

YEAR 25 WORKFORCE DEVELOPMENT BOARD ANNUAL PLAN OVERVIEW

VISION

The City of Los Angeles Workforce Development System is an innovative, diverse, and equitable workforce development and training system that offers economic security and produces and places skilled workers into high-quality jobs in the Los Angeles region.

It is the shared vision of the City of Los Angeles Workforce Development Board (WDB), Mayor, City Council, and the Economic and Workforce Development Department (EWDD) to utilize the Workforce Development System (WDS) to:

1. Increase access and opportunities to employment and training programs by integrating an equitable approach for the delivery of workforce development services and activities;
2. Reduce employment and economic disparities across historically marginalized communities; and
3. Effectively respond to fast evolving economic and labor market conditions that tend to disproportionately affect vulnerable populations.

YEAR 25 ANNUAL PLAN GOALS

The Year 25 Annual Plan (Annual Plan) establishes the priorities, strategies, policies, budget, and timeline for the Los Angeles Workforce Development System. The Annual Plan articulates a framework of long-term strategic initiatives set forth to achieve the City's goal of placing its residents on the path to economic security through equity- focused strategies that create and expand access to good jobs, remove barriers to employment for Angelenos facing the greatest economic disparities, and promote a strong business/employer regional economy. This equity-focused strategic framework also provides a strong foundation from which to begin to address the new challenges brought forth as the region continues to recover and transition from the COVID-19 pandemic.

PLAN OVERVIEW

INTRODUCTION

The City of Los Angeles seeks to further its work toward an innovative, diverse, equitable, and inclusive workforce development system. As part of this effort, EWDD, in partnership with Mayor Karen Bass' Office of Economic Opportunity and the City of Los Angeles WDB, are strategically working together to develop a Five-Year Workforce Strategic Plan, that aims to create and expand access to living wage jobs and career pathways, remove barriers to employment for priority populations, identify current and future workforce growth projections and skills needs, and implement training programs to prepare residents for work in high-growth and in demand sectors. The structure of the Plan was informed by the input of multiple stakeholders across the system, and its goals are intended to inform what the workforce system aims to achieve in the upcoming program years.

ECONOMIC OVERVIEW OF THE REGION

The Los Angeles region is one of the largest economies in the world and boasts being an ideal destination for businesses to thrive with many major industries, such as a fast growing high-tech industry, telecommunications, finance, healthcare and biotechnology, aerospace and advanced transportation, education and research, entertainment and tourism, the largest manufacturing base, largest international trade industry, and a rapidly increasing amount of venture capital investment startups¹. While the region has seen rapid economic growth in the past few years and has steadily recovered from the economic downturn and work dislocations caused by the COVID-19 pandemic, it hasn't always translated to higher wages and opportunities for Angelenos. The most recent data from the Employment Development Department shows that the current civilian labor force of Los Angeles County is 5,014,600. Of those, 4,761,700 are employed and 252,900 are unemployed.

According to the Los Angeles Economic Development Corporation (LAEDC), while Los Angeles was on a path to economic recovery in 2021 and 2022, it now faces new challenges caused by inflation. In response to business closures and work dislocations caused by the pandemic, the federal government directed approximately \$5 trillion into the national economy through government assistance programs for families, businesses, state and local aid, health care, and other programs to assist with disaster spending, housing, transportation, and education. The massive fiscal stimulus package, ongoing supply chain difficulties, and international conflicts brought on by wars have driven inflation to levels not seen since the early 1980s. As a result, Angelenos, like much of the country, encountered much higher prices for everyday goods and services. With the Federal Reserve raising interest rates to slow the economy and rein in inflation, the region also experienced higher costs for home mortgages, automobile loans, credit cards, and business loans. By the end of 2022, the Los Angeles economy recovered the number of jobs lost during the pandemic, and by the end of 2023, inflation had progressively slowed as the Federal Reserve paused its rate hikes easing fears of a recession.

Los Angeles now faces numerous challenges that are intertwined. Today, the city encounters regional population decline and an aging workforce, growing income inequality and continued inflation, a decrease in affordable housing and increased homelessness, increased costs for operating a business, and a struggling commercial real estate market, among other challenges. The California Department of Finance projects that by 2034, Los Angeles County will fall below 9.5 million residents, down from its high of 10.2 million in 2018. The City of Los Angeles saw a 5.8% population loss between 2018 and 2023, specifically 230,189 residents with a current total population of 3,766,109. A population loss suggests a smaller regional labor force and fewer high-income earners, and as a result, a loss of entrepreneurialism, investment dollars, and tax revenue. Strikingly, in 2021 and 2022, California experienced a net loss of 75,000 college graduates. A trend that had not been seen before.

However, in the coming years, there is also an opportunity to leverage upcoming investment in the region to improve economic and workforce outcomes. There is undoubtedly huge potential from the historic federal funding via the Infrastructure Investment and Jobs Act, Inflation Reduction Act, and CHIPS and Science Act. According to research commissioned by the National Skills Coalition and BlueGreen Alliance, nationwide these laws will generate nearly 3 million jobs on average per

¹ Los Angeles County Economic Development Corporation (LAEDC), Institute for Applied Economics. *2024 Economic Forecast: Addressing Lingering Challenges and Positioning for Opportunity* (February 2024)

year and 19 million jobs in total². This research also shows that 69% of these jobs will be available to workers without a bachelor’s degree, compared to 59% across all jobs in the U.S. Significant federal and state investments are coming to the region over the next few years across industries. Maximizing the reach of this funding will require significant investment in training and skills development for workers across a variety of occupations. Short term training, apprenticeships, or on-the-job training programs can be vital for construction and manufacturing industries, which represent two out of every three jobs these federal investments will directly create. Moreover, the extensive sporting infrastructure in the region has positioned Los Angeles to host the 2026 FIFA World Cup, NBA All-Star 2026, Super Bowl 2027, and the LA28 Olympic and Paralympic Games. These events will bring an increased amount of tourism and spending to the region. As part of our strategic planning efforts, the City will engage the workforce system in outreach to support both job seekers and connect businesses to upcoming procurement opportunities in both infrastructure projects and upcoming major sporting events.

The EWDD, in collaboration with the WDB and Mayor’s Office, will align workforce education and training programs to advance existing strategies highlighted in this Annual Plan and to further develop the WDS goals based on ongoing strategic planning efforts. At a high level, the EWDD will continue collaborating with key workforce partners, utilizing new funding sources, expanding, and reorganizing the roles of its employees, creating new programs to meet the needs of vulnerable populations, and strengthening interpersonal employee talent and relationships in an effort to continue building capacity and improve workforce system outcomes.

RE-THINKING THE CITY’S WORKFORCE DEVELOPMENT SYSTEM

Figure 1. EWDD Strategic Planning Processes and Timelines



² Brookings Institute. *Building a stronger infrastructure requires more than money* (March 20, 2024). <https://www.brookings.edu/articles/building-a-stronger-infrastructure-workforce-requires-more-than-money/>

In July 2023, the EWDD funded several strategic planning efforts to a) develop enhanced programming for disconnected youth and older workers; b) develop a Los Angeles Infrastructure Academy; c) redesign and enhance the City's AJCC/WorkSource Adult and Dislocated Worker system; and d) develop a new City of Los Angeles five-year workforce development strategic plan.

This past year, the contracted evaluation consultants engaged in the process of surveying stakeholders, collecting, and evaluating historical performance data, and evaluating workforce trends to provide recommendations to enhance the City's WDS. Recommendations will be implemented in Year 25 with forthcoming performance expectations and guidance for new AJCC's operators and other contracted service providers of the workforce development system.

Los Angeles Five-Year Workforce Development Strategic Plan

To address the ramifications of the COVID-19 pandemic, the EWDD procured CivicMakers, a third-party consultant, to support the WDS in developing a comprehensive five-year strategic plan to promote economic recovery, financial stability, and prepare residents and businesses of Los Angeles for jobs of the future. To support the Plan's development and the work of CivicMakers, in September 2023, a twenty-member Five-Year Plan Ad Hoc Committee was established by the WD Board. The City of Los Angeles WDB will begin implementing proposed initiatives of the City's Five-Year Workforce Development Strategic Plan during Program Year (PY) 2024-25. The proposed Plan, slated to be released by Summer 2024, will include the following deliverables:

1. A concrete five-year strategy that supports the Mayor's goal to connect every Angeleno with a living-wage job and career pathways;
2. Facilitated meetings with community stakeholders and business leaders to assess the critical need for highly-trained employees in today's workforce and address barriers to employment; and
3. An in-depth analysis of government policies that may be hindering labor growth and wage increases; identify solutions and best practices for increasing employment and reducing labor shortages.

AJCC/WorkSource System Procurement

The AJCC Adult and Dislocated Worker system, locally known as the WorkSource Center System, was last redesigned and procured in 2018. In September 2023, the Los Angeles WDB convened an AJCC/WorkSource Center System Redesign Ad Hoc Subcommittee to consider priorities for a redesign of the system and for the prioritization of the required services including required corresponding performance expectations. On January 19, 2024, the EWDD released phase one of the AJCC Procurement, a Request for Qualifications (RFQ), to establish the qualified list of proposers before issuing a full Request for Proposal (RFP). The second phase of the procurement, the RFP, will be implemented after the WorkSource System Redesign has been finalized and approved by the WDB.

AJCC/WorkSource System Redesign Evaluation

In anticipation of the 2024 AJCC/Adult and Dislocated Worker system procurement, the California State University Northridge (CSUN) was contracted to conduct an evaluation of the City's AJCC/WorkSource Center System to identify ways to redesign and improve its service delivery system to connect program participants to high-wage jobs and reduce inequities among program participants. The WorkSource System Redesign evaluation report is expected to be released June 2024.

Initial discussions during the AJCC/WorkSource Center System Redesign Ad Hoc Committee meetings yielded starting points of interest for this report. These areas include improved customer outcomes, enhanced employer engagement, registered apprenticeships, and better access via virtual services.

AdvantAGE LA Older Worker Strategic Plan

In October 2023, CauselImpacts was contracted to develop an Older Worker Strategic Plan to develop strategies to address the challenges and barriers to the employment, retention, and advancement of older workers in the labor market. This effort includes understanding best practices in employing, retaining, and advancing Older Workers, the strengths and challenges of current EWDD programming of Older Workers, developing workforce strategies that EWDD can implement, identifying objectives and metrics that can measure outcomes, and organizations to partner with to implement the final plan. A Work Group was established to collect the experiences, concerns, needs, and feedback of relevant stakeholders and attain buy-in from key stakeholders who can support the Plan from inception through implementation.

Vision: LA City recognizes the economic and social value of Older Workers to the workforce, businesses, and communities and leverages their talent to advance economic vitality in the region.

Following are the plan’s recommendations:

GOAL 1: Increase the number of 55+ adults enrolled w/successful outcomes across the workforce system *(improve Older Worker access and success outcomes).*

The current workforce development system is undeserving Older Adults 55+. The city must improve Older Adults’ knowledge of the system, access to the system, and the success of Older Adults that are served by the system.

GOAL 2: Increase the number of employers who employ, retain, and advance Older Workers *(increase the number of age-inclusive employers).*

Too often Older Adults are job ready, but employers are not ready to hire due to ageism and bias. Engaging and enlisting employers in this initiative is an essential element of every part of this plan. While most employers acknowledge the trend of the aging workforce, few have actual policies in place to support Older Workers.

GOAL 3: Advance the city’s efforts to be a more age-inclusive* workplace by developing employment, retention, and advancement opportunities for Older Workers *(establish the city as an age-inclusive employer).*

In addition to its role as a governmental entity, the city is one of the largest employers in the Los Angeles region. When the city implements a number of initiatives and programs for city workers, it provides a model for other employers across the region. Thus, the city needs to lead as an employer who employs, advances, retains, and values the contributions of Older Workers.

GOAL 4: Ensure workforce services are responsive to the unique needs and preferences of Older Workers and are provided in a culturally competent manner *(improve the responsiveness of the workforce system to Older Adults’ needs).*

Workforce services are often designed based on the needs of younger workers and do not take into account the unique needs, preferences, and experience of Older Workers. The workforce system must deliver culturally competent services tailored to the specific needs and preferences of Older Workers. This entails equipping workforce staff with appropriate training to serve this demographic adeptly. Additionally, programs and services should be customized to accommodate the diverse

cultural, ethnic, and social backgrounds of Older Workers to ensure they receive the types of services they need to be successful.

GOAL 5: Create and provide in-demand training, upskilling, and earn-and-learn opportunities to enhance career success for Older Workers (*provide in-demand training and career advancement pathways*).

Many Older Workers need education and training to get a job or retain their current job. Unfortunately, education and training systems are rarely designed with Older Workers’ needs in mind. The region must collaborate to develop relevant in-demand training and provide them in a flexible manner that is accessible to Older Workers. This includes entrepreneurship training, technological upskilling, and apprenticeships.

*Age-Inclusive = fostering a culture of age diversity and inclusion that celebrates the contributions of all workers and eliminates age-related biases and stereotypes

Horizons 32K Strategic Plan (formerly LAP3)

The Los Angeles Performance Partnership Pilot (P3) Strategic Plan is a regional cross-sector collaboration that seeks to reduce the region’s “Opportunity Youth” population, young adults who are out of school and out of work. It highlights current efforts to build a better system of care, and most importantly provides recommendations to our elected public bodies and to our philanthropic partners on action steps that would lower the disconnection rate and improve education, employment, housing and well-being services for Los Angeles disconnected youth. A new strategic plan, Horizon 32K, will cover the period of 2024-2028. The Horizons 32K plan establishes four overarching goals, and aligned youth impact metrics, that together will drive our coalition’s success in achieving 32,000 brighter horizons for Opportunity Youth. In its first year of implementation, Horizons 32K partners will prioritize required metrics, collect baseline data and establish targets.

Four Year Impact: Reduce the number of young adults experiencing disconnection from school and work in LA County by 22% (32,000) by 2027.

Vision: All Opportunity Youth in Los Angeles County will reach their full potential by securing access and persistence toward quality education, training, and employment opportunities.

Horizons 32K will increase OY:

1. Connection or re-connection to education
2. Connection to workforce training programs and career related education pathways
3. Connection to employment
4. Utilization of holistic services

Following are the plan’s recommendations:

To achieve the goals of the Horizons 32K plan, cross-sector partners identified five key objectives and supporting strategies to advance collectively over the next four years:

- **Objective 1:** Promote innovation, continuous improvement, & collaboration between Los Angeles region Education and Workforce systems to support opportunity youth connection to quality career pathways & employment
- **Objective 2:** Increase use of data to track coalition progress and data sharing among coalition partners to drive our common agenda, innovation, and quality of service

- **Objective 3:** Increase policy advocacy at local, state, and national levels to influence policy and resources impacting OY in the LA region
- **Objective 4:** Increase cross-sector coordination and collaboration between government organizations to meet the holistic comprehensive needs of OY as they enter and persist in education/training programs.
- **Objective 5:** Formalize and staff a strong collaborative infrastructure for LAP3 to drive accountability for implementation

Los Angeles Workforce Infrastructure Network (LAWIN) Strategic Plan

New Ways to Work was contracted in December 2023 to prepare the City's WDS to meet the projected employment demand following federal investments from President Biden's 2021 Bipartisan Infrastructure Law (BIL), the largest infusion of federal investment made to the state and local infrastructure projects. They were tasked to gather and organize existing data to identify relevant resources and programs that support the development of a Los Angeles Infrastructure Academy and network. This project will be co-led by the Miguel Contreras Foundation (MCF), a program partner of the LA County Federal of Labor. Through the work of New Ways to work, EWDD will gain insights into existing workforce development models, socio-economic indicators of young adults' including utilization of public assistance and education, and partnerships with instructional entities to develop an implementation plan to build LA Infrastructure Academy.

Following are the plan's recommendations:

The LA City's Economic and Workforce Development Department, Workforce Board, and the Mayor's Office should:

1. Establish an on-going workforce system collaborative between representatives of the various public, union locals, and community partners. The Los Angeles Workforce Infrastructure Network under the Mayor's Office and Economic Workforce Development Department will provide a consistent platform to communicate, share information, and integrate activities on behalf of city residents. Currently, there is no on-going collaborative structure to discuss how to prepare for these new capital investments.
2. Conduct a thorough inventory and analysis of the infrastructure related workforce training programs available to city residents. Currently, there is no established platform that catalogues and distributes information to LA City workforce partners or residents.
3. Pursue a city policy to set-aside of one (1) percent of all city capital infrastructure projects funded by the federal infrastructure bill to be directed for workforce development projects. Funds from federal infrastructure projects are allowed to expend on related workforce development, however, it is not mandated. This is a local policy decision. State of Pennsylvania has implemented such a policy.
4. Invest at least \$2 million in workforce experience dollars (such as California for All, General Fund, LA County or other grant funds) to seed and expand infrastructure related system workforce development programming to increase workforce participation with the particular investment of inclusion of high barrier groups. This will immediately increase the resources to expand quality skilled job training opportunities in Los Angeles.
5. Assemble a city, union, and community partner grant writing team to apply for the large-scale federal Department of Labor, Commerce, and EPA grants to increase the overall resources for the Los Angeles workforce eco-system. At this time, there is no established collaborative working team to pursue these large scale federal workforce grants.

WORKFORCE DEVELOPMENT SYSTEM - STRATEGIC INITIATIVES

The Year 25 Annual Plan is comprised of eight Strategic Initiatives that are designed to: 1) highlight the need to address the economic inequities among high-barrier populations, including individuals experiencing homelessness, older adults, women, and justice-involved individuals; and 2) identify high-growth industry sectors that are instrumental in bridging equity gaps by paying higher wages and creating career ladders to good jobs through regional efforts and partnerships.

The eight Strategies for the Year 25 Annual Plan include the following:

1. Support Regional Efforts to Reduce Homelessness by Providing Pathways to Sustainable Employment, Training and Education, and Connecting Participants to Supportive Services;
2. Increase Education and/or Employment Outcomes for Disconnected Youth;
3. Increase Employment Opportunities for All Angelenos Through Partnerships with Major Economic Drivers in the Region;
4. Facilitate Increased and Equitable Access to Jobs That Provide High Wages/Salaries and Opportunities for Career Advancement/Upward Mobility Through Job Placement Strategies That Focus on High-Growth Sectors;
5. Increase Gender Equity by Ensuring That Women Are Trained for Positions at All Levels Within Organizations in High-Growth Sectors at Equal Pay Rates as Those Positions Occupied by Men;
6. Increase Accessibility to Sustainable Employment Opportunities for High-Barrier Populations Through Targeted Workforce Development Strategies;
7. Increase Employment Outcomes for the Reentry Population to Allow for a Smoother Transition Into Society; and
8. Increase Employment Opportunities for Older Adults - 55 years and Older - by Creating Systems that Promote Training and Employment.

Strategies Initiatives, Accomplishments, and Action Items for PY 24/25

Each strategy includes a statement of accomplishments to highlight the progress the Department has made within a particular strategic initiative. A corresponding statement of action items is also included under each strategic initiative and is also a part of the Department's larger goal to provide these services to the most vulnerable populations.

STRATEGIC INITIATIVE NO. 1 – Support Regional Efforts to Reduce Homelessness by Providing Pathways to Sustainable Employment, Training and Education, and Connecting Participants to Supportive Services

THE NEED:

- Confronting the growing crisis of homelessness continues to be an urgent priority for the City of Los Angeles.
- The number of people experiencing homelessness in Los Angeles County now surpasses 75,000. Los Angeles Housing Services Authority (LAHSA)'s 2023 Greater Los Angeles Homeless count estimates that 75,518 people are experiencing homelessness in Los Angeles County, a 9 percent rise from the prior year. The county's annual homelessness census has risen by an average of 10 percent each year.
- LAHSA estimates that 46,260 people are experiencing homelessness in the City of Los Angeles, an increase of 10 percent from the prior year.

- Homelessness continues to disproportionately impact Black, Latino, Indigenous and Immigrant Angelenos, women, youth, older workers, and LGBTQ+ communities.
- According to a recent study, reducing homelessness requires a social services system to consistently accomplish at least three tasks: identify and engage people experiencing homelessness, connect them to housing, and provide them with appropriate post-housing support so they do not reenter homelessness.³ Los Angeles County performs these tasks, but—despite unprecedented political and financial investment in all aspects of the mission—this work has not manifested in a quantitative reduction in homelessness.

Alignment with Mayoral, Council, and Board Priorities:

This strategy supports the City’s efforts to combat the homeless crisis in Los Angeles and is in alignment with Mayor Bass’ Inside Safe Initiative (Executive Directive No. 2) and the City’s Comprehensive Homeless Strategy (CHS)⁴.

Key Workforce Programs supporting this strategy include:

- InsideSafe Job Connectors Program
- Los Angeles Regional Initiative for Social Enterprise (LA:RISE)
- WIOA AJCC/WorkSource and YouthSource System

Through these initiatives, WDS will continue to expand partnerships with homeless service providers and existing efforts to provide job-skills training, employment services, and other related services for individuals currently and/or formerly experiencing homelessness. In addition, the WDS will continue to expand employer-driven pathways to well-paying and stable employment by integrating public, private, educational, non-profit systems, and employment social enterprises through its AJCC system and the LA:RISE initiative.

ACCOMPLISHMENTS

Inside Safe Job Connector Program

On December 21, 2022, after declaring a homeless state of emergency, Mayor Bass signed Executive Directive #2 launching “Inside Safe,” a Citywide housing-led strategy to bring people inside from tents and encampments and provide interim housing, wrap around social services, and connect them to permanent housing resources. In April 2023, the Inside Safe Job Connector Program was launched funding a total of 12 Inside Safe Job Connectors across the Workforce Development System to assist up to 300 recently housed individuals connect to a job or training through one of the city's WorkSource or YouthSource Centers. Inside Safe Job Connectors will also assist with referrals for individuals participating in the city’s employment programs to be considered for housing via the Inside Safe initiative.

Piloted by the Coalition for Responsible Community Development (CRCD), four (4) job connectors were hired in spring 2023 and stationed at the Los Angeles Grand Hotel- each supporting 25 hotel residents. As of spring 2024, accomplishments include: one hundred thirty (130) referrals received and a total of thirty-seven (37) active clients. Of these, twenty-one (21) have enrolled with a local WorkSource or YouthSource Center, one hundred sixty-six (166) job applications submitted for

³ RAND. *Identifying Policy and Research Gaps in Addressing Homelessness in Los Angeles: Conference Proceedings* (March 25, 2024). https://www.rand.org/pubs/conf_proceedings/CFA1890-1.html

⁴ The enhanced Comprehensive Homeless Strategy (CHS), adopted by the Mayor and City Council on March 19, 2019 describes ongoing responsibilities and measurable actions the City of Los Angeles (City) is taking to combat homelessness.

employment, fifty (50) have been assisted with job interviews, and thirty-three (33) have secured part-time or full-time employment.

Outcomes through the City’s WorkSource and YouthSource System

During PY 23-24, the WorkSource System set a goal of serving a minimum of 1,750 individuals experiencing homelessness. Additionally, as of March 2024, the City’s WorkSource System has served a total of 2,367 unhoused individuals (135% of goal). As of March 2024, the City’s YouthSource System served a total of 469 youth currently or formerly experiencing homelessness.

Outcomes through Los Angeles Regional Initiative for Social Enterprise (LA:RISE)

Launched in 2015, the LA:RISE is the City’s marquee workforce program for supporting individuals experiencing homelessness. The program provides transitional jobs and career services to those with a history of homelessness, including formerly incarcerated individuals and disconnected youth. LA:RISE is a collaborative partnership that connects the City’s WDS with Employment Social Enterprises (ESEs) to assist in moving participants into the workforce. An ESE is a mission-driven business that provides transitional employment for individuals with barriers to employment.

In 2021, with a Homeless, Housing, and Prevention Program (HHAP) state block grant, the City launched the LA:RISE Youth Academy which expanded transitional subsidized employment and certificated training opportunities and housing resources specifically to young adults from 18 to 24 years of age experiencing homelessness or at risk of experiencing homelessness and the following program year, expanded services to young adults ages 18-30 with funding from a Californians for All grant. Currently, eleven ESEs, six WorkSource, and five YouthSource Center partners are collaborating to transition these individuals into permanent employment.

To date, 7,491 individuals have been served by all LA:RISE programs.

ACTION - In PY 2024-25, the City will:

1. Continue to expand or strengthen collaborations and partnerships with the Los Angeles Homeless Services Authority (LAHSA), the Mayor’s Office Inside Safe Initiative, and other housing service programs or initiatives to improve coordination between workforce and homeless response systems happening at the Los Angeles City and County level.
 - Expand the Inside Safe Job Connector initiative to increase access to employment services for those experiencing homelessness.
 - Support the coordination and staffing for a minimum of two quarterly, regional “Homeless Connect Days” - housing and employment resource and hiring fairs focused on homeless service provision and on filling jobs created by the significant homeless services expansion.
 - Explore new partnership with the LA Homeless Services Agency (LAHSA) to prioritize all young adults who identify as homeless to receive prioritized services for workforce, education and support services needs while they are transitioning to permanent housing.
2. Continue the success of the LA:RISE program.
 - Place 800 adults experiencing homelessness into transitional employment and 400 into unsubsidized employment through a \$6 million investment of City General Funds and Los Angeles County Measure H funds in LA:RISE.
 - Continue the implementation of the LA:RISE Youth Academy with Californians For All program and HHAP funds.

3. Continue to serve individuals experiencing homelessness through the AJCC System.
 - Serve a minimum 1,750 individuals experiencing homelessness through the City's 14 WorkSource Centers.
4. All OY in the Homeless Management Information System (HMIS) will be prioritized for educational and/or workforce services.

STRATEGIC INITIATIVE NO. 2 – Increase Education and/or Employment Outcomes for Disconnected Youth

THE NEED:

- Opportunity Youth (OY) are youth (ages 16-24) disconnected from school or work including youth serviced by our child welfare, justice, and homeless systems. Many OY often lack the appropriate resources and support and are likely to face multiple challenges and obstacles to accessing education and employment.
- A USC 2017 study found that the majority of OY are youth of color (African American or Latino), have high barriers to education and employment, lack the access to jobs in the low-income communities in which they tend to reside and face labor market discrimination.
- A 2021 New Ways to Work report found that more than 62,000 youth, or 13.9 percent of the nearly half a million young people in the City were disconnected youth.

Alignment with Mayoral, Council, and Board Priorities:

This strategy seeks to support the workforce development needs of opportunity youth and facilitates access to skills attainment and career pathways leading to quality jobs, and the Mayor's California For All youth campaign. Multiple City departments, including the Mayor's Office of Economic Opportunity, are spearheading this multi-year effort alongside the City's network of YouthSource Centers and other community-based partners to help disconnected youth attain good jobs, education, training, and economic stability through various workforce youth initiatives.

Key Workforce Programs supporting this strategy include:

- LA Performance Partnership Pilot (LA P3) collaborative
- WIOA AJCC/YouthSource System
- Hire LA's Youth Campaign and funded youth initiatives
- Californians for All funded youth initiatives
- Certified Peer Specialist Demonstration Project (in partnership with Youth Development Department)

ACCOMPLISHMENTS

Horizons 32K Strategic Plan (formerly referred to Los Angeles Performance Partnership Pilot)

The City of Los Angeles Workforce Development System (WDS) plays a pivotal role in addressing the needs of young adults in entering the workforce and/or education system through its role in facilitating the LA Performance Partnership Pilot (LA P3) collaborative, a regional collaborative of public educational, workforce, and support systems as well as the business community. The City's commitment to strengthening these partnerships through a new LAP3 Strategic Plan to be published in the Spring of 2024 will further help address the needs of young adults who are looking to enter the workforce and access educational opportunities. Through LAP3, the WDS will continue to provide regional leadership for integrating City, Los Angeles Unified School District (LAUSD), Los Angeles Community College District (LACCD), and Los Angeles County services to increase

educational, employment, housing, and social well-being outcomes for the City's opportunity youth, including foster system involved and housing insecure youth.

YouthSource System Redesign Implementation

During PY 22-23, a newly redesigned and procured system of YouthSource Center operators was established and began incorporating the following six (6) major enhancements:

1. Focus on Career Pathways – including new partnership with LAUSD DACE, and LACCD to increase access to vocational training in growing industries;
2. Focus on Mental Health Services for youth;
3. Amplify Youth Voice by intentionally placing youth at the center of our work through Youth Councils in the implementation of key programs;
4. Increase focus on high-barrier populations - Ensure that 75 percent of youth served are those who are experiencing multiple barriers to employment;
5. Increase access to online tools and virtual opportunities to address the digital divide;
6. Enhanced P3 service delivery through shared best practices and interventions.

Hire LA’s Youth Redesign Implementation

The City’s Hire LA’s Youth program was redesigned to align with the YSC system’s focus on Career Pathways. The goal of youth employment opportunities is to allow youth to gain exposure to careers while developing fundamental workplace skills such as communication, time management, problem-solving, and financial education. The program shifted from providing youth with a job to creating a progressive pipeline for the future workforce. During PY 23-24, as of March 2024, a total of 1,998 youth were enrolled in Hire LA and were provided work experience opportunities.

Californians for All

Beginning in March 2022, as part of the Mayor’s California For All youth campaign, fifteen new youth programs were created and funded with a \$53.3 million grant through the California Volunteer Office to provide transitional employment and related career services to more than 4,000 youth, ages 16-30. These projects differ in size and scope to offer LA youth a variety of employment opportunities and career pathways, aligned with the focus areas and core goals identified by California Volunteers. During PY 23-24, as of March 2024, 3,300+ young adults, experiencing multiple barriers to employment, were enrolled. These disconnected youth were provided employment opportunities and career pathways in public service while also strengthening the City and community capacity to address key areas of education, climate, food insecurity, and COVID-19 recovery.

Certified Peer Specialist Demonstration Project

The Youth System, in partnership with the Youth Development Department, funded the Certified Peer Specialist Demonstration Project to train up to 70 YSC program participants in mental health counseling. The goal is twofold: 1) to develop peer counselors that work with other Youth system program participants in need of mental health services through both group counseling and advocacy and 2) to create an entry point into the mental health and MediCal reimbursable career pathways. The initial cohort for this project launched with 16 youth participants in February 2024.

YSC Youth Advisory Council Initiative

The Youth System, in partnership with the Youth Development Department and the Hilton Foundation, launched the YSC Youth Advisory Council Initiative to establish youth-led advisory councils at each of the 14 YouthSource Centers. The advisory councils have an active role and

safe space to provide ongoing recommendations to YouthSource frontline and leadership staff to strengthen service delivery, peer-to-peer engagement, enrollment retention, and overall outcomes for the Youth System. To date, more than 80 youth have participated in the initiative, furthering the Youth System's commitment to centering youth voices and expanding leadership opportunities for Disconnected Youth and other disadvantaged youth populations.

Three-Year Citywide Youth Development Strategic Plan

Adopted by the City Council in February 2024 and spearheaded by the Youth Development Department, the [Citywide Youth Development Strategic Plan](#) serves as the roadmap for all City Departments to improve services and outcomes for all young Angelenos through 2027. The Youth System was a critical partner in the development of the Strategic Plan, which has six priority areas for implementation: Economic Well-being, Mental Health, Youth Leadership, Youth Spaces, System Navigation, and Housing & Public Safety.

ACTION - In PY 2024-2025, the City will:

1. **Youth System Redesign:** The City will continue the implementation of the Youth System Redesign, with the goal of fully implementing all program elements. Goals for Year 25 include:
 - a. Launching the YouthSource Center Navigator program with the LAUSD Division of Adult & Career Education (LAUSD DACE) to increase enrollment of YSC participants into vocational training programs.
 - b. Implementing the Regional Equity Recovery Act (RERP) partnership with the Los Angeles Community College district to increase the co-enrollment of YSC participants into degree and/or short-term vocational training programs.
 - c. Continue the implementation of the Certified Peer Specialist Demonstration Project to train 70 YSC participants as Peer Counselors in order to expand mental health services system-wide.
 - d. Development of a YSC Advisory Council that will meet quarterly and include representation from all YSC.

2. **Los Angeles P3 Collaborative:** Continue to provide leadership to regional efforts to improve educational and employment outcomes for young adults, with a particular emphasis on opportunity youth through the Los Angeles P3 Collaborative. Goals for PY2023-24 include:
 - a. Build the capacity of governance structure in support of the Horizons 32k Strategic Plan.
 - b. Establish and lead LAP3 Stewardship Group comprising leaders, including Opportunity Youth (OY), to upload accountability in achieving the plan's strategic goals and objectives.
 - c. Advance priority strategies to support youth level outcomes, i.e. High Road Training Partnerships, public sector apprenticeships, and expanding education and training access through co-location efforts with Division of Adult and Career Education and the Los Angeles Community College District (LACCD).

3. **Regional Partnerships:** Expand efforts to increase the number of multi-barrier youth served by the YouthSource and Hire LA systems by:

- a. Expanding partnerships with the California Department of Rehabilitation (DOR) to serve youth with disabilities; and
 - b. Expanding partnerships with Los Angeles County and community-based organizations such as the Opportunity Youth Collaborative to expand services to Foster and other system-involved youth.
4. **Career Pathways/LA:** Launch the Career Pathways/LA program to provide alternate pathways into City employment for low-income and high-barrier youth.
 5. **Citywide Youth Development Strategic Plan:** Support the Youth Development Department in the implementation of the Citywide Youth Development Strategic Plan.
 6. **California for All Programs:** Continue to implement California for All programs in partnership with the Mayor’s Office of Economic Opportunity (MOEO), the Department of Public Works (DPW), the Youth Development Department (YDD), the Community Investment for Families Department (CIFD), and the Department of Recreation and Parks (RAP) to serve a greater number of young people who have experienced significant hardship from disparities in job loss and economic insecurity, as well as to help reverse educational loss and disconnection.

STRATEGIC INITIATIVE NO. 3 – Increase Employment Opportunities for All Angelenos Through Partnerships with Major Economic Drivers in the Region

THE NEED:

- The Port of Los Angeles and the Los Angeles World Airport, Department of Water and Power, and Department of Public Works are major economic drivers at the local, regional, and national levels and key generator of jobs.
- Local residents struggle to connect to employment opportunities with key economic drivers in the region.
- There is a need for continued alignment of regional economic development and infrastructure development with workforce development strategies to ensure that Angelenos from disadvantaged communities benefit from City investments.

Alignment with Mayoral, Council, and Board Priorities:

Recently enacted federal legislation such as the Infrastructure Bill and the CHIPS Act provide an abundance of opportunity for the City to access workforce development funds and leverage local partnerships. This strategy seeks to facilitate innovative collaborations between City leaders, private sector stakeholders, philanthropy, non-profits, and workforce development and education systems.

Key Workforce Programs supporting this strategy include:

- Hire LAX Pre-Apprenticeship Program Partnership
- Targeted Local Hire (TLH) Program
- Regional Sporting Events Strategy Development
- Regional Infrastructure Strategy Development
- Small Business Corp - Youth Small Business Corp

ACCOMPLISHMENTS

Hire LAX Pre-Apprenticeship Program Partnership

The Hire LAX Pre-Apprenticeship program is an eight-week program that provides local residents with training and preparation for an apprenticeship position and ultimately a career in the construction industry. As an incentive for participation, \$1,000 stipends were provided to program participants. During PY 23-24, a total of 80 individuals seeking a career in the construction industry enrolled and participated in HireLAX.

Targeted Local Hire (TLH) and Bridge to Jobs Programs

Between July 1, 2023, and March 1, 2024, 285 individuals were hired with the City of Los Angeles through the Targeted Local Hire Program (TLH) program and 123 employees were hired through the Bridge to Jobs Program. The TLH program candidates may choose to apply for a vocational worker position, which leads into nine classifications that include: Custodian, Gardener Caretaker, Garage Attendant, Maintenance Labor, Mechanical Helper, Tree Surgeon Assistant, Street Services Worker, Animal Care Technician, Warehouse and Toolroom Worker or Animal License Canvasser. Candidates may also choose to apply for Office Trainee, which leads to the Administrative Clerk or Delivery Driver position.

ACTION - In PY 2024-2025, the City will:

1. Increase coordination with City Departments - EWDD will execute new MOUs with the Port of Los Angeles and the Los Angeles World Airport and other key Departments to ensure that City investments lead to the creation of new employment opportunities for Los Angeles residents and procurement opportunities for small businesses. In addition, MOUs will facilitate better coordination on Federal and state grant opportunities.
2. Continue to align the Workforce Development System with the Jobs Economic Development Initiative (JEDI) Zones – EWDD will expand cross referrals between BusinessSource and WorkSource Centers in approved JEDI zones.
3. Continue efforts to align Workforce Development with Economic Development Strategies - EWDD will continue to emphasize the creation of employment opportunities for disadvantaged communities through the Comprehensive Economic Development Strategy (CEDS) by focusing on key industries in the region and developing and implementing inclusive procurement programs. EWDD will continue to have quarterly systemwide meetings that include BusinessSource, WorkSource, YouthSource centers and incubators to align regional goals and objectives.
4. EWDD will continue its partnership with the Hire LAX Pre-Apprenticeship program to support 80 individuals seeking a career in the construction industry.
5. Develop Workforce Strategy for Regional Sporting Events, as the City is scheduled to host major sporting events over the next 5 years, including the Paralympics Games in 2028, FIFA World Cup in 2026, and the Olympics in 2028. The City will need a well-defined workforce development strategy to ensure that the region's employers, particularly those in the hospitality and entertainment sectors have the employment pipeline necessary to serve millions of anticipated tourists and travelers.
6. Continue Youth Small Business Corp which provides participants with paid work experience that supports the development of workforce skills and connectivity to economic development. Community college students pursuing degree programs in business administration, marketing, or a related field, will complete 120-hour, 12-week

internships supporting small and/or growing businesses in the Los Angeles area. In addition to working with small businesses, youth will be placed at BusinessSource Centers (BSCs) throughout the Los Angeles area. The program will provide youth with real world experience in their fields of interest while also providing support to small businesses.

STRATEGIC INITIATIVE NO. 4 – Facilitate Increased and Equitable Access to Jobs That Provide High Wages/Salaries and Opportunities for Career Advancement/Upward Mobility Through Job Placement Strategies That Focus on High-Growth Sectors

THE NEED:

- Income inequality continues to widen in Los Angeles, with a majority of Angelenos in low-income areas struggling to access high wage jobs in high-growth sectors.
- A high-wage job refers to a job that provides a wage that is greater than the median wage for the applicable region. As of March 23, 2023, the average annual salary in California was \$61,026.

Alignment with Mayoral, Council, and Board Priorities:

In support of the Mayor’s and WD Board’s vision to connect every Angeleno with a living-wage job and career pathways, this strategy seeks to expand the WDS system’s employer engagement outreach efforts and create training opportunities for good jobs in high-growth sectors such as Transportation, Renewable Energy and Advanced Manufacturing that lead to placements in jobs that provide a career path with high wages, union affiliations, and health benefits.

Key Workforce Programs supporting this strategy include:

- High Road Training Partnership Program
- Registered Apprenticeship Programs Pilot
- Business Engagement Program
- WIOA AJCC WorkSource System Business Services Representatives (BSR)
- Quarterly Regional Connect LA Job Fairs

ACCOMPLISHMENTS

High Road Training Partnerships

EWDD launched the High Road Training Partnerships (H RTP) grant initiative to develop and expand partnerships that lead to high-paying and sustainable career employment to at least 250 individuals. H RTP key industry sectors include, but are not limited to, the following: Renewable Energy, Construction, Biotechnology/Biosciences, Advanced Manufacturing, Entertainment/Film, Hospitality, and Transportation/Logistics.

EWDD’s H RTP program follows California’s commitment to its own H RTP initiative that is designed to create a more skilled workforce with increased equitable accessibility to high paying jobs in the key industries that are critical to our economic future. Seven currently contracted WorkSource Centers were recommended and approved to provide training and supportive services to enrolled participants across eight sectors starting July 2023. As of March 2024, these agencies have enrolled more than 200 individuals into the program.

Launched Business Engagement Program

In July 2022, EWDD contracted the Los Angeles Economic Development Corporation (LAEDC) for the provision of business engagement services (i.e., Business Engagement Program), which includes a HRTP component, designed to create a pipeline for employment opportunities in three key high growth sectors: Renewable Energy, Biotechnology, and Entertainment/Motion Pictures. As of February 2024, LAEDC has successfully referred 43 employers who have committed to hiring from vulnerable populations.

Convened Employer Presentations at Business Service Representative Meetings

EWDD’s Employer Services Unit (ESU) convenes monthly meetings with the Business Services Representatives (BSR) from the City’s 14 WSCs. Outreach is extended to new and existing employer partners for the opportunity to conduct presentations and provide staff with information related to their training and employment opportunities. The meetings enable staff to establish relationships with new employers and strengthen relationships with existing employers. Employers and trainers that have presented at BSR meetings in PY 2023-24 include: LKQ Pick Your Part, CookUnity, Los Angeles International Airports (LAWA), SRO Housing Corp., KAM Learning Academy, Los Angeles Pacific College, and many others.

Quarterly Regional Connect LA Job Fair

The Quarterly Regional “Connect LA” Job Fairs organized by EWDD with the Business Service Representatives from the City’s 14 WSCs have become a staple of the city’s business services activity. The first Regional “Connect LA” Job Fair for the PY 23-24 was held at Northeast Los Angeles WorkSource Center in October of 2023. The following Quarterly Regional Job Fair was hosted by Los Angeles Valley College. The two job fairs combined hosted close to 120 employers and were attended by over 500 job seekers. Through these job fairs, over 5,000 job opportunities will be made available for the city’s residents.

ACTION - In PY 2024-2025, the City will:

1. Redesign the AJCC/WorkSource Center System to better align workforce development services for adults and dislocated workers with training opportunities in occupations that provide a thriving wage in the City of Los Angeles;
2. Continue to provide services and expand employer engagement under the High Road Training Partnership Program to place over 200 participants in jobs that provide high-wage and career opportunities with upward mobility;
3. Work regionally across the seven WDBs to develop Registered Apprenticeship Programs in partnership with Los Angeles County and develop a regional apprenticeship portal to provide job seekers updated information on programs within the County;
4. Continue to facilitate the Business Engagement Program focused on Renewable Energy, Biotechnology, and Entertainment/Motion Pictures;
5. Continue to facilitate monthly meetings of with the Business Services Representatives (BSR) from the City’s 14 WSCs and engage employers; and
6. Continue to organize Quarterly Regional Connect LA Job Fairs.

STRATEGIC INITIATIVE NO. 5 – Increase Gender Equity by Ensuring That Women Are Trained for Positions in High-Growth Sectors at Equal Pay Rates as Those Positions Occupied by Men

THE NEED:

- Employment is essential to women’s economic security, social equality, and a robust and sustainable economy for all. Historically, women have experienced unequal pay gaps and occupational segregation in the workplace that limit their economic mobility. Long-standing structural inequalities and uneven burdens interfere with women’s full and equal participation in the economy.
- Women continue to experience lower earnings as compared with their male counterparts, despite their steadily growing participation in the labor force. Men out earn women within every age group.⁵
- Workforce research indicates that women receive lower earnings than men and are more likely to hold jobs paying hourly rates at or below the minimum wage. Part of these gender gaps in earnings might be related to the differences in the types of occupations in which women and men are employed; women are less likely to hold jobs as managers or skilled workers. Aggregate program data indicate that females were one-half more likely than males to receive WIA-funded training through the Adult and Dislocated Worker programs. However, after exiting from the WIA system, women earned, on average, about three-quarters the amount that men earned.⁶
- By industry, women accounted for more than half of all workers within several sectors in 2020: education and health services (74.6 percent), other services (52.6 percent), financial activities (51.9 percent), and leisure and hospitality (50.4 percent). Comparably, women were substantially underrepresented (relative to their share of total employment) in manufacturing (29.5 percent), agriculture (27.7 percent), transportation and utilities (24.1 percent), mining (14.5 percent), and construction (10.9 percent).

Alignment with Mayoral, Council, and Board Priorities:

This strategy seeks to support the City’s efforts to close gender gaps in labor force participation, wages, leadership positions, and to facilitate gender parity in the future of work. Strengthening women’s economic security and labor force participation is essential to advancing gender equity and equality. To accomplish this, the department, in partnership with elected officials, must ensure that all people have access to good jobs and must actively address the persistent gender discrimination and systemic barriers to full workforce participation. This includes transgender women and gender non-conforming individuals.

ACCOMPLISHMENTS**Outcomes through the WorkSource and YouthSource System**

In PY 23-24, as of March 2024, the WorkSource and YouthSource System served a total of 5,137 women, and 1,011 young women. Of those women, 939 were single mothers. In PY 23-24, 1,202 women received training through WIOA-funded programs. Data showed that women mostly enrolled into healthcare, office and administrative support, and management training programs.

Increased Access to Childcare Services

EWDD secured \$4.8 million in CDBG-COVID funding to pilot a childcare initiative. As the COVID-19 pandemic disproportionately affected women with childcare needs, this program is focused on

⁵ <https://www.americanprogress.org/article/fact-sheet-the-state-of-women-in-the-labor-market-in-2023/>

⁶ Mathematica Policy Research. *How are Women served by the WIA Adult and Dislocated Worker Programs? Findings from Administrative Data* (December 21, 2012).

https://www.dol.gov/sites/dolgov/files/OASP/legacy/files/FINAL_REPORT_women_served_via_adult_dislocated_worker_programs.pdf

providing up to 500 single parent households with childcare vouchers to assist with their 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. The goal of this program is to support single-parents, and women in particular, return to the workforce by subsidizing child care services. As of March 2024, over 500 eligible parents have been provided with either childcare support, employment training, or both.

Domestic Violence and Human Trafficking Pilot

In partnership with CIFD, EWDD launched a pilot training program targeting survivors of domestic violence and human trafficking. Through this pilot program, EWDD and CIFD funded Domestic Violence Shelter Operators to co-locate at WSCs and help facilitate co-enrollment into workforce development services, including employment training, job placement and other necessary services needed. To ensure equitable opportunities for women and girls in accessing quality and empowering job training and employment, the WDS is committed to the following gender equity goals, pending the availability of funding.

ACTION - In PY 2024-2025, the City will:

1. Contract with LAEDC to update the People, Industry, and Jobs report and develop a plan to establish baseline data related to gender equity that includes goals and objectives to achieve the intended gender equity goals;
2. Continue to develop gender equity performance metrics and report to the WDB; and
3. Develop programming and outreach strategies to increase women’s training and placement in non-traditional employment high-growth sectors.

STRATEGIC INITIATIVE NO. 6 – Increase Accessibility to Sustainable Employment Opportunities for High-Barrier Populations Through Targeted Workforce Development Strategies

THE NEED:

The following high barrier populations have historically lacked access to economic opportunities: persons with disabilities, individuals experiencing homelessness, justice involved, disconnected youth, single parents, veterans, immigrants, English language learners, foster youth, and other system involved youth, Lesbian, Gay, Bisexual, Transgender, Queer, (LGBTQ+), Non-Binary, Indigenous Peoples, victims of violence and human trafficking.

Alignment with Mayoral, Council, and Board Priorities:

This strategy supports the City’s mission to reduce inequities within the local labor market through an emphasis on services to high barriered, vulnerable populations. This strategy also aligns to WIOA’s Adult Priority of Service requirements, which requires priority of service for adult employment and training activities for recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient, which includes English Language Learners, for individualized and training services.

ACCOMPLISHMENTS

Focus on High-Barrier Populations

The City’s WDS has long-established enrollment goals for multiple high-barrier populations, including disconnected youth, people with disabilities, homeless and reentry populations as a way of ensuring that our system serves those with the highest barriers to employment. This strategy

has led to the development of new strategic partnerships and focused strategies which have resulted in increased enrollments for these populations. In PY 23-24, as of March 2024, the Workforce Development System served 1,500 disconnected youth, 1,691 individuals with disabilities, 3,031 homeless, and 1,462 justice-involved individuals.

Los Angeles Reconnecting Career Academy (LARCA 2.0)

Through a settlement negotiated by the City Attorney's Office in PY 2017-18, the City committed to invest up to \$30 million over a four-year period to provide employment and education services to individuals that were part of the Gang Injunction Settlement (Council File 16-0081). Through this initiative, it is expected that a minimum of 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.

Domestic Violence Partnership Pilot Program

EWDD has partnered with the City's Community Investment for Families Department (CIFD) to allocate special funding in the amount of \$250,000 to implement a new pilot workforce development program focused on increasing workforce development services to survivors of domestic violence and human trafficking. Through this pilot, domestic violence and human trafficking shelters funded by CIFD have utilized the special funding to hire a DV Employment Navigator to support recruitment and referral of clients to the WDS to be provided with WIOA services such as training, job placement and other necessary services.

ACTION - In PY 2024-2025, the City will:

1. Assess how WDS service providers manage services for Indigenous Peoples, LGBTQ+ and TGI (Transgender, Gender Fluid, and Intersex) populations, and English Language Learners in terms of outreach, partnerships, and documented progress.
2. Establish and continue goals for new high-barrier populations, including survivors of domestic violence, individuals with disabilities, English Language Learners, single parents, transgender women, and other LGBTQ individuals.

STRATEGIC INITIATIVE NO. 7 – Increase Employment Outcomes for the Reentry Population to Allow for a Smoother Transition Into Society

THE NEED:

- On an average day in 2021, there were 14,329 people in county jails, and 30,358 people from Los Angeles County in the state prison system.
- According to a 2018 study, formerly incarcerated persons have a 27 percent unemployment rate, exponentially higher than the overall United States unemployment rate. Not only does high unemployment impede successful reentry, it also increases the chances of recidivism.⁷
- Upon release, many formerly incarcerated persons face difficulties accessing a wide range of services such as housing, health care, mental health, substance abuse services, and employment and education opportunities. It is likely that these challenges existed prior to

⁷ The White House. Incarceration to Employment: A Comprehensive Strategy to Expand Employment Opportunities for Formerly Incarcerated Persons (April 2022). <https://www.whitehouse.gov/wp-content/uploads/2022/04/Incarceration-to-Employment-Strategy.pdf>

incarceration and without proper intervention, they may continue to exist after the individual has been released.

- In Los Angeles County, the need for robust supportive services is particularly acute given that the county maintains the largest probation system in the country.⁸
- According to a recent study on The Los Angeles County Innovative Employment Solutions (INVEST), There are some client needs that go beyond INVEST’s financial and staff resources.⁹ Needs such as housing, mental health care or substance use disorder treatment, and consistent and affordable child care were raised by INVEST staff members and participants, and all require significant financial resources and sustained support over time. At America’s Job Center of California (AJCC), housing has been one of the most common barriers mentioned by staff members that many felt they were not able to adequately address. Each AJCC has partners to whom it can refer clients experiencing homelessness or housing instability. However, multiple staff members emphasized that without stable housing other matters, such as employment, would be a challenge for clients to focus on.

Alignment with Mayoral, Council, and Board Priorities:

This strategy seeks to improve the employment outcomes, and avoid recidivism, of individuals with a history of incarceration by providing the following services and supports:

1. Vocational training and pre-apprenticeship training that provide industry recognized certifications needed to compete for in-demand jobs in the construction & green industry;
2. Connect participants with contractors’ access to Local Hire and union jobs;
3. Provide mentoring opportunities, hands-on training, subsidized employment and support services to minimize barriers;
4. Provide participants with technical and essential/soft skills needed to succeed in today’s growing industry pathways; and
5. Work with the Mayor and City Attorney to leverage investments of Los Angeles County and City funds to increase employment services for the reentry population.

Key Workforce Programs supporting this strategy include:

- Prison to Employment (P2E)
- INVEST
- Substance Abuse Drug Abuse Disorder Counselor Training program
- WIOA AJCC/WorkSource and YouthSource System

ACCOMPLISHMENTS

Prison to Employment (P2E)

The Prison to Employment (P2E) program provides funding across the state of California to help enable justice-involved and formerly incarcerated individuals to successfully reenter society and prosper in the labor force. During the first iteration of the P2E program, from January 2020 to March 2022, the City successfully enrolled 830 individuals far above the set enrollment goal of 282. The City’s performance was integral in securing additional funding from the California Workforce Development Board (CWDB) to continue these efforts under P2E 2.0. The second iteration of this program has expanded the service area to include eight (8) WorkSource Center Hubs covering the

⁸ County of Los Angeles Probation, “About Probation,” website: <https://probation.lacounty.gov/about-probation/>,2023.

⁹ MDRC. *Supporting the Employment Goals of Individuals on Probation: Supportive Services in the Los Angeles County Innovative Employment Solutions Program* (September 2023).

following areas: North Valley, South Valley, Central Los Angeles, East Los Angeles, South Los Angeles, South Central Los Angeles, Watts, and Harbor/Wilmington. The participating WSCs will continue to outreach and leverage necessary community-based support to ensure a successful return to the workforce.

INVEST

The Los Angeles County Innovative Employment Solutions (INVEST) program is designed to address the complex range of employment and supportive service needs that justice-involved individuals may have and support them in pursuing their employment and career goals. The INVEST program is a partnership with the Los Angeles County Department of Economic Opportunity (DEO), 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. The Probation Department has authorized \$4.75 million a year for a period of five (5) years to support the INVEST program.

INVEST prepares staff members to understand the unique needs and challenges of people on probation while at the same time using a flexible spending approach that allows for comprehensive service provision. The City currently contracts with two WSCs, 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. Through this partnership, the City expects to enroll and provide 200 INVEST participants with intensive case management and employment services in the current program year.

Los Angeles Entertainment Careers Pathway Pilot Program

The Los Angeles Entertainment Careers Pathway pilot program supported young men 18-24 years of age who were returning home to Los Angeles County upon release from State prison or juvenile justice facilities, as well as existing short-term re-entry housing facilities. The project provided 12 months of safer and more stable housing and 10 months of union-organized career path training in the entertainment industry – one of the largest economic sectors in the Los Angeles region.

ACTION - In PY 2024-2025, the City will:

1. The City will continue to partner with the Los Angeles County DEO to continue to prepare individuals currently on Adult Probation for permanent employment along a career pathway through the INVEST program. The City plans on serving and enrolling a minimum of 200 eligible participants, providing intensive case management, training, and unsubsidized employment.
2. During the 18-month Substance Abuse Drug Abuse Disorder Counselor Training program the City will continue to work towards increasing the number of certified Substance Abuse Counselors in the region. The program goal will be to enroll twelve (12) Incumbent Workers and twenty-four (24) Adults who have lived and experienced drug dependence.
3. Continue to provide services under the Prison to Employment (P2E) 2.0, which includes expanded service areas. P2E 2.0 will serve 350 formerly incarcerated or justice involved individuals to be provided with WIOA workforce services, and augmented services such as record expungement, counseling, financial literacy, tattoo removal, mental health counseling and parenting workshops.

STRATEGIC INITIATIVE NO. 8 – Increase Employment Opportunities for Older Adults - 55 years and older - by Creating Systems that Promote Training and Employment.

THE NEED:

- 1 in 3 adults in Los Angeles today is 55+. Close to 1 million Older Adults live in the City of Los Angeles, accounting for 24.9% of the City’s total population and 31.0% of the City’s adult population.¹⁰
- 46.1% of Older Adults are under the age of 65, while 77.4% are under the age of 75.
- 1 in 5 workers in Los Angeles today is 55+. Older Adults already represent a significant part of the local labor force. These workers are highly capable and able to meet the demands of modern work.
- However, there is a significant number of Older Adults who want to work but cannot find employment, including 61,867 unemployed Older Adults in the City of LA and 151,738 unemployed Older Adults in the County at large.
- Many Older Adults plan to continue working past traditional retirement age. A recent survey by AARP found that 57% of non-retirees 50+ expect to work into retirement for financial reasons.¹¹
- Employment training and placement programs may currently under-serve Older Adults. Based on data from local WorkSource Centers (WSCs), despite making up 24.9% of the City’s population, Older Adults accounted for only 15.4% of WSC enrollments, 11% of employment placements, and 5.6% of credential completions.¹²
- According to the most recent LAHSA Homeless Count¹³, Older Adults (55+) account for 24.6% of the total homeless population and 31.6% of the chronically homeless population. This translates to over 17,000 homeless Older Adults in the County today. As a point of comparison, there are less than 10,000 youth under the age of 24 who are homeless.
- One locally commissioned study found that 60% of unsheltered people above the age of 55 said their homelessness was due to unemployment or financial reasons¹⁴.

Alignment with Mayoral, Council, and Board Priorities:

Pursuant to the Mayor's Purposeful Aging LA Initiative (Executive Directive No. 17), the City will focus on opportunities for older workers to remain actively and purposefully engaged in their communities by creating systems that promote lifelong learning and financial security. This population is currently served by the WDS, however, moving forward there will be ongoing formalized strategies to address their needs and encourage an age-friendly City.

ACCOMPLISHMENTS

During PY 23-24, EWDD procured a qualified consultant to develop and implement a Workforce Strategy for Older Adults. In October 2023, CauseImpacts began the strategic planning efforts and

¹⁰ US Census Bureau. ACS 2022 5-Year Estimates. Common source for all data points, unless specified.

¹¹ AARP (2022). "Financial Need Influences Work in Retirement for Older Adults." Accessed at: <https://www.aarp.org/pri/topics/work-finances-retirement/financial-security-retirement/retirement-work-financial-security.html>

¹² Independent analysis of data provided by WorkSource Centers.

¹³ [LASHA. 2023 Greater Los Angeles Homeless Count 2023. Subpopulations: Older Adults \(aged 55+\)](#)

¹⁴ LAHSA (2019). "Addressing the Needs of Older Adults Experiencing Homelessness." Accessed at: <https://www.lahsa.org/news?article=545-addressing-the-needs-of-older-adults-experiencing-homelessness>

established a working group to guide the work and support the plan’s implementation. The Strategic Plan will be completed June 2024.

In developing the strategy, as of March 2024, the selected consultant has:

1. Evaluated the effectiveness and adequacy of the WDS in providing employment opportunities, counseling, and other career services for Older adults.
2. Conducted an in-depth analysis to obtain current City demographic data for the Older Adult population; identified best practices across the nation; developed a City-wide survey to identify workforce service needs for Older Adults; and identified future project priorities.
3. Assessed the availability of resources and capabilities for economic and workforce development opportunities for Older Adults through EWDD, as well as existing and new partners, such as the Los Angeles Department of Aging, AARP, LAUSD/DACE, LACCD, and Encore.org.
4. Surveyed Senior Community Service Employment Program (SCSEP) participants from the seven workforce development areas to determine participant experience of services offered/received.

ACTION - In PY 2024-2025, working with the consultant, the EWDD will:

1. Develop the governance structure in support of the AdvantAGE LA Older Worker Strategic Plan and its recommendations.
2. Support the City’s efforts to recognize the economic and social value of Older Workers to the workforce, businesses, and communities, and leverage their talent to advance economic vitality in the region.
3. Pilot programming and workforce services that are responsive to the unique needs of Older Workers.
4. Develop a toolkit to be utilized when conducting employer outreach that describes the benefits of training Older Adults versus hiring and training a new employee.

CURRENT ECONOMIC IMPACTS ON EMPLOYMENT¹⁵

This section provides an overview of the current economic impacts on employment, particularly looking into the effects of the pandemic, the City’s socioeconomic characteristics, employment and jobs outlook, economic forecast, and an industry and occupational analysis.

Economic Recovery Post the COVID-19 Pandemic

Los Angeles’ economy is continuing to recover from the 2020 pandemic-induced downturn. By the end of 2022, nonfarm employment surpassed pre-pandemic levels, reaching beyond 4.6 workers. In the City of Los Angeles, there was post pandemic job recovery across many industries with some seeing job growth beyond pre-pandemic levels and others below pre-pandemic levels. The industries that have seen the most growth include health care and social assistance; information technology; professional and business services; private educational services; transportation, warehousing, and utilities; mining, logging, and construction; agriculture, forestry, fishing, and hunting; and arts, entertainment, and recreation. Those that experienced decline include retail

¹⁵ The data in this section is cited from LAEDC’s “Los Angeles: People, Industry, and Jobs (2022-2028)” Report released in April 2024. This report was commissioned by the City of Los Angeles Workforce Development Board. The People, Industry, and Jobs report is intended to serve as a foundational piece presenting an overview of the economic base, workforce, and key socioeconomic characteristics of the resident population in Los Angeles City and Los Angeles County. An employment forecast through 2028 is provided, identifying key target industries and occupations, with additional discussions of living wage jobs and green jobs included.

trade; other services; financial activities; government; manufacturing; wholesale trade; and accommodation and food services.

The pandemic also changed the nature of work in many industries and altered the way many businesses provide goods and services through digitization and the expansion of remote and hybrid work options. Businesses in affected industries need to create and implement digital platforms that will allow for successful delivery of their goods and services. For workers, new demand for digital skills has been changing their individual roles and the composition of different occupations across industries, and workers in industries that have significantly shifted towards digitization are required to possess the ability to effectively offer their goods and services through new digital platforms. Workers who do not possess these skills need to be trained to successfully perform their duties in the new digital age. In this regard, workforce development programs can be key in training workers for these skills sets.

Demographic Portrait

Demographics play a key role in the growth and quality of the labor force and to a large extent determine the growth potential of the economy. The population of Los Angeles County in 2022 was 9.7 million, encompassing some 3.4 million households and accounting for 25 percent of the population of the State of California, making it the most populous county in the nation. Just over 39 percent of the county population lives in its largest city and county seat, the City of Los Angeles, with a population of 3.8 million across 1.4 million households in 2022.

The City of Los Angeles has a median household income of \$76,135 (up from \$50,544 in 2014) and a per capita income of \$45,270 (up from \$29,195 in 2014)¹⁶. Approximately 16 percent of households in the City of Los Angeles lived under the poverty level in 2022, compared to 12 percent of households across the state. At its high point in 2018, the City of Los Angeles had 3,996,000 residents. Since 2018, however, the city has lost 230,000 residents, representing a 5.8 percent decrease or an annual average decline of -1.2 percent. Similar to the county, the decrease in the city's population is attributable to multiple factors including the pandemic, a decline in foreign immigration, a declining birth rate, and increased out-migration.

The age distribution in the City and the County of Los Angeles are similar. In both the City of Los Angeles and Los Angeles County overall, about 70 percent of the resident population is of working age (from 15 to 65 years of age). Seniors (those aged 65 years and over) account for approximately 15 percent of the population. The population in the City of Los Angeles and Los Angeles County as a whole is expected to continue to age as the share of residents aged 65 years and older increases by 2030. This has implications for the ability of the workforce to fill local jobs, especially those jobs requiring a higher level of manual labor. In regard to race and ethnicity in the City of Los Angeles, 47.8 percent of residents reported to be of Hispanic origin and 28.0 percent reported to be white.

The population of residents aged 25 years and older was 2.7 million in the City of Los Angeles in 2022. Almost 20 percent of residents in this age group have not earned a high school diploma (or equivalent) while almost 21 percent have graduated high school but have no other education. Nearly 36 percent of residents have a bachelor's degree or higher. Overall, the unemployment rate for individuals aged 25 to 64 years was 4.8 percent in 2022. The rates of those with low levels of educational attainment are comparable to the overall rate of 4.8 percent, with those with a high school diploma or equivalent doing slightly better. Residents with some college or an associate

¹⁶ 2022 American Community Survey 1-year estimates

degree experienced a higher unemployment rate of 5.5 percent. Those with a bachelor's degree or higher fared best with an unemployment rate of 4.5 percent.

Of the 3.4 million households in LA County, 1.4 million of which were located in the City of Los Angeles, the share of those households whose income fell below the poverty level within the prior twelve months were 14.1 percent and 16.4 percent respectively. Of the 2.22 million families in Los Angeles County in 2022, approximately 226,800 have had their incomes fall below the poverty level in the 12 months prior; in the City of Los Angeles 100,700 of the almost 826,000 total families had their incomes fall below the poverty level within the prior year.

As new entrants into the job market, the population aged 16 to 24 years may lack knowledge on what is required to be successful in their job search, general workforce experience, and may lack skills that are easily obtained through training that can increase employment opportunities. A significant portion of the working aged population in the City of Los Angeles and the County of Los Angeles as a whole are young working-aged individuals between the ages of 16 years to 24 years. They represent 14.2 percent of the total working aged population of 16 years and older in both the city and the county.

Employment, Industry, and Jobs

The labor force is defined as the population of working-age individuals (16 years and older) in an area who are currently employed or who are unemployed but still actively seeking work. The current civilian labor force is over 5 million in Los Angeles County and over 2 million in the City of Los Angeles.

According to the Employment Development Department, at the start of 2024, the unemployment rate in Los Angeles County was 5.9%, while 5.2% at the state level and 3.7% at the national level¹⁷. Between January 2023 and January 2024, Los Angeles County nonfarm employment increased by 24,100, or 0.5 percent. Private education and health services led all industry sectors adding 52,000 jobs over the year. Gains in health care and social assistance (up 38,600) were mainly driven by added employment in social assistance (up 18,200), such as services to individuals, family, and child care. Private educational services contributed an additional 13,400 jobs to the overall increase. Leisure and hospitality employment added 11,000 jobs, a 2.1 percent year-over gain. Additions in accommodation and food services (up 13,200) offset a loss of 2,200 jobs in arts, entertainment, and recreation. Other industries that added employment were government (up 10,900), other services (up 4,900), trade, transportation, and utilities (up 3,100), and construction (up 2,100).

Occupational Analysis

It's important to understand how industries are expected to grow or decline and estimating their job creation potential provides one aspect of the overall workforce needs, as well as, understanding the composition of those expected jobs and their educational attainment and skills needs. In the City of Los Angeles, the largest occupational group is office and administrative support, accounting for 12.7 percent of all jobs in the city. This is followed by transportation and material moving with 8.3 percent. These two occupational groups represent a variety of detailed occupations that are employed across many industries. The third largest occupational group,

¹⁷ State of California, Employment Development Department, Labor Market Information Division. Los Angeles County Labor Force and Industry Employment Narrative (March 8, 2024)

healthcare support occupations, accounted for 8.2 percent of all jobs. Total healthcare occupations, including both practitioners and support occupations combined, account for 13.8 percent of jobs in the City of Los Angeles. Blue-collar occupations, such as those in construction, protective services, maintenance, production and transportation account for 22.7 percent of all jobs in the city.

Occupations that enable current workers to gain valuable skills through on-the-job training will encourage them to move into higher-skilled occupations and leave jobs opening for those with less experience. Industries that are undergoing technological change may find that new processes require fewer workers, leaving fewer openings available as workers retire or leave for other positions.

The largest number of overall openings will occur in the largest occupational groups, such as office and administrative support occupations, food preparation and serving occupations, and healthcare occupations (practitioners, technicians and support). Other occupations that will provide a large number of openings are personal care occupations, sales occupations, education and training occupations, and transportation and material moving occupations. The largest number of openings will be found in the following occupational groups: home health and personal care aides and registered nurses, which are both in healthcare occupational groups (practitioners and support); fast food and counter workers and waiters and waitresses, which are in the food preparation and serving occupational group; and laborers and freight movers and stockers and order fillers, which are in the transportation and material moving occupational group. Other occupations with large numbers of openings expected over through 2028 are postsecondary teachers, general operations managers, retail salespersons, cashiers, and security guards.

There are green jobs across our economy with a focus on the environment, conservation, clean energy, climate change, and sustainability. As California strives to meet climate goals and promote environmentally friendly practices, green occupations play an outsized role in meeting the evolving needs of industries, promoting interdisciplinary skills, fostering innovation, building resilience, and addressing social and economic equity. California continues its transition towards more sustainable practices, and there is a growing demand for skilled workers who can contribute to the development, implementation, and maintenance of environmentally friendly technologies and solutions to address the evolving needs of industries.

Many green occupations require a multidisciplinary skill set, combining technical expertise with an understanding of environmental principles and sustainable practices. Workforce development programs can help individuals acquire the expertise needed to meet the demands of emerging green roles and technologies across existing and emerging occupations and industries. Green occupations exist across ten sectors, these sectors include: agriculture and forestry; energy efficiency and carbon capture; environment protection; Governmental and Regulatory Administration; green construction; manufacturing; recycling and waste reduction; renewable energy generation; research, design and consulting services; and transportation.

Employment in green occupations has grown at an annual rate of 1.76% since 2012 in Los Angeles County. Just under 843,300 workers were employed in green occupations in Los Angeles County in 2022; 342,300 of these workers (40.6 percent) were employed in the City of Los Angeles. The growth in green occupations is forecasted to continue at an upward trend, however, the annual growth rate will decrease to just over 0.5% between 2022-2028. This will increase the total jobs in green occupations in Los Angeles County to nearly 870,000 by 2028. The high number of green

occupations requiring middle-skill or lower make these careers attainable to a variety of education levels. Workforce development programs that provide access to green job training opportunities can empower individuals from diverse backgrounds, including disadvantaged communities, to attain these careers.

Conclusion

The economic overview and analysis in this section helps inform our strategic planning efforts and to refine the WDB strategies and goals for the upcoming program year. The largest industries that generate the most jobs include social assistance, food services and gastronomy, ambulatory health care services, and administrative and support services. The LAEDC labor market analysis showed that industries with the highest growth rates are construction, transportation, motion picture and sound recording, health care services, social assistance, biomedical manufacturing, performing arts, spectator sports, and related industries.

FY 2024-25 FUNDING OUTLOOK

YEAR 24 ANNUAL PLAN FUNDING RECOMMENDATION

In developing the Year 25 Annual Plan, the WDB took into consideration the priorities established by the Mayor, Council, the California WDB, the City's current economic and educational situation, the resources available, and its own priorities.

On May 15, 2024, the State Employment Development Department announced its funding allocations for WIOA Adult, Dislocated Worker, and Youth Formula to Local Workforce Development Areas for PY 2024-25. The allocations displayed on Table 1 are actual allocations for PY 2023-24 and PY 2024-25. As summarized below, the City received a decrease of \$2.4 million in WIOA formula funds (which includes a reduction of \$239,820 for Adults, \$39,092 for Dislocated Workers, and \$341,391 for Youth programs). However, due to a reduction in Carryover from prior years amounting to \$6.3 million, the net decrease in WIOA funding is \$2.4 million.

TABLE 1 - Year 25 Annual Plan Revenues

	New Allocation	Carryover Prior Years	Total Allocation
Adult	\$16,039,523	\$2,276,776	\$18,316,299
Dislocated Workers	\$10,080,271	\$1,417,900	\$11,498,171
Youth	\$15,996,257	\$2,616,571	\$18,612,828
Rapid Response	\$875,467	0	\$875,467
SUBTOTAL – WIOA	\$42,991,518	\$6,311,247	\$49,302,765
WIOA Discretionary	\$2,000,000	\$1,117,417	\$3,117,417
CDBG COVID	0	0	0
CA for All	\$20,891,978	\$2,679,554	\$23,571,532
LA City Programs	\$12,979,372	\$4,545,420	\$17,524,792
LA County Programs	\$14,169,500	\$432,295	\$14,601,795
Other Grant Funds	\$210,000	\$1,293,002	\$1,503,002
Anticipated Revenues	\$9,000,000	0	\$9,000,000
GRAND TOTAL	\$102,242,368	\$16,378,935	\$118,621,303

In addition to WIOA funding, the Year 25 Annual Plan includes a total of \$69.3 million in non-WIOA revenues, including state, federal and local funding sources, bringing the total workforce

development budget to \$118.6 million. Table 2 below provides a list of new and carry-over funding anticipated by funding streams in PY 2024-25.

TABLE 2: Year 25 WIOA Formula Funding

	PY 2023-24 WIOA Funds	PY 2024-25 WIOA Funds	Increase (Decrease)
Adult	\$16,279,373	\$16,039,523	(\$239,850)
Dislocated Worker	\$10,119,363	\$10,080,271	(\$39,092)
Youth	\$16,337,648	\$15,996,257	(\$341,391)
Rapid Response	\$875,467	\$875,467	\$0
Carryover	\$8,100,000	\$6,311,247	(\$1,788,753)
Total	\$51,711,851	\$49,302,765	(\$2,409,086)

The Annual Plan offers a balanced budget for PY 2024-25. The balanced budget was achieved through modifications to WIOA oversight and administration activities, service providers, and supporting program activities. Table 3 sets forth EWDD proposed WIOA funding distribution.

TABLE 3: Proposed WIOA Funding Distribution

Activity	Amount	Percentage
EWDD Oversight	\$9,079,681	18%
EWDD Direct Services	\$1,362,531	3%
Other City Departments	\$375,764	1%
Workforce Development Board	\$2,137,774	4%
WorkSource Centers	\$16,000,000	33%
YouthSource Centers	\$10,250,000	21%
Other Service Providers	\$1,900,239	4%
*Supporting Program Activities	\$7,755,862	16%
Total	\$48,861,851	100%

**Total reflects adjustment for City-Managed operators.*

Table 4 below highlights the implementation of strategic planning efforts for PY 2024-25.

Table 4: Strategic Planning Implementation

Activity	Amount
Horizons 32K Strategic Plan	\$100,000
Labor Outreach Navigator	\$120,000
Los Angeles Workforce Infrastructure Network (LAWIN)	\$150,000
Older Worker Strategy	\$250,000
Program Monitoring	\$500,000
Sector Intermediaries	\$600,000
Virtual One Stop	\$500,000
High Road Training Partnerships (H RTP)	\$1,250,000
H RTP Technical Support	\$100,000
Total	\$3,570,000

Table 5 below represents PY 2024-25 Annual Plan proposed funding, strategies, outcomes, and strategic goal highlights, which will provide employment services to Angelenos, including persons left out of the region’s economic recovery – people experiencing homelessness, disconnected youth, and reentry populations.

TABLE 5 – YEAR 25 ANNUAL PLAN FUNDING HIGHLIGHTS

No.	Funding	Strategy	Outcome	Strategic Goal
1.	\$15,944,675	14 WorkSource Centers to provide employment training and placement services to high-barrier adults and dislocated workers and employers.	10,220	Strengthen connections with major economic drivers in the region. Target vulnerable populations with a geographic focus.
2.	\$10,206,504	Fund 14 YouthSource Centers	7,000	Focus on disconnected youth.
3.	\$33,683,687	Year-Round Youth Employment Program	10,000	Focus on disconnected youth.
4.	\$6,450,000	Los Angeles Regional Initiative for Social Enterprise (LA:RISE)	800	Address homelessness with more employment opportunities.
5.	\$693,200	LA County - INVEST	200	Focus on the reentry population.
6.	\$400,000	Rapid Response Layoff Aversion	TBD	Strengthen connections with major economic drivers in the region.
7.	\$1,000,000	WDB Innovation Fund	TBD	TBD
8.	\$200,000	InsideSafe Job Connectors Program	200	Address homelessness with more employment opportunities.

LEGISLATIVE ADVOCACY

The Workforce Innovation and Opportunity Act (WIOA) serves as the cornerstone federal legislation governing the public workforce system, which encompasses various policies and programs designed to aid job seekers in their quest for employment through education, training, labor market information, career guidance, and related support services. WIOA funds are channeled through states to local workforce investment areas and overseen by state and local workforce boards. A diverse array of entities, including adult basic education and GED programs, apprenticeships, community colleges, community-based organizations, labor unions, youth workforce providers, and employers, collaborate to deliver education and training services under WIOA. Targeting unemployed and underemployed adults, youth, veterans, unhoused individuals, people with disabilities, and individuals receiving public benefits, WIOA endeavors to bolster workforce participation and economic mobility.

WIOA’s Core Programs and other Required Partner Programs

Agency	Program(s)
U.S. Department of Labor:	Title I - a) Adult, b) Dislocated Worker, and c) Youth Programs Title III - Wagner-Peyser Act - Employment Service (ES)
U.S. Department of Education:	Title II - Adult Education and Family Literacy Act (AEFLA) Title IV – State Vocational Rehabilitation (VR) programs under the Rehabilitation Act of 1973
Other Required One-Stop Partner Programs:	<ul style="list-style-type: none"> • <i>U.S. Department of Labor:</i> Job Corps, YouthBuild, Indian and Native American programs, National Farmworker Jobs Program, Migrant and Seasonal Farmworker Programs, Senior Community Service Employment Program, Trade Adjustment Assistance, Unemployment Compensation programs, Jobs for Veterans State Grants, and Reentry Employment Opportunities • <i>U.S. Department of Education:</i> Carl D. Perkins Career and Technical Education Act programs • <i>U.S. Department of Housing and Urban Development:</i> Employment and Training programs • <i>U.S. Department of Health and Human Services:</i> Community Services Block Grant employment and training programs, and Temporary Assistance for Needy Families (TANF)

WIOA Reauthorization

WIOA and its predecessor, the Workforce Investment Act, has guided the workforce system for decades. WIOA reauthorization provides an opportunity to update workforce interventions to better ensure individuals facing multiple intersecting structural barriers to quality employment opportunities can access economic opportunity and security. When WIOA was enacted in 2014, it made critical improvements to streamline the maze of federal workforce development programs across agencies and enhance accountability through a single set of performance metrics. However, almost a decade later, employers are struggling to fill the jobs they need to grow their businesses and meet the upskilling needs of workers, affecting critical industries and undermining our economic competitiveness. The workforce system under WIOA needs reform to ensure workers—including those without a bachelor’s degree—can access good-paying jobs.

On April 9, 2024, the US House of Representatives made a bipartisan vote to pass the *A Stronger Workforce for America Act (ASWA)*, which amends and reauthorizes the Workforce Innovation and Opportunity Act (WIOA)¹⁸. ASWA makes critical updates to WIOA that will increase the amount of skills development provided under the law, strengthen connections between employers and the workforce system, and put more Americans on the pathway to a successful career.

ASWA aims to revamp the nation's workforce system and make improvements to WIOA to help close the skill gaps through increased skills training, deliver greater accountability and program

¹⁸ [H.R.6655 - A Stronger Workforce for America Act](#)

quality, strengthen pathways to economic opportunity, promote employer-led initiatives, and fuel innovation for a skills-based economy through grants and demonstrations¹⁹.

The legislation authorizes state and local workforce boards to aid employers in implementing skills-based hiring practices; places a greater emphasis on work-based learning for youth and on workforce education programs at community colleges that align with in-demand jobs; and streamlines the "eligible training provider list" to focus on outcomes and ensure eligible programs are aligned with the skill and hiring demands of employers. The legislation dedicates 50 percent of the adult and dislocated worker funding toward upskilling workers through "individual training accounts" (ITAs) and on-the-job learning while redirecting an existing funding stream toward ITAs for displaced workers. If passed, this would reduce flexibility of the workforce system to provide training services.

The City’s WDB advocates for WIOA reauthorization to continue building a stronger workforce system that drives innovation, equity, and results for workers, and dismantles barriers to employment, prioritizes job quality, amplifies workers’ voices, and ensures economic opportunity for all.

PY2023-24 Participants Served: WIOA TITLE I (Adult, Dislocated Worker, and Youth)

DEMOGRAPHICS	Adult/DW	Youth	Total
Women	5,572	1,057	6,629
Men	6,811	901	7,712
Did not self-identify	30	5	35
Hispanic/Latino	5,759	1,401	7,160
African/American Black	4,296	445	4,741
Asian	575	40	615
Hawaiian Native/Pacific Islander	108	10	118
American Indian/ Alaska Native	269	29	298
White	3,033	227	3,260
Veterans	841	3	844
Age 14-24	2,206	1,963	4,169
Age 25 - 54	8,348	0	8,348
Age 55 - Older	1,859	0	1,859
Individuals with Disabilities	1,766	86	1,852
Low Income	10,314	1,731	12,045
Justice-Involved Individuals	1,434	38	1,472
Homeless Individuals	2,691	510	3,201

Data Source: CaUOBSSM (as of May 21, 2024)

¹⁹ [House Committee on Education and the Workforce](#)

Workforce Development System Partners



The complete Annual Plan consists of the following documents:

1. Tab 1 – Executive Summary
2. Tab 2 – Plan Overview
3. Tab 3 – Budget Schedules
4. Tab 4 – Strategies and Activities
5. Tab 5 – Economic Forecast
6. Tab 6 – Policies
7. Tab 7 – Performance Evaluation
8. Tab 8 - Appendices