

## YEAR 21 WORKFORCE DEVELOPMENT SYSTEM (WDS) ANNUAL PLAN

### **VISION**

***The Los Angeles Workforce Development System will be a nation-leading, equitable workforce development and training system that produces and places skilled workers into quality jobs in the Los Angeles region.***

It is the shared vision of the Local Workforce Development Board (WDB), Mayor, City Council, and the city's Economic and Workforce Development Department (EWDD) to utilize the Workforce Development System (WDS) to increase equity by targeting the delivery of workforce services to respond to evolving economic and labor market conditions, especially for populations that have been left behind or underserved by the region's economic recovery.

### **PLAN OVERVIEW**

This Annual Plan will build upon the foundation and experience of the City's workforce development partners to meet the overwhelming magnitude of job losses, business closures, and overall displacement caused by the devastation of the COVID -19 Crisis.

This Annual Plan is dedicated to the hundreds of Angelenos who have lost their lives in this pandemic, and to their families whose lives will forever be changed.

It is also dedicated to all those who have valiantly sacrificed as first responders, community organizers, public servants and educators, and small business owners keeping their doors open to feed and serve the residents of Los Angeles.

The immense federal and state resources needed to address the rebuilding of LA's economy and workforce are still forthcoming, but this plan brings together the system-building and partnerships which will begin to address the needs of local residents.

It attempts to utilize the strong network of local workforce and education professionals across geographical and governmental boundaries to provide information and resources to residents. Accessing and maximizing the resources provided in the federal stimulus bills will be the greatest value-add in the short-term. Ensuring all eligible Angelenos receive Unemployment Insurance (UI), Pandemic Unemployment Assistance (PUA), CalFresh, and other available resources that will provide an income stream to bridge to recovery is also prioritized.

As employment opportunities become available in the rebuilding of Los Angeles' economy, the Workforce Development System must play a central role in connecting these employment opportunities to those in need of employment.

Every crisis brings renewed prospects, and the City's workforce development system must be ready to take risks on new activities, fully embrace the new economy, and utilize all available technological tools.

## COVID-19

On March 11, 2020, the World Health Organization (WHO) declared the novel coronavirus (SARS-CoV-2), which causes the coronavirus disease (COVID-19), a pandemic. State and local governments across the country implemented measures to help stop the spread of the viral outbreak, including “stay at home” orders that have severely impacted economic activity. The result has been record job losses in the weeks following the WHO declaration. The recent drop in the Dow Jones industrial average is also cause for concern, as the U.S. officially entered a bear market on that same date.

The long-term economic impact of COVID-19 is still being assessed, but economists predict that “the U.S. economy could contract by 1.25% in the first half of” 2020, which translates to the loss of approximately three million jobs (<https://www.latimes.com/business/story/2020-03-19/coronavirus-layoffs-california>). A poll cited by the L.A. Times in that same article noted that 25% of adults who reported losing their jobs in early March made \$52,000 or less. Additionally, the Los Angeles County Economic Development Corporation (LAEDC) is predicting the unemployment rate in the short term can rise as high as 30 percent, a long fall from the tight labor market of 4.7 percent unemployment in recent years. If these predictions are accurate, the City’s Workforce Development System will face significant challenges in meeting the needs of job seekers in the region.

In response to this pandemic and the economic fallout, leaders in the U.S. House of Representatives and U.S. Senate negotiated an unprecedented \$2.2 trillion stimulus package to rescue the U.S. economy from a looming catastrophe. The Coronavirus Aid, Relief, and Economic Security (CARES) Act includes the following benefits:

### Individuals

*Extra unemployment payments:* The bill makes major changes to unemployment assistance, increasing the benefits and broadening who is eligible. States will still continue to pay unemployment to people who qualify. The bill adds \$600 per week from the federal government on top of whatever base amount a worker receives from the state. That boosted payment will last for four months. The legislation also adds 13 weeks of unemployment insurance. People nearing the maximum number of weeks allowed by the state would get an extension. New filers would also be allowed to collect the benefits for the longer period.

*Gig workers and freelancers:* Typically, self-employed people, freelancers and contractors can’t apply for unemployment. This bill creates a new, temporary Pandemic Unemployment Assistance program through the end of this year to help people who lose work as a direct result of the public health emergency.

### Small Businesses

The main features for small businesses are emergency grants and a forgivable loan program for companies with 500 or fewer employees. There are also changes to rules

for expenses and deductions meant to make it easier for companies to keep employees on the payroll and stay open in the near-term.

*Emergency grants:* The bill provides \$10 billion for grants of up to \$10,000 to provide emergency funds for small businesses to cover immediate operating costs.

*Forgivable loans:* There is \$350 billion allocated for the Small Business Administration to provide loans of up to \$10 million per business. Any portion of that loan used to maintain payroll, keep workers on the books or pay for rent, mortgage and existing debt could be forgiven, provided workers stay employed through the end of June.

*Relief for existing loans:* There is \$17 billion to cover six months of payments for small businesses already using SBA loans.

### Big Businesses

The bill sets aside roughly \$500 billion in loans and other money for big corporations. These companies will have to pay the government back and will be subject to public disclosures and other requirements.

*Airlines:* Approximately \$58 billion is allocated to help airlines stay open. One portion of that money is set aside to help cover employee wages, salaries and benefits divided as up to \$25 billion for passenger air carriers, up to \$4 billion for cargo air carriers, and up to \$3 billion for airline contractors.

*All businesses:* The bill establishes a fully refundable tax credit for businesses of all sizes that are closed or distressed to help them keep workers on the payroll. The goal is to get those employees hired back or put on paid furlough to make sure they have jobs to return to. The credit covers up to 50 percent of payroll on the first \$10,000 of compensation, including health benefits, for each employee.

For employers with more than 100 full-time employees, the credit is for wages paid to employees when they are not providing services because of the coronavirus. Eligible employers with 100 or fewer full-time employees could use the deduction even if they aren't closed.

While much remains in flux, the following provides an overview of the public comment draft of the Year 21 Annual Plan.

***The Year 21 WDB Annual Plan (Annual Plan)*** establishes the priorities, strategies, and policies for the City's Workforce Development System (WDS). The Annual Plan articulates a framework of long-term strategic initiatives set forth to achieve the City's goal of putting its residents on the path to economic security through equity-focused strategies that grow good jobs and remove barriers to employment for the people being left behind.

Due to the recently declared pandemic, the City has been working hard to develop a strategy to stop or at least slow the coronavirus from spreading, focusing on ways to contain the virus through social distancing, dissemination of proper hand-washing techniques and other crucial information for dealing with the coronavirus among the City's workforce, and continued emergency management preparation across the region.

In the seven weeks leading up to the preparation of this plan for initial WDB approval, EWDD and its partners have responded to the crisis by taking the following actions:

- Maintained services at all WorkSource and YouthSource Centers via a combination of virtual, telecommunication, and in-place services;
- Connected over 1,233 clients by appointment, and 8,918 by telephone or email for information and services at the City's WorkSource Centers;
- Connected over 1,918 youth by appointment, and 15,051 by telephone or email for information and services at the City's YouthSource Centers;
- Responded to over 900 Worker Adjustment and Retraining Notice (WARN) Act notices informing the City of more than 600 business closures impacting more than 80,000 employees by transitioned to virtual Rapid Response Orientations, which have been attended by 1,690 dislocated workers to date;
- Applied for and received a \$2 million grant for emergency additional services for 400 clients;
- Expanded technical assistance resources by LAEDC for 300 businesses and 35 restaurants;
- Applied for and received an \$810,000 grant to connect over 1,000 domestic violence and human trafficking survivors to the workforce system;
- Leveraged LA:RISE contracts to provide service workers at shelters, food distribution sites, and other recovery programs;
- Applied for an additional \$8 million in National Emergency Workforce grants;
- Provided input and advocated for additional national and state resources for workforce system programs;
- Transitioned youth employment programs and training to virtual programs, with over 50 case managers trained in WOW curriculum;
- Applied for and received \$750,000 in grant funds from the California Community College Foundation, in partnership with the California Department of Rehabilitation;
- As of May 7, 2020, EWDD's WorkSource Centers have served 2,652 individuals experiencing homelessness.
- Assisted with the Mayor's Jobs Portal, <https://lajobsportal.org>. As of May 11, 2020, the site has been very successful and has had 148,000 visitors, with 100,000 being unique visitors.

## **LEGISLATIVE ADVOCACY**

The Mayor, City Council, and WDB have long advocated for policies and legislation supporting workforce issues including investments in summer youth employment, dislocated workers, individuals with disabilities, and residents with barriers to entry to the workforce.

The COVID-19 employment crisis will need all of the Workforce Development System to advocated for emergency and immediate investment in continued unemployment insurance eligibility, expanded UI and Pandemic Unemployment Insurance, education and retraining services. The CARES ACT discussed previously provided substantial resources for individual workers, but many of those provisions sunset by the end of July. It is estimated the Stay at Home orders at the state and local level will not be lifted until after this period. The economy will slowly recover, but an additional stimulus will be critically needed.

The fourth legislative response to the coronavirus crisis under consideration by the House of Representatives, HEROES ACT, does provide an extension of many of this provisions, and slightly increases of WIOA funds by \$2 billion for adults, dislocated and youth services. A separate bill introduced by Representative Bobby Scott “Relaunching America’s Workforce Act” provides \$15 billion of national investment in the national workforce programs.

Over the next two months, federal representatives and the White House administration will be negotiating the next investment. It is crucial that enhanced WIOA services which will be key in the rebuilding of the national and local workforce systems and prioritized and funded at the levels needed to address this tsunami of unemployment. Once the Stay at Home orders are lifted and businesses reopen, tens of thousands of residents will still be left without a viable and available employment opportunity. In particular, young adults, disabled, and those with barriers will only have their entry to the work place and sustainability further impeded.

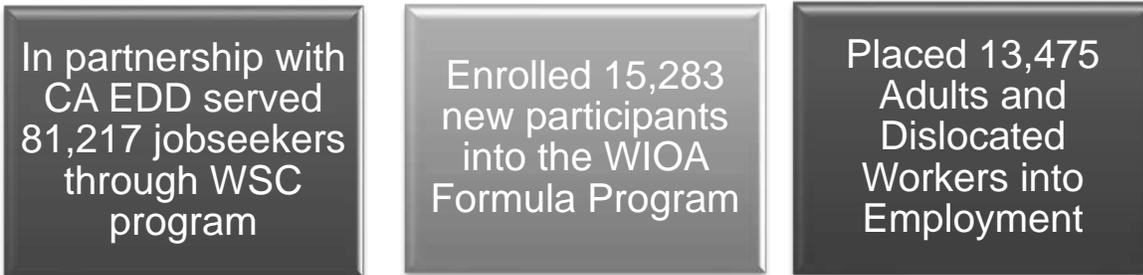
The Mayor, City Council, and WDB will all need to advocate for the inclusion and equitable recovery resources and measures at all levels. Over the course of next year, the EWDD will provide updates and recommendations on specific pieces of legislation to advocate for or against in benefit of all residents.

## **WORKFORCE DEVELOPMENT SYSTEM HIGHLIGHTS**

Prior to the recent economic upheaval, the City’s WDS continued to make significant progress towards its Ten Strategic Initiatives. The following charts highlight a few of the system’s accomplishments during Program Year 2018-19.

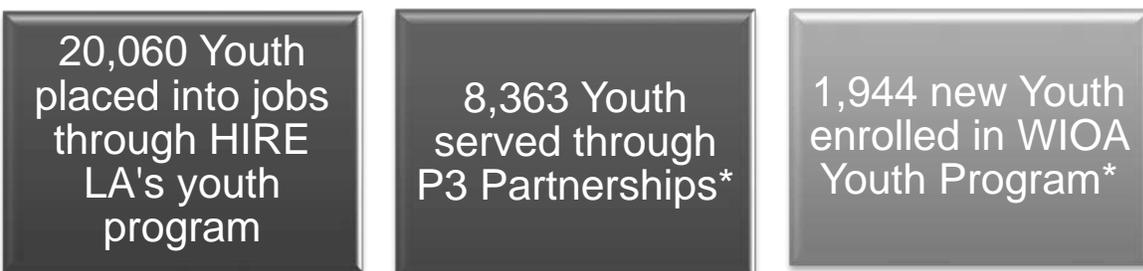
**WORKSOURCE SYSTEM PROGRAM YEAR ACCOMPLISHMENTS**

(SOURCE CalJOBS<sup>SM</sup>)



**YOUTHSOURCE SYSTEM PROGRAM YEAR ACCOMPLISHMENTS**

(Sources CalJOBS<sup>SM</sup> and \*Locally Monitored)



**Providing Economic Opportunities to All Angelenos**

While mitigating the impacts of the COVID-19 viral outbreak on the local economy is the immediate focus of this plan, the WDS remains committed in the long-term to building a more equitable labor market that provides economic opportunities for all Angelenos while meeting the growing demand of LA's regional employers.

The Year 21 Annual Plan continues a Strategic Framework, established in PY 2018-19, consisting of ten long-term strategic initiatives:

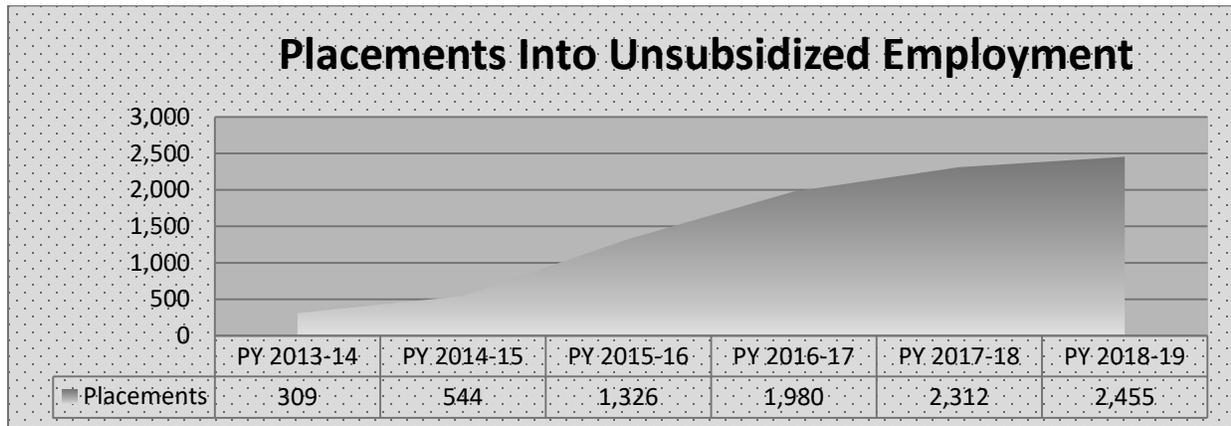
1. Reducing homelessness by increasing employment opportunities;
2. Increasing employment opportunities for all Angelenos through partnerships with major economic drivers in the region;
3. Increasing access to career pathways through Industry Sector Strategies;
4. Increasing services to targeted high-barrier populations (vulnerable populations) with a geographic focus;
5. Increasing Gender Equity;
6. Increasing employment outcomes for the reentry population;
7. Increasing education and/or employment outcomes for disconnected youth;
8. Increasing impact of the City's Workforce Development System through the strategic alignment of City and Regional Planning Efforts (Los Angeles Regional Plan, Local Plan, WDS Annual Plan, and P3 Strategic Plan);
9. Training Angelenos to participate in the new green economy; and
10. Creating and expanding career ladder opportunities for L.A.'s workforce to fill the demand for early childhood education positions.

**Strategic Initiative 1 – Reducing homelessness by increasing employment opportunities** – In alignment with the City of Los Angeles Comprehensive Homeless Strategy, the WDS will continue to expand existing efforts to provide job-skills training, employment services, and other related services for individuals currently and/or formerly experiencing homelessness. The WDS will also expand employer-driven pathways to well-paying, stable employment by integrating public, private, educational, and non-profit systems, including social enterprises.

In 2019, homelessness increased in both the City of Los Angeles (+16%) and Los Angeles County as a whole (+12%). There are nearly 59,000 individuals experiencing homelessness county-wide, with more than 36,000 in the City alone. Equally troubling, homeless counts for youth under 18 years of age increased by 24% to 3,926. Senior homelessness (those aged 62 or older) was up 8% to 5,231. About 1,410 individuals experiencing homelessness (2.4%) were transgender or gender non-conforming. Los Angeles also continues to struggle with a high unsheltered homeless population, with 44,214 (75%) remaining unsheltered. Furthermore, of the total homeless population in the County, 13,555 people were experiencing homelessness for the first time in 2018 (up from 9,205 in 2017), **53% of which said it was due to a loss of employment or other financial reasons.**<sup>1</sup>

**Accomplishments**

*Increased Employment Outcomes through WorkSource Centers and LA:RISE.* The following table (Table 1) illustrates annual increases in job placement for individuals currently and/or formerly experiencing homelessness over the last five (5) complete Program Years. Note: the chart does not include PY 2019-20 data, as it was incomplete at time of publishing. The data, based on the State’s base wage employment statistics, reflects more than 10,500 job placements since PY 2013-14, of which 7,170 were unduplicated individuals. This major milestone was achieved through new strategic partnerships developed by the City’s WDS, including its signature LA:RISE initiative.



<sup>1</sup> Greater Los Angeles Homeless Count, 2019 Results - Los Angeles Homeless Services Authority

Between PY2018-29 and PY2019-20, the City planned to place 5,000 individuals experiencing homeless into employment via the Hired and Hopeful program, which includes partnerships with Los Angeles County WDACS and HHLA's partners (Goodwill, Amity, Downtown Women's Center, and LA LGBT Center). The entire program aims to place 16,000 individuals. As of February 20,2020, the City placed a total of 2.775 unduplicated individuals into unsubsidized employment, achieving 55.5% of the City's goal, and contributing a major portion to the 23.7% achieved of the overall goal of the program. The City also placed an additional 765 unduplicated individuals into subsidized employment.

In PY 2019-20, the City expanded its LA:RISE initiative to partner with the City's new A Bridge Home initiative to provide workforce development services to transitional housing sites. The program is funded through \$1.0 million in City General Fund monies and will provide workforce development services to an additional 150 participants.

*ACTION* – The City will continue partnerships with Los Angeles County and Goodwill Industries of Southern California in the “*Hired and Hopeful*” Initiative to provide unsubsidized employment opportunities for 15,000 homeless individuals over the next three years. Under this initiative, in PY 2020-21 the City will:

- Place 800 individuals experiencing homelessness in transitional employment and 400 into unsubsidized employment through \$6.0 million investment of LA City General Fund and LA County Measure H funds in LA:RISE;
- Increase placements into unsubsidized employment through increased employer engagement activities using the City's Customer Relationship Management (CRM) system; and
- Place an additional 750 individuals experiencing homelessness into unsubsidized employment through the City's WorkSource Centers.

***Strategic Initiative 2 – Increasing employment opportunities for all Angelenos through partnerships with major economic drivers in the region*** – Through the leadership of the Mayor's Office, the Los Angeles Workforce Development Board (WDB) established a goal of developing Memoranda of Understanding with the region's major public sector employers, including the Los Angeles World Airports (LAWA), the Port of Los Angeles, and the Department of Water and Power (DWP), in order to provide career pathways for Los Angeles residents. While the current COVID-19 crisis will slow down public sector hiring in general, there will be specific opportunities including the sanitizing of public spaces, contact tracers, and other restoration service activities.

### ***Accomplishments***

In November 2019, EWDD entered into negotiations with LAWA to establish a Memorandum of Understanding focused on creating employment opportunities with LAWA private sector employers. LAWA reports that prior to COVID-19, more than 53,000 private sector employees worked at or in support of Los Angeles International Airport (LAX). The MOU will provide for increased coordination between LAWA and the City's WDS in creating employment opportunities for Angelenos. This initiative will build

upon the HIRE LAX program that provides pre-apprenticeship training for LA residents in order to increase employment opportunities in capital improvements projects at LAX.

*Targeted Local Hire (TLH)* - Developed by the Mayor and Council and led by the Personnel Department, TLH utilizes the WorkSource Center System to provide access to civil service employment in the City of LA to residents that are not generally represented in the traditional civil service hiring process. The program uses a non-traditional hiring and screening process to encourage City departments to hire from this pool. Since the program's first year, TLH has had 11,500 applicants of which 3,568 have been referred to City Departments for interviews, with over 857 individuals from disadvantaged backgrounds connected to high-quality jobs in the City of Los Angeles.

*New Resources to Address Economic Disasters* – In March 2020, the City was awarded up to \$2.0 million in Dislocated Worker Additional Assistance Grant funds to provide workforce development services, including emergency supportive services, to up to 400 individuals impacted by the COVID-19 layoffs. Additionally, the City applied for up to \$8.0 million to support up to 1,500 additional dislocated workers and employers impacted by the viral outbreak.

*ACTION* – Coordinate with system partners to identify and secure employment opportunities in the recovery and rebuilding phases of the COVID-19 crisis, including openings in contact tracing, disaster service, and other related occupations.

*ACTION* – Continue WIN-LA, TLH, and HIRE LAX initiatives to recruit and hire 500 Angelenos in PY 2020-21.

*ACTION* – Secure \$8.0 million in new funding to deliver career development services to Angelenos impacted by COVID-19.

***Strategic Initiative 3 – Increasing access to career pathways through Industry Sector Strategies*** – Continue investments in key industry sectors that provide career pathways for all Angelenos.

### ***Accomplishments***

*Apprenticeship Study* – In February 2020, the City completed a Strategic Plan to increase apprenticeship opportunities within non-traditional employment sectors in the LA Region. The plan provides a number of policy recommendations to support the creation and/or expansion of apprenticeship programs and provides national best practices that can be replicated in the LA Region. Highlights of the apprenticeship study include:

- *Development of an Apprenticeship Manual*
- *Labor Market Information Report for key employment sectors*

*WIOA Navigators* – In PY 2017-18, the WDS partnered with the Los Angeles Unified School District Division of Adult and Career Education (LAUSD-DACE) to collocate

WIOA Navigators, co-funded by the WDS and LAUSD, in ten of the City's 16 WorkSource Centers. WIOA Navigators provide WSC participants access to vocational training in high-demand sectors, as well as access to educational supports to address basic skills deficiencies. WSC participant enrollments into DACE trainings increased 286% from 29 participants per month before the partnership to an average of 112 participants per month in 2018. Monthly referrals from the DACE schools to the WSCs for job placement assistance also increased to an average of 164 individuals per month. *ACTION* – Continue to build upon progress and insight gained from its Industry Sector Expert Strategists to develop new Sector Strategies.

*ACTION* – Work regionally across the seven WDBs to develop Registered Apprenticeship Programs in identified sectors.

- Implement policy recommendations included in the City's Apprenticeship Strategic Plan.
- Work with the Mayor's Office and LAUSD to convene an apprenticeship policy summit to increase apprenticeship opportunities in nontraditional employment sectors.

*ACTION* – Increase access to industry sector training for Angelenos through the WDS. EWDD will continue to:

- Fund the Sector Strategy Center at Los Angeles Valley College to promote sector training in high-demand sectors;
- Align WDS services with in-demand occupations identified in Sector Strategy reports.

***Strategic Initiative 4 – Increasing services to targeted high-barrier populations (vulnerable populations) with a geographic focus*** – Increase enrollments and placements targeting communities with the highest concentrations of poverty and highest unemployment rates, as well as underserved target populations including, but not limited to, individuals with a history of homelessness, formerly incarcerated individuals, underrepresented ethnic groups, single-parents, older workers, disconnected youth, and transgender and other LGBTQ individuals.

### ***Accomplishments***

*Enhanced services for vulnerable populations* – The City continues to emphasize services to vulnerable populations. In addition to successful program models for serving Veterans and Persons with Disabilities, the City launched and/or secured funding for new initiatives focused on individuals experiencing homelessness, justice-involved individuals, reentry, and other underrepresented populations.

Established partnership with the City's Department on Disabilities, and State Department of Rehabilitation – Through the leadership of Department on Disabilities, a quarterly roundtable has been established to increased coordination between the departments serving the workforce needs of the disability community. The first partnership efforts results in the funding of the STEPS grants to service youth with disabilities. Through the initial COVID-19 crisis phase, the communication and information sharing between the agencies has been established, and needs of this community have been integrated into the program design of all programs.

*LARCA 2.0* – This program began in PY 2017-18; through a settlement negotiated by the City Attorney's Office, the City committed to invest as much as \$30 million over a four-year period to provide employment and education services to individuals that were part of a Gang Injunction settlement. Through this initiative, up to 3,000 individuals will receive on-the-job training, vocational training, apprenticeships, support services, and entry-level employment options that allow individuals to gain critical career skills and strengthen pathways to employment and increased earnings.

*Human Trafficking* – In partnership with the County Department of Social Services, the Los Angeles City Attorney's Office, Los Angeles Unified School District, WSCs, Bureau of Contract Administration and other community-based organizations such as Journey Out, Los Angeles LGBT Center, and the Rightway Foundation EWDD continues to develop a pilot workforce development program focused on serving human trafficking survivors. The Jobs & Education Program for Human Trafficking Survivors will work towards ensuring workforce development services are made available to human trafficking survivors. Monthly meetings with program partners are on-going and further updates will be provided at future meetings.

*Additional Assistance for Survivors of Domestic Violence and Human Trafficking* – EWDD applied for and received \$810,000 in Governor's Discretionary Additional Assistance funds to enroll and serve 1,000 survivors of Domestic Violence and/or Human Tracking through the City's Workforce Development System. EWDD will partner with the Housing and Community Investment Department to develop a collaboration between City Workforce Centers, LA:RISE Social Enterprises and the Domestic Violence Shelter Operations (DVSOs) service providers to provide emergency support services to participants impacted by COVID-19.

*ACTION* – Expand services to high-barrier populations within the WorkSource and YouthSource Center programs.

- Establish goals for new high-barrier populations, including survivors of domestic violence, individuals with disabilities, English Language Learners, transgender, and single parents.
- Increase enrollments for LARCA 2.0 participants.
- Expand specific initiatives with LAHSA and the Mayor's Office around "Bridge to Employment," Rapid Response, and Homeless Youth populations.

**Strategic Initiative 5 – Increasing Gender Equity** – In line with the City of Los Angeles’ commitment to achieving gender equality<sup>2</sup> and gender equity<sup>3</sup> in city operations, the Workforce Development System will continue to strengthen its efforts to integrate a gender perspective into the design, implementation, and evaluation of its services, to ensure that women and girls’ unique needs are considered, and gender inequality is not perpetuated.

In order to ensure equal opportunities for women and girls to access quality and empowering job trainings and employment, the WDS committed to seven tasks, pending the availability of funding. Gender Equity tasks include:

**Task 1 – Prevent Sexual Harassment within the WDS** - Ensure that WDS staff are trained to prevent and address sexual harassment and discrimination in the workplace and are informed about their rights and existing resources.

*STATUS – Complete*

**Task 2 – Develop WDS Training on gender bias** - Implement and evaluate a train-the-trainer workshop on implicit gender bias and gender mainstreaming<sup>4</sup> to increase the WDS’ capacity to consider women and girls’ unique needs in the design, implementation, and evaluation of its services, including in career counseling, trainings, and job placement.

**ACTION** – Partner with the Los Angeles Housing and Community Investment Department (HCID) and the Commission on the Status of Women to identify and fund a training curriculum on gender bias in the workforce system. In partnership with HCID, EWDD will:

- Identify a gender bias curriculum and/or training provider;
- Identify resources to deploy gender bias training.

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<sup>2</sup> “Gender equality” refers to equal rights, life prospects, opportunities, and the power of women and men, girls and boys, and people of various gender expressions to shape their own lives. It is a rights-based concept with transformative connotations that embraces an intersectional view on inequalities between genders, and points towards change of gender-based power relations in all sectors of society. The Swedish International Development Cooperation Agency, Sida, <https://www.sida.se/English/publications/159464/hot-issue-gender-equality-and-gender-equity/>

<sup>3</sup> “Gender equity” refers to fairness and justice regarding benefits and needs for women and men, girls and boys, and people of various gender expressions. Thus, distribution of resources based on the needs of different groups of people. The Swedish International Development Cooperation Agency, Sida, <https://www.sida.se/English/publications/159464/hot-issue-gender-equality-and-gender-equity/>

<sup>4</sup> “Gender mainstreaming” is the process of assessing the implications for women and men of any planned action, policy or program, in all areas and at all levels before any decisions are made and throughout the whole process. It is a strategy for making women’s as well as men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs so that both women and men benefit, and inequality is not perpetuated. Gender mainstreaming is not a goal in itself but an approach for promoting gender equality. The Swedish International Development Cooperation Agency, Sida, <https://www.sida.se/English/publications/159382/gender-mainstreaming/>

*STATUS: Incomplete*

**Task 3 – Develop baseline Gender Equity Data for the WDS** – Gather and include data disaggregated by gender in all demographic and performance reports included in the WDB Strategic Annual Plan’s list of strategies and activities. Baseline Gender Equity data is included in the following pages.

*ACTION* – Include gender equity performance data in reports to the WDB.

*STATUS – Partially Complete*

**Task 4 – Prepare Labor Market Information Report on Gender Equity** – Commission a study to identify high paid jobs and training opportunities for women and girls to help them advance in their careers and transition from low-paid middle skills jobs to high-paid middle skills jobs.

*ACTION* – Partner with HCID and the Commission on the Status of Women to identify funding.

*STATUS – Incomplete*

**Task 5 – Prepare an analysis of factors contributing to gender bias** – Commission a gender analysis to assess what role the WDS, including the WorkSource Centers and the YouthSource Centers, can play to address existing barriers preventing women and girls from accessing quality job trainings and well-paid employment opportunities, including in non-traditionally female fields.

*ACTION* – Develop gender specific programming to increase training and placement in non-traditional employment sectors. EWDD will:

**a) Pilot a short-term vocational training program aimed at recruiting women into the construction field. EWDD will partner with Women in Non-Traditional Employment Roles (WINTER) to recruit and provide short-term vocational training during non-traditional hours to prepare women for employment at Metro.**

*STATUS – Complete*

**Task 6 – Conduct a comprehensive assessment of how the WDS, including the LA:RISE grant, serves the female homeless population** – The assessment will look at how many women versus men benefit from the WDS programs targeting the homeless population and provide explanations to those numbers.

*STATUS – ADDITIONAL ASSISTANCE INITIATIVE TO LAUNCE MAY 18TH*

**Task 7 – Increase service to Domestic Violence survivors** – Design, implement and evaluate a pilot training program targeting survivors of domestic

violence and human trafficking. As part of this work, partner with the Los Angeles Housing and Community Investment Department (HCID) to identify clients from the Domestic Violence and Human Trafficking Shelters funded by the City.

*ACTION* – In partnership with HCID, EWDD will pilot a Domestic Violence Navigator program to increase access to employment services for survivors of domestic violence. EWDD will:

- Partner with HCID to co-fund a full-time Domestic Violence Navigator position to be housed in EWDD;
- Through the Domestic Violence Navigator, all survivors of domestic violence will be provided access to appropriate workforce services.

*STATUS* – *Complete*

*ACTION* – Provide 1,000 survivors of domestic violence and human trafficking with support services and connections to workforce opportunities.

*STATUS* – *In progress*

## Tracking Gender Equity

As requested by the Commission on the Status of Women, the following tables provide data on the WDS' performance with respect to gender equity. Table 2 provides a summary of training enrollments in the top 19 employment sectors. Total training enrollments are nearly evenly divided between males and females.

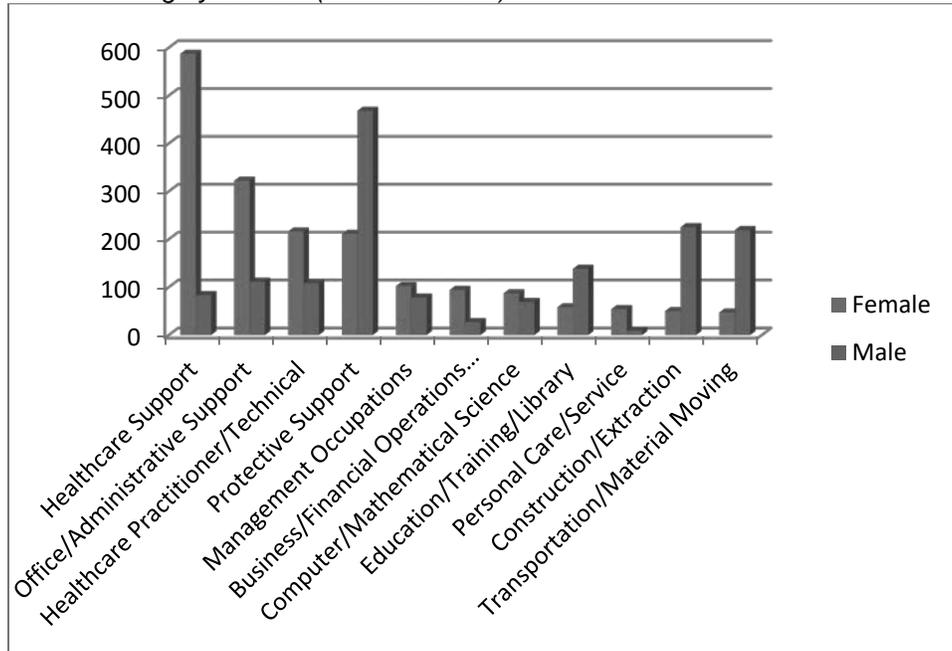
*Table 2 – WDS Training Data Segregated by Gender (PY 18-19 Data)*

Training	Female	Male	Earnings*
Healthcare Support	587	83	\$32,833
Office/Administrative Support	322	111	\$38,518
Healthcare Practitioner/Technical	216	108	\$72,159
Protective Support	211	468	\$38,676
Management Occupations	102	78	\$114,390
Business/Financial Operations Managers	94	27	\$73,862
Computer/Mathematical Science	87	69	\$91,016
Education/Training/Library	58	138	\$58,704
Personal Care/Service	54	9	\$25,036
Construction/Extraction	50	225	\$53,407
Transportation/Material Moving	47	219	\$30,369
Building/Grounds Cleaning/Maintenance	42	26	\$30,108
Art/Design/Entertainment/Sports/Media	34	35	\$66,605
Installation/Maintenance/Repair	17	197	\$36,366
Sales	15	1	\$39,586
Life/Physical/Social Science	13	17	\$76,729
Food Preparation/Serving	10	9	\$24,851
Legal	10	2	\$104,938
Architecture/Engineering	8	95	\$96,327
Community/Social Services	5	5	\$51,576
Production	4	49	\$30,113

\*Industry Avg.

Though female participants system wide represent 50% of individuals enrolled in training, training enrollments vary significantly by industry sector. As illustrated in Table 3, female participants are heavily concentrated in healthcare career tracks, accounting for 81% of healthcare training enrollments. Conversely, female participants are significantly underrepresented in training for construction, engineering, security and transportation career tracks.

Table 3: Training by Gender (PY 18-19 Data)



**Training PY 2018-19 (Top six training sectors for females)**

Healthcare Support:  
17% of trainings provided,  
87% Female

Office/Admin Support:  
11% of trainings provided,  
74% Female

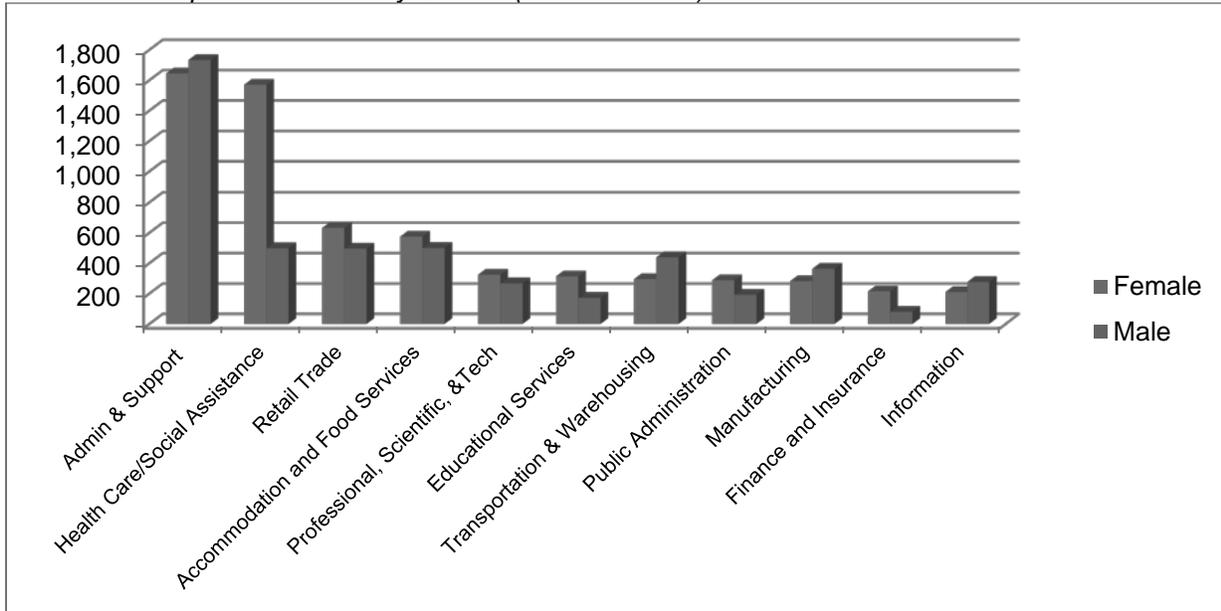
Healthcare Practitioner:  
8% of trainings provided  
67% Female

Protective Support:  
17% of trainings provided  
31% Female

Management:  
5% of trainings provided  
56% Female

Business/Financial:  
3% of trainings provided  
78% Female

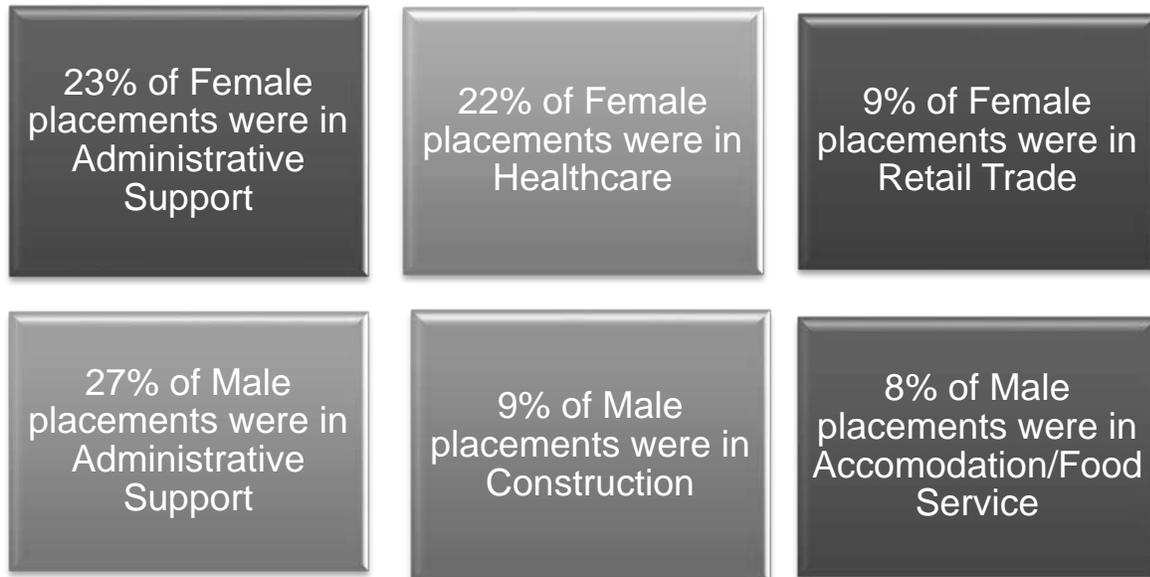
Table 4: Participant Placement by Gender (PY 18-19 Data)



As illustrated in Table 4, the Administrative Support and Healthcare/Social Assistance sectors account for the highest number of female job placements. Females represent more than 75% of placements in the healthcare industry. Females are underrepresented in the construction sector, representing only 13% of job placements.

Table 5: Placement Data by Industry Segregated by Gender (PY 18-19 Data)

	Female	Male
Admin & Support	1,645	1,733
Health Care/Social Assistance	1,570	498
Retail Trade	632	495
Accommodation and Food Services	574	500
Professional, Scientific, & Technical	324	267
Educational Services	313	172
Transportation & Warehousing	295	439
Public Administration	287	192
Manufacturing	281	363
Finance and Insurance	215	80
Information	210	276
Other Services	166	216
Wholesale Trade	163	225
Arts, Entertainment, & Recreation	123	131
Real Estate and Rental and Leasing	100	117
Construction	91	615

**Placement PY 2018-19 (Top three placement sectors by gender)**

**Strategic Initiative 6 – Increasing employment outcomes for the reentry population** – Work with the offices of the Mayor and City Attorney to leverage investments of Los Angeles County and City funds to increase employment services for the reentry population.

**Accomplishments**

**Increase in Reentry Enrollments** – In PY 2018-19, the WDS enrolled 2,298 reentry participants through WIOA. While this represented a decrease in the number of WIOA enrollments, in PY 2019-20, the City was successful in securing additional resources and developing new partnerships that will support expanded services.

**Prison to Employment** – To expand services to the reentry population, the Los Angeles Basin Regional Planning Unit, on behalf of the seven WDBs within the unit, applied for \$17 million of Prison to Employment (P2E) funds. The P2E Initiative is a grant program that includes \$37 million statewide over three budget years to operationalize integration of workforce and reentry services in the state’s 14 labor market regions. The goal was to improve labor market outcomes by creating a systemic and ongoing partnership between rehabilitative programs within the California Department of Corrections and Rehabilitation (CDCR) and the state workforce system by bringing CDCR under the policy umbrella of the State Workforce Plan. In March 2019, the City was notified that the LA Basin RPU was awarded a total of \$8.27 million. In January 2020, the City received \$2.8 million of these funds awarded to the region.

The City has now launched five (5) Reentry Hubs in five (5) different communities: South Los Angeles, Watts, Sun Valley, Central Los Angeles, and Boyle Heights. All reentry hubs include a WorkSource Center service provider and a community-based

reentry support provider, and will partner with both Amity Foundation and CDCR to enroll participants returning from the State prison system.

*ACTION* – Implement the P2E grant to provide additional employment opportunities for reentry individuals returning to the City.

- Complete enrollment of 282 participants through the P2E initiative.
- Develop and implement reentry training for WDS service providers.
- Continue to expand partnerships with reentry service providers.

***Strategic Initiative 7 – Increasing education and/or employment outcomes for disconnected youth*** – The WDS will continue to provide leadership for integrating City, LAUSD, LACCD, and LA County services to increase educational, employment, housing and social well-being outcomes of the City’s disconnected youth. Through the Performance Partnership Pilot (P3) initiative and the YouthSource system, the WDS is providing regional leadership on expanding and integrating services to the region’s disconnected youth population including foster, probation, dropout, and homeless youth populations.

### ***Accomplishments***

*ReLAY Institute* – The Institute is a partnership between the CSU5 (the five California State Universities serving the greater Los Angeles region), the County of Los Angeles Workforce Development, Aging & Community Services Department, and the City of Los Angeles Economic and Workforce Development Department. The purpose of the ReLAY Institute is to create sustainable systemic change that will provide improved education, employment, housing, and health and well-being outcomes for disconnected youth (16-24) throughout the Los Angeles Basin. These goals will be achieved by increasing knowledge and analytic capacity, capturing and sharing data, identifying best practices, disseminating innovation, fostering networks, and catalyzing and facilitating collective action and leadership that builds and strengthens the capacity of public systems, nonprofits, and other service providers. The ReLAY Institute strengthens the capacity of public systems to provide wraparound services to improve education, employment, and social outcomes specifically for youth who have dropped out, are unemployed, or are homeless.

*COVID-19 Impact Data* – In addition to the Performance/Contact data, the Youth team is also providing monthly impact data. The impact data report depicts not only data on our systemwide pivot to remote services due to Safer at Home orders, but also provides a numerical representation of the participants adversely impacted due to the suspension of work experience. The next data report will show an increase in the number of youth engaging in work experience with the support of our providers.

*ACTION* – Continue to expand partnerships and resources for disconnected youth as a central part of the recovery and rebuilding phases of the COVID-19 crisis

- Establish partnership with the Los Angeles County Chief Executive Officer (CEO) to place 1,000 disconnected youth in employment opportunities during this year.
- Establish greater partnership with the Los Angeles Homeless Services Authority to provide 1,500 young people with a comprehensive education and work plan.

***Strategic Initiative 8 – Increasing impact of the City’s Workforce Development System through the strategic alignment of City and Regional Planning Efforts (Los Angeles Regional Plan, Local Plan, WDS Annual Plan and P3 Strategic Plan)***

– Over the last two years, the City of Los Angeles provided leadership to cross-jurisdictional efforts aimed at developing regional workforce development strategies. The WDS Annual Plan seeks to align the goals and objectives identified through the Regional, Local and P3 planning efforts undertaken by the City and key workforce development stakeholders in the region over recent years. These planning efforts seek to align workforce resources and programs to develop systematic and coordinated efforts to increase economic opportunities for those left out by the economic recovery.

- 1) Regional Plan – Aimed at the development and implementation of decision-making structures that will strengthen workforce activities and performance at the regional level of the seven Los Angeles Basin Local Boards. The Regional Plan supports the State Board’s Unified State Plan goal of building regional sector pathways, including increasing industry-valued credential attainment and enrollment in apprenticeship through sector strategies; increasing employer engagement; and development of a regional communications effort between the seven regional boards. As required by WIOA legislation, which mandates a biennial review, this plan was modified to include specific plans to address the needs of the reentry population:  
[http://ewddlacity.com/images/reports/LARPU/LABRPU\\_Regional-Workforce-Development-Plan-2017-2020.pdf#zoom=80](http://ewddlacity.com/images/reports/LARPU/LABRPU_Regional-Workforce-Development-Plan-2017-2020.pdf#zoom=80)
- 2) Local Plan – Describes the City’s WDS efforts to meet the goals and objectives of the Regional Plan, and to meet the federal and state intent of implementing the Workforce Investment Opportunity Act. Also subject to biennial review, this plan was modified to include specific plans to address coordination with CalFresh Employment and Training programs; employment services for noncustodial parents; increased services for individuals with developmental/intellectual disabilities; and services for English language learners, foreign-born, and refugees:  
[http://ewddlacity.com/images/reports/LARPU/WIOA-CityLAWDB\\_LocalWorkforcePlan\\_2017-2020.pdf#zoom=80](http://ewddlacity.com/images/reports/LARPU/WIOA-CityLAWDB_LocalWorkforcePlan_2017-2020.pdf#zoom=80)  
<https://wibllacity.org/index.php/about-the-wdb/253-wdb-local-workforce-development-plans>
- 3) Performance Partnership Pilot (P3) Strategic Plan – Contains the collective efforts of over 40 organizations to improve the education, workforce development, housing, and social well-being outcomes of the region’s

disconnected youth. The goals and objectives link with specific strategies that would increase integration of city, county, and school district services. The plan also calls for specific policies to prioritize services for the region's disconnected youth populations.

**Strategic Initiative 9 – Training Angelenos to participate in the new green economy** – The City will work with partners at all levels of workforce development and educational institutions to foster the training and retraining necessary to provide opportunity for thousands of workers into a thriving middle class built on good, green jobs. Key to implementing this strategy is the successful roll-out of the newly announced L.A. Jobs Cabinet.

### **Accomplishments**

**ACTION** – The EWDD, in partnership with the Mayor's Office, will begin to bring City, labor, educational, and business leaders together to support L.A.'s effort to create 300,000 green jobs by 2035 and 400,000 by 2050. The Green New Deal outlines clear timelines, milestones, and strategies to help reach the job creation goals of the Jobs Cabinet. Proposed short- and long-term strategies include, but are not limited to:

- Hire LA's Youth, in partnership, with Los Angeles County, LACCD, LAUSD, and many other community partners, will be redesigning its subsidized youth employment services to include virtual professional development, enhanced use of technology platforms, and recovery-related employment opportunities in accordance with public health standards to place 20,000 young people in jobs;
- Connecting Hire LA's Youth participants with more green job opportunities;
- Adding sustainability curriculum to WDS training;
- Collaborating with the LACCD to develop more pipelines for employment in green construction industry professional services;
- Working with local trade and technical schools to create additional Electric Vehicle (EV) workforce pipelines;
- Partnering with construction projects to provide more green opportunities for local hiring and disadvantaged workers in City contracts;
- Creating and expanding workforce training programs for landscape managers on the installation and care of native plants; and
- Expanding partnerships and retraining programs to better prepare workers for jobs that are expected to be automated.

**Strategic Initiative 10 – Creating and expanding career ladder opportunities for L.A.'s workforce to fill the demand for early childhood education positions** – In response to Mayor Garcetti's 2019 State of the City Address<sup>5</sup> announcements and

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<sup>5</sup> Mayor Garcetti's April 29, 2019 State of the City Address text may be accessed in full at [https://www.lamayor.org/sites/g/files/wph446/f/landing\\_pages/files/STATEOFTHECITY2019.pdf](https://www.lamayor.org/sites/g/files/wph446/f/landing_pages/files/STATEOFTHECITY2019.pdf)

Councilmember Paul Krekorian’s legislative priorities, the City’s Workforce Development System will create a workforce training and professional development plan for careers in early childhood education and development. This plan is not only necessary to address the longstanding teacher shortage in L.A. schools, but it is also necessary for the City to be ready to leverage in full the expected increase of state funding for training and career development in this field. Governor Newsom has already proposed a new \$500 million investment for child care education infrastructure, services, and workforce development.

Councilmember Paul Krekorian’s February 27, 2019 motion<sup>6</sup> provides important context regarding the level of child care services and early education workers in L.A. *The State of Early Care and Education in Los Angeles County*, a study commissioned by the County of Los Angeles and First 5 LA in 2017, found that “there are approximately 650,000 children under the age of five in Los Angeles County, yet licensed centers and family child care homes only have the capacity to serve 13% of working parents with infants and toddlers.” High quality early childhood education is not only essential for a child’s healthy development, it is also a critical element in allowing parents to work and encouraging citywide economic development.

LAUSD’s Division of Adult and Career Education is collaborating with the City in this effort by adding new early childhood education training programs at Maxine Waters Employment Preparation Center, East Los Angeles Occupational Center, and West Valley Occupational Center.

**ACTION** – The Mayor’s Office, in partnership with the EWDD, will develop an early childhood education employment sector plan for the City to recruit, train, and certify at least 2,500 new early childhood educators by 2025.

**ACTION** – The WDB will leverage its members’ expertise and its Youth Council in particular, to assist in the development of the City’s early childhood education employment sector plan.

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<sup>6</sup> City Councilmember Paul Krekorian’s February 27, 2019 motion may be accessed in full at [http://clkrep.lacity.org/online/docs/2019/19-0213\\_mot\\_02-27-2019.pdf](http://clkrep.lacity.org/online/docs/2019/19-0213_mot_02-27-2019.pdf)

## CURRENT ECONOMIC IMPACTS ON EMPLOYMENT

### The Region and Local Economy

*California* - In 2019, California's economy had a slight upturn:

Table 6: Annual Unemployment Rate (%)

Locality	2011	2012	2013	2014	2015	2016	2017	2018	2019
U.S.	8.9	8.1	7.4	6.2	5.3	4.9	4.4	3.9	3.7
California	11.7	10.5	8.9	7.5	6.2	5.4	4.8	4.2	4.0
LA County	12.3	10.9	10.2	8.3	6.9	5.2	4.7	4.7	4.4
<b>LA City</b>	<b>13.6</b>	<b>12.1</b>	<b>10.7</b>	<b>8.7</b>	<b>7.1</b>	<b>5.6</b>	<b>4.7</b>	<b>4.7</b>	<b>4.5</b>

As of March 2020, the City of Los Angeles had an unemployment rate of 6.4%

Source: Bureau of Labor Statistics and California Employment Development Department

Employment and Educational Outlook for the City of Los Angeles – At the time of this writing, the extended Stay at Home order issued for Los Angeles County as a result of the COVID-19 pandemic has led to the collapse of business activity in the retail, hospitality, entertainment and manufacturing industries.

Nearly 4.6 million Californians have filed for unemployment claims since March 12. California Gov. Gavin Newsom said on May 14 that the state's unemployment rate could reach a peak of 24.5% due to the economic fallout from the coronavirus outbreak. The impact on local employment follows the statewide trend. The pandemic is already having a significant negative impact on the Los Angeles civilian labor force, with over 484,000 unemployment claims filed since the beginning of the year

## FY 2020-21 FUNDING OUTLOOK

### COVID-19 Funding

At the time of this writing, the U.S. House of Representatives and U.S. Senate have passed, and the President has signed, a stimulus bill in an effort to address the economic fallout of COVID-19. The City continues to monitor developments in the stimulus bill and will be prepared to solicit additional funding to support expanded services to Angelenos dislocated from employment due to COVID-19.

## YEAR 21 ANNUAL PLAN FUNDING RECOMMENDATIONS

As noted previously, the Annual Plan outlines a framework of workforce initiatives for achieving an equitable labor market that provides economic opportunities for all Angelenos. In developing the Annual Plan, the WDB took into consideration the priorities established by the Mayor, the California Workforce Development Board

(CWDB), the city’s current economic and educational situation, the resources available, and its own priorities.

The final Annual Plan will propose a balanced budget for PY 2019-20. New WIOA Title I Formula Funds and carryover revenue are summarized in Table 7 below:

*Table 7: Workforce Innovation and Opportunities Act Formula Funding*

	<b>PY 2019-20 WIOA Funds</b>	<b>PY 2020-21 WIOA Funds</b>	<b>Difference</b>
Adult	11,049,287	13,184,898	2,135,611
Dislocated Worker	8,352,873	8,156,195	(196,678)
Youth	11,325,465	13,515,456	2,189,991
Rapid Response*	765,886	765,886	-
Carryover	3,850,000	1,046,684	(1,803,316)
<b>Total</b>	<b>34,343,511</b>	<b>36,669,119</b>	<b>2,325,608</b>

\*PY 2020-21 Rapid Response Funds are estimated. This table does not include other grant funding including other WIOA grants.

As illustrated above in Table 7, “Workforce Innovation and Opportunities Act Formula funding”, the PY 2020-21 Annual Plan WIOA funds increase from PY2019-20 levels. While overall WIOA “formula” funds increase, “carryover” funds are projected to decrease by more than \$1.8 million. The net impact is a \$2.3 million increase in WIOA funds available in PY2020-21.

Table 8: WIOA Allocations

Activity	PY 19-20	PY 20-21	Increase (Decrease)
EWDD Program & Admin	7,503,232	8,049,941	546,709
Rapid Response	564,759	564,759	-
Other City Departments	452,375	382,200	(70,175)
Workforce Development Board	1,271,149	1,271,149*	-
WorkSource Centers	13,322,602	12,824,144	(498,458)
YouthSource Centers	8,322,082	9,190,020	867,938
LAUSD	1,246,700	1,246,700	-
Customer Satisfaction Surveys	61,000	77,200	16,200
Hire LA Platform	0	25,000	25,000
.P3 Initiatives	50,000	75,000	25,000
.Other Supporting Program Activities	1,549,612	1,549,612	-
.Reserved for EWDD Oversight	-	1,707,210	1,707,210
.Total	34,343,511	36,669,119	2,325,608

\*Draft budget schedules reflect a \$293,816 decrease in funding for the WDB. However, the Department is recommending level funding. The Budget schedules will be adjusted in the final draft.

### Funding Highlights:

No.	Funding	Strategy	Outcome	Strategic Goal(s)
1.	\$12,824,144	Fund 16 WorkSource Centers to provide employment training and placement services to high-barrier adults and dislocated workers and employers.	Serve 19,000	Strengthen connections with major economic drivers in the region. Target vulnerable populations with a geographic focus.
2.	\$9,240,000	Fund 14 YouthSource Centers	Serve 7,000	Focus on disconnected youth.
3.	\$13,287,400	Year-Round Youth Employment Program	Serve 20,000	Focus on disconnected youth.
4.	\$7,500,000	Los Angeles Reconnections Academy (LARCA 2.0)	Serve 750	Target vulnerable populations with a geographic focus.
5.	\$6,000,000	Los Angeles Regional Initiative for Social Enterprise (LA:RISE) 2.0	Serve 750	Address homelessness with more employment opportunities.

6.	\$1,000,000	LA County - INVEST	TBD	Focus on the reentry population.
7.	\$301,612	Layoff Aversion	TBD	Strengthen connections with major economic drivers in the region.

**WORKFORCE DEVELOPMENT SYSTEM**

Through the implementation of the Integrated Service Delivery (ISD) Model in the Adult and Dislocated WorkSource centers (which coordinate the efforts, resources and services of key partner agencies), the workforce development system ensures the seamless delivery of services to jobseekers. Similarly, the integration of key partners into the YouthSource Centers (particularly educational institutions), along with the intensive and sustained efforts underway to coordinate multiple agencies and community-based organizations targeting out-of-school youth, has enabled the WDS to garner the federal designation from the Department of Education and Department of Labor as a Performance Partnership Pilot (P3) locality. The P3 designation gives added flexibility in the use of discretionary funds across multiple federal programs. The youth system emphasizes the coordinated and integrated delivery of education, workforce, and social services to disconnected youth ages 16 to 24.

**ADULTS AND DISLOCATED WORKERS SYSTEM ACCOMPLISHMENTS AND STRATEGIES**

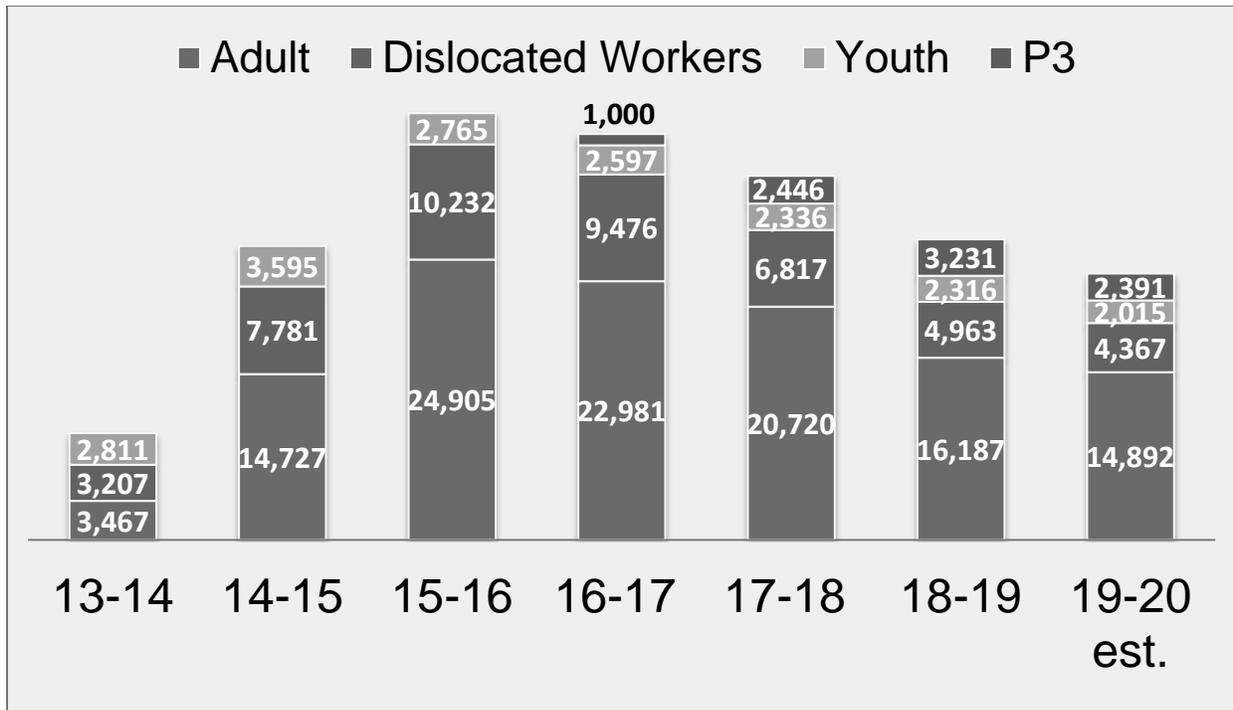
WorkSource Centers (WSCs) are strategically located in areas of the City with the highest concentrations of poverty, long-term unemployed, and lowest educational attainment rates. The WSC system addresses issues of equity and economic opportunity in the City by providing career services, including vocational and on-the-job training to low-income Angelenos.

**Integrated Service Delivery Model Leads to a Systematic Approach to Serving Angelenos**

Integrated Service Delivery (ISD) focuses on better coordination, integration, and leveraging of both resources and competencies of the system’s partners. Key to the success of this effort has been continuous and open communication, not only with the California Employment Development Department (WIOA Title III) and the California Department of Rehabilitation (WIOA Title IV), but also with the Los Angeles Unified School District and the Los Angeles Community College District (both WIOA Title II). The integration of key workforce development programs in the region provides the WDS with a systematic approach to serving those with greatest need and addressing inequities in our labor market. Additional partners include the County of Los Angeles Workforce Development Board, the Verdugo Workforce Development Board, the South Bay Workforce Development Board, and the Pacific Gateway Workforce Investment Network, as well as the United States Department of Veterans Affairs, and the City’s Department on Disability, Department of Aging, and Los Angeles Public Library. In

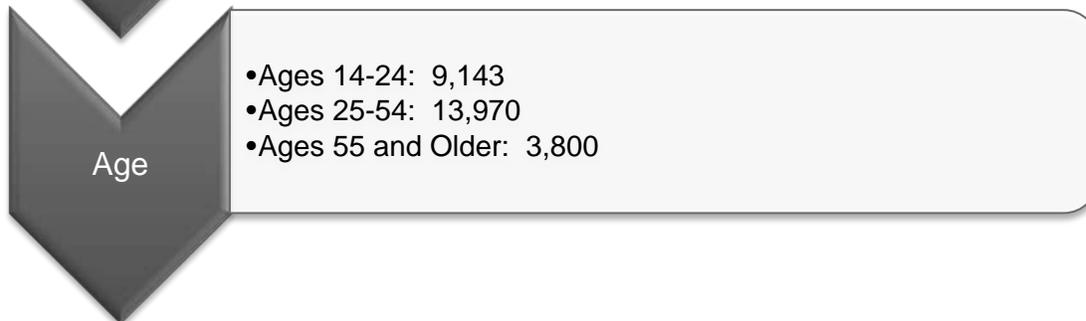
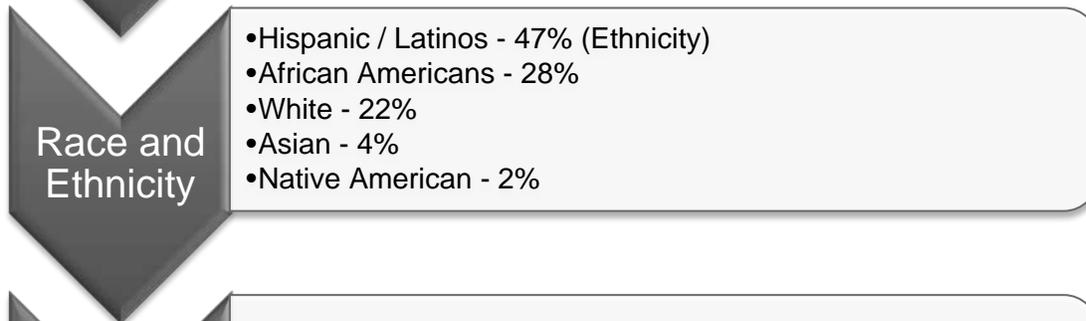
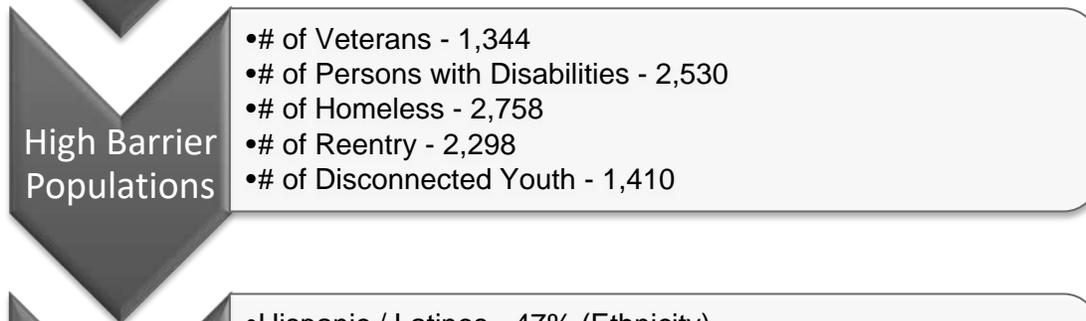
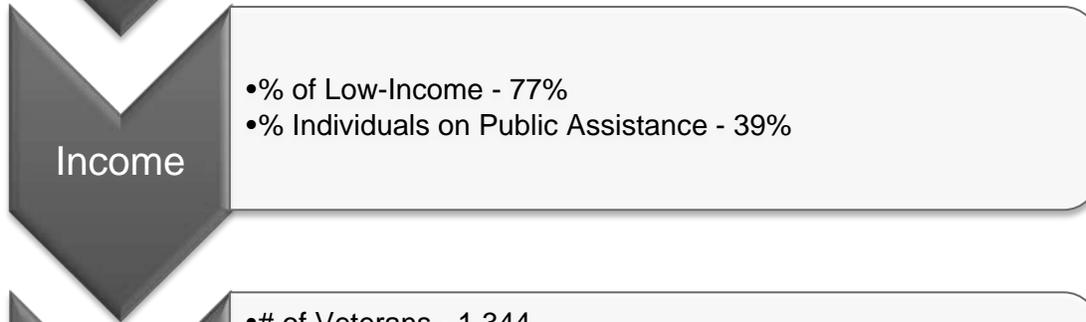
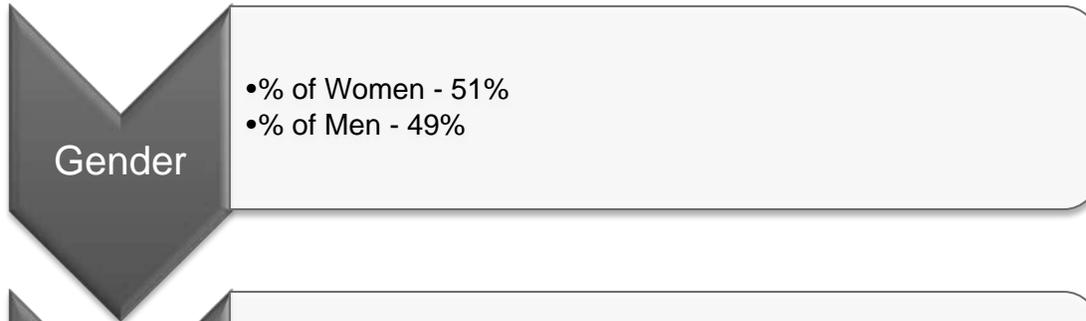
alignment with the California State Plan, this partnership will be expanded to include the California Department of Corrections and Rehabilitation to provide returning citizens with seamless reintegration pathways; the Los Angeles County Department of Public Social Services (DPSS) for coordination with CalFresh Employment and Training programs; and the Los Angeles County Child Support Services Department to improve labor market outcomes for unemployed, underemployed, and payment-delinquent non-custodial parents.

**WDS Enrollments PY 2013-14 through 2019-20**



Integrated Service Delivery, which began in PY 14-15, led to increases in Adult and Dislocated Worker enrollments; however, funding decreases have negatively affected system capacity.

**Who We Served WIOA TITLE I PY2018-19 (Source CalJOBS<sup>SM</sup>)**



**Workforce Development System Partners**

<p>CA Employment Development Department</p>	<ul style="list-style-type: none"> <li>•WIOA Title III - Wagner-Peyser</li> <li>•Veterans Services</li> <li>•Trade Adjustment Assistance (TAA)</li> </ul>
<p>CA Department of Rehabilitation</p>	<ul style="list-style-type: none"> <li>•WIOA Title IV - Rehabilitation Act</li> <li>•Competitive Integrated Employment coordination</li> </ul>
<p>LA Community College District</p>	<ul style="list-style-type: none"> <li>•WIOA Title II - Adult Education and Literacy</li> <li>•Sector Training</li> </ul>
<p>LA Unified School District</p>	<ul style="list-style-type: none"> <li>•WIOA Title II - Adult Education and Literacy</li> <li>•WIOA Navigators (WSC)</li> <li>•Pupil Services and Attendance Counselors (YSC)</li> <li>•Sector Training</li> </ul>
<p>Los Angeles Department of Public Social Services</p>	<ul style="list-style-type: none"> <li>•TANF</li> <li>•Summer Youth Employment</li> <li>•CalFresh Employment and Training</li> <li>•GAIN</li> </ul>
<p>Los Angeles County Department of Probation</p>	<ul style="list-style-type: none"> <li>•Project Invest</li> <li>•Juvenile Justice Crime Prevention Program</li> </ul>
<p>Los Angeles County Child Support Services Department</p>	<ul style="list-style-type: none"> <li>•Non-Custodial Parent Services</li> </ul>

## **YOUTHSOURCE SYSTEM STRATEGIES**

The City envisions a nationally recognized workforce system for young adults, ages 16-24, especially those who are disconnected from either school or work.

Over the last decade, the City has been an innovative workforce development leader, particularly for those young adults most in need of educational and workforce services. The City of Los Angeles YouthSource System is a dropout recovery and reengagement system that works to increase the educational and workforce outcomes of all young adults in Los Angeles.

In collaboration with the Los Angeles Unified School District, the Los Angeles Community College District, and several other public and private partners, the system is a community-based approach to reaching young adults who have not graduated from high school, who are not engaged in the workforce, or not pursuing an educational certificate or degree. Each center works with local partners to increase high school graduation, college acceptance, employability and employment placement of its participants.

### **System goals include:**

1. Building strong partnerships, integrating efforts, removing barriers, and improving accountability and communication;
2. Developing innovative strategies for increasing education and employment outcomes;
3. Championing public and private systems change to improve outcomes; and
4. Focusing policies and programs that empower youth to become self-sufficient and resilient, and respecting the capabilities and capacities of all Los Angeles Youth.
5. Actively implementing innovative practices to support and engage youth.

These system goals are based on the values of connectivity, creativity, and change, centered on youth. These goals allow us to collectively transform our service delivery system to improve the education, employment, housing, and physical and mental well-being of the region's disconnected 16-24 year-old population. The YouthSource Centers are located in areas of the city with a high risk of dropouts and are predominantly operated by community-based nonprofit organizations.

City of Los Angeles YouthSource Centers act as "dropout recovery centers" with the collocation of a certified Los Angeles Unified School District (LAUSD) Pupil Services and Attendance (PSA) Counselor in each center. Counselors have on-the-spot access to student data to determine attendance patterns, credits earned toward graduation, test scores, and behavioral patterns. PSA counselors complete educational assessments for all YouthSource Center participants. The information obtained is used by the counselor and center case management staff to determine the best educational approaches and options for individual participants.

This formal partnership works to ensure that out-of-school youth return to school and/or postsecondary employment and training programs in high-demand employment sectors, and enables the YouthSource system to attain WIOA's mandate that 75% of youth funds be expended on out-of-school youth.

YouthSource Centers are part of the Los Angeles Performance Partnership Pilot (P3), a coordinated effort to deliver education, workforce, and social services to disconnected youth 16-24 through collaboration between public departments, non-profit organizations, and educational institutions. The P3 collaborative structure expands employment and education services available to youth through the center and through a wider system of partner resources. As part of the P3 partnership, service to in-school youth is targeted to those most in need, such as homeless youth, foster youth, and youth involved in the juvenile justice system.

Hire LA's Youth is a partnership with the L.A. City Council, the L.A. Workforce Development System, the L.A. Community College District, the Los Angeles Area Chamber of Commerce and local businesses and community organizations to provide job opportunities for Angelenos between the ages of 14 and 24. Along with work experience, the program offers training opportunities, career exploration, on-the-job mentoring, work readiness, and financial literacy workshops. Opportunities are targeted to low-income and foster youth, young people from families receiving CalWORKs, youth on probation, youth receiving General Relief, and homeless youth. Hire LA's Youth plans to serve 20,000 of the City's youth in 2020.