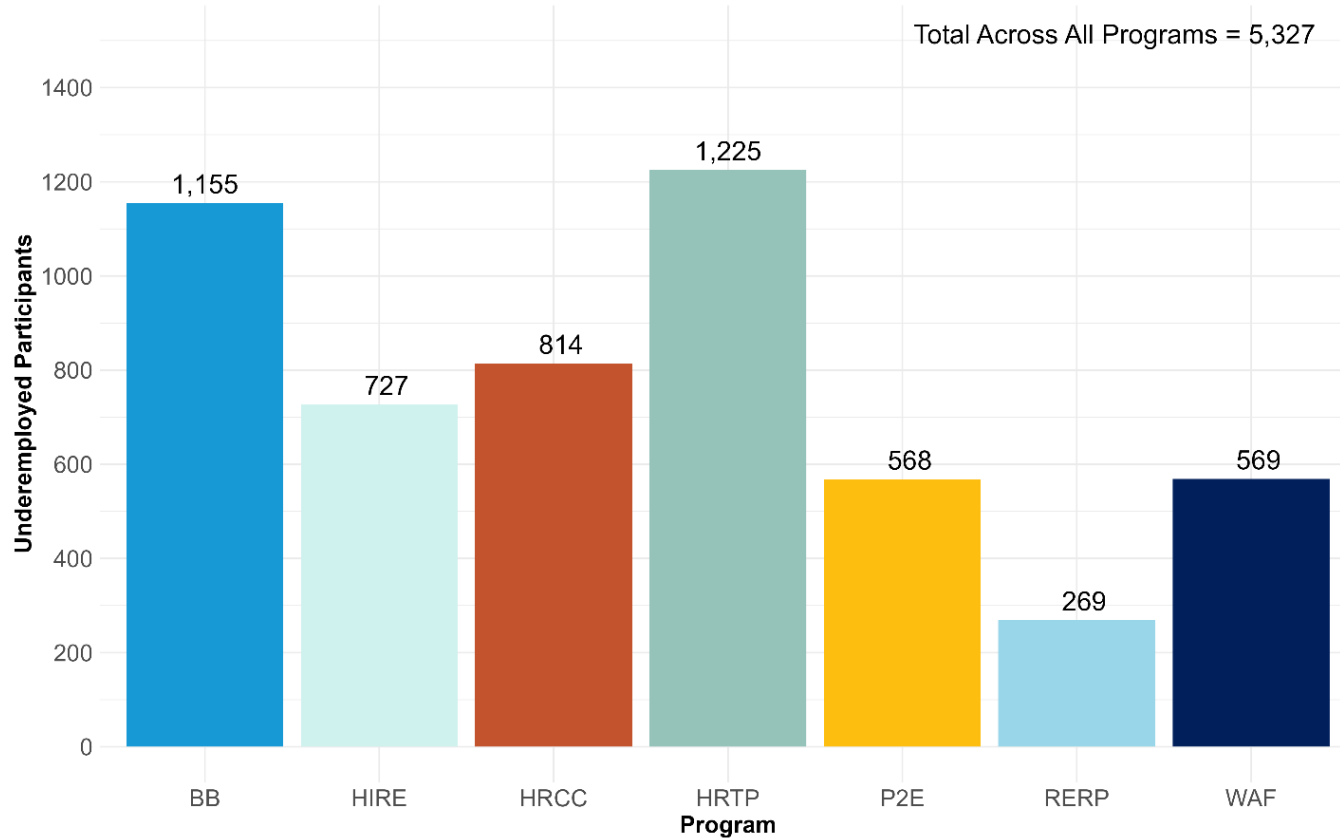
Figure 49 shows the number of CWDB participants who were underemployed at entry by program. The largest number of underemployed individuals were in H RTP and Breaking Barriers. CWDB projects target underemployed individuals and offer pathways into higher-quality jobs.

²¹ [The 2025-26 Budget: Oversight of Encampment Resolution Funding](#)

²² Shaheen, G., & Rio, J. (2007). Recognizing Work as a Priority in Preventing or Ending Homelessness. *The Journal of Primary Prevention*. <https://link.springer.com/content/pdf/10.1007/s10935-007-0097-5.pdf>.

²³ The US Bureau of Labor Statistics' U6 measure of labor underutilization includes not only workers who are unemployed (all jobless persons who are available to take a job and have actively sought work in the past 4 weeks) but also those working part-time involuntarily (individuals working part time because they were unable to find a full-time job) and those in various stages of exiting the search for employment (the category of "marginally attached," defined as those not working, but indicate that they would like to work, are available to work, and have looked for work at some time during the past 12 months, even though they had not searched for work in the 4 weeks preceding the survey for reasons such as school attendance or family responsibilities which includes a subset defined as *discouraged* workers – those who persons who are not currently looking for work because they believe no jobs are available for them. In 2025, California had 1,048,500 unemployed workers, 777,400 workers employed part-time for economic reasons, and 212,600 individuals marginally attached to the labor force. Together, these led California's U6 rate to 10.0%, compared with 8.0% for the United States. Source: [Alternative Measures of Labor Underutilization in California — 2025 : Western Information Office : U.S. Bureau of Labor Statistics](#)

Figure 49 - Participants Underemployed-at-Entry by Program



Training Workers for Wildfire Prevention Saves Taxpayers Money

Wildfire mitigation work is a good example of how CWDB projects train workers to perform work critical to reducing environmental, human, and financial costs from climate-related crises. CWDB-funded projects have trained a total of 1,037 workers in forest

management activities, including wildfire prevention (see Table 3). In addition to these projects, CWDB projects in HRCC and P2E have also built pipelines to wildfire prevention careers. Two recent studies estimate that every \$1 invested in preventive wildfire mitigation yields between \$5 and \$7 in taxpayers' savings, yielding ROI estimates between 500 and 700 percent.²⁴

Table 3 - CWDB Projects in Wildfire Prevention

Program	Round	Participants	Region
H RTP	H RTP CCI '19-20	262	Eastern Sierra
H RTP	H RTP RWP	714	Capital; North State; Redwood Coast; Central San Joaquin Valley
WAF	WAF 6	19	Northern San Joaquin Valley
WAF	WAF 9	5	Bay Area
WAF	WAF 10	37	Central Coast
TOTAL		1,037	

²⁴ [Beyond Wildfire Suppression | PERC; Return on investments in restoration and fuel treatments in frequent-fire forests of the American west: A meta-analysis - ScienceDirect.](#)

Returns to Employers

Incumbent Training is Associated with Productivity Gains for Employers

Employer benefits from job training also take the form of impacts on perceived productivity. Two separate evaluations of workforce training for incumbents via California's Employment Training Panel (ETP), which provides public funds to employers to train workers through a special payroll tax, have found that employers report that training benefits accrue to both individual trainees and their overall organizations. In the evaluation by Moore et al. (2004), employers who participated in an ETP training contract reported positive impacts on interdepartmental communication, use of new technologies or methods, reduced error rates, and better product quality and improved customer satisfaction. Employers who participated in ETP training also experienced larger growth rates than a comparison group of non-ETP companies.²⁵ A more recent evaluation of the same program (Goger et al. 2020) found employers reported improvements to adaptability, competitiveness, and growth.²⁶ Researchers found that participating employers experienced greater growth and higher sales in the period following participation compared with a matched sample of non-participating companies.²⁷ In their study of the ROI of Texas workforce training programs, King et al. (2010) also found positive impacts on employer productivity and reduced vacancy days associated with workforce training.²⁸

In fall 2025, CWDB surveyed current employer partners in its H RTP projects to understand the benefits from training to their workers and businesses. The survey reached 69 employer partners participating in High Road Training Partnership projects. The survey included questions on respondents' experience with the H RTP grant, current workforce dynamics, workforce development and acquisition costs, current training practices, and future hiring plans. CWDB received responses from 22 employers. Survey results indicate that employers perceived benefits both to workers who received the training and at an organizational level.

²⁵ Moore et al, pp. VII-1; VIII-22-23.

²⁶ [Compiled-ETP Report FINAL FINAL to ETP Mar 2020](#), p. 18.

²⁷ [Compiled-ETP Report FINAL FINAL to ETP Mar 2020](#), pp. 28-29.

²⁸ King, C., Tang, Y., T. Smith, T. and Schroeder, D. (2010) "[Texas Workforce Investments: Returns for Participants, Taxpayers, and Society](#)," *Texas Business Review*.

Figure 50 shows results from CWDB's employer survey. Among trained workers, employers reported enhanced job satisfaction and improved morale, problem-solving, and productivity.

Figure 50 - CWDB Employer Partner Perceptions of H RTP Impact on Participants

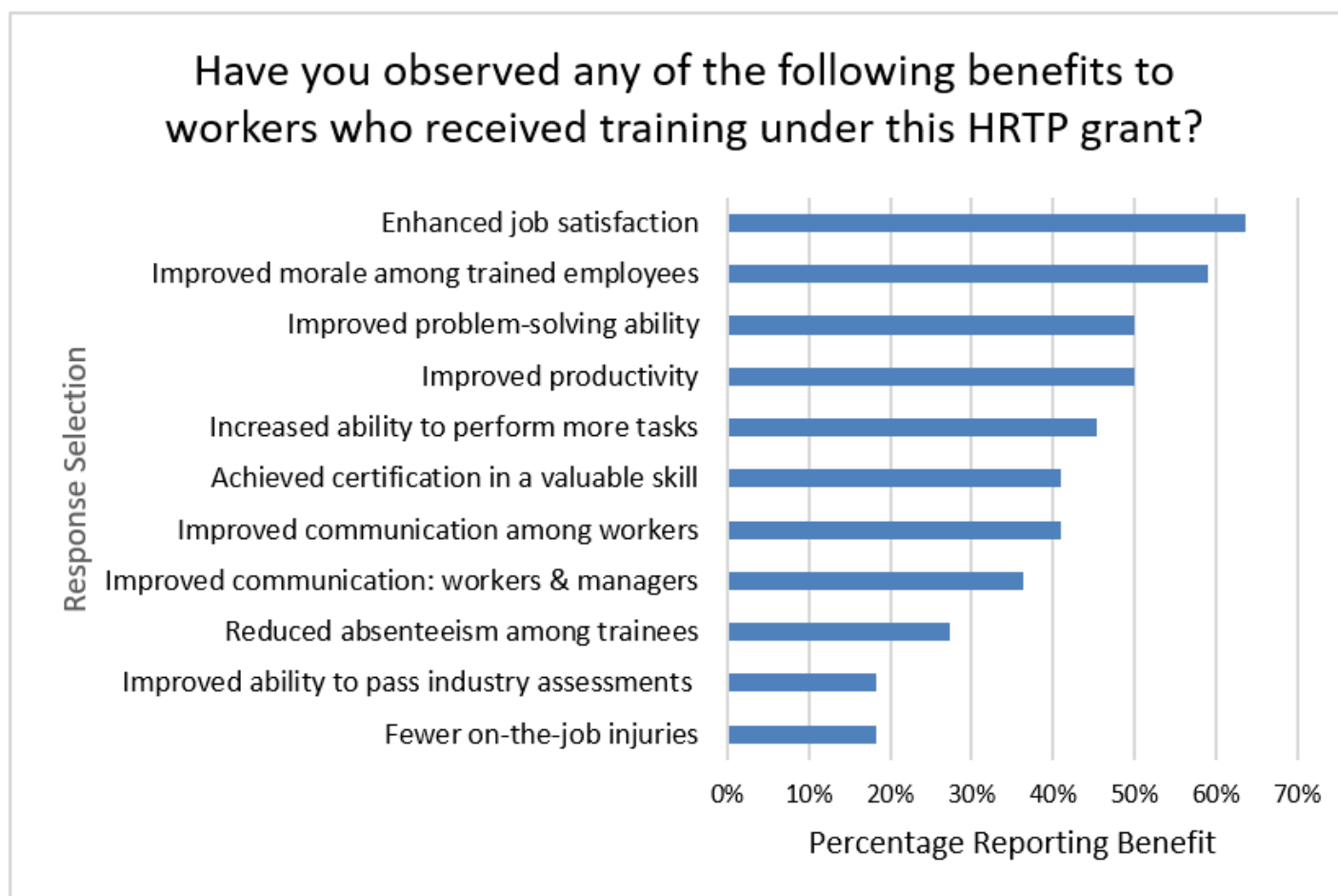
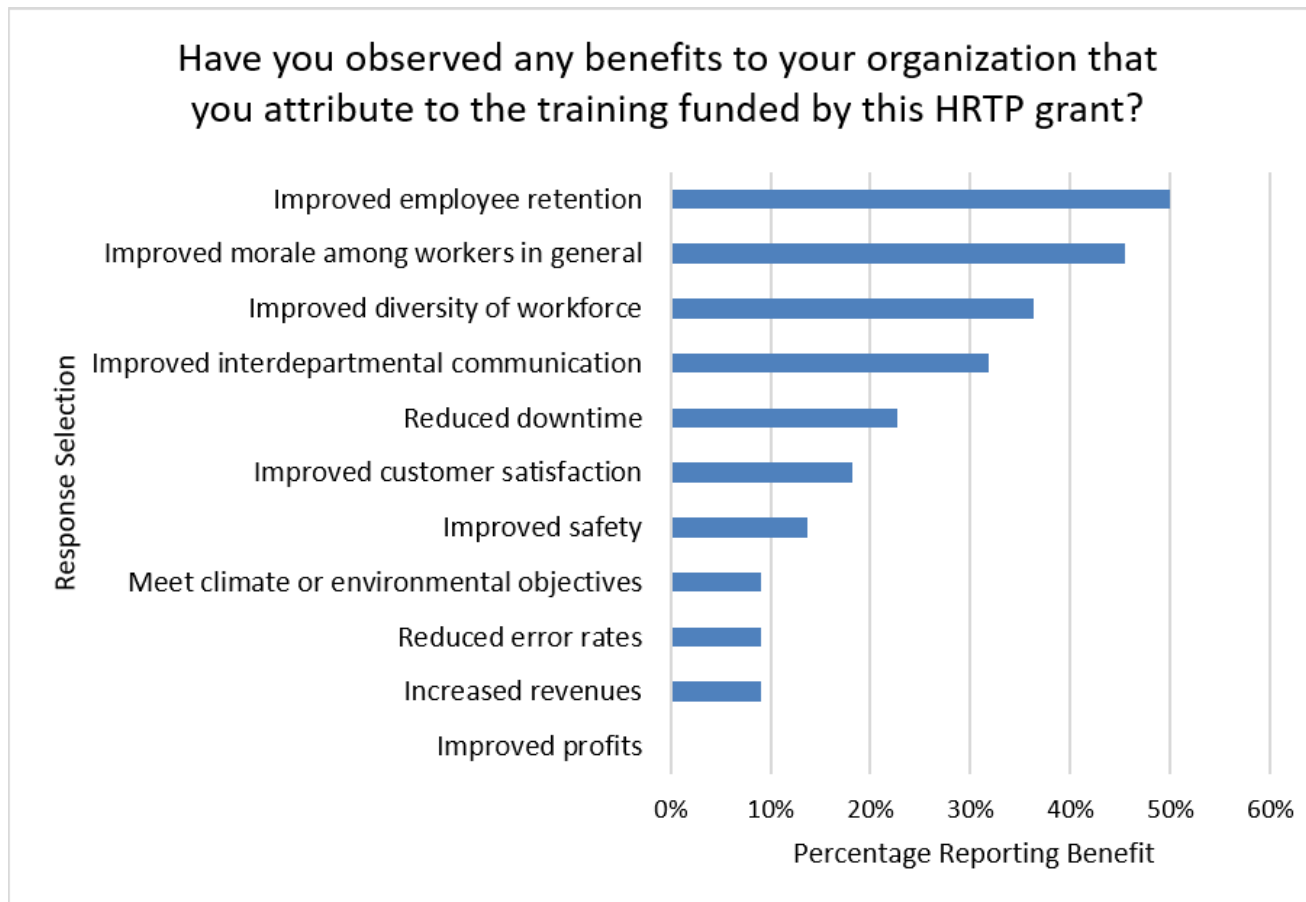


Figure 51 shows additional results from the survey. At the organizational level, employers also reported improved retention, improved morale and diversity, and better interdepartmental communication.

Figure 51 - CWDB Employer Partner Perceptions of H RTP Effectiveness



These preliminary findings suggest the need for further research into employer impacts of CWDB-supported training. Currently, CWDB is exploring avenues to survey a much broader population of California employers. The goal of this survey will be to gather data on current recruitment and hiring practices. The data will help us identify where inefficiencies may exist so that they can be better addressed through state workforce development.

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Appendix

Table 4 is a table showing the individual industries²⁹ that comprise the sectors shown in Figure 9 and their frequencies.³⁰ In Health Care & Social Assistance, the largest number of projects (78) could not be classified to a level more granular than sector, because grants typically target occupations (Certified Nursing Assistant, Licensed Vocational Nurse, etc.) that are in high demand in multiple healthcare settings (such as hospitals, doctors' offices, and skilled nursing facilities). In CWDB's High Road Construction Career pre-apprenticeship projects, the Multi Craft Core Curriculum offers education and training that may be carried into any one of the skilled trades.

Table 4 - CWDB Projects by Nested Industry & Sector

Sector Code	Sector Name	Industry Code	Industry Name	Frequency
11	Agriculture, Forestry, Hunting, & Fishing	11	Agriculture, Forestry, Hunting, & Fishing	1
		111	Crop Production	8
		111419	Other Food Crops Grown Under Cover	2
		115310	Support Activities for Forestry	9

²⁹ Classification follows the 6-digit hierarchical structure of the [North American Industry Classification \(NAICS\)](#) system. Projects have been classified using the most granular level of NAICS classification possible based on project scope.

³⁰ In the case of projects that train individuals into more than one industry, each industry is displayed once. This means that the total of the rightmost column will sum to more than the total number of CWDB projects.

Sector Code	Sector Name	Industry Code	Industry Name	Frequency
21	Mining, Quarrying, and Oil and Gas Extraction	211	Oil & Gas Extraction	1
		212	Mining (Except Oil & Gas)	2
		213112	Support Activities for Oil and Gas Operations	1
22	Utilities	2213	Water Supply & Irrigation Systems	8
		221115	Wind Electric Power Generation	3
		221122	Electric Power Distribution	2
		221118	Other Electric Power Distribution	1
23	Construction	23	Construction	58
		236	Construction of Buildings	1

Sector Code	Sector Name	Industry Code	Industry Name	Frequency
		238	Specialty Trade Contractors	1
		238210	Electrical Contractors and Other Wiring Installation Contractors	2
31-33	Manufacturing	31-33	Manufacturing	15
		3361	Motor Vehicle Manufacturing	5
		336611	Ship Building & Repairing	3
		334413	Semiconductor & Related Device Manufacturing	3
		334514	Electro Mechanical Systems	1
		332322	Sheet Metal Work Manufacturing	1

Sector Code	Sector Name	Industry Code	Industry Name	Frequency
		33911	Medical Equipment and Supplies Manufacturing	1
42	Wholesale Trade	424590	Other Farm Product Material Merchant Wholesalers	1
44-45	Retail Trade	44-45	Retail Trade	1
		445	Food and Beverage Retailers	1
		4561	Health and Personal Care Retailers	1
		459110	Sporting Goods Retailers	2
		459991	Tobacco, Electronic Cigarette, and Other Smoking Supplies Retailers	1
		459999	All Other Miscellaneous Retailers	1

Sector Code	Sector Name	Industry Code	Industry Name	Frequency
48-49	Transportation and Warehousing	48-49	Transportation and Warehousing	23
		483	Water Transportation	3
		484	Truck Transportation	1
		485	Transit and Ground Passenger Transportation	4
		4931	Warehousing and Storage	2
		485113	Bus and Other Motor Vehicle Transit Systems	2
		488119	Transportation and Warehousing	2
		485310	Taxi and Ridesharing Services	1
51	Information	51	Information	2
		517	Telecommunications	3

Sector Code	Sector Name	Industry Code	Industry Name	Frequency
		512110	Motion Picture and Video Production	3
54	Professional, Scientific, & Technical Services	54	Professional, Scientific, and Technical Services	11
		541	Professional, Scientific, and Technical Services	1
		5411	Legal Services	1
		54151	Computer Systems Design and Related Services	2
		54171	Research and Development in the Physical, Engineering, and Life Sciences	2
		541380	Testing Laboratories and Services	6

Sector Code	Sector Name	Industry Code	Industry Name	Frequency
		541511	Custom Computer Programming Services	16
		541512	Computer Systems Design Services	1
56	Administrative and Support and Waste Management and Remediation Services	56	Administrative and Support and Waste Management and Remediation Services	2
		561720	Janitorial Services	3
		561730	Landscaping Services	5
61	Educational Services	61	Educational Services	2
		611110	Elementary and Secondary Schools	2
62	Health Care & Social Assistance	62	Health Care & Social Assistance	78

Sector Code	Sector Name	Industry Code	Industry Name	Frequency
		622	Hospitals	1
		623	Nursing and Residential Care Facilities	1
		6212	Offices of Dentists	2
		6216	Home Health Care Services	3
		62111	Offices of Physicians	1
		62191	Ambulance Services	1
		621610	Home Health Care Services	2
		621399	Offices of All Other Miscellaneous Health Practitioners	3
		623110	Nursing Care Facilities (Skilled Nursing Facilities)	1
		624410	Child Care Services	3

Sector Code	Sector Name	Industry Code	Industry Name	Frequency
71	Arts, Entertainment, & Recreation	71	Arts, Entertainment, & Recreation	1
		7139	Other Amusement and Recreation Industries	1
72	Accommodation & Food Services	72	Accommodation & Food Services	2
		722	Food Services and Drinking Places	19
		7211	Traveler Accommodation	13
81	Other Services	81	Other Services	2
		8132	Grantmaking and Giving Services	1
		812112	Beauty Salons	1
		812113	Nail Salons	1
92	Public Administration	92	Public Administration	13

Sector Code	Sector Name	Industry Code	Industry Name	Frequency
		921	Executive, Legislative, and Other General Government Support	1
		92214	Correctional Institutions	1