

**YEAR 22 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 hardest hit by the coronavirus pandemic.

**PLAN OVERVIEW**

Twelve months after Mayor Garcetti issued his Safer at Home Order in response to the growing threat from the Coronavirus pandemic -- leading to hundreds of thousands of job losses across the City -- and ten months after hundreds of thousands of Americans across the nation took to the streets to protest ongoing racial injustice in this country following the police killing of George Floyd, this Annual Plan seeks to lay the foundation for the rebuilding of the local economy by leveraging the City's workforce development system to meet the overwhelming magnitude of job losses, business closures, and overall displacement caused by the devastation of the COVID-19 pandemic among the City's underserved communities. The City's vision of utilizing the WDS to increase equity in the local labor market is even more critical after the devastating job losses resulting from the pandemic were largely concentrated among Angelenos with the lowest levels of educational attainment, youth under the age of 24, people of color, and women. This Annual Plan will focus on securing the necessary resources to begin to upskill low-skill workers in industries hardest hit by the pandemic and to provide the necessary support services to support displaced workers.

The plan relies on the strong network of local workforce and education professionals who work across geographical and governmental boundaries to provide resources to displaced workers and who have continued to provide services to Angelenos in the midst of a worldwide pandemic. This plan also builds on the mission of the EWDD to align economic and workforce development to ensure that investments in economic development lead to living-wage employment opportunities for those served by the City's WDS.

Every crisis brings renewed prospects. 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 to support those who have not had access to economic opportunity.

**Plan Overview**

This Annual Plan is dedicated to the over 9,405 Angelenos who have lost their lives in this pandemic, to their families whose lives will forever be changed, and 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.

This plan is also dedicated to those calling for a renewed commitment to equity and social justice following the killing of George Floyd, Ahmaud Arbery, and Breonna Taylor, among others. It is a reminder that despite our collective efforts, much work remains to be done to ensure that every Angeleno has equitable access to economic opportunity.

**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 was record job losses in the weeks and months following the WHO declaration.

Federal, state, county, and city measures implemented to stem the spread of the virus affected all sectors of the local economy. Businesses were either closed or had operations severely limited. By the end of May 2020, the City had lost over half a million jobs. Perhaps hardest hit was the hospitality industry, as international and domestic travel was curtailed, conventions were canceled, bars were closed, and restaurant operations were restricted.

In the summer of 2020, employment experienced a recovery, regaining about two-thirds of the jobs lost. Job losses occurred again, however, in November and December as federal programs designed to encourage employers to maintain staff expired and a resurgence in coronavirus infections brought back business restrictions. As of January 2021, the City’s job losses were still over 275,000 compared to the prior February.

In continued response to this pandemic and the economic fallout, President Joe Biden signed into law the \$1.9 trillion [American Rescue Plan Act of 2021](#) (ARPA) on March 11, 2021. The ARPA includes the following benefits:

Individuals

*Extra unemployment payments:* Extends both the Federal Pandemic Unemployment Compensation (FPUC) program and Pandemic Emergency Unemployment Compensation (PEUC) program through September 6, 2021. The FPUC amount will remain at \$300. ARPA also increases the number of weeks of benefits an individual worker may receive in the PEUC program from 24 to 53.

*Tax Deductibility of Unemployment Insurance Benefits:* For the purposes of 2020 taxes, ARPA excludes the first \$10,200 of unemployment insurance benefits from an individual’s gross income.

**Plan Overview**

Small Businesses

*Expanded nonprofit eligibility for Paycheck Protection Program (PPP):* Makes charities eligible for PPP if they employ not more than 500 employees per physical location.

*Additional funding for PPP:* Provides an additional \$7.25 billion in funding for PPP and increases the total program level to \$813.7 billion.

*Targeted Economic Injury Disaster Loan (EIDL) Advance:* Provides an additional \$15 billion for the Targeted EIDL Advance program and directs the Small Business Administration (SBA) to make \$5 billion of any remaining funding available for supplemental grants to “severely impacted” organizations that have suffered an economic loss of greater than 50% and have ten employees or fewer. ARPA also exempts EIDL grants from taxes.

While much remains in flux, the following provides an overview of the public comment draft of the Year 22 Annual Plan.

***The Year 22 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. This equity-focused strategic framework also provides a strong foundation from which to begin to address the new challenges brought forth by the pandemic.

**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 unemployment crisis will need the Workforce Development System to advocate for new state and federal investments in retraining and upskilling services required to reconnect those hardest hit by the pandemic into the labor market. Though the CARES Act and American Rescue Plan provided substantial resources for individuals and businesses, they did not provide additional resources for workforce development services, and did not include funding for reskilling the hundreds of thousands of individuals who need such services as a result of the COVID-19 pandemic.

The American Jobs Plan proposed by the Biden Administration would provide \$2.65 trillion in new investments in infrastructure and workforce development services. The Mayor, City Council, and WDB will all need to advocate for an equitable distribution of more than \$32 billion in new funding proposed for dislocated workers and sector training as well as workforce development funding for underserved communities.

**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 2019-20 despite the challenges of COVID.

**WORKSOURCE SYSTEM PROGRAM YEAR ACCOMPLISHMENTS (PY 2019-20)**  
(SOURCE CalJOBS<sup>SM</sup>)



**YOUTHSOURCE SYSTEM PROGRAM YEAR ACCOMPLISHMENTS (PY 2019-20)**  
(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 a continued 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 22 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 with a geographic focus in order to increase equity within the local labor market;
5. Increasing Gender Equity;
6. Increasing employment outcomes for the reentry population;

**Plan Overview**

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 employment social enterprises.

In 2020, homelessness increased in both the City of Los Angeles (+16%) and Los Angeles County as a whole (+13%). There are over 66,000 individuals experiencing homelessness county-wide, with more than 41,000 in the City alone. Equally troubling, homeless counts for youth under 18 years of age increased by 48% to 7,491; counts for families with children increased 42% to 3,902. Those homeless due to fleeing domestic violence / intimate partner violence increased 40% to 3,884. Senior (those aged 62 or older) homelessness went up 20% to 6,290. About 3,400 (5%) individuals experiencing homelessness were transgender or gender non-conforming. Los Angeles also continues to struggle with a high unsheltered homeless population, with 46,090 (72%) remaining unsheltered. Two-thirds of the unsheltered adults experiencing homelessness were homeless for the first-time last year, and 59% of them cited economic hardship as the cause.<sup>1</sup>

**Accomplishments**

The Safer at Home Order issued in March 2020 significantly impacted the WDS' ability to serve the City's homeless population. Employment Social Enterprises (ESEs) funded through LA:RISE were closed due to restrictions on non-essential activities that were put in place. The corresponding strain on local budgets due to reduced economic activity also led to a \$2.0 million decrease in Los Angeles County Measure H funding for homeless services. EWDD, in partnership with the City Administrative Officer (CAO), have worked to diversify LA:RISE funding through the CARES Act. As a result of the City's efforts, the following new revenue streams were developed in PY 2021-22:

- \$2.0 million - Community Development Block Grant – COVID
- \$2.0 million – Homeless, Housing, And Prevention Program (HHAP)
- \$1.1 million – City General Fund / LAPD Funds

---

<sup>1</sup> Greater Los Angeles Homeless Count, 2020 Results - Los Angeles Homeless Services Authority

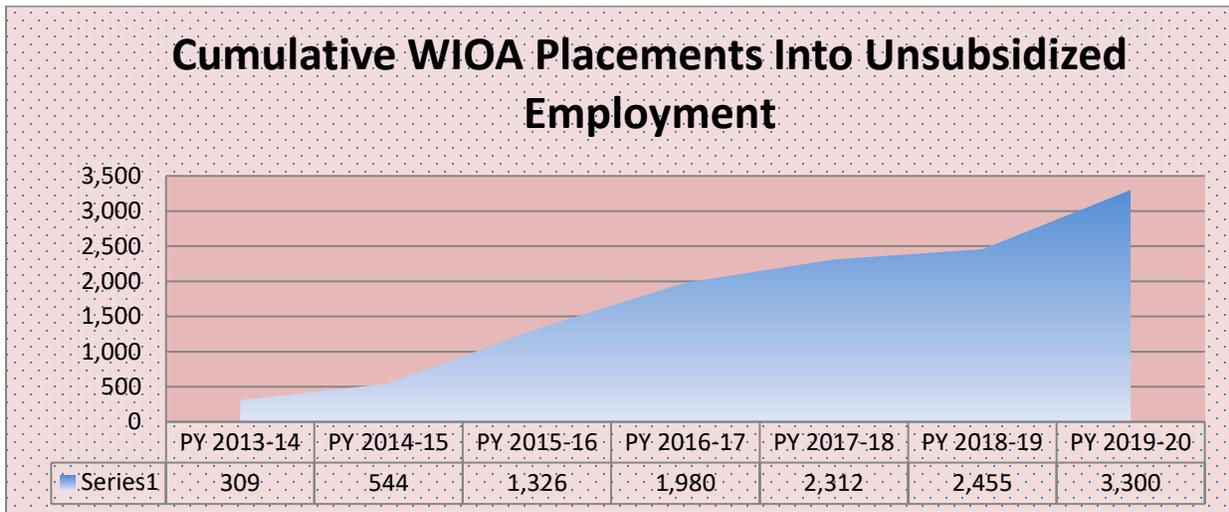
**Plan Overview**

With the expected restoration of the \$2.0 million in Measure H funding, EWDD anticipates having more than \$11 million available in PY21-22, an increase of more than 150 percent from current year levels.

*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 through WIOA adult programs over the last six (6) complete Program Years. The data, based on the State’s base wage employment statistics, reflects 3,300 job placements since PY 2013-14. This milestone was achieved through new strategic partnerships developed by the City’s WDS, including its signature LA:RISE initiative.

Table 1



Between PY 2018-19 and PY 2021-22, 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 March 2021, the City placed a total of 7,852 unduplicated individuals into unsubsidized employment, achieving 157% of the City’s goal, and contributing a major portion to the 49% achieved of the overall goal of the program. The City also placed an additional 1,586 unduplicated individuals into subsidized employment.

During PY 2015-2020, LA:RISE placed 3,700 individuals (those with a history of homelessness or at-risk of homelessness) into transitional subsidized jobs and placed 2,200 individuals into competitive, unsubsidized jobs. 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 residents living in these transitional housing sites. The program was funded through \$1.0 million in City General Fund monies and provided workforce development services to an additional 100 participants.

**Plan Overview**

*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 16,000 individuals experiencing homelessness over the next three years. Under this initiative, in PY 2021-22, the City will:

- Place 1,244 individuals experiencing homelessness in transitional employment and 622 into unsubsidized employment through a \$9 million investment of LA City General Funds, CDBG-CV, 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.

*ACTION* – The City will launch the LA:RISE Youth Academy to provide transitional and housing resources for 250 homeless youth.

***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 slowed down public sector hiring in general, increased investments in economic development have aided EWDD in aligning economic and workforce development strategies more purposefully to address the needs of both employers and job seekers in the region.

***Accomplishments***

EWDD entered 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). Though not yet finalized, the MOU negotiations increased coordination between LAWA and the City’s WDS in responding to mass layoffs at LAX resulting from the pandemic.

The City also implemented the Los Angeles Community Care Corp (LACCC) program that provided more than 600 Angelenos with transitional employment opportunities in various pandemic response activities. One of the innovative programs piloted under the LACCC program was the Clean Streets Initiative, which partnered WSCs with Office of Community Beautification (OCB) contractors to clean LA streets.

*ACTION* - Align Workforce and Economic Development Strategies to develop living wage career pathways in growing industries.

**Plan Overview**

*ACTION* - Implement a CRM system to better integrate employer engagement activities between WDS service providers and economic development activities within the City.

*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 2021-22.

***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.

***Status***

While job losses stemming from the pandemic were broad-based, according to the Los Angeles Economic Development Corporation (LAEDC) Pathways for Economic Resiliency Report, several industries within the region are poised for a strong recovery in the near future. Healthcare, Construction, and Logistics/Trade are three sectors that provide the WDS the opportunity for retraining and/or reskilling dislocated workers from hard-hit industries.

*ACTION* – Continue to build upon progress and insight gained from EWDD’s Industry Sector Expert Strategist reports to develop new career pathways in growing sectors.

*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.
- In partnership with LAUSD and LA County, develop a regional apprenticeship portal to provide job seekers up to date information on registered apprenticeship programs within LA County.

*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.
- Secure new funding to retrain 2,000 Angelenos in the Healthcare, Construction and Logistics/Trade sectors.

**Plan Overview**

***Strategic Initiative 4 – Increasing services to targeted high-barrier populations (vulnerable populations) with a geographic focus in order to increase equity within the local labor market*** – 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 a partnership with the City’s Department on Disabilities and the State Department of Rehabilitation* – Through the leadership of the Department on Disabilities, a quarterly roundtable has been established to increase coordination between the departments serving the workforce needs of the disability community. The first partnership efforts resulted in the funding of the STEPS grants to service youth with disabilities. Through the initial COVID-19 crisis phase, communication and information-sharing between the agencies has been established, and the 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. Through coordinated recruitment efforts, enrollments in this program have increased by 60 percent. Furthermore, over 60 percent of eligible class members who have been approved for services have enrolled and are currently receiving employment and educational services. The program, initially slated to end June 30, 2021, has secured a six-month extension which will allow individuals enrolled in the program to receive services up until December 27, 2021. An additional six-month extension is pending City Council approval. Should the second extension be granted, the program will be extended through June 30, 2022.

*Human Trafficking* – In partnership with the County Department of Social Services, the Los Angeles City Attorney’s Office, LAUSD, WSCs, the 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.

**Plan Overview**

Monthly meetings with program partners are on-going and further updates will be provided at future WDB 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 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.
- Establish additional community partnerships to support promotion of LARCA 2.0 program services and to increase program enrollments.
- Continue to promote skills development opportunities for LARCA 2.0 participants via education, training and transitional employment services.
- Increase training opportunities as training service providers continue to return to in-person learning.
- Expand specific initiatives with LAHSA and the Mayor’s Office around “Bridge to Employment,” Rapid Response, and Homeless Youth populations.
- Utilize the WDS to expand career pathways into City employment for underserved 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 to ensure gender inequality is not perpetuated.

The need to strengthen programming to address barriers to employment faced by women has only been exacerbated by the pandemic. As noted in the Pathways to Economic

<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/>

**Plan Overview**

Resiliency report, women have been disproportionately impacted by mass job losses resulting from the pandemic. As described in the report, 30 percent of women, compared to only 23 percent of men, filed for unemployment insurance claims following the start of the pandemic. Childcare was a major factor in women leaving the workforce.

In order to ensure equal opportunities for women and girls to access quality and empowering job training 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.

*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*

---

<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/>

**Plan Overview**

**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: 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.

EWDD will also pilot a childcare initiative focused on providing up to 500 single-parent households with childcare vouchers in order to return to the workforce. Additionally, up to 500 single-parent households will receive access to short-term vocational training in the healthcare and early childhood education sectors.

*STATUS* – *Underway.*

Prior to the pandemic, EWDD worked with WINTER to develop the short-term vocational training program aimed a recruiting women into the construction field. The program was put on-hold due to in-person restrictions put in place. The program will be revised in the new program year.

Additionally, the City secured up to \$4.8 million in CDBG-COVID funding to pilot it's new childcare initiative. EWDD anticipates implementation by July 1, 2021.

**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* – *Incomplete*

**Plan Overview**

**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, EWDD will 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 Human Services / Domestic Violence Navigator program to increase access to employment services for survivors of domestic violence and for FamilySource participants. 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* – *Incomplete*

*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 representative sample based on Individual Training Accounts (ITA) of training enrollments in the top 19 employment sectors. Women represented 52% of participants in training during PY 2019-20

*Table 2 – WDS Training Data Segregated by Gender (PY 19-20 Data)*

Training	Female	Male	Earnings*
Healthcare Support	483	75	\$34,776
Office/Administrative Support	307	97	\$46,703
Protective Support	297	501	\$63,864
Healthcare Practitioner/Technical	168	55	\$100,721
Management Occupations	107	106	\$136,326
Business/Financial Operations Managers	71	21	\$85,015
Education/Training/Library	71	109	\$71,575
Computer/Mathematical Science	47	68	\$102,452
Transportation/Material Moving	47	253	\$42,940
Personal Care/Service	35	3	\$37,086
Art/Design/Entertainment/Sports/Media	33	54	\$88,286
Construction/Extraction	29	91	\$61,850
Building/Grounds Cleaning/Maintenance	18	16	\$38,450
Legal	14	4	\$132,857
Architecture/Engineering	10	177	\$103,804
Installation/Maintenance/Repair	10	129	\$57,329
Sales	8	1	\$48,351
Production	5	26	\$40,879
Community/Social Services	4	2	\$61,628
Food Preparation/Serving	3	3	\$32,238
Life/Physical/Social Science	3	4	\$93,101

\*Industry Avg.

Though women participants systemwide represent 52% of individuals enrolled in training, training enrollments appear to vary significantly by industry sector. As illustrated in Table 3, women participants are heavily concentrated in healthcare career tracks, accounting for 81% of healthcare training enrollments. Conversely, women participants are significantly underrepresented in training for construction, engineering, security and transportation career tracks.

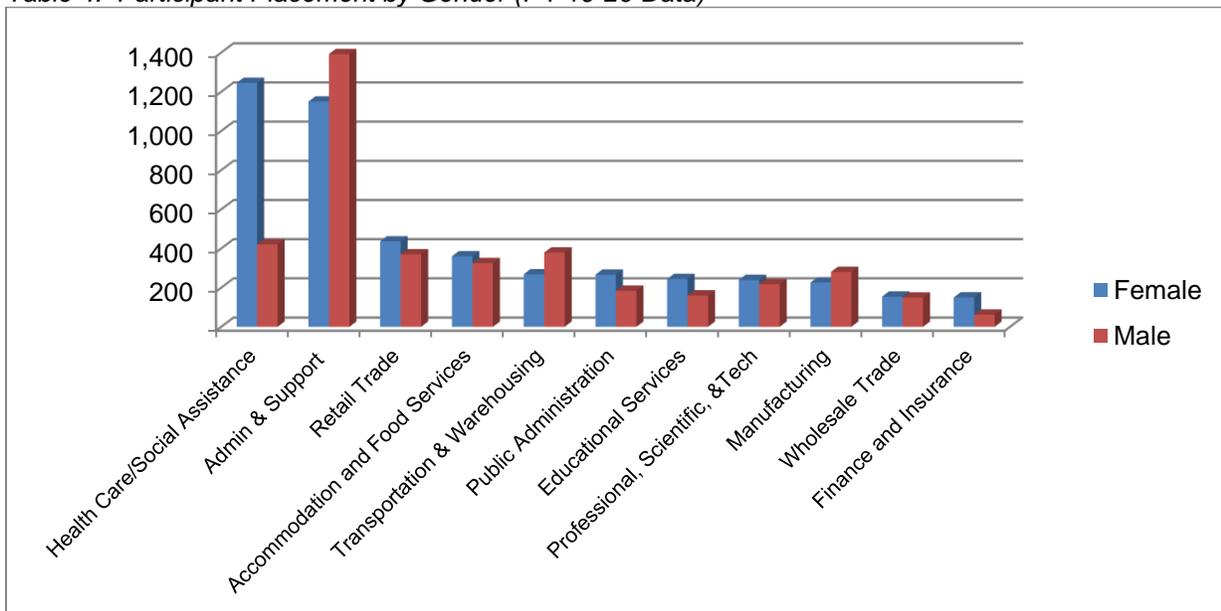
Table 3: Training by Gender (PY 19-20 Data)



**Training PY 2019-20 (Top six training sectors for women)**



Table 4: Participant Placement by Gender (PY 19-20 Data)



As illustrated in Table 4, the Healthcare/Social Assistance and Administrative Support sectors account for the highest number of women job placements. Women represent more than 75% of placements in the healthcare industry. Women are underrepresented in the construction sector, representing only 14% of job placements.

**Plan Overview**

*Table 5: Placement Data by Industry Segregated by Gender (PY 19-20 Data)*

	Female	Male	Industry Average Earnings
Health Care/Social Assistance	1,245	421	\$34,776
Admin & Support	1,150	1,392	\$46,703
Retail Trade	436	370	\$48,351
Accommodation and Food Services	360	325	\$33,543
Transportation & Warehousing	268	379	\$42,940
Public Administration	266	184	\$65,768
Educational Services	244	160	\$71,575
Professional, Scientific, & Technical	239	218	\$93,101
Manufacturing	226	280	\$40,879
Wholesale Trade	154	149	\$48,351
Finance and Insurance	150	62	\$85,015
Other Services (except Public Administration)	149	133	\$61,628
Information	141	189	\$102,452
Arts, Entertainment, & Recreation	84	126	\$88,286
Construction	67	413	\$61,850
Real Estate and Rental and Leasing	60	88	\$75,221

**Placement PY 2019-20 (Top three placement sectors by gender)**

23% of Women placements were in Healthcare/Social Assistance

21% of Women placements were in Administrative Support

8% of Women placements were in Retail Trade

27% of Male placements were in Administrative Support

8% of Male placements were in Healthcare

8% of Male placements were in Construction

***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 2019-20, the WDS enrolled 2,493 reentry participants through WIOA and other grants, a 13% increase from the prior program year.

*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.

*INVEST*- The INVEST program is a partnership with the Los Angeles County workforce system WDACS, Los Angeles County Probation Department and the County Office of Diversion and Re-entry (DOR) to prepare individuals currently on Adult Probation for permanent employment along a career pathway. To support INVEST, Probation has invested \$4.75 million a year for a period of 5 years. The City currently contracts two WorkSource Centers, the Coalition for Responsible Community Development (CRCDD) and Goodwill Industries of Southern California to serve communities in South Los Angeles and the Northeast San Fernando Valley.

*ACTION* – Implement the P2E grant to provide additional employment opportunities for reentry individuals returning to the City. Secure additional reentry partnerships to increase INVEST participant enrollments.

- 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.
- Continue to coordinate strategic recruitment efforts alongside with the Los Angeles County Probation Department to increase INVEST enrollments.

**Plan Overview**

- Increase transitional employment opportunities for INVEST participants.
- Coordinate quarterly reentry job fairs to ensure INVEST participants secure permanent employment.

**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**

*Re-Imagining HIRE LA’s Youth* - Given the COVID-19 crisis and the need to redesign and streamline the youth workforce framework, the City developed several new partnerships and options to administer a comprehensive work experience program. Effective July 2020, the HIRE LA Program model consists of enhanced virtual personal development opportunities and new content-rich and innovative opportunities for youth to complete work experience virtually. Innovations include: a new online application platform, professional development training offered 100 percent virtually through the Transitional Age Youth – World of Work (TAY WOW) curriculum; a new partnership with ZipRecruiter.org to increase knowledge of job searching in a virtual world; a new virtual option providing project-based work with LAUSD Career Pathways in Entrepreneurship, and encouraging partnerships like AYE and Shakespeare LA to provide virtual training in the arts.

In partnership with systemwide stakeholders, the City developed and made available the following subsidized work experience options for our youth systemwide:

1. A virtual work-based opportunity, ideally for those under the age of 18. This option provides approximately 100 hours of activities. Virtual opportunities will consist of 20-40 hours of TAY WOW, 5 - 10 hours of ZipRecruiter, and the option to participate in a project-based or work-based virtual experience.
2. Learn and Earn targeting high school non-completers, including high school seniors from probation, foster, and homeless systems. This option aims to provide a path for youth to graduate high school while also providing a work opportunity complete with the skills and training needed to join the workforce. Participants enrolled in this option are allotted 50-100 hours of virtual or remote work experience.
3. Traditional Internships/Work Experiences are available for program participants. Ideally, for those 18-24, this option provides up to 120 hours of work experience with a focus on recovery and rebuilding efforts. Employers are required to incorporate all safety protocols for on-site opportunities. To optimize the number and availability of traditional work experience, EWDD expanded the possibilities to

**Plan Overview**

include remote opportunities, offering employers additional options to partner and youth a glimpse of what may be a new workforce standard.

HIRE LA aims to connect the youth in all communities to opportunities whereby expanding their horizons through creative pathways while uplifting the importance of civic engagement. The Department is currently exploring additional options for utilizing stipends for those that do not have right to work documentation.

*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.

*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.
- 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.
- Student to Student.

*ACTION* – Update the Los Angeles Performance Partnership Pilot (LAP3) Strategic Plan and continue to support and guide the collaborative efforts of public system, nonprofits and other services providers in order to improve education, employment and social outcomes for the City's Disconnected Youth.

- Update findings of the economic report produced by Professor Paul Harrington, Director of Drexel University's Center for Labor Market and Policy, which reviewed

**Plan Overview**

the changes in factors that have led to “One Out of Six” youth in Los Angeles being disconnected from school or work.

- Facilitate a number of stakeholder forums to discuss past successes and challenges to achieve identified vision and goals, including interviews with the Opportunity Youth focus group.
- Produce final version of the LAP3 Strategic Plan by October 2021.

***Strategic Initiative 8 – Increasing the 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 regional plan every four years, this plan was written to include:  
[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 required every four years, 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. New requirements for the current local plan include expanding digital fluency and distance learning; ensuring cultural competencies and an understanding of the experiences of trauma-exposed populations; and a description of how the WDB fulfills the duties of the AJCC Operator and/or Career Services Provider under WSD19-13, “Selection of AJCC Operators and Career Services Providers”.  
[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://wiblacity.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***

In partnership with the California Workforce Development Board and the Los Angeles Workforce Development Board, the Los Angeles Cleantech Incubator (LACI), commissioned a report that provided an in-depth analysis of Green Jobs in Los Angeles County. This report intended to 1) Assess Green Jobs overall and in greater Los Angeles; 2) Lay forth a course of action to grow an economy in Los Angeles that is greener, stronger, and more inclusive; and 3) Identify the workforce investment needs to support the opportunities identified.

The report lays forth a course of action to grow an economy in Los Angeles that is greener, stronger, and more inclusive. Through data analysis and a series of interviews, this study’s findings demonstrate the current impact and future promise of Green Jobs: LACI Green Job Study. The report includes recommendations to 1) Accelerate Economic Recovery; 2) Bolster the Workforce Pipeline; 3) Advance Equity and Inclusion; and 4) Clearly Define Green Jobs and Track Metrics.

***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:

- 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;

**Plan Overview**

- 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 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 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 childcare education infrastructure, services, and workforce development.

Councilmember Paul Krekorian’s February 27, 2019 motion<sup>6</sup> provides important context regarding the level of childcare 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, but also a critical element in allowing parents to work and encouraging citywide economic development.

**Accomplishments**

The pandemic has had a devastating effect on the Early Childhood Education (ECE) sector. Despite the increased need for childcare services from working parents due to school closures, according to a report by the County of Los Angeles Department of Public Health, Los Angeles’ child care programs have been struggling to continue services as operational costs surge and sources of funding decline. As of September 2020, only 32 percent of Los Angeles County’s child care centers and 73% of family child care homes are currently open, and many child care providers will be forced to close permanently without additional financial support and assistance.

The City’s efforts in the ECE sector have focused on supporting dislocated workers impacted by center closures. EWDD has provided rapid response services to 310 Early Childhood Education (ECE) Dislocated Workers – resulting from EWDD’s coordinated outreach and marketing efforts in partnership with the Mayor’s Office to invite displaced

---

<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)

<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)

**Plan Overview**

childcare providers in the City of L.A. to attend virtual orientations connecting them to ECE targeted resources.

*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.

**CURRENT ECONOMIC IMPACTS ON EMPLOYMENT**

**The Region and Local Economy**

The pandemic brought about unemployment rates not seen since 2012 when the nation was still recovering from the Great Recession (2007-2008).

*Table 6: Annual Unemployment Rate (%)*

Locality	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020
U.S.	8.9	8.1	7.4	6.2	5.3	4.9	4.4	3.9	3.7	8.1
California	11.7	10.5	8.9	7.5	6.2	5.4	4.8	4.2	4.0	10.1
LA County	12.3	10.9	10.2	8.3	6.9	5.2	4.7	4.7	4.4	12.8
<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>	<b>12.9</b>

*As of January 2021, the City of Los Angeles had an unemployment rate of 12.5%.  
Source: Bureau of Labor Statistics and California Employment Development Department*

**Employment and Educational Outlook for the City of Los Angeles** – The City’s unemployment rate peaked at 21% in May of 2020. Although employment has shown recovery since that peak, the recovery is uneven. Economists predict the city may not see a full recovery until 2023. The hospitality industry may be one of the last sectors to recover as restrictions remain on travel from outside the U.S. and capacity controls will continue to affect convention, amusement, and entertainment businesses.

**FY 2021-22 FUNDING OUTLOOK**

**YEAR 22 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.

**Plan Overview**

The final Annual Plan will propose a balanced budget for PY 2021-22, and assumes funding at the PY 2020-21 levels. Estimated 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 2020-21 WIOA Funds</b>	<b>PY 2021-22 WIOA Funds *</b>	<b>Increase (Decrease)</b>
Adult	13,184,898	13,184,898	-
Dislocated Worker	8,156,195	8,156,195	-
Youth	13,015,456	13,015,456	-
Rapid Response	1,053,186	1,053,186	-
Carryover	1,700,000	1,500,000	(200,000)
<b>Total</b>	<b>37,109,735</b>	<b>36,909,735</b>	<b>(200,000)</b>

\*PY 2021-22 funds are estimates. The State of CA EDD has not announced its official WIOA formula allocations for PY 21-22. This table also does not include other grant funding including other WIOA discretionary grants.

*Table 8: WIOA Formula Allocations*

<b>Activity</b>	<b>PY 20-21</b>	<b>PY 21-22</b>	<b>Increase (Decrease)</b>
EWDD Oversight	7,722,901	7,648,165	(74,736)
Rapid Response – Direct Services	742,059	792,059	50,000
Other City Departments	392,118	368,781	(23,337)
Workforce Development Board	1,328,001	1,346,074	18,073
WorkSource Centers	14,368,144	14,368,144	-
YouthSource Centers	9,190,020	9,190,020	-
Other Service Providers	1,284,680	1,284,680	-
Supporting Program Activities	2,081,812	1,911,812	(170,000)
<b>Total</b>	<b>37,109,735</b>	<b>36,909,735</b>	<b>(200,000)</b>

**Plan Overview**

**Funding Highlights:**

No.	Funding	Strategy	Outcome	Strategic Goal(s)
1.	\$14,368,144	Fund 16 WorkSource Centers to provide employment training and placement services to high-barrier adults and dislocated workers and employers.	Serve  TBD	Strengthen connections with major economic drivers in the region. Target vulnerable populations with a geographic focus.
2.	\$10,474,700	Fund 14 YouthSource Centers (includes LAUSD PSA Counselors)	Serve 7,000	Focus on disconnected youth.
3.	\$16,304,750	Year-Round Youth Employment Program	Serve 20,000	Focus on disconnected youth.
4.	\$109,303	Los Angeles Reconnections Academy (LARCA 2.0)	Serve 750	Target vulnerable populations with a geographic focus.
5.	\$11,109,792	Los Angeles Regional Initiative for Social Enterprise (LA:RISE)	Serve 1470	Address homelessness with more employment opportunities.
6.	\$908,000	LA County - INVEST	240	Focus on the reentry population.
7.	\$301,612	Layoff Aversion	TBD	Strengthen connections with major economic drivers in the region.

<b>WORKFORCE DEVELOPMENT SYSTEM</b>
-------------------------------------

Through 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.

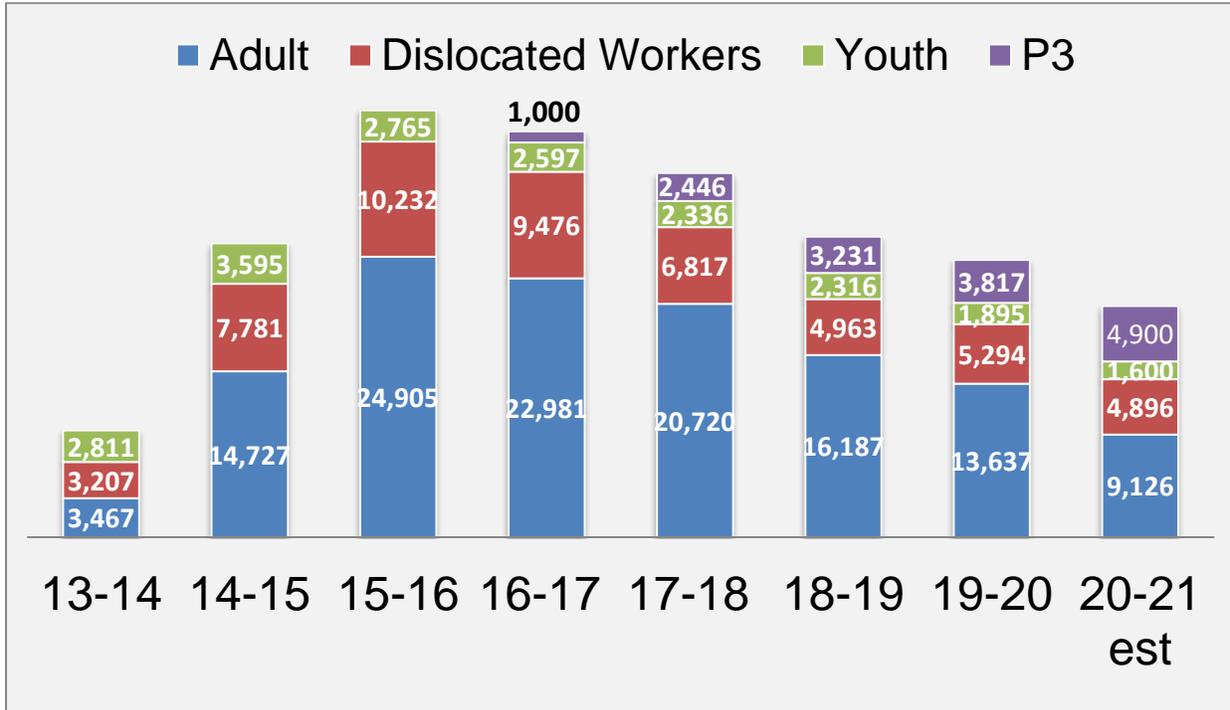
**ADULTS AND DISLOCATED WORKERS SYSTEM ACCOMPLISHMENTS AND STRATEGIES**

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.

**Coordinating Services with Multiple Partners Leads to a Systematic Approach to Serving Angelenos**

The Workforce Development System (WDS) is focused 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 2020-21



Integrated Service Delivery, which began in PY 14-15, led to increases in Adult and Dislocated Worker enrollments; however, funding decreases and operational restrictions due to the COVID-19 pandemic have negatively affected system capacity.

Who We Served: WIOA TITLE I PY2019-20 (Source CalJOBS<sup>SM</sup>)



- % of Women - 52%
- % of Men - 48%



- % of Low-Income - 79%
- % Individuals on Public Assistance - 39%



- # of Veterans - 1,057
- # of Persons with Disabilities - 2,296
- # of Homeless - 3,283
- # of Reentry - 2,238
- # of Disconnected Youth - 2,896



- Hispanic / Latinos - 46% (Ethnicity)
- African Americans - 31%
- White - 24%
- Asian/Pacific Islander - 6%
- Native American - 2%



- Ages 14-24: 5,341
- Ages 25-54: 12,189
- Ages 55 and Older: 3,330

Workforce Development System Partners

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

**Plan Overview**

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 2021.