

YEAR 25

ANNUAL PLAN OVERVIEW

CITY OF LA
WORKFORCE
DEVELOPMENT
BOARD



PY 2024-25

Submitted by:
Economic and Workforce
Development Department



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I. VISION AND GOALS



THE 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 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
- 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 WDS.

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.

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A. INTRODUCTION

The City of Los Angeles seeks to further its work toward an innovative, diverse, equitable, and inclusive WDS. As part of this effort, the EWDD is partnering with Mayor Karen Bass’s Office of Economic Opportunity and the City of Los Angeles WDB to strategically develop the Five-Year Workforce Development 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.

B. ECONOMIC OVERVIEW OF THE REGION

The Los Angeles region is one of the largest economies in the world and boasts an ideal destination for businesses to thrive. The region’s many major industries include a fast-growing high-tech industry, telecommunications, finance, health care and biotechnology, aerospace and advanced transportation, education and research, entertainment and tourism, the largest manufacturing base, the largest international trade industry, and a rapidly increasing amount of venture capital investment startups. 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 has not always translated to higher wages and opportunities for Angelenos. As of June 2024, the most recent data from the Employment Development Department shows that the current civilian labor force of Los Angeles County is 5,021,000. Of those, 4,755,000 are employed, and 267,000 are unemployed (a 5.3 percent unemployment rate).¹

In the County of LA:



5,021,000
civilian labor force



4,755,000
are employed

267,000
are unemployed



5.3%
unemployment rate

According to a Los Angeles Economic Development Corporation (LAEDC) report, while Los Angeles was on a path to economic recovery in 2021 and 2022, it now faces new challenges caused by inflation.² In response to pandemic-related business closures and work dislocations, 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

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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 currently faces numerous intertwined challenges:

 Population Decline

 Growing Income Inequality

 Increased Costs for Operating a Business

 Aging Workforce

 Decrease in Affordable Housing

 Continued Inflation

 Increased Homelessness

 Struggling Commercial Real Estate Market

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 percent population loss between 2018 and 2023, specifically a loss of 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.

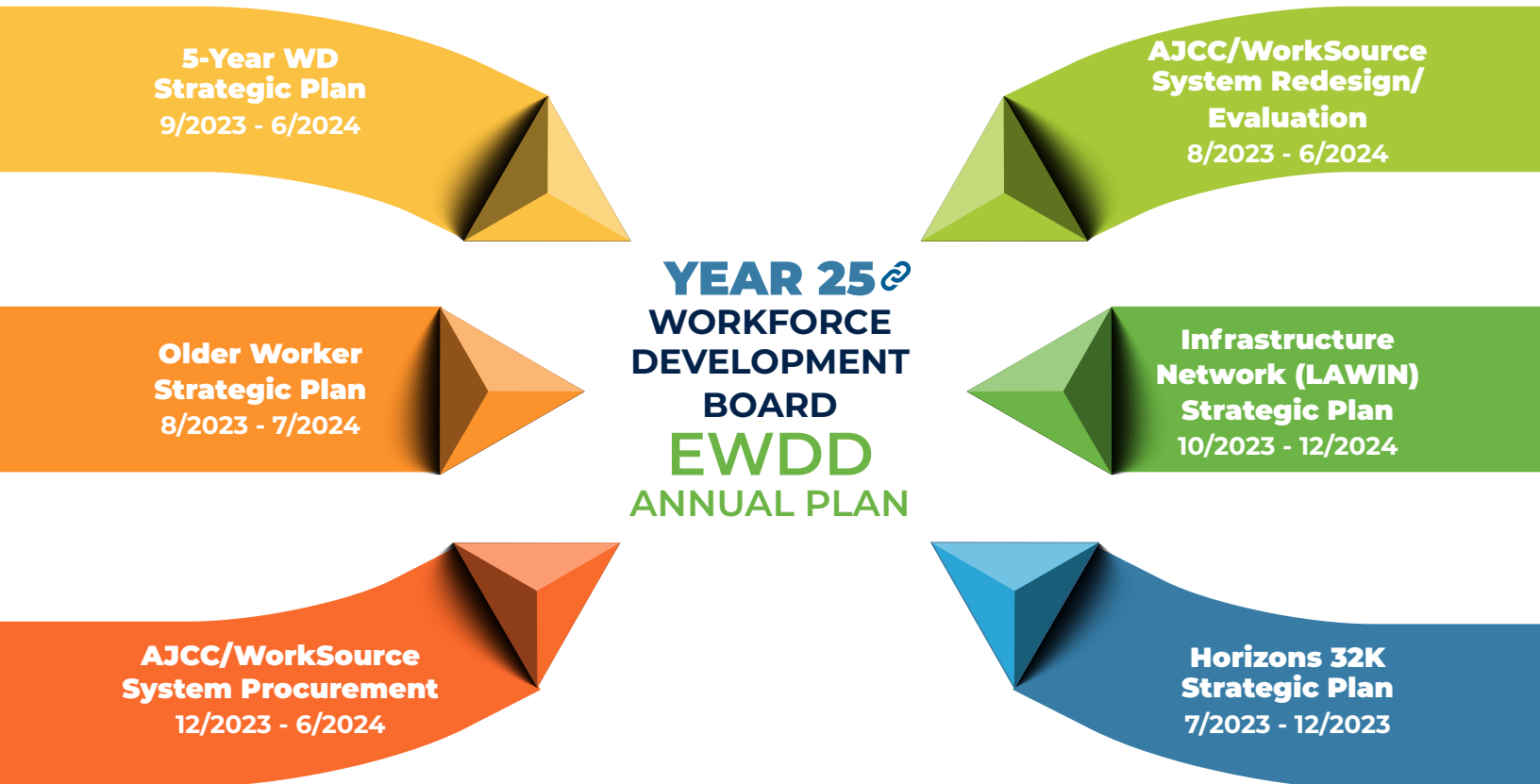
However, in the coming years, there is an opportunity to leverage upcoming investment in the region to improve economic and workforce outcomes. There is undoubtedly huge potential from the historic federal funding via the Infrastructure Investment and Jobs Act, Inflation Reduction Act, and CHIPS and 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 year and 19 million jobs in total.³ This research also shows that 69 percent of these jobs will be available to workers without a bachelor's degree, compared to 59 percent of all jobs in the US. 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 in 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 the strategic planning efforts, the City will engage the workforce system in outreach to support job seekers and connect businesses to upcoming procurement opportunities in both infrastructure projects and upcoming major sporting events.

In collaboration with the WDB and the Mayor's Office, the EWDD 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 improving workforce system outcomes.




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C. RETHINKING THE CITY'S WORKFORCE DEVELOPMENT SYSTEM

Figure 1. EWDD Strategic Planning Processes and Timelines



In July 2023, the EWDD funded several strategic planning efforts to:

-  Develop enhanced programming for disconnected youth and Older Workers
-  Develop a Los Angeles Infrastructure Academy and Network
-  Redesign and enhance the City's America's Job Centers of California (AJCC)/ WorkSource Adult and Dislocated Worker system
-  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 operators and other contracted WDS service providers.

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LA Workforce: A 5-Year Path Forward [↗](#)

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 Los Angeles residents and businesses 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 WDB. 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 fall 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
- 3 An in-depth analysis that identifies government policies that may be hindering labor growth and wage increases and identifies 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 procured and last redesigned 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, 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 Center 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, California State University, Northridge, 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 fall 2024.

Initial discussions during the AJCC/WorkSource Center System Redesign Ad Hoc Subcommittee 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.

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AdvantAGE LA Older Worker Strategic Plan

In October 2023, [Cause IMPACTS](#) 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 for Older Workers; developing workforce strategies that the 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 with successful outcomes across the workforce system (*improve Older Worker access and success outcomes*).

The current WDS is underserving 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.

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AdvantAGE LA Older Worker Strategic Plan (cont.)



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.*



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Horizons 32K Strategic Plan

The Los Angeles Performance Partnership Pilot (LAP3) Strategic Plan is a regional cross-sector collaboration that seeks to reduce the region’s Opportunity Youth (OY) 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 elected public bodies and to 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, Horizons 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 the coalition’s success in achieving 32,000 brighter horizons for OY. 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 percent** (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:



Connection or reconnection to education



Connection to employment



Connection to workforce training programs and career-related education pathways



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, and collaboration between Los Angeles region education and workforce systems to support OY connection to quality career pathways and employment.

Objective 2: Increase use of data to track coalition progress and data sharing among coalition partners to drive the 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.



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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, 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, a program partner of the LA County Federation of Labor. Through the work of New Ways to Work, the EWDD will gain insights into existing workforce development models, socioeconomic 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—LA City's EWDD, Workforce Board, and the Mayor's Office should:

- 1 Establish an ongoing workforce system collaborative between representatives of the various public, union locals, and community partners.** LAWIN, under the Mayor's Office and the EWDD, will provide a consistent platform to communicate, share information, and integrate activities on behalf of city residents. Currently, there is no ongoing 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 catalogs and distributes information to LA City workforce partners or residents.
- 3 Pursue a City policy to set aside 1% of all City capital infrastructure projects funded by the federal infrastructure bill to be directed to 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. The State of Pennsylvania has implemented such a policy.
- 4 Invest at least \$2 million in workforce experience dollars (such as Californians 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 ecosystem. At this time, there is no established collaborative working team to pursue these large-scale federal workforce grants.

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D. WORKFORCE DEVELOPMENT SYSTEM - STRATEGIC INITIATIVES

The Year 25 Annual Plan is comprised of eight Strategic Initiatives that are designed to:

- **Highlight the need to address the economic inequities** among high-barrier populations, including individuals experiencing homelessness, Older Adults, women, and justice-involved individuals.
- **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.
- 8 Increase employment opportunities for Older Adults**—55 years and older—by creating systems that promote training and employment.

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Strategic 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 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’s (LAHSA) 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**.⁴ 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.

More than **75,000** people in LA County and **46,260** people in the City of LA are experiencing 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’s Inside Safe Initiative** (Executive Directive No. 2) and the **City’s Comprehensive Homeless Strategy** (CHS).⁵

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Key Workforce Programs

supporting this strategy include:

- Inside Safe Job Connectors Program
- Los Angeles Regional Initiative for Social Enterprise (LA:RISE)
- Workforce Innovation and Opportunity Act (WIOA) AJCC/WorkSource and YouthSource System

Through these initiatives, the 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, and educational nonprofit 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, wraparound social services, and connections 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 WDS to assist up to 300 recently housed individuals with connecting to a job or training through one of the City's WorkSource Centers (WSCs) or YouthSource Centers (YSCs). 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 (CRCDD), four job connectors—each supporting 25 hotel residents—were hired in spring 2023 and stationed at the Los Angeles Grand Hotel. During PY 23–24, program accomplishments included 232 referrals received and a total of 64 active clients. Of these, 25 have enrolled with a local WSC or YSC, 214 job applications were submitted for employment, 62 have been assisted with job interviews, and 30 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, and it served a total of 2,831 unhoused individuals (162 percent of goal). As of March 2024, the City's YouthSource System served a total of 535 youth currently or formerly experiencing homelessness.



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

Launched in 2015, 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 (ESE) to assist in moving participants into the workforce. An ESE is a

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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. This expanded transitional subsidized employment and certificated training opportunities and housing resources specifically to young adults aged 18 to 24 experiencing homelessness or at risk of experiencing homelessness. The following program year, LA:RISE expanded services to young adults aged 18 to 30 with funding from a Californians for All grant. Currently, 11 ESEs, 6 WSC, and 5 YSC partners are collaborating to transition these individuals into permanent employment.

In PY 23–24, LA:RISE programs enrolled 862 individuals into program services and subsidized transitional jobs and helped place 155 into unsubsidized competitive employment. To date, 7,595 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 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 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 of 1,750 individuals experiencing homelessness through the City's 14 WSCs.
- 4 » **All OY in the Homeless Management Information System will be prioritized** for educational and/or workforce services.

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STRATEGIC INITIATIVE NO. 2

Increase education and/or employment outcomes for disconnected youth.

THE NEED:

- ❗ **OY are youth (aged 16 to 24)**, including youth serviced by the child welfare, justice, and homeless systems, **who are disconnected from school or work**. Many OY often lack appropriate resources and support and are likely to face multiple challenges and obstacles to accessing education and employment.
- ❗ A 2017 USC study found that the **majority of OY are youth of color** (Black, African American, or Latino), have high barriers to education and employment, lack 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**.

More than **62,000** youth, or **13.9** percent of the nearly half a million young people, in the City were **disconnected youth** in 2021.

Alignment with Mayoral, Council, and Board Priorities

This strategy seeks to support the **workforce development needs of OY** and facilitates access to skills attainment and career pathways leading to quality jobs and the **Mayor's Californians 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)**

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ACCOMPLISHMENTS



Horizons 32K Strategic Plan

The City of Los Angeles WDS plays a pivotal role in addressing the needs of young adults entering the workforce and/or education system through its role in facilitating the LAP3 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 Horizons 32K Strategic Plan (formerly LAP3)—to be published in the spring of 2024—will further address the needs of young adults who are looking to enter the workforce and access educational opportunities. Through the Horizons 32K Plan, 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 OY, including foster system-involved and housing-insecure youth.



YouthSource System Redesign Implementation

During PY 22–23, a newly redesigned and procured system of YSC operators was established and began incorporating the following six 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 the 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. Enhance 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. In PY 23–24, a total of 3,404 youth enrolled into Hire LA programs and were provided work-experience opportunities.

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Californians for All

Beginning in March 2022, as part of the Mayor's Californians For All youth campaign, 15 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 aged 16 to 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, 3,363 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 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.



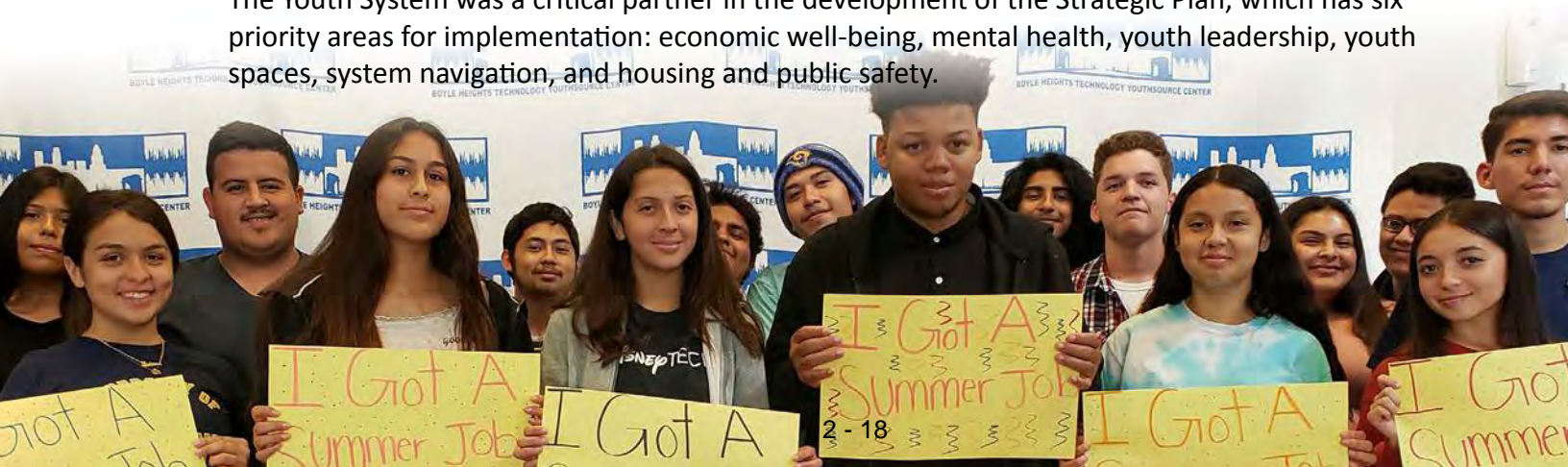
YSC Youth Advisory Council Initiative

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 YSCs. The advisory councils have an active role and safe space to provide ongoing recommendations to YouthSource front line 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 road map 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 and public safety.



II. PLAN OVERVIEW

» ACTION. In PY 2024–25, 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:
 - Launching the YouthSource Center Navigator program with LAUSD DACE to increase enrollment of YSC participants into vocational training programs
 - Implementing the Regional Equity Recovery Act (RERP) partnership with LACCD to increase the co-enrollment of YSC participants into degree and/or short-term vocational training programs
 - Continuing the implementation of the Certified Peer Specialist Demonstration Project to train 70 YSC participants as Peer Counselors to expand mental health services system wide
 - Developing 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 OY through the Los Angeles P3 Collaborative. Goals for PY 2023–24 include:
 - Building the capacity of governance structure in support of the Horizons 32k Strategic Plan
 - Establishing and leading LAP3 Stewardship Group comprising leaders, including OY, to upload accountability in achieving the Plan’s strategic goals and objectives
 - Advancing 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 DACE and the LACCD

- 3» Regional Partnerships:** Expand efforts to increase the number of multi-barrier youth served by the YouthSource and Hire LA systems by:
 - Expanding partnerships with the California Department of Rehabilitation (DOR) to serve youth with disabilities
 - 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» Californians for All Programs:** Continue to implement Californians for All programs in partnership with the Mayor’s Office of Economic Opportunity, 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 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.

II. PLAN OVERVIEW

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, the Los Angeles World Airport, the Department of Water and Power, and the DPW are major economic drivers at the local, regional, and national levels and key generators of jobs.
- ❗ 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.

Residents struggle to connect to employment opportunities.

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, nonprofits, and workforce development and education systems.

Key Workforce Programs supporting this strategy include:

- HireLAX Pre-Apprenticeship Program Partnership
- TLH Program
- Regional Sporting Events Strategy Development
- Regional Infrastructure Strategy Development
- Small Business Corp—Youth Small Business Corp

ACCOMPLISHMENTS



HireLAX Pre-Apprenticeship Program Partnership

The HireLAX Pre-Apprenticeship program is an eight-week program that provides 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.

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Targeted Local Hire and Bridge to Jobs Programs

As of June 30, 2024, 2,151 individuals had been hired with the City of Los Angeles through the TLH program. Between July 1, 2023, and March 1, 2024, 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 2024–25, the City will:

- 1» Increase coordination with City departments.** The EWDD will execute new MOUs with the Port of Los Angeles, 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 WDS with the Jobs Economic Development Initiative (JEDI) Zones.** The EWDD will expand cross referrals between BusinessSource Centers (BSCs) and WSCs in approved JEDI zones.
- 3» Continue efforts to align Workforce Development with Economic Development Strategies.** The EWDD will continue to emphasize the creation of employment opportunities for disadvantaged communities through the Comprehensive Economic Development Strategy by focusing on key industries in the region and developing and implementing inclusive procurement programs. The EWDD will continue to have quarterly system-wide meetings that include BSCs, WSCs, YSCs, and incubators to align regional goals and objectives.
- 4» The EWDD will continue its partnership with the HireLAX Pre-Apprenticeship program** to support 80 individuals seeking a career in the construction industry.
- 5» Develop Workforce Strategy for Regional Sporting Events,** as over the next five years, the City is scheduled to host major sporting events 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.
Continue the Youth Small Business Corp, which provides participants with paid

II. PLAN OVERVIEW

- 6» 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 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 and opportunities for career advancement 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**.

Income inequality continues to widen in Los Angeles.

Alignment with Mayoral, Council, and Board Priorities

In support of the Mayor's and WDB's vision to **connect every Angeleno with a living-wage job** and career pathways, this strategy seeks to expand the WDS'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 placement 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

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ACCOMPLISHMENTS



High Road Training Partnerships

The EWDD launched the High Road Training Partnerships (H RTP) grant initiative to develop and expand partnerships that led 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.

The 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 the area's economic future. Seven currently contracted WSCs 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 had enrolled more than 200 individuals into the program.



Launched Business Engagement Program

In July 2022, the EWDD contracted the LAEDC for the provision of business engagement services (i.e., Business Engagement Program), which includes an H RTP 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 had successfully referred 43 employers who committed to hiring from vulnerable populations.



Convened Employer Presentations at Business Service Representative Meetings

The EWDD's Employer Services Unit convenes monthly meetings with the BSR from the City's 14 WSCs. Outreach extends 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, SRO Housing Corporation, 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 the 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 WSC in October 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 were made available to the City's residents and workforce participants.

II. PLAN OVERVIEW

» ACTION. In PY 2024–25, 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 to 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 with the BSR** from the City's 14 WSCs and engage employers.
- 6» **Continue to organize Quarterly Regional Connect LA Job Fairs.**



II. PLAN OVERVIEW

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 compared with their male counterparts** despite their steadily growing participation in the labor force. Men outearn women within every age group.⁶
- ❗ **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 women were one-half more likely than men 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.⁷
- ❗ **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 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).

By industry, women accounted for more than half of all workers.

➔ **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, and 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-nonconforming individuals.

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ACCOMPLISHMENTS



Outcomes through the WorkSource and YouthSource System

In PY 23–24, the WorkSource System served a total of 5,902 women, and the YouthSource System served 1,097 young women. Of those women, 1,379 were single mothers. In PY 23–24, 1,445 women received training through WIOA-funded programs. Data showed that women mostly enrolled into Health Care, Office and Administrative Support, and Management Training programs and occupations.



Increased Access to Childcare Services

The 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 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 Health Care and Early Childhood Education sectors. The goal of this program is to support single parents'—women's in particular—return to the workforce by subsidizing childcare services. As of March 2024, over 500 eligible parents had been provided with either childcare support, employment training, or both.



Domestic Violence and Human Trafficking Pilot

In partnership with CIFD, the EWDD launched a pilot training program targeting survivors of domestic violence and human trafficking. Through this pilot program, the 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. To ensure equitable opportunities for women and girls in accessing quality and empowering job training and employment, the WDS is committed to these gender equity goals, pending the availability of funding.

» ACTION. In PY 2024–25, 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.
- 3» **Develop programming and outreach strategies to increase women's training and placement** in nontraditional employment high-growth sectors.

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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 who are justice involved
- individuals who are experiencing homelessness
- disconnected youth
- single parents
- veterans
- immigrants
- English-language learners (ELL)
- foster youth and other system-involved youth
- LGBTQ+ individuals
- nonbinary individuals
- 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-barrier, vulnerable populations. This strategy also **aligns with 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 ELL—for individualized and training services.

II. PLAN OVERVIEW

ACCOMPLISHMENTS



Focus on High-Barrier Populations

As a way of ensuring that the system serves those with the highest barriers to employment, the City's WDS has long-established enrollment goals for multiple high-barrier populations, including disconnected youth, people with disabilities, and homeless and reentry populations. 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, the WDS served 1,602 disconnected youth, 1,980 individuals with disabilities, 3,366 homeless, 1,159 ELL, 12,682 low-income individuals, and 1,580 justice-involved individuals through WIOA Adult, Dislocated Worker, and Youth programs.



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. In PY 23–24, 152 individuals received services through this initiative.



Domestic Violence Partnership Pilot Program

The EWDD has partnered with the City's 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 2024–25, the City will:



Assess how WDS service providers manage services for Indigenous peoples, LGBTQ+ and TGI (Transgender, Gender Fluid, and Intersex) populations, and ELL in terms of outreach, partnerships, and documented progress.



Establish and continue goals for new high-barrier populations, including survivors of domestic violence, individuals with disabilities, ELL, single parents, transgender women, and other LGBTQ+ individuals.

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PY 2023–24 Participants Served: WIOA TITLE I (Adult, Dislocated Worker, and Youth Programs)

Gender:



6,999

Women



8,116

Men

36

Did not self-identify

Race/Ethnicity:

7,541

Hispanic/Latino



122

Hawaiian Native/
Pacific Islander

315

American Indian/
Alaska Native

4,999

African
American/
Black

654

Asian

3,479

White

Priority Populations:



916 Veterans



1,580 Justice-Involved Individuals



1,978 Age 55+ (Older Workers)



1,159 English Language Learners



12,682 Low Income



1,980 Individuals with Disabilities



3,366 Homeless Individuals

Data Source: CalJOBS (July 1, 2023- June 30, 2024)



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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.⁸
- ❗ 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 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.⁹
- ❗ 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.¹⁰ Needs such as housing, mental health care or substance use disorder treatment, and consistent and affordable childcare were raised by INVEST staff members and participants, and all require significant financial resources and sustained support over time. At 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.

II. PLAN OVERVIEW

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 and 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.
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 P2E program provides funding across the State of California to help justice-involved and formerly incarcerated individuals 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 to continue these efforts under P2E 2.0. The second iteration of this program has expanded the service area to include eight WSC Hubs covering the 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.



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INVEST

The 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 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 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 CRCD, and Goodwill Industries of Southern California to serve communities in South Los Angeles and the Northeast San Fernando Valley. Through this partnership, the City aims 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 aged 18 to 24 who were returning home to Los Angeles County upon release from state prison or juvenile justice facilities and existing short-term reentry 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 2024–25, the City will:

- 1» **Continue to partner with the Los Angeles County DEO 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 to provide intensive case management, training, and unsubsidized employment.
- 2» **During the 18-month Substance Abuse Drug Abuse Disorder Counselor Training program, the City will continue working toward increasing the number of certified Substance Abuse Counselors in the region.** The program goal will be to enroll 12 Incumbent Workers and 24 adults who have lived and experienced drug dependence.
- 3» **Continue to provide services under P2E 2.0**, which includes expanded service areas. P2E 2.0 will serve 350 formerly incarcerated or justice-involved individuals to provide WIOA workforce services and augmented services such as record expungement, counseling, financial literacy, tattoo removal, mental health counseling, and parenting workshops.

II. PLAN OVERVIEW

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 percent of the City’s total population and 31.0 percent of the City’s adult population.¹¹
- ❗ **46.1 percent of Older Adults are under the age of 65, while 77.4 percent 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, including 61,867 unemployed Older Adults in the City of LA and 151,738 unemployed Older Adults in the County at large, who want to work but cannot find employment.**
- ❗ **Many Older Adults plan to continue working past traditional retirement age.** A recent survey by the AARP found that 57 percent of nonretirees 50+ expect to work into retirement for financial reasons.¹²
- ❗ **Employment training and placement programs may currently underserve Older Adults.** Based on data from local WSCs, despite making up 24.9 percent of the City’s population, Older Adults accounted for only 15.4 percent of WSC enrollments, 11 percent of employment placements, and 5.6 percent of credential completions.¹³
- ❗ **According to the most recent LAHSA Homeless Count,¹⁴ Older Adults 55+ account for 24.6 percent of the total homeless population and 31.6 percent 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 percent of unsheltered people above the age of 55 said their homelessness was due to unemployment or financial reasons.¹⁵**

There are **61,867 unemployed Older Adults** in the City of LA.

II. PLAN OVERVIEW

➤ 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, the EWDD procured a qualified consultant to develop and implement a Workforce Strategy for Older Adults. In October 2023, Cause IMPACTS began strategic planning efforts and 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 had:

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

➤➤ ACTION. In PY 2024–25, 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 new employees.

III. CURRENT ECONOMIC IMPACTS ON EMPLOYMENT¹⁶

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 COVID-19 Pandemic

The 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 million payroll workers. In the City of Los Angeles, there was post-pandemic job recovery across many industries, with some seeing job growth above pre-pandemic levels and others below pre-pandemic levels.

Industries that have seen the most **growth** include:

- ① **Health Care and Social Assistance**
- ① **Information Technology**
- ① **Professional and Business Services**
- ① **Private Educational Services**
- ① **Transportation, Warehousing, and Utilities**
- ① **Mining, Logging, and Construction**
- ① **Agriculture, Forestry, Fishing, and Hunting**
- ① **Arts, Entertainment, and Recreation**



III. CURRENT ECONOMIC IMPACTS ON EMPLOYMENT¹⁶

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 toward 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 skill sets.

Demographic Portrait

Demographics play a key role in the growth and quality of the labor force and 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 lived 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.

City of LA Median Household Income:

\$76,135

(up from \$50,544 in 2014)

City of LA Per Capita Income:

\$45,270

(up from \$29,195 in 2014)

City of LA Households Living under Poverty Level:

16%

State of CA Households Living under Poverty Level:

12%

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).¹⁷ 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.

City of LA Population is Declining:

City has Lost **230,000** Residents . . . ➔ **5.8% Decrease**
(or an annual average decline of -1.2%)

III. CURRENT ECONOMIC IMPACTS ON EMPLOYMENT

The age distributions 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 old). 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 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. Regarding 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.

Resident Population in City and County of LA:

70%
Working Age
(15 to 65 years old)

15%
Seniors
(65 years and over)

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 had not earned a high school diploma (or equivalent), while almost 21 percent had graduated high school but had no other education. Nearly 36 percent of residents had 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 associates 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.

Poverty for families takes into account the number of people in a family unit and the total income that unit earns. A family unit consists of two or more people living in the same housing unit that are related by birth, marriage, or adoption. Of the 2.2 million households in LA County, the share of family households whose income fell below the poverty line in the prior year was 14.1% (226,800 families). In the City of Los Angeles, out of the 826,000 households, 16.4 % had their income fall below the poverty line in the prior year (100,700 families). 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 and general workforce experience and may lack skills that are easily obtained through training that can increase employment opportunities. A significant portion of the working-age population in the City of Los Angeles and the County of Los Angeles are aged 16 to 24 years. They represent 14.2 percent of the total working-age population of 16 years and older in the City.

In 2022, 20% of residents 25 years and older had not earned a high school diploma (or equivalent), while almost 21% had graduated high school but had no other education.

III. CURRENT ECONOMIC IMPACTS ON EMPLOYMENT

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.

Labor Force:

Los Angeles
County
5 Million

City of Los
Angeles
2 Million

Unemployment Rates:



5.9%
Los Angeles
County



5.2%
State
Level



3.7%
National
Level

According to the Employment Development Department, at the start of 2024, the unemployment rate in Los Angeles County was 5.9 percent, 5.2 percent at the State level, and 3.7 percent at the national level.¹⁸ 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 childcare. 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).

III. CURRENT ECONOMIC IMPACTS ON EMPLOYMENT

Occupational Analysis

It is important to understand how industries are expected to grow or decline—and estimating their job-creation potential provides one aspect of overall workforce needs—as well as 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, Health Care Support occupations, accounted for 8.2 percent of all jobs. Total Health Care 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, and 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 open 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 Health Care 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 aides, personal care aides, and registered nurses, which are both in Health Care occupational groups (practitioners and support); fast food counter workers, waiters, and waitresses, which are in the Food Preparation and Serving occupational group; and laborers, freight movers, 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 the 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 toward 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.

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 open for those with less experience.

III. CURRENT ECONOMIC IMPACTS ON EMPLOYMENT

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 10 sectors:

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

Transportation

843,300 workers were employed in green occupations in Los Angeles County in 2022. This number is expected to increase to nearly 870,000 by 2028.

Employment in green occupations has grown at an annual rate of 1.76 percent 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 percent between 2022 and 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.



III. CURRENT ECONOMIC IMPACTS ON EMPLOYMENT

CONCLUSION

The economic overview and analysis in this section helps to inform 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.



IV. FY 2024–25 FUNDING OUTLOOK

ANNUAL PLAN FUNDING RECOMMENDATIONS

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 provides a list of new and carryover funding anticipated by funding streams in PY 2024–25.

TABLE 2: Year 25 WIOA Formula Funding

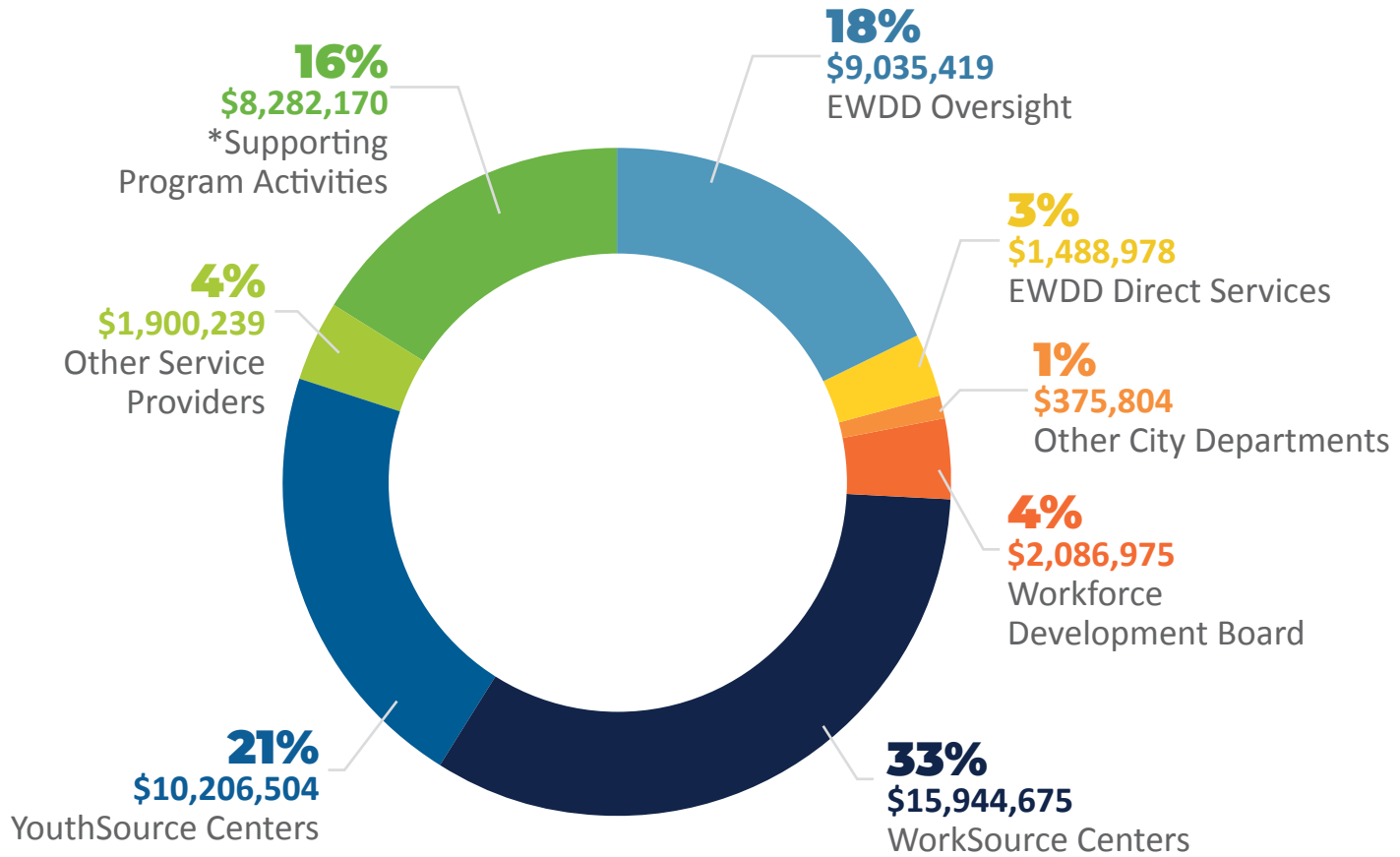
	PY 2023–24 WIOA Funds	PY 2024–25 WIOA Funds	Increase (Decrease)
Adult	\$16,279,373	\$16,039,523	(\$239,850)
Dislocated Worker	\$10,119,363	\$10,080,271	(\$39,092)
Youth	\$16,337,648	\$15,996,257	(\$341,391)
Rapid Response	\$875,467	\$875,467	\$0
Carryover	\$8,100,000	\$6,311,247	(\$1,788,753)
Total	\$51,711,851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

IV. FY 2024–25 FUNDING OUTLOOK

Proposed WIOA Funding Distribution

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.

FIGURE 3.



*Total reflects adjustment for City-managed operators.

IV. FY 2024–25 FUNDING OUTLOOK

Strategic Planning Implementation

FIGURE 4 highlights the implementation of strategic planning efforts for PY 2024–25.

FIGURE 4.



IV. FY 2024–25 FUNDING OUTLOOK

Year 25 Annual Plan Funding Highlights

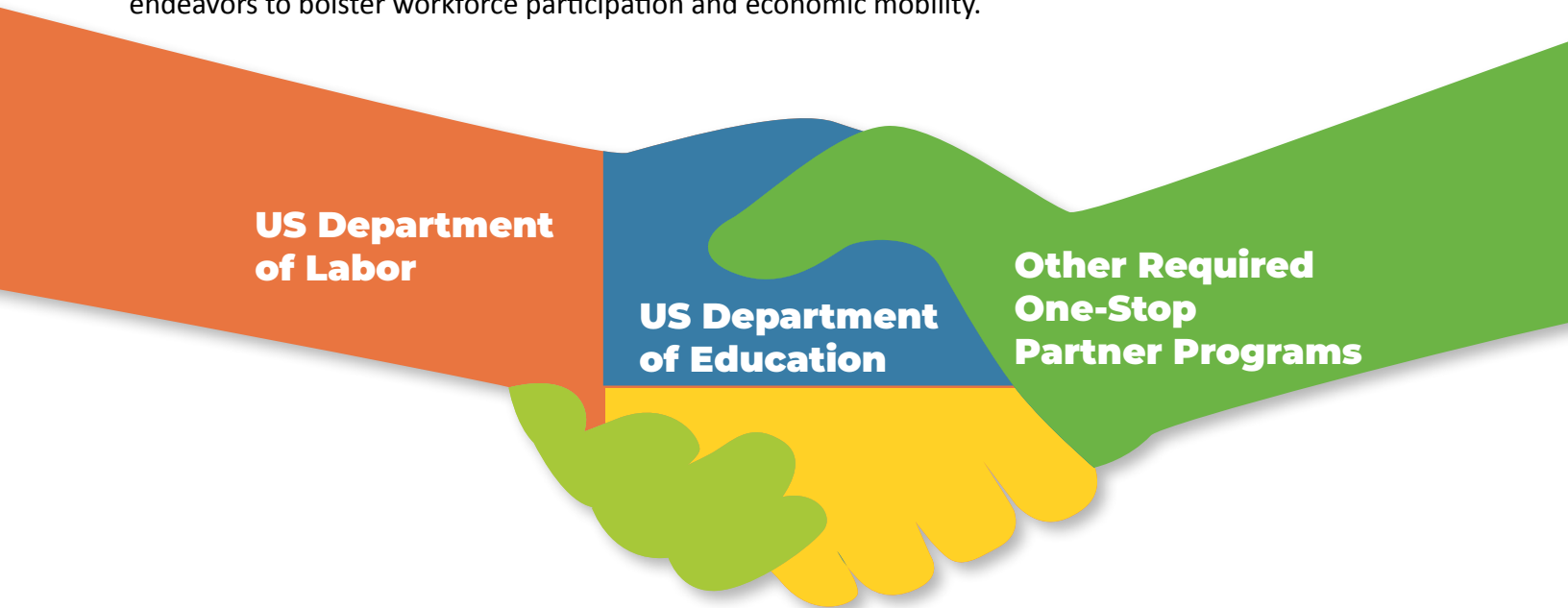
Table 3 represents PY 2024–25 Annual Plan proposed funding, strategies, outcomes, and strategic goal highlights, which will provide EMPLOYMENT services to Angelenos, including persons left out of the region’s economic recovery—people experiencing homelessness, disconnected youth, and reentry populations.

TABLE 3: 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.	\$11,907,588	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	Inside Safe Job Connectors Program	200	Address homelessness with more employment opportunities.

V. LEGISLATIVE ADVOCACY

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 are 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.



Agency	Program(s)
US Department of Labor	Title I: a) Adult, b) Dislocated Worker, and c) Youth Programs Title III: Wagner-Peyser Act—Employment Service (ES)
US 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"> • US Department of Labor: 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 • US Department of Education: Carl D. Perkins Career and Technical Education Act programs • US Department of Housing and Urban Development: Employment and Training programs • US Department of Health and Human Services: Community Services Block Grant employment and training programs, and Temporary Assistance for Needy Families (TANF)

V. LEGISLATIVE ADVOCACY

WIOA Reauthorization

WIOA and its predecessor, the Workforce Investment Act, have 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, 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 the region's 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 WIOA.¹⁹ 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 quality, strengthen pathways to economic opportunity, promote employer-led initiatives, and fuel innovation for a skills-based economy through grants and demonstrations.²⁰

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.

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.

VI. SYSTEM PARTNERS

The Los Angeles Workforce Development System (WDS) is a network of local and regional governments, community-based organizations, educational institutions, employers, and labor unions. It exists to support job seekers with training, education, and employment opportunities and to support businesses through skills-development and recruitment of workers who fit their unique needs.

LA Economic Workforce Development Department

- WIOA Title I - Adult, Dislocated Worker, and Youth Programs
- LAP3
- HireLA
- LA:RISE
- Californians for All
- Youth@Work

CA Employment Development Department

- WIOA Title III - Wagner-Peyser
- Veteran Services
- Trade Adjustment Assistance (TAA)

LA Community College District

- WIOA Title II - Adult Education and Family Literacy Act

LA County Department of Probation

- Project Invest
- Juvenile Crime Prevention Program

LA Department of Public Social Services

- TANF
- Summer Youth Employment
- CalFresh Employment and Training
- GAIN

CA Department of Rehabilitation

- WIOA Title IV - Rehabilitation Act
- Competitive Integrated Employment Coordination

LA County Child Support Services Department

- Non-Custodial Parent Services

LA Unified School District

- WIOA Title II - Adult Education and Family Literacy Act (WSC Navigators)
- Pupil Services and Attendance Counselors (YSC)
- Sector Training



VII. ANNUAL PLAN OUTLINE

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



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YEAR 25 WORKFORCE DEVELOPMENT BOARD EWDD ANNUAL PLAN



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